



2024

Sustainability Report

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Message from the Management

Precision Innovation, Connecting Global Communications

The world today stands at a critical crossroads. Climate change, social transformation, and the restructuring of global supply chains are reshaping industries at an unprecedented pace, compelling companies to integrate sustainability into their core strategies with urgency and determination. While these challenges are formidable, they also reveal immense opportunities. According to forecasts by the Industrial Technology Research Institute IEKNet, the output value of the network communications industry is expected to reach NT\$1.294 trillion by 2025—an encouraging sign of promising growth ahead.

Guided by our mission of “Precision Innovation, Connecting Global Communications,” EZconn is not only a trusted partner in providing high-quality, reliable component solutions for the global high-speed broadband and network communications industry, but also views sustainable development as a key driver of business growth and innovation. Amid external uncertainties, we act with speed and actively to exceed stakeholder expectations and embed ESG principles deeply into our business strategies.

This Sustainability Report serves as both a transparent record of EZconn’s specific practices and milestones in the areas of Environment, Social, and Governance (ESG), and strong evidence to our commitment to all stakeholders. It documents our efforts, while also charting the path toward continuous improvement.



To ensure steady progress amid global changes and to seize emerging growth opportunities, our management team formulated the Sustainable Development Policy in 2024. This policy not only provides a strategic framework for decision-making but also reflects the collective commitment of all EZconn employees to sustainable governance. The policy outlines three key pillars:



Integrity Governance and Stable Operations

1. Uphold integrity and regulatory compliance, eliminate corruption and anti-competitive behavior, ensure business continuity;
2. strengthen climate risk management and organizational resilience;
3. transparent information disclosure and effective communication with stakeholders;
4. build comprehensive cybersecurity protection network to protect intellectual property and customer privacy;
5. promote the growth of supply chain partners, ban conflict minerals, and establish a responsible industrial ecosystem.



Green Transition and Environmental Symbiosis

1. Promote energy saving and carbon reduction to achieve net-zero emissions by 2050;
2. improve resource circulation efficiency and make the most of every resource;
3. invest in green innovation technologies for eco-friendly manufacturing;
4. preserve biodiversity to maintain ecological balance and natural resources.



People-Centered and Value Co-Creation

1. Respect and protect human rights, build a diverse and inclusive workplace;
2. care for employee development and well-being, foster a healthy and safe work environment;
3. enhance labor-management communication to achieve harmony and mutual benefits;
4. actively engage with the community to address local needs.

In our core business areas, the radio frequency connector (RF connectors) and optical fiber component (OP components) divisions serve as the twin engines driving ongoing growth for EZconn. With a forward-looking vision, our R&D teams are deeply engaged in advancing critical technologies and actively participating in the development of industry standards, ensuring our products maintain a competitive edge and precisely meet the stringent requirements of global customers in high-speed broadband, data centers, and 5G/B5G communications. By continuously launching innovative products, optimizing smart manufacturing processes, and strengthening talent development, we are reinforcing EZconn's leadership in the global communications industry and preparing for future technological advancements.

Looking ahead, EZconn will continue to deepen technological innovation and expand our global strategic plan with a forward-thinking approach, including the development of a new production base in the Philippines to build a more agile and highly resilient global supply chain. We firmly believe that sustainable development is not only a corporate responsibility but also an engine of limitless growth potential. Guided by our commitment to embedding sustainability into our corporate DNA, EZconn will work hand in hand with colleagues worldwide, supply chain partners, and all stakeholders to contribute to the achievement of global sustainable development goals—creating a prosperous future of shared success for both EZconn and society.

Chairman Chen Steve

CEO Chang Ying-Hua

About This Report

Reporting Principles and Guidelines

This report has been prepared in accordance with the 2021 Global Reporting Initiative (GRI) Sustainability Reporting Standards. It also draws on the Sustainability Accounting Standards Board (SASB) standards, the IFRS S2 Climate-related Disclosures, and Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies. It provides stakeholders with EZconn's actions and performance in corporate social responsibility. Corresponding index can be found in the appendix.

Scope

This report covers EZconn Corporation, encompassing the head office, Shangda Plant and Lide Plant in Tamsui, and Hsinchu Office. Consolidated subsidiaries are not included.

Reporting Period and Frequency

The disclosures in the 2024 Sustainability Report focus on operations in Taiwan. Financial data is the same as consolidated financial statements. The reporting period is January 1 to December 31, 2024. To ensure completeness and comparability, certain sections include information prior to 1 January 2024 and after 31 December 2024.

This is EZconn's ninth Sustainability Report. Committed to long-term engagement and interaction with local communities, we communicate with stakeholders and regularly discloses its management approaches and performance outcomes across five key dimensions of sustainability: corporate governance, environmental protection, customer relations, employee care, and social engagement. The report also outlines future goals for continuous improvement, demonstrating EZconn's concrete actions toward sustainable development.

- Current Issue: Released August 2025
- Previous Issue: Released June 2024
- Publication Frequency: Annually

Restatement of Information

Any restatements are indicated in the relevant chapters.



Report Certification

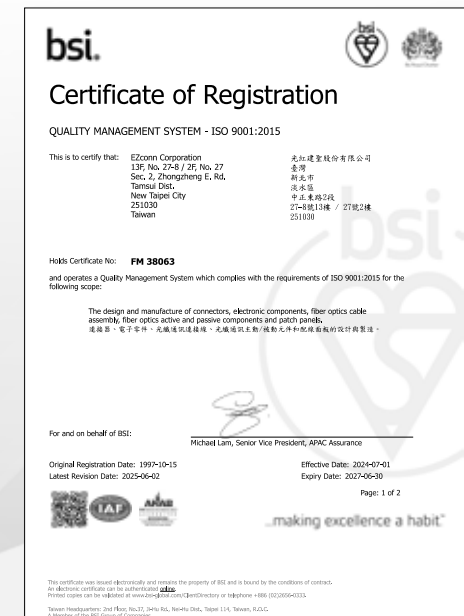
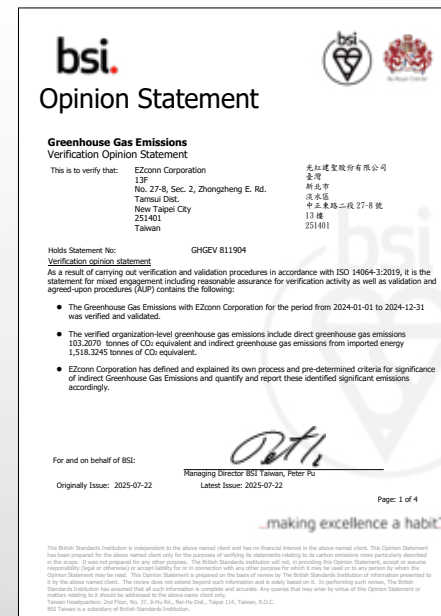
- This report has not been assured by an independent third-party assurance provider. However, EZconn has established guidelines requiring assurance personnel and organizations to comply with the Directions for the Implementation of Assurance Institutions for the Sustainability Report of TWSE/TPEX Listed Companies.
- Financial data are sourced from the consolidated financial statements audited by Deloitte & Touche in accordance with the International Financial Reporting Standards (IFRS) and are presented in New Taiwan dollars.
- EZconn has implemented and obtained certifications from the British Standards Institution (BSI) for the following systems:
 - ISO 14001:2015 Environmental Management Systems
 - ISO/CNS 45001:2018 Occupational Health and Safety Management Systems
 - TOSHMS (Taiwan Occupational Safety and Health Management Systems)
 - ISO 140641:2018 Greenhouse Gases
 - ISO 9001:2015 Quality management systems

Sustainability Report Responsibility

Data collection and compilation are carried out by the Corporate Sustainability Working Group. Information accuracy is confirmed by the Corporate Sustainability Committee and department heads. The final report is reviewed and approved by the CEO, the Audit Committee, the Board of Directors before publication. If you have any comments or suggestions regarding this report, please contact us.

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Company Profile

EZconn Corporation (hereinafter “EZconn”) designs, develops, manufactures, and sells radio frequency connector (hereinafter “RF connectors”) and optical fiber component (hereinafter “OP components”). RF connectors are used primarily in consumer telecommunications, computers and peripherals, and automobiles industry. OP components serve optics LAN equipment, telecommunication optics transmission equipment, and cable TV optics transmission equipment industry.

EZconn main operating sites are located in Taiwan, Ningbo (China), the United States, Germany, the Czech Republic, and the Philippines. Guided by four management principles—“Trust, Diligence, Steadiness, Practicality,” “Quality without compromise,” “No Customer Complaints,” and “Environmentally friendly and pollution free”—and uphold “Technical Guidance,” “Innovation,” “Continuous Improvement,” and “Honesty” as our core values. EZconn’s vision is to become the world’s best provider of optical, mechanical and electronic technologies, as well as manufacturing services, forming a strong and trustworthy team within the communications industry together with our customers.

Operating Sites

Main Products & Services



Radio frequency connector (RF connectors)



Optical fiber component (OP components)

Company Name	EZconn Corporation
Company Type	Listed company
Stock Symbol	6442 (listed on July 14, 2015)
Founded	September 4, 1996
Headquarters	13F., No.27-8, Sec. 2, Zhongzheng E. Rd., Tamsui District, New Taipei City, Taiwan
Industry	Communications and Internet
Main Products & Services	Radio frequency connector (RF connectors) and optical fiber component (OP components)
Registered / Paidin Capital (TWD)	1.8 billion / 760 million
Net Sales	NT\$6.4 billion
Operating Sites	Taiwan (encompassing the head office, Shangda Plant and Lide Plant in Tamsui, and Hsinchu Office), Ningbo (China), USA, Germany, Czech Republic, and Philippines
Employees	425 (Taiwan)

Germany

Czech Republic

USA

Ningbo(China)

Taiwan

Philippines



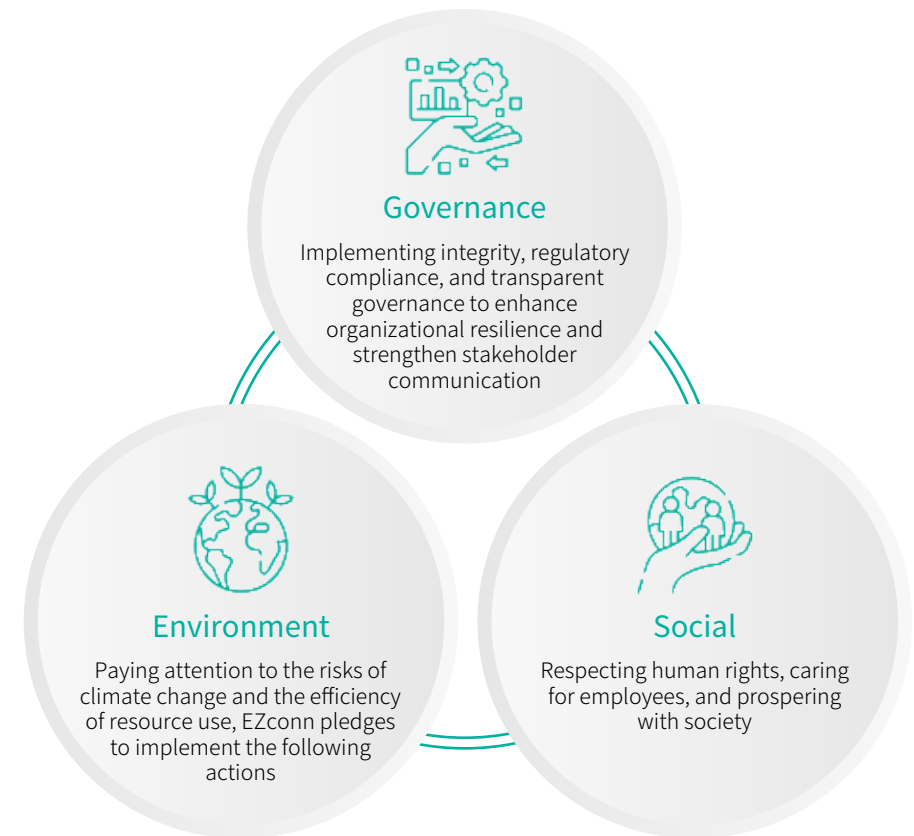
CHAPTER

Sustainable Management

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1.1 Sustainability Strategy

EZconn guided by the principles of integrity, innovation, and excellence, focusing on the R&D and manufacture of high-precision components and high-speed transmission technologies. To fulfill our corporate social responsibility, strengthen risk management, and enhance competitiveness, we formulate Sustainable Development Policy based on ESG and incorporate them into all business decisions and operations. We are committed to integrating sustainable development into our corporate culture and creating shared value with our stakeholders.





Governance

Governance

Implementing integrity, regulatory compliance, and transparent governance to enhance organizational resilience and strengthen stakeholder communication:

- **Operation of the Sustainability Committee:**
A cross-functional committee meets regularly to drive sustainability action plans and reports to the Board of Directors.
- **Integrity and Compliance with Regulations:**
Establish ethical standards, internal audit and disclosure systems, prohibit improper interests, and prevent fraud, corruption, anti-competition, bribery and conflicts of interest.
- **Information Disclosure:**
Sustainability reports are prepared in line with GRI Standards, disclosing ESG performance and targets.
- **Supply Chain Management:**
Promote the growth of value chain partners, avoid using conflict minerals, and work with suppliers to build a responsible industrial supply chain.
- **Cybersecurity Management:**
Institutionalized management and technical safeguards protect intellectual property, trade secrets, personal data, and customer privacy.



Environment

Environment

Paying attention to the risks of climate change and the efficiency of resource use, EZconn pledges to implement the following actions:

- **Energy Conservation and Carbon Reduction:**
Implement energy management, set phased reduction targets, carry out Scope 1, 2, 3 carbon inventories and mitigation actions, and achieve net-zero emissions by 2050.
- **Resource Circulation:**
Enhance waste classification, reduction, and recycling processes; ensure the efficient use of water resources and chemicals.
- **Green Manufacturing:**
Optimize process design, develop low-carbon, low-energy-consumption, and eco-friendly technologies, and comply with RoHS, REACH, and other international environmental regulations.
- **Climate Risk Management:**
Assess climate-related risks at operating sites and implement adaptation and mitigation measures.



Social

Social

Respecting human rights, caring for employees, and prospering with society, we commit to:

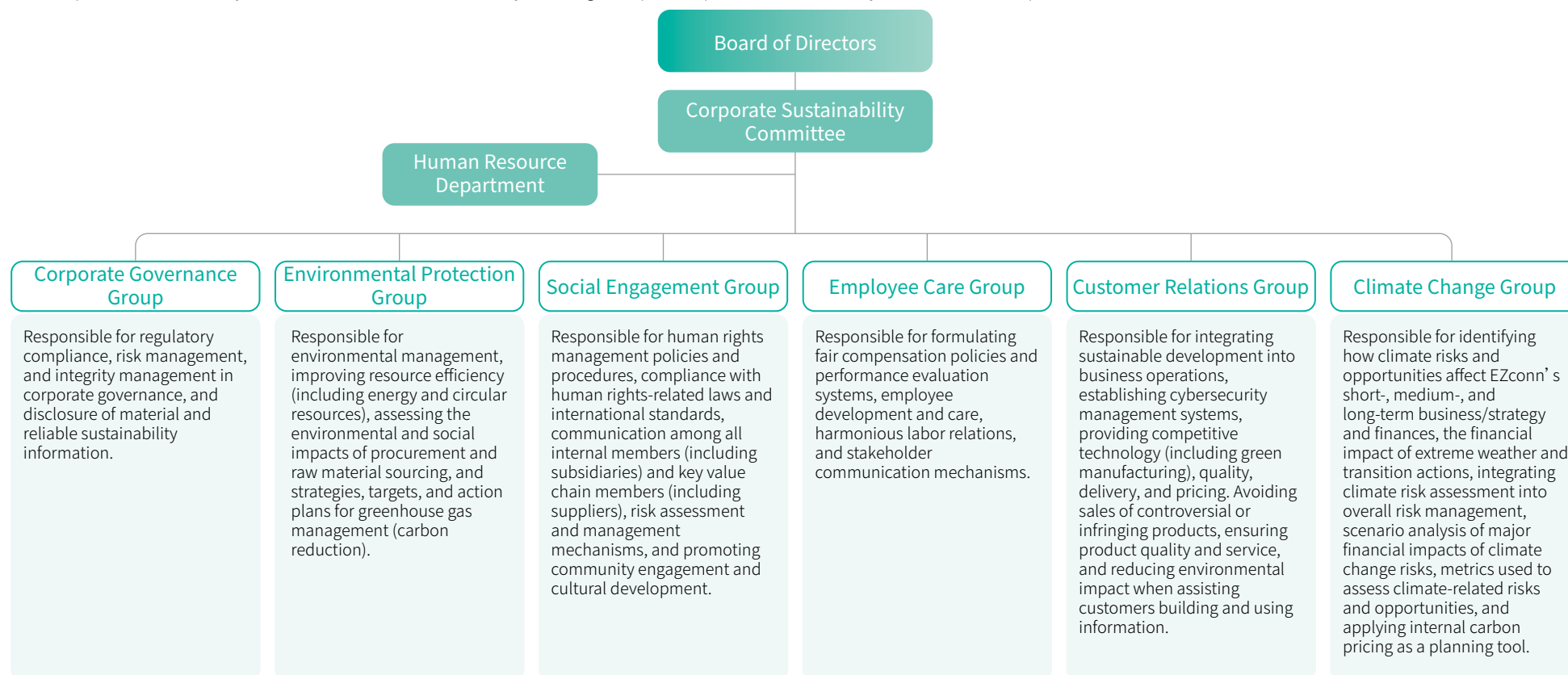
- **Human Rights Protection:**
Adhere to international covenants; prohibit child labor; eliminate forced labor, discrimination, bullying, and harassment; foster diversity and inclusion; and safeguard labor rights and safety.
- **Employee Development and Care:**
Offer diversified training, support career growth, and create a healthy, safe, and friendly workplace.
- **Labor Relations and Communication:**
Build effective communication mechanisms, respect employees' right to participation, and implement fair compensation and welfare systems.
- **Community Engagement:**
Respond to the needs of local communities by supporting education, biodiversity, public welfare initiatives, and regional connections, thereby fulfilling corporate citizenship responsibilities.

1.2 Sustainability Governance Mechanism

To achieve sustainability goals and strengthen sustainability governance, EZconn began preparing in 2024 to establish a Corporate Sustainability Committee as the internal governance unit. The organizational charter was approved by the Board of Directors. The Board will serve as the highest governance body, responsible for making strategic decisions and overseeing sustainability matters, and will authorize the Corporate Sustainability Development Committee to promote and supervise EZconn's overall sustainability affairs. The Committee shall consist of no fewer than three members, including at least one Board director.

Moreover, the Corporate Sustainability Committee will convene at least once a year. Based on operational needs, the Committee may organize a Sustainability Working Group composed of department heads. The Working Group will be divided into six working groups: Corporate Governance, Environmental Protection, Social Engagement, Employee Care, Customer Relations, and Climate Change. Each group will be responsible for implementing sustainability initiatives and reporting progress to the Committee.

The Corporate Sustainability Committee and the Sustainability Working Group are expected to be formally established and operational in 2025.



Organization chart of the Corporate Sustainability Committee

1.3 Board of Directors and Functional Committees

Board's Role in Sustainability Governance and Results

Oversight of Sustainability Project Implementation

The Board of Directors is responsible for guiding long-term business strategy and holds supervisory responsibilities. Based on material topics and EZconn's vision, the Corporate Sustainability Committee (CSC) formulates sustainability strategies and reports to the Board. Related policies are issued upon Board approval.

Starting in 2025, the CSC will convene at least once per year. The CSC authorized by the Board and shall perform the following duties and report to the Board with the care of good administrators:

1. Formulate, promote, and strengthen the Company's sustainable development policy, annual plans, and strategies.
2. Review, track, and revise the implementation and effectiveness of sustainability efforts.
3. Oversee the disclosure of sustainability information and review the sustainability report.
4. Supervise the execution of the Company's Sustainability Development Guidelines or other sustainability-related tasks as resolved by the Board.

In 2024, the Board held multiple meetings, including five discussions related to sustainability topics. The Corporate Governance Officer presented the self-assessment of corporate governance evaluation and provided quarterly updates on the greenhouse gas inventory and verification schedule. Additionally, the Board approved the 2023 Sustainability Report, as well as three operational procedures that promote sustainability: the Sustainability Report Preparation and Assurance Procedures, the Corporate Sustainability Committee Charter, and the Sustainability Information Management Guidelines—demonstrating the Board's commitment to and implementation of sound sustainability governance.

Sustainability Reporting Management

Each year the Sustainability Working Group gather content and data. Information accuracy is confirmed by the CSC and department heads, after which the CEO, the Audit Committee, and the Board of Directors review and approve the report for publication.

Performance Evaluation

In order to implement corporate governance and enhance the function of the Board of Directors, EZconn established the "Rules for Performance Evaluation of Board of Directors." Annual performance self-evaluations are conducted for the Board, its functional committees (including the Audit Committee and the Remuneration Committee), and individual Board members. In 2024, the self-evaluation results for both the Board and its functional committees were all above 4.97 out of 5, with no major areas identified for improvement. The results were reported to the Board during its second meeting in 2025 and will serve as a reference for performance assessment, compensation, and re-nomination of Board and committee members.

Additionally, an external evaluation of the Board's performance is conducted every three years. EZconn plans to engage an external professional institution in 2025 to conduct such an evaluation to further enhance Board effectiveness. (For more information, please refer to page 23-24 of the EZconn's 2024 Annual Report.)

Continuing Education on Sustainability

EZconn continually arranges director training and has adopted the "Corporate Governance Best-Practice Principles", the "Rules Governing the Scope of Powers of Independent Directors", and the "Code of Ethical Conduct for Directors and Managers" to reinforce Board functions. In 2024 the Board collectively completed 48 training hours—an average of over 6 hours per director, achieving 100 % compliance with training requirements. (For more information, please refer to page 32 of the EZconn's 2024 Annual Report.)

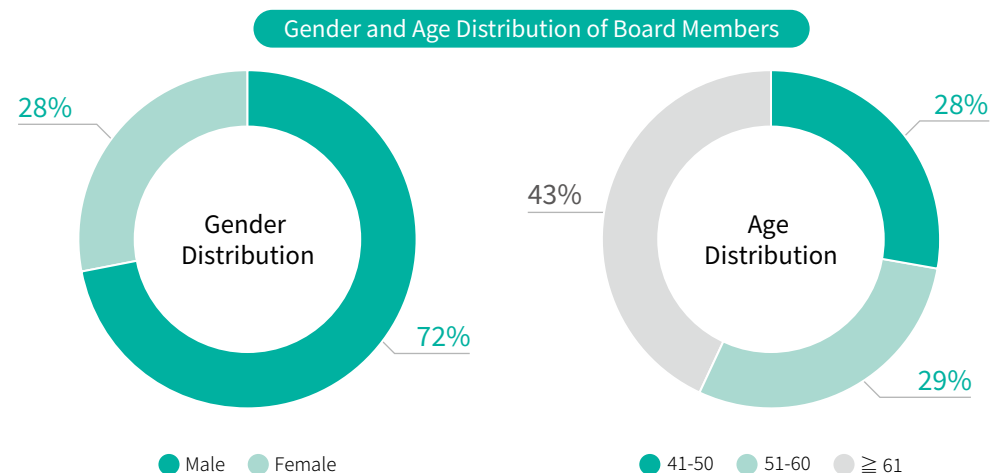
• Sustainability Related Courses / Seminars Attended by Directors

Course type	Date	Course / Seminar	Hours
In-person	2024/10/07	Directors & Supervisors Workshop — 2024 Taishin Net Zero Summit Forum	3
	2024/11/29	Intellectual Property Protection & Corporate Governance — Focus on Trade Secret Protection	18
	2024/11/29	Integrity Management, Anti-Corruption & Corporate Governance	18
	2024/12/02	Corporate Governance-Principle for Financial Service Industries to Treat Clients Fairly	3
	2024/12/10	Trends & Risk Management of Digital Technology and Artificial Intelligence	3
Online	2024/11/07 – 2024/12/07	Anti-Money Laundering (AML) and Countering the Financing of Terrorism (CFT) in International Trade Finance, and Economic Sanctions (E-Course Statutory Approval)	3

Board Structure and Operations

Composition and Diversity

The current Board term runs from 6 Jun 2023 to 5 Jun 2026 and comprises seven directors: three independent directors, two female directors, and two directors serving as an employee (accounting for 43 %, 28 %, and 29 % of the board members, respectively). The board members have a wide variety of expertise in finance and accounting, law, optoelectronics, and biomedical fields, ensuring both diversity and competence (For more information, please refer to page 5 of 2024 Annual Report of EZconn). EZconn pursues gender balance on the Board, targeting at least one-third (33 %) female representation and will continue to expand female seats.



• Basic Information of Board Members

Position Title	Name	Gender	Age	Position in Functional Committees
Director	CHEN STEVE	Male	61-70	None
	Chang Ying-Hua	Female	61-70	Chairperson of the Corporate Sustainability Committee Chairperson of the Employee Welfare Retirement Trust Plan Committee
	Pan, Po-Tsang	Male	41-50	None
	Lan Ching-Ying	Male	41-50	None
Independent director	Peng Hsieh-Ju	Male	51-60	Convener of the Remuneration Committee Convener of the Audit Committee
	Chiu, Er-De	Male	71-80	Remuneration Committee Member Audit Committee Member
	Huang, Hui-Wen	Female	51-60	Remuneration Committee Member

Operations

To enhance corporate governance and strengthen the effectiveness of the Board of Directors, EZconn is committed to establishing performance goals that improve the Board's operational efficiency. This includes conducting board performance evaluations, maintaining a diverse board composition, and appointing a Corporate Governance Officer to actively reinforce the Board's functions.

To enable directors to fully exercise their duties, EZconn has taken out directors' liability insurance, ensuring their responsibilities are appropriately managed while maximizing shareholder value. Additionally, to uphold the independence of the Board's oversight, any proposals involving conflicts of interest are handled with strict recusal: directors with vested interests abstain from discussion and voting, and do not act as proxies for other directors.

The Board of Directors is primarily responsible for overseeing the management team to ensure sound operations and EZconn's continuous growth. The Board meets at least once every quarter and convened six times in 2024, achieving a 100% attendance rate.

Nomination and Selection

In accordance with relevant regulations such as the nominee's academic and professional background, the opinions of independent directors, the "Rules for the Election of Directors," and the "Corporate Governance Best-Practice Principles," EZconn carefully evaluates the qualifications of nominated candidates. The evaluation also considers factors such as diversity, independence, the ability to respond to organizational challenges, and the views of stakeholders. Additionally, the assessment ensures that nominees do not fall under any of the circumstances outlined in Article 30 of the Company Act. After being reviewed by the Board of Directors, the list of candidates is submitted to the shareholders' meeting for election.

Furthermore, pursuant to the Company Act, shareholders holding more than 1% of EZconn's total outstanding shares may submit a written proposal of independent director candidates. The number of nominees submitted shall not exceed the number of independent directors to be elected.

Conflict of Interest Avoidance

EZconn's directors exercise their powers in accordance with the "Articles of Incorporation," the "Rules of Procedure for Board of Directors Meetings," and relevant laws and regulations. According to the conflict of interest provisions in the "Rules of Procedure for Board of Directors Meetings," if a director, their spouse, a relative within the second degree of kinship, or a company in which the director has a controlling/subordinate relationship has an interest in a matter under discussion, the director shall proactively disclose the material details of such interest at the board meeting.

If the conflict of interest is likely to harm the interests of the Company, the director shall abstain from participating in the discussion and voting on the relevant agenda item and shall not act as a proxy for other directors in voting. In addition, the director's name, a description of the interest involved, and the abstention details shall be clearly recorded in the minutes of the board meeting to ensure transparency and compliance, thereby demonstrating the professionalism and impartiality of EZconn's board operations.

Information regarding cross-shareholdings with other stakeholders, as well as details about controlling shareholders and related parties, has been disclosed in the EZconn's 2024 Annual Report, pages 54.

Director Remuneration Policy

The remuneration of EZconn's directors is governed by the Articles of Incorporation approved by the shareholders' meeting. If the Company has earnings after the annual final accounts, up to 5% may be allocated as directors' remuneration and paid in cash. When directors perform their duties for the Company, regardless of the Company's operational profit or loss, the Company may provide regular compensation such as transportation allowances and salaries. The amount of such remuneration is proposed by the Remuneration Committee based on the directors' level of involvement in the Company's operations and the value of their contributions, with reference to industry standards, and submitted to the Board of Directors for resolution. For details of the 2024 remuneration and remuneration range table for directors (including independent directors) and the CEO, please refer to pages 15–18 of the 2024 Annual Report of EZconn.

The compensation system for EZconn's senior management is proposed by the Remuneration Committee and approved by the Board of Directors. In addition to fixed salaries and pension, performance bonuses are calculated based on the achievement of various performance indicators. The retirement system for senior management is the same as that for other employees.

Link Between Compensation and Sustainability Performance

EZconn plans to incorporate sustainability performance into its compensation system to strengthen the connection between remuneration and ESG performance. The weighting will vary according to the senior executives' roles and responsibilities, aiming to support the achievement of the Company's long-term goals. Compensation is based on the following three indicators:

1. Strategic Outcomes: productivity per capita, business-unit target achievement.
2. Operating Performance: annual net profit, total revenue.
3. Sustainability Metrics: achievement of externally rated ESG targets.

Senior Management Resignation and Retirement Policy

The resignation notice period for senior management follows government regulations, with the number of notice days and severance pay calculated in the same manner as for other employees. Aside from pension, no additional payments or in-kind benefits are provided to departing senior management.

Pay Ratios

In 2024, EZconn's annual compensation ratio is provided in the table below. The compensation structure consists of minimum wage, year-end bonus, and profit-sharing bonus. The highest-paid individual was the CEO.

- Annual total compensation ratio

Metric	2024
Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	35.32
Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	15.35

Note 1: The highest-paid individual was the CEO.

Note 2: Statistics cover employees employed for the full year 2024; 16.2 % of staff with less than one year of service were excluded.

Structure and Operation of Functional Committees

Remuneration Committee

The Remuneration Committee is convened by the independent director and is required to hold two meetings per year. It comprises four members, including three independent directors. The committee is responsible for assisting the Board of Directors in formulating policies, systems, standards, and structures for performance evaluation and remuneration of directors and managers. Through the committee, EZconn regularly evaluates and reviews the performance appraisal, salaries, bonuses, and compensation methods for employees, managers, and directors. It also conducts benchmarking against industry standards and submits recommendations to the Board for discussion.

In 2024, the Remuneration Committee held four meetings, with an attendance rate of 100%. The committee's term runs from 14 August 2023 to 5 June 2026. For detailed information on individual members and the committee's operations, please refer to pages 34–35 of 2024 Annual Report of EZconn.

Audit Committee

The Audit Committee is composed entirely of independent directors and holds regular meetings at least once every quarter. The purpose of the committee is to oversee the integrity of EZconn's financial statements, the effectiveness of internal controls, the company's compliance with laws and regulations, the management of existing or potential risks, and the appointment, dismissal, independence, and performance of the certified public accountants. In 2024, the Audit Committee held a total of five meetings, with a 100% attendance rate. The term of the Audit Committee is from 6 June 2023 to 5 June 2026. For details on individual members and the committee's operations, please refer to pages 6 and 25 of EZconn's 2024 Annual Report.

Corporate Sustainability Committee

The Corporate Sustainability Committee was planned and prepared in 2024 and will be officially established and begin operations in 2025. The committee will include at least one director responsible for oversight, with the term aligned with that of the Board of Directors. Starting in 2025, the committee is required to convene at least once a year. The first meeting is scheduled to be held in the third quarter of 2025, prior to the convening of the Board of Directors. The CSC authorized by the Board and shall perform the following duties and report to the Board with the care of good administrators:

1. Formulate, promote, and strengthen the Company's sustainable development policy, annual plans, and strategies.
2. Review, track, and revise the implementation and effectiveness of sustainability efforts.
3. Oversee the disclosure of sustainability information and review the sustainability report.
4. Supervise the execution of the Company's Sustainability Development Guidelines or other sustainability-related tasks as resolved by the Board.

Supervisory Committee of Business Entities' Labor Retirement Reserve

EZconn places great importance on the long-term well-being and retirement security of its employees. A retirement management policy has been established, under which 3.5% of the total monthly salary expense is regularly allocated to a retirement reserve fund and deposited into a dedicated account at the Bank of Taiwan. The Supervisory Committee of Business Entities' Labor Retirement Reserve bears the important responsibility of overseeing and managing EZconn's labor retirement reserve. The committee holds regular quarterly meetings to supervise and manage the fund's allocation and utilization, ensuring the sound operation and financial security of the pension account. Through a rigorous supervisory mechanism, EZconn is committed to safeguarding employees' retirement rights, ensuring that they feel the company's care and commitment throughout every stage of their career.

Employee Welfare Retirement Trust Plan Committee

To strengthen and enhance post-retirement security for employees, in addition to making regular contributions to statutory retirement accounts in accordance with the Labor Standards Act and the Labor Pension Act, EZconn has also established the Employee Welfare Retirement Trust Plan Committee. Full-time employees who have been with the company for more than six months may choose whether to participate and decide the amount to contribute each month. Contributions are used to regularly purchase company stock, and the company matches 50% of the employee's monthly contribution as a bonus, also for stock purchase. The total amount is returned in full upon retirement. As of the end of 2024, the participation rate was 41%.

Environmental and Occupational Safety and Health Committee

To ensure that all departments and sites can operate in a hazard-free environment and prevent occupational accidents, EZconn has established an Environmental and Occupational Safety and Health Committee in accordance with the requirements of the Environmental Management System and Article 10 of Regulations of Occupational Safety and Health Management. The committee is led by a management representative appointed by the CEO and holds quarterly meetings. It is responsible for implementing environmental and occupational safety and health policies, fostering a friendly working environment, and safeguarding employees' safety and well-being. In 2024, the committee consisted of 15 members, including 5 employee representatives, making up more than one-third of the total. The committee's duties include providing recommendations on the company's safety and health policies, reviewing, coordinating, and advising on related matters, and proposing necessary process improvements based on meeting outcomes. It also discusses issues raised by departments and employees concerning occupational safety, health, and well-being. Meeting minutes are published on the company's internal website.

Additionally, the committee regularly reviews environmental protection measures, occupational safety and health performance, and compliance with relevant regulations to ensure workplace safety and reduce environmental risks. It also promotes "e-safety updates" to continuously educate employees on occupational safety and health, thereby enhancing overall safety awareness. In 2024, the committee held four meetings.

Employee Welfare Committee

The Employee Welfare Committee operates actively and is dedicated to enhancing employee well-being. Through regular meetings, the committee reviews and promotes various employee benefit programs to ensure their breadth and practicality. In 2024, two emergency relief applications were received; after careful review by the committee, both were fully approved, and timely assistance was provided to the employees in need, demonstrating EZconn's genuine care for its staff. The efforts of the Employee Welfare Committee aim to ensure that every employee feels the company's comprehensive support for their well-being, thereby increasing employee satisfaction and sense of belonging.

Cyber Security and Personal Data Protection Committee

In response to the growing challenges of cybersecurity and the increasing emphasis on personal data protection, EZconn has established the Cyber Security and Personal Data Protection Committee. This committee is responsible for reviewing the company's overall cybersecurity measures and data protection policies to ensure the security of all information systems and the strict safeguarding of customer privacy. In 2024, EZconn conducted nine pre-employment information security training sessions for new hires and held nine cybersecurity seminars for current employees. Additionally, at least one security bulletin or awareness message was distributed each month to communicate key regulations and precautions regarding information security. The committee also reports to the Board of Directors.

Quality and Hazardous Substances Free Committee

This committee is responsible for reviewing and enhancing product quality while ensuring compliance with Hazardous Substances Free (HSF) requirements, reflecting EZconn's commitment to product responsibility and environmental protection. In 2024, a total of four meetings were held (January 24, April 26, August 15, and December 5).

CHAPTER

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Stakeholders and Material Topics

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2.1 Process to Determine Material Topics

Following the GRI Standards (2021) material topics guidance, EZconn identifies topics that generate the most significant impact on the economy, environment, and people (including their human rights). The steps are:

Step 1: Collection of Sustainability Topics

EZconn conducted a comprehensive review of its organizational context, including key operational elements, critical resources, business continuity factors, and all segments of its supply and value chains. In parallel, the company referenced international sustainability standards (such as GRI and SASB), peer benchmarks, and market trends to gather sustainability-related topics along with their positive and negative impacts. This process resulted in the identification of 27 sustainability topics across 6 environmental, 10 social, and 11 economic and governance aspects.

Step 2: Engagement with Stakeholders and Experts

Based on the list of sustainability topics identified in the previous step, the management unit convened relevant department heads and invited external experts and scholars to discuss each topic in terms of its level of impact and likelihood of occurrence.

Step 3: Identification of Material Topics



Through internal discussions and consultation with external experts, EZconn has identified five material topics: greenhouse gas management under the environmental aspect; talent cultivation and development and occupational health and safety under the social aspect; and integrity governance and supply chain management under the economic and governance aspect. The final decision has been submitted to the Board of Directors. EZconn will also formulate corresponding policies and objectives for each material topic and develop action plans to address them in practice.




2.2 Stakeholder Engagement

EZconn deeply understands that the sustainable development of a company relies on the trust and support of all stakeholders. Therefore, we continue to listen to the voices of various stakeholders and responds to their concerns through diverse communication mechanisms, aiming to establish open, transparent, and trustworthy relationships. To fulfill commitment to stakeholders and respect their rightful interests, EZconn not only identifies relevant stakeholders based on operational and business nature, but also refers to the Stakeholder Engagement Standard, AA1000 SES 2015 (Type 1) and its five key principles: dependency, responsibility, tension, influence, and diverse perspectives. In line with these principles, EZconn invited 21 managers to complete a stakeholder identification questionnaire. Based on the results, the primary stakeholder groups relevant to EZconn are identified as the following five categories: Customers, Employees, Suppliers/Contractors, Shareholders/Investors, and Government Agencies.

Maintaining positive communication and interaction with stakeholders is a crucial element in ensuring EZconn's sustainable management. Therefore, EZconn has established multiple communication channels to effectively gather valuable stakeholder feedback and use it as a basis for response. An overview of the company's stakeholder communication in 2024 is provided in the table below.

• Stakeholder Engagement Overview

Key Stakeholders	Importance to EZconn	Topics of Concern	Communication Channels & Frequency	Effectiveness of Communication in 2024
 Customers	Customers are the driving force behind EZconn's growth and the primary source of revenue.	<ul style="list-style-type: none"> Product and service responsibility Customer data confidentiality Consumer rights protection Customer relationship management Green design Green products 	<ul style="list-style-type: none"> Product Specification Inquiries (Immediate) Customer Satisfaction Survey (Annually) 	Average customer satisfaction score 90.58
 Employees	Employees are one of EZconn's most valuable assets, and strong labor relations is the driving force behind EZconn's operations.	<ul style="list-style-type: none"> Employee compensation Employee benefits Competency management Training Labor relations Working environment 	<ul style="list-style-type: none"> Labor management meeting (Quarterly) Employee welfare committee (Quarterly) Employee welfare retirement trust plan committee (Quarterly) Environmental and occupational safety and health committee (Quarterly) Support for migrant worker's daily life, legal and policy guidance (Immediate) Internal communication: email, posters, and elevator bulletin boards (irregular) Employee suggestion box (irregular) Departmental communication and work meetings (irregular) 	<ul style="list-style-type: none"> 4 labor management meetings 4 environmental and occupational safety and health committee meetings 4 employee welfare committee meetings 4 employee welfare retirement trust plan committee meetings 12 health promotions

Key Stakeholders	Importance to EZconn	Topics of Concern	Communication Channels & Frequency	Effectiveness of Communication in 2024
 Suppliers / Contractors	Suppliers and contractors are integral production partners that connect with EZconn's upstream and midstream supply chain.	<ul style="list-style-type: none"> Green procurement Supplier management 	<ul style="list-style-type: none"> New-supplier audits (irregular) Assessments of existing suppliers (Annually) 	<ul style="list-style-type: none"> RF connectors: 2 new, 9 existing suppliers audited OP components: 8 new, 10 existing suppliers audited
 Shareholders / Investors	The support of shareholders and investors enhances the company's reputation and market confidence, serving as a key driving force for corporate growth and governance transparency.	<ul style="list-style-type: none"> Integrity management Organizational strategy Risk management Shareholder rights Information transparency Internal control Anti-corruption 	<ul style="list-style-type: none"> Annual General Meeting (Annually) Annual Report (Annually) Annual investor conference (Annually) Disclosures on Market Observation Post System (irregular) 	Three investor conferences were held to proactively communicate operational results, financial status, and relevant tax information to investors and external legal entity. This included analysis of income tax expenses and effective tax rates, along with responses to tax-related questions raised by legal entity. Through open and transparent interactions, EZconn fostered trust with the capital market.
 Government Agencies	As a key driver in shaping industrial development and promoting sustainable transformation, government agencies are important partners for EZconn.	<ul style="list-style-type: none"> Compliance Public welfare activity Integrity management Internal control Anti-corruption Occupational safety Environmental sustainability management Corporate decarbonization management Environmental sustainability promotion 	<ul style="list-style-type: none"> Corporate governance evaluation (Annually) Disclosures on Market Observation Post System (irregular) Participation in government seminars or briefings (irregular) 	Participated in two Northern Region Promotion Meetings of the Taiwan Occupational Safety and Health Management System (TOSHMS) to acquire updates on regulations and peer best practice.

2.3 List of Material Topics

In 2024, EZconn identified five material topics, including greenhouse gas management, talent cultivation and development, occupational health and safety, integrity governance, and supply chain management. Compared with 2023, talent cultivation and development and supply chain management were added, while compliance, product and service responsibility, and corporate image were removed. Details of all changes are summarized in the table below.





- List of Material Topics

2023 Material Topics	2024 Material Topics	Status	Explanation of Change
Environmental Sustainability Management	Greenhouse Gas Management	Topic focused	Environmental sustainability management encompasses a wide range of topics (such as water resources, waste, etc.), making it broad in scope but difficult to manage effectively without focus. Therefore, in this materiality assessment, environment-related issues have been individually included in the sustainability topic list. Upon analysis, greenhouse gas emissions were identified as the most significant environmental impact from the company's operations and are also the issue of greatest concern to most stakeholders at present.
	Talent Cultivation and Development	Added	As the company pursues sustainable development, employee capabilities must advance to meet stakeholder expectations and regulatory requirements, so the issue was added this year.
Working Environment		Consolidated	The working environment topic addresses basic employment conditions. To avoid conceptual overlap, it has been integrated into occupational safety and health.
Occupational Safety and Health	Occupational Safety and Health	Unchanged	
	Supply Chain Management	Added	To achieve global sustainable development, companies can no longer focus solely on environmental and social issues related to their own operations. Today, stakeholders and international standards place greater emphasis on supply chain management, which is why it has been included as one of this year's material topics.
Integrity Management	Integrity Governance	Unchanged	
Corporate Image		Deleted	Reclassified as a general management topic, maintained through regular operations and communication while resources are focused on higher-impact topics.
Compliance		Deleted	In recent years, EZconn has continuously strengthened compliance management system. With a mature internal audit and monitoring mechanism in place, no major violations have occurred. Compliance practices have been embedded into the Company's daily governance processes. Given the stabilized impact and the decreasing level of stakeholder concern, "Compliance" was not identified as a material topic. Nevertheless, EZconn continues to monitor its performance and discloses relevant information in the governance section.
Product and Service Responsibility		Deleted	Most of the Company's products are customized for B2B applications and are subject to rigorous customer auditing processes. Quality and safety standards have long been well-established, and no major product responsibility incidents have occurred in the past three years. As stakeholders have shifted their focus toward issues such as carbon emissions management and supply chain oversight, the relative impact of product and service responsibility was deemed lower in this assessment and was therefore not included among the material topics.






2.4 Management of Material Topics

EZconn formulates corresponding policies and management actions based on the nature of the impacts associated with each material topic. Dedicated units are responsible for monitoring the effectiveness of policy and strategy implementation. Relevant indicators and targets are established and reviewed regularly to assess progress. The following sections outline the management measures for each material topic.

- Management of Material Topics

Material Topics	Integrity Governance
 Impact Description	Transparent and honest governance fosters trust among market participants and society, enhances the corporate image, and serves as a safeguard against fraud and risk events.
 Policies / Commitments	Established the “Ethical Corporate Management Best Practice Principles”, “Code of Ethical Conduct for Directors and Managers”, and the “Ethical Conduct Management Regulations” to ensure that directors, managers, and employees uphold principles of integrity in governance.
 Management Actions	<ul style="list-style-type: none"> Established the internal control for sales and receipts, procurement and payment to conduct the business activities in a fair and transparent way Contracts are signed before any business dealings, which include clauses on compliance with the integrity management policy and the right to terminate the contract at any time if the counterparty engages in dishonest conduct. On November 7, 2024, the “Ethical Corporate Management Best Practice Principles and Prevention Plan” was reported to the Board of Directors. Regular training sessions are conducted to promote integrity through various topics. In 2024, the company held an “Enterprise Integrity Management Education” course for employees, with a total of 419 participants and 419 training hours. Directors and senior managers have signed a Declaration of Integrity Management. EZconn’s website provides a reporting mailbox (email: legal@ezconn.com) for internal and external personnel to report any illegal (including corruption) or unethical behavior. In 2024, there were no major violations related to corruption that resulted in penalties from authorities, nor were any related reports received.
 Tracking Process	<ul style="list-style-type: none"> If a business partner or strategic supplier is found to have engaged in dishonest conduct, EZconn will immediately cease all business dealings with them to uphold the principle of integrity in business operations. Before engaging in business transactions, EZconn carefully evaluates and conducts due diligence on agents, suppliers, customers, or other business partners to ensure their legitimacy and assess whether they have any records of dishonest behavior, in order to avoid doing business with such parties. In the event of a whistleblowing incident, EZconn promptly initiates an investigation and reports the details of the case, handling procedures, and subsequent review and improvement measures to the Board of Directors.
 Targets	<ul style="list-style-type: none"> Short-term (within 1 year): Establish and announce an independent whistleblowing hotline for use by both internal and external personnel. Mid-term (1–3 years): Require directors, managers, and employees to sign a commitment to the integrity management policy every three years. Long-term (over 3–5 years): Establish a dedicated unit under the Board of Directors responsible for formulating and supervising the implementation of integrity management policies and preventive measures.



Material Topics	Greenhouse Gas Management
 Impact Description	The purchase of external electricity poses challenges to internal energy-saving efforts, while customers continue to demand greenhouse gas emission reductions. If not effectively managed, this could lead to increased carbon fees, failure to meet clients' decarbonization requirements, loss of orders, and a decline in brand trust, ultimately impacting operational stability and market competitiveness.
 Policies / Commitments	Establish the "Regulations for the Management of Greenhouse Gas Inventory" and comply with ISO 14064-1 standards to effectively manage the company's greenhouse gas inventory operations.
 Management Actions	<ul style="list-style-type: none"> Establish an ISO 14064-1 greenhouse gas inventory management system. Formulate a greenhouse gas inventory management policy and promote related measures through awareness campaigns or training programs. Invest in energy-saving and carbon-reduction equipment.
 Tracking Process	<ul style="list-style-type: none"> Conduct annual greenhouse gas inventories. Undergo annual ISO 14064-1 third-party verification. Publish inventory reports.
 Targets	<ul style="list-style-type: none"> Short-term (1–3 years): Conduct carbon inventory and monitoring operations. Mid-term (4–6 years): Plan to set carbon reduction targets using scientific methods, enhance data quality, and disclose results externally. Long-term (over 7 years): Achieve net-zero carbon emissions by 2050.



Material Topics	Occupational Safety and Health
 Impact Description	Failure to effectively implement occupational safety and health management—such as managing hazards related to machinery, chemicals, falls from heights, and noise—may lead to occupational accidents and pose risks of operational disruptions.
 Policies / Commitments	Establish the "Occupational Safety and Health Policy" and adhere to the ISO 45001 standard to create a safe working environment.
 Management Actions	<ul style="list-style-type: none"> Conduct monthly safety inspections and implement corrective actions for deficiencies. Implement a proactive reporting and reward system for near-miss incident. Enforce job task assessments and the proper use of personal protective equipment (PPE).
 Tracking Process	<ul style="list-style-type: none"> Conduct regular internal and external audits in accordance with ISO 45001. Present environmental and occupational safety and health management performance during the company's monthly KPI meetings. Hold quarterly environmental and occupational safety and health committee meetings for communication and review.
 Targets	<ul style="list-style-type: none"> Short-term (within 1 year): Continue promoting proactive reporting of near-miss incidents, with a target of at least 5 proactive reports per year. Mid-term (1–3 years): Continuously optimize the ISO 45001 occupational health and safety management system. Long-term (over 3–5 years): Continue reducing major occupational accidents and enhancing the safety protection of machinery and equipment.



Material Topics	Talent Cultivation and Development
 Impact Description	Amid the accelerating pace of global operations, continual regulatory developments, and the rapid emergence of artificial intelligence technologies, enterprises must enhance employee competencies and strengthen organizational responsiveness and decision-making capabilities. These efforts are essential to sustaining stable growth in a highly competitive market and ensuring long-term business sustainability.
 Policies / Commitments	Established the “Training Policy” to implement structured training programs aimed at enhancing employees’ core competencies.
 Management Actions	<ul style="list-style-type: none"> • Implementation of annual training plans. • Thematic training sessions, including certification programs and managerial competency workshops, with integration of ESG-related topics. • Procurement of a new training management system.
 Tracking Process	<ul style="list-style-type: none"> • Evaluation of training effectiveness • Monitoring system implementation progress, conducting user testing, and gathering employee feedback • External benchmarking and best practice learning
 Targets	<ul style="list-style-type: none"> • Short-term (within 1 year): Annual training participation rate, certification acquisition rate, and utilization rate of digital learning resources. • Mid-term (1–3 years): Talent retention rate, proportion of internal instructors, and refinement of job competency frameworks to ensure alignment with corporate development needs. • Long-term (over 3–5 years): Enhancement of critical competencies, development of a systematic and comprehensive competency framework



Material Topics	Supply Chain Management
 Impact Description	Failure to effectively manage supplier risks related to quality, environmental protection, and human rights may impact the company’s overall operational stability and customer trust.
 Policies / Commitments	Established the Sustainable Development Policy and Supplier Management Guidelines to build a resilient and sustainable supply chain, requiring suppliers to fulfill their ESG responsibilities.
 Management Actions	<ul style="list-style-type: none"> • Developing the “Supplier Code of Conduct” and sustainability assessment mechanism. • Implementing audits and support programs for high-risk suppliers. • Promoting green procurement and local sourcing policies.
 Tracking Process	<ul style="list-style-type: none"> • Tracking the annual rate of supplier self-assessments and on-site audits. • Monitoring improvement progress of suppliers with ESG risks. • Establishing sustainable partnership programs with key suppliers.
 Targets	<ul style="list-style-type: none"> • Short-term (within 1 year): 100% of key suppliers sign the ESG commitment letter; establish a supplier evaluation system. • Medium-term (1–3 years): Achieve an 80% audit rate for high-risk suppliers; ensure that 50% of procurement value comes from suppliers with qualified sustainability ratings. • Long-term (over 3–5 years): Establish a carbon footprint accounting mechanism for the supply chain; co-develop carbon reduction projects with the top 10 suppliers.



CHAPTER

3

Governance

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3.1 Economic Performance

Operating Performance

In 2024, EZconn achieved consolidated revenue of NT\$ 6,410,405 thousand, up 145 % from 2023. Net profit after tax reached NT\$ 1,057,601 thousand, equivalent to earnings per share (EPS) of NT\$ 14.30. (For a full discussion of financial performance, please refer to the consolidated financial statements.)

- EZconn's 2024 Financial Performance

(Unit: Thousand TWD)

Total assets	7,031,209	Economic value distributed	
Debt ratio	47%	Operating costs	3,977,744
Equity ratio	53%	Employee wages and benefits	1,138,053
Direct economic value generated		Payments to providers of capital	158,760
Operating revenue	6,410,405	Payments to government	169,200
		Community investments	1,000
		Economic value retained	965,648

Note: The "Community Investments" item represents a donation to the Judicial Reform Foundation (see p.58).

Financial assistance received from government

1. Applied for "Tax Credits in Smart Machines, 5th Generation Mobile Networks and Cyber Security Products or Services," resulting in a total tax credit of NT\$664,190.
2. Participated in the SME Low-Carbon, Energy-Saving, and Smart Application Upgrade Program / Metal Processing Equipment Efficiency Improvement Project (Project No. 113SMBGMP25) by the Industrial Development Administration, Ministry of Economic Affairs, and was approved for government assistance funding of NT\$450,000.

3.2 Tax

Tax Policy

EZconn is committed to not using tax havens or low-tax jurisdictions to avoid tax obligations, and we reject profit shifting through special structures or unconventional transactions. All tax matters are handled in accordance with legal regulations and legislative intent. We also established a Group Transfer Pricing Policy as a guiding principle. In situations where tax regulations are unclear, we proactively seek professional advice from tax authorities to ensure compliance and transparency, thereby minimizing tax risks.

Tax Governance

Upholding a culture of integrity, EZconn requires all business activities to comply with local laws and regulations, and follow the arm's-length principle. Each quarter the external auditor reports to independent directors on the review/audit of financial statements, key audit matters, IFRS updates, and other regulatory changes. The auditor may contact independent directors directly when required; communication remains effective. We also maintain a relationship of mutual respect, transparency, and compliance with tax authorities.

- Profit Before Tax and Income Tax Paid by Jurisdiction

(Unit: Thousand TWD)

Item / Year	2024	2023
Revenue	6,410,405	2,617,385
Gross Profit	3,565,176	930,387
Operating Profit (Loss)	1,294,608	225,933
Profit Before Tax	1,422,286	247,753
Income Tax Expense	366,831	79,711
Effective Tax Rate (%)	25.79%	32.17%

Note: The data is presented on a consolidated financial statement basis.

3.3 Integrity Governance

Strengthening Corporate Governance: Enhancing Integrity and Transparency

Integrity and high transparency are the foundations of EZconn's governance. To ensure that every decision and action meets ethical and legal standards—and to prevent wrongdoing—we have established a comprehensive set of rules:

1. Ethical Corporate Management Best Practice Principles:

Approved by the Board and implemented company-wide, it clearly states our ethical standards and guides all employees in upholding the highest principles of integrity.

2. Rules for the Prevention of Insider Trading:

A stringent internal information management system that guarantees fair disclosure and eliminates any insider-trading behavior.

3. Reporting Guidelines for Insiders and Outsiders to Report Illegal Behavior (Including Corruption) and Unethical Behavior:

Provide a secure, confidential channel that encourages anyone to report misconduct, safeguarding corporate fairness.

4. Strict Prohibition of Insider Trading or Gaining Profits Through Asymmetric Market Information:

EZconn explicitly reiterates zero-tolerance stance on insider trading, emphasizing that all internal personnel must comply with applicable laws and company policies to ensure fairness in the market.

These robust governance measures reflect not only our respect for the law but also EZconn's commitment to shareholders, employees, and society, ensuring our sustainable growth on a sound and transparent foundation.

3.4 Communication Channels and Grievance Mechanism

EZconn has established the “Reporting Guidelines for Insiders and Outsiders to Report Illegal Behavior (Including Corruption) and Unethical Behavior” to encourage both internal and external individuals to report integrity violations or inappropriate behavior. Based on the severity of the reported case, appropriate rewards will be granted in accordance with our personnel regulations. If any internal personnel make false or malicious accusations, disciplinary actions will be taken under the same regulations, and serious offenses may result in dismissal. Both internal and external individuals may report violations via the designated reporting email (legal@ezconn.com). EZconn will handle reports in accordance with the following procedures and take disciplinary actions based on the severity of the violation:

Procedures



Whistleblowing

Reports involving employees shall be submitted to the department supervisor. Reports involving directors or senior executives shall be submitted to the independent directors.



Investigation

Upon receipt of a report, the relevant supervisor or personnel must promptly investigate the facts. Assistance from the compliance or other relevant departments may be sought if necessary.



Resolution

If the reported individual is confirmed to have violated applicable laws or EZconn's integrity policies and regulations, they will be required to cease the misconduct immediately. Appropriate disciplinary measures will be taken, and, if necessary, we will seek legal remedies for damages to protect our reputation and rights.



Document Retention

Written documentation of the report, investigation process, and results must be retained for five years. These records may be stored electronically. If a lawsuit related to the report occurs before the retention period ends, the records must be preserved until the conclusion of the legal proceedings.



Internal Control Review

If the report is verified as valid, the relevant departments shall review internal control systems and operating procedures and propose corrective actions to prevent recurrence.



Board Reporting

EZconn shall report the incident, including handling and the resulting corrective actions to the Board of Directors. The designated department responsible shall also report any integrity violations, handling methods, and follow-up improvements to the Board of Directors.

3.5 Compliance

Based on the core values of integrity and honesty, EZconn implements necessary compliance measures to uphold regulatory standards. Internally, all employees are required to comply with applicable laws and regulations. Responsible departments are tasked with regularly monitoring and reviewing existing legal requirements. In the event of any regulatory amendments, relevant departments are notified promptly, if necessary, the impact of such changes is reported to senior management. Additionally, EZconn promotes legal awareness through training programs to ensure employees are familiar with the laws relevant to their roles. Legal consultation services are also available for staff. Furthermore, in accordance with the “Regulations Governing Establishment of Internal Control Systems by Public Companies,” the audit office includes regulatory compliance in the annual audit plan.

In 2024, EZconn did not experience any major violations (see note) of laws or incidents related to bribery, corruption, money laundering, violations of the Company Act, insider trading, or other breaches of business ethics. However, there was one case involving a penalty related to occupational safety and health. Details of the incident and corrective measures are as follows:

On September 27, the New Taipei City Labor Standards Inspection Office conducted a site inspection at our Shangda Plant and found that a forklift operator had failed to properly wear a seatbelt. A fine of NT\$30,000 was imposed. At the time of the incident, the employee was immediately instructed to fasten the seatbelt, and was reminded to comply fully with safety requirements in the future. To prevent recurrence, EZconn implemented two preventive measures: 1. installation of a seatbelt insertion detection interlock alarm; 2. standardization and upgrade of all forklifts to include this feature, with integration into standard operating procedures. (For further details, please refer to chapter 4.3 environmental and occupational safety and health of this report.)

Note: A “major violation” is defined as an incident affecting EZconn’s core operations and significantly impacting our reputation or financial condition.

3.6 Information Security and Customer Privacy Protection

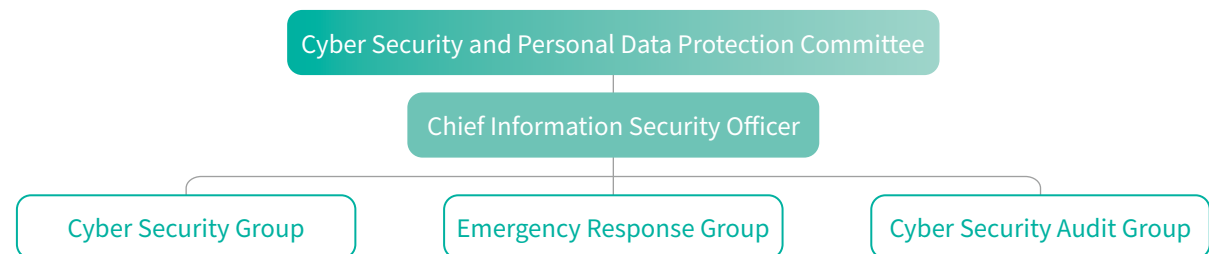
Information Security Governance Structure

To strengthen EZconn’s cyber security management and ensure the safety of data, systems, communications, and networks, we have established the Cyber Security and Personal Data Protection Committee. The committee is chaired by the CEO, with the chief information security officer responsible for implementation and required to report to the board of directors at least once a year. The organizational structure consists of three teams: the cyber security group, the emergency response group, and the cyber security audit group. The primary goal is to establish a secure and reliable computerized operating environment, ensuring the confidentiality, integrity, and availability of EZconn’s information assets (including software, hardware, digital data, IT environment, and personnel). This protects against internal and external threats, supports the sustainable operation of our information systems, and demonstrates management’s commitment to compliance with the Personal Data Protection Act and its enforcement rules.

The cyber security group under the authority of the IT Department, includes an IT manager, one full-time cyber security officer, and several professional IT specialists. This group is responsible for implementing EZconn’s cyber security systems, including network and system management. It also continuously monitors and evaluates trends in the information environment, assesses potential cyber security risks, and enhances protective measures to ensure the ongoing effectiveness of the internal cybersecurity framework.

The emergency response group is a task-oriented unit responsible for coordinating with key business personnel before, during, and after a disaster. Its duties include executing rescue operations, evidence collection, site cleanup, and system recovery. The group conducts annual disaster response drills involving relevant personnel to minimize damage and restore basic operations in the shortest time possible when incidents occur.

The cyber security audit group supervises the internal execution of cyber security. If any deficiencies are identified during audits, the responsible unit is required to submit a remediation plan and concrete measure, and monitors the implementation of these measures to ensure improvements are effective, thereby reducing internal cyber security risks.

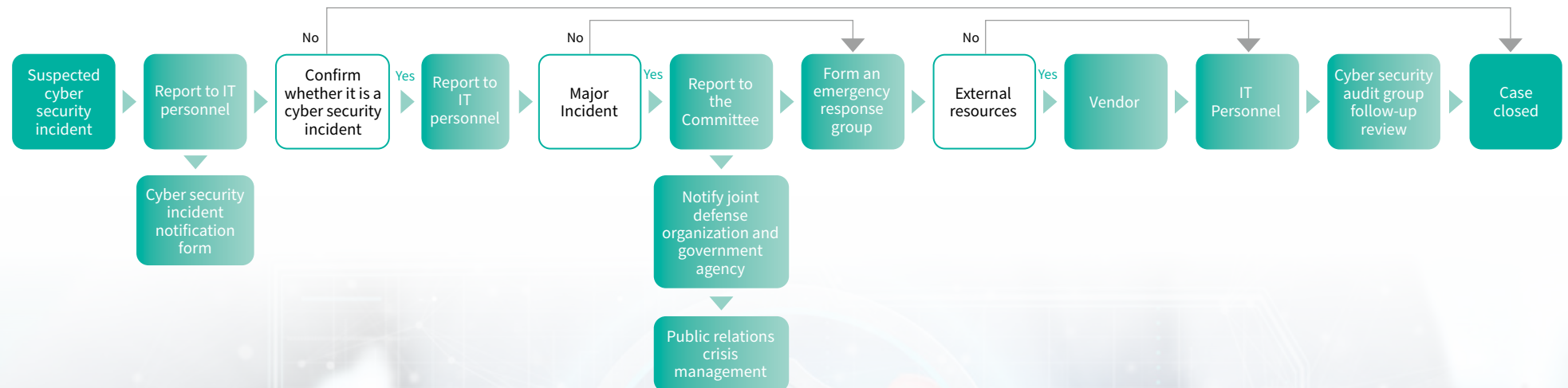


Organization chart of the Cyber Security and Personal Data Protection Committee

Procedure for Reporting Cyber Security Incidents

EZconn has established a procedure for reporting and handling cybersecurity incidents. When such an incident occurs, the emergency response group serves as the main point of contact, taking immediate action and determining the severity level of the incident. In the event of a cybersecurity incident, notifications are made to senior management and relevant authorities according to the designated severity level. The emergency response group is responsible for resolving the issue within the target time. Once the incident is resolved, the group conducts a thorough analysis and formulates corrective actions and preventive measures to avoid recurrence.

Procedure for Reporting Cyber Security Incidents



Concrete Management Programs

Item	Management Programs
Firewall Protection	<ul style="list-style-type: none"> Connection rules configured Special access requires approval. System logs and connection records backed up and kept over 1 year.
Antivirus Software	<ul style="list-style-type: none"> Antivirus software is used with automatic virus definition updates enabled to reduce the risk of infection.
Email Security	<ul style="list-style-type: none"> Automatic email scanning threat protection prevents unsafe attachments, phishing emails and spam in advance, and expands protection against malicious links. Antivirus software scans the content and attachments of emails upon receipt on personal computers. All sent and received emails are automatically backed up.
Data Backup Mechanism	<ul style="list-style-type: none"> Critical information systems, databases, and file servers are backed up daily. In addition to local backups, all data is also backed up at off-site locations.
Human Resource Security Management	<ul style="list-style-type: none"> Conduct regular information security training. Establish two-factor authentication and feedback mechanisms.
Environmental Security Management	<ul style="list-style-type: none"> Inspect and register external and newly installed equipment through information security personnel. Inspect and register external storage media through information security personnel.
Network Management	<ul style="list-style-type: none"> Automatically control users' internet activities through protection systems. Automatically filter websites potentially linked to malware, ransomware, and other malicious content.
Third-Party Management	<ul style="list-style-type: none"> Evaluate and review third-party vendors. Ensure all third-party vendors sign confidentiality agreements.

Item	Management Programs
Cyber Security Incident Reporting	<ul style="list-style-type: none"> Report incidents to responsible units based on severity level. Accurately document the incident process and data for follow-up review and improvement.
File Upload Server	<ul style="list-style-type: none"> Store all important user files on the server, managed and backed up by the IT department.
Personal Data Protection	<ul style="list-style-type: none"> Promote and train employees on EZconn's personal data protection policies. Regularly review personal data risks within departmental workflows.
Cyber Security Audits	<ul style="list-style-type: none"> Conduct regular audits of the overall information security management system. Perform regular self-assessments of cyber security management operations.
Cyber Insurance	<ul style="list-style-type: none"> EZconn's primary clients are corporate entities, and there is no risk of storing consumer personal data. After evaluating available cyber insurance types, coverage, and applicable industries, we have decided not to purchase cyber insurance at this time. To address cyber security challenges, relevant software and hardware such as firewalls, antivirus programs, and intrusion prevention systems have been implemented. We also continue to monitor changes in the information environment, strengthen employee awareness, and enhance the response capabilities of information security personnel.
Cyber Security Alliance Organization	<ul style="list-style-type: none"> Officially joined the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) in December 2022. Continue tracking the latest domestic cyber security risk information to strengthen EZconn's cyber security protection.

Resource Investment

EZconn continues to invest resources in cyber security by increasing annual budget for upgrading and strengthening software and hardware, including firewalls, antivirus, anti-hacking, and intrusion detection systems. Efforts are also directed toward endpoint protection and threat intelligence monitoring and analysis. One dedicated supervisor, one full-time staff member, and several IT professionals are assigned to plan and improve cyber security management systems. Regular disaster recovery drills are conducted, and multiple off-site backups, storage, and testing of critical system data are performed weekly.

In addition, to enhance awareness of cyber security and personal data protection, comprehensive training sessions on cyber security and personal data protection are held. Monthly cyber security awareness campaigns are conducted, and in cases of suspicious emails or activities, all employees are immediately notified to remain vigilant. Irregular awareness campaigns and educational sessions are also held based on the latest internal and external threat conditions. In line with the overall cyber security trend, EZconn has joined the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) to implement necessary protective measures in response to the latest domestic cyber security risks. From 2022 to 2024, EZconn has not suffered any losses due to cyber security incidents.

EZconn is committed to establishing a transparent and responsible cyber security management mechanism. Through a rigorous internal audit process, we continuously ensure the effectiveness and compliance of protective measures. In 2024, EZconn conducted two internal cyber security audits, covering several key areas including compliance with information security policies, configuration security of information systems, access control, incident management, and data protection. Audit results confirmed that all information security related processes and control measures met our internal management standards and regulatory requirements, with no major deficiencies identified. The internal audit mechanism is a vital part of the cyber security management system, aimed at continuously identifying potential risks and driving ongoing improvements in internal cyber security practices.

• Cyber Security Management and Resource Investment

Item	Description
Dedicated Personnel	Established dedicated unit the “Cyber Security and Personal Data Protection Committee” to handle cyber security planning and auditing, with ongoing efforts to maintain and strengthen cyber security.
Customer Satisfaction	No major cyber security incidents occurred, and there were no complaints related to customer data breaches.
Training	All new employee complete cybersecurity training prior to their onboarding; one cybersecurity training session is conducted annually.
Security Testing	One annual penetration test and two vulnerability scans are conducted; two social engineering phishing email tests are conducted, with each employee receiving three test emails per session.
System Backup	Critical data is backed up at three locations, with offsite backups located more than 40 kilometers from the original data site; one disaster recovery drill is conducted annually.
Security Announcements	More than 12 cyber security announcements and awareness campaigns are issued each year to communicate important protective measures and reminders.
Board Reporting	The most recent report was presented to the Board of Directors in the first quarter of 2024.
Security Reporting	A dedicated reporting channel “soc@ezconn.com” is available for employees, customers, and suppliers to report cyber security concerns.

3.7 Participation in Industry Associations

EZconn maintains political neutrality, we make no political donations nor engages in election-related public relations on the Company's behalf, though employees are encouraged to fulfill their civic duties. In 2024 there were no political donation expenditures. However, to acquire the latest industry and technological insights, we actively join trade associations, technical alliances, and related events—sharing knowledge and best practices with peers and experts, fostering collaboration, and advancing sustainable industry development.

- External Associations Joined by EZconn in 2024

No.	Public Associations and Organizations	Membership
1	Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)	Member
2	Taiwan Space Industry Development Association (TSIDA)	Member
3	Chinese National Association of Industry and Commerce (CNAIC)	Member
4	TOSIA-SIG of Optical Communication and Silicon Photonics	Member
5	Heterogeneously Integrated Silicon Photonics Alliance (HiSPA)	Member
6	New Taipei City Industrial Association	Member
7	SEMI Silicon Photonics Industry Alliance (SiPhIA)	Member

3.8 Product Management

Customer Health and Safety

EZconn upholds the core principle of “Quality First, Customer-Centric” and is committed to delivering safe and reliable products and services to ensure customer health and user safety. We fully implement a product safety management system, strictly controlling each stage from raw material selection, design, to manufacturing processes and transportation. To ensure that products meet international health and safety standards, EZconn has adopted the ISO 9001 Quality Management System and conducts regular third-party verifications. Furthermore, in compliance with regulations and to safeguard customer rights, we continuously optimize product design and materials, adhering to international environmental standards such as the EU's Restriction of Hazardous Substances (RoHS) and the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), thereby implementing hazardous substance-free (HSF) controls to reduce potential harm to humans and the environment from the source.

At the early stage of product development, EZconn incorporates health risk assessments and collaborates with customers to devise environmentally friendly design solutions, such as reducing the use of hazardous substances and enhancing product durability. In terms of manufacturing, we ensure that all products meet safety requirements before and after mass production through automated inspections and multiple quality control checkpoints. In 2024, EZconn reported no major product safety incidents that led to product recalls or customer harm. Additionally, to strengthen product usage safety for customers, we have established a “Product Abnormality Reporting and Improvement Mechanism,” jointly managed by the quality assurance and sales departments. This mechanism analyzes and follows up on customer-reported product issues. In 2024, a total of 45 cases were reported, with a customer complaint rate of 1.24% for radio frequency connector and 0.69% for optical fiber component. Upon analysis, the causes were categorized into five major areas: supply chain and material management, manufacturing processes and quality control, equipment and technology application, personnel management and training, and risk management and response capabilities. All reported cases were resolved within the deadline, and preventive measures were established accordingly.



ISO 9001 Certificate

Marketing and Labelling

To ensure customers can clearly and effectively obtain product information, EZconn continuously improves our labeling system for OP products. By fully implementing one-dimensional barcodes, we enhance the visibility and readability of product information. At the same time, EZconn optimizes the font and icon layout on labels to improve customers' efficiency in reading and understanding product details. This ensures that customers can fully grasp key product data and usage instructions, thereby enhancing their trust in the products and ensuring safe usage. In addition, EZconn implements a label control process to ensure the accuracy and consistency of product labeling. The research and development department is responsible for the original design and control of label content and collaborates with the sales department to address customized labeling requirements from customers. Label printing is carried out on the production line, and final inspection is conducted by the quality assurance department before product shipment to ensure all labels meet internal standards.

In terms of marketing and promotion, EZconn consistently adheres to the principle of integrity in our business development. The sales and research and development departments work closely together to ensure all external communications and technical documentation maintain a high level of consistency and accuracy, preventing any exaggerated or misleading information. EZconn strictly complies with relevant legal regulations and is committed to improving the quality of information disclosure. In 2024, no cases of false advertising or misleading labeling occurred, and no penalties were issued by regulatory authorities.



1D Barcode on OP Components

Customer Satisfaction Survey

EZconn believes that delivering outstanding products and services is the foundation of building customer trust and achieving sustainable development. We are committed to providing highly efficient, high-quality, and flexible customer service, responding promptly to customer needs, and delivering high value-added products and solutions. Through annual customer satisfaction surveys, EZconn systematically reviews and improves service processes and product quality.

Customer satisfaction is one of the core indicators of EZconn's annual quality objectives, with a target score set at 90 or above. The customer satisfaction survey adopts a 10-point scale (10 being the most satisfied, 0 the least satisfied). The sales department is responsible for collecting the questionnaires and summarizing the scores for each item to calculate the final customer satisfaction score. If the final score does not meet the 90-point target, the responsible department initiates a project-based improvement process. According to the project topic, the relevant departments coordinate to implement improvement actions, and the final results are reported and reviewed during the "Quality and Hazardous Substances Free Committee Meeting."

In 2024, EZconn distributed a total of 62 customer satisfaction questionnaires to clients with annual transaction amounts exceeding NT\$1 million. The overall average customer satisfaction score was 90.58, surpassing the set target. However, the performance in "on-time delivery satisfaction" did not fully meet customer expectations. In response, EZconn has begun planning process optimization measures aimed at reducing production lead time and strengthening our material supply chain with an advanced stocking strategy.

Customer satisfaction survey data serve as a vital reference for EZconn in continually enhancing customer experience and strengthening product competitiveness. Looking ahead, EZconn is committed to continuously improving processes, providing professional training for employees, and upgrading key technologies to enhance the safety and reliability of our products and services. EZconn remains dedicated to being the most trusted and reliable long-term partner for our customers, working together to create a sustainable future.

• Customer Satisfaction Survey Data Over the Past Three Years

Year	Product Quality Satisfaction	Shipping Arrangement Satisfaction	HSF Control Satisfaction	On-Time Delivery Satisfaction	Service Quality Satisfaction	Complaint Handling Satisfaction	Average
2022	8.91	8.89	9.07	8.39	9.07	8.82	88.78
2023	9.32	9.16	8.46	8.76	9.39	8.92	90.6
2024	9.21	9.35	9.27	8.65	9.28	9.54	90.58

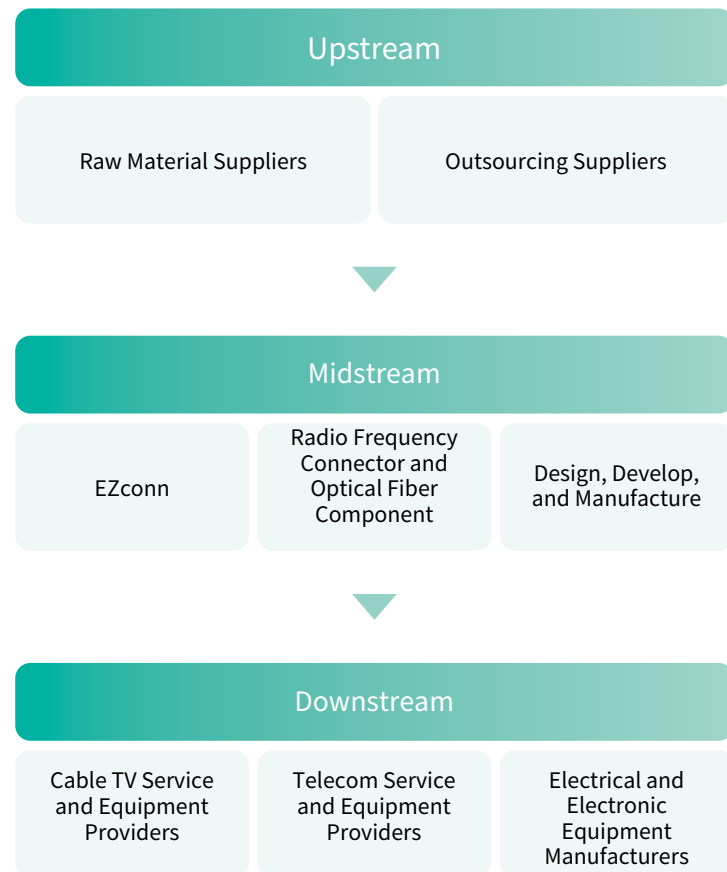
Note: The customer satisfaction survey uses a scoring scale from 0 (least satisfied) to 10 (most satisfied).

3.9 Supply Chain Management

Industry Overview: Upstream and Downstream Relationship

EZconn has established a strong presence in the communications and internet industry, playing a critical "midstream" role within the overall industry value chain. Upstream, we are supported by a diverse range of raw material and component suppliers, providing a solid foundation for production. Downstream, its customer base includes telecommunications companies, system integrators, and equipment providers. By accurately understanding customer needs, EZconn is committed to vertically integrating the industry chain and delivering highly competitive products.

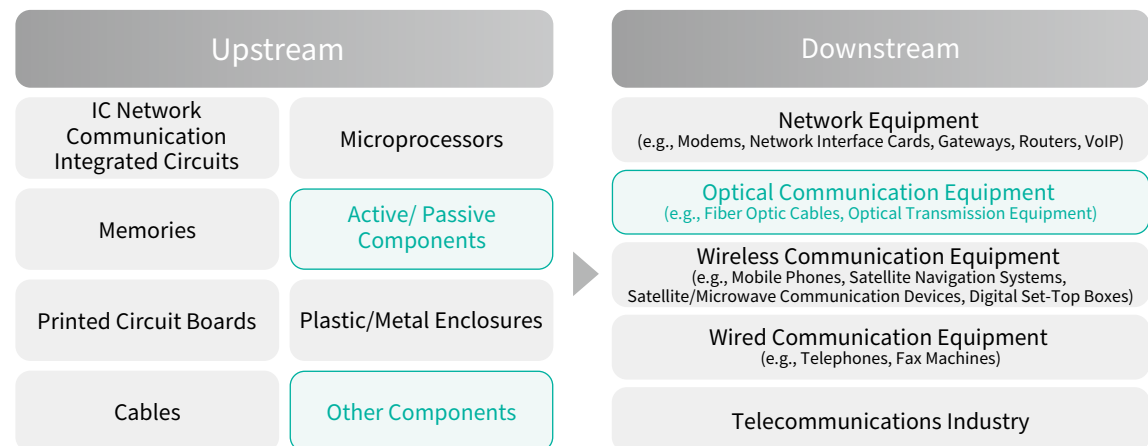
Supply Chain Flowchart



Radio Frequency Connector Upstream and Downstream Supply Chain Flowchart



Optical Communication Upstream and Downstream Supply Chain Flowchart



Reference: TPEx IC

Product Portfolio and Commitment to Sustainable Supply Chain

Product Portfolio and Proportion of Local Purchase

EZconn' product portfolio is primarily divided into two main categories, reflecting our expertise and contributions across different communication sectors:

Radio Frequency Connector (RF Connectors):

These products are widely used in consumer telecommunications, computers and peripherals, and automotives industry. Notably, the supply chain for our RF connectors is predominantly based in Taiwan, with 95% of procurement in 2024 sourced from local suppliers. This not only creates more local employment opportunities from an economic perspective but also significantly reduces carbon emissions and delivery time during transportation. In addition, the reuse of plastic and cardboard packaging materials enhances packaging efficiency, underscoring EZconn's commitment to environmental sustainability.

Optical Fiber Component (OP Components):

As a core business segment, OP components are mainly used in optics LAN equipment, telecommunication optics transmission equipment, and cable TV optics transmission equipment industry—making them essential components in modern high-speed communication. Key raw materials for OP components include EPI-Wafer and chips. However, due to the inability of domestic suppliers in Taiwan to fully meet the required specifications, we primarily source these materials from major international suppliers. In recent years, as the manufacturing of products has gradually expanded in China, the international logistics distance from overseas suppliers has increased, inevitably contributing to higher transportation-related carbon emissions and costs. To address this challenge, EZconn has established an operational base in the Philippines, with plans to ship critical materials directly to the production site in the future, thereby effectively reducing both carbon emissions and logistics expenses.

Definition and Management of Key Suppliers

EZconn defines suppliers with significant influence on the company's operations as key suppliers. Disruptions in these suppliers would significantly impact production, so they are managed and communicated with as a priority. We identify key suppliers for RF connectors and OP components product lines based on the following criteria:

RF Connectors:

Key suppliers of RF connectors are identified primarily based on the core metal materials they provide. These core materials represent the highest procurement costs, with 78% of purchases sourced from 24 suppliers. This demonstrates their critical influence on our operations and justifies their designation as priority partners for management and collaboration.

OP Components:

Key suppliers for OP components are identified according to the following conditions:

1. High Transaction Volume and Value:

Suppliers with more than six transactions per month and ranking in the top 10% of annual procurement value.

2. Irreplaceability and Technical Criticality:

Suppliers providing unique items or possessing key technologies that are difficult to substitute.

Furthermore, to enhance risk management, we classify suppliers with two or more product rejections in a year—based on feedback from the quality assurance department—as high-risk suppliers. These suppliers are also treated as key partners requiring intensified communication to maintain overall supply chain quality and stability.

Looking ahead, EZconn aims to deepen sustainability collaborations with downstream customers and jointly build a resilient, transparent, and responsible supply chain.

Resource Circulation and Material Management of Product Lines

EZconn continues to toward its goals of resource circulation and sustainable development. Within our two main product lines, we actively promote waste recycling and reuse strategies for the RF connector product line, aiming to achieve effective resource management.

RF Connectors

All major raw material waste generated during production is processed by professional contractors and remanufactured into raw materials for reuse in the production cycle. The recycling rate of these raw materials is approximately 70%. In 2024, the total volume of raw materials used was 882,336 kilograms, of which approximately 617,635 kilograms of waste were reprocessed, effectively achieving resource circularity.

OP Components

Due to the material characteristics and process requirement, the current production cycle of OP components is not suitable for a recycling and remanufacturing model. As a result, there is currently no applicable recycling process for raw materials in this product line. EZconn will continue to monitor and assess future technological developments to explore further possibilities for the use of sustainable materials.

Product and Packaging Recycling

As a key participant in the communications and internet industry, EZconn operates under a business-to-business (B2B) model, our products are primarily supplied to other corporate clients rather than directly to end consumers. As a result, the responsibility for recycling products and packaging naturally extends to the business clients. EZconn does not directly engage in the recycling of end-user products or packaging materials.

Restricted Substances Management Practices and Performance

Restricted Substances Management

EZconn remains committed to closely monitoring and complying with the latest international regulations on restricted and prohibited substances under the RoHS directive to ensure that all raw materials meet the highest international standards. We impose strict requirements on suppliers, setting maximum allowable concentrations for hazardous substances in raw materials and strictly prohibiting the use of the following ten chemicals: cadmium (Cd) (maximum allowable concentration: 100 ppm), lead (Pb), mercury (Hg), hexavalent chromium (Cr⁶⁺), polybrominated biphenyls (PBBs), polybrominated diphenyl ethers (PBDEs), di(2-ethylhexyl) phthalate (DEHP), dibutyl phthalate (DBP), benzyl butyl phthalate (BBP), and diisobutyl phthalate (DIBP). In addition, we enforce strict control over the composition of packaging materials and restricts the use of perfluorooctane sulfonate acid (PFOS) and perfluorooctanoic acid (PFOA) to ensure compliance with international regulations and contribute to environmental protection.

EZconn is dedicated to implementing rigorous risk controls at the source of raw material procurement to minimize potential harm to the environment, occupational health and safety, and human rights. We integrate restricted substances management into our supply chain risk management strategy through the following measures:

1. Survey and Audit of Supplier Raw Materials:

EZconn ensures that suppliers' raw materials comply with the Responsible Minerals Initiative (RMI) and relevant banned or restricted substances regulations, Hazardous Substance Free (HSF), and the Restriction of Hazardous Substances (RoHS).

2. REACH Compliance:

If a supplier's products contain Substances of Very High Concern (SVHC), EZconn requires the supplier to fulfill its duty to communicate, ensuring full transparency of information.

2024 Achievements in Restricted Substances Compliance

To enhance the management of restricted substances, EZconn actively collaborated with our suppliers in 2024 to sign a series of important compliance documents related to restricted substances. A summary of these signed agreements is provided in the table below:

- Overview of Supplier Sign off on Restricted Substances Documents

Investigation Category	RF Connector Suppliers	OP Component Suppliers
HSF Guarantee Letter	3	5
SVHC New Questionnaire (2024 A)	71	32
SVHC New Questionnaire (2024 B)	59	31
Total	133	68

2024 Supplier Audits

In 2024, EZconn conducted ISO 9001 audits on our suppliers, using both document-based reviews and on-site audits. These audits aimed to ensure that all raw materials complied with international environmental standards. A summary of the audit results is presented in the table below:

- Overview of 2024 Supplier Audits

Product	Supplier Type	Audit Method	Number of Suppliers
RF Connectors	New	On-site audit	2
	Existing	On-site audit	9
OP Components	New	Document review	7
		On-site audit	1
	Existing	Document review	9
		On-site audit	1

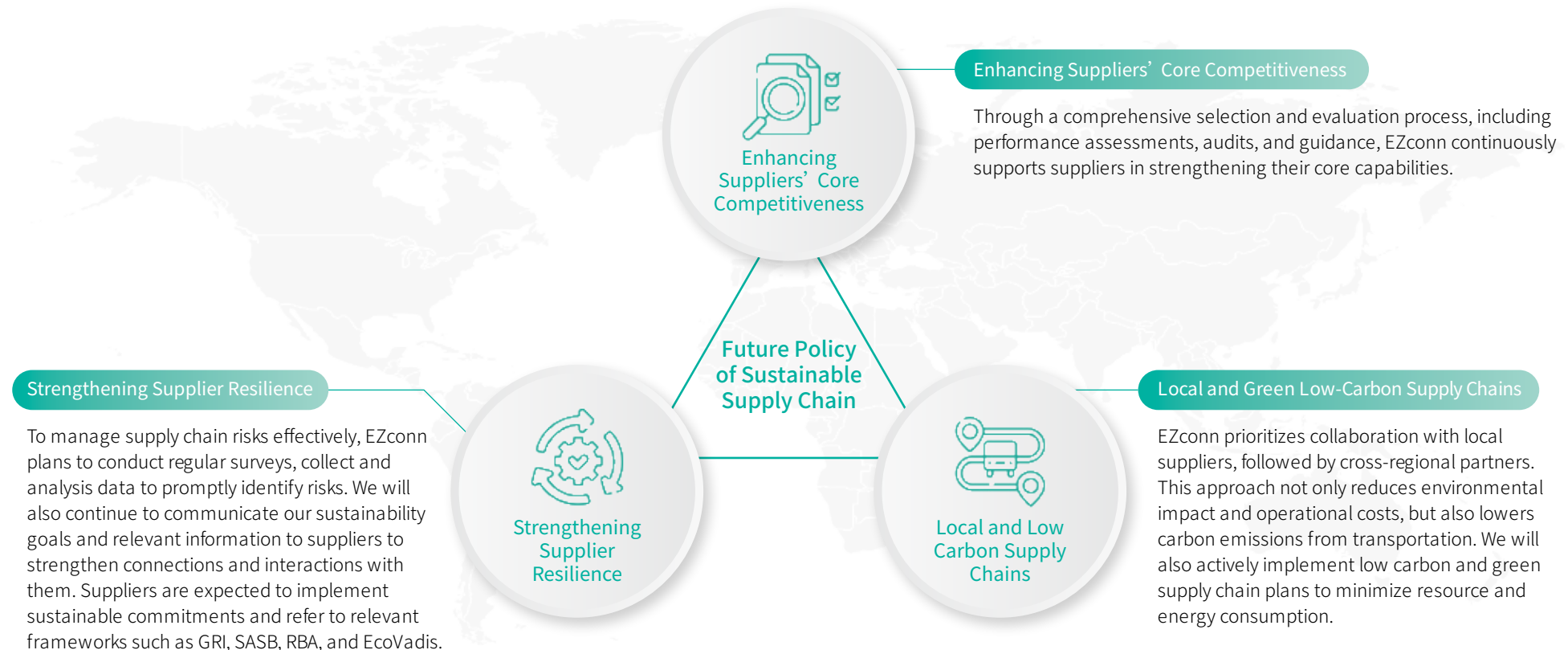
Future Plans and Goals

Suppliers play a critical role in EZconn's strategic partnerships. Based on sustainable procurement policy and in response to customer expectations, we are planning future development strategies for sustainable supply chain. These strategies aim to deepen collaboration with suppliers, enhance adaptability to external changes, and jointly improve sustainability performance in the areas of Environmental, Social, and Governance (ESG), creating new opportunities for growth.

To further strengthen supply chain sustainability, EZconn plans to establish the Supplier Code of Conduct by 2025 and implement the document distribution and collection procedures by 2026. Through long-term and in-depth collaboration, EZconn will continue to support suppliers in enhancing their sustainability performance, thereby connecting upstream and downstream suppliers and expanding our overall sustainable impact. Ultimately, this effort will help realize the vision of sustainable supply chain management.

Sustainable Supply Chain Strategy

EZconn's strategy focuses on three core areas:



Compliance with Sustainability Standards and Supplier Code of Conduct

EZconn recognizes that corporate growth must be balanced with social and environmental responsibility. Therefore, we plan to establish the Supplier Code of Conduct as fundamental guideline for suppliers. This Code will cover areas including labor health and safety, environment, business ethics, and supply chain management. Supplier compliance with this Code will be a key criterion in procurement audits.

Sustainable Supply Chain Risk Management Process

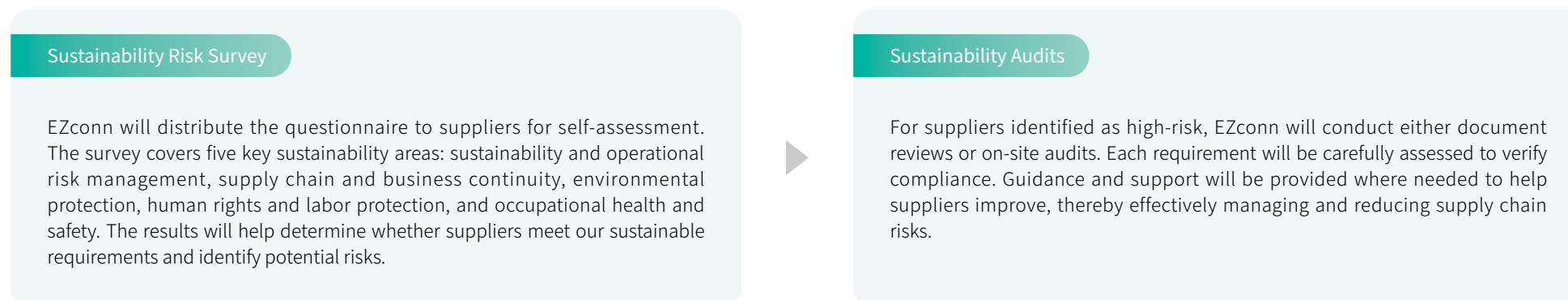
To ensure supplier compliance with EZconn's code of conduct, we will establish a systematic sustainability management process refer to GRI, SASB, RBA, and EcoVadis standards. This process includes five key steps, which will be formalized into procedural documents:



Through the five steps outlined above, EZconn will continue to monitor suppliers' adherence to the code of conduct in their operations, with the goal of achieving tangible results in three key areas: strengthening risk management, enhancing competitive advantage, and optimizing costs.

Risk Assessment and Audit Procedures

To effectively identify and manage potential risks within the supply chain, EZconn is implementing a phased approach to risk investigation and audit:





Social

4.1 Human Capital Development	37
4.2 Community Engagement	57
4.3 Environmental and Occupational Safety and Health	60

4.1 Human Capital Development

Human Rights Policy and Commitments

Human Rights Policy & Governance Practice: Building a Sustainable and Inclusive Corporate Model

EZconn believes that a sustainable corporate development is based on human rights respect and well-develop corporate governance. To strictly complying with all applicable laws and regulations in the regions where we operate, we actively adhere to internationally recognized human rights standards, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the Ten Principles of the UN Global Compact. EZconn also refers to the Responsible Business Alliance (RBA) Code of Conduct, treating all individuals in the workplace—including full-time employees, dispatched contract workers, temporary staff, interns, and other personnel—with dignity and respect.

EZconn regards Diversity, Equity, and Inclusion (DEI) as a fundamental aspect of our human rights policy. The spirit of DEI lies in embracing, supporting, and accepting individuals from diverse backgrounds, including differences in race, gender, religion, and socioeconomic status. Through this framework, we strive to promote fair treatment and full participation for everyone in the corporation, thereby strengthening our commitment to corporate social responsibility.



Implementation of Human Rights Commitments

EZconn's human rights policy applies to all levels and departments throughout the organization and is incorporated into the work regulations, which have been approved by the Department of Labor, New Taipei City. We follow the clear implementation guidelines below to continuously enhance and improve the management of human rights-related issues, aiming to effectively reduce the risk of human rights incidents, which include:

1. Freedom of Employment and Respect for Employee Choice:

All forms of forced labor are prohibited. EZconn does not employ forced labor, bonded labor, or contract-bound workers. All employees hired by the company have applied voluntarily for their positions, and employees have the right to resign freely in accordance with company policies.

2. Prohibition of Child Labor:

Prohibit the employment of individuals under the age of 16.

3. Humane Treatment:

EZconn respects the human rights of all employees and strictly prohibits any cruel or inhumane treatment. This includes all forms of sexual harassment, sexual abuse, corporal punishment, threats, exploitation, mental or physical coercion, and verbal abuse. Any threats of such behavior are also strictly forbidden.

4. Workplace Safety:

Provide a safe and healthy work environment to protect employees' health and personal safety, and to minimize injuries and illnesses.

5. Anti-Discrimination:

EZconn committed to providing an equal and fair working environment in all aspects of employment, including recruitment, hiring, training, compensation, promotion, termination, retirement, and other employment conditions. Discrimination against employees on the basis of race, color, age, gender, sexual orientation, nationality, disability, pregnancy, religion, political affiliation, membership in an organization, marital status, or any other legally protected status is strictly prohibited.

6. Compensation and Benefit:

EZconn adjusts our compensation structure and benefit in accordance with applicable laws and market standards, covering minimum wage, overtime, and statutory benefits. Wage deductions as a form of disciplinary action are strictly prohibited.

7. Working Hours:

Production schedules are planned reasonably, any overtime must be voluntary, and employees' working hours and rest periods are arranged appropriately. We ensure that all working hours and overtime comply with applicable laws and regulations.

8. Freedom of Association:

We respect employees' rights to organize and join labor unions or seek representation. The company shall not reject employment, dismiss, reassign unfavorably, reduce wages, or impose any other disadvantageous treatment as a result of such actions.

9. Grievance Protection:

EZconn is committed to protecting all forms of complaints (including anonymous). We are responsible for maintaining the confidentiality of whistleblowers' identities and ensuring protection against any form of retaliation.

10. Integrity Management:

EZconn upholds the highest standards of integrity in all business interactions and adopts a zero-tolerance policy toward all forms of bribery, corruption, extortion, and embezzlement.

11. No Improper Advantage:

All business dealings shall be conducted with transparency. Offering or accepting any form of bribery or other improper benefits obtained through unethical means is strictly prohibited.

12. Harmonious Labor Relations:

Promote positive employee relations and respects employees' opinions.

Sustainability Practice: Deepening Human Rights Commitment and Corporate Governance

Robust Internal Communication and Human Rights Commitment: Building a Friendly and Inclusive Workplace

To fully implement our commitment of human rights, EZconn has built a sound internal communication platform and management system to ensure the protection of the rights of all employees and workers, while fostering a fair, respectful and inclusive workplace environment. These systems not only comply with legal regulation but also serve as the cornerstone of EZconn corporate culture, aiming to prevent potential human rights incidents and provide clear processing mechanism.

EZconn has established a comprehensive set of management policies covering all stages of employment from onboarding to retirement to ensure the thoroughness and effectiveness of human rights protection, including:

Employee Rights and Protection

1. **Work Rules:**
Clearly delineate the rights and responsibilities of employees, and comprehensively incorporate the company's human rights policies within the work rules.
2. **Regulations for Prevention of Sexual Harassment in the Workplace:**
Establish clear management policies, provide complaint channels and processing mechanisms, to protect employees from sexual harassment.
3. **Regulations of Employee Grievance System:**
Provide transparent and fair grievance mechanisms to ensure that employees' voices are heard and appropriately addressed.
4. **Supervisory Committee of Business Entities' Labor Retirement Reserve Charter:**
Safeguards employees' retirement rights and ensures the sound operation of the pension system.
5. **Ethical Conduct Management Regulations:**
Guide employees to adhere to the highest standards of professional ethics, safeguarding corporate integrity and reputation.

Labor Relations and Benefits

1. **Labor management meeting Regulations:**
Establish a regular and effective communication mechanism between labor and management to promote two-way dialogue and collaborative development.
2. **Freedom of Association and Collective Bargaining Regulations:**
Respect and protect employees' freedom of association and their right to collective bargaining.
3. **Recruitment and Appointment Management Regulations:**
Ensure a fair and transparent recruitment process, with strict prohibition of all forms of discrimination and the employment of child labor.
4. **Compensation Regulations:**
Establish a fair and reasonable compensation system to ensure employees receive their entitled remuneration.
5. **Attendance Regulations:**
Regulate attendance systems to protect employees' rights related to working hours.
6. **Training Regulations:**
Ensure that employees have opportunities for continuous learning and growth, to enhance their professional skills.

Sustainability Practices and Outcomes: Talent Development and Effective Communication

EZconn is committed to integrating human rights policies and various regulations into daily operations. To ensure these commitments remain up-to-date, EZconn conducts annual reviews and evaluations of internal regulations and makes corresponding adjustments based on multiple factors, including national legislation amendments, client feedback, audit systems, international development trends, and operational needs. These efforts are simultaneously implemented through the operation of relevant committees, diverse internal communication channels, and training programs to implement our human rights commitments.

Comprehensive Training: Raising Awareness and Building Capability

In 2024, EZconn has actively implemented a variety of internal training programs designed to strengthen employees' understanding and application of regulatory compliance, workplace safety, and personal well-being. These efforts support our collective commitment to fostering a safe, transparent, and sustainable workplace. The table below is an overview of the human rights-related training sessions conducted this year, including the number of sessions offered and actual attendance:

- overview of the human rights-related internal training

Category	Course Title	Sessions	Attendance
Corporate Governance	2024 Internal Material Information Handling and Insider Trading Prevention Training	12	396
Corporate Governance	2024 Integrity Management Training	12	395
Corporate Governance	2024 Improper Advantage Prevention Training	12	395
Human Rights and Grievance	2024 Sexual Harassment Prevention Training	12	395
Occupational Safety and Health	2024 Workplace Unlawful Infringement Prevention Training	17	412
Occupational Safety and Health	2024 General Occupational Safety and Health Training	18	416
Occupational Safety and Health	2024 Fire Drill (H1 & H2)	6	656
Occupational Safety and Health	2024 Hazardous Chemicals Training	4	293
Occupational Safety and Health	2024 Ergonomic Hazards and Excessive Workload Prevention Training	2	50
Occupational Safety and Health	2024 Hearing Protection Training	1	51

Internal Communication Channels and Grievance Mechanisms: Fostering Labor Management Consensus and Risk Management

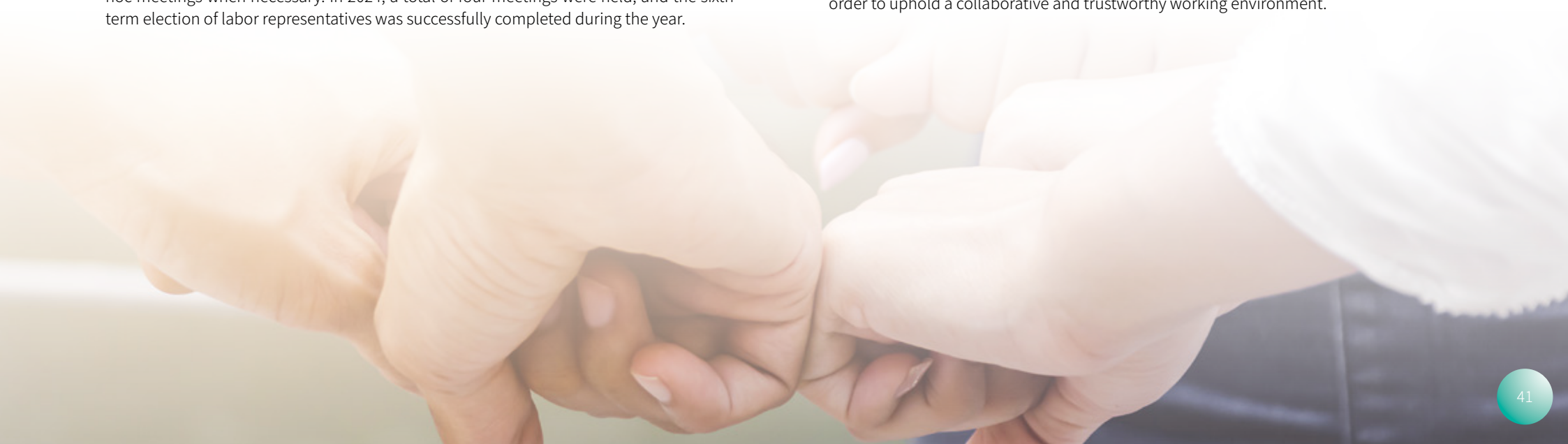
EZconn committed to establishing a diverse and effective internal communication system to ensure the effective implementation of human rights policies, while comprehensively strengthening corporate governance and operational risk management. To continuously promoting employee feedback and grievance mechanisms through training, we also utilize various channels such as bulletin boards, departmental meetings, employee suggestion boxes, the internal website, and email, to ensure information transparency and full expression of opinions. In addition, we have established various functional committees which serve as critical platforms for policy implementation and goal alignment. These committees facilitate structured communication between labor and management, thereby enhancing mutual understanding and collaboration in addressing both internal and external challenges.

The labor management meeting serves as a formal and essential communication channel between labor and management. It operates in accordance with relevant laws and regulations, company policies, and meeting resolutions. Through these meetings, both parties engage in open dialogue and negotiation on topics such as employee rights, benefits, and working conditions, with the aim of fostering smooth communication, harmonious labor relations, and sustainable operations.

The current term of labor representatives runs from December 10, 2020, to December 10, 2024, for a duration of four years. Meetings are convened quarterly, with provisions for ad hoc meetings when necessary. In 2024, a total of four meetings were held, and the sixth-term election of labor representatives was successfully completed during the year.

To ensure timely and barrier-free communication and support for all employees, particularly Vietnamese migrant workers, EZconn has established a dedicated Line messaging community for effective management. This platform serves not only as a channel for disseminating internal policies, external updates, company announcements, and daily life reminders, but more importantly, as an accessible tool through which migrant workers can seek assistance or provide feedback in real time. We also assign interpreters to provide prompt support and maintains close coordination with relevant departments to ensure that all employees receive the necessary assistance and care in a timely and effective manner.

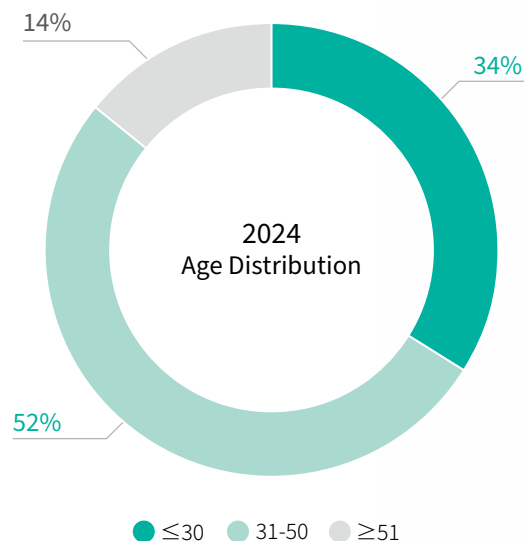
Through the structured operation of functional committees and diversified internal communication mechanisms, EZconn has established an efficient and transparent communication and decision-making framework. This system not only ensures the effective execution of regulations and measures, but also enhances organizational responsiveness to internal and external risks and challenges. In 2024, we did not receive any employee complaints, demonstrating the effectiveness of our comprehensive management systems, regular training programs, and diverse communication channels. These efforts have successfully fostered a culture of trust, enabling early prevention and resolution of potential issues while maintaining a harmonious and stable workplace. Moving forward, EZconn will continue to enhance the transparency and accessibility of grievance mechanisms and ensure that all employees are well-informed of their rights, in order to uphold a collaborative and trustworthy working environment.



Workforce Composition

EZconn believes that Diversity, Equity, and Inclusion (DEI) are core values for sustainable corporate development. We are committed to creating a safe, friendly, and vibrant workplace for all employees, embracing talents from diverse backgrounds with an open and inclusive mindset.

EZconn's operational headquarters is located in Taiwan and is supported by a diverse professional team comprising a total of 425 full-time employees. Among them, 295 are local Taiwanese staff who form our strong foundation in domestic market. Additionally, the company employs 130 Vietnamese migrant workers, whose presence not only enriches our cultural diversity but also contributes indispensably to global collaboration efforts. This diverse workforce composition serves as a key driving force behind our continuous innovation and growth.

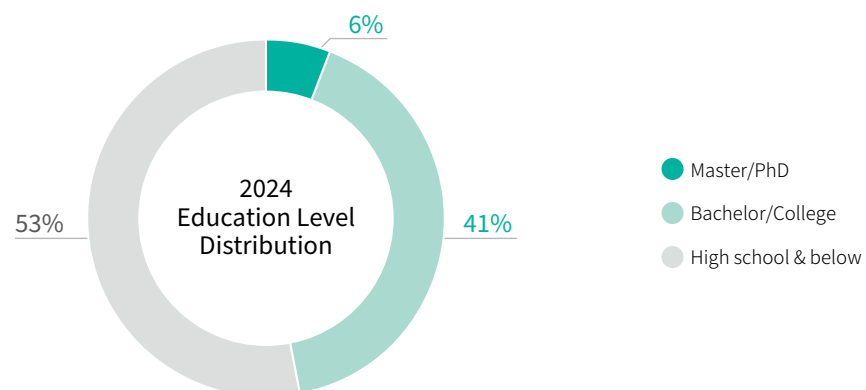


Employee Structure

- Employees Headcount Statistic by Age and Gender of Full-Time Employees

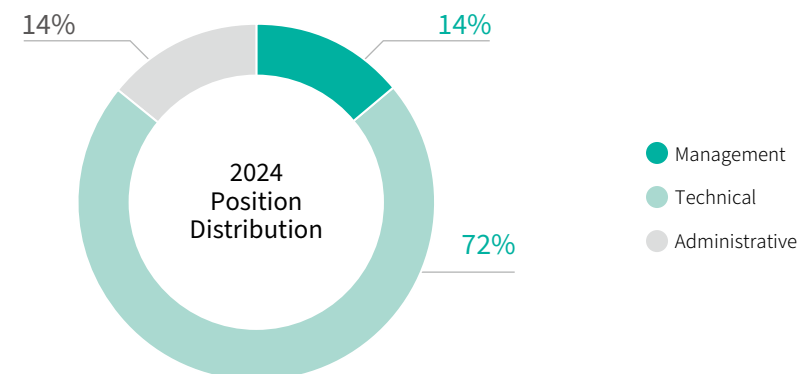
Year	Age	Male		Female		Total	
		Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage
2024	≤ 30	34	19%	112	45%	146	34%
	31-50	106	60%	114	46%	220	52%
	≥ 51	36	20%	23	9%	59	14%
Total		176	100%	249	100%	425	100%
2023	≤ 30	39	21%	90	38%	129	30%
	31-50	113	60%	113	47%	226	53%
	≥ 51	37	20%	35	15%	72	17%
Total		189	100%	238	100%	427	100%
2022	≤ 30	53	27%	83	35%	136	32%
	31-50	108	54%	120	51%	228	52%
	≥ 51	38	19%	33	14%	71	16%
Total		199	100%	236	100%	435	100%

• Employees Headcount Statistics by Education Level and Gender



Year	Education Level	Male		Female		Total	
		Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage
2024	Master/PhD	20	11%	6	2%	26	6%
	Bachelor/College	93	53%	80	32%	173	41%
	High school & below	63	36%	163	65%	226	53%
	Total	176	100%	249	100%	425	100%
2023	Master/PhD	20	11%	6	3%	26	6%
	Bachelor/College	96	51%	87	37%	183	43%
	High school & below	73	38%	145	60%	218	51%
	Total	189	100%	238	100%	427	100%
2022	Master/PhD	20	10%	7	3%	27	6%
	Bachelor/College	103	52%	93	39%	196	45%
	High school & below	76	38%	136	58%	212	49%
	Total	199	100%	236	100%	435	100%

• Employees Headcount Statics by Position and Gender



Year	Position	Male		Female		Total	
		Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage
2024	Management	38	21%	22	9%	60	14%
	Technical	135	77%	173	69%	308	72%
	Administrative	3	2%	54	22%	57	14%
	Total	176	100%	249	100%	425	100%
2023	Management	40	21%	21	9%	61	14%
	Technical	145	77%	158	66%	303	71%
	Administrative	4	2%	59	25%	63	15%
	Total	189	100%	238	100%	427	100%
2022	Management	38	19%	14	6%	52	12%
	Technical	156	78%	162	69%	318	73%
	Administrative	5	3%	60	25%	65	15%
	Total	199	100%	236	100%	435	100%

Note 1: Management positions include section managers, department heads, division heads, special assistants, consultants, and CEO, etc.

Note 2: Technical positions include all levels of engineers, production line supervisors, technicians, and operators, etc.

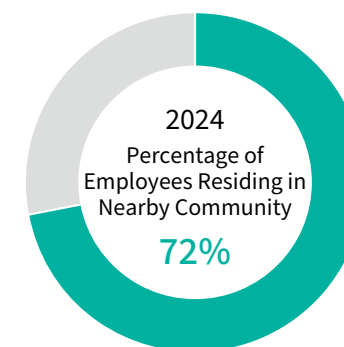
Note 3: Administrative positions include all levels of administrators, sales specialists, customer service specialists, and assistants, etc.

Note 4: The figures for technical and administrative positions in 2022 were previously misreported and have been corrected.

• Proportion of Senior Management Hired from the Local Community

Year of 2024	Number of Employee
Number of Senior Management	10
Local Senior Management	10
Percentage	100%

Note: The term “senior management” is defined in alignment with the disclosure standards of the Market Observation Post System (MOPS).



• Number and Percentage of Employees Residing in Nearby Community

Site	Address	2022			2023			2024			Note: Definition of Local Community
		Number of Employees at the Site	Residing in Nearby Community		Number of Employees at the Site	Residing in Nearby Community		Number of Employees at the Site	Residing in Nearby Community		
			Number of Employees	Percentage		Number of Employees	Percentage		Number of Employees	Percentage	
Head Office	13F., No.27-8, Sec. 2, Zhongzheng E. Rd., Tamsui District, New Taipei City, Taiwan	171	113	66%	141	80	57%	134	86	64%	Employees whose household registration is in the following areas: Taipei City: Beito New Taipei City: Tamsui, Bali district
Shangda Plant	No.380, Section 3, Danjin Road, Tamsui District, New Taipei City, Taiwan	231	191	83%	160	115	72%	134	104	78%	Employees whose household registration is in the following areas: Taipei City: Beito New Taipei City: Tamsui, Bali district, Sanzhi District
Lide Plant	No. 12, Houzhouzi, Xianxiao Vil., Tamsui Dist., New Taipei City, Taiwan	33	32	97%	18	14	78%	19	17	89%	
Total		435	336	77%	319	209	66%	287	207	72%	

Note 1: This data excludes migrant workers residing in Taiwan and includes only employees registered as residents of Taiwan.

Note 2: “Key operational sites” refer to EZconn’s Head Office, Shangda Plant, and Lide Plant, are all located in Taiwan.

Non-Employee Structure: Diverse Partnerships and Co-Creation of Sustainable Value

EZconn is committed to establishing a resilient and flexible operational model, recognizing that external professional resources are a critical driver of business development. Therefore, in addition to full-time employees, we work closely with a diverse range of external partners to jointly achieve corporate objectives. These non-employee partners include:



Contractors and Suppliers

In areas such as project execution, specialized technical services, logistics, and raw material supply, EZconn collaborates closely with professional contractors and suppliers to ensure smooth and efficient operations, to advance sustainability across the supply chain.



Dispatched Workers

To address short-term project requirements or enhance flexibility for specific roles, EZconn collaborates with legally certified dispatch agencies to engage qualified professionals. This approach enhances the agility and efficiency of human resource deployment.



Consultants and External Trainers

To introduce external expertise and experience to enhance internal professional capabilities and management effectiveness, EZconn engages consultants from various fields to provide specialized guidance, and invites external trainers to deliver essential training and knowledge sharing for employees.



Academic Partners (Academic Experts and Interns)

To promote knowledge exchange between industry and academia and support talent development, EZconn collaborates with academic institutions by inviting scholars to provide professional insights and by offering internship and workplace experience opportunities to students. This approach not only helps students integrate theory with practice and gain a comprehensive understanding of the workplace early on, preparing them for their future careers, but also brings innovative ideas to the company.

Although EZconn has not yet conducted a comprehensive and precise inventory of non-employee personnel in 2024, such resources have been incorporated into the scope of human resource planning. In the future, EZconn will focus on protecting the rights of non-employee partners, ensuring their work environments comply with applicable laws and human rights standards. Additionally, these efforts will be incorporated into the scope of sustainability reporting to provide a more comprehensive disclosure of EZconn's human resource management initiatives.

Employee Hiring and Turnover Analysis

In 2024, EZconn's new hire rate stood at 12%, with an employee turnover rate also at 12%. These figures show no significant change compared to the past two years, indicating that EZconn has effectively balanced attracting new talent while retaining existing employees. This stability reflects our commitment to providing a competitive work environment and robust career development opportunities, enabling employees to contribute with confidence and jointly create value.

• New Hires by Age and Gender

Year	Age	Male		Female		Total	
		Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage
2024	≤ 30	6	3%	38	16%	44	10%
	31-50	3	2%	2	1%	5	1%
	≥ 51	1	1%	0	0%	1	1%
Total		10	5%	40	17%	50	12%
2023	≤ 30	9	5%	41	18%	50	12%
	31-50	3	2%	3	1%	6	1%
	≥ 51	0	0%	0	0%	0	0%
Total		12	6%	44	19%	56	13%
2022	≤ 30	31	16%	34	15%	65	15%
	31-50	10	5%	17	7%	27	6%
	≥ 51	1	1%	0	0%	1	1%
Total		42	22%	51	22%	93	22%

• Turnover by Age and Gender

Year	Age	Male		Female		Total	
		Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage
2024	≤ 30	7	4%	10	4%	17	4%
	31-50	6	3%	6	3%	12	3%
	≥ 51	10	5%	12	5%	22	5%
Total		23	12%	28	12%	51	12%
2023	≤ 30	16	8%	21	9%	37	9%
	31-50	4	2%	10	4%	14	3%
	≥ 51	2	1%	1	0%	3	1%
Total		22	12%	32	14%	54	13%
2022	≤ 30	19	10%	28	12%	47	11%
	31-50	10	5%	16	7%	26	6%
	≥ 51	3	2%	4	2%	7	2%
Total		32	17%	48	21%	80	19%

Employee Compensation

EZconn's compensation standards are determined based on job responsibilities, educational background, professional knowledge and skills, years of relevant experience, and individual performance. Compensation is not influenced by age, gender, race, or other factors. We have established Compensation Regulations to ensure fair and competitive pay. Salaries and bonus are determined based on job nature, working conditions and environment, required competencies, as well as market benchmarks for similar positions in the industry and the Company's organizational structure. Adjustments are made as needed, taking into account our business performance, labor market trends, overall economic and industry conditions, and applicable government regulations.

At EZconn's Taiwan headquarters, the base-level employee compensation exceeds the local statutory minimum wage by a factor of 1.09. We are firmly committed to gender pay equity, ensuring that remuneration is not influenced by gender. In addition, we also provide irregular bonuses to encourage employees to pursue better performance.

- Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage

Region	Male	Female
Taiwan	1.09	1.09

Note 1: Entry level refers to employees at the first-level.

Note 2: The above figures include all fixed remuneration components and exclude non-fixed compensation such as overtime pay, shift allowances, and variable performance bonuses.

- Average and Median Salary of Full-Time Non-Management Employees, and Year-Over-Year Changes

Year	Number of Full-Time Non-Management Employees	Average Salary (Thousand TWD)	Median Salary (Thousand TWD)
2023	402	673	529
2024	390	1,039	706
Year-Over-Year Changes	-12	366	177

Note 1: The data presented refers only to employees based in Taiwan.

Note 2: Employees with less than six months of service are excluded.

EZconn committed to promoting workforce equality. While salary ratios may vary across different job levels, the compensation ratio for non-management female employees has steadily approached that of their male counterparts in 2024. This trend demonstrates our tangible progress in advancing pay equity.

- Ratio of Basic Salary and Remuneration of Women to Men

Job Level	2024				2023			
	Annual Salary		Monthly Salary		Annual Salary		Monthly Salary	
	Female	Male	Female	Male	Female	Male	Female	Male
Management	1	1	0.9	1	1	1	0.9	1
Non-Management	0.8	1	0.9	1	0.8	1	0.8	1

Note: Statistics cover employees employed for the full year 2024; 16.2 % of staff with less than one year of service were excluded.

Diversity, Inclusion, and Equality in the Workplace

Embracing Cultural Diversity and Mutual Support

EZconn dedicated to fostering a workplace that upholds dignity and safety for all employees, while ensuring equal opportunities in recruitment, fair compensation, and promotion practices. EZconn strictly prohibits any form of discrimination or unequal treatment based on race, social class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, physical appearance, facial features, disabilities, astrological sign, blood type, prior union membership, or any other status protected by applicable laws and regulations.

EZconn actively promotes the understanding and respect of cultural diversity, encourages employees to express their unique value, and provides appropriate support:

Employment of Persons with Disabilities in Accordance with the Law

In compliance with the People with Disabilities Rights Protection Act, EZconn has fulfilled and exceeded the legal requirement of employing 4 persons with disabilities. Currently, 4 individuals are employed, including those with severe disabilities, who are counted as two under the law, resulting in a recognized total of 6.

Indigenous “Ceremonial Leave”

For employees of Indigenous, EZconn respects their cultural traditions by granting official leave for “Indigenous Traditional Rituals and Ceremonies” in accordance with the announcements of the Council of Indigenous Peoples, Executive Yuan. No violations of labor rights or human rights have been reported. As of now, we employ one Indigenous employee.

Pay Equity

EZconn has established a Remuneration Committee to ensure that employees receive competitive remuneration. Through a transparent and equitable compensation policy, we share our operational performance with employees. For entry-level employee in the same position, compensation is standardized. For individuals with relevant expertise and professional experience, salary is determined based on academic background, skills, and certifications—without discrimination based on gender or race.

Native Language Support and Skills Training for Migrant Workers

To ensure that all migrant workers can smoothly integrate into the workplace and enjoy equal development opportunities, EZconn provides:

1. **Dedicated Native Language Translation Services:** Recognizing that language is a vital bridge for communication, EZconn has appointed full-time, on-site translators starting in 2024 to ensure the accuracy and timeliness of internal communications. All internal announcements are provided in both Chinese and Vietnamese, with enhanced Vietnamese signage in migrant workers’ work areas to create an accessible information environment. For training sessions, bilingual materials in Chinese and Vietnamese are provided, and the courses are delivered in both languages, ensures migrant workers fully comprehend the training content, thereby enhancing their professional skills and work efficiency.
2. **Encouraging Self-Development Among Migrant Workers:** EZconn actively encourages migrant workers to participate in various skill enhancement programs, such as obtaining forklift operation licenses and engaging in first aid training. These programs are designed to help employees acquire professional skills that not only improve workplace safety but also expand opportunities for personal career development.
3. **Promotion of Relevant Laws and Regulations:** To keep migrant workers informed of rapidly evolving regulations and current affairs, EZconn regularly disseminates information on relevant laws and government policies applicable during their stay in Taiwan. This is achieved through instant messaging platforms and dormitory bulletin boards, with all communications supported by professional translation to ensure clear understanding and compliance.

Through these concrete measures, EZconn not only fulfills our corporate social responsibility but also strives to create a friendly, supportive, and equitable work environment for all migrant workers. By promoting cultural diversity, mutual respect, and inclusion, we aim to cultivate a truly diverse, fair, and inclusive workplace—one where every employee is empowered to thrive and contribute their unique value.

Minority Group Statistics

• Employees by Gender and Minority Group

Year	Minority Group	Male		Female		Total	
		Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage
2024	Indigenous	0	0%	1	1%	1	1%
	Persons with Disabilities	2	1%	2	1%	4	1%
	Total	2	1%	3	1%	5	1%
2023	Indigenous	0	0%	1	1%	1	1%
	Persons with Disabilities	2	1%	1	1%	3	1%
	Total	2	1%	2	1%	4	1%
2022	Indigenous	1	1%	2	1%	3	1%
	Persons with Disabilities	3	2%	1	1%	4	1%
	Total	4	2%	3	1%	7	1%

Note 1: In 2024, there were 176 male and 249 female employees, totaling 425. In 2023, there were 189 male and 238 female employees, totaling 427. In 2022, there were 199 male and 236 female employees, totaling 435.

Note 2: In accordance with regulations, each employee with a severe or above level of disability is counted as two individuals; thus, the actual number of employed persons with disabilities may be recognized as 6.

• Employees by Nationality and Gender

Year	Nationality	Male		Female		Total	
		Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage
2024	Taiwanese	152	86%	143	57%	295	69%
	Vietnamese	24	14%	106	43%	130	31%
	Total	176	100%	249	100%	425	100%
2023	Taiwanese	165	87%	162	68%	327	76%
	Vietnamese	23	12%	74	31%	97	23%
	Filipino	1	1%	2	1%	3	1%
2022	Total	189	100%	238	100%	427	100%
	Taiwanese	174	87%	171	72%	345	79%
	Vietnamese	24	12%	65	28%	89	20%
	Thai	1	1%	0	0%	1	1%
	Total	199	100%	236	100%	435	100%

Note 1: There were no Thai workers in 2023, so no data is provided for Thai workers for that year.





Note 2: Filipino interns were introduced in 2023; hence, an explanation regarding Filipino employees is included in the 2024 data.

Note 3: As the industry-academia internship program for Filipino interns concluded, they returned to school to continue their studies. As of the data collection period in 2024, there were no Filipino employees.

Employee Care and Benefits: Building a Workplace of Belonging and WellBeing

To ensure employees can work with peace of mind and enjoy a fulfilling life, EZconn not only provides benefits that comply with legal requirements but also implements multiple welfare measures that exceed statutory standards. This comprehensive approach addresses the diverse needs of employees and their families, aiming to create a high-quality work environment.

Comprehensive Benefit Measures

 <p>Financial Security and Profit Sharing</p>	<ul style="list-style-type: none"> Employee Stock Ownership Trust, Restricted Stock, Employee Bonuses, and Employee Stock Ownership Plan: These initiatives encourage employees to grow together with the company, share in operational successes, and provide additional support for their long-term financial planning. Performance Bonuses, Year-End Bonuses, Mid-Autumn Festival Bonuses, and Red Envelopes: These rewards recognize and appreciate employees' hard work and outstanding performance. Employee Bereavement Assistance: Provides support to employees' families, demonstrating EZconn's care and concern for employees and their families. Emergency Assistance: Provides immediate support to employees when they facing unexpected hardships.
 <p>Incentives for Innovation and Continuous Learning</p>	<ul style="list-style-type: none"> Employee suggestion improvement bonuses, patent awards, QCC bonuses, LEAN bonuses, and near-miss reporting incentives: These programs encourage employees to actively participate in continuous improvement, innovation, and the cultivation of a safety-oriented culture. Employee Referral Bonuses: Incentivize employees to recommend outstanding talent to EZconn.
 <p>Employee Continuing Education Scholarships</p>	<p>EZconn offers a diverse range of training programs and on-the-job education, including new employee orientation, in-service training, professional courses, and various internal or external training sessions related to job functions. These programs aim to enhance employees' skills, foster continuous growth, and ensure job competency. Additionally, we have established the Continuing Education Regulations that provides tuition subsidies and official leave to encourage employees to pursue further studies, deepen specialized knowledge, and obtain higher academic qualifications.</p>
 <p>Life Support and Convenience</p>	<ul style="list-style-type: none"> Celebration and Condolence Allowances: Includes wedding gifts for employees and their children, childbirth subsidies, hospitalization condolence payments, and funeral assistance, to demonstrating EZconn's care for employees during significant life events. Departmental Meal Subsidies, Family Day, Year-End Banquets, and Employee Trips: Enrich employees' leisure experiences and enhance team cohesion. Holiday Appreciation: Key holidays such as Labor Day, Dragon Boat Festival, and Mid-Autumn Festival, EZconn provides cash gifts (or vouchers) and festive gift boxes to express our appreciation and care for employees. Affordable Meal Options: Employees have the option to subscribe to company-provided meals. With the majority of meal costs subsidized by EZconn, employees pay less than NT\$30 per meal, significantly reducing their dining expenses. Additionally, complimentary meals are provided for employees who work overtime, ensuring proper nourishment during extended working hours. Free Scooter Parking (Shangda Plant): At the Shangda facility, EZconn has designated dedicated parking areas for employees, providing convenient transportation support through complimentary scooter parking.



Flexible Working Hours and Transportation

- Flexible Working Hours:
 - » Daily Flexibility: Employees in non-production departments are offered a one-hour flexible window for check in and out, supporting a better balance between work and personal life.
 - » Special Event Consideration: On the day of the annual year-end party in early 2024, EZconn adjusted the work schedule by allowing employees to leave one hour earlier, ensuring that all team members could participate and enjoy the celebration.
- Transportation and Communication Equipment Support:
 - » Business Necessity Support: EZconn provides business vehicle access and mobile phone subsidies to support employees' travel and communication needs while on official duty."
 - » Shuttle Service for Migrant Workers on Year-End Banquet Day: To accommodate migrant workers, EZconn arranged dedicated shuttle transportation on the day of the year-end banquet, ensuring every migrant worker could participate in the event safely and conveniently. The measure reflects EZconn's commitment to attentive care and inclusivity for all employees.



Comprehensive Health Care and Insurance

- On-site Professional Nursing Services and Regular Visits from Occupational Physicians: provide employees with timely health assistance and expert consultation.
- Employee Health Center and First Aid Kits: Provided routine and emergency care needs.
- Regular Health Check-ups, Full Coverage of Employee Group Insurance, and Travel Accident Insurance for Business Trips: providing employees with comprehensive health protection and risk coverage.
- Subsidies for Employment-related Health Examination Fees and Employee Contributions to Labor and Health Insurance: alleviating the financial burden of health-related expenses for employees.
- Lactation Room for Female Employees: Provides a supportive and private environment to help female staff balance family and work responsibilities.



Employee Stock Ownership Trust, Employee Stock Ownership Plan, and Restricted Stock

- Employee Stock Ownership Trust:
With a history spanning 54 years, EZconn steady growth and legacy are deeply tied to the long-term dedication and contributions of our employees, especially seasoned staff members. To strengthen the concept of shared business success, motivate high-performing talent, secure retirement well-being, attract new talent, and enhance corporate competitiveness, as well as to appreciate employees' hard work and support their long-term financial planning and retirement stability, EZconn initiated the Employee Stock Ownership Trust program in 2023 and officially launched it in March 2024. Participating employees may voluntarily contribute monthly amounts in units of NT\$500, up to a maximum of 10% of their total salary. We have matches 50% of the employees' contributions, and both employee and company funds are jointly deposited into a dedicated trust account. This program not only encourages employees to save over the long term but also closely links their efforts with EZconn, jointly building a secure future.
- Employee Stock Ownership Plan at Cash Capital Increase:
Considering EZconn's operational development and the need to strengthen operating funds, the Board of Directors resolved in 2023 to conduct a capital increase by issuing new shares. In accordance with Article 267 of the Company Act, 15% of the total new shares issued—amounting to 1,395,000 shares—were reserved for subscription by company employees. The shares were credited to employees' custodial accounts on March 8, 2024. This initiative not only supports employees in wealth accumulation but also enhances the company's capital structure and facilitates strategic financial planning.
- Restricted Stock:
In response to intense talent competition, diverse reward and incentive mechanisms are necessary to attract and retain outstanding employees, thereby enhancing corporate performance. As the company continues to expand, the value of our employees will likewise increase. Following approval by the Board of Directors, the "Employee Restricted Stock Issuance Policy" has been announced and implemented for the first time in 2024.



Other Benefit

- Greater Benefits than law of Unpaid Leave: providing more flexible career options.
- Payroll Account Benefits and Corporate Partner Store Discounts: offering convenience and savings in daily life.
- EZconn's Employee Welfare Committee also plays an active role in enhancing employee well-being. Through a wide range of activities and subsidies—including annual company trips, holiday gift cash/vouchers, birthday gifts, year-end celebrations, wedding and funeral allowances, meal subsidies, discounts with partner merchants, scholarships, emergency assistance, club sponsorships, family day events, and company-branded T-shirts—the Committee ensures that welfare measures are both comprehensive and practical. These efforts reflect the Company's genuine care for every aspect of employees' lives.

Through these diverse and comprehensive welfare programs, EZconn fosters a workplace environment where employees enjoy physical and mental well-being, feel energized, and experience a strong sense of support and care.

Supporting National Fertility Policy

EZconn recognizes the importance of supporting employees in balancing their family responsibilities and career development. Through a comprehensive employee benefits system and a family-friendly workplace environment, we provide tangible assistance and support to employees with childcare responsibilities. While contributing to EZconn, they can also feel secure in accompanying their children through key stages of growth. By implementing the following concrete actions, EZconn is committed to creating a genuinely supportive and child-friendly workplace—enabling employees to enjoy family happiness while continuing to grow and develop professionally.

Maternity Allowance

EZconn provides a maternity allowance as a gesture of support and goodwill, celebrating the arrival of a new life and offering warmth and encouragement to employees during this important moment.

Parental Leave Support

EZconn offers comprehensive consultation services on parental leave, assisting employees in fully understanding their rights and the application process. We actively process parental leave requests to ensure that employees can take time off with peace of mind to care for their young children.

Resumption Encouragement Mechanism

EZconn strongly encourages and welcomes employees returning from parental leave, ensuring a smooth transition back to the workplace and continued career development.

Comfortable Breastfeeding Facilities

EZconn provides a standard-compliant lactation room equipped with complete amenities. Regular inspections and maintenance are conducted to ensure a clean, comfortable, and private environment, supporting employees in continuing breastfeeding.

Partnered Kindergartens

To further support employees with childcare needs, EZconn collaborates with partnered kindergartens to offer convenient and high-quality childcare services. This initiative helps ease parenting concerns, allowing employees to focus on their work with peace of mind.

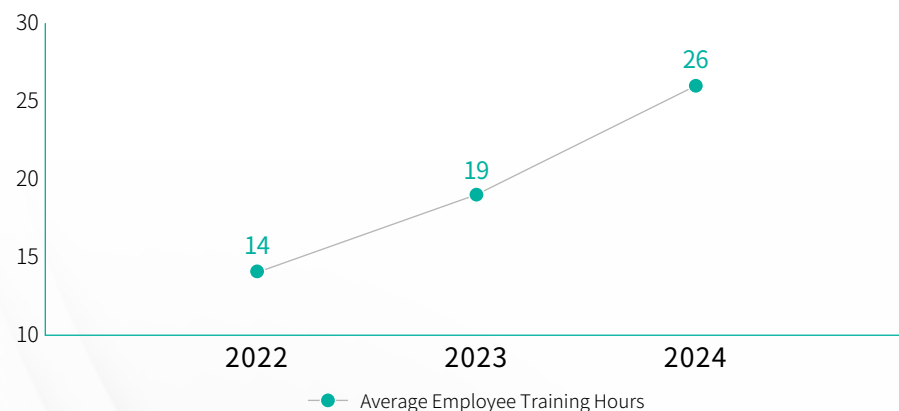
• Parental Leave Return-to-Work and Retention Overview

Item	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Employees eligible for parental leave	40	12	36	13	13	2
Employees who actually took parental leave	12	1	12	1	2	0
Number of employees scheduled to return from parental leave (A)	4	0	7	1	2	0
Number of employees scheduled and actually returned from parental leave (B)	2	0	5	1	0	0
Number of employees who returned from parental leave in the previous year (C)	2	0	2	0	5	1
Number of employees who returned from parental leave in the previous year and remained employed for at least one year (D)	1	0	2	0	5	1
Parental leave return-to-work rate (B/A)	50%	0%	71%	100%	0%	0%
Parental leave retention rate (D/C)	50%	0%	100%	0%	100%	100%

Talent Development: Embracing Change, Seizing the Future

EZconn believes that employees are the most valuable asset for sustainable corporate development. In response to the rapidly changing industry landscape and ever-evolving technological challenges, we continuously invest resources in employee professional development and skill enhancement. Through systematic training programs, EZconn aims not only to strengthen employees' professional expertise and adaptability but also to promote individual career growth, ensuring the company's sustained competitive advantage. The following section discloses EZconn's training investment over the past three years (2022–2024), categorized by employee gender and job position, demonstrating our commitment to broad-based talent development and support for diverse employee groups.

Average Employee Training Hours Increased Over the Past Three Years



• Training Hours by Gender & Position

Year	Category	Group	Training Hours	Number of Employees	Average Training Hours
2024	Gender	Male	5,237	176	30
		Female	5,853	249	24
	Total		11,090	425	26
	Position	Management	2,107	60	35
		Technical	6,943	308	23
		Administrative	2,040	57	36
2023	Total		11,090	425	26
	Gender	Male	4,165	189	22
		Female	4,012	238	17
	Total		8,177	427	19
	Position	Management	750	61	12
		Technical	5,726	303	19
		Administrative	1,701	63	27
2022	Total		8,177	427	19
	Gender	Male	2,691	199	14
		Female	3,243	236	14
	Total		5,934	435	14
	Position	Management	636	52	12
		Technical	4,208	318	13
		Administrative	1,090	65	17
2022	Total		5,934	435	14

Note: Correction of calculation error in the 2022 training data.

According to the 2024 training records analysis, EZconn has invested substantial resources in employee development. Notably, the total training hours for environmental protection, safety and health; general skills (include general education); and management and leadership categories reached 9,337 hours. This highlights our strong emphasis and commitment to these critical areas. Such focused investment ensures that training programs directly support EZconn's strategic goals and effectively respond to current industry demands.

• Top Three Categories of Annual Training with Hours

Category	Internal Training Hours	External Training Hours	Total Hours
Environmental Protection, Safety and Health	4,640	1,102	5,741
General Skills (include General Education)	2,219	6	2,225
Management and Leadership	1,362	9	1,371
Total			9,337

Facing the accelerated pace of global operations, the continuous evolution of regulations, and the rapid emergence of AI technologies, enterprises must strengthen regulatory compliance capabilities, stay abreast of international trends, and enhance organizational agility and decision-making capacity. These efforts are essential to maintaining stable growth in a highly competitive market and ensuring sustainable operations. In recognition of the critical role of talent, EZconn allocates substantial resources annually to plan diversified training programs. In 2024, EZconn invested in a new comprehensive training system aimed at elevating employees' professional competencies, reinforcing corporate governance, and implementing sustainable development practices. This measure not only ensures that all employees acquire the necessary knowledge and skills but also promotes adherence to the rapidly changing regulatory requirements and codes of conduct, thereby enhancing EZconn's overall competitiveness. The 2024 training efforts focus primarily on annual general education and annual key training, detailed as follows:

Annual General Education

Annually general education training programs for all employees include: Integrity management, prevention of improper benefits (include anti-corruption and anti-bribery), sexual harassment prevention, general occupational safety and health, workplace unlawful infringement prevention, emergency response drills, and fire safety drills. In addition, targeted training is provided for specific departments, covering topics such as prevention of ergonomic hazards and excessive workloads prevention, hearing protection, and hazardous chemical training. Each year, the core content of general education is updated to incorporate the latest regulatory developments, case studies, and reminders of key points employees should be aware of. For migrant workers, EZconn not only provides bilingual training materials but also engages professional interpreters to deliver training in the employees' native languages, ensuring that all domestic and foreign employees fully understand and comply with relevant regulations.

Furthermore, to strengthen corporate governance, EZconn has established a robust internal mechanism for the handling and disclosure of material information. In 2024, internal training on the newly implemented internal material information handling and insider trading prevention training was introduced to ensure the consistency and accuracy of information disclosed both internally and externally. This measure aims to prevent insider trading and to meet regulatory requirements and expectations.



Annual General Training

• Sessions and Attendance of Annual General Education

Course Title	Sessions	Attendance
2024 Internal Material Information Handling and Insider Trading Prevention Training	12	396
2024 Integrity Management Training	12	395
2024 Improper Advantage Prevention Training	12	395
2024 Sexual Harassment Prevention Training	12	395
2024 Workplace Unlawful Infringement Prevention Training	17	412
2024 General Occupational Safety and Health Training	18	416
2024 Fire Drill (H1 & H2)	6	656
2024 Hazardous Chemicals Training	4	293
2024 Ergonomic Hazards and Excessive Workload Prevention Training	2	50
2024 Hearing Protection Training	1	51

Annual Key Training

Certification Training

1. In 2024, EZconn actively encouraged employees to obtain professional certifications in response to the global net-zero trend and the Company's implementation of ISO 14064-1:2018 to strengthen expertise in carbon inventory. 25 selected employees participated in external training courses, including the "Introduction to Greenhouse Gas Net-Zero Carbon Inventory and Practical Basics" and the "Advanced Product Carbon Footprint Inventory" classes. Additionally, employees were encouraged to take the Ministry of Economic Affairs' "iPAS Net-Zero Carbon Planning Administrator (Junior Level)" certification exam. As of December 2024, a total of 11 employees have obtained the certification, achieving a pass rate of 44%. EZconn awarded a certification incentive bonus of NT\$3,000 per person.
2. To enhance employees' safety awareness and emergency response capabilities, a specialized training program titled "First Aid Personnel Safety and Health Training" was conducted in 2024. Each department was invited to nominate 1 to 2 employees to participate, resulting in a total of 23 trainees, including 2 Vietnamese employees. Among them, 19 obtained the "First Aid Personnel" certification, achieving a pass rate of 83%. Through this specialized training program, EZconn aims to establish an internal team equipped with professional first aid knowledge and skills, thereby creating a safer and more secure working environment for all employees.
3. To promote knowledge transfer and experience sharing in response to the rapidly changing global business environment, EZconn actively implemented an internal trainer training and certification program. This program aims to nurture talent, foster equitable learning opportunities, and establish an inclusive learning environment by identifying and developing employees with professional expertise and teaching enthusiasm to become valuable internal knowledge sharers. In 2024, EZconn engaged professional management consultants to conduct specialized training sessions, cultivating 11 trainers. 10 of these trainers successfully passed the qualification exam, achieving a certification rate of 91%.



iPAS Net-Zero Carbon Planning Administrator (Junior Level) certification



Annual Key Training

Management Competency Training

To meet the challenges of the AI era, enhance market share in the global market, and support the expansion of overseas subsidiaries, the annual key training also includes developing talents with international perspectives and cross-cultural communication skills. This program aims to help EZconn better understand and adapt to the demands of diverse markets. Accordingly, the 2024 training plan for management includes a series of programs such as “Leadership and Change Management,” “Innovative Thinking and Strategic Planning,” “Digital Transformation and Technology Management,” “Market Insights and Customer Relationship Management,” and “Teamwork and Communication Skills”.

Sustainable development is one of the most critical global issues of the 21st century. To implement sustainability from the top down, EZconn incorporated the United Nations' 17 Sustainable Development Goals (SDGs) into “Teamwork and Communication Skills” training. This program guided all managers in integrating ESG concepts into their responsibility—for example, improving supply chain management, reducing carbon emissions in production processes, and promoting environmentally friendly practices. These efforts reflect our solid progress toward advancing sustainability.

Furthermore, to strengthen corporate governance and ensure regulatory compliance, senior management—including directors, the corporate governance officer, the chief accounting officer, and the chief audit officer actively participate in continuing education programs each year in accordance with relevant regulatory requirements. These professional development initiatives not only enhance the latest knowledge in management and specialized fields but also ensure full compliance with legal and regulatory standards, thereby laying a solid foundation for the Company's sustainable and stable growth.



Teamwork and Communication Skills



Management Competency Training

Digital Transformation and Talent Training

In response to the rapidly changing era and the urgent need for digital transformation, EZconn has continued to invest significant resources in recent years to implement digital systems, ensuring sustained competitiveness in the market. This investment goes beyond enhancing operational efficiency—it is also aimed at strengthening corporate resilience and agility, enabling us to stay current and continuously deliver excellent service to our customers. The digital infrastructure introduced includes the implementation of three major systems:

1. ERP System – to optimize resource management and operational processes.
2. E-Approval System – to enhance administrative efficiency and decision-making speed.
3. Human Resources System – to improve the effectiveness of HR management.

Employees are the core driving force behind continuous innovation within EZconn. In light of the full-scale advancement of digital transformation and the rapid development of AI technologies, EZconn has taken proactive steps in talent development. In addition to offering a diverse range of training programs, we have made a significant investment in acquiring a new learning management system. Through this digital transformation, EZconn aims to provide employees with a more convenient, efficient, and personalized learning experience. The new system offers abounding online learning resources, flexible learning modes, and real-time progress tracking functions, ensuring that every employee can access new knowledge anytime, anywhere to tailor to their individual needs and career development paths. By integrating digital infrastructure with talent development initiatives, EZconn is fully activating our innovation engine, injecting strong momentum into long-term sustainable growth.

Performance Evaluation: Driving Individual Growth and Organizational Excellence

Performance evaluation is a key reflection of employees' growth and contributions. To implement a fair and consistent talent management system, EZconn enforces a comprehensive performance evaluation program with 100% coverage across all departments and job levels. This ensures that every employee receives clear and structured feedback to support their professional development. The system not only enhances organizational transparency but also safeguards employees' career advancement opportunities, fostering mutual progress between EZconn and our workforce.

Regular performance evaluations are conducted twice a year, in July and January. Evaluation criteria are flexibly adjusted according to job functions, and primarily include:

1. Goals and Work Plan Execution: Evaluates employees' achievement of predefined objectives.
2. Overall Job Performance: Assesses multiple dimensions, including work quality, efficiency, and collaboration skills.
3. Individual Development Plan: Tracking progress in career development and skill enhancement.
4. For entry level production employees, performance evaluations are primarily based on overall job performance to ensure relevance and fairness in the assessment process.

Annual performance evaluation results are ranked from highest to lowest based on scores, with clearly defined distribution principles in place to ensure transparency and fairness in the assessment process. These scores and corresponding ratings serve as key references for year-end bonus allocation and annual salary adjustments, directly linking employee contributions to tangible rewards.

Furthermore, to ensure that new employees smoothly integrate into their teams and demonstrate their potential, EZconn has established a new employee evaluation procedure. Department head conduct a fair, impartial, and objective comprehensive assessment based on the new employee's job performance, cooperation, attendance, and other relevant factors during the probationary period. Before the probation period ends, supervisors are required to complete the "new employee probation completion evaluation form" along with related training management documents and submit them to the human resources department for processing formal employment or termination procedures. This mechanism aims to provide clear growth guidance for new employees and ensure the quality of talent acquisition.

4.2 Community Engagement

EZconn firmly believes that businesses should not only pursue commercial success but also make a contribution to society, serving as a driving force for positive change. This conviction is deeply embedded in EZconn's corporate culture and operational strategies. Through comprehensive policy support and diverse practical initiatives, we encourage all employees to actively participate in public welfare activities, extending our influence to all corners of society and jointly building a better and more sustainable future.

Policy Support

From Concept to Action: Institutionalizing Corporate Social Responsibility

Guided by the belief in proactively contribute to society, EZconn provides concrete policy support to encourage employees to engage in public welfare. Each year, employees are granted two days of volunteer leave, empowering them to dedicate their skills and passion to volunteer services and bring light to every corner of society. In addition, EZconn actively promotes participation in charitable and volunteer activities through various channels, including the Employee Welfare Committee and internal clubs. By investing time and action, employees collectively turn compassion into a positive force for social change.

Taking Action: Small Efforts, Great Change

Employee Care: Mutual Support among Colleagues

In 2024, EZconn continued to deepen our commitment to employee care by responding urgent request from employee. The Employee Welfare Committee received two applications for emergency assistance, both of which were handled appropriately in accordance with established procedures. Notably, in one of the emergency cases, not only the official relief grant provided by the Welfare Committee, we also initiated an internal fundraising campaign. With enthusiastic participation and generous contributions from employees, the affected colleague received timely support to overcome the hardship. This collective act of compassion reflected the strong sense of solidarity and mutual care among colleagues. It was not only a gesture of material support but also a source of emotional encouragement—demonstrating the warm, family-like atmosphere that defines the EZconn culture.

Public Engagement: Celebrating and Contributing as One

During the 2024 Mid-Autumn Festival, EZconn prioritized not only quality and thoughtfulness in selecting festive gifts but also integrated a spirit of social responsibility. After a thoughtful selection process, we partnered with a well-known local bakery to support its mid-autumn charity gift box program, which pledged to donate a portion of the proceeds to charitable organizations in support of disadvantaged groups. A total of 1,020 gift boxes were ordered and distributed to employees, domestic and international clients, as well as business partners, as a gesture of seasonal gratitude and goodwill. This initiative also supported local culture and Taiwanese agricultural products. More importantly, EZconn transforms each gift box into an act of goodwill. By joining hands with the vendor, EZconn helped bring hope to disadvantaged communities—turning a festive tradition into a meaningful act of giving.

Supporting Judicial Reform: Advancing Social Justice

EZconn has always regarded the promotion of social justice and the protection of human rights as core aspects of our corporate social responsibility. In 2024, EZconn was honored to donate one million TWD to the Judicial Reform Foundation, demonstrating concrete support for its ongoing efforts in judicial reform, public interest advocacy, and the safeguarding of human rights. The donation will be used to support the Foundation's core initiatives, including legal aid services, public policy advocacy, and human rights protection. We believe that through this support, it can contribute to improving Taiwan's judicial environment and ensure that all citizens regardless of background, to have equal, transparent, and fair access to justice. EZconn recognizes that human rights are the fundamental of societal progress, and that protecting citizens' basic rights is a vital component of corporate responsibility. This donation not only reflects EZconn commitment to social responsibility but also demonstrate our dedication to upholding human rights. Looking ahead, EZconn will continue to uphold our core value of “giving back to society,” actively engaging in public welfare and human rights initiatives, and working hand in hand with all sectors to build a more just, harmonious, and human rights-respecting society.



Certificate of Appreciation from the Judicial Reform Foundation

Industry-Academia Collaboration: Illuminating the Future of Youth

EZconn believes that businesses are not only engines of economic development but also key drivers of social progress. In response to national exhortation for industry-academia collaboration, EZconn actively engages in diverse cooperative models aimed at nurturing young talent, bridging the gap between academia and industry, and extend to frontier technology research and development. Through these efforts, EZconn contributes meaningfully to both societal well-being and industrial intensify.

By fostering deep partnerships between industry and academia, EZconn leverages a variety of approaches, including strategic technological collaboration, student internships, workplace immersion programs, and mentorship by industry professionals, to enhance students' practical skills and innovative thinking. These initiatives are designed to address both the evolving needs of the industry and the employment challenges faced by today's youth. This dual-benefit approach not only enables EZconn to identify and cultivate potential future talent, but also equips students with early exposure to workplace environments, operational practices, and broader employment trends. As a result, students are empowered to make informed career decisions, proactively strengthen their knowledge and skill sets, and seamlessly transition into professional roles with greater readiness and confidence.

Development of the Silicon Photonics Industry

To stay at the forefront of emerging technologies and promote collaborative innovation across the industrial value chain, EZconn actively participates in the SEMI Silicon Photonics Industry Alliance and the Heterogeneously Integrated Silicon Photonics Alliance established by PIDA. Through involvement in industry seminars and technical forums, we engage with industry partners and academic institutions to explore cutting-edge technologies, exchange knowledge, and drive the advancement and application of silicon photonics. These efforts contribute to the continued transformation and upgrading of the optoelectronics industry in Taiwan and across the globe.



Source of Photo:
Industrial Development Administration, Ministry of
Economic Affairs

Supporting Youth Career Readiness and Promoting International Talent Exchange

1. One-Day Workplace Experience Program of National Taipei University Department of Social Work:

On November 20, 2024, EZconn offered two positions for students to participate in a one-day workplace experience program. Guided by designated mentors, students were able to observe and engage with departmental operations, helping them explore their professional interests and better prepare for future career transitions. At the same time, their participation brought fresh perspectives into EZconn, embodying the spirit of industry-academia collaboration and contributing to the cultivation of the nation's next generation of professionals.

2. Internship Program for International Students of Taipei University of Marine Technology:

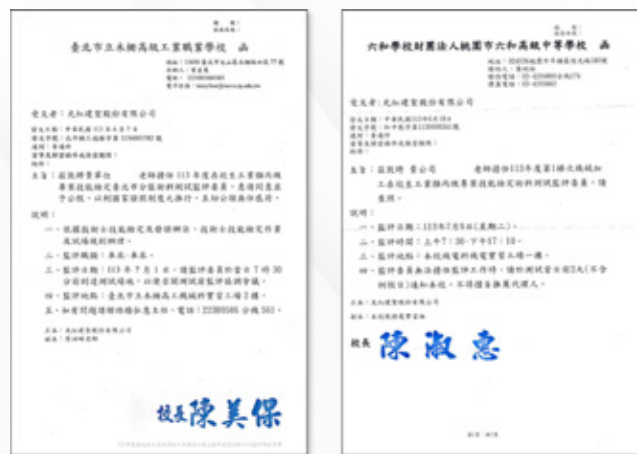
In support of international talent development and exchange, EZconn collaborated with the Department of Air and Sea Logistics and Marketing Management at Taipei University of Marine Technology (Tamsui Campus) to launch an internship program. Following several months of discussion, a consensus was reached, and on August 1, 2023, we officially welcomed three Filipino students as full-time employees under a program that complies with both labor and educational regulations. The internship period extends through their graduation on July 31, 2024. This initiative aims to foster mutual understanding and personal growth through hands-on professional experience. It not only enhances Taiwan's efforts in nurturing international talent but also provides timely support for workforce needs. Whether the students choose to continue their careers with EZconn, pursue opportunities elsewhere in Taiwan, or return to work at our overseas facilities, the program creates a mutually beneficial outcome for all parties involved.



Certificate of Appreciation of One-Day Workplace Experience Program of National Taipei University Department of Social Work

Technical and Vocational Talent Development: Bridging the Gap Between Education and Industry

EZconn actively responds to and supports the "Private Sector Training Strategy Alliance Program Based on Competency Standards" promoted by the Skill Evaluation Center of the Workforce Development Agency, Ministry of Labor. In 2024, senior professional manager from EZconn use of company-sponsored volunteer leave to contribute his expertise to educational institutions. Specifically, he served as skill evaluation assessors for two technical examinations: one for lathe operation at Taipei Municipal Muzha Vocational High School, and another for the Class-C Machining Technician Practical Test at Lio Ho High School. By involving experienced industry professionals in vocational skill assessments, EZconn aims to bridge the gap between education and employment, promoting the integration of academic learning, practical training, and industry needs. This initiative reflects a high level of collaboration between the education sector and the industrial sector in talent cultivation. It enables the development of a new generation of technical professionals who are job-ready and aligned with current industry demands. Through such diverse industry-academia collaborations, EZconn fulfills our corporate social responsibility by contributing to the advancement of youth development, technical and vocational education, and innovation in forward-looking technologies in Taiwan.



Official Letter for Appointment as an Examiner for the Practical Skills Test in Lathe Operation at Muzha Vocational High School and Class-C Machining Technician Practical Test at Lio Ho High School

4.3 Environmental and Occupational Safety and Health

Environmental and Occupational Safety and Health Policy

EZconn's Environmental, Safety and Health Policy is formulated in accordance with the Occupational Safety and Health Act. Since 2014, we have implemented the ISO/CNS 45001:2018 Occupational Health and Safety Management Systems and have successfully maintained annual certification. EZconn is committed to providing safe and healthy working conditions while fully complying with occupational safety and health laws and relevant regulations. We actively work to eliminate hazards and reduce environmental and occupational safety and health (EOSH) risks, continuously enhancing risk prevention mechanisms. Additionally, we promote open communication and participation among employees regarding EOSH matters. Our ultimate goal is to achieve zero workplace accidents, and we continuously strive toward creating a safer and healthier working environment for all.



ISO 45001 Certificate

EZconn's Environmental, Safety and Health Policy

1. Comply with and fulfill all applicable environmental and occupational safety and health regulations.
2. Implement the environmental and occupational safety and health management system.
3. Full employee participation and strive for a low-pollution environment.
4. Promote the EOSH management cycle and pursue continuous improvement.
5. Prevent accidents, illnesses, and injuries, and promote overall health

EZconn has also established a comprehensive EOSH management system to ensure the protection of employees' safety and well-being while fulfilling our corporate environmental responsibilities, thereby contributing to the creation of a sustainable future.

Safety and Health Work Rules	Establishes standardized safety behaviors and procedures for daily operations to ensure employees follow defined guidelines while performing their tasks.
Safety and Health Planning Regulations	Systematically plans, implements, inspects, and improves safety and health activities to ensure their continued effectiveness.
Environmental and Occupational Safety and Health Laws and Requirements Regulations	Ensures that all operational activities fully comply with the latest environmental and occupational safety and health regulations.
Emergency Preparedness and Response Regulations	Establishes comprehensive emergency response plans and protocols to minimize the impact of disasters.
Environmental Review and Aspect Impact Assessment Working Regulations	Conducts regular assessments of potential environmental impacts from operations and implements necessary improvement and control measures.
Health Regulations	Focuses on employees' physical and mental well-being by providing essential health promotion and protection measures.
Environmental and Occupational Safety and Health Committee Organization and Meeting Regulations	Through labor-management collaboration, continuously reviews and enhances workplace safety and health management.

Environmental and Occupational Safety and Health Management System

To continuously enhance environmental and occupational safety and health management, EZconn's production sites follow the PDCA (Plan-Do-Check-Act) management cycle. This approach identifies potential hazards, risks, and opportunities for improvement across operations, environments, systems, and procedures. Preventive and corrective measures are proactively planned and implemented to ensure effective risk management. The current management system covers both the Shangda Plant and the Head Office, it applies to relevant stakeholders, including employees, suppliers, and contractors.

To address unsafe machinery, equipment, and operational processes, EZconn adopts a hierarchy of controls including elimination, substitution, engineering controls, administrative measures, and the use of personal protective equipment (PPE) to effectively enhance workplace safety. In parallel, tools such as 5S management, near-miss reporting, suggestion and improvement systems, hazard identification, and risk assessments are integrated into daily operations. Priority is given to high-risk or high-priority issues to reduce occupational hazards, such as ergonomic risks, repetitive musculoskeletal injuries, and stress-related risks stemming from shift work, night shifts, and extended working hours. In addition, before each annual external audit, all production sites conduct internal audits to independently review the implementation of EOSH practices. This ongoing management cycle drives the effective execution and continuous improvement of EOSH action plans across the organization.

Specific Measures

EZconn proactively identifies potential sources of harm, illness, property loss, or environmental damage in the workplace through our Environmental and Occupational Safety and Health Hazard Identification and Risk Assessment Procedures. Each department is responsible for conducting both routine and non-routine risk assessments annually, following a structured approach. For risks identified through these assessments, we implement tiered risk control and improvement measures. When necessary, risk mitigation meetings are convened to further address and manage high-priority issues. In the event of an incident, EZconn promptly initiates accident investigation, analysis, and handling procedures, followed by the development of preventive measures. These actions aim to contain the impact of the incident, reduce potential losses, and prevent recurrence.

EZconn implements workplace hazard and risk control through the PDCA (Plan-Do-Check-Act) management cycle. Each year in the fourth quarter, the Occupational Safety and Health Office convenes a meeting with department-level supervisors to jointly discuss and formulate the improvement plan for environmental and occupational health and safety facilities for the following year.

Plan: Hazard Identification and Risk Assessment

1. Hazard Identification

EZconn proactively identifies potential sources of workplace hazards that may cause injury, including improper human operation, mechanical equipment malfunctions, material handling, working environment conditions, and procedural design. To reduce risks and prevent occupational accidents, all new employees are required by law to undergo a minimum of three hours of general occupational safety and health training on their first day. This training ensures they understand potential hazards in the workplace and the corresponding safety measures they must take. In accordance with Articles 18 and 25 of the Occupational Safety and Health Act, we also explicitly safeguard employees' right of withdrawal from dangerous work situations. Employees are protected from dismissal, reassignment, wage deduction, or any other unfavorable treatment for exercising this right. To date, there have been no cases in which employees have been penalized for reporting safety concerns or exercising their right of withdrawal from unsafe work conditions.

2. Risk Assessment

Risk assessment is conducted following hazard identification and serves to further analyze the potential impact of each identified hazard. EZconn defines risk levels based on two key factors: likelihood and severity. Likelihood refers to the probability that a specific hazard will lead to an incident or result in a loss; severity assesses the extent of potential harm to personnel, equipment, or the environment if the incident occurs.

Risk assessment steps:



Do: Risk Controls

Based on the results of the risk assessment, EZconn implements a series of risk control measures following the hierarchy of hazard control:

Elimination

Completely remove the hazard source.

Substitution

Replace hazardous materials or methods with safer alternatives.

Engineering Controls

Reduce risk through design modifications or equipment improvements.

Administrative Controls

Establish safety procedures, provide training, and implement shift rotations.

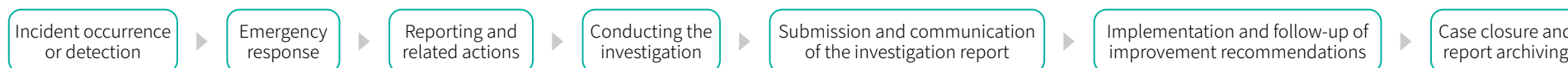
Personal Protective Equipment (PPE)

Provide protective gear as the last line of defense.

Check: Incident Investigation and Analysis

To establish a comprehensive incident management mechanism, EZconn conducts investigations and analyses of all incidents, including near-misses. Through a systematic investigation process, root causes are identified, and effective preventive and corrective measures are proposed to prevent incident escalation, minimize operational losses, and reduce risks to personnel.

Incident Investigation Process:



A “near miss” refers to an event that, while not causing actual harm to people, equipment, or the environment, carries potential risks. Such incidents are closely linked to formal investigations and serve as a critical reference for preventing future accidents. To strengthen risk awareness and encourage proactive reporting, EZconn has established a “Near-Miss Reporting Incentive Program,” which motivates employees to identify potential hazards and suggest improvements—further embedding a culture of participation and continuous improvement in occupational safety.

In 2024, a total of three near misses were reported proactively, and one was reported reactively. Cases included issues such as hydraulic forklifts lacking protective measures and light fixtures falling. For each potential risk, EZconn promptly implemented corrective actions, such as replacing all light fixtures and installing protective guards, while reinforcing employees’ on-site safety awareness to prevent future incidents.

Act: Developing and Implementing Improvement Plans

Based on the findings of the incident investigation, EZconn will implement corrective and preventive measures. In 2024, the completion rate of the environmental and occupational safety and health facilities improvement plan reached 70%. All outstanding items have been scheduled for completion in 2025. To prevent major disaster, reduce property loss and casualties, and minimize social costs, we implement strict management over the types, classifications, and regulatory thresholds of public hazardous materials. In 2025, we plan to reduce the storage volume of cutting oil by phasing out all large oil tanks and replacing them with two 1-ton tanks. At the same time, we will lower the storage levels of various hazardous substances, with the goal of bringing the control multiple for hazardous materials down to below 1.0.

• Environmental and Occupational Safety and Health Facilities Improvement Plan

Improvement Category	Completed Items	Incomplete Items
Machine Equipment Safety Protection	5	2
Public Hazardous Material Management	0	1
Work at Height and Fall Protection	1	0
Noise Control Engineering Improvements	1	0

Description of Penalty Cases

On September 27, 2024, the Labor Standards Inspection Office conducted an inspection at EZconn's Shangda Plant and found that a forklift operator had failed to wear a seatbelt as required. This constituted a violation of Article 116, Paragraph 14 of the Occupational Safety and Health Facilities Regulations, as well as Article 6, Paragraph 1 of the Occupational Safety and Health Act. As a result, we authority imposed a fine of NT\$30,000. EZconn took this incident very seriously and promptly initiated an investigation and corrective action process in accordance with the PDCA (Plan-Do-Check-Act) management cycle. The response began with the completion of all necessary documentation, followed by a root cause analysis focused on personnel management and operational behavior. Subsequently, response measures and an improvement plan were formulated to prevent recurrence of similar violations, ensure worker safety, and reinforce the implementation of occupational safety and health management. The following outlines the specific response measures and improvement actions:



Worker Participation, Consultation and Communication in EOSH

Environmental and occupational safety and health constitute fundamental pillars of corporate culture and are core elements for achieving sustainable operations. Among these, worker participation, consultation, and communication are the three key mechanisms for building a safe workplace. Through the effective implementation of these mechanisms, a safe, healthy, and efficient working environment can be jointly established, thereby enhancing organizational resilience and employee well-being. In response, EZconn has established the following mechanisms:

Environmental and Occupational Safety and Health Committee

In accordance with the Regulations of Occupational Safety and Health Management, EZconn has established an Environmental and Occupational Safety and Health Committee. A management representative is appointed by CEO to lead the committee, which convenes quarterly. The committee consists of 15 members, with labor representatives accounting for more than one-third of the total. Responsibilities of the committee members include providing recommendations on EZconn's proposed EOSH policies; reviewing, coordinating, and advising on various safety and health related matters; and identifying necessary improvements to operational procedures. Meeting minutes are published on our internal network after each session and are accessible for review at any time.

Employee Participation in Occupational Incident Investigations

EZconn encourages employees to actively participate in the analysis of incident causes and the follow-up of corrective actions. Occupational incident investigations are no longer solely the responsibility of management, but rather a collaborative learning and growth process for all employees. This participatory approach helps prevent future incidents and contributes to a reduction in the overall incident rate.

Consultation on Management of Change (MoC)

Changes such as equipment upgrades, process modifications, chemical substitutions, organizational restructuring, and the introduction of new technologies may have an impact on employees. EZconn engages in consultation and communication through committees or departmental meetings to address these potential impacts. Employees are encouraged to actively participate in discussions. In addition, clear explanations are provided regarding appropriate responses in the event of accidents or emergencies following the implementation of such changes.

Consultation and Communication on the Selection of Personal Protective Equipment (PPE)

Selecting comfortable, properly fitted, and non-obstructive protective equipment significantly increases employees' willingness to wear it, thereby ensuring its protective effectiveness. In contrast, PPE that is unsuitable or uncomfortable is often set aside or worn incorrectly, rendering it ineffective. To minimize unnecessary waste, EZconn collects feedback from trial users—including their experiences, identified strengths and weaknesses, and suggestions—prior to procurement.

Occupational Safety and Health Training

In accordance with the Occupational Safety and Health Education and Training Rules, EZconn implements relevant training programs for various employee groups, including new hires, current employees, personnel undergoing job transfers, and those operating hazardous machinery or engaged in dangerous or specialized tasks. Training arrangements include external training for license or certification acquisition, legally required periodic refresher courses, and internal training programs to ensure employees are familiar with operational procedures and equipped with appropriate safety knowledge and risk awareness. Training courses include new employee occupational safety and health training, general education of hazard, ergonomic hazards and excessive workload prevention training, sexual harassment, integrity management, improper advantage, workplace unlawful infringement, and emergency response drills (e.g., earthquake and fire drills). Through continuous and systematic training mechanisms, EZconn strengthens employee awareness and behavior regarding workplace safety, thereby fostering a safe, healthy, and respectful working environment.



Occupational Health Services and Health Promotion

1. Health Examination and Consultation Services

EZconn places high importance on employee health management. Upon onboarding, new employees are required to submit a physical examination report in accordance with regulations. Furthermore, exceeding legal requirements, we provide annual health checkups for all in-service employees. Based on the results of these checkups and in accordance with the Regulations of the Labor Health Protection, occupational health nurses coordinate with contracted physicians to provide onsite services and health education tailored to the characteristics of each plant's workforce size and operational risk. Follow-up consultations and improvement measures are conducted to actively safeguard employees' physical and mental well-being. For employed migrant workers, EZconn complies with the Regulations Governing Management of the Health Examination of Employed Aliens, arranging required health examinations at designated medical institutions within 30 days before or after the 6th, 18th, and 30th month from the effective date of the employment permit. This ensures that the health rights of migrant workers are also well protected. The following outlines EZconn's 2024 achievements in creating a healthy workplace:

(1) General and Special Health Examinations

- Number of General and Special Health Examinations participants

Item		Male	Female	Total
Taiwanese Employees Health Examination	General Health Examination	144	139	283
	Noise Exposure Examination	54	21	75
	Ionizing Radiation Exposure Examination	3	0	3
Vietnamese Employees Health Examination	General Health Examination	27	125	152
	Noise Exposure Examination	20	33	53

Note 1: The 2024 employee health examinations were conducted in October 2024. The number of local employees actively employed in that month was 283.

Note 2: Health examinations for migrant workers were conducted in accordance with the Regulations Governing Management of the Health Examination of Employed Aliens.

Note 3: Newly hired migrant workers undergo health examinations upon entry and again after completing six months of employment. Therefore, migrant workers who joined in the first half of the year receive two health examinations within the same calendar year.

(2) Conducted 12 Onsite Physician Service

- Onsite Physician Service Consultations Summary

Item	Number of Participants
Health Consultation	35
Maternity Protection	5
Musculoskeletal	11
Excessive Workload	33
Return-to-Work Assessment	2
Total	86

(3) Health information is promoted monthly through the internal website and email communications.

2. Occupational Health Risk Management and Proactive Care Measure

EZconn integrates annual health examination program with the implementation of four key occupational safety and health care initiatives, supported by corresponding questionnaire surveys. These surveys aim to gain deeper insight into employees' health risks, workload conditions, and working environment. The results serve as the basis for initial assessments and targeted care. Where necessary, contracted physicians are arranged to provide health consultations. The initiatives include:

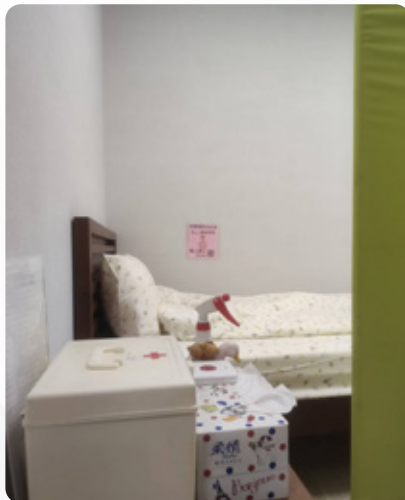
- Ergonomic hazard prevention program
- Prevention of diseases triggered by excessive workload program
- Prevention of workplace unlawful infringement program
- Maternity health protection program (activated immediately upon notification of pregnancy)

Through forward-looking risk assessments and responsive intervention mechanisms, EZconn is committed to fostering a safe, secure, and empathetic working environment.

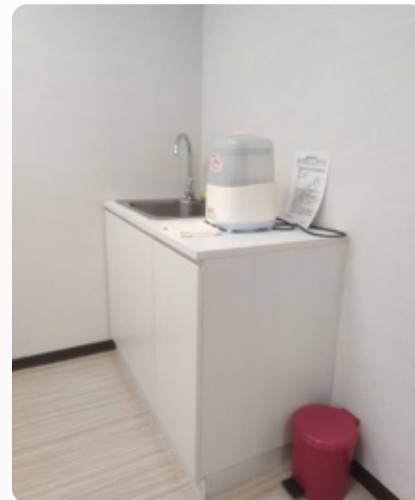
3. Lactation Room and Health Room

In accordance with relevant regulations, EZconn has established accessible lactation rooms that provide a safe, private, and hygienic environment for breastfeeding and milk expression. These facilities support postpartum employees in continuing to breastfeed while balancing work and family responsibilities, thereby fostering a gender-friendly and inclusive workplace.

EZconn has also established health rooms in compliance with applicable laws, taking into account the scale, distribution, operational risks, and number of employees at each worksite. These rooms are equipped with an adequate supply of first-aid medications and medical equipment and are staffed by full-time occupational health nurse. Health rooms are available for employees, visitors, and contractors who require short-term rest due to discomfort or basic first-aid treatment in the event of minor injuries. To further strengthen emergency response capabilities, first-aid kits are installed throughout operational areas within the facilities. All medicines and equipment are selected and reviewed by occupational physicians or nurses, and designated personnel are assigned to conduct regular inspections. Any shortages, contamination, or expiration of medical supplies can be promptly reported to the occupational safety and health office for immediate replenishment or replacement, ensuring that all medical resources remain safe, effective, and readily available.



Health Room



Lactation Room

4. Contractor Safety Management

EZconn regards contractors as key partners in our operations. To ensure occupational safety during their work on EZconn's premises, a series of management measures are implemented in accordance with relevant laws and regulations. These include incorporating safety requirements into contract terms, conducting hazard communication briefings prior to site entry, and providing safety supervision and training to ensure that contractors fully understand potential risks in the work environment and the appropriate response measures. In addition, we conduct irregular safety inspections. If any irregularities or deficiencies are identified, the responsible department or personnel will be notified to initiate corrective actions.

- Relevant Measures of Prevention and Mitigation of EOSH Impacts Directly Linked by Business Relationships

Phase	Relevant Measures
Pre-Operation	<ul style="list-style-type: none"> • The contracting department must complete the basic information on the contractor safety work permit and notify the occupational safety and health office to identify hazards and determine necessary preventive and control measures, such as protective equipment, personal protective gear, equipment safety inspections, required licenses, and personnel training. • The contracting department shall inform the contractor of the working environment, potential hazards associated with the site and tasks, relevant occupational safety and health regulations, and the required safety measures. • Contractors must sign the contracted work hazard notification form, which must be reviewed and approved by the occupational safety and health office before work.
During Operation	<ul style="list-style-type: none"> • Contractors are required to conduct daily inspections in accordance with the contractor safety work checklist and submit the completed checklist to the contracting department upon project completion. • The contracting department must review the checklist daily to ensure that the inspections are being carried out effectively and are properly documented. • If hazardous chemicals or high-risk equipment are used during the work, contractors must implement strict protective measures and provide safety training to their workers.
Post-Operation	<ul style="list-style-type: none"> • At the end of each workday, the following must be confirmed: • The construction area has been properly maintained in accordance with 5S principles, including proper removal of waste and organization of materials. • To prevent fire hazards, paints, solvents, oils, and contaminated items such as gloves and rags must be removed from the site. • Garbage and waste are disposed of in accordance with company regulations.

Occupational Injury

EZconn continues to systematically collect, analyze, and manage occupational incident data across all sites to support occupational safety improvements and risk prevention strategies. In 2024, the total number of working hours reached 876,619. During this period, one occupational injury occurred, with no fatal incidents reported. The incident involved a finger injury sustained by an employee while operating a manual punch press. Immediate first aid and response measures were taken, and engineering improvements were completed on April 23, 2024, to prevent recurrence. To further enhance workplace safety, EZconn reviewed the incident internally and implemented corrective and preventive actions, including improvements to equipment operating procedures and ongoing reinforcement of safety awareness through communication efforts. In addition, a contractor management system has been established, in recent years, no occupational injuries have been reported among non-employee workers.

• Occupational Injury Statistics

Year	Total Hours Worked	Number of People	Lost Days	Disabling Injury Frequency Rate (FR)	Disabling Injury Severity Rate (SR)	Frequency–Severity Index (FSI)
2022	830,163	1	1.5	1.205	1.807	0.047
2023	776,333	0	0	0.000	0.000	0.000
2024	876,619	1	3	1.141	3.422	0.062
Average	827,705	0.67	1.5	1.857	1.711	0.059
Industry Peer				2.280	179.000	0.640

Note 1: The number of people refers to the total number of casualties resulting from occupational injuries.

Note 2: Lost days represent the total number of days employees are temporarily unable to work due to occupational injuries, including actual workdays, Sundays, rest days, or shutdown days, but excluding the day of injury and the day of return to work.

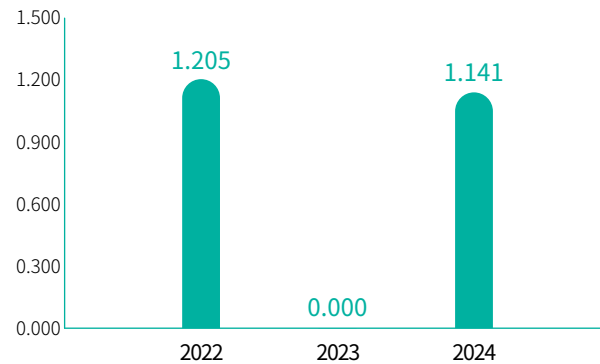
Note 3: Disabling injury include both permanent partial disability and temporary total disability. EZconn has so far only recorded cases of temporary total disability, defined as incidents where the injured person has neither died nor suffered a permanent disability, but is unable to continue their regular work and must leave the workplace, resulting in lost work time of more than one day (including Sundays, holidays, or company shutdown days), during which they are temporarily unable to resume work.

Note 4: Disabling Injury Frequency Rate (FR) is calculated as $(\text{Times of Disabling Injury} \times 10^6) / \text{Total hours worked}$.

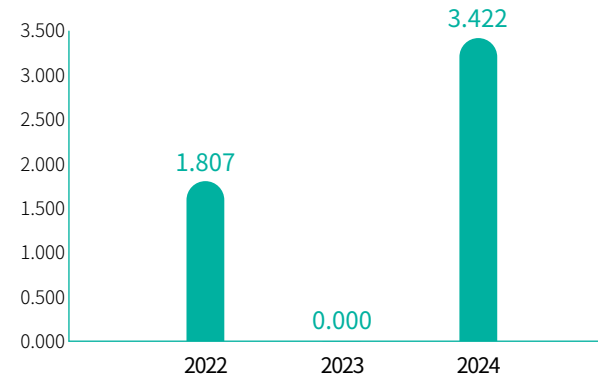
Note 5: Disabling Injury Severity Rate (SR) is calculated as $(\text{Total lost days} \times 10^6) / \text{Total hours worked}$.

Note 6: Frequency–Severity Index (FSI) is calculated as $\text{SQRT}((\text{FR} * \text{SR}) / 1000)$.

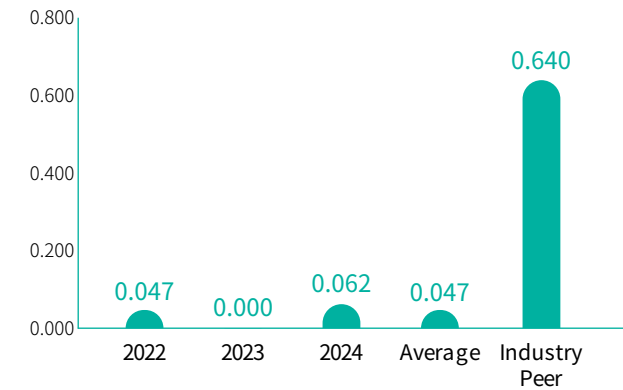
FR Over the Years



SR Over the Years



FSI Over the Years



Occupational Disease

In 2024, there was one reported case of hearing loss (classified as Grade 4) caused by noise exposure. Upon identification, EZconn promptly arranged for a follow-up medical examination and necessary medical assistance for the affected employee. Additionally, occupational safety and health personnel collaborated with specialized occupational medicine physicians to develop corrective measures. EZconn also initiated a hearing protection program, providing adequate protective equipment, and commits to annually monitoring the employee's hearing status. Furthermore, EZconn will continue to supervise and ensure the correct and consistent use of electronic noise-cancelling earmuffs by all relevant personnel to mitigate occupational noise-induced hearing loss.





CHAPTER

5

Environment

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5.1 Climate Change

To address the financial risks and opportunities associated with climate change, EZconn has referred to the IFRS S2 Climate-related Disclosures framework and plans to formulate a Climate-related Disclosure Policy (IFRS S2 Policy) between 2024 and 2025, with formal implementation scheduled for 2026. This initiative aims to strengthen EZconn's climate risk management capabilities, ensure the resilience and competitiveness of sustainable operations, and respond to stakeholders' expectations regarding climate-related information disclosure.

Governance

Establish a clear climate-related governance framework to ensure the integration of climate risks and opportunities into corporate decision-making.

Board Responsibilities

1. The Board of Directors holds ultimate oversight responsibility and regularly reviews EZconn's climate risk assessment results, carbon reduction progress, and ESG target achievements. Climate-related issues are incorporated into decision-making processes, including capital expenditures, product development, and supply chain strategies.
2. The Board of Directors have established the Corporate Sustainability Committee, under which the Climate Change Group is formed to lead and implement the assessment of climate-related risks and opportunities, corresponding response measures, and related targets and indicators.
3. Members of the Climate Change Group are required to possess knowledge of climate change or to have received relevant training.

Management Responsibilities

1. CFO (Corporate Governance Officer) to be responsible for the implementation and coordination of climate-related policies.
2. Clearly define the responsibilities of each department in managing climate risks and opportunities. For example, the production department is responsible for improving energy efficiency; the R&D department is tasked with developing low-carbon products; and the procurement/supply chain department oversees green supply chain management.
3. Integrate climate change considerations into existing operational management processes and performance evaluations.

Strategy

Assess the actual and potential impacts of climate change on the EZconn's short-, medium-, and long-term business operations, strategies, and financial planning, and formulate appropriate response strategies.

Climate Scenario Analysis

1. Conduct analysis using at least two representative climate scenarios, such as a below 2° C warming scenario (Transition Risk) and a 4° C or higher warming scenario (Physical Risk).
2. Analyze the impacts of each scenario on EZconn's core businesses (e.g., RF connectors, OP components), including product design and manufacturing, supply chain resilience, operating costs, and market opportunities.

Identification of Climate-related Risks and Opportunities

1. Transition Risks

- (1) Policy:
Carbon taxes, emission limits, stricter environmental regulations, and the Carbon Border Adjustment Mechanism (CBAM).
- (2) Market:
Growing customer demand for low-carbon products and green supply chains, as well as competition from environmentally friendly new products.
- (3) Technology:
High emissions from outdated processes, the need for significant R&D investment to support transformation, and the adoption of green manufacturing technologies.
- (4) Reputation:
Failure to effectively respond to climate change may result in reputational damage and divestment by investors.

2. Physical Risks

- (1) Acute:
Assess the impact of climate change events—such as extreme weather, flooding, typhoons, and heavy rainfall—on facilities, supply chains, and logistics (e.g., production shutdowns, equipment damage, transportation disruptions). Given EZconn's coastal location, it is essential to evaluate the risks posed by sea level rise and typhoon activity to production lines.
- (2) Chronic:
Evaluate the long-term effects of rising temperatures on equipment efficiency and working conditions for employees, as well as the impact of water scarcity on manufacturing processes.

3. Climate-related Opportunities:

- (1) Resource Efficiency:
Improve energy efficiency and implement water recycling to reduce operational costs.
- (2) Energy Sources:
Adopt renewable energy sources (e.g., solar, wind power) to lower carbon emissions and purchase green electricity.
- (3) Products and Services:
Develop low-carbon and environmentally friendly products to meet growing demand for green solutions and create new business opportunities.
- (4) Market Expansion:
Build long-term partnerships with customers who share a commitment to sustainability.
- (5) Climate Resilience:
Strengthen supply chain resilience to minimize losses caused by climate-related impacts.

Risk Management

Integrate climate risk and opportunities management into EZconn's overall risk management process.

Risks and Opportunities Identification

1. Conduct regular climate risk inventories, covering Scope 1, Scope 2, and Scope 3 emission sources.
2. Integrate with operational processes to identify potential physical risks (e.g., impacts of climate disasters on factories), transition risks (e.g., cost impacts from internal carbon pricing), and related opportunities.
3. Collaborate with suppliers, customers, and other stakeholders to identify climate risks, opportunities, and resilience within the value chain, ensuring supply chain stability.

Risks and Opportunities Assessment

1. Establish a climate risk assessment mechanism to evaluate the likelihood of risks occurring and their potential impacts (financial, operational, reputational, etc.).
2. Prioritize risks using both quantitative and qualitative methods.

Risk and Opportunities Management

1. Mitigation Strategies
 - (1) Energy Efficiency Improvement: Implement energy-saving equipment and optimize production processes to reduce energy consumption.
 - (2) Renewable Energy Adoption: Gradually increase the use of renewable energy sources, such as purchasing green electricity and installing solar panels.
 - (3) Greenhouse Gas Emission Reduction: Set clear emission reduction targets and monitor progress. Consider reducing the use of high-carbon materials in production processes.
 - (4) Green Supply Chain Management: Encourage suppliers to reduce carbon emissions collaboratively and incorporate carbon emissions into supplier selection criteria.
2. Adaptation Strategies
 - (1) Enhancing Facility Resilience: Assess the climate vulnerability of factory locations and strengthen infrastructure to withstand extreme weather events.
 - (2) Water Resource Management: Establish water recycling systems to reduce the risk of water scarcity.
 - (3) Supply Chain Diversification: Evaluate the risks associated with single-source suppliers and consider diversifying the supplier base to enhance supply chain resilience.
3. Product and Market Innovation
 - (1) Low-Carbon Product Development: Design products using recyclable and low-carbon footprint materials that meet green procurement standards.
 - (2) Expansion into Sustainable Applications: Invest in developing product portfolios tailored for emerging green application sectors.
 - (3) Sustainable Branding and Certification Marketing: Promote green product certifications, build a low-carbon brand image, and participate in international green supply chain platforms such as RE100 and EcoVadis.
4. Operational Efficiency and Carbon Visibility
 - (1) Smart Energy Monitoring and Analysis: Implement energy management systems to collect and analyze non-production electricity consumption data (e.g., air conditioning, lighting, compressed air) to identify energy-saving opportunities and establish baselines.
 - (2) Low-Carbon Facility Optimization: Adopt high-efficiency lighting (such as LED), energy-saving air-conditioning equipment, and automated sensors, while phasing out outdated, high-energy-consuming equipment.
 - (3) Carbon Inventory and Disclosure: Conduct ISO 14064-1 carbon inventories, regularly disclose carbon footprints and reduction performance, and enhance sustainability ratings while strengthening green supply chain competitiveness.
5. Internal Control and Audit
 - (1) Integrate climate risk and opportunities management into the internal control system and conduct regular audits.
 - (2) Implement a digital management platform to monitor energy usage and carbon emissions, enhancing the efficiency of risk management.

Metrics & Targets

Establish specific climate-related metrics and targets, and regularly disclose progress.

Metrics

1. Greenhouse Gas Emissions: Disclose Scope 1 (direct emissions), Scope 2 (electricity emissions), and Scope 3 (supply chain emissions), with third-party verification. Also disclose product carbon footprints.
2. Energy Consumption: Total energy consumption and the proportion of renewable energy used.
3. Water Consumption: Total water usage and water recycling rate.
4. Waste Generation: Total waste generated and recycling rate.
5. R&D Investment: Expenditures related to the development of green products and low-carbon technologies.
6. Revenue Proportion: Percentage of revenue derived from low-carbon or environmentally friendly products.
7. Climate-Related Financial Impacts: Financial effects resulting from climate risks or opportunities (e.g., carbon costs, energy-saving benefits, changes in insurance costs)

Targets

1. Set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) carbon reduction targets, such as:
 - (1) Short-term (1–2 years): Reduce Scope 1 and 2 carbon emissions by 4.2% annually.
 - (2) Mid-term (3–5 years): Achieve a 10% share of renewable energy in total energy consumption.
 - (3) Long-term (over 5 years): Achieve net-zero emissions roadmap, net-zero emissions by 2050.
2. Establish sustainability targets in areas such as energy efficiency, water resource management, waste reduction and reuse, and green procurement ratios.
3. Target setting refers to international standards such as the Science Based Targets initiative (SBTi) or benchmark companies in the same industry.

5.2 Greenhouse Gas Management

Greenhouse Gas Management Strategy, Methods, and Targets

EZconn is committed to effective greenhouse gas (GHG) management and continuous emissions reduction by setting clear strategies and action-oriented targets. In 2022, we completed the first GHG inventory and designated that year as the baseline for carbon reduction. However, in the current year, the organizational boundary was adjusted to include leased dormitories for migrant workers, resulting in a change in GHG emissions exceeding the materiality threshold of 3%. As a result, the baseline year has been updated to 2024, which will serve as the reference point for future emissions management and performance evaluation.

To enhance the effectiveness of energy conservation and carbon reduction, EZconn has actively invested in improving energy efficiency and optimizing equipment. This includes upgrades to air conditioning systems, air compressors, motors, AC power equipment, and lighting systems. Additionally, hybrid vehicles have been introduced to replace traditional fuel-powered company cars, reducing transportation-related carbon emissions. EZconn also implements scheduled lighting control during lunch breaks and at night in factory areas to conserve electricity and minimize unnecessary energy waste, further reducing overall carbon emissions. Moreover, refer to the government's energy-saving policy—"Accelerate the Replacement of Outdated Equipment with High-Efficiency Power Equipment"—and in anticipation of future developments in carbon fees, green power procurement, and carbon trading, EZconn prioritizes the use of low-carbon, energy-efficient equipment in the planning of new facilities and space expansions. These efforts aim to response to future carbon management policies and market mechanisms.

EZconn adopts "carbon emissions per working hour" as performance indicator for carbon efficiency management. In 2024, the annual target was successfully achieved, demonstrating the effectiveness of energy-saving and carbon-reduction initiatives, as well as improved management of carbon intensity. A further reduction target has been set for 2025, reinforcing our ongoing commitment to low-carbon operations.

- Carbon Emission per Working Hour and Reduction Target (Unit: tCO₂e/WH)

Site	2024 Target	2024 Performance	2025 Target
Head Office	< 0.002	0.0018 (Achieve)	< 0.0025
Shangda Plant	< 0.003	0.0024 (Achieve)	< 0.0028
Lide Plant	< 0.003	0.0024 (Achieve)	< 0.0028

Note: The Hsinchu Office serves only as a communication site and therefore not assigned a reduction target.

Greenhouse Gas Emissions

EZconn follows the GHG Protocol developed by WBCSD/WRI and the ISO 14064-1:2018 standard for greenhouse gas (GHG) inventory. Using our geographical boundary as the scope and applying the "operational control approach" to define the organizational boundary, 2024 has been established as the baseline year for calculating and verifying GHG emissions. For the reporting year, ours Scope 1 direct GHG emissions amounted to 103.2070 metric tons of CO₂e, Scope 2 energy indirect GHG emissions totaled 1,518.3245 metric tons of CO₂e, and Scope 3 other indirect emissions reached 506.4851 metric tons of CO₂e. The 2024 GHG inventory data has been verified by an independent third-party organization, and a verification statement has been obtained.

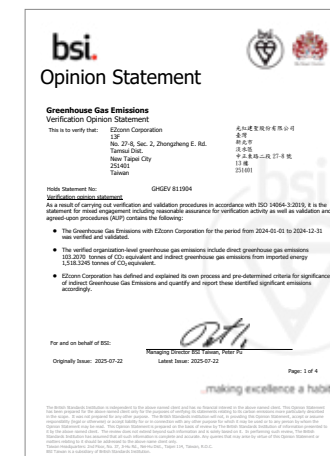
The third-party verification of the EZconn's 2024 greenhouse gas inventory was conducted by BSI. The pre-verification agreements were as follows:

Level of Assurance:

Reasonable assurance was applied for the verification of direct GHG emissions and indirect GHG emissions from imported energy. the validation and agreed-upon procedures (AUP) process were adopted for the other indirect GHG emissions.

Standards of Assurance:

ISO 14064-1:2018 and ISO 14064-3:2019



• GHG Emissions and Intensity

(Unit: tCO₂e)

Year	Scope 1	Scope 2	Scope 3	Total	Emission Intensity (tCO ₂ e / million TWD)
2024	103.207	1518.3245	506.4851	2128.0166	0.34794254
2023	128.5707	1599.9239	506.2007	2234.6953	0.93151117
2022	106.0792	1880.5168	541.0988	2527.6950	0.96809460

Note 1: Gasoline and diesel used by company vehicles are calculated based on refueling records; diesel used by forklifts is also based on refueling records; consumption of liquefied petroleum gas and carbon dioxide is calculated based on procurement records; electricity is calculated based on electricity bills.

Note 2: Greenhouse gas emissions = Activity data * Emission factor * GWP; the consolidation of GHG emissions follows the operational control approach; emission factors and GWP are based on the Ministry of Environment's "Greenhouse Gas Emission Factor Management Table Version 6.0.4" and the IPCC Fifth Assessment Report (2013); the electricity emission factor is based on the factor published by the Energy Administration, Ministry of Economic Affairs: 0.474 kg CO₂e per kWh.

Note 3: Types of greenhouse gases include CO₂, N₂O, and CH₄; Scope 2 emissions are calculated using the location-based method.

Note 4: Emission intensity unit is tCO₂e / million TWD. The parent company net revenue was NT\$6,116 million in 2024; NT\$2,399 million in 2023; and NT\$2,611 million in 2022.

Note 5: The unit conversion for liquefied petroleum gas is based on the Bureau of Energy's Net Calorific Value of Energy Products, with 1 kilogram equaling 1.818 liters.

• Scope 3 Inventory Categories and Emission

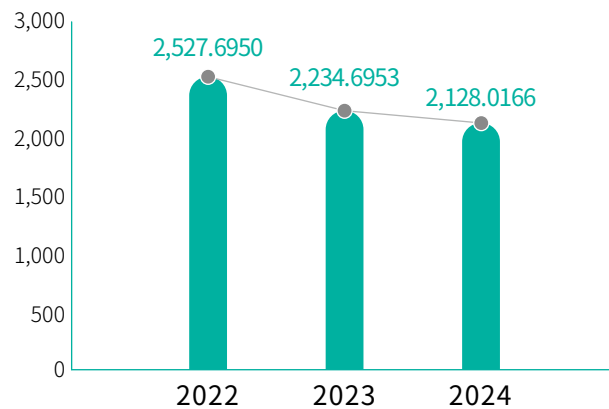
(Unit: tCO₂e)

Inventory Item	Emissions
Category 3: Indirect GHG emissions from Transportation	189.0717
3.3 Emissions from Employee Commuting	120.2927
3.5 Emissions from Business travels	68.7790
Category 4: Indirect GHG Emissions from Products Used by Organization	317.4134
4.1 Emissions from Purchased Goods	317.4134
Total	506.4851

Note: Supplier logistics scenario data is currently under planning and has not yet been included within the scope of the inventory.

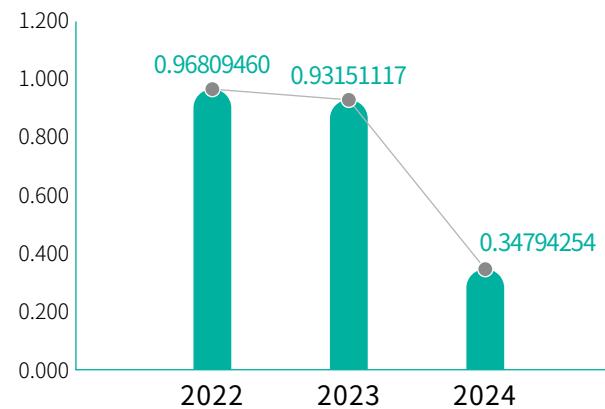
Total GHG Emissions

(tCO₂e)

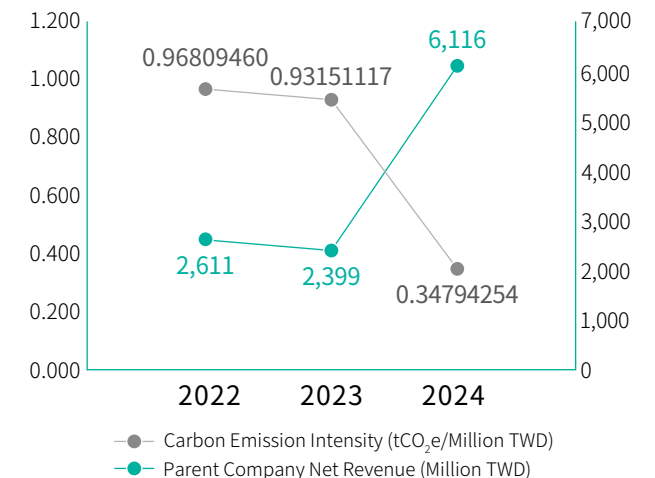


Carbon Emission Intensity

(tCO₂e/Million TWD)



Parent Company Net Revenue and Carbon Emission Intensity Trends



5.3 Energy Management

Energy Use Policy

EZconn is committed to improving energy use efficiency and reducing energy consumption by continuously enhancing energy management performance throughout our operations through equipment replacement and the adoption of energy-saving technologies. In 2024, we optimized and upgraded equipment such as air conditioning and lighting, implementing concrete measures to reduce total energy consumption. In coordination with government energy-saving subsidy policies, these efforts resulted in a total energy savings of 2,391.1243 GJ.

- Energy Saving Measures and Results

Energy Saving Measure	Reduction (tCO ₂ e)	Energy Saved (GJ)
Replaced 8 fixedspeed AC units with highefficiency inverter package ACs	187	1,420.2532
Replaced 847 LED lamps	127.3	966.8354
Purchased 6 high-efficiency CNC machines, equipped with smart meters to monitor energy consumption. (The CNC machines feature energy recovery devices that generate reusable electricity during operation. In 2024, they operated for a total of 31,402 hours, returning approximately 66.18 kWh.)	0.5	0.2382
Implemented zoned management for the air compressor system (dividing independent air compressor zones according to each user unit and activating corresponding equipment only when production demands arise, thereby reducing energy loss caused by prolonged equipment loading).	314.8	3.7975
Total	629.6	2,391.1243

Note: Unit conversions are based on the 2024 electricity carbon emission factor of 0.474 kg CO₂e per kWh, as announced by the Energy Administration, Ministry of Economic Affairs.

Energy Consumption

In 2024, EZconn's primary energy source was purchased electricity. Additionally, energy consumption included fuel for company vehicles and forklifts. All these energy sources are classified as non-renewable. The total energy consumption amounted to 11,661.5940 GJ. External energy consumption is categorized according to Scope 3 classifications in the greenhouse gas inventory, with a total consumption of 3,810.4611 GJ.

Internal Energy Consumption

Category	Energy Type	GJ	%
Category 1: Direct GHG Emissions and Removals	Diesel	28.6105	0.25
	Liquefied Petroleum Gas	0.0000	0.00
	Gasoline	101.3275	0.87
	Acetylene	0.0775	0.00
Category 2: Indirect GHG Emissions from Imported Energy	Purchased electricity	11,531.5785	98.89
Total Non-Renewable Energy		11,661.5940	100.00
Total Renewable Energy		0.0000	0.00
Total Energy Consumption		11,661.5940	100.00
Energy Intensity (GJ / million TWD)		1.90673544	

Note 1: The energy intensity calculation formula is total energy consumption / parent company net revenue (6,116 million TWD).

Note 2: The calorific value coefficient for gasoline is based on the 2024 announcement by the Ministry of Environment, with a lower heating value of 7,609 kcal/L for automotive gasoline.

Note 3: Energy conversion for fuels other than gasoline is based on the 2024 announcement by the Energy Administration of the Ministry of Economic Affairs, with an electricity carbon emission factor of 0.474 kg CO₂e/kWh.

External Energy Consumption

Category	Energy Type	GJ	%
Category 3 Indirect GHG Emissions from Transportation	Gasoline for Vehicles	781.2002	20.50
	Diesel for Vehicles	132.4157	3.48
	Other	5.2134	0.14
	Aviation fuel	517.1586	13.57
Category 4 Indirect GHG Emissions from Products Used by Organization	Purchased Electricity	2,367.1363	62.12
	Gasoline	0.0612	0.00
	Diesel	7.2757	0.19
Total Energy Consumption		3,810.4611	100.00
Energy Intensity (GJ/ million TWD)		0.62303157	

Note 1: The energy intensity calculation formula is total energy consumption / parent company net revenue (6,116 million TWD)

Note 2: The calorific value coefficient for gasoline is based on the 2024 announcement by the Ministry of Environment, with a lower heating value of 7,609 kcal/L for automotive gasoline.

Note 3: Energy conversion for fuels other than gasoline is based on the 2024 announcement by the Energy Administration of the Ministry of Economic Affairs, with an electricity carbon emission factor of 0.474 kg CO₂e/kWh.

Note 4: Purchased electricity under Scope 4 is calculated as CO₂e = (electricity consumption * indirect carbon footprint factor of electricity).

5.4 Water Resource Management

Water Resource Management and Reduction Targets

All EZconn's plants and offices are located in developed area, using 100% municipal tap water supply with no groundwater or well water extraction, ensuring no negative impact on surrounding water sources. Regarding water consumption sources, EZconn's product manufacturing processes do not consume water and has no significant impact on surface or groundwater resources. We only use lubricating oil when the machine is running, and the lubricating oil is recycled and reused, therefore, the use of water resources is limited to general domestic water use. Water usage is monitored through regular meter readings to detect abnormalities or leaks early, ensuring effective management and utilization of water resources. Additionally, EZconn has implemented several water-saving measures, such as upgrading handwashing facilities and promoting water conservation awareness. In 2024, total water consumption was 12,175 cubic meters, a 5.10% decrease compared to 2023, demonstrating effective water management. To further improve water use efficiency, we have set a target to reduce water consumption by 2% in 2025, aiming to keep usage below 11,930 cubic meters.

In 2022, EZconn experienced a water leakage incident. Investigation revealed that the primary causes were equipment aging and the lack of a real-time warning mechanism, which prevented timely detection and handling of the abnormal situation. Following the incident, starting in 2023, we initiated a series of improvement measures, including prioritizing the replacement of aging pipelines and enhancing the frequency of routine inspections. Concurrently, education and training were provided to relevant departments to improve personnel's ability to recognize and respond to warning signs. A full water level warning system was also implemented to enable early prediction and prevention. Through continuous optimization and monitoring, water leakage incidents significantly decreased in 2024, demonstrating the positive effects of these improvements. EZconn will continue to strengthen facility maintenance and risk prevention management to improve water use efficiency, reduce operational disruption risks, and ensure operational resilience and achievement of environment sustainable development goals.

• Water Consumption in the Past Two Years and Future Targets

Site	2022	2023	2024	2025 Target
Shangda Plant	13,278	5,915	5,330	5,300
Lide Plant	337	484	748	700
Head Office (shared allocation of public water consumption)	2,385	2,369	2,150	2,070
Employee Dormitory	Not Counted	4,061	3,947	3,860
Total (cubic meters)	16,000	12,829	12,175	11,930
Water intensity (cubic meters / million TWD)	6.12	5.34	1.99	1.73
Grand total (10 ³ m ³)	16	12.829	12.175	11.930
Grand total (ML)	16	12.829	12.175	11.930

Note 1: Water usage and data are provided by Taiwan Water Corporation.

Note 2: Water intensity is calculated as total water consumption (cubic meters) / parent company net revenue. The Parent company net revenue was NT\$6,116 million in 2024; NT\$2,399 million in 2023; and NT\$2,611 million in 2022.

Note 3: The Hsinchu office uses school water and is excluded from the statistics.

5.5 Waste Management

EZconn follows the ISO14001 environmental management systems to establish relevant management procedures, comprehensively tracking waste sources, types, and subsequent disposal methods. In 2024, no hazardous industrial waste was generated during the product manufacturing process; only general waste (H-0002 industrial employee domestic waste) totaling 36.62 metric tons was produced (Shangda Plant). Waste disposal at the Shangda Plant is outsourced, while other plants handle waste uniformly through the building management without weighing. Waste sorting is managed in collaboration with partners such as the Tzu Chi Foundation to properly reuse recyclable materials; non-recyclable waste is handled by legally compliant transportation and disposal vendors according to the Waste Disposal Act. EZconn has established clear per capita emission targets for waste (excluding wood chips). In 2024, the control value at Shangda Plant was 0.07 kg / working hours, meeting expectations. No serious waste or chemical spills were found during storage, removal, or treatment, and there were no penalties or fines for violations of environmental laws and regulations. All manufacturing activities comply with local environmental regulations.

5.6 Biodiversity

EZconn's head office is located near the Tamsui River Mangrove Conservation Area, an important wetland ecosystem in northern Taiwan. This area nurtures a rich variety of mangrove plants and serves as a vital habitat for numerous bird species and aquatic life, possessing high biodiversity value. On-site assessments and routine operational monitoring have confirmed that EZconn's head office location and operations do not adversely affect the surrounding natural environment and the conservation area. Moreover, EZconn actively pays attention to the development and conservation efforts in nearby potential biodiversity hotspots. Future plans include participation in ecological corridor and conservation initiatives in areas such as Sanzhi, Jinshan, and Wanli, promoting the protection and support of habitats for indicator species like fireflies. These concrete actions demonstrate our long-term commitment to the sustainable use of natural resources and the resilience restoration of ecosystems.

EZconn upholds the business philosophy of "coexistence and mutual prosperity, ecological harmony," fully recognizing the interdependence between corporate operations and the surrounding natural environment. This commitment to respecting and protecting the natural ecosystem is reflected through concrete actions:

1. Environmentally Friendly Design:

EZconn ensures that our operations do not involve the development of natural habitats and do not produce wastewater, exhaust gas, or hazardous solid waste—effectively achieving pollution-free operations.

2. Ecological Habitat Conservation:

Large areas of green space, shrubs, tall trees, and natural drainage ditches are intentionally preserved within the factory premises to create a wildlife-friendly environment conducive to habitation.

3. Observed Biodiversity Activity:

Common sightings in and around the factory area include flying bird species such as egrets, small birds, and eagles. Mammals and reptiles such as wildcats, snakes, and rodents are frequently active at night. Insects and amphibians such as bees, hornets, tadpoles, and frogs inhabit ditches and wetlands. The continued presence and active movement of these species indicate minimal disruption from our production activities and demonstrate stable support for regional biodiversity.



Appendix I: GRI Content Index

Statement of Use	The 2024 EZconn Sustainability Report complies with the requirements of GRI Standards. The scope of data and information disclosed is January 1 to December 31, 2024.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	No applicable GRI Sector Standard

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
GRI 2: General Disclosures 2021			
The Organization and Its Reporting Practices			
2-1	Organizational details	Company Profile	5
2-2	Entities included in the organization's sustainability reporting	About This Report	3
2-3	Reporting period, frequency and contact point	About This Report	3
2-4	Restatements of information	About This Report	3
2-5	External assurance	About This Report	3
Activities and Workers			
2-6	Activities, value chain and other business relationships	Industry Overview: Upstream and Downstream Relationship	31
2-7	Employees	Workforce Composition	42
2-8	Workers who are not employees	Data not yet compiled, disclosure unviable at this time	N/A
Governance			
2-9	Governance structure and composition	Board of Directors and Functional Committees	9
2-10	Nomination and selection of the highest governance body	Nomination and Selection	11
2-11	Chair of the highest governance body	Conflict of Interest Avoidance	11
2-12	Role of the highest governance body in overseeing the management of impacts	Board's Role in Sustainability Governance and Results	9
2-13	Delegation of responsibility for managing impacts	Sustainability Governance Mechanism	8
2-14	Role of the highest governance body in sustainability reporting	Sustainability Reporting Management	9
2-15	Conflicts of interest	Conflict of Interest Avoidance	11
2-16	Communication of critical concerns	Board of Directors and Functional Committees	9
2-17	Collective knowledge of the highest governance body	Continuing Education on Sustainability	9

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
2-18	Evaluation of the performance of the highest governance body	Performance Evaluation	9
2-19	Remuneration policies	Director Remuneration Policy (EZconn does not have clawbacks)	12
2-20	Process to determine remuneration	Director Remuneration Policy	12
		Remuneration Committee	13
		Employee Compensation	47
2-21	Annual total compensation ratio	Director Remuneration Policy	12
Strategy, Policies and Practices			
2-22	Statement on sustainable development strategy	Message from the Management	1
		Sustainability Strategy	6
		Sustainability Governance Mechanism	8
2-23	Policy commitments	Message from the Management	1
		Sustainability Strategy	6
2-24	Embedding policy commitments	Sustainability Strategy	6
		Sustainability Governance Mechanism	8
		Continuing Education on Sustainability	9
2-25	Processes to remediate negative impacts	Management of Material Topics	19
		Communication Channels and Grievance Mechanism	24
2-26	Mechanisms for seeking advice and raising concerns	Communication Channels and Grievance Mechanism	24
2-27	Compliance with laws and regulations	Compliance	25
2-28	Membership associations	Participation in Industry Association	29
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	Stakeholder Engagement	16
2-30	Collective bargaining agreements	Although EZconn has not established a labor union or signed any collective agreements, regular labor management meetings are held quarterly, and transparent communication channels are in place.	N/A
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Process to Determine Material Topics	15
3-2	List of material topics	List of Material Topics	18
3-3	Management of material topics	Management of Material Topics	19

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	Economic Performance	22
201-2	Financial implications and other risks and opportunities due to climate change	Identification has not yet been conducted, but relevant plans have been developed. Please refer to Section 5.1 Climate Change.	70
201-3	Defined benefit plan obligations and other retirement plans	Supervisory Committee of Business Entities' Labor Retirement Reserve Employee Welfare Retirement Trust Plan Committee Employee Care and Benefits	13 50
201-4	Financial assistance received from government	Economic Performance	22
GRI 202: Market Presence 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Employee Compensation	47
202-2	Proportion of senior management hired from the local community	Workforce Composition	42
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	Community Engagement	57
203-2	Significant indirect economic impacts	Identification has not yet been conducted, disclosure is not available.	N/A
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	Product Portfolio and Proportion of Local Purchase	32
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	Data not yet compiled, disclosure is not available.	N/A
205-2	Communication and training about anti-corruption policies and procedures	Talent Development: Embracing Change, Seizing the Future	53
205-3	Confirmed incidents of corruption and actions taken	In 2024, EZconn did not experience any incidents related to bribery and corruption, money laundering, violations of the Company Act, insider trading, or other breaches of business ethics.	N/A
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	EZconn is committed to maintaining a fair and competitive market environment, strictly complying with relevant anti-competition laws and policies. In 2024, EZconn did not engage in any form of anti-competitive behavior, antitrust activities, or monopolistic practices.	N/A

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
GRI 207: Tax 2019			
207-1	Approach to tax	Tax	23
207-2	Tax governance, control, and risk management	Tax	23
207-3	Stakeholder engagement and management of concerns related to tax	Tax	23
207-4	Country-by-country reporting	Tax Since EZconn's financial statements are prepared on a consolidated basis in accordance with the International Financial Reporting Standards (IFRS), this report only discloses consolidated information at the group level.	23
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	Resource Circulation and Material Management of Product Lines	33
301-2	Recycled input materials used	Product and Packaging Recycling	33
301-3	Reclaimed products and their packaging materials	EZconn's products are all components rather than end products, this regulation are not applicable.	N/A
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Energy Consumption	77
302-2	Energy consumption outside of the organization	Energy Consumption	77
302-3	Energy intensity	Energy Consumption	77
302-4	Reduction of energy consumption	Energy Use Policy	76
302-5	Reductions in energy requirements of products and services	Data not yet compiled, disclosure is not available.	N/A
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Water Resources Management	78
303-2	Management of water discharge-related impacts	EZconn's manufacturing processes do not consume water resources and do not generate industrial wastewater.	N/A
303-3	Water withdrawal	Water Resources Management	78
303-4	Water discharge	Water Resources Management	78
303-5	Water consumption	Water Resources Management	78

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
GRI 304: Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	79
304-2	Significant impacts of activities, products and services on biodiversity	Data not yet compiled, disclosure is not available.	N/A
304-3	Habitats protected or restored	Biodiversity	79
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Data not yet compiled, disclosure is not available.	N/A
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions	74
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions	74
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions	74
305-4	GHG emissions intensity	Greenhouse Gas Emissions	74
305-5	Reduction of GHG emissions	Energy Use Policy	76
305-6	Emissions of ozone-depleting substances (ODS)	EZconn does not emit exhaust gases.	N/A
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	EZconn does not emit exhaust gases.	N/A
GRI 306: Effluents and Waste 2016			
306-3	Significant spills	EZconn does not discharge wastewater or exhaust gases and does not generate hazardous industrial waste during the manufacturing process. No significant leakage incidents occurred in 2024.	N/A
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Waste Management	79
306-2	Management of significant waste-related impacts	Waste Management	79
306-3	Waste generated	Waste Management	79
306-4	Waste diverted from disposal	Waste Management	79
306-5	Waste directed to disposal	Waste Management	79

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	Not yet conducted, but a related plan has been developed. Please refer to section Future Plans and Goals.	35
308-2	Negative environmental impacts in the supply chain and actions taken	Not yet conducted, but a related plan has been developed. Please refer to section Future Plans and Goals.	35
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Employee Hiring and Turnover Analysis	46
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Care and Benefits : Building a Workplace of Belonging and Well Being	50
401-3	Parental leave	Employee Care and Benefits	50
GRI 402: Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	EZconn complies with Article 11 and Article 16 of the Labor Standards Act in our operations.	N/A
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Environmental and Occupational Safety and Health	60
403-2	Hazard identification, risk assessment, and incident investigation	Environmental and Occupational Safety and Health	60
403-3	Occupational health services	Environmental and Occupational Safety and Health	60
403-4	Worker participation, consultation, and communication on occupational health and safety	Environmental and Occupational Safety and Health	60
403-5	Worker training on occupational health and safety	Talent Development: Embracing Change, Seizing the Future Environmental and Occupational Safety and Health	53 60
403-6	Promotion of worker health	Environmental and Occupational Safety and Health	60
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental and Occupational Safety and Health	60
403-8	Workers covered by an occupational health and safety management system	Environmental and Occupational Safety and Health	60
403-9	Work-related injuries	Environmental and Occupational Safety and Health	60
403-10	Work-related ill health	Environmental and Occupational Safety and Health	60

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Talent Development: Embracing Change, Seizing the Future	53
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development: Embracing Change, Seizing the Future Employee Care and Benefits: Building a Workplace of Belonging and Well Being	53 50
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Evaluation: Driving Individual Growth and Organizational Excellence	57
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Workforce Composition	42
405-2	Ratio of basic salary and remuneration of women to men	Employee Compensation	47
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination occurred.	N/A
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not yet conducted, but a related plan has been formulated. Please refer to Section Future Plans and Goals.	35
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Not yet conducted, but a related plan has been formulated. Please refer to Section Future Plans and Goals.	35
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not yet conducted, but a related plan has been formulated. Please refer to Section Future Plans and Goals.	35
GRI 410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	Not yet conducted, disclosure is not available.	N/A
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	No incidents involving violations of Indigenous peoples' rights occurred.	N/A
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement	57
413-2	Operations with significant actual and potential negative impacts on local communities	No	N/A

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Not yet conducted, but a related plan has been formulated. Please refer to Section Future Plans and Goals.	35
414-2	Negative social impacts in the supply chain and actions taken	Not yet conducted, but a related plan has been formulated. Please refer to Section Future Plans and Goals.	35
GRI 415: Public Policy 2016			
415-1	Political contributions	EZconn maintains political neutrality and does not engage in political campaigns or make any political contributions under EZconn's name.	N/A
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Product Management Product Portfolio and Commitment to Sustainable Supply Chain	29 32
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Management	29
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	Marketing and Labelling	30
417-2	Incidents of non-compliance concerning product and service information and labeling	Marketing and Labelling	30
417-3	Incidents of non-compliance concerning marketing communications	Marketing and Labelling	30
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Customer Privacy Protection	25

Appendix II: SASB Index—Hardware

Topic	Code	Metric	Disclosure Section or Description	Page Number
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Product Portfolio and Commitment to Sustainable Supply Chain	32
Employee Diversity & Inclusion	TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Workforce Composition	42
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	The relevant data is still being consolidated, therefore, cannot be disclosed at this time.	N/A
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	All of EZconn's products are components rather than end products, this regulation is not applicable.	N/A
	TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	All of EZconn's products are components rather than end products, this regulation is not applicable.	N/A
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered; percentage recycled	All of EZconn's products are components rather than end products, this regulation is not applicable.	N/A
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Product Portfolio and Commitment to Sustainable Supply Chain	32
	TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	Product Portfolio and Commitment to Sustainable Supply Chain	32
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Definition and Management of Key Suppliers	32

Activity Metric

Code	Activity Metric	Disclosure Section or Description	Page Number
TC-HW-000.A	Number of units produced by product category	RF connectors: approximately 50 million units; OP components: approximately 3 million units.	N/A
TC-HW-000.B	Area of manufacturing facilities	6,486 square meters	N/A
TC-HW-000.C	Percentage of production from owned facilities	About 90%	N/A

Appendix III: Sustainability Disclosure Indicators – Communications and Internet Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	Please refer to Section Energy Consumption	Gigajoules (GJ), percentage (%)
2	Total water withdrawn, total water consumption	Quantitative	Please refer to Section Water Resources Management	Thousand Cubic meters (m ³)
3	Total hazardous waste generated and percentage recycled	Quantitative	Please refer to Section Waste Management	Metric tons (t), percentage (%)
4	Types of, number of employees in and rate of occupational accidents	Quantitative	Please refer to Section Environmental and Occupational Safety and Health	Percentage (%), quantity
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Quantitative	Please refer to Section Resource Circulation and Material Management of Product Lines	Metric tons (t), percentage (%)
6	Description of the management of risks associated with the use of critical materials	Qualitative description	Please refer to Section Definition and Management of Key Suppliers	Not applicable
7	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	No	Reporting currency
8	Production by product category	Quantitative	RF connectors: approximately 50 million units; OP components: approximately 3 million units.	Varies by product category

Note 1: Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.

Appendix IV: Climate-Related Information of TWSE / TPEX Listed Company

1. Implementation of Climate-Related Information

Item	Implementation
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	Please refer to Section Climate Change
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Not yet conducted, but relevant policies have been formulated. Please refer to Section Climate Change.
3. Describe the financial impact of extreme weather events and transformative actions.	Not yet conducted, but relevant policies have been formulated. Please refer to Section Climate Change.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Not yet conducted, but relevant policies have been formulated. Please refer to Section Climate Change.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	Not yet conducted, but relevant policies have been formulated. Please refer to Section Climate Change.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	Not yet conducted, but relevant policies have been formulated. Please refer to Section Climate Change.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Currently under evaluation.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Please refer to Section Sustainability Strategy
9. Greenhouse gas inventory, assurance status, as well as reduction targets, strategies, and action plans.	Please refer to the table and texts below.

1-1 Greenhouse Gas Inventory and Assurance Status in the Past Two Years

1-1-1 Greenhouse Gas Inventory

Greenhouse gas emissions (tCO₂e), emission intensity (tCO₂e/million TWD), and scope of data coverage for the past two years:
Please refer to Section Greenhouse Gas Management

1-1-2 Greenhouse Gas Assurance Status

Scope of Assurance		2024 GHG Emissions	2023 GHG Emissions
EZconn (parent company only)	Scope 1: Direct GHG emissions	103.2070	128.5707
	Scope 2: Indirect GHG emissions	1,518.3245	1,599.9239
	Scope 3: Other indirect GHG emissions	506.4851	506.2007
	Total	2128.017	2,234.6953
Assurance Body		BSI	BSI
Description of Assurance Status		1. Level of Assurance: Direct greenhouse gas emissions and indirect greenhouse gas emissions from imported energy in the inventory report is reasonable, and the validation and agreed-upon procedures (AUP) process for the other indirect greenhouse gas emissions is applied. 2. Standard of Assurance: ISO 14064-1: 2018 and ISO 14064-3: 2019 3. Statement No: GHGEV 811904	Certificate No: 3410 ISO 14064-1:2018 及 ISO 14064-3:2019 Reasonable Assurance
Conclusions of Assurance		Unqualified Opinion	Unqualified Opinion

1-2 Greenhouse Gas Reduction Targets, Strategies, and Action Plans

Describe the GHG reduction base year and its data, reduction targets, strategies, action plans, and the achievement status of the reduction targets:
Please refer to Section Greenhouse Gas Management