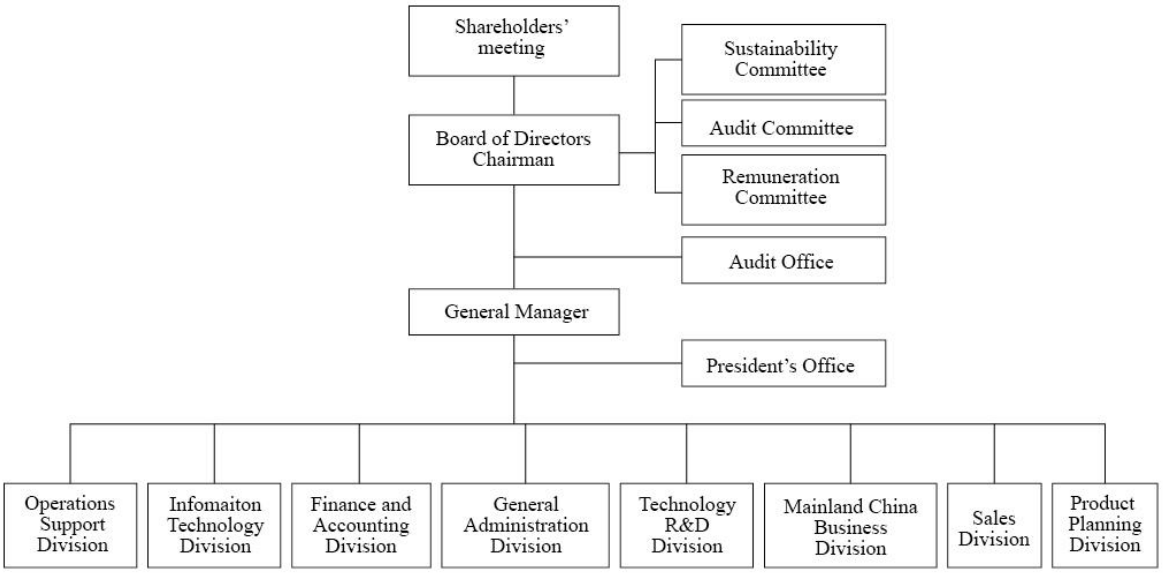
4. GOVERNANCE

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.

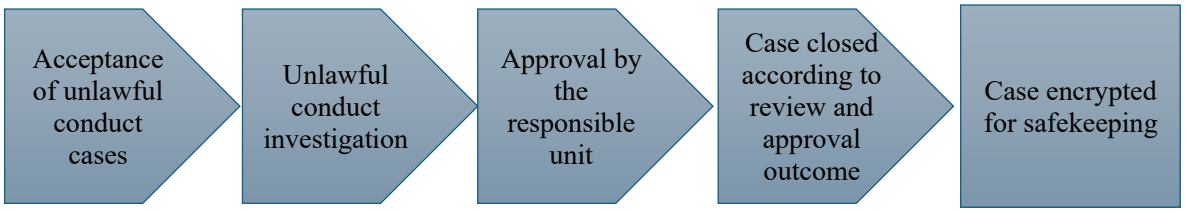
Ethical Values and Behavioral Standards

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.

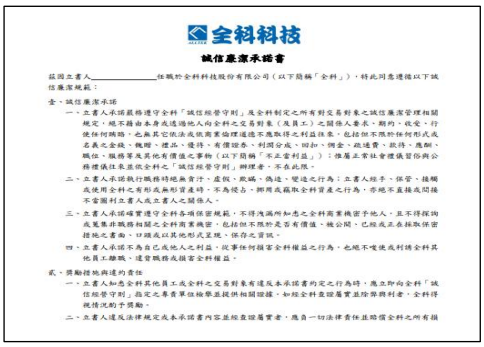
- **Insider Trading Prevention Mechanism**

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



全科科技

誠信廉潔承諾書

茲因立書人_____任職於全科科技股份有限公司（以下簡稱「全科」），特此同意遵循以下誠信廉潔規範：

壹、誠信廉潔承諾

一、立書人承諾嚴格遵守全科「誠信經營守則」及全科制定之所有對交易對象之誠信廉潔管理相關規定，絕不藉由本身或透過他人向全科之交易對象（及員工）之關係人要求、期約、收受、行使任何賄賂，也無其它依法或依商業倫理通透不應取得之利益往來，包括但不限於任何形式或名義之金錢、禮贈、禮品、優待、有價證券、利潤分成、回扣、佣金、疏通費、款待、應酬、職位、服務等及其他有價值之事物（以下簡稱「不正當利益」），惟屬正常社會禮儀習俗與公務禮儀往來並依全科之「誠信經營守則」辦理者，不在此限。

二、立書人承諾執行職務時絕無貪汙、虛假、欺瞞、偽造、變造之行為；立書人經手、保管、接觸或使用全科之有形或無形資產時，不為侵占、挪用或竊取全科資產之行為，亦絕不直接或間接不當圖利立書人或立書人之關係人。

三、立書人承諾確實遵守全科各項保密規範，不得洩漏所知悉之全科商業機密予他人，並不得探詢或蒐集非職務相關之全科商業機密，包括但不限於是否有價值、機公開、已經或正在採取保密措施之書面、口頭或以其他形式呈現、保存之資訊。

四、立書人承諾不為自己或他人之利益，從事任何損害全科權益之行為，也絕不唆使或利誘全科其他員工離職、違背職務或損害全科權益。

貳、違誓應負的責任

一、立書人如違反全科其他員工或全科之交易對象有違反本承諾書約定之行為時，應立即向全科「誠信經營守則」指定之專責單位檢舉並提供相關證據，如經全科查證屬實並除降職外者，全科得視情況酌予獎勵。

二、立書人違反法律規定或本承諾書內容並經查證屬實者，應負一切法律責任並賠償全科之所有損

➢ 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

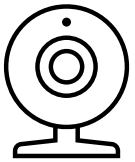
The internal audit procedures specify the internal control of internal audit and review of the operating procedures of the Company. The adequacy, effectiveness and efficiency of the design and routine operation of such controls are reported, covering the Company's operations and its subsidiaries.

- 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.



Risk Identification	Risk Assessment	Risk Response	Risk Monitoring

➢ **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.

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

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.

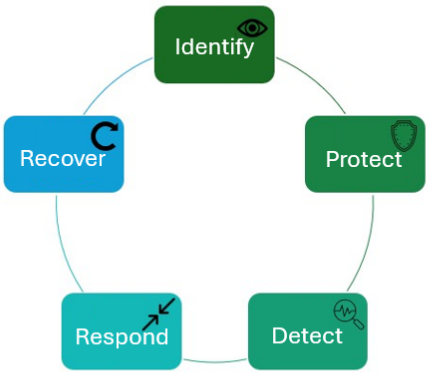
According to the established information security management standards, institutionalized information security management mechanisms are established, and relevant management operations are conducted regularly every year to ensure the confidentiality, integrity, and availability of information assets, 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

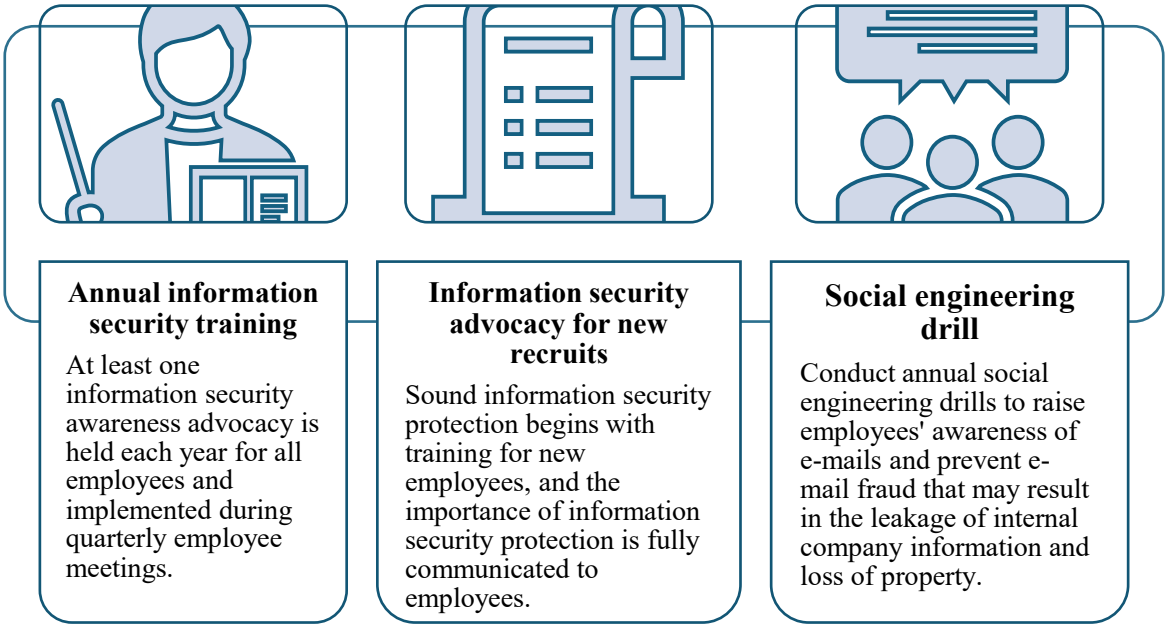
provides updates on the latest cybersecurity trends, information on major domestic and international incidents, and key preventative measures. Social engineering drills are also conducted to strengthen employees' vigilance against abnormal emails and suspicious behavior, thereby reducing the information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



Information security awareness content

At least one information security awareness advocacy is held each year for all employees and implemented during quarterly employee meetings.

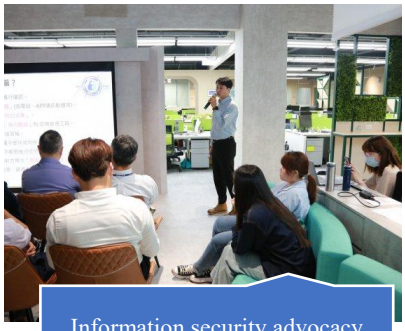
Regular information security vulnerability scanning

Scan various network devices and system hosts in the network environment annually to detect known vulnerabilities, make improvements, or eliminate threats to reduce information security risks.

Cybersecurity monthly report release

A monthly cybersecurity report is regularly published, encompassing company security measures, the latest cybersecurity trends, and recent major domestic and international cybersecurity incidents.

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



Internal information security advocacy:

Information Security Monthly Report Released



Internal information security advocacy:

Information Security Awareness - Information Security is Everyone's Responsibility

- **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%.

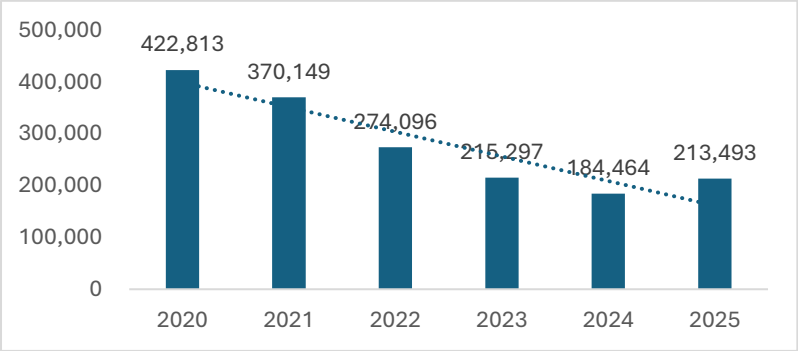
2025 Paper Reduction Campaign	Original Method	After the Paper Reduction Campaign was launched	Increase/Decrease Load Compared to the Original Method	Increase/Decrease Compared to the Original Method (%)
Paper expenses (Unit: NT$)	2,986	1,493	-1,493	-50.00%
Quantity of paper (Unit: sheet)	15,198	7,599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

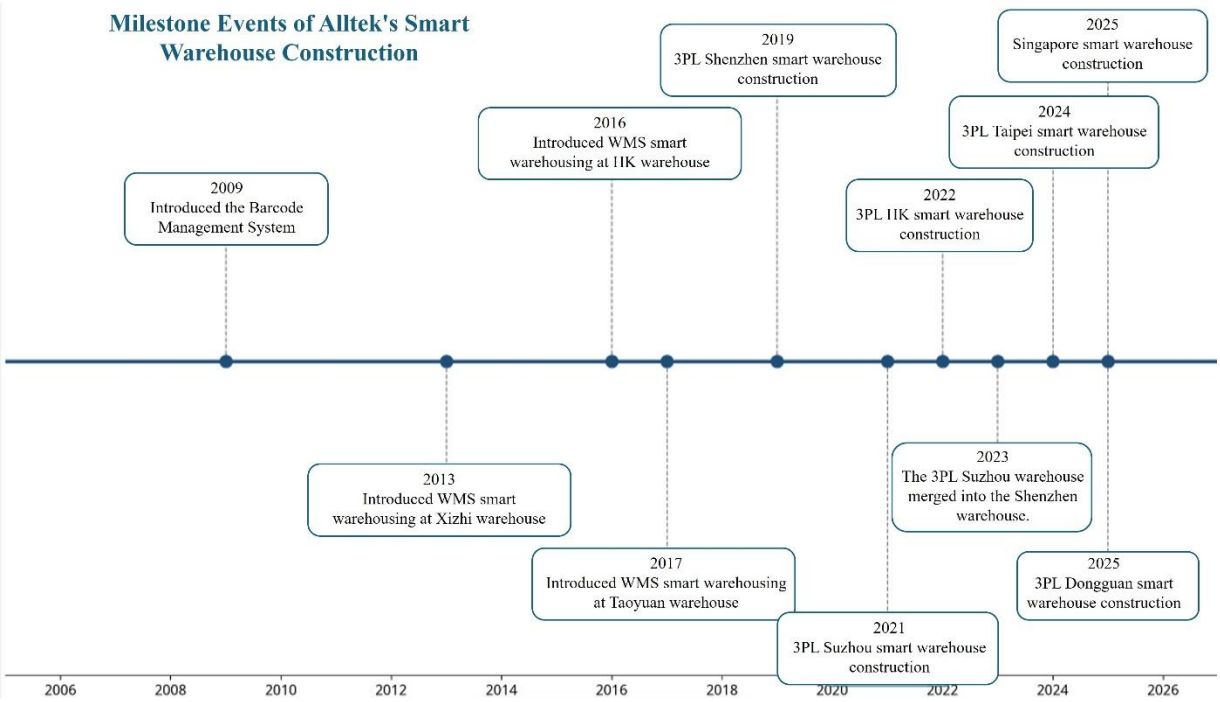
2025 RPA Automation Process Establishment Project Items	Original Method Labor Hours (Unit: minutes)	Labor Hours after RPA Implementation (Unit: minutes)	Increase/Decrease Compared to the Original Method (%)
Filling in the Green Parts Summary	120	3	-97.5%
Proposition 65 regulatory declaration fill-out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

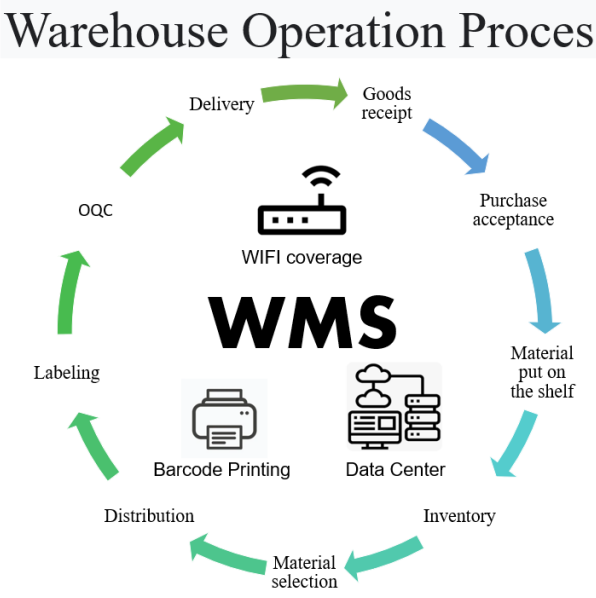
Note: Data includes Alltek Technology. The scope covers Alltek Technology's headquarters in Taiwan.

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 ad 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.





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.

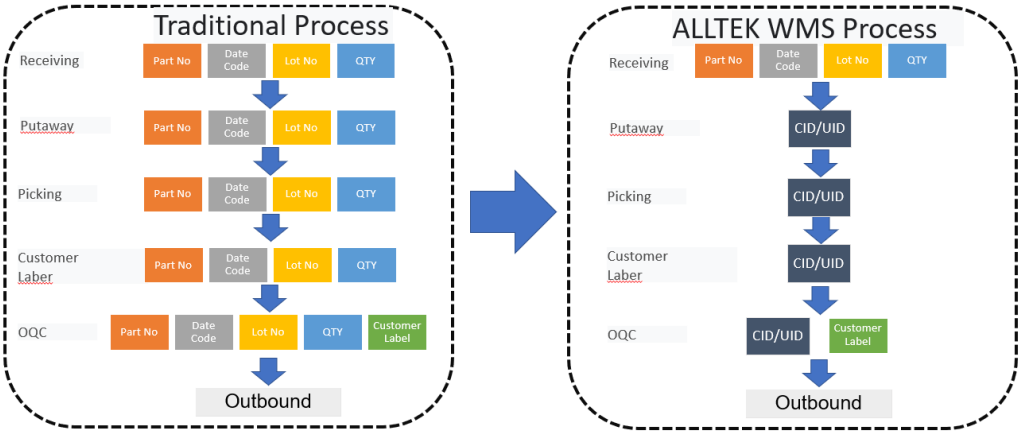
CID/UID barcodes are used for material management to replace manual input.







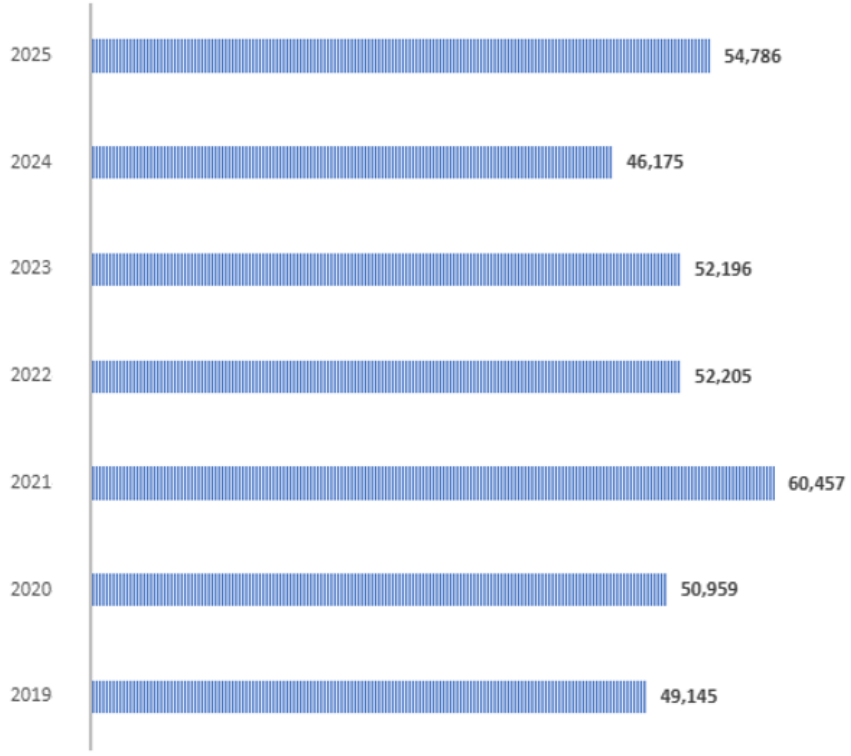
The warehousing process is reduced from the original four steps to one



- **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

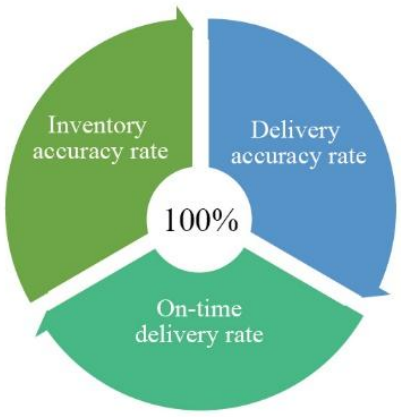


Note: The scope of the data covers Alltek Technology's Xizhi warehouse and Taoyuan bonded

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.