# 2025 Summary Report

## Cheng Uei Precision Industry (Foxlink) Sustainability Report

Sincerity | Foresight | Responsibility



# About This Report

Building upon the achievements in sustainable communication since its release in 2016, Cheng Uei Precision Industry Co., Ltd. (FOXLINK) has continued to deepen its ESG governance indicators, entering its fourth year of issuing sustainability reports. This report comprehensively discloses the practical achievements and key performance indicators of the FOXLINK in 2025 across various aspects, including environmental protection, social inclusion, and sound business operations. We are committed to enhancing the transparency and comparability of sustainability information. By proactively disclosing the company's sustainability strategy map and phased objectives, we aim to witness, together with stakeholders, FOXLINK's determination to pursue long-term value.

## Report Scope

1. Period of Information Disclosure: January 1, 2025 to December 31, 2025
2. Scope of Information Disclosure:：
   - The financial data is consistent with the annual report and covers the operating performance of the parent company and its subsidiaries.
   - Non-financial performance data is disclosed based on the main production sites, including the Taiwan headquarters (Zhongshan Plant, Dingpu Plant, Minquan Plant); China Dongguan (Fudong and Fuqiang), Kunshan (Fugang, Fushineng, and Fushijin) and Xuzhou Plant; Southeast Asia Vietnam Plants (Ho Chi Minh City and Da Nang), and India Plant.
3. Compared with the reporting boundaries of the 2024 report, Yixin Plant and Taichung Science Park Plant at Taiwan headquarters have been excluded.
4. The statistical data revealed in the report are based on FOXLINK's internal statistics and surveys, utilizing internationally accepted indicators. Where estimates are made, these are noted in the relevant sections. Any changes in historical data due to expanded disclosure scope or external verification are also declared within the report.

## Report Management & External Assurance Preparation Basis

This report is prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards 2021 (GRI Standards 2021) and aligns with the Taiwan Stock Exchange Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies.

Additional standards followed are as listed below:

- Sustainable Development Goals，SDGs
- United Nations Global Compact
- Task Force on Climate-related Financial Disclosures (TCFD) Framework
- Sustainability Accounting Standards Board (SASB)

## Report Management & External Assurance

1. The topics in this report are determined through stakeholders engagement and double materiality assessment. Material topics are discussed by the Sustainable Operation Team under the Corporate Governance and Sustainable Operation Committee . The content of the report is reviewed and approved by the head of the Sustainable Operation Team, submitted to the Board of Directors, and published following the Board's approval.
2. The financial statement data serving as the basis for the calculations in this report are presented in New Taiwan Dollars (NTD),exchange rate conversions are based on the rate as of December 31, 2025.
3. If any estimates or assumptions are made, they will be noted within the respective sections. Compared to the previous edition, any changes in departments included in this report will be clearly indicated in the text.
4. AFNOR Asia Ltd. is entrusted to make an independent verification and issue a statement of independent assurance via AA1000AS V3 Type-1 Moderate Assurance.

| Aspect | Certification/Verification Items | Certification/Verification Institutions |
|---|---|---|
| Economic | Financial Data | PWC Taiwan |
| Environment | ISO 14001 :2015 Environmental Management System<br>ISO 50001 :2018 Energy Management System<br>QC080000 Hazardous Substance Process Management System<br>ISO 14064-1:2018 GHG Inventory Standards<br>UL2799 Zero-Waste-to-Landfill Certification | Relevant sections explain the third-party certified management systems that each plant has passed |
| Society | ISO45001: 2018 Occupational Safety and Health Management System<br>RBA Code of Conduct | Relevant sections explain the third-party certified management systems that each plant has passed |

## Issue Time of the Report

- FOXLINK regularly issues the Sustainability Report in both Chinese and English every year and publishes it publicly available in the Corporate Social Responsibility section of the FOXLINK Precision official website for stakeholders to download and review.
- Last version:Issued in August 2025
- Current version:Issued in August 2026
- Next version:To be issued in August 2027

## Contact Information

If you have any question or suggestion about this report, you are welcome to contact us. The contact information is as follows:

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# Words of the Chairman

Looking back over the past year, Foxlink Group maintained its consolidated revenue scale. However, profitability was impacted by the offshore wind power project undertaken by Foxwell Energy, a subsidiary of Shinfox Energy, resulting in a phased loss. This project suffered from force majeure factors, including supply chain cost increases driven by geopolitics, extreme weather that reduced working days, and drastic fluctuations in international material prices. These factors led to construction cost overruns, eroding our consolidated profit. In response, Foxlink has taken the most proactive actions. Shinfox Energy is continuously promoting the improvement of its financial structure, strengthening project risk management mechanisms, and initiating negotiations with the owner, Taiwan Power Company Taipower, in accordance with contract mechanisms to strive for additional project payments arising from force majeure factors. We deeply understand this is a responsibility and will resolve project disputes and ensure future steady development with the highest principle of safeguarding the rights and interests of the Company and all shareholders.

Despite the short-term impact on the energy business, Foxlink's core 3C components and system products business still demonstrated strong profitability resilience. In response to the explosion of generative AI technology, we have comprehensively deployed AI-related applications and key components, investing in next-generation high-speed transmission and high-power power management solutions to meet high-performance computing (HPC) demands. To ensure the effectiveness of our transformation, we are converting AI into internal momentum, introducing intelligent management systems to enhance operational efficiency, strictly controlling global operating costs, optimizing capacity allocation, and maintaining the competitiveness of our asset profitability amidst a changing landscape.

When customers seek solutions, our major investments in facilities and equipment are Foxlink's firmest commitment to global diversified production and localized services . In March 2025, the Phase II plant, covering 120,000 square meters in the Da Nang Hi-Tech Park, Vietnam, was successfully commissioned. In November of the same year, to precisely align with market dynamics, Foxlink invested approximately NT$590 million to acquire a facility of about 140,000 square feet in Texas, USA, initiating the layout of our U.S. manufacturing base. The completion and advancement of these two major strongholds not only represent a substantial expansion of Foxlink's production scale but also deeply reflect our investment strategy of Glocalization . While enhancing supply chain flexibility and resilience, we are also dedicated to creating abundant employment opportunities for local societies, hoping to co-prosper with local communities in the process of pursuing corporate growth, and fulfilling our original intention of sustainable development.

On the path to environmental sustainability, Foxlink's steps have never stopped. We are deeply honored to once again receive Common Wealth Magazine's 1.5℃ Climate Action Mark , to be selected for Business Weekly's Top 100 Carbon Competitiveness for three consecutive years, and for our Fudong Plant in South China to be awarded the national-level Green Factory honor. These iconic recognitions not only prove Foxlink's effectiveness in promoting green transformation, energy conservation, and carbon reduction, but are also concrete demonstrations of our long-term commitment to environmental governance. In 2025, Foxlink will further expand its sustainability vision by officially formulating the Biodiversity and No-Deforestation Policy , extending our care to the co-prosperity of natural ecology and local communities. Facing the ecological challenges brought by climate change and urbanization, we deeply understand the urgency of protecting the habitats of native species. Foxlink actively implements ecological restoration actions. Currently, at our Taiwan headquarters and the Dingpu plant area, we have successfully restored Spiranthes sinensis, an endangered conservation plant listed in Appendix II of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES). We hope to contribute to Taiwan's biodiversity through these delicate and concrete practices, realizing a sustainable blueprint of corporate and natural harmony.

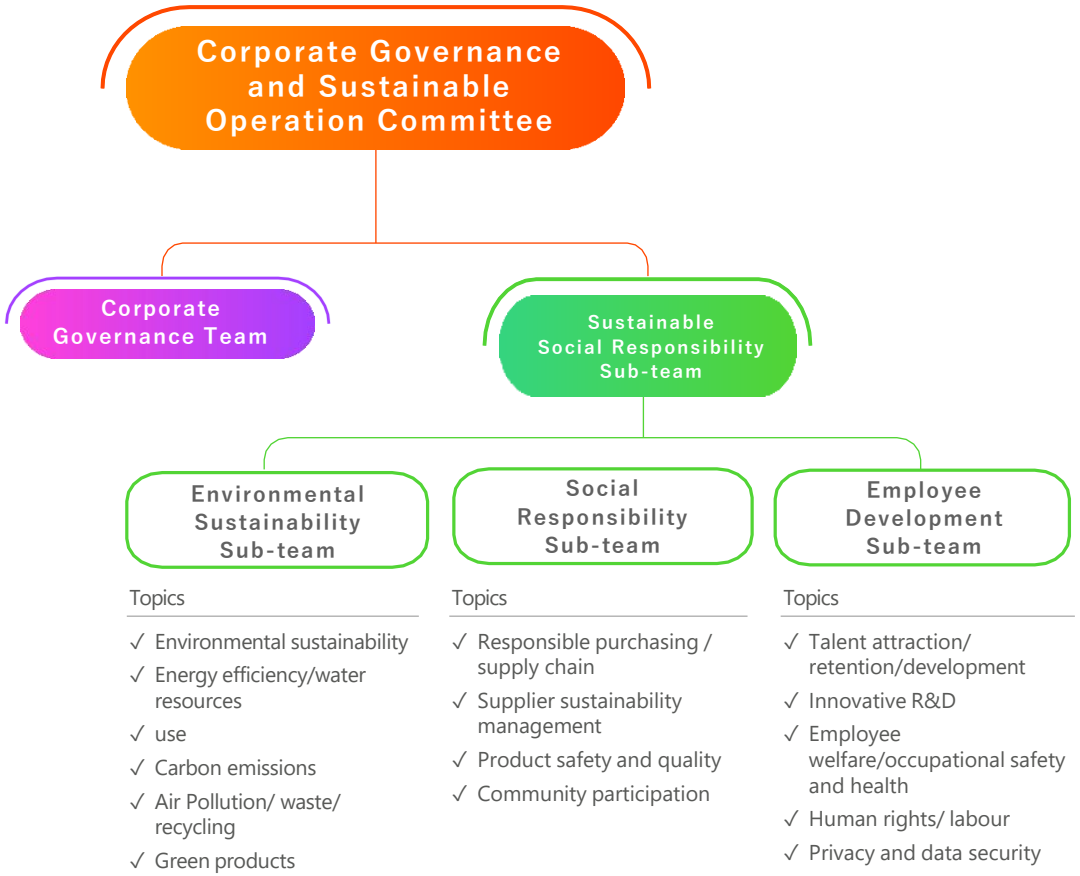
Looking ahead, although the business environment may fluctuate, Foxlink's determination to pursue sustainable operations remains unwavering. We will continue to strengthen governance resilience, deepen core technologies, and face all stakeholders with a responsible attitude, creating more sustainable and outstanding value in an era of transformation.



Chairman
Cheng Uei Precision Industry

# Sustainable Development

## Corporate Governance, Sustainable Operation Committee and Policies




### Sustainability Policy

The Corporate Governance and Sustainable Operation Committee carefully studies international indicators to formulate the Foxlink Sustainability Policy , which covers governance, environment, and social aspects. Based on 7 major guidelines, we have constructed a comprehensive set of practical principles, including the Ethical Corporate Management Best Practice Principles, Environmental Policy, Labor Policy, Ethics Policy, and Human Rights Policy, ensuring that every sustainability commitment is backed by rules and regulations.

Through the formulation of specialized policies and management manuals, we translate our sustainability vision into specific daily management processes—from energy management to conflict minerals tracking—comprehensively implementing them across all chapters of the Group to steadily advance towards a sustainable future.

**Environmentally Friendly**

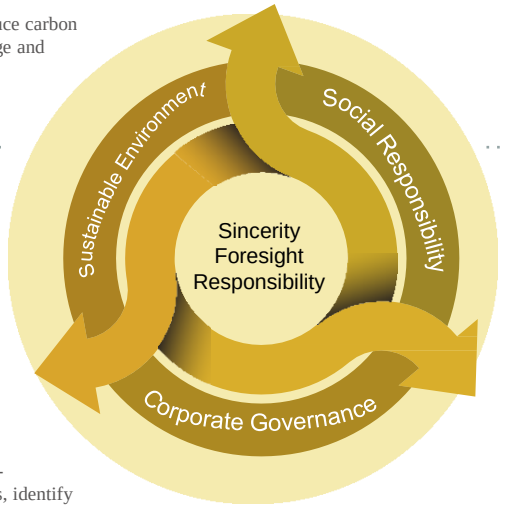
Promote energy efficiency and reduce carbon emissions to mitigate climate change and lessen environmental impact.

**Respect and Protection of Human Rights**

Protection of basic employee rights, providing a fair and just working environment.

**Corporate Integrity**

Establish and implement strict anti-corruption and anti-slavery policies, identify and prevent unfair competitive practices, and set up a fair grievance handling process.




**Green Supply Chain**

Establish a Supplier Code of Conduct requiring suppliers to comply with social responsibility standards. Promote energy saving and carbon reduction among suppliers to build a compliant and sustainable supply chain.

**Fair Workplace**

Continuous improvement of labor management systems.

Training and encouraging employees to engage in the implementation of labor policies.

**Risk Management**

Establish a comprehensive risk management system to identify, assess, and manage various risks that may impact company operations.

**Corporate Sustainability**

Ensure transparency in financial reporting, decision-making processes, and other key information, while upholding high standards of business ethics.

Policy Linkage

## Engagement and Communication of Stakeholders

To ensure our sustainability strategy accurately responds to expectations, Foxlink conducts regular stakeholder identification processes annually. We adopt the five major evaluation dimensions of AA1000 SES and deeply integrate the principle of Double Materiality (Financial and Impact Materiality).

This year, task force members of the Corporate Governance and Sustainable Operation Committee and the sustainability contacts of various business units identified 8 major stakeholder groups through meetings. These groups include Customers, Employees, Suppliers, Shareholders/Investors, Government, Community, Media, and NGOs. There are no significant changes compared to the previous year, demonstrating a stable stakeholder structure established through long-term operations.

**Referencing the AA1000 SES Engagement Standard**

**Evaluated based on dimensions: Dependency, Responsibility, Tension, Influence, and Diverse Perspectives.**

| Inventory and Collection | Five Dimensions & Double Materiality Assessment | Identification and Decision-making | Regular Review and Adjustment | Confirmation of the List |
|---|---|---|---|---|
| Compile a list of potential stakeholders | Conduct comprehensive analysis | Hold joint meetings with the committee and sustainability contacts for identification | Dynamic review mechanism | Output eight major categories of key stakeholders |

### Key Stakeholders (Categories)




## Materiality Assessment

In accordance with the reporting principles of the GRI Standards, Foxlink conducts a material issue analysis annually based on four major principles: inclusivity, materiality, responsiveness, and impact. Simultaneously, we adopt a [Double Materiality] analysis to investigate and analyze the financial impact of sustainability issues on the Company, as well as their impacts on the environment, society, and economy. We prioritize and select the material issues for the current year, formulate sustainability goals, and disclose relevant information in the Sustainability Report. This allows us to review the Group's current sustainability status and communicate the evolution of Foxlink's sustainability strategies and the progress in achieving long-term goals to all stakeholders.

Foxlink distributed survey questionnaires to internal and external stakeholder groups and received a total of 122 responses. ThemSustainability Committee analyzed the quantitative results of the 23 issues. Following internal discussions and referencing the opinions of internal and external experts, issues with both financial and operational impacts, as well as environmental, social, and economic impacts scoring above 3.8, were listed as the material issues for this year. Ultimately, a total of 14 material issues were evaluated and selected as the focal points of disclosure for this year's report. Other secondary issues will be appropriately disclosed based on their degree of impact as surveyed by stakeholders. Compared to the material issues of the previous year, Information Security was renamed to Information Security and Privacy Protection , Supplier Management was renamed to Sustainable Supply Chain, and Employee Training and Education was renamed to Employee Training and Development . The material issue Employee Diversity, Equity, and Inclusion was removed, and Human Rights and Labor Relations was newly added. The material issues were submitted to the convener of the Sustainability Management Task Force for review and reported to the Board of Directors.

### Explanation of Changes in Major Issues Compared to Last Year

| Categories | Material Topics in 2024 | Material Topics in 2025 | Description |
|---|---|---|---|
| Governance | Corporate Governance | Corporate Governance | |
| | Risk Management | Risk Management | |
| | Financial Performance | Financial Performance | |
| | Corporate Integrity | Corporate Integrity | |
| | Information Security | Information Security Management and Privacy Protection | Renamed |
| | Procurement Practices and Management | Procurement Practices and Management | |
| | Supplier Management | Sustainable Supply Chain | Renamed |
| Social | Talent Recruitment and Retention | Talent Recruitment and Retention | |
| | / | Human Rights and Labor Relations | New |
| | Employee training and practice | Employee training and Development | Renamed |
| | Occupational Health and Safety | Occupational Health and Safety | |
| Environment | Energy Management | Energy Management | |
| | Climate Change and GHG Management | Climate Change and GHG Management | |
| | Hazardous substance management | Hazardous substance management | |

# Sustainable Development

## United Nations Sustainable Development Goals (SDGs)

Facing global climate and social challenges, Foxlink upholds its corporate citizenship responsibilities and comprehensively benchmarks against the UN Sustainable Development Goals (SDGs). Based on the impact analysis of core issues, we focus on 9 core indicators across three major areas: environmental protection, social inclusion, and transparent governance.

### Environment

**Sustainable Environment**
4.3 Water Resource Management and Risk Assessment

6.3 Improve water quality and wastewater treatment

Reduce pollution, eliminate dumping, halve the proportion of untreated wastewater, and substantially increase recycling and safe reuse globally.

6.4 Increase water-use efficiency

Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity.

- Achieved a B (Management Level) rating in the 2025 Water Security assessment by CDP (Carbon Disclosure Project).
- Water reduction: Total water consumption in 2025 was 2,505 km³ (a significant decrease of 305 km³ compared to 2024).
- Recycling efficiency: The total water recycling rate increased to 8.10% in 2025, a growth of 0.57% from the previous year.
- Future indicators: Set a target of a 2.85% reduction in WCI (Water Consumption Intensity, i.e. per-capital water consumption) for 2026, continuously reducing environmental impact.

**Sustainable Environment**
4.1 Energy Management

7.2 Increase the share of renewable energy

By 2030, increase substantially the share of renewable energy (solar, wind, hydro, geothermal, etc.) in the global energy mix.

7.3 Double the rate of improvement in energy efficiency

By 2030, double the global rate of improvement in energy efficiency (i.e., doing more with less energy).

- The proportion of renewable energy usage reached 57.38% in 2025, with a plan to reach 60% by 2030.
- Total energy consumption in 2025 decreased by 12.47% compared to 2024.
- Promote self-generated and self-consumed solar power equipment: In 2025, the installed capacity of solar power systems reached 12,387.9 kWp. The solar power system at the Da Nang plant in Vietnam will be connected to the grid in 2026. By then, the total installed capacity of solar power across all Foxlink plants will reach 15,798 kWp.

**Sustainable Environment**
4.2 Climate Change and GHG Management

13.3 Enhance climate change education and awareness

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

- Achieved a B (Management Level) rating in the 2025 Climate Change assessment by CDP (Carbon Disclosure Project).
- In 2025, Scope 1 and Scope 2 emissions at Foxlink's main production sites decreased by 65.38% compared to the 2021 base year, exceeding the original target of a 42% reduction for three consecutive years.

### Social

**Sustainable Environment**
**Occupational Health and Safety**

3.9 Reduce deaths from chemicals and pollution

Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

- Major production plants have comprehensively implemented the Chemical Management Policy, Hazardous Substances and Materials Management Specifications, ISO 14001, ISO 45001, and UL 2799 certifications.

**Corporate Governance**
**Building a Diverse and Inclusive**
3.3.2 Employee training and Development

4.4 Boost Employment Skills

Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

- In 2025, online training was expanded. The accumulated number of training instances for active employees reached 170,000, with total training hours reaching 254,623 hours.
- In 2025, the average training hours per employee reached 13.2 hours.

**Building a Diverse and Inclusive**
3.2.1 Diverse Workforce
3.6.1 Friendly Marriage, Childbirth and Family Care Measures

5.4 Recognize unpaid household and caregiving work

Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

5.5 Ensure equal leadership opportunities

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

- In 2025, 4 employees in the Taiwan plant applied for unpaid parental leave, and the actual return-to-work rate after parental leave reached 40% (for female employees).
- The proportion of female management reached 33%, exceeding the 2025 target of 32%.

**Corporate Governance**
**Building a Diverse and Inclusive**
3.2.1 Diverse Workforce

8.5 Full employment and equal pay for all

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.8 Protect labor rights and safe working conditions

Protect labour rights and promote safe and secure working environments for all workers, including migrant workers and those in precarious employment.

- The Taiwan plant employs 10 persons with disabilities, accounting for 1.1% of the workforce, which complies with the regulation of employing no less than 1% of the total number of employees.
- Foxlink Group firmly implements equal pay for equal work, completely eliminating any compensation disparities based on factors such as region, race, ethnicity, background, social class, descent, religion, physical disability, gender, sexual orientation, pregnancy, marital status, union membership, political affiliation, and age.

### Governance

**Corporate Governance**

16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children.
16.5 Substantially reduce corruption and bribery in all their forms.
16.b Promote and enforce non-discriminatory laws and policies for sustainable development.

- Ensure company operations comply with labor, environmental, and business laws; in 2025, the plants received no relevant penalties.

**Sustainable Environment**

17.16 Enhance the global partnership for sustainable development

Complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and resources.

- Completed carbon reduction initiation and inventory counseling for 12 suppliers, successfully achieving 100% CFE (Carbon Free Energy) and over 90% Zero Waste to Landfill.
- In 2025, the localized procurement rate reached 83% at the Taiwan plant and 73% at the Mainland China plants.
- Launched the Supplier Sustainability Management Platform implementation plan: In 2025, focusing on partners with certifications such as ISO 14064, ISO 14067, ISO 50001, or SBTi, completed the onboarding and training of 15 pilot suppliers.

# Corporate Governance

## Overview of Corporate Governance

Foxlink Group has established a Board of Directors in accordance with legal regulations,comprising directors and independent directors who jointly bear the responsibility for the Group's governance and business strategies. While safeguarding shareholder equity, the Board also considers the rights and interests of all stakeholders—including employees, customers, shareholders/investors, labor unions, suppliers / contractors, government agencies, non-governmental organizations (NGOs), and the media—as guiding principles. The general managers of each business group regulate and guide the operational affairs of their respective units based on the Board's guiding principles. According to the Board's regulations, any director whose personal interests or the interests of the legal entity they represent conflict with the

proposals listed by the Board must not participate in discussion and voting. They must recuse themselves during the discussion and voting, and must not act as a proxy for other directors to exercise their voting rights.

The Group complies with the Corporate Governance Best Practice Principles and promotes a board diversity policy. The Board currently consists of 9 members, including 4 independent directors, possessing diverse and complementary industry experience and professional backgrounds in finance and accounting. Going forward, the Board will continue to maintain a structure composed of external professionals and internal senior management, using the annual Board Performance Evaluation Results as a reference for director nomination and reappointment. For more details, please scan the QR code to view the complete profile of the Foxlink Group management team.

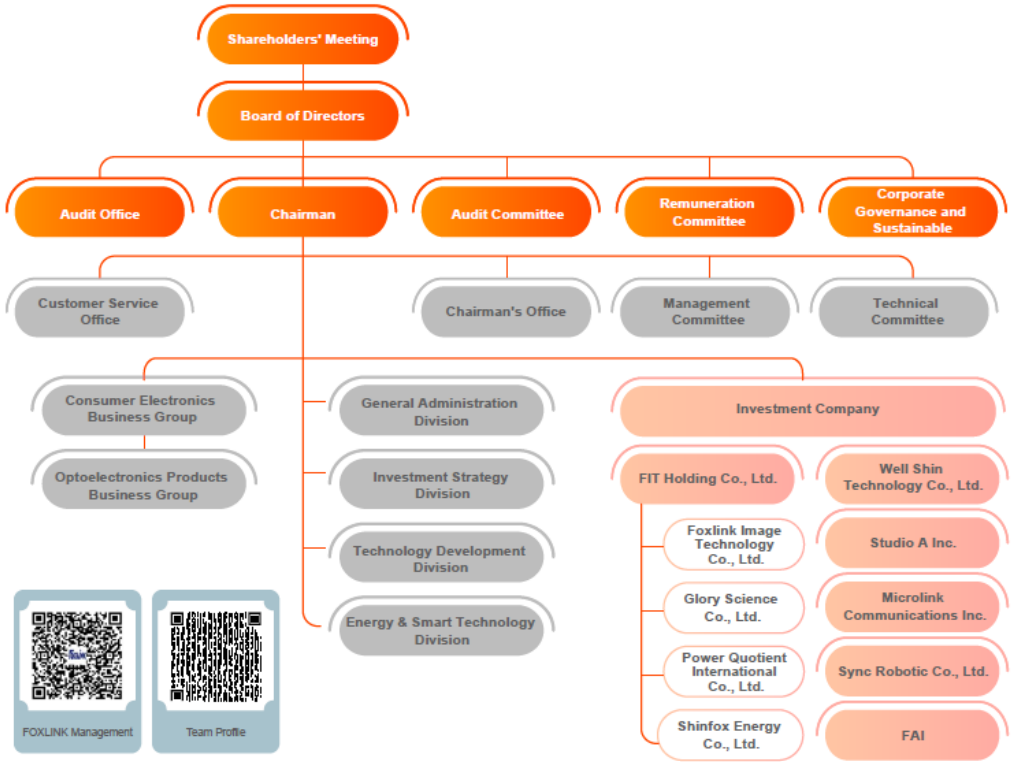
The Group's Board of Directors has established an independent Audit Office and built a sound internal control system. We firmly believe that transparent operations and a sound, efficient Board are the core of corporate governance. In addition to dedicating itself to safeguarding shareholder equity, the Board actively promotes corporate sustainability management strategies and fulfills its supervisory and guiding responsibilities. To enhance sustainable governance performance, the Sustainable Development Committee regularly reports the implementation of sustainability initiatives to the Board, ensuring that all indicators align with the Group's strategies. Furthermore, the Group continuously conducts sustainability-related training to help Board members grasp global sustainability trends and developments, thereby improving decision-making quality and governance efficacy.

## Short-term Goals (2026 years)

1. In 2026, conduct educational training related to ethical corporate management advocacy, requiring participation from high-risk functions such as procurement, sales, and finance executives, ensuring 100% advocacy coverage across major operating sites.
2. In 2026, regularly review the qualifications and transaction records of core suppliers across various procurement categories. Incorporate major procurement transactions into sampling audits in a timely manner to ensure an 80% completion rate for reviewing the effectiveness of procurement negotiation controls.
3. In 2026, the Company will continue to enhance the FoxKM Smart Management Platform to strengthen each unit's proficiency in its application, leveraging intelligent generation functions to improve the use of corporate data assets.
4. In 2026, all 2 externally facing websites will be incorporated into the Web Application Firewall(WAF) management system.
5. Regularly conduct social engineering drills via email and provide protection advocacy to enhance employees' ability to identify and stay alert to malicious phishing emails, effectively preventing potential social engineering attacks from the endpoints.

## Middle & Long-term Goals

1. Regularly update major risk items and management focuses based on internal and external environments and review results to maintain theappropriateness of the content.
2. Integrate ethical Corporate Integrity requirements into key operational processes and management regulations to align the system with daily operations.




## Financial Information

The Company's consolidated net sales revenue for the year 2025 was NT$ 95,016,219 thousand, a decrease of 3.44% compared to the consolidated net sales revenue of NT$ 98,397,461 thousand in 2024. The net loss after tax for 2025 was NT$ 3,065,624 thousand, with a loss per share of NT$ 6.62, representing a decrease of 281.70% compared to the net income after tax of NT$ 1,687,146 thousand and earnings per share (EPS) of NT$ 3.65 in 2024.

For the Foxlink Group, 2025 was a year filled with challenges and a critical turning point. This year, the Group maintained its consolidated revenue scale, but experienced a loss in profitability. The primary reason was the major offshore wind power project undertaken by Foxwell Energy, a subsidiary of Shinfox Energy. Influenced by force majeure factors—including supply chain cost increases driven by geopolitics, extreme weather that reduced working days, and drastic fluctuations in international construction material prices—the project suffered from construction cost overruns, resulting in a phased substantial loss that eroded Foxlink's consolidated profit. In response to this situation, the subsidiary Shinfox Energy and its subsidiary Foxwell Energy are continuously promoting the improvement of their financial structure and strengthening project risk control. Relevant projects are being reviewed in accordance with contract mechanisms, and we are actively negotiating with the owner, Taiwan Power Company (Taipower), to apply for additional project payments arising from force majeure factors, to safeguard the rights and interests of the Company, its subsidiaries, and all shareholders.

Despite the impact on the energy business, Foxlink's core 3C components and system products business still maintained stable profitability. Foxlink has actively deployed AI-related application products and key components, investing in the development of next-generation high-speed transmission and high-power power management solutions to meet the explosive demand for high-performance computing (HPC) and terminal intelligence. To ensure the effectiveness of our transformation, the Company is simultaneously enhancing management efficiency and operating mechanisms by introducing AI intelligent systems, optimizing global capacity allocation, and strictly controlling operating costs to enhance overall asset profitability.

# Corporate Governance

## Corporate Integrity

Foxlink Group has always upheld the core value of ethical corporate management, implementing a zero-tolerance policy against any illegal or unethical behavior, and fully complying with domestic and international anti-corruption and anti-bribery laws. The Company's Board of Directors passed the Ethical Corporate Management Best Practice Principles in 2011, and established a dedicated Corporate Governance Team and Sustainable Operation Team in 2021, which is responsible for policy formulation and execution supervision. This task force regularly reports to the Sustainability Committee and the Board of Directors, convening at least two meetings annually to review the annual plan and track execution results, ensuring the continuous effectiveness of the management mechanism.

Internalizing an Integrity Culture: All colleagues in the Group are required to sign the Integrity Commitment Letter and participate in annual thematic training to deepen their awareness of integrity. Simultaneously, through the verification mechanism of the internal audit unit, we strictly prevent unethical incidents such as offering or accepting bribes in business dealings.

Building a Transparent Supply Chain: To build a transparent supply chain system, the Group requires all cooperating suppliers to sign the Supplier Integrity Commitment Letter, explicitly regulating the rights and obligations of both parties in contracts, and requiring transaction counterparties to jointly comply with high standards of integrity principles.

| Course Name | Course Hours | Number of Participants |
|---|---|---|
| RBA Code of Conduct & Supplier Industry Guidelines | 6 | 1712 |
| Analysis of Trade Secrets Law and Practical Cases with Confidentiality Duty Advocacy | 2 | 2862 |
| Employee Confidentiality Duties and Contract Stamp | 6 | 375 |
| Apple Supplier Code of Conduct and Supplier Responsibility Standards Training | 4 | 41 |
| Discussion on Insider Trading Behavior and Responsibilities | 1.5 | 339 |

In 2025, the “Ethical Corporate Management Best Practice Principles” training and communication was fully completed; during the year, there were no illegal acts involving anti-competition, antitrust, or anti-monopoly practices that violated fair competition.

## Whistle-blowing Policy and Anti-Corruption Advocacy

The Group is committed to building a transparent and safe whistleblowing environment to ensure Corporate Integrity is implemented across all global operating sites.

Comprehensive Whistleblowing Channels: Established unified whistleblowing mailboxes and hotlines. For newly established overseas sites, multilingual services and digital info-security protections were optimized to build a cross-regional compliance monitoring network.

Strict Confidentiality and Culture of Integrity: Full-process confidentiality is adopted for the whistleblower's identity and the investigation process. Auditors regularly receive specialized confidentiality training. Any leakage of confidential information will be severely punished according to regulations, up to the termination of the employment contract.

Impartial Verification: Uphold independent and impartial functions, eliminate personal biases, and ensure clear accountability. For substantiated cases, communicating improvements with the unit supervisor is prioritized; matters involving personnel penalties are transferred to the Human Resources Department for processing according to regulations.

Deepening Supply Chain Integrity: In 2025, the Audit Office continued to deepen integrity governance by participating in 90 price negotiation meetings throughout the year, directly advocating anti-corruption requirements to suppliers. Additionally, Integrity Red Line special audits were promoted for high-risk procurement positions, and sample reviews of Supplier Integrity Commitments in newly established regions such as the South China Plant were completed to enhance the integrity governance resilience of the value chain.

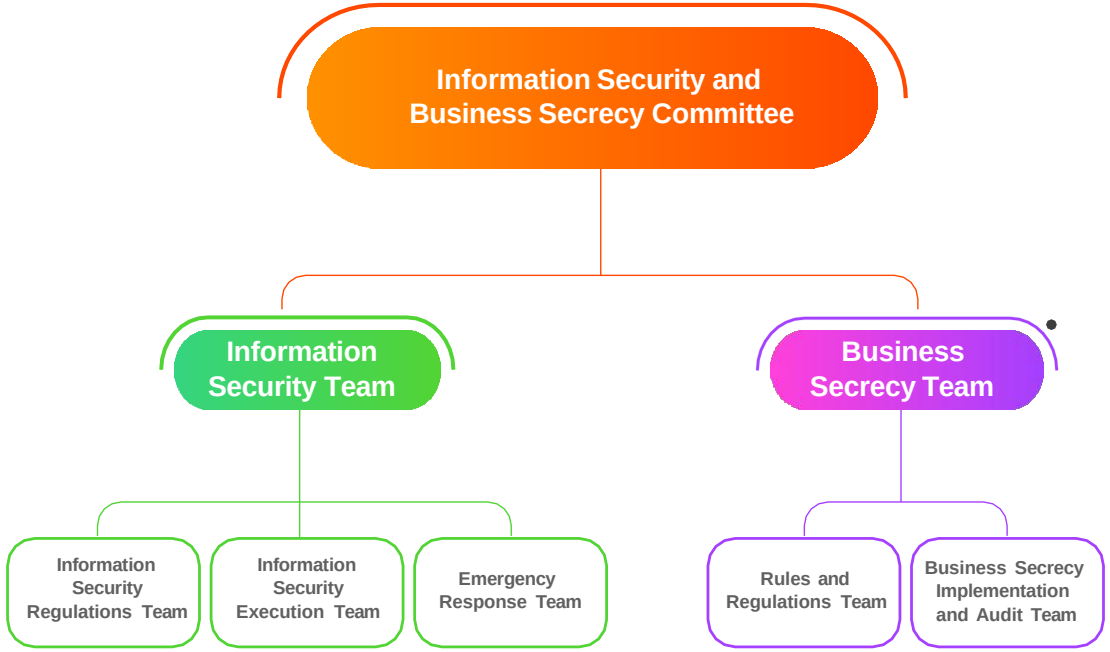
## Diverse Grievance and Whistleblowing Channels

| | |
|---|---|
| Group Headquarters Whistleblowing Hotline | +886-2-2269 Ext. 11601 |
| Group Headquarters Email | ceo@foxlink.com.tw |
| Vietnam Plant Hotline | +84-(028)3636-4095 |

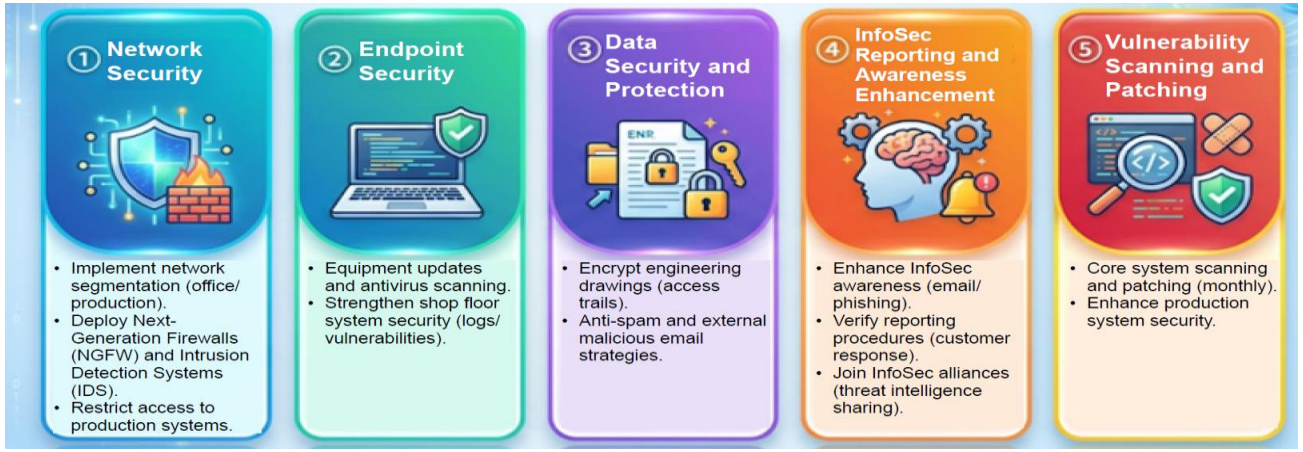
# Corporate Governance

## Information Security Management and Privacy

The Company has established an Information Security and Business Secrecy Committee, with the highest executives from each business group serving as members. The Legal Counsel and Chief Information Officer jointly convene regular review committee meetings to implement, formulate, and review the Group's information security control measures. This structure effectively promotes the Group's information security management policies, with annual reports on implementation status submitted regularly to the Board of Directors.




## Internal Information Security Audit




### 2025 Key Information Security Performance Achievements

**Compliance and Audits**

Continuously passed information security audits by key customers.
Ensured Supplier Security and Privacy Assurance.

**Joint Cyber Defense**

Joined TWCERT and the Chief Information Security Officer (CISO) Alliance.
Strengthened threat intelligence exchange and cooperation.

**Education and Awareness**

Arranged InfoSec training, enabling employees to obtain certifications.
Enhanced employees' ability to identify social engineering attacks.

| 0 | 0 | 0 |
|---|---|---|
| External complaints concerning privacy breaches | Number of complaints to regulatory authorities | Substantiated leakage/loss incidents |

There were no significant information security incidents causing damage this Year, and no related complaints were identified.

# Responsible Supplier Management

## Sustainability Philosophy and Policy Commitments

Foxlink Group upholds the core sustainability philosophy of Social Co-prosperity and Environmental Co-existence , viewing supply chain partners as a crucial foundation for creating corporate value and driving sustainable development. To implement responsible procurement, the Group has formulated the Supplier Social Responsibility Code of Conduct, requiring all partners to jointly comply with principles such as environmental protection, labor rights, occupational health and safety, and ethical corporate management. Through regular review and improvement mechanisms, we guide suppliers to enhance their management capabilities, striving to build a sustainability vision centered on Digital Collaboration, Reliable Compliance, and Green Procurement. To fulfill these commitments, the Group has established a supply chain sustainability

vision of Resilient Growth, Integrity and Co-prosperity . We deeply integrate ESG indicators into our supplier management system and implement supply chain control across the value chain through the following four main strategies:




| Key Performance Indicator (KPI) | Short-term Target (2026) | Mid-to-Long-term Target (2028-2030) |
|---|---|---|
| Localized Procurement Ratio (Group Average) | Group average reaches 45% (Mature sites maintain 80%) | Group average reaches 48% (Mature sites maintain 80%) |
| Sustainability Training Completion Rate for Procurement Personnel | 100% | Sustain 100% training completion rate for procurement personnel |
| Core Compliance Agreement Signing Rate (Average) | 96% ~98% | Stably maintain 100% signing coverage (including exemption approval programs) |
| Annual Due Diligence Assessment Coverage (Number of Suppliers) | Expand assessment to 300 key suppliers (or suppliers accounting for >90% of procurement spend) | Achieve 100% assessment coverage for all official trading suppliers |
| Corrective Action Closure Rate for High-Risk Suppliers | Sustain 100% deficiency improvement rate | Sustain 100% closure of corrective actions |
| Responsible Minerals Survey Response Rate | Sustain 100% | Stably sustain 100% response rate for critical minerals |
| Number of Suppliers Onboarded o the Sustainability Management Platform | Onboard 60 suppliers to the platform | Achieve digital monitoring across the entire supply chain |

## 2025 Management Highlights

### Sustainability Awareness Training

- **348** participant-times — Internal Procurement Training
- **82** participant-times — Supplier Awareness Training

### Sustainability Competency Enhancement

- **29** suppliers — Obtained ISO 14064-1 Certification
- **20** suppliers — Obtained ISO 50001 Certification
- **12** companies — Carbon Reduction Inventory and Guidance
- **13** suppliers — Obtained UL 2799 Zero Waste to Landfill Certification
- **26** suppliers — Published ESG Sustainability Reports

### Supplier Qualification Management

- **37** suppliers — Supplier Screening and Elimination
- **124** suppliers — Supplier Improvement and Guidance

### Implementation of the Sustainability Management Platform

- **15** suppliers — Supplier Registration and Training

## Local Procurement

Foxlink Group views 'localized procurement' as a core strategy for building a sustainable supply chain and enhancing regional resilience. We are committed to establishing a proximate supply system to achieve the goals of reducing logistics carbon footprints and strengthening supply chain responsiveness.

### In 2025, the localized procurement ratio showed a differentiated distribution influenced by regional industrial characteristics and development stages:

| Mature Development Regions (Taiwan and Mainland China Plants) | Emerging Layout Regions (India and Vietnam Plants) |
|---|---|
| Benefiting from a complete supply chain ecosystem built through long-term cultivation, localized procurement ratios reached **83%** and **73%** respectively, demonstrating a high degree of regional economic connection. | The localized procurement ratios are currently **2%** and **4%** respectively. This data reflects that these overseas emerging production bases are in the initial stage of supply chain setup (development phase). Furthermore, some key materials are restricted by globally unified sources designated by clients, making the room for adjusting localized procurement relatively limited at this stage. |

| Plant | Mainland | Taiwan | India | Vietnam |
|---|---|---|---|---|
| Local Procurement | 73% | 83% | 2% | 4% |
| Overseas Procurement | 27% | 17% | 98% | 96% |

### 2025 Performance of Recycled Materials Introduction in New Products:

- Recycled Gold Salt (100% Recycled Gold): 100% recycled gold salt has been introduced into all new product developments.
- Recycled Tin (100% Recycled Tin): 100% recycled tin (tin balls) is adopted in all new product developments.
- Recycled Copper (100% Recycled Copper): 92.31% of new products use 100% recycled copper, a significant increase of 37.77% compared to 2024.
- Recycled Stainless Steel (90% Recycled Stainless Steel): 83.33% of new products introduce 90% recycled stainless steel, an increase of 44.55% compared to 2024.
- Recycled Process Consumables and Packaging Materials:
  - 80% of new products use 100% recycled process consumables.
  - 100% of new products use 100% recycled trays.

### Declaration Signing Status of New Material Suppliers




### Supplier Social Responsibility Management

Risk Assessment Questionnaire — **939** suppliers, 100%

High-Risk Suppliers — **35** suppliers

All high-risk suppliers are scheduled for on-site audits to track the improvement of deficiencies.

Suppliers That Completed On-Site Audits — **195** suppliers

### Responsible Mineral Procurement Management

Supplier Conflict Minerals Due Diligence — **1063** suppliers, 100%

# Quality Management

## Policies and Commitments

Quality is the cornerstone of FOXLINK's sustainable development. FOXLINK focuses on product quality, leveraging years of design and manufacturing experience, and adhering to the quality policy of Customer First, Technological Leadership, System Perfection, *Full Participation* . FOXLINK conducts all business operations with a customer-oriented approach as the highest standard of execution.

To ensure the safety of products and services while meeting customer requirements and legal regulations, Foxlink continuously strengthens its technological R&D capabilities, optimizes manufacturing processes, and elevates the level of smart manufacturing to consolidate its market competitiveness. Concurrently, we establish, perfect, and dynamically optimize a comprehensive full-chain management system covering design, procurement, production, through to delivery, ensuring the highly efficient operation of the system. Through normalized internal system audits, cross-departmental collaboration mechanisms, and comprehensive quality training for all employees, we deepen the organizational quality culture and comprehensively enhance employees' quality awareness and execution capabilities.

Foxlink strictly complies with quality management system standards such as ISO, taking Zero Defects as the ultimate goal. We achieve a fully controllable, traceable, and reliable quality process from raw material incoming to finished product shipment, continuously creating value for customers and consolidating the foundation for sustainable development.

### Short-term Goals

1. Minimize the use of hazardous substances at the source to reduce environmental pollution.
2. Zero incidents of hazardous substance violations.

### Middle & Long-term Goals

1. Establish a green supply chain, manufacture eco-friendly products, and protect human health.
2. Aim for zero hazards and zero pollution.

## Quality Management System

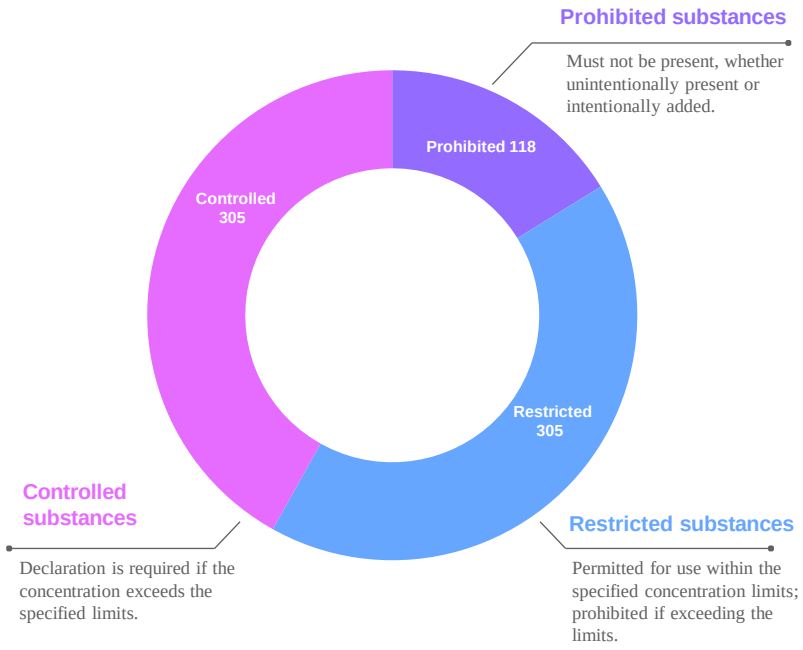
The Company has obtained certifications such as ISO 9001, ISO 13485, IATF 16949, ISO 17025, and QC 080000. With a comprehensive quality management system, FOXLINK controls product quality from every aspect throughout the entire product lifecycle.

| Certification Type/Plant | Taiwan | Dongguan | Kunshan | Xuzhou | Ho Chi Minh (Vietnam) | Da Nang (Vietnam) | India |
|---|---|---|---|---|---|---|---|
| ISO 9001 Certification | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| QC 080000 Certification | | ✓ | ✓ | ✓ | ✓ | | |
| IATF 16949 Certification | ✓ | ✓ | ✓ | ✓ | | ✓ | |
| ISO 13485 Certification | | ✓ | | | | | |
| ISO 17025 Certification | | ✓ | | | | | |

## Hazardous substance management

The Group strictly complies with relevant environmental protection regulations and customer requirements, and establishes and implements hazardous substance control documents such as the【Green Procurement Procedure】. The Quality Management Department regularly reviews and updates the 【Green Procurement Procedure】 and 【Hazardous Substance Restriction List】 based on the latest international standards, latest environmental protection regulations, industry developments, and customer requirements, to ensure their compliance, effectiveness, and adequacy.

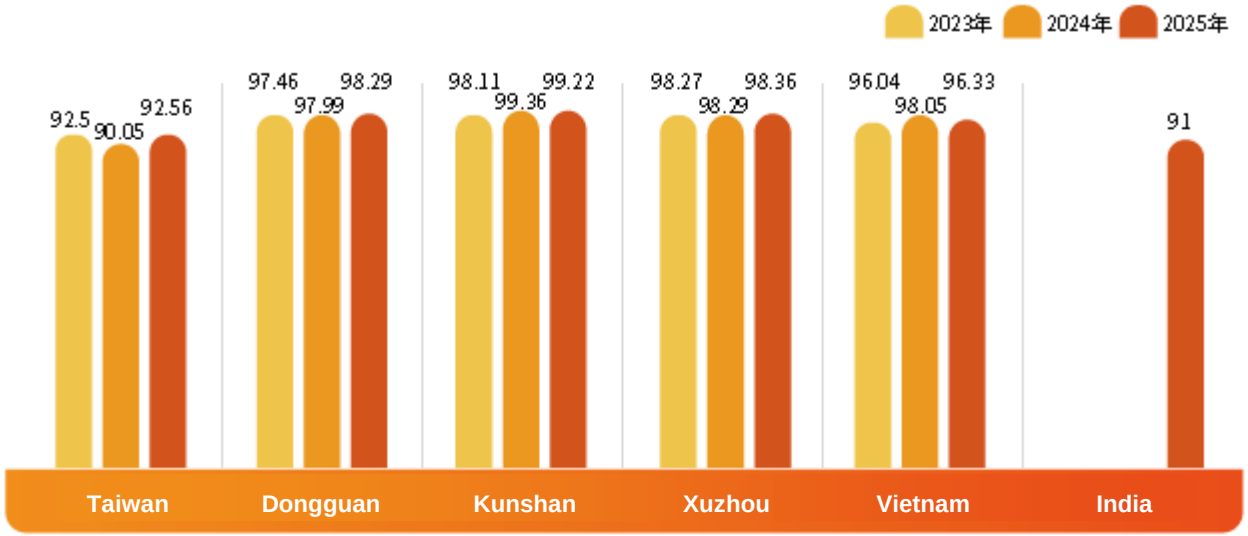
On the basis of strictly implementing environmental protection regulations and customer requirements, Foxlink has achieved the management target of a 0% rate of hazardous substances exceeding the limits in products and materials, and there have been no hazardous substance violation incidents for three consecutive years, demonstrating the Company's outstanding execution capability and commitment to res




## Customer Satisfaction Surveys

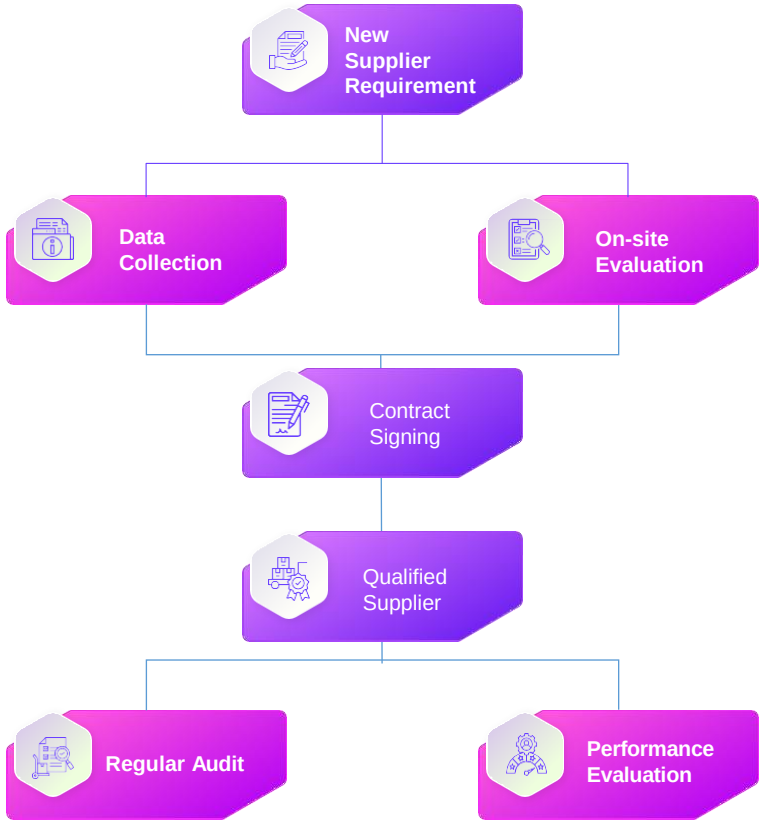
Customer trust is a core value of Foxlink Group. The Company consistently views customer relationships as strategic assets and regards customer feedback as a key input driving continuous improvement and deepening collaboration. To systematically grasp customer needs and expectations, the Group conducts a customer satisfaction survey semi-annually, covering key dimensions such as business practices, technology, quality, yield rate, manufacturing, customer relationships and service, and future demands. Through regular review, analysis, and appropriate improvement plans, we ensure that customer feedback is effectively translated into service responses, continuously consolidating customer trust and long-term partnerships.

In 2025, the survey covered all customer groups. A total of 323 questionnaires were distributed to customers across all plants, with 323 valid responses collected, achieving a 100% response rate. Overall satisfaction scores across all sites exceeded 90 points, successfully achieving the preset targets.



## Supplier Quality Management

Foxlink Group has formulated the Supplier Management Procedures and Green Procurement Procedures to serve as the guiding basis for business units across all sites in executing supplier management. The assessment of new suppliers is a crucial part of the management system. Initially, we collect basic information on new suppliers, conduct on-site evaluations regarding their quality and banned substance management, and require the signing of the Quality Commitment and Environmental Protection Declaration. This process is used to evaluate and identify whether the capabilities of the new suppliers meet the Company's requirements. Qualified suppliers are then integrated into the subsequent periodic audit and performance evaluation mechanisms to ensure they continuously meet the Company's standards in terms of quality, compliance, and sustainable procurement.




## Regular Audit

In 2025, a total of 200 suppliers across all sites were scheduled for on-site audits, and 200 on-site audits were successfully conducted, achieving an audit completion rate of 100%. All identified deficiencies have been fully addressed with corrective actions,resulting in a 100% compliance rate. This demonstrates the supply chain's high level of execution capability and synergy in green manufacturing and compliant operations.

| Plant | Taiwan | Dongguan | Kunshan | Xuzhou | Vietnam | India |
|---|---|---|---|---|---|---|
| Number of Supplier Audits | 9 | 81 | 69 | 32 | 6 | 3 |
| Audit Completion Rate | 100% | 100% | 100% | 100% | 100% | 100% |
| Audit Completion Rate | 9 | 81 | 69 | 32 | 6 | 3 |
| Pass Rate | 100% | 100% | 100% | 100% | 100% | 100% |

## Performance Monitoring

Each plant conducted annual performance evaluations of suppliers that had transactions in 2025, carrying out quantitative assessments based on key dimensions such as quality, delivery time, and service coordination, and categorizing them into four grades: A, B, C, and D according to the evaluation scores.

The 2025 annual evaluation results showed that suppliers achieving Grade B or above accounted for 99.68%. Their performance in product quality, on-time delivery, and collaborative responsiveness met the Group′ s operational requirements, demonstrating a high overall level of compliance and collaboration capability across the supply chain. For Grade C suppliers, guidance and improvement monitoring have been carried out to ensure the quality and stability of the supply chain.

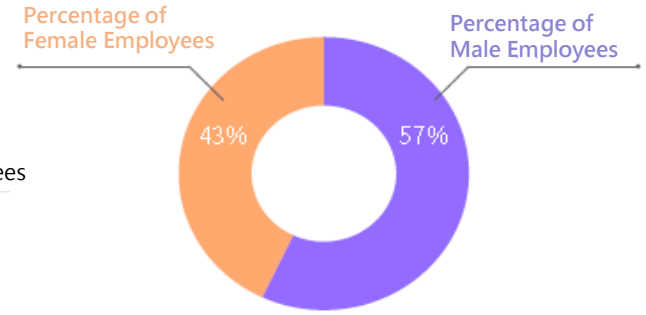
| Plant | Taiwan | Dongguan | Kunshan | Xuzhou | Vietnam | India |
|---|---|---|---|---|---|---|
| **Grade A** | 122 | 881 | 495 | 120 | 356 | 6 |
| **Grade B** | 4 | 39 | 7 | 1 | 24 | 0 |
| **Grade C** | 1 | 2 | 0 | 0 | 6 | 0 |
| **Grade D** | 0 | 1* | 0 | 0 | 0 | 0 |

# Building a Diverse and Inclusive Workplace

## Global Workforce Distribution

**18,904** Total Number of Employees

| Permanent Employees | Permanent Employees |
|---|---|
| 16,800 | 2,104 |




**1,392** employees Ethnic Minorities

**143** employees Employees with Disabilities

**13%** Percentage of Management Employee

**33%** Percentage of Female Management

## Employee Training and Development

Foxlink Group develops outstanding talent and enhances industry competitiveness across Taiwan, Mainland China, Vietnam, India, and other regions, while providing multilingual learning courses.

In 2025, the Group expanded online training and continued to collaborate with renowned domestic and overseas learning platforms, providing employees with diverse learning channels and actively encouraging them to continuously learn and enrich themselves, while continuously building a learning-oriented organization and environment. During the year, training for current employees totaled 170,470 participant-times, with 254,623 training hours.

Total Participants
**170,470**
Person-time

Total Training Hours
**254,623**
Total Number of Training Participants

Management Positions
28 H

General Employees
12 H

Course Satisfaction
**4.55**
Out of 5




## Employee Welfare

At the Taiwan plants, employee welfare is protected. In addition to statutory social insurance and retirement pensions, the Company also provides group insurance and establishes an employee welfare committee in accordance with legal requirements to establish various comprehensive employee welfare measures. The Company provides birthday allowances to extend birthday wishes to employees, provides subsidies for weddings, funerals, and celebrations when employees experience important moments in life, and provides departmental social activity allowances for use in departmental activities to promote teamwork and cohesion. At the same time, scholarships and grants are provided to employees and their children to encourage them to strive for improvement, demonstrating the Company's emphasis on employees and their families. In 2025, the Employee Welfare Committee invested TWD 8.8 million in employee welfare, an increase of 8% compared with 2024. The employee cafeteria employs professional chefs to safeguard employees' nutritional health, subsidizes part of employees' lunch costs, and additionally provides free dinner for employees working overtime.

At the Mainland China plants, various activities are carefully organized during festivals such as the Spring Festival, Dragon Boat Festival, Qixi Festival, Mid-Autumn Festival, and Christmas. **In 2025, a total of 21,224 festival gifts were given to employees, allowing employees to experience the joy of the festivals and the Company's care.** The plants regularly organize various social and entertainment activities, such as birthday celebrations and carnivals, Good Voice singing competitions, employee family parent-child open days, and also organize team-building activities from time to time. Through parent-child day activities held at the Mainland China plants, the Company not only provides employees with a platform for parent-child interaction, but also allows employees' children to gain a certain understanding of their parents' working environment, increasing communication and understanding between parents and children. At the same time, these activities demonstrate the Company's approachability and enhance the Company's cohesion. Employees who participated in the activities also considered that the activities not only broadened the children's horizons, but also strengthened parent-child relationships. In 2025, a total of 7 parent-child day activities were held, with a total of 1,000 attendances.



Dongguan Plant-Outstanding Employee Awards and Evening Gala



Kunshan Plant- Foxlink Family Day · Family carnival

## Friendly Marriage, Childbirth and Family Care Measures

**5** employees
Taiwan Plants
2025 Maternity Protection Assessment

**4** employees
Taiwan Plants
2025 Number of Employees Applying for Parental Leave

**33%**
Taiwan Plants
2025 Parental Leave Return-to-Work Rate

# Social Participation

This year, we launched our social engagement initiatives based on three core indicators: Supporting Local Industries, Promoting Agri-food Education, and Enhancing Employee Inclusion:

1 **Supporting Local Industries**

Through practical visits and participation, we support high-quality smallholder farmers and the transformation of traditional crafts in Taiwan, assisting in the revitalization of local industries and cultural preservation.

2 **Promoting Agri-food Education**

We encourage employees and their families to engage in manual labor. Through farming experiences, they can understand the sources of food and ecological cycles, thereby enhancing their awareness of land sustainability and green living.

3 **Enhancing Employee Inclusion**

We have established a communication platform outside of work, inviting employees and their families to jointly participate in social public welfare and outdoor experiences, strengthening team cohesion and implementing corporate care.

On October 18, 2025, the Group specifically themed the Sugarcane Smallholder Farmer Experience Day, inviting employees and their families to Baoshan, Hsinchu, for an in-depth social engagement initiative. The activity integrated a sugarcane culture guided tour, farming experience, and hands-on interaction, allowing the Group's employees and their families to understand the sugarcane ecological cycle and the sustainable value of the land, thereby fulfilling the Company's commitment to social responsibility and environmental education. This initiative responded to the United Nations Sustainable Development Goals (SDGs), specifically SDG 11 (Sustainable Cities and Communities), SDG 13 (Climate Action), and SDG 15 (Life on Land), implementing the concept of sustainable co-prosperity through practical planting actions and cooperation with local industries.



Employees and their families personally experience sugarcane planting, putting agricultural sustainability and land education into practice.

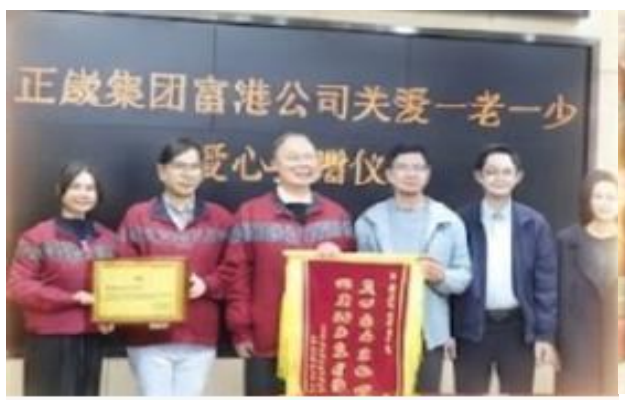


The instructor introduces sugar-making crafts and brown sugar culture, promoting sustainable values in integration with environmental education.

In 2025, Foxlink continued to deepen its corporate social responsibility, concretely fulfilling its commitments to employees, communities, and the environment through diversified action plans. To encourage employees to participate in arts and cultural activities and revitalize related industries, the Headquarters distributed movie tickets to all employees in 2025, with a total investment of NT$3.36 million, taking concrete actions to support domestic arts and cultural development. At the same time, to assist indigenous fruit farmers in Zhuoxi Township, Hualien County, Foxlink purchased Lishan pomelos for a total amount of NT$1.25 million, demonstrating concrete support for local agriculture and the rural economy.

Regarding social welfare initiatives, the Headquarters organized three blood donation activities throughout the year, calling on employees to actively participate. A total of 956 bags of blood (239,000 cc in total) were collected, providing important resources to the medical system. Furthermore, to care for local elderly people, Foxlink cooperated with the Tucheng Service Center in Tucheng District, New Taipei City, where the Headquarters is located, to hold a shared meal activity to provide warmth, warming the hearts of community elders through practical companionship and care.

Dongguan Plant, a major production base, regard the local community as an indispensable and important partner for corporate sustainable development. Upholding the spirit of “taking from the local community and using it for the local community,” we are committed to transforming corporate resources into a long-term driving force for local development. In 2025, **we focused on four major strategic pillars: Educational Empowerment, Cultural Heritage, Livable Environment, and Social Inclusion.** Through deep collaboration with local governments, schools, and non-profit organizations, a total of approximately NT$9.1 million was invested to respond to local needs through concrete actions and jointly build a community of shared prosperity and well-being.






# Occupational Health and Safety

## Occupational Health and Safety Policy

1. We comply with laws and regulations, fulfilling corporate social responsibility for occupational health and safety.
2. We prioritize employee health and safety, striving to eliminate incidents and accidents.
3. We establish an occupational health and safety management system and continuously improve it.
4. Ensure all employees participate in occupational health and safety training and actively implement safety and health initiatives.

### Short-term Goals

1. 20%Enhance employee awareness of occupational health and safety; ensure over 90% of employees acquire relevant knowledge through training and awareness campaigns.
2. Reduce the incidence of workplace accidents and injuries; lower the accident rate by 20%.

### Long-term Goals

1. Continuously improve the health and safety management system to maintain compliance with relevant regulations and standards, and secure corresponding certifications.
2. Promote employee health promotion programs to elevate the overall health and well-being of our workforce.
3. Collaborate with suppliers and partners to jointly drive improvements in occupational health and safety.

### Assessment Mechanisms

1. Implement daily, monthly, and special safety inspections across all sites.
2. Pass external audits, such as the implementation of ISO 45001.
3. Establish the Health and Safety Committee and implement a monthly meeting system.
4. Hold annual management review meetings to discuss and review how to continuously strengthen occupational health and safety performance.

### Specific Actions

1. Implement various process safety improvements in 2025 to elevate safety technology and management levels.
2. Regularly perform infrared thermal imaging inspections on electrical equipment, such as switchboards, across the sites.
3. Develop and establish various online safety management databases, such as construction safety and chemical management.

## Occupational Health and Safety Management Systems

The Company has established and improved an occupational health and safety performance management system based on the requirements of the ISO 45001 Occupational Health and Safety Management System and relevant laws, regulations, and standards, clearly defining performance objectives, monitoring indicators, assessment mechanisms, and improvement processes. In 2025, all seven major operating sites completed ISO 45001 certification.

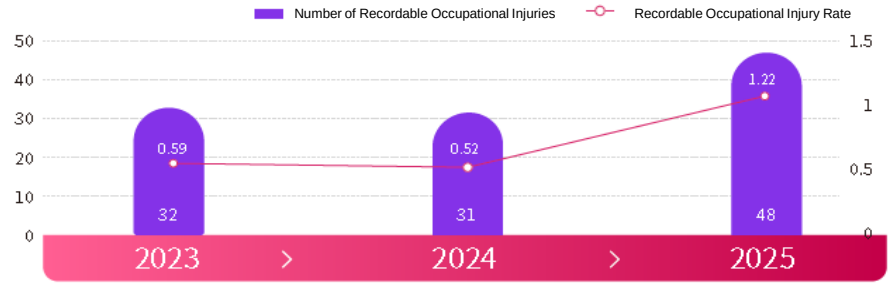
**Achieving ISO45001 Certification**

- ☑ Taiwan Headquarters
- ☑ Dongguan
- ☑ Kunshan
- ☑ Xuzhou
- ☑ Ho Chi Minh (Vietnam)
- ☑ Da Nang (Vietnam)
- ☑ India

## Statistical Analysis of Disabling Injuries

The Group strictly complies with occupational health and safety management requirements and conducts comprehensive statistics, analysis, and continuous improvement of employee disabling injuries. By reviewing disabling injury data, including work-related incidents, days away from work, and restricted work cases, the Group conducts in-depth analysis focusing on dimensions such as injury types, work locations, and root causes. The Group has identified major risk types, including machinery-related injuries, being struck by objects, and sprains caused by material handling, and has implemented targeted preventive measures in areas such as equipment safeguarding, work procedures, personnel training, and on-site management.

In 2025, the Group's seven major operating sites recorded a total of 48 occupational safety incidents, with no fatalities or serious injuries.




Note:
The rate of recordable occupational injuries = Number of recordable occupational injuries / Working hours × 1,000,000. Total working hours are estimated based on the calculation of (number of employees × 8 hours × number of working days).

The number of recordable occupational injuries is based on the internal occupational injury incident summary table. Non-employee workers refer to outsourced workers who are stationed at and work at the factory.

# Occupational Health and Safety

## Education, Training, and Emergency Drills

The Company places great importance on employees' occupational health and safety and production safety management, and regularly conducts occupational health and safety education and training for all employees. Focusing on safety production regulations, operational risks, occupational disease hazard protection, the use of personal protective equipment, emergency evacuation knowledge, fire safety, and accident prevention, the Company regularly organizes safety education and awareness training.

In 2025, the Group conducted a total of 478 safety training courses and emergency response drills, with a total of 43,310 participant-times.

**478** sessions

Safety Drills and Training

**43,310** participant-times

Total Training Participants



First Aid Personnel Training



Explanation of Labor Protection Equipment Usage

## Occupational Health and Safety Expenses

During the reporting period, the Company continuously increased its investment in occupational health and safety, with a focus on safety facility construction, equipment protection retrofitting, working environment improvements, the provision of pe rsonal protective equipment, occupational health examinations, safety education and training, emergency supplies reserves, and hazard remediation, ensuring that safety investments are fully allocated, earmarked for specific purposes, and effectively implemented.

In 2025, the total expenditure across all plants was NT$52,254,156.

| Health and Safety Expenses | | Unit (NT$) | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | Taiwan | Dongguan | Kunshan | Xuzhou | Ho Chi Minh | Da Nang | India | |
| Occupational Health | PPE Purchases | 0 | 872,816 | 1,657,856 | 87,470 | 151,910 | 106,602 | 132,837 | 3,009,491 |
| | Work Environment Assessment | 104,654 | 581,904 | 328,668 | 114,495 | 107,477 | 73,843 | 13,385 | 1,219,772 |
| | and Measurement | 42,800 | 313,851 | 89,800 | 0 | 108,079 | 122,766 | 9,537 | 644,033 |
| Safety | Personnel Awareness Training | 0 | 516,350 | 466,960 | 718,400 | 315,827 | 0 | 254,147 | 2,271,684 |
| | **Safety Evaluation and Inspection** | 2,801,419 | 42,792,439 | 49,390 | 204,165 | 170,521 | 1,892,661 | 0 | 45,109,176 |
| Total | | 2,948,873 | 45,077,360 | 2,592,674 | 1,124,530 | 853,814 | 2,195,872 | 409,906 | 52,254,156 |

## 2025 Highlights

In 2025, **the South China plants** were fully equipped with 14 automated external defibrillators (AEDs), covering all areas of the plants and providing immediate protection in the event of unexpected emergencies.







To further enhance employees' emergency first-aid capabilities and promote the use of cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) skills, in April 2025, the South China plants jointly collaborated with the Dongguan Red Cross and Dongguan City Renhong Life Safety Education Service Center to conduct three sessions of specialized first-aid skills training for employees. A total of 211 employees were covered by the training, of whom 148 participated in and passed the first-aid skills certification assessment, with all participants passing, further strengthening safety assurance for the Company's production operations.





# Sustainable Environment

## Assessment Mechanisms

- ✓ Seven main production sites, including Taiwan, Dongguan, Kunshan, Xuzhou, Vietnam (Ho Chi Minh, Da Nang), and India, have completed ISO 14001,achieving a 100% coverage rate across production sites.
- ✓ Five main production sites, including Taiwan, Dongguan, Kunshan, Xuzhou, and Ho Chi Minh (Vietnam), have completed ISO 14064 Greenhouse Gas Verification. Two main production sites, including Da Nang(Vietnam) and India, plan to complete ISO 14064 Greenhouse Gas Verification by 2026.
- ✓ Three main production sites, including Dongguan, Kunshan, and Xuzhou, have completed ISO 50001 Energy Management System certification and obtained the UL 2799 Platinum Level certificate.

| Plant | Taiwan | Dongguan | Kunshan | Xuzhou | Vietnam | | India |
|---|---|---|---|---|---|---|---|
| | | | | | Ho Chi Minh | Da Nang | |
| ISO14001 Certification | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| ISO14064 Certification | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| ISO50001 Certification | | ✓ | ✓ | ✓ | | | |
| UL2799 | | ✓ | ✓ | ✓ | | | |
| | | Platinum | Platinum | Platinum | | | |

## External Honors

Ranked among Business Weekly's Top 100 Carbon Competitiveness for **three consecutive years**. Ranked No. 1 in the Electronic Components industry, with a carbon productivity growth rate of **25%**, also topping the industry.




In the 2025 CDP (Carbon Disclosure Project) assessment, achieved a **dual B** (Management level) rating in both Climate Change and Water Security environmental themes.




Dongguan Fugang plant was awarded the title of ***National Green Factory***. This is not only a high recognition of the Company's long-term adherence to sustainable development strategies and active practice of green development concepts, but also marks that the Company's green manufacturing level has officially joined the national top tier, setting a green benchmark for the industry.




In 2025, all Foxlink sites maintained a ***Zero*** penalty record regarding environmental and energy issues.

## Energy Management

In 2025, the Group further strengthened its energy management system by establishing a precise energy monitoring mechanism and conducting regular reviews to comprehensively identify energy-saving opportunities. The Group not only increased investment in energy-saving equipment and green energy, but also combined this with employee awareness promotion to build an energy conservation and emissions reduction culture from within, steadily promoting the continuous optimization of energy efficiency.

The project was completed in February 2025.

### Energy-Saving Retrofit 1



Through motor and water pump retrofits at Dongguan plant, Level 3 energy efficiency motors were replaced with Level 2 energy efficiency motors to enhance efficiency.

Based on data statistics as of December 2025, the actual electricity savings reached **630,000**kwh

The project was completed in June 2025

### Energy-Saving Retrofit 2



Kunshan plant implemented motor upgrades and installed matching variable-frequency drives (VFDs). Adopted the BOT (Build-Oper-ate-Transfer) model, with Jiuwei responsible for the retrofitting and O&M (operations and maintenance).

Based on data statistics as of December 2025, the actual electricity savings reached **274,762**kwh

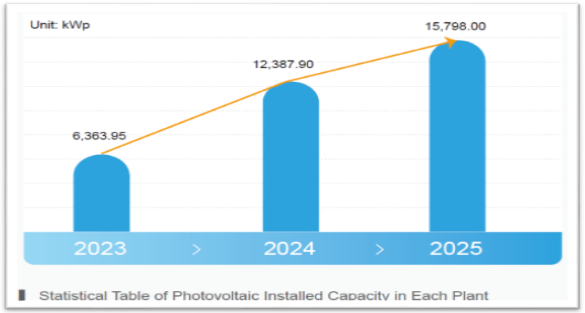
The project was completed in September 2025

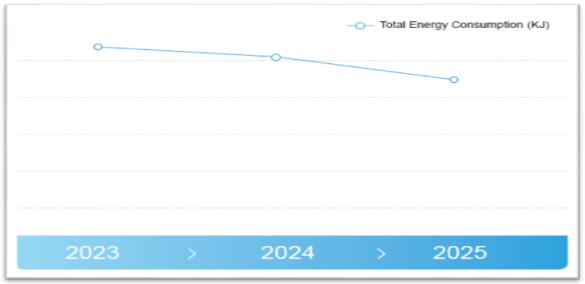
### Energy-Saving Retrofit 3



Kunshan plant installed energy storage cabinets. Adopted the BOT model, with Jiuwei responsible for the construction and O&M. The project was completed in September 2025 to optimize electricity usage efficiency.

| Annual | 2023 | 2024 | 2025 |
|---|---|---|---|
| Purchased Power (KJ) | 1,053,995,670,000 | 990,878,799,399 | 869,460,878,674 |
| Natural Gas (KJ) | 7,460,091,805 | 5,763,762,901 | 10,425,657,462 |
| Diesel Oil (KJ) | 13,627,481,102 | 23,625,123,797 | 13,161,496,083 |
| Total Energy Consumption (KJ) | 1,075,083,242,907 | 1,020,267,686,097 | 893,048,032,218 |



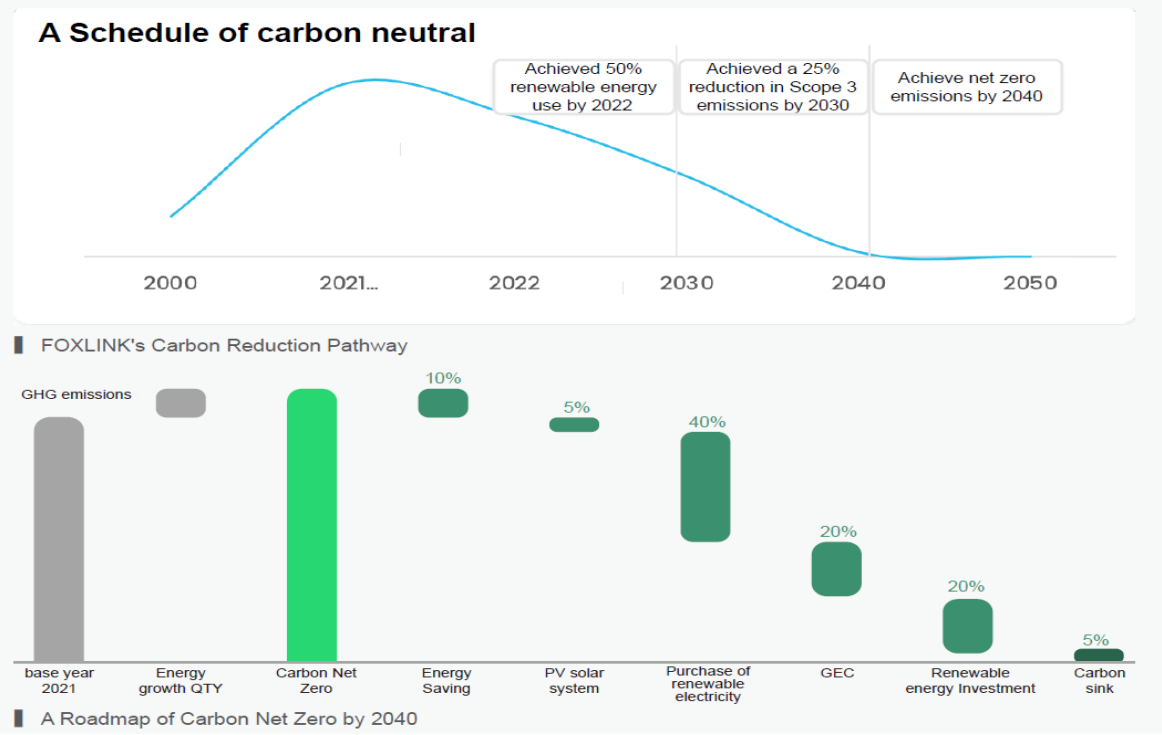



# Sustainable Environment

## Climate Change and GHG Management

Foxlink Group has long been committed to advancing its energy conservation and carbon reduction performance, achieving significant results in GHG emission reductions in recent years. These achievements are primarily attributed to the Group's multi-pronged green energy and carbon reduction strategies, which include continuously promoting autonomous energy-saving optimizations, constructing self-owned solar power generation facilities for self-generation and self-consumption, and actively procuring environmental attributes (green power and RECs). The renewable energy usage rate reached 50% in 2022 and further climbed to 57.38% in 2025.

To fulfill our long-term commitment to climate action, Foxlink Group has formulated a clear carbon reduction pathway. We plan to increase the renewable energy usage rate to 60% by 2030 and fully achieve the reduction targets required by the Science Based Targets initiative (SBTi). Simultaneously, the Group is actively developing a comprehensive carbon credit procurement plan. In the future, we will purchase high-quality carbon credits and invest in permanent Carbon Removal technologies to offset unavoidable residual emissions, thereby realizing our ultimate goal of net-zero emissions by 2040.




In 2022, Foxlink successfully validated its carbon reduction targets through the Science Based Targets initiative (SBTi), with 2021 set as the base year, and established targets to achieve a 42% reduction in Scope 1 and Scope 2 emissions and a 25% reduction in Scope 3 emissions by 2030.

### Foxlink Group's Scope 1 (Direct GHG Emissions and Removals), Scope 2 (Indirect GHG Emissions from Imported Energy), and Scope 3 (Other Indirect GHG Emissions) Statistics for the Past Three Years.

| Category/Year ($tCO_2e/y$) | 2023 | 2024 | 2025 |
|---|---|---|---|
| Scope 1 | 5,982 | 5,294 | 6,493 |
| Scope 2/Location-Based | 177,755 | 162,542 | 151,032 |
| Scope 2/Market-Based | 107,341 | 82,101 | 89,521 |
| Scope 1+Scope 2/Market-Based | 113,323 | 87,395 | 96,015 |
| Scope 3 | 640,008 | 560,966 | 522,081 |

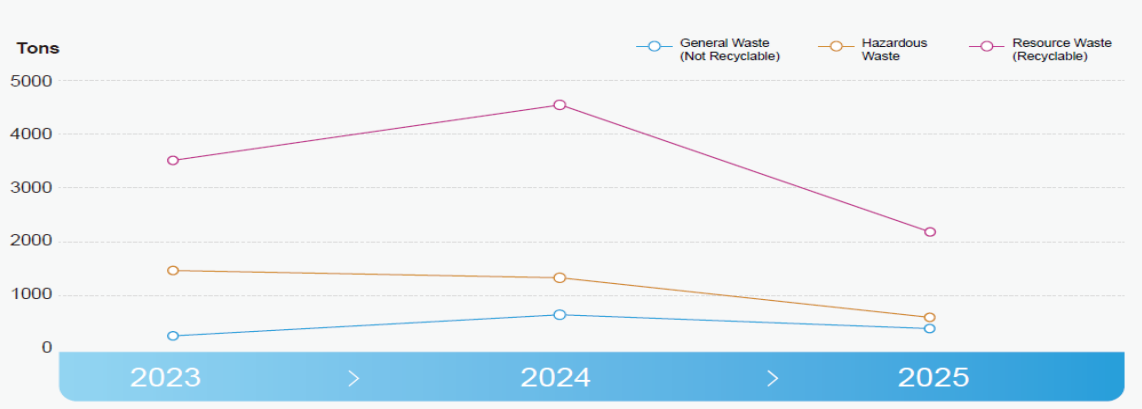
| Category/Year ($tCO_2e/y$) | Reduction Compared to 2024 | Reduction Compared to 2021 Baseline |
|---|---|---|
| Scope 1 | - 22.67% | 51.79% |
| Scope 2/Location-Based | 7.08% | 42.78% |
| Scope 2/Market-Based | - 9.04% | 66.08% |
| Scope 1+Scope 2/Market-Based | - 9.86% | 65.38% |
| Scope 3 | 6.91% | 61.89% |

### 2025 Foxlink Group Scope 3 (Other Indirect GHG Emissions) Statistics

| Category | | Category Item | GHG Emissions / $tCO_2e$ / Year |
|---|---|---|---|
| Upstream | Category 1 | Purchased Goods and Services | 297,111 |
| | Category 3 | Fuel and Energy-Related Activities | 533 |
| | Category 4 | Upstream Transportation and Distribution | 3,404 |
| | Category 5 | Waste Generated in Operations | 1,098 |
| | Category 6 | Business Travel | 865 |
| | Category 7 | Employee Commuting | 1,570 |
| Downstream | Category 9 | Downstream Transportation and Distribution | 4,699 |
| | Category 11 | Use of sold products | 225,070 |

# Sustainable Environment

## Waste Management

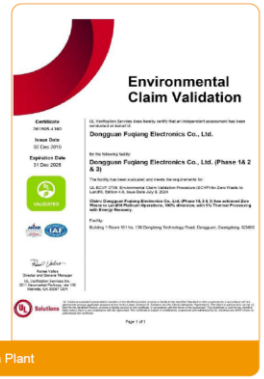


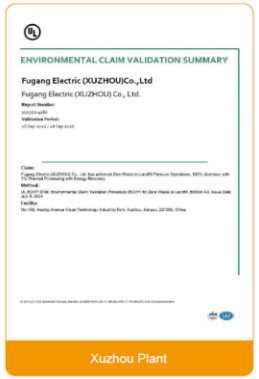

Unit: Tons

| Year | 2023 | 2024 | 2025 |
|---|---|---|---|
| Hazardous Waste | 1,506 | 1,462 | 621 |
| General Waste (Not Recyclable) | 362 | 832 | 432 |
| Resource Waste (Recyclable) | 3,689 | 4,510 | 2113 |
| Total Waste | 5,557 | 6,804 | 3166 |




Dongguan Plant




Xuzhou Plant




Kunshan Plant

## Water Resource Management and Risk Assessment

**Water Reduction**

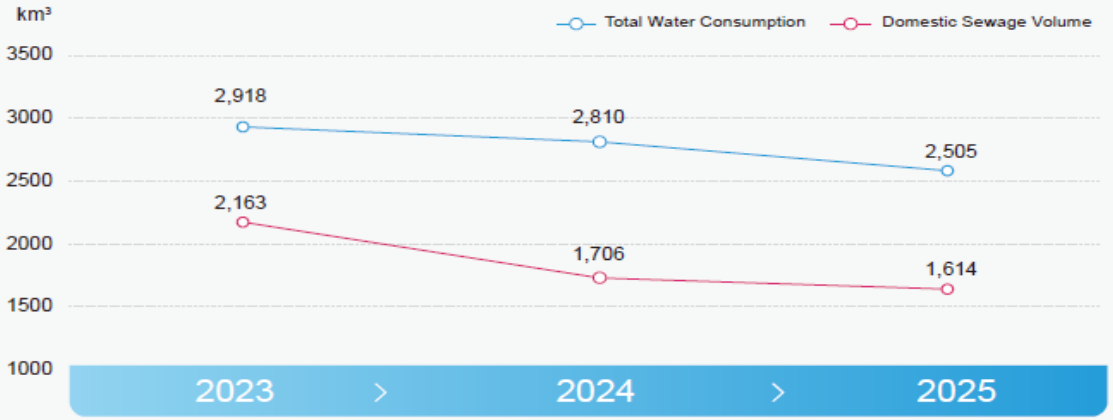
Total water withdrawal in 2025 was **2,505** k m³ (a significant decrease of 305 k m³ compared to 2024).

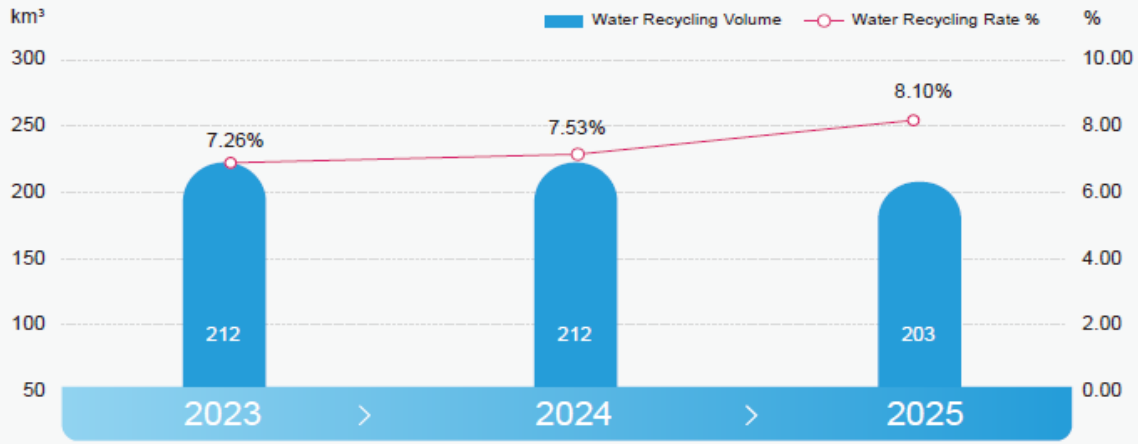
**Recycling Efficiency**

In 2025, the overall water recycling rate increased to **8.10**%, a growth of 0.57% from the previous year.

**Future Metrics**

We have set a target to reduce WCI (Water Consumption Intensity / water consumption per capita) by **2.85**% in 2026, continuously reducing our environmental impact.



# 2025 ESG Performance Summary

| Dimension | Topic | Corresponding Chapter | Key Indicators | 2025 Performance |
|---|---|---|---|---|
| Governance | Corporate Governance | 2.2 Governance Operations | Number of Board Members | 9 |
| | | | Number / Proportion (%) of Independent Directors on the Board | 4/44 |
| | | | Number of Board Meetings / Board Attendance Rate (%) | 6/100 |
| | | | Number of Remuneration Committee Meetings / Committee Attendance Rate (%) | 2/100 |
| | | | Number of Audit Committee Meetings / Committee Attendance Rate (%) | 6/100 |
| | | | Number of Corporate Governance and Sustainable Development Committee Meetings / Committee Attendance Rate (%) | 2/100 |
| | Financial Performance | Introduction – Financial Information | Consolidated Net Operating Revenue (NT$ thousand) | 95,016,219 |
| | Corporate Governance | 2.5 Intellectual Property Management Plan | 2025Global Number of Patents (Patents) | 135 |
| | | | 2025Patent Bonus Distribution (Ten Thousand NT$) | 236 |
| | | 5 Responsible Supplier Management | Percentage of New Suppliers Signing the Social Responsibility Commitment Letter (%) | 94 |
| | | | Percentage of New Suppliers Signing the Conflict Minerals-Free Commitment Letter (%) | 95 |
| | | | Percentage of New Suppliers Signing the Environmental Protection / Occupational Health and Safety Declaration (%) | 93 |
| | | | Percentage of New Suppliers Signing the Quality Commitment Letter (%) | 94 |
| | | | Number of Key Transaction Suppliers Subject to Sustainability Qualification Surveys (Suppliers) | 205 |
| | | | Number of Suppliers Subject to CSR Risk Assessments (Suppliers) | 939 |
| | | | Number of Suppliers Subject to On-Site CSR Assessments (Suppliers) | 242 |
| | | | Number of Suppliers Subject to Conflict Minerals Surveys (Suppliers) | 1063 |
| | | | Local Procurement – China and Taiwan (%) | 73/83 |

| Dimension | Topic | Corresponding Chapter | Key Indicators | 2025 Performance |
|---|---|---|---|---|
| Social | Employee Rights and Diversity & Equality | 3.2.1 Diverse Workforce Structure | Total Number of Employees Worldwide (Persons) | 18,904 |
| | | | Female Employee Ratio (%) | 43 |
| | | | Female Management Employee Ratio (%) | 33 |
| | | 3.3.1 Talent Recruitment and Retention | Monthly Average Turnover Rate (%) | 8,89 |
| | | 3.3.4 Fair and Transparent Promotion Mechanism | Internal Management Promotion Rate (%) | 83 |
| | | 3.6.1 Family-Friendly Marriage, Childbirth and Family Care Measures | Parental Leave Return-to-Work Rate (%) | 33 |
| | Employee Training and Development | 3.3.2 Employee Training and Development | Total Training Participants | 170,470 |
| | | | Total Training Hours (Hours) | 254,623 |
| | | | Average Training Hours per Employee (Hours) | 13,2 |
| | Occupational Health and Safety | 3.7 Occupational Health and Safety | Number / Proportion of Plants Certified to ISO 45001 (Plants/%) | 7/100 |
| | | | Recordable Incident Rate of Permanent and Contract Employees (%) | 1,22 |
| | | | Near-Miss Incident Rate of Permanent and Contract Employees (%) | 0.00 |
| | | | Occupational Health and Safety Training Courses / Drills (Sessions) | 478 |
| | | | Occupational Health and Safety Training Courses / Drills (Participant-Times) | 43,310 |
| | | | Number of Occupational Disease Cases | 1 |
| | | | Number of Major Occupational Disaster Cases | 0 |

# 2025 ESG Performance Summary

| Dimension | Topic | Corresponding Chapter | Key Indicators | 2025 Performance |
|---|---|---|---|---|
| Environment | Climate Change and Greenhouse Gas Management | 4.1 Energy Management | Number / Proportion of Plants Certified to ISO 14001 (Plants/%) | 7/100 |
| | | | Number / Proportion of Plants Certified to ISO 14064 (Plants/%) | 5/71 |
| | | | Number / Proportion of Plants Certified to ISO 50001 (Plants/%) | 3/43 |
| | | | Number / Proportion of Plants Certified to UL 2799 (Plants/%) | 3/43 |
| | | | Total Energy Consumption (KJ) | 893,048,032,218 |
| | | | Proportion of Production Using Renewable Energy (%) | 56,44 |
| | | 4.2 Climate Change and Greenhouse Gas Management | Direct Greenhouse Gas Emissions and Removals (Scope 1) (Metric Tons of $CO_2e$) | 6,493 |
| | | | Indirect Greenhouse Gas Emissions from Imported Energy (Scope 2 / Location-Based) (Metric Tons of $CO_2e$) | 151,032 |
| | | | Indirect Greenhouse Gas Emissions from Imported Energy (Scope 2 / Market-Based) (Metric Tons of $CO_2e$) | 96,015 |
| | | | Other Indirect Greenhouse Gas Emissions (Scope 3) (Metric Tons of $CO_2e$) | 522,081 |
| | | 4.3 Water Resources Management | Total Water Withdrawal ($km^3$) | 2,505 |
| | | | Total Water Consumption ($km^3$) | 681 |
| | | | Total Water Recycling Rate (%) | 8 |
| | | 4.4 Waste Management | Hazardous Waste (Tons) | 621 |
| | | | General Waste (Non-Recyclable) | 432 |
| | | | Resource Waste (Recyclable) | 2,113 |
| | Quality Management | 6.Quality Management | Number / Proportion of Plants Certified to ISO 9001 (Plants/%) | 7/100 |
| | | | Number / Proportion of Plants Certified to QC 080000 (Plants/%) | 4/57 |
| | | | Number / Proportion of Plants Certified to IATF 16949 (Plants/%) | 5/71 |
| | | | Number / Proportion of Plants Certified to ISO 13485 (Plants/%) | 1/14 |
| | | | Number / Proportion of Plants Certified to ISO/IEC 17025 (Plants/%) | 1/14 |
| | | | Environmental Protection Declaration Signing Rate (%) | 93 |
| | | | Quality Commitment Letter Signing Rate (%) | 94 |
| | | | Number of Suppliers Subject to On-Site Quality Assessments(Suppliers) | 200 |
| | | | Customer Satisfaction Survey (Score) | 96 |

# Cheng Uei Precision Industry (Foxlink)

## | 2025 Cheng Uei Precision Industry (Foxlink) Sustainability Report Summary Report |

