



2025

Corporate
Sustainability Report



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Sustainable Development of Hitron Technologies

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About the Report GRI 2-2, 2-3, 2-5

Hitron Technologies Inc. (hereinafter referred to as “Hitron Technologies” or “Hitron”) publishes an annual Corporate Sustainability Report to communicate its commitments and performance to all stakeholders across various dimensions, including operations, corporate governance, environmental protection, employee rights, and social participation.

To better address topics of concern to stakeholders, Hitron has established a dedicated ESG section on its corporate website. In addition to providing a summary of the latest annual efforts and achievements in sustainable development, both the Chinese and English versions of the full Sustainability Report are available for download or online viewing at : hitrontech.com/esg



Reporting Period and Frequency

This report was published in August 2026. Hitron Technologies published the first Corporate Sustainability Report in 2022 and has published the report every August since then.

Last issue : August 2025

Latest issue : August 2026

Next issue : August 2027

Report Scope and Boundary

Geographical Scope :

Hitron’s headquarters in Hsinchu. Part of the content covers other Hitron overseas sites, such as Hitron Suzhou, Hitron America, and Hitron Europe, which will be indicated in each chapter.

Time Scope :

January 1, 2025 through December 31, 2025.

- ① Other than the financial data, it does not include the data of the subsidiary, Interactive Digital International Co., Ltd., and only includes the relevant data of the headquarters of Hitron Technologies Inc. and overseas companies.
- ② The scope of data disclosure in some sections may vary and is indicated through annotations in each chapter.

Data collection and calculation

Data collection for the whole year of 2025 is carried out within the above reporting scope. The calculation formulas for the indicators and data have been stated in detail in the chapter notes.

Policies and Measures Verified through Internal and External Verification

This report was drafted, planned, and implemented by Hitron’s Sustainability Unit. The data and information disclosed were provided by the responsible departments and compiled by the Sustainability Unit. Internal audits were conducted to verify the consistency, completeness, and accuracy of the data, and any discrepancies were returned to the responsible departments for supplementation

and confirmation. Externally, an independent third-party verification was conducted by Bureau Veritas Certification (BVC) to ensure that the report complies with the GRI Standards (Comprehensive option) and the AA1000 Assurance Standard v3 (Moderate Type II). Through both internal and external audit mechanisms, the quality of the disclosed information is ensured.

Moreover, the disclosure of the report is in line with domestic and international standards, including the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, the United Nations Sustainable Development Goals (UN SDGs), the SASB Standards, and the Task Force on Climate-related Financial Disclosures (TCFD).

Feedback and contact information

For any inquiries or suggestions, please feel free to contact us :

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2025 Sustainability Performance

External Recognition



Silver Award

The 18th TCSA Taiwan Corporate Sustainability Awards
Electronic Information Manufacturing - Category 1 (Report)



Excellence Award

The 18th TCSA Taiwan Corporate Sustainability Awards



Bronze Medal

2025 EcoVadis
Announced in January 2026



B Rating

2025 CDP SME

Internal Achievements

Environment		Social		Governance	
↓ 19.0 %	14.4 %	11.9 hrs	0 cases	Top 3 DOCSIS	0 cases
Reduction in GHG emissions (Scope 1 & 2) (Base year : 2021)	Recyclable waste ratio	Hours average employee training time	Violations of the Labor Standards Act or occupational safety and health regulations	Product Developer Brands	Number of corruption or anti-competitive litigation cases involved
↓ 86.8 %	97.7 %	100 %	100 %	53 M+	0 cases
Reduction in water consumption per USD 1 million in revenue (Base year : 2021)	Percentage of localized procurement of MRO	Percentage of finished goods suppliers that have completed on-site audits for social responsibility and environmental hygiene.	Completion rate for employee code of conduct training	units cumulative device shipments	Complaints related to customer data breaches or privacy violations
↓ 87.5 %	0 cases	257 hrs		1800 K+	
Reduction in electricity consumption per USD 1 million in revenue (Base year : 2020)	Violations of environmental regulations	Employees' participation in charity events reached		Units connected to HitronCloud	

Message from the Chairperson GRI 2-22

Hitron Technologies has always upheld the philosophy of “pursuing technological advancement on the basis of culture,” firmly believing that sustainable operations are the cornerstone of corporate growth. Guided by the United Nations Sustainable Development Goals (SDGs), we remain committed to our three core pillars of sustainability: corporate governance, Workplace Well-being, and environmental responsibility—driving the Company’s steady and upward development. In 2025, Hitron continued to follow its established strategy, further strengthening its brand and channel operations, software service innovation, and customer service. Through its division of labor and collaboration with Alpha Networks, Hitron gradually accumulated integration synergies while steadily advancing its presence in the Asia-Pacific market, particularly in Wi-Fi and PON solutions, as well as in the fiber-optic network market in Southeast Asia. In terms of overall product strategy, the Company also continued to increase the revenue contribution from non-DOCSIS product lines.

We recognize that employees are one of our most valuable assets. Therefore, we strive to support both their physical and mental well-being by organizing annual health examinations, regular medical consultations, nutrition and health courses, sports events, club activities, and on-site massage services, helping employees

achieve a healthy work-life balance. At a time when blood supplies across Taiwan were tight, our employees still voluntarily participated in the regular blood donation activities organized by the Company. They actively devoted themselves to social welfare and conveyed care and love through concrete actions, demonstrating a warm and positive influence. To achieve the goal of “Workplace Well-being,” Hitron adopted a fixed-allocation KPI bonus system to increase the overall bonus amount. The Company also actively supports work-life balance by offering flexible working hours (between 8:00 a.m. and 9:30 a.m.), making it easier for employees with children to manage school drop-offs and pickups. A hybrid work model was also introduced, allowing employees to work from home one day per month at their discretion, along with additional work-from-home arrangements for those with special needs. The early leave policy remains in effect, contributing to a highly flexible, dynamic, and empowering work environment where employees can thrive and fully apply their talents.

As a global citizen, Hitron proactively promotes a range of eco-friendly measures and has adopted the GPM Green Product Management System, working with supply chain partners to jointly fulfill corporate social responsibility. For key issues such as greenhouse gas emissions, hazardous substance emissions, and conflict minerals, Hitron has established comprehensive

and rigorous management mechanisms to ensure the achievement of its sustainability goals. In addition, Hitron formally set its 2050 net-zero emissions target in 2023 and actively aligned with Qisda Group’s “2030 RE60, 2040 RE100” initiative. The Company continues to incorporate recycled plastics into product design and develop and launch green products with sustainable value.

Looking ahead to 2026, Hitron will remain steadfast in upholding its core values of “Integrity,” “People-Oriented,” “Customer-Centered Innovation,” and “Co-Creating Sustainability.” As we continue driving corporate transformation and pursuing steady performance growth, we will deepen and expand the practice of sustainability, embedding it into the Company’s culture, fulfilling our mission to advance innovative technologies with a foundation rooted in humanity. After joining Qisda Group, Hitron will also tap into the collective strength of the Grand Fleet to expand our influence and adopt product optimization and regional layout strategies to achieve our business and ESG goals. In the future, we will be optimistic and more determined to reconnect the beautiful people and moments in our daily lives to achieve a sustainable society of shared prosperity.

Hitron Technologies Inc.
Chairperson



About Hitron Technologies

1. Company Overview GRI 2-1, 2-6

Ownership and Legal Form

Hitron Technologies is a publicly listed company limited by shares, with its shares listed and traded on the Taiwan Stock Exchange (stock code : 2419). As a listed company, we comply with Taiwan's Company Act, Securities and Exchange Act, and relevant financial supervisory regulations, and are subject to supervision by competent authorities and investors. We regularly disclose financial reports and material information to ensure operational transparency and regulatory compliance.

Operational Headquarters and Locations

Hitron Technologies is headquartered in Hsinchu Science Park, Taiwan. As a brand owner, the Company oversees global operational strategies, product development management, and supply chain governance. We have established sales and technical service locations in North America, Europe, and Asia to respond promptly to customer needs. Together with our main finished goods supplier, Alpha Networks Inc., and its supply chain partners, we jointly create high-quality and sustainable network communication solutions.

Brand Positioning

As a brand owner, Hitron Technologies focuses on product development, brand marketing, customer service, and sustainable supply chain governance. The Company integrates environmental protection, social responsibility, and corporate governance (ESG) into its core corporate decision-making and is committed to becoming a trusted sustainable brand in the global network communications industry.

Hitron Technologies is a leading global brand in broadband network equipment with many years of extensive experience in broadband access equipment. Living up to the concept of leading in technology and service, we have developed core technologies and operated our own brand. We continue to strengthen our product development efforts and have launched a series of leading DOCSIS broadband access network products in the industry, selling them all over the world. At present, we have developed into an all-round network communication brand, with an extensive product mix and complete technical services, to provide diverse broadband network products and high-speed, perfect, and stable internet experience for global multiple service operators (MSOs) and network end users.



Employee Worldwide

240+



Listed on TSE since 2000

Code 2419

Top 3

DOCSIS Product Developer Brands by Market Share

35+

Years of Access Equipment Design & Development

11

First-to-Market Launches with Cutting-edge Technologies

7

Business, R&D, and Logistics Sites Worldwide

53 M+

Amount units Shipped Worldwide (Accumulated#)

1.8 M

Connected Devices with Hitron Software Solutions



● Headquarters ● Sales ● R&D ● Logistic Center

Name of the Company	Hitron Technologies Inc.	Date of listing on TWSE	2000-09-11	Chairperson	April Huang
Date of establishment	1986-03-24	Industry	Communication Network Industry	Spokesperson	David Chou
Address	No. 1-8, Li-hsin 1st Rd., Hsinchu Science Park, Hsinchu City 300			Paid-in-capital amount	NT\$ 3,213,172,290

2. Operations Highlights

(1) Company Development

The Company has accumulated decades of experience, sales channels and research and development of the private brand. The goal of business development remains mainly continuing the development of broadband telecommunication products. Following a substantial increase in the market share in Latin America, the Company shall strengthen its North American market share. For products, in addition to increasing products in the high-value chain in the corporate and commercial service market, and integrating with big data and hardware and software integration as the development direction, the Company shall apply innovative technologies on products to enhance its niche, as well as expanding market share.

In 2017, the company began developing a cloud service platform and application to complement its existing Cable Gateway products. The application was adopted by customers in 2018. In 2019, the cloud service platform was gradually adopted by customers. By the end of 2025, more than 1.8 million devices were connected to HitronCloud, a proprietary platform developed by Hitron, which helps users monitor the connection quality of home internet services and reduces the customer service workload of telecom operators. The value-added service of this software service has gradually increased our orders and revenue. We hope that this high-quality, user-friendly, and practical cloud service can enhance our competitive advantage, to increase our customer retention and create business opportunities through cross-selling. Due to the long-term impasse in the US–China trade war, compounded by the increase in orders, the Company is actively seeking to expand production bases outside of China and transferred all production capacity to our Vietnam production site in 2021 to stabilize quality and reduce costs. Our business strategies include:

- (1) Expanding ancillary service product lines based on existing product offerings, providing additional services to current customers and channels. By leveraging core integration technologies, the Company aims to increase revenue and reduce costs, while simultaneously targeting both the mass affordable market and high value-added product segments.
- (2) Venturing into the service provider market in North America, increasing market share, strengthening presence among MSOs of an emerging market with flexibility and services. Expanding to the Central and South American and European markets and deepening collaboration with customers.
- (3) Creating products with a life cycle of more than 5 years that are in line with the new technological standard of DOCSIS 3.1, DOCSIS4.0 FDD and Wi-Fi 6/6E/7, and have higher bandwidth.
- (4) Developing products that respond promptly to market needs, integrating further with customers' processes, providing value-added services to customers with innovation, and pursuing higher quality in products.
- (5) Using big data and software integration to enhance product quality and reduce costs, thus increasing profitability.
- (6) Arranging global collaborative production plans in response to changes in global trade conflicts and production costs to meet evolving market and customer needs.

Note : In October 2024, Hitron Vietnam ceased operations and transferred its production to Alpha Networks' Vietnam facility

(2) Important Production and Marketing Policies

1 Production strategy

Since 2016, Hitron Technologies has actively promoted automation in production and trained internal engineers to develop capabilities in the maintenance and development of automation equipment. This forward-looking deployment has not only improved production capacity utilization but also demonstrated key value during the US–China trade war. When the Company needed to identify new production bases, automation technology made it possible to replicate production models without relying heavily on a large number of trained frontline workers, significantly shortening the time required for new plants to commence production while maintaining stable product quality and yield rates.

As Hitron has transformed into a brand owner, this automation technology asset has been fully transferred to its main finished goods supplier, Alpha Networks Inc. Alpha Networks has acquired Hitron's long-accumulated automation experience and engineering capabilities and continues to optimize production efficiency and quality control, ensuring that every Hitron product maintains the same manufacturing standards and reliability.

2 Marketing policy

The Company adopts a triangular trade model in which its subsidiaries in the United States, Europe, and Taiwan are each responsible for order processing in their designated regions, while shipments are fulfilled by global manufacturing bases. This model streamlines sales and payment operations.

Localization – To strengthen support for regional sales, shorten response times, and enhance customer satisfaction, the Company has established direct operating bases in major target markets. Local sales teams and technical support staff have been deployed to better understand market trends and cultivate relationships with local customers and partners, providing telecom operators with comprehensive product and technical services.

3 Strategic Transformation

In 2025, Hitron entered a critical phase of strategic upgrading, shifting away from its previously vertically integrated operating model. The Company is transitioning toward a model focused on brand value creation, refined channel management, software innovation, and exceptional customer service. Specifically, Hitron has entrusted the important responsibilities of product research, development, and design, as well as production and manufacturing, to contract manufacturing finished goods supplier partners with professional expertise and economies of scale. This transformation not only reduces the costs and risks associated with production management and quality control but also significantly enhances operational flexibility—allowing Hitron to respond more swiftly to market demand fluctuations and the challenges posed by geopolitical shifts.

Hitron's advantages and achievements



Global Top 3

DOCSIS Product Developer Brands by Market Share



53 M+

Units Shipped Worldwide (Cumulative) by 2025



1.8 M+

Units Connected Devices with Hitron Software Solutions

3. Hitron's advantages and achievements

Hitron Technologies joined BenQ Qisda Group in 2020. As the outlet of the Group's Networking & Communication Business Group, we use our vertically integrated manufacturing advantages and the Group's synergy, innovative product design capabilities, and advanced R&D capabilities, to optimize our product mix and hardware and software integrated solutions, thereby creating more complete and convenient Whole-home network communication products for the market.

In 2021, in addition to stable shipments of the main DOCSIS broadband access equipment, the percentages of Wi-Fi wireless network product and software shipments also increased. We will deepen collaboration with customers in various regions, create customized hardware equipment with the latest technology in the industry, and adopt self-developed value-added software services to reduce operating expenditure and increase the average revenue per user, thereby improving overall customer satisfaction. In addition, to respond to the accelerated digital transformation driven by the pandemic and the strong demand for network equipment, we have begun to develop an e-commerce business model in North America to expand our sales channels and reach more potential customer markets, while developing more accurate business operation and product development strategies through data analysis.

As for future product development, we started to invest in 5G millimeter wave products and backhaul equipment developed in collaboration with the parent company, Alpha Networks, in

2021. With its high speed, low latency, and extensive connection, we can combine such products with well-developed hardware R&D and design technology to meet the ever-growing needs for network applications in the future. Regarding product material selection, we also took the lead in adopting cable modem & gateway casings, 95% to 99% of which were made with post-consumer recycled plastics for the European market in 2022, in line with the concept of green products, and which obtained the ISO 14067 certification for the first product carbon footprint in 2023.

Hitron continues to strengthen its presence in the network communications market, with a particular focus on product lines such as cable modems. These products are primarily sold through MSOs (Multiple System Operators) and telecom carriers to meet household broadband demand. At the same time, the Company is actively expanding into emerging technologies and markets to reduce reliance on any single product line. To further diversify its product portfolio, Hitron plans to continue increasing the revenue contribution of non-DOCSIS product lines, such as PON, Wi-Fi, and 5G FWA. The Company's long-term goal is for these product lines to account for more than 50% of total revenue.



Annual Report Search



Overview of Hitron Technologies' Main Product Lines

Product	Description	Model
 Cable Modems & Gateways	Launched 11 market-leading products in line with the latest technical specifications with our strong R&D and design capabilities and core technologies, such as DOCSIS 3.1, 4.0 and Wi-Fi 6/7, to set a benchmark in the industry	• Wi-Fi 5 and Wi-Fi 6/7 Cable Gateways with DOCSIS 3.x and 4.0 support • DOCSIS 3.x and 4.0 Cable Modems • DOCSIS 3.x and 4.0 Cable Modems / Gateways with Voice Capability (Cable eMTA)
 5G mobile network	Integrated 5G mobile network applications, from hybrid fiber coaxial (HFC) network backhauls to indoor access equipment to create comprehensive solutions	• 5G Small Cell Backhaul Outdoor Cable Modems • 5G Wi-Fi 6 FWA CPE
 Fiber ONT/ONUs	Launched high-speed 10G xPON and 2.5G PON fiber optic access equipment that supports DOCSIS DPoE 2.0 technology. Through the interoperability, operators can directly transfer existing DOCSIS settings to fiber optic networks	• 2.5G PON ONT / ONU • 10G PON ONT / ONU
 Wireless Networking	Created a Mesh Wi-Fi system without interruption and zero dead spots network through Whole-home wireless solution certified by Wi-Fi EasyMesh	• Wi-Fi 5 Extender with Mesh • Wi-Fi 6 Extender with Mesh • Wi-Fi 7 Extender with Mesh
 Coax & Network Testing Tools	Forming a strategic alliance with Tier 1 operators to develop convenient testing tools and applications for technicians	• Coaxial cable network testing tool • Coaxial Cable Signal Generator • ProMeter APP
 Home Network Management	Cloud home network management solutions developed and designed by the Company to manage all wireless devices in the home easily through the integration of platforms and terminal applications	• HitronCloud (Cloud Whole-home Management)

Participation in Associations GRI 2-28

Hitron actively participates in domestic and international industry-related organizations across both product and operational domains. This involvement enables the Company to stay informed of emerging technologies and industry development trends. We also abide by the requirements of international conventions and organizations and comply with them during operations. Currently, we have not yet joined any external initiatives. The organizations or associations, in which Hitron participated, are listed in the table below.

No.	Name of association/organization
1	The Allied Association for Science Park Industries
2	Taiwan LEO Satellite Industry Alliance
3	Wi-Fi_Contributor Member
4	CableLabs_DPoE Membership
5	GS1 Taiwan
6	EuroDOCSIS
7	DOCSIS CVC



Products
Information



Sustainability Governance at Hitron

GRI 2-12, 2-22, 2-23, 2-24



Sustainability Mission and Strategy

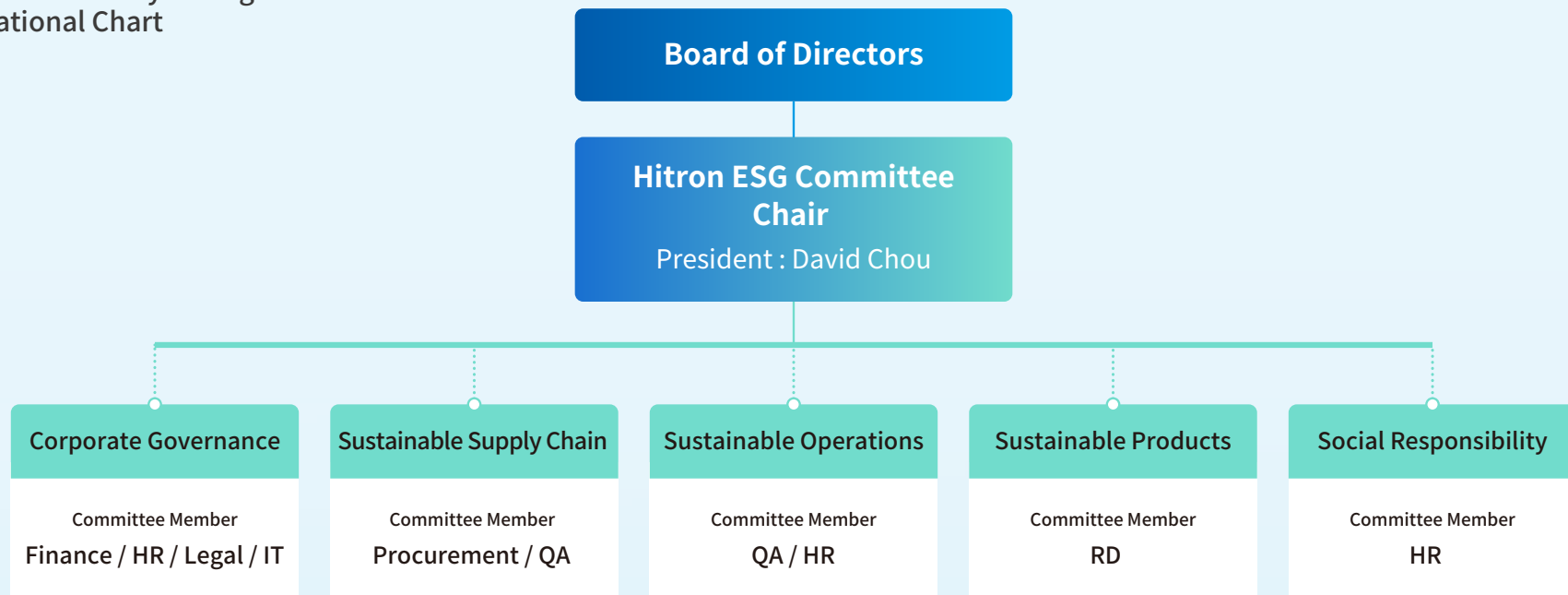
Upholding the spirit of enabling seamless communication that transcends borders and connects a sustainable future, Hitron integrates its business strategy with sustainable development. The Company continues to deliver innovative and sustainability-conscious network communication equipment and solutions, while fulfilling its corporate social responsibilities and pursuing profitability and growth to achieve long-term coexistence with the environment. Anchored in three core elements—economy, society, and environment—Hitron has expanded its environmental focus into three pillars : sustainable products, sustainable operations, and sustainable supply chain. Along with social responsibility and corporate governance, these five key dimensions form the foundation of Hitron’s sustainability framework, each with clearly defined performance indicators.

Sustainability Management Structure GRI 2-9, 2-14

Hitron established a CSR Committee in 2019 to promote corporate social responsibility initiatives. In response to global sustainability trends and to effectively implement the Company's sustainability efforts while facilitating communication with relevant stakeholders, the committee was restructured in 2021 as the Corporate Sustainability Development Committee (hereafter referred to as the ESG Committee).

The ESG Committee is chaired by President David Chou, with senior department heads serving as committee members representing each sustainability dimension. The committee is responsible for reviewing the Company's sustainability policies and management guidelines, setting mid- to long-term goals, and overseeing the implementation and effectiveness of sustainability-related initiatives. The ESG Committee convenes an annual strategy meeting to establish the sustainability action plan for the year and to evaluate performance indicators, progress, and relevant ESG issues. An annual report is submitted to the Board of Directors detailing the year's material topic identification, sustainability performance indicators, and implementation results. The 2025 implementation results were presented to the Board on February 24, 2026. In alignment with Hitron's operational direction and sustainability goals, the ESG Committee has established short- and medium-term targets for the next five years, as well as long-term targets, across its five key sustainability dimensions.

Hitron Sustainability Management Organizational Chart



Short-, Medium-, and Long-Term ESG Performance Indicators and Results in 2025

Sustainability Dimensions

Stakeholders



Sustainable Products



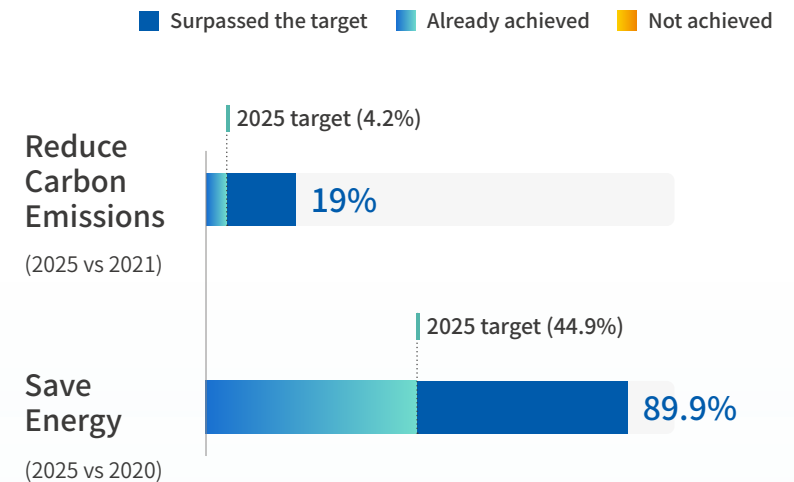
Customers



Enhance the sustainable value of products

	Short-term target	Medium-term target	Long-term target
	To be achieved per year	To be achieved by 2026	To be achieved by 2035
Reduce Carbon Emissions	↓ 4.2%	↓ 16.8% 2021 as the base year	↓ 46.2% 2021 as the base year
Save Energy	↓ 4.2%	↓ 16.8% 2020 as the base year	↓ 46.2% 2020 as the base year

Output in 2025



Note : 1. From 2025, the annual carbon reduction target is adjusted to 4.2% to align with our parent company, Alpha Networks.

2. Due to the Hitron Vietnam closure, the baseline and targets will be revised (subject to approval) to ensure data accuracy.

Sustainability Dimensions



Sustainable Operations
(energy saving and carbon reduction)

Stakeholders



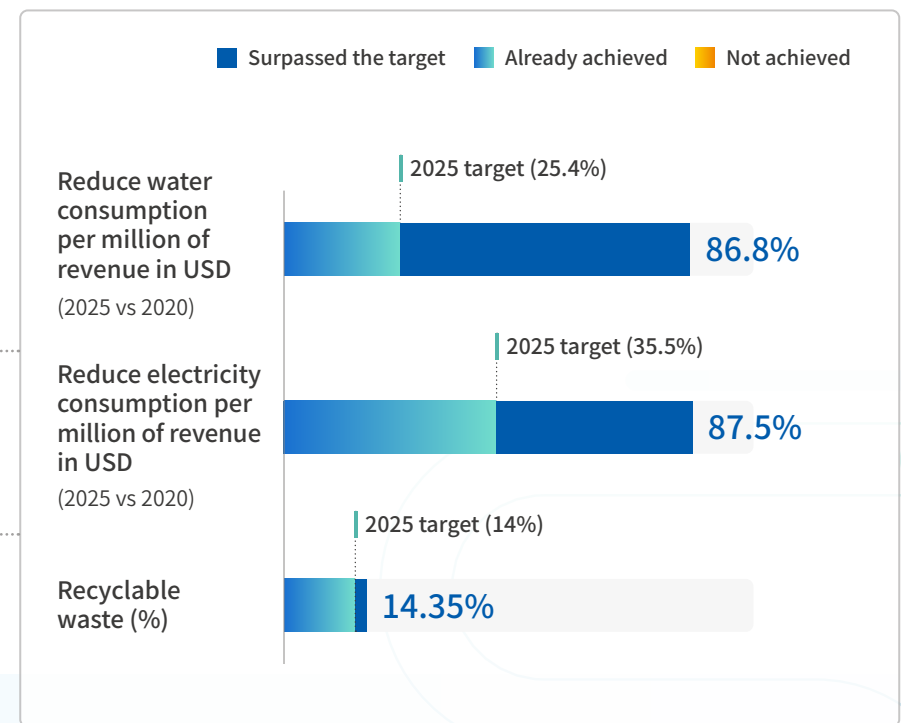
Community, Customers, Employees



Continue to improve to achieve sustainable operations

	Short-term target	Medium-term target	Long-term target
	To be achieved per year	To be achieved by 2028	To be achieved by 2035
Reduce water consumption per million of revenue in USD	↓ 2%	↓ 16% 2020 as the base year	↓ 30% 2020 as the base year
Reduce electricity consumption per million of revenue in USD	↓ 2%	↓ 16% 2020 as the base year	↓ 30% 2020 as the base year
Recyclable waste (%)	14%	15%	15%

Output in 2025



Note : Due to the closure of the Hitron Vietnam plant, the 2025 actual data for the "Recyclable Waste Ratio" exclusively reflects the Hsinchu site. To prevent future data discrepancies, the base year and target values for all items will be revised pending approval.

Sustainability Dimensions



Sustainable Supply Chains

Stakeholders



Suppliers and Customers



Output in 2025

On-site audit rate for social responsibility and EHS among finished goods suppliers.

MRO local procurement ratio

Short-term target

To be achieved by 2026 ~ 2027

≥ 80%

Medium- and long-term target

To be achieved by 2028 ~ 2035

100%



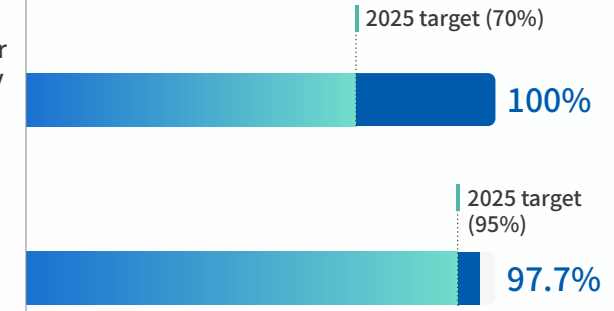
98%

Create a sustainable and win-win supply chain

■ Surpassed the target ■ Already achieved ■ Not achieved

On-site audit rate for social responsibility and EHS among finished goods suppliers.

MRO local procurement ratio



Note : The aforementioned targets have been revised due to operational changes.

Sustainability Dimensions



Social Responsibility

Stakeholders



Community and Employees



Output in 2025

Percentage of employees completing Employee Code of Conduct training

Total employee volunteering hours^①

Short- and medium-term target

To be achieved by 2026 ~ 2028

≥ 95%

200 hrs

Long-term target

To be achieved by 2035

100%



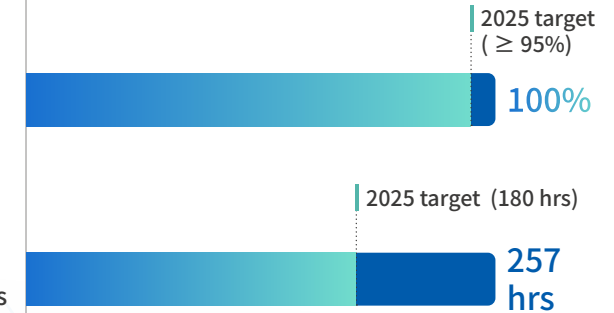
230 hrs

Enhance employee well-being and sense of belonging, foster corporate culture, and promote positive social impact

■ Surpassed the target ■ Already achieved ■ Not achieved

Percentage of employees completing Employee Code of Conduct training

Total employee volunteering hours



① Starting in 2025, this KPI will be adjusted to a minimum of 180 hours per year, with a medium-term target of 200 hours by 2028 and a long-term target of 230 hours by 2035.

Sustainability Dimensions



Corporate Governance

Stakeholders



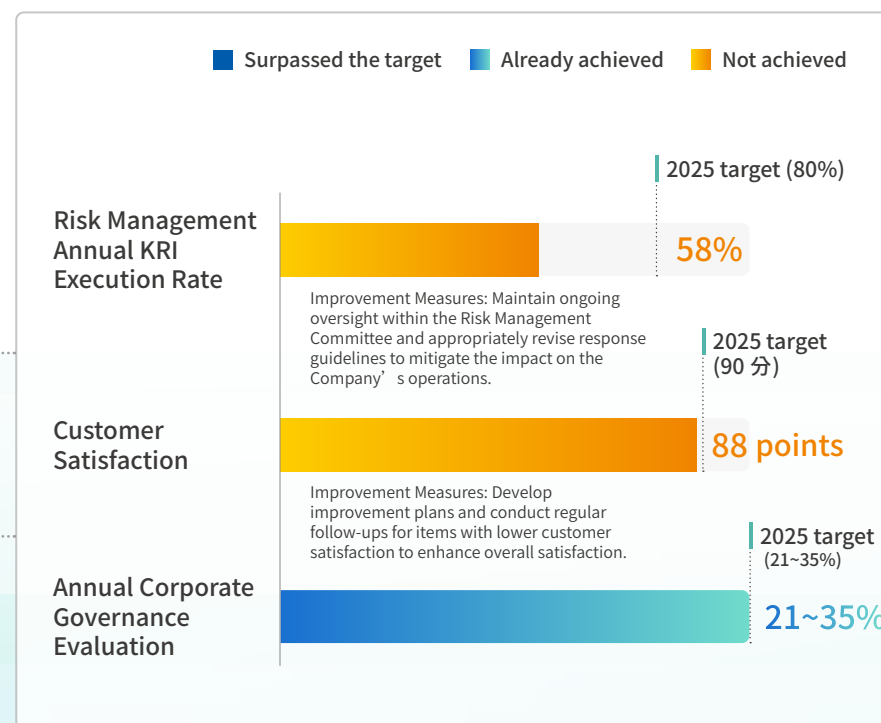
Shareholders, Community, and Customers



Enhance corporate governance and continue to improve operations and profitability

	Short-term target To be achieved by 2026 ~ 2027	Medium- and long-term target To be achieved by 2035
Risk Management Annual KRI Execution Rate	80%	100%
Customer Satisfaction ^①	≥ 90 pts	≥ 92 pts
Annual Corporate Governance Evaluation	21 ~ 35%	6 ~ 20%

Output in 2025



① After revision, the short- and medium-term targets for customer satisfaction were adjusted from 92 points to 90 points, and the long-term target was adjusted from 95 points to 92 points.

Hitron's Response to the UN SDGs in 2025

Hitron supports the United Nations' 17 Sustainable Development Goals (SDGs) and follows the SDG Compass for its business operations. The Company focuses on five SDGs as key pillars for future sustainable development, aiming to implement responsible business practices and create long-term value for stakeholders.

SDGs	Management method	2025 Practices	Corresponding chapter
Ensure availability and sustainable management of water and sanitation for all	- Installed water-saving equipment such as low-flow faucets, dual-flush toilets, and sensor-based flush systems. - Promoted water conservation awareness through posters, training, and campaigns.	- In 2025, the water consumption per million USD revenue was reduced by 86.8% compared with 2020. - Water consumption was reduced by 21,366 metric tons in 2025 compared to 2024. Note : As Hitron Vietnam ceased operations in October 2024, water consumption decreased significantly.	3.3 Sustainable Operations
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	- Committed to complying with international labor standards and labor regulations applicable in all operating locations. This policy applies to all company employees and extends to supply chain partners. - Fostered a healthy and safe working environment, and established fair, reasonable, and competitive systems, benefits, and incentive programs to attract and retain key talent. - Actively promoted local procurement to support regional economic development	- Completed the Hitron Technologies Human Rights Due Diligence in 2025, with plans to implement such assessments on a regular basis. - Continued to adjust the bonus system in 2025 to ensure employee compensation remains competitive within the same industry and region. - Held two occupational safety and health training sessions in 2025 and appointed an on-site physician and nurse to provide health consultations, follow-up care, and to develop wellness promotion programs and preventive measures. - Achieved a local MRO procurement rate of 97.69% in 2025	2.3 Human Rights Policy 2.4 Workplace Well-being 3.4 Occupational Safety and Health 4.2 Sustainable Supply Chain

SDGs	Management method	2025 Practices	Corresponding chapter
Promoting a green economy and ensuring sustainable consumption and production patterns	- Continued implementation of green product design, including reduced plastic use in packaging, material minimization, and the use of renewable/recyclable materials. - Ongoing efforts to reduce waste generation and increase the waste recycling rate. - Established standard operating procedures, conducted regular customer satisfaction surveys, and reviewed service performance indicators to safeguard customer rights and enhance trust. - Prioritized the procurement of eco-friendly and low-carbon materials, and required suppliers to provide carbon footprint data for their products.	- In 2025, the proportion of recyclable waste in Taiwan is 14.35%. - The average customer satisfaction score in 2025 was 88 points. - In 2025, the Company completed internal product carbon footprint inventories (ISO 14067) for three products.	3.3 Sustainable Operations 4.1 Sustainable Products 4.3 Customer Relationships
Taking urgent action to combat climate change and its impacts	- Continued implementation of carbon reduction and energy-saving measures to reduce resource consumption and mitigate the impacts of climate change. - Conducted annual GHG emissions inventories throughout Company operations and tracked year-over-year emission reduction performance; participated in the CDP (Carbon Disclosure Project).	- In 2025, the water consumption per million USD revenue was reduced by 86.8% compared with 2020. - In 2025, the electricity consumption per million USD revenue was reduced by 87.5% compared with 2020; - In 2025, Scope 1 and 2 organizational greenhouse gas emissions at Hitron's Hsinchu headquarters were reduced by 19.0% compared to the 2021 baseline. 2025 CDP received SME B rating.	3.1 Climate Change Governance (TCFD) 3.2 Greenhouse Gas Inventory 3.3 Sustainable Operations
Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	- Continued collaboration with employees, customers, suppliers, and the Group's foundation to implement public welfare initiatives. - Actively engaged suppliers in the implementation of sustainability-related actions.	- Employees' participation in charity events reached 257 hours. 100% of finished goods suppliers underwent on-site audits covering social responsibility and environmental hygiene.	2.5 Social Participation 4.2 Sustainable Supply Chain

Stakeholder Engagement and Material Topics

GRI 2-25, 2-29, 3-1, 3-2, 3-3

To ensure that Hitron's sustainability strategies and decisions are aligned with stakeholder expectations, the Company incorporates material topics of concern into its sustainability policies and has established a transparent and responsive communication mechanism. Hitron adopted the AA 1000 Accountability Principle Standard (AA 1000APS) in line with the four principles: inclusivity, materiality, responsiveness, and impact to help us identify and respond to sustainability information and improve the disclosure of sustainability information. In addition to the five key sustainability pillars (Sustainable Products, Sustainable Operations, Sustainable Supply Chain, Social Responsibility, and Corporate Governance) and their corresponding internal and external stakeholders, Hitron also includes government agencies as key stakeholders. This ensures the Company's operations remain compliant with applicable regulations and actively contribute to the development of industry policies.



Inclusivity

6 major types of stakeholders

20 international sustainability topics covered

- (1) Identify and define stakeholders
- (2) Incorporate stakeholders' perspectives into the Company's sustainable development mechanism



Materiality

Received **121** copies of completed questionnaires

Identification of **10** positive impact issues and **10** negative impact issues

- (1) Topics with a material influence on current or future company operations
- (2) Topics of considerable concern to stakeholders
- (3) Topics over which Hitron has control to a reasonable extent

Identify → Sort → Validate → Review



Responsiveness

Publicly responding to material topics

- (1) Responding to material topics through the CSR report in addition to the existing communication channels
- (2) Responding to secondary material topics through existing communication channels



Impact

Determining material topics

Management objectives and controls

- (1) Setting annual management targets for material topics
- (2) Check if the targets are met each year
- (3) Disclosing the results of management targets

Stakeholder Engagement Channels and Topics of Concern

Stakeholders

Employees

Employees are the cornerstone of the Company's development. Hitron respects, cares for, and supports its employees, encouraging their participation in company decisions through diverse communication channels to shape a shared future.

Topics of Concern for Current Employees

1. Occupational Safety and Health
2. Work-life balance
3. Learning and Development
4. Human rights and benefits
5. Human rights and discrimination
6. Employee rights
7. Employee participation and engagement

Communication Channel

Communication Frequency

Education and training	Irregular
Email	Irregular
HR email/Suggestion box	Irregular
Chairperson's mail box	Irregular
All Hands Meeting	Quarterly
Labor-management meetings; Welfare Committee meetings	Quarterly
Health checks	Yearly

Engagement results

1. In 2025, the total employee training hours reached **2,409.5** hours, and the average training hours per employee totaled **11.99** hours.

Refer to the following chapters for more information

2.2	Learning and Development	58	2.4	Workplace Well-being	63
3.4	Occupational Safety and Health	80			

Stakeholders

Customers

Hitron values customer feedback and suggestions. Through regular follow-ups and surveys, we support customers in resolving issues and are committed to delivering the highest quality of service—striving to build win-win relationships.



Topics of Concern for Customers

1. Product quality
2. Non-hazardous substance management
3. Human rights and labor rights
4. Customer privacy management
5. Customer commitment and service

Communication Channel

- Conference call/email
- Customer service hotline
- On-site audit of customers and audit questionnaires
- Customer satisfaction questionnaire survey

Communication Frequency

- Irregular
- Irregular
- According to customers' requirements
- Yearly

Engagement results

1. The average customer satisfaction score in 2025 was **88** points.
2. Number of violations related to quality management and environmental regulations : **0** cases.

Refer to the following chapters for more information

2.3	Human Rights Policy	60	4.1	Sustainable Products	84
4.3	Customer Relationships	99			

Stakeholders

Shareholders

Hitron has long prioritized the protection of shareholder rights. With a commitment to integrity and sustainable operations, the Company ensures transparency of information and regularly communicates its operational and financial status to maximize shareholder value.

Topics of Concern for Shareholders

1. Company financial information
2. Business performance
3. Corporate governance
4. Ethical corporate management

Communication Channel

Communication Frequency

Official website	Irregular
Investor relations email	Irregular
Shareholders' meeting	Yearly
Investor conference	Yearly
Annual report	Yearly

Engagement results

1. We disclose financial and business information irregularly in the form of announcements or press releases and on the [Company's official website](#).

Refer to the following chapters for more information

1.1	Corporate Governance	34	1.2	Financial Performance	39
1.3	Ethical Corporate Management	41			

Stakeholders

Government agencies

As a responsible corporate citizen, we recognize our important stakeholders. Compliance with government regulations and active support of national policy initiatives are central to the Company’s responsible business practices. Hitron is committed to creating a lawful and compliant operational environment.



Topics of Concern for Government Agencies

1. Legal compliance
2. Environmental protection
3. Labor rights
4. Corporate governance

Communication Channel

Communication Frequency

Random checking	Irregular
Official letters	Irregular
On-site visits	Irregular
Labor inspections	Irregular

Engagement results

1. We communicate issues, such as environmental safety and health or human resources, about ten times per year (including random checking, on-site visits, official letters, and labor inspections)

Refer to the following chapters for more information

1.1	Corporate Governance	34	1.3	Ethical Corporate Management	41
1.6	Legal Compliance	49	2.3	Human Rights Policy	60
3.3	Sustainable Operations	77			

Stakeholders

Community

Hitron upholds the philosophy of “giving back to society what is taken from society,” dedicating corporate resources to serve the greater good. By harnessing the collective strength of our employees, we actively participate in community initiatives through diverse channels, striving to make meaningful contributions to society.



Topics of Concern for Environmental Groups

1. Social care and charity events

Topics of Concern for Organizations

1. Social care and charity events

Topics of Concern for Media

1. Company financial information
2. Business performance
3. Social care and charity event

Topics of Concern

1. The Company’s official website and Company activities
2. Environmental issues

Engagement results

1. Financial and operational information is disclosed via announcements and press releases, and made available on the [Company’s official website](#).
2. Employees’ participation in charity events in 2025 totaled **257** hours.

Communication Channel

Communication Frequency

Phone/email	Irregular
Volunteer services	Irregular

Communication Channel

Communication Frequency

Official website	Irregular
Volunteer services	Irregular

Communication Channel

Communication Frequency

Official website	Irregular
Investor conference	Yearly
Press releases	Irregular

Communication Channel

Communication Frequency

Official website	Irregular
Press releases	Irregular

Refer to the following chapters for more information

1.2	Financial Performance	39
2.5	Social Participation	68

Stakeholders

Suppliers

Suppliers are key partners in Hitron's sustainable operations and long-term growth. Through close collaboration, we work with our suppliers to build a green and sustainable supply chain. Together, we respond to rapidly changing market demands and enhance the overall competitiveness of the supply chain.



Topics of Concern for Suppliers

1. Supplier corporate social responsibility
2. Conflict minerals
3. Ban on hazardous substances

Communication Channel

Communication Frequency

Phone/email	Irregular
Conflict minerals due diligence	Irregular
Green supply chain management system (GPM)	Irregular
On-site audits	Yearly

Engagement results

1. In 2025, as high as **100** % of finished goods suppliers completed on-site Audit for social responsibility, environmental health and safety.
2. The local procurement rate for MRO reached **97.69** %.

Refer to the following chapters for more information

4.1 Sustainable Products

84

4.2 Sustainable Supply Chain

90

Method for Determining Material Topics

Prepare the matrix of material topics with the stakeholders' level of concern as the x-coordinate and the positive and negative impacts as the y-coordinate.

For the level of concern, a total of 121 questionnaires were collected to investigate issues of concern of internal and external stakeholders; the level of positive and negative impact was determined by the opinions of 9 middle and senior executives in the internal survey.

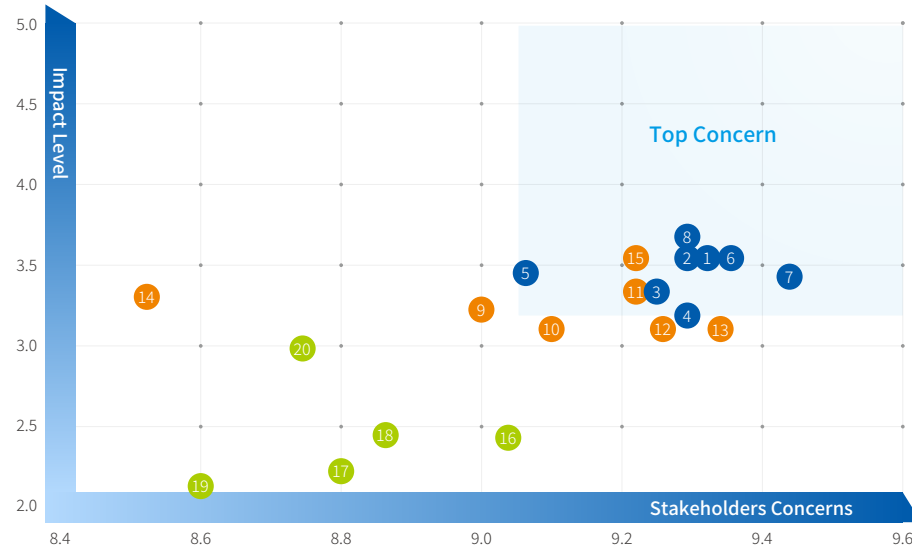
From the positive impact matrix, 10 material topics of high concern and high impact were screened, and from the negative impact matrix, 10 material topics were selected as the key content of the report.

A total of eleven material topics were confirmed and disclosed in the 2025 report. Changes compared to the previous year are listed in the table below.

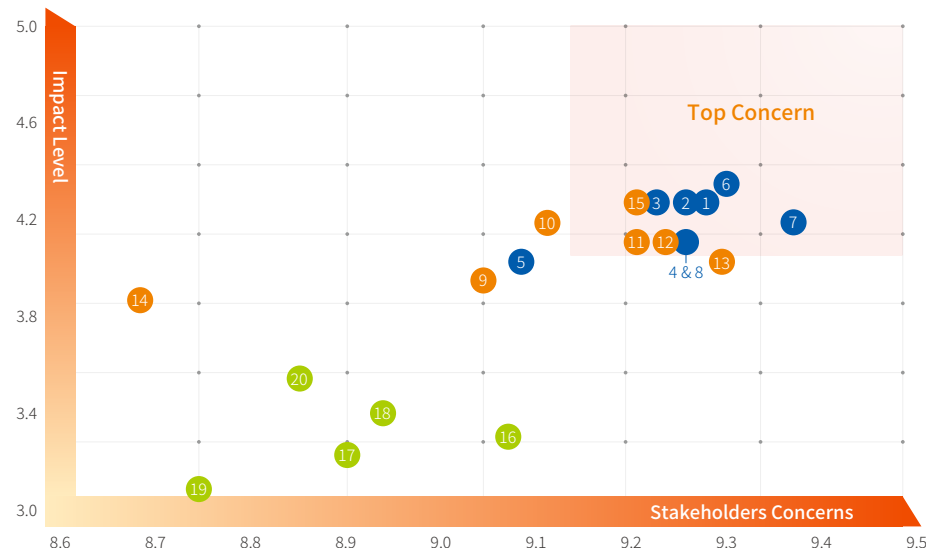
Aspect	Changes to 2025 Material Topics	
	New Topic	Deleted Topic
Economic/ Governance	Business ethics Innovation management	—
Social	Human rights	Personnel attraction and retention
Environmental	—	Carbon Management Green Products

Note : The questionnaire survey targeted five major stakeholder groups, including : Employees, customers, shareholders, communities and suppliers

Positive Impact Level



Negative Impact Level



Economic

1. Financial Performance★
2. Risk Management★
3. Legal Compliance★
4. Business Ethics★
5. Innovative Management★
6. Customer Relationship Management★
7. Product Quality★
8. Supplier Sustainability Management★

Social

9. Talent Development
10. Personnel attraction and retention
11. Labor Relation★
12. Human Rights★
13. Occupational Safety and Health
14. Social Care
15. Compensation & Benefits★

Environmental

16. Carbon Management
17. Water Resource Management
18. Waste Management
19. Biodiversity
20. Green Products

Note : Topics marked with ★ are identified as material issues.

Boundaries of Material Topic Impact and Corresponding Topics

Category — Economic/Governance

Rank	Material topics	What it means to Hitron	Scope of value chain impact			"GRI Standards" Topic	Corresponding Chapter	Page No.
			Internal	External Customer	Supplier			
1	Financial Performance	Financial performance is the foundation for the Company's sustainable development and a core issue in the relationships between shareholders, customers, employees, suppliers, and other stakeholders. Hitron is committed to achieving good financial performance.	▲	○	▲	GRI 201-1	1.2 Financial Performance	38
2	Risk Management	In the current ever-changing environment, risk identification, response and management are an important part of Hitron's long-term business operation. Hitron established the Risk Management Committee, formulated corresponding policies, and regularly reviewed the Company's risk management operations.	▲	○	○	GRI 201-2, 207-2, 3-1	1.4 Risk Management	42
3	Compliance with laws and regulations	To ensure that the Company and our employees abide by the laws and regulations of various countries when doing business, we always pay attention to the policies and laws that may affect our business and have formulated compliance regulations to raise employees' awareness.	▲	○	○	GRI 2-27, 416-2, 417-2	1.6 Legal Compliance	45
4	Business Ethics	Compliant business competition behaviors are the foundation for protecting customers' rights and interests. Hitron opposes all unfair competition and follows such compliant practices. We also ensure that employees comply with the regulations on prevention of insider trading when carrying out their duties.	▲	○	—	GRI 2-27, 206-1	1.3 Ethical Corporate Management	40
5	Innovation Management	Continuous innovation is an important means for Hitron to maintain its competitive advantage and serves as the foundation for continuously improving customer satisfaction.	▲	▲	—	Not corresponding to any indicator; Hitron's voluntary disclosure (Hitron-1)	4.1 Sustainable Products	84
6	Customer Relationship Management	Protecting customer information from disclosure is the foundation for improving customer satisfaction and loyalty, and it is also our commitment to customers.	▲	▲	—	GRI 418-1	1.5 Information Security 4.3 Customer Relationships	46 99
7	Product Quality	Quality is the foundation of Hitron's position in the network communication industry. Ensuring product stability and reliability enhances customer satisfaction and trust. Product quality not only impacts brand reputation but also directly affects market competitiveness and sustainable operations.	▲	▲	—	Custom Material Topic	4.1 Sustainable Products 4.3 Customer Relationships	84 99
8	Supplier Sustainability Management	Suppliers are important strategic partners of Hitron. Therefore, it is very important to ensure that suppliers are consistent with Hitron's goals in terms of corporate social responsibility and that they also meet the value chain goal of creating a sustainable supply chain.	▲	▲	▲	GRI 204-1, 308-1.2, 414-1.2	4.2 Sustainable Supply Chain	90

Category — Social

Category — Social			Scope of value chain impact			▲ Direct Impact ○ Indirect Impact		
Rank	Marerial Topics	What it means to Hitron	Internal	External		"GRI Standards" Topic	Corresponding Chapter	Page No.
				Customer	Supplier			
9	Employment	To maintain sound labor-management relations between the Company and its employees, we have established unimpeded communication channels within the Company to keep employees informed of Company information and encourage them to make suggestions for the Company’s reference.	▲	—	—	GRI 401-1.2.3	2.4 Workplace Well-being 3.4 Occupational Safety and Health	50 62
10	Human Rights	To fulfill our corporate social responsibility and safeguard labor rights, we declare to protect employees’ rights and interest and comply with local labor laws and international standards in respect of human rights management.	○	○	○	GRI 406-1, 407-1, 408-1, 409-1	2.3 Human Rights Policy	60
11	Compensation & Benefits	We attach great importance to the happiness of employees and proactively develop a competitive compensation and benefit system to improve their sense of identity with the Company and to take care of their family needs.	▲	—	—	GRI 202-1, GRI 201-3, GRI 401-2, GRI 405-2	2.4 Workplace Well-being	62

Category — Environmental

Category — Environmental			Scope of value chain impact			▲ Direct Impact ○ Indirect Impact		
No.	Material Topics	What it means to Hitron	Internal	External		"GRI Standards" Topics	Corresponding chapter	Page No.
				Customer	Supplier			
—	—	No environmental topic was identified as a material topic this year.	—	—	—	—	—	—

Disclosure of Material Topics and Management Measures

	① Financial Performance	Responsible Unit : Finance / Sales	② Risk Management	Responsible Unit : Risk Management	③ Compliance with laws and regulations	Responsible Unit : Legal Affairs / Audit
Positive Impact	Good financial performance not only helps boost the confidence of shareholders, customers, suppliers and the public in the Company, but also helps give employees a sense of belonging.		An effective risk management mechanism not only helps Hitron prevent potential crises but also generates multiple positive outcomes, providing a solid foundation for the Company's sustainable development.		Complying with laws and regulations helps enhance Hitron's corporate image and also increases the confidence of customers and suppliers, thereby increasing revenue.	
Negative Impact	Poor financial performance will affect the confidence of shareholders and customers, reducing investment and orders.		Improper risk management identification and countermeasures could adversely affect the Company's overall operations. Climate-related risks can also impact the Company's operations and revenue.		In addition to direct financial fines, violations of laws and regulations will also change the confidence of the public and partners in the Company.	
Policy and Commitments	- Continuously enhance corporate governance systems, protect shareholder rights, and strengthen communication with stakeholders. - Consistently innovate in products and technologies while integrating upstream and downstream supply chain resources to deliver comprehensive services to customers.		Establish and continuously improve a robust risk management system. Hold regular risk management meetings to identify, assess, and control risk factors.		Build a corporate DNA of legal compliance and achieve 100% compliance with all applicable laws and regulations.	
Projects / Actions	- Actively explore emerging markets and expand the strategic customer base. - Develop competitive products while continuously optimizing the overall product portfolio and profitability.		- Integrate risk management into strategic planning, business operations, and investment decision-making. - Hold quarterly risk management meetings to ensure risk awareness is embedded in daily operations and effectively controlled.		Regular compliance audits.	
Performance Indicator	Business Performance.		Risk response preparation rate.		Major legal violations.	
Short-, Medium-, and Long-Term Targets	Short Term (2025~2027) - Gradual growth and sustained profitability. Medium to Long Term(2028~2035) - Continue generating long-term positive revenue growth Emphasize stakeholder interests.		Short Term (2025~2027) - Risk response preparedness rate 80%. Medium to Long Term (2028~2035) - Risk response preparedness rate 100%.		Short Term (2025~2027) - Major legal violations : 0. Medium to Long Term (2028~2035) - Major legal violations : 0.	

	④ Business ethics	Responsible Unit : Legal Affairs / Audit	⑤ Innovation management	Responsible Unit : R&D	⑥ Customer Relationship Management	Responsible Unit : Sales
Positive Impact	Upholding strong business ethics demonstrates Hitron's commitment to corporate responsibility. It also enhances trust and credibility among customers, suppliers, and investors, reinforcing a positive brand reputation.		Innovation in the HitronCloud software platform can help telecom operators reduce customer service workload, enhance the end-user experience, and create differentiated brand value.		Fully understand customer needs and improve product and service quality. Help the company improve its reputation and market share/revenue.	
Negative Impact	Deficiencies or doubts regarding business ethics can result in multiple negative consequences and may even threaten the long-term sustainability of the Company.		If software service innovation fails to respond promptly to customer needs, it may affect brand competitiveness and customer satisfaction.		Resulting in a decrease in customer loyalty and satisfaction, a negative impact on business and goodwill, and even possible litigation. Damage the company's reputation, customer churn, market share/revenue decline.	
Policy and Commitments	Develop a clear and comprehensive Ethical Corporate Management Best Practice Principles, covering honesty and integrity, fair business practices, conflict of interest prevention, anti-corruption, and anti-fraud. Ensure that all employees, directors, and business partners fully understand and strictly comply with the Ethical Corporate Management Best Practice Principles.		Continue developing the HitronCloud cloud service platform to enhance product competitiveness through software value-added services and create differentiated service experiences for customers.		Understand customers' needs and expectations of the Company, improve and provide better services based on customer feedback and the results of satisfaction surveys.	
Projects/ Actions	- Regularly execute internal audits and internal control inspections. - Conduct company-wide employee town hall meetings and online training programs.		- Continued to optimize cloud platform functions to enhance device connection management efficiency. - Iteratively updated the App user interface and user experience.		Conduct regular customer satisfaction surveys and meetings to understand customer feedback.	
Performance Indicator	- Number of major ethical violations. - Employee Code of Conduct training completion rate.		Number of devices connected to HitronCloud platform.		Customer Satisfaction Score.	
Short-, Medium-, and Long-Term Targets	Short Term (2025~2027) - Number of major ethical violations : 0. - Continue implementing training and awareness programs (maintain $\geq 95\%$ employee training completion rate). Medium to Long Term (2028~2035) - Same as short-term target.		Short Term (2025~2027) - Number of devices connected to HitronCloud platform $\geq 1.8\sim 2.2$ million. - Continue to develop high-quality patents. Medium to Long Term (2028~2035) - Number of devices connected to HitronCloud platform ≥ 3 million+. - Continue to develop high-quality patents.		Short Term (2025~2027) - Customer Satisfaction Score: ≥ 90 points. - Complaints related to customer data breaches or privacy violations : 0. Medium to Long Term (2028~2035) - Customer Satisfaction Score : ≥ 92 points. - Complaints related to customer data breaches or privacy violations : 0.	

	⑦ Product quality	Responsible Unit : QA	⑧ Supplier Sustainability Management	Responsible Unit : Procurement / QA	⑪ Employment	Responsible unit : HR
Positive Impact	Delivering high-quality products reinforces Hitron's reputation in the industry, solidifies its leadership position in the network equipment market, and supports increased market share and revenue.		Through sound sustainable supply chain governance, we reduce the possible potential risks in the supply chain, improve the supply efficiency of suppliers, the Company's reputation, product quality, and reduce operating costs.		Strong labor relations are a critical factor in attracting external talent and retaining top internal performers. In a highly competitive talent market, a healthy labor-management relationship serves as a key competitive advantage for Hitron Technologies.	
Negative Impact	- Poor product quality directly leads to increased customer complaints and dissatisfaction, negatively affecting the user experience and damaging customer relationships. - Quality issues also weaken product competitiveness in the market, potentially causing customers to switch to competitors and resulting in a loss of market share.		- The supply chain cannot keep up with international work and environmental trends, the employees lack a friendly work environment, and local laws and policies are violated. - Deterioration of the Company's international reputation.		- Poor labor relations can lead to employee dissatisfaction and increased complaints, which may negatively affect operational efficiency and product quality. - Labor disputes may result in strikes, work slowdowns, or similar disruptions, directly impacting business operations and tarnishing the Company's public image.	
Policy and Commitments	Hitron is committed to ensuring that product design and manufacturing processes strictly comply with international standards such as ISO 9001 (Quality Management System) and TL 9000 (Telecommunications Industry Quality Management System). All products also adhere to relevant safety regulations and certification requirements in each country of sale.		- Follow Hitron's Supplier Code of Conduct for Corporate Social Responsibility and audit key suppliers in accordance with the RBA (Responsible Business Alliance) standards. Conduct regular surveys and on-site audits. - Require all suppliers to comply with applicable national laws and regulations.		- Continue to promote labor-management harmony and establish a smooth communication mechanism. - The Company always provides feedback on employees' opinions.	
Projects/ Actions	Strengthen quality control measures at the product development stage to reduce quality risks at the source.		New suppliers opt-in to social responsibility compliance and regularly conduct on-site supplier social responsibility audits.		Regular employee communication meetings and labor-management meetings.	
Performance Indicator	- Violations related to quality management regulations - Violations related to environmental regulations		- Percentage of finished goods suppliers completed their on-site social responsibility and environmental clean-up - MRO local procurement (%)		Labor-management meeting agenda completion rate	
Short-, Medium-, and Long-Term Targets	Short Term (2025~2027) - Violations related to quality management regulations : 0. - Violations related to environmental regulations : 0. Medium to Long Term (2028~2035) - Enhance overall quality standards, expand technical expertise, and uphold the principle of sustainable business operations. - Continuously ensure the effectiveness of the information security management system; maintain zero major deficiencies in internal and external audits related to customer product information protection.		Short Term (2025~2027) - Percentage of finished goods suppliers completed their on-site social responsibility and environmental clean-up : ≥ 70%. - MRO local procurement rate ≥ 98%. Medium to Long Term (2028~2035) - Percentage of finished goods suppliers completed their on-site social responsibility and environmental clean-up : ≥ 100%. - MRO local procurement rate ≥ 98%.		Short Term (2025~2027) - Completion rate of labor-management meeting resolutions : 100% - Incidents of harassment, discrimination, or inequality : 0. Medium to Long Term (2028~2035) - Maintain strong labor relations and create a high-quality working environment. Increase retention and return rates among new and reinstated employees to reduce turnover rate.	

	12 Human rights	Responsible Unit : HR/QA	15 Compensation & benefits	Responsible Unit : HR
Positive Impact	Follow the RBA Code of Conduct and international human rights standards to protect the rights and interests of employees, including those of suppliers, and to enhance the international brand image and customer trust. Promote supplier social responsibility audits, extend human rights standards to the supply chain, and expand positive influence.		We recruit outstanding talents with competitive benefits and salaries, so that they can enjoy their work with a peace of mind and stabilize the Company's business development.	
Negative Impact	Certain suppliers may have insufficient human rights management capabilities, resulting in compliance risks.		Salary and benefits affect talent's decision-making when it comes to job hunting. Industry pull also leads to talent drain, lowering the Company's business innovation and competitiveness.	
Policy and Commitments	Commit to complying with the United Nations Universal Declaration of Human Rights, the International Labour Organization Core Conventions, and the RBA Code of Conduct to protect fundamental human rights.		- To attract and retain outstanding talents, we provide employees with competitive remuneration and benefits on the market. - Employee salary and benefits better than the industry average.	
Projects/ Actions	- The system fully covers all operating locations. - Require finished goods suppliers to conduct self-assessments in accordance with RBA requirements or undergo on-site audits.		Continuously review and optimize the existing compensation and benefits system to ensure both market competitiveness and internal equity.	
Performance Indicator	- Violation of human rights. - Percentage of finished goods suppliers completed their on-site social responsibility and environmental clean-up.		Quantile of Employee Overall Compensation Market.	
Short-, Medium-, and Long-Term Targets	Short Term (2025~2027) 0 incident in violation of human rights. - Percentage of finished goods suppliers completed their on-site social responsibility and environmental clean-up : $\geq 70\%$. Medium to Long Term (2028~2035) 0 incident in violation of human rights. - Percentage of finished goods suppliers completed their on-site social responsibility and environmental clean-up : $\geq 100\%$.		Short Term (2025~2027) - Adjust the bonus system. - Restructure the salary framework. - Implement a flexible working hours policy with corresponding bonus adjustments. Medium to Long Term (2028~2035) - Achieve total compensation reaching the 75th percentile (P75) of the market.	

Note : Please refer to the corresponding chapter for management policies.

1.1 Corporate Governance

1.2 Financial Performance SDG 3
SDG 8

1.3 Ethical Corporate Management SDG 16

1.4 Risk Management

1.5 Information Security

1.6 Legal Compliance SDG 5 SDG 16

1 Corporate Governance



1.1 Corporate Governance

Key Management Focus for 2025 and Plan for 2026

21~35%

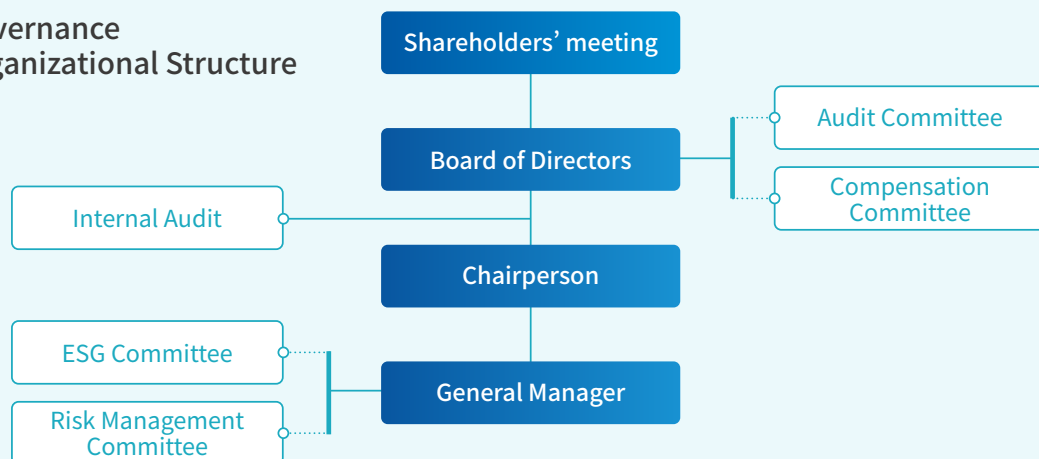
In 2025, Hitron ranked in the 21%–35% tier in the 12th Corporate Governance Evaluation and completed the external performance assessment of the Board of Directors.

In 2026, the Company will continue to focus on corporate governance indicators and work to improve governance systems and evaluation results.

Corporate Governance Structure

The Board of Directors serves as the Company’s highest governance body. Its operations comply with applicable laws and shareholder resolutions, and it is responsible for maintaining a transparent corporate governance framework, overseeing lawful business operations and financial transparency, approving the appointment and compensation of senior executives, providing strategic guidance to management, and evaluating the Company’s performance on economic, environmental, and social issues. The Board also reviews ESG-related matters submitted by the Sustainability Development Committee and the Risk Management Committee. In addition, the management team regularly reports to the Board on the Company’s business operations, strategic development, and other significant matters, maintaining effective and smooth communication with the Board. An Audit Committee and a Remuneration Committee are established under the Board of Directors to assist the Directors in reviewing various proposals and to ensure the quality of Board decision-making. The Company also has a management team composed of experienced professional managers, working together to maximize shareholder interests.

Governance Organizational Structure



Board Structure and Operations

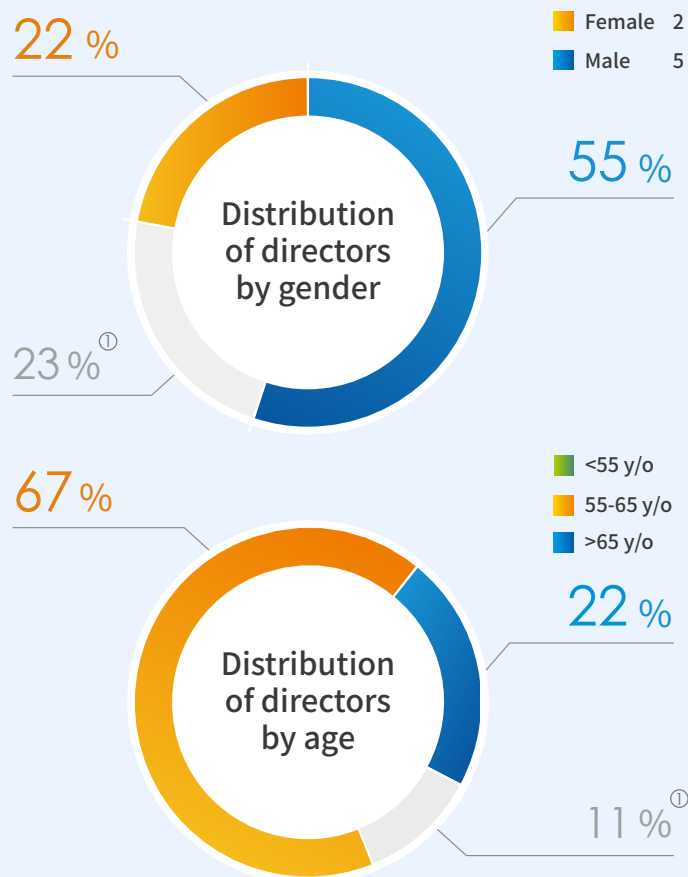
GRI 2-9, 2-10, 2-11, 2-16, 405-1

According to the Company’s Articles of Incorporation, the Board of Directors shall consist of 7 to 13 members, each serving a three-year term. Directors are elected through a candidate nomination system, whereby shareholders select board members from a list of nominated candidates. Re-election is permitted. The current term of the Board of Directors is composed of nine directors, including three independent directors, who possess extensive experience in various professional fields. Among the directors, two are female members, representing 22%. The Company will increase the proportion of female directors in the future to enhance participation in decision-making and strengthen the Board structure. In addition, to ensure the independence of independent directors, the three independent directors elected by the Company, representing 33%, have not served consecutive terms exceeding 9 years. The committees under the Board of Directors are nominated, selected, and formed by resolution of the Board of Directors in accordance with their respective organizational regulations. All independent directors comply with the requirements of the “[Governing Appointment of Independent Directors and Compliance Matters for Public Companies](#),” including professional qualifications, work experience, restrictions on concurrent service as independent directors, and independence. The Chairperson is elected from among the directors. All directors have more than five years of work experience in commerce, law, finance, accounting, or other areas necessary for the Company’s business.

To ensure effective oversight of the Company’s operations, the Board of Directors convenes at least once per quarter. Guided by the principle of maximizing shareholder value, board members fulfill their duties with due care and fiduciary responsibility. In 2025, the Board held a total of four meetings, achieving an average attendance rate of 100%, surpassing the Company’s internal requirement of a minimum 80% in-person attendance per director.

Board Composition

2025 Age and Gender Distribution of Board Members



① The current term of the Board of Directors should consist of nine members. Due to the resignation of the representatives of juristic-person directors, two positions are currently vacant. The male and female ratios are still calculated based on the total number of directors for the current term.

② For the current term of the Board of Directors, please refer to the Company's website [Board of Directors](#).

Implementation of Board Diversity Policy

Directors perform their duties objectively and independently and formulate corporate governance policies based on high standards, to allow the board to operate effectively, thereby protecting shareholders' rights and interests, enhancing stakeholders' interests, and duly implement business and future development strategies. The President is entrusted by the Board of Directors to be responsible for the implementation of the Company's development strategies in the economic, social, and environmental aspects and the performance thereof.

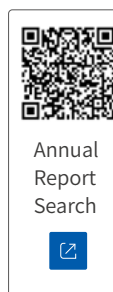
We have formulated the Corporate Governance Best Practice Principles in accordance with the law. The composition of the Board of Directors should be based on the diversity principle. The directors who are also managers of the Company may not account for one-third of all directors; also, an appropriate diversity policy should be based on the operation, model of operation, and development needs and may include but be not limited to the criteria in these two major aspects :

- (1) Basic criteria and values: Gender and age.
- (2) Professional knowledge and skills : Professional backgrounds, professional skills, and industry experience.

Note : For detailed information regarding director training, please refer to the [Market Observation Post System \(MOPS\)](#).

Specific management objectives of the diversity policy and achievement status

Management objective	Achievement status
There are at least two female directors on the board.	Achieved ✓
More than half of the independent directors serve no more than three terms.	Achieved ✓
Independent directors may not concurrently serve as independent directors of more than three other public companies.	Achieved ✓
The number of directors who are also managers of the Company may not account for one-third of all directors.	Achieved ✓



Directors Training

In accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies," incumbent directors are advised to complete at least 6 hours of continuing education annually during their term to enhance their knowledge of economic, environmental, and social issues relevant to governance. In 2025, the average number of training hours completed by Hitron's board members reached 6 hours, meeting the required standard. Details of director training are disclosed in the Company's Annual Report and on the Market Observation Post System (MOPS).

Title	Name	Gender	Working as an employee	Age		Length of term of office of independent directors			Functional committee		Professional knowledge or skills						
				55-65	> 65	< 3 yrs	3-9 yrs	> 9 yrs	Audit Committee	Remuneration Committee	Business Administration	High-Tech Industry	Venture Capital	Sustainable Development	Finance & Accounting	Risk Management	Academic Research
Chairperson	April Huang	Female		●							●	●		●		●	
Director	Peter Chen	Male		●							●	●	●	●		●	
Director	David Chou	Male	●	●							●	●				●	
Director ^①	Patrick Chiu	Male		●							●	●		●		●	
Director	Amy Liu	Female			●						●	●	●	●	●	●	
Independent director	Chen, Lo-Min	Male			●		●		●	●	●	●	●		●		
Independent director	Lin, Mao-Chao	Male			●		●		●	●		●	●				●
Independent director	Li, Da-Wei	Male		●		●			●	●	●	●				●	

① Patrick Chiu, representative of corporate director, Alpha Networks Inc., resigned on May 28, 2025.

Conflicts of Interest Management

In accordance with legal requirements, Hitron has implemented conflict of interest policies in its Rules of Procedure for Board of Directors Meetings and Audit Committee Charter. When an agenda item involves a director or the entity they represent having a vested interest, the director is required to disclose the material facts of the interest during the meeting. If the interest is likely to harm the Company, the director must recuse themselves from both discussion and voting on the matter. This is carried out in accordance with Article 206, Paragraph 2 of the Company Act, applying mutatis mutandis to Article 178. When necessary, the Chairperson may appoint another director to chair the meeting for the affected item. We set up independent directorships in 2017. The independent directors put forth suggestions in a fair and objective manner based on their expertise and experience. Their opinions are fully considered when the Board of Directors discusses various motions. If they express objection or an opinion, the objection or opinion will be included in the meeting minutes. They also follow the recusal principle in the case of a conflict of interest to effectively protect the Company's interest.

For information on the positions held by directors on the boards of other companies, cross-shareholdings with suppliers or other stakeholders, the existence of controlling shareholders, stakeholder groups and their relationships, transactions, and outstanding balances, please refer to the Company's annual report and financial reports.

Note : Disclosure of directors' concurrent positions on other boards is available on the Hitron Technologies website under Corporate Governance [Board of Directors](#).

Communication of Major Events

Whenever a material event occurs, as defined by the Taiwan Stock Exchange, that affects the overall brand image, is related to the Company's overall operations, and requires joint consultation and decision-making by the highest governance body and other responsible units, the matter is submitted to the quarterly Board of Directors meeting for resolution.

In 2025, the Company issued a total of 17 material information announcements. Recent material information announcements can be found on the 2025 [Market Observation Post System](#) (stock code: 2419).

17 material information announcements

Functional Committees GRI 2-9, 2-20

Committee	Members	Roles and Responsibilities	Actual governance
 Audit Committee	- Independent Director Mr. Chen, Lo-Min (Convener) - Independent Director Mr. Lin, Mao-Chao - Independent Director Mr. Li, Da-Wei	The Committee manages and controls the fair presentation of the Company's financial statements; appointment, dismissal, and evaluation of the performance, independence, and qualifications of the certified public accountants (CPAs); effectiveness of internal control implementation; compliance with applicable laws and regulations; and control of existing or potential corporate risks.	The Committee convenes at least once per quarter. In 2025, it held four meetings, with an average attendance rate of 100%.
 Compensation Committee	- Independent Director Mr. Chen, Lo-Min (Convener) - Independent Director Mr. Lin, Mao-Chao - Independent Director Mr. Li, Da-Wei	Assist the Board in establishing and regularly reviewing the Committee's organizational regulations; propose amendments when necessary; formulate and periodically review policies, systems, standards, and structures for evaluating performance and determining remuneration of directors and managerial officers; and set and assess performance goals and compensation accordingly. Relevant remuneration policies, systems, standards, and structures are approved by the Remuneration Committee and the Board of Directors and then reported at the shareholders' meeting. Shareholders may express their opinions at the meeting, and such opinions will be considered in subsequent reviews.	The Committee convenes at least twice annually and may meet as needed. In 2025, it held three meetings, with an average attendance rate of 100%.

Remuneration Policy for Senior Management GRI 2-17, 2-18, 2-19, 2-20

According to the Company's Articles of Incorporation, director compensation shall not exceed 1% of the Company's annual profit (calculated before deducting employee and director remuneration) and is paid in cash. Senior management compensation includes fixed components such as base salary, bonuses, and benefits, as well as variable components including performance-based bonuses and profit sharing. Fixed compensation is designed to maintain competitiveness within the industry, while variable compensation is based on both Company and individual performance. At the beginning of each fiscal year, performance evaluation criteria, targets, and weightings are determined in accordance with internal and external business conditions. These are assessed based on the achievement of performance goals and industry salary benchmarks, then reviewed by the Remuneration Committee and submitted to the Board of Directors for approval and implementation.

In response to sustainable development trends, the Company will focus on material sustainability topics such as "implementing the net-zero carbon pathway, expanding social participation, strengthening sustainable impact, and enhancing corporate governance." The Company will also strengthen the linkage between ESG performance indicators and senior executive compensation, further embedding sustainability into its corporate operations.

Four key issues in response to the sustainable development



Board and Functional Committee Performance Evaluation

To implement sound corporate governance and enhance the effectiveness of the Board, Hitron adopted the Board Performance Evaluation Regulations in 2019. The policy stipulates that internal evaluations of the full Board, individual directors, and the functional committees (Audit Committee and Remuneration Committee) must be conducted annually. An external evaluation is required at least once every three years.



Internal Evaluation

By the end of 2025, the Company completed its internal performance evaluation of the Board and its functional committees. The self-assessment showed an achievement rate of over 99%, with no significant improvement areas identified. This indicates strong operational efficiency. The results were presented to the Board in the first quarter of 2026 and serve as a reference for performance, compensation, and reappointment decisions.

99 % achievement rate



External Evaluation

In accordance with the Company's Board Performance Evaluation Regulations, the board shall engage an external professional independent institution or team of external experts or scholars to conduct an evaluation at least once every three years. Additionally, annual performance evaluations are to be conducted at the end of each year. In 2021, the Company appointed the Taiwan Corporate Governance Association (hereinafter referred to as the "Association") as an independent external evaluation institution to assess the effectiveness of the Board of Directors. The evaluation covered eight key dimensions: board composition, direction, authorization, supervision, communication, internal control and risk management, self-discipline, and other aspects (including board meetings and support systems). The process included online self-assessments, document reviews, and on-site interviews conducted on July 27, 2023. Interviewees included the Chairperson, two independent directors, the President, the Corporate Governance Officer, and the Head of Internal Audit.

The Association and its evaluators were independent and had no business relationships with the Company. The evaluation report was issued on August 10, 2023, and results were reported to the Board on October 26, 2023. The next external board evaluation is scheduled for 2026. The evaluation results will be disclosed on the Company's website under the "Board Performance Evaluation" section.

Once Every 3 yrs external evaluation



Internal Audit

By the end of 2025, the Company completed its internal performance evaluation of the Board and its functional committees. The self-assessment showed an achievement rate of over 99%, with no significant improvement areas identified. This indicates strong operational efficiency. The results were presented to the Board in the first quarter of 2026 and serve as a reference for performance, compensation, and reappointment decisions..



1. Ensure that financial reporting is reliable, timely, and transparent, and complies with relevant regulations.
2. Comply with applicable laws and regulations.
3. Enhance operational effectiveness and efficiency.



Internal Audit

The internal audit unit performs various on-site audits and document reviews in accordance with the audit plan approved by the Board of Directors, and conducts audits on legal compliance, process design, system implementation, accuracy of financial reporting, and operational effectiveness and efficiency. It provides improvement recommendations to each unit in a timely manner to assist the Board of Directors and managers in reasonably ensuring the continued effective operation of the internal control system, and regularly reports the audit results to the Audit Committee and the Board of Directors.



Self-Assessment

To implement an internal monitoring mechanism, the Company conducts annual self-assessments of the internal control system for each unit, and the internal audit unit reviews the self-assessment results of each unit. In addition, improvements to audit deficiencies and irregularities are also included in the assessment, serving as the basis for the Board of Directors and managers to evaluate the overall effectiveness of the internal control system and to issue the internal control system statement.

1.2 Financial Performance

Material Topic

Financial Performance

Stakeholders

Stakeholders, Employees, and Communities

2025

Management Goal



EPS NT\$1.5

2025

Achievement



EPS NT\$-0.36

(In 2025, overall revenue declined due to ongoing customer inventory adjustments, resulting in lower-than-expected EPS. Moving forward, we will focus on optimizing our customer mix to drive revenue, while leveraging price negotiations and strict expense control to improve profit margins.)

2026

Management Goal



Reference Financial Indicators

Medium- and Long-Term Targets

The EPS target has been maintained and steadily increased.

Management Method

Responsibility

- Finance and Accounting Division, Sales Division

Action

- Continue to enhance the development capabilities of the sales team
- Expand product lines by combining the resources of the Group.

Resources

- Sales team development
- Group synerg

Evaluation

- Quarterly report on the achievement of financial performance to the Board of Directors

Financial Performance

Hitron is committed to maintaining transparency in corporate operations. In addition to releasing monthly revenue reports, the Company holds two institutional investor conferences and one annual shareholders' meeting each year. An Investor Relations section is available on the Company's website, where financial information and investor presentation materials are regularly updated. Material information is also disclosed via the Market Observation Post System to ensure shareholders and investors are kept informed of the Company's operational status in a timely manner.

In 2025, Hitron reported consolidated operating revenue of NT\$8,880,244 thousand, gross profit of NT\$1,670,383 thousand, and a gross margin of 19%. Operating expenses totaled NT\$1,537,189 thousand, and net profit after tax amounted to NT\$83,656 thousand. Earnings per share (EPS) was -NT\$0.36.



Annual Report Search



Unit : NT\$ thousand

Item/Year	2023	2024	2025
Operating revenue	9,403,662	9,088,215	8,880,244
Gross profit	2,028,151	1,764,800	1,670,383
Operating expenses	1,770,229	1,514,297	1,537,189
Net income after tax	163,814	137,185	83,656
Earnings per share (EPS)	0.02	-0.16	-0.36
Gross margin (%)	22.0 %	20.0 %	19.0 %
Return on equity (%)	0.1 %	-1.06 %	-2.40 %
ROA (%)	2.12 %	1.92 %	1.36 %

Government Grants and the Company's Donation Expenditures Unit : NT\$ thousand

Item/Year	2023	2024	2025
Employee salary and benefits	1,351,146	1,071,310	995,581
Amount of government grant	4,193	61	804
Charity donation	2,055	340	1,950

Note : Government grants came from Hitron Suzhou's 2025 provincial export credit insurance fund subsidy of NTD 519,457, as well as paternity leave subsidies, energy conservation and carbon reduction subsidies, and salary subsidies from the Workforce Development Agency received by Hitron and its subsidiary, Interactive Digital International Co., Ltd., totaling NTD 284,663

Tax Information Disclosure for the Past Three Years Unit : NT\$ thousand

Item/Year	2023	2024	2025
Net Profit before Tax	188,714	220,435	87,016
Income tax expense	24,900	83,250	3,360
Effective Tax Rate (%)	13.19 %	37.77 %	3.86%
Income Tax Paid	97,206	24,276	75,858
Cash Tax Rate (%)	51.5 %	11.0 %	87.2%

Dividend Policy

The Company's industry environment is ever-changing and the Company is in a stable growth stage. Its dividend policy takes into consideration its future capital need and long-term financial planning to pursue a sustainable development strategy. The Company adopts a residual dividend policy. The terms, timing, and amount of dividend distribution shall be handled in accordance with Article 29-1 of the Articles of Incorporation and based on the Company's future capital planning. If the year-end financial results show a profit and the distributable earnings of the current year reach 2% of the capital, the total dividend distribution shall not be less than 10% of the distributable earnings of the current year. In addition, cash dividends shall not be less than 10% of the total amount of cash and stock dividends distributed in the current year.

Tax Governance

Hitron adheres to sound tax governance practices. The Company's tax policy is approved by the Chairperson, and each operational location complies with the respective national tax laws and principles of fair taxation. The Company does not engage in aggressive tax planning, nor does it utilize tax structures lacking genuine commercial substance to avoid or reduce tax liability. Hitron does not use tax havens or jurisdictions with strict banking secrecy for tax avoidance. All tax-related information is disclosed transparently in the financial reports and local tax filings to ensure accountability and meet the expectations of stakeholders.

1.3 Ethical Corporate Management

Material Topic

Business Ethics

Stakeholders

Customers, Shareholders, and Suppliers

2025

Management Goal



- Continue implementing training and awareness programs (maintain $\geq 95\%$ employee training completion rate)

- Number of major ethical violations :

0 cases

2025

Achievement



- Continue implementing training and awareness programs (maintain $\geq 95\%$ employee training completion rate)

- Number of major ethical violations :

0 cases

2026

Management Goal



- Continue implementing training and awareness programs (maintain $\geq 95\%$ employee training completion rate)

- Number of major ethical violations :

0 cases

Medium- and Long-Term Targets

- Continue implementing training and awareness programs (maintain $\geq 95\%$ employee training completion rate)
- Number of major ethical violations :

0 cases

Management Method

Responsibility

- Legal Affairs, Audit

Action

- Regular internal audit
- Continue to implement training and awareness programs

Resources

- Inter-departmental collaboration

Evaluation

- Annual report on achievement of targets

Ethical management is an enterprise's most basic social responsibility and is beneficial to the Company's operation and long-term development. Unethical conduct not only causes losses to an enterprise but causes problems, such as employees' low ethical standards or customers or business partners' mistrust, which may lead to involvement in illegal acts, such as lobbying and bribery, undermining the corporate governance mechanism and causing the business environment to deteriorate.

Hitron has been formulating the codes of conduct and measures since 2014 for employees and suppliers to follow, including the Employee Ethical Conduct and the Integrity Commitment, and included relevant regulations in employment contracts and procurement contracts. We also require all suppliers to sign the Integrity Commitment Letter.

Moreover, in March 2019, the Company adopted the Code of Ethical Conduct for Directors and Managerial Officers and the Ethical Corporate Management Best Practice Principles by resolution of the Board of Directors. In March 2021, in accordance with the requirements of the Taiwan Stock Exchange, the Company amended the Ethical Corporate Management Best Practice Principles and the Code of Ethical Conduct for Directors and Managerial Officers, which serve as the basis for all employees' conduct. All directors and managers signed the Statement of Compliance with Ethical Management Policy after the relevant provisions were amended in 2021.

Code of Conduct Training GRI 205-2

Hitron's code of conduct is published on the Company's intranet. We raise all new employees' awareness of such conduct on their first day of work and they are required to sign relevant documents. Prior to major traditional holidays or other necessary occasions, the Company also displays notices on electronic bulletin boards at the reception area to remind suppliers and employees of the policy that the Company does not accept gifts or gratuities, thereby reinforcing awareness of compliance with the Code of Conduct.

The Company conducts annual in-person and online Code of Conduct training, including topics such as anti-corruption and insider trading. In 2025, the training was implemented across all global sites, with a total of 243 employees participating. The training completion rate reached 100%, as shown in the table on the right. Through the training and promotion of the Code of Conduct, there were no violations of the principle of good faith in 2025.

In addition to training on the code of conduct for employees, all seven members of the Board of Directors^① received communication and training on the Company's anti-corruption policies and procedures through the signing of declarations. Furthermore, all supplier contracts incorporate relevant integrity-related provisions. In 2025, two new Vietnamese suppliers signed the Integrity Commitment Letter, achieving a 100% signing rate. The Company received no supplier complaints or whistleblower reports in 2025.

^① Patrick Chiu, representative of corporate director, Alpha Networks Inc., resigned on May 28, 2025. Therefore, the Board of Directors had seven members this year.

Employee Training Completion Rate

Region	Number of employees	Completion rate
Hitron Hsinchu	117	100%
Hitron Suzhou	82	100%
Hitron Americas/Europe	44	100%

Note : The number of employees who completed training is calculated based on the employee headcount at the time of training and, therefore, differs from the total number of employees disclosed in this report due to differences in the reference dates.

Whistleblower and Grievance Mechanism

Hitron is committed to ethical corporate management and prohibits all forms of misconduct. To safeguard stakeholders' legal rights, the Company has designated personnel responsible for stakeholder communication and has established reporting and grievance channels in accordance with its Ethical Corporate Management Best Practice Principles and Code of Ethical Conduct for Directors and Managerial Officers. Stakeholders may report violations of corporate governance or any illegal activity through these established channels. The Company has established whistleblowing email channels and related complaint mechanisms for stakeholders, and designated personnel are assigned to handle all reports. The identity of whistleblowers and the contents of reports are kept strictly confidential to protect both whistleblowers and complainants. In cases where illegal or improper conduct is identified, the Company conducts a rigorous review process and strictly maintains the confidentiality of all investigation materials and results to protect the rights of all involved parties. The Company has established the "Whistleblowing and Grievance Management Procedure," which clearly defines the reporting and complaint mechanisms for various types of cases. All whistleblowing cases are also reported to the independent directors for oversight.

Mechanism and procedures are described below

1 Reporting Channels

If any individual or incident is found to be inconsistent with the spirit of integrity or in violation of the Ethical Corporate Management Best Practice Principles, internal employees may report the matter directly to the Chairperson or the Head of Human Resources via the Chairperson's mailbox or HR mailbox. Both employees and external parties (such as suppliers, customers, or other stakeholders) may also file a report or complaint through the dedicated integrity email account : whistleblower@hitrontech.com (submissions accepted in Chinese, English, or other local languages).

2 Investigation Procedure

Upon receiving a report or complaint, the designated department initiates an investigation into the reported incident and categorizes the nature of the case.

2.1 Establish Task Force



Relevant departments are convened to form a task force and establish a formal investigation process.

2.2 Report to the Board



If the matter involves a director or senior executive, it is reported directly to the independent directors.

2.3 Document the Process



The entire process, including acceptance, investigation, findings, and documentation, is meticulously recorded and retained.

2.4 Decision and Disciplinary Action



Upon conclusion of the investigation, the task force submits the findings to the President for a decision, including proposed handling of external parties and assignment of responsibility to relevant departments.

3 Response Methods

If the incident involves a material misconduct or poses a risk of material damage to the Company, the matter must be immediately reported to the independent directors in addition to senior management, and a written report must be submitted to the Board of Directors. Where necessary, the issue will also be reported to the competent authorities or referred to judicial agencies for investigation.

4 Incentive Measures

- We will keep each whistleblower's identity confidential to ensure their safety and prevent them from retaliation.
- If a report is found to be substantiated, the whistleblower or complainant may be rewarded appropriately, as a means of encouraging the reporting of any misconduct.

2025 Implementation Status

The 2025 Ethical Corporate Management Implementation Status Report will be submitted to the Board of Directors in the first quarter of 2025.

243 ppl



Training :

In 2025, a total of 243 employees participated in Code of Conduct training courses focused on integrity.

100% achievement rate



Employee Commitment :

100% of new hires in 2025 signed the Integrity Commitment Pledge.

0 Cases



No whistleblower or complaint cases were received in 2025.

Awareness :

Internal campaigns were used to promote awareness of integrity and confidentiality responsibilities.

Note : The implementation status of ethical corporate management is also available on the Company's official website : [Company's official website](#).

1.4 Risk Management

Material Topic

Risk Management

Stakeholders

Shareholders, Employees, and Customers

2025

Management Goal



85%

Risk response preparation rate

2025

Achievement



58%

Risk response preparation rate

(Improvement Measures: Maintain ongoing oversight within the Risk Management Committee and appropriately revise response guidelines to mitigate the impact on the Company's operations.)

2026

Management Goal



90%

Risk response preparation rate

Medium- and Long-Term Targets

100%

Risk response preparation rate

Management Method

Responsibility

- Risk management units (Human Resources and Administration Division, Quality Assurance and After-sales Service Division)

Action

- Regularly hold RMC meetings and track KRIs.

Resources

- Cooperation with all departments
- Support by senior managers

Evaluation

- Report on the implementation of risk management to the Board of Directors every year

Hitron's risk management focuses on the operation of the risk management system. We have formulated clear risk management policies, set management goals, and continue to track performance indicators to effectively manage risks beyond the Company's risk tolerance. We formulated the Risk Management Policies and Procedures in 2020 and the Board of Directors adopted them on November 4, 2020. We set up the Risk Management Committee (RMC) in 2021 to manage the risks in all aspects of the Company's operation and management.

Risk Management Operations

Risk Management Committee (RMC) meetings are convened quarterly by the Executive Secretary and may be held on an ad-hoc basis when needed. These meetings are responsible for risk identification, tracking the achievement of risk management objectives, and monitoring the implementation of improvement plans.

Risk Identification

- (1) Each committee member uses the "Risk Assessment Checklist" to identify risks within their respective departments and propose corresponding mitigation strategies.
- (2) Internal and external risk factors are categorized under four main types : financial, strategic, operational, and hazard risks, which are compiled into a risk radar chart.
- (3) During RMC meetings, committee members report, discuss, decide upon, and follow up on the effectiveness of risk response actions. The RMC Chair is then responsible for formulating the Company's annual Top Risks.

Risk Mitigation and Prevention

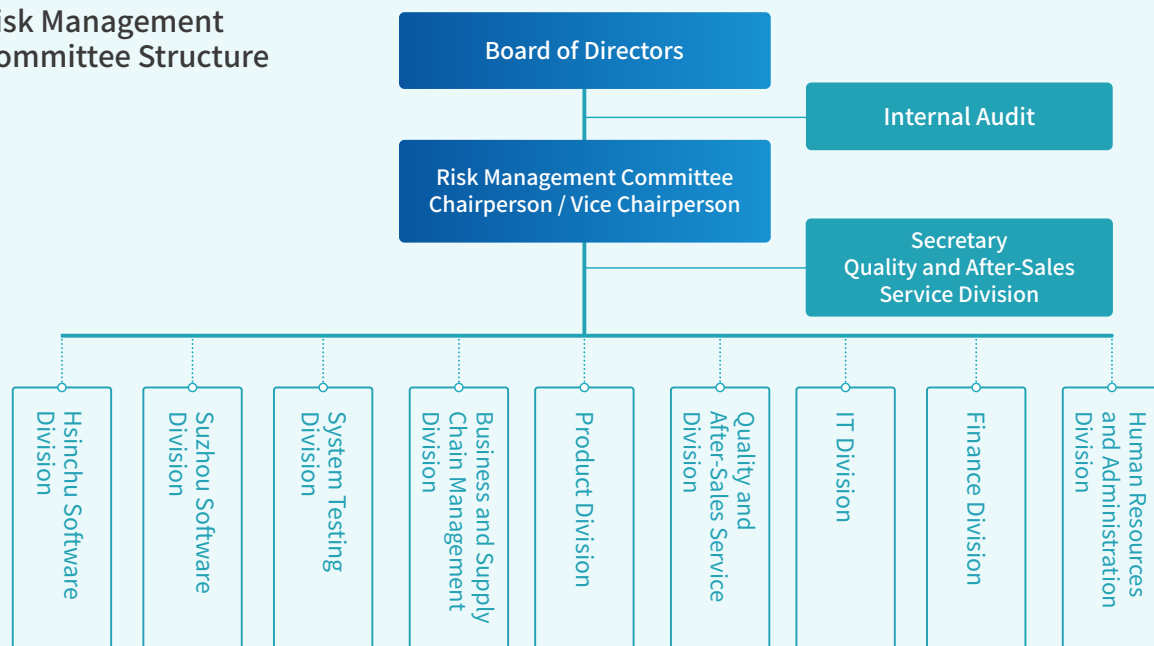
Based on identified top risks, the corresponding departments are required to establish risk prevention measures and implement Business Continuity Plans (BCP). Through ongoing scenario updates and emergency drills, the Company ensures that operations remain resilient and can continue without disruption.

Organization and Structure of RMC

Hitron's RMC was established in July 2021. The President serves as the chair of RMC, and the level A supervisors of each unit serve as its members. It is responsible for deciding Hitron's risk management strategies and setting annual goals and risk performance indicators. Additionally, an Executive Secretary is appointed from the Quality and After-Sales Service Division to oversee the identification of potential risks arising from internal and external events. The Executive Secretary is also responsible for coordinating risk management meetings, tracking risk management objectives, and monitoring the implementation of risk mitigation plans. Each department conducts a self-assessment to identify high-risk items and propose concrete improvement measures. The operation of the Risk Management Committee (RMC) is supervised by the Board of Directors. The Internal Audit Department also regularly conducts audits on the implementation of risk management measures and reports annually to the Board of Directors on the status of risk management execution.

In 2025, a total of four RMC meetings were held in accordance with the regulations, and overseas sites conducted risk-related management and control on their own. We also conducted risk assessments and responded to specific issues irregularly in line with the group's requirements.

Risk Management Committee Structure



Risk Management Operations and Outcomes

We regularly hold RMC meetings to follow up on the achievement of risk management goals and improve the implementation of the plan. In 2025, the Committee identified risks using risk radar charts and diagnostic checklists. The Top 3 company-level risks approved by the President included profit performance, inventory management, and the transfer of the Vietnam plant. Risk management plans and goals were developed accordingly. Key initiatives included the introduction of group-level Key Risk Indicators (KRIs), an incident reporting mechanism, and corresponding principles to strengthen control over operational risks. The risk response preparedness rate reached 58% in 2025. The Risk Management Committee (RMC) will continue to monitor and control KRIs that are below target in 2025 and will appropriately adjust risk response guidelines to reduce the impact on the Company's operations.

Group Defense Mechanism

Hitron leverages the joint risk management mechanisms of the Qisda Group's nearly 200 affiliated companies by actively participating in regular (quarterly) meetings, project discussions, best practice sharing, information exchange platforms, and notification channels. This approach consolidates group insights and resources to enable proactive risk prevention and management from the root, effectively reducing the likelihood of incidents. In 2025, Qisda Group held quarterly meetings covering topics such as: insurance claim procedures, case studies on power outage losses, updates to ISO management system standards, flood risk assessment and mitigation planning, lithium battery safety and potential hazards, corporate ESG disclosure and sustainability reporting procedures. These initiatives effectively reduce disaster and operational risks, while enhancing corporate resilience and sustainability.

Emergency Response Drills and Training

Hitron has established emergency response teams for fire, earthquake, wind, and flood incidents and has formulated emergency response plans. We also conduct annual drills for specific scenarios (such as fire incidents) to ensure personnel safety and minimize damage caused by emergencies.

Risk Identification

Based on the discussions and evaluations conducted during Hitron Technologies' Risk Management Committee meetings, the Top 3 risks identified for 2025 across four major dimensions are as follows :



Risk	Worst Scenario	Action Plan
Profit	OI under performance risk (Lag of 0.64Y)	- Increase gross profit margin (GP) - Reduce operating expenses (Opex) - Conduct mergers and acquisitions (M&A)
Inventory management	Excess inventory leads to operational and financial pressure or exposure risks	- Slow down raw material procurement to control inventory levels - Clear WIP inventory at the factory to reduce work-in-progress stock - Renegotiate trade terms to FOB or DAP to transfer ownership earlier - Continue clearing stagnant inventory through promotions or new sales channels - Adjust stocking methods and strategies at OBU
Vietnam Plant transfer	Quality issues affecting shipments or rework due to customer complaints	- Conduct pre-checks and reinforce risk items to reduce the risk of quality issues affecting shipments - Take preventive measures in advance to avoid quality issues - Actively resolve immediate issues, assess risk impacts with shipment as the priority, identify risks in the process, and propose improvement measures - Arrange reasonable solutions to minimize impact, communicate effectively with customers, and reach consensus on relevant plans

1.5 Information Security

0 cases

Information security incidents

100%

Completion rate of IT disaster recovery drills



Information Security Policy

To protect the confidentiality, integrity, availability, and compliance of information assets (including hardware, software, data, documents, and personnel related to information processing) and to prevent internal and external intentional or accidental threats, Hitron has established an information security policy in accordance with the ISO 27001 international standard, taking into account the Company's business requirements. The Company obtained ISO 27001 certification in June 2020.

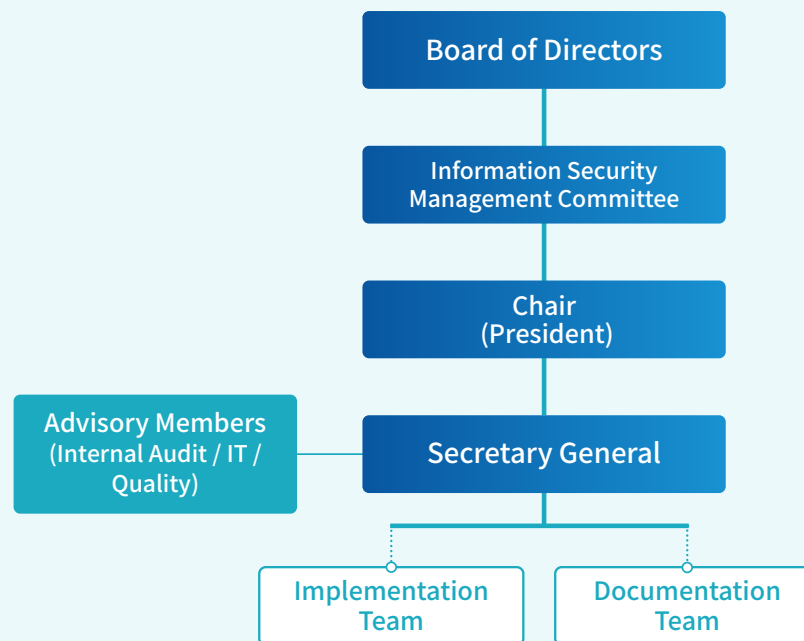
Information Security Management Committee

In 2019, Hitron established an information security organization responsible for promoting and implementing its information security initiatives. The President serves as the Chairperson of the committee, overseeing the development, implementation, and maintenance of all related standards and systems. The Chairperson is also responsible for coordinating and reviewing company-wide policies and resource allocation.

Under the committee's structure, a Secretary General, Implementation Team, and Documentation Team have been established. Department heads from Internal Audit, IT, and Quality Management serve as advisory members to ensure clear task assignments and effective coordination within the information security management system.

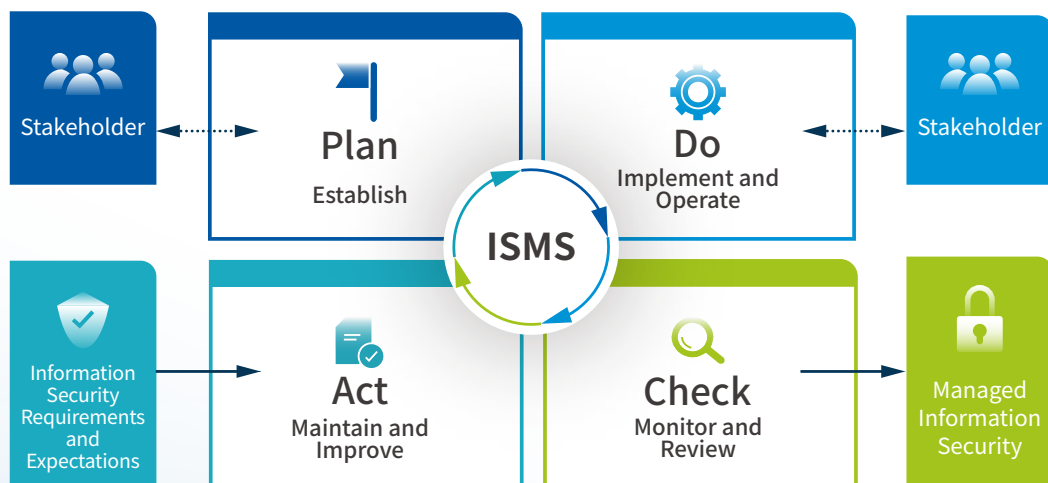
The Secretary General is fully empowered to supervise the operation of the information security management system. In the event of any irregularities, the Secretary General has the authority to report directly to senior management, independent of the administrative hierarchy or external influences. The Implementation Team is responsible for the promotion, maintenance, and continual improvement of the ISO/IEC 27001 information security management system. The Documentation Team reports on the system's performance and maintains related records during regular committee meetings.

Information Security Governance Structure



Information Security Management System (ISMS)

Hitron has established the Information Security Management System Promotion Committee in consideration of the information security needs and expectations of all stakeholders within the organization. The committee is tasked with driving ISMS-related initiatives and enhancing company-wide information security awareness. The ISMS is based on the PDCA (Plan-Do-Check-Act) cycle to ensure its continuous development and adaptability. This approach allows the system to remain responsive to both internal and external environmental changes. The committee regularly reviews, adjusts, and proposes improvement plans to maintain the system's effectiveness and reports its implementation status to the Board of Directors on an annual basis.



Based on the ISO 27001 information security management framework, the Committee establishes the Company's information security documentation system, including operational records, procedures, and policies related to information security operations. Using this framework, the Company develops rules and procedures for organizational management, information asset protection, and resource allocation. The documentation is managed within a hierarchical structure covering all aspects of information security.

Information Security and Internet Risk Assessment

To properly protect the activities within Hitron's information security management system, implement relevant regulations, and execute risk assessment procedures, we determine response measures through risk assessment and internal meetings, to effectively reduce, transfer, and eliminate risks.

We regularly review various laws and regulations each year and evaluate and amend the Company's internal information security regulations to ensure compliance with laws and regulations and raise employees' awareness of relevant changes. In addition to the basic information security training for new employees, the Company regularly organizes email exercises to enhance employees' knowledge of information security, such as sending and receiving emails, to reduce the risk of employees clicking on malicious emails by accident, while offering online courses on information security for all employees to enhance their information security awareness and ensure that they put into practice information security concepts in daily operations.

In 2025, Hitron introduced or carried out the following key information security initiatives

1 Identity and Access Management (IAM)

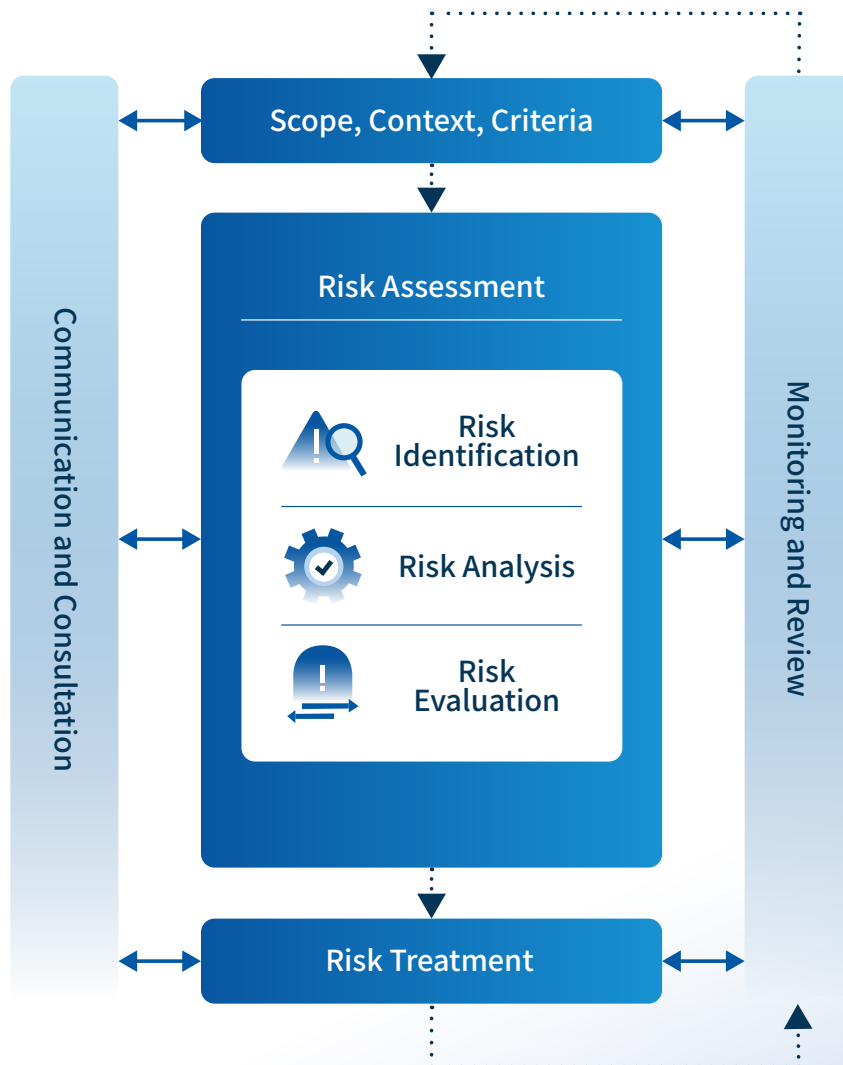
Establish a centralized identity governance mechanism and implement dynamic authorization, the principle of least privilege, and audits of high-risk privileged accounts through domain permission control and PAM monitoring, thereby improving corporate information security compliance and internal audit standards.

2 Host-based Intrusion Detection System (HIDS)

Deploy a cross-platform endpoint protection and monitoring system to detect system integrity and abnormal behavior, enhancing threat detection and proactive response capabilities at the host level.

Information Security Risk Management

The Company's risk management system follows the requirements of the ISO 27001 information security management system and adopts the framework and guidelines of ISO 31000 Risk Management Principles. A risk management framework has been established to continuously monitor key risks, with the objective of achieving risk management goals and reducing potential losses related to personnel, assets, and reputation.



Information Security Awareness and Training

In 2025, three information security education and training sessions were held to strengthen employees' information security awareness and ensure that information security concepts are integrated into daily operations. The courses were as follows :

2025 Course Overview	Target Audience	Number of employees	Total Hours
General Information Security Awareness 2.0 Course Risk management, leakage of sensitive information, business email compromise (BEC), and risks to be aware of when using AI	All employees	62	3
Social Engineering Awareness Course Information Security Incidents: Learning from Case Studies, Cybersecurity Trends and Awareness Building, and Strategic Recommendations from Security Experts	All employees	30	3
Education and training for information personnel Analysis of major information security incidents in Taiwan and improvement measures, key elements of incident detection architecture, detection technologies and methods, practical operations, and attacks involving log analysis	IT and information security staff	12	3

2025 Information Security Education and Training Sessions



104

Number of Participants



312 hrs

Total Hours

1.6 Legal Compliance

Material Topic

Compliance with laws and regulations

Stakeholders

Customers, Suppliers, Communities, and Government agencies

2025

Management Goals



- Global GDPR training rate 100%
- Antitrust law compliance awareness-raising
- Significant regulatory violations :

0 cases

Material legal violation : Refers to incidents resulting in fines exceeding NT\$200,000 or an enforced suspension of operations.

2025

Achievement



- Global GDPR training rate 100%
- Antitrust law compliance awareness-raising
- Significant regulatory violations :

0 cases

2026

Management Goals



- Global GDPR training rate 100%
- Antitrust law compliance awareness-raising
- Significant regulatory violations :

0 cases

Medium- and Long-Term Targets

- Global GDPR training rate 100%
- Antitrust law compliance awareness-raising
- Significant regulatory violations :

0 cases

Management Method

Responsibility

- Human Resources and Administration Division; Legal Department, Audit Office

Action

- Applicable laws and regulations awareness raising and education and training
- Periodic internal compliance audits

Resources

- Inter-departmental collaboration
- Group's coaching

Evaluation

- Reporting annually at the annual ESG or management review meeting

Hitron has operating sites in different countries around the world. To ensure that the Company and employees abide by the laws and regulations of various countries when doing business, we have formulated relevant policies and measures for the laws and regulations of Taiwan and other countries, including personal data protection, confidentiality, anti-bribery, anti-discrimination, environmental protection, intellectual property protection, anti-insider trading, anti-unfair competition, and labor protection regulations. We also work to fulfill our corporate social responsibility. All our employees follow the compliance policy, and work with other departments to improve compliance performance. Internally, we require our employees to actively maintain integrity and we provide a safe and healthy work environment free of pollution to improve workers' safety. Throughout the life cycle of products, we proactively reduce the use of substances harmful to the environment to comply with environmental regulations and continue to reduce the impact on the environment. In 2025, there was no violation of laws and regulations at Hitron (including environmental protection, occupational safety and health, and labor laws and regulations).

Furthermore, in response to the enforcement of the EU General Data Protection Regulation (GDPR) and the Personal Information Protection Law of the People's Republic of China, we have taken measures internally, including education and training and analysis of the impact of such laws and regulations

on relevant departments, and the project team has established relevant management procedures or form templates. We continue to follow up and pay attention to the development trends of such laws and regulations on personal data protection in various countries, to fulfill our corporate social responsibility for personal data protection. The global GDPR training rate in 2025 is 100%.

2025 Law Compliance Performance



0 cases

Violations of regulations incidents



100 %

Employees trained for GDPR

2 Workplace Well-being



- 2.1 Workforce Profile SDG 4
- 2.2 Learning and Development SDG 4
- 2.3 Human Rights Policy SDG 5 SDG 8 SDG 10
- 2.4 Workplace Well-being SDG 5 SDG 8 SDG 10
- 2.5 Social Participation SDG 10 SDG 12 SDG 13 SDG 17

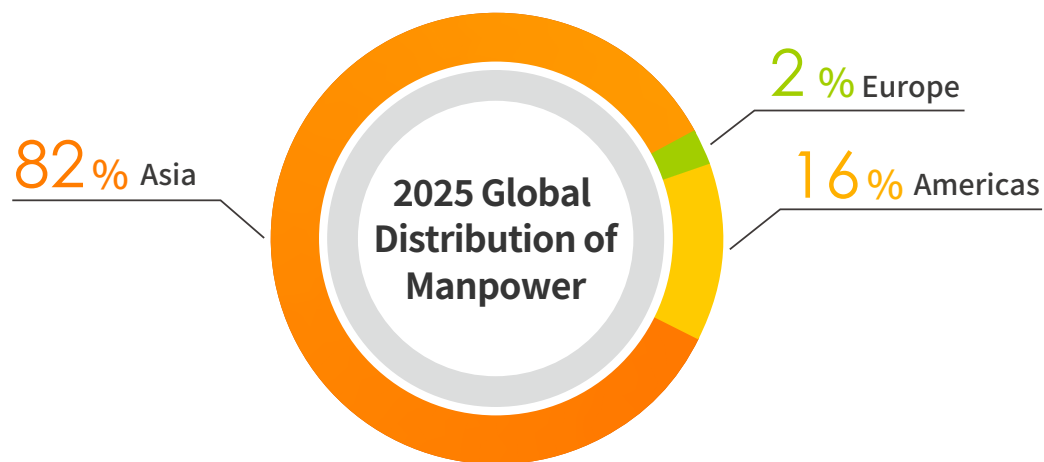
2.1 Workforce Profile

93%

of Level-A talents
were retained

93%

of new employees
were retained

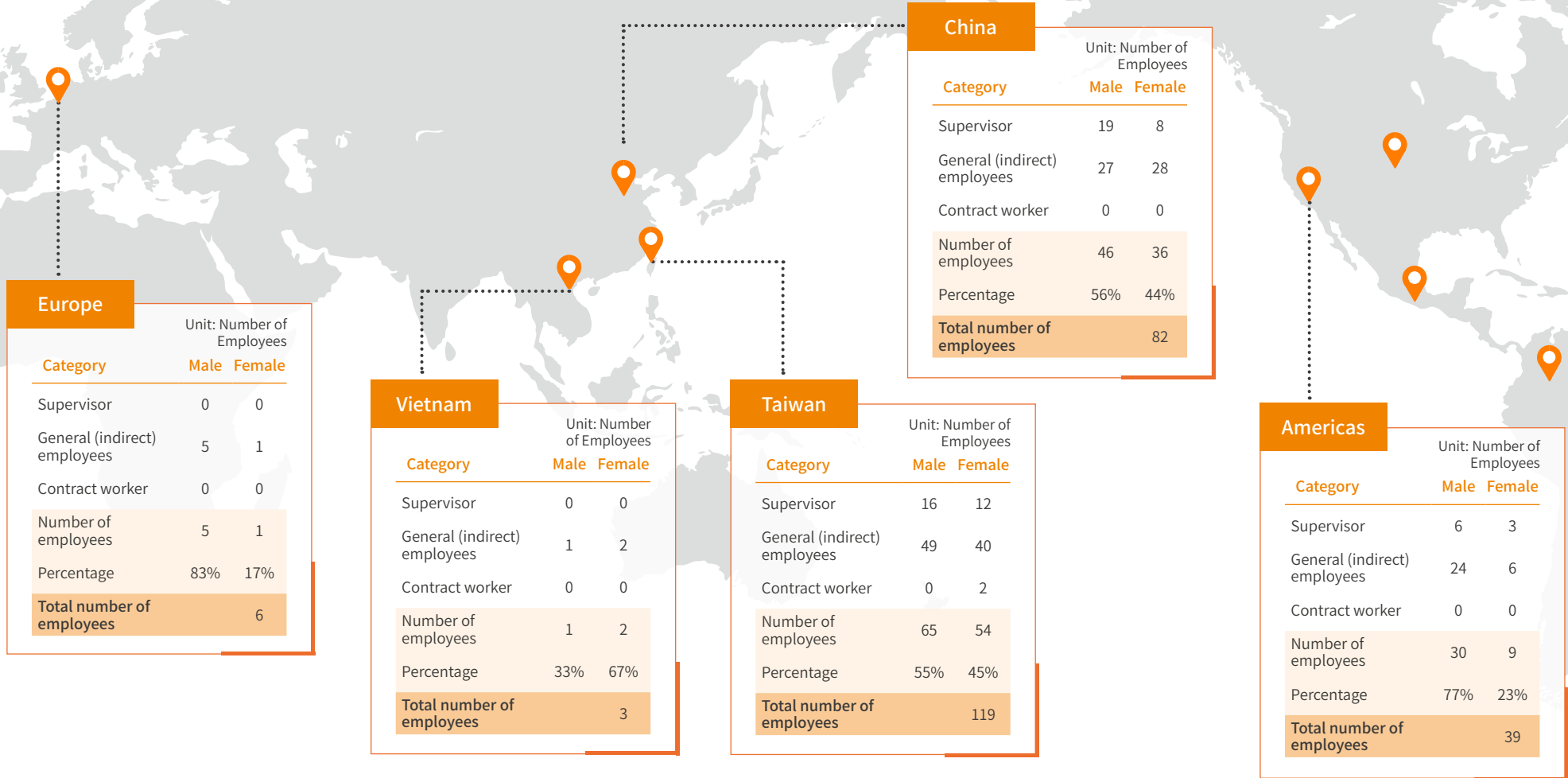


Employee Composition

Employees are the Company's most valuable assets and its core value. We value diversity and inclusion and comply with the relevant laws and regulations in each location where we operate. The Company is committed to providing a safe and healthy work environment, strictly prohibits any form of forced labor and child labor, and ensures that all employees enjoy equal employment opportunities and compensation without discrimination based on race, gender, sexual orientation, age, nationality, political opinion, or religion. Through these efforts, we aim to attract and retain outstanding talent from around the world.

As of the end of 2025, we have a global workforce of 249 people, including 204 people in Asia, 39 people in the Americas, and 6 people in Europe.

Hitron Global Workforce in 2025



Hitron Employee Gender Ratio



- ① The number of employees specified in this chapter is calculated based on the employees actually employed by Hitron Technologies as of December 31, 2025, including full-time employees and contract employees. The Vietnam plant ceased production in October 2024 due to production transfer, and currently only retains personnel responsible for financial closing procedures. The number of employees in this chapter does not include employees of the subsidiary, Interactive Digital International Co., Ltd.
- ② Managers are defined as employees in M-level management positions.

Employee Hiring

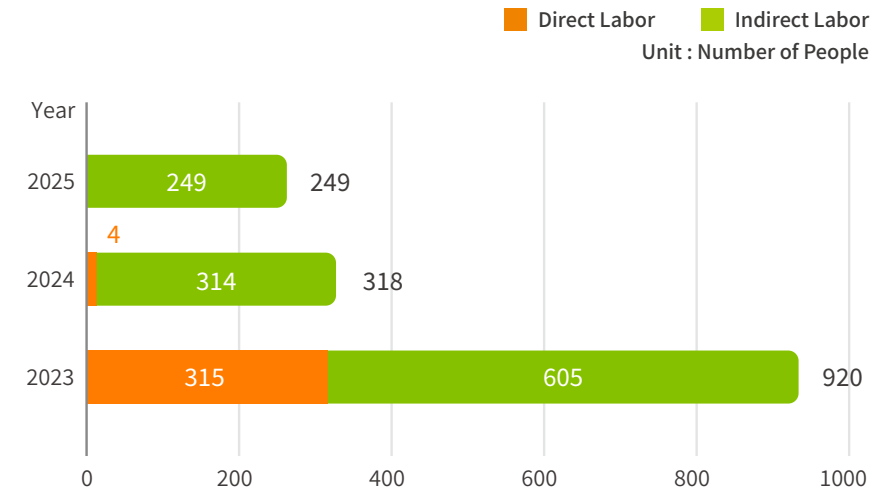
Global inflation has continued to affect the overall economic environment and corporate development strategies. Rising cost pressures and supply chains spread across the world have further intensified challenges in the external operating environment. In response to the need for long-term workforce planning adjustments and organizational restructuring, and to enhance the Company's overall competitiveness, Hitron continues to optimize its organizational structure and production capacity allocation to achieve the optimal use of resources.

Hitron's headquarters is located in Hsinchu Science Park and has established an R&D center in Suzhou, China. In Europe and the Americas, in addition to sales teams, the Company has also deployed technical and operational service teams. In addition, on-site service personnel are stationed in Canada and South America to provide timely and localized service support.

Inflation and tariff pressures have posed severe tests to companies' crisis response capabilities. To this end, the Company has planned ahead and improved various response measures, while continuously monitoring changes in the external environment to ensure stable operations and maintain overall productivity. At the same time, the Company uses communication software for conference calls and video-based technical support, promotes remote work mechanisms, strengthens a flexible work environment, and has established relevant policies such as "mobile office" and "work from home."

Hitron values talent diversity and inclusion and fully complies with relevant laws and regulations, including the Labor Standards Act, the Employment Service Act, and the Gender Equality in Employment Act. The Company uses individual professional capabilities as the primary basis for selection. The recruitment process adopts an open and transparent selection mechanism to attract outstanding talent, ensuring that employees can fully realize their potential under a fair appointment system, compensation and benefits, education and training, promotion mechanisms, and opportunities to participate in the Company's activities and decision-making, thereby enhancing organizational effectiveness and the Company's overall competitiveness.

Employee Headcount Over the Past Three Years



Note : Group restructuring: Due to factory consolidation, manufacturing operations have been transferred to the parent company on an OEM basis, resulting in a significant reduction in the number of employees since the end of 2024.

Hitron's Headquarter



Distribution of New Employees in 2025

Number of New Employees During the Year	Male						Female						Subtotal
	Under 30		30-50 years old		50 and above		Under 30		30-50 years old		50 and above		
	Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage	
Taiwan	1	1%	8	7%	1	1%	4	3%	4	3%	0	0%	18
China	2	2%	1	1%	0	0%	1	1%	0	0%	0	0%	4
Americas	1	3%	2	5%	0	0%	0	0%	0	0%	0	0%	3
Europe	2	33%	0	0%	0	0%	0	0%	0	0%	0	0%	2
Total	6	22%	11	41%	1	4%	5	19%	4	15%	0	0%	27

Calculation formula : The percentage by country is calculated as the number of new employees in the age group divided by the total number of employees at the site. The total percentage is calculated as the number of new employees in the age group divided by the total number of new employees during the year (rounded to the nearest whole number).

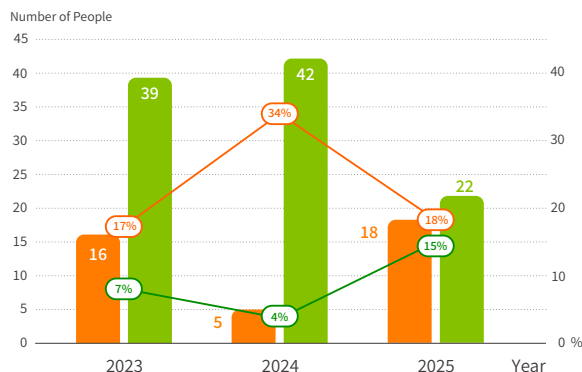
Distribution of Employee Turnover in 2025

Employee turnover during the year	Male						Female						Subtotal
	Under 30		30-50 years old		50 and above		Under 30		30-50 years old		50 and above		
	Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage	
Taiwan	0	0%	8	7%	5	4%	4	3%	5	4%	0	0%	22
China	5	6%	1	1%	0	0%	2	2%	0	0%	0	0%	8
Americas	0	0%	3	8%	1	3%	0	0%	0	0%	0	0%	4
Europe	0	0%	2	33%	0	0%	0	0%	0	0%	0	0%	2
Total	5	14%	14	39%	6	17%	6	17%	5	14%	0	0%	36

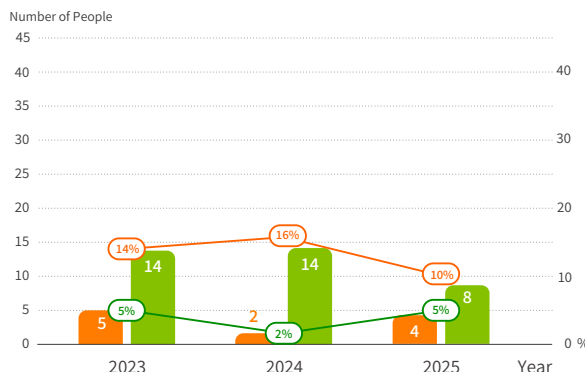
Calculation formula : The site-based percentage is calculated as the number of employee turnovers in the age group divided by the total number of employees at the site. The overall percentage is calculated as the number of employee turnovers in the age group divided by the total number of employee turnovers during the year (rounded to the nearest whole number).

New Hire and Turnover Rate in the Most Recent Three Years

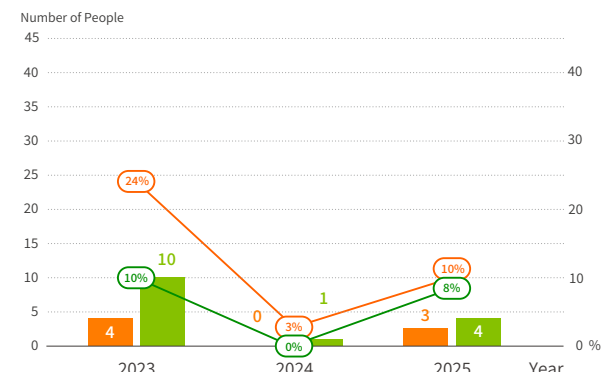
Hitron Hsinchu



Hitron China



Hitron Americas



Hiring of Disadvantaged Groups in the Past Three Years

Hitron's employment of employees with disabilities exceeds legal requirements. Only Hsinchu has colleagues who are people with disabilities; no other regions do.

Region	2023		2024		2025	
	Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage
Hsinchu	3	1%	2	2%	2	2%

Workers Who Are Not Employees GRI 2-8

As of the end of 2025, there were five workers who were not employees, responsible for tasks such as cleaning and security services. These non-employee workers were only engaged at the Hsinchu plant, with no such workers in other regions.

2025 Non-Employee Worker Statistics

Region	Male	Female	Total
Hsinchu	3	2	5

Local Recruitment

Hitron proactively recruits and cultivates outstanding talents from various countries and continues to take employment of local talents for managerial positions as a key goal and lists it as one of the annual performance evaluation indicators of each plant, to actively put into practice the concept of recruitment of local talents.

In addition to continuously increasing local job opportunities, we offer great salaries to talents and cultivate local talents through education and training on basic job skills and managerial skills.

The number of local talents holding managerial positions in each region is shown in the table below.

2025 Local Management Talent Employment Statistics GRI 202-2

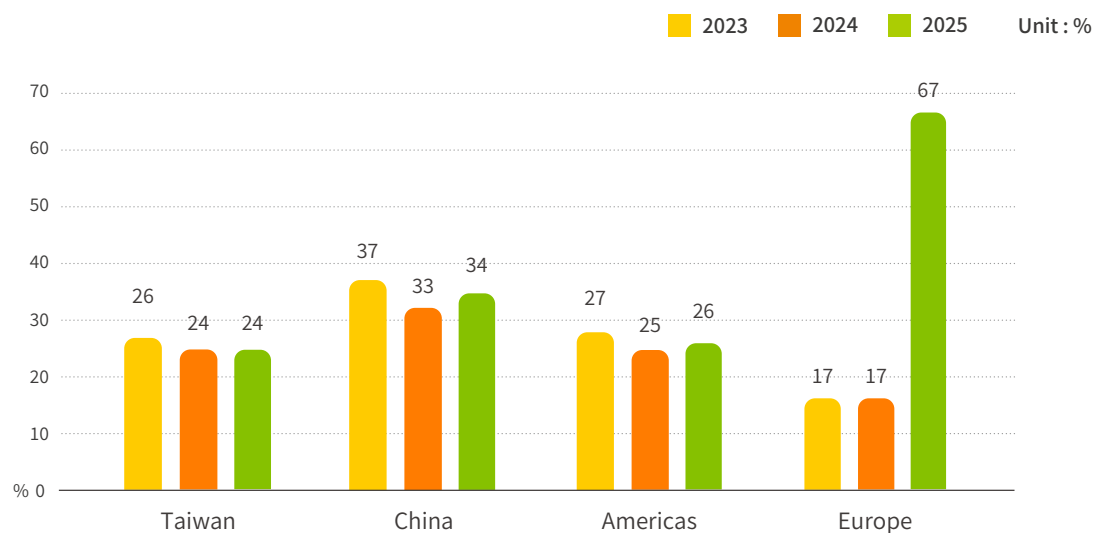
Region	Taiwan	China	Americas	Europe
Managerial Staff (%) ^①	24%	34%	26%	67%
Local Managerial Staff ^②	100%	96%	100%	0%
Number of local residents employed in senior management positions ^③	4	0	8	0

① Calculation formula of percentage of managerial staff : Total number of managerial staff classified under the M-grade level, including expatriates/total number of local employees.

② Calculation formula of percentage of local managerial staff : Number of local managerial staff/Total number of managerial talents (including expatriates).

③ Definition of senior management : Personnel who hold managerial positions at the division head level or above.

Managerial Staff (%) in the Recent Three Years



Women in Technology

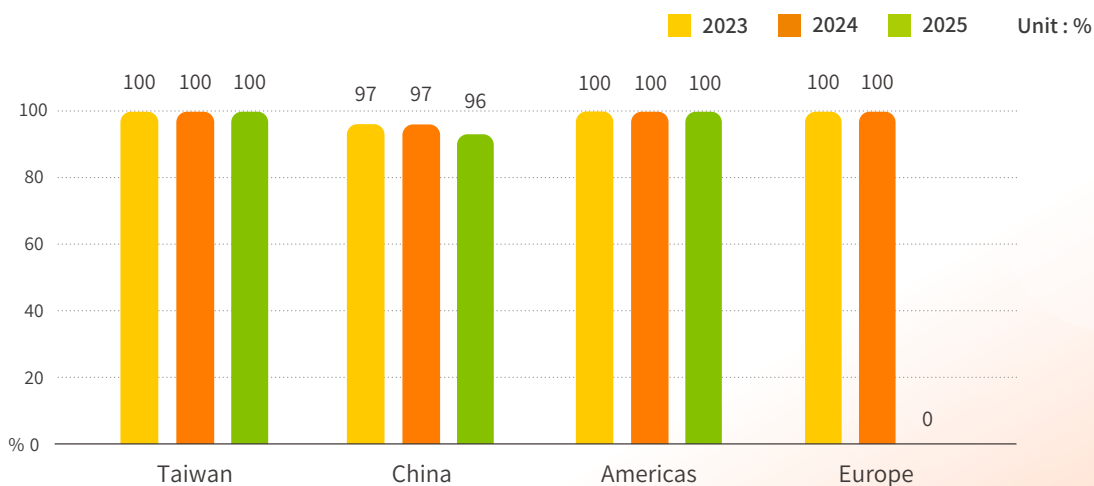
Distribution of Female Employees	Percentage of Female Employees ^①	Percentage of Female Managers ^②	Percentage of Female R&D Staff ^③
Taiwan	45%	43%	22%
China	43.9%	29.6%	40%
Americas	23.1%	33.3%	0%
Europe	16.7%	25%	0%

① Percentage of female employees = Number of female employees / Total number of employees

② Percentage of female managers = Number of female managers / Total number of managers

③ Percentage of female R&D staff = Number of female R&D employees / Total number of R&D employees

Local Managerial Staff (%) in the Recent Three Years



① Calculation formula of percentage of managerial staff : Total number of managerial staff, including expatriates / total number of local employees

② Calculation formula of percentage of local managerial staff : Number of local managerial staff / total number of managerial staff, including expatriates

Unpaid Parental Leave GRI 401-3

Hitron's Hsinchu headquarters strictly complies with Taiwan's Gender Equality in Employment Act and the Regulations Governing the Implementation of Parental Leave Without Pay, providing employees with the option to apply for unpaid parental leave. In 2025, a total of four employees applied for unpaid parental leave (one male and three female). Three employees were scheduled to return to work (one male and two female), and all three returned on schedule, resulting in a return-to-work rate of 100%.

In 2025, a total of one employee (no male employees and one female employee) had completed one year of reinstatement following unpaid parental leave, and the retention rate was 100%.

Hitron Hsinchu - Rate of Parental Leave Application, Reinstatement Rate and Retention



Unit : Number of People

Item	Male	Female	Total
Number of employees eligible for childcare leave without pay in 2025	4	5	9
Number of employees who actually applied for parental leave in 2025	1	3	4
2025 Unpaid Parental Leave Application Rate	25%	60%	44.4%



Unit : Number of People

Item	Male	Female	Total
Number of people estimated to be reinstated in 2025	1	2	3
Number of people reinstated in 2025	1	2	3
Reinstatement Rate in 2025	100%	100%	100%



Unit : Number of People

Item	Male	Female	Total
Number of employees reinstated in 2024	0	1	1
Number of people who have been reinstated and worked for one year in 2024	0	1	1
Retention Rate in 2024	N/A	100%	100%

2.2 Learning and Development

2025 employee training

2409.5 hrs

Total Employee Training Hours

11.99 hrs

Average Training Hours

We attach great importance to the training and development of employees and have developed leadership, professional, and general training programs based on the training development blueprint, allowing them to improve their skills in all aspects.



Leadership training program

The program focuses on enhancing business acumen and leadership and management skills, with different courses planned each year based on organizational needs. In response to the needs reflected in the employee satisfaction survey results, in 2025, Hitron leveraged Group resources and designed training courses based on the needs of managers at various levels. These included programs such as “ALP: Building High-Performing Teams,” “ALP: Team Communication Skills,” “Strategic Leader Program: Situational Leadership,” and “Strategic Leader Program: Influence and Persuasion.”

LTP Leadership Training Program

Business Acumen

- Finance & Accounting
- Networking Market Trend
- Networking Technology Trend

Leadership

- Leadership Skills
- Management Skills
- Talent Development Skills

Functional training program

We plan professional courses and internal professional knowledge sharing courses based on each department’s professional fields, enabling each department to continuously enhance and share its professional new knowledge. In 2025, in response to the employee satisfaction survey results, Hitron also focused on arranging health promotion-related courses to help employees maintain physical and mental well-being, improve work efficiency, and enhance job satisfaction. These included “Addressing Impingement Syndrome and Frozen Shoulder” and “Metabolic Syndrome: Understanding Red Flags in Health Check Results.”

FTP Functional Training Program

- Technical R&D
- Supply Chain Management
- General Management

- Sales & Marketing
- Manufacturing Management
- Quality Management

Essential training program

We offered language, document or file software, and legal requirements courses outside the professional fields. Given the growing awareness of information security and AI-related issues in recent years, Hitron also plans to gradually promote the use of Copilot in meetings and work scenarios. The Company offered basic Copilot education and training courses, with each unit assigning seed trainees to improve departmental work efficiency and effectiveness.

ETP Essential Training Program

- New Employee Orientation
- Training for improve efficiency
- Training required by legal

- Language Training
- MS-Office

The average training hours for each plant in 2025 are as follows

Unit : hours

GRI	Category	2025		
		Male	Female	Total
404-1	Average training hours – Hsinchu	17.3	18.31	17.76
	Average training hours – Suzhou	3.72	3.47	3.61
	Average training hours – subtotal	11.67	12.38	11.99
404-1	Total employee training hours (Hsinchu + Suzhou)	1295.5	1114	2409.5
	Managerial staff	431.5	371	802.5
		Average training hours		17.31
404-1	Non-managerial staff	864	743	1607
		Average training hours		17.89
	Direct employees	0	0	0
404-3a	Indirect employees	1295.5	1114	2409.5
	Number of managerial staff receiving regular performance and career development reviews	16	12	28
	Percentage	13.56%	10.17%	23.73%
404-3a	Number of non-managerial staff receiving regular performance and career development reviews	49	41	90
	Percentage	41.53%	34.74%	76.27%

Note : Only Hsinchu, Taiwan and Suzhou, China are included. The Americas and Europe conduct training locally and are not included in the statistics.

In addition to training courses, the Group assists with the adoption of the continuous improvement program (CIP). Through the CIP, employees are provided with the tools and resources needed to complete their work more efficiently and achieve greater benefits. In 2025, Hitron proposed 2 CIP projects and completed 6 hours of CIP training. By continuously improving existing processes, the Company enhanced operational efficiency and overall operating performance, with potential benefits of approximately US\$57,000.

Category	CIP Topic
Process Optimization & Efficiency Improvement RD	The Wireless System Test
Process Optimization & Efficiency Improvement RD	AI-Assisted Software Development



2.3 Human Rights Policy

Material Topic

Management Human rights

Stakeholders

Employees, Suppliers

2025

Management Goals



- Percentage of finished goods suppliers completing on-site audits for social responsibility and environmental sanitation : 70%

- Violation of human rights

0 cases

2025

Achievement



- Percentage of finished goods suppliers completing on-site audits for social responsibility and environmental sanitation : 100%

- Violation of human rights

0 cases

2026

Management Goals



- Percentage of finished goods suppliers completing on-site audits for social responsibility and environmental sanitation : 80%

- Violation of human rights

0 cases

Medium- and Long-Term Targets

- Percentage of finished goods suppliers completing on-site audits for social responsibility and environmental sanitation : 100%

- Violation of human rights

0 cases

Management Method

Responsibility

- Human Resources and Administration Division, Quality

Action

- Comply with the United Nations Universal Declaration of Human Rights, the International Labour Organization Core Conventions, and the RBA Code of Conduct to protect fundamental human rights

Resources

- Support by senior managers

Evaluation

- Reporting annually at the annual ESG or management review meeting

The Company conforms to the Universal Declaration of Human Rights, International Labor Organization-Declaration of Fundamental Principles and Rights at Work, International Labour Convention, the Sullivan principles and other human rights standards, as well as adopting standards that are in line with Responsible Business Alliance (RBA), complying with the law and regulations of countries in which each business is located, to protect human rights of employees.

In terms of policies, Hitron has established internal management regulations, including employee handbooks, work rules, recruitment and employment policies, sexual harassment prevention measures, and workplace anti-bullying policies, to clearly demonstrate the Company's commitment to protecting employees' rights and ensuring that employees receive proper care. They mainly include the following human rights protection principles :

Human Rights Protection Principles



1. Freedom of employment and equal job opportunities

2. No unlawful discrimination

3. No child labor

4. No forced labor

5. A safe and healthy work environment

6. Assistance to employees in maintaining their physical and psychological health

7. Attention paid to employees' opinions and effective communication with them

8. Regular review and evaluation of the implementation effectiveness

Hitron Technologies holds labor-management meetings on a quarterly basis to ensure the protection of employee rights and smooth communication channels. The Company reviews employee working hours each year and examines whether any cases involving unlawful discrimination, inhumane or degrading treatment, child labor, or forced labor have occurred. The number of human rights violations must be zero.

We have also established the Supplier Code of Conduct, requiring all suppliers to fully comply. Since 2021, we have implemented on-site audits for social responsibility and environmental, health, and safety (EHS). In 2025, the on-site audit completion rate for finished goods suppliers reached 100%.

The Company began implementing human rights training in 2023, starting from Hitron Hsinchu. The training content is based on the SA8000 standard and the Company's relevant internal policies and procedures. In 2025, a total of 120 training participations were recorded, with total training hours of 60 hours.

Hitron Human Rights Risk Identification Process



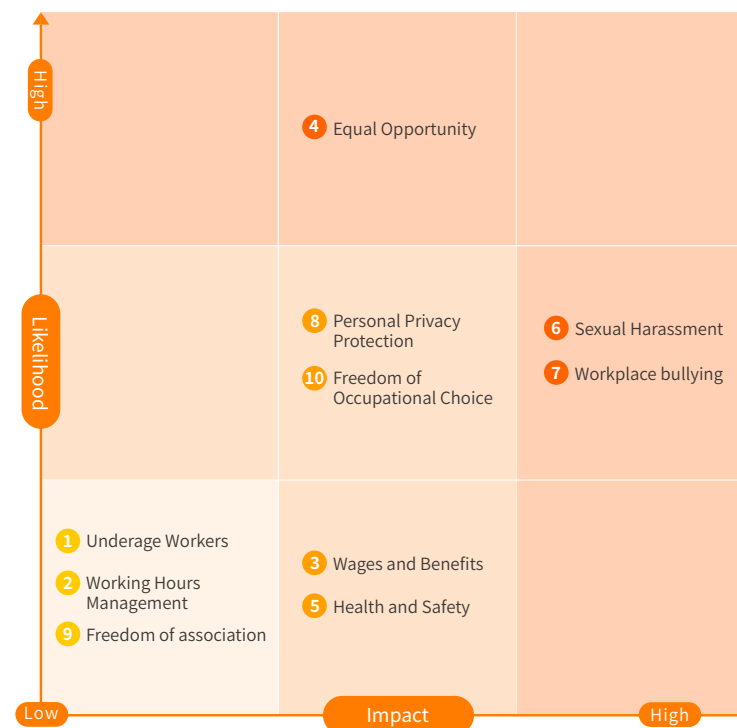
Material Human Rights Risopk Topics

With reference to the RBA Code of Conduct and various international human rights policies, Hitron has identified 10 key topics as the basis for its human rights risk assessment. Following the PDCA (Plan-Do-Check-Act) cycle, risk and potential impact assessments are conducted through internal expert voting.

No.	Human Rights Risk Topic	Risk Description
1	Underage Workers	Risk of inadvertently employing underage workers and assigning them to overtime or night shifts, or labor agencies sending underage workers with falsified documents.
2	Working Hours Management	Risks include exceeding 36 hours of overtime, more than 60 hours of work per week, working over seven consecutive days, unpaid pre-shift work, or delayed shift arrangements.
3	Wages and Benefits	Issues such as miscalculation of social insurance contributions based on partial salaries, wages below legal minimum standards, overtime rates below statutory requirements, unpaid public holiday wages, untimely or incomplete wage payments, or unjustified withholding of wages.
4	Equal Opportunity	Failure to provide fair access to training, promotions, and equitable benefits to all employees.
5	Health and Safety	Inadequate occupational safety training or measures, exposing employees to the risk of injury or occupational disease.
6	Sexual Harassment	Lack of action or passive responses to employee complaints about incidents of sexual harassment.
7	Workplace Bullying and Discrimination	Lack of proper handling or proactive measures in response to bullying or discrimination complaints raised by employees.
8	Personal Privacy Protection	Violations of data protection regulations resulting in the inappropriate disclosure of employees' personal information.
9	Freedom of Association and Collective Bargaining	Obstructing employees' rights to assemble, negotiate, or safeguard their interests.
10	Freedom of Occupational Choice	- Workers being forced into employment without the freedom to resign or change jobs (e.g., debt bondage, contract traps, illegal passport retention). - The company imposes overly restrictive non-compete clauses that limit employees' post-employment opportunities. - Employment conditions restricted based on gender, race, nationality, age, or other characteristics.

Human Rights Risk Assessment Results

Each human rights risk topic was assessed using a risk matrix based on two dimensions: "likelihood of occurrence" and "severity of impact." Risk coefficients are calculated from aggregated scores and used to determine the severity of potential risks. Corresponding mitigation or remedial measures are adopted based on the assessed level of potential risk.



Formulation of Mitigation and Remediation Measures

No.	Human Rights Risk Topic	Risk Assessment Status		Mitigation and Remedy Measures
		Likelihood	Impact	
1	Underage Workers	Low	Low	- Strict screening of personal identification during recruitment. - Engage third-party background checks during hiring. - If any case of underage employment is found, the HR department shall immediately notify the competent authority and take necessary steps to ensure the minor's physical and mental well-being, assisting with return to their legal guardian if desired.
2	Working Hours Management	Low	Low	- Use attendance system to monitor working hours. - Regularly issue alerts to employees and supervisors in case of anomalies. - Notify employees reaching the daily limit to prevent excessive hours. - Strengthen communication with factory management and plan for adequate workforce backup. - Implement a "Working Hour Alert System" that automatically tracks and alerts excessive hours. - Supervisors are expected to actively check in with team members and provide support as needed.
3	Wages and Benefits	Low	Medium	- Employee wages must comply with all local regulations, including base pay and overtime compensation. - Continuously review internal and external conditions, participate in salary surveys, and adjust compensation policies accordingly to maintain overall pay competitiveness.
4	Equal Opportunity	High	Medium	- Establish and enforce performance evaluation and promotion systems. - Link job performance with bonuses and salary adjustments to ensure fairness.
5	Health and Safety	Low	Medium	- Clearly define reporting procedures for workplace accidents and occupational injuries. - Conduct regular emergency drills. - Enforce safety communication and routine checks of protective equipment. - Provide occupational health checks for employees in high-risk roles. - Set clear investigation and handling procedures for all health and safety incidents. Maintain detailed records for review and improvement.
6	Sexual Harassment	Medium	High	- Clearly define human rights policy. - Improve employee counseling and support services.
7	Workplace Bullying and Discrimination	Medium	High	- Enhance internal training and awareness on related issues. - Implement and enforce the Regulations Governing Workplace Sexual Harassment Prevention, Grievance and Disciplinary Action. - Establish multiple internal communication and complaint channels. - The Company allows anonymous reporting of any illegal or non-compliant activities through designated whistleblowing email channels and multi-channel complaint mechanisms at all sites. Upon receipt of a report, an investigation committee is established in accordance with internal regulations to conduct an investigation. Cases are handled based on the assignment of responsibility, the severity of the incident, and relevant company policies, with appropriate actions taken against the involved individuals or departments.
8	Personal Privacy Protection	Medium	Medium	- Formulate an Information Security Management Policy to safeguard the information assets of employees, clients, suppliers, business partners, and operational stakeholders. - Establish procedures such as the Ethical Corporate Management Best Practice Principles and Ethical Code of Conduct Guidelines to clearly affirm the Company's commitment to protecting the personal data and privacy of stakeholders.
9	Freedom of Association and Collective Bargaining	Low	Low	- Clearly define human rights policy. - Enhance internal training and awareness on related issues. - Ensure the effectiveness of labor-management meetings as an effective means of communication.
10	Freedom of Occupational Choice	Medium	Medium	- Anonymous reporting can be made through the whistleblowing email and multiple grievance channels at each site. - Random interviews

2.4 Workplace Well-being

Material Topic

Management
Compensation & benefits

Stakeholders

Employees

2025

Management Goals



- Adjusting bonus system
- Adjusting salary structure
- Implementing diverse working hours systems

2025

Achievement



- Completed the adjustment of the bonus system.
- Completed salary structure adjustment.
- Completed the implementation of the diverse working hours systems.

2026

Management Goals



- Comprehensive diverse working hours systems
- Improvement of welfare system

Medium- and Long-Term Targets

Having the overall salary level reach

P75

of the market

Management Method

Responsibility

- Human Resources and Administration Division

Resources

- Support by senior managers

Action

- Continue to plan and optimize diverse working hours systems
- Optimizing salary and bonus system

Evaluation

- Reporting annually at the annual ESG or management review meeting

Hitron upholds the philosophy of creating a happy and healthy workplace, and has planned diverse and comprehensive employee benefits to create a high-quality work environment where all employees can share a healthy, happy, and cohesive corporate culture.

Compensation System GRI 404-3

Hitron strictly complies with local labor laws and regulations at all major operating locations worldwide. Employee salaries are not lower than the statutory minimum wage, and no preferential treatment or discrimination is made based on differences in gender, age, religion, race, nationality, or political stance. All regular employees are entitled to insurance and pension plan protections as required by law.

To provide a competitive and reasonable compensation and reward system to attract and retain outstanding talent, Hitron regularly refers to industry salary

levels to review and adjust the Company's internal salary structure, ensuring alignment with market standards and internal fairness. In addition, the company has established a comprehensive performance appraisal and promotion system, as well as various incentive measures such as Outstanding Employee Awards, Outstanding Team Awards, and the Employee Stock Ownership Trust, to encourage continuous improvement among employees and teams.

Each year, based on the Company's operating results, Hitron also shares its business achievements with all employees by distributing performance bonuses and annual employee remuneration, thereby strengthening cohesion and enhancing overall performance.

Note : At present, services such as cleaning and security at the Hsinchu headquarters in Taiwan are provided by outsourced suppliers. For the wages of non-employee workers, although Hitron does not directly calculate their ratio to the local minimum wage (GRI 202-1), we require outsourced contractors to ensure that their employees' wages comply with local laws and regulations through the supplier contract management mechanism.

Salary of non-managerial employees in 2025^①

	Total salary of non-managerial employees (NT\$ thousand)	Average salary of non-managerial employees (NT\$ thousand)	Median salary of non-managerial employees (NT\$ thousand)
2025	149,009	1,285	1,196
2024	159,150	1,234	1,110
2023	307,550	1,266	1,105

① Calculated with the formula and requirements under Taiwan Stock Exchange's Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies.

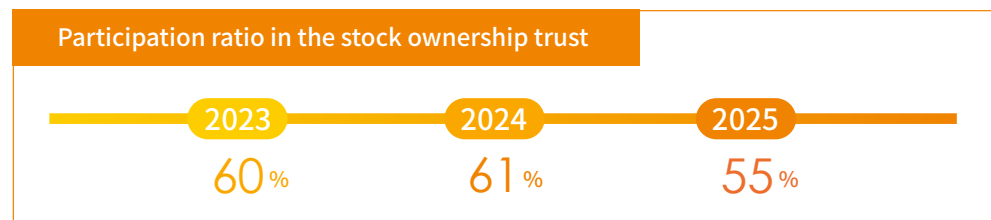
Ratio of Minimum Starting Salary to Statutory Minimum Wage and Male-to-Female Salary Ratio GRI 405-2

Country/Region	Category	Male	Female	Male-to-Female Salary Ratio	
Taiwan	Indirect labor	1.30	1.00	Supervisor	1.31 : 1
				General employees	1.21 : 1
China	Indirect labor	2.40	2.40	Supervisor	1.27 : 1
				General employees	1.07 : 1
Americas	Indirect labor	5.79	N/A	Supervisor	1.91 : 1
				General employees	1.16 : 1
Europe	Indirect labor	4.54	N/A	Supervisor	--
				General employees	1.63 : 1

Note : Hitron has no entry-level direct employees. Therefore, indirect employees with the lowest hiring salary for the year are used as the calculation basis.

Employees Stock Ownership Trust

Hitron launched the “Employee Stock Ownership Trust” program in June 2018 to encourage employees to continuously accumulate funds for acquiring and managing the Company’s shares, thereby sharing in the Company’s achievements and creating mutual benefits. To encourage more employees to participate in the stock ownership trust, the Company revised its Articles of Incorporation in May 2022 to increase the conditions for the Company’s contribution ratio. As of the end of 2025, a total of 66 employees had joined the employee stock ownership trust.



Pension System GRI 201-3

We comply with applicable retirement laws and systems around the world to protect employees’ retirement rights. Taking Hitron Hsinchu as an example, in accordance with Article 55 of the Labor Standards Act regarding pension payment standards and Article 56 regarding the labor retirement reserve fund, the Company contributes to the employee pension fund and deposits labor pension contributions into the statutory account on a monthly basis. The employer contribution rates for the new and old pension schemes are 6% and 2%, respectively.

Hitron Hsinchu pension contribution percentage 2025

Types of pension plans	Source of contribution	Contribution percentage
Old pension scheme (Labor Standards Act) ^①	Contribution by employer	2%
	Contribution by employees	Up to 6%
New pension scheme (Labor Pension Act) ^②	Contribution by employer	6%
	Contribution by employees	Up to 6%

① Certain employees, including foreign employees, still retain years of service under the old pension scheme. As the accumulated balance in the retirement reserve fund account has reached a certain level and has been approved by the competent authority, contributions to the retirement reserve fund may be suspended in accordance with the law. Their pension payments are still calculated based on years of service and average wages, and their retirement rights remain unaffected.

② In accordance with the Labor Pension Act, the Company contributes 6% of each employee’s monthly insured salary to the employee’s individual labor pension account at the Bureau of Labor Insurance.

Disclosure of defined benefit plan (old pension scheme)

For employees subject to the old pension scheme, the Company appropriates the retirement reserve fund in accordance with the law and engages an actuary to conduct an actuarial valuation at the end of each year. The relevant information is as follows:

Labor pension account balance	Accrued pension liability	Fund status
 NTD. 4,557,113	 NTD. 3,026,470	 Statutory contribution level has been met.

Employee Welfare – Enhancing Well-being

In accordance with the law, Hitron Hsinchu has established a Staff Welfare Committee dedicated to offering diverse welfare programs. These include wedding, childbirth, and birthday allowances; hospitalization consolation payments; emergency relief funds; scholarships for employees' children; and continuing education subsidies for employees.

In addition, Hitron Hsinchu provides group insurance that covers medical, accident, and term life insurance. For all company-sponsored activities, travel accident insurance is arranged to ensure employee safety. The same travel accident insurance is extended to employees on overseas assignments or business trips to ensure peace of mind while working abroad.

Flexible Working Hours and Leave Policies

- Beyond statutory leave entitlements, Hitron Hsinchu offers a more generous annual leave policy than that required by law. Employees are entitled to 7 days of annual leave starting from their first day of employment, ensuring that even new hires have annual leave available.
- The policy allowing employees to leave work two hours early on the day before consecutive holidays of three days or more enables employees to return home earlier to reunite with their families and avoid peak traffic.
- A flexible working hours policy allows employees a 1.5-hour window for clocking in and out, giving them the flexibility to handle personal matters and avoid tardiness.
- Employees are granted one day of remote work per month, supporting a diverse and flexible working model.

Meal Subsidy

- A lunch subsidy is provided to help alleviate the cost of living for employees.

Holiday Bonuses and Gift Allowances

- Hitron Hsinchu celebrates special occasions with employees by offering birthday gifts, Labor Day bonuses, and festive bonuses for Mid-Autumn Festival and Dragon Boat Festival, demonstrating the Company's care and appreciation for its team.

Happy Workplace

- Complimentary coffee machines
- On-site fitness center
- Basketball court and showers
- Washrooms equipped with bidet toilets

- Rooftop garden within the office complex

These amenities are designed to help employees maintain physical and mental wellness while providing relaxation during work hours.

▼ On-site Gym



▼ Basketball Court



Childcare Support

- We have also set up two comfortable breastfeeding rooms in the Company, allowing postpartum employees to breastfeed in a private and comfortable environment.

▼ Breastfeeding Room



Other Benefits

- Movie ticket giveaways
- Quarterly birthday celebrations
- Annual domestic and overseas employee trips
- Festive afternoon teas
- Subsidies for massage services
- Company club activities
- Participation in the Group's year-end celebration
- Group family day and other group-wide events

▼ Employee Trip – Seoul



▼ Group Family Day



▼ Employee Trip – Alishan



▼ Employee Trip – Yilan



Promoting Sports

Supporting Employee Health and Strengthening Solidarity

Hitron encourages employees to maintain regular exercise habits by organizing various sports competitions and actively participating in external sporting events. The Company also shares information on sports activities to promote a healthy lifestyle, enhance camaraderie among colleagues, and foster stronger company cohesion. Activities include bowling tournaments, badminton competitions, and participation in group sports meets.

▼ Group Activity – Sports Day



▼ Group Activity – Sports Day



▼ Bowling Tournament



2.4 Workplace Well-being — Labor-Management Communication Channels and Relations

Material Topic

Management Employment

Stakeholders

Employees

2025
Management
Goals



100%

Labor-management
meeting agenda
completion rate

2025
Achievement



100%

Labor-management
meeting agenda
completion rate

2026
Management
Goals



100%

Labor-management
meeting agenda
completion rate

Medium- and Long-
Term Targets

Awarded the
“Asia’s Best
Companies to
Work for”
award for creating a
happy workplace

Management Method

Responsibility

- Human Resources and Administration Division

Action

- Regularly hold labor-management meetings
- Regularly hold communication meetings

Resources

- Inter-departmental collaboration

Evaluation

- Report progress at quarterly labor-management meetings

To maintain positive labor-management relations, we have established smooth communication channels, such as business briefings, Employee Welfare Committee meetings, and labor-management meetings, so that employees can be informed of company information in real time. We encourage everyone to pay attention to the business operation and make development proposals as a reference for our decision-making unit. Complete communication channels not only facilitate labor-management relations but allow the Company to understand employees’ needs and provide an improved work environment.

We established labor-management meetings or labor unions and employee welfare committees in Hitron Hsinchu and Hitron Suzhou in accordance with the labor laws, and elected a certain percentage of labor representatives in accordance with the law to represent all employees. We regularly hold employee welfare committee meetings and labor-management meetings for communication with the Company’s management representatives about salary, benefits, or other related issues. Labor representatives can put forth relevant suggestions about issues, such as labor-management relations, labor conditions, and employee benefits through quarterly labor-management meetings, and communicate with management representatives to resolve decisions on labor affairs. After the Company evaluates feasibility, such resolutions will be included in relevant improvements. By 2025, all labor-management meeting proposals have been tracked and followed up on 100%.

To allow new employees to understand the Company’s vision and business and engage in face-to-face communication with the management team, we arrange for the quarterly Appointment with the President, through which they can quickly learn about the Company’s outlook and business direction and provide some suggestions for the management team’s reference. In addition, following each quarterly Board meeting, the Company holds a quarterly business briefing session. The Chairman and General Manager present the Group’s and Company’s quarterly performance as well as the outlook for the next quarter. The HR department also communicates new policies and systems during the session. A Q&A session is arranged to facilitate face-to-face communication between employees and management on company-related matters, thereby maintaining sound employee relations.

Multiple Communication Channels

Communication channel	Communication frequency	Communication content
Labor-management meetings	Quarterly	Workforce overview, operational updates, employee health and safety, grievance and whistleblower case tracking
Employee Welfare Committee meetings	Quarterly	Welfare policies, employee travel programs
Employees satisfaction survey	Twice a year	Work environment, job content, management systems, employee training, etc.
All Hands Meeting	Quarterly	Group and company performance of the current quarter and projections for the next
Discrimination, harassment, and workplace misconduct grievance channels	Irregular	Reporting of discrimination, harassment, and unlawful workplace behavior
Integrity and ethics reporting channels	Irregular	Integrity and ethics reporting
Bulletin boards	Irregular	Internal company announcements

2.5 Social Participation

Total Employee
Volunteering Hours

180 hrs

Annual Target

257 hrs

2025 Achievement

200 hrs

Mid-term
Target (2028)

230 hrs

Long-term
Target (2035)

Note : Targets are adjusted based on changes in the number of employees



“Giving back to society what is taken from society”

Hitron Technologies upholds the belief of “giving back to society what is taken from society,” continuously sponsoring educational, cultural, and athletic programs while actively participating in community volunteer efforts. We aim to unite the strength of our employees to make meaningful contributions to society.

Each year, we adapt our charitable activities based on evolving community needs. However, our commitment to blood donation never falters—we organize at least two donation drives annually. We encourage employees to build a regular blood donation habit and educate the next generation on its importance, fostering a tradition that can be passed down through families. Regular blood donations not only support patients in need but also promote metabolism and enhance personal health. The Company has also donated to the Home of Kindness and Love in Hsinchu for 17 years, amounting to nearly NT\$2 million.

《DOC Volunteer Trip 》 Tungluo Chrysanthemum Harvesting Activity

Employees joined the BenQ Foundation’s volunteer initiative under the Qisda Group, experiencing local agricultural life and promoting social care, environmental friendliness, and community development.



Walking into Nature, Protecting Our Home Together

In 2025, Hitron held a public welfare mountain clean-up activity. By removing hard-to-decompose waste from mountain areas, the activity helped reduce environmental pollution, restore natural landscapes, and protect mountain ecosystems and biodiversity. Combining hiking with physical work, the activity promoted physical and mental well-being while demonstrating responsibility toward society and the environment through concrete actions. Hitron hopes to raise greater awareness of and participation in environmental protection issues.



Charitable Donations to Hsinchu Renai Children's Home

Hitron has continuously donated to Hsinchu Renai Children's Home for 17 consecutive years, with cumulative donations nearing NT\$2 million.

17 consecutive years
cumulative
donations nearing **NT\$ 2M**



Spreading Love at Christmas Children's Gift Sponsorship

Now in its third year, Hitron's Christmas gift donation program invites employees to act as Santa Claus for 16 children at Hsinchu Renai Children's Home, helping fulfill their Christmas wishes and delivering warmth and encouragement during the festive season.

3 consecutive years
Pledge Campaign

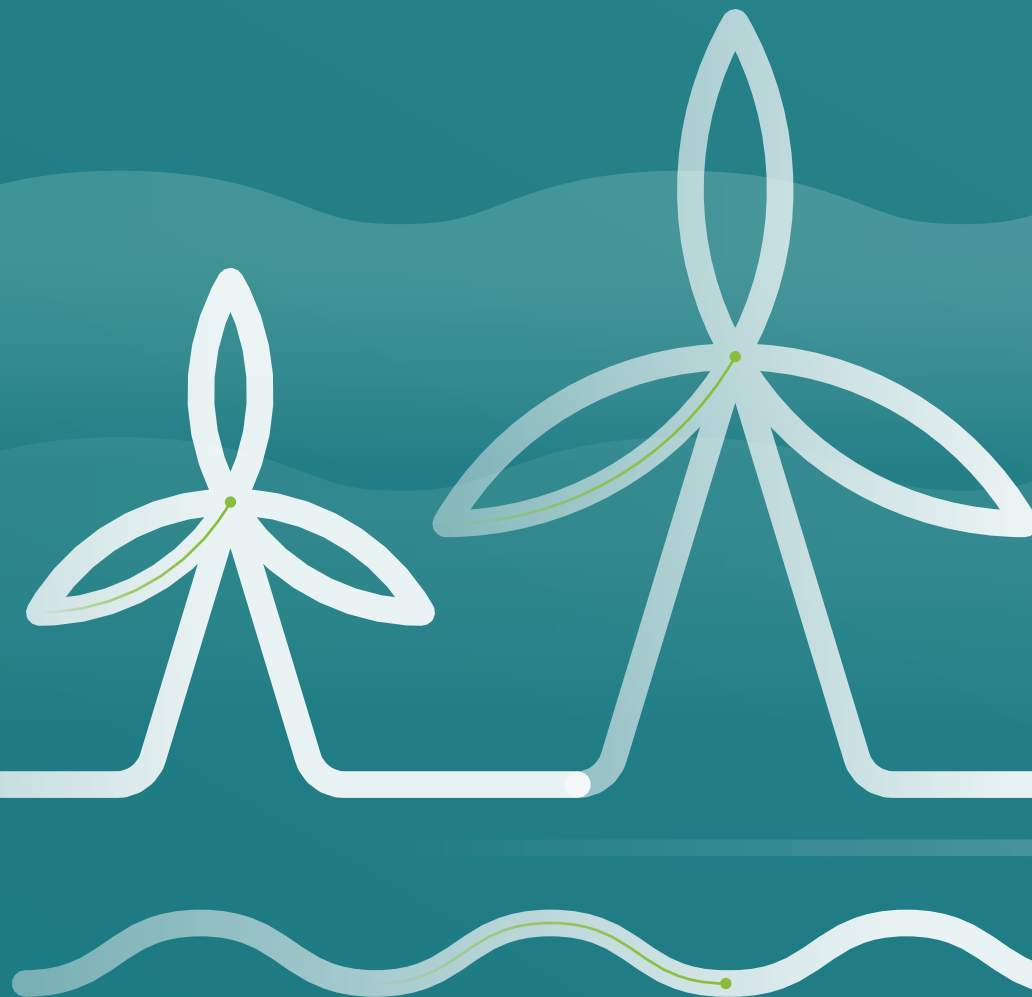


Spreading Love Blood Donation Drives

Since 2019, Hitron has regularly hosted blood donation events with enthusiastic participation from employees, contractors, and neighboring businesses, all contributing to the common good.



3 Environmental Sustainability



3.1 Climate Change Governance (TCFD)

SDG 12 SDG 13

3.3 Sustainable Operations

SDG 6 SDG 8

3.2 Greenhouse Gas Inventory

SDG 12 SDG 13

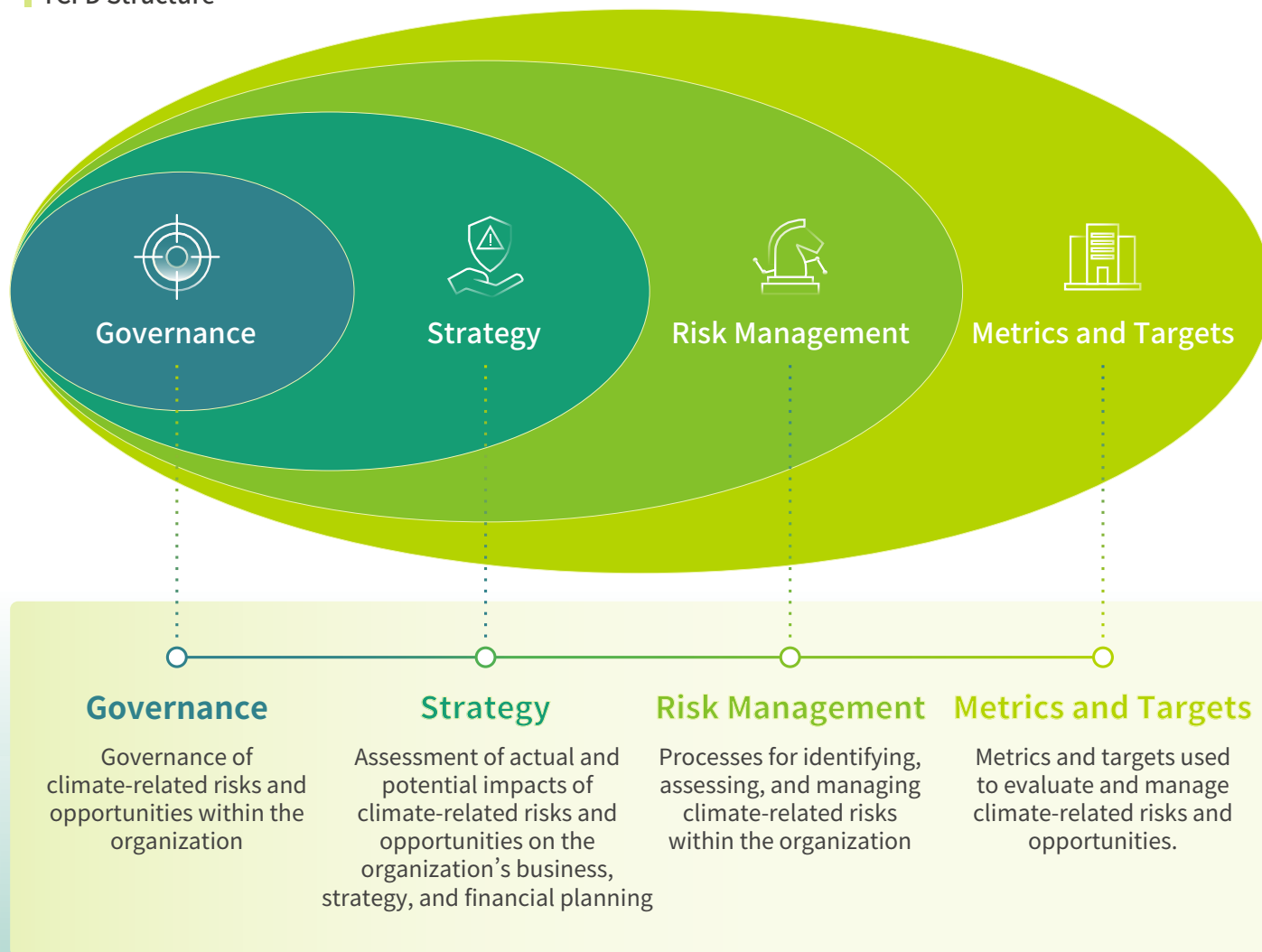
3.4 Occupational Safety and Health

3.1 Climate Change Governance (TCFD) GRI 201-2

Climate change has become one of the most pressing global challenges. Since the Industrial Revolution, human activities have significantly increased the emission of greenhouse gases, resulting in rising global temperatures and triggering a series of environmental issues such as extreme weather events and sea level rise. These phenomena have had profound impacts on the economy, society, and ecosystems. The issue of climate change has threatened the living environment of all living things. With the domestic Greenhouse Gas Reduction Act and the international Paris Agreement taking effect, the world will gradually attach greater importance to carbon management issues. In light of this, Hitron Technologies adopts the TCFD framework to assess both physical and transition risks that climate change may pose to the Company's operations. This enables us to more accurately evaluate potential impacts and formulate climate strategies aligned with our commitment to sustainable development, while advancing our carbon management initiatives. Furthermore, we actively seek opportunities arising from climate change. By integrating climate risk management with the pursuit of emerging business opportunities, we aim not only to mitigate the negative impacts of climate change but also to enhance our overall competitiveness. In 2025, the Company did not experience any material financial impacts due to climate change. The Company will continue to disclose climate-related risks and their financial implications in its sustainability reports.

With reference to the Climate Change Reporting Framework (CDSB) and recommendations & implementation guide of the Task Force on Climate-related Financial Disclosures (TCFD), we considered and identified the opportunities and risks affecting the business.

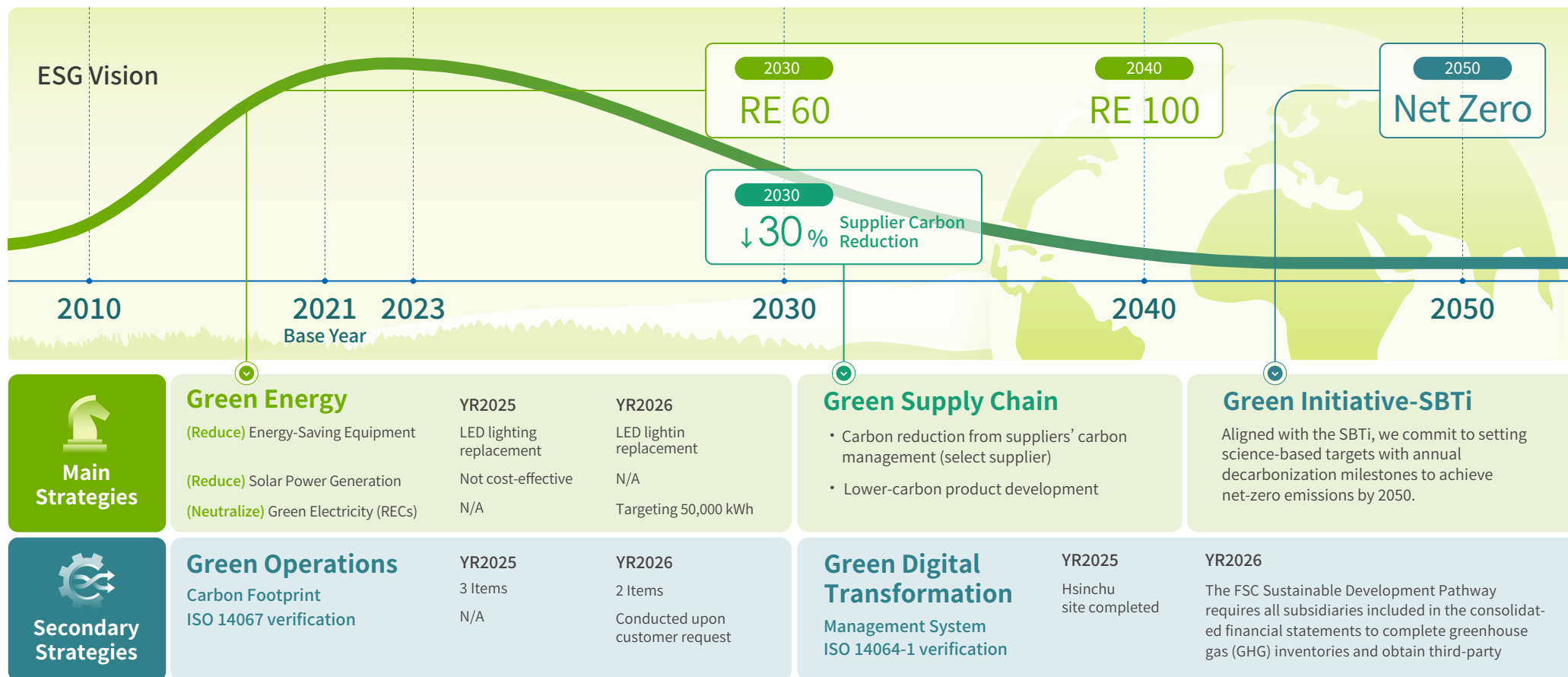
TCFD Structure



Five Strategic Pillars in Alignment with a Shared Vision

To promote sustainable development, we have divided the environmental aspect into “Sustainable Products”, “Sustainable Operations”, and “Sustainable Supply Chain”, drawn up development strategies and management objectives, managed them with KPIs. Hitron’s carbon management not only focuses on organizational greenhouse gas emissions but also on analyzing and managing the environmental impacts of its products, in compliance with relevant international standards such as ISO 14064-1 for quantifying and reporting greenhouse gas emissions, and ISO 14067 for product carbon footprint inventory.

In response to climate change-related impacts, Hitron has determined the following visions and strategies and reported to the Board of Directors



- ① Energy-saving equipment implementation 1 : Solar energy: Based on the vendor’s assessment, implementation is not feasible due to limited site space and shading issues.
- ② Energy-saving equipment implementation 2 : Chiller replacement: After the vendor’s assessment and quotation, the replacement was determined to be economically unfeasible. Electricity-saving measures will continue to be implemented on a flexible basis.
- ③ Green electricity certificates : To be implemented in Q3 2026. The Company will first follow the Group’s approach or proceed with centralized procurement through NCG.
- ④ Green initiative, SBTi : As a brand company, Hitron is not currently a member of SBTi. However, the Company will continue to align with Alpha Networks’ SBTi carbon reduction pathway and aim for an annual reduction of 4.2% in Scope 1 and Scope 2 emissions.

Assessment and response to climate-related risks and opportunities

Hitron evaluates climate-related risks and opportunities through its internal risk identification procedures. By conducting scenario analyses, the Company quantifies potential financial impacts and relies on the Sustainability Development Committee to support the effective management of climate change. This approach incorporates the risk and opportunity categories defined by the Task Force on Climate-related Financial Disclosures (TCFD) and integrates climate governance into business operations and asset management. Based on this assessment, the primary climate-related risks identified by Hitron are as follows :

Type of risk	Time of occurrence	Aspect	Risk description	Potential financial impact	Risk response measures
Transition risks	Short term	Policy and legal risks	Implementation of climate-related regulations worldwide, including carbon fees, carbon tariffs, or penalties.	Imposition of carbon fees and carbon tariffs, resulting in an increase of \$0.2M in expenses or operating costs (Although Hitron is not subject to carbon tax, it is still included as a potential impact).	- Monitor global and domestic policies closely and proactively establish countermeasures - Promote green product initiatives to reduce product carbon footprints
	Medium term		FSC mandates listed companies to complete GHG inventory and third-party verification within a specific timeframe, based on capital size.		
	Medium term	Technology risk	Rising demand for low-carbon products	External procurement costs increase by 1%	- In coordination with the Group, Hitron completed greenhouse gas inventories for its domestic and overseas sites and subsidiaries by the end of December 2025, and is expected to complete third-party verification in 2027. - Continue to develop new suppliers that can provide low-carbon products meeting requirements - Disclose product carbon footprints
	Medium term	Market risk	- Shift in consumer preferences; growing demand for environmentally friendly products and services (e.g., green products and services) - Market changes leading to increased raw material costs or shortages	- Failure to meet market or customer low-carbon expectations may reduce order volume, market share, and revenue by 1% - Lower product price competitiveness - External procurement costs increase by 1% due to the development of low-carbon products	- Accelerate development of energy-saving, low-carbon products - Offer green services (e.g., localized repair), utilize low-carbon logistics - Collaborate with suppliers to jointly promote low-carbon transition products
Acute physical risks	Medium term	Reputation risk	- When customers choose suppliers, they take ESG into consideration or allocate their orders based on ESG performance. - Negative impacts on corporate image may affect stakeholder perception	- ESG evaluations may influence customer procurement strategies, potentially resulting in a 1% reduction in orders - Participation in domestic and international ESG assessments (CDP, TCSA, EcoVadis, etc.) and GHG inventory may increase operating costs by 0.1% - Reduced investor confidence - Decreased willingness from banks to lend, or increased interest rates	- Publish an ESG sustainability report annually to strengthen communication with stakeholders and transparently disclose corporate ESG strategies, policies, and performance - Continue implementing ESG-related initiatives and participating in ESG assessments to gain recognition and better ratings
	Short term	Extreme weather events	Extreme weather events	- Impacts below due to scenarios indicated on left: - Flooding from heavy rain causing production shutdowns, resulting in NT\$0.5E revenue loss per week	- Allocate budget for drainage works and regularly clear drainage systems - Implement flood prevention measures, such as early-warning sensors, floodgates, and raised foundations - Negotiate trade terms prioritizing FOB (Free On Board) - Adjust overseas HUB warehouse stocking mechanisms - Establish early warning systems and implement Business Continuity Planning (BCP); conduct regular emergency drills to minimize operational impact during disasters - Book cargo space and ship early to mitigate risk of shipping delays caused by port congestion
	Long term	Extreme weather events	Extreme weather events	- Impact of typhoons, blizzards, and other extreme weather events on cargo transportation (North American, European, and Latin American markets), resulting in NT\$0.5E revenue loss per week - Natural disasters causing water or power shortages at sea HUB warehouses, leading to halted shipments and NT\$0.5E revenue loss per week - Shipping delays due to port closures, affecting timely delivery and subsequent cash flows - Impact employee attendance or results in employee injuries - Asset damage or employee injury recovery costs	

The opportunities from climate change adaptation for organizations include improved resource use efficiency, cost reduction, adoption of low-carbon energy, development of new products and services, entry into new markets, and improved supply chain resilience. Hitron's ESG Committee evaluated climate-related opportunities based on the impact on the Company's operations and the likelihood of occurrence. The details are as follows :

Type of opportunity	Time of occurrence	Opportunity item	Potential financial impact	Opportunity response measures
 Resource Efficiency	Short term	Material recycling and reuse	Increased market share by 1%	- Increase use of recycled materials; products incorporate PCR plastics - Use recyclable and biodegradable packaging materials
 Energy Source	Medium term	Use of renewable energy	- Reduce organizational carbon emissions and save approximately NT\$3M/year in carbon tax - Enhance brand image/corporate goodwill	Monitor the renewable energy market; adopt renewable energy or purchase green energy certificates.
 Products/ Services	Medium term	Develop and increase low-carbon products/services	- Meet customer demand, increase market share by 0.5% - Increase revenue by 1% - Enhance brand image/corporate goodwill	- Continuously develop competitive low-carbon products - Conduct full life cycle carbon footprint assessments of products to understand their environmental impact and identify opportunities for carbon reduction

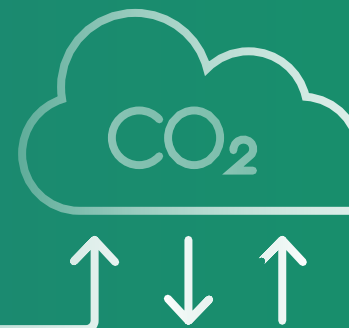
3.2 Greenhouse Gas Inventory

↓ 19 %

The greenhouse gas emissions Scope 1 and 2 were reduced by 19% from those of the baseline year (2021).

In 2025, Suzhou, China, was included in the scope of the greenhouse gas inventory.

The reduction target has been aligned with parent company Alpha Networks and revised to an annual reduction of 4.2% starting from 2025.



In response to the intensifying impacts of global climate change, greenhouse gas emissions have become a shared concern of the international community. Following the Kyoto Protocol in 1997, the Paris Agreement in 2015 further established global emission reduction goals and mechanisms, highlighting the close connection between climate issues, the social environment, and corporate operations. Based on its mission of environmental protection and sustainable development, Hitron Technologies has long been committed to greenhouse gas management and took the lead in introducing the ISO 14064-1 greenhouse gas inventory system in 2010.

We not only conduct annual inventory operations, but also combine them with energy-saving measures to pragmatically promote reduction targets.

To ensure the accuracy and credibility of data, Hitron's Hsinchu headquarters continues to conduct greenhouse gas inventories in accordance with the ISO 14064-1:2018 standard and has passed third-party verification. Starting in 2025, we will also include Suzhou, China in the scope of inventory, and will expand the scope to other overseas operating locations in 2027 while actively promoting greenhouse gas reduction targets.

Hitron applies the operational control approach under ISO 14064-1 to define its organizational boundaries and has designated 2021 as the base year. In 2025, total GHG emissions for Hitron Hsinchu amounted to 739.740 metric tons of CO₂e, with Scope 1 (direct emissions) and Scope 2 (energy indirect emissions) totaling 601.8553 metric tons of CO₂e, representing a 19.0% reduction compared to the base year. Scope 3 to 6 indirect emissions included Category 3.2 (downstream transportation), 4.1 (purchased goods), and 4.3 (waste disposal). In 2025, greenhouse gas emissions per USD 1 million in revenue were 1.076 metric tons CO₂e, and carbon dioxide emissions intensity per NT\$1 million in revenue was 0.12.

Greenhouse Gas Emissions Summary^③

Unit : t CO₂e

Year	Scope of Inventory	Category 1 Direct Emissions	Category 2 Energy Indirect Emissions	Categories 3-6 Other Indirect Emissions	Total
2025	Hsinchu	59.8053	542.0500	137.8850	739.740
	Suzhou ^①	10.2971	138.8329	174.2420	323.372
	Total	70.1024	680.8830	312.1270	1063.112
2024	Hsinchu	67.2941	609.7696	132.6791	809.743
	Vietnam ^①	N/A	N/A	N/A	N/A
2023	Hsinchu	75.0742	663.2208	142.2111	880.506
	Vietnam	132.81	5,470.89	19,839.25	25,442.95
2022	Hsinchu	75.660	667.564	127.057	870.280
	Vietnam	115.768	8,211.110	28,283.298	36,610.176
2021	Hsinchu	76.998	666.254	135.597	878.849
	Vietnam	176.56	8,328.10	16,539.24	25,043.90

① Hitron Vietnam ceased operations in October 2024 due to the Company's operational strategy and has therefore been excluded from disclosure starting in 2024. Suzhou data was added in 2025, and disclosure for other overseas sites is expected to be completed in 2027.

② Global warming potential (GWP) values are based on the AR6 standard.

③ Greenhouse gas categories include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.

Greenhouse Gas Reduction Measures

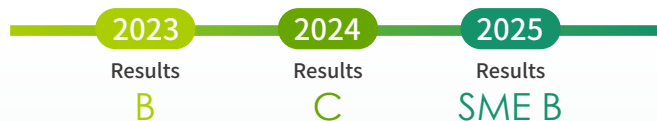
To reduce the impact of energy consumption on global warming, Hitron is committed to reducing greenhouse gas emissions. To reduce greenhouse gas emissions, we save energy through the following methods :

- (1) Energy conservation through lighting :** Traditional lighting fixtures at the plants have gradually been replaced with energy-saving LED fixtures; parking lot lighting has been changed to smart lighting, and office lighting is being gradually replaced with energy-saving fixtures, reducing emissions by about 19 metric tons of CO₂e each year.
- (2) Energy conservation through air conditioning :** We improved the efficiency of the main equipment of air conditioners; increased the temperature of water used by air conditioners; we reduced emissions by about 9 metric tons of CO₂e each year.
- (3) Energy conservation awareness :** On Earth Day (April 22), the Company conducted a “Lights Off for One Hour” campaign and actively promoted energy-saving habits such as turning off lights during lunch breaks and switching off lights when leaving rooms.°

Carbon Disclosure

Since 2022, Hitron has participated in the Carbon Disclosure Project (CDP) and has registered its greenhouse gas inventory records on the official CDP platform (<https://www.cdproject.net>) Upon completion of disclosure, CDP publicly announces the annual disclosure and performance scores, which are available for clients and stakeholders as reference. Hitron will continue to closely monitor global climate change issues and work toward continuous improvement. The Company discloses its CDP scores to stakeholders in the sustainability report each year.

CDP Scores for 2023~2025

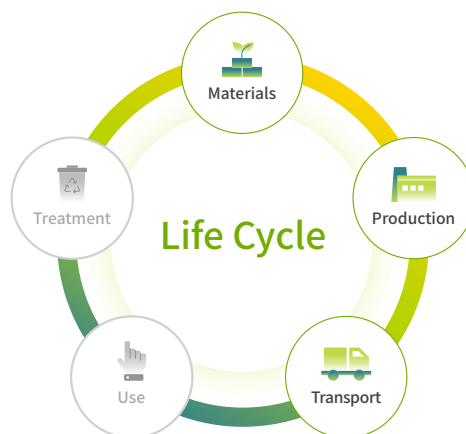


Note : CDP Website; SME refers to the Small and Medium-sized Enterprise category

Product Carbon Footprint

To more comprehensively assess the environmental impact of its products, Hitron began incorporating product carbon footprint evaluations in 2022. In accordance with international standards PAS 2050 and ISO 14067, the Company calculates carbon emissions throughout the entire product life cycle—from raw material acquisition, manufacturing, transportation, and usage, to end-of-life disposal—resulting in a “Cradle to Grave” self-declared Carbon Footprint of Product (CFP) Report.

In 2022, we completed our first self-disclosed product carbon footprint (CFP) report for the CODA-5519 HUB6, which subsequently passed ISO 14067 third-party verification in 2023. We then expanded the scope of our CFP assessments, completing third-party verification for four products in 2024. In 2025, we further completed “cradle-to-gate” carbon footprint self-disclosures for three additional products. The carbon emissions per unit are illustrated in the figure below. Hitron will continue to actively conduct CFP self-disclosures and pursue third-party verifications.



Unit : CO₂e/Kg

Stage / Model	CODA60U	CODA60V	CODA60
Carbon Emissions	53.9053 (100%)	53.09394 (100%)	53.36161 (100%)
Materials	52.03165 (96.524%)	51.43425 (96.874%)	50.36649 (94.387%)
Production	1.58620 (2.943%)	1.42679 (2.687%)	1.70754 (3.2%)
Transport	0.28745 (0.533%)	0.23290 (0.439%)	1.28758 (2.413%)

Note : During the statistical period, CODA60 involved air freight transportation, resulting in an increase in transportation carbon footprint.

3.3 Sustainable Operations

Waste Management

14.35 %

of the recyclable waste proportion in 2025

Energy Management

87.5 %

Reduction of electricity consumption per million USD revenue

Water Resource Management

86.8 %

Reduction of water consumption per million USD revenue



Sustainable operations is an integral part of Hitron's sustainable development strategy, and environmental protection is a key element. We are committed to continuously improving pollution prevention and waste reduction, and to pursuing excellence in environmental performance. Meanwhile, we place great importance on customer satisfaction and trust. In addition to actively promoting continuous improvement in quality and services, we also regard customer privacy protection as a fundamental principle of our operations.

In terms of management systems, Hitron Technologies follows the ISO 14001 environmental management system standard and provides relevant training to all employees to ensure that they fully consider the potential environmental impacts of their activities when carrying out daily operations, while also paying attention to potential safety and health risks. In this way, sustainability is internalized into the daily practices of every employee.

Waste Management

Hitron Technologies adopts a source management strategy and is committed to waste reduction and maximizing resource utilization. We continue to promote source reduction and resource recycling classification. Through proactive energy-saving and waste reduction activities, we effectively reduce waste generation and increase the resource recycling rate, thereby implementing waste reduction targets through concrete actions.

In waste management practices, the waste generated is divided into three major categories: general industrial waste, including household waste, recyclable waste, and regulated industrial waste, including waste electronic components and mixed metal scraps. During product repair operations, the after-sales repair unit (RMA) generates industrial waste such as waste electronic components and mixed metal scraps. If not properly controlled and processed, such waste may have a significant impact on the environment. To this end, we have established a rigorous control mechanism. Waste is classified, centrally stored temporarily in the recycling area, and counted each month. Before the 5th day of each month, the Company reports waste storage status online to the Resource Circulation Administration, Ministry of Environment. Each year, the Company commissions a Class A industrial waste clearance organization to conduct waste clearance and treatment, and files the triplicate manifest for entrusted joint treatment and delivery control of industrial waste. After the waste is transported back to the clearance organization, confirmation is made based on actual weighing data. After treatment is completed, the clearance organization is required to provide written records of proper industrial waste clearance and treatment. It is worth noting that no hazardous waste as defined by the Basel Convention is generated during our operating activities. All waste is managed by environmental safety personnel. Recyclable waste is placed in the resource recycling area and then entrusted to qualified outsourced vendors for subsequent sorting and treatment.

In addition, we extend the concept of waste management to the supply chain by requiring suppliers to prioritize the use of recycled materials and strictly prohibit the use of hazardous substances. Through upstream and downstream collaboration, we work together on waste reduction initiatives to realize a more comprehensive vision of environmental sustainability.

Hitron's waste management performance in 2025 is shown in the table below; 14.35% of the waste was recycled.

Unit : Metric Tons / %

Location	Non-Recyclable Waste	Recyclable waste ^①	Total	Recyclable Waste Ratio ^②	Incineration (with energy recovery)	Incineration (excluding energy recovery)	Landfill
Hitron Hsinchu	21.46	3.596	25.056	14.35%	21.46	0	0

① We will disclose the weight of preparation for reuse, recycling and other recovery operation waste separately in future reports.

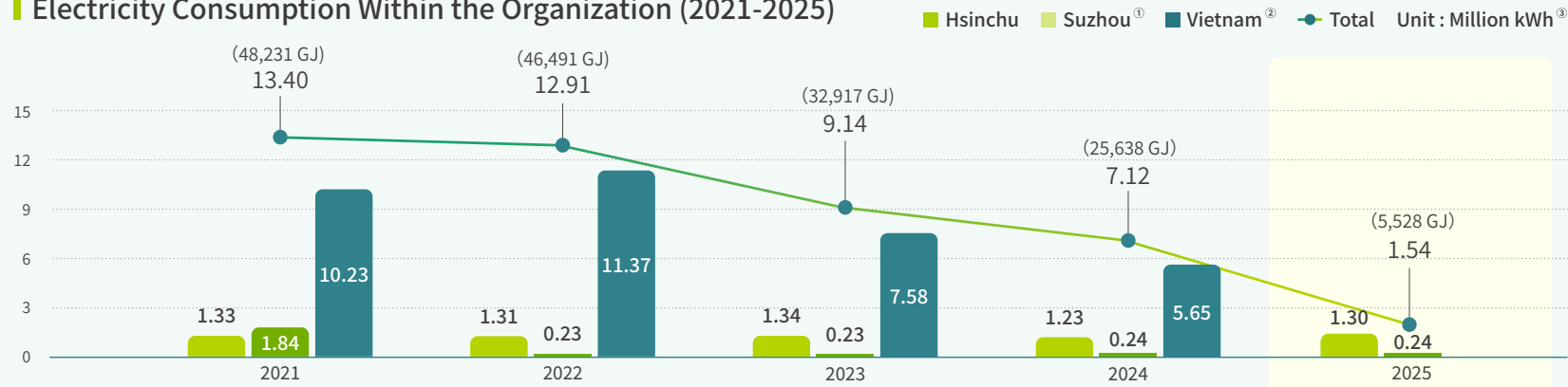
② Percentage of recyclable waste = Total weight of recyclable waste / Total weight of waste * 100

③ Waste generated by Hitron Suzhou is collected and handled centrally by the property management company, while waste generated in the Americas and Europe is handled by the building owners. Due to difficulties in data collection, such information is not disclosed.

Energy Management

The energy used within Hitron's organization is mainly purchased electricity and diesel used for emergency generators. In 2025, the electricity consumption per million of revenue in USD was 5,436 kWh (at an exchange rate of 1 USD to 31.438 NTD), which was 78.9% less than in 2024^④.

Electricity Consumption Within the Organization (2021-2025)



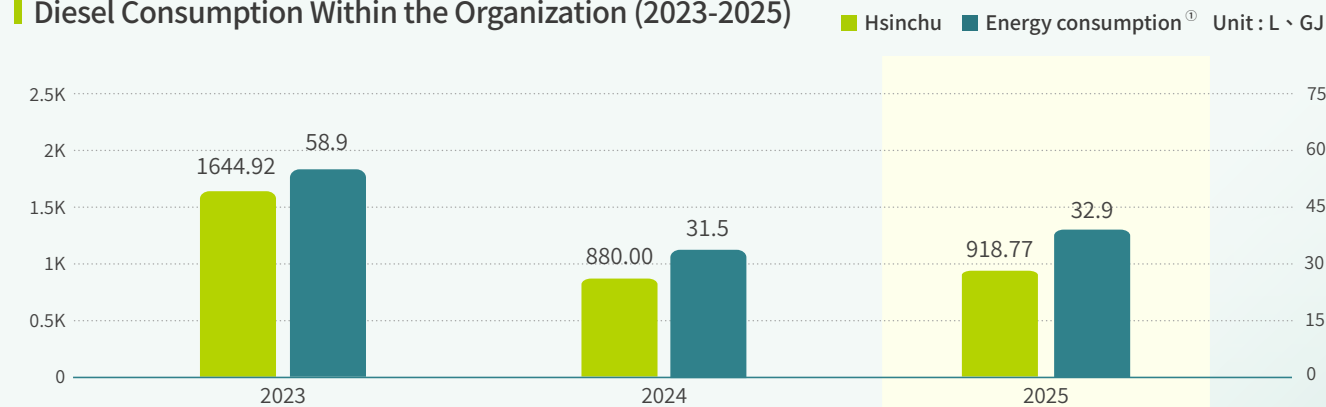
① Hitron Suzhou's electricity consumption includes Suzhou R&D center and factory, and the data of factories in 2021 was collected until the closure of the factory in June 2021. Starting in 2022, electricity consumption only includes Suzhou R&D.

② Hitron Vietnam plant ceased operations in October 2024 and has therefore been excluded from disclosure starting in 2025. Disclosure for other overseas sites is expected to be completed in 2027.

③ Conversion : 1KWH = 0.0036GJ

④ The Hsinchu electricity consumption data for 2024 to 2025 does not exclude the 2F tenant.

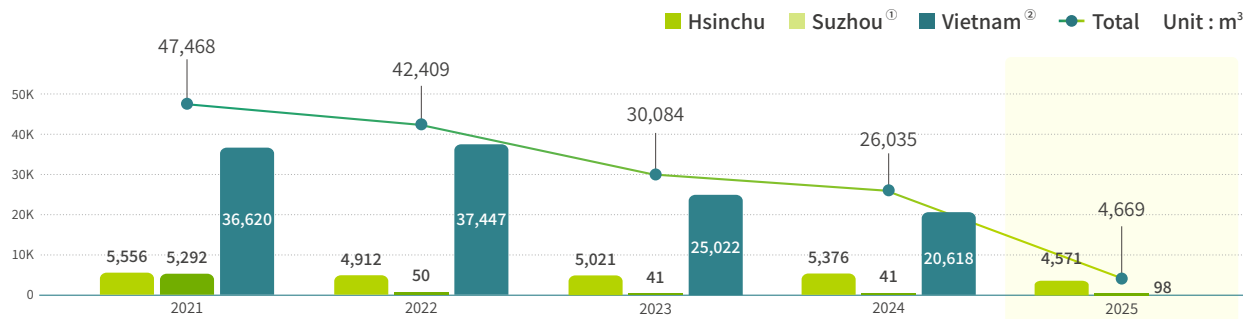
Diesel Consumption Within the Organization (2023-2025)



① The calorific value of diesel is converted based on the fuel calorific value standards announced by the Energy Administration, Ministry of Economic Affairs (diesel calorific value : 35.8 MJ/L)

Water Resource Management

Hitron has transformed into a brand owner and no longer operates manufacturing plants. No wastewater is generated at each operating site during operations; only domestic sewage is discharged. Hitron Hsinchu and Suzhou recorded total water consumption of 4,669 cubic meters in 2025. All water used at all sites comes from surface water supplied by municipal systems. The water consumption of the disclosed operating sites from 2021 to 2025, in cubic meters, is shown in the table below :



① Hitron Suzhou's factory was shut down in June 2021, and only domestic water is used by employees at the R&D center.

② Hitron Vietnam ceased operations in October 2024. Therefore, water consumption in 2025 decreased significantly compared with 2024.

Water resource management : Water conservation measures

To fulfill its responsibility in water resource protection, Hitron actively promotes water-saving initiatives. The Company works across three aspects, source prevention, system optimization, and behavioral change, to reduce water consumption and minimize environmental impact.

Leak Prevention Management (Source Control)

Water conservation begins with leak prevention. Hitron conducts regular inspections of all water system pipelines, including air conditioning cooling and chilled water circulation systems. Any detected leaks are promptly repaired by facility teams. For general water-use areas such as restrooms and pantries, cleaning and maintenance staff have also established a reporting mechanism. Any detected leaks are immediately reported to facility teams for repair, ensuring zero leaks and preventing unnecessary water loss.

Optimizing Water Use Efficiency (System Control)

Hitron improves water use efficiency by optimizing central air conditioning operations :

- Increasing the chilled water output temperature to reduce the load on cooling towers
- Shutting down the central air conditioning system during colder weather to reduce the need for cooling water circulation

The above measures effectively reduce water consumption by the air conditioning system while balancing energy efficiency and water conservation.

Promoting Awareness on Water Conservation (Behavioral Change)

Hitron conducts periodic campaigns to raise employees' awareness of cherishing water resources and conserving water. The Company encourages employees to practice water-saving actions in daily details, cultivate water conservation habits, and internalize water resource protection as part of its corporate culture.

Through the above three aspects, Hitron Technologies continues to enhance water management, with the aim of effectively minimizing environmental impact and making the most of every precious drop of water.

Water Withdrawal Statistics

Unit : Megaliters

Water source	All regions	Water-stressed areas	Percentage of water withdrawal from water-stressed areas
Surface water	4.669	0.098	2.1%
Recycled and reused water	0	0	0
Groundwater	0	0	0

Water Discharge and Consumption

Unit : Megaliters

Item	All regions	Water-stressed areas	Percentage of water withdrawal from water-stressed areas
Water discharge	3.735	0.078	2.1%
Water consumption	0.934	0.020	2.1%

① According to the Water Risk Atlas by the World Resources Institute Aqueduct, Suzhou, China, is a water-stressed area.

② 2 Water consumption is estimated as 20% of total water withdrawal (based only on drinking, natural evaporation, and air conditioning use)

To manage water resources, each operating site actively monitors tap water consumption. In 2025, water consumption per million USD revenue was 16.53 m³, representing an 82.4% decrease compared with 2024. In addition, none of Hitron's sites used groundwater for operational purposes.

Domestic sewage from each Hitron site is discharged into the municipal sewage system in accordance with regulations and is ultimately sent to public wastewater treatment plants for proper treatment. All discharged water quality strictly complies with local discharge standards, ensuring no direct environmental impact on external water bodies or land, and is not provided to other organizations for reuse.

None of Hitron's sites owns, leases, or manages any site located in an ecological conservation area or water resource protection area. Hitron also does not engage in any activities that may have a negative impact on biodiversity, and its operations and services do not affect the ecological environment.

3.4 Occupational Safety and Health

0 cases

Work-related injuries

0%

Rate of fatalities as a result of work-related injury

0%

Rate of fatalities as a result of work-related diseases

98.2%

of the Company's employees participated in health checks



Occupational Safety and Health Policy and Objectives

Hitron is committed to ensuring workplace safety and a healthy work environment. Guided by the principle of “building a people-centered workplace and providing a safe and comfortable operating environment,” the Company has established the following occupational safety and health policy :

1. All department heads are committed to actively participating in the daily management of safety and health practices.
2. Preventing occupational injuries is a priority to safeguard the health and safety of all employees.
3. Compliance with domestic occupational safety and health regulations and other relevant requirements.
4. Continuous review and improvement of safety and health performance.
5. Safety and quality are treated with equal importance.

Based on the long-term industrial development experience, we have deeply realized that the prevention of accidents and effective operations are closely associated. Safety is one of the elements of operations. To achieve effective operations, we should pay attention to safety all the time, to avoid any loss of human resources, materials, and financial resources. Employees are our most crucial resource, so we believe that preventing accidents, particularly employees’ physical injuries, is an important responsibility. This Occupational Safety and Health Code of Practice is established in accordance with the aforementioned principles and in compliance with the occupational safety and health laws of the Republic of China. Every member of the Company bears the responsibility to adhere to and implement this code. We regard employees’ performance in occupational safety and health duties as equally important as their overall job performance. Each employee’s fulfillment of safety and health responsibilities will be taken into account when considering promotions and salary adjustments.

Identification of Workplace Health and Safety Risks

As Hitron operates primarily as a research and development and administrative office-based company, workplace health and safety risks are assessed using a human-centered approach. Through the implementation of a Health Service Plan, Hitron aims to safeguard the safety, health, and well-being of its employees and stakeholders. The plan focuses on preventing musculoskeletal disorders and sudden cardiac events caused by excessive workload, as well as avoiding occupational illnesses and injuries.

Risk Item	Work Activity	Improvement Measures
Ergonomics	Vision deterioration, poor posture, shoulder and neck strain	- Conduct health promotion seminars - Provide massage services
Excessive Workload	Work stress, business travel, overtime	- Administer overwork-related ergonomic surveys and statistical analysis - Conduct job suitability assessments, health consultations, and follow-up care
Traffic Accidents	Accidents during commutes to and from work	- Hold traffic safety awareness campaigns from time to time - Host traffic safety seminar courses - Conduct incident investigations and analysis
Others – Workplace Environment	Worksite environment	- On-site occupational health visits by nurses and physicians - Health hazard assessments - Automated inspection plan - Regular monitoring of the work environment

Providing a Safe and Healthy Working Environment for Employees

Occupational Safety Education and Training

To comply with regulations and meet practical occupational safety and health needs, Hitron Technologies conducts various safety and health training programs annually :

- **Fire Prevention Training** : Internal fire drills and emergency response training are held every six months, incorporating classroom instruction and practical exercises to prevent disasters.
- **Occupational Safety and Health Training for New and Existing Employees**: Designed to reinforce safety and health awareness among all staff, prevent workplace accidents, and effectively implement safety regulations. This also fosters the knowledge and skills necessary for occupational safety and health management to support the Company's OSH programs.
- **Emergency Response Team Training** : To enhance the safety awareness of emergency response team members, annual training is scheduled to improve their emergency response capabilities.

2025 Occupational Safety and Health Training Participation Statistics at Hitron's Hsinchu Site

Category	Number of participants/ times
Occupational Safety and Health Training for New Employees	11
Occupational Safety and Health Refresher Training for Current Employees	110 participants
Fire Safety Training	88
Emergency Response Team Training	A total of 156 participants across the two sessions.

Occupational Injury Reporting Training

We have a notification and investigation mechanism in place for occupational accidents. Once an occupational accident occurs, we will notify supervisors at different levels depending on the severity and require the unit where the accident occurs to conduct an investigation, analyze the cause, and draw up improvement and preventive measures to reduce the chance of similar accidents occurring again in the future.

We continue to improve the safety and health conditions of the work environment, prevent occupational accidents, and ensure workplace safety. No fatality occurred in 2025. According to the GRI Standards, the fatality rate caused by occupational injuries was zero, the severe occupational injury rate was zero, and the recordable occupational injury rate was zero; there was also no occupational disease happening.

2025	Gender	Hitron Hsinchu	Hitron Suzhou	Total
Rate of fatalities as a result of work-related injury ^①	Male	0	0	0
	Female	0	0	0
Total		0	0	0
Rate of high-consequence work-related injuries ^② (excluding fatalities)	Male	0	0	0
	Female	0	0	0
Total		0	0	0
Rate of recordable work-related injuries ^③	Male	0	0	0
	Female	0	0	0
Total		0	0	0

- ① Rate of fatalities as a result of work-related injury = Number of fatalities as a result of work-related injury/Number of hours worked*200,000
- ② Rate of high-consequence work-related injuries (excluding fatalities) = Number of high-consequence work-related injuries (excluding fatalities)/Number of hours worked*200,000
- ③ Rate of recordable work-related injuries = Number of recordable work-related injuries/ Number of hours worked *200,000

2025 Hitron Taiwan Legally Reported Work Hours

Category	Employees		Other workers (e.g. security guards, janitors)		Total	
Gender	Female	Male	Female	Male	Female	Male
Total working hours	98,123	107,517	5,072	7,608	103,195	115,125
Number of working days lost	0	0	0	0	0	0

Periodic Environment Testing

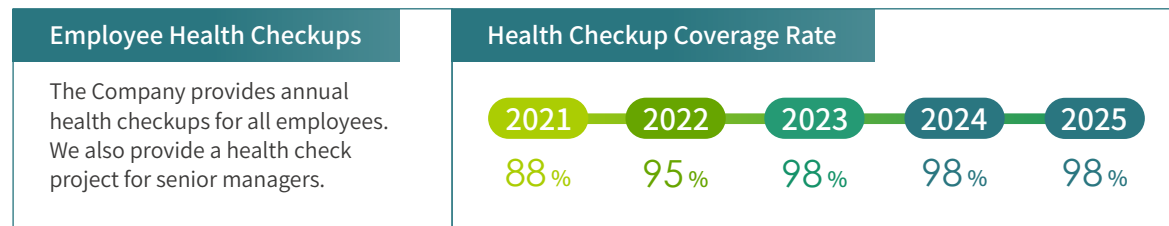
Item monitored	Monitoring method	Monitoring points	Monitoring results	Result judgment	Acceptable standard
Isopropanol	CLA1904	1	<0.168	Passed	400 ppm
Tin	NIOSH7303	1	<0.000329	Passed	2 mg/m ³
Lead	NIOSH7303	1	<0.000329	Passed	0.05 mg/m ³
Carbon dioxide	Direct reading	17	566~766	Passed	5000 ppm
Velocity of local exhaust ventilation	Direct reading	1	2.19 M/S	N/A	N/A

Both the laboratory and RMA use lead-free solder wire for soldering operations. However, to ensure that employees can work with peace of mind, we still conduct testing once every six months to confirm the safety of the working environment.

To ensure a safe and healthy work environment, Hitron Technologies strictly complies with all applicable laws and regulations. In addition to conducting regular environmental monitoring of special workplaces, the Company also tests drinking water quarterly to ensure its quality meets national standards.

In terms of facility management, we regularly maintain, inspect, and complete statutory reporting for various operating facilities, such as elevators, generators, and firefighting equipment, to ensure their operational efficiency, safety, and reduced operational risks.

Health Management



Occupational Health Services

To support the physical and mental well-being of employees, the Hsinchu office retains on-site physicians and nurses who provide comprehensive health consultation services twice a month. These medical professionals offer follow-up consultations and customized wellness programs for employees flagged with abnormal results in their health screenings (e.g., overweight, high blood pressure, high cholesterol, or other high-risk medical histories), aiming to assist with early intervention and preventive care planning.

On-site physicians and nurses assist in identifying potential occupational safety and health hazards and developing preventive programs, including ergonomic hazard prevention programs and prevention of work-related illnesses caused by excessive workload, to provide employees with comprehensive health services.

During employee health checks, employees should fill out questionnaires to confirm that there are no anthropogenic hazards, such as musculoskeletal diseases caused by the work environment, to screen those at a high risk based on the health data and questionnaires and arrange for doctors to provide professional advice.

Health Promotion Activities

The Company regularly organizes health promotion activities. In 2025, two health seminars were held, with a total of 110 participants.

In addition to addressing employees' physical well-being, the Company also provides health education, care, and reporting support for employees experiencing work-related or personal injuries or illnesses. This includes injury and illness follow-ups, recommendations for appropriate recovery periods, return-to-work or job reassignment evaluations, and assistance with reintegration.

Maternal Health Protection

The Company offers designated parking spaces for female employees who are more than six months pregnant.

To support working mothers in balancing their careers and breastfeeding needs, private and secure breastfeeding rooms are provided to ensure peace of mind and comfort in the workplace.

Emergency Medical Response Mechanisms

Two Automated External Defibrillators (AEDs) are installed on-site. The Company also conducts full-site evacuation drills, provides related training, and audits and replenishes medical supplies in the emergency cabinets located in stairwells.

4 Building a Sustainable Value Chain

4.1 Sustainable Products SDG 12

4.2 Sustainable Supply Chain

4.3 Customer Relationships

4.1 Sustainable Products

Material Topic

Management Product Quality

Stakeholders

Customers

2025

Management Goal



0 cases

Violations related to quality management regulations

0 cases

Violations related to environmental regulations

2025

Achievement



0 cases

Violations related to quality management regulations

0 cases

Violations related to environmental regulations

2026

Management Goal



0 cases

Violations related to quality management regulations

0 cases

Violations related to environmental regulations

Medium- and Long-Term Targets^①

Number of violations related to quality management and environmental regulations

0 cases

① Quality management regulations include health and safety regulations related to products and services, as well as regulations related to product and service information and labeling

Management Method

Responsibility

- Quality Assurance

Action

- Ongoing compliance with and management of quality regulations to ensure product information security
- Continuous monitoring of international environmental regulations

Resources

- Inter-departmental collaboration

Evaluation

- Annual report on achievement of targets

As a responsible brand owner, Hitron Technologies integrates green design thinking throughout the entire product development process. We not only ensure that all products comply with international regulations and market access standards, but also take proactive actions as a brand owner by setting strict internal control standards for packaging reduction, energy efficiency improvement, and hazardous substance management, striving to provide the market with products that combine performance with environmental friendliness.

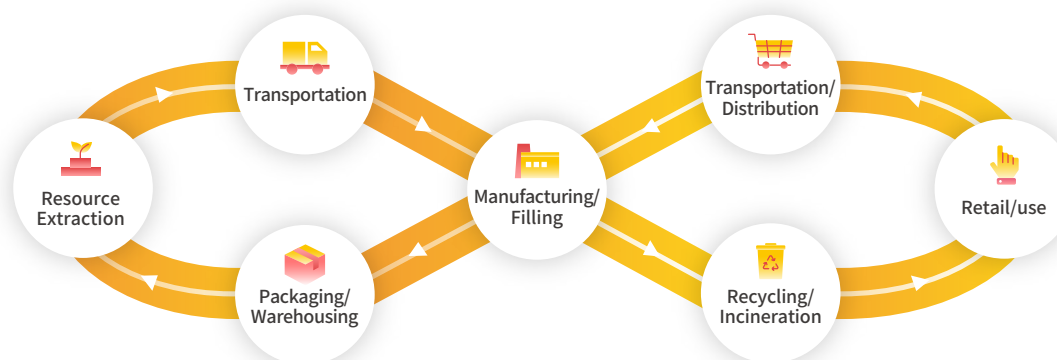
Green Design and Packaging

As a brand committed to environmental sustainability, Hitron Technologies holds itself to standards beyond compliance, ensuring that all products fully comply with international environmental regulations such as the EU RoHS (Restriction of Hazardous Substances Directive) and WEEE (Waste Electrical and Electronic Equipment Directive), while also proactively responding to ErP (Energy-related Products Directive) requirements and continuously improving product performance.

In terms of energy efficiency, we leverage our brand influence to lead industry trends, voluntarily committing to and continuously improving the energy efficiency standards of small network equipment, such as residential broadband access equipment. Through green assessments in the early stage of product development, we not only meet the requirements of voluntary agreements, but also deliver tangible energy-saving benefits to consumers.

Hitron Technologies incorporates Life Cycle Thinking (LCT) into the core of brand product governance and keeps pace with international environmental regulations to ensure that our products remain at the forefront of sustainability trends.

Life Cycle Thinking



Design and Recyclable for Disassembly

In accordance with EU WEEE design principles, components are made from materials that can be recovered and reused where possible. Design that hampers disassembly such as paint coatings, welding and adhesives are avoided where possible. Technical documents such as product disassembly manuals and WEEE 3R report are also produced. The goal of achieving a high product recycling rate has been achieved.



Low Toxicity

In addition to the introduction of lead-free production processes through the green product management platform and strict internal controls, all parts manufactured by Alpha comply with the requirements of EU RoHS directive and REACH regulations.



4 Principles of Sustainable Design

Pollution Prevention

Life Cycle Thinking (LCT) is introduced at the product development phase in the hopes of identifying a product's key environmental considerations and minimizing its environmental impact during resource extraction, manufacturing, distribution and sale, use, disposal and recovery.



Energy Conservation

Product energy efficiency is based on the guidance of the EU ErP, (EU) 2019/1782 implementing directive of Parliament and the Council on Ecodesign requirements for standby and off-mode power consumption of household and office equipment, and (EC) No.278/2009 implementing directive for external power supplies.



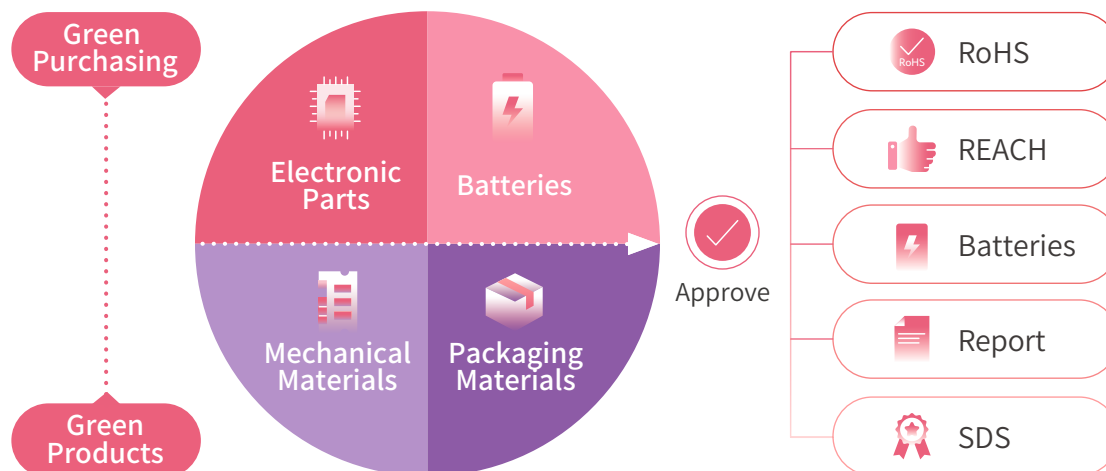
In response to the EU's requirements for environmentally friendly product packaging, all packaging materials have been changed from plastic, which has a higher environmental impact, to paper-based materials in order to support environmental sustainability goals and reduce environmental harm.

Hitron requires suppliers to continue improving packaging design and reducing packaging volume, thereby lowering the use of packaging materials and achieving the goal of continuous reduction.

Meanwhile, starting in 2022, we took the lead in incorporating PCR plastic materials into the cases of our main products exported to Europe to reduce carbon emissions from both raw materials and the product disposal stage. In 2025, Hitron continued introducing the use of recycled plastics in other regions.

Green Procurement Management Process

To mitigate environmental and ecological impacts and fulfill its responsibility for environmental sustainability, Hitron Technology actively engages in green procurement practices. All component suppliers are required to comply with the EU Restriction of Hazardous Substances (RoHS) Directive, the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), the Packaging and Packaging Waste Directive, the Montreal Protocol, and other relevant international environmental regulations. All products are 100% compliant with RoHS and REACH requirements to ensure the delivery of green products and continuous improvement.



Hazardous Substance Management

Hazardous substance management is a key part of implementing sustainable manufacturing. As a brand owner, Hitron Technologies' core responsibility is to establish rigorous standards and ensure that supply chain partners effectively implement them. In response to stakeholders' expectations and in compliance with international regulations, we have established the "Hitron HSF Controlled Substance Standards" and the "Supplier Environmental Compliance Declaration." Based on these documents, we have created a clear hazardous substance control list as a common basis for suppliers to follow.

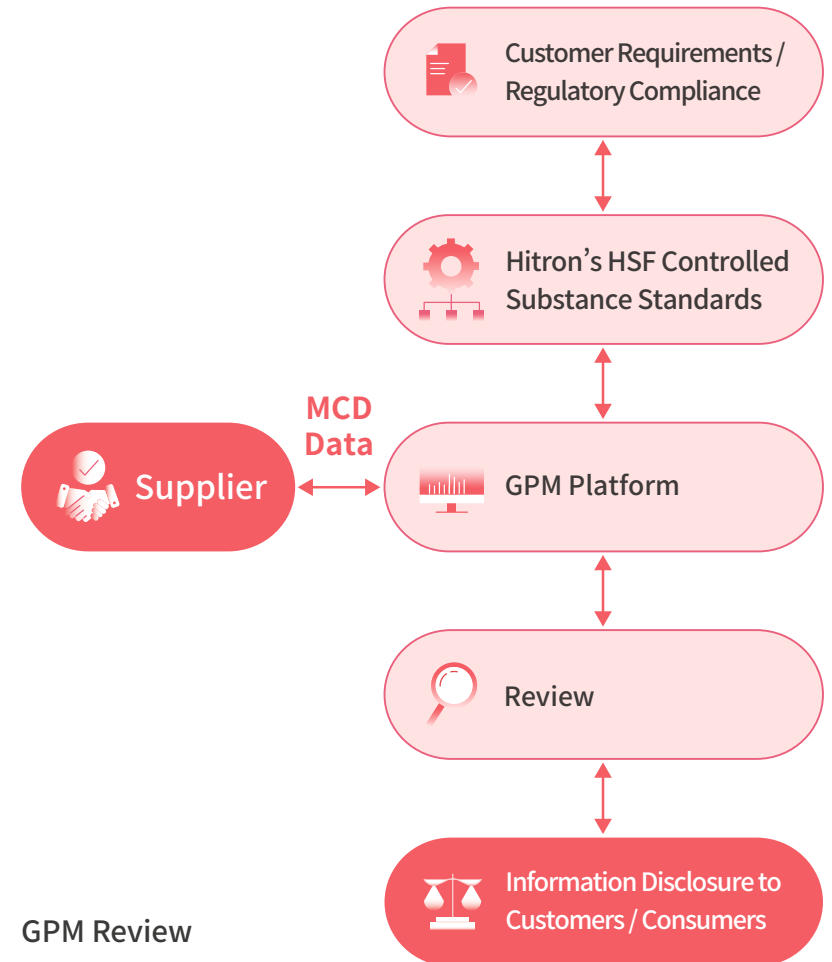
At the implementation level, we work with our main finished goods supplier, Alpha Networks Inc., and use its Green Product Management System (GPM), which has been introduced and continuously optimized, to ensure that all products, components, and packaging materials delivered to Hitron comply with international environmental regulations and customer requirements. Each year, Hitron regularly reviews and updates its hazardous substance management requirements based on changes in international regulations, customer specifications, and industry trends, and effectively communicates these requirements to the supply chain for implementation in the production and manufacturing process by partners such as Alpha Networks.

Hitron defines hazardous substance restriction standards for components, packaging materials, and auxiliary materials used in products, and incorporates chemicals required in the manufacturing process into the management system by establishing control and monitoring lists. Through close collaboration with Alpha Networks Inc. and upstream and downstream supply chain partners, we jointly fulfill our responsibility for hazardous substance control and work together to build a green product supply chain that is environmentally friendly and safeguards human health.

Hitron HSF Controlled Substances Standard

- 01 Hazardous substances regulated by the EU RoHS Directive
- 02 Substances of Very High Concern(SVHC) regulated by the EU REACH Regulation
- 03 Substances restricted under Annex XVII of the EU REACH Regulation
- 04 US Toxic Substances Control Act (TSCA) : Substances under TSCA Section 6(h) PBT
- 05 Packaging material regulations : EU PPW Directive and US TPCH Regulations
- 06 Stockholm Convention : Persistent Organic Pollutants (POPs)
- 07 Hitron HSF Management Standard : other restricted or bans hazardous substances, such as restrictions or bans on the use of PFOA and PFOS

Hazardous Substance Management Process



GPM Review

- Testing report
- MCD
- Declaration of Conformity
- Conflict minerals CMRT / EMRT

Quality Management Policy GRI 416-2, 417-2, 417-3

Hitron Technologies firmly believes that quality is the foundation of sustainable brand development. Upholding the core belief of “Quality First, Sustainable Operations,” we use the ISO 9001 Quality Management System as the framework to establish a comprehensive quality governance system covering product development, supplier management, and after-sales service, ensuring that every stage accurately responds to customer needs and complies with international standards.

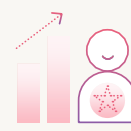
In terms of product safety and information labeling, we strictly comply with the laws and regulations of each location where we operate. All product packaging fully discloses key information, including company trademark, product model, safety certification marks, country of origin, hardware version, power specifications, and lithium battery warnings, to ensure the safety and rights of end users. In terms of marketing communications, we uphold the principle of ethical corporate management. All external materials, including the official website, catalogs, press releases, and advertisements, are reviewed and confirmed by the Legal and Sales departments to ensure that there is no false advertising or misleading content.

With this rigorous product compliance management mechanism, Hitron achieved an excellent performance of 100% compliance in 2025, with no violations of laws and regulations related to product safety, information labeling, or marketing communications throughout the year. This achievement not only demonstrates the robustness of Hitron’s quality management system, but also reflects our commitment as a trusted brand partner to being responsible to customers and users in every detail.



ISO 9001 : A Solid Foundation for Quality Management

ISO 9001 is a globally reliable quality management standard. It provides a systematic and process-driven management framework for enterprises. Hitron Technologies not only rigorously adheres to ISO 9001 standards, but also internalizes them as the core DNA of brand quality governance, building a quality management system that combines international standards with unique Hitron characteristics, ensuring that every stage from development to after-sales service is governed by clear procedures and supported by traceable records.



Continuous Improvement to Drive Sustainable Brand Evolution

Quality is a dynamic commitment to sustainable brand operations, rather than a static result. Hitron Technologies has established a comprehensive continuous improvement mechanism :

- **Data-driven precision decision-making** : Systematically collect and analyze product quality data to identify potential risks and improvement opportunities, ensuring that every improvement is supported by evidence
- **All-hands engagement in improvement culture** : Encourage all employees to become guardians of quality. Through cross-functional collaboration and improvement proposals, we jointly promote the deep-rooted development of a quality culture.
- **Regular management reviews** : Conduct regular reviews by senior management to assess the effectiveness of the quality management system and ensure that the brand quality strategy keeps pace with the times.



Customer-Centric Approach to Define Brand Quality Commitment

As a brand owner, Hitron Technologies turns its customer-centric approach from a concept into concrete actions and integrates it into the entire product lifecycle :

- **In-depth understanding of customer needs** : Establish effective and diverse customer communication channels to accurately translate customers’ voices into product specification requirements and quality standards.
- **Rigorous review mechanism** : Implement a rigorous review mechanism to ensure that every item complies with customer requirements and international regulations.
- **Supplier management and quality control** : Implement finished goods supplier selection, evaluation, audits, continuous monitoring, and improvement activities to ensure stable and reliable product quality.

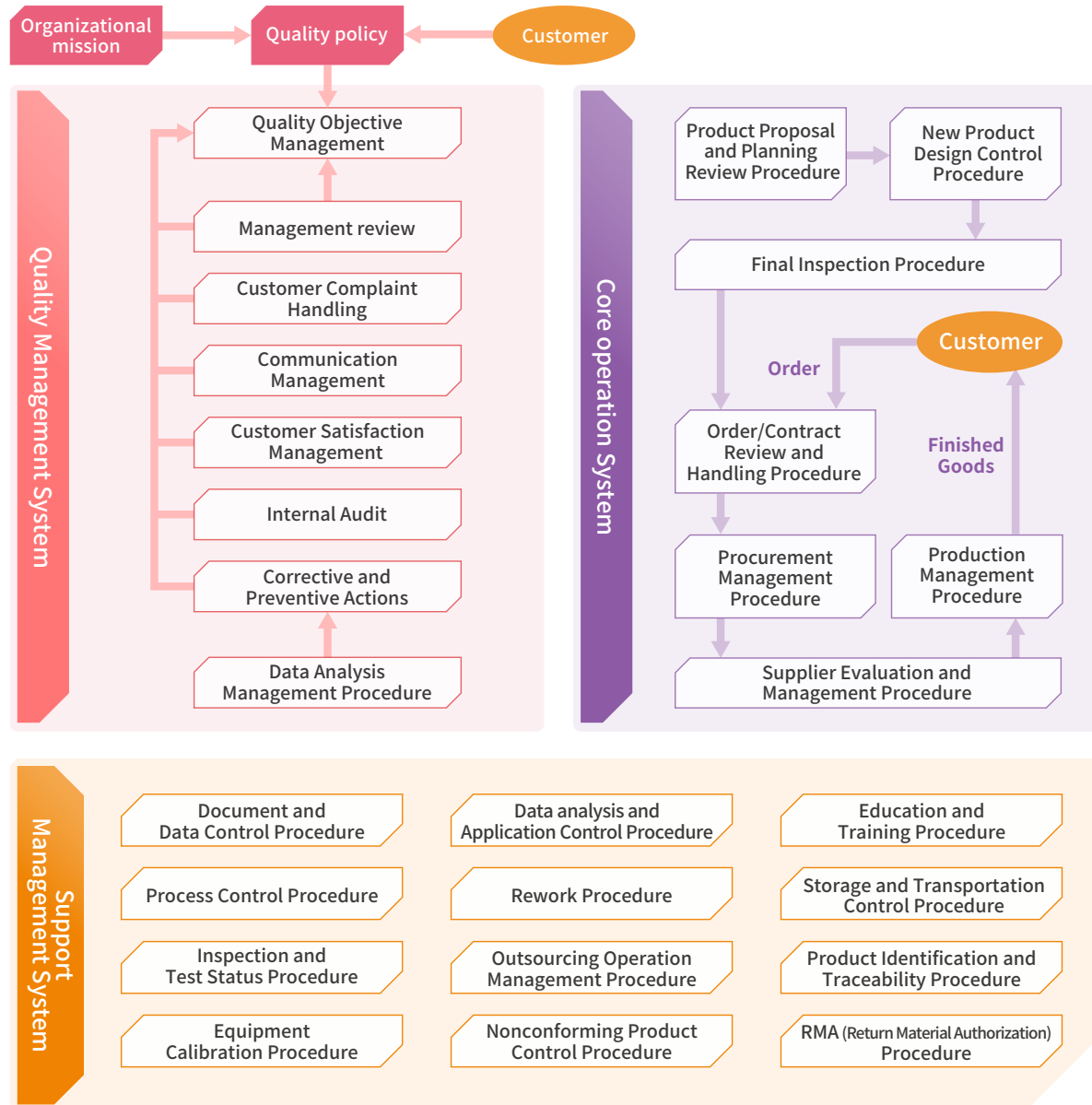


Integrating Quality and Sustainability to Co-create Green Value for the Industry

Hitron Technologies fully recognizes that true brand quality must coexist with the sustainability of the planet. We integrate sustainability principles into product quality governance together with our finished goods suppliers :

- **Green product development** : Prioritize the use of environmentally friendly materials and processes to reduce product carbon footprints and environmental impacts at the source.
- **Extending product lifecycles** : Adopt durability and reparability as design principles to extend product service life and fundamentally reduce electronic waste.
- **Promoting circular economy practices** : Work with supply chain partners to establish product recycling and resource reuse mechanisms, allowing every resource to generate maximum value.

Quality Management System Process



Each plant of Hitron Technologies and its main finished goods supplier proactively obtain various management system certifications and continue to make improvements with the aim of complying with laws and regulations and improving customer satisfaction. The main verification system is as follows :

System/Site	Hitron Hsinchu	Hitron Suzhou ^①	Alpha Networks Vietnam ^②
ISO9001: 2015	●	●	●
TL9000 R6.3/R5.7			●
ISO14001: 2015			●
ISO45001: 2018			●
ISO14064-1: 2018	●		●
ISO27001: 2022	●	●	
IECQ QC080000: 2017	●		●
C-TPAT			●
ISO22301:2019			●
RBA			●
SA8000: 2014			●
Sedex			●
ESD 20.20			●

① Hitron Suzhou's factory plant was shut down in June 2021.

② Hitron Vietnam's factory plant was shut down in October 2024, and production and manufacturing were transferred to Alpha Networks Vietnam, the plant of its parent company, Alpha Networks Inc.

4.1 Sustainable Products — Innovative Management

Material Topic

Management Innovation management

Stakeholders

Customers

2025

Management Goal



- Number of devices connected to HitronCloud

1.8M

- Continue to increase quality patent applications

2025

Achievement



- Number of devices connected to HitronCloud

1.8M

- Number of patent applications

2 Cases

2026

Management Goal



- Number of devices connected to HitronCloud

2M

- Continue to increase quality patent applications

Medium- and Long-Term Targets

- Increase the number of devices connected to HitronCloud to

3M+

- Continue to increase quality patent applications

Management Method

Responsibility

- Research and Development

Resources

- Inter-departmental collaboration

Action

- Continuous optimization of the HitronCloud cloud platform
- Continued technological innovation

Evaluation

- Annual report on achievement of targets

As a brand owner, Hitron Technologies focuses its product innovation management on **software service platform development, customer experience optimization, product specification definition, and leadership in sustainability standards**. Together with its main supply partner, Alpha Networks Inc., Hitron adopts a clearly defined collaborative model to jointly create broadband communication solutions that combine performance with environmental friendliness.

Policy/Commitment

Upholding the sustainability vision of “**Innovative Communication, Connecting the World, Co-creating a Sustainable Future**,” Hitron Technologies is committed to :

- Software service-driven innovation** : Continue developing the HitronCloud cloud service platform to enhance product competitiveness through software value-added services and create differentiated service experiences for customers
- Brand specifications leadership in sustainability** : Incorporate sustainability requirements such as energy efficiency, hazardous substance control, and material circularity at the product definition stage, guiding supply chain partners to jointly implement sustainability practices
- Customer-oriented R&D** : Work closely with telecom operator customers to translate market demand and sustainability trends into concrete product innovation directions
- Green software mindset** : Consider energy efficiency and resource optimization during the software development process to reduce the carbon footprint of cloud service operations

Hitron Technologies firmly believes that, as a brand owner, the core of its innovation lies in creating software service value and leading sustainability standards. Through the continuous evolution of the HitronCloud platform and close collaboration with Alpha Networks Inc., Hitron will continue to provide customers with broadband communication solutions that combine performance, user experience, and environmental friendliness.

Impact Explanation

Positive Impact

HitronCloud software platform innovation
Helps telecom operators reduce the burden of customer service and repair requests, enhance the service experience for end users, and create differentiated brand value

Product specification leadership
Defines product specifications for energy conservation, hazardous substance control, and material sustainability, and promotes green transformation across the supply chain

Customer co-creation
Works closely with operator customers to translate market demand into product innovation directions

Software-hardware integration value-added services
Enhances product stickiness through software services, extends product lifecycles, and indirectly reduces electronic waste

Building Sustainable Value

Negative Impact

If software service innovation fails to respond promptly to customer needs, it may affect brand competitiveness and customer satisfaction

If product specification definition does not fully take sustainability standards into account, opportunities for carbon reduction and the circular economy may be missed

Insufficient communication in supply chain collaborative innovation may delay the introduction of sustainable materials and new technologies

4.2 Supply Chain Management

Material Topic

Management Supplier Sustainability Management

Stakeholders

Suppliers and Customers

2025

Management Goal



- Percentage of finished goods suppliers that completed on-site social responsibility and environmental hygiene audits

70 %

- Percentage of MRO local procurement

95 %

2025

Achievement



- Percentage of finished goods suppliers that completed on-site social responsibility and environmental hygiene audits

100 %

- Percentage of localized procurement of MRO

97.7 %

2026

Management Goal



- Percentage of finished goods suppliers that completed on-site social responsibility and environmental hygiene audits

80 %

- Percentage of localized procurement of MRO

98 %

Medium- and Long-Term Targets

- Percentage of finished goods suppliers that completed on-site social responsibility and environmental hygiene audits

100 %

- Percentage of localized procurement of MRO

98 %

Note : As a brand owner, Hitron is responsible only for the sustainability management of Tier 1 suppliers.

Management Method

Responsibility

- Supply Chain Management, Quality Assurance

Action

- Strengthen supplier guidance and audits
- Increase the proportion of local procurement

Resources

- Inter-departmental collaboration

Evaluation

- Annual report on achievement of targets

Hitron Technologies is an important member of Qisda Group. Upholding the sustainability vision of “Innovative Communication, Connecting the World, Co-creating a Sustainable Future,” Hitron has long focused on cable broadband access technology and launched a series of industry-leading DOCSIS broadband network products, which are marketed worldwide under its own brand.

Brand Core Positioning

Become a trusted sustainable brand in the network communications industry

We focus on core technology R&D and brand management, and continue to invest in product innovation to provide efficient and stable broadband communication solutions for global telecom operators and end users. Through our own brand channels and software service platform (HitronCloud), Hitron is committed to becoming a trusted sustainable brand in the network communications industry.



Global broadband communication solutions

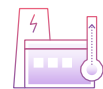


HitronCloud service platform



Sustainable Supply Chain Governance

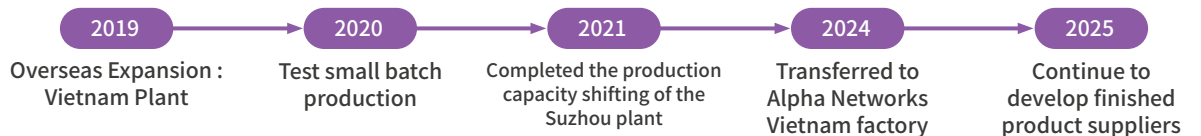
Hitron deeply understands the importance of sustainable development to enterprises and society, and implements it in procurement governance processes. As a brand owner, we are responsible for working together with Alpha Networks and all supply chain partners to jointly build a green supply chain that protects the environment, respects human rights, ensures safety and health, and is sustainable. Through concrete actions, we respond to stakeholder expectations and co-create a sustainable future.



Evolution of Production Strategy and Supply Chain Deployment

Hitron began its overseas production deployment in 2019 by investing in and establishing a Vietnam plant. Small-scale production began in September 2020, and the Suzhou plant's production capacity was officially transferred in March 2021, completing the relocation of the production base. In response to the brand transformation strategy, manufacturing-related operations such as hardware R&D, component procurement, and pilot production were subsequently transferred to parent company Alpha Networks. After Hitron Vietnam closed in October 2024, all production and manufacturing operations were taken over by Alpha Networks Vietnam.

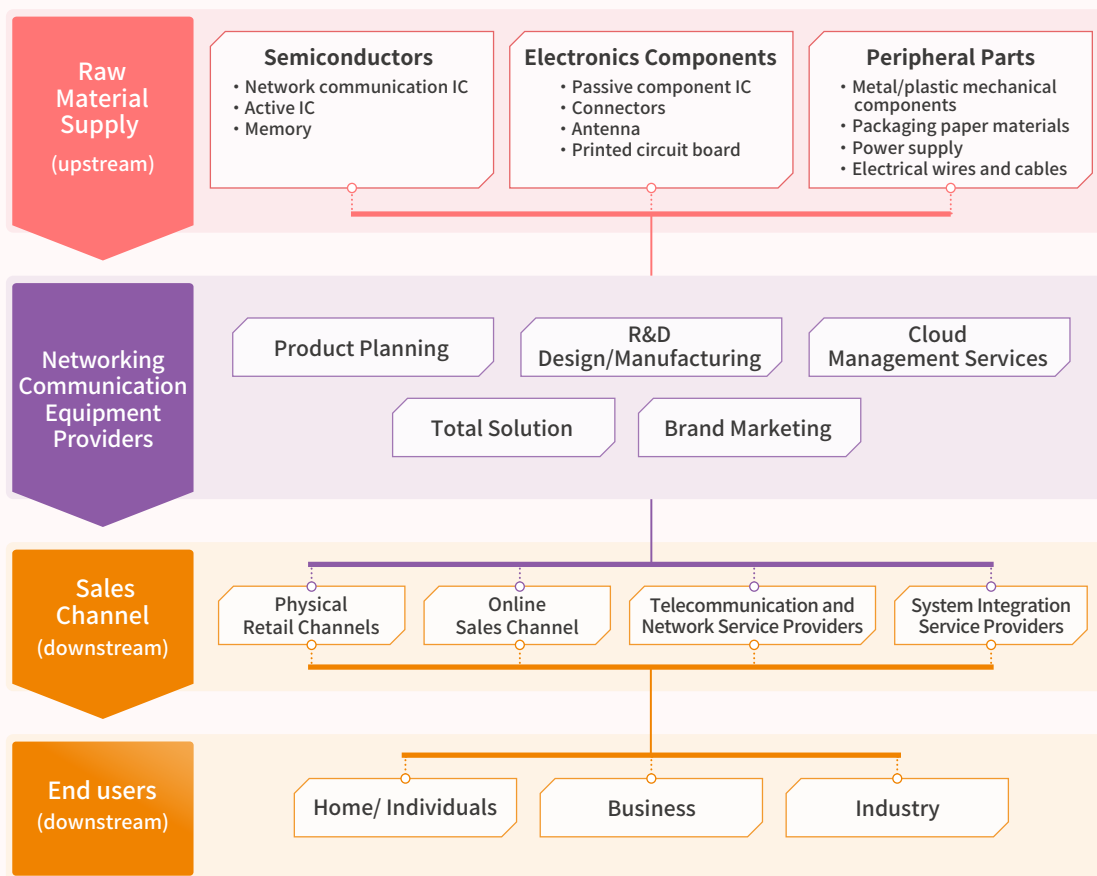
Through this professional division of work, Hitron is able to focus its resources on brand management, channel expansion, software services, and customer experience. By engaging professional manufacturing partners, the Company improves operational efficiency, reduces management costs, and ensures product quality and stable supply.



4.2.1 Value Chain Overview GRI 2-6, 204-1

Hitron deeply understands the importance of sustainable development to enterprises and society, and implements it in procurement governance processes. As a brand owner, we are responsible for working together with Alpha Networks and all supply chain partners to jointly build a green supply chain that protects the environment, respects human rights, ensures safety and health, and is sustainable. Through concrete actions, we respond to stakeholder expectations and co-create a sustainable future.

Hitron Technologies' Industry Value Chain



Overview of main suppliers SASB TC-HW-000.B

Hitron Technologies has transformed from a design and manufacturing company into a brand company. Its scope of operations no longer includes production and manufacturing; all products are commissioned to finished goods suppliers for production. Currently, Alpha Networks, the parent company, is the only finished goods supplier producing Hitron products. However, Hitron plans to introduce other finished goods suppliers and has begun preliminary evaluations.

Finished Goods Supplier

Alpha Networks Vietnam Plant

Manufacturing area

36,000 m²

Proportion of Hitron's Product Output by Category in the Past Three Years SASB TC-HW-000.A

Product type	2023	2024	2025
Communication equipment (CPE, WiFi router...)	93.0%	94.4%	91.8%
Components (ex: Enersys's CMOA)	4.7%	1.7%	4.3%
Consumer electronics (Retail)	1.2%	3.2%	3.5%
Other hardware (Testing equipment Meter...)	1.2%	0.7%	0.4%
合計	100%	100%	100%

Localized Procurement GRI 204-1

Hitron Technologies fully recognizes the importance of localized procurement in supporting local economies, shortening supply chain transportation distances, and reducing carbon emissions. As a brand owner, we actively promote responsible procurement strategies and continue to enhance supply chain transparency and localization. As Hitron is not primarily responsible for finished goods procurement and material procurement, MRO has been selected as the target category for Hitron's localized procurement.

Procurement Structure in 2025

Hitron's total procurement amount in 2025 is as follows :

Procurement Category	Ratio (%)	Explanation
Finished goods procurement	94.34%	Production and component procurement are handled by main supplier Alpha Networks
Materials procurement	3.23%	Small quantities of materials directly procured by Hitron, such as RMA repair materials and spare parts
MRO	1.75%	Consumables and services required for maintenance, repair, and operations
CA Key	0.67%	Digital certificates are non-physical materials

Current Status and Challenges of Localized Procurement

94.3%
Finished goods

As the procurement of materials used in finished goods is led by Alpha Networks, Hitron is currently unable to directly calculate the localized procurement ratio for finished goods. We have established a sustainable supply chain communication mechanism with Alpha Networks, requiring it to gradually provide information on the procurement origins of key components. The target is to complete the first localized procurement ratio assessment for finished goods in 2027 and improve data transparency each year.

5.7%
Direct procurement

For MRO, which is a procurement category directly controlled by Hitron, we prioritize local suppliers. Taking the Taiwan headquarters as an example :

2025		
Category	Localized Procurement Ratio	Explanation
MRO	97.69%	Percentage of procurement amount with the country of origin in Taiwan
CA Key	0%	Digital certificates are non-physical and are not included in the calculation.
Materials	0.64%	Percentage of procurement amount with the country of origin in Taiwan

Promotion Measures and Future Goals

Measures	Progress	Goal
Require Alpha Networks to provide component origin information	Under planning	Complete the first localized procurement ratio assessment for finished goods in 2027
Include localization in supplier evaluation indicators	Under planning	Trial in 2027
Establish a direct procurement localization data tracking system	To be established starting from 2026	Disclose regularly each year

Hitron believes that through close collaboration with supply chain partners, we will be able to gradually increase the localized procurement ratio and provide customers with lower-carbon and more resilient products and services.

4.2.2 Supplier Management System

Hitron's Vietnam plant was closed in October 2024 due to operational strategy, and the parent company, Alpha Networks, took over subsequent production and manufacturing operations. Although the two companies have a parent-subsidiary relationship, the evaluation was still conducted in accordance with the new supplier evaluation process. As of 2025, no new finished goods suppliers had been added, and Alpha Networks remained the only finished goods supplier.

Item	2024	2025
Number of New Suppliers	1	0
Number of Evaluations Conducted through On-site Audits	1	0
Number of Evaluations Passed through On-site Audits	1	0
New Supplier Audit Rate	100%	NA

New Supplier

To ensure that partners meet the Company's sustainability standards, all new suppliers must pass the following selection procedures before being officially included in the Approved Vendor List (AVL) :

1 Signing compliance documents

Suppliers must sign the "Integrity Commitment Letter," "Supplier Anti-terrorism Agreement," "Commitment to Compliance with the Responsible Business Alliance Code of Conduct," "Compliance of UFLPA," "Supplier Environmental Compliance Declaration," and "Conflict Minerals Due Diligence Declaration," committing to comply with human rights, labor rights, and ethical corporate management principles.

3 Sustainable raw materials and hazardous substance control

Suppliers must comply with environmental regulations, such as RoHS, REACH, WEEE, and other directives. Control is implemented at the source to avoid subsequent production waste and social costs arising from quality issues related to production specifications. This ensures that products delivered to Hitron also meet customers' international regulatory requirements for restricted and prohibited substances, thereby achieving the goal of building a green supply chain. Suppliers must also comply with the Company's sustainable raw material policy and disclose product chemical substance information.

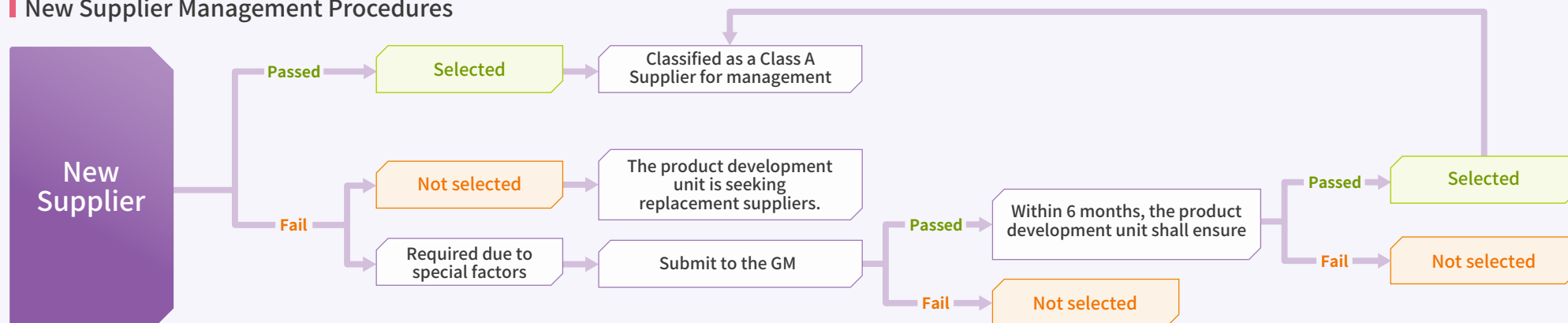
2 Basic management system certification

The company must have a sound system, good business reputation, and no major legal or regulatory violations. Suppliers with international certifications such as ISO 9001 (Quality Management) and ISO 14001 (Environmental Management) are given priority.

4 New supplier evaluation

Preliminary scoring is conducted for new suppliers, covering quality control systems, technical capabilities, production equipment and conditions, social responsibility, and other items. The "social responsibility" category includes human rights, safety and health, and the environment. Suppliers must comply with more than eight items to pass. Furthermore, in addition to being evaluated under the above conditions, finished goods suppliers may also be evaluated based on the supplier quality evaluation form, HPPA supplier process quality audit, and RBA self-assessment questionnaire. (If third-party RBA evaluation results are obtained, the RBA self-assessment questionnaire may be waived).

New Supplier Management Procedures

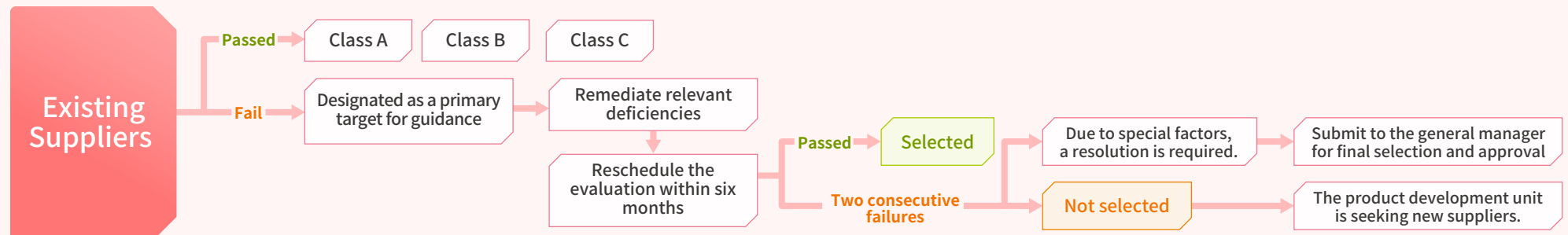


Existing Suppliers

In accordance with procedural documents and the annual key supplier list, Hitron conducts annual audits and promotes improvements in quality management systems, environmental safety and health, and labor ethics. Supplier risk levels are then identified based on evaluation results, and subsequent guidance and project plans are formulated accordingly.

Supplier Selection Level	Selection Criteria	Management method
Class A	- Suppliers accounting for the top 80% of total shipment volume or annual procurement amount in the previous year - Suppliers with major batch-related shipment quality abnormalities - New finished goods suppliers	Conduct on-site audits every year
Class B	Suppliers accounting for cumulative total shipment volume or annual procurement amount up to 90% in the previous year, excluding Class A suppliers, are classified as Class B	Monitor the quality of each shipment
Class C	Suppliers with annual total shipment volume or annual procurement amount $\leq 1\%$	Adopt supplier self-management. If a supplier violates laws or regulations, they will be handled in accordance with the relevant requirements, which may include prohibition of use.

Existing supplier management procedures



4.2.3 Status of Supplier Audit Management GRI 407-1, 408-1, 409-1

Hitron Technologies regards suppliers as important partners for long-term collaboration and co-creation of sustainable value. Based on quality, cost, delivery, and service, we have recently expanded our management scope further to include ESG issues such as environmental protection, human rights, and business ethics. We expect suppliers to provide quality products and services while also paying attention to social and environmental values, and jointly implementing energy conservation, environmental protection, and environmental friendliness.

Management Principles and Framework

Adhering to the principle of mutual benefit and shared prosperity with suppliers, Hitron refers to the Responsible Business Alliance (RBA) Code of Conduct and incorporates ESG-related risks and impacts into supplier selection and audit requirements. We have established risk control items and formulate improvement measures based on evaluation results to help suppliers continue improving, reduce operational risks, and jointly promote sustainable operations.

To build sustainable supply chain capabilities, Hitron works across four aspects: assessment, guidance, communication, and collaboration, ensuring that executable control procedures are in place for important topics. We encourage suppliers to develop materials and processes that mitigate environmental impacts, or to begin with public utility equipment to promote energy conservation and carbon reduction. For supplier human rights-related requirements, please refer to Chapter 2.3 Human Rights Policy.

	Evaluation	New supplier qualification assessment, key supplier selection, and management system risk assessment (quality, environment, social ethics, etc.)
	Guidance	Regular supplier evaluations, corrective action tracking, and policy and project implementation
	Communication	Regular/Irregular quality meetings and quarterly operational meetings
	Collaboration	Continue to drive projects to strengthen suppliers' sustainability management capabilities.

Audit Process and Improvement Tracking 2025 Audit Results SASB TC-HW-430a.2

After suppliers receive on-site audit reports, Hitron requires them to promptly consolidate internal improvement opinions if deficiencies are identified, and respond with specific and feasible improvement plans based on the actual conditions of the plant. In the event of a major quality abnormality in the shipment, the supplier shall immediately confirm the root cause of the problem and develop a solution (including the disposal of finished products). Subsequently, Hitron's dedicated personnel will review the improvement report and continue to follow up on the progress to ensure that the measures have been implemented and the expected results achieved.

In 2025, Hitron's finished goods supplier was parent company Alpha Networks (the only one). We conducted the annual on-site audit of Alpha Networks Vietnam, with the following results :

Audit item	Audit method	Findings and results
Quality system	Hitron annual on-site audit	- A total of 9 deficiencies were identified, mainly related to operational errors in production management - As of the end of the year, 7 items had been completed, and 2 items remained under tracking
RBA Social Responsibility	External third-party audit commissioned by Alpha Networks	Total score : 175.4 points 4 major non-conformances (Major NC) were found and have been closed with improvements completed.

Continuous Improvement and Future Plans

Hitron will continue to review and optimize the following with Alpha Networks :

- Quality management process
- Environmental management and personnel training mechanism
- Reduction of quality issue occurrence rates
- Strengthening of improvement effectiveness tracking

For items requiring further improvement, we will continue to provide guidance. At the same time, to ensure that supply chain operations meet sustainable development requirements, Hitron will also evaluate the development of other high-quality finished goods suppliers to enhance supply chain resilience and diversity.

2025 Audit Deficiency Statistics and Improvement Rate SASB TC-HW-430a.2



Note : As the operating model was changed to that of a brand owner at the end of 2024, the SASB classification was also changed. Therefore, only 2025 data is disclosed.

4.2.4 Sustainable Procurement Policies and Measures

To achieve the sustainable vision of “Innovative Communication, Connecting the World, and Co-creating a Sustainable Future,” Hitron Technologies has referred to ISO 20400 Sustainable Procurement – Guidance and established this sustainable procurement policy. Through this policy, we expect to work with supply chain partners to jointly promote sustainability actions and build a positive business model that can continue to operate and develop.

We commit to :

- Conducting due diligence on partners and the impacts of procurement activities on the environment, society, and human rights in line with our corporate social responsibility
- Respecting, considering, and responding to procurement rights and interests of concern to stakeholders, and seeking more sustainable procurement solutions based on procurement needs to ensure that relevant activities are consistent with the Company’s sustainable development philosophy and strategies
- Establishing transparent, fair, and ethical procurement procedures, and strictly prohibiting any conduct that violates business ethics
- Complying with international human rights policies, codes of conduct, and the laws and regulations of the locations where we operate, and requiring suppliers to comply with them as well
- Providing appropriate competitive opportunities to encourage supplier innovation and sustainability actions, and publicly disclosing them
- Continuing to promote and improve procurement procedures in response to sustainable development trends, and driving the supply chain to jointly participate in sustainable governance

Hitron Technologies Supplier Sustainability Code of Conduct

To ensure a safe working environment in the supply chain, dignity and equal treatment for workers, business operations committed to environmental protection, and adherence to ethical conduct, Hitron Technologies has formulated the “Hitron Technologies Supplier Sustainability Code of Conduct” in accordance with this sustainable procurement policy. Suppliers are required to comply with the laws and regulations of the countries and regions where they operate, as well as the requirements of this Code. Suppliers are also encouraged to require their upstream suppliers, contractors, and service providers to recognize and adopt this Code.

This Code was formulated with reference to relevant international standards and initiatives, including the Responsible Business Alliance Code of Conduct (RBA Code of Conduct), Social Accountability Standard (SA8000), United Nations Guiding Principles on Business and Human Rights, United Nations Universal Declaration of Human Rights, and the Ten Principles of the United Nations Global Compact. Hitron’s Supplier Code of Conduct covers five major aspects:

Commitment to Integrity and Anti-corruption

The products and services provided by suppliers not only directly affect Hitron’s product quality and operational efficiency, but their sustainability practices also indirectly affect the Company’s intangible brand reputation and market trust. Therefore, Hitron requires all suppliers to sign the “Integrity Commitment Letter,” committing to :

- Not deliver any bribes or offer or provide any other improper benefits for the purpose of completing transactions or fulfilling contracts
- Not directly or indirectly seek benefits for Hitron employees or their related parties
- Comply with business ethics standards and establish transparent and ethical cooperative relationships

If a supplier engages in any illegal act that violates integrity and anti-corruption principles, Hitron may immediately rescind or terminate the contract and pursue relevant legal liability.

Hitron will continue to work together with supplier partners, mainly finished goods supplier Alpha Networks, to jointly build a green supply chain that meets sustainable development requirements, respects human rights, protects the environment, and adheres to ethics.

Five Aspects of the Supplier Code of Conduct

	Labor	Freely chosen employment, prohibition of child labor, reasonable working hours, wages and benefits, humane treatment, non-discrimination, freedom of association
	Health and Safety	Occupational safety, emergency preparedness, occupational injury and disease, industrial hygiene, physically demanding work, machine safeguarding, public health
	Environmental	Environmental permits and reporting, pollution prevention, including air, wastewater, and waste, hazardous substance management, water resource management, greenhouse gas emissions
	Ethics	Ethical corporate management, avoidance of conflicts of interest, information disclosure, intellectual property rights protection, fair advertising and competition, confidentiality of identity, anti-bribery and anti-corruption
	Management System	Company commitment, management responsibilities and accountability, legal and customer requirements, risk assessment and risk management, improvement objectives, education and training, communication, employee feedback and grievance mechanisms, audits and assessments, corrective measures

4.2.5 Green Procurement

Electronic products consist of various complex components. To ensure functionality, quality, and safety of use, the manufacturing process often involves various chemical substances. As a brand owner, Hitron Technologies does not directly manufacture its products. However, through a rigorous supply chain governance mechanism and in collaboration with our main finished goods supplier, Alpha Networks, we jointly implement hazardous substance management at the source to ensure that every Hitron product complies with international environmental regulations and embodies the spirit of green design.

Standard Setting : Establishing Brand Green Standards

From the perspective of brand governance, Hitron Technologies has established the “Hitron HSF Controlled Substance Standards” and relevant supplier environmental requirements, covering international regulations such as RoHS, REACH, and conflict-free minerals, while also integrating customer-specific requirements. We clearly communicate these standards to supply chain partners as a common basis for green product management.

System Implementation : Leveraging Alpha Networks’ GPM Platform to Implement Supply Chain Control

At the implementation level, we work with Alpha Networks and utilize its maintained and continuously optimized Green Product Management System (GPM) to translate brand standards into concrete and systematic control processes :

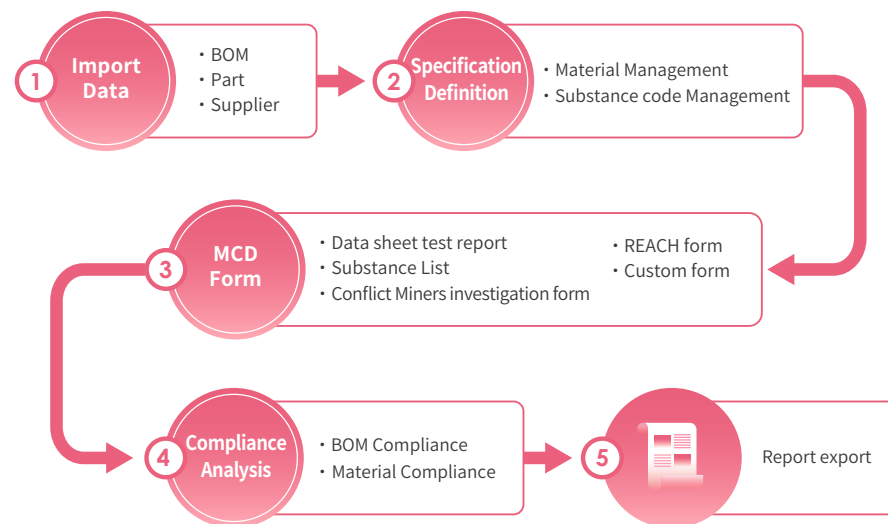
- **Supplier survey and document management** : Through the GPM system, green parts survey requirements are issued and regulatory limits for various controlled substances are established. After receiving automatic system notifications, suppliers complete the Material Composition Declaration (MCD) online and submit documents such as RoHS/REACH declarations of conformity, third-party test reports, and conflict-free mineral survey forms.
- **Component approval and compliance review** : After suppliers submit materials for review, relevant personnel of Alpha Networks conduct reviews in accordance with the standards established by Hitron and complete the green parts approval process. The system can also generate compliance analysis reports based on product BOMs to ensure that the components of each product comply with the brand’s green control requirements.
- **Real-time regulatory updates and follow-up** : The GPM system updates controlled substance lists and survey items at any time in line with international environmental regulatory developments, ensuring that supply chain management keeps pace with global green trends.

Brand Governance : Ensuring the Green Spirit Is Implemented Throughout

Through this division of work, Hitron Technologies focuses on the establishment and updating of brand standards, while Alpha Networks implements daily supply chain management and system operation and maintenance. We require all supply chain partners to sign commitments/declarations and regularly submit test reports and composition disclosure documents to ensure that products comply with hazardous substance control requirements throughout the entire process from development and design to mass production and shipment, thereby avoiding environmental and human health risks.

Hitron Technologies firmly believes that true green products come from close collaboration between the brand and the supply chain. We will continue to drive green governance through brand influence and work with Alpha Networks and all partners to jointly create trusted sustainable products.

GPM Investigation Management Process



Supplier Documentation Requirements



Responsible Minerals Procurement : Driving Supply Chain Ethics through Brand Influence

Hitron Technologies firmly believes that responsible procurement is the cornerstone of sustainable brand operations. We have formulated a “Conflict-free Minerals Policy.” In accordance with the OECD Due Diligence Guidance for Responsible Supply Chains and the Responsible Business Alliance (RBA) Code of Conduct, Hitron clearly requires that minerals such as gold, tin, tantalum, tungsten, cobalt, and mica contained in products provided by all supply chain partners, including main finished goods supplier Alpha Networks and its upstream suppliers, must not originate from conflict-affected and high-risk areas.

Brand Policy Formulation : Establishing Ethical Standards for Common Compliance across the Supply Chain

As a brand owner, Hitron’s core responsibility is to establish a clear policy framework and ethical procurement standards. We have made “not using conflict minerals” a necessary condition for supplier admission and cooperation, and we require all partners to sign the “Conflict Minerals Due Diligence Declaration,” committing to comply with Hitron’s responsible procurement policy and to eliminate human rights and environmental risks at the source, including illegal armed conflict, labor rights exploitation, child labor, and ecological damage.



Conflict Minerals Due Diligence Declaration



Illegal Armed Conflict



Labor Rights Exploitation



Child Labor



Ecological Damage

System Implementation : Deepening Supply Chain Traceability Management with Alpha Networks

At the implementation level, we work with Alpha Networks and use its maintained Green Product Management System (GPM) to translate brand policies into concrete supply chain survey and control mechanisms:

1. Standardized survey tools

Based on the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) issued by the Responsible Minerals Initiative (RMI), regular mineral origin surveys are conducted for suppliers

✓ CMRT-EMRT

2. Smelter traceability and tracking

Through the GPM system, suppliers are required to disclose smelter/refiner lists and establish traceable source records to ensure that upstream suppliers comply with the OECD Due Diligence Guidance.

✓ OECD Due Diligence Guidance

3. Compliance review and monitoring

Compliance review and monitoring: Alpha Networks reviews survey documents and declarations submitted by suppliers in accordance with Hitron’s policy standards, ensuring that each batch of products meets conflict-free mineral requirements.

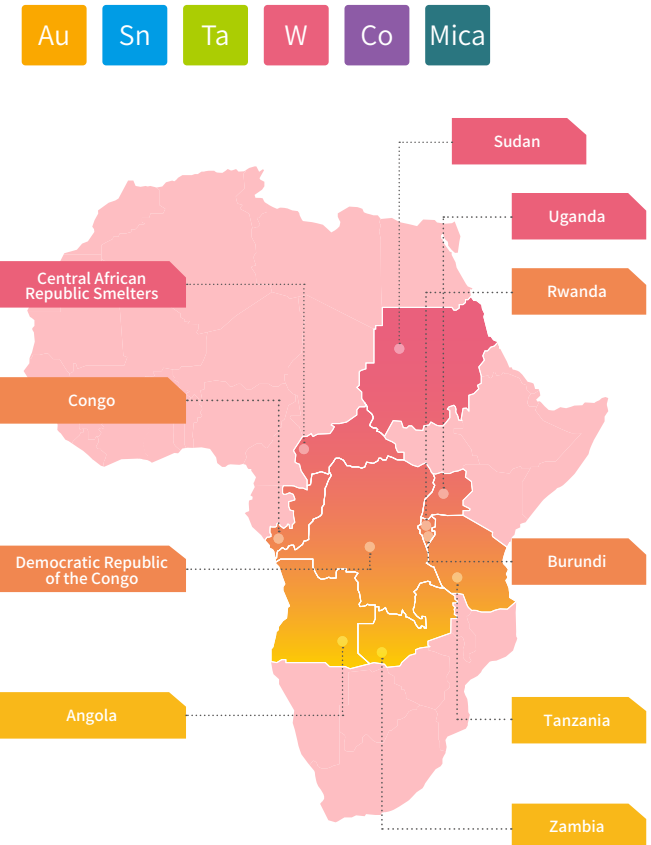
✓ Documents Reviews

✓ Continuous Monitoring

Brand Commitment : Co-creating Sustainable Value with the Supply Chain

Hitron Technologies is committed to continuing to promote responsible procurement through brand influence. We not only require the supply chain to comply with existing requirements, but will also regularly review the necessity of conflict mineral use, gradually expand the scope of surveys, and build long-term partnerships of coexistence and shared prosperity with Alpha Networks and all partners. Through systematic supply chain governance, we jointly ensure that every Hitron-branded product, from source materials to final delivery, reflects the highest respect for human rights, labor rights, and environmental protection.

Source regions of conflict minerals in Africa



4.3 Customer Relationships

Material Topic

Management Customer Relationship Management

Stakeholders

Customers

2025

Management Goal



- Having customer satisfaction reach

89 points

- Complaints related to customer data breaches or privacy violations

0 cases

2025

Achievement



- Having customer satisfaction reach

88 points^①

- Complaints related to customer data breaches or privacy violations

0 cases

2026

Management Goal



- Having customer satisfaction reach

90 points

- Complaints related to customer data breaches or privacy violations

0 cases

Medium- and Long-Term Targets^②

- Having customer satisfaction reach

92 points

- Complaints related to customer data breaches or privacy violations :

0 cases

- ① Develop improvement plans for areas with lower customer satisfaction and regularly track their effectiveness
- ② After renegotiation, the satisfaction target values were revised from 92 points to 89 points for 2025, from 92 points to 90 points for 2026, and from 95 points to 92 points for the medium- and long-term target.

Management Method

Responsibility

- Sales, Quality Assurance, R&D, and MIS

Action

- Enhanced customer service and regular feedback
- Improvement to product quality to reduce customer complaints
- Protection of customer information through awareness-raising sessions and internal control mechanisms

Resources

- Inter-departmental collaboration

Evaluation

- Annual report on achievement of targets

For Hitron Technologies, customer satisfaction is not only a measurement indicator, but also the most genuine reflection of brand value. We have established a quality governance mechanism centered on customer needs. Through systematic customer satisfaction surveys, we objectively evaluate market feedback on products and services, accurately identify the gap between customer needs/expectations and actual experience, and turn these insights into the basis for continuous improvement of the quality management system, truly fulfilling our brand commitment to being “Customer-Centric.”

Comprehensive survey aspects to present brand performance from multiple perspectives

Our customer satisfaction questionnaire covers five major aspects and a total of 25 detailed indicators, comprehensively reviewing every touchpoint of brand value :

Rigorous survey methods to ensure that insights create actionable value

We conduct sampling surveys for different customer groups. Each detailed indicator is weighted, with the highest score being 5 points (Very Satisfied) and the lowest score being 0 points (Very Unsatisfied). Through this objective and continuous evaluation mechanism, we not only understand the overall level of satisfaction but also identify strengths and areas for improvement across each aspect.

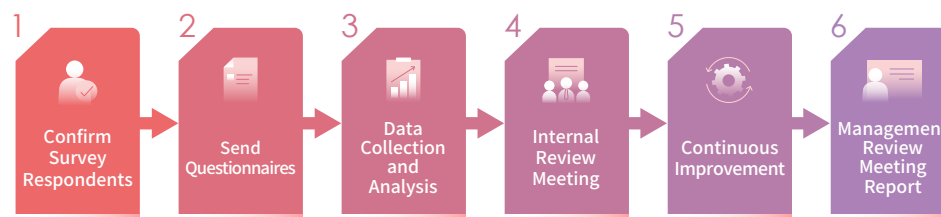
From satisfaction to brand strength : 2025 results as evidence

Although the 2025 customer satisfaction survey did not meet the target value, we will continue to use this mechanism to drive improvement, allowing customers’ voices to become the most genuine guide for the evolution of the Hitron brand.

5 major aspects and a total of 25 detailed indicators

- 1. Company Image** Brand reputation, market recognition, and partnerships
- 2. Logistics** Delivery accuracy, timeliness, and supply chain resilience
- 3. Technology** Product innovation, technical service, and solution capabilities
- 4. Customer Service** Response speed, problem-solving efficiency, and service quality
- 5. ESG** Environmental Responsibility, Social Commitment and Corporate Governance

5-point Likert Scale



Targets and Results of Customer Satisfaction Survey in 2025

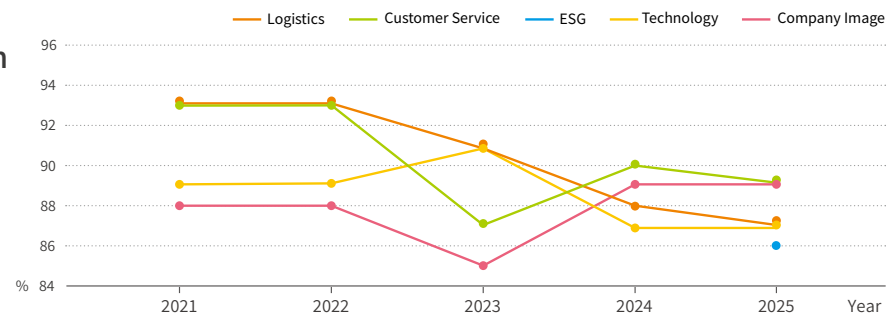


In 2025, Hitron Technologies' overall average customer satisfaction score was 88, representing a decrease of 1 point compared with the previous year and falling short of the annual target. This indicates that the quality of our products and services must continue to improve in order to respond to customer expectations.

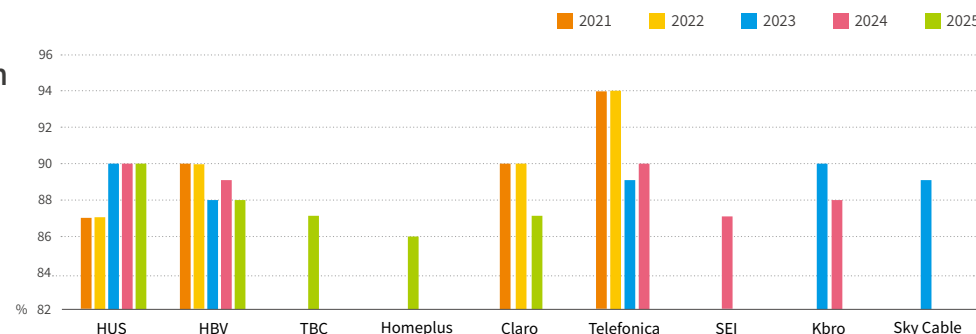
Among the five survey aspects, ESG was newly added for the first time, and its satisfaction score was relatively lower than those of the other aspects. This reflects customers' high expectations for sustainable partners. We regard this as an important indicator of brand evolution and will continue to strengthen sustainability actions to improve satisfaction.

2021–2025 Five Key Themes / Overall Customer Satisfaction

Customer Satisfaction Trend



Main Customer Satisfaction



Note : Starting in 2025, ESG was added to the customer satisfaction survey, changing the survey to five major topics.

Rigorous improvement mechanism : ensuring that customer voices are translated into actions

Hitron has established a clear improvement trigger mechanism. For any survey item that does not meet the minimum threshold of 85 points, the responsible unit immediately initiates a root cause analysis, proposes specific improvement measures, and implements them until the issue is thoroughly resolved. This closed-loop management process ensures that every piece of customer feedback can drive real organizational progress.

Continuous evolution : guiding sustainable operations with objective data

We conduct sampling surveys every year for both existing and new customer groups, continuously verifying whether our products and services meet market needs through objective satisfaction data. Meeting the target is not the end point, but a new starting point for continuous brand evolution. Hitron will use this as a foundation to integrate customer feedback into the core of its quality governance, driving progress toward a more sustainable future.

Customer Privacy Protection GRI 418-1

Management Method

Hitron Technologies places great importance on customer privacy and information security, regarding them as key cornerstones of brand reputation and sustainable operations. We comply with relevant domestic and international laws and regulations on personal data protection, and are committed to protecting customers' confidential information with the highest standards.

Mutual Non-Disclosure Agreement

While conducting business activities, Hitron and its customers sign non-disclosure agreements to clearly define the scope of use and protection obligations for confidential information, ensuring that relevant business personnel strictly comply with confidentiality requirements when performing their duties. To deepen information security awareness among all employees, we promote legal compliance related to intellectual property rights and trade secrets, as well as the concept of using legally licensed software, through education and training, enabling employees to fully recognize the importance of information security.

Management Method

- ✓ Mutual Non-Disclosure Agreement
- ✓ Employee Cybersecurity Training

Information Access Control

In terms of data access control, we implement strict permission management for confidential documents. Except for business-related personnel, employees who are not directly responsible for such documents must obtain approval from their immediate supervisor before receiving the necessary access rights, thereby actively preventing the risk of improper copying or data leakage. Hitron also continues to review its internal control mechanisms to ensure that the collection, processing, and use of customer data comply with laws and regulations and customer expectations.

Management Method

- ✓ Hierarchical Permission Management
- ✓ Management-Reviewed Data Collection

2025 Performance GRI 418-1

In 2025, Hitron Technologies did not receive any substantiated complaints concerning breaches of customer privacy, nor were there any incidents of customer data leakage, loss, or theft. This result demonstrates the effectiveness of our customer privacy management mechanism. In the future, we will continue to improve in response to customers' high expectations for data protection.

0 cases

Number of substantiated complaints concerning breaches of customer privacy

0 cases

Complaints received from external stakeholders

0 cases

Complaints received from regulatory authorities

0 cases

Identified incidents of customer data leakage, loss, or theft

5 Appendix

5.1 GRI Standards Index

5.2 SASB Metrics

5.3 Independent Assurance Statement of the Corporate Sustainability Report

5.1 GRI Standards Index

GRI 2 : General Disclosures 2021

Topic	GRI Standards	Disclosure Item	Corresponding chapter	Page No.	Explanation
The organization and its reporting practices	2-1	Organizational details	About Hitron Technologies	06	—
	2-2	Entities included in the organization's sustainability reporting	About the Report	03	—
	2-3	Reporting period, frequency and contact point	About the Report	03	—
	2-4	Restatements of information	—	—	No reclassification
	2-5	External assurance	About the Report	03	—
Activities and Workers	2-6	Activities, value chain and other business relationships	About Hitron Technologies 4.2.1 Value Chain Overview	06 91	—
	2-7	Employees	2.1 Workforce Profile	51	—
	2-8	Workers who are not employees	2.1 Workforce Profile	55	—
Governance	2-9	Governance structure and composition	Sustainability Practices - Sustainability Management Framework 1.1 Corporate Governance	11 34	—
	2-10	Nomination and selection of the highest governance body	1.1 Corporate Governance	34	—
	2-11	Chair of the highest governance body	1.1 Corporate Governance	34	—
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainable Development of Hitron Technologies 1.1 Corporate Governance 1.4 Risk Management	10 34 43	—
	2-13	Delegation of responsibility for managing impacts	1.1 Corporate Governance 1.4 Risk Management	34 43	—
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Practices - Sustainability Management Framework	11	—
	2-15	Conflicts of interest	1.1 Corporate Governance	34	—
	2-16	Communication of critical concerns	1.1 Corporate Governance Labor-management communication channels and relations	34 67	—
	2-17	Collective knowledge of the highest governance body	1.1 Corporate Governance	37	—

Topic	GRI Standards	Disclosure Item	Corresponding chapter	Page No.	Explanation
Governance	2-18	Evaluation of the performance of the highest governance body	1.1 Corporate Governance	37	—
	2-19	Remuneration policies	1.1 Corporate Governance	37	—
	2-20	Process to determine remuneration	1.1 Corporate Governance	37	—
	2-21	Annual total compensation ratio	N/A	N/A	Due to internal confidentiality regulations, disclosure is currently not permitted.
Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	Message from the Chairperson Sustainable Development of Hitron Technologies	05 10	—
	2-23	Policy commitments	Sustainable Development of Hitron Technologies 2.3 Human Rights Management	10 60	—
	2-24	Embedding policy commitments	Sustainable Development of Hitron Technologies 2.3 Human Rights Management	10 60	—
	2-25	Processes to remediate negative impacts	Stakeholder Engagement 1.3 Ethical Corporate Management	19 41	—
	2-26	Mechanisms for seeking advice and raising concerns	1.3 Ethical Corporate Management 1.6 Legal Compliance	41 49	—
	2-27	Compliance with laws and regulations	1.3 Ethical Corporate Management 1.6 Legal Compliance 4.1 Sustainable Products	41 49 84	—
	2-28	Membership associations	About Hitron Technologies	09	—
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	19	—
Stakeholder Engagement	2-30	Collective bargaining agreements	N/A	N/A	There are no labor unions in Taiwan.

GRI 3 : Material Topics 2021

Topic	GRI Standards	Disclosure Item	Corresponding chapter	Page No.	Explanation
Material Topics	3-1	Process to determine material topics	Stakeholder Engagement and Material Topics	19	—
	3-2	List of material topics	Stakeholder Engagement and Material Topics	19	—
	3-3	Management of material topics	Stakeholder Engagement and Material Topics	19	—

GRI Economic Topics

Topic	GRI Standards	Disclosure Item	Corresponding chapter	Page No.	Explanation
Economic Performance	201-1	Direct economic value generated and distributed	1.2 Financial Performance	39	—
	201-2	Financial implications and other risks and opportunities due to climate change	3.1 Climate Change Governance (TCFD)	71	—
	201-3	Defined benefit plan obligations and other retirement plans	2.4 Workplace Well-being	64	—
	201-4	Financial assistance received from government	1.2 Financial Performance	39	—
Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	2.4 Workplace Well-being	63	—
	202-2	Proportion of senior management hired from the local community	2.1 Workforce Profile	55	—
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	2.5 Social Participation	68	—
	203-2	Significant indirect economic impacts	2.5 Social Participation	68	—
Procurement Practices	204-1	Proportion of spending on local suppliers	4.2 Sustainable Supply Chain	91	Percentage of MRO local procurement: 97.69%.
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	1.3 Ethical Corporate Management	41	—
	205-3	Confirmed incidents of corruption and actions taken	1.3 Ethical Corporate Management	41	—
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	1.3 Ethical Corporate Management 1.6 Legal Compliance	41 49	No anti-competitive behavior, anti-trust, and monopolistic practices

GRI Environment Topics

Topic	GRI Standards	Disclosure Item	Corresponding chapter	Page No.	Explanation
Energy	302-1	Energy consumption within the organization	3.3 Sustainable Operations	77	—
	302-3	Energy intensity	3.3 Sustainable Operations	77	—
Water and Effluents	303-1	Interactions with water as a shared resource	3.3 Sustainable Operations	77	—
	303-2	Management of water discharge-related impacts	3.3 Sustainable Operations	77	—
	303-3	Water withdrawal	3.3 Sustainable Operations	77	—
	303-4	Water discharge	3.3 Sustainable Operations	77	—
	303-5	Water consumption	3.3 Sustainable Operations	77	—
Emissions	305-1	Direct (Scope 1) GHG emissions	3.2 Greenhouse Gas Inventory	75	—
	305-2	Energy indirect (Scope 2) GHG emissions	3.2 Greenhouse Gas Inventory	75	—
	305-3	Other indirect (Scope 3) GHG emissions	3.2 Greenhouse Gas Inventory	75	—
	305-4	GHG emissions intensity	3.2 Greenhouse Gas Inventory	75	—
	305-6	Emissions of ozone-depleting substances (ODS)	N/A	N/A	Imports and exports of non-ozone-depleting substances.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	N/A	No diesel, heavy oil, and other fuels are used as indirect materials in Hitron's production process but in the emergency generators for commonly used equipment with little impact on the environment, so SOx and NOx were not measured.
Waste	306-1	Waste generation and significant waste-related impacts	3.3 Sustainable Operations	77	—
	306-2	Management of significant waste-related impacts	3.3 Sustainable Operations	77	—
	306-3	Waste generated	3.3 Sustainable Operations	77	—
	306-5	Waste directed to disposal	3.3 Sustainable Operations	77	—
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	4.2 Sustainable Supply Chain	90	Evaluation of finished goods suppliers using new standards (Incorporating social responsibility)

GRI Social Topics

Topic	GRI Standards	Disclosure Item	Corresponding chapter	Page No.	Explanation
Employment	401-1	New employee hires and employee turnover	2.1 Workforce Profile	51	—
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2.4 Workplace Well-being	63	—
	401-3	Parental leave	2.1 Workforce Profile	57	—
Labor/ Management Relations	402-1	Minimum notice periods regarding operational change	—	—	Advance notices will be made in accordance with local regulatory requirements.
Occupational Safety and Health	403-3	Occupational health services	3.4 Occupational Safety and Health	80	—
	403-5	Worker training on occupational health and safety	3.4 Occupational Safety and Health	80	—
Training and Education	404-1	Average hours of training per year per employee	2.2 Learning and Development	59	—
	404-2	Programs for upgrading employee skills and transition assistance programs	2.2 Learning and Development	58	In addition, when employees retired or the employment was terminated, we provide them with pension as required by law and severance pay.
	404-3	Percentage of employees receiving regular performance and career development reviews	2.4 Workplace Well-being	63	All Hitron's indirect workers will receive performance evaluation each year (100% for both male and female).
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	1.1 Corporate Governance 2.1 Workforce Profile	34 51	—
	405-2	Ratio of basic salary and remuneration of women to men	2.4 Workplace Well-being	64	—
Non-discrimination	406-1	Incidents of discrimination and corrective actions	2.3 Human Rights Policy	60	No incidents or complaints of discrimination were reported
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2.3 Human Rights Policy 4.2 Sustainable Supply Chain	60 94	There were no operational sites or suppliers identified as having risks related to freedom of association or collective bargaining
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	2.3 Human Rights Policy 4.2 Sustainable Supply Chain	60 94	There were no operational sites or suppliers identified as having material risks associated with the use of child labor
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.3 Human Rights Policy 4.2 Sustainable Supply Chain	60 94	There were no operational sites or suppliers identified as having material risks related to forced or compulsory labor

Topic	GRI Standards	Disclosure Item	Corresponding chapter	Page No.	Explanation
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	4.2 Sustainable Supply Chain	90	—
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	4.1 Sustainable Products	84	—
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	4.1 Sustainable Products	87	—
Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	4.1 Sustainable Products	87	We did not violate any applicable laws and regulations.
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.3 Customer Relationships	101	—

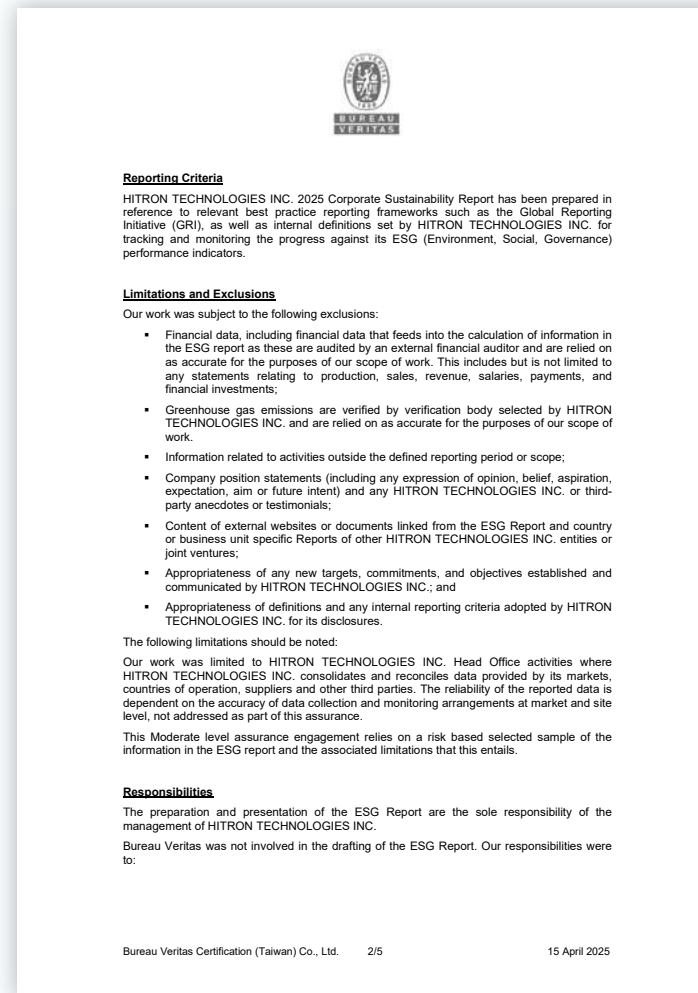
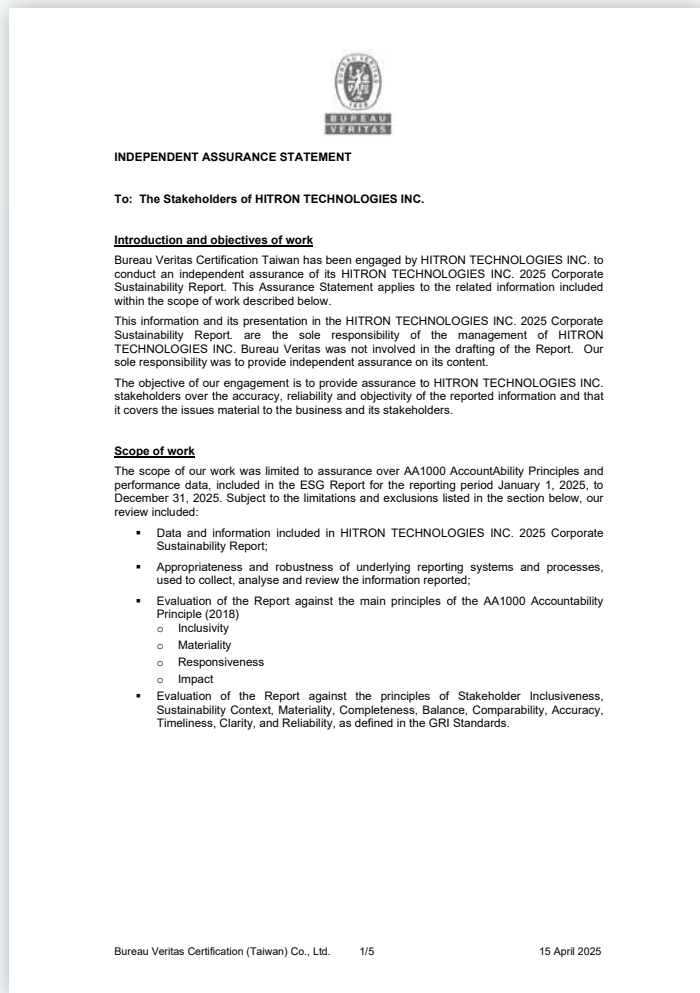
Other Topics

Topic	GRI Standards	Disclosure Item	Corresponding chapter	Page No.	Explanation
Innovation management	Hitron-1	Investment in product innovation	4.1 Sustainable Products	89	—
Product quality	Hitron-2	Violations related to quality management regulations Violations related to environmental regulations	4.1 Sustainable Products	87	—

5.2 SASB Metrics (classification changed to : hardware starting from 2025)

Disclosure Topic	Indicator Code	Nature	Disclosure Indicators	Corresponding Chapter / Supplementary Explanation	Page No.
Product Safety	TC-HW-230a.1	Qualitative	Description of the approach to identifying and managing risks related to product information security	This is a newly added disclosure topic after the classification change. The content is still being developed and will be disclosed in the next Sustainability Report once completed. 1.5 Information Security	N/A
Workforce Diversity and Inclusion	TC-HW-330a.1	Quantitative	Percentage of employees by (1) gender and (2) diversity group for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	2.1 Workforce Profile	51
Product Lifecycle Management	TC-HW-410a.1	Quantitative	Percentage of revenue from products containing declarable substances under IEC 62474	Hitron is a brand owner, and its raw materials are mainly controlled by outsourced manufacturing suppliers. At present, Hitron requires suppliers to comply with international regulations and standards, such as RoHS and REACH. Hitron will subsequently plan to investigate the applicability of IEC 62474 to its products and make the relevant disclosures.	N/A
	TC-HW-410a.2	Quantitative	Percentage of revenue from products compliant with EPEAT or equivalent standards	Not applicable. Hitron products are not required to obtain environmental labels.	N/A
	TC-HW-410a.3	Quantitative	Percentage of revenue from products with energy efficiency certifications	External power supplies used in Hitron products are 100% compliant with the U.S. Department of Energy Level VI energy efficiency standard, and products exported to Europe also comply with the EU ErP energy requirements. Voluntary energy efficiency certification is not currently planned.	N/A
	TC-HW-410a.4	Quantitative	Weight of end-of-life products and e-waste recovered, percentage recycled	Hitron has established standardized operating procedures and records for the recycling and treatment of scrapped products. In 2025, the weight of scrapped products handled by Hitron Hsinchu was 23.1 tons, 100% of which was entrusted to qualified waste clearance service providers for recycling and disposal. Among them, the weight of recyclable items was 3.596 tons, accounting for 14.35%.	N/A
Supply Chain Management	TC-HW-430a.1	Quantitative	Percentage of Tier 1 suppliers audited in the RBA Validated Audit Process (VAP) or equivalent audits, by (a) all suppliers and (b) high-risk suppliers	4.2 Supply Chain Management	90
	TC-HW-430a.2	Quantitative	Non-conformance rate of Tier 1 suppliers in the RBA Validated Audit Process (VAP) or equivalent audits, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	4.2 Supply Chain Management	95
Materials Sourcing	TC-HW-440a.1	Qualitative	Description of the management of risks associated with the use of critical materials	4.2 Supply Chain Management	90
Activity Metrics	TC-HW-000.A	Quantitative	Number of units produced by product category	Due to the involvement of confidential Company information, disclosure is not available. Please refer to p. 103 of the Company's 2024 Annual Report.	91
	TC-HW-000.B	Quantitative	Manufacturing area	4.2 Supply Chain Management	91
	TC-HW-000.C	Quantitative	Production rate of owned facilities.	Not applicable. Hitron is a brand company and has no production line.	N/A

5.3 Independent Assurance Statement of the Corporate Sustainability Report





- Provide Moderate level assurance as per AA1000 over the accuracy, reliability and objectivity of the information contained within the ESG Report;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our detailed conclusions and recommendations in an internal report to HITRON TECHNOLOGIES INC. management.

Assessment Standard

The assurance process was conducted in line with the requirements of the AA1000 Assurance Standard (AA1000AS v3), Type 2 at a Moderate level of assurance.

Summary of work performed

As part of our independent assurance, Bureau Veritas undertook the following activities:

1. Interviews with relevant personnel of HITRON TECHNOLOGIES INC.;
2. Review of documentary evidence produced by HITRON TECHNOLOGIES INC.;
3. Review performance data listed in report with sampling basis;
4. Visits to 1 site located in Taiwan (Hsinchu City);
5. Evaluate the design of internal systems, processes and controls for data collection, aggregation, analysis and reporting, including assessing the appropriateness of assumptions made, estimation techniques used and reporting boundaries;
6. Assess the disclosure and presentation of HITRON TECHNOLOGIES INC. 2025 Corporate Sustainability Report to ensure consistency with assured information.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The work was planned and carried out to provide reasonable, rather than absolute assurance and we believe it provides a reasonable basis for our conclusions.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in HITRON TECHNOLOGIES INC. 2025 Corporate Sustainability Report are accurate, reliable and free from material mistake or misstatement;
- The Report provides a fair representation of HITRON TECHNOLOGIES INC.'s activities over the reporting period;
- The information is presented in a clear, understandable and accessible manner, and allows readers to form a balanced opinion over HITRON TECHNOLOGIES INC.'s performance and status during the reporting period;



- The Report properly reflects the organisation's alignment to and implementation of the AA1000 Assurance Standard v3 principles of Inclusivity, Materiality, Responsiveness and Impact in its operations. Further detail is provided below;
- HITRON TECHNOLOGIES INC. has established appropriate systems for the collection, aggregation and analysis of relevant information;

Alignment with the principles of AA1000 Accountability Principle (2018)

Inclusivity

HITRON TECHNOLOGIES INC. has processes in place for engaging with key stakeholders including socially responsible investors, clients, employees, supply chain and local community; and has undertaken a number of formal stakeholder engagement activities in 2025 covering a range of material topics such as Economic, Social and Environment.

Materiality

The Report addresses the range of environmental, social and economic issues of concern that HITRON TECHNOLOGIES INC. has identified as being of highest material importance. The identification of material topics has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns.

Responsiveness

HITRON TECHNOLOGIES INC. is responding to those issues it has identified as material and demonstrates this in its policies, objectives, indicators and performance targets. The reported information can be used by the organisation and its stakeholders as a reasonable basis for their opinions and decision-making.

Impact

HITRON TECHNOLOGIES INC.'s management system can monitor, measure and be accountable for how their actions affect their broader ecosystems.

Key areas for ongoing development

Based on the work conducted, we recommend HITRON TECHNOLOGIES INC. to consider the following:

- Encouraging the organization to communicate with non-important stakeholders can also be included in the survey of sustainability issues, which will help the organization to respond in an integrated manner. (RESPONSIVENESS)



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