



2025

Sustainability
Report

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Message from the Management

As global temperatures continue to rise, the impacts of climate change intensify, and international sustainability standards evolve rapidly, EZconn recognizes that sustainable business success cannot be measured by financial performance. Long-term corporate value must also be built upon environmental stewardship, social responsibility, and sound corporate governance. For EZconn, 2025 marked a significant milestone. We were selected as one of the Taiwan FINI 100 Companies and was included in the MSCI World Small Cap Index, reflecting market recognition of our long-term business performance and future growth potential. Nevertheless, we firmly believe that stronger business performance also brings greater responsibility. As we continue to grow, we remain committed to addressing environmental and social challenges with a long-term vision and a responsible approach.

To align with evolving industry trends and stakeholder expectations, EZconn officially introduced the Sustainability Strategy in 2025, integrating sustainability principles into business decision-making and daily operations as a cornerstone of the company's long-term development. In the same year, EZconn established the Corporate Sustainable Development Committee to advance our sustainability governance. By integrating cross-functional resources, the Committee promotes risk management, sustainability target management, and sustainability disclosure, while continuously strengthening our governance framework to meet the expectations of customers, the market, and international sustainability standards.

In response to global climate change, EZconn has aligned our commitment with the Taiwan government's 2050 Net-Zero Emissions target and continues to embed Environmental, Social, and Governance (ESG) principles throughout company's operations.

From an environmental perspective, EZconn continued to implement energy conservation, carbon reduction, and management measures. In 2025, the electricity-related carbon emission intensity per labor hour at both the Head Office and Shangda Plant was reduced by more than 10% compared with 2024. In addition, we achieved a B rating in the Carbon Disclosure Project (CDP) assessment.

From a social perspective, EZconn remain committed to protecting employee rights and maintaining a safe workplace by fostering a healthy, safe, equitable, and diverse working environment. We were honored to be recognized among the Business Weekly All-Generations 100 Companies, while continuing to invest in talent development to enhance employees' professional capabilities and strengthen organizational resilience.

From a governance perspective, EZconn uphold the principles of integrity and ethical business conduct by continuously enhancing our corporate governance framework and grievance mechanisms. In 2025, EZconn advanced to the 36%–50% tier in the Taiwan Corporate Governance Evaluation. Furthermore, we continued to strengthen sustainable supply chain management by planning the Supplier Code of Conduct and supplier self-assessment questionnaires, encouraging our suppliers to jointly address sustainability issues, including labor and human rights, occupational health and safety, environmental protection, and business ethics.

Looking ahead, EZconn will continue to fulfill our sustainability commitments, strengthening collaboration and communication with employees, customers, suppliers, and all stakeholders. Through concrete actions, we will respond proactively to global sustainability trends and industry challenges. We firmly believe that only by maintaining long-term, stable business growth can we create lasting value for society and the environment while delivering greater value to all stakeholders and advancing toward a sustainable and prosperous future together.

Chairman Chen Steve



CEO Tina Chang



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.

Reporting 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 2025 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, 2025. To ensure completeness and comparability, certain sections include information prior to 1 January 2025 and after 31 December 2025.

This is EZconn's tenth Sustainability Report. Committed to long-term engagement and interaction with local communities, we communicate with stakeholders and regularly discloses our 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 2026
- Previous Issue: Released August 2025
- Publication Frequency: Annually

Restatement of Information

Any restatements are indicated in the relevant chapters.

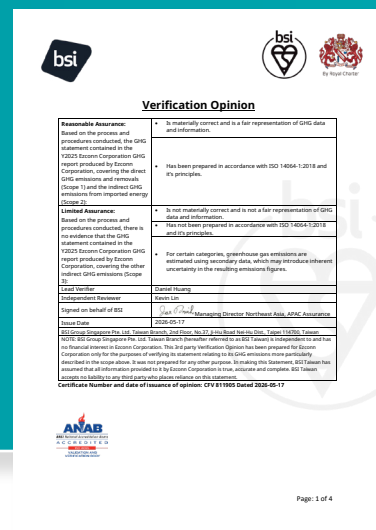
Report Certification

- 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 various management systems and obtained certification from the British Standards Institution (BSI), including the ISO 14001:2015 Environmental Management System, ISO 45001:2018 Occupational Health and Safety Management System, and ISO 14064-1:2018 Greenhouse Gases for environmental and occupational safety management, as well as the ISO 9001:2015 Quality Management System for products.

Sustainability Report Responsibility

In accordance with Article 8 of the Regulations Governing Establishment of Internal Control Systems by Public Companies, EZconn has established an internal control system for sustainability information management to enhance the quality of environmental, social, and governance (ESG) disclosures, as well as our capabilities in the collection, management, and preparation of sustainability information.

This Sustainability Report was prepared by the Corporate Sustainable Development Task Force, which was responsible for collecting and consolidating the relevant information. The accuracy of the disclosed information was reviewed and confirmed by the respective department heads. The report was subsequently reviewed by the Corporate Sustainable Development Committee, CEO, the Audit & Risk Committee, and the Board of Directors prior to final approval and publication.



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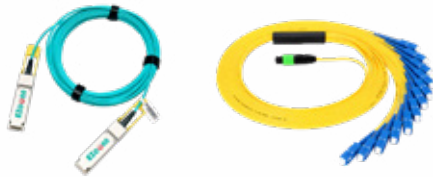
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EZconn Overview

EZconn has been deeply engaged in the communications component industry for many years. Guided by our mission of "To drive precision and innovation in connecting the world through advanced communication technologies." EZconn is committed to the design, development, and manufacturing of optical fiber (OP) and radio frequency (RF). With swift and proactive execution, we provide high-precision component design, development, and manufacturing services for global network and high-speed broadband industries, becoming the partner of choice for our customers.

Optical fiber (OP) and radio frequency (RF) are the EZconn's two core technologies. Leveraging our research and development capabilities and vertically integrated advantages, we provide one-stop solutions covering design, development, manufacturing, and global sales.



Optical Fiber (OP)

Key components for fiber optic local area network equipment, telecommunication optical transmission equipment, and cable television (CATV) equipment.



Radio Frequency (RF)

Products are widely applied in high-precision fields, including consumer telecommunications, computer peripheral equipment, and automotive electronics.

Company Profile

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	Optical Fiber (OP) and Radio Frequency (RF)
Registered / Paidin Capital (TWD)	1.8 billion / 780 million
Net Sales (TWD)	10.5 billion
Operating Sites	Taiwan (encompassing the head office, Shangda Plant and Lide Plant in Tamsui, and Hsinchu Office), China (Ningbo), United States, Germany, Czech Republic, and Philippines
Employees	443 (Taiwan)

Upholding a corporate culture of integrity, diligence, prudence, and pragmatism, EZconn continues to promote sustainable business development and is committed to achieving uncompromising quality, zero customer complaints, and zero environmental pollution. EZconn has established a resilient global manufacturing and service network, with operations across Asia, Europe, and the Americas, including Taiwan, Ningbo (China), the United States, Germany, the Czech Republic, and the Philippines, allowing the Company to respond rapidly to the needs of customers worldwide.

Operating Sites

United States

Germany

Czech Republic

China (Ningbo)

Taiwan

Philippines

Main Products

Radio Frequency



Optical Fiber



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 2025 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.

Participation in Industry Associations

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

No.	Public Associations and Organizations	Membership
5	Heterogeneously Integrated Silicon Photonics Alliance (HiSPA)	Member
6	New Taipei City Industrial Association	Member
7	SEMI Silicon Photonics Industry Alliance (SiPhIA)	Member

Award and Recognition



MSCI World
Small Cap Index



Taiwan FINI 100 Companies:
No.19



Carbon Disclosure
Project (CDP) assessment:
B rating



Business Weekly
All-Generations 100
Companies



Taiwan Corporate Governance
Evaluation of 2025:
36%–50% tier



SUSTAINABLE GOVERNANCE

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1.1 Sustainability Strategy

To fulfill our corporate social responsibility, strengthen risk management, enhance corporate competitiveness, and achieve sustainable business development, EZconn has established our Sustainability Policy based on corporate mission, vision, and ESG principles. The Policy serves as the foundation for the Company's business decision-making and the operational activities of our subsidiaries and all departments. It has been approved by the CEO and published on the Company's internal website. EZconn is committed to embedding sustainability into our corporate culture and fostering mutual prosperity with stakeholders.



1.2 Sustainability Management Organization

To achieve Ezconn's sustainability objectives and strengthen sustainability governance, the Board of Directors serves as the highest governing body for sustainability, responsible for overseeing and making decisions on the Company's sustainability strategies. Under the Board of Directors, the Corporate Sustainable Development Committee is responsible for formulating the Company's medium- and long-term sustainability strategies, policy statements, and overseeing the promotion and implementation of overall sustainability initiatives. The Corporate Sustainable Development Task Force, established under the Committee, is responsible for the planning and execution of sustainability-related initiatives. In addition, the Human Resources Department serves as the designated sustainability function, supporting the operation of the Corporate Sustainable Development Committee and facilitating the implementation of various sustainability programs.

- Organization chart of the Corporate Sustainable Development Committee



1. Corporate Governance Task Force

Responsible for regulatory compliance, risk management, and integrity management in corporate governance, and disclosure of material and reliable sustainability information.

2. Environmental Protection Task Force

Responsible for environmental management, improving resource efficiency (including energy and circular resources), assessing the environmental and social impacts of procurement and raw material sourcing, and strategies, targets, and action plans for greenhouse gas management (carbon reduction).

3. Social Engagement Task Force

Responsible for human rights management policies and procedures, compliance with human rights-related laws and international standards, communication among all internal members (including subsidiaries) and key value chain members (including suppliers), risk assessment and management mechanisms, and promoting community engagement and cultural development.

4. Employee Care Task Force

Responsible for formulating fair compensation policies and performance evaluation systems, employee development and care, harmonious labor relations, and stakeholder communication mechanisms.

5. Customer Relations Task Force

Responsible for integrating sustainable development into business operations, establishing cybersecurity management systems, providing competitive technology (including green manufacturing), quality, delivery, and pricing. Avoiding sales of controversial or infringing products, ensuring product quality and service, and reducing environmental impact when assisting customers building and using information.

6. Climate Change Task Force

Responsible for identifying how climate risks and opportunities affect EZconn's short-, medium-, and long-term business/strategy and finances, the financial impact of extreme weather and transition actions, integrating climate risk assessment into overall risk management, scenario analysis of major financial impacts of climate change risks, metrics used to assess climate-related risks and opportunities, and applying internal carbon pricing as a planning tool.

7. Designated Sustainability Function

Responsible for supporting each task force in implementing sustainability-related action plans and initiatives; preparing and filing the ESG Sustainability Report, including assurance or verification and graphic design/layout; preparing the English version of the ESG Sustainability Report; organizing meetings of the Committee and Task Forces; preparing meeting minutes; following up on and consolidating action items and resolutions; monitoring and identifying applicable sustainability-related regulations; and coordinating sustainability-related matters with subsidiaries.

1.2.1 Board of Directors

During 2025, the Board of Directors held multiple meetings, including seven discussions on sustainability-related matters. The Corporate Governance Officer reported the results of the Company's self-assessment of corporate governance evaluation and provided quarterly updates on the progress of greenhouse gas (GHG) inventory and verification. In addition, the Board approved the 2024 Sustainability Report, the Sustainability Policy, and the Sustainability Management Regulations, and amended the Corporate Sustainable Development Committee Charter to strengthen the operational framework for promoting sustainable development, demonstrating the Company's commitment to and implementation of sustainability governance.

- Sustainability Matters Communicated to the Board of Directors

Meeting Date	Agenda Item	Resolution
March 7, 2025	Corporate Governance Self-Assessment Report.	No objection
March 7, 2025	Progress Report on the Greenhouse Gas Inventory and Verification Schedule.	No objection
May 7, 2025	Progress Report on the Greenhouse Gas Inventory and Verification Schedule.	No objection
August 7, 2025	Approval of the Company's Sustainability Policy, Climate Change and Corporate Sustainability-related Management Regulations.	Upon the Chairperson's inquiry, all Directors present raised no objection, and the proposal was approved as presented.
August 7, 2025	Approval of the Company's 2024 Sustainability Report.	Upon the Chairperson's inquiry, all Directors present raised no objection, and the proposal was approved as presented.
August 7, 2025	Progress Report on the Greenhouse Gas Inventory and Verification Schedule.	No objection
November 7, 2025	Progress Report on the Greenhouse Gas Inventory and Verification Schedule.	No objection

1.2.2 Corporate Sustainable Development Committee

EZconn officially established the Corporate Sustainable Development Committee in 2025 as our internal sustainability governance body. The Committee consists of one Director, one Corporate Governance Officer, and two management representatives. Under the authorization of the Board of Directors, the Committee is responsible for: (1) formulating, promoting, and strengthening the Company's sustainability policies, annual plans, and strategies; (2) reviewing, monitoring, and revising the implementation and effectiveness of sustainability initiatives; (3) overseeing sustainability information disclosure and reviewing the Sustainability Report; and (4) supervising the implementation of the Company's Sustainability Management Regulations and other sustainability-related matters resolved by the Board of Directors.

To meet the needs of sustainability management, the Corporate Sustainable Development Committee has convened department heads to form the Corporate Sustainable Development Task Force, which comprises six functional teams: Corporate Governance, Environmental

Protection, Social Engagement, Employee Care, Customer Relations, and Climate Change. These teams are responsible for planning and implementing various sustainability initiatives.

Every three years, EZconn conducts a material topic identification process by collecting the perspectives of internal management and external stakeholders. The results are reported to the Corporate Sustainable Development Committee.

The Corporate Sustainable Development Committee convenes at least once a year and reports its activities to the Board of Directors. In 2025, the Committee held one meeting with a 100% attendance rate. During the meeting, the Committee approved the Sustainability Policy and the Sustainability Management Regulations, endorsed the implementation of stakeholder engagement and the material topics, and submitted the action plans and targets proposed by the Corporate Sustainable Development Task Force for the identified material topics.

1.2.3 Enhancing Sustainability Competencies

Board of Directors

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 2025 the Board collectively completed 42 training hours—an average of over 6 hours per director, achieving 100 % compliance with training requirements.

▪ Sustainability Related Courses / Seminars Attended by Directors

Type	Date	Course / Seminar	Hours
In-person	September 11, 2025	Treating Customers Fairly: From Regulatory Requirements to Governance Practices	2
In-person	September 11, 2025	Financial Inclusion and Protection for Vulnerable Groups: Inclusive Governance	1
In-person	October 16, 2025	Seeing Is Not Always Believing: Fake Assets and Real Money Laundering	2
In-person	October 16, 2025	Risks and Cybersecurity Issues in the AI Era	1
In-person	November 6, 2025	Building Sustainable Competitiveness in Response to Climate Change	18
In-person	November 6, 2025	Global Business Operations and Management Strategies	15
In-person	November 11, 2025	AI Applications, Legal Issues, and Auditing	3

Employees

EZconn is committed to fostering a culture of sustainability governance. In 2025, employees participated in a total of 103 attendances in sustainability-related training programs, representing 838 training hours.

1. Sustainability Governance Training for Senior Management

To strengthen the Company's sustainability governance capabilities, the corporate governance officer and the audit manager continued to participate in external professional training programs. In 2025, they completed a total of 30 training hours. The training topics covered the Board of Directors' response to ESG-related risks, sustainability strategies using renewable energy as a case study, sustainability performance indicators and remuneration, corporate sustainability value and risk management systems, sustainability information management and internal control/internal audit, as well as the impacts of IFRS S1/S2 on internal control and internal auditing.

2. Sustainability Reporting and IFRS Standards Training Program

In response to the regulatory requirements for sustainability-related information disclosure, we launched a structured sustainability training program. With the support of two professional consulting firms, a comprehensive learning framework was established, covering sustainability standards, material topic identification, and practical disclosure. The program was designed to strengthen employees' sustainability competencies.

(1) Core Training and Group Workshops:

We conducted an 11-hour training program on Sustainability Reporting (GRI 2021 + IFRS S2-TCFD), covering both the interpretation of reporting requirements and practical applications. The program helped project team members gain a thorough understanding of international sustainability disclosure trends and regulatory requirements, achieving a 78.6% completion rate (calculated based only on participants who attended 100% of the training sessions). In addition, eight thematic group workshops were conducted, during which the responsible departments and external consultants engaged in in-depth discussions to help each team apply the knowledge gained from the training to data collection and practical reporting, thereby enhancing cross-functional collaboration.

(2) Advanced Expert Seminar:

We invited external experts and scholars to deliver a 7-hour advanced seminar on ESG Material Topics and GRI Disclosures, assisting participants in identifying material topics and further clarifying the key disclosure requirements.

3. Carbon Disclosure Project (CDP) Project Implementation and Performance Breakthrough

With the support of consulting advisors and the efforts of 11 project members, EZconn achieved a significant breakthrough in the 2025 Carbon Disclosure Project (CDP) assessment. The rating improved substantially from D level to B level, demonstrating the Organization's enhanced capability in climate governance practices.

4. Greenhouse Gas Inventory and Digital Management Practices

(1) Digital System Implementation and Operation:

To optimize the inventory process and ensure data reliability, we implemented a carbon management system and conducted practical training on system operations. A total of 28 representatives from various departments participated. Through the application and training of digital tools, data accuracy was improved and the traceability of inventory records was ensured to meet future external verification requirements.

(2) External Training Capacity Building:

Employees were granted paid leave to attend the course "Introduction to Greenhouse Gas Net-Zero Inventory and Practical Fundamentals," in order to support new project members in developing essential sustainability competencies. Employees were also encouraged to pursue self-directed learning to build a talent pipeline for ISO 14064-1 greenhouse gas verification practices.

1.3 Stakeholders and Material Topics

1.3.1 Stakeholder Identification Process

EZconn recognizes that sustainable development is built on the trust and support of all stakeholders. Therefore, we continuously listen to the voices of different stakeholder groups and responds to their concerns through diversified communication mechanisms, with the aim of establishing an open, transparent, and mutually trusting communication relationship. To address stakeholders' expectations, EZconn initiated a stakeholder re-identification process during the current year. Based on the five principles of the Stakeholder engagements standard (AA1000 SES)—Dependency, Responsibility, Tension, Influence, and Diverse Perspectives—EZconn invited managers to complete a stakeholder identification questionnaire, resulting in 21 valid responses. Through the identification process, the stakeholders most relevant to EZconn were confirmed as five key groups: Employees, Customers, Suppliers/Contractors, Shareholders/Investors, and Government Agencies, with no changes compared to the previous year.



1.3.2 Stakeholder Engagement

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.

Stakeholder Engagement Overview

Key Stakeholders	Important to EZconn	Communication Channels & Frequency	Effectiveness of Communication in 2025
 Customers	Customers are the driving force behind EZconn's growth and the primary source of revenue.	- On-site customer audits, monthly quality reports, and survey questionnaires (annual/irregular) - RoHS/REACH declarations and CMRT surveys (annual) - Dedicated sales contact, technical support hotline (Immediate/daily support)	- Completed 3 customer audits. - Achieved 100% completion of conflict minerals surveys and environmental compliance documentation responses for key customers. - Customer satisfaction score: 90.39 points.
 Employees	Employees are one of EZconn's most valuable assets, and strong labor relations is the driving force behind EZconn's operations.	- 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 and bulletin board (irregular) - Employee suggestion box (irregular) - Departmental communication and work meetings (irregular)	4 labor management meetings 4 environmental and occupational safety and health committee meetings 4 employee welfare committee meetings 12 health promotions
 Suppliers / Contractors	Suppliers and contractors are integral production partners that connect with EZconn's upstream and midstream supply chain.	- New supplier audits (irregular) - Assessments of existing suppliers (Annually)	- Radio Frequency (RF) Supplier Audit: 9 suppliers. - Optical Fiber (OP) Supplier Audit: 14 suppliers.
 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.	- Annual General Meeting (Annually) - Annual Report (Annually) - Annual investor conference (Annually) - Disclosures on Market Observation Post System (irregular)	Five 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.	- Corporate governance evaluation (Annually) - Disclosures on Market Observation Post System (irregular) - Participation in government seminars or briefings (irregular)	Participation in the briefing sessions on the management of priority chemicals, hazardous materials reporting for factories, and the International Conference on Sustainable Health and Safety.

1.3.3 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 reviewed our own operations, value chain, and business relationships, and also considered international standards and assessment frameworks to identify sustainability-related topics and their positive and negative impacts. As a result, a total of 23 sustainability topics were identified, comprising 6 environmental, 7 social, and 10 economic and governance topics.

Step 2: Engagement with Internal Management and External Stakeholders

Based on the sustainability topics identified in the previous step, the management team further distributed a sustainability impact analysis questionnaire to internal senior management to assess the impact of business operations and risk exposure. The analysis was used to evaluate the likelihood and impact of both actual and potential positive and negative impacts of each sustainability topic. In addition, a sustainability topic questionnaire was distributed to key stakeholders to understand their level of concern regarding the Company's sustainability issues. A total of 21 valid responses were collected from internal management, and 123 valid responses were collected from external stakeholders.

Step 3: Identification of Material Topics

Based on the consolidated analysis of questionnaire survey results and internal discussions, in 2025 EZconn identified three newly added material topics, including diversity, equity and inclusion under the social dimension, as well as operational performance and product quality and safety under the economic and governance dimension. The final results were reported to the Board of Directors. In addition, the Company will develop corresponding policies and objectives for each material topic and formulate action plans for implementation.

▪ List of Material Topics

Dimension	2024 Material Topics	2025 Material Topics	Status	Explanation of Change
Environmental	Greenhouse Gas Management	Greenhouse Gas Management	Ongoing Monitoring	
Social	Talent Cultivation and Development		Ongoing Monitoring	
	Occupational Safety and Health	Occupational Safety and Health	Ongoing Monitoring	
		Diversity, Equity and Inclusion	New	Included as a material topic in response to international human rights trends.
Economic & Governance	Supply Chain Management		Ongoing Monitoring	
	Integrity Governance		Ongoing Monitoring	
		Operational Performance	New	Included as a material topic due to the increased impact and heightened stakeholder concern.
		Product Quality and Safety	New	Included as a material topic due to the increased impact and heightened stakeholder concern.

1.3.4 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	Negative Impact: Weak governance or corruption may damage the Company's reputation, erode the trust of customers, business partners, and investors, and hinder its sustainable development. Positive Impact: Transparent and ethical governance practices—including anti-corruption, anti-competitive, and the protection of intellectual property rights—help build trust among the market and society while reducing business ethics-related risks.
Policies / Commitments	- Uphold integrity and regulatory compliance, eliminate corruption and anti-competitive behavior. - Established the Ethical Corporate Management Best Practice Principles, Code of Ethical Conduct for the Directors and Managerial Officers, and the Ethical Conduct Management Regulations to ensure that directors, managers, and employees uphold principles of integrity in governance.
Management Actions	- 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. - Regular training sessions are conducted to promote integrity through various topics. - Directors and senior managers have signed a Declaration of Integrity Management. - 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. - 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. Immediately initiate an investigation upon receipt of a whistleblowing report.
Tracking Process	- 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. - Regularly report on the Ethical Corporate Management Best Practice Principles and Prevention Plan to the Board of Directors. - Report whistleblowing cases, their handling, and subsequent corrective and improvement measures to the Board of Directors.
Targets	Short-term (2025): Establish and announce an independent whistleblowing hotline for use by both internal and external personnel. Mid-term (2027): Require directors, managers, and employees to sign a commitment to the integrity management policy every three years. Long-term (2029): Establish a dedicated unit under the Board of Directors responsible for formulating and supervising the implementation of integrity management policies and preventive measures.
Status of Target Achievement	The short-term target has been achieved. Please refer to Section 2.4 Integrity Governance.



Material
Topics

Talent Cultivation and Development



Impact Description	Negative Impact: Employees' competencies may not keep pace with the Company's evolving needs, resulting in reduced organizational competitiveness. Positive Impact: Optimize the employee training and development system to strengthen employees' competencies and enhance the Company's competitiveness.	Policies / Commitments	- Strengthen employee competencies, maximize human capital, foster talent development, and achieve sustainable prosperity together. - Established the Training Policy to implement structured training programs aimed at enhancing employees' core competencies.
Management Actions	Key Competency Development and Multi-skilled Workforce Development - Develop core competencies across business units and provide targeted training based on the requirements of each position. - Promote technical knowledge transfer and foster a multi-skilled workforce through hands-on collaborative learning and a mentoring system. Career Development and Lifelong Learning - Establish training programs aligned with career development by integrating internal job rotation and promotion pathways, creating an environment where employees can apply what they learn in practice. - Leverage external management consultants and industry-academia resources to diversify training programs and support employees' continuous learning and professional development. Organizational Culture and Sustainability Awareness - Promote the Company's core values and incorporate sustainability and human rights awareness into mandatory annual training for all employees. - Regularly review and adjust training needs based on annual performance results and business objectives.	Tracking Process	- Quality Management and International Certification: Through external ISO 9001 audits, EZconn regularly reviews the compliance and effectiveness of our talent development system to ensure that employees in all key positions possess the competencies required by the international quality management system. - External Assessment Performance Tracking: EZconn continues to participate in EcoVadis assessments and customer RBA/ESG supplier assessments, using the assessment results and feedback as external benchmarks to optimize our education and training strategies. - Continuous Enhancement of Management Regulations: Internal management regulations, including the Education and Training Management Regulations and the*On-the-Job Training Guidelines, are reviewed and updated annually in response to regulatory revisions, audit recommendations, and industry trends to ensure the timeliness and effectiveness of the management system. - Training Effectiveness Evaluation: EZconn regularly monitors participation and effectiveness across various training programs and dynamically evaluates the effectiveness of our talent cultivation initiatives based on annual performance results and job requirements.
Targets	Short-term (2025): Initiating Competency Transformation and Strengthening Compliance Awareness - Building the Foundation of the Competency Framework: Launch the Organizational Competitiveness Enhancement Program by restructuring job descriptions (JDs) and defining core competencies, thereby establishing the foundation of the Company's talent development framework. - Strengthening Sustainability and General Education: Implement the annual training plan, including compliance training on integrity management, human rights, and sexual harassment prevention, with a target of 100% employee participation. In addition, launch phased training on the IFRS S2 sustainability disclosure requirements. - Evaluation of Digital Learning Resources: Assess and plan the development of digital learning materials for general education courses to improve employees' access to learning resources and support self-directed learning.	Mid-term (2027): Deepening the Framework and Strengthening Competency Integration - Developing a Talent Pipeline for Key Management Systems: In line with evolving international standards, provide ISO 14001 transition training and training for new internal auditors under ISO 14001 and ISO 45001. Through professional consulting support, integrate the interpretation of environmental management, occupational health and safety, and sustainability requirements with internal audit practices, expand the pool of qualified internal auditors, and strengthen the Company's compliance monitoring capabilities. - Expanding the Competency Development Framework: Implement competency development projects to progressively enhance competency-based training plans across all organizational levels and establish an effective linkage between competency development and talent cultivation. - Integrating Management Mechanisms: Evaluate and promote the integration of competency assessments with the performance management system to improve the objectivity of talent evaluation and provide a reference for compensation and incentive optimization.	Long-term (2029) - Aligning with International Management Standards: Continue to monitor developments in international standards, including those of the Responsible Business Alliance (RBA), as a foundation for continuously enhancing the Company's labor rights and talent management practices. - Strengthening Employer Branding and Talent Retention: Through a comprehensive talent development framework, enhance employees' professional achievement and sense of belonging, improve the retention of key talent, and support the Company's vision of sustainable development.
Status of Target Achievement	The Organizational Competitiveness Enhancement Program is currently being implemented. For information on the implementation of sustainability and general education training, please refer to Sections 1 Sustainability Governance, 2.4 Integrity Governance, 4.2 Diversity, Equity and Inclusion, and 4.4 Talent Cultivation and Development.		

Material
Topics

Supply Chain Management



Impact Description	Negative Impact: Suppliers' non-compliance with social and environmental requirements may adversely affect the Company's reputation and market trust, potentially resulting in the loss of customer orders. Positive Impact: Encourage suppliers to fulfill their social and environmental responsibilities, avoid sourcing raw materials containing conflict minerals, expand the Company's sustainability impact, and meet the expectations of international customers and regulatory requirements.
Policies / Commitments	Promote the growth of supply chain partners, ban conflict minerals, and establish a responsible industrial ecosystem.
Management Actions	- Establish a supplier sustainability management framework by developing a Supplier Code of Conduct and a supplier self-assessment questionnaire as the foundation for supplier sustainability management and sustainability information collection. - Establish a supplier sustainability risk assessment and evaluation mechanism by integrating supplier self-assessment questionnaires and audit results to identify supplier sustainability risks.
Tracking Process	- Monitor the signing status of the Supplier Code of Conduct and the completion of supplier self-assessment questionnaires. - Monitor the supplier sustainability audit coverage. - Continuously improve assessment tools and management mechanisms to strengthen sustainable supply chain management.
Targets	Short-term (2025): Plan for the development of the Supplier Code of Conduct. Mid-term (2027): Achieve a 50% response rate for supplier self-assessment questionnaires from key suppliers. Long-term (2029): Continue to establish the sustainability risk assessment and audit system for key suppliers.
Status of Target Achievement	In 2025, we developed a plan for establishing the Supplier Code of Conduct, and the issuance and collection process is scheduled for 2026.

Material
Topics

Greenhouse Gas Management



Impact Description	Negative Impact: Ineffective management of carbon emissions may result in non-compliance with sustainable supply chain standards, potentially leading to the loss of customer orders. Positive Impact: Investing resources in carbon inventory and emissions reduction helps meet regulatory requirements and customer expectations for sustainable supply chains, thereby enhancing order acquisition opportunities.
Policies / Commitments	- Promote energy saving and carbon reduction to achieve net-zero emissions by 2050. - 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	- 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	- Conduct annual greenhouse gas inventories. - Undergo annual ISO 14064-1 third-party verification. - Publish inventory reports.
Targets	Short-term (2027): Conduct carbon inventory and monitoring operations. Mid-term (2030): Plan to set carbon reduction targets using scientific methods, enhance data quality, and disclose results externally. Long-term (2050): Achieve net-zero carbon emissions by 2050.
Status of Target Achievement	The 2025 greenhouse gas inventory and verification have been completed. For detailed information, please refer to Section 5.3 Greenhouse Gas and Energy Management.

Material
Topics

Occupational Safety and Health



Impact Description	Negative Impact: An unsafe working environment may increase the likelihood of occupational injuries. Positive Impact: Foster a healthy and safe working environment to prevent and reduce the occurrence of occupational injuries.
Policies / Commitments	- Foster a healthy and safe work environment. - Establish the "Occupational Safety and Health Policy" and adhere to the ISO 45001 standard to create a safe working environment.
Management Actions	- 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	- 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	Short-term (2025): Continue promoting proactive reporting of near-miss incidents, with a target of at least 5 proactive reports per year. Mid-term (2027): Continuously optimize the ISO 45001 occupational health and safety management system. Long-term (2029): Maintain a low occupational injury rate, with no more than two occupational injury cases.
Status of Target Achievement	The short-term target has been achieved. Please refer to Section 4.5 Safe Workplace.

Material
Topics

Diversity, Equity and Inclusion



Impact Description	Negative Impact: Failure to foster a diverse, equitable, and inclusive workplace culture and to address human rights issues—such as discrimination, excessive working hours, child labor, forced labor, and sexual harassment—may result in regulatory non-compliance, damage the Company's reputation, and potentially lead to the loss of customer orders. Positive Impact: Foster a diverse, equitable, and inclusive workplace culture, uphold human rights, and strengthen the Company's integration into the global supply chain.
Policies / Commitments	- Respect and protect human rights, build a diverse and inclusive workplace. - Establish the Human Rights Policy, which embraces, supports, and respects individuals of all races, genders, religions, socioeconomic, and other diverse backgrounds. Through this policy framework, EZconn aims to promote fair treatment and equal participation for all employees, while further strengthening our commitment to corporate social responsibility.
Management Actions	- Implement management policies and procedures to safeguard human rights and labor rights. - Implement preventive measures and maintain accessible anonymous reporting channels. - Hold regular labor-management meetings to ensure transparency and effective communication between labor and management. - Implement management policies and procedures related to workplace health and safety.
Tracking Process	- Participate in EcoVadis assessments and customer RBA/ESG supplier audits. Leverage objective evaluations conducted by independent third-party organizations to assess our performance in human rights and labor rights management, and continuously improve management practices based on assessment feedback to ensure alignment with international sustainability standards. - Regularly review national labor regulations and international human rights trends (such as updates to the RBA Code of Conduct). Internal management policies and procedures are updated on an ongoing basis to ensure the timeliness and legal compliance of the management system. - Provide regular training for all employees, including foreign employees, on human rights protection, prevention of sexual harassment, and prevention of workplace violence and unlawful infringement. EZconn is committed to maximizing training coverage to ensure that all employees clearly understand their rights and the available grievance and remedy channels, thereby reducing human rights risks. - Conduct regular health examinations and risk assessments, supplemented by monthly occupational physician consultations and routine occupational health nurse follow-up records. For foreign employees, EZconn evaluates the accuracy and coverage of health communication through consultation records supported by professional interpreters and the planned release of Vietnamese-language health education materials. In addition, we are actively preparing to apply for the Badge of Accredited Healthy Workplace promoted by the Health Promotion Administration (HPA), Ministry of Health and Welfare, and plan to use the badge as a key quantitative indicator for evaluating the effectiveness of our workplace health promotion policies and DEI initiatives. - Regularly review the disbursement of employee welfare benefits (such as marriage, childbirth, and funeral subsidies) administered by the Employee Welfare Committee to ensure that EZconn's caring culture effectively supports employees and their families. We also maintain accessible grievance channels and rigorous case-handling procedures, while continuously monitoring the effectiveness of grievance resolution to sustain our long-term record of no significant labor-management disputes.

Material
Topics

Diversity, Equity and Inclusion



Short-term (2026)

- Promote Human Rights Awareness: Regularly provide training for all employees, including migrant workers, on human rights protection, sexual harassment prevention, and the RBA Code of Conduct, with a target training coverage rate of over 95%.
- Institutionalize Health Management for Middle-aged and Older Workers: Implement the Health Protection Program for Middle-aged and Older Workers in accordance with regulatory requirements and the guidelines of the Occupational Safety and Health Administration, carrying out health risk assessments and appropriate job placement measures.
- Prepare for Friendly Workplace Certification: Plan and promote certification related to a Friendly Workplace for Middle-aged and Older Workers, using formal certification to foster an inclusive, multi-generational work environment.
- Multilingual Health Equity Program: Officially launch Vietnamese-language health education materials by translating existing health education resources into multiple native languages.
- Enhance Living Support for Migrant Workers: Develop a Dormitory Living Service Quality Survey to collect quantitative feedback on dormitory management services and the living environment, providing a basis for improving support services for foreign employees.
- Migrant Worker Talent Retention and Career Advancement Program (2025–2026): Incorporate employees' professional certifications (such as forklift operation licenses) and job performance into the evaluation process to facilitate the career advancement of experienced foreign employees.

Mid-term (2028)

- Obtain the Badge of Accredited Healthy Workplace: Apply for and obtain the badge by the Health Promotion Administration (HPA). Through external assessment, continuously improve EZconn's workplace health promotion system and demonstrate our long-term commitment to employee well-being.
- Enhance ESG Assessment Performance: Continuously improve ESG management performance to maintain or further enhance the Company's ratings in international assessments such as EcoVadis.
- Develop Mid-level Technical Talent (Ongoing Initiative): Based on employees' years of service, progressively support qualified migrant workers in transitioning to mid-level technical positions. EZconn aims to complete the transition of eight employees by 2029, strengthening our pool of skilled technical talent.
- Diverse Talent Cultivation Program: Participate in talent development initiatives such as the Youth Vocational Training to promote cross-generational knowledge transfer and build a learning workplace where employees of all generations can develop together.
- Extend Human Rights Values Across the Supply Chain: Plan an External Recruitment Partner Management Program to incorporate the principles of fair recruitment and human rights commitments into the cooperation requirements for key labor suppliers, thereby extending DEI practices throughout the upstream value chain.

Long-term (2030)

- Embed Employer Branding and DEI into Corporate Culture: Integrate the principles of fairness and inclusion into EZconn's organizational DNA to foster a workplace with a strong sense of belonging. Through institutionalized inclusive governance, steadily improve employee retention and organizational loyalty while striving to meet the criteria of leading employer recognition programs and strengthen our sustainable employer brand.
- Promote Global Standardization of Management Practices: Gradually extend the competency framework and DEI management practices established at the Taiwan headquarters to subsidiaries, creating globally consistent talent development standards and reinforcing management consistency and corporate social responsibility across the Group.
- Promote Holistic Physical and Mental Well-being: Further strengthen occupational health services by enhancing physician workplace visits and occupational health nurse support while developing an Employee Assistance Program (EAP). Expand employee care beyond physical safety to psychological resilience and whole-career well-being, fostering a psychologically safe workplace that comprehensively supports employees' physical and mental health.
- Build a Sustainable Supply Chain: Strengthen human rights oversight and support mechanisms for key business partners to establish a resilient sustainable supply chain aligned with internationally recognized human rights standards. Through partnerships founded on integrity and shared prosperity, we will jointly address evolving global supply chain risks and ensure the long-term sustainability and resilience of its value chain.

Targets

Material Topics

Operational Performance



Impact Description	Negative Impact: Poor business performance may adversely affect the Company's profitability, research and development resources, and its capacity to invest in sustainable development. Positive Impact: Improve the Company's profitability, strengthen investor confidence, and provide sufficient resources to support product technology research and development as well as sustainable development.
Policies / Commitments	• Create value and ensure business continuity. • Uphold the principle of "No Compromise on Quality" by focusing resources on the research and development of high value-added optical fiber (OP) and radio frequency (RF) products to maintain the EZconn's market-leading position.
Management Actions	• Strengthen Global Manufacturing Resilience: Mitigate geopolitical and regional operational risks through a diversified global footprint across Taiwan, China, the United States, the Czech Republic, and the Philippines, ensuring an uninterrupted global supply. • Robust Financial Governance: Implement robust internal control and risk management mechanisms to ensure the transparency and effective utilization of financial resources. • Optimize R&D Resources: Continue investing in advanced reliability testing and automated manufacturing equipment to enhance technology, improve production yield, reduce inefficient production costs, and maintain the high value-added nature of EZconn's products. • Strengthen Strategic Customer Collaboration: Closely align with the needs of leading global customers through joint development initiatives to shorten product development cycles and seize market opportunities. • Advance Digital Operations Management: Leverage the ERP system to strengthen decision-making through real-time operational performance monitoring and cost analysis, while enhancing the efficiency of multinational operations and the flexibility of resource allocation.
Tracking Process	• External Audit and Assurance: Engage a reputable independent accounting firm to conduct the annual audit of the Company's financial statements, ensuring the accuracy and reliability of operational and financial information. • Performance Measurement and Data Monitoring: Hold quarterly business performance review meetings to monitor revenue, gross margin, and the achievement of key performance indicators (KPIs) across each business unit. • Stakeholder Feedback: Regularly hold investor conferences to obtain feedback directly from investors and financial analysts. • Whistleblowing and Internal Control Mechanisms: Maintain comprehensive whistleblowing channels and grievance procedures to prevent fraudulent activities that could adversely affect the Company's assets and operating performance.
Targets	Short-term (2026): Revenue target attainment rate of over 95%. Mid-term (2028): Revenue target attainment rate of over 100%. Long-term (2030): Revenue target attainment rate of over 100%.

Material
Topics

Product Quality and Safety



Impact Description	Negative Impact: Products that fail to meet quality and safety standards may result in customer complaints, product returns, damage to the Company's reputation and financial performance, and potentially lead to the loss of customer orders. Positive Impact: Implement effective hazardous substance management to ensure that product design and manufacturing processes comply with quality and safety standards.	Tracking Process - Convene quarterly Quality Committee review meetings to report performance monitoring results and implementation plans to the Quality Committee, and implement corrective actions with documented records for identified nonconformities. - Conduct monthly Key Performance Indicator (KPI) review meetings with department managers and above to report performance monitoring results and implementation plans, and implement corrective actions with documented records for identified nonconformities. - The management representative submits a monthly quality performance report to monitor key indicators, including new product first-pass yield, Top 3 quality issues, cost of poor quality, customer complaint rate, and 5S performance. - Utilize the information management system to track customer complaints and internal quality incidents. Delayed cases are immediately escalated to the responsible departments for corrective action. - Prior to the annual management system review or whenever significant changes occur, the management representative leads senior managers from all departments in conducting a SWOT assessment and developing corresponding action plans.
Commitments	Manage product quality and safety to prevent risks to customer health and safety, and foster a responsible industry ecosystem.	
Policies	Quality Policy - Standardized Operations – Uphold the principle of Doing It Right the First Time, making quality management an integral part of everyday operations. - Customer Satisfaction – Deliver products and services that meet customer requirements on time. - International Quality Standards – Promote total quality management with the goal of achieving zero-defect products and meeting international quality standards. - Cost Reduction – Continuously improve operational processes to reduce production costs and enhance product competitiveness. Hazardous Substance Free Policy - Pursue the objective of hazardous substance free management. - Fulfill customer requirements for hazardous substance free.	Targets Short-term (2026) - RF Business Unit Achieve a 5% improvement in scrap cost ratio. Achieve a 5% improvement in the quality performance of key soldering suppliers. Customer complaint rate below 0.58%. - OP Business Unit Customer complaint rate below 0.16%. Achieve a material cost reduction rate of over 2%. Achieve a sample approval rate of over 100% for new product development projects. Mid-term (2028) - Achieve a 10% annual improvement in defect rate for key new products. - Achieve a 5% annual improvement in scrap cost ratio. - Achieve a 5% annual improvement in customer complaint rate. Long-term (2030) - Achieve a 10% annual improvement in defect rate for key new products. - Achieve a 5% annual improvement in scrap cost ratio. - Achieve a 5% annual improvement in customer complaint rate.
Management Actions	- Implement quality inspection and quality control procedures. - Implement procedures for the control of nonconforming products and corrective actions. - Implement customer complaint handling procedures. - Implement hazardous substance management and testing procedures. - Strengthen suppliers' hazardous substance management through supplier evaluations and audits. - Obtain TÜV certification for laser-related products to ensure user safety and compliance with applicable regulatory requirements.	
Tracking Process	- Undergo an annual third-party ISO 9001 certification audit. The latest certificate is valid through June 30, 2027. - Conduct at least one internal audit annually to verify the effectiveness of the quality management system. - Hold an annual quality management system management review meeting to report performance monitoring results and implementation plans to top management.	

02

CORPORATE GOVERNANCE

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EZconn follows the Corporate Governance Best Practice Principles and continuously enhances our corporate governance system from the perspectives of safeguarding shareholders' rights and interests, strengthening the functions of the Board of Directors, respecting stakeholder interests, and improving information transparency. With regard to shareholders' rights, we convene shareholders' meetings in accordance with applicable laws and regulations and ensures proper information disclosure, so that shareholders are fully informed and able to participate in and make decisions on material matters. With respect to the Board of Directors, the Board is responsible for formulating the Company's strategic direction and overseeing management performance. To strengthen the professionalism and independence of the Board, we have established functional committees, including the Audit and Risk Committee and the Compensation Committee, and has implemented an independent director system, thereby enhancing overall decision-making quality and governance effectiveness.

In terms of stakeholder interests, EZconn places strong emphasis on communication and engagement with employees, customers, suppliers, and other stakeholders, and has established diversified communication channels to safeguard their legitimate rights and interests. Regarding information transparency, we disclose corporate governance and operational information in accordance with relevant regulations through the Market Observation Post System (MOPS) and the Company's website. A spokesperson system has also been established to ensure the timeliness, accuracy, and completeness of disclosures, thereby enhancing transparency and corporate credibility.

EZconn's Board of Directors serves as the highest governance body. Under the Board, the Audit and Risk Committee, the Compensation Committee, and the Corporate Sustainability Development Committee are established. The Audit and Risk Committee is responsible for overseeing the fair presentation of financial statements, the effective implementation of internal control systems, compliance with applicable laws and regulations, risk management of existing and potential risks, as well as matters related to the appointment, dismissal, independence, and performance of the external auditor. The Compensation Committee assists the Board in establishing policies, systems, standards, and structures for performance evaluation and remuneration of directors and managers. The Corporate Sustainability Development Committee is responsible for the promotion and oversight of overall sustainability matters. Under the Committee, a Corporate Sustainable Development Task Force, comprising six task forces, is established to plan and execute sustainability-related initiatives. For the composition of each committee and further information, please refer to EZconn's 2025 Annual Report, pages 24–26 and 33–34.

2.1 Management Structure

2.1.1 Board of Directors

The Board of Directors serves as the highest governance body of EZconn and is primarily responsible for overseeing the management of the executive team to ensure stable operations and sustainable growth. To strengthen corporate governance and enhance Board effectiveness, we are committed to establishing performance objectives for the Board of Directors to improve overall operational efficiency. We continuously enhances Board governance functions through regular Board performance evaluations, the development of a diversified Board composition, and the appointment of a Corporate Governance Officer. To enable directors to fulfill their duties effectively, we have arranged Directors' and Officers' liability insurance for all directors, providing reasonable protection and safeguarding shareholders' interests. To ensure the independence of the Board's oversight mechanism, any agenda items involving a director's conflict of interest are subject to recusal in accordance with applicable laws and regulations. Such directors shall neither participate in discussions nor voting, nor act as proxy for other directors. The Board of Directors convenes at least once per quarter. In 2025, a total of nine Board meetings were held, with an actual attendance rate of 100%.

Actual attendance rate
of Board of Directors

100%

2.1.1.1 Composition and Diversity of the Board

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 %, 29 %, 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 6-8 of the EZconn's 2025 Annual Report).

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 Sustainable Development Committee - Chairperson of the Employee Welfare Retirement Trust Committee
	Pan, Po-Tsang	Male	41-50	None
	Lan Ching-Ying	Male	41-50	None

Position Title	Name	Gender	Age	Position in Functional Committees
Independent director	Peng Hsieh-Ju	Male	51-60	- Convener of the Compensation Committee - Convener of the Audit and Risk Committee
	Chiu, Er-De	Male	71-80	- Compensation Committee Member - Audit and Risk Committee Member
	Huang, Hui-Wen	Female	51-60	- Compensation Committee Member - Audit and Risk Committee

2.1.1.2 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 conflicts 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 2025 Annual Report, pages 53.

2.1.1.3 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.

2.1.1.4 Board Performance Evaluation

To strengthen corporate governance and enhance Board effectiveness, EZconn has established the Board Performance Evaluation Guidelines. Annual self-assessments are conducted for the Board of Directors, functional committees (including the Audit and Risk Committee and the Compensation Committee), as well as individual directors. In 2025, the overall self-evaluation results of the Board and its functional committees all exceeded 4.98 out of 5, with no major areas requiring improvement identified. The evaluation results were reported to the Board in the first Board meeting of 2026 and serve as a key reference for directors' performance assessment, remuneration, and re-nomination.

In addition, an external Board performance evaluation is conducted every three years. In 2025, EZconn engaged an external professional institution, the Taiwan Corporate Governance Association, to conduct the evaluation (covering the period from July 2024 to June 2025). The assessment was performed through questionnaires and on-site interviews across five dimensions, including Board composition and structure, guidance and supervision, delegation and risk management, communication and collaboration, and self-discipline and continuous improvement, with the aim of enhancing Board effectiveness. The results of the external evaluation were submitted to the Board for acknowledgment on December 4, 2025. For more information on Board performance, please refer to pages 23–24 of the EZconn's 2025 Annual Report.

Overall Conclusions of the External Evaluation Report

1. Professional Competence and Decision-Making Effectiveness

The Board of Directors demonstrates a high level of professional diversity. Among the seven Board members, including three independent directors, the composition spans key fields such as business management, finance, biomedical science, law, and optoelectronics. Independent directors actively fulfill their professional responsibilities, maintain frequent communication with management, and provide industry advisory insights, thereby fostering a constructive and effective governance culture. In addition, the Corporate Governance Officer supports directors in performing their duties, coordinates annual training programs (with all directors completing more than six credit hours), and arranges directors' and officers' liability insurance, effectively enhancing the quality of Board decision-making and safeguarding directors' responsibilities.

2. Oversight of Internal Control Systems

The Company has established both an Audit Committee and a Compensation Committee to fulfill supervisory functions. The Audit Committee actively exercises its duties and held a discussion meeting on November 7, 2025 with the internal audit head and external auditor to review internal control risk assessments, annual deficiency remediation progress, audit quality indicators, and key regulatory issues. The Committee also reviewed the auditor's independence statement and Audit Quality Indicators (AQIs) as part of its evaluation process. Through the institutionalized Rules for Performance Evaluation of Board of Directors, annual performance assessments of the Board and functional committees are conducted to ensure the effective operation of internal control and oversight mechanisms, thereby supporting the achievement of corporate operational objectives.

3. Commitment to Sustainable Development

The Company has established a Corporate Sustainability Development Committee, chaired by the CEO, to oversee governance, economic, environmental, and social issues. Under the Committee, six task forces have been formed, covering corporate governance, environmental protection, employee care, social engagement, customer relations, and climate change. The Committee regularly reports execution results to the Board of Directors.

Improvement Recommendations and Future Action Plans

In response to the recommendations from the evaluation report, EZconn plans to implement the following measures:

1. EZconn formally established a Board-level Corporate Sustainability Development Committee in 2025 to strengthen the Board's supervisory and guiding role in sustainability-related matters. Going forward, we will continue to review the composition and operational needs of the Committee and will invite independent directors to participate, with the aim of further enhancing the sustainability governance framework.
2. EZconn places strong emphasis on communication mechanisms between independent directors, the head of internal audit, and the external auditor, and continues to arrange appropriate interactions based on actual operational needs. In September 2025, a closed-door meeting between independent directors and the internal audit head was held. Going forward, based on practical needs and collaboration effectiveness among relevant parties, appropriately design communication mechanisms to further strengthen the supervisory function of independent directors.
3. In line with the recommendation, EZconn has established an Orientation Program for Newly Appointed Directors and formalized a written training framework to help new directors quickly understand our operations, thereby enabling them to effectively fulfill their duties as directors.

2.1.1.5 Remuneration of Directors and Managerial officer

Directors' 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 EZconn, regardless of our operational profit or loss, we may provide regular compensation such as transportation allowances and salaries. The amount of such remuneration is proposed by the Compensation Committee based on the directors' level of involvement in EZconn'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 2025 remuneration and remuneration range table for directors (including independent directors) and the CEO, please refer to pages 16–18 of the 2025 Annual Report of EZconn.

Senior Management Remuneration Policy

The compensation system for EZconn's senior management is proposed by the Compensation 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:

- Strategic Outcomes: productivity per capita, business unit target achievement.
- Operating Performance: annual net profit, total revenue.
- 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.

Annual total compensation ratio

Metric	2025
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)	66.29:1
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)	1.853

Note 1: The highestpaid individual was the CEO.

Note 2: Statistics cover employees employed for the full year 2025; 16.77 % of staff with less than one year of service were excluded.

2.1.2 Functional Committees

2.1.2.1 Compensation Committee

The Compensation 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 2025, the Compensation Committee held three 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 33-34 of 2025 Annual Report of EZconn.

2.1.2.2 Audit and Risk Committee

To strengthen EZconn's overall risk governance framework, the Board of Directors approved the renaming of the Audit Committee to the Audit and Risk Committee on November 7, 2025. The Audit and Risk Committee is composed entirely of independent directors and convenes at least one regular meeting each quarter. The Committee is responsible for overseeing the fair presentation of the Company's financial statements, the effectiveness of its internal control system, compliance with applicable laws and regulations, the management of existing and potential risks, as well as matters relating to the appointment or dismissal, independence, and performance of the certified public accountants.

In 2025, the Audit and Risk Committee held a total of nine meetings, with an attendance rate of 100%. The current committee's term runs from June 6, 2023, to June 5, 2026. For detailed information on the Committee members and its operations, please refer to pages 24-26 of EZconn's 2025 Annual Report.

2.1.2.3 Corporate Sustainable Development Committee

EZconn formally established the Corporate Sustainable Development Committee in 2025 as our internal sustainability governance body. The Committee consists of one director, one Corporate Governance Officer, and two management representatives. Under the authorization of the Board of Directors, the Committee is responsible for:

1. Formulate, promote, and strengthen EZconn'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 EZconn's Sustainability Development Guidelines or other sustainability-related tasks as resolved by the Board.

To support the implementation of sustainability initiatives, the Committee has established a Corporate Sustainable Development Task Force, comprising department heads from six task forces: Corporate Governance, Environmental Protection, Social Engagement, Employee Care, Customer Relations, and Climate Change. The Task Force is responsible for planning and implementing EZconn's sustainability initiatives.

The Corporate Sustainable Development Committee convenes at least once a year and reports its activities to the Board of Directors. In 2025, the Committee held one meeting, with an attendance rate of 100%.

2.1.2.4 Labor Retirement Reserve Supervisory Committee

EZconn places great importance on employees' long-term well-being and retirement security. To safeguard employees' retirement benefits, we have established retirement management regulations and makes regular monthly contributions to the labor pension reserve fund based on a prescribed percentage of total payroll expenses. The reserve fund is deposited in a dedicated account with the Bank of Taiwan. The Labor Retirement Reserve Supervisory Committee is responsible for overseeing and managing EZconn's labor retirement reserve fund. The Committee convenes quarterly to monitor the status of fund contributions and the utilization of the reserve fund, ensuring the sound operation and security of the retirement fund account. Through a robust supervision mechanism, we are committed to protecting employees' retirement rights and interests, enabling employees to experience our care and commitment throughout every stage of their careers.

2.1.2.5 Employee Welfare Retirement Trust 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 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 2025, the participation rate was 58.67%.

2.1.2.6 Environmental and Occupational Safety and Health Committee

The Environmental and Occupational Safety and Health Committee consists of 15 members, including five labor representatives, accounting for more than one-third of the Committee's membership. A Management Representative is appointed by the CEO, and the Committee convenes once every quarter. The committee is responsible for implementing the Company's environmental and occupational safety and health policies, fostering a friendly workplace, and safeguarding employees' safety and health. The Committee's responsibilities include reviewing, coordinating, and providing recommendations on the Company's occupational safety and health policies and related matters; implementing necessary improvements to operational procedures based on meeting resolutions; discussing proposals submitted by departments and employees concerning occupational safety, health, and well-being; and publishing meeting minutes on the Company's internal website.

In addition, the Committee regularly reviews environmental protection measures, occupational safety and health management performance, and compliance with applicable laws and regulations to ensure workplace safety and minimize environmental risks. It also periodically disseminates OSH newsletters to keep employees informed of the latest occupational safety and health information and to continuously strengthen overall safety awareness. In 2025, the Committee held a total of four meetings.



2.1.2.7 Employee Welfare Committee

The Employee Welfare Committee actively carries out its responsibilities and is committed to enhancing employee well-being. Through regular meetings, the Committee reviews and promotes various employee welfare programs to ensure the breadth and practicality of welfare measures. The Committee's efforts aim to ensure that every employee can experience the Company's comprehensive care for their well-being, thereby enhancing employee satisfaction and sense of belonging.

In 2025, the Employee Welfare Committee held a total of six meetings, with a committee member attendance rate of 98.4%. The current term runs from September 30, 2022, to September 30, 2026.

2.1.2.8 Information Security and Personal Data Protection Committee

In response to increasingly significant cybersecurity challenges and the growing emphasis on personal data protection, EZconn established the Information Security and Personal Data Protection Committee. The Committee is responsible for reviewing the Company's overall information security measures and personal data protection policies to ensure the security of all information systems and the protection of customer privacy. In 2025, EZconn fully implemented our information security culture by requiring all new employees to complete information security training, conducting seven information security training sessions, and issuing monthly information security awareness communications. The implementation status of information security is regularly reported to the Board of Directors to ensure that management remains informed of relevant developments. In 2025, the Committee held a total of one meeting.

2.1.2.9 Quality and Hazardous Substances Free Committee

The Quality and Hazardous Substance Free Committee consists of representatives from the Quality Assurance Division, Sales Division, Research and Development Division, Supply Chain Management, Manufacturing Division, and Administration Division. The Committee is responsible for reviewing policies, objectives, and plans related to quality and hazardous substance free products; coordinating the resolution of quality issues; reviewing the implementation and performance of quality and hazardous substance free product management activities; evaluating the effectiveness of preventive and corrective actions; and leading the promotion and implementation of continuous improvement initiatives related to quality and hazardous substance-free products. The Committee convenes quarterly to confirm the effectiveness of the Quality Management System. In 2025, the Committee held a total of four meetings.

2.2 Operational Performance

In 2025, EZconn achieved consolidated revenue of NT\$10,527,227 thousand, up 64 % from 2024. Net profit after tax reached NT\$ 1,779,263 thousand, equivalent to earnings per share (EPS) of NT\$ 23.46. (For a full discussion of financial performance, please refer to the consolidated financial statements.)

Financial Performance

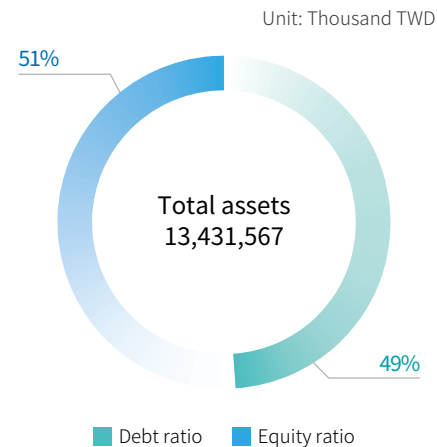
Consolidated revenue	10,527,227
Net profit after tax	1,779,263
Earnings per share (EPS)	23.46 元

Direct economic value generated

Operating revenue	10,527,227
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Economic value distributed

Operating costs	6,413,451
Employee wages and benefits	1,574,795
Payments to providers of capital	668,922
Payments to government	414,380
Community investments	1,529
Economic value retained	1,444,150



Financial assistance received from government

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\$1,065,986.

Defined Benefit Plan

EZconn's retirement plan under the Labor Standards Act of Taiwan is a government-administered defined benefit pension plan. Pension benefits are calculated based on an employee's years of service and the average monthly salary during the six months prior to the approved retirement date. The Company contributes a prescribed percentage of employees' total monthly salaries to the pension fund on a monthly basis. The fund is deposited into a dedicated account with the **Bank of Taiwan** in the name of the **Labor Retirement Reserve Supervisory Committee**. Before the end of each fiscal year, if the balance in the dedicated account is estimated to be insufficient to cover the pension benefits payable to employees expected to meet the retirement eligibility requirements in the following year, the Company will make a one-time contribution to cover the shortfall by the end of March of the following year. The funds in the dedicated account are managed by the Bureau of Labor Funds, Ministry of Labor. EZconn has no right to influence the investment management strategies of the fund.

Amounts Recognized in the Consolidated Balance Sheet for the Defined Benefit Plan

Unit: Thousand TWD
December 31, 2025

Present Value of Defined Benefit Obligation	Fair Value of Plan Assets	Net Defined Benefit Liability
97,332	(99,354)	(2,022)

2.3 Tax Management

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.

EZconn upholds a culture of integrity and requires that all business activities comply with applicable local laws and regulations and adhere to the principle of arm's-length transactions in fulfilling its corporate responsibilities. Our day-to-day tax administration and management are handled by the Finance and Accounting Department. The financial statements are reviewed by the certified public accountant on a quarterly basis and submitted to the Board of Directors. The certified public accountant reports to the independent directors on the results of the review or audit of the financial statements, key audit matters, and the impact of amendments to IFRSs or other newly promulgated laws and regulations on the Company. The certified public accountant may also communicate directly with the independent directors whenever necessary, and such communication has been effective.

Based on the principles of mutual trust, information transparency, and regulatory compliance, the Company maintains a respectful and constructive relationship with the tax authorities. In addition, we annually reviews the tax compliance status of each operating location to effectively manage tax risks and monitor global tax trends. For a detailed analysis and assessment of financial risks, please refer to pages 110–115 of EZconn's 2025 Annual Report.

■ Pre-tax Profit and Income Tax Paid by Tax Jurisdiction for the Past Three Years

Unit: Thousand TWD

Item / Year	2024	2023	2025
Revenue	6,410,405	2,617,385	10,527,227
Gross Profit	3,565,176	930,387	6,078,863
Operating Profit (Loss)	1,294,608	225,933	2,538,981
Profit Before Tax	1,422,286	247,753	2,378,298
Income Tax Expense	366,831	79,711	600,973
Effective Tax Rate (%)	25.79%	32.17%	25.27%

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

2.4 Integrity Governance

EZconn upholds a corporate culture founded on integrity, diligence, prudence, and pragmatism as the cornerstone of our sustainable development. We have established the Ethical Corporate Management Best Practice Principles and the Code of Ethical Conduct for the Directors and Managerial Officers, both approved by the Board of Directors, as the foundation for ethical business practices. We have also established management regulations, including the Regulations for Managing Ethical Conducts, "Management Measures for Prevention of Insider Trading, Reporting Guidelines for Insiders and Outsiders to Report Illegal Behavior (Including Corruption) and Unethical Behavior, and Strict Prohibition of Insider Trading or Gaining Profits Through Asymmetric Market Information, requiring all directors, managerial officers, and employees to comply with these requirements to uphold integrity governance.

The Board of Directors, in accordance with its duty of care as a prudent administrator, is responsible for overseeing the prevention of unethical conduct and ensuring the effective implementation of the Company's ethical management policies. The Office of the CEO is responsible for promoting ethical management, anti-corruption, anti-bribery, regulatory compliance, and other corporate governance-related matters, and regularly reports the implementation status to the Board of Directors. The most recent report was presented on November 7, 2025.



2.4.1 Anti-Corruption Communication

Board of Directors

One anti-corruption and ethical management policy awareness communication was conducted, achieving a **100%** coverage rate.

To strengthen directors' awareness of and compliance with anti-corruption-related requirements, EZconn conducted an awareness communication for all directors via email on December 3, 2025. The communication covered the legal basis for insider trading and short-swing trading, definitions of prohibited conduct, legislative purpose, the scope of insiders, trading restrictions, the scope of securities, and the relevant legal liabilities. Directors, managerial officers, and other insiders were also reminded not to engage in short-swing trading, insider trading, or any conduct intended to profit from information asymmetry in the securities market.

Employees

A total of **1,313 training attendances** were recorded for ethics-related training, with **1,313 training hours** completed.

EZconn continues to strengthen employees' awareness of ethical management and our Human Rights Policy through diversified communication and training programs. In addition to incorporating the key provisions of the Human Rights Policy and the Ethical Corporate Management Best Practice Principles into employment contracts and work rules, the Company reinforces these policies through annual in-person training for all employees. Ethical management is also included as a mandatory component of new employee orientation to help new hires quickly develop an understanding of the Company's culture of integrity and compliance. The training covers key topics including the Human Rights Policy, the RBA Code of Conduct, business ethics, anti-bribery, and the prohibition of improper benefits, thereby strengthening employees' awareness of integrity and regulatory compliance.

To further strengthen employees' compliance awareness and governance culture, EZconn enhanced our training program in 2025. The previous general training course was revised into the 2025 Prevention of Improper Benefits, Anti-Corruption and Anti-Bribery Training, expanding the scope of the training to address evolving governance requirements. The Chief Financial Officer personally served as the instructor, demonstrating senior management's commitment to training while reinforcing the Company's rigorous approach to the handling of material internal information and fostering a stronger culture of integrity throughout the organization. To achieve full employee participation, the Company conducted 12 training sessions covering three core ethics-related courses during the year. For employees who were unable to attend due to business travel, leave, or official duties, the Human Resources Department arranged additional make-up training sessions.

▪ Ethical Management Training Statistics

Category	Course Title	Hours	Sessions	Participants	Training Type (Internal/External)	No. of Participants	No. of Participants Completed	Completion Rate (%)	Training Hours
General Training	2025 Ethical Management Training	1	13	All Active Employees	Internal	438	438	100.0%	438
General Training	2025 Prevention of Improper Benefits, Anti-Corruption and Anti-Bribery Training	1	13	All Active Employees	Internal	438	438	100.0%	438
General Training	2025 Training on the Handling of Material Non-public Information and Insider Trading Prevention Regulations	1	13	All Active Employees	Internal	437	437	100.0%	437

Note 1: Completion Rate = (Number of Participants Completed ÷ Number of Participants) × 100. The completion rate is presented as a percentage and rounded to one decimal place.

Note 2: Training Hours = Course Duration × Total Participant Attendance for the course, calculated based on attendance records in the training management system.

Note 3: The training data presented in this table are compiled from records in the Company's internal training management system for 2025.

2.4.2 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 personnel to report unethical or improper conduct. Depending on the severity of the reported matter, rewards may be granted in accordance with the Company's personnel regulations. Internal personnel who make false reports or malicious accusations will be subject to disciplinary actions in accordance with the Company's personnel regulations. Those involved in serious violations may be dismissed.

The Company provides multiple and accessible reporting channels through which both internal and external personnel may report violations via the reporting mailbox or reporting hotline. In 2026, the Company established an independent reporting hotline to further strengthen the independence and effectiveness of its grievance and whistleblowing mechanism. The Company is committed to protecting whistleblowers from improper treatment as a result of making a report and will handle all reports in accordance with the following procedures.



Reporting Channels

- Hotline: (02)2808-6533
- Mailbox: legal@ezconn.com

Handling 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.

2.4.3 Regulatory 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 2025, 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, the Company was subject to one occupational safety and health-related penalty during the reporting period. Due to a violation of Article 43, Paragraph 1, Subparagraph 2 of the Occupational Safety and Health Act, a fine of NT\$40,000 was imposed. For further details regarding the incident and the corresponding corrective actions, please refer to Section 4.5 Safe Workplace.

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

2.5 Cyber Security Management

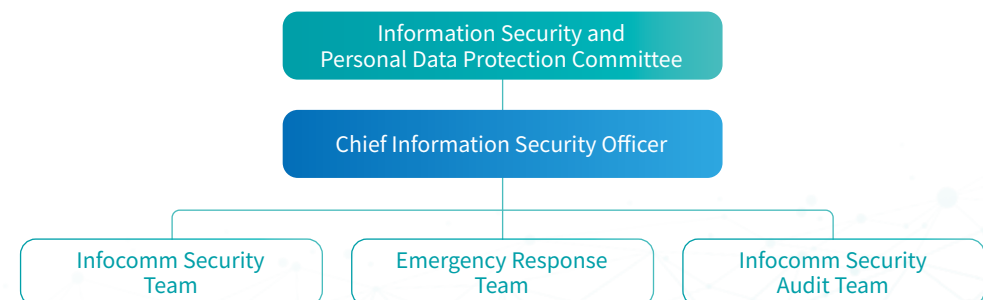
The Infocomm Security and Personal Information Protection Committee is established in order to strengthen the Company's Infocomm security management and ensure the security of data, systems, communication and network. The CEO is the convener of the committee, and the Infocomm Security Officer is responsible for implementation and reports to the board meeting once a year. The organization team includes the Infocomm security team, emergency response team, and the Infocomm security audit team. The primary goal is to establish a safe and reliable computerized operating environment to ensure the confidentiality, integrity and availability of the Company's information assets (software, hardware, computer data, information environment and personnel), and prevent them from being damaged by various internal and external threats, so as to enable the Company's information system to operate continuously. In addition, we provide support and commitment to the management in terms of protecting personal data according to the law based on the Personal Data Protection Act and its implementation rules.

The responsible unit of the Infocomm security team is the Information Department, which has one information manager, one full-time Infocomm security administrator and several professional information personnel. It is responsible for the construction of the Infocomm security system, including network management and system management. At the same time, it continuously reviews and evaluates the trend of changes in the information environment, and evaluates information security risks and protections to ensure the continuous and effective operation of the internal information security management mechanism.

The emergency response team is a task-based team, responsible to coordinate with each person in charge for key business during and after disasters, while implementing the rescuing, evidence investigation, cleanup, and recovery. Every year, the team convene the related personnel for disaster drills, seeking to reduce the damage from disaster, and have the disaster site to resume the basic operation in the shortest time when incidents incur.

The Infocomm security audit team is responsible for supervising the implementation of internal Infocomm security. If there is any deficiency found in the audit, the team will require the inspected unit to propose relevant improvement plans and specific measures, and regularly and continuously track the improvement results to reduce internal Infocomm security risks.

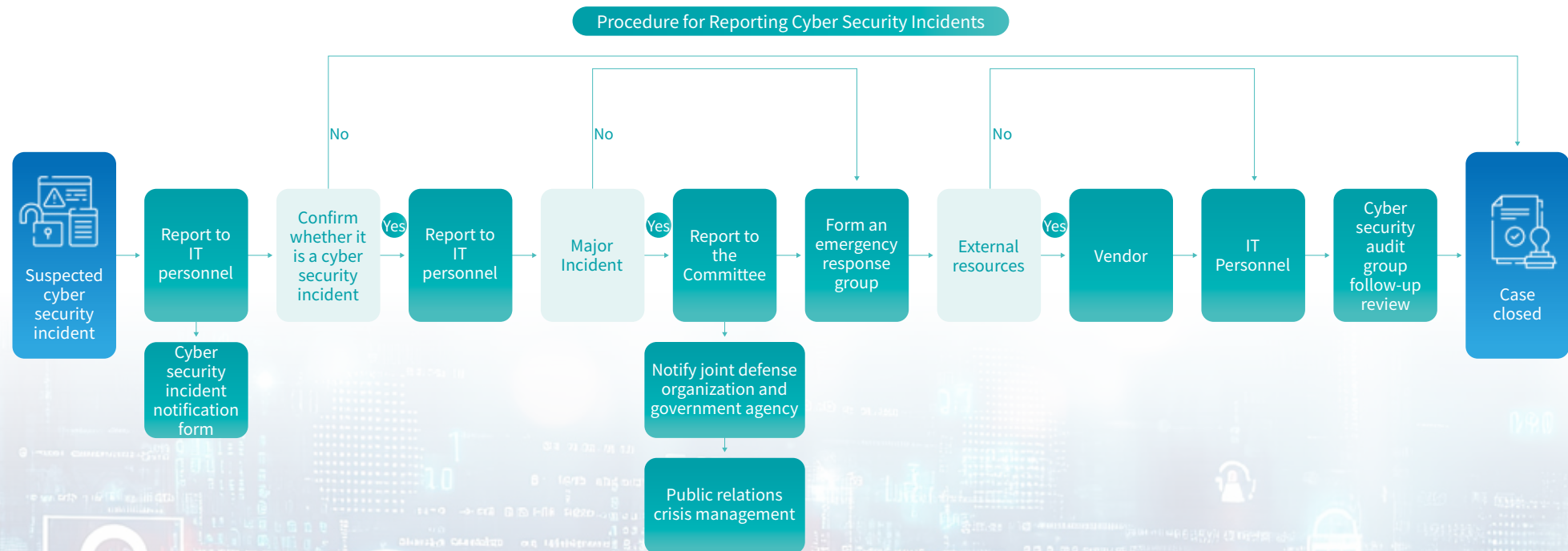
- Organization chart of the Information Security and Personal Data Protection Committee



2.5.1 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.

No complaints concerning breaches of customer privacy or losses of customer data were reported in 2025.



2.5.2 Concrete Management Programs

Item	Management Programs
Firewall Protection	- Connection rules configured - Special access requires approval. - System logs and connection records backed up and kept over 1 year.
Antivirus Software	- Antivirus software is used with automatic virus definition updates enabled to reduce the risk of infection. - Adopt MDR services to prevent malicious activities. - Regularly upgrade the Company's information security systems to prevent customer data loss resulting from external attacks.
Email Security	- 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	- 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	- Conduct regular information security training. - Establish two-factor authentication and feedback mechanisms.
Environmental Security Management	- Inspect and register external and newly installed equipment through information security personnel. - Inspect and register external storage media through information security personnel.
Network Management	- Automatically control users' internet activities through protection systems. - Automatically filter websites potentially linked to malware, ransomware, and other malicious content.
ThirdParty Management	- Evaluate and review third-party vendors. - Ensure all third-party vendors sign confidentiality agreements.

Item	Management Programs
Cyber Security Incident Reporting	- Report incidents to responsible units based on severity level. - Accurately document the incident process and data for follow-up review and improvement.
File Server	- Store all important user files on the server, managed and backed up by the IT department. - Implement role-based access control to ensure that customer design specifications are accessible only to authorized project personnel. - Require the execution of non-disclosure agreements (NDAs) for all projects involving customer confidential information to prevent the unauthorized disclosure of technical information.
Personal Data Protection	- Promote and train employees on EZconn's personal data protection policies. - Regularly review personal data risks within departmental workflows.
Cyber Security Audits	- Conduct regular audits of the overall information security management system. - Perform regular self-assessments of cyber security management operations.
Cyber Insurance	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	- 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.

2.5.3 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. In 2025, 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 2025, 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 Information 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.

Item	Description
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 2025.
Security Reporting	A dedicated reporting channel “soc@ezconn.com” is available for employees, customers, and suppliers to report cyber security concerns.

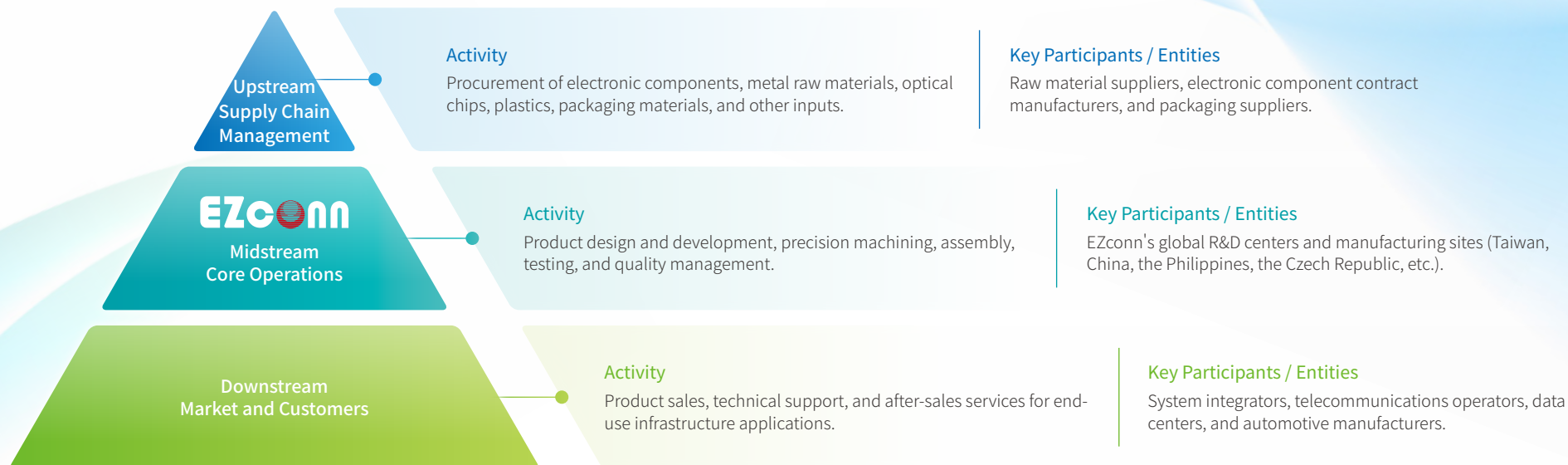
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RESPONSIBLE MANUFACTURING

3.1 Supply Chain Management	40
3.2 Product Quality and Safety	44
3.3 Customer Relationship Management	47



Value Chain



EZconn's products serve as a key digital connectivity hub in the networking industry. The value chain encompasses three major stages: upstream supply chain management, midstream core operations, and downstream market applications. The Company's major downstream markets are categorized into three key areas:



Telecommunications Infrastructure:

Supporting telecommunications operators in the deployment of 5G base stations and fiber optic backbone networks to enable high-speed data transmission.



Cloud Computing and Data Centers:

Providing optical connectivity solutions to support large-scale cloud computing operations and big data access.



Automotive and Consumer Electronics:

Supplying high-reliability RF connectors to ensure stable signal transmission for in-vehicle communications and electronic devices.

3.1 Supply Chain Management

EZconn's products are primarily categorized into two business units: Optical Fiber (OP) and Radio Frequency (RF). The supply chain of RF products is mainly rooted in Taiwan, with procurement sources primarily from local suppliers. This approach not only indirectly creates more local employment opportunities but also significantly reduces carbon emissions and transportation time associated with product logistics. Meanwhile, through the reuse of plastic containers and paper packaging materials, the Company effectively improves packaging utilization efficiency, demonstrating EZconn's commitment to environmental sustainability.

As one of the EZconn's core businesses, OP relies on key raw materials for its active optical components, including EPI wafers and chips. However, as the specifications provided by local suppliers in Taiwan do not fully meet our requirements, we primarily source these materials from leading international suppliers overseas. In recent years, as the Company has gradually expanded its manufacturing footprint in China, the transportation distance involved in cross-border logistics from overseas suppliers has increased, inevitably resulting in additional transportation-related carbon emissions and higher logistics costs. To address this challenge, EZconn has established an operational site in the Philippines and plans to directly deliver key materials to production facilities in the future, thereby reducing carbon emissions and transportation costs.

Adhering to the sustainability principle of growing together with supply chain partners, EZconn is committed to building a responsible industry ecosystem. The Company also follows the principle of prohibiting conflict minerals and implements responsible supply chain management practices.



To further strengthen sustainable supply chain management, EZconn has established the following strategic directions:

- **Enhancing Supplier Core Competitiveness:**
Through supplier selection and evaluation mechanisms, the Company conducts performance assessments, audits, and improvement guidance to continuously assist suppliers in enhancing their core competitiveness.
- **Strengthening Supply Chain Sustainability and Resilience:**
Through regular surveys and data analysis, EZconn identifies potential risks and continuously communicates our sustainability goals with suppliers.
- **Promoting Local Supply Chain Development:**
The Company prioritizes collaboration with local suppliers (mainly for RF products), while also leveraging cross-regional supply partners to reduce operational costs, mitigate external environmental impacts, and lower carbon emissions associated with transportation.

3.1.1 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:

Optical Fiber (OP)

Key suppliers for optical fiber (OP) 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.

Radio Frequency (RF)

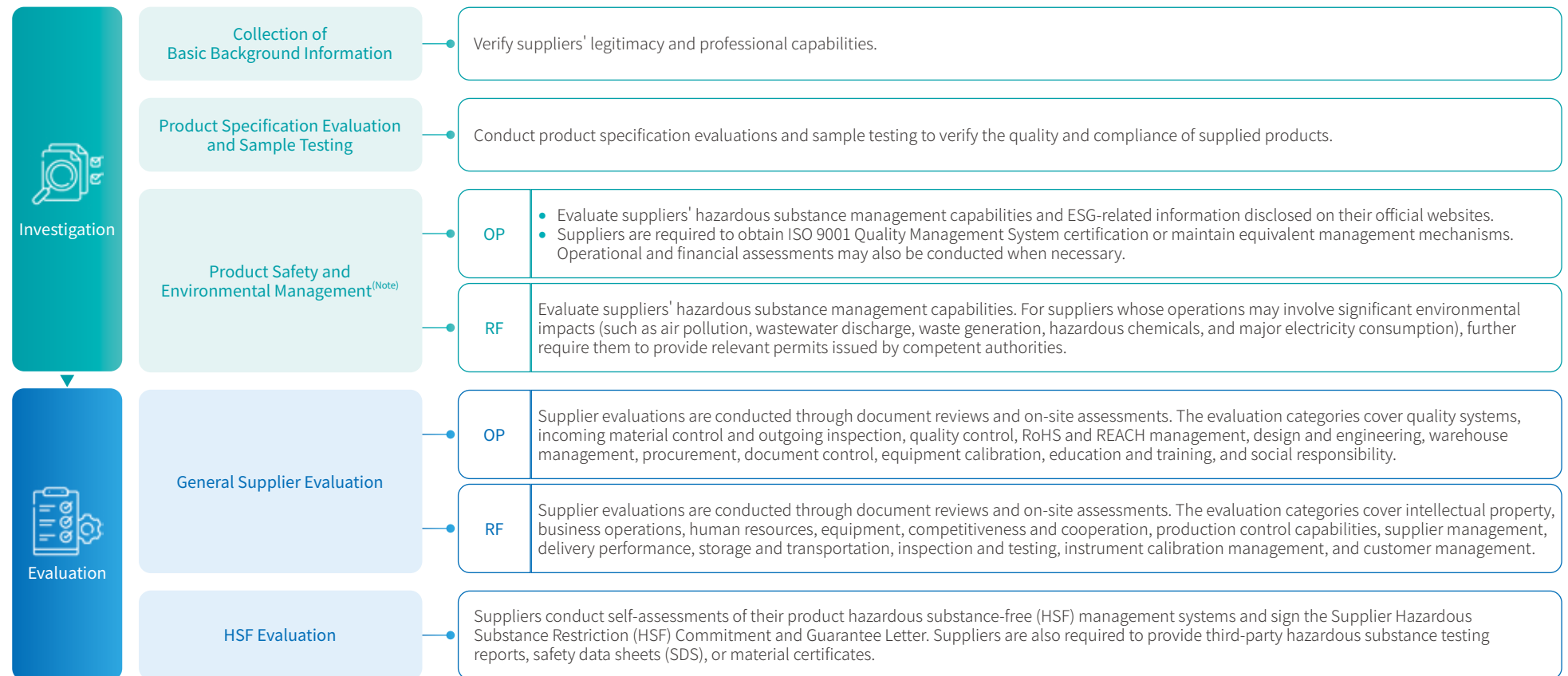
Key suppliers of RF connectors are identified primarily based on the core metal materials they provide. These core materials represent the highest procurement costs, with 78% of purchases sourced from 24 suppliers. This demonstrates their critical influence on our operations and justifies their designation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

3.1.2 New Supplier Selection

Considering the differences in product characteristics and supply chain structures between Optical Fiber (OP) and Radio Frequency (RF), EZconn has established separate evaluation procedures for selecting new suppliers for each product line.

To strengthen sustainable supply chain management, EZconn has initiated the development of a Supplier Code of Conduct and a Supplier Sustainability Self-Assessment Questionnaire. By collecting information on suppliers' management practices related to environmental, social, and governance (ESG) aspects, the Company will use the results as an important basis for evaluating suppliers' sustainability risks and management capabilities. In the future, the Company plans to incorporate these assessments into the new supplier selection process to continuously enhance the overall sustainability performance of the supply chain.

New Supplier Selection Process



Note: For subcontractors involved in the production of business-related products, the Company requires them to provide regulatory compliance commitment statements or obtain third-party certification of an Occupational Health and Safety Management System to ensure the safety of their working environments.

3.1.3 Supplier Audit

EZconn's supplier evaluation consists of General Evaluation and HSF Evaluation. The General Evaluation is conducted by the OP and RF product lines based on their respective evaluation targets and criteria. The evaluation methods include document reviews and on-site assessments. The HSF Evaluation process requires suppliers to conduct self-assessments of their product hazardous substance-free (HSF) management systems, sign the Supplier Hazardous Substance Restriction (HSF) Commitment and Guarantee Letter, and provide third-party hazardous substance testing reports, safety data sheets (SDS), or material certificates. The Company provides guidance and improvement support to suppliers when necessary.

- Supplier Audit

Supplier Evaluation Scope	General Evaluation Criteria	HSF Evaluation	Evaluation Results
OP: - Suppliers accounting for the top 90% of annual transaction value. - Suppliers whose annual incoming material quality scores do not achieve a full score. - Suppliers of critical components.	- Quality - Delivery - Price - R&D and Technical Capability	Suppliers are required to conduct self-assessments of their product hazardous substance-free (HSF) management systems, sign the Supplier Hazardous Substance Restriction (HSF) Commitment and Guarantee Letter, and provide third-party hazardous substance testing reports, safety data sheets (SDS), or material certificates.	14 suppliers were audited.
RF: - Qualified suppliers with completed deliveries. - Suppliers accounting for the top 90% of annual transaction volume.	- Quality - Delivery - Price - Cooperation		9 suppliers were audited.

3.1.4 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 perfluorooctanesulfonic 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:

- 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).

- 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.

2025 Supplier Management Results



95% of suppliers provided raw materials free from hazardous substances.

100% of OP key suppliers and RF suppliers signed the Restricted Substances Commitment Letter.

3.1.5 Risk Management

Environmental Risk Management

In accordance with the Environmental Review and Environmental Aspect Assessment Procedures, EZconn investigates and assesses the potential environmental risks and impacts associated with our suppliers. The assessment indicates that the primary sources of environmental impacts include air pollution, water pollution, hazardous waste emissions, and hazardous chemical pollution.

For suppliers whose operations may involve significant environmental impacts, we further requires them to provide relevant regulatory permits or approvals, ISO 14001 Environmental Management System certificates, or other documentation demonstrating authorization to operate issued by the local government, in order to ensure compliance with applicable environmental regulations and management requirements.

- Supplier Environmental Risk Assessment

Item	2025
Number of Suppliers Subject to Environmental Impact Assessments	New Suppliers: 0 Existing Suppliers: OP:1 RF:4
Number of Suppliers Identified as Having Actual or Potential Significant Negative Environmental Impacts	OP:1 RF:4

Critical Material Risk Management

For the RF product line, EZconn diversifies supply sources by managing the proportion of outsourced manufacturing and procurement. For the OP product line, we mitigate dependence on single-source suppliers by qualifying alternative suppliers or introducing alternative materials.

Future Plans

To strengthen EZconn's ability to identify and manage sustainability risks throughout the supply chain, we plan to establish a systematic sustainable supply chain risk management process and will progressively implement and optimize it in accordance with the implementation roadmap.

1. Development of a Supplier Code of Conduct

Develop a Supplier Code of Conduct with reference to the Responsible Business Alliance (RBA), the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Due Diligence Guidance, GRI Standards, ISO standards, SA8000, and EcoVadis. The Code will apply to EZconn, subsidiaries, affiliated companies, and suppliers at all tiers of our global supply chain.

2. Risk Assessment

Conduct sustainability risk assessments for new key suppliers. EZconn will require suppliers to complete a self-assessment questionnaire covering governance, environmental, and social aspects, which will serve as an important basis for evaluating suppliers' sustainability risks and management capabilities.

3. Sustainability Audits

Conduct periodic sustainability audits of existing key suppliers. For suppliers identified as high-risk, EZconn will perform document reviews or on-site audits to verify the implementation status of sustainability practices and provide guidance and assistance for improvement to effectively control and reduce supply chain risks.

4. Improvement Support and Capability Building

Based on the results of risk assessments and audits, assist suppliers in developing improvement plans.

5. Incentive and Phase-out Mechanism

Establish an incentive and phase-out mechanism to ensure the continuous improvement of supply chain performance.

3.2 Product Quality and Safety

3.2.1 Quality Policy

1. Standardized Operations – Uphold the principle of Doing It Right the First Time, making quality management an integral part of everyday operations.
2. Customer Satisfaction – Deliver products and services that meet customer requirements on time.
3. International Quality Standards – Promote total quality management with the goal of achieving zero-defect products and meeting international quality standards.
4. Cost Reduction – Continuously improve operational processes to reduce production costs and enhance product competitiveness.

3.2.2 Hazardous Substance Free Policy

1. Pursue the objective of hazardous substance free management.
2. Fulfill customer requirements for hazardous substance free.

3.2.3 Product Quality and Safety Performance

EZconn is committed not only to delivering outstanding product performance but also to ensuring the safety of our products for both people and the environment. In addition to proactively obtaining internationally recognized certifications, we require suppliers to implement hazardous substance-free (HSF) management at the source, continuously enhances product safety, and ensures compliance with applicable regulations and global market requirements.

- Taiwan and China manufacturing sites have obtained ISO 9001 certification.
- 100% of key OP products comply with international telecommunications safety standards and have obtained RoHS 2.0, REACH, and TÜV safety certifications.
- 100% of key RF products comply with mechanical safety specifications and have passed hazardous substance testing for metal plating.
- 100% of products are provided with Halogen-free and PFOS/PFOA-Free Declarations upon customer request.
- Specific products comply with TÜV or national telecommunications infrastructure safety standards, as required.
- No incidents of non-compliance with product health and safety regulations occurred.

3.2.4 Quality and Hazardous Substances Free Committee

The Quality and Hazardous Substance Free Committee consists of representatives from the Quality Assurance Division, Sales Division, Research and Development Division, Supply Chain Management, Manufacturing Division, and Administration Division. The Committee is responsible for reviewing policies, objectives, and plans related to quality and hazardous substance free products; coordinating the resolution of quality issues; reviewing the implementation and performance of quality and hazardous substance free product management activities; evaluating the effectiveness of preventive and corrective actions; and leading the promotion and implementation of continuous improvement initiatives related to quality and hazardous substance-free products. The Committee convenes quarterly to confirm the effectiveness of the Quality Management System. In 2025, the Committee held a total of four meetings.

3.2.5 Management System

EZconn has implemented the ISO 9001 Quality Management System and established a comprehensive quality management framework covering quality control, quality issue management, customer complaint management, hazardous substance management and testing, and product safety verification. To ensure the effective operation of the quality management system, we undergo annual third-party ISO 9001 Quality Management System certification audits and conducts internal audits at least once a year. In addition, the Company holds an annual Quality Management System Management Review Meeting to incorporate testing data and customer feedback into product development, thereby optimizing product design at the source. Quality management performance and implementation status are also reported to top management. Prior to the annual management review, or whenever significant changes occur, the management representative leads senior managers from each department in conducting a SWOT analysis and developing corresponding action plans.

Customer complaints and internal quality issues are managed by the quality assurance department through EZconn's information management system. Delayed cases are promptly communicated to the relevant departments for corrective actions to improve response efficiency and reduce risks. In addition to holding quarterly Quality and Hazardous Substance-Free Committee meetings to continuously review quality performance and the progress of corrective actions for nonconformities, EZconn also convenes monthly Key Performance Indicator (KPI) Review Meetings, during which performance against various KPIs is reported to department-level managers and above, and improvement actions are tracked. The management representative submits monthly quality reports to continuously monitor key indicators, including new product first-pass yield, Top 3 quality issues, cost of failure, customer complaint rate, and 5S performance, to effectively oversee the Company's overall quality performance.

3.2.6 Quality and Hazardous Substance Management Process

EZconn has established a comprehensive quality and hazardous substance management process based on the ISO 9001 and QC 080000 management systems. The process covers product development and design, production, delivery, customer complaint management, and quality issue management to ensure that products comply with applicable specifications and customer requirements.

- Quality and Hazardous Substance Management Process



3.2.7 Product Verification

EZconn has established rigorous product verification procedures for our two major business unit—Optical Fiber (OP) and Radio Frequency (RF)—to ensure outstanding product reliability and stability.

Optical Fiber (OP)

During the design and development stage of both active and passive products, internationally recognized reliability standards, including Telcordia GR-468-CORE and GR-326-CORE, are fully adopted.

- **Environmental and Stress Simulation:**

High- and low-temperature storage, high-temperature/high-humidity testing, thermal cycling/thermal shock testing, and optoelectronic component aging tests are conducted to ensure long-term reliability under extreme environmental conditions.

- **Mechanical Durability Verification:**

High-G mechanical shock and vibration tests are performed to simulate the physical stresses encountered during transportation and deployment, ensuring structural integrity.

- **Shipment Quality Assurance:**

For mass-produced products, EZconn performs 100% optoelectrical performance testing to ensure that every product delivered to customers meets specification requirements and achieves zero-defect communication quality.

Radio Frequency (RF)

Supported by comprehensive laboratory facilities, EZconn conducts comprehensive evaluations of product electrical, material, and mechanical performance.

- **Weather Resistance Testing:**

High- and low-temperature cycling tests and salt spray tests are conducted to ensure excellent corrosion resistance of the connectors.

- **Electrical Performance Verification:**

Withstand voltage testing, continuity testing, and advanced network analyzer testing are performed to ensure minimal signal loss in high-frequency transmission.

- **Precision Material Property Control:**

X-ray fluorescence analysis and plating thickness testing are conducted to strictly monitor surface treatment quality. In addition, insertion/withdrawal force and cable pull force tests are performed to ensure the long-term mechanical stability of the products.

3.2.8 Marketing and Labeling

EZconn strictly complies with applicable laws and regulations in the regions where it operates, as well as international telecommunications industry standards, to ensure a high level of product traceability throughout the entire product life cycle. In addition, we provide customers with timely and comprehensive product information through multiple channels.

1. Technical Datasheets:

Comprehensive electrical characteristics, mechanical performance, and physical dimensions are provided for the full range of OP and RF products to assist customers in selecting the appropriate products during the design stage.

2. Official Website and Digital Catalogs:

The online product database is maintained and updated on a timely basis, enabling customers worldwide to access the latest product information at any time.

3. Dedicated Technical Support:

Professional consultation services are provided by engineering and sales teams through the Company's global operating locations to ensure that product applications meet customers' specific safety and performance requirements.

4. Product Shipment Labels:

Every shipment is affixed with standardized labels containing product model, production batch number, country of origin, and environmental compliance markings, ensuring 100% product traceability.

EZconn has always upheld Integrity as our foremost business philosophy. In product promotion activities, we strictly comply with the Fair Trade Act and applicable marketing communication regulations in the regions where it operates, ensuring that all external communications are accurate and transparent while preventing any misleading or exaggerated claims. Through our internal review mechanism, we verify the accuracy of information published on official website, product catalogs, and technical documentation. During the reporting period, EZconn did not incur any fines, receive any warnings, or have any advertisements withdrawn due to violations of marketing communication laws or regulations. In addition, no incidents of non-compliance concerning product and service information or labeling were identified.

3.3 Customer Relationship Management

EZconn regards "Zero Customer Complaints" as our highest operating principle. In addition to providing high-quality integrated optical, mechanical, and electrical products, we are committed to building long-term strategic partnerships and creating maximum value for our customers. Guided by our business philosophy of integrity and reliability, EZconn provides professional technical support and responsive after-sales services. We also ensure the accuracy of product information, strictly fulfill our contractual obligations, guarantee product safety, and provide the highest level of protection for customers' assets and privacy.

Through transparent communication channels, rigorous privacy protection, and continuous quality improvement, EZconn collaborates with many leading global companies to promote the sustainable development of the global telecommunications industry. With operating locations in Taiwan, the United States, China, Germany, the Czech Republic, and the Philippines, the Company is able to provide timely technical support across different time zones.

Looking ahead, EZconn will continue to advance our "Global Presence, Local Service" strategy to enhance communication efficiency and provide customers with a resilient supply chain amid an increasingly uncertain global environment. Beyond serving as a supplier, EZconn also acts as an extension of our customers' research and development capabilities. In 2025, the Company participated in the advanced design of multiple next-generation optical communication components and, through close technical collaboration, helped customers strengthen their competitiveness in the 5G and data center markets.

3.3.1 Communication Channels and Complaint Mechanism

EZconn values customer rights and has established comprehensive complaint and feedback procedures to ensure that feedback from every customer is properly received and addressed. Through regional sales contacts, technical support centers, and official communication channels, EZconn ensures that customer feedback is promptly communicated to internal decision-making teams.

- **Receipt and Handling:** Customer feedback is received through dedicated sales contacts or the official website.
- **Investigation and Analysis:** The Quality Assurance (QA) Department or relevant departments initiate investigations within 24 hours.
- **Improvement Measures:** Short-term corrective actions and long-term preventive action plans (PDCA) are developed to address identified issues.
- **Response and Follow-up:** Improvement results are verified and customer acknowledgement is obtained to ensure that issues are properly closed and recurrence is prevented.

3.3.2 Customer Satisfaction Survey

EZconn believes that providing excellent products and services is the foundation for building customer trust and achieving sustainable development. Therefore, EZconn has established a customer satisfaction survey mechanism as a driving force for continuous improvement and organizational enhancement.



Regular
Surveys

Customer satisfaction evaluations are conducted annually for key global customers, covering six major aspects: product quality, shipment, HSF, delivery, service, and complaint handling.



Quantitative
Evaluation

Customer satisfaction trends are analyzed through data analysis. If any individual indicator falls below the Company's internally established standards, the Company will immediately initiate an issue-handling process.



Cross-functional
Improvement

Survey results are reported at management meetings, and the R&D, manufacturing, and sales departments jointly develop improvement strategies to continuously meet and exceed customer expectations.



Based on the trends identified from the customer satisfaction survey results, EZconn has initiated the following improvement initiatives:

1. Delivery Optimization Project:

In response to the decline in delivery satisfaction, EZconn has begun optimizing our production scheduling system and strengthening rolling forecast integration with strategic customers to improve material preparation accuracy and shorten delivery lead times.

2. Continuous Enhancement of HSF Management:

Following the significant improvement in HSF scores since 2023, EZconn continues to maintain rigorous review standards to ensure 100% compliance with international environmental regulations and meet customers' stringent requirements for sustainable products.

3. Enhancement of Complaint Handling Process:

By integrating the PDCA methodology, EZconn aims to shorten the initial response time for quality issues and ensure that customer concerns receive more timely and constructive solutions.

According to the survey results, EZconn has maintained stable service performance over the years, with the average customer satisfaction score reaching 90 points over the past three years.

Customer Satisfaction Survey Results for the Past Three Years

Year	2023	2024	2025
Average Satisfaction Score	90.6	90.58	90.39

04

FRIENDLY WORKPLACE AND SOCIAL PARTICIPATION

4.1 Workforce Composition	50	4.5 Safe Workplace	64
4.2 Diversity, Equity, and Inclusion	53	4.6 Healthy Workplace	72
4.3 Talent Attraction and Retention	56	4.7 Social Engagement	74
4.4 Talent Cultivation and Development	59		



4.1 Workforce Composition

As of the end of 2025, the total number of employees in Taiwan was 443, representing a 4% increase compared with the previous year. All employees are full-time employees under indefinite-term employment contracts, with no part-time employees. In addition, seven dispatched personnel and contractors (such as security and cleaning personnel) were engaged as operational support staff.

Approximately 70% of employees (excluding foreign migrant workers) are from neighboring communities, with Beitou, Tamsui, Bali, and Sanzhi serving as major talent sources. Regarding workforce turnover, employee movements remained relatively balanced in 2023 and 2024. In 2025, the new hire rate remained at 12%, while the turnover rate decreased to 8%, indicating that overall workforce mobility remained stable and employee retention continued to improve.

Employee Demographic

Category	Classification	Executive Management		Non-Executive Management		Technical Employees		All Other Employees		Total Employees	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Gender	Female	4	40.0%	18	35.3%	180	57.0%	61	95.3%	263	59.4%
	Male	6	60.0%	33	64.7%	138	43.0%	3	4.7%	180	40.6%
Age	Under 30 years old	0	0.0%	0	0.0%	153	48.0%	3	4.7%	156	35.2%
	31–50 years old	2	20.0%	23	45.1%	143	45.0%	53	82.8%	221	49.9%
	51 years old and above	8	80.0%	28	54.9%	22	7.0%	8	12.5%	66	14.9%
Education Level	Master's Degree or above	4	40.0%	6	11.8%	11	3.5%	7	10.9%	28	6.3%
	University/College Degree	5	50.0%	32	62.8%	95	29.9%	49	76.6%	181	40.9%
	High School/ Vocational School and below	1	10.0%	13	25.5%	212	66.7%	8	12.5%	234	52.8%
Nationality	Taiwanese	10	100.0%	51	100.0%	175	55.0%	64	100.0%	300	67.7%
	Vietnamese	0	0.0%	0	0.0%	143	45.0%	0	0.0%	143	32.3%
Total		10	2.3%	51	11.5%	318	71.8%	64	14.4%	443	100.0%

Number of Employees with
Disabilities

3

Number of Employees from
Indigenous Groups

1

Note 1: Senior management refers to managerial officers.

Note 2: Non-executive management includes section-level, department-level, and division-level supervisors, special assistants, consultants, and other equivalent positions.

Note 3: Technical Employees include engineers at all levels, production line team leaders, technicians, operators, and other related positions.

Note 4: Other employees include management specialists, sales specialists, customer service specialists, assistants, and other related positions.

Statistics of Employees Residing in Nearby Communities

Site	Address	2023			2024			2025		
		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	Percentage		Number	Percentage		Number	Percentage
Head Office	13F., No.27-8, Sec. 2, Zhongzheng E. Rd., Tamsui	141	80	57%	134	86	64%	134	86	64%
Shangda Plant	No.380, Section 3, Danjin Road, Tamsui	160	115	72%	134	104	78%	139	110	79%
Lide Plant	No. 12, Houzhouzi, Xianxiao Vil., Tamsui Dist., New Taipei City, Taiwan	18	14	78%	19	17	89%	19	15	79%
Total		319	209	66%	287	207	72%	292	211	72%

Note 1: This statistic excludes foreign employees residing Taiwan, only includes employees registered as residents in Taiwan.

Note 2: The nearby communities of the Head Office refer to Beitou District of Taipei City, Tamsui District of New Taipei City, and Bali District of New Taipei City.

Note 3: The nearby communities of the Shangda Plant and Lide Plant refer to Beitou District of Taipei City, Tamsui District of New Taipei City, Bali District of New Taipei City, and Sanzhi District of New Taipei City.

Proportion of senior management hired from the local community

Item	Number
Number of Senior Management	10
Number of Local Senior Management	10
Proportion	100%

Note: Senior management refers to managerial officers.



▪ New Employee Statistics by Age and Gender

Year	Age	Male		Female		Total New Hires	
		Number	New Hire Rate	Number	New Hire Rate	Number	New Hire Rate
2025	Under 30 years old	8	4%	29	11%	37	8%
	31-50 years old	5	3%	9	3%	14	3%
	51 years old and above	1	1%	1	1%	2	1%
Total		14	8%	39	15%	53	12%
2024	Under 30 years old	6	3%	38	16%	44	10%
	31-50 years old	3	2%	2	1%	5	1%
	51 years old and above	1	1%	0	0%	1	1%
Total		10	5%	40	17%	50	12%
2023	Under 30 years old	9	5%	41	18%	50	12%
	31-50 years old	3	2%	3	1%	6	1%
	51 years old and above	0	0%	0	0%	0	0%
Total		12	6%	44	19%	56	13%

▪ Turnover Employee Statistics by Age and Gender

Year	Age	Male		Female		Total Employee Turnover	
		Number	Turnover Rate	Number	Turnover Rate	Number	Turnover Rate
2025	Under 30 years old	4	2%	14	5%	18	4%
	31-50 years old	3	2%	11	4%	14	3%
	51 years old and above	3	2%	0	0%	3	1%
Total		10	6%	25	10%	35	8%
2024	Under 30 years old	7	4%	10	4%	17	4%
	31-50 years old	6	3%	6	3%	12	3%
	51 years old and above	10	5%	12	5%	22	5%
Total		23	12%	28	12%	51	12%
2023	Under 30 years old	16	8%	21	9%	37	9%
	31-50 years old	4	2%	10	4%	14	3%
	51 years old and above	2	1%	1	0%	3	1%
Total		22	12%	32	14%	54	13%

4.2 Diversity, Equity, and Inclusion

4.2.1 Human Rights Policy and Management

EZconn believes that sustainable development is rooted in respect for human rights and sound corporate governance. Therefore, we have established a Human Rights Policy applicable to all organizational units. Diversity, Equity, and Inclusion (DEI) are key elements of the Human Rights Policy, embracing, supporting, and respecting individuals of diverse backgrounds, including race, gender, religion, and socioeconomic status. Through this framework, we aim to promote fair treatment and meaningful participation for all employees, while further strengthening its commitment to corporate social responsibility.

EZconn strictly complies with applicable laws and regulations in the locations where it operates and follows internationally recognized human rights standards, including the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the Ten Principles of the UN Global Compact (UNGC). In addition, with reference to the Responsible Business Alliance (RBA) Code of Conduct, we treat and respects all employees, dispatched workers, temporary workers, interns, and workplace personnel with dignity. By aligning with international standards, EZconn is committed to eliminating implicit discrimination in the workplace and creating an inclusive working environment.

To integrate human rights principles into daily operations, EZconn has established management policies and procedures related to labor rights and human rights, workplace safety, and corporate governance. These policies are reviewed and updated annually based on changes in national regulations, customer recommendations, audit requirements, international trends, and operational needs. In 2025, we enhanced the investigation procedures under the Workplace Sexual Harassment Prevention and Handling Regulations to ensure fairness and professionalism in case handling and safeguard workplace dignity. In addition, the Recruitment and Employment Management Regulations were revised to include "Remedial Measures and Placement Procedures for Misuse of Child Labor," strengthening labor rights risk prevention mechanisms and providing substantive protection for vulnerable workers.

Diversity



Respect and embrace differences in race, gender, religion, and socioeconomic background, incorporate these differences into the Company's Human Rights Policy, and foster a diverse and mutually respectful workplace culture.

Equity



Follow international human rights and labor standards to ensure fair treatment for all workers, and strengthen mechanisms for investigating sexual harassment and providing remedies for cases involving child labor.

Inclusion



Treat employees, dispatched workers, temporary workers, and interns with dignity, encourage their full participation in company affairs, eliminate implicit discrimination, and foster an inclusive environment.

Human Rights Policy



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.



Prohibition of Child Labor

Prohibit the employment of individuals under the age of 16.



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.



Workplace Safety

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



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.



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.



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.



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.



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.



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.



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.



Harmonious Labor Relations

Promote positive employee relations and respects employees' opinions.

4.2.2 Human Rights Training

EZconn continuously promotes human rights-related education and training to enhance employees' awareness of human rights issues, workplace safety, and diversity, equity, and inclusion. The implementation results are as follows:

1. The original course was revised as the "2025 Sexual Harassment Prevention Training and Human Rights (RBA) Issues and Communication Channels" course. In addition to promoting sexual harassment prevention, the course also incorporated RBA human rights issues and explanations of internal complaint channels to establish proper awareness of workplace ethics.
2. Conducted the "2025 Workplace Prevention of Unlawful Incidents Training", which was personally delivered by designated nursing personnel. Through a professional perspective, employees were guided to identify workplace unlawful incident risks and jointly safeguard employees' physical and mental health.
3. To protect migrant employees' right to access information, four dedicated training sessions for migrant workers were arranged for core general courses, including anti-corruption, human rights protection, and workplace unlawful incident prevention. These efforts ensure policy understanding and implementation under a multicultural workplace environment and realize an equal and inclusive workplace.
4. In 2025, human rights-related thematic training reached a total of 873 participants, with cumulative training hours of 873 hours.

Human Rights-related Training Statistics

Category	Course Title	Hours	Sessions	Participants	Training Type (Internal/ External)	No. of Participants	No. of Participants Completed	Completion Rate (%)	Training Hours
General Training	2025 Sexual Harassment Prevention Training and Human Rights (RBA) Issues and Communication Channels	1	13	All Active Employees	Internal	438	438	100.0%	438
General Training	2025 Workplace Prevention of Unlawful Incidents Training	1	13	All Active Employees	Internal	435	435	100.0%	435

Note 1: Completion Rate = (Number of Participants Completed ÷ Number of Participants) × 100. The completion rate is presented as a percentage and rounded to one decimal place.

Note 2: Training Hours = Course Duration × Total Participant Attendance for the course, calculated based on attendance records in the training management system.

4.2.3 Communication Channels and Complaint Mechanism

EZconn has established the Employee Complaint Handling Procedure. Employees may submit anonymous complaints or suggestions through suggestion boxes located in public areas, extensions of HR supervisors, email, fax, mail, and other channels. The Human Resources Department is the responsible unit for collecting and handling complaints and suggestions. For each complaint or suggestion case, the Human Resources Department conducts preliminary investigation and verification, and provides a response to the complainant or person providing suggestions. During the handling process, the Human Resources Department is obligated to maintain confidentiality and shall not disclose the name, department, content of the report, or any other information that may identify the complainant or person providing suggestions. For sexual harassment cases, EZconn has separately established the Workplace Sexual Harassment Prevention and Handling Regulations and provides a dedicated mailbox for receiving related complaints.



4.3 Talent Attraction and Retention

4.3.1 Employee Compensation

EZconn's salary standards are determined based on job position, educational background and experience, professional knowledge and skills, professional seniority, and performance, without differences based on age, gender, race, or other factors. The Company has established the Salary Management Regulations and determines salary and compensation based on factors including employees' job nature, working conditions, work environment, and required competencies, while also considering market salary levels (salary levels for equivalent positions within the same industry) and the organizational structure.

EZconn regularly review our operational performance and makes adjustments based on market salary trends, overall economic conditions, industry cycles, and government regulations. At the Taiwan headquarters, entry-level employee salaries are 1.09 times higher than the local statutory minimum wage. The Company also adheres to gender pay equality to ensure that compensation is not affected by gender. In addition, EZconn provides additional bonuses on an irregular basis to motivate employees to pursue higher performance.

- Ratios of standard entry level wage by gender compared to local minimum wage

Location	Male	Female
Taiwan	1.09	1.09

Note 1: Entry-level employees refer to employees at job grade level 1.

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

- Average and Median Salaries of Full-time Non-Management Employees and Changes Compared with the Previous Year

Year	Number of Full-Time Non-Management Employees	Average Salary (Thousand TWD)	Median Salary (Thousand TWD)
2024	390	1,039	706
2025	422	1,283	899
Changes Compared with the Previous Year	32	244	193

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

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

- Ratio of Basic Salary and Remuneration of Women to Men

Job Level	2025				2024			
	Annual Salary		Monthly Salary		Annual Salary		Monthly Salary	
	Female	Male	Female	Male	Female	Male	Female	Male
Management	0.98	1.02	0.87	1.15	1	1	0.9	1
Non-Management	0.79	1.27	0.95	1.06	0.8	1	0.9	1

Note: Statistics cover employees employed for the full year 2025; 16.77 % of staff with less than one year of service were excluded.

4.3.2 Employee Benefits



1. Performance Sharing and Incentives:

Year-end bonuses, profit sharing, patent awards, proposal awards, employee referral bonuses, and near-miss incident reporting rewards.



2. Comprehensive Health Care:

On-site professional occupational health nurse services, regular consultation by occupational physicians, periodic health examinations, fully subsidized employee group insurance, business travel insurance, lactation rooms, and health care rooms.



3. Career Development and Learning:

Certification allowances, support for continuing education, and diversified internal and external training programs.



4. Life Support and Employee Care:

Labor and health insurance, lunch subsidies, free overtime dinner, volunteer leave, retirement benefits, employee stock ownership trust, flexible working hours (for administrative units), Family Day, employee travel programs, birthday cash gifts, contracted stores, holiday gifts/gift vouchers, year-end parties, emergency assistance, wedding/funeral/celebration subsidies (including wedding gifts, childbirth subsidies, funeral subsidies, and bereavement benefits), meal gathering subsidies, scholarships, and club subsidies.

4.3.3 Marriage and Childbirth Support

EZconn recognizes the importance of supporting employees in balancing family responsibilities and career development. Through a comprehensive employee welfare system and a family-friendly workplace environment, the Company provides practical assistance and support to employees raising children, enabling them to contribute to the Company while being able to accompany their children's growth with peace of mind. Through the following initiatives, EZconn is committed to creating a truly family-friendly workplace that supports employees in childcare, allowing them to achieve both family well-being and continuous career growth and development.

Childbirth Subsidy	EZconn provides childbirth subsidies to extend congratulations and support to employees when welcoming a new family member.
Parental Leave Support	EZconn provides comprehensive consultation services for parental leave, assisting employees in understanding their rights and application procedures. The Company actively accepts parental leave applications to ensure employees can take time away from work to care for young children with peace of mind.
Return-to-Work Support Mechanism	EZconn highly encourages and welcomes employees returning from parental leave, ensuring they can smoothly resume their positions and continue their career development.
Comfortable Lactation Space	EZconn has established a compliant lactation room with complete facilities. Regular inspections and maintenance are conducted to provide employees who are breastfeeding with a clean, comfortable, and private environment that supports their continued breastfeeding needs.
Partnered Kindergartens	Partnered Kindergartens: To further assist employees with childcare needs, EZconn collaborates with partnered kindergartens to provide convenient and quality childcare resources, allowing employees to work with greater confidence and without concerns regarding childcare arrangements.

■ Parental Leave Return-to-Work and Retention Statistics

Item	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Number of Employees Eligible for Parental Leave	36	13	13	2	9	2
Number of Employees Who Applied for Parental Leave	12	1	2	0	1	0
Number of Employees Expected to Return from Parental Leave (A)	7	1	2	0	2	0
Number of Employees Who Returned from Parental Leave (B)	5	1	0	0	1	0
Number of Employees Who Returned from Parental Leave in the Previous Year (C)	2	0	5	1	2	0
Number of Employees Who Returned from Parental Leave in the Previous Year and Remained Employed for at Least One Year (D)	2	0	5	1	0	0
Return-to-Work Rate after Parental Leave (B/A)	71%	100%	0%	0%	50%	0
Retention Rate after Parental Leave (D/C)	100%	0%	100%	100%	0%	0

4.3.4 Support for Foreign Employees

Foreign migrant workers account for nearly one-third of EZconn's overall workforce. Therefore, in terms of labor rights protection and workplace support measures, we have strengthened relevant management and care mechanisms specifically for foreign migrant workers to ensure their adaptability and well-being in both work and daily life.

Comprehensive Native Language Support and Social Integration Mechanisms

1. A Language-Friendly Governance Environment

- **Bilingual Communication System:** Internal official announcements, training materials, and training sessions are provided in both Chinese and Vietnamese to ensure effective communication. Vietnamese signage is also reinforced in working areas to accurately convey company policies, work instructions, and safety information.
- **Timely Access to Information:** Through social communication software and dormitory bulletin boards, translators provide timely communication in employees' native languages regarding applicable laws and government regulations in Taiwan, ensuring employees receive relevant information promptly.

2. Enhancing Psychological Safety Through Life Support

- **Daily Life Assistance:** Full-time on-site translators are assigned to provide supportive services, including medical visit guidance, banking and financial assistance, administrative package and mail handling, and other daily life matters. These services help migrant workers overcome language barriers and maintain stable living conditions in Taiwan.
- **Residential Safety Management:** Dedicated translators work with service providers to implement dormitory facility maintenance, including regular drinking water quality inspections, monthly fire equipment inspections, and a prompt repair reporting system. Through proactive inspections and timely responses, the Company builds a safe, hygienic, and supportive living environment with a sense of belonging.

3. Protection of Legal Rights and Risk Prevention

For potential legal and social risks faced by migrant workers in Taiwan, such as telecommunications fraud, prevention of illegal use of personal accounts, traffic safety, and accident negotiations, professional translators proactively provide guidance and communication support. This helps prevent employees from suffering improper financial exploitation or legal harm due to language barriers and ensures human rights protection.

4. Health Care and Well-being

Conducts monthly occupational physician visits and daily interviews by occupational health nurses, with translators available to support communication and consultation. Through these efforts, EZconn follows up on employees' physical and mental health conditions and workplace feedback, ensuring employees' concerns are promptly communicated and establishing a trustworthy and caring labor-management relationship.

Deepening Career Development: Implementing the Migrant Worker Long-term Retention Program

EZconn not only cares about employees' well-being but also values the continuation of their professional expertise. Through a structured transition mechanism, EZconn assists experienced foreign employees in advancing to intermediate-skilled positions, thereby promoting talent retention and enhancing organizational competitiveness.

1. Establishing a Fair Competency Evaluation Mechanism:

The Company recognizes the professional expertise and stability accumulated by experienced foreign employees over many years of service. In the second half of 2025, EZconn officially launched the Migrant Worker Long-term Retention Program, establishing a standardized evaluation process. Professional certifications obtained by employees (such as forklift operation certification) together with their outstanding work performance over the years serve as the basis for promotion, providing fair career development opportunities based on a people-oriented and competency-based approach.

2. Professional Transition and Pre-transition Support:

For outstanding experienced employees who have worked in Taiwan for 12 years and possess mature technical expertise, the Company implements a six-month transition program and administrative support process. Through one-on-one communication and career counseling, employees are assisted in successfully transitioning from the status of migrant workers to intermediate-skilled workers, ensuring that valuable technical expertise is retained within the Company.

3. Talent Retention Achievements and Future Outlook:

The first two outstanding employees have successfully completed the transition review process, with their new appointments scheduled to become effective in January 2026. In addition to providing employees with greater stability in residency and career development while strengthening their sense of belonging, this program also enables the Company to retain skilled technical talent. Going forward, EZconn will continue expanding this initiative as a long-term talent strategy to advance Diversity, Equity, and Inclusion (DEI).

4.3.5 Employee Retirement

In accordance with the Labor Standards Act and the Labor Pension Act of Taiwan, the Company regularly contributes labor pension reserve funds under the old pension scheme to the statutory pension reserve account. The account is supervised and managed by the Labor Retirement Reserve Supervisory Committee, and an actuary is engaged annually to estimate the account balance to safeguard employees' retirement benefits. For employees covered under the new labor pension scheme, the Company contributes 6% of each employee's monthly salary to the employee's individual labor pension account on a monthly basis.

To further strengthen employees' financial security after retirement, EZconn has established an Employee Stock Ownership Trust (ESOT) program. In addition to employees' voluntary contributions, the Company provides an additional 50% matching contribution as an incentive. Through regular monthly purchases of Company shares, the program helps employees accumulate retirement assets. As of the end of 2025, the employee participation rate in the program reached 58.67%.

4.4 Talent Cultivation and Development

EZconn regards our employees as a key driver of sustainable organizational development. In the face of global industrial transformation and economic transition, talent competitiveness is fundamental to corporate competitiveness. EZconn has established the Education and Training Management Regulations and is committed to advancing talent development and sustainable business growth through a systematic learning and development framework.

Guided by the core training policy of "Strengthen employee competencies, maximize human capital, foster talent development, and achieve sustainable prosperity together," EZconn has established the following strategic directions:



Key Competency Development

Develop the core competencies required by each business unit, develop talent to meet position-specific requirements, and achieve training needs based on annual performance results.



Career Development and Cultural Alignment

Communicate the Company's core values, establish training mechanisms that support career development, and promote lifelong learning through collaboration with academic institutions.



Practical Knowledge Transfer

Invite managers and experienced employees to serve as instructors, systematically transfer organizational tacit knowledge, and collaborate with professional consulting organizations to enhance training quality and practical effectiveness.



Cross-functional Development and Job Rotation

Enhance employees' professional depth and breadth through diversified learning strategies and job rotation programs to develop a multi-skilled workforce that meets evolving business needs.

In line with the Company's newly introduced sustainability policy, the Education and Training Management Regulations were revised during the year to incorporate a new training strategy: "Promoting Sustainable Development and Human Rights Awareness." ESG governance has been formally embedded into the Company's talent development framework, ensuring that employees possess the professional capabilities to identify and respond to sustainability-related risks.

4.4.1 Training Programs

EZconn actively promotes on-the-job training to respond to the knowledge-based economy and to put its multi-skilled learning philosophy into practice. By providing employees with diverse learning and development opportunities, EZconn strives to cultivate a workforce in which everyone is committed to continuous learning and ongoing improvement, thereby enhancing the Company's overall competitiveness. Guided by the principle of equal development opportunities, EZconn provides transparent and diverse learning and development resources for all employees. In 2025, employees completed a total of 10,195 training hours, with an average of 23 training hours per employee.

Training Performance

1. Gender Equality and Equal Access to Learning Resources

The Company places great importance on ensuring balanced access to training resources across genders. From 2023 to 2024, male employees recorded higher average training hours than female employees. By 2025, however, both male and female employees averaged 23 training hours, demonstrating equal participation in employee training.

2. Professional Development by Job Category

(1) Management:

The primary focus of training for management personnel, including executives responsible for corporate governance and internal audit, was advanced sustainability-related topics. The average training time reached 29 hours, covering areas such as the IFRS Sustainability Disclosure Standards and climate risk governance to strengthen strategic leadership and policy alignment.

(2) Administrative, Sales, and Project Management Employees:

Training focused on professional regulatory seminars and practical sustainability reporting, enabling employees to support the implementation of the Company's sustainability initiatives. The average training time was 31 hours.

(3) Technical Employees:

Training continued to emphasize production safety and manufacturing process improvement to strengthen operational excellence, with an average of 20 training hours per employee.



Annual Training Highlights

In response to the global sustainability transition and evolving regulatory requirements, EZconn's 2025 training programs focused on the following key areas:

1. Aligning with Sustainability Policies (ESG/CDP/IFRS)

To support the implementation of EZconn's newly introduced sustainability policies, comprehensive training programs covering the IFRS Sustainability Disclosure Standards (S1 and S2), greenhouse gas inventories, and CDP project guidance were delivered. Through 231 hours of dedicated CDP training and consulting, the Company successfully improved its CDP rating from D to B, demonstrating our commitment to climate governance.

2. Professional Expertise and Environmental Compliance

Training programs reinforced hazardous substance-free (HSF) management and advanced technical seminars to ensure that product quality complies with the quality and environmental requirements of leading international customers.

3. Occupational Safety Culture and Professional Qualification Support

To encourage professional competency development, EZconn introduced a paid study leave program to support employees preparing for the national Level B technician for labor health management certification, helping reduce the burden of certification preparation. Fire drills and emergency response exercises were also conducted across all facilities to strengthen employees' emergency preparedness and enhance workplace resilience.

4. Management System Succession and Capability Development

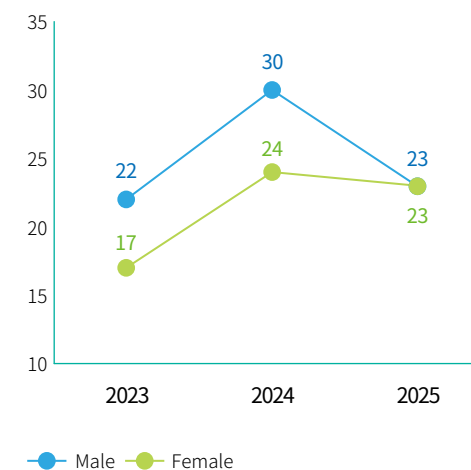
To ensure the continuity of management systems, EZconn proactively planned succession training for ISO 45001 Lead Auditors. In addition, a dedicated program on "How the Board Should Respond to ESG Risks" was delivered to senior management to strengthen leadership's understanding and oversight of sustainability-related risks.



Fostering a Sustainable Culture of Professional Excellence and Safety

Throughout 2025, EZconn's talent cultivation initiatives were closely aligned with evolving national and international sustainability priorities. While the focus of training programs was adjusted in response to changing policy directions, the Company's commitment to employee development remained steadfast. Looking ahead, EZconn will continue to enhance workplace management practices and provide forward-looking professional development programs in response to evolving regulatory requirements, empowering employees to grow alongside the Company in a safe, supportive, and professionally rewarding working environment.

Average Training Hours
per Employee Over the Years



▪ Employee Training Hours Statistics

Year	Category	Group	Training Hours	Number of Employees	Average Training Hours per Employee
2025	Gender	Male	4,225	180	23
		Female	5,970	263	23
	Total		10,195	443	23
	Job Category	Management	1,757	61	29
		Technical	6,516	319	20
		Administrative	1,923	63	31
	Total		10,195	443	23
2024	Gender	Male	5,237	176	30
		Female	5,853	249	24
	Total		11,090	425	26
	Job Category	Management	2,107	60	35
		Technical	6,943	308	23
		Administrative	2,040	57	36
	Total		11,090	425	26
2023	Gender	Male	4,165	189	22
		Female	4,012	238	17
	Total		8,177	427	19
	Job Category	Management	750	61	12
		Technical	5,726	303	19
		Administrative	1,701	63	27
	Total		8,177	427	19

Note 1: Average training hours per employee are calculated as the total annual training hours divided by the total number of employees on payroll as of December 31 of the reporting year.

Note 2: Total training hours include the training records of both current and resigned employees during the reporting year. The number of employees used for calculating the average is based on employees on payroll as of December 31, 2025.

4.4.2 Career Transition and Retirement Support Programs

EZconn values the expertise and contributions of our experienced employees and is committed to providing a stable and sustainable working environment. Benefiting from significant business and revenue growth in 2025, our workforce remained stable, with no large-scale layoffs or workforce reductions. For employees undergoing career transitions, the Company not only safeguards their statutory rights but also provides the following support programs:

1. Human Resources provides one-on-one consultation for retiring employees, explaining the procedures and required documentation for claiming labor insurance and pension benefits, while also providing guidance on post-retirement entitlements, including National Health Insurance continuity.
2. Retired employees with specialized technical expertise may, based on their willingness, be re-engaged as technical consultants. Through flexible part-time arrangements with fixed weekly working days, EZconn supports a smooth transition into semi-retirement while facilitating the transfer of critical technical knowledge and expertise. During their consultancy period, we continue to provide labor and health insurance coverage in accordance with applicable policies, safeguarding their healthcare and social insurance benefits throughout the transition.
3. For individual cases in which employment is terminated due to an employee's inability to perform job duties, the Company strictly complies with the Labor Standards Act in calculating and providing severance pay. The competent authority is notified at least 10 days before the employee's departure to facilitate access to government employment support services. In addition, the Company adopts measures that exceed statutory requirements by waiving employees' obligation to report to work during the notice period while continuing to pay their full salary. This provides employees with sufficient time to seek new career opportunities and helps reduce the stress associated with career transitions. HR also proactively issues certificates of involuntary separation and provides guidance on applying for government unemployment benefits, re-employment assistance, and post-employment labor and health insurance arrangements.

4.4.3 Employee Performance Evaluation

EZconn has implemented a comprehensive performance evaluation system covering employees across all job levels and departments, achieving a 100% evaluation coverage rate. Performance evaluations are conducted twice a year, in January and July, for all active employees, with evaluation criteria tailored to different job categories. Evaluation results, including performance ratings and scores, serve as key references for annual salary adjustments and year-end bonus allocation, directly linking employee contributions to performance-based rewards.

Evaluation Criteria



Evaluates employees' performance in achieving established objectives and executing work plans.

1. Achievement of Goals and Work Plans



Assesses overall work performance, including work quality, efficiency, teamwork, and collaboration.

2. Overall Job Performance



Reviews employees' progress in career development and capability enhancement.

3. Individual Development Plan



4. For frontline production employees, evaluations are primarily based on overall job performance to ensure the evaluation process remains appropriate and equitable.

4.5 Safe Workplace

Guided by the philosophy of "People-Centered and Environmentally Sustainable," EZconn actively develops and implements our Environmental, Health and Safety (EHS) Policy to provide a safe, healthy, and comfortable working environment for all employees. To ensure that our policy remains aligned with the Company's future business strategies and international development trends, the policy was updated in 2025.

4.5.1 Environmental, Health, and Safety Policy

- Comply with environmental, health and safety regulations and continuously improve.
- Implement the operation and management cycle of the Environmental, Health and Safety management system.
- Promote sustainable development goals and integrate them into business operations and decision-making.
- Reduce waste and greenhouse gas emissions in response to climate change.
- Prevent accidents, illnesses, and injuries, and promote employee health.

4.5.2 2025 Performance

- **0 occupational accidents**
- **0 occupational diseases**
- Reduced the control ratio of hazardous flammable liquids to **0.916**
- **0 non-conformities identified** in contractor audits
- Completed **5,180 hours** of occupational safety and health-related training, with **2,298 participants**

4.5.3 Environmental and Occupational Safety and Health Committee

To ensure that all departments and facilities operate in a safe environment and to prevent occupational accidents, EZconn established the Environmental and Occupational Safety and Health Committee in accordance with the requirements of the environmental management system and Article 10 of the Occupational Safety and Health Management Regulations. The CEO appoints a management representative to support the operation of the Committee. The Committee convenes quarterly to implement environmental, health and safety policies, establish a friendly workplace environment, and safeguard employees' safety and health.

The Environmental and Occupational Safety and Health Committee consists of 15 members, including 5 employee representatives, accounting for more than one-third of the total committee members. The Committee is responsible for reviewing EZconn's safety and health policies, coordinating and providing recommendations on relevant occupational safety and health matters, implementing necessary operational process improvements based on meeting outcomes, and discussing occupational safety, health, and wellness proposals raised by departments and employees. Meeting minutes are announced on EZconn's internal website. In addition, the Committee regularly reviews environmental protection measures, occupational safety and health management performance, and compliance with relevant regulations to ensure workplace safety and reduce environmental risks. The Committee also regularly shares occupational safety and health information through EHS newsletters to continuously enhance employees' safety knowledge and awareness. In 2025, the Committee held a total of four meetings.

4.5.4 Management System

EZconn is committed to providing safe and healthy working conditions, complying with occupational safety and health laws, regulations, and related requirements, eliminating hazards, reducing EHS risks, and promoting worker consultation and participation. Through continuous enhancement of risk prevention measures, we aim to achieve zero occupational accidents. Since 2014, EZconn has implemented the ISO 45001:2018 Occupational Health and Safety Management System and obtained third-party certification annually for the Shangda Plant and the Head Office. We have also established a series of management procedures to continuously strengthen environmental, health, and safety management.

Each facility follows the PDCA (Plan-Do-Check-Act) management cycle to identify potential hazards, risks, and improvement opportunities from aspects including operations, environment, management practices, and systems. Preventive and corrective measures are planned in advance to implement effective risk management. Before each annual external audit, internal audits are conducted to proactively review the implementation of EHS management practices. Through continuous management cycles, EZconn ensures the execution and improvement of various work plans.

The current management system applies to employees, suppliers, contractors, and other relevant stakeholders, achieving 100% coverage.

4.5.5 Hazard Risk Management

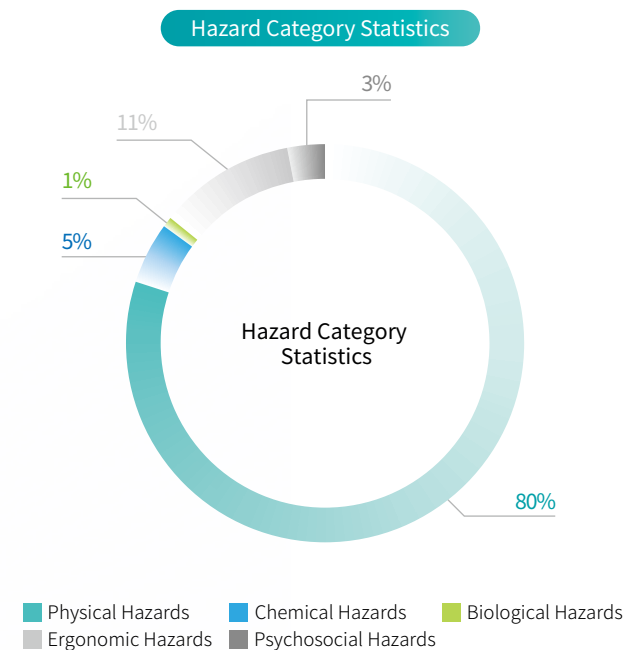
Hazard Identification and Risk Assessment

Each department conducts risk assessments on a regular annual basis, covering both routine activities (such as daily and weekly production, maintenance, and administrative operations) and non-routine activities (such as abnormal repairs, annual maintenance, engineering projects, and emergency response activities). Identified risks are subject to risk-based classification and corresponding control and improvement measures. Through a systematic hazard identification and risk assessment process, EZconn ensures that operational environmental risks remain within controlled levels. The implementation effectiveness is also reported to the Environmental and Occupational Safety and Health Committee on a quarterly basis.

In addition, EZconn trains professional risk assessment personnel to address risks classified as unacceptable. Based on the hierarchy of control measures, appropriate engineering controls or management measures are implemented to reduce risks and safeguard employees' workplace safety.

The risk assessment methodology establishes a risk matrix based on the likelihood of an accident or loss occurring due to a specific hazard and the severity of potential impacts on personnel, equipment, or the environment after an accident occurs. Risks are categorized into Class 1 to Class 4, with each class corresponding to different levels of operational controls and action measures, thereby implementing risk-based management.

In 2025, EZconn did not experience any accidents classified as higher hazard levels (Class 1 or Class 2).



EZconn strictly follows the Hierarchy of Controls, applying the principles of elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE) in order of priority. Potential sources of workplace hazards are proactively identified, and systematic risk assessments are conducted on personnel operations, machinery and equipment, material usage, and the working environment.

In addition, EZconn fosters a safety culture based on full employee participation by integrating 5S management program, near-miss reporting, and suggestion improvement system to establish a bottom-up risk early warning mechanism. We also ensure that resources are prioritized for high-risk improvement initiatives to reduce occupational injury risks.

To address different types of workplace hazards, EZconn has implemented the following control measures:

Physical Hazards

To reduce high-risk physical hazards such as entanglement, cutting, and electric shock, we have established a three-stage protection mechanism. First, risks are controlled at the source through stringent safety reviews of newly purchased equipment to ensure that hazardous machinery is inspected and certified with the required TS safety mark. Second, engineering safeguards are strengthened by installing machine guards, light curtains, and electrical protection devices, such as residual current circuit breakers (RCCBs) and grounding systems. Finally, administrative controls are implemented through standard operating procedures (SOPs), occupational safety training, and the provision of appropriate personal protective equipment (PPE).

Chemical Hazards

To effectively control chemical hazards associated with flammable liquids, gases, vapors, and dust, EZconn conducts chemical inventory checks at least once a month, updates Safety Data Sheets (SDS) every three years, performs workplace exposure monitoring every six months, and implements relevant hazard prevention measures. For example, lower-hazard chemicals are used whenever feasible, while flammable substances are stored in explosion-proof cabinets with enhanced ventilation systems. Annual hazard communication training is also provided to ensure employees correctly use personal protective equipment (PPE).

Biological Hazards

To manage biological hazards associated with drinking water and reptiles, EZconn commissions SGS to conduct regular water quality testing, with strict monitoring of coliform bacteria and total bacterial counts to ensure safe drinking water for employees. To prevent reptiles, such as snakes, from entering the facility and causing injuries, snake traps are installed in designated areas, accompanied by clearly visible warning signs to enhance hazard awareness and workplace safety. In addition, cooling towers are cleaned regularly, public areas are routinely disinfected, and occupational health services provide ongoing health monitoring and awareness programs. These engineering and administrative measures work together to effectively manage biological hazards.

Ergonomic Hazards

To address ergonomic hazards arising from repetitive tasks, awkward postures, and excessive force, EZconn has established an Ergonomic Hazard Prevention Program. Occupational physicians conduct monthly on-site risk assessments and provide individual consultation with recommendations for improvement. We also actively introduce assistive equipment and replace manual material handling with mechanized solutions wherever possible, reducing the risk of musculoskeletal disorders and protecting employees' physical well-being.

Psychosocial Hazards

To manage psychosocial hazards arising from excessive workloads, such as long working hours, high-pressure shift work, night shifts, and potential workplace violence, EZconn conducts annual assessments using a Workload Assessment Questionnaire and a Workplace Violence Hazard Identification and Risk Assessment. Employees identified as having medium- or high-risk results receive one-on-one consultations with occupational health professionals, who regularly assess their physical and mental well-being and provide appropriate recommendations and follow-up support. This ensures that employees receive timely and professional assistance when facing work-related stress or workplace challenges.

Workplace Environmental Monitoring and Occupational Health Management

EZconn is committed to providing a safe and healthy workplace and continuously monitors the working environment to understand actual workplace conditions and assess employees' exposure to occupational hazards. For workplace environmental management, each facility engages monitoring organizations accredited by the central competent authority to conduct environmental monitoring every six months, as required by law. Monitoring covers physical factors, including noise and lighting, as well as chemical factors, such as carbon dioxide and organic solvents. Historical monitoring results have consistently complied with all applicable regulatory standards.

To ensure drinking water safety, EZconn commissions SGS to conduct water quality testing every three months, implementing a rigorous monitoring mechanism. All monitoring results are posted next to drinking water dispensers and published on our internal website to ensure transparency and provide employees with a safe and healthy working environment.

Accident Investigation, Analysis, and Improvement Program

EZconn investigates and analyzes all reported accidents and near-miss incidents through a systematic investigation process to identify their root causes and develop effective preventive and corrective measures. This approach helps prevent incident escalation while reducing operational losses and risks to personnel.

Accident Investigation Process



Based on the results of accident investigations, EZconn implements corrective and preventive measures. Emergency response procedures are immediately activated, affected areas are isolated, and “Work Suspended” warning signs are posted to prevent any potential hazards from spreading before risks are fully eliminated.

Relevant personnel receive refresher training, and on-site practical assessments are conducted to verify their ability to correctly identify risks and respond appropriately. Horizontal reviews are also carried out across all similar operations to implement improvements and prevent the recurrence of similar incidents.

In addition, EZconn develops the Environmental, Health and Safety Facility Improvement Plan for the following year during the fourth quarter of each year. The plan is implemented after review and approval by management. In 2025, the overall completion rate of the facility improvement plan reached 85.7%, covering initiatives such as machinery safety protection and noise control engineering improvements. Unfinished items are subject to continuous follow-up and have all been incorporated into the priority implementation plan for 2026.

Although near-miss incidents do not result in actual damage, EZconn encourages employees to proactively identify and report events with potential risks before harm occurs. To support this approach, we have established the Near-Miss Incident Reporting Incentive Program, with the aim of fostering a no-blame workplace safety culture.

In 2025, a total of eight near-miss incidents were reported, including six voluntarily reported by employees and two identified through passive reporting. For each reported case, the EHS team implemented improvement measures by following the PDCA process. Key improvement actions included:

1. Strengthening Equipment Safety:

In response to a case involving a cable cutting machine without a safety guard, protective devices were installed immediately to eliminate the risk of entanglement at the source.

2. Improving the Working Environment:

Following a case in which the wiring of a stairway safety light was not securely fastened, the wiring was immediately secured with cable clips, and all lighting wiring throughout the facility was inspected to ensure safe passage.

3. Enhancing Risk Prevention Awareness:

All improvement cases have been incorporated into training materials and shared during monthly KPI meetings to strengthen employees' awareness of potential hazards.

EZconn strictly complies with occupational safety and health regulations and recognizes employees' right to stop work and evacuate to a safe location when they face an imminent threat to life or an unsafe working environment. To date, no employee has been subject to disciplinary action for reporting safety concerns or exercising this right to refuse unsafe work.

4.5.6 Workplace Violence Prevention

To foster a safe and supportive working environment, EZconn has established and published the Written Declaration on the Prevention of Workplace Violence (Chinese and Vietnamese versions), clearly stating our zero-tolerance policy toward all forms of workplace violence. This commitment is led by senior management to promote a culture of respect and safety throughout the organization.

To implement this policy, EZconn conducts regular hazard identification and risk assessments to analyze potential threats from both internal sources (such as colleagues and supervisors) and external sources (such as customers and the public). In addition to reducing risks through improvements to the physical work environment—such as ensuring adequate lighting and installing emergency call buttons or surveillance equipment—we also adjust workforce allocation according to employees' job suitability to help prevent conflicts arising from excessive workloads or insufficient staffing.

Furthermore, EZconn has established standards of conduct to ensure that employees clearly understand the boundaries of workplace communication and ethical behavior. Annual training on workplace violence prevention and communication skills is provided to strengthen employees' ability to recognize violent behavior and resolve conflicts.

Finally, EZconn has established a transparent and confidential incident handling process to ensure that employees who experience workplace violence have access to effective reporting channels and that all incidents are investigated and handled fairly and promptly.



4.5.7 Contractor Safety

To ensure the safety and health of all personnel working on site, EZconn strictly complies with Articles 25 and 26 of the Occupational Safety and Health Act, extending safety protection throughout our contractor management practices.

Before entering the site, all contractor personnel are required to complete hazard communication and receive safety supervision to ensure they fully understand potential workplace hazards and the corresponding control measures. In addition, we conduct unscheduled on-site safety audits. If safety hazards or non-conformances are identified, the contracting department and the responsible personnel are immediately notified to initiate corrective actions. Audit results are also incorporated into contractor performance evaluations to continuously strengthen on-site safety management and fulfill our obligation to communicate workplace hazards in advance.

In 2025, EZconn conducted occupational safety and health assessments and audits for 52 contractors. All results complied with the relevant requirements, and no non-conformances were identified.

Stage	Measures
Before Work Begins	- After the contracting department completes the basic information on the Contractor Work Safety Permit, the form is submitted to the EHS department to identify hazards and determine the necessary preventive and control measures, such as safety protection facilities, personal protective equipment (PPE), equipment safety inspections, required certifications, and personnel training. - The contracting department informs the contractor of the workplace conditions, hazards associated with the work environment and construction activities, applicable occupational safety and health regulations, and the required occupational safety and health measures to be implemented. - The contractor must sign the Contractor Hazard Communication Form. Work may commence only after the form has been reviewed and approved by the EHS department.
During Work	- Contractors must conduct daily inspections in accordance with the Contractor Safety Inspection Checklist and submit the completed checklist to the contracting department upon completion of the work. - The contracting department shall verify each day that the Contractor Safety Inspection Checklist has been properly implemented and documented. - When using hazardous chemicals or high-risk equipment during work, contractors must implement appropriate protective measures and provide safety training to their employees.
After Work	At the end of each workday, confirm the following: - Ensure that 5S practices have been properly implemented in and around the work area, including housekeeping, waste removal, and material organization. - Remove paints, solvents, oils, and other organic solvents, as well as contaminated gloves, rags, and other materials, from the work area to prevent fire hazards. - Dispose of waste and scrap materials in accordance with the Company's requirements.

4.5.8 Training

In line with the company commitment to regulatory compliance and risk prevention, EZconn has established a training system to promote workplace safety and environmental responsibility. Occupational safety and health training is provided in accordance with the Occupational Safety and Health Training Rules. Training is tailored to the needs of new employees, existing employees, employees who transfer to new positions, and personnel operating hazardous machinery or engaged in hazardous or specialized work. Depending on job requirements, employees receive external training to obtain the required professional certifications, participate in legally required refresher training, or attend internal training programs to ensure they are familiar with work procedures and possess the necessary occupational safety and health knowledge and risk awareness.

Training programs include general occupational safety and health training, workplace violence prevention training, hazardous chemicals training, IECQ QC 080000 (HSF) training, ergonomics and abnormal workload prevention training, sexual harassment prevention training, hearing conservation training, and emergency response drills (three earthquake drills and six fire drills). External training programs include Class A Occupational Safety and Health Supervisor, Level B Occupational Safety and Health Administrator, Fire Safety Manager, and ISO 45001:2018 Lead Auditor training.

Through a continuous and systematic training framework, EZconn strengthens employees' safety awareness and safe work practices, while fostering a workplace that is safe, healthy, and respectful.



4.5.9 Regulatory Penalty

On October 31, 2025, the Shangda Plant was fined NT\$40,000 by the competent authority for non-compliance with occupational safety and health regulations. The violations included the absence of a ventilation system for a flammable chemical storage cabinet and the failure to install a tongue guard with a clearance of 10 mm or less on a bench grinder. These deficiencies were found to be in violation of Article 188, Paragraph 1 of the Occupational Safety and Health Facilities Rules, Article 6, Paragraph 1 of the Occupational Safety and Health Act, and Article 104, Paragraph 1 of the Safety Standards for Machinery, Equipment and Tools.

Following the incident, EZconn immediately initiated an investigation and corrective actions in accordance with the PDCA management cycle. Relevant documentation was completed, root cause analysis was conducted with a focus on personnel management and operational practices, and corresponding corrective measures and improvement plans were developed to prevent similar violations, safeguard employee safety, and strengthen occupational safety and health management.

Plan

- Hazard Communication: Hazard communication was immediately provided to relevant personnel, emphasizing the importance of equipment safety and the proper storage and handling of flammable liquids.
- Equipment Management: The ventilation route for the chemical storage cabinet was evaluated, and plans were developed to install a tongue guard and adjust the clearance to less than 10 mm in compliance with regulatory requirements.

Do

- Safety Facility Improvements: A tongue guard was installed on the bench grinder, and a ventilation duct was added to the flammable chemical storage cabinet to strengthen facility safety and employee protection.
- Inspection Checklist: Inspection items for the grinder guard and tongue guard were incorporated into the routine inspection checklist.



Check

- Monitoring and Inspection: Regular and unannounced safety inspections were conducted to verify the safe use of bench grinders and the ventilation performance of chemical storage cabinets, strengthening on-site supervision.
- Improvement Target Monitoring: Engineering improvements were completed in January 2026.

Act

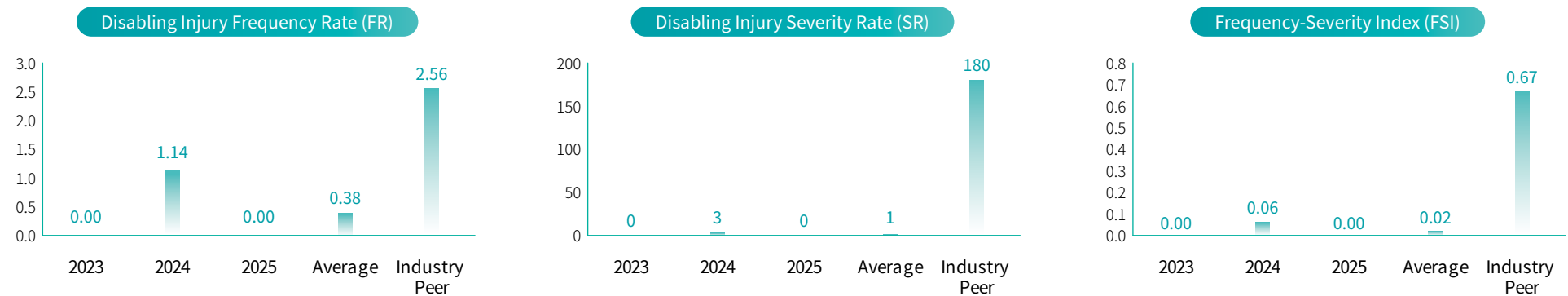
- Ongoing Training and Communication: Safe operation of bench grinders and ventilation requirements for chemical storage were incorporated into periodic safety refresher training to reinforce employees' safety awareness.
- Continuous Improvement: Engineering protection measures were reviewed and optimized to ensure the effective implementation of relevant safety controls.

4.5.10 Occupational Injuries

EZconn systematically tracks occupational injury data across all facilities as a key indicator for risk monitoring and continuous safety improvement. In 2025, employees recorded a total of 1,056,622 working hours, with zero lost-time injuries.

To proactively prevent workplace incidents, EZconn continues to conduct regular internal occupational safety audits and risk assessments, optimize equipment operating procedures, and strengthen employees' safety awareness through a variety of communication channels. In addition, EZconn implements stringent safety requirements and entry inspections for contractors. In recent years, the occupational injury rate for non-employee workers has also remained zero.

Occupational Injury Statistics



Year	Total Working Hours	Number of Cases	Lost Days	Disabling Injury Frequency Rate (FR)	Disabling Injury Severity Rate (SR)	Frequency-Severity Index (FSI)
2023	776,333	0	0	0.00	0	0.00
2024	876,619	1	3	1.14	3	0.06
2025	1,056,622	0	0	0.00	0	0.00
Average				0.38	1	0.02
Industry Peer				2.56	180	0.67

Note 1: The number of cases 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 $(\text{Times of Disabling Injury} \times 10^6) / \text{Total working hours}$.

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

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

4.5.11 Occupational Diseases

In accordance with applicable regulations, EZconn conducts annual health examinations for employees engaged in operations involving special health hazards and implements health management measures based on the examination results. EZconn's special health hazard operations primarily involve noise exposure and ionizing radiation, with noise-related operations representing the largest group of employees among these operations.

In 2025, health examinations were conducted for 70 employees engaged in noise-related operations. For employees classified under Health Management Level 4, follow-up examinations were promptly arranged and necessary medical assistance was provided. Occupational safety and health personnel, together with occupational medicine specialists, jointly developed improvement measures, implemented the hearing conservation program, provided appropriate hearing protection equipment, and continuously monitored employees' hearing conditions. In addition, annual training on noise-related operations is conducted to strengthen employees' awareness of occupational hazards and protective measures.

For employees engaged in work involving ionizing radiation, health examinations were provided to five employees in 2025, with all examination results classified as Health Management Level 1 or Level 2. In addition to providing individual health guidance, EZconn conducts monthly personal dose monitoring and maintains the relevant records in accordance with regulatory requirements.

4.6 Healthy Workplace

4.6.1 Health Examinations

EZconn places great importance on employee health management. All new employees are required to provide a health examination report in accordance with regulatory requirements. In addition, the company goes beyond legal requirements by arranging annual health examinations for all employees, including both general health examinations and special health examinations for employees exposed to noise or ionizing radiation.

Based on the examination results, occupational health nurses implement follow-up health management in accordance with the Regulations for the Protection of Worker Health. Taking into consideration the workforce size and occupational risk characteristics at each site, contracted physicians provide monthly on-site occupational health services and health education, followed by appropriate monitoring and improvement measures to safeguard employees' physical and mental well-being.

For foreign migrant workers, EZconn complies with the Regulations on Health Examination Management for Employed Foreign Nationals by arranging periodic health examinations at designated medical institutions within 30 days before or after the 6th, 18th, and 30th months following the effective date of the employment permit, ensuring that the health rights of foreign employees are equally protected.

4.6.2 Health Risk Management

EZconn integrates annual health examination results with hazard identification findings to evaluate the potential health impacts and likelihood of risks associated with different work activities. Based on the results, risks are managed according to their severity, and appropriate measures are proactively implemented to eliminate or reduce risks, thereby preventing occupational diseases and work-related illnesses while safeguarding employees' physical and mental health.

In addition, EZconn continues to implement the four major occupational health protection programs. Through questionnaires and data analysis, we systematically evaluate employees' health risks, workload, and working conditions. When abnormal conditions are identified, contracted physicians are arranged, where necessary, to conduct one-on-one health consultations and provide professional medical advice and health counseling.

Health Risk Management Performance

- **Assessment for the Prevention of Diseases Caused by Abnormal Workloads:**
Employees classified as medium- or high-risk accounted for 5%. Individual health guidance will be arranged, and where necessary, occupational medicine specialists will provide recommendations for work adjustments.
- **Ergonomic Hazard Assessment:**
Employees assessed as having a suspected ergonomic hazard or above accounted for 1.9%, indicating that the working postures and environments of most employees remain at an acceptable level.
- **Maternal Health Protection Assessment:**
100% of assessed employees were classified as Health Management Level 1 (lowest risk), demonstrating the effectiveness of the Company's protective measures.
- **Workplace Violence Prevention Assessment:**
The proportion of employees classified as medium risk or above was 0%, reflecting the Company's effective management of workplace safety and personal protection.

4.6.3 Health Promotion

To enhance employees' physical and mental health and overall well-being, EZconn continues to implement diverse health promotion initiatives. In addition to issuing monthly health promotion newsletters that transform professional medical knowledge into easy-to-understand visual content, we also provide timely health education information based on seasonal infectious disease trends. For example, during the autumn and winter seasons, the Company strengthens influenza prevention awareness campaigns and provides reminders on personal protection measures during peak infection periods, helping employees stay informed of the latest health protection information.

Beyond promoting health knowledge, EZconn actively encourages employees to develop healthier dietary habits through the implementation of "Healthy Vegetarian Wednesdays." By providing vegetarian meal options once a week, the initiative encourages employees to reduce the intake of high-fat foods, lessen the burden on personal health, and practice a lower-carbon lifestyle. Through this initiative, the Company integrates employee health promotion with environmental sustainability, embedding healthy practices into employees' daily lives.



Nursing Room and Health Care Room

In accordance with applicable regulations, EZconn has established breastfeeding rooms to provide safe, private, hygienic, and accessible spaces for employees who need to breastfeed. These facilities support employees returning after childbirth in continuing breastfeeding while balancing work and family responsibilities, contributing to a gender-friendly, inclusive, and supportive workplace environment.

EZconn has also established health care rooms in compliance with relevant regulations. Based on workplace size, facility distribution, operational risks, and the number of employees, the Company provides adequate first-aid supplies and medical equipment, and assigns dedicated occupational health nursing personnel. The health care rooms are available for employees, visitors, and contractors to take temporary rest when experiencing physical discomfort or to receive basic first-aid treatment for minor injuries. To further strengthen emergency response capabilities, first-aid kits are also placed throughout operational areas within the facilities. All medicines and medical supplies are reviewed and allocated by occupational physicians or nursing personnel, with regular inspections conducted by designated personnel. Any shortage, contamination, or expiration of medical supplies can be promptly reported to the occupational safety and health department for replenishment or replacement, ensuring that medical resources remain readily available and safe for use.



4.7 Social Engagement

A company should not only pursue business success but also actively contribute to society and become a force for positive change. EZconn integrates this belief into our corporate culture and operational strategies. In addition to providing employees with two days of paid volunteer leave each year, we implement diverse social engagement initiatives and encourage employees to participate, extending its positive impact across communities and working together toward a sustainable future.

In 2025, EZconn supported social initiatives through various approaches, including cash donations, sponsorship of supplies, community care programs, and industry-academia collaboration. The Company invested a total of NT\$1,528,895 in social engagement initiatives. Beneficiaries included charitable organizations, disadvantaged groups, local communities, talent development programs, and public affairs initiatives.

Corporate Family Day Combined with Community Care



EZconn values employee well-being and organized the “EZconn Adventure Park: Animal Explorers on the Move!” Corporate Family Day event, inviting employees and their family to visit the Taipei Zoo and participate in an outdoor family engagement activity. Centered around the theme of “exploration and treasure hunting,” the event incorporated the unique features and ecological characteristics of different areas within the zoo through various interactive activities. Participants learned about animal ecosystems and environmental conservation while enjoying the activities, further enhancing awareness of sustainable development and nature protection.

The event also incorporated elements of social care by inviting 30 children from a children’s welfare organization to participate, providing them with opportunities to experience nature and outdoor learning. In addition, five visually impaired massage therapists were invited to provide services, supporting disadvantaged groups through practical action. A charity receipt donation campaign was also held on-site to encourage participants to extend their care toward social welfare initiatives.

Through this family day event, EZconn strengthened employee engagement while practicing corporate social responsibility by extending our care from employees and their families to broader positive social impacts. Looking ahead, EZconn will continue to promote diverse and meaningful initiatives that integrate employee care with social responsibility, fostering a more inclusive and sustainable corporate culture.

One-Day Workplace Experience Program



EZconn collaborated with National Taipei University to organize a “One-Day Workplace Experience Program,” with three students participating in 2025. Through workplace observation and factory tours guided by Company employees, students gained firsthand exposure to departmental operations and practical work environments. The

program helped students develop a better understanding of industry practices, workplace expectations, and career preparation while promoting industry-academia collaboration and strengthening the connection between the Company and local education development.

Supporting Community Care Services of the Taiwan Association of Diverse Social Welfare



In response to the trend of an aging society, EZconn focuses on elderly care and health promotion. Through donations to the Taiwan Association of Diverse Social Welfare’s community care services, the Company supports meal assistance programs for seniors and dementia prevention courses, contributing to daily care and health promotion for elderly community members. These initiatives aim to help seniors maintain health and vitality while enjoying an independent and fulfilling aging lifestyle.

In addition, EZconn provides resources to support the renovation and maintenance of the Association’s community service locations, strengthening local care capacity and continuing to promote the Association’s commitment to disability prevention and community mutual support.

Supporting Tzu Chi’s “Earth Sustainable Impact Program”



To support the concept of environmental sustainability, EZconn participated in the “Earth Sustainable Impact Program” initiated by the Tzu Chi Foundation through a cash donation in 2025. The Company supported the Youth Vegetarian Action Program, which promotes plant-based diets and environmental education, encouraging students to practice sustainable actions in their daily lives.

As of early 2026, the program had received participation from 18 schools, with a cumulative total of 2,465 vegetarian meal servings consumed. The initiative was estimated to reduce approximately 1.9 metric tons of carbon emissions, equivalent to planting 162 trees. Through supporting this program, EZconn aims to enhance young generations’ awareness of climate change and sustainable living, while encouraging the integration of environmentally friendly practices into everyday actions.

Sponsoring Event Gifts for Yishan Village and Xianxiao Village



The Mid-Autumn Festival symbolizes reunion, gratitude, and emotional connection. EZconn supported local community events by sponsoring gifts for the “Yishan Fude Temple Peace Meal & Mid-Autumn Festival Celebration” and the “114th Year Xianxiao Village Mid-Autumn Festival Celebration.” Through supporting these community activities and festival gatherings, the Company aims to preserve traditional culture while promoting neighborhood interaction and strengthening community cohesion.

Supporting the Judicial Reform Foundation



EZconn places importance on human rights issues and recognizes that a fair and impartial judicial system serves as an essential foundation for protecting fundamental human rights and maintaining social trust. For two consecutive years, we have provided donations to support the Judicial Reform Foundation, contributing to its efforts in case assistance, legal reform advocacy, and legal education programs. The Foundation's services reach diverse groups, including students, the general public, and professionals. In 2025, the Foundation organized 211 campus legal education lectures and mock trials. In addition, approximately 1,150 participants attended seminars, workshops, exhibitions, and other related activities, while digital human rights and digital education programs reached approximately 774 participants. Through supporting these initiatives, EZconn aims to enhance public awareness and understanding of legal systems, human rights, and civic responsibility.

Supporting the Development of Taiwan's Sports Industry



Through a donation made by the Ministry of Sports to Sports Life Taiwan, EZconn supports the promotion of football-related activities, contributing to the development of sports programs and the cultivation of sports talent.

Supporting the "Youth and Senior Green Action: Passing on Sustainable Love" Proposal by the Taitung County Friendly Care Association



EZconn supported the "Youth and Senior Green Action: Passing on Sustainable Love" proposal implemented by the Taitung County Friendly Care Association through a donation to the Taishin Bank Charity Foundation. The initiative promotes intergenerational collaboration and green actions, aiming to enhance seniors' physical and mental well-being, strengthen their ability to live independently, reduce feelings of loneliness, and increase their participation in society. Through interactions with younger generations, seniors are able to experience understanding and respect while sharing their life wisdom and experiences with youth. (The proposal will be implemented in 2026, and related outcomes will be disclosed in the 2026 Sustainability Report.)

Supporting the Ministry of Labor Workforce Development Agency's "Private Sector Industry-Academia Strategic Alliance and Competency Benchmark Application Program"



EZconn values technical talent development and industry-academia collaboration. In 2025, EZconn supervisors participated as evaluators in the practical skill assessments for the "Lathe" professional skill certification at Muzha Vocational High School and the "Level C Technician Certification in Mechanical Processing" practical examination at Taipei City University of Science and Technology. Based on established skill certification standards, the supervisors assisted in conducting practical evaluations to ensure the professionalism and consistency of the assessment process. Through participation in vocational education assessment activities, the Company supports the validation of students' technical competencies and contributes to the continued development of the vocational education system.

05

ENVIRONMENTAL PROTECTION

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5.1 Climate Strategy

To address the financial risks and opportunities arising from climate change, EZconn established a Climate-related Financial Disclosure Policy in 2025 with reference to the framework for climate-related financial disclosures, and plans to formally implement the policy in 2026. Through this initiative, we aim to strengthen our climate risk management capabilities, enhance operational resilience and competitiveness for sustainable business development, 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.

1. Board Responsibilities

- 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.
- 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.
- Members of the Climate Change Group are required to possess knowledge of climate change or to have received relevant training.

2. Management Responsibilities

- CFO (Corporate Governance Officer) to be responsible for the implementation and coordination of climate-related policies.
- 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.
- 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. At least two representative climate scenarios are selected for analysis, including:

- A 2° C or Lower Warming Scenario (Transition Risk):
This scenario assesses transition risks arising from the global shift toward a low-carbon economy, including impacts from policy changes (such as carbon taxes and carbon fees), technology transformation (such as the adoption of low-carbon technologies), market changes (such as increasing customer demand for green products), and reputational factors (such as ESG ratings). For example, evaluate impacts on the supply chain and increases in energy costs.
- A 4° C or Higher Warming Scenario (Physical Risk):
Assess physical risks arising from extreme weather events (such as typhoons, floods, and high temperatures) and long-term climate changes (such as sea level rise and water scarcity), including impacts on production facilities, supply chains, employee health, and electricity supply. For example, consider factors such as the locations of Company facilities and sources of raw material supply.

2. Under different climate scenarios, the Company analyzes impacts on our major businesses, including Optical fiber (OP) and radio frequency (RF), focusing on the following areas:

- Product Design and Manufacturing:
Whether adjustments to materials and manufacturing processes are required to reduce carbon emissions, and whether products meet customers' green procurement requirements.
- Supply Chain Resilience:
Whether supply chains may be affected by climate change, including potential disruptions to raw material supply and transportation.
- Operational Costs:
Impacts from internal carbon pricing, increased energy prices, and increased water resource costs.
- Market Opportunities:
Increasing market demand for green products and energy-efficient technologies.

Identification of Climate-related Risks and Opportunities

1. Transition Risks

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

2. Physical Risks

- 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.
- 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

- Resource Efficiency:
Improve energy efficiency and implement water recycling to reduce operational costs.
- Energy Sources:
Adopt renewable energy sources (e.g., solar, wind power) to lower carbon emissions and purchase green electricity.
- Products and Services:
Develop low-carbon and environmentally friendly products to meet growing demand for green solutions and create new business opportunities.
- Market Expansion:
Build long-term partnerships with customers who share a commitment to sustainability.
- 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.

1. 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.

3. Risk and Opportunities Management

- (1) Mitigation Strategies
 - Energy Efficiency Improvement: Implement energy-saving equipment and optimize production processes to reduce energy consumption.
 - Renewable Energy Adoption: Gradually increase the use of renewable energy sources, such as purchasing green electricity and installing solar panels.
 - Greenhouse Gas Emission Reduction: Set clear emission reduction targets and monitor progress. Consider reducing the use of high-carbon materials in production processes.
 - Green Supply Chain Management: Encourage suppliers to reduce carbon emissions collaboratively and incorporate carbon emissions into supplier selection criteria.
- (2) Adaptation Strategies
 - Enhancing Facility Resilience: Assess the climate vulnerability of factory locations and strengthen infrastructure to withstand extreme weather events.
 - Water Resource Management: Establish water recycling systems to reduce the risk of water scarcity.
 - 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
 - Low-Carbon Product Development: Design products using recyclable and low-carbon footprint materials that meet green procurement standards.
 - Expansion into Sustainable Applications: Invest in developing product portfolios tailored for emerging green application sectors.
 - 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.

2. 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.
- (4) Operational Efficiency and Carbon Visibility
 - 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.
 - 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.
 - 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
 - Integrate climate risk and opportunities management into the internal control system and conduct regular audits.

Metrics and Targets

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

1. 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).

2. Targets

- (1) Set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) carbon reduction targets, such as:
 - Short-term (1–2 years): Reduce Scope 1 and 2 carbon emissions by 4.2% annually.
 - Mid-term (3–5 years): Achieve a 10% share of renewable energy in total energy consumption.
 - 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. Target setting refers to international standards such as the Science Based Targets initiative (SBTi) or benchmark companies in the same industry.

5.2 Environmental Management

Guided by the philosophy of "People-Centered and Environmentally Sustainable," EZconn actively develops and implements our Environmental, Health and Safety (EHS) Policy. In addition to providing a safe and healthy workplace, we are committed to environmental protection and sustainability, reducing the environmental impacts of our operations, and advancing toward our sustainable development goals. To ensure that the policy remains aligned with the Company's future business plans and international development trends, it was revised and optimized in 2025.

5.2.1 Environmental, Health, and Safety Policy



Comply with environmental, health and safety regulations and continuously improve.



Implement the operation and management cycle of the Environmental, Health and Safety management system.



Promote sustainable development goals and integrate them into business operations and decision-making.



Reduce waste and greenhouse gas emissions in response to climate change.



Prevent accidents, illnesses, and injuries, and promote employee health.

5.2.2 Environmental Management

EZconn's manufacturing processes do not produce, import, or use regulated substances governed by the Air Pollution Control Act or the Toxic and Concerned Chemical Substances Control Act. The scope of the Company's environmental management is limited to three areas: water resources, waste, and greenhouse gases. Environmental management measures are implemented following resolutions approved by the Environmental and Occupational Safety and Health Committee, with corresponding management mechanisms established for each area.

- **Water Resources** - No water resources are used or consumed in the manufacturing process. Water consumption is limited to general domestic use; therefore, the Company's operations are not subject to the Water Pollution Control Act.
- **Waste** - Relevant management procedures have been established in accordance with the ISO 14001 Environmental Management System, and third-party verification is conducted annually. The Company comprehensively manages waste sources, waste types, and disposal methods to ensure compliance with applicable regulatory requirements.
- **Greenhouse Gases** - A greenhouse gas inventory and management system has been established in accordance with ISO 14064-1. Greenhouse gas inventories are conducted on a regular basis and verified annually by an independent third party to ensure the accuracy and reliability of the data.

5.2.3 Environmental Targets Achievement in 2025

1 Greenhouse Gas Reduction



The electricity-related carbon emission intensity per labor hour was **reduced by 11% at the Head Office and 13% at the Shangda Plant**, achieving the target.

2 Waste Reduction



Waste generation per labor hour at the Shangda Plant **decreased by 33%**, achieving the target.

3 Water Resource Reduction



Water intensity (m³ per NT\$1 million in revenue) at the Head Office, Shangda Plant, Lide Plant, and employee dormitories **decreased by 30%**, achieving the target. However, the target for water consumption per labor hour was not achieved.

5.3 Greenhouse Gas and Energy Management

EZconn is committed to effective greenhouse gas management and continuous emissions reduction. In accordance with ISO 14064-1:2018 and ISO 14064-3:2019, the Company has established the Greenhouse Gas Inventory Management Procedures and uses inventory data to drive our carbon reduction strategies and action plans.

EZconn completed our first greenhouse gas inventory in 2022 and designated the inventory results of that year as the original baseline year for carbon reduction. In 2024, the organizational boundary was revised to include leased dormitories for foreign employees. As this change resulted in a variation in greenhouse gas emissions exceeding the materiality threshold of 3%, the baseline year was reset to 2024, which will serve as the reference year for future carbon emission management and performance evaluation.

The inventory results indicate that EZconn's greenhouse gas emissions are primarily generated from energy consumption, with purchased electricity representing the largest emission source. Accordingly, the Company regards energy management as the foundation of our greenhouse gas reduction efforts. In addition to adopting a data-driven approach to monitor energy consumption and carbon reduction performance, the Company promotes an energy-saving culture in daily operations, replaces aging equipment, and introduces green manufacturing processes and power recovery technologies to improve energy efficiency, reduce the climate impacts of our operations, and advance our low-carbon transition.

5.3.1 Reduction Targets

The greenhouse gas inventory results over the past three years indicate that EZconn's primary carbon emission hotspot is purchased electricity. Accordingly, carbon dioxide emissions calculated from monthly electricity consumption are used as the basis for measurement, and electricity-related carbon emission intensity per labor hour (kg CO₂e/labor hour) is adopted as the management indicator to continuously monitor and control electricity use efficiency and carbon emission intensity.

For 2025, EZconn established a target to reduce electricity-related carbon emission intensity per labor hour by 1% compared with the previous year. Actual performance showed that the electricity-related carbon emission intensity per labor hour decreased by 11% at the Head Office and 16% at the Shangda Plant compared with 2024, achieving the annual reduction target.

2026 Target

Reduce electricity-related carbon emission intensity per labor hour **by 10%** compared with the 2024 baseline (Head Office and Shangda Plant).

5.3.2 Carbon Reduction Measures

EZconn recognizes our responsibility for environmental sustainability. At the current stage, our greenhouse gas reduction efforts are primarily focused on Scope 2 emissions (purchased electricity), which represent the Company's major emission source. The Company is committed to implementing energy conservation and carbon reduction measures by optimizing daily operational management and upgrading energy-efficient equipment to reduce overall energy consumption.

In 2025, EZconn invested a total of NT\$1,042,820 in energy-saving projects, achieving a total greenhouse gas reduction of 41 metric tons of CO₂e and reducing energy consumption by 311 gigajoules (GJ).

Energy Conservation Culture:

Promote energy-saving practices such as turning off lights and computers after work to reduce unnecessary energy consumption in daily office operations.

System Efficiency Optimization:

Regularly review contracted electricity capacity, optimize air-conditioning zoning, and adjust lighting circuit configurations to improve overall energy efficiency across facilities.

Equipment Maintenance Management:

EZconn has established equipment management, maintenance, and servicing procedures and related documentation. Equipment conditions are regularly inspected, and preventive maintenance is performed by qualified service providers to ensure production and facility equipment operate at optimal efficiency and to prevent additional energy consumption resulting from equipment aging or malfunction.

Energy Conservation Measures and Results

Energy Conservation Measure	Amount Invested	Carbon Emissions Reduction (tCO ₂ e)	Energy Savings (GJ)
Daily Lunch Break Power Saving	\$0	23	174
LED Lighting Replacement	\$325,470	13	100
Air Conditioner Replacement	\$717,350	5	37
CNC Regenerative Power System	\$0	0	1
Total	\$1,042,820	41	311

Note: Unit conversions are based on the methodology published by the Energy Administration, Ministry of Economic Affairs. The 2024 electricity emission factor is 0.474 kg CO₂e/kWh.

5.3.3 Greenhouse Gas Emissions

EZconn conducts our greenhouse gas inventory in accordance with the WBCSD/WRI Greenhouse Gas Protocol and ISO 14064-1:2018. The inventory covers our geographical boundary, and the organizational boundary is determined using the operational control approach, encompassing the Head Office, Shangda Plant, Lide Plant, Hsinchu Office, and employee dormitories. 2024 is designated as the baseline year. Greenhouse gas emissions are calculated and verified.

As EZconn's business continued to expand, parent company net revenue increased from NT\$2,399 million in 2023 to NT\$10,211 million in 2025, representing an increase of 326% over the three-year period. During the same period, carbon emission intensity declined from 0.932 tCO₂e per NT\$1 million in revenue to 0.234 tCO₂e per NT\$1 million in revenue, representing a 75% reduction over three years. These results indicate that the Company's revenue growth has exceeded the growth in carbon emissions, while operational efficiency has continued to improve, resulting in a year-by-year reduction in carbon emission intensity.

Greenhouse Gas Emissions and Emission Intensity Over the Past Three Years

Year	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)	Carbon Emission Intensity (tCO ₂ e / million TWD)
2025	110.4318	1,679.0098	596.8454	2,386.287	0.234
2024	103.2070	1,518.3245	506.4851	2,128.017	0.348
2023	128.5707	1,599.9239	506.2007	2,234.695	0.932

Note 1: The data covers the Head Office, Shangda Plant, Lide Plant, Hsinchu Office, and employee dormitories.

Note 2: Gasoline and diesel consumption for company vehicles is based on refueling records. Diesel consumption for forklifts is based on refueling records. Liquefied petroleum gas (LPG) and carbon dioxide consumption is based on procurement records. Electricity consumption is based on electricity bills.

Note 3: Greenhouse gas emissions are calculated using the following formula: Greenhouse Gas Emissions = Activity Data × Greenhouse Gas Emission Factor × GWP. Greenhouse gas emissions are consolidated using the operational control approach. Greenhouse gas emission factors and GWP are based on the greenhouse gas emission factors announced by the Ministry of Environment's Greenhouse Gas Emissions Information Platform on February 5, 2024, and the GWP values published in IPCC AR6 (2022), Working Group III. The electricity emission factor of 0.474 kg CO₂e/kWh is based on the value published by the Energy Administration, Ministry of Economic Affairs.

Note 4: Greenhouse gas emissions include CO₂, N₂O, and CH₄. Scope 2 emissions are calculated using the location-based method.

Note 5: Parent company net revenue was NT\$10,211 million in 2025, NT\$6,116 million in 2024, and NT\$2,399 million in 2023.

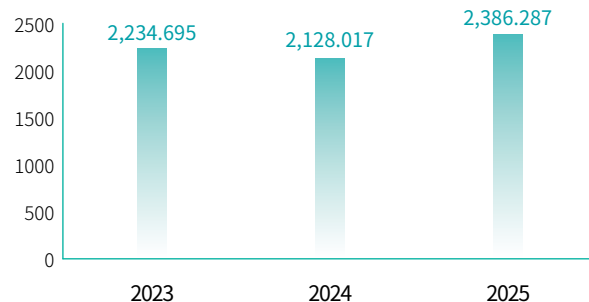
Scope 3 Inventory Categories and Emissions (Unit: tCO₂e)

Category	Carbon Emissions
3.3 Emissions from Employee Commuting	113.0093
3.5 Emissions from Business travels	85.2378
4.1 Emissions from Purchased Goods	398.5983
Total	596.8454

Note: Scenario data for supplier logistics is currently under development and has not yet been included in the inventory boundary.

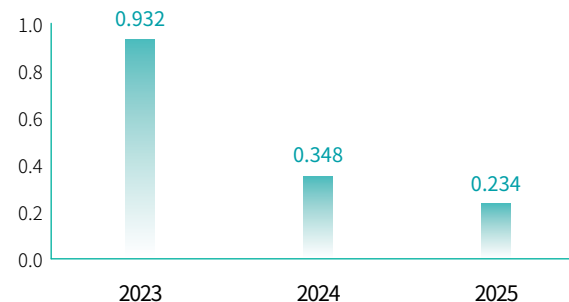
Total Greenhouse Gas Emissions
Over the Past Three Years

Unit: tCO₂e



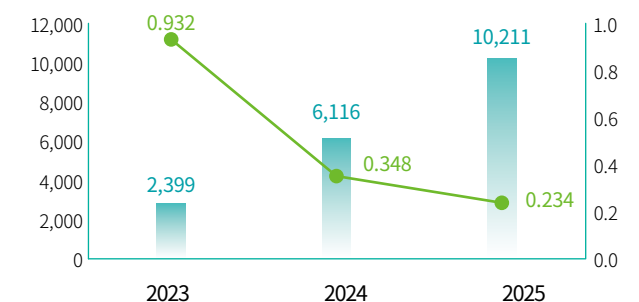
Carbon Emission Intensity
Over the Past Three Years

Unit: tCO₂e / million TWD



Revenue and Carbon Emission
Intensity Trends

■ Parent Company Net Revenue (million TWD) ● Carbon Emission Intensity (tCO₂e / million TWD)



5.3.4 Energy Consumption

EZconn's energy consumption is primarily derived from purchased electricity, accounting for 98% of total energy consumption. Direct energy consumption mainly consists of gasoline and diesel, accounting for 0.62% and 0.52%, respectively, while liquefied petroleum gas (LPG) accounts for a relatively small proportion of approximately 0.002%.

Total non-renewable energy consumption was 12,899.04 GJ, and no renewable energy was used. Energy intensity was 1.26 GJ per NT\$1 million revenue, representing a decrease of approximately 34% compared with 2024.

Overall, the Company's energy consumption structure continues to be dominated by purchased electricity. Going forward, we will continue to strengthen electricity management and implement energy-saving measures to reduce energy consumption and greenhouse gas emissions.

Internal Energy Consumption

Category	Energy Type	GJ	%
Category 1: Direct GHG Emissions and Removals	Diesel	67.358	0.522%
	Liquefied Petroleum Gas	0.250	0.002%
	Gasoline	79.457	0.616%
Category 2: Indirect GHG Emissions from Imported Energy	Purchased Electricity	12751.973	98.860%
Total Non-Renewable Energy		12899.038	100%
Total Renewable Energy		0	0%
Total Energy Consumption		12899.038	
Energy Intensity (GJ / million TWD)		1.263	

Note 1: The calorific values are based on the values announced by the Ministry of Environment. For 2025, the net calorific value is 7,586 kcal/L for gasoline, 8,636 kcal/L for diesel, and 5,993 kcal/L or 10,972 kcal/kg for liquefied petroleum gas (LPG).

Note 2: The electricity emission factor of 0.474 kg CO₂e/kWh is based on the value published by the Energy Administration, Ministry of Economic Affairs for 2024.

Note 3: Energy intensity is calculated by dividing total energy consumption by parent company net revenue (NT\$10,211 million).

5.4 Waste Management

EZconn implements three key strategies—in-process recycling, enhanced resource recovery, and abnormality monitoring—to ensure that all operational waste is properly managed and reused whenever possible. In accordance with ISO 14001 Environmental Management System, we have established the Waste Management Regulations and Waste Handling Procedures to comprehensively manage waste sources, generation, and subsequent treatment.

Each month, waste generation volumes and waste manifest records are reported through the Industrial Waste Reporting and Management System administered by the Ministry of Environment, ensuring full traceability of all waste generated. EZconn also strictly controls waste collection frequency and storage volumes to prevent excessive accumulation and strengthen incoming material quality control to reduce unnecessary waste resulting from quality abnormalities at the source.

For waste treatment, non-recyclable waste is handled in strict compliance with the Waste Disposal Act by licensed waste collection and treatment contractors authorized by the government. The validity of contractors' operating permits is reviewed regularly, and waste generation records, treatment records, and supporting documentation are verified through the Ministry of Environment's system to ensure that waste is not diverted to unauthorized disposal channels. In addition, EZconn collaborates with the Tzu Chi Foundation to promote resource recycling and enhance resource circularity.

EZconn has established a clear waste reduction target based on waste generation per labor-hour for general employee waste. Following evaluation, our waste management performance improved significantly in 2025, with waste generation decreasing by 33% compared with the previous year. None of the regulated industrial waste generated during the year was classified as hazardous industrial waste. In addition, no violations of environmental protection regulations were identified during the reporting year, and our operations did not result in any significant adverse impacts on the natural environment, reflecting our commitment to sustainable operations and environmental stewardship.

5.4.1 Waste Reduction Target

EZconn conducts daily follow-up investigations into abnormal waste generation (e.g., when general waste exceeds 100 kg in a single day), analyze waste composition, and promptly carry out internal awareness activities to ensure the continued achievement of our annual waste reduction target.

In 2025, waste generation intensity at our Shangda Plant was controlled at 0.063 kg per labor-hour, representing a 33% reduction compared with the previous year and surpassing the established target.

- Waste Reduction Targets

Unit: kg/labor-hour			
Site	2025 Target	2025 Performance	2026 Target
Shangda Plant	0.0863	0.0627	0.0819

Waste generation
intensity
**decreased
by 33%**
compared with the
previous year.

5.4.2 Waste Reduction Measures



Comprehensive Monitoring:

General waste is monitored daily, and non-hazardous waste is monitored monthly to track waste generation trends.



Early Warning Management:

When daily general waste at a site exceeds 100 kg, an immediate investigation is conducted to identify the causes, followed by waste reduction guidance.



Awareness Promotion:

Waste segregation education is strengthened in high waste-generation areas to improve recycling efficiency and reduce annual waste generation.

5.4.3 Waste Generation, Types, and Treatment Methods

In 2025, EZconn did not generate any hazardous industrial waste during the product manufacturing process. Waste generated consisted only of general waste (H-0002 Employee Domestic Waste), general industrial waste (D-0799, D-1799, and D-2603), recyclable or reusable waste (R-0701 Waste Wood), and recyclable materials. Non-recyclable waste is handled through legally compliant final disposal methods, while waste generation intensity continues to be monitored to ensure that treatment processes comply with regulatory requirements.

General waste (H-0002) and general industrial waste (D-0799) are primarily treated through legally licensed incineration facilities with energy recovery or sanitary landfill to prevent secondary environmental impacts. Waste oil mixtures (D-1799) are recovered and reused through oil piping systems designed in the manufacturing process. The monthly reported waste quantity represents the residual amount remaining in the oil piping system during the recovery process, which is an unavoidable amount generated during the recycling cycle. Such quantity is required to be reported but does not require waste removal procedures.

Waste optical fiber cables (D-2603) are primarily generated from raw materials that fail quality inspection after procurement and are subsequently scrapped. As this type of waste is generated from an isolated event and is not a regular waste stream, no historical generation data is available. EZconn has initiated a supplier quality review for this specific incident and ensures that all defective materials are handled through legally compliant disposal channels, demonstrating our commitment to regulatory compliance.

During the year, EZconn actively promoted resource circularity by transferring recyclable or reusable waste (R-0701 Waste Wood) through internal sorting and engaging qualified external contractors for reuse. The annual treatment volume reached 16,520 kg, demonstrating our efforts to transform potential waste into reusable resources and reduce environmental burdens associated with landfills and incineration.

Waste Types and Treatment Methods

Waste Category	Site	MOENV Waste and Recycling Resource Code	Name	Description	Treatment Method	Recovery Method
Recyclable Materials	Shangda Plant	-		Paper (including beverage cartons and paper containers), aluminum, glass, plastic beverage bottles and containers (PET, PE, PVC, PP, and PS, excluding plastic bags), waste fluorescent lamps, and waste dry batteries.	Tzu Chi Foundation	Recyclable
General Industrial Waste	Shangda Plant	D-0799	Waste Wood Mixtures	Waste wood or wood mixtures that are not designated as recyclable or reusable under applicable regulations.	Incineration	Non-recyclable
	Shangda Plant	D-1799	Waste Oil Mixtures	Waste oil or oil mixtures that are not designated for recycling or reuse under applicable regulations.	Physical Treatment	Non-recyclable
	Lide Plant	D-2603	Waste Optical Fiber Cables	Excluding mixed metal scrap classified as hazardous industrial waste under Appendix 2 of the Standards for Defining Hazardous Industrial Waste.	Physical Treatment	Non-recyclable
General Waste	Shangda Plant Lide Plant	H-0002	Employee Domestic Waste	General waste generated by employees through daily activities, excluding waste generated from business operations and manufacturing processes.	Incineration	Non-recyclable
Designated Recyclable or Reusable Waste Waste Wood	Shangda Plant	R-0701	Waste Wood	Waste wood (including wood boards, wood chips, wooden utility poles, wooden crossarms, and railroad ties) generated by enterprises. However, waste wood identified as hazardous industrial waste in accordance with applicable regulations is excluded. (Ministry of Economic Affairs; National Communications Commission) Waste wood (including wood boards and wood chips) generated by enterprises. (Ministry of the Interior) Waste wood (including wood boards and wood chips) generated by enterprises. However, waste wood identified as hazardous industrial waste in accordance with applicable regulations is excluded. (Ministry of Transportation and Communications)	Used as raw material for reuse	Recyclable

Waste Generation

Waste Generation over the Past Three Years

Item	2023	2024	2025
Hazardous Waste (t)	-	-	-
Non-hazardous Waste (t)	42.8880	55.2648	75.5616
Total (t)	42.8880	55.2648	75.5616
Waste Intensity (t/ NT\$ million of parent company net revenue)	0.0179	0.0090	0.0074

Note 1: Waste data is obtained from internal waste collection records and the Industrial Waste Reporting and Management System.

Note 2: Waste intensity is calculated as total waste generated (t) divided by parent company net revenue. Parent company net revenue was NT\$10,211 million in 2025, NT\$6,116 million in 2024, and NT\$2,399 million in 2023.

Note 3: The data covers the Shangda Plant and Lide Plant only. Waste generated at the Head Office and the Hsinchu Office is managed collectively by the building management and is therefore not weighed separately.

5.5 Water Resource Management

All of EZconn's facilities are located in developed urban industrial areas, and 100% of our water supply is sourced from the municipal water system. We strictly comply with applicable regulations and do not extract groundwater or well water, ensuring that our water use does not adversely affect surrounding natural water resources or the local community's water supply.

Regarding water consumption, our manufacturing processes do not consume water and therefore have no significant impact on surface water or groundwater resources. During production, lubricating oil is used only for machine operation. Through specialized recovery techniques, the lubricating oil is collected and reused, preventing contamination risks associated with the mixing of waste oil and water resources. Accordingly, water at EZconn is used solely for general domestic purposes.

To ensure effective water resource management, the following monitoring and response mechanisms have been established:



Routine Monitoring:

Water meter readings are recorded and tracked regularly to establish a water consumption database.



Abnormality Alerts:

Water consumption is monitored for abnormal fluctuations to facilitate the early detection of pipeline leaks and enable timely corrective actions, ensuring that water resources are not wasted.



Smart Monitoring:

EZconn continues to optimize our monitoring systems and plans to fully implement smart water meter monitoring in 2026. In line with the smart water meter initiative promoted by the Taiwan Water Corporation, real-time data monitoring will enable more scientific and precise water resource management, ensuring that every water resource is managed as efficiently as possible.

5.5.1 Reduction Targets

EZconn continues to strengthen water resource management by monitoring water consumption data and implementing improvement measures to enhance water use efficiency. The water reduction target disclosed in the 2025 Annual Report is based on water intensity ($\text{m}^3/\text{NT\$ million of revenue}$), with a target of reducing water intensity by 5% compared with the previous year. Actual performance showed a 30% reduction in water intensity from the previous year, surpassing the established target.

For internal management, EZconn continues to use water consumption per labor-hour ($\text{m}^3/\text{labor-hour}$) as a management indicator to evaluate water use efficiency per unit of working time. In response to the fact that some facilities did not achieve the 2025 target, the Company has initiated improvement measures.

Water Reduction Target

Unit: $\text{m}^3/\text{labor-hour}$

Site	2025 Target	2025 Performance	2026 Target
Shangda Plant	0.0122	0.0128	0.0115
Lide Plant	0.0033	0.0041	0.0031

5.5.2 Water Consumption

EZconn's water supply is entirely provided by the Taiwan Water Corporation and is primarily used for daily operations at various facilities (Head Office, Shangda Plant, and Lide Plant) and employee dormitories. Compared with 2024, the Company's water intensity decreased significantly by 30% in 2025.

▪ Water Consumption Over the Past Three Years

Site	2023	2024	2025
Shangda Plant	5915.2600	5421.4900	7588.3750
Lide Plant	484.0600	761.0900	1001.5179
Allocated Public Water Consumption at Head Office	2368.8085	2150.4728	2106.1824
Employee Dormitories	4060.8048	3947.2970	3754.8701
Total (m ³)	12828.9333	12280.3498	14450.9454
Water Intensity (m ³ /million TWD)	5.3476	2.0079	1.4152
Total (thousand m ³)	12.8289	12.2803	14.4509
Total (million liters)	12.8289	12.2803	14.4509

Note 1: Water consumption data is provided by the Taiwan Water Corporation.

Note 2: Water intensity is calculated as total water consumption (m³) divided by parent company net revenue. Parent company net revenue was NT\$10,211 million in 2025, NT\$6,116 million in 2024, and NT\$2,399 million in 2023.

Note 3: The Hsinchu Office uses the school's water supply system and is therefore excluded from the statistics.

Note 4: The total water consumption for 2024 was previously misstated and has been corrected to 12,280.3498 m³.

5.6 Biodiversity

EZconn's head office is located near the Tamsui River Mangrove Conservation Area, an important wetland ecosystem in northern Taiwan. The reserve supports diverse mangrove vegetation and serves as a critical habitat for various bird species and aquatic organisms, representing significant biodiversity value. Based on on-site assessments and routine operational monitoring, EZconn has confirmed that the establishment and operation of our head office have not caused adverse impacts on the surrounding natural environment or the reserve. In addition, EZconn continues to pay attention to the development and conservation of potential ecological hotspots in surrounding areas and is currently planning biodiversity-related initiatives.

During operations, EZconn does not conduct any development activities involving natural habitats, nor does it generate wastewater, air emissions, or hazardous solid waste. The Company is committed to maintaining operations with minimal environmental impact.

Common bird species observed within and around the Company's facilities include egrets, small birds, and eagles. Mammals and reptiles, such as civets, snakes, and rodents, are frequently active during nighttime hours. Insects and amphibians, including bees, hornets, tadpoles, and frogs, inhabit nearby drainage channels and wetland areas. The continued presence and active movement of these species indicate that EZconn's operational activities have a limited impact on surrounding natural habitats.



Appendix I: GRI Content Index

Statement of Use	The 2025 EZconn Sustainability Report complies with the requirements of GRI Standards. The scope of data and information disclosed is January 1 to December 31, 2025.
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	EZconn Overview	4
2-2	Entities included in the organization's sustainability reporting	About This Report	2
2-3	Reporting period, frequency and contact point	About This Report	2
2-4	Restatements of information	About This Report	2
2-5	External assurance	About This Report	2
Activities and Workers			
2-6	Activities, value chain and other business relationships	3 Responsible Manufacturing	39
2-7	Employees	4.1 Workforce Composition	50
2-8	Workers who are not employees	4.1 Workforce Composition	50
Governance			
2-9	Governance structure and composition	1.2 Sustainability Management Organization 2.1 Management Structure	9 24
2-10	Nomination and selection of the highest governance body	2.1.1 Board of Directors	24

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
2-11	Chair of the highest governance body	The Board of Directors is the Company's highest governing body and is chaired by the Chairman. The highest management position is held by the CEO. The positions of Chairman and CEO are held by different individuals.	N/A
2-12	Role of the highest governance body in overseeing the management of impacts	1.2 Sustainability Management Organization	9
2-13	Delegation of responsibility for managing impacts	1.2 Sustainability Management Organization	9
2-14	Role of the highest governance body in sustainability reporting	About This Report	2
2-15	Conflicts of interest	2.1.1 Board of Directors	24
2-16	Communication of critical concerns	1.2 Sustainability Management Organization	9
2-17	Collective knowledge of the highest governance body	1.2 Sustainability Management Organization	9
2-18	Evaluation of the performance of the highest governance body	2.1.1 Board of Directors	24
2-19	Remuneration policies	2.1.1 Board of Directors	24
2-20	Process to determine remuneration	2.1.2 Functional Committees	28
2-21	Annual total compensation ratio	2.1.1 Board of Directors	24

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
Strategy, Policies and Practices			
2-22	Statement on sustainable development strategy	Message from the Management	1
2-23	Policy commitments	1 Sustainable Governance 2.4 Integrity Governance 4.2 Diversity, Equity, and Inclusion	8 31 53
2-24	Embedding policy commitments	1 Sustainable Governance 2.4 Integrity Governance 4.2 Diversity, Equity, and Inclusion	8 31 53
2-25	Processes to remediate negative impacts	2.4.2 Integrity Governance - Communication Channels and Grievance Mechanism	33
		3.3.1 Customer Relationship Management - Communication Channels and Grievance Mechanism	47
		4.2.3 Diversity, Equity, and Inclusion - Communication Channels and Grievance Mechanism	55
2-26	Mechanisms for seeking advice and raising concerns	2.4.2 Integrity Governance - Communication Channels and Grievance Mechanism	33
		3.3.1 Customer Relationship Management - Communication Channels and Grievance Mechanism	47
		4.2.3 Diversity, Equity, and Inclusion - Communication Channels and Grievance Mechanism	55
2-27	Compliance with laws and regulations	2.4.3 Regulatory Compliance	34
2-28	Membership associations	EZconn Overview	4
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	1.3 Stakeholders and Material Topics	12
2-30	Collective bargaining agreements	Although EZconn has not established a labor union and no collective bargaining agreement is in place, labor-management meetings are held on a quarterly basis, and transparent communication channels have been established.	N/A

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	1.3 Stakeholders and Material Topics	12
3-2	List of material topics	1.3 Stakeholders and Material Topics	12
3-3	Management of material topics	1.3 Stakeholders and Material Topics	12
Material Topics: Greenhouse Gas Management			
3-3	Management of material topics	1.3.4 Management of Material Topics	15
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	5.3 Greenhouse Gas and Energy Management	83
305-2	Energy indirect (Scope 2) GHG emissions	5.3 Greenhouse Gas and Energy Management	83
305-3	Other indirect (Scope 3) GHG emissions	5.3 Greenhouse Gas and Energy Management	83
305-4	GHG emissions intensity	5.3 Greenhouse Gas and Energy Management	83
305-5	Reduction of GHG emissions	5.3 Greenhouse Gas and Energy Management	83
305-6	Emissions of ozone-depleting substances (ODS)	EZconn's manufacturing processes do not produce, import, or use substances regulated under the Air Pollution Control Act or the Toxic and Concerned Chemical Substances Control Act, nor do they involve ozone-depleting substances (ODS).	N/A
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	EZconn's core manufacturing processes consist of precision turning and machining, with electricity serving as the sole energy source. These processes do not involve fossil fuel combustion, large-scale chemical reactions, or boiler operations, thereby eliminating significant direct emissions of combustion by-products such as nitrogen oxides (NOx) and sulfur oxides (SOx) at the source.	N/A

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
Material Topics: Talent Cultivation and Development			
3-3	Management of material topics	1.3.4 Management of Material Topics	15
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	4.4 Talent Cultivation and Development	59
404-2	Programs for upgrading employee skills and transition assistance programs	4.4 Talent Cultivation and Development	59
404-3	Percentage of employees receiving regular performance and career development reviews	4.4.3 Employee Performance Evaluation	63
Material Topics: Occupational Safety and Health			
3-3	Management of material topics	1.3.4 Management of Material Topics	15
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	4.5 Safe Workplace	64
403-2	Hazard identification, risk assessment, and incident investigation	4.5 Safe Workplace	64
403-3	Occupational health services	4.6 Healthy Workplace	72
403-4	Worker participation, consultation, and communication on occupational health and safety	4.5 Safe Workplace	64
403-5	Worker training on occupational health and safety	4.5 Safe Workplace	64

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
403-6	Promotion of worker health	4.6 Healthy Workplace	72
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.5 Safe Workplace	64
403-8	Workers covered by an occupational health and safety management system	4.5 Safe Workplace	64
403-9	Work-related injuries	4.5 Safe Workplace	64
403-10	Work-related ill health	4.5 Safe Workplace	64
Material Topics: Diversity, Equity and Inclusion			
3-3	Management of material topics	1.3.4 Management of Material Topics	15
GRI 202: Market Presence 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.3.1 Employee Compensation	56
202-2	Proportion of senior management hired from the local community	4.1 Workforce Composition	50
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	4.1 Workforce Composition	50
405-2	Ratio of basic salary and remuneration of women to men	4.3.1 Employee Compensation	56
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination were reported.	N/A

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
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	EZconn has established a Human Rights Policy applicable to all organizational levels and departments to safeguard employees' right to freedom of assembly. For details of the policy, please refer to the 4.2 Diversity, Equity and Inclusion section. Risk assessments have not yet been conducted for the Company's operating sites or suppliers.	53
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	EZconn has established a Human Rights Policy applicable to all organizational levels and departments, under which no workers under the age of 16 are employed. For details of the policy and related actions, please refer to the 4.2 Diversity, Equity and Inclusion section. Risk assessments have not yet been conducted for the Company's operating sites or suppliers.	53
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	EZconn has established a Human Rights Policy applicable to all organizational levels and departments, which prohibits all forms of forced labor. For details of the policy, please refer to the 4.2 Diversity, Equity and Inclusion section. Risk assessments have not yet been conducted for the Company's operating sites or suppliers.	53
GRI 410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	Have not yet been conducted.	N/A
Material Topics: Supply Chain Management			
3-3	Management of material topics	1.3.4 Management of Material Topics	15
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	Procurement from Taiwan: 20.23%	N/A

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	3.1 Supply Chain Management	40
308-2	Negative environmental impacts in the supply chain and actions taken	3.1 Supply Chain Management	40
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	New suppliers have not yet been screened against social criteria. The Company is currently planning to establish a systematic supply chain sustainability risk management process and will progressively implement and enhance related measures based on the implementation progress. For details of the process, please refer to the 3.1 Supply Chain Management section.	40
414-2	Negative social impacts in the supply chain and actions taken	New suppliers have not yet been screened against social criteria. The Company is currently planning to establish a systematic supply chain sustainability risk management process and will progressively implement and enhance related measures based on the implementation progress. For details of the process, please refer to the 3.1 Supply Chain Management section.	40
Material Topics: Integrity Governance			
3-3	Management of material topics	1.3.4 Management of Material Topics	15
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	Corruption risk assessments have not yet been conducted for the Company's operating sites.	N/A
205-2	Communication and training about anti-corruption policies and procedures	2.4 Integrity Governance	31

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
205-3	Confirmed incidents of corruption and actions taken	In 2025, EZconn reported no incidents related to bribery, 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 competitive environment and strictly complying with relevant competition laws and policies. In 2025, the Company did not engage in any anti-competitive practices, antitrust violations, or monopolistic practices.	N/A
Material Topics: Operational Performance			
3-3	Management of material topics	1.3.4 Management of Material Topics	15
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	2.2 Operational Performance	30
201-2	Financial implications and other risks and opportunities due to climate change	The assessment has not yet been conducted; however, relevant plans have been established.	N/A
201-3	Defined benefit plan obligations and other retirement plans	2.2 Operational Performance	30
201-4	Financial assistance received from government	2.2 Operational Performance	30
Material Topics: Product Quality and Safety			
3-3	Management of material topics	1.3.4 Management of Material Topics	15
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	3.2 Product Quality and Safety	44
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2 Product Quality and Safety	44

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
GRI 200: Economic			
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	4.7 Social Engagement	74
203-2	Significant indirect economic impacts	4.7 Social Engagement	74
GRI 207: Tax 2019			
207-1	Approach to tax	2.3 Tax Management	31
207-2	Tax governance, control, and risk management	2.3 Tax Management	31
207-3	Stakeholder engagement and management of concerns related to tax	2.3 Tax Management	31
207-4	Country-by-country reporting	2.3 Tax Management As the Company'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.	3
GRI 300: Environmental			
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	N/A	N/A
301-2	Recycled input materials used	Radio Frequency (RF): 73%	N/A
301-3	Reclaimed products and their packaging materials	As the Company's products are components rather than end products, this requirement is not applicable.	N/A
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	5.3 Greenhouse Gas and Energy Management	83
302-3	Energy intensity	5.3 Greenhouse Gas and Energy Management	83
302-4	Reduction of energy consumption	5.3 Greenhouse Gas and Energy Management	83

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
GRI 306: Effluents and Waste 2016			
306-3	Significant spills	EZconn does not discharge wastewater or air emissions, and no hazardous industrial waste is generated during the product manufacturing process. In 2025, the Company reported no significant leakage incidents.	N/A
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	5.4 Waste Management	85
306-2	Management of significant waste-related impacts	5.4 Waste Management	85
306-3	Waste generated	5.4 Waste Management	85
306-4	Waste diverted from disposal	5.4 Waste Management	85
306-5	Waste directed to disposal	5.4 Waste Management	85
GRI 400: Social			
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	4.1 Workforce Composition	50
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3.2 Employee Benefits	57
401-3	Parental leave	4.3.3 Marriage and Childbirth Support	57
GRI 402: Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	The Company complies with Articles 11 and 16 of the Labor Standards Act.	N/A

Indicator	Disclosure Item	Disclosure Section or Description	Page Number
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	No incidents of violations of indigenous peoples' rights occurred.	N/A
GRI 415: Public Policy 2016			
415-1	Political contributions	EZconn maintains political neutrality and does not participate in political campaigns or public relations activities related to political elections, nor does it make any political contributions in the Company's name.	N/A
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	3.2.8 Marketing and Labeling	47
417-2	Incidents of non-compliance concerning product and service information and labeling	3.2.8 Marketing and Labeling	47
417-3	Incidents of non-compliance concerning marketing communications	3.2.8 Marketing and Labeling	7
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.5 Cyber Security Management	34

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	2.5 Cyber Security Management	34
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	4.1 Workforce Composition	50
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	96.17% Management approach: The warranty provided to customers specifies that lead exceeding 0.1% is covered under the RoHS exemption items. In addition, the Company is currently evaluating lead-free alternative materials.	N/A
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	As the Company's products are components rather than end products, this requirement is not applicable.	N/A
	TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	As the Company's products are components rather than end products, this requirement is not applicable.	N/A
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered; percentage recycled	As the Company's products are components rather than end products, this requirement 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	The investigation has not yet been conducted.	N/A
	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	The investigation has not yet been conducted.	N/A
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	3.1 Supply Chain Management	

Activity Metric

Code	Activity Metric	Disclosure Section or Description	Page Number
TC-HW-000.A	Number of units produced by product category	The information is not disclosed due to commercial confidentiality.	N/A
TC-HW-000.B	Area of manufacturing facilities	The information is not disclosed due to commercial confidentiality.	N/A
TC-HW-000.C	Percentage of production from owned facilities	The information is not disclosed due to commercial confidentiality.	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	5.3 Greenhouse Gas and Energy Management	Gigajoules (GJ), percentage
2	Total water withdrawn, total water consumption	Quantitative	5.5 Water Resource Management	(%)
3	Total hazardous waste generated and percentage recycled	Quantitative	No hazardous waste was generated.	Thousand Cubic meters (m ³)
4	Types of, number of employees in and rate of occupational accidents	Quantitative	No occupational accidents occurred.	Metric tons (t), percentage (%)
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled ^(Note 1)	Quantitative	As the Company's products are components rather than end products, this requirement is not applicable.	Percentage (%), quantity
6	Description of the management of risks associated with the use of critical materials	Qualitative description	3.1 Supply Chain Management	Metric tons (t), percentage (%)
7	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	The Company was not involved in any legal proceedings related to anti-competitive practices.	Not applicable
8	Production by product category	Quantitative	The information is not disclosed due to commercial confidentiality.	Reporting currency

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 5.1 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.
3. Describe the financial impact of extreme weather events and transformative actions.	Not yet conducted.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Not yet conducted.
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.	Currently under evaluation.
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.	Currently under evaluation.
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.	Currently under evaluation.
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 5.3 Greenhouse Gas and Energy Management

1-1-2 Greenhouse Gas Assurance Status

Scope of Assurance		2025 GHG Emissions (tCO ₂ e)	2024 GHG Emissions (tCO ₂ e)
EZconn (parent company only)	Scope 1: Direct GHG emissions	110.4318	103.2070
	Scope 2: Indirect GHG emissions	1,679.0098	1518.3245
	Scope 3: Other indirect GHG emissions	596.8454	506.4851
	Total	2,386.287	2128.017
Assurance Body		BSI	BSI
Description of Assurance Status		- Level of Assurance Reasonable Assurance: Direct GHG emissions and removals (Scope 1) and indirect GHG emissions from imported energy (Scope 2). Limited Assurance: Other indirect GHG emissions (Scope 3). - Standard of Assurance: ISO 14064-1: 2018 and ISO 14064-3: 2019 - The independence and qualifications of the third-party verification body comply with ISO 14065:2020 and ISO 17029:2019. - Certificate Number: CFV 811905	- 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. - Standard of Assurance: ISO 14064-1: 2018 and ISO 14064-3: 2019 - Statement No: GHGEV 811904
Conclusions of Assurance		- Reasonable Assurance: A fair and accurate presentation in all material respects. - Limited Assurance: No evidence indicates any material misstatement; however, certain items are subject to inherent uncertainties.	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 5.3 Greenhouse Gas and Energy Management