

ALLTEK TECHNOLOGY CO., LTD.
2025 SUSTAINABILITY REPORT

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ABOUT THIS REPORT

Overview of the Report

Alltek Technology Corp. (hereinafter referred to as "Alltek Technology" and "Alltek") issued the 2025 Sustainability Report (hereinafter referred to as the "Report").

Alltek upholds the principles of openness, transparency, and honesty, and presents in detail our communication with stakeholders and investment in sustainability issues. We continue to work hard to achieve the United Nations Sustainable Development Goals (SDGs) and will release a sustainability report every year in the future as a concrete action for Alltek to realize sustainable corporate management, allowing the public to understand the results of our efforts in promoting sustainable development.

- Visit the "Sustainability Report Download" Section on our Company Website to Access Electronic Versions from previous years.

Scope and Boundaries of the Report

- Financial performance: The scope of disclosure is consistent with the consolidated financial statements. Unless otherwise noted, all financial figures are calculated in New Taiwan Dollars.
- Non-financial performance: Mainly based on Alltek Technology, with some data covering subsidiaries included in the consolidated financial statements. In the future, the scope of disclosure will be expanded annually to gradually include information from other subsidiaries, thereby fully presenting the Group's various practices in sustainable management.
- The scope of disclosure information can be found in this report under "Information Disclosure Scope."

Information Disclosure Scope

● Included in the statistics scope with relevant data.

○ Included in the statistics scope with no relevant data.

Scope of Subsidiaries in the Consolidated Financial Statements (Note 1, Note 2)									
Sustainable Information	Alltek Technology Corp.	Pantek Technology Corp.	Alltek Marine Electronics Corp.	Alder Optomechanical Corp.	All Plus Co., Ltd.	Alltek Technology (Shenzhen) Co., Ltd.	Pantek International (Shenzhen) Co., Ltd.	Alltek Technology (H.K.) Ltd.	Alltek Technology (Singapore) Pte. Ltd.
Governance									
Finance Performance (GRI 201-1)	●	●	●	●	●	●	●	●	●
Government Subsidies (GRI 201-4)	●	○	●	○	○	○	●	○	●
Compliance (GRI 2-27)	●								
Participation in Public Associations (GRI 2-28)	●								
Risk Assessment for Anti-corruption (GRI 205-1)	●	●		●	●	●		●	
Integrity Management and Anti-corruption Policy Communication (GRI 205-2)	●								
Information Security	●								

Education (Custom)									
Less Paper Campaign (Custom)	•	•						•	
Environment									
TCFD (GRI201-2)	•								
Water Withdrawal (GRI 303-3)	•								
Energy Consumption (GRI 302-1)	•								
Greenhouse gas emissions (GRI 305-1, 305-2, 305-3)	•	•	•	•	•	•	•	•	•
Waste Generation (GRI 306-3)	•								
Society									
Talent Structure (GRI 401-1)	•								
Training and Education (GRI 404-1, 404-2, 404-3)	•								
Welfare care (GRI 401-2)	•								
Occupational accident situation	•								

(GRI 403-9, 403-10)									
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Note 1: All Plus Co., Ltd., Pantek Global Corp., Alltek Group Corp., and All Pan Co., Ltd. are investment holding entities, and their Environment and Society performance are included in the calculations of the main operating entities of the group. To avoid duplicate listings, they are not disclosed separately.

Note 2: General Life Biotechnology Co., Ltd. and YUBAN & COMPANY as the Group does not have operational control over them, they are not included in the scope of Environment and Society performance disclosure in this report.

Report Disclosure Time

This report was first issued in September 2022, and this is the fifth edition. It is published regularly each year in both Chinese and English versions.

The 2025 report covers the period from January 1, 2025 to December 31, 2025, presenting the management and performance of governance, environmental, and social aspects. The financial information is consistent with the financial report data certified by the CPAs, and some statistical data is quoted from annual reports, government agencies, and related websites.

Last publication date	August 2025
This publication date	August 2026
Estimated publication date of the next issue	August 2027

Restatement of Information

There are no significant changes in the content disclosed in this report compared to the previous report. If there is any restatement of information, it will be explained separately in that chapter.

Report management

Internal review:

The relevant information in this report is provided by the functional teams of the sustainability committee of Alltek. The information has been reviewed by the team leaders for accuracy and completeness, while the executive office of the sustainability committee is responsible for overall planning, communication integration, and data compilation. After completing the first draft of this report, the editorial members of each working group will proofread and revise the contents and data under their respective responsibility. After being reviewed by the head of each responsible department, the president will review and finalize the report, and report it to the chairman for issuance after approval.

External verification:

GREAT Certification was delegated to provide assurance for this report based on AA1000 AS v3 Type 1 Moderate Assurance Level and GRI Standards Version 2021 reference options. An Independent Assurance Opinion Statement is enclosed in Appendix.

Writing basis of the report

Issuing Unit	Guidelines and standards
The Global Reporting Initiative (GRI)	GRI Sustainability Reporting Standards (2021 version)
Taiwan Stock Exchange	1. Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies 2. Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies
United Nations	Sustainable Development Goals (SDGs)
Sustainability Accounting Standards Board	Industry standards for the Electronic Manufacturing Services & Original Design Manufacturing of the Sustainability Accounting Standards Board (SASB)
Task Force on Climate related Financial Disclosures (TCFD)	Task Force on Climate-related Financial Disclosures (TCFD)

Information quality

Category of information	Follow standards	Verification/assurance institutions
Sustainable Information	AA1000 AS v3 Type 1 Moderate Assurance Level	GREAT Certification
Financial figures	Consolidated financial report	Deloitte Taiwan
Information data	ISO 27001	SGS Taiwan Ltd.
Greenhouse gas inventory data	ISO 14064-1	Ryh-Tian International Certification Co.,Ltd.

Contact information

If you have any questions or suggestions regarding this report or Alltek Technology's corporate sustainability efforts, please contact us.

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Alltek Technology ESG Section

FROM THE OPERATOR

Standing at the turning point of rapid technological evolution in 2025, the world situation remains full of fluctuations and challenges. However, beneath the turbulent waves lies an unprecedented opportunity for transformation. As a leading member of the global network communication electronics industry, Alltek Technology consistently maintains a macro perspective and steady stride, seeking breakthroughs in the midst of change.



Chairman of Alltek Group
Louis Wu

In the past year, we have witnessed the AI industry transition from theory to full implementation. The vigorous development of AI is not only an innovation in skills but also a strong driving force for market demand. We believe that AI will be a key driver of global growth in the next decade, and Alltek Technology will follow this trend, forging ahead and seeking breakthroughs.

While pursuing business growth, we deeply understand that the success of a company must be built on the prosperity of the land and the balance of the ecosystem. In promoting sustainable ESG, we will continue to optimize supply chain management, reduce operational energy consumption, and invest in the construction of a green supply chain. In addition, we actively engage in local talent training, continuously participating in and sponsoring social welfare activities, transforming corporate resources into a force that warms the land.

Although the external environment is tumultuous, we are confident in the industry's prospects and future development. Alltek Technology will continue to join hands with all partners, advancing through transformation and sharing in success, to collaboratively create a smarter, more sustainable, and better future.

SUSTAINABILITY PERFORMANCE

Governance	
SDG 8 Decent Work and Economic Growth, SDG 9 Industry, Innovation and Infrastructure, SDG 12 Responsible Consumption and Production, SDG 16 Peace, Justice and Strong Institutions, SDG 17 Partnership for The Goals	
Achievements in 2025	Corresponding Section
Selected as a constituent stock in one ESG category.	1. About Alltek
No major illegal activities, lawsuits, or non-litigation events.	4.2 Integrity Management
100% of the board members received anti-corruption education, training, and communication. 95% of the whole team received anti-corruption training and education.	4.2 Integrity Management
The attendance rate of the members of each functional committee was 100%.	4. Governance
Obtain ISO 27001 certification.	4.4 Information Security Management and Digital Optimization
There were zero major information service interruptions.	4.4 Information Security Management and Digital Optimization
The warehouse's on-time delivery rate, delivery accuracy rate, and inventory accuracy rate are all 100%.	4.4 Information Security Management and Digital Optimization
Signing of the Supplier Corporate Social Responsibility Commitment. The signing rate of information technology providers is 100%.	4.5 Supply Chain Management

Environmental Aspect	
SDG 11 Sustainable Cities and Communities, SDG 12 Responsible Consumption and Production, SDG 13 Climate Action, SDG 15 Life on Land	
Achievements in 2025	Corresponding Section
All-rounded group completed the Scope 1 and Scope 2 Greenhouse Gas Inventory.	6.3 Energy Resource Management
The reduction in office machine paper usage is equivalent to saving 25.12 trees from being cut down.	4.4 Information Security Management and Digital Optimization
The paper usage for procurement and inventory in Taiwan's warehouse was reduced by 91.31% compared to the original process.	4.4 Information Security Management and Digital Optimization
The implementation of combined box operations in the warehouse saved a total of 1,045 paper boxes.	6.4 Green Warehousing
The warehouse environment has no packaging waste, and all received paper boxes and packaging materials are 100% recycled.	6.4 Green Warehousing
Organize an ecological tour of Keelung Islet to enhance employees' understanding of volcanic terrain, native plants, and ecosystems through environmental education, promoting awareness of the natural environment and ecological balance.	6.5 Biodiversity

Social aspect	
SDG 1 No Poverty, SDG 3 Good Health and Well-being, SDG 4 Quality Education, SDG 8 Decent Work and Economic Growth, SDG 10 Reduced Inequalities, SDG 11 Sustainable Cities and Communities, SDG 17 Partnership for The Goals	
Achievements in 2025	Corresponding Section
Zero cases of occupational diseases and occupational injuries.	5.3 Healthy Workplace
Provide a diverse range of educational training courses, with employees receiving a total of 6717.25 hours of annual education and training.	5.4 Happy Enterprise
Continue to promote employee shareholding trust, achieving an employee participation rate of 50%.	5.4 Happy Enterprise
The proportion of local talents hired as senior executives at Alltek's Taiwan operational sites is 100%.	5.4 Happy Enterprise
Promoting social inclusion through three aspects: social welfare, cultural arts, and industry-academia collaboration: Donations for recruitment, retention, and talent training at National Taiwan University Hospital; donations of LED light bulbs and office equipment, and Christmas charity sales as part of public welfare initiatives; support for various cultural activities such as the film "Marching On," the concert "Mo Xie," and the Ju Percussion Group; collaboration research projects with Taiwan Tech and National Formosa University to support talent training.	4.1 Corporate Economic Performance 5.1 Social Inclusion
Implemented the "Custos" Sustainable Action Management Platform, with the whole team accumulating a total of 3,879 green actions within two weeks.	5.1 Social Inclusion

1. ABOUT ALLTEK

Alltek Technology Corp. Basic Information

- Date of establishment: April 15, 1991
- Date of listing: November 26, 2008
- Ownership and Legal Form: Publicly traded company, listed and traded on the Taiwan Stock Exchange.
- Stock Code: 3209
- Industry Category: E-Commerce Industry
- Headquarters location: 9F., No. 360, Ruiguang Rd., Neihu District, Taipei City
- Number of participants: Alltek Technology has a total of 247 employees, while Alltek Group has a total of 565 employees.

Business Philosophy

- Integrity and Pragmatism: Adhering to the principle of integrity with a pragmatic approach to business, we keep our commitments to customers, suppliers, employees, and shareholders.
- Professionalism and Efficiency: Upholding a professional and highly efficient approach, we prioritize customer needs, promptly resolve issues, and collaborate with customers to create opportunities together.
- Innovation and Improvement: Embracing a philosophy of continuous improvement in research and development, marketing, management, and service, we strive for excellence, constantly fostering new ideas, and maintaining innovative leadership.
- Team collaboration: focus on team collaboration, we value teamwork, with each member playing their role and leveraging their expertise. by fostering consensus and harnessing the collective strength of all, we unleash the synergistic power that drives corporate competitiveness.

Corporate Positioning

Alltek Technology's operational headquarters is located in Taiwan, with service locations in China (including Hong Kong) and Singapore.

Service locations:

- * Taiwan: Taipei, Hsinchu, Kaohsiung
- * China: Hong Kong, Shanghai, Shenzhen, Chengdu, Wuhan, Xiamen, Chongqing, Suzhou, Qingdao, Jinan, Beijing.
- * Singapore



Industrial Value Chain

The Company is a semiconductor distribution operator, which is a part of the semiconductor component industry in the upstream of the information industry. With respect to the current state of the industry, semiconductor channel operators play the role of service provider and buffer of logistics, money and information flow in the overall electronic component supply chain. For this reason, the Company needs to meet both the expectations of upstream OEMs and the needs of downstream customers.

The Company distributes active components mainly for communications. In recent years, the Company has continued to expand product types by adding a number of passive components and memory brands. The Company's main customers are network communication product manufacturers and foundries. The Company has been cultivating its business for many years in Taiwan, China, and Hong Kong with ongoing growing revenue.

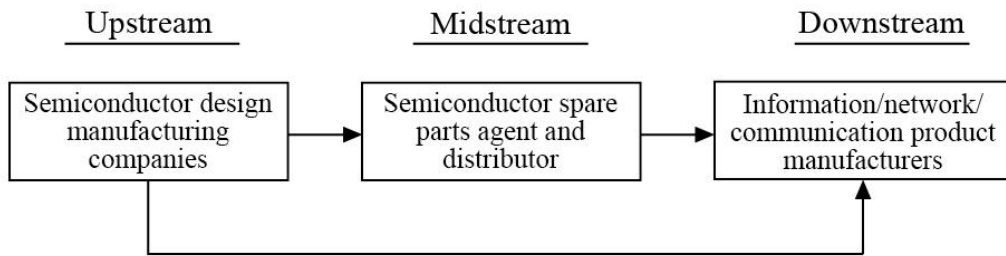
There were no significant changes in the value chain or business relationships disclosed in this Report compared with the previous reporting period.

➤ **Positioning of the Alltek in the Value Chain**

Most semiconductor distributors are expanding their economic scale to enhance performance and profitability, leading to a series of mergers and acquisitions. While Alltek positions itself as a "professional value-added distributor," which is also a key to the sustainability of the Company. Since establishment, Alltek has adopted total solution as its main marketing model, breaking through the limitations of general parts distributors who provide only price and delivery service. As well as this, Alltek has also introduced numerous communication semiconductors and solutions to customers to help customers solve the bottleneck of product development, to stand on the market with professionalism, and to meet the diversified needs of customers.

➤ **Correlation among the Upstream, Midstream and Downstream of the Industry**

The upstream of the semiconductor industry is semiconductor design and manufacturing companies; the midstream is distributors; and the downstream is manufacturers of various products such as information, network, and communication products. Due to the wide distribution of upstream and downstream of electronic components, and the high professionalism and technical knowledge required for various components, the supply chain management is more complicated, forming the business of semiconductor distributors.



Corporate Positioning

Alltek's goal is that we continue to pursue is the best interests of our shareholders, customers, suppliers, and employees. We also strive to enrich our capabilities and strength with a foothold in Taiwan, deep cultivation in China, with a global vision. We are able to maintain our leading position in the field of IC channel industry, and will continue to develop into a leading manufacturer of professional communication components in the Asia-Pacific region as the goal.

➤ Professional Team, Cutting-Edge Technology

With the independent core technology and solid and outstanding R&D foundation, Alltek has established its own laboratory to engage in the development of modular circuits, Application Specific Integrated Circuits (ASIC) and complete systems in conjunction with the distributor line products. Our R&D team has many years of practical experience, focusing on wired and wireless communications, telecommunication equipment, data and network communications, information software and hardware development, and digital circuit design.

➤ Vertical Development and Horizontal Integration

At Alltek, we insist on profit and prosperity sharing with employees and shareholders. Through rigorous professional education and training, experience sharing and inheritance, and project implementation, the Company nurtures and inspires employees to grow at the same time as the Company to achieve horizontal integration. At the same time, we combine the professionals in products, technologies, and marketing to form a golden service triangle. By doing this, we are able to truly grasp the needs of customers, play the role of professional consultants while being a supplier, providing the most comprehensive and timely services.

Products and Services

Since inception, the Company has always adhered to the goals of technological leadership and differentiated management; hence, we have accumulated profound technologies in the communication field. We continue to develop on the principle of steady profitability, to stabilize and expand our existing foundation.

Main Products	Important Use
Wired broadband components	Semiconductor components for wired broadband transmission, suitable for office equipment, mobile and computer devices, servers, data, audio and video, and network transmission equipment.
Wireless communication components	Semiconductor components for short-distance wireless transmission, suitable for personal computers, notebook computers, tablet computers, servers, industrial and automatic control, mobile devices, mobile phones, and portable consumer products.
Optical fiber communication components	Semiconductor components required for long-distance high-speed transmission, suitable for transmission equipment of central office equipment, passive optical network and point-to-point high-speed network.
Semiconductor components for digital imaging and audio processing, broadcasting, and transmission	Suitable for signal conversion and processing signals from digital set-top boxes, audio/video servers, network players, video communications, audio/video entertainment devices.
Semiconductor components required for communication interface protection	Isolation and protection component suitable for preventing lightning strike, surge, and electrostatic induction of office equipment, network gateways, network transmission, and data communication products.

Semiconductor components for storage and energy conversion	Widely used in power supply, management components, memory, clock signal, high-speed signal interface driving system and peripheral discrete devices.
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Short-term and Long-term Business Development Plans

Short-term Development Plan	Long-term Development Plan
(1) Establish comprehensive technical services and cultivate long-term competitive advantages.	(1) Establish the No. 1 brand of professional network communication agency in Asia Pacific.
(2) Enrich the product agent line which will be made more complete.	(2) Construct an organization and culture of sustainable management.
(3) Enhance the functions of employees.	(3) Invest in related industries to improve operational synergies.

R&D and Innovation

The Company has a Technical R&D Department to provide various technology value-added services. In addition to related product research and analysis, there are also Field Application Engineer (FAE) to provide customers with overall solutions from the early stage of product design to the completion of sample testing.

➤ **R&D expenses for the most recent two years recorded in the consolidated financial statements**

Unit: NT\$ hundred million

Item/Year	2024	2025
Net operating revenue (A)	458.93	473.83
Annual R&D expenses (B)	1.49	1.58
R&D expenses as a percentage of net operating revenue (B)/(A)	0.32%	0.33%

➤ **Technologies or Products Successfully Developed in the most Recent Year**

Year	Product Name	Product Content	Product usage
2026	Remote Monitoring Digital Image Transmission Server Software Module	The integration of image streaming and web management skills, the architecture can be integrated with industrial HMI platforms of the image server software module.	Industrial Human-Machine Interface
2026	Implement High-Resolution Visible And Thermal Image Overlay Technology On The Edge Artificial Intelligence Platform.	Utilizing an AI chip platform, digitize visible and thermal images, and provide clear object detail recognition functionality in high-temperature environments through precise positioning and overlay computation.	AI Video Surveillance
2025	Wireless Communication Solution for Electric Vehicle Charging Measurement	A wireless hardware and software integrated solution for transmitting charging information to electric vehicles and charging equipment via Bluetooth Low Energy (BLE).	Electric Charging System
2025	Embedded AI Long-Range Digital Surveillance System	Integrating an AI chip with a WiFi HaLow-based wireless image transmission module, providing a demonstration of traffic monitoring capabilities.	Edge Artificial Intelligence and Video Surveillance

➤ **Current Product Categories and New Products Planned to be Developed**

The company's main business is the agency sales of semiconductor products for various countries' network communications, including wired broadband components, wireless communication components, optical communication components, voice processing components, communication protection components, etc. For information on these products, please visit our [website](#).

Participation in Public Associations

➤ **Taipei Electronic Parts Business Association**

As a professional distributor of electronic components, Alltek Technology has been deeply involved in this field for many years and maintains a good competitive and cooperative relationship with peers. Since the early days of the Taipei Electronic Component Business Association, Alltek Technology has been invited to join as a member. Over the years, the association has been led by the general manager or senior executives of Alltek Technology, working together to promote industry development and share business opportunities. In 2025, Hank Hsieh, the general manager, was appointed as the director.

➤ **Taiwan Climate Partnership**

Taiwan Climate Alliance was officially formed in 2022. Founding members include 8 leading technology companies, including AUO, Delta Electronics, TSMC, Microsoft Taiwan, Lite-On, Acer, Pegatron, and Asus. Group members cover more than 100 major domestic optoelectronics, semiconductors, and electronic components suppliers, and is an important platform for the sustainability development of the integrated electronics industry. The mission of the alliance is to assist Taiwan's supply chain in reducing carbon in line with international standards, and to cooperate with partners and extensively communicate with international organizations to introduce the global climate pulse to Taiwan, conduct a systematic low-carbon transformation, and develop better competitiveness. Upon the recommendation and invitation of the founding member, LITEON Technology, we joined the Taiwan Climate Alliance as the beginning of its founding year. Together with the upstream and downstream communities of the industry, we continue to contribute to climate change issues.

➤ **TWCERT/CC Taiwan Cybersecurity Alliance**

The Taiwan Information Security Alliance (TISA) was established in 1998 and serves as an important external interface for Taiwan in handling cybersecurity incidents. It is responsible for coordinating and communicating with CERT organizations worldwide, continuously monitoring information security incidents and potential threats. Since Alltek cannot single-handedly protect critical information infrastructure, it applied to join TWCERT/CC as a general member. Through TWCERT/CC, Alltek is connected to a global information security defense system, strengthening its ability to respond to international

information security incidents. This collaboration helps protect the company's important digital information security by sharing information security intelligence and handling incidents to accumulate response experience. It also enhances the information security capabilities of company personnel and incident resolution efficiency, reducing the impact of incidents on the enterprise.

➤ **Smart Industrial Computer IoT Association**

The Smart Industrial Computer IoT Association (ICAA) is a legally established non-profit society with a total membership exceeding 110 companies. Its members primarily consist of core manufacturers and key component suppliers in the industrial computer (IPC) and Internet of Things (IoT) industries, many of which are publicly listed companies. Aims to promote the deep integration of Information and Communications Technology (ICT), Artificial Intelligence (AI), and Robotics with various industry sectors, facilitating the comprehensive development of cross-domain applications such as smart transportation, intelligent surveillance, green energy industry, smart manufacturing, smart machinery, smart healthcare, and innovative industries. Alltek Technology joined the association in 2026, actively participating and committing to uniting industry consensus, strengthening industrial division of labor, and fostering customized collaboration. It aims to create an intelligent application environment centered on AI and the Internet of Things (IoT), accelerating the implementation of smart industrial computers and smart solutions, thereby achieving the sustainable development and global competitiveness of Taiwan's smart industry ecosystem.

Major Events of Alltek in the past three years

2025
The "Sustainability Performance in 2024" has been externally verified for the third consecutive year.
Ranked 45th in the CommonWealth Magazine "Top 2000 Survey: Top 500 Service Companies". (Based on the 2024 performance)
Obtain ISO 27001 certification.
2024
Won the Silver Award for Corporate Sustainability Report in the Taiwan Corporate Sustainability Awards (TCSA).
The "Sustainability Performance in 2023" has been externally verified for the second consecutive year.
Ranked 36th in the CommonWealth Magazine "Top 2000 Survey: Top 500 Service Companies" (Based on the 2023 performance)
Sports Administration, Ministry of Education, 2024 Sports Enterprise Certification
National Healthy Workplace Certification by the Ministry of Health and Welfare Health Promotion Seal
2023
Won the Bronze Award for Corporate Sustainability Report in the Taiwan Corporate Sustainability Awards (TCSA).
The "Sustainability Performance in 2022" has been externally verified for the first time.
Ranked 34th in the CommonWealth Magazine "Top 2000 Survey: Top 500 Service Companies" (Based on the 2022 performance)

Alltek's Awards and Recognitions in 2025

Selected for the Taiwan ESG Low Carbon High Yield 40 Index.

Alltek Technology's selection for the "Taiwan ESG Low Carbon High Yield 40 Index" affirms its achievements in sustainable governance and low-carbon transition, while also highlighting its profound value in long-term operational resilience. Among 1,843 listed companies in Taiwan, the index meticulously selects 40 benchmark enterprises known for their outstanding ESG performance (rated BBB or above in the TIP Taiwan Sustainability Ratings), low-carbon operational strength, and stable dividend distribution capability.

Ranked 45th in the Commonwealth Magazine "Top 2000 Survey: Top 500 Service Companies".



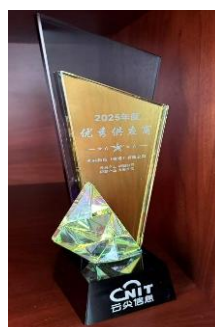
Prestige Commerce Development Award Awarded by ZEISS



Best Potential Partner Award plaque Awarded by PHISON



Excellent Supplier Award CNIT Cloud Apex Information presents an award to Alltek Technology (Hong Kong) Co., Ltd.



2. SUSTAINABLE ACTION

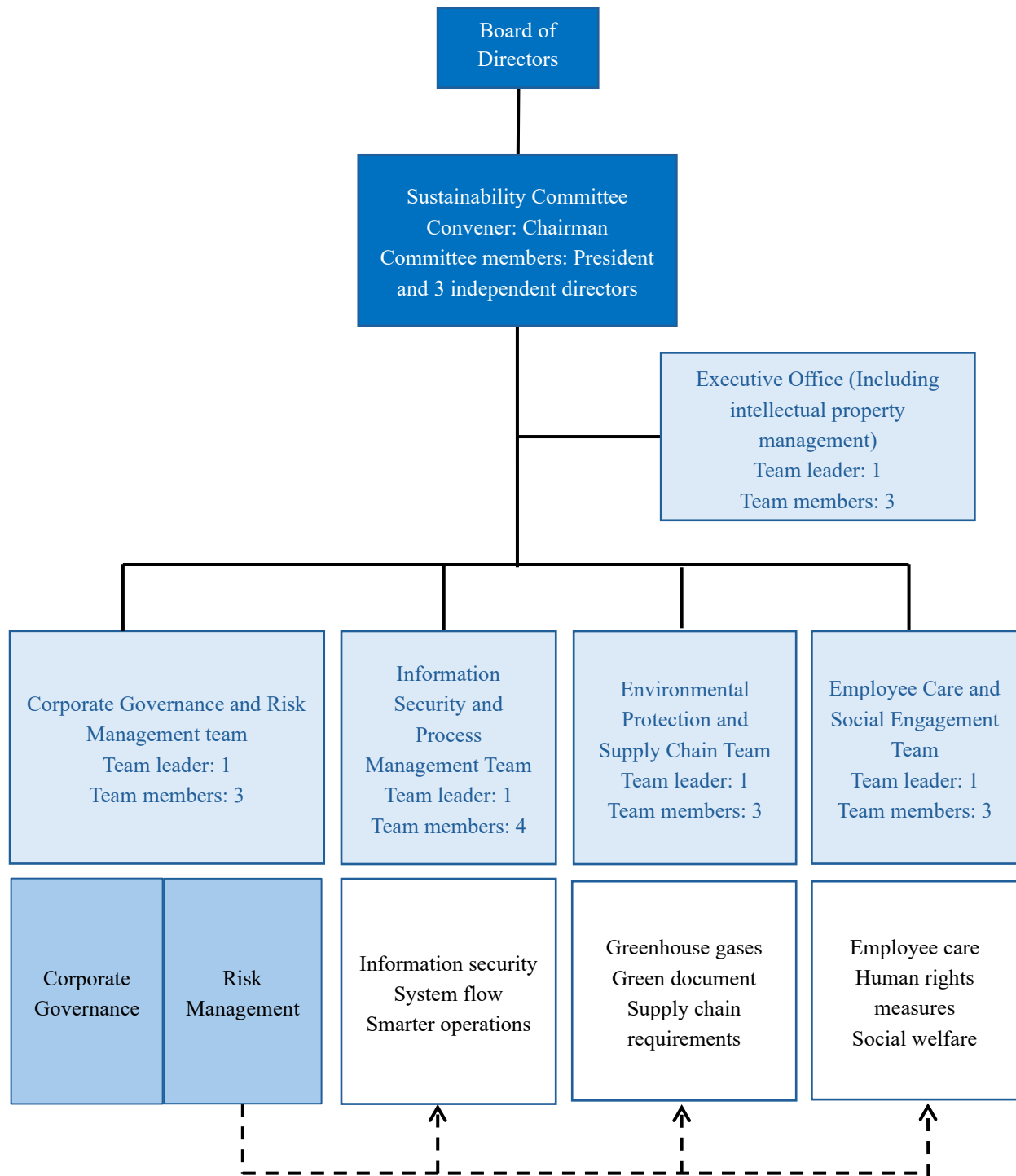
An Organization that Facilitates Sustainability

To implement the concept of sustainable management and fulfill corporate social responsibility, Alltek has established the "Sustainability Committee" and formulated the Organizational Procedures of the Council for Sustainable Development, the Practical Guidelines for Sustainable Development, and "Sustainability Information Management Practices". The committee consists of the general manager of our company and 3 independent directors to effectively promote the setting of the company's sustainable goals. The committee is chaired by the chairman of the board and has an executive office, with the secretary-general of the executive office responsible for promoting and coordinating overall sustainable development. It includes sub-groups such as the Corporate Governance and Risk Management Team, Information Security and Process Management Team, Environmental Protection and Supply Chain Team, and Employee Care and Social Engagement Team. These sub-groups are responsible for proposing, executing, and reporting on corporate sustainability-related matters. Each team has a team leader who is responsible for the communication and coordination of matters under the control of the team, and compiles the information related to the team's responsibility to facilitate various projects and respond to major issues of various functions.

In principle, the "Sustainability Committee" shall be convened every six months, with the flexibility to adjust if necessary, provided it is convened at least once a year. If the chair is unable to preside over the meeting for any reason, he/she shall appoint a member to act on his/her behalf. In addition to the regular meetings attended by committee members and sub-group leaders, each meeting can be convened by the convener of each functional sub-group as needed, inviting relevant personnel to attend the meeting.

Note: For the list of members of the Sustainability Committee, their duties, annual attendance, and the Board of Directors' oversight of sustainable development, please refer to Section 4. Governance - Sustainability Committee.

Alltek Technology Sustainability Promotion Organization



3. MANAGEMENT OF SUSTAINABILITY ISSUES

Stakeholder Identification

Alltek deeply understands that communication with stakeholders is a fundamental cornerstone for a company to fulfill its social responsibility and achieve sustainable development. In order to listen to the diverse voices of stakeholders, we have established multiple communication channels to enable effective dialogue with them. Through stakeholder identification and communication, we can accurately understand stakeholders' concerns regarding the company's performance in economic, environmental, and social dimensions, serving as a reference for Alltek Technology's management policy formulation. We adopt the five core principles of the AA1000 Stakeholder Engagement Standards—Dependency, Responsibility, Tension/Concern, Influence, and Diverse Perspectives—as the basis for stakeholder identification. Based on the relevance of each department's operations and by referring to stakeholder groups in the same industry, we have selected the key stakeholder groups. This year, members of the Sustainability Development Committee discussed and reviewed the categories of stakeholders, which are classified into five major groups: employees, customers, product suppliers, service providers, and investors/banking partners. When engaging with stakeholders, we always maintain positive interactions and establish diverse and smooth communication channels to listen to their opinions and suggestions on the company's economic, environmental, and social practices. These insights serve as references for future formulation of company management policies and for timely adjustments to our management strategies and practices.

➤ **Five principles for identifying stakeholders:**

Dependency	Stakeholders who directly or indirectly rely on the Alltek's activities, products, services, or related operations.
Responsibility	Stakeholders that Alltek has current or future legal, economic, business, and moral responsibilities.
Tension	Stakeholders concerned with financial, economic, social, and environmental issues related to Alltek.
Influence	Stakeholders that have strategic influence or decision-making ability on Alltek.
Diverse Perspectives	Stakeholders with diverse perspectives who can bring new awareness and opportunities to Alltek.

Stakeholders' Concerns and Communication Channels

While we continue to pursue company growth, we also value the voices and suggestions of all stakeholders. With an open-minded attitude, we absorb diversified opinions and suggestions from all parties, understand the needs and view of our stakeholders to resolve unnecessary misunderstandings and disputes. At the same time, we grasp the risks that the Company may encounter, and the blind spots in management. By doing so, the Company can adjust and respond to business strategies at any time, and work with stakeholders to achieve win-win situation to achieve the concept of sustainability. To ensure the implementation of various material issues and the achievement of goals, the Sustainability Committee convenes every six months to review the progress of the implementation of corporate sustainability proposals, and compile related results and materials, the results of discussions with stakeholders, and proposals for sustainable promotion for review by the head of authority, to be submitted to the Board of Directors each year in accordance with the regulations. Stakeholder Communication Report for the Year November 2025.

Stakeholders	Importance to Alltek	Topics of Concern	Communication Method and Frequency	Corresponding Chapter
Employees	At Alltek, employees are the backbone of the Company's sustainability and important partners in its growth. Given this, building a happy company and caring for employees are our priority.	(S) Occupational Health and Safety (S) Talent Attraction and Retention (S) Employee work-life balance and Health Promotion (S) Organizational	● Company Internal EIP Website: Real-time/as needed ● Complaints Inbox (Green Window): As needed ● All-employee Meeting: Quarterly ● Inter-departmental	5.2 Human Rights Protection 5.3 Healthy Workplace 5.4 Happy Enterprise

		Diversity, Equality, and Inclusion (S) Employee Training and Development	Meeting: Monthly ● Labor-management meeting: Quarterly ● Welfare Committee meeting: As Needed, subject to schedule ● Health care consultation: Monthly	
Customers	Customer recognition is the direction of our continuous improvement and the provision of high value products. Customer satisfaction is critical to the Company's business development goals. Therefore, customer	(G) Compliance (G)Corporate governance and integrity operations (G) Implementation of Anti-corruption (G)Management Performance (G) Information security and customer privacy protection	● Meetings: Real-time/as needed ● Telephone: Real-Time/as needed ● E-mail: Real-time/as needed ● Company Internal EIP Website: Real-time/as needed	2. Sustainable Action 4. Governance 4.1 Corporate Economic Performance 4.2 Integrity Management 4.3 Risk Management 4.4 Information Security Management and Digital Optimization

	relationship management is a topic that we attach great importance to.			
Product suppliers	The Company selects suppliers professionally to provide quality products in the supply chain. As suppliers are the important partners of our operations, we strive for long-term and stable cooperative relations with them to further implement our sustainable development.	(G) Risk management and Internal control system (G) Implementation of Anti-corruption (S) Talent Attraction and Retention (S) Employee Communication and Coordination (S) Information security and customer privacy protection	● Meetings: As needed ● Telephone: As needed ● E-mail: As needed ● Company Internal EIP Website: As needed	2. Sustainable Action 4. Governance 4.2 Integrity Management 4.3 Risk Management 4.4 Information Security Management and Digital Optimization 5.2 Human Rights Protection 5.3 Healthy Workplace 5.4 Happy Enterprise
Service providers	The company works collaboratively with service providers to provide value	(G) Supplier assessment (G) Digital Optimization (G) Professional resilience and	● Meetings: As needed ● Telephone: As needed ● E-mail: As needed	4.2 Integrity Management 4.3 Risk Management 4.4 Information

	chain logistics and information flow services.	adaptability in the global trade environment (G) Implementation of Anti-corruption (S) Occupational Health and Safety (S) Employee Communication and Coordination (S) Information security and customer privacy protection	● Service Provider Evaluation: Annually	Security Management and Digital Optimization 4.5 Supply Chain Management 5.2 Human Rights Protection 5.3 Healthy Workplace
Investors/ corresponding banks	Investors and shareholders play an important role in supporting the sustainable development of the Company. Only by communicating with investors about the Company's	(G)Corporate governance and integrity operations (G) Compliance (G) Risk management and Internal control system (G)Management Performance (G)	● Public Information Observation Station: As needed ● Corporate website: as needed ● Telephone: As needed ● E-mail: As needed	2. Sustainable Action 4. Governance 4.1 Corporate Economic Performance 4.2 Integrity Management 4.3 Risk Management 4.4 Information

	business performance and sustainable governance performance can the Company gain investors' attention and achieve sustainable development.	Implementation of Anti-corruption (G) Tax information transparency (G) Supplier assessment (G) Professional resilience and adaptability in the global trade environment (S) Employee Communication and Coordination (S) Occupational Health and Safety (S) Information security and customer privacy protection	● Correspondence: As needed ● Investor conference: As needed ● Shareholders' Meeting: Annually	Security Management and Digital Optimization 4.5 Supply Chain Management 5.2 Human Rights Protection 5.3 Healthy Workplace
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Analysis of Material Issues

Alltek refers to the four-stage materiality identification process of GRI Standards (2021), analyzing the issues of concern to stakeholders through the materiality analysis process. Moreover, the issues are ranked according to the level of concern to effectively respond to the issues of concern to stakeholders. Material issue identification is conducted at least once every three years, and the most recent survey of stakeholders' sustainability issues was conducted in 2025. Every year, the Sustainability Committee will continue to review the results of communication with stakeholders and adjust the annual material issues in a timely manner.

➤ The Process of identifying Material Topics

Step1 Understand the context of organizational sustainability	Referencing international standards and guidelines (GRI, SASB, SDGs, TCFD), and through issues related to the domestic and international electronic channel industry, business relationships in the value chain, and external regulations faced by the industry regarding economic, environment, and human (including human rights) risks and challenges, evaluate the relevance to stakeholders, and design a sustainability issues list. The Sustainability Committee Executive Office, through the sustainable issue identification process, compiled 34 sustainable issues.
Step2 Assess issues to identify actual and potential impacts	The functional subcommittee of the Sustainability Committee evaluated 34 sustainability issues, assessing the current or potential positive and negative impacts on the company's operations and its external economic, environmental, and human (including human rights) aspects.
Step3 Assessment of significance of impact	The assessment mechanism is as follows: (1) Stakeholder Concern Survey: Invite internal and external key stakeholders and functional subcommittee members to participate in a questionnaire survey to assess the "Level of Concern" and "Level of Impact" of 34 sustainability issues, with a total of 167 valid questionnaires collected. (2) Significance of Impact Analysis and Determination:

	The functional subcommittee of the Sustainability Committee determines the significance criteria based on the product of the "Level of Impact" and "Likelihood of Occurrence," and incorporates the stakeholders' level of concern for a comprehensive evaluation to establish the final evaluation results of the significance level of positive and negative impacts for each issue.
Step4 Priority is given to reporting issues with high significance	After a significance analysis by the Sustainability Committee function team, 6 Material Topics were decided: "Management Performance," "Corporate Governance and Integrity Operations," "Employee Training and Development," "Compliance," "Professional Resilience and Adaptability in the Global Trade Environment," "Information Security and Customer Privacy Protection." The aforementioned Material Topics were submitted to the Board of Directors for approval in November 2025 to ensure consistency between the Material Topics and the Company business risks and long-term development strategy. Based on this, a matrix diagram of positive and negative significant issues was drawn.

➤ **Positive and Negative Level of Impact**

Level of impact ◎High Level ● Mid-Level ○ Low Level

Issue	Significance of Positive Impact	Significance of Negative Impact
(G) Compliance	◎	○
(G) Management performance	◎	◎
(G) Corporate governance and integrity operations	◎	◎
(G) Professional resilience and adaptability in the global trade environment	◎	◎
(G) Compliance with local gender pay equality and hiring of local talents	●	●
(G) Risk management and Internal control system	●	●
(G) Financial implications and risks and opportunities of climate change	○	●
(G) Implementation of Anti-corruption	○	○
(G) Digital optimization	○	○
(G) Local procurement in the supply chain	○	○
(G) Applications and services of sustainable and innovative design	○	○
(G) The government provides financial subsidies.	○	○
(G) Tax information transparency	○	○
(G) Supplier assessment	○	●
(G) Impact assessment of infrastructure investment and support services	○	○
(S) Employee training and development	◎	●
(S) Occupational health and safety	●	○
(S) Information security and customer privacy protection	◎	●
(S) Talent attraction and retention	●	●
(S) Employee communication and coordination	●	●
(S) Employee work-life balance and health promotion	●	○

(S) Organizational diversity, equality, and inclusion	○	●
(S) Participation and investment in social welfare	○	○
(S) Industry-University collaboration and talent training	○	○
(S) Support and promotion of arts and culture	○	○
(S) Participation in corporate public policy	○	○
(S) The impact of business operations on the local community	○	○
(S) Product labeling responsibility and safeguarding customer health and safety	○	○
(E) Greenhouse gas emissions and reduction	●	●
(E) Energy resource management	●	●
(E) Water resource management	●	○
(E) Waste management and resource reuse	●	●
(E) Supply chain due diligence	○	●
(E) Biodiversity and ecological conservation	○	○

➤ **Level of Stakeholder Concern Analysis Results**

Ranking	Issue	Tension/Concern
1	Occupational Health and Safety	High level of concern
2	Talent Attraction and Retention	High level of concern
3	Management Performance	High level of concern
4	Employee Communication and Coordination	High level of concern
5	Information Security and Customer Privacy Protection	High level of concern
6	Employee Training and Development	High level of concern

7	Employee work-life balance and Health Promotion	High level of concern
8	Organizational Diversity, Equality, and Inclusion	High level of concern
9	Risk management and Internal control system	High level of concern
10	Corporate Governance and Integrity Operations	High level of concern
11	Implementation of Anti-corruption	Moderate level of concern
12	Compliance	Moderate level of concern
13	Digital Optimization	Moderate level of concern
14	Professional Resilience and Adaptability in the Global Trade Environment	Moderate level of concern
15	Applications and Services of Sustainable and Innovative Design	Moderate level of concern
16	Supplier Assessment	Moderate level of concern
17	Tax Information Transparency	Moderate level of concern
18	Supply Chain Due Diligence	Moderate level of concern
19	Compliance with Local Gender Pay Equality and Hiring of Local Talents	Moderate level of concern
20	Product Labeling Responsibility and Safeguarding Customer Health and Safety	Moderate level of concern

21	Waste Management and Resource Reuse	Moderate level of concern
22	Industry-University Collaboration and Talent Training	Moderate level of concern
23	Participation and Investment in Social Welfare	Moderate level of concern
24	Greenhouse Gas Emissions and Reduction	Moderate level of concern
25	Local Procurement in the Supply Chain	Low level of concern
26	Energy Resource Management	Low level of concern
27	Financial Implications and Risks and Opportunities of Climate Change	Low level of concern
28	The Government Provides Financial Subsidies	Low level of concern
29	Biodiversity and Ecological Conservation	Low level of concern
30	Water Resource Management	Low level of concern
31	Impact Assessment of Infrastructure Investment and Support Services	Low level of concern
32	The Impact of Business Operations on the Local Community	Low level of concern
33	Support and Promotion of Arts and Culture	Low level of concern
34	Participation in Corporate Public Policy	Low level of concern

Matrix of Material Topics

With reference to the GRI Material Topics 2021 Procedure, this year, 34 sustainability issues were evaluated with separate assessments of positive and negative impacts. The determination of significance is based on the product of the "Level of Impact" and "Likelihood of Occurrence," and comprehensively considers the level of stakeholder concern to identify highly significant issues as the priority reporting topics for the year.

In the year 2025, a total of six material topics were identified through evaluation:

(G) Corporate governance and integrity operations

(G) Compliance

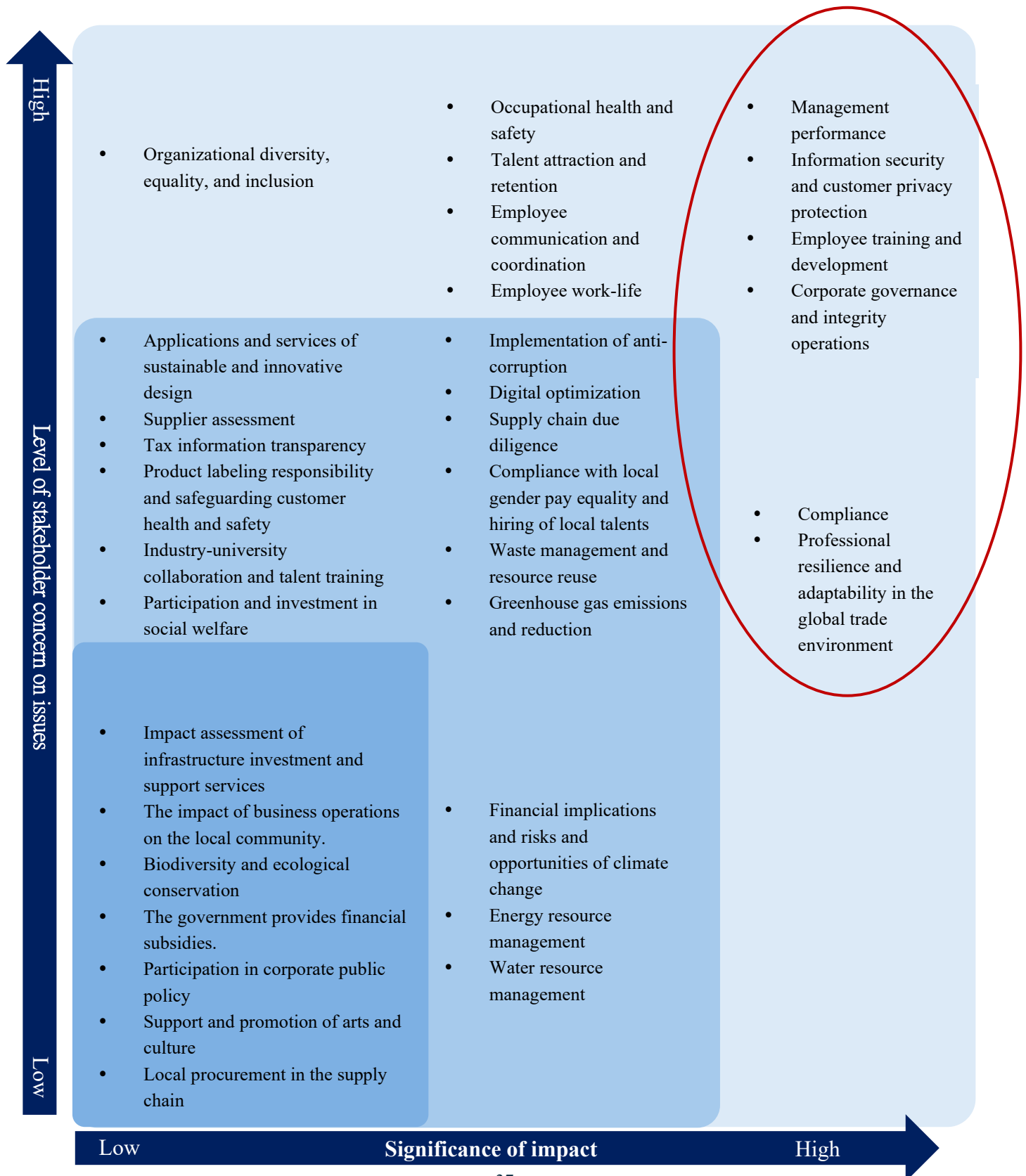
(G) Management Performance

(G) Professional resilience and adaptability in the global trade environment

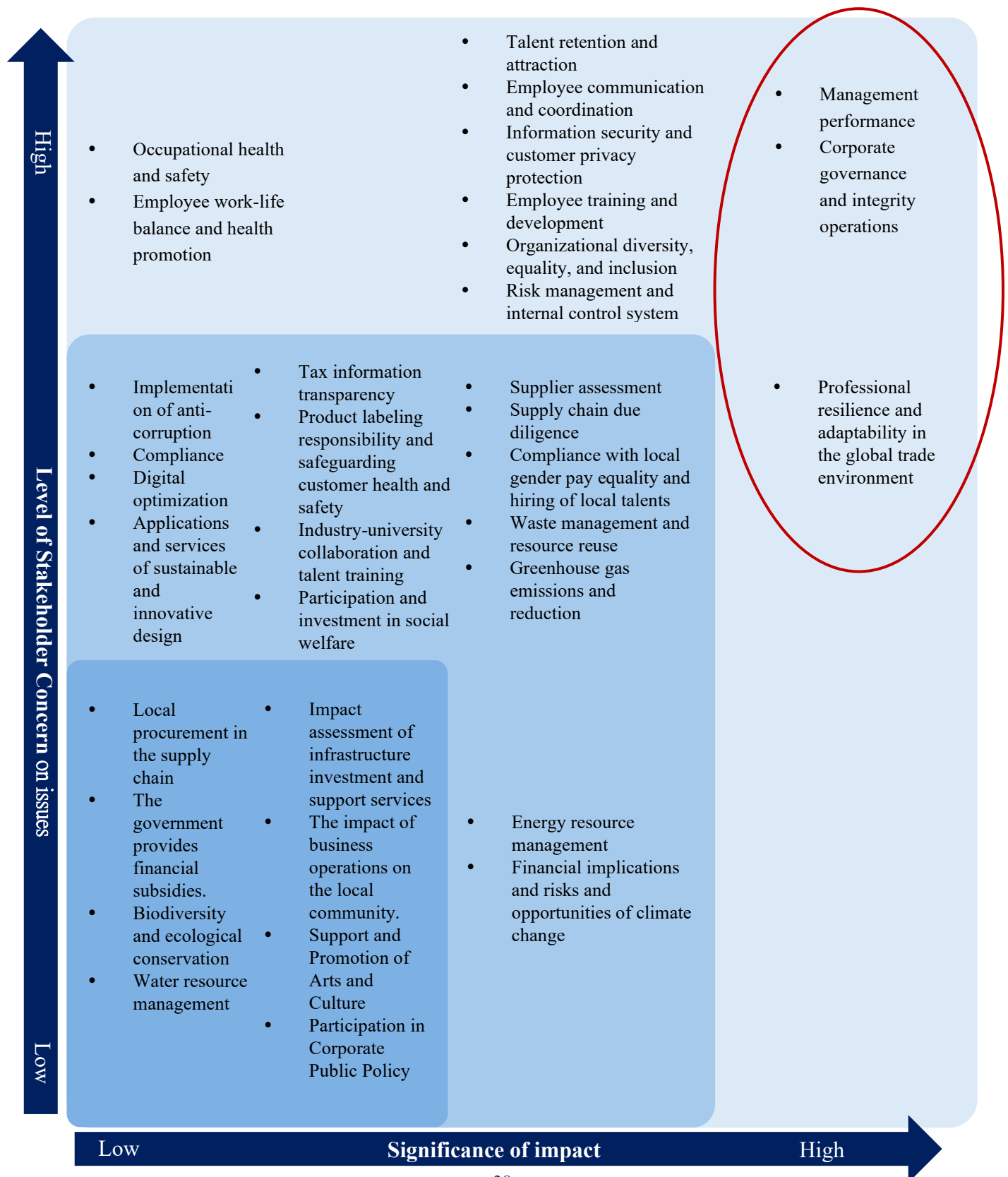
(S) Employee Training and Development

(S) Information security and customer privacy protection

➤ **Alltek Matrix for Material Issues (Positive Impact)**



➤ **Alltek Matrix for Material Issues (Negative Impact)**



➤ **Adjustment of Material Topics**

Aspect	2024 Material Topics (previous year)	2025 Material Topics (reporting year)	Reason for Adjustment
Economic	Corporate governance and integrity operations	Corporate governance and integrity operations	None adjustment
	Management performance	Management performance	None adjustment
	-	Compliance	Introduce
	-	Professional resilience and adaptability in the global trade environment	Introduce
Social	-	Employee training and development	Introduce
	Information security	Information security and customer privacy protection	The name of the topic has been adjusted to cover customer privacy protection.
	Employee welfare and care	-	Adjusted to voluntarily disclose specific topics.

List of Material Topics

In 2025, a total of six Material Topics were identified. The governance and economic issues include: Corporate Governance and Integrity Operations, Management Performance, Compliance, Information Security and Customer Privacy Protection, and Professional Resilience and Adaptability in the Global Trade Environment. The social aspect includes: Employee Training and Development. The above six Material Topics will serve as the reporting basis for this year's Sustainability Report. The Key Themes Management Policy and their evaluation are shown in the following table.

Aspect	Material Topics	Corresponding GRI	Importance to Alltek	Value Chain Impact Boundary			Corresponding Section
				Impact: ● Direct ▲Indirect			
				Upstream	Alltek	Downstream	
Economy and Governance	Corporate Governance and Integrity Operations	GRI 2-9~2-20	We ensure proper corporate governance and operations, establish a good corporate culture and prevent corruption, implement our commitment to integrity, and oversee that our internal management and business activities are carried out with integrity, which has a positive impact on all of Alltek’s business activities in the economy.		●		2. Sustainable Action 4. Governance 4.1 Corporate Economic Performance 4.3 Risk Management
	Management Performance	GRI 201-1 Direct economic value generated	We ensure that the interests of shareholders and investors are maximized, enhance economic performance and revenue, while also maintaining a good reputation, which has a positive impact on all of Alltek’s		●		4.1 Corporate Economic Performance

Aspect	Material Topics	Corresponding GRI	Importance to Alltek	Value Chain Impact Boundary			Corresponding Section
				Impact: ● Direct ▲Indirect			
				Upstream	Alltek	Downstream	
		and distributed	business activities in the economy.				
	Compliance	GRI 2-27 Compliance with laws and regulations GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Operational compliance is a basic requirement of customers and the international market: violations of environmental regulations, product safety regulations, cybersecurity, and personal data regulations may result in the loss of international customer contracts, directly affecting revenue and reputation. R&D and product introduction are highly reliant on intellectual property rights, privacy, and cross-border data management regulations: failure to properly comply may lead to legal disputes, patent controversies, or significant fines. Supply chain compliance requirements are increasing: Technology manufacturing customers demand transparency and auditability from suppliers in areas such as environmental safety, human rights and	▲	●	▲	4.2 Integrity Management

Aspect	Material Topics	Corresponding GRI	Importance to Alltek	Value Chain Impact Boundary			Corresponding Section
				Impact: ● Direct ▲Indirect			
				Upstream	Alltek	Downstream	
			labor, data protection, and anti-corruption measures. The requirements for corporate sustainability disclosure and listing are becoming increasingly stringent: ESG regulations are continuously updated, and failure to promptly conduct inventory and make corrections will directly affect corporate governance ratings and perceptions in the capital market. In summary, the Company considers the importance of Compliance to be of the highest level, affecting all departments of the Company, supply chain management, and customer collaboration.				
	Information Security and Customer Privacy Protection	GRI 418-1 Substantiated complaints concerning breaches of customer	We ensure the sustainable operation of the enterprise; the information system is comprehensively protected and guarded to eliminate the risk of damage and leakage. Comprehensive information security protection will reduce the risk of	▲	●	▲	4.4 Information Security Management and Digital Optimization

Aspect	Material Topics	Corresponding GRI	Importance to Alltek	Value Chain Impact Boundary			Corresponding Section
				Impact: ● Direct ▲Indirect			
				Upstream	Alltek	Downstream	
		privacy and losses of customer data	information leakage of the Company and customers, and enhance the sense of security of employees and customers.				
	Professional Resilience and Adaptability in the Global Trade Environment	GRI 203-2 Significant indirect economic impacts	Possess trade professional resilience and rapid adaptability to respond to changes in the global market and policies. By mastering international regulations, employing flexible logistics scheduling, and controlling compliance risks, operational risk and supply chain disruptions can be reduced. Continuously strengthening employees' professional and decision-making abilities helps enhance competitiveness and customer trust, supporting the Company in stable growth and innovation within the global environment.	▲	●	▲	4.3 Risk Management
Social Aspect	Employee Training and Development	GRI 404-1 Average hours of training per	Talent is the core driving force for the sustainable growth of a company. The importance and commitment to employee training and development at Alltek are to	▲	●	▲	5.4 Happy Enterprise

Aspect	Material Topics	Corresponding GRI	Importance to Alltek	Value Chain Impact Boundary			Corresponding Section
				Impact: ● Direct ▲Indirect			
				Upstream	Alltek	Downstream	
		year per employee GRI 404-2 Programs for upgrading employee skills and transition assistance programs GRI 404-3 Percentage of employees receiving regular performance and career development reviews	maintain competitive resilience in a rapidly changing industrial environment. Ensuring the fairness and breadth of learning resources establishes an organizational learning culture; regular performance and development reviews are key to aligning personal goals with company strategy. Only by implementing these principles can Alltek effectively improve retention rates, stimulate internal innovation, and demonstrate to stakeholders that we view employees as assets rather than costs, achieving a win-win situation for corporate value and employee success.				

➤ **Key Themes Management Policy Elements and their Evaluation Objectives**

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
Corporate Governance and Integrity Operations	The Company has explicitly stated its ethical management policy in its management regulations and external documents. The Board of Directors and management have actively implemented the commitment of the integrity management policy, which has been duly implemented in internal management and external business activities.	Anti-corruption and ethical conduct awareness programs continue to be implemented, and the company charter is under review and revision to solidify corporate governance, ethical conduct, and the commitment to protecting the welfare of frontline employees.	1. Implemented anti-corruption and Integrity Management training and advocacy for 228 people trained. 2. Convene the annual shareholders' meeting and complete the charter amendments regarding provisions related to frontline employees. 3. There is no record of violations or penalties in the implementation of Corporate Governance and Integrity Management.	1. Strengthen the functions of the Board of Directors. 2. Optimize stakeholder operations and ensure compliance. 3. Enhance information transparency and ensure compliance.	Establish a transparent, fair, and honest corporate culture.

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
Management Performance	Protect the rights and interests of shareholders and stakeholders through robust corporate governance practices. In addition, through a system of supervision and checks and balances of the management team, the rights and responsibilities of all shareholders, the management team, and stakeholders are reasonably defined and allocated.	1. Enhance management operation to achieve growth targets. Improve asset turnover to enhance operational profitability. 2. Enhance asset turnover to improve operational profitability.	1. Operating revenue was NT\$47.38 billion, an increase of NT\$1.49 billion compared to the previous year's NT\$45.89 billion. 2. Operating cost decreased by NT\$130 million, and operating gross profit increased by NT\$180 million. 3. The financial ratios related to inventory have improved, with the quick ratio at 116.0%, an inventory turnover ratio of 9.0 times, and average inventory turnover days of 41 days, all better than the previous year's 93.0%, 5.2 times/70.6 days.	1. Develop suppliers 2. Expand customer base. 3. Increase operating funds.	Comprehensive communication applications partner

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
Compliance	Establish compliance management systems based on the regulations of local governments to reduce operational risk. Establish an institutionalized compliance mechanism through internal review, audit, and document management.	- Inventory and Dynamic Update of Regulations: The legal unit regularly collects and updates domestic and international regulations (including product regulations, environmental regulations, cybersecurity laws, privacy laws, and anti-corruption standards) ≥ 1 time. - Major Regulatory Impact Assessment: Conduct a risk assessment on regulations involving product development, cross-border data, or supply chain at least once. - Cross-departmental Compliance Working Group: A collaboration among legal, quality, and Green document Units.	- Conduct an inventory and update of regulations once. - Conduct a Major Regulatory Impact Assessment once. - A Personal Data Protection Act advocacy course was held at the staff meeting. - In this Year, the Company did not experience any major illegal events or penalties related to violations of environment, product safety, or personal data regulations, nor were there any major disputes related to labor, human rights, or anti-corruption.	- Inventory and Dynamic Update of Regulations: The legal unit regularly collects and updates domestic and international regulations (including product regulations, environmental regulations, cybersecurity laws, privacy laws, and anti-corruption standards) ≥ 1 time. - Major Regulatory Impact Assessment: Conduct a risk assessment on regulations involving product development, cross-border data, or	- Regulation Monitoring and Dynamic Update: The legal unit regularly tracks changes in domestic and international regulations to ensure the Company's standards remain up-to-date, at least once a year. - Deepen Major Regulatory Risk Assessment: Conduct regular compliance evaluations and alerts in high-risk areas such as product development, cross-border data transmission, and supply chain management, with an inventory of regulations conducted for risk assessment at least once a year.

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
		4. Compliance Training and Awareness at least once. 5. Reporting and Deficiency Improvement Mechanism: Establish a transparent reporting channel and conduct internal audit tracking. Note 1: Major regulations refer to laws directly related to the Company's core business. (Ex: Criminal Law, Company Act, Labor Standards Act, Fair Trading Act, Securities and Exchange Act, Trademark Act, Trade Act, Personal Data Protection Act) Note 2: Major illegal events refer to violations of the aforementioned	Continuously strengthen compliance governance and adjust risk management procedures to respond to global regulatory changes and supply chain sustainability requirements.	supply chain at least once. 3. Cross-departmental Compliance Working Group: A collaboration among legal, quality, and Green document Units. 4. Compliance Training and Awareness at least once. 5. Reporting and Deficiency Improvement Mechanism: Establish a transparent reporting channel and conduct internal audit tracking.	3. Strengthen Cross-Departmental Compliance Collaboration Mechanism: Maintain the working group operations of legal, quality, and green document units, and reduce operational compliance risks through cross-unit collaboration. 4. Continue Training and Education and Awareness: Including compliance training, human rights, and anti-corruption courses. Compliance course at least once a year. 5. Reporting and Deficiency Improvement: Maintain a transparent reporting

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
		major regulations that involve criminal liability or administrative penalties, resulting in damage to the Company's reputation.			channel and track and optimize deficiencies identified by the internal audit to ensure effective implementation of the mechanism.
Information security and customer privacy protection	Establish a secure and reliable computerized operating environment to ensure the information security objectives of the company's computer data, systems, equipment, and network security. Establish a secure and reliable computerized operating environment to	1. Conduct social engineering exercises for all employees and provide training sessions for those who did not pass the exercise at least once. 2. Provide information security advocacy and training for new employees ≥ 4 times 3. Implement the ISO 27001 Information Security Management System.	1. Completed annual supplier assessment and information security policy advocacy, conducted 4 information security orientation sessions for new employees, and 2 awareness sessions for all employees (staff meeting). 2. The group expanded the social engineering simulation exercise to affiliated companies and overseas	1. Conduct social engineering exercises for all employees and expand to affiliated companies, providing training sessions for those who did not pass the exercise at least once. 2. Provide information security advocacy and training for new employees and expand to affiliated companies ≥ 4 times. 3. Continuously optimize and	1. Establish a comprehensive information security governance and sustainable management system. Expand the ISO 27001 standards to affiliated companies and overseas locations gradually over a period of 3 to 5 years. Continuously report the information security review meeting mechanism to the company's senior management at least

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
	ensure the information security objectives of the Company's computer data, systems, equipment and network security. In the event of an emergency such as a malicious attack, sabotage or misuse, the Company can quickly make the necessary responses to restore normal operations in the shortest time possible in order to reduce the extent of damage that may affect and jeopardize the Company's business		locations. Employees who did not pass the exercise were required to attend an information security training session and complete a post-training test to strengthen awareness. 3. Completed the implementation, audit, and certification of the ISO 27001 Information Security Management System.	improve in accordance with the ISO 27001 Information Security Management System, and complete the 2026 audit.	once a year. 2. Enhance information resilience and operational continuity capability. Continuously promote and complete the establishment of the Company's BCP/DRP (Business Continuity Plan/Disaster Recovery Plan) and conduct annual verification drills. Plan offsite backup deployment to enhance the availability of its core systems to over 99.9%. 3. Enhance the essential skills of information security personnel by arranging annual training courses, external seminars, or participation

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
	operations.				in technical communities focused on the information security field. Participate in information security training courses related to information and communications security for personnel of listed and OTC companies. 4. Enhance employees' cybersecurity awareness. Promote information security advocacy to affiliated companies and overseas locations to achieve 100% training coverage for employees, with courses updated quarterly. Conducting a social engineering drill at least once a year, reducing the

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
					click-through rate within 3 to 5 years. 5. Gradually increase cybersecurity requirements for suppliers year by year. Key suppliers complete assessments and reviews regularly each year. New suppliers sign the information security/personal data protection contract.
Professional Resilience and Adaptability in the Global Trade Environment	Establish an assessment mechanism for international trade regulations and export controls. Commit to improving supply chain compliance and customer service capabilities,	1. Enhance transportation compliance control. 2. Strengthen internal compliance advocacy and information consistency. 3. Reduce high-risk trade conditions. 4. Ensure trade conditions and destination safety.	1. Establish a review process for transport manifest declarations, warehouse shipments, and stamp management procedures to ensure the accuracy and compliance of export information.	1. Conduct international trade and transportation operations, and group insurance training for new recruits at least once. 2. Conduct international trade training and discussion sessions for business	1. Continuously monitor international trade regulations and establish a concept of compliance, along with an assessment mechanism for export controls. 2. Commit to improving supply chain compliance and customer service capabilities, reducing the

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
	reducing the impact of international trade fluctuations on operations.		2. Conduct international trade and transportation operations training for new recruits once. 3. Conduct group insurance training for new recruits once. 4. Establish an FAQ section for operations so that all personnel can have consistent operational information. 5. Remove high-risk conditions such as DDP, and clearly control customs responsibilities and risk exposure. 6. Establish a review mechanism for export destinations and trade conditions to avoid	colleagues at least once.	impact of international trade fluctuations on operations.

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
			shipments to countries on the control list.		
Employee Training and Development	In anticipation of the ESG wave and Alltek's 35th anniversary milestone, we are committed to upgrading talent training to strategic "Sustainable Talent Management." 1. Learning Organization: Through systematic training such as the "Yu Cheng Academy," create a diverse and equitable environment that aligns employees'	Through the structured training of the "Yu Cheng Academy," build a critical talent pipeline with a precise focus on four core competencies: - Professional Competence: Introduce strategic thinking and consultative selling, enhancing strategy and sales capabilities. - Management Competence: Solidify the leadership foundation of supervisors through the Basic Management Course and Performance Interviews. - Team Competence: Deeply embed an accountability culture to comprehensively enhance the spirit of team collaboration.	Through the expansion of training by the "Yu Cheng Academy," the total number of participants reached 241 in 2025, showing doubled growth in quantization indicators compared to 2024: The total hours significantly increased to 6,717.25 hours (+100.8%), with the average hours per person reaching 27.87 hours (+120%). Training focuses on four major modules for precise empowerment: AI Digital Competence: M365 and AI practical exercises optimize workflows.	With a core focus on "Enhancing Professional Competence" to build a learning organization, we commit to providing each colleague with more than 3 hours of training annually. The four key execution points are: Initiate the "High-Potential Talent Development Program (HiPo Program)": Inventory the talent pool and establish Individual Development Plans (IDP) to complete the key succession pipeline.	Mid-term and Long-term objectives: Building a sustainable talent. - Introduce AI-powered learning: Identify skill gaps, promote personalized adaptive training, and utilize AI tools to maximize learning benefits. - Quantization of Talent ROI Indicator: Establish a human capital investment return evaluation system, ensuring that training resources are precisely transformed into Alltek's growth drivers for the future.

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
	careers closely with the company's goals. 2. Precise Empowerment: Establish a comprehensive talent pipeline and identify high-potential talents. 3. Right Person, Right Position: Ensure that talents are placed on the best stage, achieving a win-win situation for both the company and the Employees.	4. AI Digital Competence: Promote the application of M365, RPA, and AI to create an efficient smart office. Through precise training in four core competencies, prepare the most competitive talent assets for the Company.	2. Professional Competence: Consultative selling strengthens frontline order-taking. 3. Management Competence: The Basic Management Course and Performance Interviews enhance management skills. 4. Team Competence: The "Mutual Accountability for Common Good" courses unify the organization's cohesion. This year, we have transformed "accountability and digitalization" into the workplace DNA for	2. Introduce external resources: Through relevant government resources, introduce external standards to optimize training quality and R&D and innovation. 3. Implementation of Core Competencies: Combine practical techniques and digital tools to enhance cross-departmental collaboration efficiency. 4. Building the Foundation of Core Competencies: Introduce annual mandatory core courses for all employees to	

Material Topics	Policies and Commitments	2025 Work Objectives	Performance in 2025	Short-term Work Objectives	Mid-term and Long-term Objectives
			colleagues. In the future, we will continue to deepen talent development, closely aligning it with the company's sustainable operation goals.	strengthen common workplace soft skills, improve organizational communication and operational efficiency, and build a learning-oriented organization and platform.	

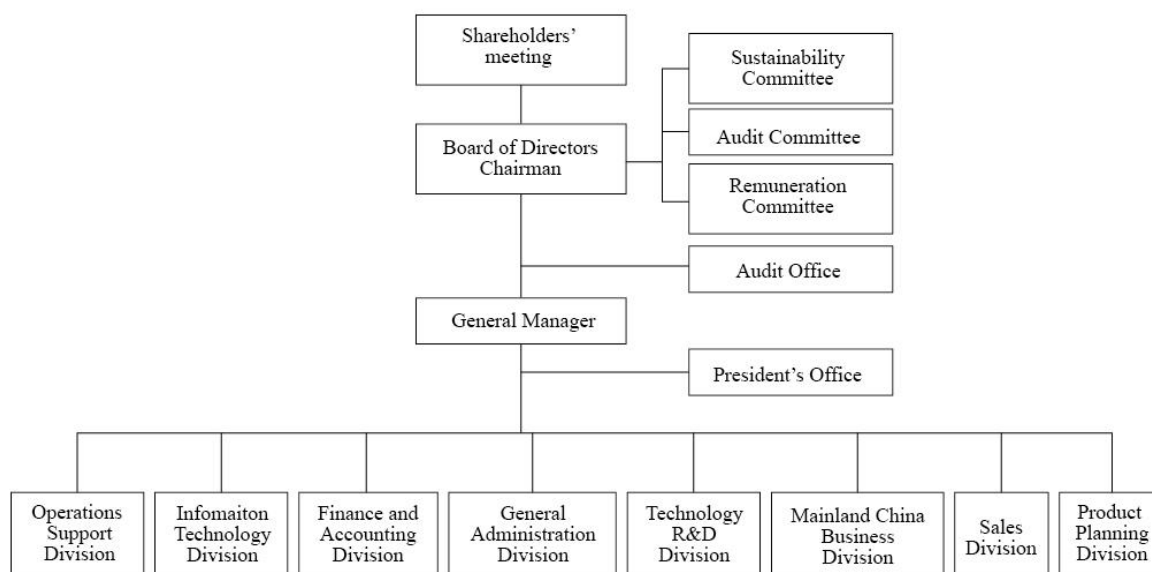
4. GOVERNANCE

Governance Unit

Alltek Technology is a listed company on the Taiwan Stock Exchange. Its governance policy is based on the Corporate Governance Best Practice Principles for Listed and OTC Companies, and it has formulated the "Corporate Governance Best Practice Principles" in reference to relevant provisions of the aforementioned guidelines. This is to establish an effective corporate governance framework, which is disclosed on the Taiwan Stock Exchange's Market Observation Post System. The governance structure includes the Board of Directors, Audit Committee, Compensation Committee, and Sustainability Committee. The General Meeting of Shareholders is the highest decision-making body of the company, the Board of Directors is the highest executive body, and the Chairman of the Board is appointed as the company's external representative. The General Manager is appointed to oversee the company's operations internally. In terms of shareholders' equity, we have KGI Securities assigned to handle stock affairs. The Company has set up a spokesman and an acting spokesman to communicate with investors directly as a bridge for direct communication between the Company and shareholders. This is clearly stated in the notice of the shareholders' meeting in order to protect the rights and interests of the shareholders and implement the spirit of corporate governance.

To fulfill its supervisory responsibilities, the Board of Directors has established the Standard Operating Procedures for Handling Director Requests in accordance with the Rules of Procedure for the Meetings of the Board of Directors of Public Companies. The Board also adheres to the principles of avoiding conflicts of interest for directors as specified in the Code of Ethical Conduct, ensuring proper execution in accordance with the law, and striving to improve the effectiveness of corporate governance. The Articles of Incorporation of Alltek Technology explicitly stipulate that the Board of Directors shall meet at least once every quarter. Through these quarterly meetings, the Board communicates with the financial and internal audit executives of the company to understand internal risk management, major litigation risk assessments, internal audit reports, etc. The company also continues to recognize its compliance with various securities-related laws and financial accounting standards, as well as the efficiency of achieving its goals, through the annual audit plan of internal audit and external accountants, and the certification of financial statements.

➤ Governance Structure



Department	Work Duties
President's Office	Responsible for the Company's medium and long-term strategic planning, integration and coordination of various units, implementation, development, and maintenance of the management information system.
Audit Office	Formulate and implement the internal control audit system, analyze abnormal matters, submit audit reports regularly, and make improvement suggestions to the management.
Product Planning Division	Responsible for planning product marketing, developing and introducing agency products, coordinating and contacting various suppliers, and participating in various technical projects.
Sales Division	Responsible for formulating and executing business goals, promoting domestic and foreign businesses, servicing customers, and continuously increasing market share.
Mainland China Business Division	Responsible for promoting business in Mainland China, developing and introducing agent products, coordinating and contacting various suppliers, and participating in various technologies.

Technology R&D Division	Provide product application and design technology, support and solve customers' product application problems, shorten product design time, and carry out development and design of new products and control the progress of development plans.
General Administration Division	Responsible for planning and executing operations support, general affairs, general administration, human resources, education and training, document management, and fixed assets management to establish corporate culture and promote corporate social responsibility operations.
Finance and Accounting Division	Division Handle the Company's accounting and cost operations, and matters associated with budget analysis and reporting, treasury, capital allocation, stock affairs, investment management, and taxation.
Information Technology Division	Responsible for system management, software and hardware maintenance, introduction and promotion of E-based processes, and improvement of overall standardized operations.
Operations Support Division	Responsible for the Company's legal affairs and document management matters, and act as the operation unit for promoting corporate social responsibility; responsible for the Company's order management, quotation, procurement, import/export customs declaration, etc.; responsible for the Company's warehousing management, inventory management, shipping procedures, etc.

Board of Directors

➤ Diversified Board Members

The Board of Directors of Alltek currently consists of 7 directors, including 4 directors (57%) and 3 independent directors (43%).

In 2025, the board of directors held a total of 4 meetings, with an overall attendance rate of 100% of directors.

The Company has 7 to 11 directors, who are elected by the shareholders at the shareholders' meeting for a term of three years from the date of the shareholders' meeting and may be reelected for a second consecutive term. Among the directors, the number of independent directors shall be no fewer than 3 and no less than one-fifth of the total seats on the board. The Company adopts a candidate nomination system for the election of Directors, with shareholders electing from the list of nominated candidates.

Independent Directors shall serve a term of three years and must possess professional expertise in business, law, finance, accounting, or areas relevant to the Company's operations. In addition to meeting the legal qualifications, Directors must also be elected by the shareholders' meeting based on the Company's needs for specific skills and experience. Each Director has provided a written declaration confirming their independence and that of their immediate family members in relation to the Company. Furthermore, none are involved in the situations described in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act (e.g., spousal or second-degree relative relationships between Directors, Supervisors, or between Directors and Supervisors), thus complying with applicable laws and regulations.

To achieve sustainable and balanced development, the company regards the increasing diversity of the board of directors as a key element in supporting its strategic goals and maintaining sustainable development, and has formulated the Policy on Board Member Diversity. All appointments to the Board of Directors are based on the principle of meritocracy, and the diversity of the Board of Directors is fully taken into account when considering candidates with appropriate criteria.

➤ The Implementation of Board Diversity

Job Title	Name	Nationality	Gender	Age		Term of Office of Independent Directors		Core Items for Diversity		
				Age 50-70	Age 70 and above	Below 6 years	6-9 years	Commerce	Finance	Company Business
Director	Louis Wu	Republic of China	Male	•			•	•	•	•
Director	Y.T. Wu	Republic of China	Male	•			•	•	•	•
Director	Hank Hsieh	Republic of China	Male	•			•	•	•	•
Director	Hung-An, Chen	Republic of China	Male	•			•	•		•
Independent Director	Shun-Jen, Liu	Republic of China	Male	•		•		•	•	•

Independent Director	Tsun-Hsiao, Wang (Note2)	Republic of China	Male	•			•	•		•
Independent Director	Chin-Yung, Huang	Republic of China	Male	•			•	•		•

Note1: Disclosure of basic information, education, experience, expertise, and remuneration of board members can be found in the Alltek 2025 Annual Report.

Note2: Resignation on June 30, 2025.

➤ Director continuing education and appraisal

All directors participate in annual professional development programs, as mandated, covering board functions, board performance evaluation, and corporate integrity initiatives. To encourage professional development, the company regularly provides directors with information on courses offered by the Taiwan Stock Exchange and the GreTai Securities Market, facilitating access to suitable programs. Furthermore, tailored training courses are arranged for directors, based on individual schedules, covering corporate governance, economic, environmental, social, and human rights aspects of corporate social responsibility.

➤ Director's Continuing Education in 2025:

Job Title	Name	Date of Continuing Education	Organizer	Course Titles	Hours
Director	Louis Wu	2025/10/3	Securities and Futures Institute	Prevention of Insider Trading Promotion Seminar for 2025	3
		2025/10/31	Securities and Futures Institute	Prevention of Insider Trading Legal Compliance Promotion Seminar for 2025 Description	3
Director	Hank Hsieh	2025/9/26	Securities and Futures Institute	Prevention of Insider Trading Promotion Seminar for 2025	3
		2025/10/8	Taiwan Investors Relations Institute	Corporate Digital Transformation—AI and Emerging Technology Application Cases	3

Director	Y.T. Wu	2025/9/26	Securities and Futures Institute	Prevention of Insider Trading Promotion Seminar for 2025	3
		2025/10/8	Taiwan Investors Relations Institute	Corporate Digital Transformation—AI and Emerging Technology Application Cases	3
Director	Hung-An, Chen	2025/9/26	Securities and Futures Institute	Prevention of Insider Trading Promotion Seminar for 2025	3
		2025/9/17	Taiwan Investors Relations Institute	Corporate governance and securities regulations	3
Independent Director	Chin-Yung, Huang	2025/10/3	Securities and Futures Institute	Prevention of Insider Trading Promotion Seminar for 2025	3
		2025/10/17	Taiwan Investors Relations Institute	Asset Management for Leaders in the New Era of Corporate Governance	3
Independent Director	Shun-Jen, Liu	2025/7/23	Taiwan Corporate Governance Association	Trump 2.0: Corporate Risk Response Strategy for Global Tax Reform and Supply Chain Restructuring	3
		2025/10/3	Securities and Futures Institute	Prevention of Insider Trading Promotion Seminar for 2025	3
Independent Director	Tsun-Hsiao, Wang	Resignation on June 30, 2025			

➤ **2025 Board Appraisal Implementation Status**

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
Once a year	January 1, 2025 to December 31, 2025	Board of Directors	Self-evaluation of the Board of Directors	1. Participation in the Company's operations
				2. Quality of Board's decision making
				3. Composition and structure of the Board of Directors

				4. The director's election and continuing education
				5. Internal Control

Once a year	January 1, 2025 to December 31, 2025	Board of Directors	Self-evaluation of the Board of Directors	1. Alignment of the Company's objectives and tasks
				2. Awareness of the duties of directors
				3. Participation in the Company's operations
				4. Management of internal relationship and communication
				5. The director's professionalism and continuing education
				6. Internal Control

➤ **Board of Directors Performance Evaluation**

To strengthen corporate governance and enhance the effectiveness of the Alltek Technology Board of Directors, performance goals are established to improve operational efficiency. This is implemented in accordance with the Company's "Board of Directors Performance Evaluation Procedures."

A performance evaluation of the Board of Directors and its functional committees (including the Audit Committee and the Remuneration Committee) is conducted at least annually. This encompasses an overall Board evaluation, self-assessments by individual directors, and evaluations of functional committees. A questionnaire is provided to each director for assessment. All related announcements are completed by the end of the first quarter each year.

Remuneration Committee

The function of the Alltek Technology Remuneration Committee is to evaluate the remuneration policy and system of the Company's directors and managers in a professional and objective manner. The Remuneration Committee shall meet at least twice a year, and may call a meeting at any time as needed to make recommendations to the Board of Directors for their reference in making decisions. The Remuneration Committee is composed of 3 independent directors, with Independent Director Shun-Jen, Liu as the convener of the Remuneration Committee.

The Remuneration Committee held a total of 2 meetings in 2025, with a 100% attendance rate for committee members (excluding proxy attendance).

Job Title	Name	Primary Education and Experience
Convener	Shun-Jen, Liu	Professor, Department of Business Administration, Chang Gung University Adjunct Professor, Department of Accounting, National Taiwan University B.A. in Economics, National Taiwan University Doctor of Philosophy in Accounting, University of Pittsburgh, USA Assistant Professor, University of Maryland, USA
Committee member	Tsun-Hsiao, Wang (Note)	Chairperson of Netio Technologies Co., Ltd. Department of Electronic Engineering, Taiwan University of Science and Technology
Committee member	Chin-Yung, Huang	President of DIGITIMES INC. Chairperson of the IC Broadcasting Company Limited Director of the Yu-Shan Technology Association Director of the InnoDisk International Education Foundation Master of Public Administration, Wonkwang University, South Korea

Note: Resignation on June 30, 2025.

Audit Committee

The Audit Committee of the company is primarily responsible for establishing sound corporate governance, strengthening audit oversight, and enhancing management functions, thereby assisting the Board of Directors in fulfilling its supervisory duties. Matters to be reviewed include: the Company's financial statements, auditing and accounting policies and procedures, internal control system, the acquisition or disposal of material assets, the appointment, dismissal, or remuneration of CPAs, and other material matters regulated by the Company or the competent authority. The company has established an "Audit Committee Charter" that clearly defines the committee's size, term, authority, rules of procedure, and the resources the company shall provide to support its functions. The Audit Committee of Alltek consists of 3 independent directors, and it is required to meet at least once per quarter. In 2025, the Audit Committee held 4 meetings with a attendance rate of 100% (excluding proxy attendance).

Job Title	Name	Primary Education and Experience
Convener	Shun-Jen, Liu	B.A. in Economics, National Taiwan University Doctor of Philosophy in Accounting, University of Pittsburgh, USA Assistant Professor, University of Maryland, USA Professor, Department of Business Administration, Chang Gung University Adjunct Professor, Department of Accounting, National Taiwan University
Committee member	Tsun-Hsiao, Wang (Note)	Chairperson of Netio Technologies Co., Ltd. Department of Electronic Engineering, Taiwan University of Science and Technology
Committee member	Chin-Yung, Huang	President of DIGITIMES INC. Chairperson of the IC Broadcasting Company Limited Master of Public Administration, Wonkwang University, South Korea

Note: Resignation on June 30, 2025.

Sustainability Committee

The Sustainability Committee of Alltek consists of 5 directors, including 3 independent directors. Its purpose is to implement the concept of sustainable operation and fulfill corporate social responsibility. Its duties are as follows:

1. Formulate corporate sustainability policies and overall goals, in order to achieve corporate governance, customer care, environmental protection, and social welfare in accordance with the management strategy and in compliance with laws and regulations.
2. Review the annual corporate sustainability plan and related proposals.
3. Review the progress of implementation and annual results of various corporate sustainability proposals.
4. Review the corporate sustainability report.

The Sustainability Development Committee of Alltek meets at least once per year. In 2025, the committee met twice with an attendance rate of 100% (excluding proxy attendance).

Job Title	Name	Primary Education and Experience
Director (Convener)	Louis Wu	Chairperson of the Company Director of R&D Department at Siemens Telecommunication Systems Ltd. President of Taiwan Global Radio Alliance Taiwan University Executive Master of Business Administration (EMBA)
Director	Hank Hsieh	General Manager of our company Senior Manager at Tatung Company Taiwan University Executive Master of Business Administration (EMBA)
Independent Director	Shun-Jen, Liu	Professor, Department of Business Administration, Chang Gung University Adjunct Professor, Department of Accounting, National Taiwan University B.A. in Economics, National Taiwan University Doctor of Philosophy in Accounting, University of Pittsburgh, USA Assistant Professor, University of Maryland, USA
Independent Director	Tsun-Hsiao, Wang (Note)	Chairperson of Netio Technologies Co., Ltd. Department of Electronic Engineering, Taiwan University of Science and Technology
Independent Director	Chin-Yung, Huang	President of DIGITIMES INC. Chairperson of the IC Broadcasting Company Limited Director of the Yu-Shan Technology Association Director of the InnoDisk International Education Foundation Master of Public Administration, Wonkwang University, South Korea

Note: Resignation on June 30, 2025.

➤ **The Board of Directors' Supervision of Sustainable Development**

After the "Sustainability Committee" proposes sustainable-related plans or directions to the Board of Directors, the Board of Directors conducts regular reviews. The progress of sustainable development implementation is evaluated and reviewed by the Board of Directors, and adjustments and recommendations are subsequently proposed.

In 2025, a total of two reports were submitted to the Board of Directors, covering the following agenda items:

Date of Meeting	Agenda
March 12, 2025	(1) The "Sustainability Performance in 2023" has been awarded. (2) Progress of the 2024 Sustainability Report (3) Officially launched the Greenhouse Gas Inventory.
November 06, 2025	(1) 2025 Stakeholder Engagement and Material Issues (2) Progress of the Greenhouse Gas Inventory and Verification Report

4.1 CORPORATE ECONOMIC PERFORMANCE

The Company's core operational team possesses comprehensive technical expertise, proprietary core technologies, and in-house testing facilities, providing complete technical support and integrated service solutions, bridging upstream principal representation and downstream customer sales. The main operational teams of the Company all have complete technical background, their own core technology and own experimental facilities, to provide complete technical support and integrated service solutions between the upstream original factory and the downstream sales customers. Cooperate with the agent brand to develop, and deeply cultivate in the wired communication, wireless communication, telecommunication equipment, data and network communication, information software and hardware development, digital circuit design and other fields. At the same time, we will break through the limitations of the general electronic parts and components agents who can only provide price and delivery, while introducing various network communication ICs and solutions to our customers to help them solve the bottleneck of product development and improve the industry standard.

Operational Performance in 2025

Alltek's consolidated operating revenue in 2025 was NTD47.383 billion, with a net profit after tax of NT\$706 million. For detailed financial information, please refer to Investor Relations - Financial Reports on our company website.

➤ Direct economic value generated and distributed by the organization in the past two years

Unit: Except for earnings per share, which is in NT\$,
all other amounts are in NT\$ hundred million

Item/Year			2024	2025
Direct economic value generated	Consolidated revenue		458.93	473.83
Economic value of distribution	Operating cost		435.91	448.98
	Operating expenses		11.06	12.71
	GRI specific items	Employee remuneration and benefits	7.45	8.72
		Payments from Contributing Members (e.g., Board of Directors, Shareholders)	5.85	5.88
		Payments to the government (Business tax, income tax, property tax)	0.40	2.56
		Community Investment (e.g. charity donation)	0	0.01

Retained economic value		
Net operating income (excluding non-business income)	11.95	12.14
Net profit after tax	7.62	7.06
Earnings per share	3.02	3.02

Note 1: Retained economic value = Direct economic value generated - Economic value of distribution.

Note 2: The amount of community investment for 2025 is 650,000.

➤ Sales Revenue Composition by Product from 2024 to 2025

Unit: NT\$ hundred million

Year	2024		2025	
Product item	Amount	Percentage	Amount	Percentage
Wired broadband components	123.85	26.99%	109.38	23%
Wireless communication components	232.92	50.75%	268.40	57%
Other	102.16	22.26%	96.05	20%
Total	458.93	100.00%	473.83	100%

➤ Government Finance Subsidies

In 2025, Alltek and its subsidiaries included in the consolidated financial statements received a total of NTD16.07 million in financial assistance from the government, primarily used for industrial upgrading and innovation.

4.2 INTEGRITY MANAGEMENT

Alltek understands that using corrupt and unethical means to conduct operations can damage the company's reputation and cause losses to many stakeholders. Only by basing our operations on integrity can we create competitive advantages for sustainable development. We implement the [Ethical Corporate Management Best Practice Principles](#), [Code of Ethical Conduct](#), [Procedures for Handling Material Inside Information](#) and [Procedures for Management of Prevention of Insider Trading](#), and have established the [Reporting System for Unlawful Conduct](#) to strictly prevent dishonest behavior. The General Manager's Office reports on the performance of integrity governance to the Board of Directors at least once a year.

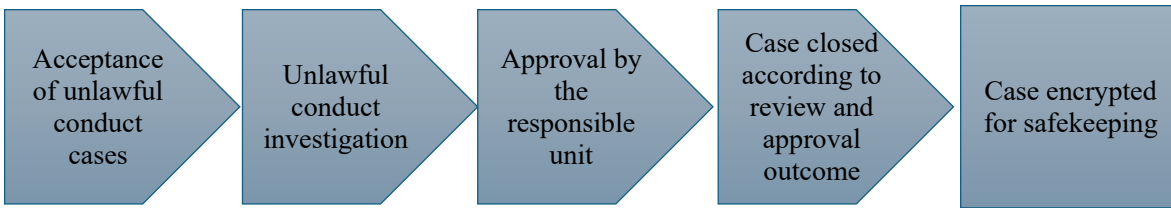
Ethical Values and Behavioral Standards

Alltek emphasizes ethical operation and the establishment of a sound management system for integrity. The Corporate Governance and Integrity Team is responsible for formulating and supervising the implementation of the integrity operation policy and the plan for unethical behavior. We have established the Ethical Corporate Management Best Practice Principles which prohibits improper benefits and unfair business competition. We promote transparent information, respect intellectual property rights, and are committed to protecting the privacy of each business partner. We approach procurement with a responsible attitude, establish various communication channels and whistle blowing mechanisms specially formulated the Reporting System for Unlawful Conduct to prevent fraud, maintain company reputation, and address unethical behavior. In addition, to ensure that the behavior of directors, supervisors, managers, and other employees of the company conforms to ethical standards, and to make stakeholders more aware of the company's ethical standards, we have established the Code of Ethical Conduct. This requires all directors, supervisors, managers, and other employees to abide by laws and ethical standards when carrying out related business activities.

➤ **Reporting System for Unlawful Conduct**

- There is a dedicated unit for receiving reports of unlawful conduct, as well as a dedicated reporting email address.
- The operating procedures include case acceptance, investigation process, investigation results reviewed and decided by the chairman, unlawful matters involving directors or senior executives reported to the board for handling, and encryption of closing-related documents for storage.
- Maintain strict confidentiality and protection of the identity of the whistleblower and the content of the report.

- Upon verification of the reported incident, a whistleblowing reward is implemented upon the conclusion of the investigation.



➤ **Alltek Strictly Prohibits Unlawful Behaviors.**

Embezzlement of public funds	Fraudulent claim of public expenses	Illegal use of company assets	Illegal embezzlement of company assets
Receiving kickbacks	Having dealings with stakeholders by taking advantage of their positions	Accepting of improper benefits	Dishonest and unethical conduct
Leaking trade secrets	Leaking vendor and customer information	Illegal act	Damage to the Company's reputation

➤ **Alltek's Moral Value**

- To prevent conflicts of interest: One must not use their position to benefit close relatives or others improperly.
- Avoid taking opportunities for personal gain: This involves using company assets, information, or abusing one's position for personal profit.
- Confidentiality Responsibility: Absolute confidentiality regarding information about the company itself or its purchasing (sales) customers.
- Fair Trade: One must not manipulate, conceal, or abuse information obtained in the course of their duties, make false statements about important matters, or engage in other unfair trading practices to obtain undue benefits.
- Protect and Proper Use of Company Assets: Effectively and lawfully use company assets for official purposes, avoiding theft, negligence, or waste.

➤ **Insider Trading Prevention Mechanism**

To prevent insider trading, avoid improper information leakage, and ensure the consistency and accuracy of information disclosed to the public, we have formulated the Procedures for Handling Material Inside Information and Procedures for Management of Prevention of Insider Trading. The directors, supervisors, managers, and employees of Alltek Technology are subject to these Procedures, stipulating that persons who has knowledge of material information shall not disclose it to others, nor shall he/she inquire or collect material information about the Company not yet released that is not related to his/her personal duties, in order to implement insider trading prevention and management operations.

Anti-corruption Policy and Communication Procedures

The President's Office is responsible for formulating and supervising the implementation of the ethical corporate management policy and the unethical conduct plan. The implementation status is reported to the Board of Directors at least once a year. Through the establishment of good corporate governance and risk control mechanisms, we aim to create a business environment for sustainability. Our board of directors and management have publicly declared their commitment to operating the company with integrity on various occasions. While we have not formally assessed the corruption risks at each operating location, we have disclosed the Ethical Corporate Management Best Practice Principles and Code of Ethical Conduct related to anti-corruption on the Alltek official website's Code of Ethical Conduct section. We require every employee to sign an "Integrity and Honesty Commitment" and conduct integrity advocacy on the internal website to ensure that everyone understands the relevant agreements and rules.

➤ Integrity and Honesty Commitment



➤ 2025 Risk Assessment for Anti-corruption

To mitigate the risk of dishonest behavior, in 2025 an annual Internal Control on-site audit and anti-corruption risk assessment was conducted for six operating locations: Alltek Technology, Pantek Technology Corp., Alder Optomechanical Corp., All Plus Co., Ltd., Alltek Technology (Shenzhen) Co., Ltd., and Alltek Technology (H.K.) Ltd. The number of assessed locations accounts for 67% of the group's total operating locations. The audit results indicate that no major corruption risks were detected, and all operational activities comply with the group's Integrity Management guidelines.

➤ **Overview of the "Anti-Corruption" Training Course Attended by Board Members in 2025**

Course titles/Content	Total Training Hours	Methods of training/Advocacy	Participants	Total Number of Board Members	Number of Participants	Training Percentage
Prevention of Insider Trading for 2025 Promotion Seminar	18 hours	Online	Members of the Board of Directors	6	6	100%(Note)
Prevention of Insider Trading Legal Compliance Promotion Seminar for 2025 Description	3 hours					

Note: Originally, there were 7 members of the Board of Directors, among whom Director Tsun-Hsiao, Wang resigned on June 30, 2025. Therefore, 6 members of the Board of Directors received anti-corruption training.

➤ **Overview of the "Anti-Corruption" Training Course Attended by Supervisory and Non-Managerial Staff in 2025**

Course Titles	Participants	Number of People Trained	Total Training Hours	Training Percentage
Integrity Management courses	Supervisory position	77	92.25	99%
	Non-managerial position	151	180.75	89%
	Total	228	273	92%

Note 1: The statistics cover Alltek Technology's Taiwan headquarters, various offices, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: Training percentage = Number of participants / Total number of supervisors for the year.

Note 3: Non-supervisor training percentage = Number of participants / Total number of non-supervisors for the year.

Note 4: Definition of "Supervisory position": A role with subordinates management responsibilities.

Compliance

Alltek maintains an internal audit function to ensure that all departments comply with relevant laws and regulations, including the Company Act, the Securities and Exchange Act, regulations pertaining to listed companies, and other commercial laws, as a fundamental basis for upholding ethical business practices. The company's internal audit function ensures compliance with all applicable laws and regulations, including the Company Act, the Securities and Exchange Act, regulations governing listed companies, and other relevant commercial laws. This is fundamental to maintaining ethical business practices. malpractices and risks. The establishment and implementation of the system are directly under the board of directors, responsible for inspecting the internal control system. If any deficiencies or abnormalities are found, they are tracked until improvements are made. In 2025, the company had no significant negative news. There were no incidents of corruption, bribery, or extortion by employees or suppliers, and no penalties or major legal or non-legal actions.

➤ Overview of the Compliance Training Course Attended by Supervisory and Non-Managerial Staff in 2025

Course Titles	Participants	Number of Participants	Total Training Hours	Training Percentage
Personal Data Protection Act	Supervisory position	61	15.25	78%
	Non-managerial position	119	29.75	73%
	Total	180	45	75%

Note 1: Training percentage = Number of participants / Total number of supervisors for the year.

Note 2: Non-supervisor training percentage = Number of participants / Total number of non-supervisors for the year.

Note 3: The supervisory position refers to individuals with management authority and responsibility.

➤ Intellectual Property Management Plan and Enforcement

Intellectual property management strategy and objectives

Since its establishment, Alltek has adopted the provision of total solutions as its main business model, relying on technical development and support capabilities to focus on supply chain services. Alltek values its own intellectual property rights and respects the intellectual property rights of

others; in research and development, technology introduction, and sales services, it operates on the premise of not infringing on the intellectual property of others.

Intellectual property management plan

Alltek, building on a long-term foundation of sound corporate governance systems, has aligned with the Taiwan Stock Exchange's "Corporate Governance Best Practice Principles for Listed and OTC Companies" and the "Corporate Governance Evaluation Indicator" for intellectual property indicators, ultimately formulating an intellectual property management plan linked to its operational goals.

To enhance the management of the Company's intellectual property rights, the "Intellectual Property Management Measures" have been formulated in accordance with relevant intellectual property management regulations such as the Patent Act, Trademark Act, Copyright Act, and Trade Secrets Act. These measures aim to regulate and manage the acquisition, maintenance, and utilization of patents, trademarks, copyrights, and trade secrets, thereby enhancing the Company's competitiveness and protecting the rights and interests of the Company and its shareholders.

In the future, the Company also plans to establish the "Taiwan Intellectual Property Management System (TIPS)" with the assistance of expert guidance, aiming to apply for and obtain certification. This will enable the company's intellectual assets to be managed, protected, and utilized more sustainably.

Enforcement of intellectual property

At Alltek, we attach great importance to information security and comply with laws and regulations. Professional ethics is our commitment to the employees and stakeholders. Ensuring that confidential information and customer privacy are respected is also a Company's competitive advantage. We adhere to the principle of business integrity. Restrictions and regulations on various types of intellectual property rights and copyrights have always been ones of our priorities. To implement the intellectual property policy, the specific measures for internal and stakeholders in 2025 are as follows.

1. All employees must sign the "Employment and Intellectual Property Confidentiality Declaration Form" when joining the Company. According to the law, they must undertake the obligation of confidentiality regarding the Company's intellectual property rights, copyrights, and business secrets during the tenure until after they resign.

2.	The Company continues to publicize information security concepts and educate employees on information security concepts such as respect for intellectual property rights and the correct use of legally authorized software through quarterly company meetings and the Enterprise Information Portal (EIP). By doing this, we are able to ensure that employees can properly use legally authorized software and avoid infringement of rights due to misuse of unauthorized software, further protecting the Company's Information security.
3.	When using cloud-based digital services such as Microsoft 365 and Teams, the Company implements two-factor authentication for all login accounts to enhance information security protection and prevent information security risks from password theft.
4.	Achieving the compliance of intellectual property, trade secrets, and information security management with customers by signing non-disclosure agreements.
5.	All intellectual property produced is securely stored within the company's information system and is continually maintained and utilized. Examples include online onboarding training for new employees, professional practice seminar recordings, information system manuals, and corporate sustainability reports. The phased implementation of incorporating relevant documents into the DMS document management system is underway.
6.	As of October 31, 2025, the results of the company's trademark and patent cases are as follows: Registered trademarks: 5.
7.	Our company submits an annual report to the board of directors on the execution of its intellectual property management. The most recent report was submitted on November 06, 2025, to ensure that the operation and effectiveness of intellectual property management meet company expectations and plans, and to establish a mechanism for continuous improvement.

4.3 RISK MANAGEMENT

To ensure the company's sound operation and sustainable development, and to foster a culture of integrity and mitigate operational risks, the Board of Directors resolved in 2022 to establish the Risk management procedures and to conduct regular risk assessments. This includes establishing a sound concept of integrity in operations and regularly assessing risks to reduce operational risks. The risk management policy defines various risks according to the Company's overall operating guidelines, and establishes a risk management mechanism for early identification, accurate measurement, effective supervision, and strict control of risks to prevent possible losses within the tolerable risk range. The best risk management practices are continuously adjusted and improved in accordance with changes in the internal and external environment in order to protect the interests of employees, shareholders, partners and customers, while also increasing the value of the Company, and achieving the principle of optimizing the allocation of company resources.

Risk Management Organization



The Alltek's Board of Directors is the top unit for risk management, with the objective of complying with laws and regulations and promoting and implementing the Company's overall risk management. The Board of Directors has a clear understanding of the risks faced by the operations in order to ensure the effectiveness of risk management and assumes the ultimate responsibility for risk management. The board of directors has established a "Sustainability Committee," which includes various functional teams responsible for analyzing and monitoring risks within their respective units. The Risk Management Team is responsible for implementing and promoting various risk management policies, holding meetings at least twice a year, and regularly reporting risk management results to the Sustainability Committee.

➤ Internal Audit

The internal audit of Alltek is an independent unit, staffed with one full-time auditor, directly reporting to the Board of Directors. They assist the board and management in supervising the various internal systems and processes, ensuring the effective implementation of the annual audit plan, and guaranteeing the effectiveness of internal audit procedures, the reliability of financial reporting, compliance with relevant laws and regulations, and providing timely improvement suggestions. This ensures the effective implementation of internal systems, solid supervisory mechanisms, and the execution of risk management controls.

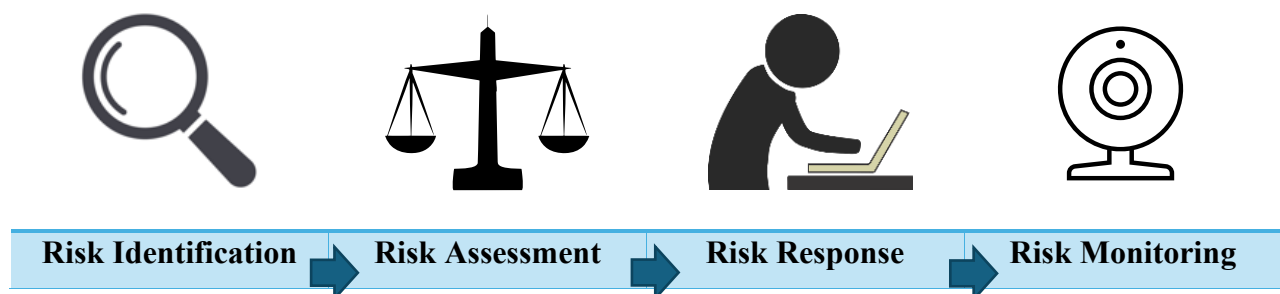
➤ Summary of Internal Audit Progress in 2025

The internal audit procedures specify the internal control of internal audit and review of the operating procedures of the Company. The adequacy, effectiveness and efficiency of the design and routine operation of such controls are reported, covering the Company's operations and its subsidiaries.

- Audits are carried out in accordance with the audit plan approved by the Board of Directors. The audit plan is formulated based on the identified risks. Special audits or reviews are also carried out as needed. The comprehensive audit and special projects above provide information on the operation status of the internal control function of the management and provide management with another channel to understand the existing or potential defects in a timely manner.
- Internal audit: Review the self-inspection performed by each unit, including checking whether the operation is implemented and reviewing the documents to ensure the quality of execution, and compile the results of the self-inspection and the results of each cycle of audit operations, and issues an annual "Statement of Internal Control System" report to the Board of Directors.

Risk Management Procedures

The risk management process is divided into four stages. Each risk management unit examines its own business and operational characteristics, identifies possible risk factors that the Company's operations may face, develops a complete risk classification framework, and defines appropriate measurement methods as the basis for risk management.



➤ **Alltek Reviewed its Business and Operational Characteristics, and the Risk Categories and Management Measures for 2025 are as Follows:**

Risk Category	Risk Management Measures for 2025
Operational risk	1. The risk management procedures established by the company are approved by the Board of Directors and revised in response to operational circumstances or changes in external regulations. 2. The Sustainability Committee under the Board of Directors has established a Risk Management Team to coordinate execution, with each operational department responsible for analyzing and monitoring related risks within their respective areas. 3. With a focus on operational, finance, information, and environmental areas, appropriate adjustments are made when there are changes in Risk situations. 4. Internal audit personnel conduct audits and evaluations of the implementation of internal control and report regularly to the Board of Directors. 5. Disclose information related to Risk management in the company's annual report, sustainability report, corporate website, and other locations as required by regulatory authorities. 6. Strengthen internal control operations such as sustainable information management and information security, comply with legal requirements to establish plans for enhancing corporate value, and formulate guidelines for grassroots employees. Conduct a greenhouse gas inventory according to the scheduled progress.
Financial risk	Each department regularly reviews various operations, strengthens the management of major assets such as accounts receivable and inventory, examines potential risks, and develops response plans.
Information security risk	Continuously implement information security protection measures in accordance with the "Cybersecurity Management Policy" and report the execution status to the board of directors in 2025.

Environmental risk	Support the governance of climate-related risks and opportunities based on the framework proposed by the Task Force on Climate-Related Financial Disclosures (TCFD), published by the Financial Stability Board (FSB) in June 2017. Disclose annual performance and future goals according to their recommendations. To alleviate the potential financial risks posed by extreme weather events, businesses should pro-actively implement climate change risk management and mitigation measures to enhance their disaster resilience. For details, please refer to the section "6.1 Climate Risks" in this report.
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Professional Resilience and Adaptability in the Global Trade Environment

With the reshaping of the global economic and trade landscape, shifts in monetary policies, and increasing geopolitical volatility, supply chains are facing structural transformation challenges. Alltek Technology continuously identifies external environmental risks, carefully assesses the impact of exchange rate fluctuations on financial performance, and closely monitors geopolitical conflicts and changes in export control policies. Ensure the stability of the supply chain through finance resilience, implementing global trade compliance, and a robust internal control mechanism.

➤ Finance Resilience

Exchange rate fluctuations affect Alltek's sales/accounts receivable, purchases/accounts payable, and operational profit and loss statistics. Since related foreign currency assets and liabilities are mainly in US dollars, sales collections and purchase payments are mostly conducted in US dollars to achieve natural hedging.

The Company continuously gathers information on the foreign exchange market, flexibly utilizes loans in US dollars and New Taiwan dollars, adjusts assets in strong currencies or liabilities in weak currencies, and considers using foreign exchange hedging instruments when necessary to address the impacts of exchange rate fluctuations.

➤ Global Trade Compliance and Internal Control Mechanism

Alltek Technology regards trade compliance as a core foundation for the company's sound operation and sustainable development, building a robust internal audit and risk control mechanism to ensure a transparent, stable, and compliant operational model within the global trade system.

Establish an internal control mechanism for trade conditions:

- Trade condition control: Strictly control the trade conditions of each transaction, clearly define the responsibility demarcation points and the timing of risk transfer. Avoid legal and financial risks due to compliance loopholes from the source by preventing ambiguity through standardized processes.
- Establish a review mechanism for shipping document stamping and verification standards. Each invoice, packing list, and certificate of origin must undergo a "substantive consistency check" by the compliance team before affixing the Company's seals or trade-specific stamps to ensure that the document content is fully consistent with the actual goods.
- Ensuring the legal validity and authenticity of documents: Alltek upholds an extreme demand for detail, strictly preventing unauthorized document forgery or information misplacement. We

ensure that every document submitted to customs and banks possesses complete legal validity and aligns with the facts to maintain the company's integrity and reputation in the international trade system.

In response to trade dynamics and global export control changes, Alltek continuously monitors updates to regulations in various countries and establishes real-time reporting and internal response mechanisms. Ensure that relevant regulations are implemented in daily operations to enhance employees' awareness of trade compliance and their risk identification abilities.

- Regular meeting case promotion seminar

Alltek Technology conducts regular annual advocacy during quarterly meetings, focusing on real international trade cases for business and product colleagues. The sessions analyze current trade war trends, changes in import controls in various countries, and recent instances of violations and penalties to ensure colleagues can make business decisions that comply with international standards.

- Establish an "Operations Section" on the EIP Employee FAQ Platform.

A "Transportation Section" has been added to the Enterprise Information Portal (EIP) to integrate frequently asked questions and operational guidelines, providing employees with real-time inquiry and reference.

The content of the section covers international trade regulations, origin labeling, customs inspection standards, and transportation document requirements. It also translates relevant regulations and technical terms into simple operational guidelines to assist each department in correctly understanding and implementing compliance requirements, thereby enhancing cross-departmental communication efficiency and further strengthening the Company's overall trade compliance defenses.



公司常見問答

Home	人事	總務	資訊	文管	法務	會計財務	辦公室下班關門SOP	辦公室使用規則	運務
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4.4 INFORMATION SECURITY MANAGEMENT AND DIGITAL OPTIMIZATION

In the face of widespread cyber threats and data breach risks, the company prioritizes information security as a core governance objective and implements a series of measures to ensure business continuity and data protection compliance. Adhering to the "Information Security Management Policy," Alltek is committed to driving digital transformation and implementing information security management mechanisms to ensure the integrity and availability of information processing, as well as the security of related systems, equipment, and networks. Regular information security drills and training are conducted to enhance employee awareness and understanding of cybersecurity, ensuring the security of employee, client, supplier, and operation-related information assets.

Information Security Policy

Under the Alltek Sustainability Development Committee, the Information Security and Process Management Task Force (hereinafter referred to as the "Information Security Task Force") has been established. The highest-ranking executive of the IT department concurrently serves as the Chief Information Security Officer (CISO), responsible for overseeing the operation of the company's information security management system, as well as executing information security-related tasks, establishing procedures, and reviewing policies. Established a dedicated Information Security department, regularly reporting at senior management meetings, annually evaluating the Information Security policy, and reporting to the Board of Directors.

➤ Annual Implementation Summary

In 2025, Alltek obtained ISO 27001 certification, appointed two dedicated information security personnel, held two information security meetings, and invested over 4.71 million in information security-related initiatives.

The primary responsibilities of the cybersecurity team are as follows:

1. Information security management team meeting proposals and discussions.
2. Assistance with information and communication security policy review and revision.
3. Assistance with the analysis and tracking of information security incident reports.
4. Assistance with the compilation of information security management-related systems and documents.

5. Development and evaluation of information security-related technologies, processes, and solutions.
6. Provision of company-wide information security training and awareness programs.
7. Regular reporting of information security progress to senior management and the board of directors.

Information Security Protection and Risk Management

In 2025, Alltek has comprehensively managed and planned the confidentiality, integrity, and availability of the information security management system, established information security management standards, and clearly defined information security management indicators and management objectives. On September 2025, SGS verified and passed the ISO/IEC 27001:2022 certification, with the certificate valid from September 6, 2025, to September 6, 2028. Through the implementation of the ISO 27001 Information Security Management System, strengthen the response capability to information security incidents and protect the asset security of the company and customers.

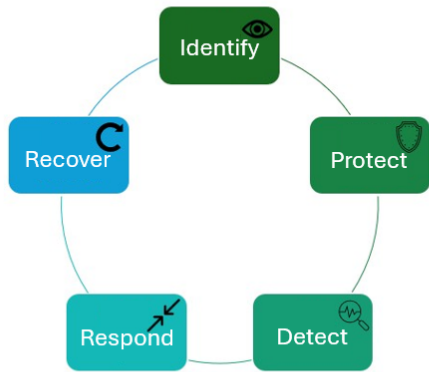
According to the established information security management standards, institutionalized information security management mechanisms are established, and relevant management operations are conducted regularly every year to ensure the confidentiality, integrity, and availability of information assets, reducing the impact of information security risks on operations and stakeholders. The main management mechanisms implemented annually include the following items:

1. Regularly conduct external threat intelligence collection, information security indicator assessment, information asset inventory, and information security risk evaluation.
2. Conduct regular social engineering drills, vulnerability scanning operations, and testing, maintenance, and review revisions of the information system business continuity plan annually.
3. Conduct an internal information security management self-audit and the Information Security Management Review Committee annually to achieve continuous operational improvement and ensure the effectiveness of information security practices.
4. Evaluate the information security management standards at least once a year, review and revise the content to reflect the latest developments in government regulations, skills, and business, ensuring the effectiveness of information security practices.
5. Assist in the execution of the aforementioned Item through external audits to ensure the integrity and reliability of the execution.

Major Cybersecurity Incident:

There were no instances of sensitive information leakage or major information service interruptions in 2025 that resulted in financial losses for customers or suppliers.

2025 Information Security Measures



- Establish comprehensive standards and clear operational procedures to enable the institutionalized operation of the information security management system.
- Regularly conduct risk evaluations to identify high-risk items and allocate appropriate resources to mitigate or transfer them.
- Conduct regular internal and external audits annually to review the entire management system, ensuring normal operation and continuous improvement.
- Continuously stay updated on new cybersecurity information and skills, keeping defense or management techniques up-to-date to effectively block new types of cybersecurity threats and reduce operational risk.
- Multi-layered cybersecurity defense mechanisms, endpoint antivirus deployment, next-generation firewall deployment, email filtering systems.
- Regularly conduct internal and external vulnerability scanning, evaluate the priority of remediation for identified vulnerabilities, and execute vulnerability remediation management.
- Social engineering drills and employee cybersecurity training comprehensively enhance employees' cybersecurity awareness.
- Establish information security incident response and refresh procedures to quickly isolate and mitigate threats from information security incidents, reducing the scope and extent of impact.
- Regularly conduct disaster Recovery exercises for critical information systems to ensure their effectiveness.
- Regularly conduct backup data restoration verification tests to ensure their effectiveness.

Information Security Training and Advocacy

Alltek values information security risk management and considers cybersecurity training and awareness as an important aspect of corporate governance. The company has established standard reporting procedures for information security incidents, information security education and training courses, awareness topics, social engineering drills, and consolidation of drill results. This enhances the understanding and awareness of information security protection among all employees, reducing the potential impact of cybersecurity incidents on operations and stakeholders.

I. Information security training and education system

Alltek regularly plans and executes information security training and education every year, covering all employees and relevant personnel. The curriculum includes information security policies and management standards, account and access rights management, social engineering and phishing email prevention, personal data protection, and information security incident reporting and response procedures. Through systematic training and learning effectiveness assessments, ensure employees fully understand and fulfill their information security responsibilities.

II. Information security awareness and risk reminders

In addition to training and education, the company also conducts information security awareness through regular emails, internal announcements, and an information security monthly bulletin. This

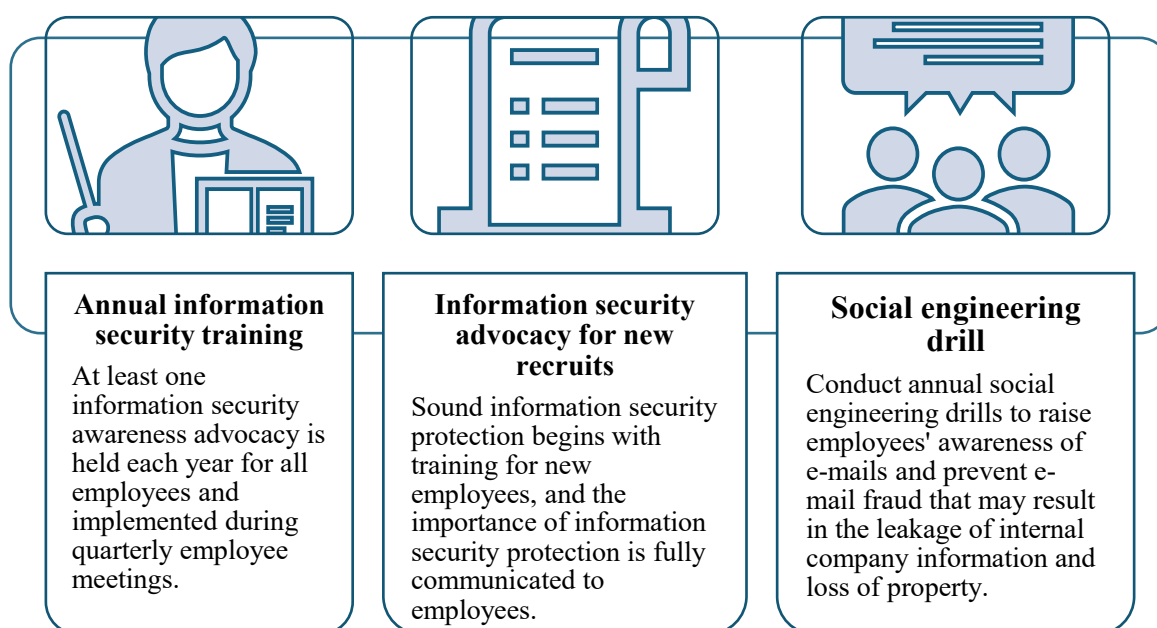
provides updates on the latest cybersecurity trends, information on major domestic and international incidents, and key preventative measures. Social engineering drills are also conducted to strengthen employees' vigilance against abnormal emails and suspicious behavior, thereby reducing the information security risks caused by human error.

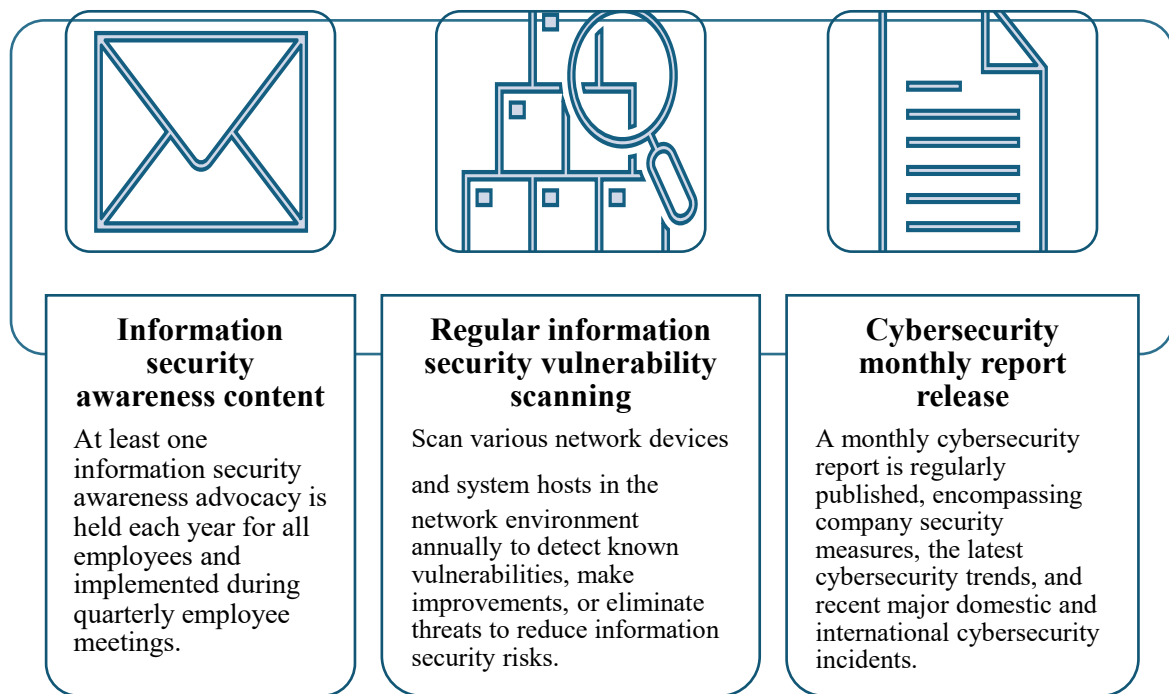
III. Performance results and continuous improvement

Through ongoing Information Security Training and Advocacy, the Company has effectively enhanced overall information security awareness and protection capabilities, strengthening information asset protection and operational stability. In the future, we will continue to review and refine relevant measures based on regulatory requirements and changes in the information security environment to achieve sound corporate governance and support corporate sustainability development.

The results of the information security training and advocacy in 2025 are as follows:

➤ Methods of Training and Advocacy

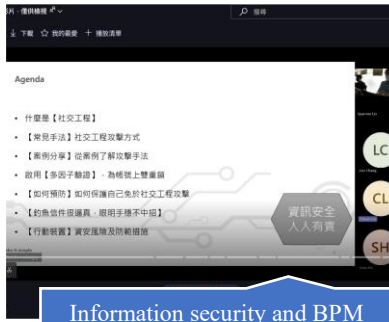




Training courses



Information security advocacy
Number of participants: 263



Information security and BPM
training for new recruits
Number of participants: 27



Employee vigilance test
information security seminar
Number of participants: 38

Company Internal advocacy notice

主旨：【資訊科技處】資訊安全月報發佈 公告文號：AM1130304 公告部門：(M100)資訊科技處 連結網址：https://reurl.cc/095zzb 各位同仁大家好： 企科「資訊安全月報」定期每月發佈 各月份相關內容請詳下列網址：https://reurl.cc/095zzb 若有任何疑問請聯繫以下資訊科技處服務窗口，謝謝。 Thelp EXT 885，885@alltek.com	Internal information security advocacy: Information Security Monthly Report Released
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主旨：【資訊科技處】資安宣導-資訊安全，人人有責 公告文號：AM1140405 公告部門：(M100)資訊科技處 敬請各位同仁仔細閱讀資安宣導事項： 本公司依據 ISO/IEC 27001 資訊安全管理系統架構，建立資訊安全政策與管理中符合機密性、完整性及可用性原則，強化並持續改善，以維護資訊資產、系統。 資安政策 https://www.alltek.com/企業永續/g治理/資訊安全管理與數位優化/ 資安宣導 https://alltekhq.sharepoint.com/sites/AllUsers-Alltek/Shared%20Documents/AllUsers-Alltek/Security%20Policy/SecurityPolicyAllUsers-Alltek.pdf 若有任何疑問請聯繫以下資訊科技處服務窗口，謝謝。	Internal information security advocacy: Information Security Awareness - Information Security is Everyone's Responsibility
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➤ **Information Security Advocacy-Company Employee/Service Providers**

In 2025, a total of 118 information security awareness announcements were made through employee meetings, Training and Education, email, and the company's intranet (EIP).

Information Security Awareness Content	Number of Times
Information Security Awareness - Computer Usage Regulations Announcement	12
Information Security Awareness - Software Piracy Case Alerts and Precautions	12
Information Security Awareness - Two-Factor Authentication and Account Password Policy and Announcement for Cloud Services	12
Information Security Awareness - Personal Data Backup Plan	52
Information Security Awareness - Ransomware Prevention Announcement	12
Information Security Awareness - Phishing Email Prevention Announcement	12
Information security and BPM training for new recruits	4
Cyber Security Awareness Briefing - Staff Meeting Cybersecurity Awareness for All Employees	2

9 suppliers attended a presentation on cybersecurity policies and requirements in the 2025.

Information Security Awareness Content	Number of Participants
Information security policy advocacy and case sharing	12

➤ **Social Engineering Drill**

Alltek Technology is committed to promoting information security awareness by regularly arranging cybersecurity training for new recruits and conducting awareness sessions during employee general meetings. Awareness information is communicated through email notifications and announcements on the corporate information portal to ensure employees understand their responsibilities and obligations, thereby enhancing their information security awareness.

The traditional boundaries of cybersecurity protection are no longer effective for providing adequate defense. Employee cybersecurity awareness has become an important aspect of security management. Since 2022, Alltek has implemented social engineering drills, randomly selecting drill templates to conduct social engineering awareness tests. For employees who mistakenly click on phishing emails,

Alltek has established re-training and lecture courses, as well as a mechanism for notifying direct supervisors. The company regularly tracks training results to reduce security threats and operational impacts caused by insufficient cybersecurity awareness among staff.

The following is the statistical exposure rate of employee clicks during social engineering drills over the past four years:

Implementation Measures	2022	2023	2024	2025
Conduct at least one social engineering drill each year.	12.03%	9.83%	12.88%	15.04%

During the reporting period, Alltek Technology did not receive any substantiated complaints of customer privacy breaches, nor were there any related complaints from regulatory authorities. In addition, the Company continues to invest in information security, and during the reporting period, there were no incidents of customer data breaches, theft, or loss.

Cross-border Logistics Information Security Protection Upgrade: Encryption of Export Declaration Data Exchange

In order to enhance cross-border logistics information security protection and comply with international data transmission standards, Alltek Technology has conducted a critical upgrade of the export declaration data exchange process in cooperation with core courier partners, transitioning from traditional FTP to the more secure SFTP (SSH File Transfer Protocol) system. The core value of this transition lies in the comprehensive encryption of the transmission process, which can effectively eliminate the risk of customs documents, invoices, and trade-sensitive data being intercepted or tampered with during network transmission.

In terms of skills integration, businesses need to update their existing transmission interfaces and authentication mechanisms, adopting SSH keys or encrypted certificates for connections. This is not only a change on the skills side, but it also enhances the resilience of the enterprise supply chain, ensuring that export data has higher stability and privacy protection when interfacing with courier customs declaration platforms. The introduction of SFTP enables both parties to establish a more transparent digital trade bridge that complies with current information security regulations, streamlining customs declaration operations and reducing potential information security threats.

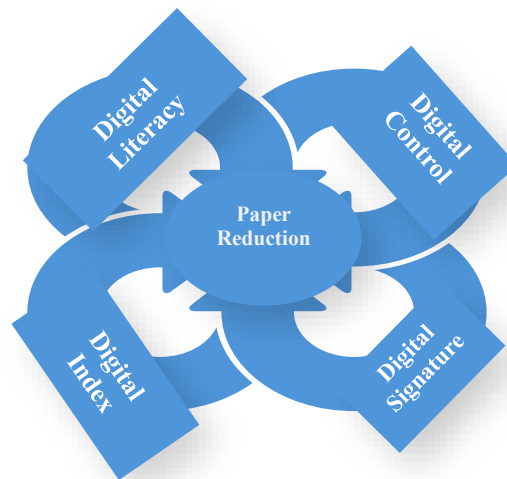
➤ Information Protection Benefits

Optimization Items	Traditional Practice	Digital optimization and Information Security Upgrade.	Specific value / Effectiveness
Cross-border logistics declaration data integration	Traditional FTP transfer	SFTP encrypted transmission system	Full encryption of data to prevent information from being intercepted and tampered with.
Authentication mechanism	Account password login	SSH keys or encrypted certificates	Enhance identification security to prevent intrusion risks caused by password leaks.

Digital Optimization - “Paper Reduction Campaign”

In August 2021, Alltek launched the "Paper Reduction," which was initiated by the Chief Operating Officer and coordinated and executed by the "Business Information Management Committee." The combined project team included Pantek, changing the process of paper signing to Digital Signature. Announcements were also made on the intranet to promote the policy of printing on both sides of the paper, extending the spirit of the Paper Reduction into all daily operations of the company. This strengthened the awareness of the whole team of employees to save paper and reinforced green awareness through daily self-management and environmental protection habits.

Note: Due to the shared operational processes and logistics resources with Alltek Technology, Pantek Technology Corp. was included in the paper reduction campaign at the beginning of its implementation.



Regular Paper Reduction Campaign meetings are held to strengthen green awareness and implement it into employees' daily routines.

➤ **Phased Introduction of Projects in 2025**

Continuing the existing implementation achievements, the "Paper Reduction" project will expand its scope to include three subsidiaries in the Mainland China region in 2025. Currently, the related systems are undergoing revisions, which are expected to be completed and officially launched in 2026.

➤ **Performance Benefits**

• **Paperless BPM digital signature process**

Transitioning from paper-based approvals to digital approvals enhances document transmission efficiency and improves approval speed. Re-examining existing workflows and establishing digital control points within processes to mitigate risks associated with human error. Review existing processes and set up process digital control points to reduce the risk of human error. The Company has changed its physical signing to digital signing to improve the timeliness of document delivery and increase the efficiency of signatures. In 2025, the group used a total of 116,925 instances for electronic signatures through the Business Process Management (BPM) system.

• **Paperless operations for procurement and inventory documents within the Enterprise Resource Planning (ERP) system**

The subsidiary, Pantek Technology Corp., is piloting paperless operations for procurement and inventory documents within the Enterprise Resource Planning (ERP) system and fully adopting electronic archiving for documents. In 2025, the procurement and inventory process in Taiwan's warehouse reduced paper costs by 91.60% compared to the original process. The quantity of paper used decreased by 84,153 sheets, representing a 91.31% reduction.

2025 Paper Reduction Campaign	Original Method	After the Paper Reduction Campaign was launched	Increase/Decrease Load Compared to the Original Method	Increase/Decrease Compared to the Original Method (%)
Paper expenses (Unit: NT\$)	31,470	2,643	-28,827	-91.60%
Quantity of paper (Unit: sheet)	92,163	8,010	-84,153	-91.31%

Note: Data includes Alltek Technology and Pantek Technology. The scope covers Xizhi warehouse and Taoyuan bonded warehouse in Taiwan.

In 2025, the procurement and inventory process in Hong Kong's warehouse reduced paper costs by 50.00% compared to the original process. The quantity of paper used to decrease by 7,599 sheets. The reduction rate reached 50.00%.

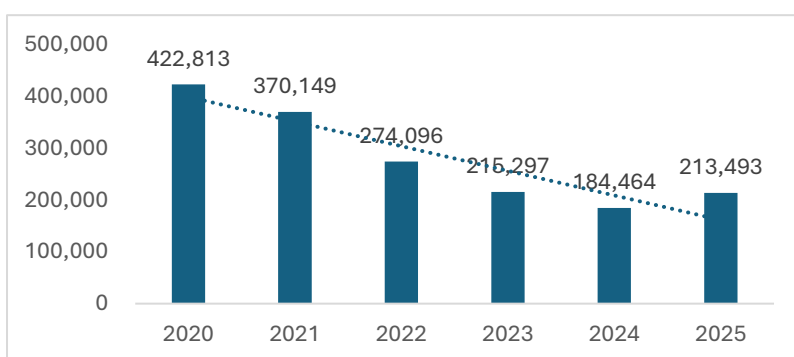
2025 Paper Reduction Campaign	Original Method	After the Paper Reduction Campaign was launched	Increase/Decrease Load Compared to the Original Method	Increase/Decrease Compared to the Original Method (%)
Paper expenses (Unit: NT\$)	2,986	1,493	-1,493	-50.00%
Quantity of paper (Unit: sheet)	15,198	7,599	-7,599	-50.00%

Note: Data includes Alltek Technology, Pantek Technology, Alltek Hong Kong, ALL PLUS, and PANTEK GLOBAL. The scope covers Hong Kong warehouse.

- **Office machine paper conservation**

Since the 2020 Base Year, through measures such as system paperless operations, the total paper usage for office machines has decreased from 422,813 sheets to 213,493 sheets, with a cumulative reduction of 49.51%. In 2025, the subsidiary Pantek Technology moved into the headquarters to share office space, and with the increase in Training and Education, printing demand grew compared to the previous year. The office machine paper usage in 2025 increased by 15.74% compared to the previous year.

Statistics of Office Machine Paper Usage



Note: The scope of data for 2025 includes Alltek Technology and Pantek Technology, encompassing the headquarters and logistics and warehousing.

- **Office machine paper reduction performance**

Alltek Technology is committed to protecting every green resource, implementing the results of digital transformation in forest conservation. Compared to the base year of 2020, 25.12 mature trees were successfully saved from being cut down in 2025.

Indicator Item	2020 (Base Year)	2023	2024	2025
Equivalent Number of Trees Cut for Paper (unit: trees)	50.74	25.84	22.14	25.62
Increase/decrease in the number of trees cut down compared to the base year (Unit: trees)	Base Year	-24.90	-28.60	-25.12

Note: One A4 sheet weighs approximately 4 to 6 grams. One box of A4 paper weighs about 25 kilograms (5,000 sheets). Producing one ton of paper pulp requires cutting down approximately 24 trees with an average height of 12 meters and a diameter of 15 to 20 centimeters. One ton of paper pulp can produce 40 boxes of paper, which means producing one box of paper requires cutting down $24/40 = 0.6$ trees.

Source citation: Environment Quality Educational Foundation

- **Paperless warehouse operations**

To implement the concept of environmental sustainability and enhance operational efficiency, Alltek Technology continuously promotes the digitization and paperless processes in warehousing operations, reducing paper usage and manual workload. Gradually, it is building an efficient and sustainable smart warehousing operation model.

Statistics on the paperless procurement documents in Taiwan's warehouse ERP system

2025	Original Method	After the Paper Reduction Campaign was launched	Increase/Decrease Load Compared to the Original Method	Increase/Decrease Compared to the Original Method (%)
Paper expenses (Unit: NT\$)	1,306	195	-1,111	-85.07%
Quantity of paper (Unit: sheet)	9,325	1,393	-7,932	-85.06%

Note: Data includes Alltek Technology. The scope covers Alltek Technology's Xizhi warehouse and Taoyuan bonded warehouse in Taiwan.

Digital Optimization - “RPA and AI Automation Process Introduction”

Starting from May 2025, Alltek has initiated a process optimization project led by the Chief Operating Officer, beginning with the introduction of RPA (Robotic Process Automation) in the Administrative Department. This project aims to systematically improve tasks that previously relied heavily on manual work, such as document compilation and system reporting, creating standardized and automated digital workflows.

Through the introduction of automation, the manual workload is significantly reduced, allowing employees to be freed from highly repetitive, low-value tasks and instead engage in high-value tasks such as data analysis, cross-departmental communication, and professional judgment, effectively enhancing the overall efficiency of human resources utilization. At the same time, RPA executes data extraction and form-filling operations according to standardized logic, effectively reducing the risk of errors caused by manual copying and matching. This further enhances the accuracy, consistency, and traceability of document processing, ensuring quality management of compliance documents.

Relevant processes and experiences can also be replicated and applied to other departments as a reference for subsequent automation introduction, reducing development costs and accelerating the promotion of digital optimization.

➤ Phased Introduction of Projects in 2025

Project 1: RPA automation process establishment

This project carefully selected Microsoft Power Automate Desktop (PAD) as the automation platform to accurately map existing Standard Operating Procedures (SOPs) to the RPA execution mechanism, achieving process optimization with minimal resource investment. Based on information security considerations, the system adopts an On-Premise deployment model to ensure that all sensitive compliance data is processed within the internal environment, without involving cloud computing.

The execution process is as follows:

Step 1 Automatic Monitoring Mechanism: The robot program automatically detects newly introduced files in the Table of Contents pending processing, and initiates the processing procedure.

Step 2 Regularized Processing: The robot automatically completes data extraction, content ratio

calculation, field logic judgment, and assignment based on preset logic.

Step 3 Standardized Output: Automatically generate standardized format files and create prompt messages for staff confirmation and final inspection.

Through RPA integration, single automation processes take 1 to 3 minutes, dynamically adjusting execution time based on the number of files. Each operation saves over 90% of labor hours, significantly enhancing operational efficiency.

Project 2: Intelligent automation application of AI combined with RPA

Further integrate AI and RPA to construct smarter operation processes. Through the standardized design of AI and regulated judgment logic, enhance the stability and consistency of unstructured data processing. Even when faced with differences in document formats or abnormal data situations, the process can still operate stably.

The execution process is as follows:

Step 1 (Manual: Preparation): Data collection. Place the new PDF in the designated folder, ensuring there are none of the old files.

Step 2 (RPA: Identification): Triggered outside of working hours. Open the PDF and extract key regulatory information (such as lead, ICP-OES data).

Step 3 (RPA: Execute: Compare historical records to avoid duplicate uploads. Automatically fill in system fields and upload PDF documents.

Step 4 (RPA: Record: Generate an execution Excel log file.

Step 5 (Manual: Review): Quality review. Only need to check the Excel record to ensure that extraction and upload are correct. Transition from executor to auditor.

Benefit analysis: The original manual processing took about 15 minutes per file. After the introduction of AI combined with RPA, it was shortened to 2 minutes per file, greatly improving processing efficiency and reducing the risk of human errors.

Performance benefits in 2025

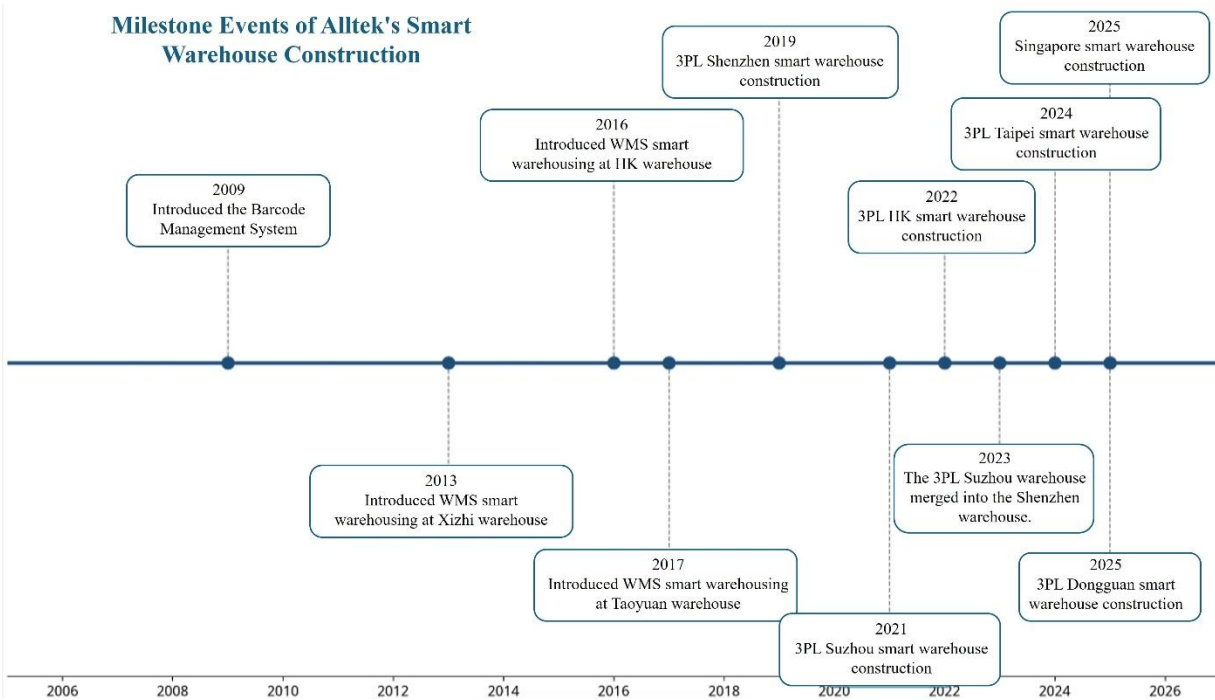
2025 RPA Automation Process Establishment Project Items	Original Method Labor Hours (Unit: minutes)	Labor Hours after RPA Implementation (Unit: minutes)	Increase/Decrease Compared to the Original Method (%)
Filling in the Green Parts Summary	120	3	-97.5%
Proposition 65 regulatory declaration fill-out	75	2	-97.3%
Filling in the REACH Regulation Investigation Form	75	2	-97.3%

Note: Data includes Alltek Technology. The scope covers Alltek Technology's headquarters in Taiwan.

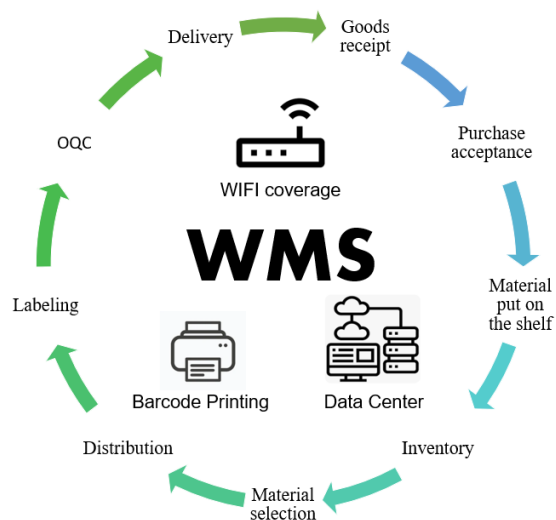
Smart Warehousing

"Accuracy, speed, and professionalism" are deeply rooted in our corporate culture. We also uphold this belief in logistics and warehousing management in order to provide customers with efficient logistics services. The Warehouse Materials Management Department is mainly responsible for the analysis and management of warehouse operations, the management of warehouse operations in each district, the design and improvement of various operating procedures, and the management and optimization of operations research systems. Alltek have established logistics and warehousing centers in Taiwan's Xizhi and Taoyuan, and Hong Kong. The operating procedures of warehousing personnel are executed in accordance with the Company's "Warehousing Management Procedures"; inbound and outbound shipments are carried out in accordance with the "Product Inbound Control Procedures" and "Outbound Control Operating Procedures"; and the "Inbound and Outbound Abnormal Control Procedures" are used as guidelines for inbound and outbound abnormalities and corrective preventive measures.

In addition to the establishment of a comprehensive operating process system, Alltek has also developed a Warehouse Management System (WMS) to integrate internal and external logistics information from receiving, packing, shipping, inventory tracking and related procedures. By bringing standardized work to online system management, the system will help the Company improve operational efficiency and reduce costs.



Warehouse Operation Process



The smart warehousing framework of the Company is based on the Enterprise Resource Planning (ERP) system and the Business Process Management (BPM) system as the source of smart warehouse data. Through Alltek's self-developed Middleware System and Electronic Data Interchange (EDI) framework, the information of the warehouse operations is correctly and quickly transferred into the Warehouse Management System (WMS). Through the WMS as the

core of smart warehousing, we have built related hardware and software facilities, deployed a region-wide wireless network environment, realized paperless warehouse operations, and integrated a variety of tools and solutions for customer needs, while a small number of variable items are handed over to the offline line for manual processing. It is hoped that through the establishment of a smart logistics and warehousing system, we will build a collaborative value chain system with our partners.

➤ **Benefits after the Introduction of WMS**

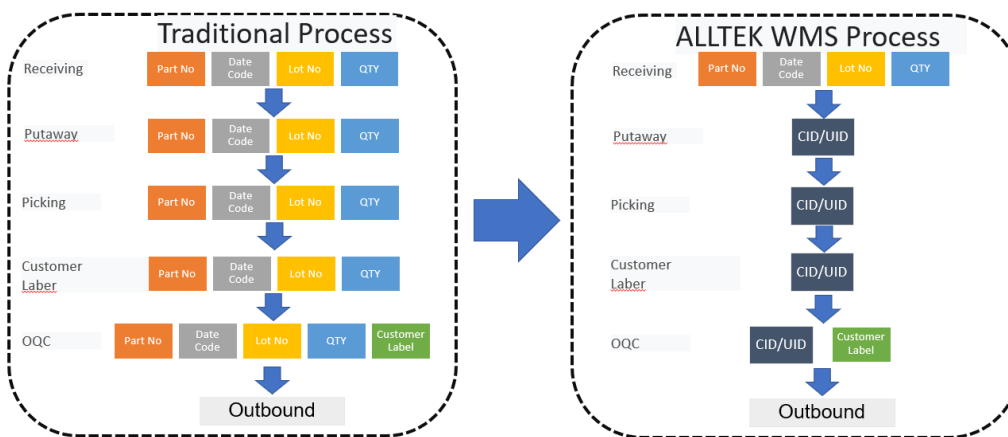
• **Process simplification**

WMS simplifies the warehousing process from goods receipt to delivery. Through barcode management, the warehousing process for each piece of goods is reduced from the original four steps to one, reducing manual repetitive input and improving data accuracy and operational efficiency. For materials, only CID/UID barcode needs to be swiped to achieve in-warehouse material management and full traceability. Shipping process: WMS is aligned with the Label Total Solution to automatically convert material information into customer labels, replacing manual labeling and simplifying the shipment process.

CID/UID barcodes are used for material management to replace manual input.



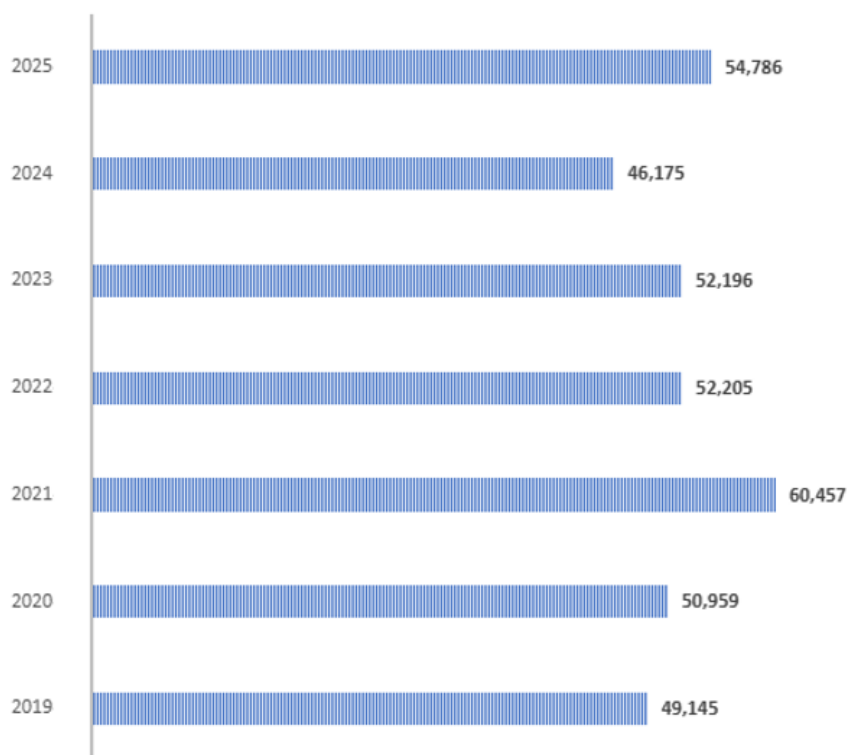
The warehousing process is reduced from the original four steps to one



- **Improvement efficiency**

Through the integration of the company's existing Enterprise Resource Planning (ERP) system and Business Process Management (BPM) system with a Warehouse Management System (WMS), the logistics and warehouse team increased their average label processing efficiency, while maintaining the original manpower configuration.

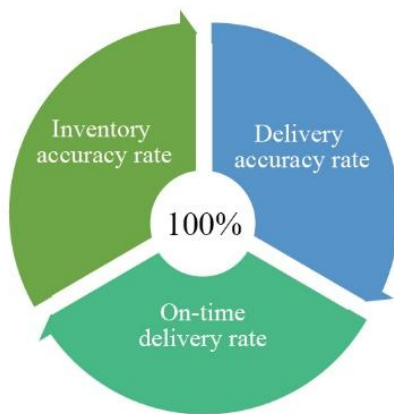
Unit: Number of labels per capita



Note: The scope of the data covers Alltek Technology's Xizhi warehouse and Taoyuan bonded warehouse in Taiwan.

- **Improving Accuracy**

Traditional warehouse management involved manual operations using Excel sheets to record inbound and outbound information. Through WMS database analysis, a fool-proof design was implemented in the inbound and outbound processes, along with customized requirements for specific customers. This system-based fool-proof mechanism replaced manual operations, thereby improving delivery accuracy, shipping efficiency, and inventory accuracy.



- **Real-time access to inventory information**

Each box is assigned a unique serial number (CID/UID), and data such as record archiving, procurement management, inventory management, and shipping management are integrated in real-time through WMS, providing a clear overview. This allows logistics and warehousing to establish more accurate demand forecasting and facilitates the real-time execution of inventory strategies.

- **3PL Smart Warehouse**

Alltek has been actively building 3PL smart warehouses in Hong Kong, Shenzhen, and Taipei since 2019. They have also applied the EDI framework to complete automated data exchange. Customized storage functions are available based on cargo type, part number, brand, and other information to create a customized storage environment according to requirements. At the same time, when goods arrive, the system can automatically send arrival notifications and, upon completion of acceptance, automatically send acceptance reports, achieving a paperless operation. All departments in our 3PL smart warehouse utilize paperless operations.

- * 3PL Primer: 3PL refers to Third-Party Logistics, where companies contract logistics activities that they would otherwise handle themselves to professional external logistics companies to improve logistics efficiency and save costs.

➤ **Promote the digitization of warehouse operations to enhance operational efficiency and process governance.**

The company continuously promotes the digitization of warehouse operations and system integration. Through the smart warehousing management model, it optimizes operating procedures, enhances operational efficiency, and strengthens the immediacy and traceability of operational records to support operational decision-making, internal control, and sustainability governance objectives.

- **Digital optimization of inventory operations**

The company has implemented a digital optimization of inventory operations process in Taiwan's warehouse, distributing inventory data generated by the ERP system in electronic format to tablets used by the operational personnel. Inventory personnel directly complete inventory markings and signatures on electronic files on site, and immediately upload the completed data to the Document Management System (DMS) for centralized management.

This operational model effectively simplifies the preparatory process for inventory and allows the inventory results to be immediately available for review by relevant units, enhancing data consistency and process transparency. At the same time, during the annual auditor inventory and internal and external audit operations, relevant personnel can complete confirmation and signing directly on mobile devices, reducing the burden of redundant processing and manual operations.

- **Digital optimization of storage location management**

Shelving and inventory relocation are entirely PDA-driven, with personnel directly scanning product and storage location barcodes using PDA devices. The system performs real-time inventory adjustments and location transfers, completely replacing traditional physical inventory record cards, achieving "zero paper card" management. This eliminates the time lag of paper records and the burden of manual transfers, reducing resource waste caused by rework due to errors.

- **2025 Action plan Digitization of the inbound operations process.**

In order to further enhance the efficiency of the procurement process, the Company optimized the inbound operations in Taiwan's warehouse starting from January 2025, by integrating ERP and WMS systems, simplifying procurement documentation and verification processes (excluding special operations such as sample entry, transfers, subcontracts, sales returns, and re-entries).

Operational staff can complete goods receipt registration and incoming material verification by scanning the operational labels generated by the system, and can cross-verify using system data and the original manufacturer's invoice. This process design helps reduce operational complexity, enhance the accuracy and stability of inbound operations, and strengthens the immediacy of record-keeping and subsequent tracking capabilities.

4.5 SUPPLY CHAIN MANAGEMENT

As a professional distributor of semiconductors and electronic components, Alltek's suppliers are mainly divided into two categories: Product suppliers and Service providers. Although Alltek does not directly participate in product manufacturing, it is profoundly aware of its sustainability mission within the industry chain. In addition to maintaining close cooperation with suppliers, we actively manage the impacts that may arise from the company's own operations and work together with suppliers on various aspects of sustainability, hoping to jointly pursue sustainable business practices while achieving steady growth.

To fulfill its supply chain management commitments, the Company has established the ["Supplier Management Policy and Code of Conduct,"](#) incorporating conditions where suppliers significantly impact the environment, society, and governance (ESG) into procurement decision assessments. To ensure that supply chain partners align with the company's sustainable goals.

This management policy and code of conduct specifically regulate issues such as labor rights, occupational health and safety, environmental protection, ethical standards, information security, privacy protection, and management systems, to be observed and practiced jointly with supplier partners.

Product Supplier Management and Implementation Situation

➤ ESG Due Diligence

The Company conducts ESG Due Diligence and collaborates with suppliers to identify operational risk, strengthen Risk response and management, and jointly build a resilient and sustainable supply chain. "Medium Risk" issues identified for product suppliers in 2025: Basic labor rights, privacy and personal data protection, energy management and climate change, management systems, and remedial mechanisms. For relevant due diligence processes and mitigation and remediation measures, please refer to (5.2 Human Rights Protection).

➤ Conflict Minerals Management and Due Diligence

Alltek follows the guidance of the Organization for Economic Cooperation and Development (OECD) in establishing a Due Diligence framework for responsible supply chains of minerals from conflict-affected and high-risk areas, as outlined in the "Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas." This framework includes procedures to identify and assess supplier risks, and adopts the Conflict Minerals Reporting Template (CMRT) published by the Responsible Minerals Initiative (RMI)

as the basis for due diligence implementation. Suppliers are required to disclose the sources of their minerals, and if they come from conflict areas, they must originate from third-party-verified conflict-free mines.

In response to customers' requirements not to supply conflict minerals such as tin, tantalum, tungsten, and gold that are sourced from areas with human rights disputes, we also require suppliers to provide a conflict minerals report template and a responsible sourcing policy. If a conflict mineral is used unintentionally in the Company's products, suppliers are required to disclose in detail during the investigation. This way, we can ensure that the products supplied do not come from metals produced in conflict areas, achieving the goal of responsible sourcing management. To prevent the use of conflict minerals in our company's products, we require suppliers to provide complete and accurate disclosures during our investigations. This ensures that supplied products are free from metals originating in conflict regions, achieving our objective of responsible sourcing.

In 2025, among the product suppliers that the Company represents, five key product suppliers were identified for due diligence, and the investigation results showed that 100% of the smelter sources disclosed by the five key product suppliers were qualified suppliers of Conflict Minerals.

➤ **Management of Hazardous Substances**

At Alltek, we have incorporated the requirements of international environmental protection laws and regulations into specific evaluation standards. Moreover, we implement these standards into the management mechanism of hazardous substances in products. The Documentation Management Department of Alltek thoroughly reviews and analyzes the management and identification of hazardous substances in the environment based on the written information provided by product suppliers. This is to confirm whether each item in the transaction complies with environmental regulations. The data and information are systematically compiled in a database. By analyzing the chemical composition of various materials, the department assesses which chemicals in the suppliers' products may impact the earth's environment and human health. In addition, according to individual customer's requirements for the management of hazardous substances in various products, product suppliers are required to provide related non-use and prohibited substances guarantee, material composition analysis reports, and hazardous substance testing reports from third-party testing institutions according to the product material

number in order to comply with the environmental regulations for the products.

All products supplied by our company's agents in 2025 have been assessed and verified as All Compliant with EU RoHS Directive and REACH Regulation requirements.

Product Supplier Management and Implementation Situation

➤ Sustainable Supplier Assessment

In 2025, a total of 23 service providers qualified for supplier assessment.

➤ Signing of the Supplier Code of Conduct Commitment.

Out of the 23 assessed service providers in 2025, 18 signed the Supplier Code of Conduct Commitment, with a signing rate of 78.26%. All non-signatory companies have relevant social responsibility policies in place.

➤ Issue Advocacy

To enhance suppliers' awareness of the importance of sustainability issues, Alltek invited suppliers to participate in Issue Advocacy events, explaining the importance of sustainable management to them. This ensures that suppliers prioritize environmental protection, human rights protection, occupational health and safety, information security, and business ethics in their operations. In 2025, a total of 9 suppliers were invited to participate in advocacy activities.

➤ General Authorized Economic Operator (AEOG) Certification

In 2024, Alltek Technology successfully obtained the General Authorized Economic Operator (AEOG) certification and maintained this qualification in 2025, being recognized by the Customs Administration, Ministry of Finance, as an enterprise that meets supply chain security and compliance management standards. As a certified company, Alltek Technology benefits from preferential measures such as reduced inspection rates for imports and exports, thereby enhancing logistics efficiency. Alltek Technology passed the certification through a robust internal management system and stringent security standards, and conducts annual evaluations of logistics suppliers to implement effective supply chain security management.

Compliance with Supply Chain-Related Laws and Regulations

➤ Compliance with product trade laws and regulations.

In response to the requirements of the "Bureau of Foreign Trade" on the management of the export of strategic high-tech goods and related regulations, the Alltek has formulated the "Procedures for Export of Strategic High-tech Commodities" to ensure that all transactions with overseas customers comply with the internal export or control policies of the Company and filter all orders according to the latest list of rejected customers.

Beginning in 2021, Alltek has followed its "Procurement Management Procedures" and "Sales Procedures" and requires sales personnel and product planning personnel to negotiate with customers or suppliers for the addition or change of trade terms. The applicant must fill out the "Trade Terms Application Form" and follow the approval process to obtain the approval of the authorized supervisors before shipping or placing an order to ensure the subsequent fulfillment of various customs declaration obligations.

For the first-time collaboration with supply chain partners, Alltek conducts qualification reviews through the "New Supplier Evaluation Form." Suppliers who have obtained "Authorized Economic Operator (AEO)" certification or equivalent qualifications will be given priority in Alltek's list of qualified suppliers.

➤ Legal actions related to anti-competitive behavior, antitrust, and monopoly practices.

Alltek Technology complies with the Fair Trade Act and relevant antitrust regulations of the regions where it operates. In terms of product pricing mechanisms, the Company follows the suggested retail price of the original manufacturer and flexibly adjusts based on market supply and demand mechanisms. It does not restrict competition through improper means, nor does it abuse its market dominance. In 2025, Alltek had no legal actions, pending litigation, or concluded legal actions involving anti-competitive behavior, antitrust, or monopoly regulations.

➤ Health and Safety Regulations of Products and services

As an agent, the Company provides proof from the original manufacturer that the products comply with international environmental regulations such as RoHS and REACH. In 2025, Alltek had no incidents of violations against the Health and Safety Regulations of Products and services or voluntary standards.

➤ Regulations related to Information and labeling of Products and services

Alltek clearly executes according to customs and other relevant regulations, with relevant

mechanisms and records in the Company's inbound and outbound system flow. In 2025, Alltek had no incidents of violations against the Regulations related to Information and labeling of Products and services.

➤ Compliance with marketing communications related regulations

The company's business model is not in the B2C market and therefore involves fewer proactive mass marketing communication activities. If there are related skills promotion activities, the company also has an internal review mechanism (PM must submit an application and undergo authority verification). In 2025, Alltek had no incidents of violations against marketing communication related regulations.

Customer Relationship Management

Today's industry is changing rapidly. Sales of all walks of life are filled with various marketing models. With the advancement of technology, different service models are derived accordingly. Among them, customer relationship management (CRM) is a very important issue for companies. At Alltek Technology, each member adheres to the five spirits of the Company: correctness, speed, professionalism, loyalty and enthusiasm, and maintains a customer-oriented service quality and business philosophy to establish long-term and stable relationships with customers and bring stable income to the Company.

Accurate

- Correct exchange of information is very important to a company. To provide sales and services to various brand distributors and customers, we must understand the business strategies of the original manufacturers on the one hand, and listen to the needs of customers on the other.

Prompt

- Providing the right service to meet customer needs is the performance of the Company, and prompt response and service is the demonstration of efficiency. With the advancement of technology and the rapid changes in the market, the pace of customers is getting faster and faster, and the cost of time has become critical, and mastering the speed is the key to get the first opportunity.

Professional

- Professionalism required in the workplace generally refers to the knowledge, skills and experience required to effectively achieve work objectives, and professionalism in customer relationship management. In addition to providing professional technologies, we also have excellent marketing capabilities and abundant logistical support, worthy of customers' trust and preferred partner.

Loyal

- Customer loyalty is the key to ensuring revenue. The Company thinks about how to correct, account for or make up for the mistakes we made in the process of cooperation, while also thinking about how to make customers truly feel the progress and our responsible attitude in the process of cooperation with us, and to trust the partnership from the bottom of their hearts, and further increase the loyalty between each other. This will increase the loyalty between us and make our customers feel we are responsible for our services.

Enthusiastic

- Enthusiasm is a very important element in maintaining customer relationships. We must maintain enthusiasm for our own work and for our customers, and for all things related to our customers. This way, the customers will find it very interesting to work with us and want to develop more cooperation with us.

5. SOCIETY

5.1 SOCIAL INCLUSION

Upholding the spirit of proactive contribution and mutual benefits, Alltek Technology transforms sustainability concepts into concrete actions. Referring to the United Nations SDGs and Taiwan's sustainable development goals, we focus on the three key aspects of social welfare, cultivation of technology talents, and a healthy workplace to outline a sustainability blueprint aligned with Alltek's core competencies. We are not only contributors of resources but also participants in change, aspiring to create a better sustainable future through diverse social involvement.

Social Welfare

SDG 2 Zero Hunger

SDG 3 Good Health and Well-being

SDG 4 Quality Education

SDG 12 Responsible Consumption and Production

"Take from society, give back to society" is the unwavering original intention of Alltek Technology. We believe that revenue growth should be accompanied by commitment to caring for society. Therefore, Alltek actively integrates the spirit of public welfare into its corporate DNA. We creatively combine employee activities with charitable events, allowing every colleague to enjoy company benefits while also becoming a conduit for spreading warmth. Through this series of concrete actions, we have not only unified the internal cohesion of the enterprise but are also committed to expanding the virtuous cycle by working hand in hand with various sectors of society to jointly practice "Common Good."

➤ **"Lighting Up Lives" Initiative - NTU Hospital Donation**

To strengthen Taiwan's medical soft power, Alltek Technology dedicates resources to support the development of Taiwan's medical and healthcare sectors. We firmly believe that the improvement of medical quality stems from solid research and teaching. Therefore, this project particularly focuses on two major aspects: "Enhancing Research Capacity" and "Optimizing Teaching Standards." Alltek Technology not only provides financial support but also demonstrates a strong commitment to the sustainability of medical talent. Through this effort, the company aims to inject positive momentum into frontline healthcare, assisting Taiwan's medical system in achieving continuous excellence in talent training and skills development.

➤ **"Lighting Up Lives" Initiative - Public Welfare Sponsorship Blood Donation Activity Donates Thousands of LED Light Bulbs**

Alltek Technology firmly believes that the value of a company lies in bringing warmth and light to society. As a member of Taiwan's industrial sector, we officially launched the LED Bulb Donation—"Lighting Up Lives" initiative in 2024. The project transforms resources into substantial support for life by providing LED light bulbs to respond to blood donation activities across Taiwan, encouraging people to roll up their sleeves and donate blood. Alltek Technology hopes that this donation will not only illuminate home environments but also become a spark that continues life. Through our efforts, we aim to gather all acts of kindness into a powerful force, forming a perpetual "virtuous cycle" to light up every corner of Taiwanese Society together.

Recipient Organizations:	Certificate
Good Shepherd Foundation	

Taiwan Fund for Children and Families



Blood Donation Center in Taipei



	 
Blood Donation Center in Hsinchu	



➤ **The "Circular Economy" Concept - Donated a Batch of Office Equipment to Da'an Vocational High School.**



Upholding the sustainability spirit of "making the most of things and benefiting society," office equipment that is still functional is organized and donated to local schools. This initiative not only assists schools in optimizing their teaching hardware environment but also implements the "Circular Economy" concept. By extending the lifecycle of assets, it effectively reduces resource waste and lessens the burden on the environment. Not only does it specifically implement the green sustainability commitment, but through resource redistribution, it creates a win-win value for the environment and society while supporting educational development.

➤ Donation to the Waiting Angels Welfare Association - Christmas Charity Sale

Through the proceeds from the Christmas charity sale organized by our colleagues, a donation was made to the Waiting Angels Welfare Association. Alltek Technology, upholding its original intention of giving back to society, fully supports the "Safe Fruits and Vegetables" delivery project. We have recognized the need for nutritional resources for children in orphanages. Through substantial donations, we assist the association in delivering fresh, non-toxic fruits and vegetables to orphanages across various regions on a weekly basis. This action is not only a material donation but also Alltek's concrete commitment to the health of underprivileged children. We hope that through ongoing care, love will take root in every corner of society, supporting children in their healthy growth and injecting a positive and stabilizing force into society.



Source: Facebook public post

Support and Promotion of Arts and Culture

SDG 4 Quality Education

SDG 11 Sustainable Cities and Communities

Through concrete actions, Alltek Technology fosters a society rich in culture, sponsors diverse arts and cultural events, and is dedicated to promoting original Taiwanese art. We support the Ju Percussion Group and its representative concert "Mo Xie," assisting in deepening the roots of percussion art and allowing these classic compositions to shine again on stage. In terms of film and television promotion, Alltek also sponsors its employees to watch the inspiring

Taiwanese film "March Forward," supporting the creative energy of Taiwan's film industry. We hope to build a bridge between the corporate and art worlds through dual contributions to film, television, and music, jointly creating a rich and diverse cultural society.

➤ **Film: Marching Boys**



The film "Marching Boys" vividly depicts how the students of the marching band, under the scorching sun and through the wind and rain, integrate individuals into the team through strict discipline and countless rehearsals, ultimately performing a harmonious and stunning symphony.

From the ESG social aspect, Alltek Technology sponsors its employees to watch this film, not only to support Taiwan's local film and television industry but also to highlight the core values of 'tenacity' and 'team collaboration.' The journey of the young students in the film, "moving in unison and creating brilliance together," offers us profound inspiration: on the path to sustainable development, it is only through mutual trust and precise collaboration that challenges can be overcome. Alltek hopes to use the power of imagery to convey the passion and spirit of heritage belonging to Taiwanese youth to the public, injecting positive growth momentum into society and fulfilling its commitment to cultivating future talents and supporting cultural sustainability.

➤ **Concert: Mo Xie**

Alltek Technology firmly believes that the pinnacle of art and innovation in technology both stem from a commitment to perfection. This Year, we are particularly sponsoring the classic percussion concert "Mo Xie." This work portrays the dedication and pursuit of excellence of master swordsmiths, which aligns with Alltek Technology's core corporate value of striving for excellence and insisting on quality in the industry. Through supporting this grand cultural event that combines majestic momentum and delicate emotions, we not only convey resilient

cultural values to society but also hope to inspire the public's deep reflection on "focus" and "commitment" through the influence of art, embodying a people-oriented sustainability spirit.

➤ **Ju Percussion Group**



Culture is an important cornerstone for the sustainable development of society. To strengthen Taiwan's cultural soft power, we provide long-term support to the internationally renowned Ju Percussion Group, assisting them in their continuous pursuit of excellence and innovation in the field of arts. Through the infusion of corporate resources, we not only support the ensemble in facilitating high-level Year performances, showcasing Taiwan's percussion energy to the world, but also recognize their cultural mission of "Resounding Taiwan." Alltek Technology hopes to become a solid support for art groups by supporting top local art and cultural teams, allowing refined art to integrate into the lives of the general public, and fulfilling its corporate citizenship responsibility of "cultural sustainability."

Cultivation of Technology Talents

SDG 4 Quality Education

SDG 17 Partnership for The Goals

➤ **Taiwan University of Science and Technology**

Research Project: Application and Prospects of Intelligent Vision Skills in Sustainable Operations

This research project is dedicated to developing thermal image processing skills based on edge computing, introducing artificial intelligence models to enhance the accuracy and real-time reporting capabilities of industrial and security image recognition. By completing the overlay, display, and transmission of images on the edge devices, the environmental and security capabilities of the data center are significantly improved, while reducing the high energy

consumption brought by continuous monitoring, implementing the concept of Low-carbon green computing skills.

In terms of future prospects and practical applications, this technology will become a key tool in enhancing the resilience of enterprises. In the environmental aspect, it is applied to data center monitoring and high-altitude remote sensing, enabling real-time detection of abnormal heat sources, optimizing energy management efficiency, and preventing disasters. In the social aspect, the introduction of unmanned factories helps establish a safer working environment, reducing personnel exposure to high-risk areas. The plan aims to provide strong technical support for the digital transformation and sustainable development of industries through an advanced intelligent monitoring plan.

➤ **Taiwan University of Science and Technology Diligence and Scholarship Award**

Upholding the spirit of sustainable management and giving back to society, we actively implement the "social responsibility" aspect of ESG. Alltek Technology enthusiastically responds to the charity golf tournament organized by the National Taiwan University of Science and Technology EDDBA/EMBA Alumni Association and supports the "Diligence and Scholarship Fund," transforming corporate resources into substantial support for education.

This donation not only demonstrates Alltek Technology's emphasis on academic development but also concretely fulfills its commitment to talent training. By providing scholarships, we help alleviate the financial burden on students, implement educational equity, and reserve future innovative seeds for the industry. The success of enterprises derives from the support of society, and we will continue to deepen industry-academia connections through concrete actions, creating sustainable value that benefits enterprises, schools, and society.



➤ **Collaboration Project between Alltek Marine Electronics Corp., a Subsidiary of Alltek Group, and Taiwan University of Science and Technology**

Project Item: Establishment of the Preliminary Development Platform for the Very High Frequency Data Exchange System (VDES)

To enhance global maritime transportation safety and respond to digital shipping trends, Alltek Group's subsidiary, Alltek Marine Electronics Corp., has partnered with the National Taiwan University of Science and Technology to embark on an industry-academia collaboration. In view of the limitations of the traditional Automatic Identification System (AIS) in terms of data transmission efficiency and anti-interference capability, this project is dedicated to developing the new generation "Very High Frequency Data Exchange System (VDES)." Establish a stable preliminary hardware development platform to digitize analog signals and verify the basic process of data exchange via satellite and ground for VDES. This project will not only address the Risk of data latency in highly trafficked maritime areas and enhance navigation safety, but also lay the critical foundation for the development of subsequent core coding algorithms. Through technical exchanges with academia, we hope to accelerate the upgrading of maritime communication technology and cultivate high-level R&D talent, concretely fulfilling the corporate commitment to promoting sustainable industrial development through technological innovation.

Healthy Workplace and Green Impact

SDG 3 Good Health and Well-being

SDG 12 Responsible Consumption and Production

SDG 13 Climate Action

SDG 17 Partnership for The Goals

Alltek firmly believes that healthy employees are a company's most valuable asset, a belief further strengthened by collaborative partnerships with academic and research organizations. In 2025, this altruistic and collaborative vision extends our positive impact to the public affairs in which we actively participate.

➤ **Technology Empowers a Carbon-Reducing Lifestyle: Implementing the Custos APP to Transform Sustainable Action Capabilities.**

Alltek Technology implemented the "Custos" Sustainable Action Management Platform, using technological tools to promote daily carbon reduction actions.

Through the platform's records and quantization of carbon reduction actions, during Earth Day activities, colleagues are encouraged to respond to the spirit of sustainability through actions. By commuting on foot, eating less meat and more vegetables, and using public transport to and from work, environmental protection becomes a daily habit. In the summer of 2025, Company colleagues went on a field trip to Keelung Islet to experience the importance of natural ecology and personally understand the significance of protecting the Earth. Within just two weeks, they accumulated a total of 3,879 green actions. According to platform statistics, the total height climbed by the Whole Team on stairs was equivalent to ascending Mount Fuji 3.77 times, showcasing the sustainable energy of full participation through concrete data.

經濟日報 > 商情 > ESG

從碳足跡到綠色手印 全科科技攜手大同醫
護 共創永續實踐新典範



➤ Join Hands with Taipei Good Shopping (TOPS) to Implement Sustainable Procurement



台北好購
推廣平台 Taipei-Origin
Promotional Station

🏠 首頁 > 成果亮點 > 成果亮點詳細資訊

從碳足跡到綠色手印 全科科技攜手大同醫護，共創永續實踐新典範



亮點案例

發布日期：2025/10/29 | 點閱次數：18

In 2025, Alltek Technology actively responded to the "TOPS Taipei Promoting Platform" in the role of a "Buyer," implementing the spirit of sustainability through the "Sustainable Procurement" Strategy. This not only concretely supports the development of Taipei's small and medium-sized enterprises and startups, practicing Social Inclusion, but also strives to promote green collaboration, transforming business procurement into an environmentally friendly "Green Handprint."

Alltek Technology's commitment symbolizes the corporate determination to pursue mutual benefit within the industry. In the future, we will continue to deepen our cooperation with TOPS, making each business decision a starting point for urban progress. We will keep exploring sustainable practices that align with our business operations, demonstrating proactive actions toward sustainability goals and building connections of shared prosperity and mutual benefit.

Taipei Good Shopping promotional platform link:

[Taipei Good Shopping promotional platform - Latest news details](#)

5.2 HUMAN RIGHTS PROTECTION

To fulfill corporate social responsibilities and implement human rights protection, the Company refers to the International Bill of Human Rights, International Labor Organization Fundamental Conventions and Core Labor Standards, UN Global Compact, Responsible Business Alliance and its Code of Conduct, etc., the following human rights enforcement policies have been established to eliminate any violations of human rights, and to enable internal and external employees to receive reasonable, equal and dignified treatment. The changing demographic structure of society, characterized by both declining birth rates and an aging population, as well as labor shortages and competition for talented individuals, are sustainable business risks that companies must face.

The scope of the human rights policy includes Alltek Technology, its affiliates, as well as all relevant stakeholders including suppliers and business partners. To implement sustainable development, the company has established cross-departmental working groups coordinated by the "Executive Office of the Sustainability Committee," which are responsible for planning and executing various sustainability strategies (including human rights policies) and publishing them on the company's website.

All employees have signed labor contracts in accordance with local regulations, ensuring their right to freely terminate the employment relationship. There are no agreements outside of the labor contract that restrict employees' employment with Alltech.

Employee representatives for labor-management meetings at Alltek Technology are elected through a general vote across departments in accordance with the law. These meetings are held every three months by representatives from both labor and management to coordinate labor relations. Through regular communication and dialogue, employees can express their opinions, promoting labor-management cooperation. At the same time, in response to demographic changes due to declining birth rates and an aging population, labor shortages, and competition for outstanding talent, Alltek Technology is actively addressing sustainability risks.

Alltek Human Rights Policy			
Implementation Policy	Provide a Safe and Healthy Work Environment	Support Employees' Physical and Mental Health	Avoid Discrimination of any kind that Affects Job Opportunities
Plan and Measure	1. Comprehensive insurance planning from the inside out allows employees to work with peace of mind. Occupational safety and health prevention drills are held on a regular basis. 2. Establish an employee assistance program and facilitate seamless two-way communication with colleagues. Establishment of employee assistance mechanisms and a two-way communication channel for colleagues: Through various communication	1. Comprehensive health management system: Implementing the four major plans of the Department of Occupational Safety and Health, along with annual health questionnaires and employee health check-ups. 2. Promote health promotion activities on a yearly basis.	1. Creating a female-friendly workplace 2. Support gender neutrality and their work rights 3. Senior assistance program Assistance plan for middle-aged and older employees (Adaptive Work Assessment/Functional Rehabilitation Aid Application/External Consultant Consultation)

	channels such as green windows, labor-management meetings, cross-department meetings, etc., to achieve unimpeded communication and a friendly workplace.		
Implementation Policy	Prohibition of child Labor and Illegal Workers	Prohibition of Forced Labor	Assistance of Employees In Achieving Work-life Balance
Plan and Measure	Not hiring underage workers under the age of 18. In addition, before hiring new employees, the identity and qualifications are reviewed in detail to ensure that all employees have legal status to perform the work.	The Company enforces the weekend system and encourages employees to maintain work-life balance.	1. Encourage and support the establishment of associations and provide subsidies. 2. Organize employee health day, family day, and charity events.

ESG Due Diligence Process and its Implementation Status

The Company's due diligence mechanism is constructed with reference to the core principles of the Responsible Business Alliance Code of Conduct (RBA CoC) and the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct. Through systematic investigation procedures, identify potential negative impacts within operations and the supply chain, and design risk management, mitigation, and remediation measures accordingly to implement responsible business practices and reduce the associated impacts.

I. Execution Step Description

Step 1	Policies and governance	The enterprise avoids negative impacts on human rights and the environment from commitment, governance, to the operational process.
Step 2	Identification and evaluation	1. Extensively collect issues related to human rights, the environment, and governance that may affect various rightsholders during the enterprise's operational process. 2. The subjects of due diligence include employees, customers, suppliers, and other stakeholders. 3. Internal assessment of issue risks prioritizes important issues with high likelihood and significant impact.
Step 3	Prevention/termination/mitigation	Terminate negative impact and prevent future potential negative impact. If, after taking termination and prevention measures, there is still a negative impact that needs to be mitigated.
Step 4	Track	Regularly assess whether measures are effectively preventing or mitigating negative impact.
Step 5	Communication	Disclose information and communicate with stakeholders.
Step 6	Remediation and grievance	Propose remediation measures for negative impacts that have occurred and establish a corporate grievance mechanism.

II. The scope of stakeholders for due diligence

Identify the rightsholders prioritized for this due diligence as employees, customers, and suppliers.

III. ESG Due Diligence Issue

Issue	Description
Basic labor rights	Strictly prohibit forced labor and retention of documents, protect the rights of child labor, and respect employees' freedom of association.
Working conditions and humane treatment	Ensure that working hours and wages comply with legal regulations, and strictly prohibit any form of harassment, bullying, or inhumane treatment.
Workplace equality and anti-discrimination	Ensure equal recruitment and promotion opportunities, protecting employees from discrimination based on race, gender, or age.
Occupational health and safety	Identify workplace risks and provide protective facilities to safeguard employees' life safety, health rights, and work environment.
Equipment safety and physical labor	Strengthen mechanical protection and assess labor load to prevent musculoskeletal injuries to employees caused by repetitive motions.
Emergency preparedness and safety communication	Enhance employees' emergency response capabilities and ensure safety during emergencies through fire drills and occupational safety education.
Energy management and climate change	Reduce operational emissions and improve energy efficiency to mitigate the impact of climate change on the human living environment.
Water resource and emission control	Control wastewater and gas emissions to safeguard the drinking water rights, health rights, and environmental rights of the surrounding communities.

Waste and material management	Compliant disposal of hazardous substances and waste to prevent ecological environment pollution and safeguard the health of nearby communities.
Business ethics and integrity management	Adopt a zero-tolerance policy on corruption, implement integrity management and fair trade, and protect stakeholders from having their rights and interests harmed by improper business conduct.
Information security and privacy protection	Build an information security protection system and backup mechanism to maintain system stability and implement personal data compliance management, ensuring the security of the company's information assets.
Responsible minerals	Track and monitor 3TG conflict mineral reports to ensure that the raw material sources of agency products do not involve armed conflict or human rights exploitation.
Management systems and remedial mechanisms.	Establish effective relief channels and ensure confidentiality to guarantee that affected individuals receive redress when their rights are compromised.

IV. Risk identification and evaluation compilation

Based on the identified human rights and environment issues, the Company distributes survey questionnaires to employees, suppliers, and customers. Based on the questionnaire results, a risk matrix is generated to identify the likelihood of occurrence and level of impact, serving as the basis for prioritizing the handling order of sustainability issues. The Company will prioritize handling high-risk issues with "high likelihood" and "significant impact."

Evaluation criteria: Low Risk ○ / Mid-Risk ◎ / High Risk ●

Issue/Stakeholders	Employees	Supplier	Customer
Basic labor rights	◎	◎	○
Working Conditions and Humane Treatment	◎	○	○
Workplace Equality and Anti-Discrimination	◎	○	○
Occupational Health and Safety	◎	○	○
Equipment safety and physical labor	◎	○	○
Emergency preparedness and safety Communication	◎	○	○
Energy management and climate change	○	◎	○
Water resource and emission control	○	○	○
Waste and Material Management	○	○	○
Business ethics and Integrity Management	○	◎	○
Information security and privacy protection	◎	◎	○
Responsible minerals	○	○	○
Management systems and remedial mechanisms.	◎	◎	○

V. Evaluation results analysis

The 2025 ESG Due Diligence results indicate that the risks for employees, suppliers, and customers in various issues fall within the "medium and low risk" range. No immediate high-risk infringement events were identified, and medium-risk issues will continue to be monitored to prevent them from escalating into high-risk.

- Identified "Medium Risk" issues for employees: Basic labor rights, Working Conditions and Humane Treatment, Workplace Equality and Anti-Discrimination, Occupational Health and Safety, Equipment safety and physical labor, Emergency preparedness and Information security and privacy protection, and management systems and remedial mechanisms.
- Identified "Medium Risk" issues for suppliers: Basic labor rights, information security and privacy protection, energy management and climate change, management systems, and remedial mechanisms.
- Identified various issues as "Low Risk" for customers.

VI. Mitigation and remediation measures

For tracking the implementation of due diligence, the Company annually examines the effectiveness of mitigation and remediation measures. The Company has established a comprehensive grievance mechanism and channels for employees, suppliers, and stakeholders to report grievances.

Object of Concern	Mid/Low Risk Issue	Prevention (Mitigation) Measure	Remediation (Grievance) Measures
Employees	Basic labor rights, Working conditions, Workplace equality and Anti-discrimination.	1. Regularly review labor-related regulations to ensure compliance with legal requirements. 2. Regularly review and update the Workplace Illegal Infringement Prevention Plan and the Measures for the Prevention and Discipline of Sexual	Diverse channels: Welfare Committee, Labor-Management Meetings (quarterly), Green Window, Staff Meetings, and Inter-departmental Meetings, to ensure employees have smooth channels for feedback. Investigation procedures: In case of a suspected violation, a task force will be formed by the General Administration Division to conduct a fair investigation.

		Harassment, establishing a zero-tolerance corporate culture.	Depending on the circumstances, compensation or administrative penalties may be given to the parties involved, and preventive measures will be reviewed and improved.
	Occupational health and safety, Equipment safety, Emergency preparedness and communication	1. Conduct regular environment inspections (such as air quality) and fire equipment checks for office spaces. 2. Provide ergonomically appropriate office facilities for manual labor or repetitive tasks to prevent occupational musculoskeletal injuries, and conduct occupational safety and health Training and Education annually to enhance workers'	Injury and illness track: Establish a reporting system for work-related injuries and occupational diseases. If employees are injured on duty, the Company will provide medical subsidies, paid injury leave, and assistance with subsequent reintegration into work. Health consultation: In collaboration with contracted occupational physicians or nurses, provide health consultations and conduct preventive management for high-risk groups.

		safety and health knowledge. 3. Conduct annual fire safety inspections, emergency fire drills, and first aid training to ensure employees are familiar with escape routes and disaster response.	
	Privacy and personal data protection	Through the implementation of the ISO 27001 Information Security Management System, ensure employees' privacy is not misused. Prevention Measures include: ISO 27001 Implementation and Compliance Human resources security control measures to ensure personal data processing complies with the Personal Data	When a privacy breach or personal data leak occurs, the Company undertakes the following structured remedial actions: 1. Establish a notification channel: IT has an internal service email to ensure that employees can report suspected personal data leakage incidents. 2. Initiate the Standard Information Security Incident Reporting Procedure: Upon receiving the

		Protection Act. Principle of Least Privilege: Implement access control for accessing employees' personal data in HR and finance systems. Training and Education: Regular cybersecurity and privacy awareness training for the whole team of employees. Encryption of Transmission and Storage: Employees' sensitive personal data must be encrypted during storage and transmission.	report, execute the "Information Security Incident Management Procedure" defined by the ISO 27001 procedure manual and initiate the Standard Information Security Incident Reporting Procedure. Risk isolation: Immediately block affected systems and cut off leakage paths to prevent further damage. Damage assessment: Identify the category and quantity of leaked personal data, as well as the scope of affected employees. 3. Notification and transparency: Real-time notification: Proactively report to company management, describing the leaked content, measures undertaken, and recommended
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			protection steps. 4. Root cause analysis and prevention of recurrence: Conduct a "root cause analysis" for the event to identify system vulnerabilities or process deficiencies. System strengthening: Implement fixes or enhance management procedures for identified vulnerabilities. Training and guidance for managers: In cases of human error, retraining will be conducted, and the incident cases will be included in the annual information security awareness training materials.
	Management systems and remedial mechanisms.	1. ESG due diligence questionnaires are distributed annually to proactively understand if the	Complaint email: A dedicated electronic mailbox is provided for employees to voice concerns. Confidentiality

		Company has any potential issue risks. 2. Advocate the Company's ESG-related policies through internal employee meetings to prevent management issues from the source.	commitment: The Company is committed to keeping the identities of all employees who raise issues confidential, ensuring the communication process is secure.
Suppliers	Basic labor rights, privacy and personal data protection, energy management and climate change, management systems, and remedial mechanisms.	1. ESG due diligence questionnaires are distributed annually to assist suppliers in identifying potential risks within the value chain. 2. Actively track suppliers' sustainability reports to confirm their ESG-related policies.	The Company incorporates conditions where suppliers significantly impact society, the environment, and governance (ESG) into procurement decision assessments. If the Supplier experiences a significant impact, it will be understood through business channels.
Customers	Covering labor rights, environmental protection, business ethics, etc.	ESG due diligence questionnaires are distributed annually to assist Customers in identifying potential risks within the value chain.	If there are significant impacts related to human rights, the environment, and governance, the Company will understand them through business channels.

➤ **Workplace Diversity Policy - Age-Friendly Workplace**

Nearly 30% of Alltek's workforce is aged 45 or older, falling within the middle-aged and senior demographic. In response, the company launched the “Middle-aged and Senior Workforce Placement Program” in 2022. This initiative is integrated into the "Customized Individual Support Mechanism" cycle under the broader framework of "Happy Workplace – Four Dimensions of Employee Care." The company continues to promote and implement this tailored employment plan internally.

• **Middle-aged and elderly workers adaptation plan**

Alltek introduced the "Middle-aged and Elderly Workers Adaptation Plan" in 2023. Combine the annually provided health check-up items for employees with those exceeding legal requirements and integrate them into the health management system. Through a systematic mechanism, it is possible to calculate and assess the risk index and then plan and implement health programs for employees. Subsequently, professional "workplace health care nurses" are entrusted to assist employees in comprehensive physical and mental illness prevention education. Through a health app platform, personalized health management and data tracking for employees are established, providing comprehensive risk report analysis. This allows for early intervention in employees' physical and mental health issues, ensuring their health is monitored closely. Employees can also make online appointments for consultation with occupational medical nurses for one-on-one caring interviews through the APP health management system provided by the Company and take care of their health through the personalized APP system. In 2024, an application for an electron microscope and monitor was submitted with expert and consultant guidance.

Between 2023 and 2024, the number of individuals with musculoskeletal survey abnormalities (suspected hazards) decreased significantly by 2.2%. Between 2024 and 2025, the number of individuals with musculoskeletal survey abnormalities (suspected hazards) decreased by another 1%. Professional occupational health nurses conducted one-on-one health interviews and correct posture guidance, and provided the following measures:

1. Application for assistive devices such as lift-assist devices and magnifying microscopes to mitigate musculoskeletal pain resulting from prolonged work and poor posture among middle-aged and older employees.

2. Invitation of a physician to conduct a health promotion seminar on ergonomics and prevention via online courses, emphasizing the health risks of prolonged sitting, such as cardiovascular disease, and providing guidance on workplace exercises to encourage increased physical activity during office hours.

Alltek is committed to implementing relevant support measures and programs to continue creating a more secure and friendly working environment for middle-aged and elderly employees.

➤ **Gender Equality Policy - Maternal Health Protection**

To ensure that employees' newborns receive comprehensive care, Alltek responds to the government's implementation of the unpaid parental leave policy. According to the Ministry of Labor's "Gender Equality in Employment Act," employees can apply for unpaid parental leave according to their personal needs. This provides employees who need to care for infants and young children with maternity leave and assists them in preparing for return to work and transitioning back into their roles, maintaining a balance between work and family life.

Note: For the annual progress of the Maternal Health Protection, please refer to the **5.3 Health Workplace Maternal Health Protection Program**

Human Rights Communication

Alltek values the opinions and rights of employees, establishing diverse communication platforms and channels to gather consensus among employees, promote harmonious labor relations, and enhance communication. Diverse communication channels include: Welfare Committee, Labor-Management Meetings (quarterly), Green Window, All-Staff Meetings, and open and transparent discussions and reviews of various labor, management, and human rights policies during cross-departmental meetings. To strengthen communication channels, education and training are held to promote communication channels to employees. Feedback and suggestions can be effectively provided for any occupational safety, labor, or ethical issues. Through education and training, colleagues' attention to human rights-related issues is enhanced. In 2025, the total hours of employee workplace health and safety promotion amounted to 316 hours.

➤ **Green Window**

The Company attaches great importance to listening to the inner voice of employees, and spare no effort to protect the rights and interests of employees. When formulating various policies, the Company takes into account the rights and interests of employees to ensure they are protected. To enhance two-way communication between the Company and employees, the "Green Window," an anonymous communication channel and an open and diversified consultation channel, has been established. Employees may ask any questions that they find difficult to ask using the Green Window as their privacy is 100% guaranteed and they have the right to speak out for themselves. For example, employees who feel that they are under too much pressure or overloaded at work, or have experienced unequal or malicious treatment, where communication

with their direct supervisors is ineffective, such employee may report the matter and seek assistance through the Company's Green Window, or the email box, which is publicly disclosed on the Company's EIP.

In 2025, the Green Window received a total of 1 employee feedback, focusing mostly on aspects of the company's overall environment and system improvements. Through this anonymous channel, the company can promptly grasp the issues that employees are concerned about and activate an internal collaboration mechanism, ensuring that every opinion is carefully evaluated and properly responded to. This further enhances the company's commitment to caring for employees and continuously improving its systems.

5.3 HEALTHY WORKPLACE

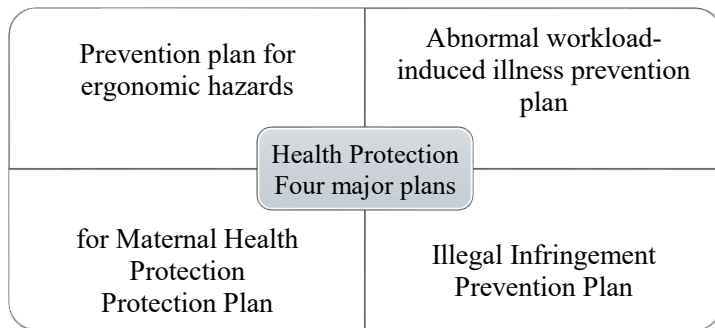
A successful company comes from a group of healthy and vibrant employees. Therefore, Alltek is committed to promoting a culture of employee fitness, creating a healthy workplace environment, continuously optimizing and improving various measures, and incorporating the core elements of "corporate culture," "top-level support," and "people-oriented" to take care of employees' physical and mental health.

At the same time, Alltek Technology leverages its positive influence and aims for the synergistic effect of mutual benefit for enterprises. It enhances the co-creation and mutual benefit of the value chain's health, safety, and well-being, openly disclosing the company's practices in implementing workplace health, safety, and well-being, and innovative approaches. Standing on an influential stage, it drives more enterprises to work together.

Alltek continuously optimizes and improves various measures to create a healthy workplace environment. In terms of work environment, safety, and hygiene, regular protective measures include drinking water, disinfection, fire, and public safety. From the end of 2025, regular water quality testing will be conducted quarterly. Regular pest control disinfection will be done quarterly in 2025, and regular rodent control disinfection will be done monthly. Fire tests will be conducted at the end of the first quarter of 2025, with improvements completed by June, and a unified inspection will be performed in July; fire training will be conducted in April and November 2025 to strengthen response.

Health and Security Management System

Protection of the Ministry of Labor's Occupational Safety and Health Administration, is based on occupational safety education and training, constructing a comprehensive workplace health management and assessment system, enhancing employees' safety awareness and self-protection responsibility, and strictly adhering to various occupational safety and health-related laws and regulations. If employees discover an immediately hazardous situation during the work process, they may stop work and move to a safe area, provided that doing so does not endanger the safety of others, and simultaneously report to their supervisor. The Company is committed to legally ensuring the right of workers to retreat safely, and will not take any adverse measures against them for exercising such rights. In 2025, there were zero occupational accidents, and the rate of disability and injury was 0.



➤ **Occupational Injury**

Worker category	Employees
Total working days	60,762
Total working hours	486,096
Number of occupational injury fatalities	0
Occupational Injury Fatality Rate	0
Number of serious occupational injuries (excluding fatalities)	0
Percentage of serious occupational injuries (excluding fatalities)	0
Number of recordable occupational injuries (including fatalities)	0
Rate of recordable occupational injuries (including fatalities)	0
Number of near-miss incidents	0
Near-miss incident rate	0

Note 1: The statistics cover Alltek Technology's Taiwan headquarters, various offices, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: Absenteeism includes sick leave and public injury leave (public injuries are data reported in the government's annual occupational injury statistics summary for the year).

Note 3: The Total working hours are estimated at 1968 hours per person based on the Company's annual calendar of working days. (246 working days * 8 hours)

Note 4: Recordable occupational injuries refer to incidents that occur during the work process, resulting in death, serious injury, medical treatment, disability, work restrictions, or job transfer.

Note 5: A near-miss incident refers to a work-related or work process incident that causes no loss and does not involve injury or death.

Note 6: The number and percentage of serious occupational injuries must exclude fatalities.

Note 7: Calculated based on the rate of 200,000 working hours.

Note 8: In 2025, Alltek had a total of 3 non-employee workers, with a total of 1,800 working hours, and no occupational accidents occurred.

➤ Occupational Safety Training

To ensure that employees work in a healthy and safe environment, Alltek regularly conducts occupational safety education and training for new recruits. This enables employees to learn necessary safety knowledge for their work, reduces the occurrence of workplace accidents, and allows them to understand the spirit of the "Four Major Plans for Worker Health Protection" through the courses. This helps improve the accuracy of filling out the annual health questionnaire and assists colleagues in understanding the meaning and implementation of the plans from different functional perspectives. In 2025, a total of 44 new recruits completed safety and health education training, 161 employees completed general occupational safety training, and 67 colleagues in supervisory positions completed management-level safety and health education training.

Training Item	Number of People Trained	Total number of Training Hours and Participants	Methods of Training
Safety and Health Training for New Recruits	44	88	Online courses and online tests
Occupational Safety Training (General Employees)	172	183	Physical courses
Occupational Safety Training (Managerial Positions)	67	67	Physical courses

Note 1: The statistics cover Alltek Technology's Taiwan headquarters, various offices, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

➤ **Four Major Health Protection Plans**

Human Factor Risk Management - Prevention Plan for Musculoskeletal Disorders Caused by Repetitive Operations

The Company conducts systematic hazard identification and risk assessment for various operational environments each year. Through the workplace environment checklist, comprehensively review the physical environment, workplace design, and administrative control measures. Hazard identification and risk assessment are strictly carried out jointly by occupational health nurses and occupational safety personnel. If potential risks are identified during the assessment process, or if abnormal reports are received, an incident investigation mechanism is immediately activated to clarify the root cause, and protection measures to be improved or added are planned accordingly. After a comprehensive evaluation this year, the environment and facilities both meet safety standards, and there is no need to introduce additional improvement measures.

In 2025, our company conducted a questionnaire survey for the four major plans for worker health protection. Using the musculoskeletal pain scale combined with "objective hazard assessment" and "subjective symptom survey," a cross-analysis was performed, and the results were arranged using a risk matrix. A total of 2 suspected high-risk cases with potential hazards were identified. Subsequently, in collaboration with physicians, occupational health nurses, and safety personnel, the issues of these cases were clarified. After conducting on-site job observations, personnel were arranged for care interviews to provide health education guidance and prevent occupational diseases. Regular tracking and improvement monitoring were also conducted. There were no occurrences of occupational diseases throughout 2025.

Note: After interviews by occupational health professionals, on-site job visits, and health guidance, it was found that the colleagues' injuries were personal and unrelated to work. Occupational health professionals will continue to monitor and care for improvements.

Abnormal workload-induced illness prevention plan

Based on the survey of the overwork scale and in conjunction with the results of employees' annual health examination reports, the risk of developing cardiovascular diseases within ten years was calculated. According to the risk level and interview recommendation table, it was confirmed that in 2025, 1 person was identified as having a high risk of overload prevention. Subsequently, interviews and on-site observations were conducted by occupational physicians, nurses, and safety personnel, providing health education guidance and care. For the identified high-risk cases, the

Company regularly tracks their health status and the effectiveness of improvements in their working environment to prevent occupational diseases.

Note 1: One colleague was identified as High Risk in 2025. After care interviews by occupational health professionals, it was found that the case did not involve overwork or excessive overtime. Occupational health professionals will continue to care for the colleague's health status.

Note 2: No recordable occupational disease cases occurred among non-employee workers, hence they were not included in the occupational disease statistics.

Prevention Plan for Preventing Unlawful Intrusion in the Performance of Duties

Cases are received through departmental surveys and HR notifications. If abnormalities are detected, the Prevention Plan for Preventing Unlawful Intrusion in the Performance of Duties is immediately activated. HR personnel and occupational health nurses provide care, understand the employee's work situation, and confirm the details of the unlawful intrusion. They provide counseling for the victim's mental health, propose appropriate assessments and suggestions for health guidance, work adjustments, or replacements for physical and mental health protection measures. Through proper arrangements and planning, the incidence of illegal infringement is reduced.

Maternal Health Protection plans

In 2025, a total of 4 employees were identified for Maternal Health Protection. Their work environment and content were assessed for risk levels, and their health status was cared for. Health education guidance was provided, and consultations with physicians were arranged. To help mothers in the workplace feel at ease, we provide comprehensive maternal care and safety environment. All full-time employees who meet the statutory requirements for unpaid parental leave are entitled to apply for parental leave of absence to protect the needs of their families. In terms of friendly facilities, we have a lactation room in place, parking bays for pregnant women, and gender-friendly toilets to provide a friendly workplace where maternal employees can work with peace of mind.

In 2025, there were a total of 20 colleagues eligible for parental leave, of which 3 employees actually applied for parental leave, resulting in an application rate of 15%. The annual statistics

for employees taking parental leave are as follows.

Item		Male	Female	Total
Status of the current year	Number of persons eligible for parental leave	11	9	20
	Actual number of people applying for unpaid parental leave in the current year	1	2	3
Status of reinstatement	(A) Number of people taking unpaid parental leave expected to be reinstated in the current year	2	3	5
	(B) Actual number of people applying for unpaid parental leave in the current year	2	3	5
	Reinstated percentage = (B)/(A)	100%	100%	100%
Retention status	(C) Actual number of employees reinstated in the previous year	0	4	4
	(D) Number of employees still employed in 12 months after reinstatement in the previous year	0	4	4
	Retention percentage= (D)/(C)	NA	100%	100%

Note 1: The statistics cover Alltek Technology's Taiwan headquarters, various offices, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: The number of persons eligible for parental leave is calculated based on the number of employees who have taken maternity leave and paternity leave from 2021 to 2024.

- (1) Calculated based on the number of employees who have taken maternity and paternity leave from 2021 to 2025.
- (2) Applications for childcare subsidies also include eligibility for children under 3 years old.

➤ **Employee Health Checkup**

In addition to regularly arranging employee health checks, Alltek, to concretely implement a friendly workplace environment for "middle-aged and elderly workers", provides employees aged 40 and above with subsidies for advanced health checks that exceed legal requirements. For colleagues with abnormal test results, follow-up management is conducted, and necessary individual health counseling, care, and guidance are provided to help colleagues understand their health status. The results for employees' health checkups are received and kept. One-on-one consultations between occupational physicians and nurses are arranged for employees to

comprehensively evaluate their work nature, living habits, family history and other factors, to provide employees and the company with improvement recommendations.

Note: Middle-aged and elderly workers refers to workers aged 45 to 65, as defined in Article 3 of the Ministry of Labor's Act for Promotion of Employment of Middle-Aged and Elderly Workers.

The collection and retention of the aforementioned employees' personal data all comply with the Company's established personal data protection measures.

Health Promotion

Employees are the most important asset of the company. Alltek encourages employees to actively participate in implementing healthy lifestyles, creating a healthy and safe workplace environment. We carefully plan every employee activity, oversee employee health, and actively promote various health promotion activities, including club activities, family days, health days, and Mid-Autumn Festival activities. The promotion of employee sports is highly successful.

➤ Establishment of the "Four Major Dimensions of a Happy Workplace - Employee Care" Circular Framework

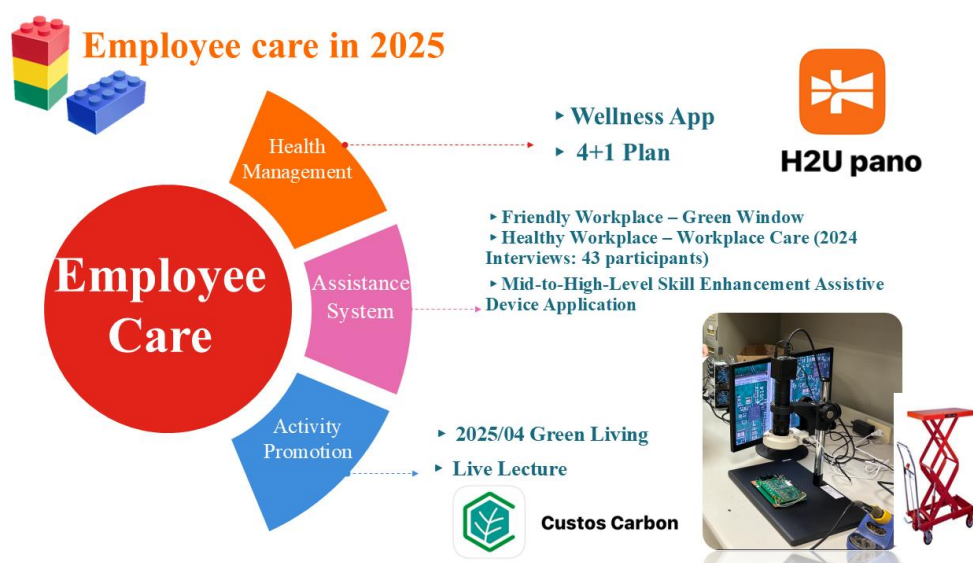
Since 2019, Alltek has been promoting the "Happy Workplace" program, integrating the concept of employee care. In the "On-Site Health Service Quality Exchange Planning and Implementation," it continuously checks and improves through the PDCA cycle, optimizing and enhancing the functionality of each framework annually. Furthermore, through the promotion of Alltek's sustainable organization, corresponding response mechanisms to risks are proposed to implement the promotion of relevant policies. The "Four Major Dimensions of a Happy Workplace - Employee Care" program is cyclically activated and continuously promoted.

2025 Implementation and 2026 Future Plans

In 2025, Alltek Technology focuses on employees' physical and mental health and care, establishing an employee care mechanism that encompasses three major aspects: health management, support and assistance, and activity promotion. In terms of health management, the Four major plans promote a health app to assist employees in their daily health management. For support and assistance, the Green Window continues to operate, and through workplace care interviews and a middle-aged and senior functional device application mechanism, the care and

support for diverse employee groups are strengthened. Additionally, through the Green Living 3.0 initiative and physical lectures, the establishment of health awareness and a sustainable lifestyle is promoted.

Looking ahead to 2026, the Company will continue to deepen health management initiatives centered around the app, and further integrate “Meatless Mondays,” collaborate with NGO groups on public welfare activities, and offer physical exercise courses. This will expand the level of employee participation, continually cultivate sustainable health actions, and create a workplace environment that balances employee well-being and sustainable development.



Institutional Implementation

- ▶ System introduction: The health management APP system and forms are electronic to improve fit and implementation efficiency.
- ▶ Risk control: Employee health management, employee establishment, and special individual assistance mechanisms.
- ▶ Employee care: Friendly workplace - green window, healthy workplace - health care, occupational medical care and on-site service.
- ▶ Prevention of risks: Protect the privacy of employees through systematic calculations, risk assessments, care interviews, and health education instructions.

Promotion of activities

The "Healthy Together LINE" event has been held every year since 2020. By adding different elements to the annual event, each colleague becomes a practitioner of sustainable action, and the participation of our colleague continues to grow each year.

The Sixth Annual Event, Healthy Life Line Little Green Walker Green Living 3.0 in 2025

In 2025, under the theme of "Green Living 3.0," specific action initiatives were planned, including themed activities such as "Bring Own Utensils" in May and "Non Meat Meal" in June. These initiatives encourage employees to reduce the use of disposable products and carbon footprint through dietary and consumer behaviors, promoting environmentally friendly living habits. Through systematic activity design and an employee engagement mechanism, Alltek Technology continues to deepen the sustainability concept within the organization, demonstrating the company's long-term commitment to environmental protection, employee health, and sustainable values, and supporting the development of sustainable goals through concrete actions.
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5.4 HAPPY ENTERPRISE

After the 10th floor of the Alltek Technology headquarters was officially opened in 2024, the optimization project for the office space on the 9th floor proceeded simultaneously and was completed in October 2025. This space planning project centers on sustainable development and employee well-being, incorporating human-centered lighting design and environmental greening elements to create a healthy, comfortable, and efficient work environment. In terms of spatial configuration, an open-plan workspace replaces traditional cubicles, with diversified discussion and activity spaces to enhance work flexibility and team interaction opportunities. This design helps facilitate real-time interaction and collaboration among colleagues across departments, enhancing organizational communication efficiency and fostering innovation.

Human Resources

We believe that employees are the foundation of our company's continued excellence. We love and cherish talent and provide fair employment and promotion opportunities. We use a comprehensive welfare system and competitive salary levels to attract talent across fields. For the development of talent, we have enforced the principle of gender equality so that women and men have the same working rights, and there is no difference in the path of talent development due to gender.

When recruiting talent, we abide by the laws and regulations, follow international standard human rights policies, including the prohibition of child labor, forced labor, and are committed to promoting an inclusive and diverse environment, without discrimination based on gender, religion, race or political party. In addition to the open recruitment channel, we also have an internal "Talent Recommendation Incentive Management System" to encourage our employees to invite talented people from all walks of life to join Alltek. Through the recognition and recommendation of existing employees, the recruitment efficiency and expansion of recruitment channels are increased. The recruitment of foreign workers, indigenous peoples, and disadvantaged workers is also based on their professional abilities and experience. There was no employment discrimination or violation of the rights and interests of indigenous peoples or related incidents during the reporting year.

➤ Manpower Structure

In 2025, the total number of employees was 247 (246 nationals and 1 foreigner), with 3 non-employee workers. The male-to-female ratio was approximately 1.35:1. This year, compared to the previous year, there was an increase of 5 people, and there have been no significant changes in the recent manpower allocation and structure.

The distribution and composition of personnel in 2025 are as follows:

Category		Number/Ratio of Males		Number/Ratio of Females		Total Headcount	Ratio of each Category
Type of employment	Part-time employees	0	0.00%	0	0.00%	0	0.00%
	Full-time employees	142	57.49%	105	42.51%	247	100.00%
Type of contract	Temporary employees (Regular)	0	0.00%	0	0.00%	0	0.00%
	Permanent employees (Non-regular)	142	57.49%	105	42.51%	247	100.00%
Employees with non-guaranteed working hours		0	0	0	0.00%	0	0.00%
Total		142	57.49%	105	42.51%	247	100.00%

Note 1: The statistics cover Alltek Technology's Taiwan headquarters, various offices, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: The total number of employees is the number as of the end of the reporting period (12/31), excluding those on unpaid leave during the year.

Note 3: The categories of part-time and regular employees include interns, whose unit and job assignments are arranged by the employing unit according to the department category.

➤ **The Ratio of Local Residents Employed as High-Level Executives**

The proportion of local talents hired as senior executives at Alltek's Taiwan operational sites is 100%, demonstrating Alltek's willingness to cultivate local roots and unearth talent.

2025	Number of Participants
The ratio of high-level executives.	13
The number of high-level executives who are local residents.	13
Ratio	100.00%

Note 1: The statistics cover Alltek Technology's Taiwan headquarters, various offices, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: Definition of "senior management": It is determined based on the scope of insiders disclosed in the Company's annual report and serves as the basis for calculation.

➤ **Manpower Mobility**

In order to retain competitive talent, Alltek strives to create a friendly work environment, attach great importance to employees' work-life balance, and provide employees with training and development opportunities to promote employees' continuous self-improvement to achieve personal career development. We deeply understand that talent development cannot be accomplished overnight. Once an employee resigns, the Company will actively explore the reasons for their resignation, listen to employees' opinions, and use them as a reference for better management and further improvement of the talent retention mechanism.

In 2025, there were 44 new employees (25 males, 19 females), with a new hire rate of 17.89%; 42 employees left (16 males, 26 females), with a turnover rate of 17.07%.

The employee new hire rates for the recent two years (2024 and 2025)

Year		2025					2024				
New Recruits		Male (person)	Percentage (%)	Female (person)	Percentage (%)	Turnover Rate	Male (person)	Percentage (%)	Female (person)	Percentage (%)	Turnover Rate
Age	Under 30 years old	11	4.45%	9	3.64%	17.89%	5	2.07%	21	8.68%	15.67%
	Age 30 (inclusive) – 50 (inclusive)	11	4.45%	9	3.64%		7	2.89%	4	1.65%	
	Age 50 and above	3	1.21%	1	0.40%		1	0.41%	0	0.00%	
	Total	25	10.12%	19	7.69%		13	5.37%	25	10.33%	

Note 1: The statistics cover Alltek Technology's Taiwan headquarters, various offices, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: Percentage (%) = Total new employees in age group/Total employees in that year.

Note 3: Turnover rate = Total number of new employees/(Initial total number of employees + Final total number of employees)/2.

The employee turnover rates for the recent two years (2024 and 2025)

Year		2025					2024				
Employees Resigned		Male (person)	Percentage (%)	Female (person)	Percentage (%)	Turnover Rate	Male (person)	Percentage (%)	Female (person)	Percentage (%)	Turnover Rate
Age	Under 30 years old	6	2.43%	11	4.45%	17.07%	4	45.45%	13	29.03%	14.02%
	Age 30 (inclusive) – 50 (inclusive)	10	4.05%	15	6.07%		5	6.67%	9	3.90%	
	Over 50 years old	0	0.00%	0	0.00%		3	6.45%	0	0.00%	
	Total	16	6.48%	26	10.53%		12	9.85%	22	10.91%	

Note 1: The statistics cover Alltek Technology's Taiwan headquarters, various offices, and logistics and warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: Percentage (%) = Total number of employees who left in that age group / Total number of employees in that year.

Note 3: Turnover rate = Total number of employees who left / (Initial total number of employees + Final total number of employees) / 2.

Compared to 2024, the turnover rate in 2025 shows an upward trend. Conduct a comprehensive inventory and address both internal and external factors.

1. External Market and Industry Competition Factors: The company is facing the impacts of declining birth rates, an aging population, labor shortages, and the talent competition effect in the industry.
2. Internal and career development factors
 - (1) Career Transition Period: During the transitional period when employees face the challenge of "balancing the demands of family, childcare, work, and life" or seek a "career breakthrough," we will provide more comprehensive support mechanisms related to welfare and internal support Measures in the future.
 - (2) Newcomer Adaptation and Retention Challenge: Assist new generation employees in integrating into the corporate culture where the expectations of actual job content may differ from reality, or strengthen early-stage training and mentoring resources.

Action Improvement Plan:

1. Enhance the retention rate of new recruits: Optimize the New Employee Training Program and implement the Mentor System to help newcomers quickly integrate into the corporate culture and acquire job skills.
2. Creating a workplace friendly to Diversity and Inclusion (DEI) and implementing corresponding measures for work-life balance.
3. Promote government subsidies and Professional Functional Training: Actively utilize external and expert advisory resources, and increase internal professional functional training for employees to enhance their workplace competitiveness and their cohesion with the Company.

➤ **Alltek's Non-Employee Workers**

In addition to employees, there are two categories of non-employees. The first category refers to medical and health personnel employed or contracted to provide on-site health services in accordance with Article 4 and Article 5 of the Labor Health Protection Regulations, handling on-site services such as health management, occupational disease prevention, and health promotion. The second category involves the cleaning of Alltek's head office. The cleaning company provides regular cleaning services in accordance with the contract signed with the Alltek. In 2025, there

were 3 non-employee workers: 1 occupational physician, 1 occupational nurse, and 1 internal company cleaner.

➤ **The Average and Median Salary of Full-Time Employees Not Holding a Supervisory Position and their Difference from the Previous Year**

For detailed information on the average and median salary of full-time employees not holding a Supervisory position and their difference from the previous year, please refer to the MOPS Public Information Observation Station for salary information of full-time employees not holding a Supervisory position.

Welfare Care

Alltek listens to the needs of every colleague, striving to create a locally based enterprise that is both happy and caring. We value every important stage of employees' lives, actively organize employee activities, care for their physical and mental health, and provide various employee assistance programs. By implementing diverse benefits and caring for employees' daily lives, we truly enable colleagues to feel the balance between work and life, allowing them to work with peace of mind.

➤ **Various Types of Employee Benefits:**

Category	Benefits	Description
Compensation and benefits	Welfare subsidies	To care for employees and their families, the company provides timely assistance at each important stage of employees' lives, including marriage bonuses, funeral subsidies, childbirth allowances, hospitalization consolation money, and childcare allowances.
	Electronic vouchers	Electronic vouchers are issued to employees every quarter and in their birth month.
	Insurance assurance	In addition to statutory health and labor insurance, group insurance is provided to each employee, including accident insurance, accidental medical insurance, and accidental disability insurance, to enhance insurance benefits.

Working hours/holiday	Volunteer leave	Employees are provided with one day of paid volunteer leave per year to encourage participation in charitable activities.
	Subsidy for overseas travel	To encourage employee interaction, we provide 8 hours of paid leave for employees who have been employed for more than one year, as well as a fixed amount of subsidy.
	Flexible working hours	Colleagues can freely choose the work time slot that best meets their needs between 08:30 and 09:30.
Diversity and Inclusion	Maternity protection	The company has a lactation room, parking spaces for pregnant mothers, and provides a friendly maternal work environment.
	Gender-friendly restroom	Implementing gender diversity, the restroom space is not divided by any physiological gender, allowing anyone to use the facilities comfortably and without barriers.
Physical and mental health	Club activities	There are 7 clubs: Dancing Club, Vitality Health Society, Socializing Club, Basketball Club, Badminton Club, Handicraft Club, and Hiking Club. The company provides funding for establishment and subsidies for
	Quarterly activities.	Employees with 3 years or more of service, and aged 40 or above, are provided with health check-ups that exceed legal requirements, along with a fixed subsidy.
	On-site consultation services by occupational health professionals.	Monthly fixed arrangement, providing on-site health care consultation services by professional "occupational nurses."
	Health promotion activities	Through events like Family Day, Health Day, and Mid-Autumn Festival activities, we encourage employees to exercise and create a healthy workplace.

	Health analysis equipment	The office area is equipped with an InBody body composition analyzer, a high-end body fat machine, electronic blood pressure monitors, etc., for employees to track their health anytime.
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➤ **Enhanced Welfare Programs**

To enhance employees' quality of life upon retirement, Alltek implemented an "Employee Stock Ownership Trust" in 2022. In 2023, the membership threshold was lowered. Any regular employee with over 1 year of service and designated as having potential or excellent performance by their supervisor is eligible to apply for membership. Qualified members, in addition to their own contributions, receive a monthly subsidy from the company at a certain percentage, aiding in the accumulation of retirement savings.

In terms of insurance and welfare systems, Alltek provides each employee with group accident insurance and business travel group accident insurance. This ensures that employees are fully protected whether in daily life, at work, or on business trips. Coverage includes accidental death benefits, funeral expense benefits, disability benefits, injury medical benefits, overseas emergency illness and medical benefits, and overseas emergency assistance services.

➤ **Pension Contribution & Employee Trust Fund**

At Alltek, employees have an option for the new or the old pension plan. 6% of the employee's salary is contributed as a pension fund deposited to the employee's personal account with the Labor Insurance Bureau according to the law, to protect the rights and interests of employees. In addition, monthly contributions are made to the labor retirement reserve (2% contribution rate) to protect the rights of employees who opted for the old pension system. The contribution rate to employee trust funds varies by grade. The Company's additional contribution rate is 50%.

Item	Contribution Rate	Employee Participation Rate
Old pension plan under the Labor Standards Act	2%	10.98%
New pension plan under the Labor Pension Act	6%	99.19%
Employee trust fund	50%	50.46%

Note 1: The statistical scope covers Alltek Technology's Taiwan headquarters, various offices, and logistics and warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: The provision for retirement benefits for both new and old employees do not include responsible people. The total number of employees is as of 2025/12/31, excluding responsible people, totaling 246 people.

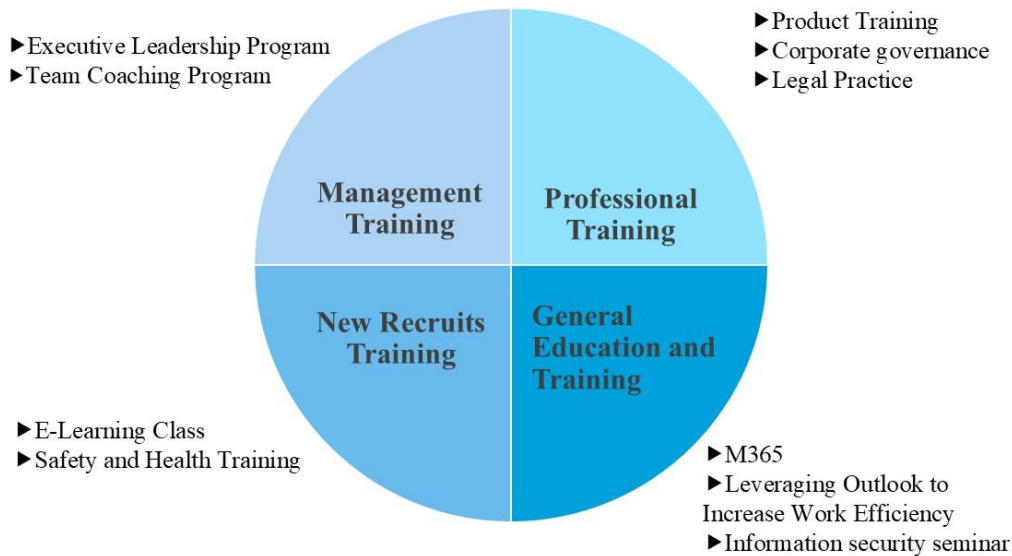
Note 3: The employee participation rate in the employee trust fund is calculated as the number of participants divided by the number of eligible individuals.

Talent Training

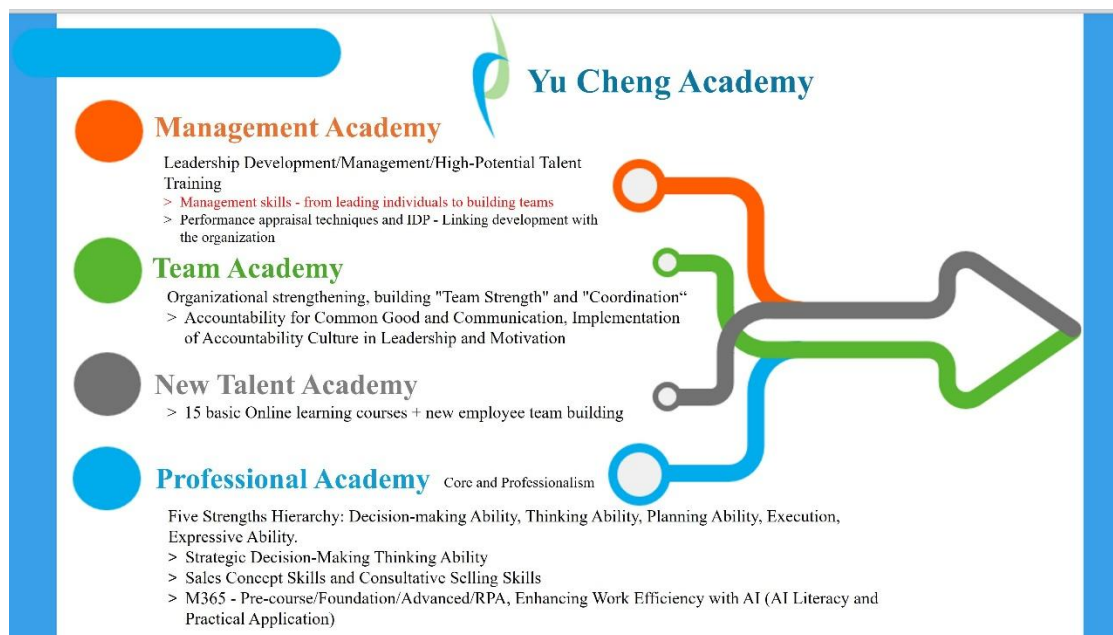
➤ Deepen Human Capital and Create a Lifelong Learning Workplace Culture.

The growth of employees is the driving force behind a company's progress. In order to support the career development of each partner, the Company has not only established clear training and promotion systems but is also committed to creating an environment that encourages continuous learning. We assist employees in developing both professional skills and managerial leadership based on the demands of different positions.

In 2025, we continued to optimize learning resources, with course designs covering diverse fields such as "Advanced Professional Development," "General Education," and "Newcomer Orientation." Through flexible internal courses, On the Job Training (OJT), and training from external professional organizations, we build a broad learning platform for employees, allowing each partner to acquire new knowledge at work, achieving self-transcendence and value enhancement.



Alltek Technology prioritizes talent development as a core corporate value. Establishment of the Yu Cheng Academy: Cultivating Talent, Ensuring Sustainable Growth. Training is categorized based on trainee profiles and corresponding job functions. The training framework is as follows:



➤ **Social Inclusion and Talent Sustainability: Building a Comprehensive Empowerment System**

Alltek values talent as the core capital for sustainable business operations. We construct a stratified and segmented learning and development blueprint through the "Yu Cheng Academy," committed to building an organizational culture that is resilient and innovative.

The development strategy covers four major aspects to ensure employees receive comprehensive support at all stages of their careers:

- **Deepen the Leadership Pipeline (Management Academy):** For potential talents and managers, we not only enhance management skills but also introduce Individual Development Plans (IDP), closely linking employees' personal growth with organizational development goals to implement leadership succession and talent sustainability.
- **Build a Collaborative Culture (Team Academy):** Strengthen team coordination through accountability culture and communication training, creating a workplace environment of common good and inclusiveness.
- **Optimize the Newcomer Experience (New Talent Academy):** To enhance the sense of belonging and retention of new recruits, we combine basic Online courses with team building to assist newcomers in quickly adapting and integrating into the corporate culture.

- Driving digital transformation (Professional Academy): In response to the trends of the AI era, we focus on enhancing the "five strengths" of Decision-making, Thinking, Planning, Execution, and Expressive Ability. We emphasize the introduction of M365 and AI literacy practical courses to empower employees to use digital tools to improve work efficiency, ensuring that their skills keep pace with the times.

Through this systematic training framework, we continuously invest in human capital, enabling employees and the company to grow together and realize a sustainable vision of shared prosperity.

➤ **Training and Education for Employees in 2025**

Employee Category	Male			Female		
	Total Number of Employees	Total Training Hours	Average Training Hours	Total Number of Employees	Total Training Hours	Average Training Hours
Supervisory position	48	2,040.75	42.5	30	1,173.25	39.1
Non-managerial position	94	1,691.25	18.0	75	1,601.25	21.4
Total	142	3,732	26.3	105	2,774.5	26.7

Note 1: The statistics cover Alltek Technology's Taiwan headquarters, various offices, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: The total number of employees is based on December 31, 2025.

Type of Training	Number of Courses	Total Number of Training Hours and Participants	Number of People Trained	Training Expenses
Professional Training (Total)	59	5,592.25	1,885	2,363,046
Management Training (Total)	1	284.00	71	60,000
General Education and Training (Total)	8	571.00	414	0
New Recruits Training (Total)	6	270.00	95	10,750
Total	74	6,717.25	2,465	2,433,796

Note 1: The statistics cover Alltek Technology's Taiwan headquarters, various offices, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: The number of training hours is the total training hours of the actual number of participants.

➤ **Talent Sustainability and Performance Development Management**

• **Performance management and development mechanism (management approach)**

A comprehensive performance management system is not only a tool for measuring results but also a core engine driving talent growth and organizational co-prosperity. We have established an open, transparent, and two-way communication-oriented annual performance appraisal system. Through a systematic review process, it aims to achieve the three key objectives of "talent identification," "talent training," and "talent development," ensuring that every employee's career goals are closely aligned with the company's long-term strategy.

• **Execution guidelines and three main dimensions**

Talent Identification: Precise Positioning and Potential Discovery Alltek conducts in-depth interviews between supervisors and employees through annual performance evaluations, providing a comprehensive assessment based on two dimensions: the achievement rate of work objectives (KPI) and core competency behavior (Competency). This process assists organizations in inventorying internal human capital by not only objectively reviewing employees' specific contributions over the past year but also focusing on identifying high-potential key talents. This serves as an important foundation for establishing an internal talent pool and succession pipeline.

Talent Training: Focusing on Gaps and Enhancing Competencies Performance reviews are crucial moments for supervisors and employees to jointly examine capability gaps (Gap Analysis). We emphasize "feedback" and "guidance." During the assessment process, supervisors need to provide specific suggestions for employees' strengths and areas for improvement, and jointly plan the Individual Development Plan (IDP) for the next Year. By linking assessment results with the Training and Education system, we can precisely allocate training resources to address deficiencies and enhance strengths, achieving alignment between training and application.

Talent Development: Blueprint Planning and Growth Driving We view performance evaluation as a career development navigator. Apart from assessing current performance,

we place greater emphasis on the Employees' long-term career path. Through regular review mechanisms, supervisors assist employees in clarifying their career direction, providing clear guidance and support for either deepening their expertise in professional roles or advancing in managerial positions. This system ensures that at every stage with Alltek, employees continuously receive opportunities for challenge and growth, achieving a win-win situation for personal value and company competitiveness.

- **Percentage of Employees Receiving Regular Performance and Career Development Reviews**

Employee Category	Male			Female			Total		
	Number of Employees	Number of Participants Evaluated	Ratio	Number of Employees	Number of Participants Evaluated	Ratio	Number of Participants Evaluated	Number of Participants Evaluated	Ratio
Supervisory position	48	46	96%	30	30	100%	78	76	97%
Non-managerial position	94	89	95%	75	74	99%	169	163	96%
Total	142	135	95%	105	104	99%	247	239	97%

Note 1: The statistics cover Alltek Technology's Taiwan headquarters, various offices, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: Definition of "Supervisory position": A role with subordinates management responsibilities.

Note 3: The evaluation frequency is once per year.

Note 4: The number of participants evaluated does not include the Chairman and employees dispatched to Mainland China.

Alltek Technology is committed to implementing a fair and comprehensive performance assessment mechanism. All eligible regular employees for this Year received regular performance and career development reviews. Through the institutionalized annual appraisal, we ensure that every colleague enjoys equal rights for career review and development dialogue, demonstrating Alltek's concrete practice in creating a friendly workplace and commitment to talent development.

6. CLIMATE RISK AND OPPORTUNITY

As extreme climate events become more frequent, energy conservation and carbon reduction are not only an expression of corporate social responsibility; they are also important indicators for maintaining steady operations of the Company. Alltek continuously integrates environmentally friendly concepts into daily operations to enhance climate resilience, ensuring the company can steadily address climate risk amidst environmental changes.

Alltek references the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), issued by the Financial Stability Board (FSB), to disclose climate-related information in four major aspects: Governance, Strategy, Risk Management, and Metrics and Targets. This helps the Company understand and respond to related risks and opportunities on climate change issues, in order to mitigate and adapt to the operational impacts brought about by climate change.

Governance

With respect to the governance structure of climate change-related risks, the Company's Board of Directors is the top unit for risk management, with the objective of complying with laws and regulations and promoting and implementing the Company's overall risk management. The Board of Directors has established a "Sustainability Committee" and an "Executive Office" under it, with the head of the Executive Office serving as the convener. Under the committee is the "Risk Management Subcommittee," which is responsible for identifying and assessing four major types of risks: operational risks, financial risks, information security risks, and environmental risks (climate change). The Executive Office regularly reviews risk control reports from various units, tracks execution and improvement progress, and consolidates and reports the results of risk management execution by various units to the Sustainability Committee.

The Sustainability Committee submits an annual report to the Board of Directors on the implementation of risk management policies, including necessary improvement suggestions. It also sets the priority of risk control management based on changes in internal and external environments and resolutions of the Board of Directors.

Strategy

Alltek continuously monitors the trend of global climate change and the direction of international response, incorporating this issue into the scope of sustainability management. For climate-related risks and opportunities with a high level of impact and likelihood, we ensure the Company is equipped with appropriate response measures and execution strategies through regular analysis and assessment controls. The action cost of Alltek's countermeasure strategy in response to the risks and opportunities brought by climate change is expected to account for approximately 0.29% of the company's total operating expenses in 2025.

Duration of Impact:

Short term (within 3 years), Mid-term (3-5 years), Long-term (more than 5 years)

No.	Category of Issue	Issue Name	Risk/ Opportunity Analysis and Description (Potential Impact on the Company/ Organization)	The Affected Value Chain.	Duration of Impact	Potential Financial Impact	Risk/ Opportunity Level	Risk/Opportunity countermeasure Strategy
R1	Transition risk/ policy and law	National energy transition	With the adjustment of the energy structure, domestic electricity prices face the Risk of Long-term increases. The electricity cost for office buildings and warehouse operations will increase with the rise in electricity prices, causing an increase in operating cost.	Direct operations	Long-term	Increase in operating cost	Low Risk	1. Regularly review annual electricity consumption and adjust reduction measures accordingly to enhance energy use efficiency. 2. Promote awareness of reduction measures annually to strengthen employees' energy-saving

								consciousness .
R2	Transition risk/ policy and law	Domestic sustainable disclosure regulations	In response to the Financial Supervisory Commission's "Sustainable Development Roadmap for Listed Companies" and the Taiwan Stock Exchange's operational procedures, the Company completed the organizational greenhouse gases inventory according to schedule. The Company has established internal expertise in inventory and management to ensure the accuracy and timeliness of information disclosure. The Company has commissioned an external unit to assist in the inventory of	Direct operations	Mid-term	Increase in operating cost	Low Risk	1. Implement the greenhouse gases inventory according to the Financial Supervisory Commission's roadmap schedule and conduct verification by a third-party agency to achieve regulatory compliance. 2. Establish internal verification capabilities and continuously update management capacity. 3. Assign colleagues to participate in professional courses related to climate change and

			greenhouse gases and engaged a third-party agency for verification. The relevant information is disclosed in the annual report and sustainability report, resulting in increased operational costs for the Company.					inventory to respond to climate change and international carbon-related policies and trends.
R3	Physical risk/ long-term	Climate change will lead to an increase in future average temperatures	To maintain office temperatures, the demand for air conditioning operation has increased, leading to higher electricity consumption for ice machines and air conditioners, which in turn causes an increase in the Company's operating cost.	Direct operations	Long-term	Increase in operating cost	Low Risk	1. Regular announcements (E-mail/internal website) promote the concept of setting the office temperature to an appropriate level (26~28°C). 2. Audit the storage location environment/temperature/humidity record sheet and industrial dehumidifier equipment maintenance card monthly

								to ensure the effective operation of temperature and humidity equipment.
R4	Physical risk/ immediacy	Extreme weather causes product loss	The precision products related to chip parts and components represented by the Company have certain requirements for controlling the temperature and humidity of chips. If the intensity and frequency of typhoons and heavy rains increase due to future climate change, the occurrence of abnormal conditions such as moisture damage or breakage during the transportation process will increase, leading to increased costs.	Direct operations	Short term	Increase in operating cost	Mid Risk	In response to the potential financial risks posed to businesses by extreme weather events such as torrential rain and floods, Alltek's actively implements climate change risk management and mitigation measures to strengthen its disaster resilience. For the transportation process of high-precision products, AFTEC requires logistics operators to wrap cargoes with moisture-proof treatments during bad weather or rainy seasons to enhance the safety of cargo transportation. In addition, cargo transportation insurance is taken

								out every year, which covers most of the potential risks. The ratio of transportation insurance premiums for cargo transportation in 2025 to the turnover is less than 1%.
R5	Physical risk/ immediacy	Extreme weather events impact supply chain transportation and logistics.	Logistics scheduling is hindered, giving rise to a large amount of unexpected demand. Extreme weather leads to an increased Risk of supply chain disruptions, forcing the operational side to handle existing loads in a very short time, testing the flexibility of warehouse scheduling. If the frequency of extreme weather increases in the future and the volume of urgent orders exceeds the current	Upstream supply chain, direct operations, customer	Short term	Increase in operating cost	High Risk	In the face of physical risk posed by extreme weather, the Company adopts "pre-positioned logistics deployment" and "real-time contingency execution mechanisms" to effectively mitigate the risk of logistics disruptions and significantly reduce potential default penalties and delay costs. By establishing an air transport backup plan and diverse logistics models, ensure the supply chain has high level stability

			manpower capacity threshold, it will lead to order delay compensation or loss of potential orders, resulting in an increase in operating cost.					and flexibility. During contingency periods, stringent occupational safety measures are implemented, and a flexible dispatch mechanism is activated to maintain shipping momentum, converting operational resilience into Market competitive opportunities. This ensures delivery stability under extreme weather conditions, deeply instills Customer trust, and reinforces the brand's core values.
O1	Chance/ Products and services	Opportunity for Low- Carbon Product Services	In response to the strong demand for AI servers, the Company proactively engages with supply chain customers that have high growth potential.	Upstream supply chain, direct operations, customer	Long-term	Increase product revenue	High level Opportunity	Continuously optimize the low-carbon, high-performance product portfolio to enhance the Company's resilience in a low-carbon economy.

			Through the precise allocation of initial business manpower, we ensure that the products we represent achieve design-in, transforming manpower costs into stable, high-margin orders post-mass production.					
O2	Efficiency of opportunity	Smart warehousing management system	Through digital inventory and paperless system operations, the warehouse reduces the use of paper and consumables, lowers administrative costs, and increases operational efficiency. This helps respond to the expectations of customers and the supply chain for low-carbon and information-based management.	Upstream supply chain, direct operations, customer	Long-term	/Resource utilization	High level Opportunity	Continuously expanding the scope of paperless operations to enhance digital inventory and electronic documentation, thereby strengthening operational efficiency and environmental benefits.

Risk Management

➤ Climate-related Risk and Opportunity Management Procedures

Step 1	Risk identification	The Executive Office of the Sustainability Committee regularly reviews risk control reports from various units and conducts an annual review of the information on the risks and opportunities related to climate change and energy for each unit. Consider transition risks (policy and legal/market/technology/company reputation) and physical risks (chronic and acute), and conduct risk assessments for possible events, including the degree of financial impact, impact time (short, medium and long term), impacted parties in the value chain, and the likelihood of risks. When drafting scenarios for opportunities, we consider resource efficiency, energy sources, products and services, markets, and adaptability, and conduct an opportunity assessment that includes the degree of financial impact, the duration of impact (short, medium, and long term), the affected parties in the value chain, and the likelihood of opportunities.
Step 2	Assess the impact on the company and related financial impacts.	Through standardized evaluation forms and risk matrices, each functional team quantifies and determines the financial impact and likelihood of each issue, conducts qualitative assessments of the impact duration (short/medium/long term) and the affected value chain, to evaluate the importance of the issues and prioritize management accordingly.
Step 3	Establish countermeasure guidelines and strategies.	Formulate management policies and development strategies based on the importance of the issues. Each unit proposes response actions, risk control measures, or opportunity development plans and conducts preliminary resource and cost assessments as the basis for decision-making and execution.

Step 4	Execution, regular tracking, and reporting	1. The Executive Office of the Sustainability Committee regularly reviews risk control reports from various units, tracks execution and improvement progress, and consolidates and reports the results of risk management execution by various units to the Sustainability Committee. 2. The Sustainability Committee submits an annual report to the Board of Directors on the implementation of risk management policies, including necessary improvement suggestions. It also sets the priority of risk control management based on changes in internal and external environments and resolutions of the Board of Directors.
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➤ **Risk and Opportunity Assessment**

The financial impact and the likelihood of risks and opportunities are used to determine the degree of risk and opportunity. The probability of risk and opportunity occurrence multiplied by the level of financial impact serves as the basis for risk and opportunity identification.

The financial impact and the likelihood of risks and opportunities are used to determine the degree of risk and opportunity. Score of 1-5 represents low risk/opportunity, 6-14 represents medium risk/opportunity, and 15-25 represents high risk/opportunity. The evaluation results are as follows:

Risk and Opportunity Matrix

Y

5				R5 、 O1	O2
4					
3					R4
2					
1					R1 、 R2 、 R3
	1	2	3	4	5

X-axis: Likelihood

Y-axis: Severity of Financial Impact

No.	Risk/Opportunity Type	Issue Name
R1	Transition risk/policy and law	National energy transition
R2	Transition risk/policy and law	Domestic sustainable disclosure regulations
R3	Physical risk/long-term	Climate change will lead to an increase in future average temperatures
R4	Physical risk/immediacy	Typhoons and heavy rains cause product loss.
R5	Physical risk/immediacy	Extreme weather events impact supply chain transportation and logistics.
O1	Chance/products and services	Opportunity for Low-Carbon Product Services
O2	Efficiency of opportunity	Smart warehousing management system

➤ Climate Risk Scenario Analysis

In accordance with the TCFD guidelines, the Company used the Worst-Case Scenarios for the two risk types of transformation and entity to incorporate the analysis results into the strategic resilience assessment.

For information on transition risk, please refer to Taiwan's 2050 net-zero emissions pathway and strategy and the EU's Carbon Border Adjustment Mechanism (CBAM). After incorporating the relevant scenarios above, we analyze the impact on the Company from the market, technology, reputation, finance and operation.

Physical risks are estimated with reference to the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) and the National Disaster Preparedness Technology Center. For scenarios such as mid-century CP 8.5 (2046-2065) and SSP5-8.5 high emissions, the "temperature rise from 2021 to 2040" and "the average rate of change of the total number of days in a year with a single day rainfall exceeding 200mm" are estimated.

RCP 8.5 Situational Assessment Factor	Taipei	New Taipei	Taoyuan
The average rate of change of the total number of days in a year with a single day rainfall exceeding 200mm	94%	94%	94%

Note: The average rate of change of the total number of days in a year with a single day rainfall exceeding 200mm: the percentage trend of increase or decrease in the frequency of extreme heavy rain (daily rainfall of 200mm) over a period of time.

SSP5-8.5 Situational Assessment Factor	Taipei	New Taipei	Taoyuan
Temperature rise from 2021 to 2040	0.8°C	0.8°C	0.8°C

Indicators and Targets

Strategy Indicators	Future Goals	Performance in 2025	2026 Work Objectives
Greenhouse gas inventory and verification	Completion of the greenhouse gas inventory at all operating locations by 2026.	In 2025, the greenhouse gas inventory for operating locations in Taiwan and Hong Kong has been completed.	Completion of the greenhouse gas inventory at all operating locations.
Greenhouse gas inventory and verification	Completion of GHG verification at the Group's operating locations by 2028.	The verification schedule planning for the parent company has been completed for 2025.	Plan the Group's verification schedule, including the annual arrangement of verification for each location and preparatory work preparation.
Training green talents	Training green talents to respond to climate change and international carbon-related policies and trends.	1. The "Climate Change Risk Management Personnel Training" course includes training on greenhouse gas inventory, with a total of 3 participants. 2. Lectures on sustainability-related topics, understanding domestic and international SDGs, ESG frameworks, and government net-zero policy promotion, attended by 2 personnel.	Assign at least two personnel to participate in courses related to climate change and international carbon-related policies and trends.

Strategy Indicators	Future Goals	Performance in 2025	2026 Work Objectives
		3. In Year 2005, a total of 2 individuals obtained the Junior Certificate for Net Zero Carbon Planning Manager from the Ministry of Economic Affairs. 4. CBAM course, with a total of 1 participant.	
Energy management and monitoring	Implement a low-carbon office culture and maintain optimal management indicators for air conditioning in the summer. 1. Conduct regular energy-saving promotions at least once a year. 2. Maintain the office air conditioning temperature at 26-28°C to achieve the power saving goal.	In 2025, one announcement was issued about setting the office temperature at an appropriate level. Reminder for optimal air conditioning temperature settings: The office air conditioning is set to 26-28°C.	Issue at least one announcement about setting the office temperature at an appropriate level to enhance office energy management.
Energy management and monitoring	1. Regularly review annual electricity consumption and adjust reduction measures accordingly to enhance energy use efficiency. 2. Promote awareness of reduction measures annually to strengthen	In 2025, one announcement was issued about office reduction measures: increasing the temperature by 1°C can save approximately 6% of power. The electricity consumption review and electricity	Issue at least one announcement about office reduction measures and continuously track electricity consumption changes.

Strategy Indicators	Future Goals	Performance in 2025	2026 Work Objectives
	employees' energy-saving consciousness.	consumption in the past two years have been completed, with ongoing tracking of electricity consumption changes.	
Energy management and monitoring	Strengthen warehouse operational resilience to ensure 100% compliance and stability of the environment's temperature and humidity. 1. Audit the storage location environment/temperature/humidity record sheet and industrial dehumidifier equipment maintenance card monthly to ensure that the relative temperature in the warehouse is maintained between 20-26°C; 2. Ensure the stability of the warehouse environment, with the relative humidity maintained between 45-65%.	Monthly conduct warehouse temperature and humidity monitoring equipment check to ensure that the relative temperature in the warehouse is maintained between 20-26°C, and the relative humidity is maintained between 45-65%. The completion rate of monthly temperature and humidity equipment checks is 100%. There were no temperature and humidity abnormalities throughout the year. The completion rate of filling out the dehumidifier equipment maintenance card is 100%.	Maintain monthly checks to ensure the stability of the warehouse temperature and humidity environment. The completion rate of monthly temperature and humidity equipment checks is 100%. There were fewer than or equal to 1 temperature and humidity abnormality throughout the year. The completion rate of filling out the dehumidifier equipment maintenance card is 100%.
Building climate resilience	Regularly monitor the rainy season and apply moisture-proof coating on the cargo	If the probability of rain on the shipping date reaches 50%,	In response to climate risk and to ensure stable logistics operations,

Strategy Indicators	Future Goals	Performance in 2025	2026 Work Objectives
	to reduce claims for cargo damage insurance due to moisture.	moisture-proof wrapping measures will be implemented for cargo without vacuum packaging. In the current year, the number of cargo damage insurance claims due to moisture within the group is low, and the renewal premium for cargo insurance in the following year saw a reduction of 53.08%.	the company will keep real-time track of extreme weather developments and continuously monitor the weather conditions at cargo origin and destination locations. When the probability of rain at either location reaches 50%, moisture-proof wrapping operations are implemented for non-vacuum packaged cargo to reduce the risk of damage. Additionally, strengthen the loss control mechanism through comprehensive insurance coverage for the group's cargo. In transportation arrangements, a strategy of utilizing multiple freight forwarders and diverse flight configurations is adopted to prevent over-reliance on a single airline, thereby diversifying transportation risk and strengthening operational

Strategy Indicators	Future Goals	Performance in 2025	2026 Work Objectives
			resilience.
Building climate resilience	To strengthen the supply chain's ability to respond to extreme weather events, and through the establishment of a logistics backup plan, ensure that the main shipping routes have at least two cooperating carriers and flexible transit scheduling, reducing the Risk of disruption to a single transportation channel. It also continuously optimizes warehouse operation efficiency to enhance order processing capacity during peak periods, ensuring stable shipment and service quality even under extreme weather or logistics disruption scenarios.	In 2025, through cross-departmental coordination and pre-logistics management, effective preventive shipping was successfully achieved within working days after resumption following multiple weather events, keeping the impacted shipment volume within expected indicators. During emergency responses and overtime periods, stringent safety protection measures are implemented, achieving an annual record of zero occupational accidents and zero fatalities, and quickly restoring stable shipping momentum, effectively reducing delay fees and contract default risk.	Emphasize strengthening cross-departmental preventive collaboration mechanisms to optimize order processing within 48 hours (working days) after resumption of operations, minimizing the communication time lag between business and warehouse to ensure stable shipping momentum. Simultaneously implement real-time scheduling management for logistics partners to enhance supply chain responsiveness under extreme weather conditions. In addition, rigorous site Risk assessments and occupational safety briefings will be conducted for contingency overtime environments, strengthening the group's operational resilience in addressing Climate risk with the

Strategy Indicators	Future Goals	Performance in 2025	2026 Work Objectives
			absolute assurance of employee safety.
Opportunity for Low-Carbon Product Services	Continuously optimize the low-carbon, high-performance product portfolio to enhance the Company's resilience in a low-carbon economy.	Successfully introduced key customers, leading to significant revenue growth in low-carbon related products, laying the foundation for the high-level communication green supply chain market.	Continue promoting skills upgrades, deepening the layout of low-carbon products, and achieving revenue growth targets.
Warehousing management training	Deepen employees' precise operational capabilities to establish a high-efficiency and low-loss digitalized warehouse operation process. Regularly hold 1 Inbound and Outbound Flow Process course each year to ensure warehouse operations meet standardized procedures.	In 2025, an Inbound and Outbound Flow Process course was completed to maintain an efficient distribution process and transportation mode.	Arrange at least one Inbound and Outbound Flow Process course to continuously enhance personnel operational capabilities.
Smart warehousing and digital optimization.	Continuously expanding the scope of paperless operations to enhance digital inventory and electronic documentation.	Through the implementation of paperless processes, inventory efficiency and data immediacy are enhanced. The less paper situation for Taiwan's warehouse in 2025 is as follows: Taiwan's warehouse has fully	Expanding the scope of paperless inventory and electronic documentation operations, extending from Taiwan warehouse to Hong Kong warehouse, fully implementing a digital operation model to achieve

Strategy Indicators	Future Goals	Performance in 2025	2026 Work Objectives
		implemented inventory operations using tablets, saving a total of 5,065 sheets of paper. The paperless ratio of procurement documents in Taiwan's warehouse reached 85%, reducing paper usage by 7,932 sheets for the entire year.	digitalization and Less Paper goals for offshore warehouse operations. 1. The paperless inventory coverage rate for the Hong Kong warehouse: 100% 2. The electronic document usage rate for the Hong Kong warehouse: >80% 3. Year paper reduction: >5,000 sheets

7. ENVIRONMENT

7.1 ENVIRONMENTAL MANAGEMENT

Environmental Management Policies

Alltek Technology references environmental regulations established by the Ministry of Environment to formulate relevant environmental policies, establishing the company's environmental management system and related operational principles. Due to the nature of its operations, Alltek Technology does not engage in manufacturing and does not have the issues of wastewater and air emissions typically associated with the production processes of general manufacturing industries. However, Alltek still upholds its responsibility for environmental sustainability by continuously undertaking energy-saving and carbon-reducing actions. It has corresponding environmental management measures in place regarding energy, greenhouse gases, water resources, and waste to minimize negative impact on the environment.

In 2025, in terms of energy resources, the company continued to promote energy conservation and water-saving advocacy, turning off office lights for one hour during the lunch break to save energy. The office equipment is set to the power saving mode. For long periods of non-use of electrical appliances or computer information equipment, we instruct our employees to turn off the power of the mainframe and peripheral equipment at the end of the day to reduce the waste of standby power. In terms of waste, all general industrial waste is managed by qualified disposal companies; the water quality of the drinking water supply equipment is arranged for regular quarterly inspections to maintain employees' health. **In the past three years, there have been 0 incidents of violations of major environment regulations.**

➤ Environmental Policies

The Company upholds the spirit of environmental protection and sustainable development with the following commitments:

1. Comply with environment-related laws and regulations, and fulfill corporate environmental responsibilities.
2. Place emphasis on pollution prevention, and reduce waste and unnecessary resource consumption.

3. Regularly review environmental management performance to promote continuous improvement.
4. Strengthen the Whole Team of employees' environmental awareness and promote participation in environmental protection actions.

➤ **Operations Content**

(1) Energy resource management

- Regularly review annual electricity consumption and adjust reduction measures accordingly to enhance energy use efficiency.
- Promote awareness of reduction measures annually to strengthen employees' energy-saving consciousness.

(2) Water resource management

- Regularly review annual water usage and adjust reduction measures accordingly to promote sustainable use of water resources.
- Promote awareness of reduction measures annually to enhance employees' water-saving consciousness.

(3) Drinking water management

- According to the Ministry of Environment's Drinking Water Management regulations, conduct regular equipment maintenance for continuous water supply fixed installations and perform water quality testing every three months.

(4) Waste management

- Regularly review annual waste generation and adjust reduction measures accordingly to continuously improve resource utilization efficiency.
- All general industrial waste is handled by qualified waste disposal companies certified by the Environmental Protection Bureau.

(5) Greenhouse gas management

- According to the Financial Supervisory Commission's scheduled regulations, complete the group greenhouse gases inventory and assess the emissions to formulate reduction targets and action plans for continuously lowering carbon emissions.

(6) Climate risk management

- Regularly identify and assess the potential risks and opportunities of climate change on operations, and incorporate them into the risk management procedures.
- Submit an annual report on the implementation of risk management policies, including necessary improvement suggestions.

(7) Natural ecological impact management

- Regularly assess the potential impact of business activities at operating locations on the natural environment to reduce ecological impact.
- Review evaluation results annually to ensure biodiversity and sustainable use of natural resources.

Greenhouse Gas Management

➤ Greenhouse Gas Inventory Information and Assurance Status

The Company has established a verification schedule according to the "Sustainable Development Roadmap for TWSE/TPEX Listed Companies" issued by the Financial Supervisory Commission in March 2022. The parent company's individual inventory information will be disclosed in 2026, and the consolidated financial statements of the parent and subsidiary companies will be disclosed in 2027. Completion of external verification for the parent company by 2028; completion of external verification for the consolidated financial statements of the parent and subsidiary companies by 2029.

In accordance with the aforementioned schedule, our company will initiate a self-inventory for the group's subsidiaries and overseas locations starting in 2025. In subsequent years, we will continue to track and compile statistics on the emissions from overseas locations to plan future group reduction targets. The relevant planning has been submitted to the Board of Directors and will be managed quarterly.

➤ **The Greenhouse Gas Emissions and Emissions Intensity for the Recent Two Years (2024 and 2025)**

Year	Scope Type	Emissions (tonnes CO2e)	Emissions Intensity (tonnes CO2/Million USD Total Revenue)
2024	Scope 1	0	0.0054
	Scope 2	245.92	
	Scope 3	417.61	-
	Total	663.53	
2025	Scope 1	293.4910	0.0233
	Scope 2	808.4382	
	Scope 3 (Purchased Goods and Services)	1070.8224	-
	Scope 3 (Waste Generated in Operations)	1120.0872	
	Scope 3 (Upstream Transportation and Distribution)	118.8199	
	Scope 3 (Business Travel)	314.0562	
	Scope 3 (Employee Commuting)	8843.3364	
	Scope 3 (Downstream Transportation and Distribution)	11.917	
	Total	12580.9683	

Note 1: Greenhouse gases inventory standard: ISO14064-1:2018 released by the International Organization for Standardization (ISO).

Note 2: The scope of data for 2024 includes: Alltek Technology's Taiwan headquarters, various offices in Taiwan, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 3: The scope of data for 2025 includes: Scope 1 and 2 cover the parent and subsidiary companies in the consolidated financial statements; Scope 3 includes Alltek Technology and Alltek

Technology (H.K.) Ltd.'s Taiwan headquarters, various offices, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse, Hong Kong warehouse).

Note 4: Emissions intensity is calculated per unit of "total revenue." In 2024 and 2025, the revenues were NT\$45,892.739 million and NT\$47,383.106 million, respectively.

Note 5: Types of greenhouse gases: Nitrous oxide N₂O, Methane CH₄, Carbon dioxide CO₂, Hydrofluorocarbons HFCs, Perfluorocarbons PFCs, Sulfur hexafluoride SF₆, Nitrogen trifluoride NF₃, etc.

Note 6: The Global Warming Potentials (GWP) used in this table are from the "IPCC Fifth Assessment Report (2013)." and "IPCC Sixth Assessment Report (2021)."

Note 7: Boundary setting method: Operational Control Approach.

➤ **Greenhouse Gas Volume Targets, Strategies, and Specific Action Plans.**

1. Reduction targets

Following the international carbon reduction trends and the requirements of our national regulations, Alltek Technology has set the short-, medium-, and long-term greenhouse gases reduction targets for 2025, with a 1% decrease compared to the base year.

2. Achievement of goals

In response to the expansion of the greenhouse gas inventory boundaries and the increased granularity of disclosure, the base year has been adjusted to 2025 to ensure data consistency and comparability.

3. Strategies and specific action plans.

(1) Reduce energy and resource consumption.

- The warehouse has implemented a packaging material reduction policy by introducing a packaging material reuse mechanism to decrease the use of single-use packaging materials.
- During long weekends, turn off high energy-consuming equipment to avoid unnecessary energy consumption.
- Set up paper recycling areas and provide blank-backed paper for reuse to reduce the quantity of paper used.

- Conduct communication and training and education with subsidiaries through video conferencing to reduce the need for business travel, thereby lowering travel costs and carbon emissions.
- By regularly cleaning the refrigerator, avoid food expiration and waste, while improving cooling efficiency and reducing power consumption.

(2) Green office

- Optimize internal process systems to reduce paper printing and physical document signing.
- Office lighting is turned off during the lunch break to implement energy management.
- Turn off the computer and monitor power when leaving work or stopping work.
- Set printing equipment to sleep mode when not in use to reduce standby energy consumption.

(3) Advocacy and Promotion

- Encourage employees to turn off personal computers and non-essential electronic devices before holidays to reduce standby power consumption.
- Advocate setting the office air conditioning temperature at 26–28°C to reduce the power load.

Energy Management

➤ Energy Management Promotion Measures, Targets, Achievement of Goals.

Alltek's main service is to represent IC component products. The energy used by our company is all non-renewable electricity purchased from power companies, with the primary energy use coming from the headquarters office building. The company's energy-saving plan starts with fully implementing daily life-saving electricity measures in the office. The energy-saving promotion measures are as follows:

1. Turn off office lights for one hour during the lunch break to save energy.
2. The office equipment is set to the power saving mode.

3. For long periods of non-use of electrical appliances or computer information equipment, we instruct our employees to turn off the power of the mainframe and peripheral equipment at the end of the day to reduce the waste of standby power.

The company uses 2024 as the base year, with the goal of reducing electricity consumption by 1% each year compared to the base year. The electricity consumption in 2025 increased by 0.02% compared to 2024, primarily due to the growth in manpower driving up electricity demand.

➤ **The Energy Consumption and Intensity for the Recent Two Years (2024 and 2025)**

Year	Total Energy Consumption (kWh)	Total Energy Consumption (GJ)	Increase/Decrease Ratio	Emissions Intensity (GJ/Million USD Total Revenue)
2024	518,821	1,867.756	Base Year	0.041
2025	518,903	1,868.051	0.02%	0.039

Note 1: The scope of data includes: Alltek Technology's Taiwan headquarters, various offices in Taiwan, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: The energy statistics all use non-renewable energy sources, with the renewable energy percentage being 0.

Note 3: The energy used is all from purchased power (indirect energy).

Note 4: The energy conversion announced in the 2024 Energy Statistics Handbook by the Energy Agency states that 1 kWh = 0.0036 GJ.

Note 5: Emissions intensity is calculated per unit of "total revenue." In 2024 and 2025, the revenues were NT\$45,892.739 million and NT\$47,383.106 million, respectively.

Water Resource Management

Water is an indispensable resource in life. In the face of challenges related to water resources, according to the Water Risk Assessment Tool (Water Aqueduct) by the World Resources Institute (WRI), areas with water resource pressure analyzed as high or extremely high, 2025 identifies Taiwan as a non-water resource pressure area.

In terms of water resource management, the company uses 2024 as the base year, with the goal of reducing water consumption by 1% each year compared to the base year. Water consumption in 2025 was 1,450 metric tons, a reduction of 27.21% compared to the base year (2024). In terms

of reduction targets, the goal of reducing water consumption by 1% compared to the base year has been achieved. The company remains committed to improving overall water efficiency and promoting water conservation among employees.

➤ **The water consumption and intensity for the recent two years (2024 and 2025)**

Year	Total Water Consumption (metric tonnes)	Increase/Decrease Ratio	Emissions Intensity (tonnes/Million USD Total Revenue)
2024	1,992	Base Year	0.0434
2025	1,450	-27.21%	0.0306

Note 1: The scope of data includes: Alltek Technology's Taiwan headquarters. Alltek Technology's various offices in Taiwan, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse). are managed by the building management committee and are not separately billed to the company monthly.

Note 2: Emissions intensity is calculated per unit of "total revenue." In 2024 and 2025, the revenues were NT\$45,892.739 million and NT\$47,383.106 million, respectively.

➤ **2025 water withdrawal**

Withdrawal by Source (Unit: million liters)		Total Water Intake in all Regions	Total Water Intake in Water-stressed Areas
Surface water	Freshwater	0	0
	Other water	0	0
Groundwater	Freshwater	0	0
	Other water	0	0
Seawater	Freshwater	0	0
	Other water	0	0
Produced water	Freshwater	0	0
	Other water	0	0
Third-party water	Freshwater	1.45	0
	Other water	0	0

Withdrawal by source total third-party water intake	Surface water/ Groundwater/ Seawater/ Produced water	N/A	0
The percentage of total water intake in water-stressed areas to total water intake.		0	

Note 1: The scope of data includes: Alltek Technology's Taiwan headquarters. Alltek Technology's various offices and logistics warehousing in Taiwan (Taoyuan bonded warehouse, Xizhi warehouse), water fees are included in the management fees and are not paid separately. It is not feasible to reasonably calculate the actual water usage, and the ratio of water usage is extremely low, hence it is not included.

Note 2: Water is an indispensable resource in life. In the face of challenges related to water resources, according to the Water Risk Assessment Tool (Water Aqueduct) by the World Resources Institute (WRI), areas with water resource pressure analyzed as high or extremely high, 2025 identifies Taiwan as a non-water resource pressure area.

Note 3: The water resources in Taiwan are all for domestic use and 100% are Freshwater.

Note 4: Freshwater is defined as water with total dissolved solids $\leq 1,000$ mg/L; Other water is defined as water with total dissolved solids $> 1,000$ mg/L.

Note 5: The source of third-party water is potable water; the source of surface water is rainwater.

Note 6: The Company operates as an office-based business without water consumption in production processes. The primary water usage is for air conditioning (which dissipates into the air) and Employees' drinking water. It is not significant and lacks a reasonable statistical method. The water used in Employees' cleaning facilities is discharged directly from the office building to the domestic sewer, with no flow meters available to measure the actual discharge volume.

Waste Management

Despite being a professional distributor of communication components and not a manufacturer, Alltek Technology does not generate hazardous industrial waste in its operations. However, the Company places great importance on waste management issues and continuously implements internal management measures to practice environmental sustainability.

To enhance resource utilization efficiency and reduce waste generation, the following waste management measures are implemented:

(1) Set up categorized resource bins.

Install categorized recycling bins on each office floor to strengthen colleagues' awareness of resource recycling and classification.

(2) Reduce personal waste generation

The office does not provide personal trash bins and encourages centralized waste disposal to reduce the amount of individual waste generated by employees.

(3) Promote source reduction and environmental habits.

(4) Office paper conservation

The office has set up waste paper recycling bins and promotes the reuse of the blank side of paper, cultivating employees' awareness of paper conservation and waste reduction in their daily lives.

(5) Recycling and reuse of warehouse cardboard

All cardboard boxes and inner packing materials in the warehouse are recycled and reused for shipping purposes to reduce the demand for new packaging materials. We collect used cardboard boxes that cannot be reused and hand them over to professional wastepaper processing units for recycling, ensuring the effective utilization of resources.

In response to the expansion of waste inventory boundaries and the increased granularity of disclosure, Alltek Technology has adjusted the base year to 2025 to ensure data consistency and comparability, with the goal of reducing waste generation by 1% each year compared to the base year.

➤ **The Waste Generation and Intensity for the Recent Two Years (2024 and 2025)**

Note 1: The scope of data includes: Alltek Technology's Taiwan headquarters, various offices in

Year	General Industrial Waste			Increase/Decrease Ratio	Emissions Intensity (tonnes/Million USD Total Revenue)
	Recyclable Waste (metric tonnes)	Non-recyclable Waste (metric tonnes)	Total (metric tonnes)		
2024	N/A	56.60	56.60	N/A	0.0012
2025	5.72	29.65	35.37	Base Year	0.0007

Taiwan, and logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

Note 2: Recyclable Waste

No statistical data on Recyclable Waste for 2024.

2025 only calculates logistics warehousing (Taoyuan bonded warehouse, Xizhi warehouse).

The headquarters in Taiwan and the various offices in Taiwan are managed by the building management committee and do not have individual weigh bills, so no data is produced.

Note 3: Non-recyclable Waste

In 2024, only the domestic waste from Alltek Technology's Taiwan headquarters and various offices in Taiwan is calculated.

2025 calculates the domestic waste from Taiwan headquarters, various offices in Taiwan, and logistics warehousing waste.

Note 4: Estimation method for domestic waste: Average number of participants per month at operating locations × Monthly working days × Estimated daily waste generated per person.

Note 5: Emissions intensity is calculated per unit of "total revenue." In 2024 and 2025, the revenues were NT\$45,892.739 million and NT\$47,383.106 million, respectively.

7.2 SUSTAINABLE AND INNOVATIVE DESIGN

The development of sustainable and innovative products with low energy consumption and low carbon emission is not only an energy-saving and carbon-reducing trend, but also a key driving force for corporate green design and development in extreme climates around the world. Although Alltek plays the role of a distributor in the semiconductor value chain, it actively utilizes the professional technical capabilities of Field Application Engineers (FAEs) in its Technical Research and Development Department to assist in providing customers with sustainable and innovative technological solutions. This helps industries in the value chain transform into green enterprises with low carbon emissions. In the future, the Group will continue to respond to the various opportunities derived from the risks of global climate change and continue to expand the business opportunities of various green products brought about by sustainability issues.

- In 2025, Alltek and its customers jointly developed a total of 63 sustainable technology solutions.
- Alltek's sustainable innovation design solutions cover 8 major areas: AI application services, industrial automation marketing, fitness product development, smart grid development, energy-saving lighting development and application, energy-efficient cooling systems, Smart City Online Shopping, and intelligent charging systems.

Sustainable, Innovative Design and Development Results

The Alltek FAE Department assists customers in reducing system energy consumption and material usage through the introduction of low-power design and component integration services, promoting sustainable product design. The FAE establishes a sustainable alternative materials and long lead-time components evaluation mechanism to enhance supply chain resilience and reduce the environmental impact caused by repeated development. Through early-stage simulation and design review services, it assists customers in reducing the number of trial productions and reworks, thereby minimizing resource waste.

Application Category	2025 Solutions
AI application service	Automated medical care robots, fiber optic transceiver modules, data center optical transmission modules, fiber optic transmission lines
Industrial automation, transportation and distribution	Industrial control wireless network, smart motor, digital energy-saving controller, industrial energy-saving inverter, industrial open power supply, industrial automation drone
Fitness product development	Green energy treadmill, energy-saving exercise equipment
Smart grid development	Recycled grid-connected simulation power supply, high-voltage energy storage system for industrial and commercial use, uninterruptible power supply (UPS), Power management module, high-efficiency charger
Development and application of energy-saving lighting	Outdoor floodlight cameras, emergency lighting systems, searchlights, smart green energy germicidal lighting, LED graphic displays, LED ceiling lights
Energy-efficient cooling systems	DC cooling fan, high-performance server cooling fan
Smart city online shopping	Smart photosensitive node device, smart antenna module
Energy-efficient charging system	High-efficiency ultra-fast charging

7.3 GREEN WAREHOUSING

Our company is not in the manufacturing industry and does not engage in production activities, so there are no hazardous waste from production. Waste is generated from office activities and warehouse operations. In addition to striving for the intelligence of warehouse operations, Alltek also pays special attention to how to thoroughly implement environmental protection issues in the warehouse environment. With the goal of developing Green Warehousing and a Circular Economy, we have implemented energy conservation and environmental protection measures.

➤ **Green Warehousing: Introducing Smart Devices to Create a Green Warehouse Environment.**

Energy-Saving Warehousing: All logistics warehouses are equipped with LED smart motion-sensor lighting. The lights are automatically activated only when personnel are detected working in the storage area.

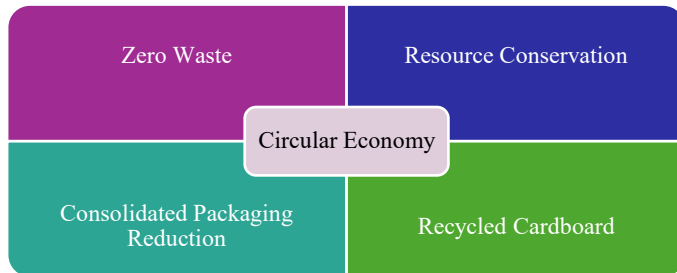
Smart Warehousing: Product shelving and inventory relocation are managed using PDA devices to scan product and storage location barcodes. The system performs real-time inventory updates and location transfers, eliminating the need for physical inventory cards.



Alltek is committed to creating eco-friendly and energy-saving green warehousing and fully uses LED smart human body sensors.

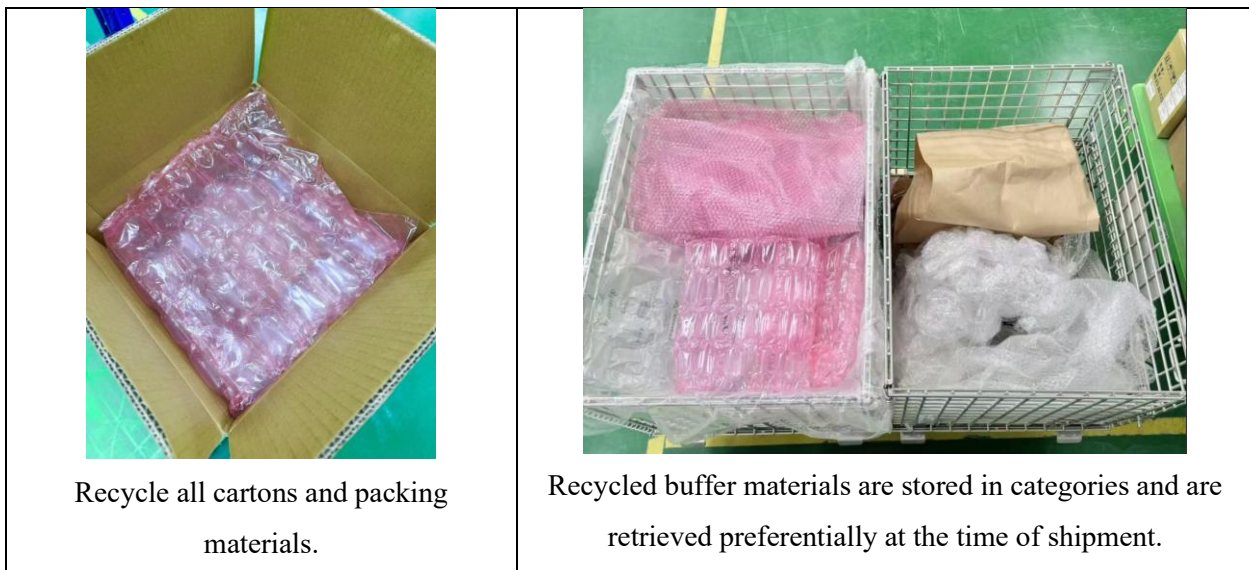
➤ **Circular Economy: Promoting the Concept of a Circular Economy, the Warehouse Environment Focuses on how to Recycle and Reuse Packaging Materials, Aiming for**

Zero Waste, Resource Conservation, Consolidation of Shipments, and Cardboard Box Recycling.



Zero Waste: In Alltek's warehouse environment, there is no packaging waste generated. Upon receipt, if products need to be repackaged, all cardboard boxes and inner packaging materials are recycled upon receipt for later use, reducing the use of new packaging materials.

Resource Conservation: Shipping documents are paperless, and all documents are stored electronically to avoid unnecessary paper waste.



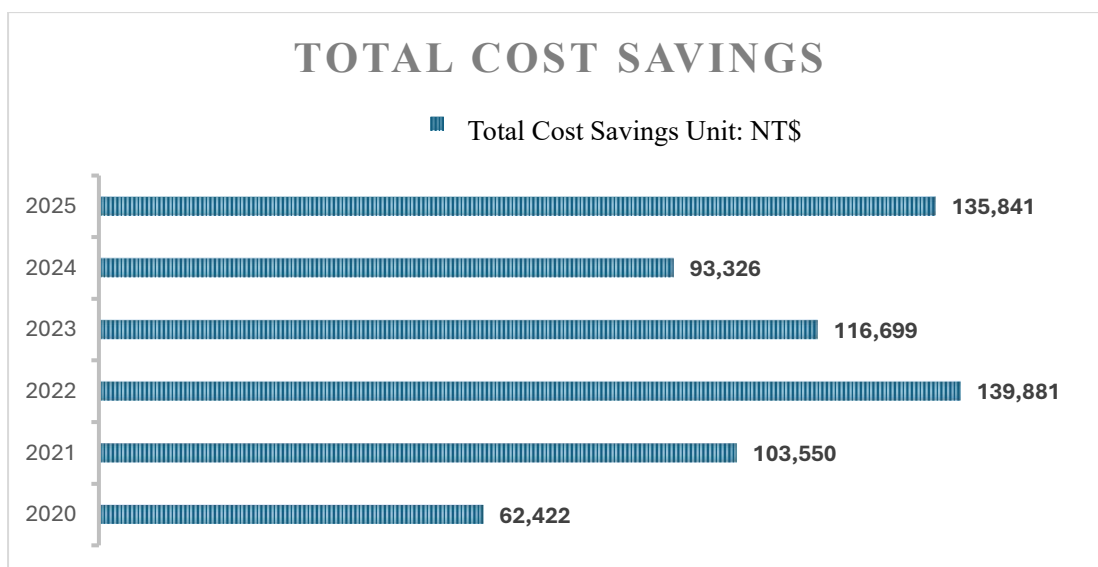
Consolidation of Shipments: Measures to combine shipments and reduce packaging.

In the past, products that did not need to be repackaged and reshipped were mostly packaged in the original factory and shipped directly to the warehouse. Since 2020, we have implemented measures to combine shipments. After products are received, items that do not fill a whole box and are purchased by the same customer are combined into one box before shipment. This increases the utilization rate of cardboard boxes and reduces the amount of packaging material used. In 2025, the combined packaging operation saved 1,045 cardboard boxes and NT\$135,841 in costs.

Year	Cost Saving	Number of Cardboard Boxes Saved	Year-on-Year Change in Cardboard Boxes Saved	Year-on-Year Change in the Number of Cardboard Boxes Saved
	Unit: NT\$	Unit: Boxes	Unit: Boxes	Unit: Percentage
2020	62,422	650	N/A; Base Year	N/A; Base Year
2021	103,550	737	-87	-13.38%
2022	139,881	668	69	9.36%
2023	116,699	948	-280	-41.92%
2024	99,345	852	96	10.13%
2025	135,841	1045	-193	-22.65%

Note 1: Since the nature of the products in the Taoyuan bonded warehouse does not allow for box consolidation operations, the scope of the box consolidation data only includes Alltek Technology's warehouse in Xizhi, Taiwan.

Note 2: Cost savings refers to the savings in domestic and export shipping costs, as well as cardboard costs, achieved through box consolidation operations at the Xizhi warehouse. Due to the relatively light weight of goods at the Xizhi warehouse, freight charges are often calculated based on "volumetric weight" rather than actual weight. The fewer the number of boxes, the lower the volumetric weight, resulting in cheaper shipping costs.



7.4 BIODIVERSITY

Alltek regards biodiversity as one of the important sustainability issues. In order to promote sustainable ecological development and achieve the United Nations Sustainable Development Goals (SDGs), Alltek expands the scope of assessment to include a broader range of biodiversity issues when implementing various sustainable activities. Alltek hopes to contribute to the protection of natural ecosystems while also considering corporate profitability.

Ecological Tour of Keelung Islet: Entering Nature to Deepen Understanding of Biodiversity Conservation

SDG 4 Quality Education

SDG 15 Life on Land

Alltek Technology organized the "Keelung Islet Ecological Tour" activity, leading employees to explore the island. Keelung Islet is the largest volcanic island on the northern side of Taiwan's main island, boasting rich natural landscapes and more than 140 types of plants. The Keelung Islet Lighthouse, situated at an elevation of 189.3 meters, is the first unmanned lighthouse in Taiwan to use solar power.

Through in-depth explanations by professional guides, colleagues gained on-site knowledge of the unique volcanic terrain, native plants, intertidal organisms, as well as the habitat characteristics of birds and reptiles on the island. The two main focuses of this event are:

- Ecological exploration: Gain on-site knowledge of Keelung Islet's unique volcanic terrain, solar-powered lighthouse, and abundant native flora and fauna.
- Environmental education: Through professional guided tours, reflect on the impact of human activities on the natural environment and enhance awareness of Biodiversity conservation.



Shenzhen Bay Park Cleanup Action: Citypick Protects Urban Ecology

SDG 11 Sustainable Cities and Communities

SDG 15 Life on Land

Employees from the Alltek Technology (Shenzhen) location voluntarily went to Shenzhen Bay Park and initiated the "Citypick" Cleanup Action. The activity primarily focused on cleaning up human-generated waste in the park's grassy areas and recreational zones. During the event, employees carefully picked up cigarette butts, snack wrappers, empty beverage bottles, and other trash, and ensured proper sorting and storage.

- Ecological benefits: By cleaning up at the source, avoid the long-term accumulation of waste that damages local soil health and plant growth, while reducing the disturbance and harm to the habitats of small wildlife such as insects and birds.
- Sustainable Commitment: Uniting employees with a consensus on environmental protection, encouraging the adoption of small daily habits, and transforming the company's environmental concern into concrete actions to safeguard the local ecosystem.



APPENDIX

GRI DISCLOSURE COMPARISON TABLE

Statement of Use	Alltek Technology Corp. has published its 2025 Sustainability Report, referencing the GRI guidelines. The data covers the period from January 1, 2025 to December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Standards for Industry	None

GRI 2: General Disclosures 2021	Comparison of Chapters in the Report	Description
GRI 2-1 Organizational details	About This Report 1. About Alltek	
GRI 2-2 Entities included in the organization's sustainability reporting	About This Report	
GRI 2-3 Reporting period, frequency and contact point	About This Report	
GRI 2-4 Restatements of information	About This Report	
GRI 2-5 External assurance	About This Report	
GRI 2-6 Activities, value chain and other business relationships	1. About Alltek	
GRI 2-7 Employees	5.4 Happy Enterprise	
GRI 2-8 Workers who are not employees	5.4 Happy Enterprise	
GRI 2-9 Governance structure and composition	4. Governance	
GRI 2-10 Nomination and	4. Governance	

selection of the highest governance body		
GRI 2-11 Chair of the highest governance body	4. Governance	
GRI 2-12 Role of the highest governance body in overseeing the management of impacts	4. Governance	
GRI 2-13 Delegation of responsibility for managing impacts	2. Sustainable Action 4. Governance	
GRI 2-14 Role of the highest governance body in sustainability reporting	About This Report	
GRI 2-15 Conflicts of interest	4. Governance	Please refer to the annual report "Director Information," "List of Major Shareholders," and the notes to the consolidated financial report "Related Party Transactions 32. Notes Disclosure Items."
GRI 2-16 Communication of critical concerns	4. Governance	
GRI 2-17 Collective knowledge of the highest governance body	4. Governance	
GRI 2-18 Evaluation of the performance of the highest governance body	4. Governance	

GRI 2-19 Remuneration policies	4. Governance	
GRI 2-20 Process to determine remuneration	4. Governance	
GRI 2-21 Annual total compensation ratio	-	Confidentiality restrictions / Compensation information is confidential and cannot be publicly disclosed.
GRI 2-22 Statement on sustainable development strategy	From the Operator	
GRI 2-23 Policy commitments	4.2 Integrity Management 4.5 Supply Chain Management 5.2 Human Rights Protection 5.3 Healthy Workplace	
GRI 2-24 Embedding policy commitments	5.2 Human Rights Protection	
GRI 2-25 Processes to remediate negative impacts	4.2 Integrity Management 5.2 Human Rights Protection	
GRI 2-26 Mechanisms for seeking advice and raising concerns	About This Report 5.2 Human Rights Protection	
GRI 2-27 Compliance with laws and regulations	4.2 Integrity Management 7.1 Environmental Management	
GRI 2-28 Membership associations	1. About Alltek	
GRI 2-29 Approach to	3. Management of	

stakeholder engagement	Sustainability Issues	
GRI 2-30 Collective bargaining agreements	5.2 Human Rights Protection	The Company has no collective agreements, but is committed to promoting labor-management meetings.

GRI 3: Material Topics 2021	Comparison of Chapters in the Report	Description
GRI 3-1 Process for determining material topics	3. Management of Sustainability Issues	
GRI 3-2 List of material Topics	3. Management of Sustainability Issues	
GRI 3-3 Major Topic management	3. Management of Sustainability Issues	

Material Topic 1: Corporate Governance and Integrity Operations		
GRI 2: General Disclosures 2021		Description
GRI 2-9 Governance structure and composition	4. Governance	
GRI 2-10 Nomination and selection of the highest governance body	4. Governance	
GRI 2-11 Chair of the highest governance body	4. Governance	
GRI 2-12 Role of the highest governance body in overseeing the management of impacts	4. Governance	
GRI 2-13 Delegation of responsibility for managing impacts	2. Sustainable Action 4. Governance	
GRI 2-14 Role of the highest governance body in sustainability reporting	About This Report	
GRI 2-15 Conflicts of interest	4. Governance	Please refer to the annual report "Director

		Information," "List of Major Shareholders," and the notes to the consolidated financial report "Related Party Transactions 32. Notes Disclosure Items."
GRI 2-16 Communication of critical concerns	4. Governance	
GRI 2-17 Collective knowledge of the highest governance body	4. Governance	
GRI 2-18 Evaluation of the performance of the highest governance body	4. Governance	
GRI 2-19 Remuneration policies	4. Governance	
GRI 2-20 Process to determine remuneration	4. Governance	
Material Topic 2: Management Performance		
GRI 201: Economic Performance 2016		
GRI 201-1 Direct economic value generated and distributed	4.1 Corporate Economic Performance	
Material Topic 3: Compliance		
GRI 2: General Disclosures 2021		
GRI 2-27 Compliance with laws and regulations	4.2 Integrity Management 7.1 Environmental Management	
GRI 206: Anti-competitive Behavior 2016		

GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.5 Supply Chain Management	
Material Topic 4: Information Security and Customer Privacy Protection		
GRI 418: Customer Privacy 2016		
GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.4 Information Security Management and Digital Optimization	
Material Topic 5: Professional Resilience and Adaptability in the Global Trade Environment		
GRI 203-2 Significant indirect economic impacts	4.3 Risk management 5.1 Social Inclusion	
Material Topic 6: Employee Training and Development		
GRI 404: Training and Education 2016		
GRI 404-1 Average hours of training per year per employee	5.4 Happy Enterprise	
GRI 404-2 Programs for upgrading employee skills and transition assistance programs	5.4 Happy Enterprise	
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	5.4 Happy Enterprise	

Voluntary Disclosure guidelines

Specific Topic Standards: 200 Economy		
GRI 201: Economic Performance 2016		Description
GRI 201-2 Financial implications and other risks and opportunities due to climate change	6. Climate Risk and Opportunity	
GRI 201-3 Defined benefit plan obligations and other retirement plans	5.4 Happy Enterprise	
GRI 201-4 Financial assistance received from government	4.1 Corporate Economic Performance	
GRI 202: Market Presence 2016		
GRI 202-2 Proportion of senior management hired from the local community	5.4 Happy Enterprise	
GRI 203: Indirect Economic Impact 2016		
GRI 203-1 Infrastructure investments and services supported	4.1 Corporate Economic Performance 5.1 Social Inclusion	
GRI 205: Anti-corruption 2016		
GRI 205-1 Operations assessed for risks related to corruption	4.2 Integrity Management	
GRI 205-2 Communication and training about anti-corruption policies and procedures	4.2 Integrity Management	
GRI 205-3 Confirmed incidents of corruption and actions taken	4.2 Integrity Management	
Specific Topic Standards: 300 Environment		
GRI 302: Energy 2016		

GRI 302-1 Energy consumption within the organization	7.1 Environmental Management	
GRI 302-3 Energy intensity	7.1 Environmental Management	
GRI 303: Water and Effluents 2018		
GRI 303-3 Water withdrawal	7.1 Environmental Management	
GRI 305: Emissions 2016		
GRI 305-1 Direct (Scope 1) GHG emissions	7.1 Environmental Management	
GRI 305-2 Energy indirect (Scope 2) GHG emissions	7.1 Environmental Management	
GRI 305-3 Other indirect (Scope 3) GHG emissions	7.1 Environmental Management	
GRI 306: Waste 2020		
GRI 306-3 Waste generated	7.1 Environmental Management	
Specific Topic Standards: 400 Society		
GRI 401: Employment 2016		
GRI 401-1 New employee hires and employee turnover	5.4 Happy Enterprise	
GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2 Human Rights Protection 5.3 Healthy Workplace 5.4 Happy Enterprise	
GRI 401-3 Parental leave	5.2 Human Rights Protection 5.3 Healthy Workplace	
GRI 403: Occupational Health and Safety 2018		
GRI 403-2 Hazard	5.2 Human Rights	

identification, risk assessment, and incident investigation	Protection 5.3 Healthy Workplace	
GRI 403-3 Occupational health services	5.3 Healthy Workplace	
GRI 403-5 Worker training on occupational health and safety	5.3 Healthy Workplace	
GRI 403-6 Promotion of worker health	5.3 Healthy Workplace	
GRI 403-9 Work-related injuries	5.3 Healthy Workplace	
GRI 403-10 Work-related ill health	5.3 Healthy Workplace	
GRI 406: Non-discrimination 2016		
GRI 406-1 Incidents of discrimination and corrective actions taken	5.4 Happy Enterprise	
GRI 411: Rights of Indigenous Peoples 2016		
GRI 411-1 Incidents of violations involving rights of indigenous peoples	5.4 Happy Enterprise	
GRI 416: Customer Health and Safety 2016		
GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	4.5 Supply Chain Management	
GRI 417: Marketing and Labeling 2016		
GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	4.5 Supply Chain Management	
GRI 417-3 Incidents of non-	4.5 Supply Chain	

compliance concerning marketing communications	Management	
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SASB DISCLOSURE COMPARISON TABLE

Indicator Code	Disclosure Theme and Indicator Content	Unit	Comparison of Chapters in the Report and Description
Water Management			
TC-ES-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic metres (m ³), Percentage (%)	Please carefully read "7.1 Environmental Management". Alltek Technology primarily operates in domestic water use, with its water source being tap water from non-water-stressed areas. The total water intake and total water consumption in areas with high or extremely high water stress are both 0.
Waste Management			
TC-ES-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Metric tonnes (t), Percentage (%)	Please carefully read "7.3 Green Warehousing". Alltek Technology is not in the manufacturing industry and does not engage in production activities, resulting in no hazardous waste production.
Labour Practice			
TC-ES-310a.1	(1) Number of work stoppages and	Number, Days idle	There were no stoppages in 2025, with the number of

	(2) total days idle		stoppages and Total idle days both at 0.
Workforce Conditions, Health & Safety			
TC-ES-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Rate	Please carefully read "5.3 Healthy Workplace". In 2025, Alltek had no cases of occupational illness or injury incidents, with an annual lost-time injury rate of 0%, and the near-miss incident rate was 0%.
TC-ES-320a.2	Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Percentage (%)	Alltek Technology actively adheres to the Responsible Business Alliance Code of Conduct. In view of the company's operational model as an electronic component consignment sales and distribution service, it does not involve manufacturing activities. In 2025, the ratio of all the Company's operating locations (including warehouses) audited by the VAP or equivalent process is 0%. The Company adopts an internal self-management mechanism to ensure that

			key operational processes comply with the requirements of the RBA code of conduct. It continuously strengthens internal management measures to maintain overall compliance and responsible business practices.
TC-ES-320a.3	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances, disaggregated by (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	Rate	Alltek Technology actively adheres to the Responsible Business Alliance Code of Conduct. In view of the company's operational model as an electronic component consignment sales and distribution service, it does not involve manufacturing activities. In 2025, the ratio of all the Company's operating locations (including warehouses) audited by the VAP or equivalent process is 0%. The Company adopts an internal self-management mechanism to ensure that key operational processes comply with the

			requirements of the RBA code of conduct. It continuously strengthens internal management measures to maintain overall compliance and responsible business practices.
Product Lifecycle Management			
TC-ES-410a.1	Weight of end-of-life products and e-waste recovered; percentage recycled	Metric tonnes (t), Percentage (%)	Please carefully read "7.1 Environmental Management". Alltek Technology is not a manufacturing-related industry, and the end-of-life products and electronic waste are 0. The recyclable packaging materials in logistics and warehousing are paper products, with a total weight of 5.719 metric tons.
Materials Sourcing			
TC-ES-440a.1	Description of the management of risks associated with the use of critical materials	n/a	Please carefully read "4.5 Supply Chain Management".
Activity metrics			
TC-ES-000.A	Number of manufacturing facilities	Number	Alltek Technology's main operational activities are concentrated in

			warehousing and logistics operations, including logistics warehouses in Taiwan (Xizhi warehouse, Taoyuan bonded warehouse), totaling two locations.
TC-ES-000.B	Area of manufacturing facilities	Square metres (m ²)	Alltek Technology's main operational activities are concentrated in warehousing and logistics operations, including logistics warehouses in Taiwan (Xizhi, Taoyuan), totaling two locations, with a combined area of 3219.85 square meters.
TC-ES-000.C	Number of employees	Number	Please carefully read "1. About Alltek". Alltek Technology has a total of 247 employees.

TCFD DISCLOSURE COMPARISON TABLE

Aspect	TCFD Disclosure Items	Corresponding Section
Governance	Describe the board's oversight of climate-related risks and opportunities.	6. Climate Risk and Opportunity
	Describe management's role in assessing and managing climate-related risks and opportunities.	6. Climate Risk and Opportunity
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	6. Climate Risk and Opportunity
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	6. Climate Risk and Opportunity
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	6. Climate Risk and Opportunity
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	6. Climate Risk and Opportunity
	Describe the organization's processes for managing climate-related risks.	6. Climate Risk and Opportunity
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	6. Climate Risk and Opportunity
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk	6. Climate Risk and Opportunity

	management process.	
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	7.1 Environmental Management
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	6. Climate Risk and Opportunity

**SUSTAINABLE DISCLOSURE INDICATORS FOR TWSE/TPEX
LISTED COMPANIES - ELECTRONIC COMPONENT
DISTRIBUTION INDUSTRY**

No.	Indicator	Indicator Category	Unit	Annual Disclosure (Report Section)
1	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate.	Quantization	Gigajoules (GJ), percentage (%)	Please carefully read "7.1 Environmental Management". Our company's office and warehouse operations utilize solely grid electricity; no renewable energy sources are currently employed.
2	Total Water Intake and Total Water Consumption	Quantization	Cubic Meter (1000 m ³)	Please carefully read "7.1 Environmental Management". Alltek Technology primarily operates in domestic water use, with its water source being tap water from non-water-stressed areas. The total water intake and total water consumption in areas with high or extremely high water stress are both 0.
3	Weight and recycling percentage of hazardous waste generated	Quantization	Tons (t), Percentage (%)	Please refer to "7.3 Green Warehousing". Alltek Technology is not in the manufacturing industry and does not engage in

				production activities, resulting in no hazardous waste production.
4	Description of Occupational Injury Categories, Number of Cases, and Percentage	Quantization	Quantity, Percentage (%)	Please see "5.3 Healthy Workplace". In 2025, Alltek had no cases of occupational illness or injury incidents, with an annual lost-time injury rate of 0%, and the near-miss incident rate was 0%.
5	Product Lifecycle Management Disclosure: Including weight of discarded products and e-waste, and recycling percentage (Note 1)	Quantization	Tons (t), Percentage (%)	Not applicable as Alltek Technology is not a manufacturing-related industry and does not involve actual production and has no management at the end of the product life cycle.
6	Description of Risk Management Related to the Use of Critical Materials	Qualitative Description	Not Applicable	Please refer to "4.5 Supply Chain Management".
7	Total monetary losses resulting from legal proceedings related to the	Quantization	Currency Reporting	In 2025, there were no lawsuits related to anti-competitive practices.

	Anti-Competition Act.			
8	Major Product Output by Product Category	Quantization	Varies by product type.	Alltek Technology is not a manufacturing-related industry and does not involve actual production, nor does it have production volumes of Main products.

Note 1: The sale of scrap materials or other recycling processes should be described.

CLIMATE-RELATED INFORMATION OF TWSE/TPEX LISTED COMPANIES

Item	Implementation Status
1. Describing the board of directors' and management's oversight and governance of climate-related risks and opportunities.	Please refer to "6. Climate Risk and Opportunity"
2. Describe how identified climate-related risks and opportunities impact the company's operations, strategy, and finances (short-term, medium-term, and long-term).	Please refer to "6. Climate Risk and Opportunity"
3. Describe the financial impacts of extreme climate events and transition activities.	Please refer to "6. Climate Risk and Opportunity"
4. Describe how the process for identifying, assessing, and managing climate-related risks is integrated into the overall risk management system.	Please refer to "6. Climate Risk and Opportunity"
5. When using scenario analysis to assess resilience to climate change risks, the scenarios, parameters, assumptions, analytical factors, and principal financial impacts should be described.	Please refer to "6. Climate Risk and Opportunity"
6. If a transition plan addressing climate-related risks exists, please describe its contents, including the indicators and targets used to identify and manage both physical and transition risks.	Please refer to "6. Climate Risk and Opportunity"

7. If internal carbon pricing is used as a planning tool, the basis for price setting should be disclosed.	To address the risks of climate change and preemptively reflect carbon costs, the Company adopts a shadow pricing mechanism and applies this price to transportation and logistics decisions as a reference for evaluating operational plans. This encourages low-carbon options and reduces the impact of climate change on the company's finances and operations. The Sustainability Committee Executive Office, in accordance with the company's operational situation and sustainability strategy, evaluates the applicability and feasibility of transportation and logistics decisions. • Carbon pricing setting 1. Carbon price benchmark: NT\$300 per metric ton of CO2 equivalent. 2. According to the Ministry of Environmental Protection's "Carbon Fee Charging Method" and international carbon pricing trends. 3. Review cycle: Reviewed and adjusted every 3 years.
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8. If climate-related targets are set, information should be provided on the scope of activities covered, the categories of greenhouse gas emissions, planning timelines, and the annual progress toward the targets. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve the targets, the source and quantity of the carbon reduction offsets or RECs used should be disclosed.	Please refer to "7.1 Environmental Management". The Company has not yet adopted carbon offsets or Renewable Energy Certificates (RECs) as tools in its carbon reduction planning.
9. Greenhouse gas inventory and assurance status, along with reduction targets, strategies, and specific action plans.	Please refer to "7.1 Environmental Management".

Greenhouse gas assurance information

Assurance Description: Our company has not yet conducted greenhouse gas assurance for 2024. Although the statutory mandatory assurance timeline has not been reached for the 2025 greenhouse gas emissions, in order to ensure data accuracy and align with international standards, we have voluntarily entrusted a third-party verification body, Ryh-Tian International Certification Co.,Ltd., to conduct assurance following the ISO 14064-3:2019 guidelines.

In the future, the Company will continue to monitor regulatory trends and plan to commission verification agencies compliant with the Taiwan Stock Exchange and GrTai Securities Market regulations to perform verification processes before entering the statutory mandatory assurance schedule, to meet regulatory requirements.

Year		Tonnes of carbon dioxide equivalent (tonnes CO ₂ e)
2025	Scope 1	260.7430
	Scope 2	280.8474
	Scope 3	11,479.0391
	Total	12,020.6295
	Percentage of total emissions	95.55%
	Assurance institutions	Ryh-Tian International Certification Co.,Ltd.
	Assurance Description	Categories 1 and 2: Reasonable assurance Categories 3–6: Limited assurance
	Assurance opinion/conclusion	The reported greenhouse gas emissions are consistent with the greenhouse gas emissions declared by the organization. The reported data are accurate, complete, consistent, and transparent, and are free from material errors or omissions.

Greenhouse Gas Verification Statement



Greenhouse Gas Verification Statement

The inventory Greenhouse Gas Emissions in Year 2025 of

ALLTEK TECHNOLOGY CORP.

(i) 9 F, 9F-1., No. 360, Ruiguang Rd., Neihu Dist., Taipei City, Taiwan (R.O.C.)
(ii) 10F, 10F-1., No. 360, Ruiguang Rd., Neihu Dist., Taipei City, Taiwan (R.O.C.)
(iii) 7F.-8, 9 & 10, No. 5, Hangxiang Rd., Dayuan Dist., Taoyuan City, Taiwan (R.O.C.)
(iv) B1F, No. 157, Sec. 2, Datong Rd., Xizhi Dist., New Taipei City, Taiwan (R.O.C.)
(v) 2F, No. 127, Sec. 2, Datong Rd., Xizhi Dist., New Taipei City, Taiwan (R.O.C.)
(vi) 7F, No. 151, 153, 155, 157, 159, 161, Sec. 2, Datong Rd., Xizhi Dist., New Taipei City, Taiwan (R.O.C.)
(vii) 7F., No. 415, Sec. 2, Gongdao 5th Rd., East Dist., Hsinchu City, Taiwan (R.O.C.)
(viii) Rm. 2R05, 2F., No. 2, Zhongzheng 3rd Rd., Xinxing Dist., Kaohsiung City, Taiwan (R.O.C.)
(ix) Room A-F& J, 7F, Building 1, Kwai Tak Industrial Centre, No. 15-33, Kwai Tak St., Kwai Chung, New Territories, Hong Kong
(x) Room A-E, 8F, Building 1, Kwai Tak Industrial Centre, No. 15-33, Kwai Tak St., Kwai Chung, New Territories, Hong Kong
(xi) Room A, C & E, 10F, Building 1, Kwai Tak Industrial Centre, No. 15-33, Kwai Tak St., Kwai Chung, New Territories, Hong Kong

Has been verified in accordance with ISO 14064-1:2018 as meeting the requirements of

ISO 14064-1:2018

Direct emissions----- 260.7430 Tonnes of CO₂e

Indirect emissions----- 280.8474 Tonnes of CO₂e

Other indirect emissions----- 11,479.0391 Tonnes of CO₂e

Total emissions----- 12,020.6295 Tonnes of CO₂e

Registration Number: IC-GHG-2607010

Registration Date: July 16, 2026

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Greenhouse Gas Verification Statement

AUDIT NUMBER:

INTERCERT has been contracted by ALLTEK TECHNOLOGY CORP.,

- (i) 9 F, 9F-1., No. 360, Ruiguang Rd., Neihu Dist., Taipei City, Taiwan (R.O.C.)
- (ii) 10F, 10F-1., No. 360, Ruiguang Rd., Neihu Dist., Taipei City, Taiwan (R.O.C.)
- (iii) 7F, 8, 9 & 10, No. 5, Hangxiang Rd., Dayuan Dist., Taoyuan City, Taiwan (R.O.C.)
- (iv) B1F, No. 157, Sec. 2, Datong Rd., Xizhi Dist., New Taipei City, Taiwan (R.O.C.)
- (v) 2F, No. 127, Sec. 2, Datong Rd., Xizhi Dist., New Taipei City, Taiwan (R.O.C.)
- (vi) 7F, No. 151, 153, 155, 157, 159, 161, Sec. 2, Datong Rd., Xizhi Dist., New Taipei City, Taiwan (R.O.C.)
- (vii) 7F., No. 415, Sec. 2, Gongdao 5th Rd., East Dist., Hsinchu City, Taiwan (R.O.C.)
- (viii) Rm. 2R05, 2F., No. 2, Zhongzheng 3rd Rd., Xinxing Dist., Kaohsiung City, Taiwan (R.O.C.)
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- (xi) Room A, C & E, 10F, Building 1, Kwai Tak Industrial Centre, No. 15-33, Kwai Tak St., Kwai Chung, New Territories, Hong Kong

for the verification of direct and indirect Greenhouse Gas emissions in accordance with ISO 14063-3:2019. GHG Assertion in the form of GHG report covering GHG emissions of the period 2025/01/01-2025/12/31

Roles & Responsibilities:

The management of ALLTEK TECHNOLOGY CORP. is responsible for the organization's GHG information system, the development and maintenance of records and reporting procedures in accordance with that system, including the calculation and determination of GHG emissions information and the reported GHG emissions.

INTERCERT conducted a third-party verification of the provided GHG assertion against the principles of ISO 14064-1 for GHG Validation and Verification in the period (2025/01/01-2025/12/31). The

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Greenhouse Gas Verification Statement

verification was based on the verification scope, objectives and criteria as agreed between ALLTEK TECHNOLOGY CORP. and INTERCERT on 2026/06/1-2

Scope of the organization:

Mention scope of the organization:

- (i) 9 F, 9F-1., No. 360, Ruiguang Rd., Neihu Dist., Taipei City, Taiwan (R.O.C.)
- (ii) 10F, 10F-1., No. 360, Ruiguang Rd., Neihu Dist., Taipei City, Taiwan (R.O.C.)
- (iii) 7F.-8, 9 & 10, No. 5, Hangxiang Rd., Dayuan Dist., Taoyuan City, Taiwan (R.O.C.)
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- (v) 2F, No. 127, Sec. 2, Datong Rd., Xizhi Dist., New Taipei City, Taiwan (R.O.C.)
- (vi) 7F, No.151 · 153 · 155 · 157 · 159 · 161, Sec. 2, Datong Rd., Xizhi Dist., New Taipei City, Taiwan (R.O.C.)
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Objective of the verification:

The purposes of this verification exercise are, by review of objective evidence, to independently review:

- Whether the GHG emissions are as declared by the organization's GHG assertion
- The data reported are accurate, complete, consistent, transparent and free of material error or omission.

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Greenhouse Gas Verification Statement

Criteria:

Criteria against which the verification assessment is undertaken are the principles of ISO 14064-1:2018

Materiality:

The materiality required of the verification was considered by INTERCERT to ALLTEK TECHNOLOGY CORP., based on the needs of the intended user of the GHG Assertion.

Conclusion:

ALLTEK TECHNOLOGY CORP. provided the GHG assertion based on the requirements of ISO14064-1: 2018. The GHG information for the period 2025/01/01-2025/12/31 disclosing emissions of 12,020.6295 metric tonnes of CO2 equivalent and 0 metric tonnes of direct CO2 emissions from the combustion of biomass are verified. To a reasonable level of assurance, consistent with the agreed verification scope, objectives and criteria.

The emission of each site is described as below:

Unit: tonnes of CO2e

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Greenhouse Gas Verification Statement

Site	Direct Emissions	Indirect Emissions	Other indirect emissions	Total Emissions
(i) 9 F, 9F-1., No. 360, Ruiguang Rd., Neihu Dist., Taipei City, Taiwan (R.O.C.)	260.7430	280.8474	11,479.0391	12,020.6295
(ii) 10F, 10F-1., No. 360, Ruiguang Rd., Neihu Dist., Taipei City, Taiwan (R.O.C.)				
(iii) 7F.-8, 9 & 10, No. 5, Hangxiang Rd., Dayuan Dist., Taoyuan City, Taiwan (R.O.C.)				
(iv) B1F, No. 157, Sec. 2, Datong Rd., Xizhi Dist., New Taipei City, Taiwan (R.O.C.)				
(v) 2F, No. 127, Sec. 2, Datong Rd., Xizhi Dist., New Taipei City, Taiwan (R.O.C.)				
(vi) 7F, No.151 - 153 - 155 - 157 - 159 - 161, Sec. 2, Datong Rd., Xizhi Dist., New Taipei City, Taiwan (R.O.C.)				
(vii) 7F., No. 415, Sec. 2, Gongdao 5th Rd., East Dist., Hsinchu City, Taiwan (R.O.C.)				

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Greenhouse Gas Verification Statement

(viii)	Rm. 2R05, 2F., No. 2, Zhongzheng 3rd Rd., Xinxing Dist., Kaohsiung City, Taiwan (R.O.C.)				
(ix)	Room A-F& J , 7F, Building 1, Kwai Tak Industrial Centre, No. 15-33, Kwai Tak St., Kwai Chung, New Territories, Hong Kong				
(x)	Room A-E , 8F, Building 1, Kwai Tak Industrial Centre, No. 15-33, Kwai Tak St., Kwai Chung, New Territories, Hong Kong				
(xi)	Room A, C & E, 10F, Building 1, Kwai Tak Industrial Centre, No. 15-33, Kwai Tak St., Kwai Chung, New Territories, Hong Kong				

INTERCERT approach is risk-based, drawing on an understanding of the risks associated with reporting GHG emissions information and the controls in place to mitigate these. Our examination includes assessment, on a test basis, of evidence relevant to the amounts and disclosures in relation to the organization's reported GHG emissions.

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Greenhouse Gas Verification Statement

INTERCERT planned and performed our work to obtain the information, explanations and evidence that we considered necessary to provide a reasonable level of assurance that the GHG emissions for the period 2025/01/01-2025/12/31 are fairly stated.

INTERCERT conducted our verification with regard to the GHG assertion of ALLTEK TECHNOLOGY CORP. which included assessment of GHG information system, monitoring and reporting plan/protocol. This assessment included the collection of evidence supporting the reported data, and checking whether the provisions of the protocol reference, were consistently and appropriately applied

Confidentiality:

The reports and attachments may contain relevantly confidential information of the clients. In addition to being submitted as governmental application or certification documents, the reports and attachments are not allowed to be edited, duplicated, or published without the clients' agreement in written form.

Avoidance of Conflict of Interest:

The reports and attachments are completely complied with the standards and procedures that related-authorities established. The reports and attachments of auditing process are conduct with fairness and honesty. If not, the auditing institution not only has to bear the relevant compensation duties, but also to receive legal charge and punishment.

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Greenhouse Gas Verification Statement

This statement shall be interpreted with the GHG assertion of ALLTEK TECHNOLOGY CORP. as a whole.

Assessor Group:

Above statements coincide with auditing process with fairness and impartiality, and aim at the emission of year 2025 of organization.

Lead Assessor Name & Signature:
Jian Fan Mo

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STATEMENT OF THIRD-PARTY ASSURANCE



Independent Assurance Statement Based on 2025 Sustainability Report of ALLTEK TECHNOLOGY CORP.

Statement No.: 2605006

ALLTEK TECHNOLOGY CORP. (hereinafter referred to as ALLTEK) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2025 sustainability report, GREAT has no financial relationship with ALLTEK.

The purpose of this independent assurance statement (hereinafter referred to as the Statement) is only to serve as the conclusion of guaranteeing the relevant matters within the scope defined in the following relevant ALLTEK's Sustainability Report, and not for other purposes. Except for the Statement for fact verification, GREAT does not bear any relevant legal or other responsibilities for the use of other purposes, or anyone who reads this Statement.

This Statement is based on the conclusions made by the relevant information verification provided by ALLTEK to GREAT. Therefore, the scope of the review is based on and limited to the content of the information provided. GREAT believes that the information content is complete, accurate and precise. Any questions about the content of this Statement or related matters will be answered by ALLTEK.

The Scope of Assurance

The verification scope of ALLTEK and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of ALLTEK from January 1, 2025 to December 31, 2025;
- According to the type 1 of AA1000 Assurance Standard v3, evaluate the nature and degree of ALLTEK's compliance with the AA1000 Accountability Principles (2018), excluding the verification of the reliability of the information/data disclosed in the report.
- According to the type 1 of AA1000 Assurance Standard v3, evaluate whether ALLTEK has disclosed compliance with applicable SASB Standards.
- This Statement is made in Chinese and translated into English for reference.

Verification Opinion

We summarize the content of ALLTEK's sustainability report, and provide a fair standpoint of ALLTEK's related operations and performance. We believe that the specific performance indicators of ALLTEK in 2025, such as environment, society and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate ALLTEK's expectations and efforts to identify and satisfy stakeholders.

Our verification work is carried out by a group of teams with verification capabilities according to the AA1000 Assurance Standard v3, as well as the planning and execution of this part of the work to obtain the necessary information data and instructions. We believe that the evidence provided by ALLTEK is sufficient to show that its reporting method and self-declaration in accordance with the AA1000 Assurance Standard v3 and its 2018 appendix are in line with the GRI Sustainability Reporting Guidelines and SASB Standards.

Verification method

To gather the evidence relevant to the conclusions, we performed the following:

- To conduct a senior management review of issues from external parties related to ALLTEK's corporate policies to confirm the appropriateness of the statement in this report;
- To discuss with the managers of ALLTEK about the way of stakeholder participations, and have no direct contact with external stakeholders;
- To interview with employees related to the preparation of the sustainability report and information provision;
- To audit the performance data of ALLTEK on a sampling basis;
- To evidence supporting the claims made in the review report;
- To review the management process of the principles of inclusivity, materiality, responsiveness, and impact described in the company report and its related AA1000 Accountability Principles (2018).
- To review the management process of the topics and metrics described in the company report and its related SASB Standards.

Conclusion

The results of a detailed review of the AA1000 Accountability Principles (2018) including inclusivity, materiality, responsiveness, impact, GRI sustainability reporting standards and SASB Standards are as follows:

- **Inclusivity**
ALLTEK has established a process of cooperation with major stakeholders, including employees, customers, product suppliers, service suppliers, and investors/banks, etc., and will launch a series of stakeholder activities in 2025, involving

economy, environment and people (include human rights), a series of major themes. In terms of our professional opinion, this report covers the inclusivity issues of ALLTEK.

- Materiality

The report has stated that ALLTEK focuses on economy, environment and people (include human rights) topics, and identified 6 major topics including operational performance, corporate governance and integrity management, employee training and development, regulatory compliance, global trade environment professional resilience and adaptability, information security and customer privacy protection, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of ALLTEK.

- Responsiveness

ALLTEK responds to requests and opinions from stakeholders. Implementation methods include company internal EIP website, employee grievance mailbox/all-staff meeting, labor-management meetings, welfare committee meeting, customer meeting, product supplier meeting, service supplier meeting, shareholders' meeting, corporate briefings, public information monitoring station, company official website, phone calls and email, etc., those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of ALLTEK.

- Impact

ALLTEK has identified and fairly demonstrated its impact with balanced and effective measurement and disclosure. ALLTEK has established a process for monitoring, measuring, evaluating and managing impacts, which helps to achieve more effective decision-making and results management within the organization. In terms of our professional opinion, this report covers the impact issues of ALLTEK.

- GRI Guidelines

ALLTEK provides the self-declaration of compliance with the GRI Sustainability Reporting Standards and relevant information. Based on the results of the review, we confirm that the report refers to the social responsibility and sustainability of the GRI Sustainability Reporting Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers ALLTEK's social responsibility and sustainability themes.

- SASB Standards

ALLTEK provides the self-declaration of compliance with the SASB Standards (Electronic Manufacturing Services & Original Design Manufacturing Sustainability Accounting Standard, TC-ES, 2023-12 version) and relevant information. Based on the results of the review, we confirm that the report refers to the sustainability topics, metrics, and accounting data of the SASB Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers ALLTEK's sustainability topics and accounting metrics of the applicable SASB Standards.

Assurance level

According to the AA1000 Assurance Standard v3 and its 2018 Appendix, we have verified that this Statement is a moderate level of assurance, as described in the scope and methods of this Statement.

Responsibility

The responsibility of the sustainability report, as stated in this Statement, is owned by the person in charge of ALLTEK. The responsibility of GREAT is solely to provide professional opinions based on the scope and methods described, and to provide a Statement for the stakeholders.

Ability and Independence

GREAT is composed of experts in various management system fields. The verification team is composed of members with professional background, who have received training in a series of sustainable development, environmental and social management standards such as AA1000 AS v3, ISO 9001, ISO 14001 and ISO 45001, and are qualified as lead auditors.

On behalf of the assurance team MAY 21, 2026, GREAT International Certification Co., Ltd.

Taiwan, Republic of China



Signed by General Manager W. J. Chen



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