



ALPHA NETWORKS SUSTAINABILITY REPORT



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| Cover Story |

The Way of Water: Navigating Shared Prosperity and Connecting a Sustainable Future

Water embodies ultimate resilience - it permeates hard rock to nourish all living things, seamlessly shifting forms while consistently flowing toward a broader horizon.

The cover story of Alpha's 2025 Sustainability Report leverages the imagery of water to interpret the essence of corporate sustainability: continuously flowing, adapting, and accumulating strength in an era of uncertainty, while proactively addressing multi-faceted challenges across Environmental, Social, and Governance (ESG) dimensions.

Environmental Sustainability

In response to the severe challenges of climate change, Alpha translates commitment into concrete action. In 2025, Alpha's near-term science-based emissions reduction targets were officially approved by the Science Based Targets initiative (SBTi) under the 1.5°C pathway, marking a pivotal milestone in its journey toward net-zero.

Guided by Alpha's decarbonization roadmap - aiming for RE60 by 2030, RE100 by 2040, and Net-Zero Emissions by 2050 - Alpha has deployed comprehensive mitigation strategies, including energy transition, supply chain decarbonization, alignment with global green initiatives, institutional greenhouse gas (GHG) inventories, and product carbon footprint assessments, fully manifesting its sustainability commitment to environmental co-prosperity.

Social Inclusivity

Alpha firmly believes that fostering an environment where employees can thrive in both career and life is the cornerstone of corporate sustainability. Alpha comprehensively addresses its colleagues' tangible needs and intangible aspirations - ranging from competitive compensation and benefits to career development - thereby enhancing employee satisfaction, strengthening organizational cohesion, and driving robust, collaborative growth.

Alpha's commitment to employee care extends externally, consolidating into a driving force for social impact. In 2025, the Alpha Culture and Education Foundation, alongside employee volunteers, fulfilled 227 wishes for children through the "Christmas Wishes for Rural Communities" program.

Furthermore, leveraging its core expertise in networking and communications, Alpha engaged with Dahu Elementary School to inspire technological literacy among youth, while long-standing digital learning programs for seniors continue to bridge the digital divide across generations and geographies to promote digital equity. Moving forward, Alpha will continue to foster social inclusivity through concrete actions, ensuring that technology serves not only as a tool but as a bridge that connects human hearts.

Cover Design Concept

❖ The Fluid Way of Sustainability

The cover design is inspired by the imagery of water: adaptable in form yet nurturing to all life; flexible in its path yet unyielding in its forward momentum. This mirrors Alpha's approach to sustainability - accumulating progress through every ESG initiative and maintaining continuous fluidity at the intersection of Environmental, Social, and Governance dimensions. By embodying the spirit of water, Alpha operationalizes sustainable development to shape a better future.

❖ Ripples of Expanding Impact

The flowing ripples on the cover symbolize the interplay, integration, and resonance among the three pillars of ESG. Seamlessly integrated with global imagery, the ripples visualize Alpha's commitment to ecological symbiosis, demonstrating how its sustainable impact ripples outward to drive positive, lasting change across society and the world.



PREFACE

About The Report

Letter from the Chairman

Corporate Overview





| About The Report |

Welcome to Alpha's Sustainability Report

Alpha Networks Inc. (hereinafter referred to as "Alpha") publishes its Sustainability Report (formerly known as the Corporate Social Responsibility Report) on an annual basis. This report aims to transparently communicate our commitments, initiatives, and performance milestones across operations, corporate governance, environmental protection, employee rights, and social engagement to our valued stakeholders.

This report is available in Traditional Chinese, Simplified Chinese, and English. The full content is publicly accessible and available for download in the ESG section of Alpha's official website (www.alphanetworks.com/en).

Reporting Period

This report was published in August 2025. Since releasing its inaugural Sustainability Report (formerly the Corporate Social Responsibility Report) in 2018, Alpha has maintained a consistent annual publication schedule to continuously disclose its non-financial performance across all dimensions of sustainable development.

Reporting Scope and Boundary

The report discloses the initiatives and comprehensive outcomes of Alpha's corporate sustainable development efforts. The scope encompasses the Alpha Hsinchu Plant, with certain disclosures extending to the following overseas manufacturing sites and subsidiaries. Entities over which Alpha does not exercise direct operational control (e.g., Alpha's subsidiaries Hitron Technologies Inc. and Interactive Digital Technologies Inc.) are excluded from the report.

- **Manufacturing Factories:**

1. Alpha Inc.: Corporate Headquarters (hereinafter "Hsinchu Factory")
2. Alpha (Changshu) Co., Ltd. (hereinafter "Changshu Factory")
3. Alpha Vietnam Co., Ltd. (hereinafter "Vietnam Factory")

- **R&D Centers:**

Alpha (Chengdu) Co., Ltd. (hereinafter "Chengdu R&D Center")

Reporting Principles and Frameworks

The report has been prepared in accordance with the GRI Standards 2021 to present Alpha's material sustainability topics and disclosures for the year 2025. A comprehensive GRI Content Index is included in the appendix for cross-referencing and data indexing.

External Assurance

To ensure the transparency and reliability of the disclosed information, Alpha engaged TUV Rheinland, an independent third-party assurance provider, to conduct external assurance. This process was performed in accordance with Type 1 Moderate Assurance requirements of the AA1000 Assurance Standard (AA1000 AS V3) and the GRI Standards 2021. The Independent Assurance Statement is provided in the appendix of this report.

Contact Information

Should you have any inquiries, feedback, or suggestions regarding the Sustainability Report, please feel free to contact:

Alpha Networks Inc.

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Tel: +886-3-563-6666

Fax: +886-3-567-8124

Website: <https://www.alphanetworks.com/en>

E-mail: public@alphanetworks.com

| Letter from the Chairman |

Deepening Sustainability: Fostering Coexistence and Shared Prosperity with Environment and Society

In the face of climate change and global industrial transformation, corporate responsibility extends beyond operational growth to addressing environmental and social expectations with a long-term perspective. Grounded in a steadfast and pragmatic business philosophy, we have integrated sustainability into our core corporate strategy while continuously advancing our technological capabilities and expanding our global footprint. We remain dedicated to generating corporate value while creating positive impacts for both society and the environment.

On the environmental front, our near-term emissions reduction targets were officially approved by the Science Based Targets initiative (SBTi) under the 1.5°C pathway in 2025. We continue to make steady progress toward our long-term milestones of achieving RE100 by 2040 and Net-Zero Emissions by 2050.

In the social dimension, we are committed to cultivating a safe and healthy workplace, successfully maintaining zero major occupational safety incidents throughout the year. Through comprehensive health management programs and workplace inclusivity initiatives, we ensure that every colleague can develop their career with peace of mind and fully unleash their professional potential.

In terms of corporate governance, we continue to strengthen business integrity and institutional management. Our Hsinchu Plant has fully implemented the Responsible Business Alliance (RBA) Code of Conduct, and we actively partner with our supply chain to advance sustainable management.

These collective endeavors earned Alpha Networks several prestigious accolades in 2025, including the National Sustainable Development Award (Corporate Category) from the Executive Yuan, as well as the Top 100 Taiwan Sustainability Exemplary Award and the Sustainability Report Silver Award at the Taiwan Corporate Sustainability Awards (TCSA). These honors underscore our continuous improvement and solid achievements across all ESG dimensions.

Looking ahead, rooted in technological innovation and guided by sustainable development, we will continue working hand in hand with our stakeholders to accelerate industrial and environmental sustainability—creating a resilient, sustainable future for generations to come.

Chairman

李長和 Long J. S. Lee



| Corporate Overview |

A Trusted Provider of Networking Equipment R&D, Manufacturing, and Services

Corporate Profile

Spun off from the networking product manufacturing division of D-Link Corporation in 2003, Alpha was officially established in September of the same year. Since its inception, Alpha has specialized in the design, research, development, and manufacturing of networking and communications products. We provide our global clients with comprehensive technical support, including product design and system integration, mechanical design, as well as product testing and certification. The company was subsequently listed on the Taiwan Stock Exchange (TWSE) in 2004.

*For Alpha's corporate profile and key milestones, visit: Official Website > [Corporate Profile](#)

Alpha Core Information

Company Name	Alpha Inc.
Chairman	Liang-Shiang Li
Corporate Headquarters	Hsinchu, Taiwan
Date of Incorporation	September 4, 2003
Listing Date	December 20, 2004 (TWSE Ticker Code: 3380)
Paid-in Capital (2025)	NTD 5.417 Billion
Consolidated Revenue(2025)	NTD 22.46 Billion (Consolidated)
Earnings Per Share (EPS, 2025)	NTD -0.36
Number of Employees (2025)	Over 3,200

Vision

Forging the Internet to connect people and things

Mission

Alpha is a globally recognized, professional networking DMS supplier.
We use advanced technology to provide our customers with outstanding solutions at the best value.

Core Values



Value Chain

Driven by Pioneering Technology, Delivering Optimal Solutions for Clients

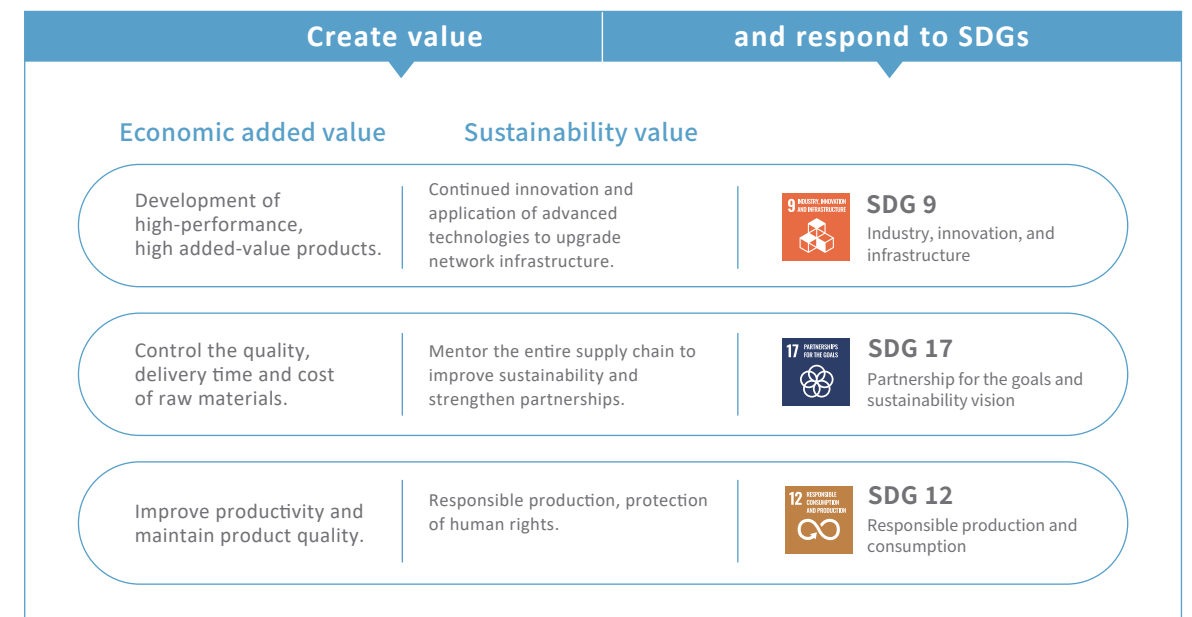
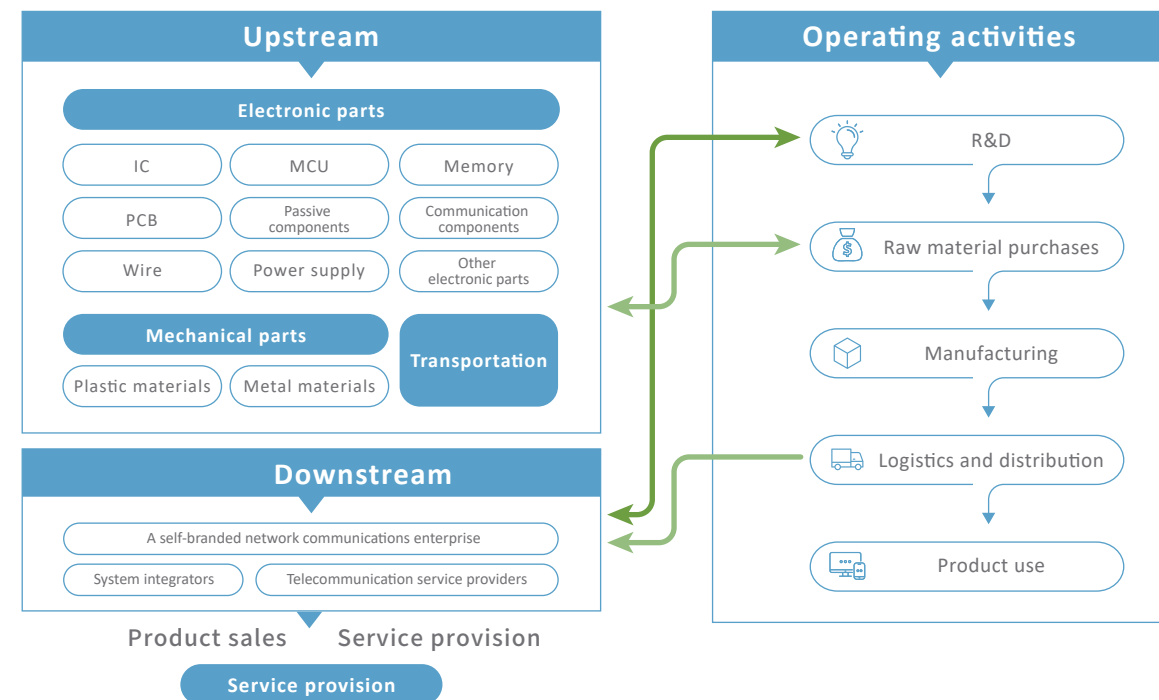
Alpha provides a comprehensive portfolio of product lines, encompassing: Local Area Network (LAN) and Metropolitan Area Network (MAN) Products (including a diverse range of Network Switches); Wireless Broadband Network Products (including Routers, Passive Optical Network [PON] equipment, and Small Cells); and Digital Multimedia and Mobile Solution Products (including Video Surveillance systems, Smart Home IoT Devices, and various Automotive Electronics solutions such as ADAS, AVM, and T-Box). For detailed product information, please refer to Section 2.1 Sustainable Products or the product specifications on Alpha's official website.

Value Creation

As a provider of professional networking equipment R&D, manufacturing, and services, Alpha Networks leverages forward-looking and advanced networking technologies to design and develop high-performance, high-value-added networking products for customers. We strictly control raw material quality, delivery schedules, and costs. For suppliers with lower evaluation scores, we provide guidance and improvement programs to enhance overall supplier delivery quality (please refer to 2.2.1 Supplier Management). In addition, we require suppliers to comply with RBA standards (please refer to 2.2.4 Corporate Social Responsibility Audit). Taking on a leadership role, we use concrete actions to encourage and assist suppliers

in investing in carbon reduction (please refer to Carbon Reduction Actions), working together to contribute to environmental sustainability.

During the manufacturing process, we strictly control quality. Beyond actively improving production efficiency, we place even greater emphasis on responsible manufacturing, ensuring a pollution-free and eco-friendly production process (please refer to 4.1 Green Products). We also provide a safe working environment for production personnel (please refer to 3.5.1 Occupational Safety and Health Policy) and uphold labor rights, delivering products that satisfy customers while building high-quality network environments and services. Although Alpha Networks operates as a contract manufacturer for networking products and does not directly interact with end consumers or users, we indirectly satisfy end users' diverse networking needs through our corporate clients. This realizes Alpha Networks' vision of "Building Networks to Connect Billions of People and Things," while actively practicing the values of sustainability across our business operations.



High-quality internet to connect people and things



Key Milestones

Alpha's Journey of Sustainability

2024

- ★ Nov. Won the "Sustainable Comprehensive Performance - Excellence Award" and the "Sustainability Report Gold Award (Electronic Information Manufacturing Industry - Category 1)" at the Taiwan Corporate Sustainability Awards (TCSA).
- ★ Nov. Nominated as a "Health 99 Enterprise" at the CHR Healthy Corporate Citizen Awards.
- Nov. Jointly invested with Interactive Digital Technologies Inc. in Wiwynn LogisTech Co., Ltd., a leading domestic developer and manufacturer of digital microwave equipment, to collaboratively build microwave communication solutions.
- ★ Oct. Participated in the "CommonWealth Talent Sustainability Awards" organized by CommonWealth Magazine and was selected into the Top 100 Talent Enterprises.
- Jul. Established the subsidiary Indialpha Technet Private in Mumbai, India, to actively expand into the Indian market.

2025

- ★ Dec. Received the National Sustainable Development Award (Corporate Category Nominee).
- ★ Dec. Passed the near-term science-based emissions reduction targets validation under the stringent 1.5°C pathway by the Science Based Targets initiative (SBTi), demonstrating our transition of net-zero commitments into tangible, verifiable actions.
- ★ Dec. Honored with the "Top 100 Taiwan Sustainability Exemplary Award" and the "Sustainability Report Silver Award (Electronic Information Manufacturing Industry - Category 1)" at the Taiwan Corporate Sustainability Awards (TCSA).
- ★ Dec. Won the "Workplace Equality Excellence Award" for Outstanding Business Units from the National Science and Technology Council (NSTC) Hsinchu Science Park Bureau.
- ★ Nov. Continued to accelerate energy transition. The Vietnam Factory deployed a solar photovoltaic system in November 2025, while the Hsinchu Factory is projected to complete its green energy infrastructure in the first half of 2026, manifesting our sustainability commitment across our global footprint.
- Aug. Completed the public offering and Emerging Stock Market listing of our investee company, Wiwynn LogisTech Co., Ltd. (Ticker: 3473), successfully entering the capital market.
- ★ Aug. The Hsinchu Factory achieved Responsible Business Alliance (RBA) certification, realizing a 100% global RBA coverage rate.
- May. Debuted the 1.6T liquid-cooled switch at COMPUTEX 2025, delivering cutting-edge solutions for next-generation core network infrastructure.

2023

- ★ Dec. Received the 2023 Supplier of the Year Award from Extreme Networks. Won the "Workplace Equality Excellence Award" for Outstanding Business Units from the NSTC Hsinchu Science Park Bureau.
- ★ Nov. Honored with the "Top 100 Taiwan Sustainability Exemplary Award" and the "Sustainability Report Gold Award (Electronic Information Manufacturing Industry - Category 1)" at the TCSA.
- Oct. Received the 2022 Top 500 Import and Export Excellence Enterprise Certificate from the International Trade Administration.
- Aug. The Alpha Networks Changshu Factory successfully passed the ISO 14064-1:2018 greenhouse gas verification. The Alpha Networks 400G (TD4-X11) Ethernet switch platform passed Broadcom's Enterprise SONiC qualification review. Commenced shipments of outdoor radar video doorbells to major retail brand clients in North America.
- ★ Jul. Received the 2023 Taiwan Sustainability Action Awards (TSAA) for promoting eco-friendly packaging materials that effectively reduced plastic and waste.
- Apr. Collaborated with an electric bus (E-Bus) manufacturer to develop front-facing radars and ADAS domain controllers integrated with ACC, AEB, and LDW technologies.

2022

- Nov. The Alpha Networks Vietnam Factory obtained ISO 9001 and ISO 14001 certifications. Secured production contracts from an Asian client to collaboratively manufacture intelligent traffic detection radars.
- ★ Nov. Won the "Sustainability Report Gold Award (Electronic Information Manufacturing Industry - Category 1)" at the TCSA.
- Jul. The Alpha Networks Dongguan Factory successfully passed the ISO 14064-1:2018 greenhouse gas verification.
- Apr. The Alpha Networks Hsinchu Factory successfully passed the ISO 14064-1:2018 greenhouse gas verification.
- Feb. Developed next-generation 4D imaging radar, optimizing horizontal and elevation resolution to significantly enhance the accuracy of Advanced Driver Assistance Systems (ADAS).

2004

- ★ Dec. Alpha Networks was officially listed on the Taiwan Stock Exchange (TWSE: 3380).

2003

- ★ Aug. Spun off from D-Link Corporation to officially incorporate Alpha Networks Inc.

*For more key milestones, please visit Alpha Networks Official Website > [Milestones](#)

| Global Operations Sites |

Comprehensive Services and Efficient Local Support

Alpha Networks Global Operations Sites

Alpha is headquartered in Hsinchu City, Taiwan, integrating both corporate offices and advanced manufacturing facilities. The headquarters encompasses comprehensive functions including research and development (R&D), testing, sales and services, supply chain management, manufacturing, and maintenance, serving as the central hub to coordinate client requirements and global resource logistics.

Currently, Alpha's primary manufacturing sites comprise three factories: the Alpha Hsinchu Factory (Hsinchu City, Taiwan), the Changshu Factory (Jiangsu Province, East China), and the Vietnam Factory (Alpha Vietnam Co., Ltd.).

Alpha operates an R&D center in Chengdu, China. To provide localized, proximate services to Alpha's clients, the sales and business offices have been strategically established in Taipei, Tokyo (Japan), and Irvine (Southern California, USA). Furthermore, to tap into the Indian market, a new subsidiary, Indialpha Technet Private Limited, was incorporated in Mumbai, India in 2024, primarily focusing on networking product sales and market development.



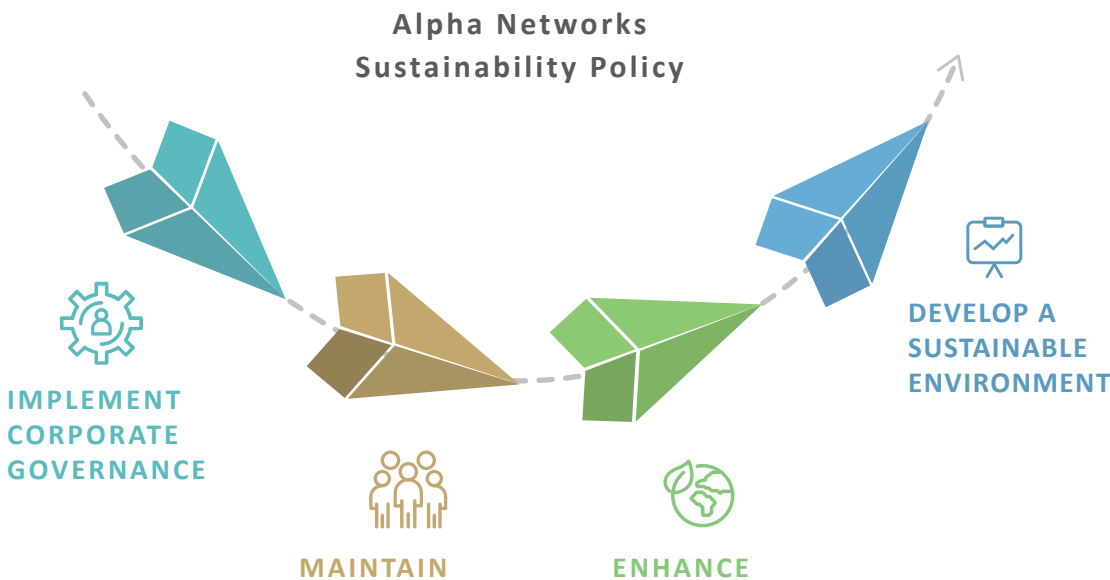
*For more details on operating sites, please visit Alpha Networks Official Website > [Global Operations](#)

| Corporate Policies |

Alpha Achieves Sustainability by Integrity, Regulatory Compliance, and Business Ethics.

Corporate Sustainable Development Policy

In alignment with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" jointly issued by the Taiwan Stock Exchange and the Taipei Exchange, Alpha has established its own "Sustainable Development Best Practice Principles" to systematically manage our risks and impacts across these three dimensions. Alpha's approach to practicing corporate sustainability is built upon the following core principles:



Corporate Social Responsibility Policy

Alpha's corporate Social Responsibility (CSR) policy is fundamentally anchored in its unwavering commitment to human rights, environmental protection, and ethical conduct.

Specifically, Alpha is dedicated to providing a safe and healthy working environment, ensuring equal employment opportunities, eliminating all forms of discrimination, and offering fair, competitive compensation and working conditions.

Furthermore, the company pledges to respect employees' freedom of association, strictly prohibits the use of child labor, and maintains a zero-tolerance policy against any form of forced or compulsory labor.

On the environmental front, Alpha vigorously drives green operations. This encompasses comprehensive greenhouse gas (GHG) inventories across its global locations, robust energy-saving and carbon-reduction initiatives, and a steadfast dedication to eco-friendly considerations in product design and life cycle assessment.

In terms of ethical conduct, Alpha upholds corporate integrity as a core value, adamantly opposes corruption, and strictly forbids any acts of bribery, both giving and receiving. For more details, please visit the "Corporate Social Responsibility Policy" section on Alpha's official website.

Responsible Business Alliance (RBA) Policy

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Ethical Policy

Alpha conducts all business activities in adherence to integrity, fairness, regulatory compliance, and business ethics. Employees are strictly prohibited from engaging in bribery or corruption, as well as accepting or offering gifts, cash, or entertainment to suppliers, clients, and stakeholders that deviate from professional business etiquette. The company rigorously protects the confidential information, assets, intellectual property rights, and trade secrets of its company, clients, and suppliers alike.

To implement ethical management policy, guide employee conduct in alignment with ethical standards, and prevent unlawful activities, Alpha has established the "Regulations Governing Codes of Ethical Conduct" based on the "Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/TPEX Listed Companies." This policy mandates compliance with all ethical requirements for all employees across the parent company and its subsidiaries, including members of the Board of Directors.

Alpha remains steadfast in its commitment to ethical management, forbidding any form of improper misconduct. We have established a comprehensive identity confidentiality mechanism for whistleblowers and the accused, providing dedicated grievance channels should any unlawful incidents be detected.

The company conducts reviews to the highest institutional standards, guarantees the protection of whistleblowers, and maintains absolute confidentiality regarding the contents and outcomes of investigations to ensure the rights and interests of all involved parties are fully safeguarded.

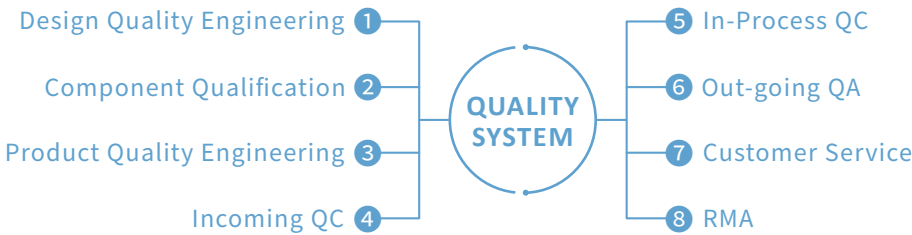
Responsible Business Alliance Code of Conduct

 Labor	• Freely Chosen Employment • Young Workers • Working Hours • Wages and Benefits • Non-discrimination / Non-harassment / Humane Treatment • Freedom of Association	
 Health & Safety	• Occupational Safety • Emergency Preparedness • Occupational Injury and Illness • Industrial Hygiene • Physically Demanding Work • Machine Safeguarding	• Sanitation, Food, and Housing • Health and Safety Communication 
 Environmental	• Environmental Permits and Reporting • Pollution Prevention and Resource Conservation • Hazardous Substances • Solid Waste • Air Emissions • Materials Restrictions 	• Water Management • Energy Consumption and Greenhouse Gas Emission
 Ethics	• Business Integrity • No Improper Advantage • Disclosure of Information • Intellectual Property • Fair Business, Advertising and Competition • Protection of Identity and Non-Retaliation	• Responsible Sourcing of Minerals • Privacy 
 Management Systems	• Company Commitment • Management Accountability and Responsibility • Legal and Customer Requirements • Risk Assessment and Risk Management • Improvement Objectives • Training	• Communication • Worker/Stakeholder Engagement and Grievance • Audits and Assessments • Corrective Action Process • Documentation and Records • Supplier Responsibility 

| Quality Policy |

Commitment to "Doing It Right the First Time"

To effectively guarantee product excellence, Alpha has established robust systems and rigorously operationalized standard procedures. The comprehensive Quality System of Alpha spans the entire product life cycle, serving as a stringent gatekeeper for both quality and service. This system is structurally driven by eight core milestones:



Furthermore, all of Alpha's manufacturing factories comply with and hold key international quality management certifications, including ISO 9001, TL 9000, and IECQ QC 080000. To this end, Alpha pledges to achieve the following:

- 01 Make it a matter of honor to get quality right the first time.
- 02 The pursuit of excellence through continuous review and improvement.
- 03 Manufacture the products that customers need and provide customers with satisfactor

Based on the above, Alpha's Quality Policy and Quality Management System (QMS) provide an efficient framework, establishing standardized operational and management benchmarks across all manufacturing factories.

Certifications



Authorized Economic Operator (AEO)



Quality, Environment, and Hazardous Substance Management System
QEHSMS (ISO 9001 / 14001 / QC 080000)



Information Security Management System
ISMS (ISO/IEC 27001)



Greenhouse Gas Management System
GHG Management (ISO 14064)



Automotive Quality Management System
AQMS (IATF 16949)



Responsible Business Alliance (RBA)



Corporate Social Responsibility Report Assurance Standard
CSR Report Assurance(AA1000 / ISAE 3000)



Restriction of Hazardous Substances Directive (RoHS)

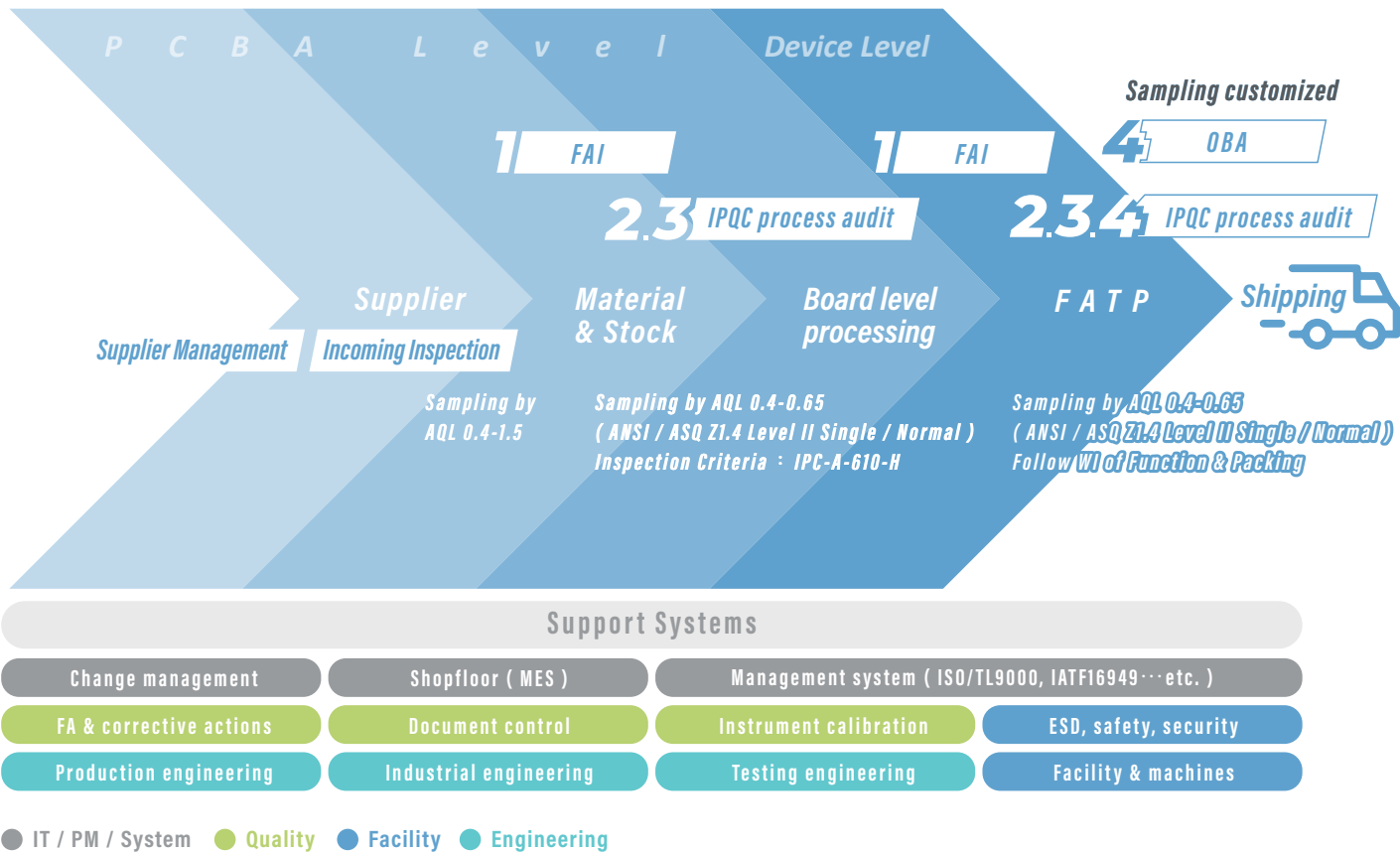


Waste Electrical and Electronic Equipment Directive (WEEE)

During the production process, Quality Control (QC) personnel stringently monitor product quality in strict accordance with sampling plans based on ANSI standards (ANSI/ASQ Z1.4). Upon production completion, Quality Assurance (QA) personnel perform random inspections on finished goods to ensure that both functionality and cosmetic appearance conform precisely to established criteria.

Throughout manufacturing operations, an uncompromising Electrostatic Discharge (ESD) protection policy is enforced across all stages - including material logistics, R&D, manufacturing, process control, inspection, testing, and maintenance (RMA) - to prevent ESD-induced damage to sensitive electronic components.

● Per MFG processes are designed by separated models



Management Systems

Alpha has robustly established international management systems across all manufacturing factories - including ISO 9001, TL 9000, IECQ QC 080000, C-TPAT, ISO/IEC 27001, ISO 45001, and RBA - and has successfully obtained third-party certifications or verifications from accredited certification bodies.

Management System Certifications

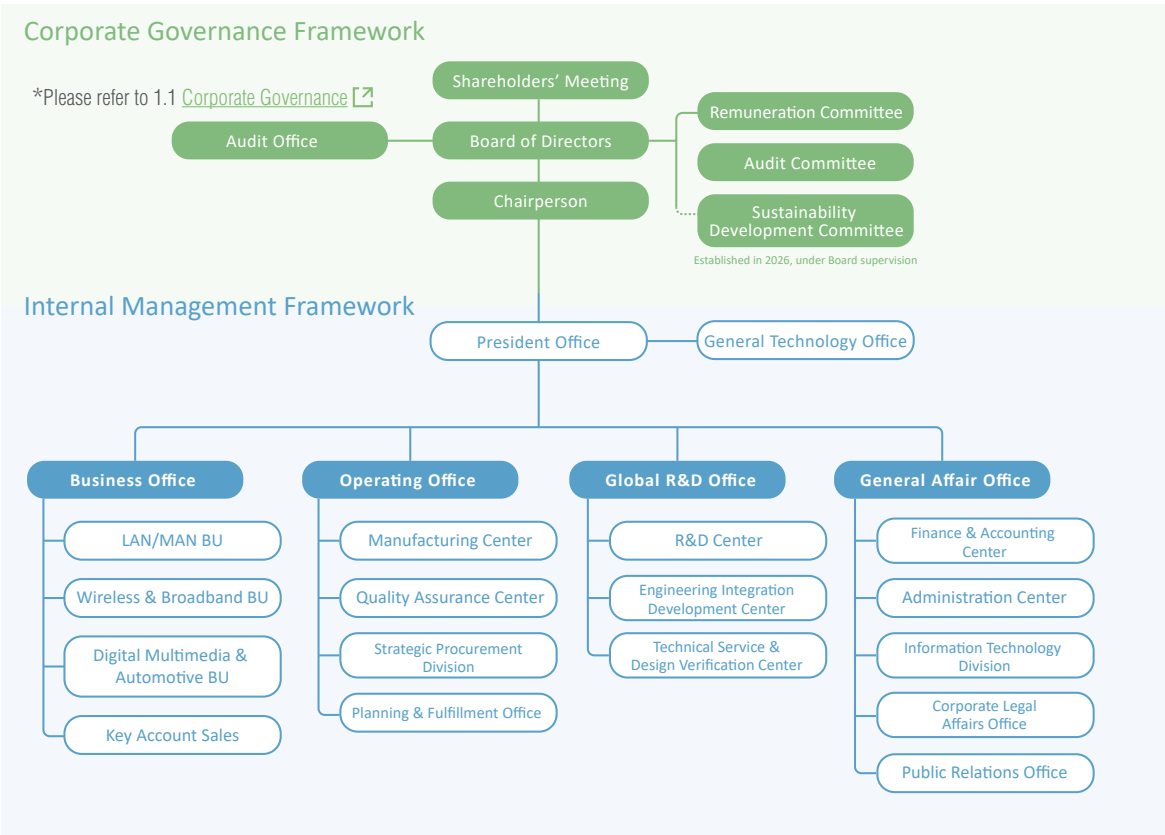
● Verified or Certified

Management System \ Factory Area	Hsinchu Factory	Changshu Factory	Vietnam FactoryBuilding A	Vietnam Factory Building B
ISO 9001:2015	●	●	●	
TL 9000 R6.3 / R5.7	●	●	●	●
IECQ QC 080000:2017	●	●	●	●
IATF16949:2016	●	-	-	-
ISO 14001:2015	●	●	●	●
ISO 14064-1:2018	●	●	●	●
SONY Green Partner Certification	-	-	-	●
ISO 27001:2013	●	-	-	-
AEO	●	-	-	-
RBA	●	●	●	●
ISO 22301:2019	-	-	-	●
Sedex	-	-	●	●
ISO 45001:2018	●	-	-	●
ISO 50001:2018	●	-	-	-

Corporate Structure

Alpha strategically aligns its sustainability agenda with core corporate business goals, embedding these principles across all dimensions of our operations.

In 2023, Alpha underwent an organizational restructuring, establishing the "Sustainability Development Center" to assist the Chief Sustainability Officer (CSO) in aligning sustainability trends and strategies, ensuring their rigorous integration across all business units. In 2024, the company officially consolidated the "Human Resources Division" and the "Sustainability Development Center" into the "Administration Management Center", serving as the dedicated unit for formulating comprehensive ESG strategies and action plans, and orchestrating their corporate-wide execution.



Roles and Responsibilities of Key Units

Units	Roles and Responsibilities
President Office	Formulation of strategies and implementation details in accordance with operational goals outlined by the board of directors and thorough execution thereof.
General Technology Office	Coordination and firm grasp of networking technology-related tasks.
Audit Office	Establishment and full implementation of a sound, reasonable, and effective internal control system.
LAN/MAN BU	Execute the Company's established operational goals, and carry out promotion, sales, product planning, product development and testing of Ethernet switches and related products.
Wireless & Broadband BU	Execute the Company's established operational goals, and carry out promotion, sales, product planning, product development and testing of wireless and broadband networks and related products.
Digital Multimedia & Automotive BU	Execute the Company's established operational goals, and carry out promotion, sales, product planning, product development and testing of digital multimedia and related products.
Key Account Sales	Responsible for business development and services to major customers, communication and integration with business units, and develop product market combinations to achieve operational goals.
Manufacturing Center	Leading, planning, managing, manufacturing products, controlling quality, arranging shipment, Providing improving productivity, and meeting customer needs with high quality, low cost, and on-time delivery.
Quality Assurance Center	Promote the Company's overall quality improvement and maintenance, ensure that products meet customer needs, and maintain a systematic quality information and experience platform.
Strategic Procurement Division	Respond to the raw material market and the Company's product trends, formulate procurement strategies and plans, Implement and supervise supply chain management and procurement operations.
Planning & Fulfillment Office	Effectively use Company resources, coordinate and arrange stable production with limited inventory to achieve the highest output, create maximum performance, profit, and meet customer shipment needs.
Research & Development Center	Responsible for optimizing R&D resources and collaborating closely with all BUs to help them attain both company and business unit operational objectives.
Engineering Integration Development Center	Wiring engineering, implement safety regulations, organize and deliver EMC technical support for network-related hardware.
Technical Service & Design Verification Center	Execution of the quality policy, product design quality assurance, establishment of standardized automated testing procedures and provision of rapid and efficient technical support services to enhance customer satisfaction.
Finance & Accounting Center	Plan and control the Company's financial policy and accounting management system have complied with laws and regulations and the Company's operational needs.
Administration Center	The Center is responsible for the compilation of sustainability trends and information, formulation of related sustainability policies and plans, and their implementation in accordance with the sustainability vision set by the management.
	The Center oversees the HR Division responsible for the planning of organizational and talent development strategies, management of human resources, as well as the establishment and continuous improvement of HR systems; the Center also oversees the Labor Safety and Health
	Division responsible for the formulation, planning, supervision and implementation of factory affairs, general affairs, as well as safety and health management policies and tasks.
Information Technology Division	Provide Information Technologies and Management Information Systems to promote or improve proposals online.
Corporate Legal Affairs Office	Ensure the legal status of the Company's investment, technology, procurement, marketing, creditor's rights, intellectual property rights and other related matters, and optimally safeguard the Company's rights and interests.
Public Relations Office	Shaping corporate image and management of public relations, including curation, foundation operations, and participation in CSR report preparation.

Participation in Associations and Organizations

Alpha actively participates in network communications industry associations, technical alliances, and international organizations. Through these engagements, we maintain intensive communication and knowledge exchanges with industry peers to capture market trends and technological advancements. Alpha participates in the following external associations and organizations:

Unit	Membership Type	Membership Type	Remarks
LAN MAN BU	25G/50G Ethernet Consortium	Adopter	
	Telecom Infrastructure Project	Member	
	OCP (Open Compute Project)	Member	
	DENT	Member	DENT aims to unite silicon vendors, system integrators, OEMs, and ODMs to develop a standardized network operating system (NOS). Its initial applications target distributed enterprises, campus networks, remote offices, branch offices, and the retail sector.
	SONiC	Contributor	SONiC provides a comprehensive suite of network software functionalities required for hardware equipment, strategically designed to meet the rigorous requirements of cloud data centers.
Unit	Membership Type	Membership Type	Remarks
WB BU	Wi-Fi Alliance	Member	Wi-Fi Alliance Wi-Fi Logo

Unit	Membership Type	Membership Type	Remarks
A BU	Dolby Laboratories	Authorized Manufacturer	
	Apple Authorized MFi Manufacturing Licensee	Authorized Manufacturer	
	TI Driver Information Platform Development Alliance (DIPDA)	Member	
	Taiwan Vehicle Team	Member	
	Autonomous Driving Systems Industrial Platform	Member	
Unit	Membership Type	Membership Type	Remarks
QAC	QuEST Forum	Member	An international organization joined in alignment with the compliance operations of the TL 9000 Quality Management System. The company pays annual membership dues and systematically submits monthly quality metrics reporting in accordance with official mandates.
Unit	Membership Type	Membership Type	Remarks
HCF	IPC	Member	

Sustainability Implementation

Partnering with stakeholders to advance the United Nations Sustainable Development Goals(SDGs)

Sustainability Governance Framework

Engaging with Stakeholder

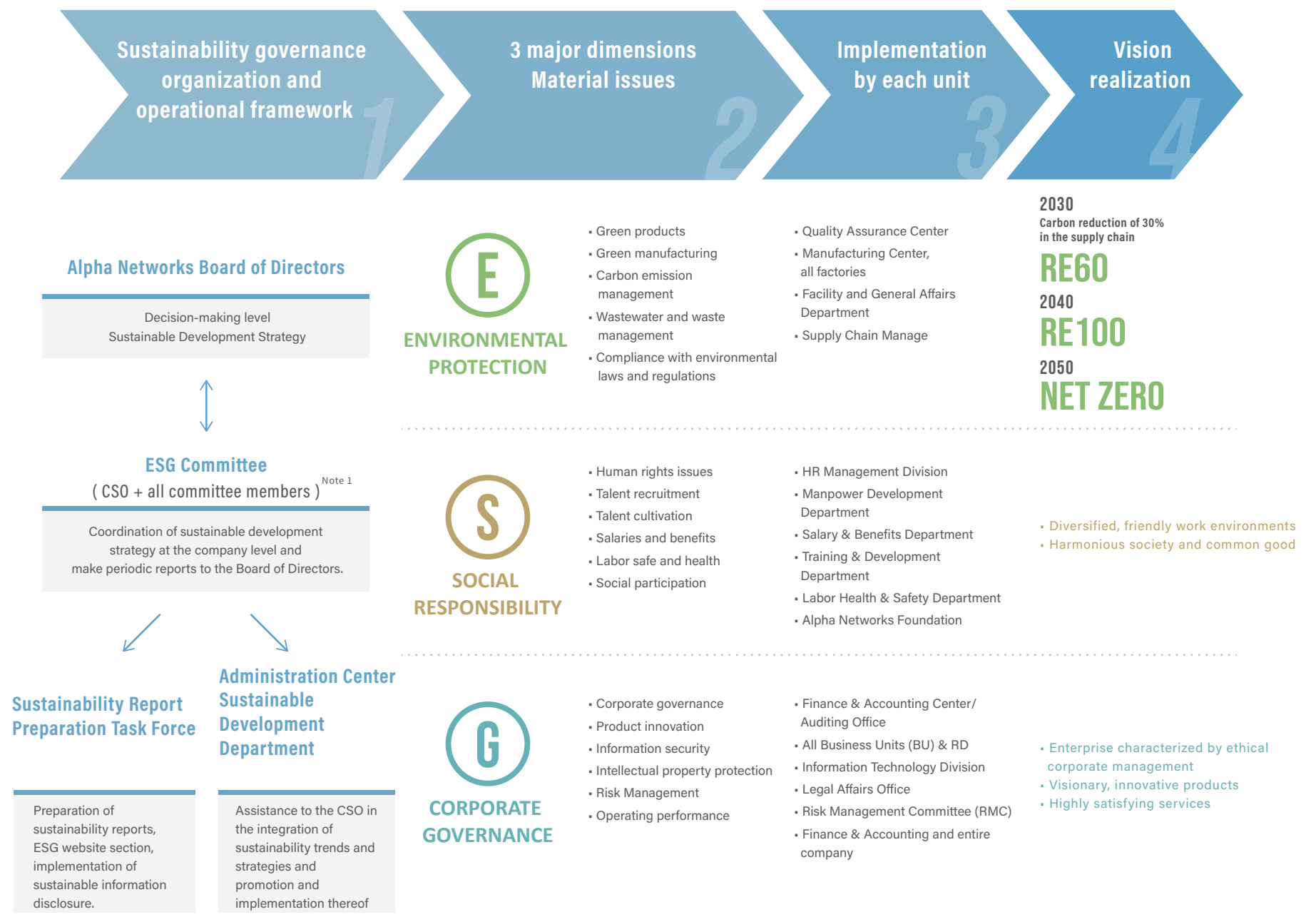
Diversified Communication Channels and Engagement Mechanisms

Mapping and Advancing the United Nations Sustainable Development Goals (SDGs)



| Sustainability Governance |

Elevating Governance Efficacy: Executive Leadership Driving the Realization of Sustainability Commitments



Note 1: Sustainability Development Committee members include senior executives from each department.

Integrating ESG Performance into 10% of Executive Fixed Pay

Dimension	Environmental (E)	Social (S)	Governance (G)
Objective	Implement net-zero carbon pathway	Expand social engagement and sustainability impact	Advance corporate governance
Weighting	40%	30%	30%
Indicator	Scope1&2 GHG Emission Reduction Rate(00%) VS.2024 Baseline	Employee engagement survey Scores	Corporate Governance Evaluation score attainment rate
2025 KPI Target	-22%	4.52	78%
2026 KPI Target	-17%	4.57	79%
2027 KPI Target	-22%	4.62	80%

2025 ESG Training Summary

Training Program	Training Hours	Participants (Person-times)	Target Audience / Remarks	GRI Standard / Topic Alignment
ESG Sustainability & Integrity Governance	1,480	4,006	Company-wide, incl. all overseas locations	GRI 2-17 Collective Knowledge of the Highest Governance Body; GRI 404 Training and Education
Insider Trading Prevention & Awareness	123	905	Current directors, officers, and employees	GRI 205 Anti-corruption; Integrity Management
Human Rights Issues	100	125	New employee orientation; advanced courses exclusive for managers	GRI 407-412 Business and Human Rights
Human Rights Issues	175	250	All employees (incl. phishing simulation exercises)	GRI 418 Customer Privacy and Information Security

2025 Sustainability Highlights

SBTi 1.5°c

Validated by SBTi under the 1.5°C pathway scenario.

RE34

Accelerated energy transition

electricity savings of 5.34% in 2025; renewable energy ratio reached RE34, advancing toward RE60 by 2030 and RE100 by 2040.

2 workshops 30 suppliers

Led supply chain decarbonization

conducted 2 supplier carbon reduction workshops; 30 suppliers submitted GHG emissions data.

achieved 100% completion rate

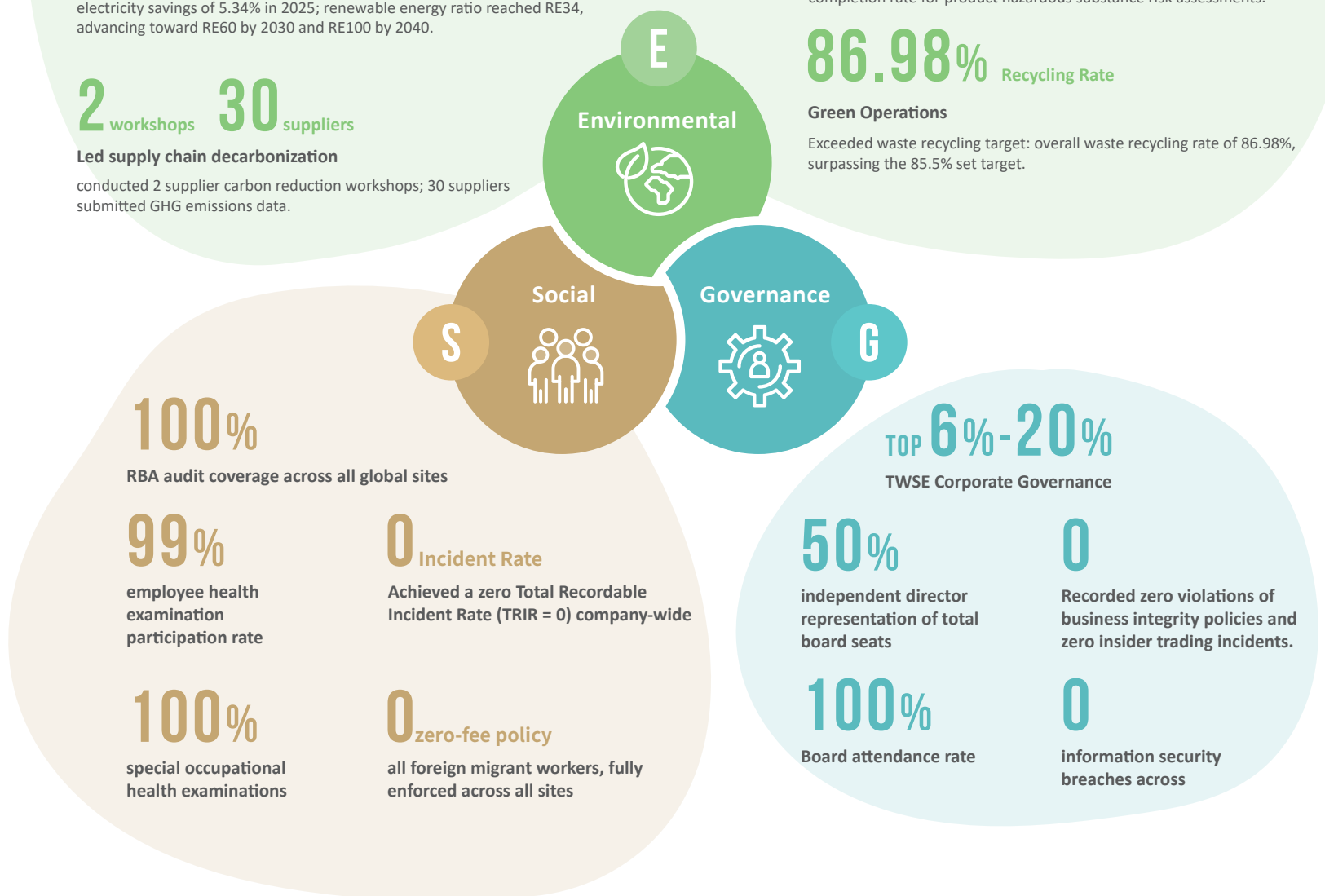
Green products

Completed carbon footprint calculations for 52 products; achieved 100% compliance with RoHS and other hazardous substance regulations; 100% completion rate for product hazardous substance risk assessments.

86.98% Recycling Rate

Green Operations

Exceeded waste recycling target: overall waste recycling rate of 86.98%, surpassing the 85.5% set target.





2025 Sustainability Honors & Certifications



National Sustainable Development Award Honored Recipient

National Development Council (NDC)

The company demonstrated substantive achievements in environmental protection, creating a healthy, safe, and inclusive workplace, promoting social cohesion, and implementing integrity governance – all of which were recognized by the organizing authority.



TCSA Taiwan Corporate Sustainability Award

Taiwan Institute for Sustainable Energy (TAISE)

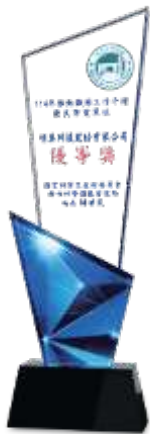
Through transparent disclosure of sustainability information and demonstrated commitments to integrity management and social responsibility, the company received: Top 100 Taiwanese Sustainable Exemplary Enterprise Award and Sustainability Report Silver Award – Electronic Information Manufacturing Industry (Category 1)



SBTi 1.5°C Science-Based Targets Validation

Science Based Targets Initiative (SBTi)

The company's greenhouse gas reduction targets have been validated by SBTi under the most stringent 1.5°C scenario. Committed targets: By 2030: a 42% reduction in (Scope 1+Scope 2) emissions; a 25% reduction in Scope 3 emission and By 2050: Net-zero emissions.



Workplace Gender Equity Excellence Award

Hsinchu Science Park Bureau, National Science and Technology Council

Recognized for implementing gender equality, equal pay for equal work, and advancing diverse and inclusive workplace practices.



RBA VAP Silver Recognition

Responsible Business Alliance (RBA)

The Taiwan (Hsinchu) headquarters completed an RBA Validated Assessment Program (VAP) audit and achieved Silver Recognition. RBA VAP coverage across all global manufacturing sites: 100%.

| Engaging with Stakeholder |

Proactively Understanding Stakeholder Expectations and Integrating them into Core Operational Strategies

To thoroughly grasp the issues of concern to various stakeholders, Alpha has established a comprehensive stakeholder identification and issue survey mechanism, which serves as the foundation for driving the company's sustainable development.



Stakeholder Identification

The Sustainability Development Committee carefully considered recommendations from relevant departments to compile a list of potential stakeholders. This comprehensive list included: employees and subsidiaries, suppliers/contractors, customers, investors/shareholders, government/industry associations, media, partners, and society (comprising communities, peers, academia, and others).

Utilizing the five core principles of the AA1000 Stakeholder Engagement Standard (AA1000 SES), the Committee evaluated these groups based on their Dependency, Responsibility, Tension, Influence, and Diverse Perspectives regarding Alpha. Through rigorous internal deliberations, the key material stakeholders identified for Alpha were narrowed down to: employees and subsidiaries, suppliers/contractors, customers, investors/shareholders, government/industry associations, and media.

Through active communication and engagement with these material stakeholders, Alpha aims to gain a profound understanding of their needs and expectations, thereby steering the company in reviewing and formulating its long-term sustainable development strategies.

Five Stakeholder Identification Principles (AA1000 SES)

Dependency	/ Stakeholders who directly or indirectly depend on Alpha Networks' products, services, or operations.
Responsibility	/ Stakeholders to whom Alpha Networks holds legal, economic, operational, or ethical accountability — now or in
Attention	/ Stakeholders who are concerned with Alpha's financial, legal, economic, social, or environmental issues
Influence	/ Stakeholders who can shape Alpha Networks' strategy or exercise decision-making power over its direction
Diverse Perspectives	/ Stakeholders whose varied viewpoints generate new insights and expand Alpha Networks' understanding

Stakeholder Identification Results

Material Stakeholders of Alpha



Materialities

Alpha extensively gathers internal and external issues of concern. Concurrently referencing the GRI Standards, the company has consolidated 22 material sustainability issues across E-S-G dimensions.

Channels for Gathering Sustainability Issues

Internal	Corporate culture, management philosophy, departmental work plans, corporate social responsibility best practice principles, and employee communication
External	International sustainability trends, national sustainability policies, customer expectations, industry best practices, opinions from third-party organizations, and evaluation criteria for sustainability-related awards

Consolidation of Material Sustainability Issues



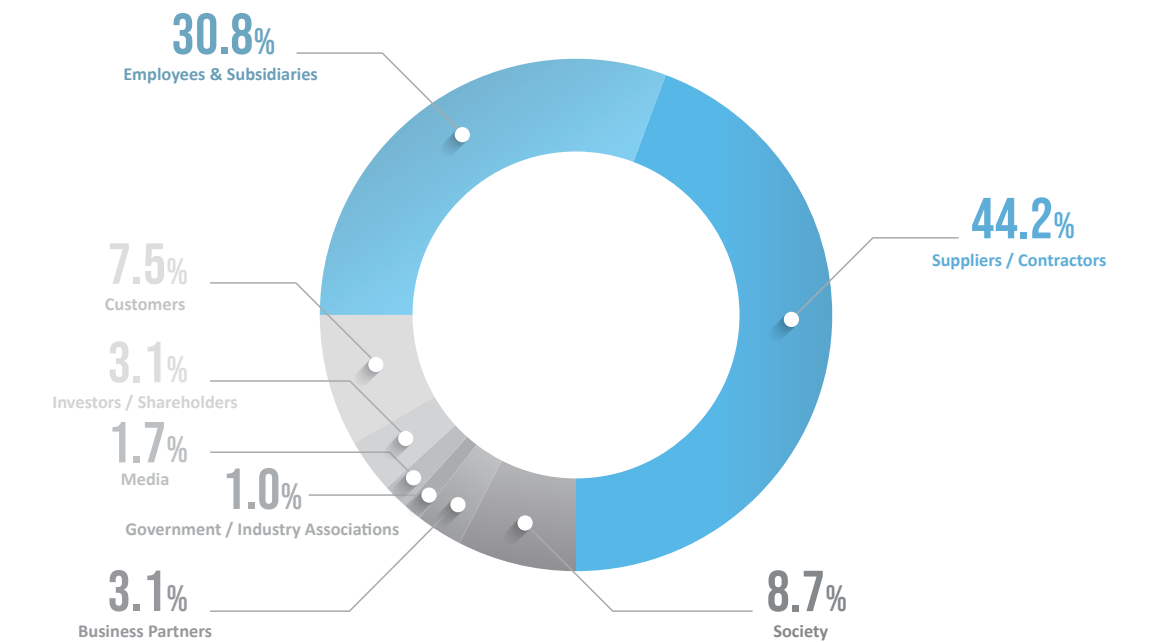
Identifying Stakeholder Interest in Key Issues

Questionnaire Survey

A total of 416 valid questionnaires were collected for the 2025 Stakeholder Material Issues Survey (representing a 24.2% growth compared to 2024), with material stakeholders accounting for 86.5% of the total respondents.

Through the participation of diverse groups and a balanced sample distribution, the survey ensures the representativeness and reliability of the results. This approach consolidates the concerns of various stakeholder groups to support the materiality analysis.

Stakeholder Category	Responses	Responses %	Composition Breakdown
Employees & Subsidiaries	128	30.8%	Taiwan employees (incl. subsidiaries) + overseas plant employees: SurveyCake (78), Tencent Platform (47), Subsidiaries (3)
Suppliers / Contractors	184	44.2%	Suppliers (166) + Contractors (18)
Customers	31	7.5%	Domestic and international customers
Investors / Shareholders	13	3.1%	Institutional investors and general shareholders
Government / Industry Associations	4	1.0%	Government authorities and industry associations
Media	7	1.7%	Financial and technology media
Business Partners	13	3.1%	Technology and service partners
Society (Communities, Peers, Academia, and Others)	36	8.7%	Communities (7), NGOs/NPOs (2), Academia (4), Peers (3), Interviewees (15), Others (5)
Total	416	100%	Material Stakeholders (Employees, Suppliers, Customers, Investors, Government) account for 86.5%



Stakeholder Questionnaire Response Statistics

The company subsequently applied a weighted calculation to the level of concern expressed by stakeholders for each issue, which covers three major dimensions: corporate governance (9 topics), environment (7 topics), and society (6 topics). The distribution of concern levels among the various stakeholder categories is presented below.

Dimension	Topic	Government/ Industry Associations	Investors/ Shareholders	Suppliers/ Contractors	Employees& Subsidiaries	Customers	Media
Corporate Governance (9 topics)	① Corporate Governance	🟡	🟡	-	🟡	-	🟢
	② Ethical Corporate Management	🟡	🟢	🟡	🟡	-	🟡
	③ Risk Management	-	🟢	🟡	🟡	-	🟡
	④ Taxation	-	🟢	-	-	-	🟡
	⑤ Operational & Financial Performance	-	🟢	🟡	🟡	-	🟢
	⑥ R&D and Innovation	-	🟢	🟡	🟡	-	🟢
	⑦ Customer Relationship Management	🟡	🟡	🟡	🟡	-	🟡
	⑧ Information Security & Privacy	🟡	🟡	🟡	🟡	🟡	-
	⑨ Sustainable Supply Chain Management	🟡	🟡	🟡	🟡	🟡	-
Environment (7 topics)	⑩ Climate Strategy	🟡	🟡	🟡	🟡	-	-
	⑪ Water Resource Management	-	-	🟡	🟡	-	-
	⑫ Waste Management	🟡	-	🟡	🟡	-	-
	⑬ Energy Management	-	-	🟡	🟡	-	-
	⑭ Air Pollution & Noise Control	-	-	🟡	🟡	-	-
	⑮ Ecological Conservation & Biodiversity	-	-	🟡	-	-	-
	⑯ Green Products	🟡	🟡	🟡	🟡	-	-
Social (6 topics)	⑰ Talent Policy	-	🟡	-	🟡	-	🟡
	⑱ Employee Training & Development	-	🟢	-	🟡	-	-
	⑲ Occupational Health & Safety	-	🟡	🟡	🟡	-	-
	⑳ Diversity & Inclusion	-	🟡	-	-	-	-
	㉑ Social Care & Engagement	-	🟡	-	🟡	-	-
	㉒ Business and Human Rights	🟡	🟢	🟡	🟡	-	-

🟢 Highly Concerned 🟡 Concerned 🟠 Less Concerned or Not Displayed

Results of Material Topics

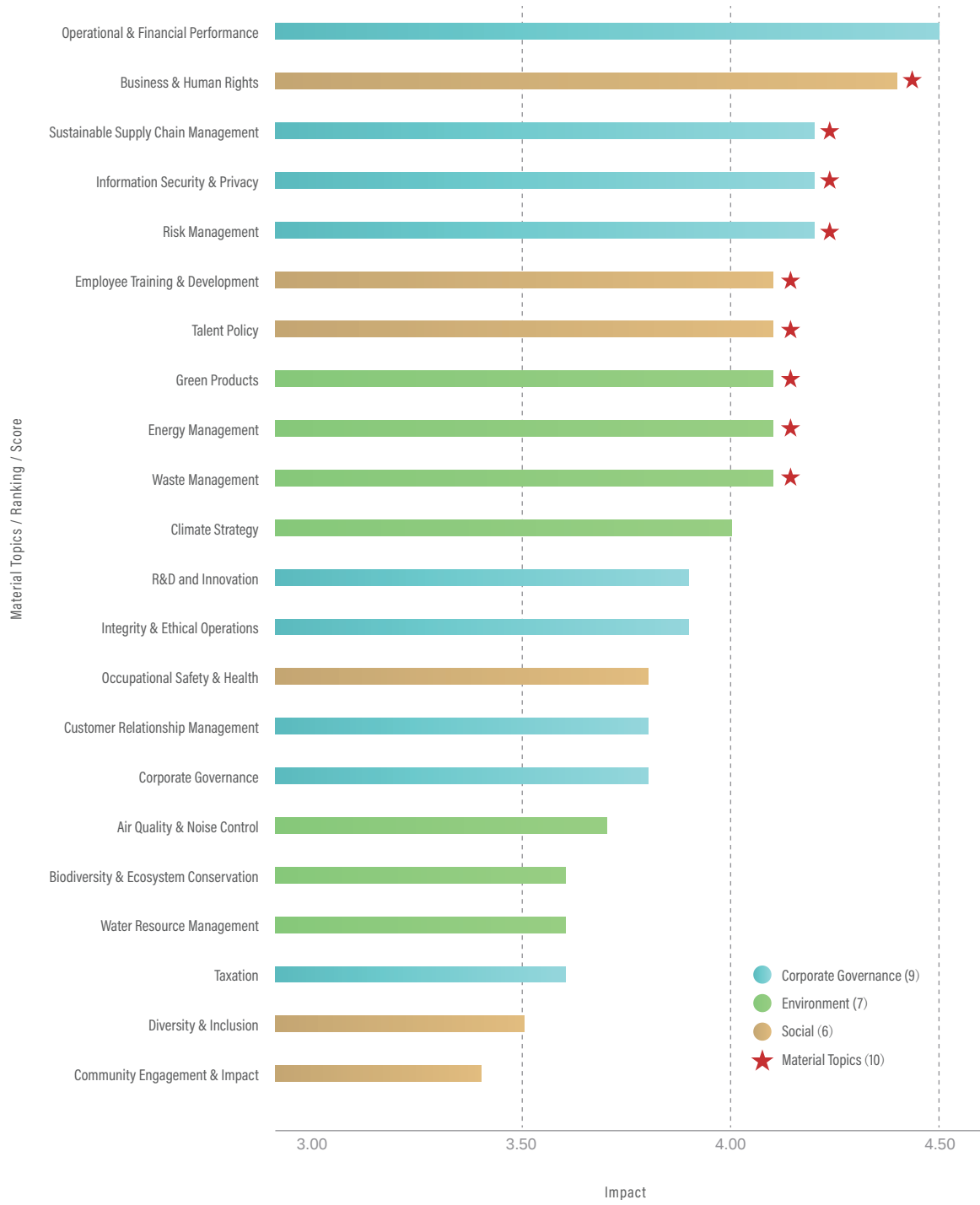
Alpha conducted a dual-axis assessment based on the stakeholders' weighted level of concern (Y-axis) and the degree of environmental and social impact of each issue (X-axis). The threshold for the level of concern was set at a weighted average score of 2.9 or above, and the impact threshold was set at 3.9 or above. Issues that met both criteria were classified as material topics.In 2025, a total of 10 material topics were screened and identified.

New material topics added in 2025 include: (13) Energy Management, (16) Green Products, (17) Talent Policy, and (18) Employee Training & Development. Notably, the impact score for (22) Business and Human Rights reached 4.4, the second highest across the entire framework.

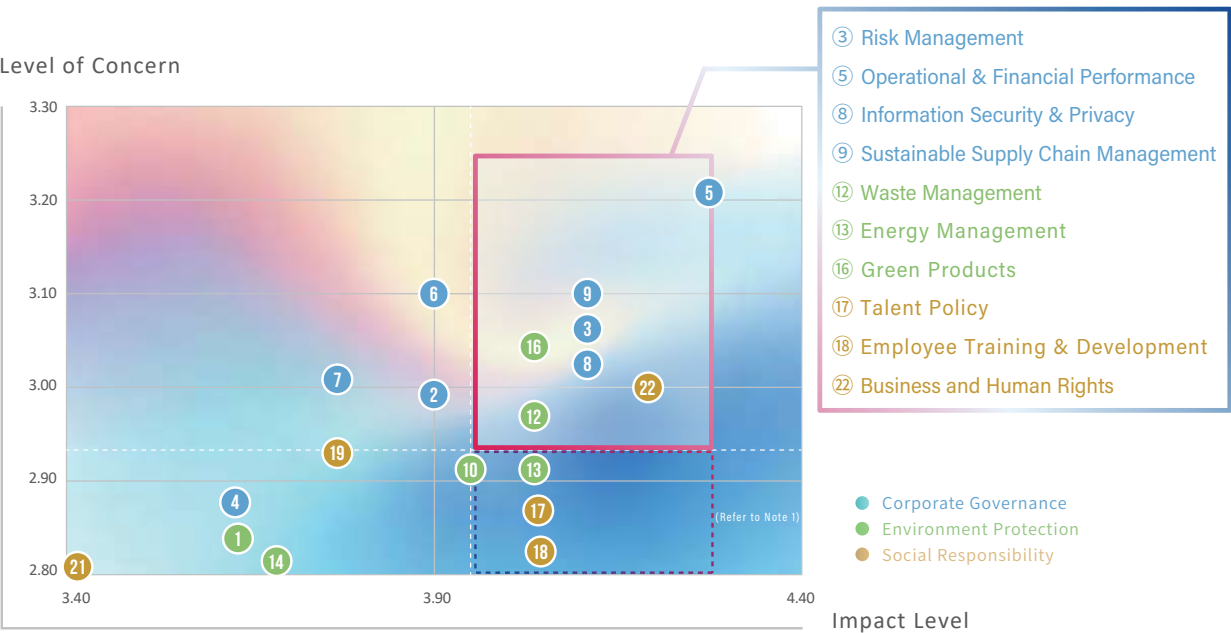
Dimension	Topic	Level of Concern (Weighted)	Impact Level	Screening Results	Materiality Description
Corporate Governance	① Corporate Governance	2.715	3.8		High concern from customers and media, but the impact level does not meet the threshold.
	② Ethical Corporate Management	2.988	3.9		High concern from investors; the impact level is close to the threshold.
	③ Risk Management	3.057	4.2	★ Materiality	Both concern and impact levels meet the thresholds; classified as a material topic.
	④ Taxation	2.844	3.6		Both concern and impact levels fall below the screening criteria.
	⑤ Operational & Financial Performance	3.217	4.5	★ Materiality	The highest impact level across all dimensions; classified as a material topic.
	⑥ R&D and Innovation	3.090	3.9		High concern, but the impact level does not meet the threshold.
	⑦ Customer Relationship Management	3.004	3.8		Concern level meets the threshold, while the impact level is slightly lower.
	⑧ Information Security & Privacy	3.038	4.2	★ Materiality	Concerned by both customers and suppliers; the impact level meets the threshold.
	⑨ Sustainable Supply Chain Management	3.075	4.2	★ Materiality	Driven by RBA audit requirements and customer compliance demands.
Environment	⑩ Climate Strategy	2.893	4.0		Impact level meets the threshold, while the concern level is slightly below the threshold.
	⑪ Water Resource Management	2.827	3.6		Both metrics fall below the screening criteria.
	⑫ Waste Management	2.961	4.1	★ Materiality	Compliance and resource recycling demands for manufacturing waste are significant.
	⑬ Energy Management	2.923	4.1	★ Materiality	Originally not identified as a material topic, but with the launch of the company's SBTi targets, energy efficiency improvement has become a core pathway. Therefore, it is included as a material topic.
	⑭ Air Pollution & Noise Control	2.816	3.7		Does not meet the screening criteria.
	⑮ Ecological Conservation & Biodiversity	2.774	3.6		Does not meet the screening criteria.
	⑯ Green Products	3.016	4.1	★ Materiality	Driven by EU RoHS/REACH regulatory requirements and customer procurement conditions.
Social	⑰ Talent Policy	2.909	4.1	★ Materiality	Originally not identified as a material topic, but given the fierce competition for tech talent and the direct impact of talent retention on innovation capabilities, it is included as a material topic.
	⑱ Employee Training & Development	2.902	4.1	★ Materiality	Originally not identified as a material topic, but due to rapid technological iteration and continuous learning being a core competency, it is included as a material topic.
	⑲ Occupational Health & Safety	2.946	3.8		Concern level meets the threshold, while the impact level is slightly below the threshold
	⑳ Diversity & Inclusion	2.758	3.5		Both metrics fall below the screening criteria.
	㉑ Social Care & Engagement	2.816	3.4		Both metrics fall below the screening criteria.
	㉒ Business and Human Rights	3.008	4.4	★ Materiality	Driven by UNGPs requirements and customer procurement thresholds; features the second-highest impact level.

Note: The weighted level of concern is calculated by multiplying the number of responses from each stakeholder category by its respective weight (1.5 for Authorities/Investors/Suppliers/Employees/Customers; 1.25 for Media; 1.0 for Others), aggregating the scores, and then averaging the total.

2025 Sustainability Material Topics Ranking



Materiality Matrix Diagram



2025

Management Approach for Materialities

In accordance with the GRI Standards 2021 format, the following section discloses the significance or materiality of each material topic to Alpha, the management approach(policies/procedures/commitments), and the corresponding report chapters.

Corporate Governance	Material Topic	Significance / Materiality to Alpha	Management Approach (Policies / Procedures / Commitments)	GRI Standards Disclosure	Chapter
	Risk Management	To ensure the company's sustainable operation, the Alpha Risk Management Committee regularly identifies, supervises, tracks, and reports on risk topics that have negative impacts on achieving operational goals, ensuring that risks to sustainable operation are identified, assessed, handled, reported, and monitored.	The "Alpha Risk Management Policy and Procedures" has been established, disclosing risk management policies, principles, procedures, and the responsibilities of various units to effectively manage risks and optimize the total cost of risk management using management tools.	GRI 2-25	1.4 Risk Management
	Operational & Financial Performance	The quality of Alpha's operational performance is directly tied to the economic value distributed to investors and employees. Furthermore, continuous profitability is essential for the company's ongoing operations and sustainable development.	Information disclosed regarding operational and financial performance will adopt financial reports audited by an independent third-party institution or management reports verified through internal audits.	GRI 201-1 GRI 201-3 GRI 201-4	1.5 Operational Performance 3.3.2 Benefits and Insurance
	Information Security & Privacy	Networking equipment involves end-user behavioral data, and there are strict international security reviews for communication equipment. If the networking industry cannot demonstrate its cybersecurity defense capabilities, it may be excluded from procurement lists.	To safeguard the information asset security of the company, customers, and partners, Alpha is committed to building an information security environment. In 2019, the company achieved ISO/IEC 27001 Information Security Management System certification (updated to the ISO 27001:2022 version in 2024) and continues to maintain the validity of this certification. The company establishes relevant security policies and measures based on the management system,and continuously ensures the implementation and improvement of information security through internal audit mechanisms to effectively maintain the Confidentiality, Integrity, and Availability of information assets.	GRI 418-1	1.3 Information Security & Privacy
	Sustainable Supply Chain Management	Alpha's operations are closely linked to supply chain resilience. The company selects suppliers with excellent performance in quality, technology, delivery, and cost control for its customers, and collaborates with suppliers to jointly promote sustainability and enhance governance efficiency.	Alpha establishes supplier guidelines based on the "RBA Responsible Business Alliance Code of Conduct," requiring suppliers to comply with relevant social responsibility and integrity commitments. The company continues to conduct annual supplier audits, requiring all suppliers to meet standards for labor rights, health and safety, environmental protection, ethical conduct, management systems, and social impact.	GRI 308-1 GRI 308-2 GRI 414-1 GRI 414-2	2.2.1 Supplier Management

Environment	Material Topic	Significance / Materiality to Alpha	Management Approach (Policies / Procedures / Commitments)	GRI Standards Disclosure	Chapter
	Energy Management	Fluctuations in international fuel prices have driven up electricity generation costs, and electricity prices in Taiwan have been adjusted multiple times. The quality of energy management will directly impact Alpha's operational profitability.	The company has introduced the ISO 50001 Energy Management System standard and obtained certification from TÜV Rheinland Taiwan. The company is also dedicated to enhancing the energy efficiency of equipment across all operational stages.	GRI 302-1 GRI 302-3 GRI 302-4	4.3.1 Energy Management
	Green Products	Governments worldwide require enterprises to achieve net-zero emissions. As infrastructure, networking equipment must incorporate green design and environmental friendliness into the design and development process to respond to customers' expectations for high-performance products with low carbon emissions.	Alpha regularly updates its Green Product Control Regulations, explicitly defining usage standards for hazardous substances and environmental management requirements to ensure product compliance with various regulations.	GRI 301-1 GRI 301-3	2.1.2 Green Products
	Waste Management	Global regulations on electronic product recycling and treatment are becoming increasingly stringent. The company must establish a comprehensive waste management mechanism; otherwise, it will face market access barriers or fines.	Alpha has formulated the "Waste Management Procedure" to establish an effective internal waste management system, preventing environmental pollution caused by improper waste management.	GRI 306-1 GRI 306-2 GRI 306-3 GRI 306-4 GRI 306-5	4.4.1 Waste Management

Social Responsibility	Material Topic	Significance / Materiality to Alpha	Management Approach (Policies / Procedures / Commitments)	GRI Standards Disclosur	Chapter
	Talent Policy	Technological iterations in the networking industry are rapid, and the cultivation, retention, and mobility of talent will directly determine whether an enterprise can sustain innovation, maintain competitiveness, and ensure profitability.	Alpha establishes a comprehensive talent system, formulating human resource management measures and diversity and equality policies to protect employee rights through transparent recruitment, employment, and evaluation mechanisms. Each plant site promotes personnel management and employee care initiatives in accordance with local regulations, continuously optimizing organizational development and the talent retention environment.	GRI 401-1 GRI 401-2 GRI 401-3	3.1 Human Capital
	Employee Training & Development	Alpha views talent growth as a critical investment. Under the challenges of a declining birthrate and talent drain, a sound training system serves as a vital tool for retention. The company's investment in education and training not only upgrades skills but also facilitates employees' career development, reinforcing their sense of belonging and loyalty.	To enhance employees' professional capabilities, Alpha establishes training management procedures and annual training plans, designing courses tailored to job requirements. Headquarters and various plant sites regularly conduct internal and external training along with competency cultivation, tracking training effectiveness to continuously strengthen talent competitiveness and organizational growth momentum.	GRI 404-1 GRI 404-2 GRI 404-3	3.2 Talent Cultivation
	Business and Human Rights	Human rights topics simultaneously involve labor rights, privacy security, supply chain compliance, and international competitiveness. If an enterprise neglects human rights, it may face legal and brand risks, and potentially lose its position in the global supply chain.	To fulfill responsibilities regarding business and human rights, Alpha formulates human rights policies and responsible procurement guidelines, driving management in accordance with international human rights standards and the RBA Code of Conduct. Headquarters and various plant sites regularly assess human rights risks through supply chain audits and grievance mechanisms, ensuring that operational processes respect labor rights and protect human rights.	GRI 406-1 GRI 412-1 GRI 412-2	3.6 Human Rights Policy

| Diverse Communication Channels and Interaction Mechanisms |

Listening to Stakeholder Demands, Jointly Creating Sustainable Value

Alpha proactively responds to the topics concerned by stakeholders, using them as a reference for compiling the subsequent year's sustainability report. The communication channels and frequencies of engagement with stakeholders are summarized below:

	 Customers	 Employees and Subsidiaries	 Investors/ Shareholders	 Suppliers/ Contractors	 Media	 Government & Industry Associations	 Communities or the Public
Material Topics of Concern	• Sustainable Supply Chain Management • Risk Management • Information Security & Privacy • Customer Relationship Management • Green Products	• Employee Training & Development • Talent Policy • Occupational Health & Safety • Ethical Corporate Management • Operational & Financial Performance	• Operational & Financial Performance • Risk Management • R&D and Innovation • Ethical Corporate Management • Business and Human Rights	• Sustainable Supply Chain Management • Green Products • Climate Strategy • Waste Management • Customer Relationship Management	• Operational & Financial Performance • R&D and Innovation • Corporate Governance • Ethical Corporate Management • Taxation	• Risk Management • Taxation • Operational & Financial Performance • Customer Relationship Management • Information Security & Privacy	• Operational & Financial Performance • Waste Management • Green Products • Energy Management • Talent Policy
Communication Channels & Frequency	• Customer satisfaction survey (Annually) • Quarterly Business Review, QBR (Quarterly) • Customer complaint management system (Ad hoc) • Information security questionnaire survey (Ad hoc) • Company website • Sustainability Report (Annually)	• Labor-management meetings (Quarterly) • Employee Welfare Committee (Monthly) • Education and training platform (Ad hoc) • Employee Satisfaction Survey - 2025: 4.8/5 (Annually) • Company intranet (Ad hoc) • Sustainability Report(Annually)	• Annual General Meeting of Shareholders, AGM (2 times per year) • Earnings conference (Annually) • Market Observation Post System, MOPS (Ad hoc) • Company Website • Sustainability Report (Annually)	• Supplier platform (Ad hoc) • Supplier evaluation (Quarterly) • Supplier annual conference (Annually) • RBA/SAQ questionnaire / VAP 100% (Annually) • Supplier visits (Ad hoc) • Sustainability Report (Annually)	• Press releases (Ad hoc) • Company official website (Ad hoc) • Press conferences (Ad hoc) • Sustainability Report (Annually)	• Official correspondence (Ad hoc) • Company official website (Ad hoc) • Regulatory compliance reporting (Ad hoc) • Audit cooperation (Ad hoc) • Sustainability Report (Annually)	• Company official website (Ad hoc) • Sustainability Report (Annually) • Public welfare activities (Ad hoc) • Community communication (Ad hoc)

| Aligning with and Implementing the United Nations Sustainable Development Goals (SDGs) |

Expanding Sustainability Impact through Core Businesses

Alpha takes material topics of stakeholder concern and the UN SDGs as its warp and weft, leveraging its business expertise and technical advantages to drive sustainability and realize its corporate vision of mutual prosperity with the environment and society. The following sections detail the sustainability actions, material sustainability topics, and corresponding report chapters mapped to each SDG target.

SDGs	Significance to Alpha Commitment	Actions and Performance	Corresponding Topic	Related Chapter
SDG 3 Good Health and Well-being	Alpha has established a comprehensive workplace health management system, safeguarding employee physical and mental well-being through three key strategies: "Prevention, Monitoring, and Promotion."	- Health examination attendance rate reached 99%, with a 100% completion rate for special hazard health examinations. 313 participants attended health promotion seminars; the metabolic syndrome abnormality rate decreased to 26%. 100% of high-risk individuals in cardiovascular assessments completed physician interviews. - Deployed 2 occupational nurses and contracted physicians to provide onsite services 3 times per month. - Awarded the "Excellent Friendly Lactation Room Certification" by the Hsinchu Health Bureau. - Certified under ISO 45001 Occupational Health and Safety Management Systems (Taiwan + Vietnam). - Achieved zero recordable accidents across all plants in 2025.	Occupational Health, Safety, and Well-being	3.5 Occupational Health and Safety
SDG 4 Quality Education	Recognizing talent as our most valuable asset, Alpha continuously strengthens its training system and promotes rural science education and digital learning for seniors through the Alpha Culture and Education Foundation.	- Total training hours in 2025 reached 41,672.9 hours, benefiting 19,955 participants. - Implemented the Overseas Outstanding Employee Exchange Program in Taiwan (15 employees for 5 days). - Launched communication technology experimental courses at Dahu Elementary School, benefiting 50 students. - Invested in smart phone digital courses at the Hsinchu City Active Ageing Center for 7 consecutive years. - The Alpha Culture and Education Foundation fulfilled 227 wishes for rural school children (across 4 schools: Meihua, Xinle, Shilei, and Xiuluan).	- Talent Attraction and Development - Social Engagement and Impact	3.4 Talent Development 3.6 Social Engagement
SDG 5 Gender Equality	Alpha is dedicated to building a gender-friendly workplace, ensuring equal career opportunities, compensation, benefits, and parental protection for both male and female colleagues.	- Awarded the "Excellence Award for Promoting Workplace Equality" by the Hsinchu Science Park Bureau. - Conducted annual water resource risk assessments; wastewater discharge met regulatory standards. - Implemented water-saving measures across all plants; occupational environment monitoring conducted semi-annually. - The Vietnam plant executed annual water quality monitoring in accordance with local environmental protection laws.	- Human Capital Management / Talent Policy - Diversity, Equity, and Inclusion (DEI)	3.1 Human Rights Implementation 3.3 Compensation and Benefits
SDG 6 Clean Water and Sanitation	Alpha implements rigorous water stewardship, continuously promoting water-saving initiatives to reduce production consumption while strictly managing wastewater discharge.	- Conducted annual water resource risk assessments; wastewater discharge met regulatory standards. - Implemented water-saving measures across all plants; occupational environment monitoring conducted semi-annually. - The Vietnam plant executed annual water quality monitoring in accordance with local environmental protection laws.	Water Security and Management	4.2 Environment and Energy
SDG 7 Affordable and Clean Energy	Alpha actively drives renewable energy procurement and energy-efficiency measures, forging ahead toward our 2050 Net-Zero emissions target.	- Passed the SBTi 1.5°C scenario review in 2025; committed to RE60 by 2030, RE100 by 2040, and Net-Zero by 2050. - Achieved 5.34% energy savings in 2025, with renewable energy usage reaching 34% (RE34). - Construction of the solar photovoltaic plant was completed at the Vietnam plant in 2025, with the Hsinchu plant scheduled for completion in 2026.	Energy Management and Efficiency	4.2 Environment and Energy 4.3 Carbon Reduction Operations
SDG 8 Decent Work and Economic Growth	Alpha creates stable employment, offers competitive compensation, upholds labor human rights, and fosters inclusive economic growth.	- Achieved 100% global RBA VAP coverage; fully implemented the "Zero-Fee Policy" for migrant workers. - Global employee salaries met or exceeded local statutory minimum wages. - Working hours at all facilities complied with local labor laws; implemented an overtime anomaly early-warning mechanism. - The Vietnam plant provided over 1,500 local employment opportunities. - Middle-aged and senior employees accounted for 51% of the workforce, with an average tenure exceeding 10 years.	Human Capital Management / Talent Policy	3.1 Human Rights Implementation 3.2 Talent Resources 3.3 Compensation and Benefits 3.4 Talent Development 3.5 Occupational Health and Safety

SDGs	Significance to Alpha Commitment	Actions and Performance	Corresponding Topic	Related Chapter
SDG 9 Industry, Innovation and Infrastructure	Leveraging forward-looking technologies, Alpha continuously invests in R&D for core networking technologies - including 5G/6G, AI, and LEO satellites - to build robust digital infrastructure.	- Fully implemented the "Zero-Fee Policy" for migrant workers. - Achieved zero incidents of child labor, forced labor, gender inequality, or discrimination across all locations. - Implemented gender equality, equal pay for equal work, and workplace diversity initiatives; received the "Excellence Award for Promoting Workplace Equality" from the Hsinchu Science Park.	Innovative R&D and Technology	1.3 Intellectual Property and Information Security 2.1 Sustainable Products
SDG 10 Reduced Inequalities	Alpha champions Diversity and Inclusion (D&I) in the workplace, ensuring equitable employment opportunities regardless of nationality, gender, or age, and cultivating local talent across overseas sites.	- Fully implemented the "Zero-Fee Policy" for migrant workers. - Achieved zero incidents of child labor, forced labor, gender inequality, or discrimination across all locations. - Implemented gender equality, equal pay for equal work, and workplace diversity initiatives; received the "Excellence Award for Promoting Workplace Equality" from the Hsinchu Science Park.	- Diversity, Equity, and Inclusion (DEI) - Human Rights and Labor Practices	3.1 Human Rights Implementation 3.2 Talent Resources
SDG 12 Responsible Consumption and Production	Alpha integrates sustainability into corporate operations by minimizing waste, reducing chemical pollution, and driving active compliance and alignment across our supplier network.	- Maintained 100% global RBA VAP coverage to ensure responsible production. - Increased the waste recycling/reuse rate by 45.03% compared to the previous year. - Achieved 100% compliance for RoHS and other hazardous substances; achieved a 100% completion rate for product hazardous substance risk assessments. - Conducted CMRT (Conflict Minerals Reporting Template) hazardous substance surveys among suppliers; recorded zero chemical spill incidents across all plants.	- Human Rights and Labor Practices - Sustainable and Green Products - Waste and Circular Economy - Sustainable Supply Chain Management	3.1 Human Rights Implementation 4.1 Green Products 4.4 Environmental Protection Measures 2.2 Supply Chain Resilience
SDG 13 Climate Action	Alpha actively promotes low-carbon operations, accelerating our journey toward the 2050 Net-Zero goal.	Passed the SBTi 1.5°C scenario review in 2025; committed to RE60 by 2030, RE100 by 2040, and Net-Zero by 2050.	- Climate Change Strategy and Carbon Management - Biodiversity and Ecosystem Services	4.2 Environment and Energy 4.3 Carbon Reduction Operations 4.2 Environment and Energy
SDG 14 Life Below Water	Alpha leverages its core networking technologies and equipment to advance marine ecological monitoring.	- Passed the SBTi 1.5°C scenario review in 2025; committed to RE60 by 2030, RE100 by 2040, and Net-Zero by 2050. - Built an eco-friendly 5G Smart Pier in the Kaohsiung Port area; simultaneously introduced a Smart Vessel Monitoring System at Xingda Port in Kaohsiung to monitor the marine environment in real time, prevent oil pollution, and protect port fish and marine ecosystems.	Biodiversity and Ecosystem Services	4.2 Environment and Energy
SDG 15 Life on Land	Through ecological conservation actions and biodiversity assessments, Alpha safeguards terrestrial ecosystems around our facilities and encourages employee participation in ecological initiatives.	- Mobilized employees to participate in ecological conservation activities. - Maintained facility greening and landscaping to reduce the environmental burden of waste on the land. - Achieved zero procurement of raw materials from ecologically sensitive areas	Biodiversity and Ecosystem Services	1.2 Corporate Integrity and Regulatory Compliance 3.1 Human Rights Implementation 1.3 Intellectual Property and Information Security
SDG 16 Peace, Justice and Strong Institutions	Committed to ethical operations, Alpha establishes robust corporate governance and regulatory compliance frameworks to foster a transparent and honest corporate culture.	- Ranked in the top 6%–20% of the Taiwan Stock Exchange (TWSE) Corporate Governance Evaluation - Recorded zero incidents of violating corporate integrity or insider trading - Achieved zero incidents of child labor, forced labor, gender inequality, or discrimination across all locations - Maintained zero information security leaks	- Corporate Governance and Business Ethics - Human Rights and Labor Practices	3.1 Human Rights Implementation 2.2 Supply Chain Resilience
SDG 17 Partnerships for the Goals	Through strategic partnerships with suppliers, customers, investors, and international organizations, Alpha collectively advances sustainable development and actively participates in global initiatives	- Joined international ESG initiatives including SBTi and the Responsible Business Alliance (RBA). - Drove the supply chain to invest in energy conservation and carbon reduction, assisted suppliers in improving corporate governance performance, and engaged suppliers to comply with RBA standards to enhance employee welfare and corporate governance effectiveness.	- Human Rights and Labor Practices - Sustainable Supply Chain Management	3.1 Human Rights Implementation 2.2 Supply Chain Resilience

1 CHAPTER

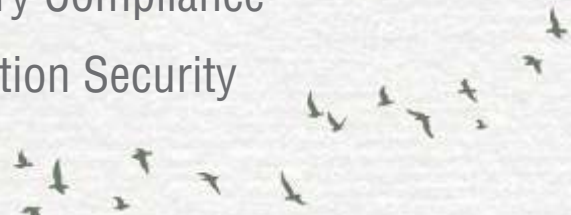


Corporate Governance

Laying a solid foundation for sustainable operations and long-term corporate development is Alpha's top priority.

Annual Performance Highlights

- 1.1 Corporate Governance
- 1.2 Corporate Integrity and Regulatory Compliance
- 1.3 Intellectual Property and Information Security
- 1.4 Risk Management
- 1.5 Financial and Operational Performance



Annual Performance Highlights

Corporate Governance

4Independent Directors

Maintained 4 Independent Directors (representing 50% of the total board seats) in 2025; all complied with concurrent post regulations, and none exceeded a tenure of 3 consecutive terms.

100%

Achieved a 100% attendance rate for the Board of Directors, Audit Committee, and Remuneration Committee in 2025.

Top 6%-20%

Ranked in the top 6%–20% of the Taiwan Stock Exchange (TWSE) Corporate Governance Evaluation.

Risk Management

0financial damage and zero production line

- ▣ The Risk Management Committee convened on a quarterly basis to identify risks, mitigate operational impacts, and prevent physical losses, achieving zero financial damage and zero production line downtime in 2025.
- ▣ Completed climate risk assessments and financial monetization analysis in accordance with the TCFD framework; linked physical risks to the Business Continuity Plan (BCP) and integrated transition risks into the core ESG strategy.



Information Security and Confidentiality Protection

250 / training participants 175 / total training hours

In 2025, information security training courses achieved a total of 250 training participants and accumulated 175 total training hours.

0zero incidents

0 zero incidents In 2025, Alpha Networks experienced zero customer complaints, information leaks, theft, or loss of customer data.



Honest Business Practices and Compliance with Laws and Regulations

0

In 2025, zero whistleblowing reports or grievance cases were received regarding violations of business integrity.

0

In 2025, zero incidents of non-compliance with local laws and regulations or major lawsuits were recorded.



Corporate Governance

Alpha drives corporate governance across four core pillars: "Strengthening Board Structure and Operations," "Safeguarding Shareholder Rights," "Enhancing Information Transparency," and "Promoting Sustainable Development." The operational practices and achievements in corporate governance for 2025 are detailed below:

Governance Transparency: Aligning with Standards and Information Disclosure

- The annual shareholders' meeting was proactively convened early in May.
- The handbooks of the shareholders' meeting in both Chinese and English were uploaded simultaneously 30 days prior to the meeting date.
- Upon the Board's resolution regarding the shareholders' meeting, material information was published simultaneously in both Chinese and English, announcing the meeting date, assembly method, agenda items, and the book closure period for share transfer registration.
- Disclosed comprehensive information regarding corporate governance, corporate social responsibility (CSR), and risk control on the official Alpha website.
- In alignment with competent authority policies, the company formulated a "Corporate Value Enhancement Plan" in both Chinese and English. This plan was submitted to the Board of Directors, and relevant disclosures were made in the "Corporate Value Enhancement Plan Section" of the Market Observation Post System (MOPS).

Aligning with IFRS to Disclose Sustainability Information

	Phase 1 Analysis & Planning	Phase 2 Implementation	Phase 3 Adoption	Phase 4 Adjustment & Improvement
Core Items	• Establish the cross-departmental IFRS Sustainability Disclosure Task Force. • Formulate the formal adoption roadmap. • Perform a preliminary gap analysis between current sustainability disclosures and IFRS Sustainability Disclosure Standards.	• Identify sustainability-related risks, opportunities, and financial impacts; assess material sustainability-related financial information. • Gather and organize required quantitative/qualitative data.	Trial the compilation and preparation of the dedicated Sustainability Disclosure Chapter within the Annual Report.	Formally publish and file the dedicated Sustainability Disclosure Chapter within the Annual Report.
Expected Completion	Q4 2025 to Q1 2026	Q2 2026 to Q3 2026	Q2 2027	Q1 2028

*Note on Phase 2 Focus: Identify sustainability-related risks, opportunities, and financial impacts, and evaluate material sustainability- related financial information.

Annual Report Disclosures

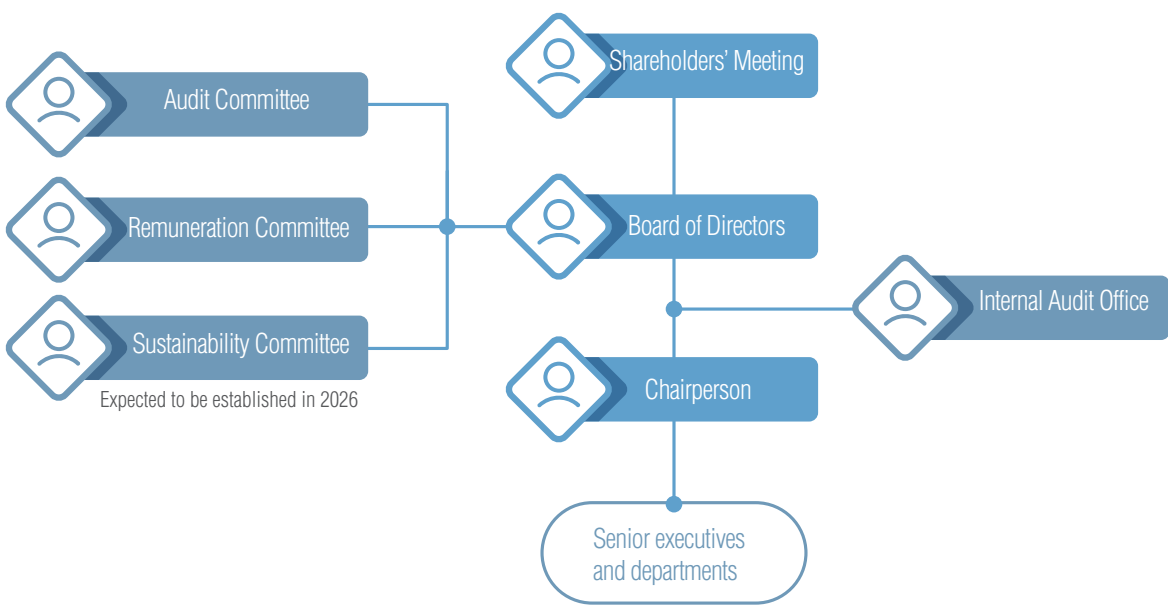
- The Chinese and English versions of the Annual Report were uploaded simultaneously 18 days prior to the shareholders' meeting .
- The company's annual report discloses the implementation of shareholders' meeting resolutions, the results of the board performance evaluation, as well as the dedicated corporate governance unit and its responsibilities.

1.1.1 Governance Structure and Operations

Alpha places a high premium on shareholder rights. At the shareholders' meeting, the company utilizes an electronic voting system and conducts voting on a case-by-case basis for all resolutions to increase shareholder attendance rates and ensure shareholders can exercise their rights lawfully. The management of Alpha proactively presents operational and financial overviews to shareholders and addresses inquiries. Furthermore, amendments to the Articles of Incorporation must be approved at the shareholders' meeting to take effect.

The Board of Directors has established the Audit Committee and the Remuneration Committee to assist Directors in reviewing various proposals, thereby ensuring the quality of Board decisions. The management team is composed of highly experienced professional managers dedicated to maximizing shareholder value.

Corporate Governance Organizational Architecture



1.1.2 Board Structure and Operations

The Board of Directors serves as the highest governance and decision-making body of Alpha. Members are elected at the shareholders' meeting through a candidate nomination system in accordance with relevant laws, regulations, and [the Articles of Incorporation](#) for a three-year term. The current Board consists of 8 directors (including 4 independent directors). All committees under the Board are nominated and selected via Board resolutions based on their respective organizational charters. All independent directors fulfill the professional qualifications, work experience, concurrent post limits, and independence criteria mandated by the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." The Chairman is elected by the directors, and all board members possess more than five years of experience in commerce, law, finance, accounting, or businesses required by the company.

In accordance with Article 208, Paragraph 3 of the Company Act, the Board is chaired by Chairman Larry Lee. During discussions and voting, any director with a personal conflict of interest that may prejudice the company's interests complies with the recusal stipulations of Article 206, Paragraph 2 (applying mutatis mutandis Article 178 of the Company Act) and refrains from participating in discussion and voting. When necessary, the Chairman will appoint another director to act as meeting chair. Any conflict-of-interest recusals occurring during the fiscal year are lawfully disclosed in the Corporate Governance chapter of the Annual Report.

To ensure robust oversight, the Board of Directors meets at least once per quarter. Board members are guided by the principle of maximizing shareholder value, exercising due care of a good administrator and fiduciary duties with high self-discipline and prudence. In 2025, the Board convened a total of 4 times with a 100% attendance rate, exceeding the 80% self-assessment benchmark for Board performance, with all members attending in person. Moving forward, the minimum board attendance requirement will be formally incorporated into the Corporate Governance Code.

1.1.2.1 Board Diversity

The Articles of Incorporation state that board elections follow a candidate nomination system. Article 20 of the "Corporate Governance Code" further stipulates that board composition should incorporate diversity. Directors concurrently serving as company managers should not exceed one-third of total seats. Diversification goals are tailored to the company's operations and development needs, encompassing basic attributes (gender, age, nationality, culture) and professional capabilities (industry experience, professional skills, and academic backgrounds)

Currently, 1 director holds an employee status (12.50%) and there are 4 independent directors (50.00%), achieving the company's targets of having independent directors exceed one-third and concurrent management directors remain below one-third of the board.

Board Diversity Profile

Job title	Full name	Gender	Age	Members of functional committees	Diversified industry-related skills and professional competence								Independent directors Term of office
					Business administration	High-tech industry	Venture capital	Sustainable development	Finance & accounting	Risk Management	Information security	Academic research	
Chairperson	Larry Lee	Male	61-70	NA	V	V		V					
Vice Chairperson	Peter Chen	Male	61-70	NA	V	V	V	V		V			
Director	Han-Chou Huang	Male	61-70	NA	V	V		V					
Director	Jasmin Hung	Female	51-60	NA	V		V		V	V			
Independent Director	Shu-Hsing Li	Male	61-70	Audit Committee convener Remuneration Committee member	V	V			V			V	3 terms or less
Independent Director	Ming-Te Hsieh	Male	61-70	Audit Committee convener Remuneration Committee member		V					V	V	3 terms or less
Independent Director	Cheng-Jung Chiang	Male	71-80	Audit Committee convener Remuneration Committee member	V	V		V				V	3 terms or less
Independent Director	Chung-Jui Chen	Male	61-70	Audit Committee convener Remuneration Committee member	V	V	V		V				3 terms or less

Board Diversity Policy and Achievement

Category	Management goals	Achievement status
Seat Composition	Total of 8 seats: 4 general directors and 4 independent directors.	V
Gender Diversity	1 female director seat.	V
Tenure Limit	Independent directors shall not serve more than 3 consecutive terms.	V
Concurrent appointments	Directors serving concurrently as managers shall not exceed 1/3 of the board. Independent directors shall not serve concurrently as an independent director for more than 3 public companies. Independent directors should not simultaneously serve as a director (including independent director) for more than 5 listed companies.	V
Diversified professional competence	Ensure background capabilities encompass the technology industry, technical R&D, industrial innovation, financial accounting, financial investment, and corporate sustainability.	V

* For more board-related details, please refer to the Annual Report or Alpha Networks Official Website >[Corporate Governance](#)

1.1.2.2 Deepening Board Functions and Information Security Systems

Alpha is committed to promoting corporate governance, including protecting shareholder rights, treating shareholders equitably, strengthening board structures, enhancing transparency, and advancing corporate sustainability. The company website features an "Investor Relations" section providing downloads of bilingual annual reports, financial statements, dividend info, and details at the shareholders' meeting. The "Corporate Governance" section houses the Articles of Incorporation, Corporate Governance Code, and major Board resolutions.

Enhancing Diversity and Independence:

Independent directors currently account for 50% of the board, reinforcing structural independence.

Introducing External Perspectives via Dual-Track Performance Evaluations:

The "Board Performance Evaluation Measures" incorporate an external review mechanism executed every three years. In 2023, the company commissioned the Taiwan Corporate Governance Association (an independent professional institution) to perform its first external board performance evaluation. Additionally, the dedicated corporate governance unit conducts internal performance self-assessments annually.

Internal Performance Evaluation

Completed internal performance evaluations for the Board and functional committees at the end of 2025. The self-evaluation result was graded as "Excellent," demonstrating high overall operational efficiency. The results were formally reported to the Board in Q1 2026.

External Performance Evaluation

Commissioned the independent Taiwan Corporate Governance Association in 2023 to evaluate 8 core dimensions (Composition, Guidance, Authorization, Oversight, Communication, Internal Control & Risk Management, Self-Discipline, and Support Systems) via online self-assessment questionnaires and on-site interviews. The results were submitted to the Board on October 31, 2023, serving as a benchmark for functional optimization.

*Board performance evaluation reports are disclosed on the Alpha website > [Corporate Governance](#)

*All board members comply with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEX Listed Companies," completing at least 6 hours of continuing education annually to enhance governance insights into economic, environmental, and social (ESG) topics.

Rigorous Financial Oversight:

Quarterly financial reports must be approved by the Audit Committee prior to submission to the Board of Directors for final resolution.

Shareholders' Meeting Timeline Surpasses Regulatory Standards:

Since 2023, Alpha has published its audited annual financial statements within two months following the end of the fiscal year and advanced the date of the shareholders' meeting to late May.

Institutional Information Security via ISO 27001:

The company has adopted the ISO 27001 Information Security Management System and maintained its certification to reinforce incident response capabilities and secure company and customer assets.

Deepening Board Oversight on Climate Change and Carbon Reduction:

Alpha maintains a greenhouse gas (GHG) inventory and third-party verification mechanism, rolling out operations according to schedule and reporting regularly to the Board to strengthen climate governance oversight.

1.1.3 Audit Committee

Established in 2012, the Audit Committee is composed entirely of independent directors. At least one member possesses accounting or financial expertise. The committee acts in an oversight capacity, prudently reviewing the operational performance of the company and the Board. It meets at least once per quarter.

CPAs report semiannually, internal auditors report quarterly, and risk management, legal, and finance units report on an ad-hoc basis regarding recent financial statement audits, internal audit results, major litigation, and overall financial/business conditions. This enables committee members to assist shareholders in ensuring corporate credibility and disclosure transparency to protect shareholder interests.

In 2025, the committee convened 4 times with a 100% attendance rate. Key annual operations are disclosed in the "Audit Committee Operations" section of the 2025 Annual Report. Communications, agendas, and outcomes are disclosed on the Alpha website > [Corporate Governance](#)

1.1.4 Remuneration Committee

Pursuant to the "Regulations Governing the Appointment and Exercise of Powers of the Remuneration Committee of Companies Whose Stock is Listed on the Taiwan Stock Exchange or Traded on the Taipei Exchange," the Board approved the establishment of the Remuneration Committee and its organizational charter in 2011. Operating from a professional and objective standpoint, the committee evaluates overall compensation and benefits policies, performance reviews, and remuneration structures for directors and executives, presenting recommendations to the Board.

Director remuneration is stipulated by the Articles of Incorporation and capped at 1% of the current year's profit (profit before tax less employees' and directors' compensation). Executive compensation consists of fixed components aligned with industry competitive averages and variable components correlated with corporate performance, individual achievement, and contribution. Evaluation metrics, targets, and weights are established at the beginning of each year based on internal and external operational developments, reviewed by the Remuneration Committee, and executed upon Board approval.

The committee meets at least twice a year and can convene ad-hoc sessions as required. It consists of 4 members – all independent directors – serving a term from May 31, 2023, to May 30, 2026. In 2025, the committee convened 3 times with the following attendance details:

Title	Name	Number of Meetings (A)	Actual Attendance (B)	Proxy Attendance	Actual Attendance Rate (%) (B/A)
Convener	Hsieh, Ming-Te	3	3	0	100%
Member	Lee, Shu-Hsing	3	3	0	100%
Member	Chiang, Cheng-Jung	3	3	0	100%
Member	Chen, Chung-Rui	3	3	0	100%

The committee invites the Chairman or CEO to attend as non-voting participants, provided they recuse themselves from proposals involving personal interest. Directors, internal auditors, CPAs, legal counsels, or other personnel may also be invited to provide necessary information.

1.1.5 Internal Audit Operations

Upholding the core value of integrity, Alpha implements robust corporate governance by establishing an internal control system embedded across operational and management workflows in accordance with relevant laws.

• **Board Supervision:**

The Board serves as the highest supervisory body for corporate governance, bearing ultimate responsibility for establishing and maintaining an effective internal control system. It tracks internal control and risk management performance through the Audit Committee and regular reporting mechanisms.

• **Independent Operations of the Internal Audit**

The Audit Office is an independent unit reporting directly to the Board of Directors. It is staffed by 1 dedicated audit manager and 2 dedicated auditors (3 members total) responsible for evaluating the design and operating effectiveness of internal controls. The audit manager reports regularly to the Audit Committee and Board, issuing immediate notifications on material deficiencies or potential risks to enhance oversight and information transparency.

Overview of the Effectiveness of Internal Control Operations in 2025

The Internal Audit Office formulates the "Annual Audit Plan" each year based on risk assessment results. Adopting a Risk-based Approach strategy, we focus audit resources on high-impact risk areas. Any deficiencies identified during audits are systematically tracked and monitored until fully rectified, serving as a critical foundation for the continuous enhancement of internal controls and risk management.

• Overview of Internal Control Operations and Communication Mechanisms (2025)

Institutional Dimension	Concrete Implementation Details	Supervision & Communication Mechanism
Organizational Independence	The Audit Office reports directly to the Board, ensuring high independence, objectivity, and fairness in all audit operations.	The audit manager provides monthly audit reports to independent directors for review and attends Board and Audit Committee meetings to report on audit execution and material matters.
Risk-Based Auditing	Formulates the next year's audit plan at the end of each year based on risk assessments, spanning operations, financial reporting, and regulatory compliance.	Executed upon Board review and approval, ensuring audit focus aligns with the company's overall risk profile.
Group Governance Platform	Participates in the Group Audit Management Platform as a horizontal coordination mechanism to facilitate information integration, experience sharing, and mutual learning.	Assists the Audit Committee in fulfilling oversight duties from a group-wide perspective, increasing the transparency and immediacy of internal control insights.
Self-Assessment & Declaration	Conducts regular annual evaluations of the overall internal control system, embedding control points into daily management.	Coordinates self-assessments across all departments and subsidiaries to serve as the basis for evaluating internal control effectiveness and issuing the "Statement of Internal Control System."

Continuous Reinforcement of Risk Management and Operational Transparency

Alpha turns risk control into operational resilience. By utilizing risk-based auditing, the annual audit plan targets high-impact risk areas, including ethical management (anti-corruption) and information security management. This review and feedback loop supports risk control functions and increases the visibility of management insights.

| Internal Audit Summary in 2025 |

- The company's internal control system operated effectively; zero material internal control deficiencies or major regulatory violations were identified.
- Audit findings have been provided to executive management to serve as a baseline for continuous operational optimization.

Through regular communication channels, the Board and Independent Directors oversee internal audit execution as part of our internal control framework. Details regarding communications between Independent Directors, the Head of Internal Audit, and external auditors (including meeting frequency, key agenda items, and material reporting procedures) are available at Investor Relations > [Corporate Governance](#)

| 1.2 Ethical Corporate Management |

Establishing Transparent and Honest Operational Mechanisms

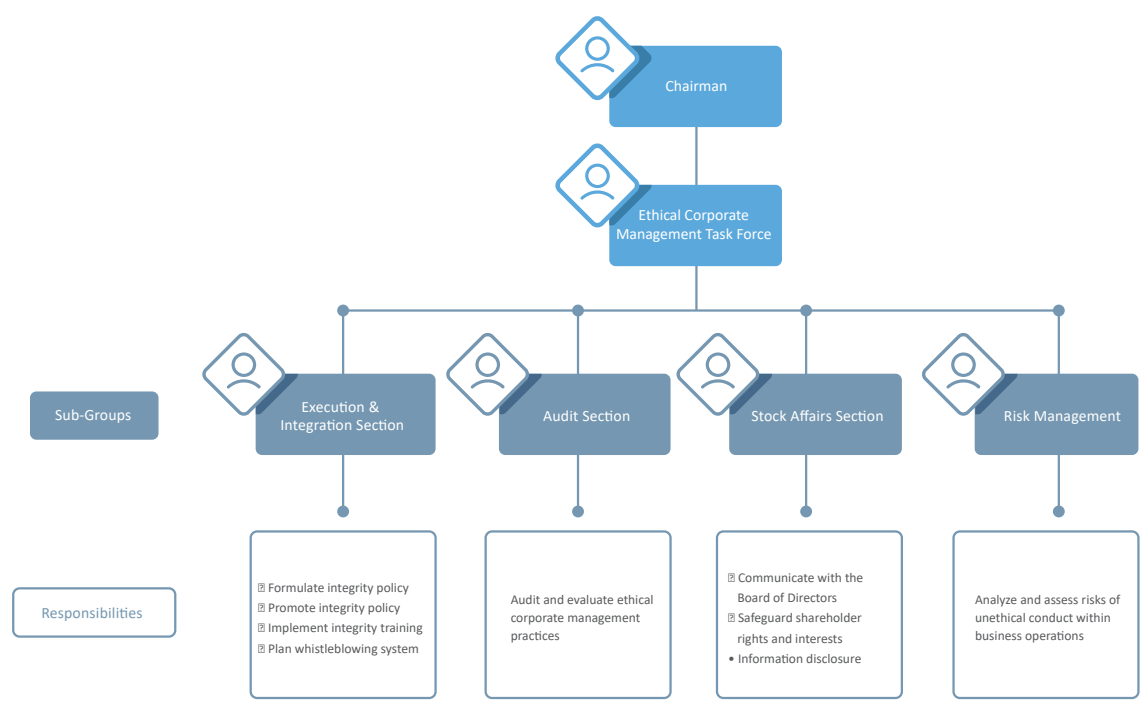
1.2.1 Corporate Integrity Policy

The Board of Directors of Alpha has approved the "Procedures for Ethical Corporate Management" and "Code of Ethical Conduct," serving as the behavioral baseline for all colleagues. Any establishment, amendment, or abolishment of these regulations must receive Board approval

Alpha has also set up an Ethical Corporate Management Task Force comprising finance, human resources, and audit professionals. Based on divisional functions, the task force assists the Board and management in formulating and supervising compliance programs - including anti-corruption, anti-bribery, and regulatory compliance - to prevent unethical conduct. The task force is chaired by the head of the Human Resources Division and reports regularly to the Board.

1.2.2 Governance Structure and Operations

- Alpha Ethical Corporate Management Implementation



Whistleblowing and Grievance Mechanisms

Alpha maintains zero tolerance for any form of misconduct to protect stakeholder rights. The company has designated personnel for stakeholder communication and established whistleblowing channels pursuant to the "Procedures for Ethical Corporate Management" and "Code of Ethical Conduct," guided by the formal "Whistleblowing and Grievance Management Measures."

Dedicated personnel handle all stakeholder grievances. Whistleblower identities and content are strictly kept confidential. If illegal activities are discovered, investigation details and results are sealed to guarantee protection against retaliation. The channels and procedures are outlined below:

A. Intake Channels:

Unethical or non-compliant behavior can be reported via the Employee Grievance Mailbox (talk@alphanetworks.com), the Stakeholder Whistleblowing Mailbox (improvement@alphanetworks.com), directly to the Human Resources Unit, or via anonymous submissions.

B. Investigation Procedures:

- The intake window evaluates and classifies the report immediately upon receipt.
- A dedicated project task force involving relevant units is convened to establish investigation protocols.
- If a case involves directors or executive management, it is escalated directly to the independent directors.
- Comprehensive documentation regarding intake, investigation workflows, outcomes, and records is securely archived.

C. Response Method:

- Upon completion of an investigation, the task force submits findings to the President for final ruling, including handling procedures for external parties.
- If material violations or risks of significant damage are identified, independent directors are notified immediately alongside a written report to the Board, escalating to competent authorities or judicial bodies if necessary.

D. Incentives:

Whistleblowers are eligible for appropriate rewards if the reported case is verified as true, encouraging proactive reporting of misconduct.

2025 Ethical Management Implementation Status

A. Education and Training:

Conducted "Integrity and Code of Conduct" training courses, reaching 1,119 total training participants and accumulating 305.4 total training hours.

B. Employee Commitments:

Reached a 100% signing rate of the Integrity and Anti-Corruption Commitment Letter for all newly hired employees in 2025.

C. Employee Advocacy:

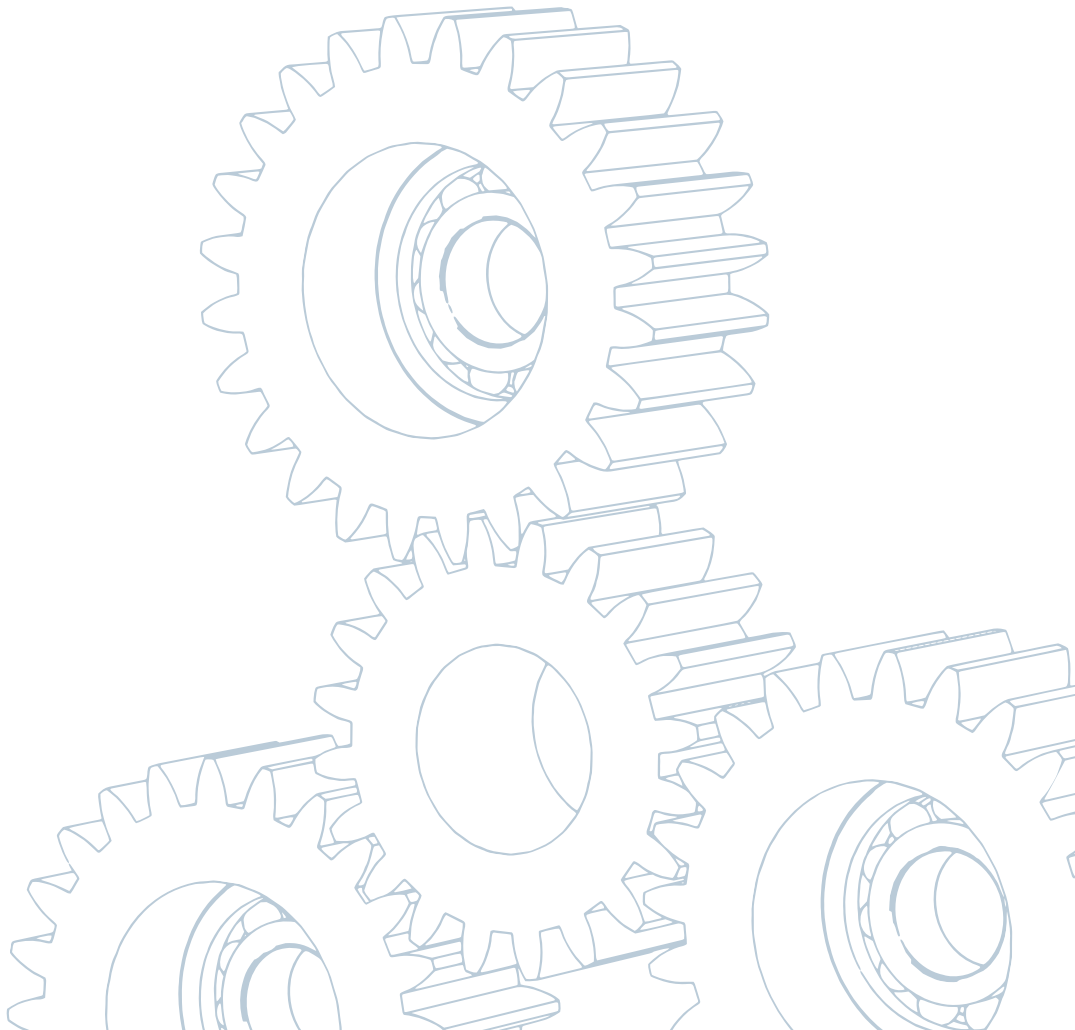
Disseminated integrity and confidentiality notices via internal corporate communications and newsletters.

D. Grievances:

Received zero whistleblowing or grievance cases in 2025.

E. Board Reporting:

The 2025 implementation status was formally reported to the Board of Directors during the Q1 session in February 2026.



1.2.3 Regulation Compliance

Alpha Networks complies with market mechanisms and refrains from engaging in any improper or unfair anti-competitive practices.

The Company has established the "Ethical Corporate Management Best Practice Principles," which clearly govern matters regarding anti-corruption, anti-trust, data protection, and political participation, serving as the supreme code of conduct for all company members when conducting related business activities.

In 2025, no anti-competitive or anti-trust practices or incidents involving Alpha Networks occurred. The Company maintains political neutrality and encourages employees to fulfill their civic duties without engaging in political PR or making any political contributions under the Company's name. In 2025, Alpha Networks did not incur any expenses related to political contributions.

As a listed company on the Taiwan Stock Exchange, Alpha Networks has established the "Procedures for Handling of Internal Material Information and Prevention of Insider Trading" to prevent insider trading. At least once a year, the Company conducts educational campaigns on the "Management Measures for the Prevention of Insider Trading" and relevant regulations for incumbent directors, managers, and employees. Newly appointed directors are provided with self-prepared guidance manuals upon taking office, which cover various regulations (including the aforementioned Procedures for Handling of Internal Material Information and Prevention of Insider Trading) and points of attention to facilitate their compliance.

1.2.4 Respect for Market Mechanisms

Alpha Networks complies with market mechanisms and refrains from engaging in any improper or unfair anti-competitive practices.

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As of 2022, education and guidance pursuant to the provisions set forth in Article 157 of the Securities and Exchange Act is provided for insiders, supervisors with specified duties, and other involved employees prior to release of operating results on a quarterly basis. Contents include "silence period" reminders, applicable scope and parties of insider trading bans, scope and method of disclosure of information with a material impact on stock prices, penalties, and other applicable laws and regulations with a view to ensuring effective implementation of insider trading prevention.

In 2025, a total of 905 newly appointed directors and managerial officers and newly hired employees attended educational courses on prevention of insider trading. Total training hours amounted to 123 hours.

We stipulated 2022 that insiders are prohibited from trading their stocks during the closure period within 30 days period to release of annual financial statements and 15 days prior to release of quarterly financial statements. When conducting monthly investigations regarding changes in shareholdings of insiders, we remind directors by email that trading of stocks during the closure period within 30 days period to release of annual financial statements and 15 days prior to release of quarterly financial statements is strictly prohibited. We further provide education on common mistakes and omissions in insider equity reporting and regulations related to short-swing trading bans. Shareholding transfers must be carried out and declared pursuant to applicable regulations and insider and short-swing trading are strictly prohibited. Insiders are also reminded that gains derived from short-term trading are subject to disgorgement and must be handed over to the Company.

Review procedures for the scope, representative character, and contents of public statements or disclosure of information on the Company, markets, products, services, customers, or suppliers are determined pursuant to Procedures Governing the Handling of Insider Trading-Related Material Information and Prevention of Insider Trading. Alpha Networks not only relies on its spokesperson system but also discloses the latest Company news and material information in the fields of finance and sustainable development and other areas in its annual reports, meeting handbooks, sustainability reports, and in the Investor Relations section of corporate website in a transparent manner.

1.3 Intellectual Property and Information Security

Consolidating R&D Assets, Safeguarding Operational Information

1.3.1 Intellectual Property

Prior to launching R&D initiatives, Alpha conducts patent searches for innovative technologies to reduce infringement risks, eliminate redundant resource allocation, and gain competitive intelligence to steer R&D directions. Throughout the R&D cycle, innovations are secured through patent, trademark, and copyright applications.

IP Legal Awareness

Alpha hosts training sessions and issues internal notices to ensure compliance with trade secrets and software licensing laws. Trade secret definitions and intellectual property ownership rules are covered during onboarding training and stipulated within employment contracts.

2025 IP Training Performance:

- Introduction to Patent Applications: 116 attendees (overseas R&D hubs attended via synchronized online sessions)
- Online IP Course: Reached 96 total training participants and accumulated 21 total training hours
- Introduction to Patents (Physical Session): 45 technical and R&D colleagues attended in person (overseas hubs joined via online streaming)

Trade Secret Protection

Alpha signs Non-Disclosure Agreements (NDAs) with customers and partners. Internally, regular legal advocacy guarantees that employees handle confidential info according to NDA terms. Rigorous protocols govern secure transmission via email or other communication channels.

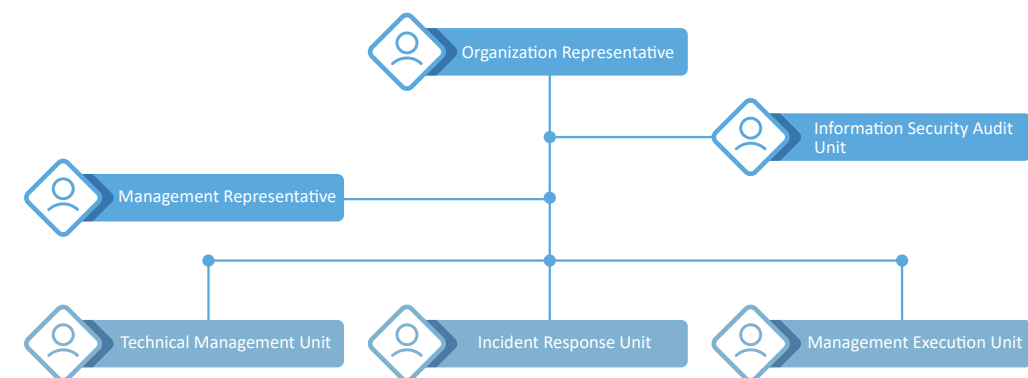
In 2025, zero customer complaints, information leaks, theft, or loss of customer data occurred.

1.3.2 Information security management

To secure the information assets of the company, customers, and partners, Alpha maintains an institutionalized information security environment. The company achieved ISO/IEC 27001 Information Security Management System certification in 2019 and continuously maintains its validity. Security policies are developed based on this system, with internal audits driving continuous improvement to secure the Confidentiality, Integrity, and Availability (CIA) of information assets.

Information Security Risk Management Architecture

Alpha established its Information Security Organization in 2019, represented by the Chief Information Officer (CIO). It evaluates internal and external security risks and drives data protection measures through an annual Information Security Management Review Meeting. The architecture is divided into four sub-groups led by dedicated managers. In compliance with FSC regulations, the company has appointed a dedicated Information Security Officer and dedicated information security personnel, reporting information security management execution statuses to the Board of Directors at least once a year.



Information security policy

In accordance with the ISO/IEC 27001 Information Security Management System, the company analyzes its internal and external issues, as well as the needs and expectations of stakeholders regarding information security annually. Through risk appraisals and Business Impact Analyses (BIA), it defines the information security management system, targets, and opportunities for risk improvement.

Information Security Control Procedures

External security systems deploy firewalls and Intrusion Detection Systems (IDS), supplemented by third-party external vulnerability scanning systems to prevent intrusion risks. Internal control procedures govern information asset usage, network communication management, account authorization, laptop removal control, physical printing controls, and remote connection multi-factor authentication (MFA) to systematically lower data leak and security risks.

Internal and external information systems enforce encrypted connections. Connection tracking logs are maintained, and personal data audits are performed to prevent data mishandling or theft. Physical security systems monitor data center environments to maintain server room stability. A corporate cloud platform centralizes R&D, manufacturing, and operational systems, backed by high-availability cloud redundancy. For system and data security, an information system BCP aligned with ISO 22301 governs regular data backup and disaster recovery drills, with backup data stored offsite in a third-party data center.

To comply with intellectual property regulations, the company introduced a software asset audit system and enforces a "software real-name management system" coupled with quarterly usage audits to ensure software license compliance. In terms of strengthening information security awareness, besides employee training courses, the company utilizes internal security bulletins to propagate security protocols and software licensing updates.

Strengthening of Information Security

Alpha Networks Inc. has noted that, in recent years, the industry has suffered from external attacks and that risks around operational data encryption and other information security aspects have increased. To strengthen our information security, a budget has been allocated to increase the active defense and monitoring of external attacks and enhance advanced protection of key operating systems. In addition, the four major operational systems have been scanned for vulnerabilities. An inventory of all information system management permissions was carried out to ensure decentralized management of access per system, improve password strength of privileged accounts, and force remote management connections to enable multi-factor authentication to strengthen security of our information systems and operational data.

Information Security Awareness Exercises



The intranet disseminates security guidelines and event alerts. Professional training is provided annually for security personnel alongside general courses for staff. Regular phishing email social engineering simulations are conducted; in 2025, phishing simulations reached 1,054 participants with 5,270 total tests. Employees who fail the simulation attend mandatory training to improve day-to-day security awareness. In 2025, information security online/classroom courses reached 250 total training participants and accumulated 175 total training hours.

1.4 Risk Management

Strengthening Risk Control Frameworks: Implementing Strategic, Financial, Operational, and Hazard Management

Alpha focuses on risk identification, risk prevention, and risk transfer planning. By using strategic analysis tools to evaluate risk impacts, the company prevents and controls risks to optimize total risk management costs and handle exposures exceeding corporate risk tolerance. The Risk Management Committee (RMC) serves as the core body managing four major risk categories: strategic, financial, operational, and hazard risks.

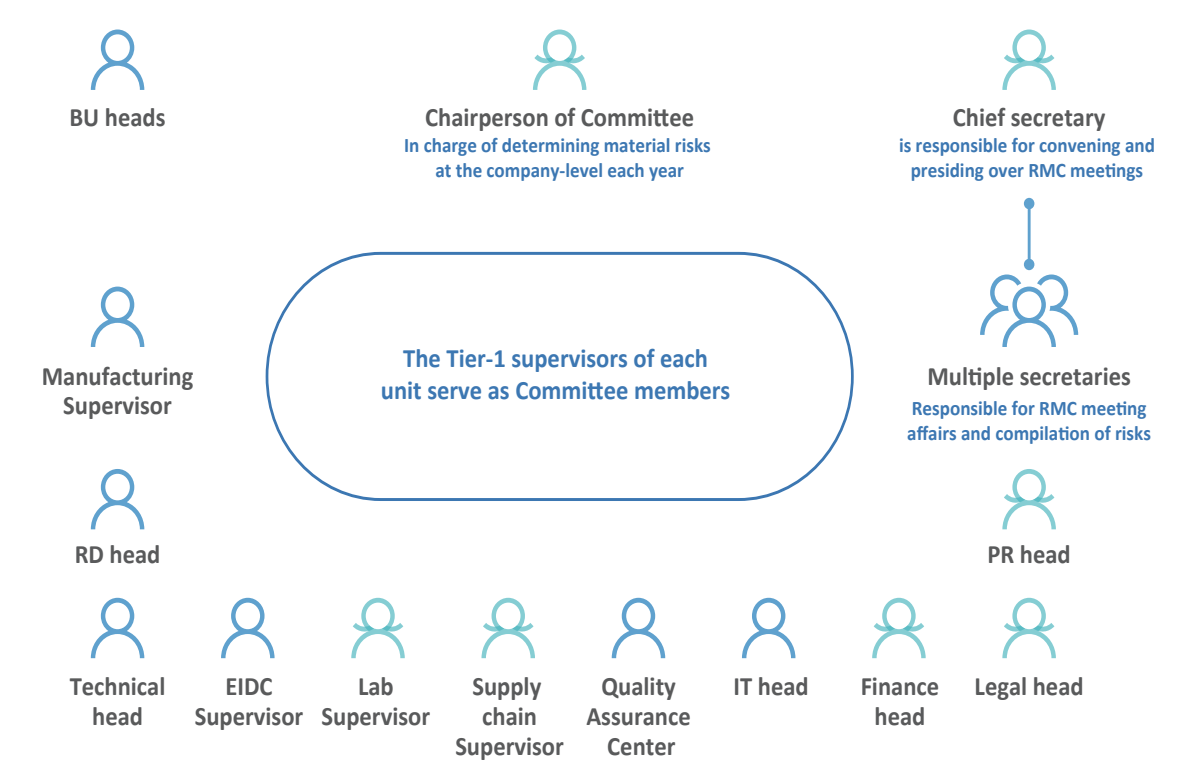
1.4.1 Risk Management Policy

Pursuant to the "Risk Management Policy and Procedures" approved by the Board, the Risk Management Committee (RMC) was established in 2021. The committee is chaired by the Chairman of the Board, with the Chief Sustainability Officer (CSO) serving as Executive Secretary, and first-level divisional executives serving as committee members. The policy outlines the following mandates:

1. To ensure sustainable operations, the RMC must regularly identify, evaluate, treat, report, and monitor risks that could negatively impact corporate objectives.
2. To identify and control risks prior to incident occurrence, mitigate losses during incidents, and restore product/service delivery promptly post-incident. Business Continuity Plans (BCP) and emergency response handbooks are developed for critical risk scenarios identified by the RMC and updated regularly.
3. The risks within tolerance thresholds can be treated using management tools based on cost-benefit analyses, except under conditions that:
 - **Negatively impact employee life and safety**
 - **Lead to regulatory violations**
 - **Negatively impact corporate reputation**

The risk management framework involves the Board of Directors, Audit Committee, Risk Management Committee, RMC Secretariat, and various operational units. Roles and responsibilities are defined under Section 5 of the "Risk Management Policy and Procedures."

Composition of Risk Management Committee



	Authority	Responsibilities
Board of Directors	Approval of risk management vision, policies, and procedures.	• Ensures that the operational strategy direction is consistent with risk management policy; • Ensures that an appropriate risk management mechanism and risk management culture have been established; • Oversees and ensures the effective operation of the overall risk management mechanism; • Allocates and assigns sufficient and appropriate resources to enable risk management to operate effectively.
Audit Committee	Determination of risk management policies and oversight of execution outcomes.	• a. Reviews the risk management vision, policies, and procedures, and periodically evaluates their applicability and execution effectiveness; • b. Approves the risk appetite (risk tolerance) to guide resource allocation; • c. Ensures the risk management mechanism can adequately address the risks facing the Company; • d. Reviews risk management execution status, proposes necessary improvement recommendations, and reports to the Board of Directors on a regular basis; • e. Executes the Board of Directors' risk management decisions.
Risk Management Committee	Formulation of Risk Management Committee policies and resolutions.	• a. Formulates the risk appetite (risk tolerance) and establishes qualitative and quantitative measurement criteria; • b. Analyzes and identifies the Company's risk sources and categories, and periodically reviews their applicability; • c. Ensures the risk management mechanism can be integrated into daily operating processes.
Risk Management Unit	Planning, execution, and review of risk management-related matters.	• a. Formulates the risk appetite (risk tolerance) and establishes qualitative and quantitative measurement criteria; • b. Analyzes and identifies the Company's risk sources and categories, and periodically reviews their applicability; • c. Regularly compiles and submits risk management execution status reports; • d. Assists and supervises the execution of risk management activities across departments; • e. Facilitates cross-departmental interaction and communication in risk management operations; • f. Executes the Risk Management Committee's decisions regarding risk management; • g. Plans risk management-related training to enhance the Company's overall risk awareness and risk management culture.
Operating Unit	—	• a. All Company managers and employees are obligated to properly manage risk within their respective scope of work; • b. Responsible for the risk identification, analysis, assessment, and response of their respective units, and establish related crisis management mechanisms when necessary; • c. Regularly report risk management information to the risk management promotion and execution units; • d. Ensure that risk management and related control procedures of their respective units are effectively implemented in compliance with risk management policy.

Risk Management Procedures



BCM & BCP Execution

Operational units develop corresponding mitigation plans for material risk scenarios to implement Business Continuity Management (BCM) and establish Business Continuity Plans (BCP), conducting drills to secure business continuity.

Emergency Response

Through BCP execution, risk scenarios, and simulation drills, the company improves its emergency response agility to ensure complete handling during the first moments of an incident. A group-wide notification protocol manages incident reporting. Cross-departmental communication groups facilitate coordination and resource integration to restore operations promptly during major disruptions.

1.4.2 Risk Management Operations

In 2025, the RMC met quarterly to identify corporate risks and formulate mitigation strategies.

Risk Identification

Based on the Q4 2025 risk management session, risks facing the company over the coming year include:


STRATEGIC RISKS

Revenues falling short of expectations, trade barriers, and climate change transition risks.

S


OPERATIONAL RISK

Second-source identification for critical components, logistics disruptions, and human rights policy implementation.

O


FINANCIAL RISKS

Profit margin compression and inventory write-downs.

F

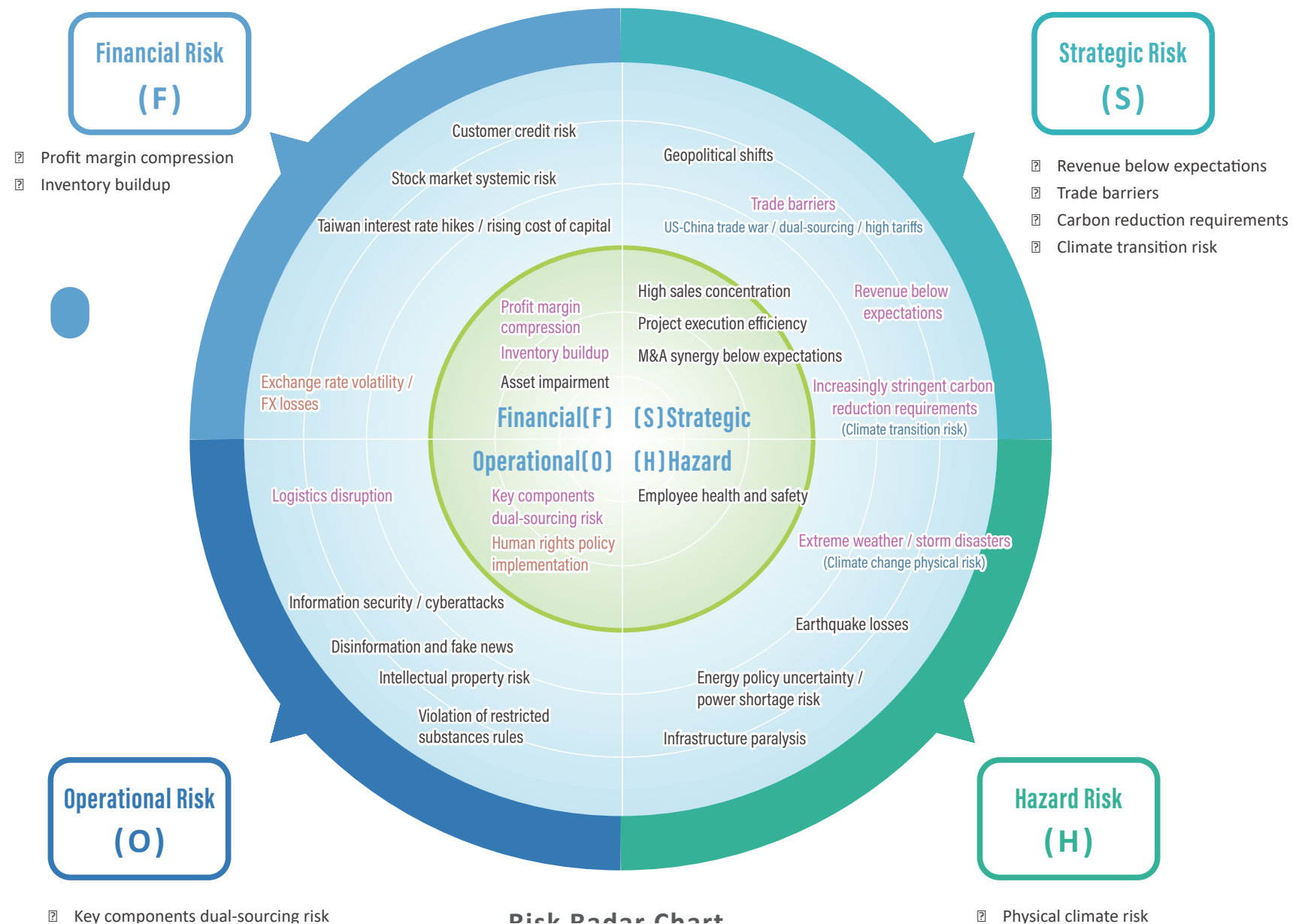

HAZARD RISKS

Climate change physical risks, employee health and safety, and energy policies/ electricity shortage concerns.

H

Following a comprehensive review by the Risk Management Committee and subsequent approval by the Chairperson, the Company has identified the following as its principal risks for the coming year: revenue underperformance, trade barriers, inventory overstock, foreign exchange fluctuations and related exchange losses, climate change transition risks, and the effective implementation of the Company's human rights policy.

Risk Radar Chart



Material Risk Scenarios and Mitigation Responses

Material Risk	Correlated Factors	Mitigation Responses
Profit Margin Compression	Sluggish market demand recovery	• Revenue Generation Expand core businesses / accelerate growth in emerging Asian markets / reinforce telecom distribution channels. • Cost Reduction Consolidate NCG R&D resources to harvest synergy / implement minimalist management and streamline operational workflows
Trade Barriers	Geopolitical volatility	Introduce second-source and non-China vendors during new product introduction (NPI). Target an 85% second-source adoption rate, mandating that at least one alternative component supplier must be "Non-China Manufactured" to mitigate material shortage risks stemming from the US-China trade war.
Inventory Accumulation	• Lack of second-sources for critical components • Logistics	• Lack of second-sources for critical components • Logistics Inventory Value Reduction: Accelerate the disposal and clearance of obsolete materials stagnant for more than 365 days
Climate-related transition risks	Climate-related physical risks	Evaluate physical and transition risks based on the TCFD framework. Link physical risks directly to the BCP; integrate transition risks into the core ESG strategy, and execute carbon reduction initiatives.
Human Rights Policy Implementation	Safeguarding labor rights; improving workplace safety and health	• Conduct human rights risk identification, formulate mitigation or remediation measures for material human rights topics, and track monitoring results • Implement RBA standards at the Hsinchu Factory (already completed at the Changshu and Vietnam Factories) • Deepen occupational safety, health, and employee medical management, optimizing associated workflows and environments

1.4.3 Climate Actions

The RMC identifies risks impacting corporate sustainability, including climate change, and manages climate topics based on the International Financial Reporting Standard No. S2 (IFRS S2) architecture and the TCFD framework across four core pillars: "Governance," "Risk Management," "Strategy," and "Metrics & Targets."

Governance

The Risk Management Committee (RMC) handles operational risks arising from environmental and climate topics. The RMC is chaired by the Chairman of the Board, with the Chief Sustainability Officer (CSO) serving as Executive Secretary. The RMC formulates mitigation measures and sets annual targets for climate topics, reporting progress and improvement plans at least once a year to the board-level functional committees ("Audit Committee" and "Board of Directors").



1.4.3.2 Risk Governance

The process for identifying, evaluating, and managing climate-related risks is integrated into the "Risk Management Policy and Procedures." The RMC inventories operational risks regularly across financial, strategic (including climate transition risks), operational, and hazard (including climate physical risks) dimensions. The 2025 risk management operations (including climate topics) were presented to the Board on February 25, 2026.

The identification and assessment of climate-related risks follow the Risk Management Process described in the previous section. To avoid duplication and enhance the coherence of disclosures, the relevant information is presented together with Section 1.4.3.3 Strategy.



1.4.3.3 Strategy

The company evaluates climate topics regularly. Guided by the Paris Climate Agreement and tracking international climate and industrial trends, it inventories climate-related risks and opportunities systematically to assess operational impacts, defining action strategies and transition pathways to ensure long-term resilience.

Step 1 Establish a list of climate-related risks and opportunities

Alpha compiles an inventory of climate risks and opportunities based on the TCFD recommendations, relevant international studies, industry characteristics, and peer benchmarking.

Risk Theme		Climate-related Risk
Transition Risks	Policy and Legal	Carbon Fees
		Rising Electricity Prices
		Mandatory Carbon Disclosure Requirements
		Corporate Governance and Regulatory Compliance
	Technology	Energy-efficient Equipment
		Green Products and Technologies
	Market	Renewable Electricity Procurement
		Raw Material Selection
		Consumer Sustainability Awareness
	Reputation	Changes in Customer Behavior
		Sustainability Performance Ratings
Physical Risks	Acute Risks (Short- to Medium-term)	Typhoons, Floods, Snowstorms, and Other Natural Disasters
	Chronic Risks (Long-term)	Extreme Weather Events and Natural Disasters

Opportunity Theme	Climate-related Risk
Market	Sustainability Value
	Sustainable Operations
Energy Source	Increased Demand for Renewable Energy
Products and Services	Increased Demand for Low-carbon Products and Services
Resource Efficiency	Upgrading to Energy-efficient Lighting Systems
	Energy Conservation and Carbon Reduction
Resilience	Increased Market Demand for Climate-resilient and Energy-efficient Products

Step 2 Identify and Rank Climate Risks/Opportunities

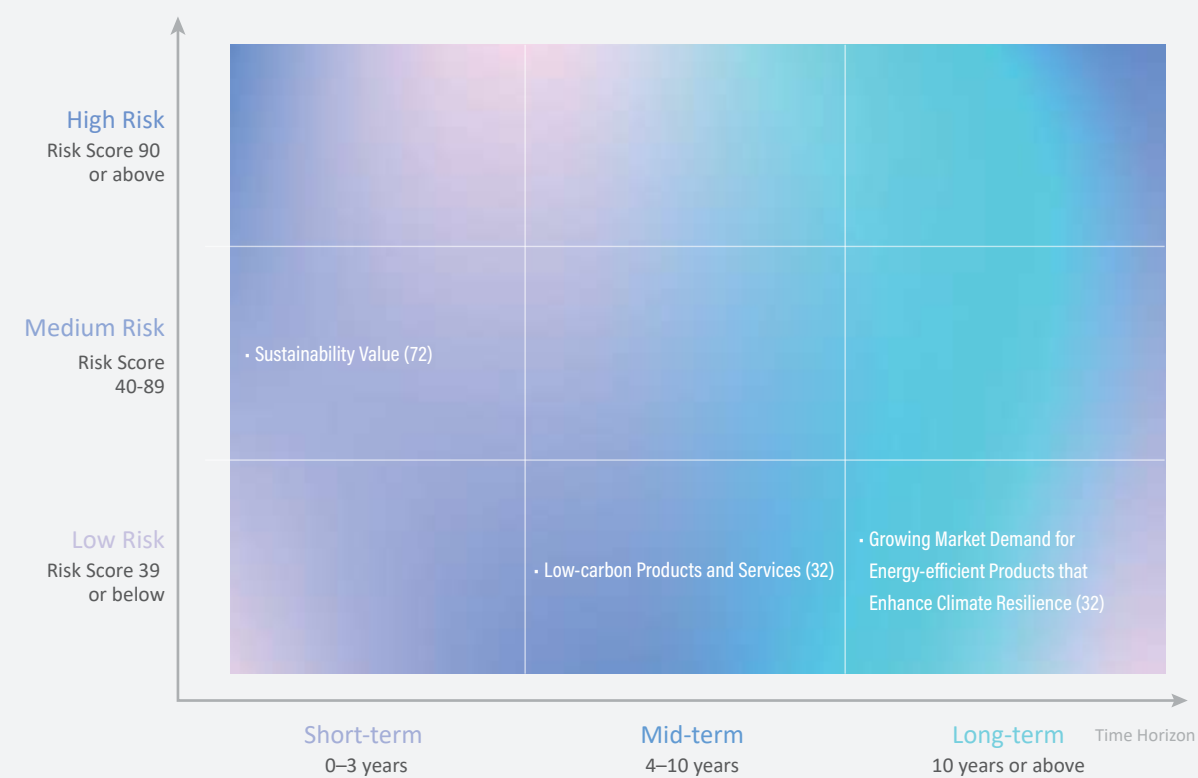
RMC members assess each topic across three dimensions: occurrence frequency (short/medium/long term), impact degree, and adaptive capacity. RMC then determines the Risk/Opportunity Coefficient by calculating: Frequency × Impact Degree × Adaptive Capacity.



Climate-related Risk Matrix



Climate-related Opportunity Matrix



1.4.3.4 Mitigation Strategies and Metrics/Targets

Alpha's high-risk climate topics with a risk coefficient above 90 points and their management strategies are tabulated below. Climate opportunities identified as medium or low level are managed via dynamic controls and annual re-evaluations, and are excluded from this table

Climate-related Risk Category	Risk Theme	Scenario Description	Time Horizon	Response Strategy	2025 Targets / KPIs
Transition	Policy and Legal	Rising Electricity Prices	Increases in government-regulated electricity tariffs may result in higher operating costs.	Short-term (0–3 years) - Establish science-based emission reduction targets aligned with the SBTi 1.5°C pathway. Offset the impact of rising electricity prices and reduce long-term operating costs by systematically improving energy efficiency and reducing electricity consumption through: - Implementing energy conservation projects - Increasing the use of renewable energy - Implementing an ISO 50001 Energy Management System	- Obtain SBTi 1.5°C target validation. - Achieve a 5% reduction in GHG emissions in 2025 compared with the 2024 base year. - Increase the renewable energy utilization rate to 34% (RE34). - Obtain ISO ISO5001 Energy Management System certification.
	Technology	Green Product and Technology Development	Falling behind competitors in energy-efficient or low-carbon technologies may reduce customer willingness to cooperate, adversely affecting orders and revenue.	Short-term (0–3 years) - Transform low-carbon R&D into revenue growth and carbon reduction performance by: - Implementing product carbon footprint assessments and applying low-carbon materials. - Promoting low-power product design.	100% of products with a mass-production period exceeding three months will complete product carbon footprint assessments. - Increase the adoption rate of low-carbon plastic alternatives to PC in plastic structural components to 54%. - Reduce power consumption per 100G port in new Switch products by 3%. - Reduce power consumption per antenna in new Wireless Broadband (WB) products by 5%.
	Policy and Legal	Corporate Governance Compliance	Failure to comply with climate-related regulatory requirements may result in penalties and regulatory sanctions.	Short-term (0–3 years) - Enhance regulatory compliance through participation in the TWSE Corporate Governance Evaluation and international ESG assessments. - Participate in the SBTi initiative and climate alliances to ensure alignment with international climate governance trends.	- Maintain the Company's Corporate Governance Evaluation ranking (2024: Top 6%–20%). - Improve the EcoVadis supplier assessment percentile ranking in 2025 (2024 PR = 48). - Obtain SBTi 1.5°C target validation.

1.4.3.5 Scenario Analysis

To assess the potential impacts of major climate risks on operations, Alpha adopted the RCP2.6 and RCP8.5 climate scenarios from the Intergovernmental Panel on Climate Change (IPCC). Climate risk assessments were conducted across three production sites: the Taiwan Headquarters (Hsinchu Factory), the Changshu Factory (Suzhou, China), and the Vietnam Factory.

- Climate Physical Risk Scenario: RCP 2.6

Scenario Parameter	2050 Assumptions	Potential Operational & Financial Impacts Suppliers(Upstream)	Potential Operational & Financial Impacts	Potential Operational & Financial Impacts Customers(Downstream)	Management Approach
Average Annual Temperature	• 0.3~2.1°C • 0.8~2.7°C • 0.6~1.7°C	Abnormally high rainfall may disrupt logistics and delay material deliveries, affecting Alpha's production schedules.	• Average temperatures are projected to increase by up to 1.7°C in Vietnam and exceed 2.0°C in Taiwan and Suzhou, potentially reducing manufacturing efficiency and affecting workplace conditions • Increased rainfall may lead to more frequent flooding. As projected maximum precipitation increases exceed 10% across the Company's operating locations, inadequate drainage infrastructure could result in flooding, damage to facilities, raw materials, finished goods, and production equipment	Customers may request additional inventory or safety stock to mitigate potential material shortages.	• Alpha Networks will inspect the foundation elevation of factory sites to prevent flooding. Additionally, suppliers are advised to pay attention to the potential operational impacts of flooding caused by abnormal rainfall and are requested to review their own factory foundation elevations accordingly • Alpha Networks regularly conducts natural disaster BCP (Business Continuity Plan) drills, takes inventory of flood control measures and equipment across all sites, and carries out improvements
Average Annual Temperature	• 5.3~12% • 1.7~11.3% • 6.6~10%				

- Climate Physical Risk Scenario: RCP 8.5

Scenario Parameter	2050 Assumptions	Potential Operational & Financial Impacts Suppliers(Upstream)	Potential Operational & Financial Impacts	Potential Operational & Financial Impacts Customers(Downstream)	Management Approach
Average Annual Temperature	• 1~3.1°C • 2~4°C • 1.1~2.6°C	Extreme heat, heavy rainfall, or drought may increase the risk of power shortages. Suppliers may incur higher costs to improve working environments, upgrade equipment, and protect employee safety. Longer material lead times or alternative transportation methods may also increase procurement and logistics costs.	• Climate scenario analysis indicates that temperature increases at the Company's operating locations may exceed 2.0°C, requiring continuous improvements to factory cooling and air-conditioning systems • Under extreme weather conditions, manufacturing facilities may experience flooding caused by significant increases in annual precipitation. In addition to facility damage, transportation disruptions and employee commuting interruptions or safety incidents may also affect business operations	Customers may request geographically diversified manufacturing capacity, such as secondary or tertiary production sites, to reduce the risk of supply disruptions and ensure on-time product delivery.	• Alpha Networks will inspect the foundation elevation of factory sites to prevent flooding. Additionally, suppliers are advised to pay attention to the potential operational impacts of flooding caused by abnormal rainfall and are requested to review their own factory foundation elevations accordingly • Alpha Networks regularly conducts natural disaster BCP (Business Continuity Plan) drills, takes inventory of flood control measures and equipment across all sites, and carries out improvements
Average Annual Temperature	• 7.7~13% • 3~17.1% • 2.7~14%				

1.4.4 Business Continuity Management (BCM)

Alpha implements Business Continuity Management and adheres to its core corporate BCM policies:

- Execute Business Impact Analyses (BIA) and risk assessments to formulate business continuity strategies and restore operations within minimum timeframes
- Authorize and allocate necessary resources when disasters or disruptions occur, reviewing and refining protocols continuously
- Protect the best interests of customers and stakeholders

To ensure uninterrupted operations, the company conducts regular disaster drills—including power outages, natural disasters, infectious diseases, IT failures, supply chain disruptions, and major production line accidents—to mitigate operational impacts during emergencies.

In 2025, the Hsinchu, Changshu, and Vietnam factories formulated seven business continuity plans (BCP) and completed simulation drills, with all outcomes meeting established targets.

2025 BCP Drill



Hsinchu Factory

- Fire incident at a Diodes factory: Material shortages causing product shipment disruptions
- Fire accident in Electrical Room B (Transformer failure) on 3F of the Hsinchu Factory
- Outbreak of infectious disease: 3 dengue fever infections identified in the raw material section of the Warehousing Department

Changshu Factory

- Fire incident in the IT server room causing IT system disruptions



Vietnam Factory

- Chemical spill accident drill at the Vietnam Factory
- Firefighting and evacuation drill at the Vietnam Factory
- Flood emergency drill at the Vietnam Factory



1. Firefighting Drill 2. Chemical Spill Emergency Drill 3. Evacuation Drill

1.5 Operational Performance

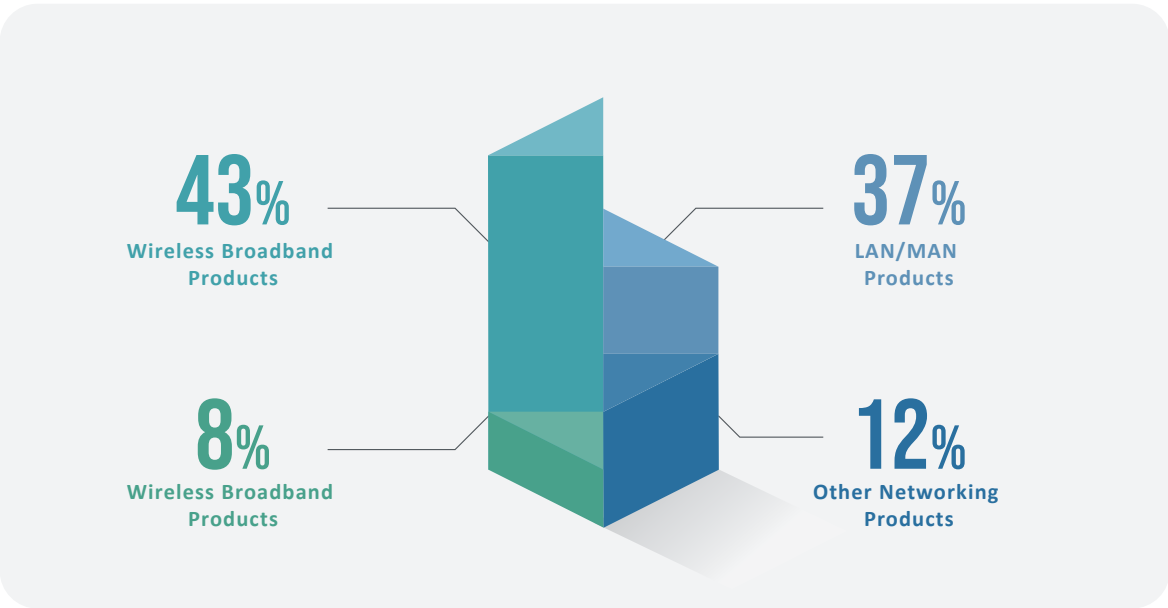
Alpha's consolidated operational performance, financial information, profitability analysis, and revenue composition over the past five years are detailed below. For further details, please refer to the Alpha Inc. 2025 Annual Report, available via the Financial Information section of the corporate website or the Market Observation Post System (MOPS).

Consolidated Income Statement Overview

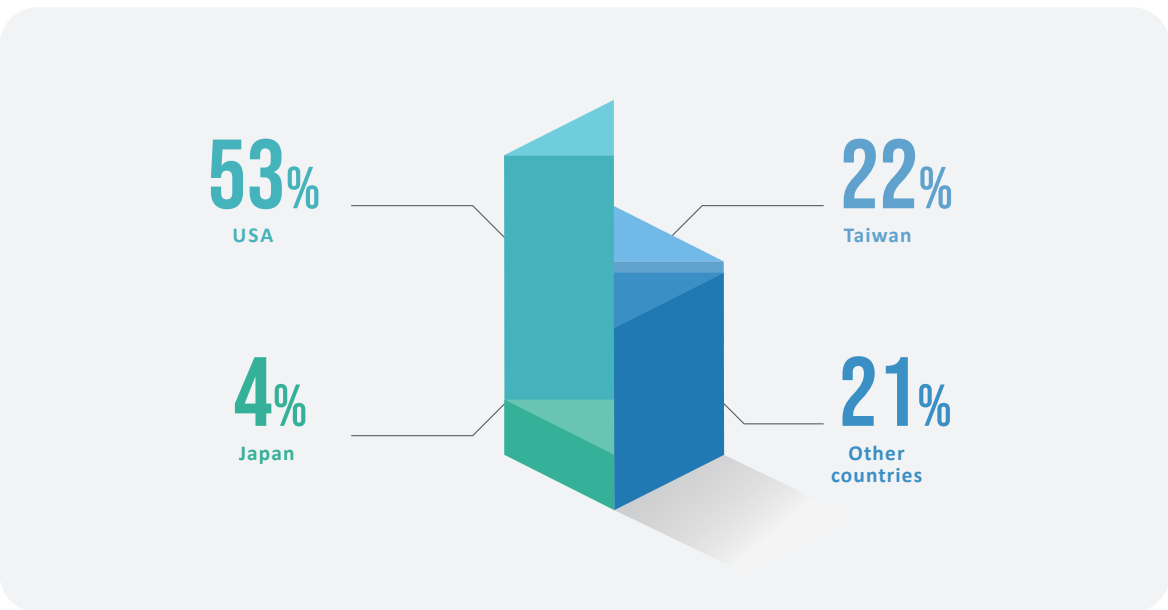
Unit: NTD in thousands

Operational Performance	2021	2022	2023	2024	2025
Operating Revenue	27,862,336	33,634,197	28,272,191	21,443,625	22,461,720
Operating Cost	23,276,437	27,380,956	23,061,018	17,514,226	18,564,534
Gross Profit	4,585,899	6,253,241	5,211,173	3,929,399	3,897,186
Operating Expenses	3,876,226	4,538,709	4,381,903	3,821,812	4,034,063
Operating Income	709,673	1,714,532	829,270	107,587	(136,877)
Non-Operating Income & Expenses	45,189	(180,521)	(21,873)	407,369	(37,608)
Net Income Before Tax	754,862	1,534,011	807,397	514,956	(174,485)
Income Tax Expense	214,450	375,840	167,530	172,957	(27,431)
Net Income After Tax	540,412	1,158,171	639,867	341,999	(147,054)

Revenue by Product Category



Revenue by Region



Consolidated Financial Data Overview

Unit: NTD in thousands

Financial Information	2021	2022	2023	2024	2025
Total Assets	24,730,784	27,133,014	23,798,843	23,244,516	24,159,945
Paid-in Capital	5,417,185	5,417,185	5,417,185	5,417,185	5,417,185
Total Equity	12,559,104	13,556,619	13,330,079	13,982,701	13,039,374
Cash Dividends (Note 1)	108,344	379,203	915,504	547,136	541,718
Net Asset Value per Share / NT\$	17.73	19.15	18.48	18.30	16.84
Cash Dividend per Share / NT\$ (Note 1)	0.20	0.69	1.69	1.01	1.00
Average Closing Price per Share / NT\$	30.34	29.64	36.48	35.12	29.99

Note 1: Cash dividends and cash dividends per share disclosed for each year represent distributions made during the reporting year based on the previous year's earnings.

Profitability Analysis

Profitability Indicators	2021	2022	2023	2024	2025
Return on Assets (ROA) (%)	2	5	3	2	-0.2
Return on Equity (ROE) (%)	4	9	5	3	-1
Ratio of Profit Before Tax to Paid-in Capital (%)	14	28	15	10	-3
Net Profit Margin (%)	2	3	2	2	-1
Earnings (Loss) per Share (NT\$)	0.80	1.69	1.01	0.40	(0.36)

Grants and Subsidies from Government

In technological development, Alpha excels in networking equipment R&D, manufacturing, and services, actively investing in 5G mobile communication technologies and products. Relying on its R&D capabilities and technical integration, and aligning with government directions for "Industrial Innovation, Upgrading, and Transformation" and "Promoting Innovative Telecommunication Technology Applications," the company has secured government tax credits and grants:

Entity Location	Project Name	Subsidy Method	Legal Basis / Granting Agency
Alpha Inc.	Investment Tax Credit	Acquisition of tax credits	Statute for Industrial Innovation – Industrial Development Administration, Ministry of Economic Affairs (MOEA)
Alpha Inc.	Low-Carbon and Intelligent Upgrading and Transformation Subsidy for the Manufacturing Industry (Large-Scale Enterprises Leading Small-Scale Suppliers Scheme) – "Alpha Intelligent Energy Upgrading and Transformation Driving Supply Chain Decarbonization Project"	Grant funding of NTD 4,946,000	Regulations Governing the Promotion of Industrial and Small/Medium Enterprise Upgrading and Transformation – Industrial Development Administration, Ministry of Economic Affairs (MOEA)
Alpha Inc.	Industrial Upgrading and Innovation Platform Guidance Project – "Domestically Manufactured Intelligent Sensing Main Control System Development Project for Electric Buses"	Grant funding of NTD 488,000	Statute for Industrial Innovation – Industrial Development Administration, Ministry of Economic Affairs (MOEA)

2 CHAPTER

Building a Sustainable Value Chain

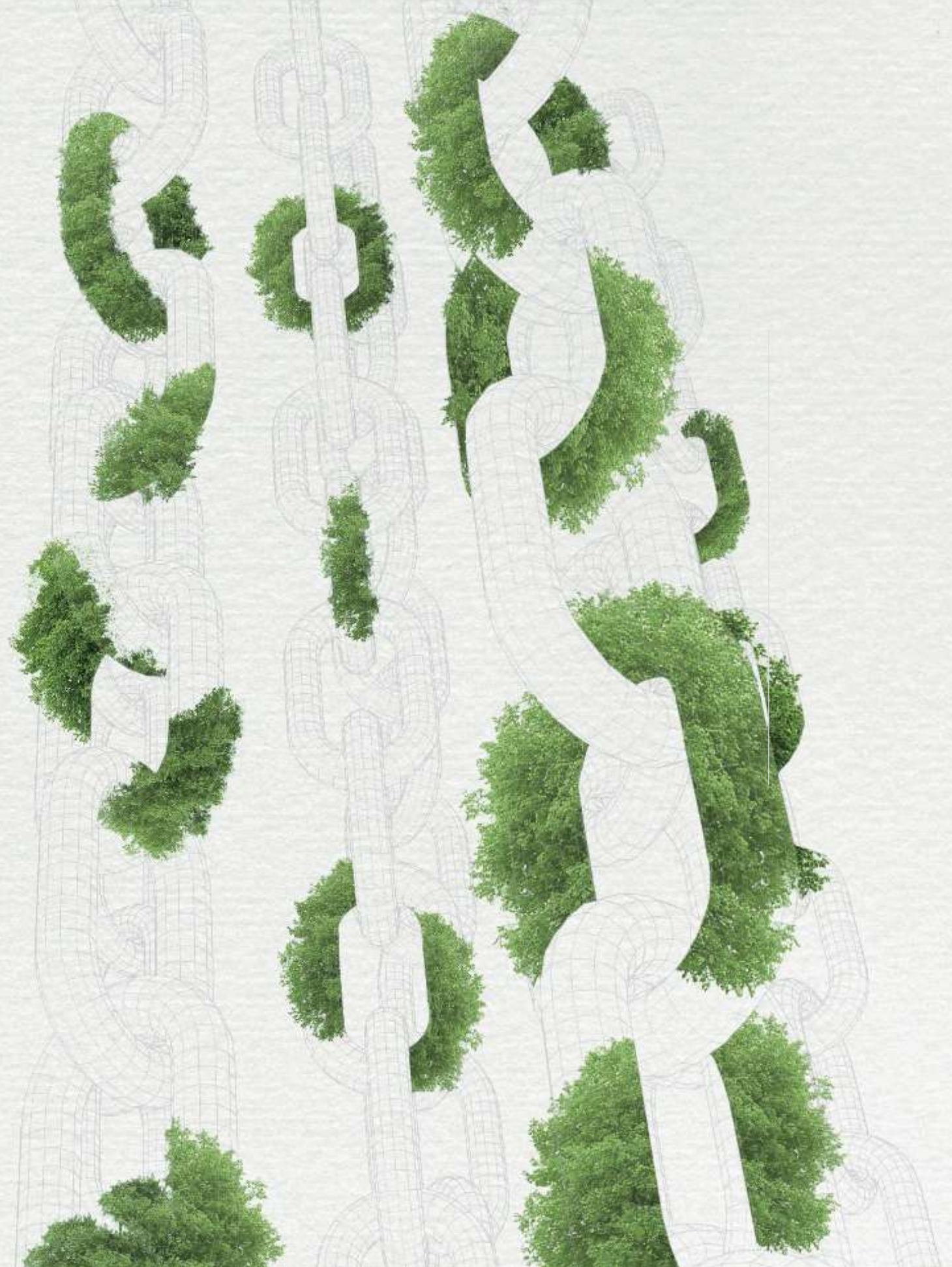
Responsible innovation and production, driving sustainable industry chains

Achievements

2.1 Sustainable Products

2.2 Resilient Supply Chain

2.3 Customer Satisfaction



Achievements

Sustainable Products

27

patent applications

64

patent applications

In 2025, Alpha Networks filed 27 patent applications and submitted 64 patent applications across different countries.

MWC 2025

Participated in the 2025 Mobile World Congress (MWC 2025)

COMPUTEX

COMPUTEX Taipei

2025 OCP

OCP Global Summit

0

no incidents of non-compliance

In 2025, Alpha Networks had no incidents of non-compliance with regulations concerning product and service information and labeling, nor any non-compliance with regulations concerning marketing communications (including advertising, promotion, and sponsorship).

Customer Satisfaction

90

points

In 2025, customer satisfaction reached 90 points (exceeding the target of 85 points), with satisfaction scores for "Delivery," "Product Development," and "Green Products" all exceeding 90 points.



Supply Chain Management

98.33%

In 2025, a total of 540 suppliers were evaluated; Excellent (A) and Good (B) grade suppliers accounted for 98.33%, while the proportion of Poor (E) grade suppliers was 0.55%.

81.61%

Tier 1 suppliers

In 2025, a total of 71 Corporate Social Responsibility (CSR) audits were conducted (including 34 annual supplier audits and 37 new supplier audits). The coverage rate was 81.61% (Tier 1 suppliers).

100 %

completion rate

In 2025, a total of 50 customer requests for Conflict Minerals Reporting Template (CMRT) surveys were received, and 50 CMRT forms were completed, achieving a 100% completion rate.



| 2.1 Sustainable Products |

Deepening Network Technology: Complete Product Roadmap Driving the Future of Communications

Alpha' mission is "to become a global, professional, and trustworthy provider of networking equipment R&D, manufacturing, and services; with forward-looking technology at the core, we seek the best solutions for customers to create maximum overall value." Alpha provides customers with one of the industry's most comprehensive product lines to fulfill customer needs and maximize value.

2.1.1 Core Products

Alpha' products are integrated into three major product lines: Metropolitan Area Networks, Wireless Broadband Networks, and Digital Multimedia & Mobile Solutions.

| Material Topics in this Section |

- Corresponding Material Topics: Sustainable Product Innovation, Product Quality and Safety, Technological R&D Capability
- Corresponding GRI Standards: GRI 301 (Materials), GRI 417 (Marketing and Labeling)
- Corresponding SDGs: SDG 9 (Industry, Innovation, and Infrastructure), SDG 12 (Responsible Consumption and Production)

Metropolitan Area Networks

- A. 5G Core Networks (Fronthaul/ Middlehaul/ Backhaul Switch)
- B. Data Center Ethernet Switches (10G/25G/40G/50G/100G/200G/400G/800 G/1.6T Data Center Switch)
- C. Enterprise Ethernet Switches (Enterprise/Campus Ethernet Switch)
- D. SMB Ethernet Switches (SMB Ethernet Switch)
- E. Carrier-Grade Ethernet Switches (Carrier Grade Ethernet Switch)
- F. Power over Ethernet Switches (Power over Ethernet Switch, PoE+/PoE++)
- G. L2/3/4 High-Speed Ethernet Switches (including Multi-Rate Gigabit 2.5G/5G/10G)
- H. Carrier-Grade Base Station Access Equipment (Switches with Synchronous Ethernet and IEEE1588)
- I. COM Express CPU Modules (COM Express CPU Module)
- J. DC-SCM Modules (Datacenter Secure Control Module)

Wireless Broadband Networks

- A. GPON/10G-PON Optical Network Terminal Equipment (GPON/10G-PON ONT/ONU)
- B. 5G/LTE Fixed Wireless Access Routers (5G/LTE FWA)
- C. 5G RU/Small Cells (5G RU/ Small Cell)
- D. Wi-Fi 6/Wi-Fi 7 Wireless Access Points (Wi-Fi6/Wi-Fi7 Access Point)
- E. Wi-Fi 6/Wi-Fi 7 Wireless Routers (Wi-Fi 6/ Wi-Fi7 Router)
- F. DOCSIS 3.0/3.1/4.0 Cable Modems/Routers (DOCSIS 3.0/3.1/4.0 Cable Modem/Gateway)

Digital Multimedia & Mobile Solutions

- A. IP Cameras (IP Camera)
- B. Smart Home Equipment (Smart Home IoT Devices)
- C. Video Surveillance Systems (Video Surveillance System)
- D. Access Control Systems (Access Control System)
- E. Intrusion Alarm Systems (Intrusion Alarm System)
- F. Microwave Smart Radar Sensors (Microwave Smart Radar Sensor)
- G. Millimeter-Wave Smart Radar Sensors (Millimeter-Wave Smart Radar Sensor)

2.1.2 Industry Trends

❖ Mobile Broadband Network Deployment

The mobile broadband market centers on 5G deepening, FWA proliferation, and AI-driven capabilities. 5G Standalone (SA) networks are becoming the mainstream, offering low latency and network slicing to support private networks, cloud gaming, and immersive entertainment. Fixed Wireless Access (FWA) is growing rapidly, becoming a crucial broadband alternative for remote areas and households, with global adoption rates climbing steadily. Generative AI and cloud applications are reshaping traffic structures, prompting telecom operators to adopt AI-RAN technology to enhance spectrum efficiency and reduce energy consumption. Alpha is proactively positioning itself in AI networking and FWA products to capture next-generation connectivity opportunities.

❖ Continuous Growth in Fixed-Line Broadband Demand

The fixed-line broadband market continues to move toward high-speed and intelligent capabilities. Driven by increasing demands for cloud services and streaming video, fiber broadband upgrades have become mainstream. 10G PON and DOCSIS 4.0 technologies are accelerating in adoption, delivering higher bandwidth and low-latency experiences. Concurrently, the integration of Wi-Fi 7 with home gateways promotes the synergy between fixed and wireless networks, satisfying multi-device connectivity and immersive entertainment needs. In the future, fixed-line products will combine energy management with sustainable designs, forming hybrid access modes with 5G and LEO satellites to build more flexible and efficient network environments.

❖ Rising Wi-Fi Transmission Speeds and Expanding Applications

The Wi-Fi market is entering a high-growth phase, primarily driven by the full commercialization of Wi-Fi 7 and intelligent applications. Wi-Fi 7 delivers transmission rates up to 46 Gbps, 1-millisecond-level low latency, and 320 MHz bandwidth, supporting Multi-Link Operation (MLO) and 4K-QAM to fulfill high-bandwidth scenarios such as 8K streaming, cloud gaming, and AR/VR. In the future, Wi-Fi products will advance toward high speed, low power consumption, interoperability standards, and AI-driven smart management, creating a more stable and resilient network environment via hybrid access modes with 5G and fiber broadband.

❖ Ethernet Switches Upgrading to Higher Transmission Speeds

Dell' Oro Group estimates that the global service provider router and switch market will reach \$77 billion by 2027. The service provider router market has experienced steady growth due to the rising demand for high-speed, reliable, and scalable networks. Data center switches are migrating rapidly from 400G to 800G, and gradually introducing 1.6T technology to support the ultra-high bandwidth required by AI factories and large model computations. Moving forward, switch products will balance high speed, low power consumption, and modular designs, integrating with liquid cooling dissipation and energy management technologies to become the core of data center and enterprise network upgrades.

In response to market and data center demands for high performance and energy efficiency, Alpha will develop high-bandwidth, low-latency switches featuring low-power designs. We optimize high-speed signal processing, thermal dissipation management, thermal power control, and structural space layout, utilizing advanced low-loss materials and precise circuit designs to optimize signal routing. For power technology design, we dynamically adjust product power consumption to enhance energy efficiency and maximize synergies, meeting the high-performance application needs of AI and data centers.

❖ Smart Home Development Trends

Core trends in the smart home market include AI intelligence, the promotion of interoperability standards, energy management, and healthcare. The deep integration of AI technology enables devices to learn user habits and predict behaviors, evolving from simple automation to intelligent services. The popularization of the Matter standard resolves cross-brand device integration issues, enhancing user experiences. In terms of application scenarios, home security remains the highest demand, with continuous growth in smart locks and surveillance systems; energy management integrates smart meters and energy storage equipment to support carbon neutrality goals; and an aging society drives healthcare functionalities such as fall detection and emergency calls. In the future, smart homes will combine AI, IoT, and green technology to create safer, more convenient, and sustainable living environments.

❖ Global Supply Chain De-China Trend

Influenced by the global supply chain de-China trend and businesses' rising demand for high-reliability professional security, the professional security market is developing toward diversification and high-end applications. Market competition is progressively expanding from single imaging equipment to integrated security solutions covering video surveillance, access control, and intrusion alarms. Besides mass-producing and shipping professional IP surveillance cameras, Alpha actively invests in developing enterprise-grade security product lines. Through portfolio completeness and technical differentiation, we enhance market competitiveness and penetrate the high-value-added professional security market, which is expected to become a key driver for future growth.

2.1.3 Connecting R&D to Sustainability

R&D Focus

Alpha views "innovative R&D" as the core driving force of sustainable management. By deepening technologies in 5G, high-end data centers, AI automation, and smart sensing, we not only enhance product competitiveness but also actively respond to global environmental protection and social inclusion issues.

❖ Environmental: Green Innovation

We recognize the impact of data centers on energy consumption and commit to developing next-generation communication equipment with low power consumption and high efficiency to help customers achieve carbon reduction goals.

- **Next-Generation 1.6T All-Liquid-Cooled Switch**
Developed a 64-port 1.6T all-liquid-cooled data center switch to meet the demands of High-Performance Computing (HPC) and AI data centers. Exhibited at the OCP Summit in North America, this product utilizes liquid cooling technology to significantly lower Power Usage Effectiveness (PUE) values compared to traditional air-cooling systems, substantially reducing the operational energy consumption and carbon footprint of data centers.
- **Efficient Monitoring and Synchronization Technology**
Completed the hardware and software integration of SyncE/1588 modules and Baseboard Management Controllers (BMC) for carrier-grade switches. Through precise clock synchronization and robust remote management capabilities, this technology optimizes the operational efficiency of telecom equipment rooms and reduces energy consumption from manual inspections.
- **Proactive Response to Energy-Saving and ESG Trends**
Alpha is dedicated to reducing the power consumption of new products like switches and Wireless Broadband (WB) equipment. By introducing low-power designs, the power consumption per 100G port on new switch products has been reduced by approximately 4.93%, and the power consumption per antenna on new wireless products has decreased by about 5%.



❖ Social: Digital Inclusion

Through mass production and technology popularization, we assist emerging markets in building infrastructure to bridge urban-rural digital divides.

- **Emerging Market Infrastructure Deployment:**
Successfully mass-produced small switches, wireless routers, and mmWave gateways for high-growth markets like India. Furthermore, Wi-Fi 6 HGW (Home Gateway) products are expected to be supplied at scale to Indian customers in 2026, providing local residents with stable and affordable high-speed internet.
- **Leading Mass Production of Ultra-Broadband Technology:**
 1. **North American Market:** Completed the mass production and shipment of 10G/100G carrier-grade switches, DOCSIS Ultra 4.0+ cable modems, and Wi-Fi 7 tri-band routers/HGWs to support the urgent demand for ultra-high-speed networks in North America.
 2. **Fiber Access:** Developed residential 25G PON ONT products to offer home users an ultimate Fiber-to-the-Home (FTTH) bandwidth experience.
 3. **Advanced Validation of Millimeter Wave (mmWave):** Continually developed outdoor mmWave point-to-point and point-to-multipoint CPE (Customer Premises Equipment), initiating trial operations in India to offer more flexible wireless access solutions for the 5G last mile.

The network infrastructure deployment in emerging markets actively implements the spirit of UN Sustainable Development Goal SDG 10 (Reduced Inequalities). By providing affordable, high-performance network access equipment, it helps reduce digital divides across urban-rural areas and nations, allowing more people to equally enjoy the opportunities and resources brought by digitalization.

R&D Achievements

❖ Social: Smart & Safe Life

We extend our R&D scope into smart security and physiological sensing, leveraging non-invasive technologies to enhance human well-being and transportation safety.

- **Vital Sign Detection:**
Successfully developed 60GHz/77GHz radar sensing technologies, elevating applications from simple motion detection to precise monitoring of respiration and heart rate. Combined with IP cameras, this technology can be used in long-term care or home security to provide health monitoring while protecting privacy.
- **Transportation and Two-Wheeler Safety:**
Developed 77GHz blind-spot detection radars for motorcycles and 60GHz traffic flow detection radars to enhance road safety warnings and lower traffic accident rates.
- **Enterprise-Grade Smart Security:**
Integrated access detection, card readers, door controllers, and IP cameras to provide enterprise customers with a more comprehensive and intelligent safety management system.

❖ Governance: Operational Excellence

Through AI and precision manufacturing upgrades, we ensure stable product quality and elevate operational resilience.

- **AI-Driven Automated Testing Platform:**
Established a container-based AI automated testing and deployment platform. Utilizing AI to optimize software testing significantly shortens testing cycles, reduces human errors, and ensures high quality and stability in software delivery, demonstrating excellent software engineering governance.
- **Leading Precision Optical Manufacturing:**
Established capabilities for lens Active Alignment (AA) and Zoom Lens control inspection, ensuring top-tier imaging quality for security and camera products through hardware-software co-development.

❖ Metropolitan Area Network Business Unit

- **Core Value:**
High-performance computing, green data centers, and carrier-grade reliability.
- **Data Center Thermal Revolution:**
Developed a 64-port 1.6T all-liquid-cooled data center switch showcased at the OCP Summit in North America. This product significantly reduces cooling energy consumption via liquid cooling technology, helping data center customers achieve carbon reduction targets.

- **Carrier-Grade Core Technology Optimization:**
Completed the hardware and software integration of Sync E/1588 modules, CPU modules, and Baseboard Management Controllers (BMC). This enhances remote monitoring, precise synchronization, and self-diagnostic capabilities of carrier-grade switches, shortening maintenance cycles and improving network stability.
- **North American and Emerging Market Expansion:**
 - A. Developed 10G and 100G carrier-grade switches for North American telecom operators, entering the mass production and large-scale shipment phase.
 - B. Successfully introduced small switches into the mass production market in India to bolster infrastructure.

❖ Wireless Broadband Network Business Unit

- **Core Value:**
Ultra-broadband access, digital inclusion, and the popularization of next-generation communications
- **Global Fiber and Cable Technology Leadership:**
 - A. North American Breakthrough: Developed and mass-produced DOCSIS Ultra 4.0+ cable modems and EMTA products to meet high-bandwidth transmission demands
 - B. Advanced Access Technology: Successfully developed residential 25G PON ONT products, laying the foundation for top-tier Fiber-to-the-Home (FTTH) bandwidth
- **Wireless Communications and India Market Cultivation:**
 - C. Developed and mass-produced DOCSIS Ultra 3.1 + Wi-Fi 7 tri-band routers and Home Gateway (HGW) products
 - D. Wi-Fi 6 HGW products successfully achieved mass production for major Indian customers in 2026, driving local residential connectivity upgrades
 - E. Successfully introduced wireless routers into the Indian market
- **5G Millimeter Wave (mm Wave) Advanced Positioning:**
Completed the development of outdoor mm Wave PoC point-to-point and point-to-multipoint CPEs, delivering samples to Indian customers for trial testing to open up the 5G Fixed Wireless Access (FWA) market.

❖ Digital Multimedia & Mobile Solutions Business Unit

- **Core Value:**
Smart security, physiological sensing, and AI-driven R&D governance
- **Cross-Domain Radar & Sensing Applications (Radar & Sensing):**
Vital Sign Detection: Advanced radar applications from dynamic motion detection to vital sign detection (monitoring respiration and heart rate), operating independently or combined with IP cameras for remote care
- **Smart Transportation Safety:**
Developed 77GHz radars for two-wheelers and 60GHz traffic flow radars to enhance road safety
- **Smart Security and Commercial Systems:**

A. Integrated enterprise-grade access detection with IP cameras

B.Developed commercial access equipment, including card readers and door controller extenders
- **Advanced Imaging Manufacturing and Inspection:**
Established hardware-software integration capabilities for lens Active Alignment (AA) and Zoom Lens inspection to ensure the precision of high-end imaging equipment
- **AI and R&D Process Optimization (R&D Governance):**
Utilized AI to build a container-based automated deployment and testing platform, significantly improving software verification efficiency and accuracy while strengthening overall software delivery quality

Future R&D Plans

❖ Metropolitan Area Network Business Unit

- The company continues to develop high-speed Ethernet switches across data center, enterprise, carrier-grade, and industrial sectors. Driven by technological innovation and market-oriented product planning, the company will further consolidate its global leadership in the networking market to create long-term value for shareholders.
1. Deepen time synchronization technology R&D to enhance the performance applications of SyncE and IEEE 1588v2 standards
 2. Advance Secure Boot technology to support secure deployment across multiple platforms

3. Research and design Open LAN switches to boost compatibility with international cloud controllers. Collaborate deeply with ecosystem partners to construct open networking solutions, achieving stronger interoperability and application extensibility to expand market penetration
4. Continue developing communication protocols for the core switch market to maintain technological leadership

Data Center and AI Data Center Switch Plans:

1. Strengthen the application of the SONiC network operating system to achieve deep integration with high-speed switch hardware, delivering flexible and efficient solutions
2. Advance SONiC technology into AI data center switches to realize automated network management and resource optimization
3. Develop AI-driven switch application technologies to facilitate smart data center construction and upgrades.
4. Launch high-performance switches, including 64-port 1.6T and 128-port 800G variants that meet Open Compute Project (OCP) ORV3 specifications using all-liquid-cooled dissipation.
5. Continually develop switch technologies supporting AI applications, focusing on high-bandwidth, low-latency solutions to meet diverse data center needs
6. Enhance high-speed signal R&D and thermal designs to tackle high-performance computing cooling challenges and reduce system energy consumption
7. Deepen the intelligent functions of Baseboard Management Controllers (BMC) to boost the added value of enterprise products
8. Develop key functional modular designs tailored to diverse customer needs, accelerating product development time
9. Collaborate with major chipmakers to research and develop Co-Packaged Optics (CPO) production and testing in high-end switches

Enterprise Switch Plans:

1. Develop smarter PoE switch technologies to expand the enterprise market
2. Customize functions and communication protocols based on customer needs to satisfy diverse markets and scenarios.
3. Launch high-performance switches, including all-10G-port PoE switches and 10G+40G port stackable switches supporting 90W PoE, accommodating mixed copper and fiber scenarios to meet modern enterprise demands
4. Develop industrial-grade switches required for Industry 4.0 fully automated production

❖ Wireless Broadband Network Business Unit

- Deepen efforts to secure new projects from North American customers and expand Wi-Fi 7 applications in Indian emerging markets, including Wi-Fi 7 HGW, Wi-Fi 7 EAP, and Wi-Fi 7 xPON HGW
- Develop new 25G/50G xPON ONT products
- Perfect the product platforms for Wi-Fi 7 EAP and Wi-Fi 7 routers/extenders
- Actively develop hostless 5G FWA platforms to acquire pricing advantages
- Invest in CPE development using the Snapdragon X72 5G modem-RF system
- Invest in developing high-power massive MIMO RUs
- Invest in developing high-end EMTA routers combining DOCSIS 4.0 and Wi-Fi 7
- Partner with leading wireless chipmakers on preliminary research for Wi-Fi 8

❖ Digital Multimedia & Mobile Solutions Business Unit

- Penetrate the development of enterprise-grade professional video surveillance systems, access control, and alarm systems
- Develop Wi-Fi HaLow technology featuring low power consumption and long-range transmission benefits to expand IoT product applications
- Research Active Alignment (AA) systems: High-pixel imaging systems are prone to center-to-edge resolution drops due to lens optical axis tilt during focusing; AA systems will be used to improve this phenomenon
- Research zoom lens systems: Develop control and auto-focus algorithms for zoom lenses commonly used in professional surveillance systems, establishing verification and testing environments
- Research Fisheye Lens camera technologies to prepare for video conferencing systems and fisheye surveillance cameras
- Integrate 60GHz radar modules with multi-detection camera sensors
- Invest in next-generation feature-integrated IP cameras for all-day portable guard communication and surveillance systems



Annual Patent Filings

Alpha continually deepens its core technical competitiveness, viewing R&D expenses as a critical investment for long-term competitive advantage. In 2025, the company's R&D expenses amounted to **NTD 1.845 billion**, accounting for 8.21% of consolidated revenue (compared to NTD 1.716 billion, or 8.01% of consolidated revenue, in 2024). R&D resources were primarily deployed in 5G/6G core technologies, AI data center high-speed switches, mmWave sensing applications, and green energy-saving designs, continuously driving product innovation and market competitiveness. (Corresponding to SASB TC-HW-520a.1)

Since its official spin-off from D-Link, Alpha has accumulated nearly 30 years of manufacturing experience in networking products. Combining technical innovation, we continuously invest resources into core networking R&D, creating a full range of products spanning Metropolitan Area Networks, Wireless Broadband Networks, and Digital Multimedia & Mobile Solutions. Guided by a key-technology-driven global patent strategy, our deployment covers the core domains of wireless technology (4G/5G/6G), wired technology (Fiber), and cloud cores/AI. The following patent achievements obtained by Alpha this year cover key fields such as 5G, small cells, cloud technology, and automotive products, demonstrating our technical development capabilities and successful core technology protection.

In 2025, Alpha passed 27 internal patent proposal reviews and plans to file 64 patent applications across different countries. The patents approved by various national authorities in 2025 (including applications submitted prior to 2025) are detailed below:

Patent Title	Country	Category	Issue Date	Certificate No.
SORTING METHOD OF COMMUNICATION DATA AND COMMUNICATION APPARATUS THEREOF	USA	Invention	2025/7/22	12369148
Interleaved Array Antenna	China	Invention	2025/11/4	CN114069259
Distributed Software Verification System	China	Invention	2025/3/28	CN114253830B
Method for Detecting the Detection Range of an Image Detector	China	Invention	2025/5/6	CN114827582B
Radome for Adjusting Antenna Radiation Pattern	China	Invention	2025/9/19	CN115084846B
Power Supply Switching Circuit and Ethernet Device Utilizing the Same	China	Invention	2025/7/11	CN115912597B
AIRTIGHT-LEVEL SENSOR AND ELECTRONIC DEVICE INCLUDING THE SAME	USA	Invention	2023/3/25	12259269
FILTER DRIVING DEVICE	USA	Invention	2025/7/22	12366718
Auto-Alignment Focusing Structure with Voice Coil Motor	China	Invention	2025/10/10	CN115866373B
Electronic Device Having Aluminum Foil Heat Sink and Its Aluminum Foil Heat Sink	China	Invention	2025/8/19	CN116367487B
Method for Estimating Distribution of Wireless Signal Strength Selecting Measuring Locations to Measure Wireless Signal Strength and Compensating Estimated Wireless Signal Strength	USA	Invention	2025/10/7	12438631

Patent Title	Country	Category	Issue Date	Certificate No.
Network Switch	China	Invention	2025/8/19	CN116668382B
METHOD FOR UPLINK COMMUNICATION RADIO ACCESS NETWORK AND RAN SYSTEM	USA	Invention	2025/8/12	12389239
METHOD AND SYSTEM FOR AUTOMATICALLY MEASURING HANDOVER PERFORMANCE IN A MULTI-CELL ENVIRONMENT	USA	Invention	2025/10/7	12439304
THERMAL MODULE	USA	Invention	2025/2/11	12225683
ROUTING INFORMATION MANAGEMENT METHOD FOR A LAYER-3 SWITCH AND SYSTEM	USA	Invention	2025/8/12	12388781
IMPLEMENTING THE SAME	USA	Invention	2025/8/12	12388781
CIRCUIT SYSTEM FOR REGULATING DC FAN ROTATION SPEED DIGITALLY	USA	Invention	2025/11/25	US12483164B2
MICROSTRIP ANTENNA	USA	Invention	2025/4/29	US12288938B2
Object Detection Method, Object Detection Apparatus, and Millimeter-Wave Radar System	Taiwan	Invention	2025/3/11	I876198
SEPARATED HEAT DISSIPATING DEVICE HAVING SUSPENSION MECHANISM AND OPTICAL MODULE SYSTEM THEREOF	USA	Invention	2025/6/24	US12342507
EASILY MOUNTABLE DEVICE BRACKET ASSEMBLY	USA	Invention	2025/12/30	US12513846
Routing Performance Testing Method	Taiwan	Invention	2025/5/1	I882347
RADOME HAVING MULTI-SIZE METAL PATTERNS AND RADAR DEVICE USING THE SAME	USA	Invention	2025/6/24	12341241
RADOME AND RADAR DEVICE USING THE SAME	USA	Invention	2025/10/21	12451599
HEAT DISSIPATION STRUCTURE AND ELECTRONIC DEVICE USING SAME BACKGROUND OF THE INVENTION	USA	Invention	2025/9/2	12408305
I²C Bus Status Monitoring, Fault Recovery, and Isolation Circuit	Taiwan	Invention	2025/8/1	I892214
Switchable Horizontal Half-Power Beamwidth Antenna System	Taiwan	Invention	2025/5/1	I882493
Topology Adjustment Method	Taiwan	Invention	2025/2/11	I873045
Method for Adjusting Image Brightness of a Photographic System	Taiwan	Invention	2025/1/1	TWI869123
Doorbell Device	Taiwan	Invention	2025/8/1	I892439
Self-Locking Module Device	Taiwan	Invention	2025/3/1	I875443

Patent Title	Country	Category	Issue Date	Certificate No.
ORAN System and Method for Time Synchronization of RU and DU in ORAN System	Taiwan	Invention	2025/12/1	I906927
Radar Angle Estimatio Method and Radar Equipment	Taiwan	Invention	2025/11/1	I903519
Liquid-Cooled Dissipation Device	Taiwan	Invention	2025/6/21	I888166
Antenna Structure and Electronic Equipment Utilizing the Same	Taiwan	Invention	2025/11/1	I903421
Antenna Structure Equipped with Isolation Metal Disposed Between Transmitting and Receiving Antennas and Electronic Device Using the Same	Japan	Invention	2025/11/7	7771270
Antenna Structure Having Isolation Metal Disposed Between Transmitting and Receiving Antennas and Electronic Apparatus Using the Same	USA	Invention	2025/10/7	12438275
Multi-Frequency Antenna Structure with Horizontal Polarization Omnidirectionality	Taiwan	Invention	2025/6/11	I886769
Power Supply System and Power Supply Method	Taiwan	Invention	2025/2/11	I872985
Optical Fiber Equipment Interoperability Testing Method	Taiwan	Invention	2025/3/1	I875518
Method and System for Measuring Power Consumption of an Image Capture Device	Taiwan	Invention	2025/6/1	I886065
Magnetolectric Dipole Antenna and Antenna Array	Taiwan	Invention	2025/10/1	I899855
Broadband Receiving Antenna and Antenna Array	Taiwan	Invention	2025/9/11	I897354
Satellite Tracking Method for Ground Receiving Station	Taiwan	Invention	2025/8/11	I893832
Algorithm and Radar System for Reducing Computational Complexity of Radar Direction of Arrival (DoA)	Taiwan	Invention	2025/7/1	I889551
Method for Designing Broadband Amplifier and Broadband Amplifier Designed Thereby	Taiwan	Invention	2025/10/11	I901243
Magnetolectric Dipole Antenna and Antenna Array (Japanese)	Japan	Invention	2025/12/15	7785882
Planar Antenna	Taiwan	Invention	2025/6/1	I885954
Water-Cooled Heat Sink	Taiwan	Invention	2025/9/21	I898904
Communication Method and Communication System Using Millimeter Wave	Japan	Invention	2025/12/26	7797731
Magnetolectric Dipole Antenna and Antenna Array	Taiwan	Invention	2025/12/11	I908207
Magnetolectric Dipole Antenna Array	Taiwan	Invention	2025/7/21	I891525
Testing Device and Testing Method forNetwork Switch	Taiwan	Invention	2025/12/21	I909692
Automated Testing Method and System	Taiwan	Invention	2025/12/11	I908656

2.1.4 Marketing and Promotion

Deepening Global Markets: Participation in Landmark Exhibitions

With the rise of Generative AI, video streaming platforms, and the Internet of Things (IoT), the volume of data required to be processed across various applications has surged dramatically. Alpha Networks is actively developing 1.6T and 800G switch products powered by Broadcom's latest chips, which can be deployed in core network facilities as next-generation solutions. These products also address the demanding workloads of Artificial Intelligence (AI) and Machine Learning (ML), providing a fast, easy-to-build high-speed network architecture while delivering superior processing efficiency for heavy workloads. In 2025, Alpha Networks participated in COMPUTEX Taipei and the 2025 OCP Global Summit. In May, the Company joined the Computex AI WOW exhibition zone, showcasing multiple products including 1.6T switches, 5G micro Radio Units, smart surveillance cameras, and Wi-Fi 7 routers. Notably, the debuting 1.6T switch adopts a liquid cooling thermal solution to meet the energy-saving and carbon-reduction needs of diverse customers.

Currently, high-end chips have entered the kilowatt era, posing significant challenges to traditional air cooling systems in terms of size, cost, performance, and energy efficiency. Recognizing this, Alpha' 1.6T switch utilizes a liquid cooling solution. Compared to traditional air cooling, it requires less space and offers higher efficiency, effectively alleviating data center space constraints and energy consumption.

In October, the company exhibited at the 2025 OCP Global Summit held at the San Jose McEnery Convention Center. Under the theme "Leading the Future of AI," the company focused on AI infrastructure innovation, data center performance enhancement, and sustainable development. The exhibition highlighted "Liquid-Cooled, High-Performance Connectivity Solutions Empowering Future AI," designed specifically for AI/cloud data centers and High-Performance Computing (HPC) applications. This solution comprehensively satisfies high-speed connectivity demands under generative AI, large-scale video streaming, and IoT environments, while balancing energy efficiency and environmental sustainability through high-performance liquid cooling system designs, demonstrating Alpha' forward-looking capabilities in the AI infrastructure domain.

- Alpha Networks at COMPUTEX 2025



- Alpha Networks at the 2025 OCP Global Summit



Alpha's E-CAN Spirit: Transparent Marketing and Compliant Labeling

Alpha adheres to its E-CAN core values, prioritizing ethics and strict business principles (E/Ethics), while putting customer value and needs first with full commitment (C/Customer Value). The company engages in no false or misleading marketing. Furthermore, as an original design manufacturer (ODM) in the networking industry, sales activities targeting end consumers are managed by our direct brand customers. Alpha does not face end consumers directly in its business operations. All product labeling content is produced and applied strictly in accordance with customer specifications and complies with local statutory regulations. In 2025, Alpha had no incidents of non-compliance with regulations concerning product and service information and labeling, nor any non-compliance with regulations concerning marketing communications (including advertising, promotion, and sponsorship).

| 2.2 Resilient Supply Chain |

Coexisting and Prospering with Suppliers

In 2025, Alpha conducted supplier audits for a total of 71 companies, including 34 annual supplier audits and 37 new supplier onboarding audits. Compared to the 68 companies audited in 2024 (45 annual audits and 23 new supplier onboarding's), the overall scale of audits has continually expanded, and the coverage rate of supply chain management has increased year by year.

Supplier Human Rights Risk Assessment

Alpha incorporates human rights risk assessments during the supplier onboarding stage. All new suppliers are required to complete the RBA Self-Assessment Questionnaire (SAQ) prior to signing partnerships, covering dimensions such as labor rights, prohibition of forced labor, prohibition of child labor, working hour management, and occupational safety. In 2025, all 37 newly introduced suppliers completed the initial screening for human rights risks. For vendors whose questionnaire results indicated higher risks, Alpha required them to submit concrete corrective action plans and tracked subsequent implementation to ensure the entire supply chain complies with international human rights standards. (Corresponding to GRI 414-1)

The 2025 supplier audit results showed that all suppliers subjected to on-site audits were required to complete corrective actions for major non-conformances within specified deadlines. The company continues to mentor vendors to elevate their capabilities in practicing corporate social responsibility.

Alpha establishes basic supplier guidelines based on the Responsible Business Alliance (RBA) Code of Conduct, requiring its suppliers to adhere to relevant social responsibility and integrity commitments. We continuously conduct annual supplier audits (71 records in 2025) and new supplier onboarding audits (37 records in 2025), requiring every supplier to satisfy standards regarding labor rights, health and safety, environmental protection, business ethics, management systems, and social impacts.

Concurrently, we sign supplier procurement contracts, conduct corporate social responsibility audits to implement supplier partnerships, and perform conflict minerals due diligence, ensuring a more comprehensive assessment of the supplier environment.

| Material Topics in this Section |

- Corresponding Material Topics: Responsible Sourcing, Supply Chain Sustainability Management, Supplier Human Rights Protection
- Corresponding GRI Standards: GRI 308 (Supplier Environmental Assessment), GRI 414 (Supplier Social Assessment)
- Corresponding SDGs: SDG 8 (Decent Work and Economic Growth), SDG 17 (Partnerships for the Goals)

2.2.1 Supplier Management

Enhancing Supply Chain Resilience: From Rigorous Selection to QCDST Management

When selecting suppliers, screening criteria are established. After becoming qualified suppliers, in addition to regular audit arrangements, Alpha identifies a priority supplier management list. Various responsible departments evaluate vendors based on five criteria: Quality, Cost, Delivery, Service, and Technical capability. The evaluation results are provided to the procurement department for business-level evaluations and review meetings, serving as a basis for key component introduction and motivating suppliers to be proactive.

Two-Stage Supplier Evaluation: Monthly and Quarterly

1. Supplier Quality Performance Evaluation

Evaluation Timeline: Supplier evaluation performance for the previous month is provided before the 15th of each month.

Supplier Evaluation Standards:

According to the "Incoming Quality Control Procedure," the quality grading of suppliers is defined as follows:

Excellent (A-Level)	Good (B-Level)	Acceptable (C-Level)	Marginal (D-Level)	Poor (E-Level)
≥95	94~90	89~85	84~80	< 80

Suppliers with a quality score of 80 or above are deemed qualified suppliers.

In 2025, the average proportion of Excellent and Good grade suppliers was 98.33%, while the proportion of Poor grade suppliers was 0.55%. The suppliers rated as poor grade are mentored through specific projects and required to improve. Abnormalities of Acceptable and Marginal grade suppliers are continuously targeted for improvement coaching to elevate the overall delivery quality of suppliers.

- 2025 Supplier Quality Performance Evaluation Statistical Table

Factory \ Grade	Excellent (A-Level)	Good (B-Level)	Acceptable (C-Level)	Marginal (D-Level)	Poor (E-Level)
Hsinchu Factory	190	2	1	1	1
Changshu Factory	122	5	0	0	1
Vietnam Factory	205	7	3	1	1

2. Supplier Evaluation

According to the Supplier Status Evaluation Operating Procedures, evaluations are conducted on a quarterly basis, with results issued in the month following each quarter. Alpha' major active vendors (those with large volumes and high transaction amounts) are evaluated by procurement, engineering, and quality assurance units based on quality, cost, delivery, service, and technical capability. Suppliers scoring below 70 points are classified as disqualified suppliers. In 2025, a total of 233 suppliers/times were evaluated, and 0 suppliers were listed as "not recommended." No suppliers had their transactions for new materials suspended in 2025.

- Criteria and Weight Distribution for Quarterly Supplier Evaluation (QCDST)

Content	Score Distribution			Total Score
	SQE	Supply Chain Management	Engineering Technology	
Quality	30			30
Cost		20		20
Delivery		15		15
Service		5		5
Technical			30	30
Total Score	30	40	30	100

3. Supplier Carbon Footprint Verification

Alpha designated suppliers representing the top 80% of the procurement amount in the 2024 baseline year as Tier 1 suppliers, making them the primary targets for carbon reduction initiatives. The company has also established a goal to reduce carbon emissions by 30% by 2030, doing its part to protect the planet.

Category	Tier 1 Suppliers	Non-Tier 1 Suppliers	Total
Number of Suppliers	82	709	791

2.2.2 Supplier Training

To enable partners to accurately submit Green MCD (Material Composition Data) approval documents—including filling out and uploading declarations, test reports, and ingredient lists on the GPM (Green Product Management) Information Platform—supplier training courses are arranged once per quarter at Alpha' Hsinchu Factory, Vietnam Factory, and Changshu Factory. We expect suppliers to work together with ALPHA to complete the uploading of MCD approval documents to fulfill international regulatory requirements.

- 2025 Supplier Training Schedule

Location \ Date	Q1	Q2	Q3	Q4
Hsinchu Factory	March 13 (Wed)	June 19 (Wed)	September 11 (Wed)	September 11 (Wed)
Changshu Factory	March 21 (Fri)	June 20 (Fri)	June 20 (Fri)	December 12 (Fri)
Vietnam Factory	March 14 (Fri)	March 14 (Fri)	September 12 (Fri)	December 12 (Fri)

| Alpha Joins Hands with Supplier Partners to Fulfill Dual Commitments to Carbon Reduction and Human Rights |

Alpha commits to achieving net-zero emissions by 2050, actively investing in energy conservation, carbon reduction, and energy transition. To align with international sustainability standards and build a fair and inclusive work environment, we extend our carbon reduction and human rights commitments across the value chain. By integrating internal resources, we assist suppliers in their low-carbon transition while strengthening labor-management relations and human rights awareness. In 2025, the following empowerment courses were promoted:

- **Supplier Organizational Carbon Footprint Verification Training:**
Assisting supply chain vendors in establishing a foundation for carbon emission data tracking.
- **Carbon Reduction Seed Personnel Training Workshop:**
A total of 23 key suppliers participated, embedding concrete carbon reduction execution methods deeply into each company.
- **Supplier Human Rights Empowerment Course:**
Achieved a 100% supplier participation coverage rate, strengthening suppliers' awareness of international human rights standards, enhancing labor-management relations, and fulfilling corporate social responsibility as a global citizen.



| Dual-Axis Transformation: Net-Zero and Digital |

As early as 2023, Alpha hosted the "Supplier Energy Conservation and Carbon Reduction Conference" to announce sustainability initiatives to vendors, inviting experts from the Industrial Development Bureau (IDB) and the Institute for Information Industry (III) to explain international carbon reduction trends and methodologies, thereby cultivating carbon reduction awareness and actions within the supply chain. In 2025, Alpha further implemented carbon reduction through digital tools and practical training. Beyond the aforementioned 23 key suppliers participating in the carbon reduction seed personnel training, we simultaneously introduced the application of the "Supplier Sustainability Information Platform (Cloud Version)." A total of 40 suppliers successfully uploaded their carbon emission information, making the supply chain's carbon footprint transparent and traceable.

Through retrospective analysis of supplier carbon verification data from 2023 and 2024, Alpha achieved a verified carbon reduction of 0.8267 tons. Using cloud data analytics, we also identified carbon emission hotspots within the supply chain, leveraging these insights as a baseline to formulate carbon reduction goals and action plans for 2025. Alpha will continue to guide suppliers in completing carbon verifications and submitting data, providing concrete mentorship actions to map out carbon reduction pathways with partners and jointly build a low-carbon supply chain.

| Supply Chain Carbon Reduction Performance |

In 2023, Alpha received a subsidy from the Industrial Development Administration (IDA) under the "Low-Carbon and Smart Upgrade and Transformation Project for the Manufacturing Industry (Leading-Enterprise-Driven Initiative)." The company conducted carbon emission verifications with 40 collaborating vendors. Through retrospective analysis of carbon verification data from 2023 and 2024, combined with data tracking from the "Supplier Sustainability Information Platform (Cloud Version)," a verified Scope 3 carbon reduction performance of 0.8267 metric tons of CO2e was confirmed within the supply chain. Alpha has established a goal to assist Tier 1 suppliers in reducing carbon emissions by 30% by 2030, and will continue to guide suppliers to improve their carbon verification data to expand carbon reduction outcomes. (Corresponding to GRI 308-1)

2.2.3 Procurement Contracts

Alpha adheres to the "Alpha Hazardous Substances Free Policy (Alpha HSF Policy)," implementing carbon reduction and non-toxic management at the source, from R&D to manufacturing processes.

- **Short-Chain Supply and Localized Carbon Reduction:**
To optimize global operational layout and actively respond to climate change, Alpha implements a "short-chain supply" strategy. In 2025, we signed "Supplier Procurement Contracts" with a total of 42 material suppliers. Notably, in line with shifting the production focus to the Vietnam Factory, we successfully on boarded 19 local suppliers. This initiative not only shortens logistics mileage and significantly reduces Scope 3 carbon emissions during transportation, but also demonstrates Alpha' capacity to integrate regional resources and establish a low-carbon supply chain.
- **Alignment with Green Regulations and Quality Co-Creation:**
Alpha continues to promote the signing of "Procurement Contract Warranties" by suppliers to ensure products and components comply with international restricted substance regulations (such as RoHS, REACH, etc.) and stringent customer requirements. Through technical support based on the "leading-enterprise-driven" approach, we share green management principles with partners, embedding sustainability genes into supply chain mechanisms to ensure our products possess high green-premium competitiveness in international markets.
- **Evolving Sustainability Commitments:**
In the future, Alpha will continue to deepen collaboration with suppliers, not only to satisfy compliance requirements but also to jointly develop components with circular economy value, working together to achieve green supply chain goals.

2.2.4 Supplier Audits

New suppliers must sign a vendor commitment letter before collaborating to ensure compliance with RBA requirements and complete the "Supplier RBA Self-Assessment Questionnaire (SAQ)" to gauge implementation results across labor, health and safety, environmental protection, management systems, and business ethics. The response rate in 2025 was approximately 93%, after which on-site audits were initiated based on supplier categories to ensure proper rectification of non-conformances. In 2025, Alpha conducted supplier audits for a total of 71 companies, including 34 annual supplier audits and 37 new supplier onboarding audits.

In 2025, Alpha conducted supplier audits for a total of 71 companies, including 34 annual supplier audits and 37 new supplier onboarding audits. Compared to the 68 companies audited in 2024 (45 annual audits and 23 new supplier on boardings), the overall scale of audits has continually expanded, and the coverage rate of supply chain management has increased year by year.

Supplier Human Rights Risk Assessment

Alpha incorporates human rights risk assessments during the supplier onboarding stage. All new suppliers are required to complete the RBA SAQ prior to signing partnerships, covering dimensions such as labor rights, prohibition of forced labor, prohibition of child labor, working hour management, and occupational safety.

In 2025, all 37 newly introduced suppliers completed the initial screening for human rights risks. For vendors whose questionnaire results indicated higher risks, Alpha required them to submit concrete corrective action plans and tracked subsequent implementation to ensure the entire supply chain complies with international human rights standards.

The 2025 supplier audit results showed that all suppliers subjected to on-site audits were required to complete corrective actions for major non-conformances within specified deadlines. The company continues to mentor vendors to elevate their capabilities in practicing corporate social responsibility.

2.2.5 Conflict Minerals Due Diligence

Alpha commits to sustained attention on conflict minerals issues, dedicating effort to investigate and ensure that metal sources for Tin (Sn), Tantalum (Ta), Tungsten (W), Gold (Au), Cobalt (Co), Mica, Copper, Natural Graphite, Lithium, and Nickel conform to "Conflict-Free" standards.

To build long-term relationships of mutual benefit and coexistence, we expect and require suppliers to disclose their lists of smelters and mines, adhering to the RBA Code of Conduct to fulfill environmental and social responsibilities together.

Since 2013, we have required suppliers to sign the "Declaration of Non-Use of Conflict Minerals" and regularly conduct Conflict Minerals Reporting Template (CMRT) investigations. By the end of December 2025, a total of 50 customer requests for CMRT investigations were received, and 50 CMRT forms were completed, representing a completion rate of 100%.

| 2.3 Customer Satisfaction |

Putting Customers First, Satisfaction Above All

Customer Satisfaction Reaches an All-time High

- Customer Complaint and Response Mechanism:**
Alpha has established thorough channels for customer feedback and complaints. Clients can voice opinions or lodge complaints through dedicated sales windows, emails, or customer service systems. Upon receipt, relevant units must provide an initial response within 5 working days and track the case to closure based on problem complexity, ensuring every piece of feedback is properly addressed. In 2025, all customer complaints were responded to and closed within promised timelines, with zero overdue or open cases.
 - Customer Data Privacy Protection:**
In compliance with the Personal Data Protection Act and corresponding international regulations, Alpha has established a management system for the collection, processing, and utilization of customer data, clearly defining data access permissions and regularly reviewing the effectiveness of data protection measures. In 2025, Alpha experienced zero confirmed incidents of customer personal data leaks, nor did it receive any formal complaints regarding customer privacy violations from regulatory authorities or external entities. Confirmed cases of customer privacy breaches stood at 0. (Corresponding to GRI 418-1)
 - Marketing Compliance and Product Labeling:**
As a professional ODM vendor of networking equipment, Alpha produces product labels strictly adhering to customer requirements and local regulatory mandates, ensuring alignment with applicable international labeling criteria. In 2025, Alpha recorded zero incidents of non-compliance with regulations concerning product and service information disclosure, and zero violations of regulations regarding marketing communications (including advertising, promotion, and sponsorship activities). No fines or warnings were issued by regulatory authorities. (Corresponding to GRI 417-3)
- 2025 Overall Customer Satisfaction: 90 Points (Exceeding Target)



| Material Topics in this Section |

- Corresponding Material Topics: Customer Service Quality, Customer Privacy Protection, Product Labeling Compliance | Corresponding
- GRI Standards: GRI 417 (Marketing and Labeling), GRI 418 (Customer Privacy) | Corresponding
- SDGs: SDG 16 (Peace, Justice and Strong Institutions)

Alpha administers annual customer satisfaction surveys or tracks customer Quarterly Business Review (QBR) scores to understand whether products and services meet expectations across diverse client segments, using these insights as a baseline for continuous improvement.

- 2021-2025 Customer Satisfaction Trend Chart



3 CHAPTER

CREATING AN INCLUSIVE SOCIETY

Building a Friendly Workplace and Promoting Social Welfare

Annual Achievements

3.1 Upholding Human Rights

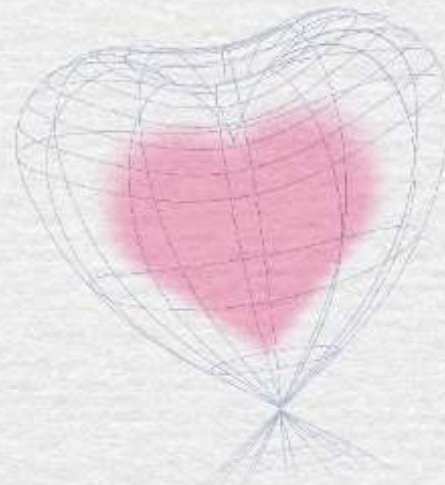
3.2 Human Resources

3.3 Compensation & Benefits

3.4 Talent Development

3.5 Occupational Safety & Health

3.6 Social Participation



The moment a new employee steps through the doors of Alpha Networks, they begin not just a job, but a personal journey of growth. Starting from being respected and recognized, they can focus on their work in a fair and friendly environment. As their capabilities grow, the company provides comprehensive systems and benefits to support their needs at different life stages. Through continuous learning and cultivation, employees gradually expand their professional horizons to embrace more challenges and opportunities. Meanwhile, a safe and healthy workplace serves as the most critical protective force throughout this journey.

As each employee thrives and grows at Alpha Networks, they also carry this strength to further places. Through social participation and public welfare activities, the corporate impact is extended to every corner of society. Alpha Networks believes that only by moving forward together with our employees can the enterprise truly achieve sustainability.

Six Journeys with Our Talents

At Alpha Networks, the growth of every colleague is supported by the combined strength of our systems, environment, and culture. We will continue our efforts to build a friendly workplace while promoting the development of social welfare. In this chapter, we will outline our efforts and practices through six key areas:



Key Annual Highlights

Maintaining
Human Rights

Equal Opportunity

Alpha Networks was selected by the Hsinchu Science Park Bureau for the "Workplace Equality Promotion Excellence Award" in 2025.

100% Coverage

In 2025, the RBA VAP coverage rate at all manufacturing sites reached 100%.

0 Fee

Starting from 2025, we have fully implemented the "Zero Placement Fees" policy for foreign migrant workers.



Salary and Benefits

1.6% Average growth

Average Salary of 1,162K TWD / Median of 1,124K TWD

For full-time non-managerial employees in 2025 (representing a 1.6% average growth compared to 2024).

Equal Leave Benefits

In 2025, 8 female colleagues took maternity leave and 7 male colleagues took paternity leave, with equal leave benefits provided to both genders.



Safety and Hygiene

1,765 person-times / Hsinchu HQ

1,409 person-times / Changshu Plant

5,541 person-times / Vietnam Plant

Health and Safety Training

0 Accidents

The Recordable Incident Rate (RIR) was zero across the Hsinchu Headquarters (Taiwan), Changshu Plant, and Vietnam Plant.



Education and Training

41,673 Total Training Hours

Reached 41,672.9 total training hours in 2025, with an accumulated 19,955 trainee participations.

827.5 Hours of Technical Courses

Totaled 827.5 training hours with 449 participants.

1,480 Training hours

Deepening ESG Culture: Accumulated 1,480 training hours on sustainable development in 2025, with 4,006 participants.



Health Promotion

99% Health Exam Turnout

Provided health checkup programs exceeding regulatory requirements in 2025.

216 employees

Health Promotion Seminars (5 sessions)

100% Completion Rate

100% Completion Rate for Special Health Management: 100% completion rate for personnel engaged in hazardous operations (e.g., noise, n-hexane).

129 employees

In 2025, participated in the self-paid influenza vaccination campaign.

95 Medical Consultation

95 person-times received professional physician consultations based on health checkup results and risk levels.

195 bags of blood

Community Care: Hosted 2 blood drives with 135 participants, donating 195 bags of blood.

LACTATION ROOM EXCELLENCE

Awarded the "Excellent Breastfeeding/Lactation Room Certification" by the Hsinchu City Health Bureau.



| 3.1 Upholding Human Rights |

Alpha Networks Values Human Rights Issues

"People-oriented" is the core value that Alpha Networks has always adhered to. We believe that a safe, respectful, and friendly working environment allows employees to commit to their work and continue to grow. A comprehensive training system and diverse activities unite employees, making every colleague a crucial driving force for corporate progress, thereby creating shared value for the company, employees, and society.

Alpha Networks supports and adheres to internationally recognized human rights norms and principles, including the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights (UNGP), and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We comply with local laws and regulations where we operate to formulate our Human Rights Policy and management mechanisms.

With "Protect, Respect, and Remedy" as the core principles of our human rights management, we implement our commitments through systematic management processes and continuous improvement mechanisms. We are dedicated to creating a workplace that respects individual value, fosters diversity and inclusion, and embodies the spirit of sustainable development.

Human Rights Related Policies

Alpha Networks supports and complies with the UN Universal Declaration of Human Rights, the UN Global Compact, and the UN Guiding Principles on Business and Human Rights, adopting standards consistent with the Responsible Business Alliance (RBA) Code of Conduct. We strictly abide by the regulations of all our global operations to safeguard employee human rights. In terms of policy, we have established various internal management measures to explicitly declare the protection of employee rights and care for our colleagues.

• **Scope of Application**

The Alpha Networks Human Rights Policy applies to Alpha Networks and its reinvested subsidiaries, covering employees, customers, suppliers, and partners. We also require our suppliers and partners to maintain human rights under standards equivalent to our policy.

• **Implementation Guidelines**

1. Provide a safe and healthy working environment
2. Ensure equal employment opportunities and prohibit any form of discrimination
3. Provide fair and reasonable wages and working conditions
4. Respect employees' freedom of association
5. Prohibit child labor and forced labor
6. Adhere to integrity values, anti-corruption, and prohibit bribery or accepting bribes
7. Provide communication channels for stakeholders

3.1 Upholding Human Rights



PROTECT



RESPECT



REMEDY

Child Labor Prohibition Policy

Youth Work Safety

- ☑ No hiring of persons under 16 years of age
- ☑ Identity documents verified upon onboarding
- ☑ Persons under 18 may not perform hazardous work

No Forced Labor

Reasonable Working Hours

- ☑ Freedom to choose occupation; no withholding of documents
- ☑ Working hours comply with applicable laws
- ☑ Timely alerts for abnormal working hours

Gender Equality

Inclusive Workplace

- ☑ Menstrual leave and maternity leave
- ☑ Paternity leave and parental leave
- ☑ Lactation room and childcare facilities

Fair Compensation

Transparent Pay System

- ☑ Compliance with minimum wage & overtime pay
- ☑ Transparent and publicly disclosed compensation
- ☑ No improper wage deductions

Open Communication

Safe Voice

- ☑ Equal treatment and non-discrimination
- ☑ Freedom of association respected
- ☑ Complaints protected from retaliation

Prohibition of Child Labor / Safeguarding Young Workers' Safety

Alpha Networks does not legally employ child labor under the statutory minimum employment age (under 16 years old), including at our Taiwan headquarters and all overseas branches. Adhering to the RBA Code of Conduct, "Prohibition of Child Labor" is strictly regulated in our internal New Employee Recruitment and Appointment Management Measures. Upon onboarding, new employees must present identification documents for verification. For young workers under 18, the company limits their work content in accordance with relevant laws and prohibits arranging any work that may jeopardize their health or safety.

Prohibition of Forced Labor / Guaranteeing Reasonable Working Hours

Alpha Networks does not utilize forced, bonded, indentured, prison, politically persecuted, or trafficked labor. We are committed to providing decent working conditions and reasonable hours. Work assignments respect employee willingness, and all colleagues have the right to resign freely. The company does not withhold personal documents, charge brokerage fees, or restrict freedom of resignation in any way. All operation sites must comply with local labor laws regarding working hours.

Through "Overtime Notification Emails" and "Leave Balance Notification Emails," the company alerts managers and employees whose overtime or consecutive working days are excessive. We also distribute "Monthly Abnormal Working Hours Reports" to department heads to encourage proactive care. Production lines emphasize working hour compliance and labor laws during supervisor meetings.

Upholding Gender Equality / Supporting a Friendly Workplace

In accordance with the Labor Standards Act and the Act of Gender Equality in Employment, Alpha Networks promotes workplace equality and prevents gender/pregnancy discrimination. Female colleagues can apply for menstrual leave, prenatal checkup leave, maternity leave, miscarriage leave, and breastfeeding time. Male colleagues can apply for paternity/paternity checkup leave. Parental leave without pay is also available (please refer to 3.3 Compensation & Benefits for details).

The company proactively contacts employees on parental leave one month before expiry to discuss reinstatement. For colleagues with pregnancy, lactation, or childcare needs, we provide certified facilities and friendly measures, including maternal parking spaces, upgraded lactation rooms, and consultations with on-site occupational nurses and contracted physicians.

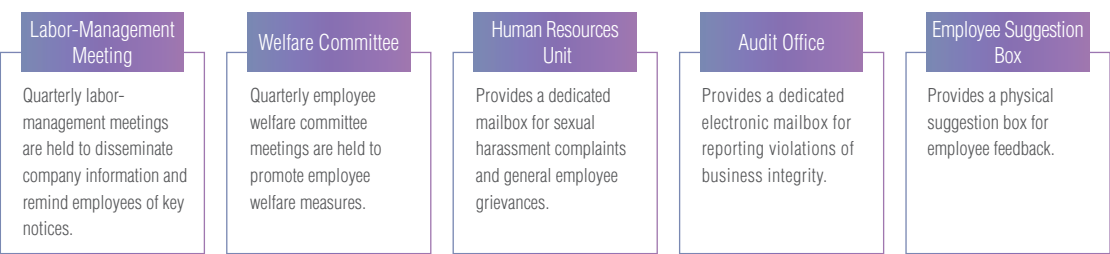
Fair Wages / Transparent System

Alpha Networks offers competitive salaries and benefits in compliance with local labor laws, including minimum wage, overtime pay, statutory allowances, and insurance. Our established compensation system ensures that payments are transparent and fair, preventing any improper deductions or unlawful salary processing.

Open Communication / Safe Expression

We provide equal opportunities to all applicants and employees, prohibiting discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership, or marital status. We treat every employee with dignity, prohibiting harsh or inhumane treatment. We respect employees' legal right to freedom of association, ensuring they can communicate openly with management regarding working conditions without fear of retaliation, threats, or harassment.

Diverse Internal Communication Channels



Alpha Networks provides diverse, open, and transparent communication channels. In addition to labor representatives presenting feedback through Labor-Management Meetings and Welfare Committee Meetings, employees can communicate directly via physical and electronic mailboxes.

- Employee Grievance Mailbox: talk@alphanetworks.com
- Employee Sexual Harassment Grievance Mailbox: care@alphanetworks.com
- Stakeholder Whistleblower Mailbox: improvement@alphanetworks.com
- Stakeholder Contact Mailbox: public@alphanetworks.com

3.1.2 Human Rights Management System

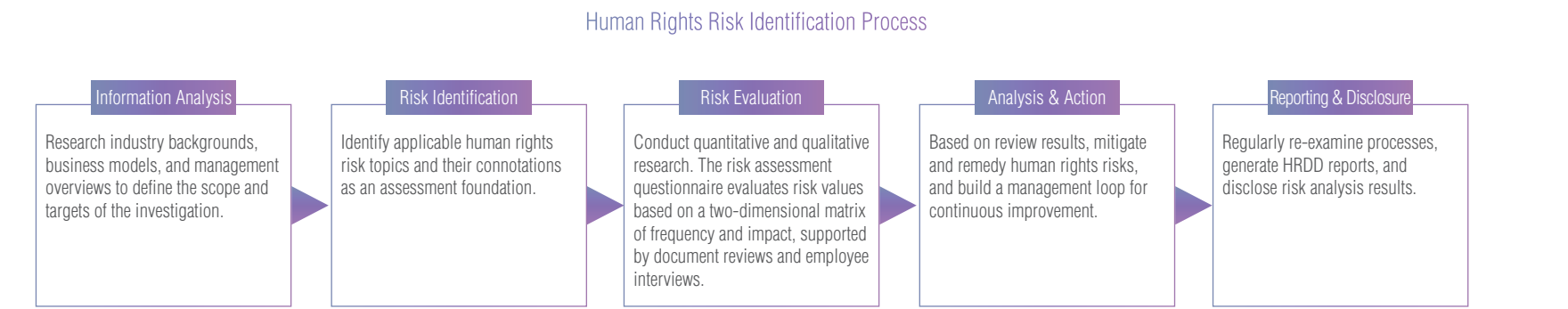
To fulfill corporate social responsibility and practice our human rights policy, Alpha Networks evaluates human rights issues and identifies risks. We establish management and mitigation measures, execute improvements, and conduct follow-ups to mitigate human rights impacts.

Our Human Rights Management System includes human rights policies and a Human Rights Due Diligence (HRDD) process. This structured PDCA (Plan-Do-Check-Act) cycle identifies critical human rights issues of concern to employees, suppliers, and customers. HRDD is used to detect human rights risks and implement mitigation or remedy measures, while providing grievance channels to elevate protection.

Human Rights Due Diligence Process

In accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the RBA Code of Conduct, Alpha Networks has established a systematic human rights due diligence process. Through steps including data analysis, risk identification, risk assessment, risk analysis, and disclosure of results, the company identifies potential human rights risks associated with its operational activities and uses these findings to plan management and improvement measures.

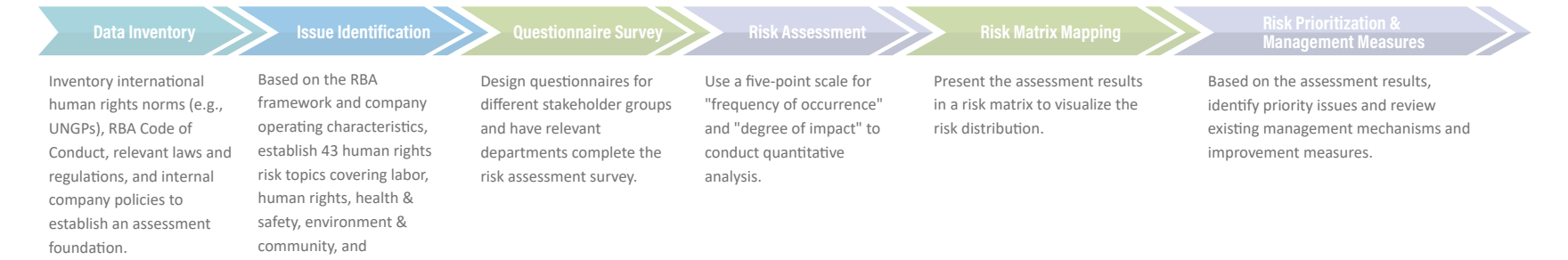
Under the human rights due diligence mechanism, the company executes a complete annual management cycle internally to evaluate the impact and frequency of potential human rights issues within its operational scope, identify material human rights risk issues, implement risk mitigation and remediation measures, and regularly track progress. Through this mechanism, the company enhances human rights awareness and protects stakeholder rights, ensuring that material human rights risks are detected and addressed.



Human Rights Risk Identification Process

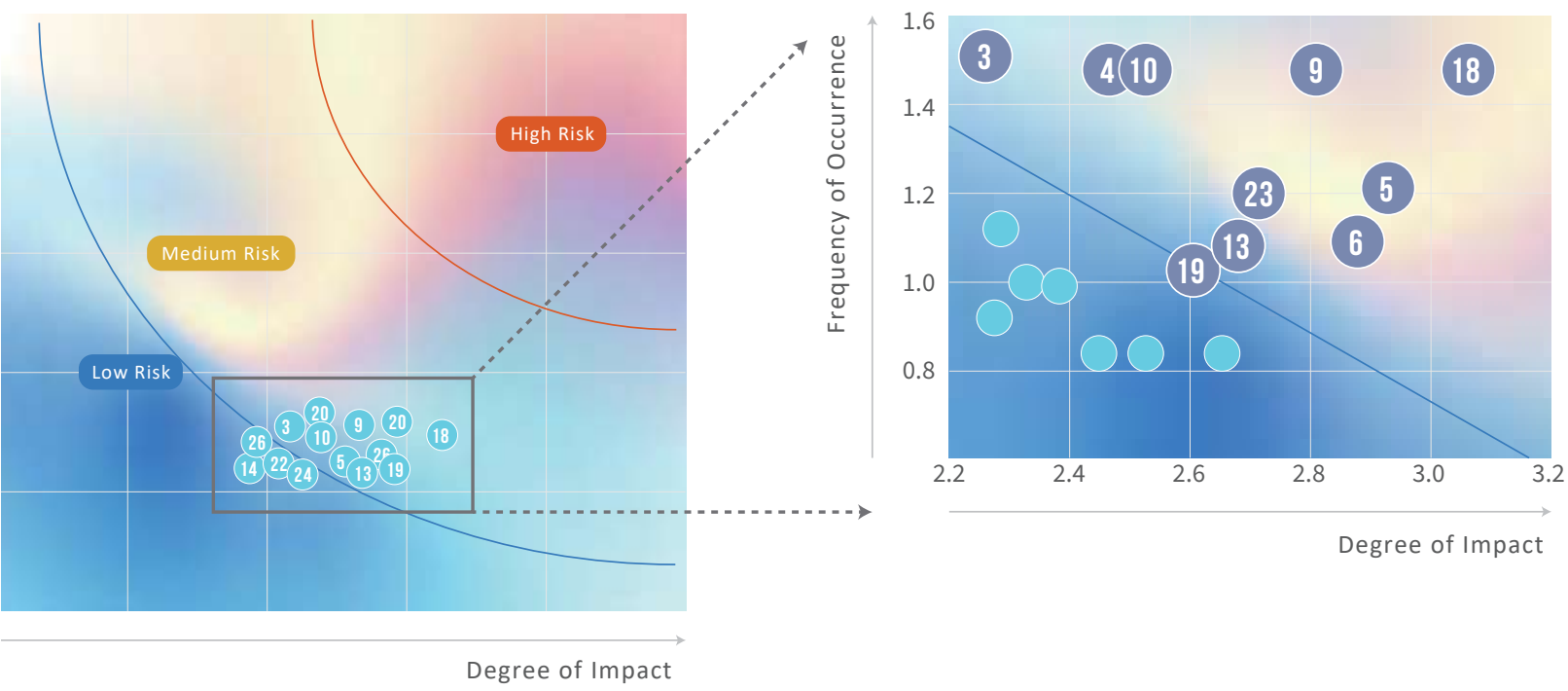
Based on the RBA Code of Conduct and audit results, Alpha Networks identifies potential human rights risks and implements internal management policies as well as mitigation and remediation measures across all global operational sites. Following an initial assessment, two issues (human trafficking and child labor) were excluded after empirical data confirmed zero risk of violation.

The company establis hed a Human Rights Risk Assessment Questionnaire covering 41 human rights issues across four primary categories: Labor Rights, Health & Safety, Environment & Community, and Governance & Ethics. Based on the survey results, the frequency and impact level of each human rights risk were evaluated. The risk score was calculated by multiplying frequency by impact, establishing a Human Rights Risk Matrix categorized by risk level.



Following voting by internal experts, the risk matrix results show that the occurrence frequency and impact level of most issues fall within the Low Risk zone, with some in the Medium Risk zone. According to our risk rating definition (Frequency × Impact), all assessed issues fall into the Low Risk category.

The results indicate that the existing management systems have achieved a certain degree of risk control effectiveness. Nevertheless, the Company will continue to strengthen its management of and improvement measures for specific issues requiring ongoing attention. (such as the zero placement fee policy for migrant workers and anti-retaliation mechanisms) as the foundation for risk control.



Rank	Code	Issue	Frequency	Impact	Risk Score	Frequency	Impact
1	18	Bullying and Harassment	1.52	3.08	4.67	Low	Med
2	9	Physical and Mental Health	1.52	2.81	4.27	Low	Med
3	10	Working Hours	1.45	2.59	3.75	Low	Med
4	4	Work-Life Balance	1.48	2.48	3.65	Low	Low
5	5	Wages and Benefits	1.22	2.93	3.58	Low	Med
6	3	Employment and Occupational	1.55	2.26	3.52	Low	Low
7	23	Manual Labor / Physical Demands	1.26	2.74	3.46	Low	Med
8	6	Maternal Protection	1.19	2.89	3.43	Low	Med
9	13	Gender Discrimination	1.19	2.67	3.16	Low	Med
10	19	Occupational Health & Safety	1.18	2.65	3.12	Low	Med
11	20	Migrant Labor	1.15	2.68	3.08	Low	Med
12	14	Anti-Bribery & Anti-Corruption	1.26	2.36	2.96	Low	Low
13	24	Data Protection	1.15	2.55	2.94	Low	Med
14	26	Health Promotion & Care	1.28	2.30	2.93	Low	Low
15	22	Industrial Safety	1.15	2.50	2.88	Low	Med

Stakeholder Human Rights Issues Prevention, Mitigation, and Remediation Measures

Risk Topic	Risk Status	Mitigation
Bullying and Harassment	Low frequency Medium impact	• Formulate and implement the Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Measures • Establish internal multi-channel communication and complaint mechanisms. • Optimize employee psychological counseling and assistance measures. • Formulate the Alpha Networks Human Rights Policy • Strengthen internal training and prevention advocacy on related issues
Physical and Mental Health	Low frequency Medium impact	• Focus on employee health through working hour/workload management, occupational safety and health systems, and Employee Assistance Programs (EAPs). Provide stress management, psychological counseling, and health promotion resources • Maintain complaint mechanisms for physical and mental health issues. Provide medical assistance, work adjustments, and necessary support on a case-by-case basis, while reviewing management systems and operational safety
Working Hours	Low frequency Medium impact	• Monitor attendance through the HR system • Regularly issue abnormal working hour alerts and warnings to colleagues and their supervisors • Send reminders to those who reach working hour thresholds to prevent overtime • Strengthen factory management communication and plan appropriate manpower reserves
Work-Life Balance	Low frequency Medium impact	• Promote work-life balance through working hour management systems, leave, and flexible work arrangements Encourage employees and their families to participate in Family Day, sports meets, movie viewings, and other caring activities • Provide communication and grievance channels for work-life imbalance. The HR department assists in adjusting workloads or shift schedules, and reviews system adequacy
Wages and Benefits	Low frequency Medium impact	• Ensure employee compensation complies with all local laws, including minimum wage and overtime pay • Monitor internal and external environments, and participate in salary surveys to adjust salary policies and compensation planning, optimizing overall competitiveness

Risk Topic	Risk Status	Mitigation & Management Measures
Employment and Occupational Discrimination	Low frequency Medium impact	• Follow equal employment and non-discrimination principles in recruiting, hiring, promotion, and compensation management. Prevent factors unrelated to job capability (e.g., age, nationality, race, appearance) from affecting opportunities • Promote diversity and equality through policy advocacy and management training. • Maintain grievance and investigation mechanisms for discrimination cases. The HR unit conducts investigations and takes corrective actions when necessary
Manual Labor / Physical Demands	Low frequency Medium impact	• Follow occupational safety laws and ergonomic principles to evaluate operational processes and workloads. Continuous improvements to the workplace protect workers' health • Establish reporting and medical assistance mechanisms for discomfort or injury caused by physical labor • Reduce physical strain through workstation improvements, assistive equipment, job rotation, and rest schedules, supported by regular training and physical examinations
Maternal Protection	Low frequency Medium impact	• Provide work adjustments, maternity leave, parental leave, pregnant-friendly parking spaces, and other support measures during pregnancy, childbirth, and childcare • Maintain communication and handling mechanisms for maternal protection requests or complaints. The HR and management units assist in adjusting work arrangements and providing support
Gender Discrimination	Low frequency Medium impact	• Adhere to gender equality and non-discrimination principles in HR operations, and conduct policy advocacy and training to avoid differential treatment based on gender, gender identity, or sexual orientation • Maintain grievance, investigation, and handling mechanisms for gender discrimination complaints to ensure equal opportunities and workplace respect
Occupational Health & Safety	Low frequency Medium impact	• Define occupational accident and injury reporting procedures • Conduct regular emergency evacuation drills. Provide appropriate personal protective equipment (PPE) complying with regulations for colleagues in special environments. • Implement safety advocacy and inspect protective equipment • Provide regular occupational health examinations for employees in hazardous roles. • Define investigation and handling measures for safety and health incidents, ensuring detailed records and reviews

3.1.3 Upholding Human Rights: Action & Training

Employee Communication and Grievance Mechanisms

To maintain constructive labor-management relations, the company has established open communication channels, including employee suggestion boxes, business communication meetings, Welfare Committee meetings, and Labor-Management meetings. These channels provide colleagues with transparent pathways to receive company information and offer suggestions regarding operations and development.

92.1%

Total Response Rate

Employee Engagement Survey (2025)

- Total Response Rate: 92.1% (2,385 valid questionnaires returned, including 1,055 direct employees and 1,330 indirect employees)
- Average Score: 4.86 out of 6
- Since 2024, the Company has conducted an employee engagement survey (including employee satisfaction items) at its Taiwan headquarters. In 2025, the survey was expanded to overseas sites, including Changshu, Vietnam, and the Chengdu R&D Center. The questionnaire included both quantitative satisfaction items and qualitative open-ended questions

Grievance and Communication Channels for Stakeholders

The Company has established diverse grievance and communication channels through which employees, suppliers, customers, and other stakeholders may submit feedback or reports under their real names or anonymously. All cases are accepted, investigated, and responded to in accordance with established procedures, with confidentiality and non-retaliation safeguards in place. Where a human rights risk is substantiated, appropriate corrective and remedial measures are taken on a case-by-case basis to protect the rights and interests concerned.

Stakeholder	Communication Content & Grievance Path	Frequency	Channels
All Employees	Labor rights, freedom of association, gender equality, non-discrimination, and prevention of harassment.	• Quarterly Labor-Management meetings • Annual satisfaction survey	• Labor-Management meetings • Physical suggestion boxes • Occupational Safety & Health Committee • Performance interviews • care@alphanetworks.com • talk@alphanetworks.com
Migrant Workers	Dedicated regular meetings to report internal policies and resolve issues, supported by direct communication groups.	Bimonthly meetings	• Specialized migrant worker communication groups • Regular meetings
Suppliers	Sign Supplier Code of Conduct Declaration (covering forced labor, working hours, non-discrimination) and complete annual SAQ	• Modified when major regulations change • SAQ is conducted annually	Integrity and business conduct reporting mailbox: improvement@alphanetworks.com
Customers	Privacy, information security, and product information transparency.	• Annual customer satisfaction survey • Ad-hoc customer complaints	• Stakeholder contact mailbox: public@alphanetworks.com • Customer complaint management system

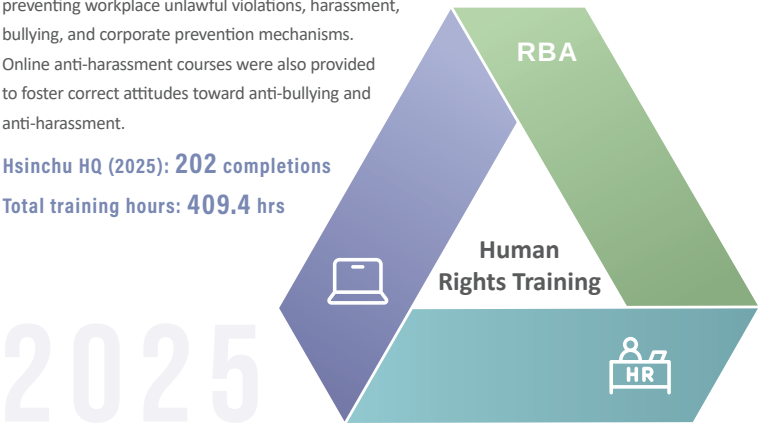
Human Rights Education and Training

Lecture Series & Online Courses

Invited legal professionals to deliver on-site talks on preventing workplace unlawful violations, harassment, bullying, and corporate prevention mechanisms. Online anti-harassment courses were also provided to foster correct attitudes toward anti-bullying and anti-harassment.

Hsinchu HQ (2025): 202 completions

Total training hours: 409.4 hrs



RBA Training

Leveraging the RBA framework, consultants were engaged to deliver training on the Code of Conduct and various human rights topics, encouraging responsible parties to take proactive actions and establish mitigation and improvement measures.

Hsinchu HQ (2025): 49 completions

Total training hours: 147 hrs

New Employee Human Rights Orientation

Introduced contemporary human rights concepts, the Company's human rights policy, workplace human rights issues, and relevant laws and handling procedures.

In 2025, Hsinchu HQ recorded 71 completions, totaling 56.8 training hours.

Working Conditions and Working Hours Management



Working Hours Management

Legal Compliance & Working Hours Control

- ☑ Compliance with statutory working hours regulations
- ☑ Attendance tracking system management
- ☑ Working hours transparency



Flexible Work Policy

Promoting Flexible & Employee-Friendly Work

- ☑ Flexible working hours system
- ☑ 1 day of Work from Home (WFH) per month
- ☑ Enhancing work-life balance



Overtime Management

Implementation of Overtime Application & Control

- ☑ Review and approval of overtime applications
- ☑ Overtime hours tracking and control
- ☑ Statutory overtime pay or compensatory leave



Prohibition of Forced Labor

Implementing Lawful Employment

- ☑ Prohibition of forced labor
- ☑ Prohibition of child labor
- ☑ Lawful hiring and recruitment procedures



Leave System

Safeguarding Employees' Right to Rest

- ☑ Annual leave policy
- ☑ Statutory holidays & leave
- ☑ Rest period and break scheduling



Fair Employment

Upholding Equality & Non-Discrimination Principles

- ☑ Non-discrimination policy
- ☑ Fair and equitable hiring
- ☑ Diverse and inclusive environment

| 3.2 Human Resources |

Attracting and Recruiting Talent for Global Growth

Since its establishment in the Hsinchu Science Park in 2003, Alpha Networks has expanded its operations to North America, Japan, China, Vietnam, and India. As of the end of 2025, our global workforce reached 3,000 employees.

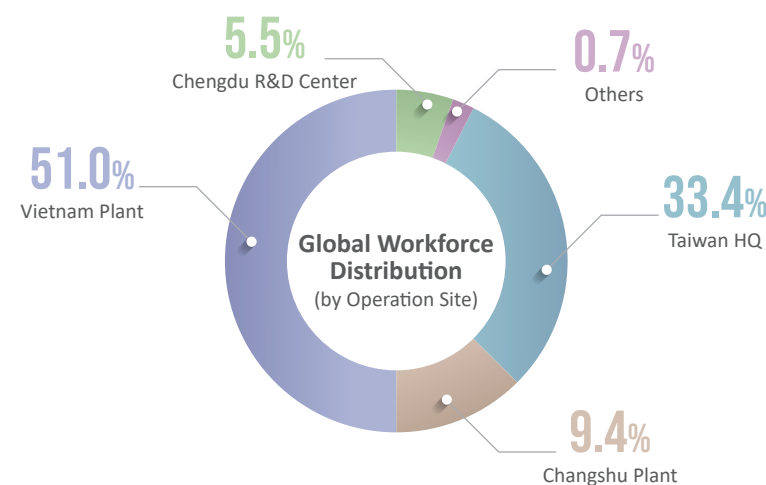
Alpha Networks believes that talent is our most valuable asset. We are committed to building a diverse and equal workplace internally and maintaining competitive organizational strength externally, enabling us to attract the talent needed to support our sustainable development and global expansion.

3.2.1 Manpower Allocation

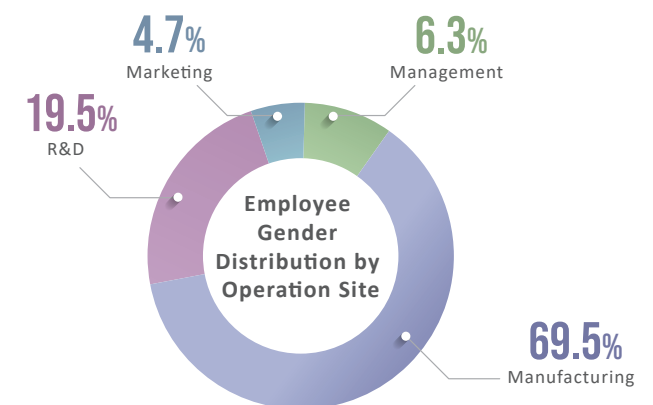
Alpha Networks' headquarters is located in the Hsinchu Science Park, accounting for approximately 33% of our total workforce. The HQ is responsible for product design, R&D, marketing, and daily operations. Alpha Networks keeps its core R&D in Taiwan.

Our main manufacturing sites include the Hsinchu Headquarters, the Changshu Plant (China), and the Vietnam Plant. The two overseas plants account for approximately 60% of our total workforce, while other global sales offices account for approximately 7%. Within our workforce, indirect personnel (non-direct production units) account for 54.7%, while direct personnel (production, process, and quality departments) account for 45.3%.

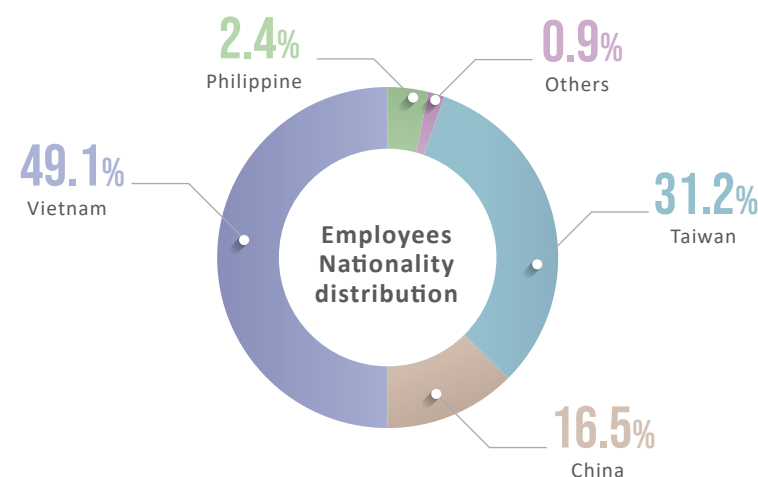
• Global Workforce Distribution (by Operation Site)



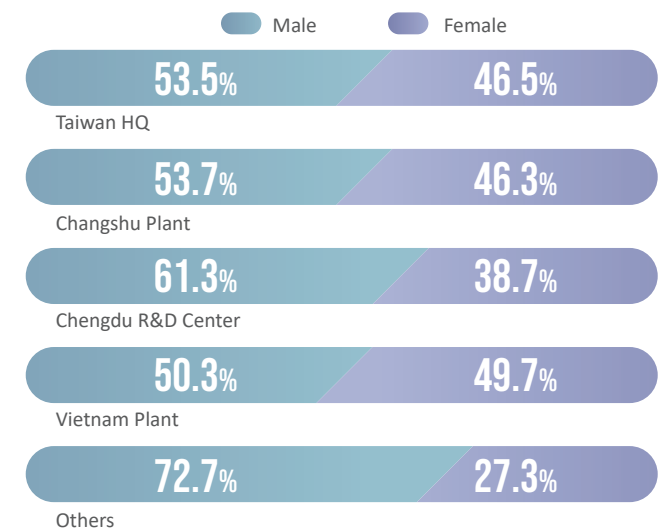
• Job Functions Distribution- Alpha Networks Group



• Employee Nationalities Distribution

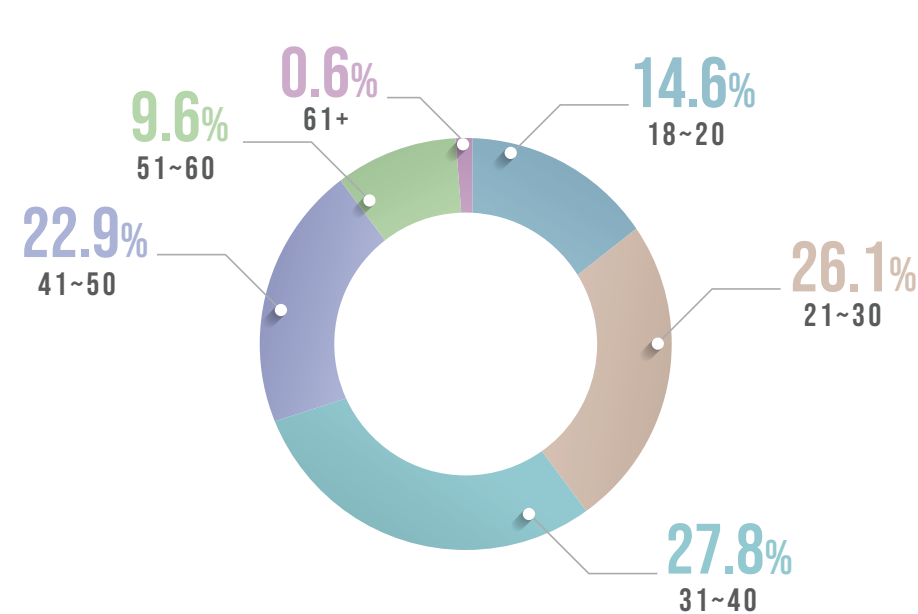


• Employee Gender Distribution by Operation Site

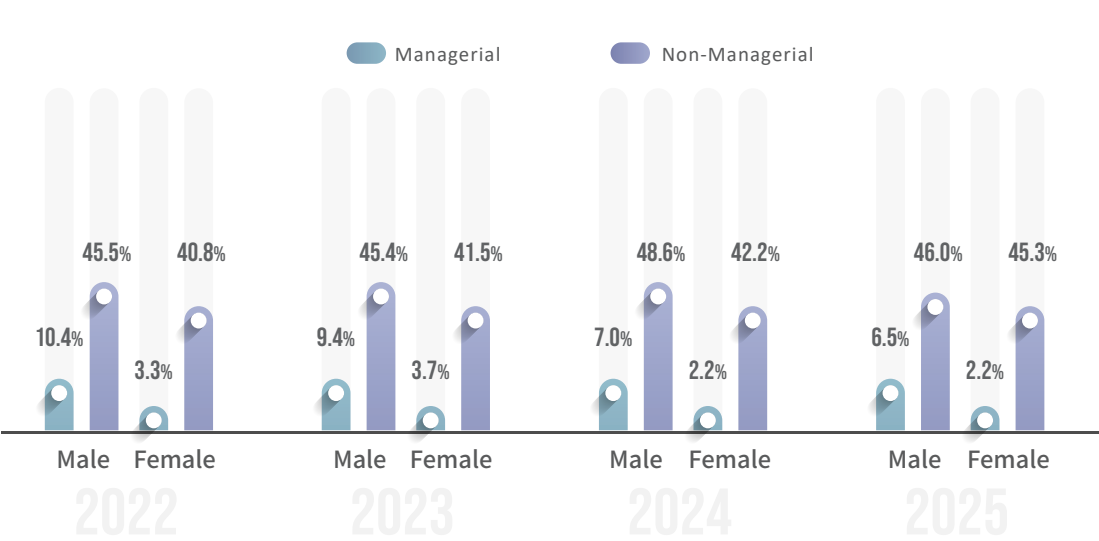


Alpha Networks refers to the spirit of the "Responsible Business Alliance Code of Conduct" and, in accordance with the "Employment Management Regulations," formulates the company's employment policy to ensure that employees are not discriminated against due to "race, skin color, age, gender, sexual orientation, ethnicity, belief, pregnancy, and other legally protected statuses."

• Age Distribution of Global Employees - Alpha Networks Group

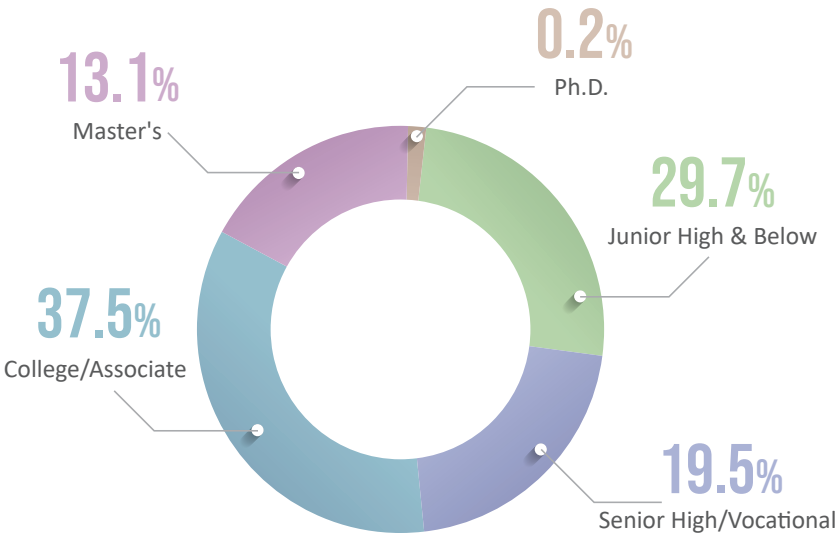


• Global Management Roles Historical Gender Distribution - Alpha Networks Group

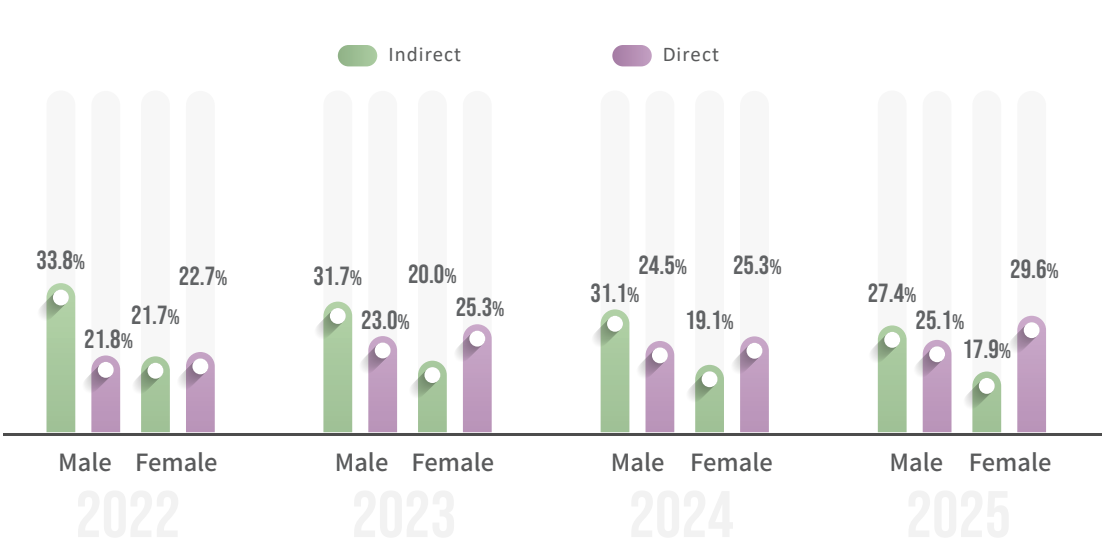


The entire Alpha Networks Group is committed to workplace diversity. Globally, male employees account for 52.5% of the total number of people, and female employees account for 47.5% of the total number of people, which conforms to industry characteristics. In addition to Taiwan, China, and Vietnam, where the factories are located, making up the majority, the nationality distribution of employees also includes personnel from the Philippines, the United States, Japan, India, Malaysia, South Africa, and other countries.

• Education Distribution of Global Employees - Alpha Networks Group



• Direct Personnel of Global Employees - Alpha Networks Group



*Note: Direct personnel are defined as production departments and process quality units. Indirect personnel are defined as other non-direct production units).

3.2.2 Talent Acquisition and Retention

• 2025 New Formal Employee Age Distribution by Operation Site

New	Number	Age						Subtotal %
	%	18~20	21~30	31~40	41~50	51~60	61+	
Taiwan HQ	Number	1	26	49	27	2	3	108
	%	0.9	24.1%	45.4%	25.00%	1.8%	2.8%	100.0%
Changshu Plant	Number	691	532	185	1	0	0	1409
	%	49.0%	37.8%	13.1%	0.1%	0.0%	0.0%	100.0%
Chengdu R&D Center	Number	0	1	0	0	0	0	1
	%	0.00%	100.00%	0.0%	0.00%	0.0%	0.0%	100.0%
Vietnam Plant	Number	332	286	315	67	0	0	1000
	%	33.2%	28.60%	31.5%	6.7%	0.0%	0.0%	100.0%
USA	Number	1	0	0	0	0	1	2
	%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%
Japan	Number	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
India	Number	0	2	1	0	0	0	3
	%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	100.0%
Total	Number	1025	847	550	95	2	4	2523
	%	40.6%	33.5%	21.8%	3.8%	0.1	0.2%	100.0%

• 2025 Terminated Formal Employee Age Distribution by Operation Site

Separation	Number	Age						Subtotal%
	%	18~20	21~30	31~40	41~50	51~60	61+	
Taiwan HQ	Number	0	20	42	57	24	5	148
	%	0.0%	13.5%	28.4%	38.5%	16.2%	3.4%	100.0%
Changshu Plant	Number	0	8	26	14	2	0	50
	%	0.0%	16.0%	52.0%	28.0%	4.0%	0.0%	100.0%
Chengdu R&D Center	Number	0	1	3	7	1	0	12
	%	0.0%	8.3%	25.0%	58.4%	8.3%	0.0%	100.0%
Vietnam Plant	Number	192	171	180	39	0	0	582
	%	33.0%	29.4%	30.9%	6.7%	0.0%	0.0%	100.0%
USA	Number	0	1	1	0	0	0	2
	%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%
Japan	Number	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
India	Number	0	0	3	0	0	0	3
	%	0.0%	0.0%	100.00%	0.0%	0.0%	0.0%	100.0%
Total	Number	192	201	255	117	27	5	797
	%	24.1%	25.2%	32.0%	14.7%	3.4%	0.6%	100.0%

3.2.3 Talent Sustainability

Workplace Equality Promotion Excellence Award In 2025, Alpha Networks received the Workplace Equality Excellence Award from the Hsinchu Science Park Bureau for our commitment to DEI and a zero-discrimination workplace in 2024. Furthermore, our Hsinchu HQ achieved RBA VAP Silver Recognition in August 2025, demonstrating our active integration of RBA principles into daily operations. Key Focus Areas: • Diversity & Inclusion across Gender, Nationality, and Age • Human Rights & Zero-Harassment Environment • A Supportive, Inclusive Workplace 2025 Performance Overview:  Age Equality Age Equality: To address Taiwan's aging demographic, we value the expertise of experienced professionals. Middle-aged and senior employees constitute 53% of our workforce, with an average tenure exceeding 10 years. Colleagues with 20 years of service receive the "Truth, Goodness, and Beauty Award Medal" from the Chairman. 	
Upholding Human Rights & Zero Harassment Workplace • Human rights courses are integrated into training for all employees, accumulating 322 participants and 613 training hours. • Managers attend advanced courses led by professional attorneys on human rights protection and workplace bullying prevention. • In 2025, zero cases of sexual harassment occurred across all Alpha Networks sites. No child labor or forced labor was reported. • We upgraded internal grievance channels by placing "We Care, You Care" contact posters on bulletin boards to foster a safe, supportive, and respectful environment. 	
A Friendly and Inclusive Workplace By integrating diverse activities with fully upgraded employee benefits, we continuously foster a workplace environment that provides peace of mind, identity, and a sense of belonging for all employees.	
Flexible Time Off 1. We provide a one-day WFH (Work From Home) policy per month. On average, 54% of eligible employees utilize this flexible scheme. 2. In addition to flexible daily working hours (08:00-09:30), on the working day preceding a consecutive holiday, employees can leave work 2 hours early to avoid travel peaks. 3. We support an annual leave deferral system, allowing untaken leave to accumulate without expiring. 4. Our annual travel subsidy usage rate reached 97%, demonstrating high engagement with company benefits. 	
Gender, Nationality, and Age: The Beginning of Inclusion • The company does not charge any recruitment fees to candidates globally, ensuring fair treatment for all nationalities. • National Equality: We welcome talent from different countries and cultures, currently hosting 84 international colleagues from Indonesia, India, South Africa, Malaysia, Vietnam, and the Philippines. • Following the establishment of our India site, we are expanding our international talent layout to foster cross-cultural collaboration. • Gender Balance: The global gender ratio is balanced, with males representing 52.5% and females representing 47.5%. The company provides reserved maternal parking spaces, upgraded breastfeeding/lactation rooms, and maternity gifts. Our lactation room earned the "Friendly Breastfeeding Room Special Excellence Certification" from the Hsinchu City Health Bureau. 	

A Friendly and Inclusive Workplace

Through upgraded initiatives and benefits, we foster a secure, valued, and inclusive workplace.

Healthy Living & Safety

Professional Cafeteria & Coffee Shop: In 2024, a professional coffee shop was established at the Hsinchu Headquarters, staffed by certified baristas. Fresh fruit options are provided daily to support healthy eating.



Theme Dress Code Days

Monthly Dress Code events turn daily outfits into the funnest topic in the office! Brainstorming outfits and color combinations around each month's theme—whether it's vibrant spring vibes, festive celebration styles, or retro nostalgia—allows everyone to express their creativity freely and transform the office into a runway. Open to all employees regardless of job level or nationality, anyone who dares to wear and showcase their style can join! With voting contests and small gifts, these events ensure your personal style gets the spotlight it deserves.



Holistic Health Support

With growing emphasis on holistic health, the company offers diverse physical and mental wellness programs, receiving enthusiastic participation and positive employee feedback.

- 1. Our health promotion lectures (attracting over 50 colleagues per session) focus on stress management, relaxation, and wellness.
- 2. Free Counseling Services: We offer unlimited telephonic counseling (Monday to Friday) and 3 free face-to-face sessions per year per employee. In 2025, 43 telephone sessions and 10 face-to-face sessions were utilized.
- 3. We provide annual gynecological ultrasounds and Pap smears for female employees, and abdominal ultrasound screenings for male employees.
- 4. Upgraded Fitness Facilities: Additional treadmills were installed in the headquarters' fitness center.
- 5. Physical Activity: We promote step-count challenges ("7,500 Steps Daily") and support sports clubs. In the 2025 Group Sports Day, Alpha Networks won the Table Tennis Championship, two 2nd runner-up finishes, and two 3rd runner-up finishes.



| 3.3 Compensation & Benefits |

Fostering Development and Retaining Talent Through Robust Benefits

3.3.1 Salary Level

To recruit and retain outstanding talent, Alpha Networks regularly reviews its compensation and benefits against market standards and local labor laws. We adhere to a fair compensation policy where rewards are based on professional capability, education, and experience, without regard to gender, race, nationality, or age. Following onboarding, salaries are adjusted and bonuses are distributed annually based on corporate operations and individual performance.

Entry-Level Salary Ratio (Hsinchu HQ)

Location	Category	Female	Male
Taiwan HQ	Direct	1.07	1.07
	Indirect	1.88	1.88

Note: Starting salary / Statutory minimum wage

Entry-Level Salary Gender Equality Ratio (Hsinchu HQ)

Location	Category	Female	Male
Taiwan HQ	Direct	1	1
	Indirect	1	1

Note: Starting salary of new female employees vs Starting salary of new male employees

* For more information on our remuneration, benefits, and leave system, please refer to the Alpha Networks website> Career [🔗](#)

To enhance corporate governance disclosure and social responsibility, we disclose the average and median salaries of full-time, non-managerial employees. In 2025, this cohort comprised 1,060 employees, with an average salary of 1,162K TWD and a median of 1,124K TWD.

Non-Managerial Full-Time Employee Compensation Statistics

Item	2022	2023	2024	2025
Number of Non-Managerial Full-Time Employees	1,137	1,197	1,110	1,060
Average Annual Salary of Non-Managerial Full-Time Employees	NT\$ 1,116K	NT\$ 1,132K	NT\$ 1,144K	NT\$ 1,162K
Median Annual Salary	NT\$ 1,050K	NT\$ 1,066K	NT\$ 1,132K	NT\$ 1,124K

3.3.2 Benefits and Insurance

Welfare & Benefit Programs

- Alpha Networks provides:
- Traditional three festival bonuses/gifts, monthly birthday gifts, and cards
 - Annual travel subsidies to support work-life balance
 - Free indoor parking for cars and motorcycles
 - An on-site cafeteria offering balanced meals, alongside an on-site convenience store and coffee shop

Employee Pension and Insurance

We maintain a comprehensive insurance system implemented for all employees.

Our Taiwan (Hsinchu) Headquarters administers pensions in accordance with the Labor Standards Act and the Labor Pension Act, contributing monthly pension funds to statutory accounts. For employees under the New and Old pension systems, the employer contribution rates are 6% and 2% respectively. 100% of our formal employees participate in retirement plans, with only 7 remaining under the Old pension system. Our overseas plants in Chengdu, Changshu, and Vietnam enroll employees in local social security and medical insurance from their first day of work.

In addition to statutory insurance, Hsinchu HQ provides 100% company-paid group insurance for formal and contract employees from their first day of work. This covers term life, major illness, accidental injury, accidental medical, hospitalization, and cancer medical insurance. To support our colleagues' families, the company extends group insurance coverage to spouses, children, and parents, subsidizing 60% of the premium for spouses and children.

3.3.3 Leave System

Hsinchu HQ offers an online system for employees to monitor their leave balances and plan time off. Overseas plants grant leave in compliance with local regulations.

We offer flexible working hours, a 12-day annual WFH allowance, and specialized leave options such as "Major Illness Recuperation Leave" and "Major Family Illness Care Leave."

Parental Leave and Return-to-Work Statistics (Hsinchu HQ)

To support families, the company complies with the Act of Gender Equality in Employment. In 2025, 8 female employees took maternity leave; 4 of them subsequently applied for parental leave, resulting in a 50% direct return-to-work rate. 7 male employees took paternity leave; 1 subsequently applied for parental leave, achieving a 100% return-to-work rate upon leave completion.

Year	Female Employees					Male Employees		
	Maternity Leave	Returned to Work after Maternity Leave	Return Rate %	Remained on Leave / Left after Maternity Leave	Remained / Left Rate %	Paternity & Paternity Check-up Leave	Returned to Work after Paternity Leave	Return Rate %
2022	11	9	81.8%	2	18.2%	12	11	91.7%
2023	5	3	60.0%	2	40.0%	17	15	88.2%
2024	7	5	71.43%	2	28.6%	11	11	100.0%
2025	8	4	50.0%	4	50.0%	7	7	100.0%

| 3.4 Talent Development |

Cultivating Capabilities to Drive Sustainable Growth

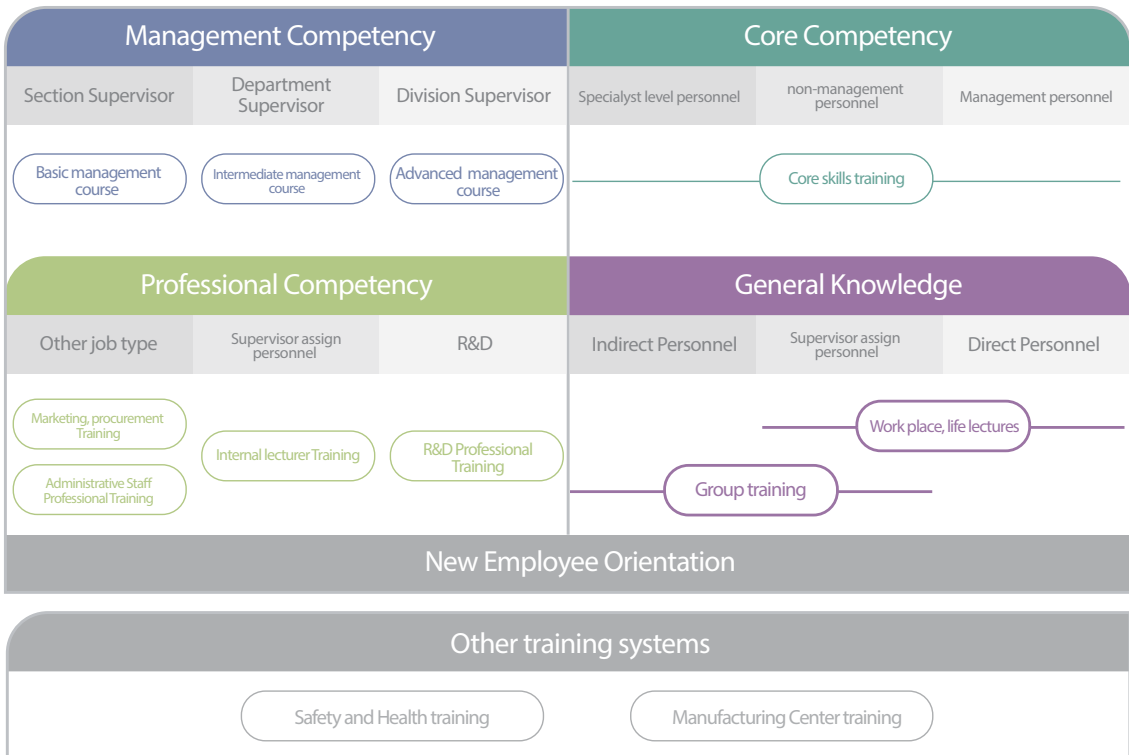
3.4.1 Training and Development

The sustainable development of the company is built upon continuous talent cultivation. Alpha Networks deeply understands that training and development constitute a long-term strategic plan for the enterprise, and that talent is the company's most valuable asset. Therefore, the company spares no effort in training and development planning for employees. By investing substantial training budgets and resources year by year and expanding learning channels, we enable employees to obtain the best opportunities for learning and development.

*Alpha Networks' talent development related information can also be found on the Alpha Networks website > Career [🔗](#)

Targeting the learning needs of employees at different stages, a comprehensive training system has been planned. Based on competencies, a tailor-made training blueprint is built for our colleagues:

HR Training System



Taking indirect personnel as an example, they begin receiving systematic training within the HR training system immediately upon onboarding. The primary components include:

New Employee Orientation Training

Providing comprehensive orientation training for every newly hired employee, encompassing both physical and online courses. The content includes shared courses such as company profile, organizational status, core values and goals, regulations and benefits, internal systems operations, and occupational health and safety, as well as specialized courses individually tailored to different job functions. This assists employees in rapidly understanding the company and integrating into the organizational culture.

Managerial Competency Training

Developed according to organizational business strategies and the implementation of management goals, courses required for managerial competencies are organized for supervisors at all levels to strengthen the concepts and capabilities of management personnel.

Core Competency Training

Alpha Networks believes that deeply instilling organizational beliefs and cultivating integrity, positive, and friendly values among personnel are the keys to driving long-term stable corporate development. We select competency items for evaluation and surveys, using the results to plan core competency courses that provide employees with opportunities to enhance analytical thinking, logical argument, and self-inspiration capabilities.

Professional Competency Training

Targeting personnel of different job functions, various professional skills courses are planned and organized to promote the enhancement of professional capabilities across different job categories and cross-unit technical exchanges. In conjunction with the instructor training management system, internal trainer programs are organized to elevate teaching quality and facilitate internal succession.

General Education Training

Group Courses are designed to deliver consistent awareness and conceptual training to all colleagues. Workplace Life Seminars, aimed at achieving work-life balance, primarily cover intellectual and wellness themes such as parenting, health, and spiritual growth.

In addition to the aforementioned training plans, the following key training programs are implemented in response to the promotion of various policies or business developments:

R&D Technical Training

To cultivate R&D talent in 5G, 6G, and various specialized technologies, and in response to the company's technical development direction as well as current technological trends—such as AI and Low Earth Orbit (LEO) satellites—experts and scholars are invited to serve as instructors, holding 6 to 8 technical lectures annually.

In 2025, the total training hours reached 827.5 hours, the total participation reached 449 person times, and the average learning satisfaction score was 4.5 points (out of a maximum of 5 points)



ESG Training

To build a solid foundation of ESG knowledge and establish sustainable development as a consensus among all employees, Alpha Networks has integrated "ESG Sustainable Development" and "Ethical Governance" modules into the mandatory curriculum for new employee orientation since 2022. Concurrently, training has been strengthened on crucial topics such as "Human Rights" and "Prevention of Insider Trading." In 2025, the company's total annual training hours for ESG-related programs reached 1,480.1 hours, with participation expanding to 4,006 person-times.

General Education Training

To promote diversified learning and physical-mental balance among employees, and to cultivate cross-disciplinary knowledge and life aesthetics, the company continuously plans general education courses to encourage colleagues to expand their interests and horizons beyond professional work, thereby enhancing overall quality of life and workplace well-being. The themes of general education courses encompass multiple dimensions such as culture and lifestyle, creating a knowledgeable and interactive learning environment through the sharing of practical experience and insights by professional instructors. In 2025, the company launched the "Coffee and Life" series of courses, including themes such as "Introduction to Coffee Quality Grading" and "Practical Pour-Over Coffee Teaching." Led by professional coffee instructors, these courses enabled colleagues to understand coffee culture, coffee cupping and tasting techniques, and hands-on experiences, cultivating personal tastes and interaction opportunities, which was widely acclaimed by colleagues. In 2025, a total of 2 sessions of the "Coffee and Life" courses were organized, with total training hours reaching 195 hours, participation reaching 78 person-times, and the average student satisfaction score reaching 4.85 points (out of a maximum of 5 points).



To encourage colleagues to share professional expertise and pass down valuable experience, the company actively establishes and promotes an internal instructor system. Annually in September, in commemoration of Confucius' Birthday (Teachers' Day), an instructor commendation event is regularly held to encourage more outstanding internal talent to facilitate knowledge succession and institutional inheritance.

Alpha Networks encourages employees to engage in continuous self-learning. In addition to establishing the "Alpha Networks Library" at the headquarters and budgeting annually to purchase various best-selling books—offering colleagues free book borrowing services to continuously enrich themselves outside of work—the company also provides fixed-amount incentives for colleagues who pursue foreign language studies or obtain foreign language proficiency certifications, supporting diversified learning and development for staff.

In 2025, to create a more comfortable and focused reading environment, an independent space was specifically allocated to relocate and upgrade the "Alpha Networks Library" from its original office corner into an exclusive library room. Beyond the designated book collection area, the new space features comfortable reading tables and chairs, complemented by light background music to cultivate a serene atmosphere, providing colleagues with a sanctuary to settle their minds, focus on reading, and engage in self-learning amidst their busy work.

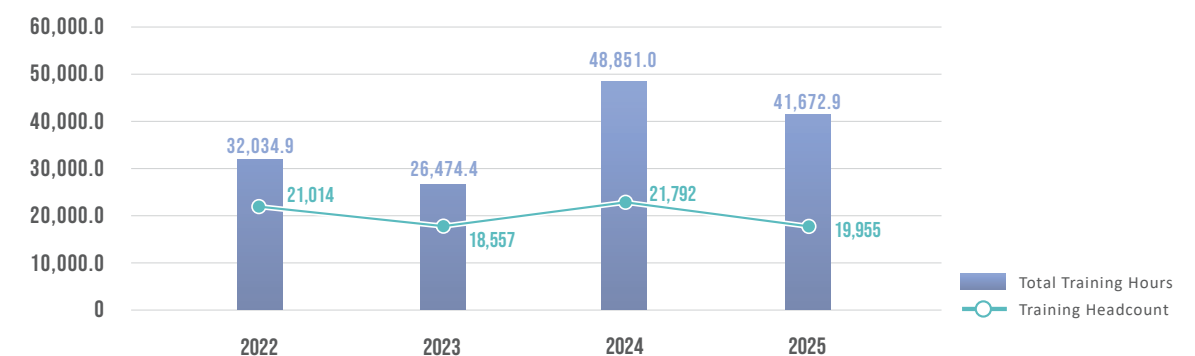
Through space optimization and environmental enhancement, the "Alpha Networks Library" has not only become a platform for knowledge exchange but also progressively shapes an internal corporate culture of continuous learning and reading sharing.



19,955
person-times

Apart from HR training, there are other specialized systems including Manufacturing Center Training, Quality Center Training, Occupational Health & Safety (OHS) Training, and Sustainability Development Training. Annual courses are organized based on the knowledge and skills required for different job functions or operational roles, thereby ensuring operational safety, stable production quality, and the advancement of key policies. In 2025, the company's total training hours reached 41,672.9 hours, and the cumulative annual participation reached 19,955 person-times.

	Training Headcount (Person-times)		Training Hours	
	Internal Training	External Training	Internal Training	External Training
Direct Employees	9,363	0	12,920.1	0
Indirect Employees	10,525	67	27,784.3	968.5
Subtotal	19,888	67	40,704.4	968.5
Total	19,955		41,672.9	



3.4.2 Performance Review and Promotion

Performance Management

To align individual contributions with corporate goals, department heads set performance targets linked to company objectives. We conduct mid-year reviews to adjust targets and end-of-year evaluations to assess achievements. Performance outcomes serve as the basis for promotions, salary adjustments, bonuses, and training development plans.

Promotion Management

We implement a dual-track promotion system for management and technical/professional roles, allowing employees to advance along their preferred career paths. Candidates are nominated based on performance and seniority, and finalized by the HR Committee. Newly promoted managers participate in tailored leadership development courses.

Overseas Talent Exchange Program

To promote internal knowledge sharing and expand global perspectives, we launched the "Overseas Outstanding Employee Exchange Program in Taiwan" in 2025. Excellent employees from Changshu, Vietnam, and Chengdu are selected based on performance, tenure, and capability to visit our Hsinchu Headquarters for a 5-day professional training and cultural exchange program. Participants are also invited to the company's annual year-end banquet.

- 2025 Results: 15 outstanding overseas employees participated in the exchange program in Taiwan

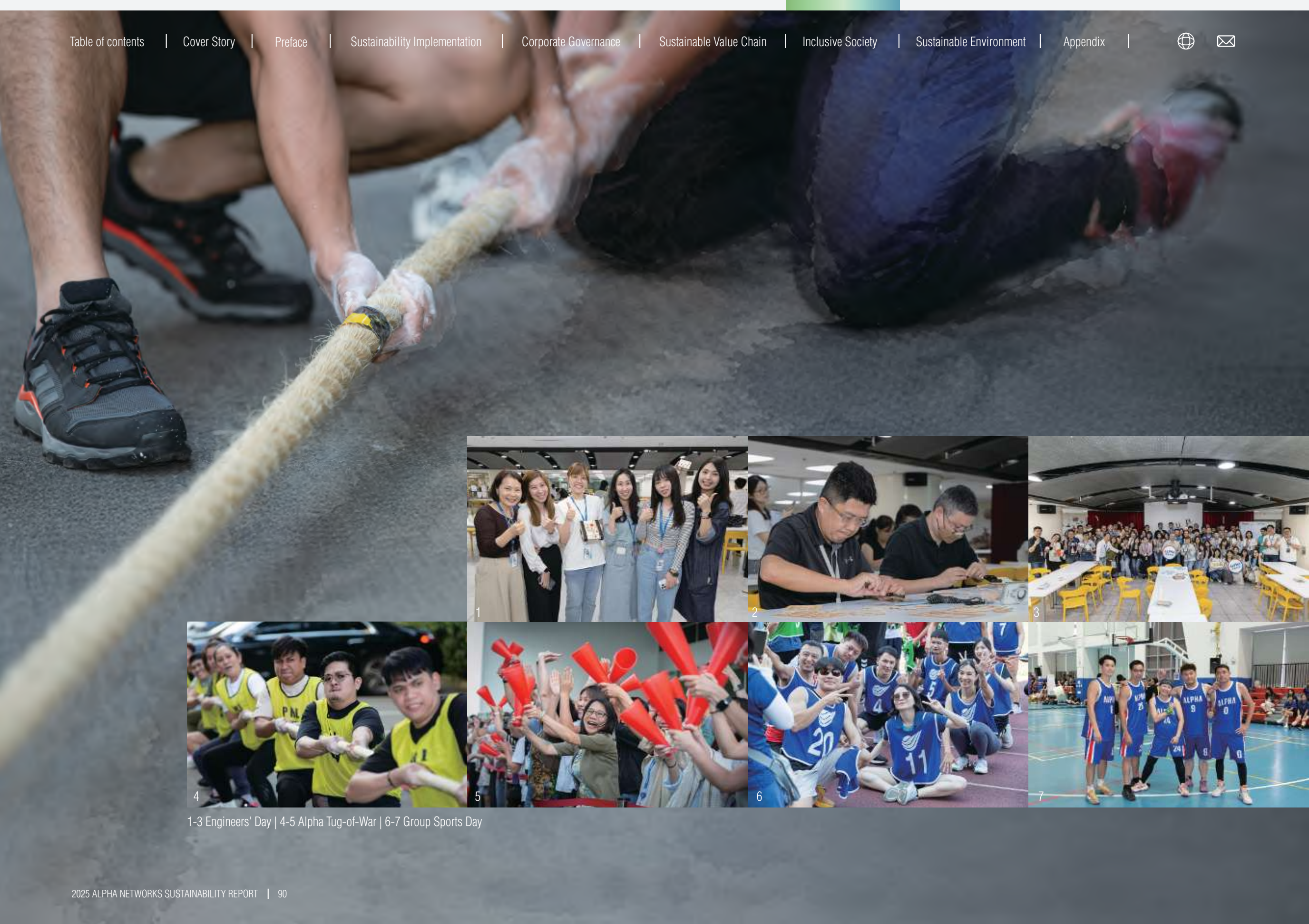


3.4.3 Employee Activities

A wide corporate spectrum of employee activities is organized, including annual year-end banquets (Weiya), birthday parties, club activities, Group Family Days, recreational competitions, and Group Sports Days. Concurrently, the company holds various seminars from time to time, covering popular topics such as healthcare, parenting, and physical-mental stress relief. To help colleagues foster friendship and achieve work-life balance outside of work, Alpha Networks provides generous annual group travel subsidies every year.

At the 2025 Group Sports Day, Alpha Networks colleagues demonstrated top-tier talent and exceptional solidarity, proudly capturing the table tennis championship, second runner-up in both basketball and badminton, and fourth place in both the track relay and tug-of-war competitions, ultimately securing third place in the overall team championship.





1-3 Engineers' Day | 4-5 Alpha Tug-of-War | 6-7 Group Sports Day



1. Zumba Fitness Club 2. Table Tennis Club 3. Street Dance Club 4. Tennis Club 5. Pilates Club 6. Basic Yoga Club 7. Softball Club
8. Wing Chun Club 9. Badminton Club 10. Boxing Aerobics Club 11. Basketball Club 12. Jogging Club

| 3.5 Occupational Safety and Health |

Creating a Safe and Compliant Work Environment

Alpha Networks operates an ESG Committee and an Occupational Safety and Health (OSH) Committee. The OSH Committee meets quarterly, chaired by the Chairman and President alongside labor representatives, to review performance. Committee members are re-elected every two years, with 9 labor representatives constituting more than one-third of the committee to ensure worker participation.

The Occupational Health and Safety Committee's meeting agendas include discussing occupational health and safety management plans and implementation, target program progress, internal and external topics of concern, communication matters, occupational disease prevention, health promotion activities, as well as performance evaluation and assessment of occupational health and safety management. The committee listens to suggestions from labor representatives in accordance with the "Safety and Health Consultation, Participation, and Communication Regulations."

If employees have inquiries or proposals regarding safety and health, prompt responses will be provided. Inquiries requiring further action will be logged, processed, and responded to by relevant departments. When necessary, they will be incorporated into project management or target control. The company continuously reviews relevant processes and management systems to strengthen preventive measures and enhance occupational health and safety management performance.

At our overseas manufacturing plants in Changshu and Vietnam, Safety Production Committees meet quarterly. Departments nominate representatives to attend certified safety officer courses and obtain professional certifications.

3.5.1 Occupational Safety and Health Policy

Alpha Networks values safety and health. To provide employees with a good working environment, we have established the following five major occupational health and safety policies:

- Department heads commit to and participate in daily safety and health management
- Prevent occupational accidents to protect the safety and health of all employees
- Comply with domestic safety and health regulations and other international standards
- Regularly review and improve safety and health performance
- Treat safety, production, and quality with equal importance

Alpha Networks attaches great importance to occupational health and safety, environmental protection, Authorized Economic Operator (AEO), corporate social responsibility, the Responsible Business Alliance (RBA) Code of Conduct, and energy management, among other implementation and management efforts. In addition to providing innovative technology services through product R&D, manufacturing, and service provision, Alpha Networks also places strong emphasis on environmental protection issues, enhancing worker rights, and continuously improving the work environment and quality of safety and health.

Alpha Networks requires internal employees to understand their responsibilities and roles. At the same time, suppliers, contractors, subcontractors, and group companies are required to comply with Alpha Networks' policies regarding occupational health and safety, environmental protection, social responsibility, the RBA Code of Conduct, and energy management, jointly fulfilling our commitments to social responsibility, energy management, and environment, safety, and health management.

3.5.2 Occupational Safety and Health Management

Management Systems Certification

Our major manufacturing sites are certified under ISO 45001:2018. We perform annual hazard identification and risk assessments, supported by internal audits and annual third-party validation.

• OHSMS Certification Statistics

Certified Operational Site	Certificate Validity Period
Taiwan Headquarters	2027/12/30
Vietnam Plant	2027/12/3

Safety and Health Education & Training

To enhance employees' safety and health awareness as well as hazard identification, Alpha Networks regularly conducts training tailored to job roles. Courses include general safety and health education, professional skills training, and emergency response training, covering: new hire/on-the-job training, chemical hazard communication, fire safety and response, drills for physical intrusion and suspicious mail/packages, defense team training, ionizing radiation safety, emergency response drills, and forklift operation training.

• 2025 Occupational Health and Safety Training Statistics

Annual Training Statistics	Total Participation (Person-times)	Total Training Hours (hrs)
Taiwan Headquarters	1,765	6,760
Chengdu R&D Center	168	336
Changshu Plant	1,409	2,818
Vietnam Plant	5,541	11,082

• Scenes from the Fire Evacuation Drill



• Scenes from the Chemical Leak Response Drill



1.Taiwan Headquarters 2.Changshu Plant
3. Vietnam Plant 4.Chengdu R&D Center
5. Taiwan Headquarters 6. Changshu Plant
7.Vietnam Plant

Hazard Identification and Risk Assessment

To enhance workplace safety, Alpha Networks attaches great importance to preventing injuries caused by employees' unsafe conditions and behaviors. In addition to conducting ad-hoc safety observations and audits to minimize the occurrence of unsafe environments and behaviors, the company strives to reduce occupational accidents.

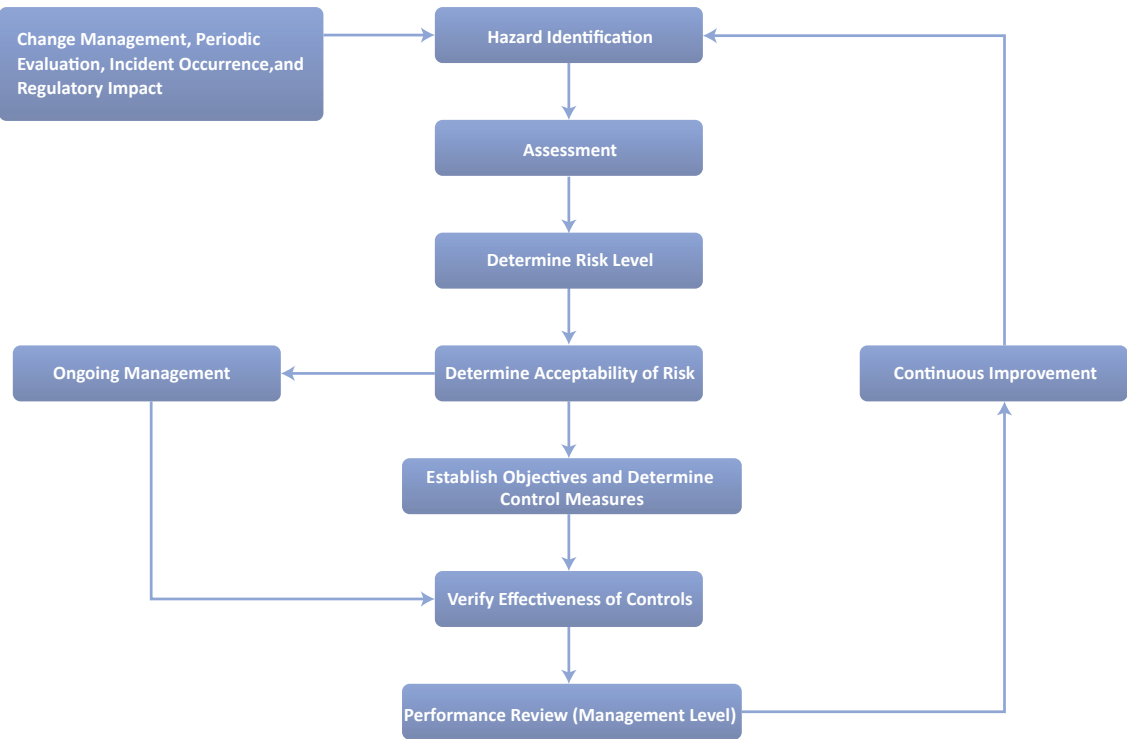
Alpha Networks has formulated the "Hazard Identification and Risk Assessment Control Procedures" to systematically identify workplace hazards. These evaluations cover risks across various categories, including ergonomic, physical, chemical, biological, psychosocial, and other occupational health and safety dimensions. Hazard identification tasks are conducted periodically every year, facilitated by members of the ISO 45001 implementation team from each unit. All team members have received ISO 45001 internal audit training and possess the capabilities for hazard identification and risk recognition.

In the case of management of change (MOC)—such as alterations to operations, activities, services, or facilities, or the recurring occurrence of near-miss events—hazard identification and risk assessment will also be conducted based on actual needs. The assessment utilizes a matrix analysis based on probability, severity, and frequency to evaluate risk levels. If an operation is classified as a high-risk task, corresponding control measures will be proposed and tracked for continuous improvement.

• 2025 Hazard Identification and Risk Assessment

Plant / Site	Number of Identified Risk Items	Improvement Completion Rate (%)
Taiwan Headquarters	562	100
Changshu Plant	324	100
Vietnam Plant	142	100

• Hazard Identification and Risk Assessment Flowchart



Workplace Environment Monitoring

In accordance with the "Labor Workplace Environment Measurement Management Procedures," Alpha Networks commissions qualified external monitoring agencies semi-annually to conduct workplace environment monitoring at its plants (including office and production areas). This monitoring tracks concentrations of carbon dioxide, illuminance, and organic solvents, as well as noise dosages, to understand the current workplace conditions, assess employee exposure levels, ensure employee safety and health, and evaluate compliance with legal regulations.

- Alpha Networks Changshu Plant: In compliance with the Chinese government's "Atmospheric Pollution Prevention and Control Law" and "Law on the Prevention and Control of Occupational Diseases," the plant maintains labor safety and conducts monitoring of hazardous substances at occupational sites as well as environmental monitoring annually.
- Alpha Networks Vietnam Plant: In compliance with the Vietnamese government's "Law on Environmental Protection" and "Law on Occupational Safety and Health," the plant maintains labor safety and conducts monitoring of hazardous substances at occupational sites as well as environmental monitoring annually.

Chemical Management

Alpha Networks implements chemical inventories and tiered management in accordance with the "Regulations on Hazardous Chemical Assessment and Tiered Management." The company also arranges for relevant employees to participate in hazard communication courses to elevate their safety concepts regarding chemical usage.

Chemicals within the plants are managed by certified organic solvent supervisors. Emergency response drills for chemical spills are conducted periodically, and Safety Data Sheets (SDS) are placed directly at usage or storage areas for employees' immediate reference. These SDS are reviewed and updated regularly to maintain their validity, ensuring immediate response during emergencies to mitigate hazards.

Regarding chemicals used in manufacturing processes, employee health and safety are prioritized. The Taiwan plant has successively phased out high-risk organic solvents in favor of low-hazard alternatives—such as replacing high-risk methanol with a low-hazard stencil cleaner. Through source management and protective measures, the company enhances worker safety and health while reducing environmental pollution hazards.

2025

No chemical spill incidents occurred across any of Alpha Networks' manufacturing sites

Contractor Construction Safety Management

Alpha Networks attaches great importance to the control of external hazard factors. Since contractors may be unfamiliar with the plant environment and hazards, their entry for construction work—including construction permit applications, safety hazard disclosures upon entry, special work permit applications, and various inspections during construction—is strictly executed in accordance with the Contractor Management Procedures. This includes convening joint safety committee meetings, conducting on-site hazard disclosures and safety briefings, and performing pre-work risk assessments to minimize hazard risks during construction periods.

Furthermore, any accidents or incidents that occur during construction are investigated and analyzed to generate records in accordance with the "Incident Notification and Investigation Management Measures," followed by the execution of subsequent corrective and preventive actions.

• 2025 Contractor Construction Safety and Health Management Statistics

Plant / Site	Total Construction Permits (Cases)	Special Work Permits (Cases)	Hazard Disclosure Training (Participants)
Taiwan Headquarters	375	152	1,608
Chengdu R&D Center	85	0	85
Changshu Plant	58	28	86
Vietnam Plant	89	40	475

2025

No contractors experienced occupational accidents resulting in more than one lost workday at any of Alpha Networks' sites

Management of Change (MOC)

Alpha Networks implements safety evaluations and acceptance management for any changes regarding new work activities, workflows or conditions, process chemicals, manufacturing equipment, process technologies, operating procedures, reconfigured piping or other facilities affecting processes, and utilities or facilities. By identifying risks at the source for machinery, equipment, and engineering projects, the company enhances safety protection. Furthermore, chemical evaluations prioritize the substitution of high-hazard substances with low-hazard alternatives to ensure the safety and health of all personnel.

- 2025 Management of Change (MOC) Statistics

MOC Control (Cases)	Safety Acceptance (Cases)	Scope of Coverage
2	2	Taiwan Headquarters, Changshu Plant, Chengdu R&D Center, Vietnam Plant

Occupational Health and Safety Audits, Monitoring, and Measurement

Alpha Networks continuously implements safety audits and measurements. Through scheduled and ad-hoc safety and health audit activities, the company maintains safe conditions and behaviors while facilitating the improvement of non-conformities. Relevant activities include OHS patrols, construction safety inspections, ISO 45001 internal audits, and employee safety observations, all aimed at achieving safety and health management objectives and enhancing overall performance.

During the 2025 ISO 45001 management system annual internal audit, 11 non-conformities were identified. All responsible units have fully completed their respective corrective improvements, and recurrence is actively prevented through routine daily management.

- 2025 Occupational Health and Safety Audit Statistics

Category	Inspection Frequency	Count (Times)	Defect Improvement Rate (%)	Scope of Coverage
OHS Patrols	Ad-hoc	995	100	Taiwan Headquarters, Changshu Plant, Vietnam Plant
Construction Safety Inspections	Ad-hoc			
ISO 45001 Internal Audits	Annually			
Employee Safety Observations	Ad-hoc			

2025

All corrective actions for various occupational health and safety audits were fully completed.

Occupational Safety Risk and Hazard Management

To prevent occupational accidents, Alpha Networks has formulated the "Hazard Identification and Risk Assessment Control Procedures" to identify all personnel entering the workplace and their activities, covering internal employees, contractors, visitors, and other personnel. The company implements operational hazard identification for routine and non-routine activities and conditions that could potentially cause personal injury or accidents. The assessment utilizes a matrix analysis based on probability, severity, and frequency to evaluate risk levels. For tasks identified as high risk, improvement management objective plans are established to correct unsafe conditions and behaviors.

In 2025, all identification results for the Taiwan Headquarters fell within Risk Level II (Temporarily Acceptable Risk); nevertheless, all units continue to actively implement existing management measures and activities.

The personnel participating in the assessment are drawn from the ISO 45001 implementation teams across various units. These members have undergone ISO 45001 internal audit training to enhance their hazard identification and risk recognition capabilities, and they execute hazard identification and risk assessments periodically every year. Furthermore, Alpha Networks explicitly defines the Right to Refuse Unsafe Work (Emergency Evacuation Right) within its Emergency Response Management Procedures. This specifies that when employees discover an imminent danger while performing their duties, they may independently cease operations and evacuate to a safe location without endangering the safety of other colleagues. They must immediately report to their direct supervisor and return to work only after the situation is resolved, without any fear of retaliation or penalty.

- 2025 Taiwan Headquarters OHS Management Indicators

Management Indicator	Target Value	Achievement Status
Disabling Injury Frequency Rate (FR)	< 1.03	100%
Disabling Injury Severity Rate (SR)	< 8.35	100%
Near-miss Incident Resolution Closure Rate	100%	100%

2025

All occupational health and safety management indicators successfully met their targets.

3.5.3 Occupational Incident Investigation and Improvement

Alpha Networks has established the "Incident Notification and Investigation Management Measures" to maintain an effective investigation and processing system. This system initiates thorough investigations into the root causes and underlying factors of any work-related injuries, ill health, diseases, and incidents. By doing so, the company identifies potential systemic failures within its occupational health and safety management system and implements effective corrective and preventive actions to avoid any recurrence of these events.

While pinch and crush injuries have occurred in past years, no occupational incidents occurred among Alpha Networks' employees in 2025 (excluding employee commuting accidents). Should any occupational incident occur, an investigation, analysis, and comprehensive record-keeping process are executed strictly in accordance with the "Incident Notification and Investigation Management Measures." This includes formulating an analytical report on the root causes and executing the mandated corrective actions. The investigation determines whether the incident stemmed from unsafe environmental conditions or unsafe behaviors, and subsequently proposes improvement measures to prevent similar events from happening again.

According to statistical data for 2025, no occupational incidents occurred across any of Alpha Networks' global sites (excluding employee commuting accidents). The Disabling Injury Frequency Rate (FR), Disabling Injury Severity Rate (SR), and Frequency-Severitiy Indicator (FSI) were all zero, which is far below the overall average injury indicators for the computer, electronic product, and optical component manufacturing industry published by the Ministry of Labor for the past three years. This outstanding performance demonstrates that Alpha Networks is an enterprise that places the utmost priority on employee safety.

In 2025, there were zero workplace fatalities resulting from occupational injuries and zero recorded cases of occupational diseases. Furthermore, no occupational incidents or fatalities occurred among contractors performing work at Alpha Networks' facilities.

• Employee Occupational Incident Statistics Over the Past Three Years

Year	2023		2024		2025	
Gender	Female	Male	Female	Male	Female	Male
Number of fatalities as a result of work-related injury						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Number of high-consequence work-related injuries(excluding fatalities)						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Fatalities from occupational disease						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Number of cases of recordable occupational disease						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Number of near-miss incidents						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Total number of hours worked						
No. of People	2,914,297	3,362,321	2,694,456	3,352,767	3,184,061	4,090,865
Total	6,276,618		6,047,223		7,274,926	
Number of lost workdays						
No. of People	0	0	0	0	0	0
Total	2		0		0	

Year	2023		2024		2025	
Gender	Female	Male	Female	Male	Female	Male
Number of work-related injuries						
No. of People	1	0	0	0	0	0
Total	1		0		0	
Disabling Injury Frequency Rate (FR)						
No. of People	0.343	0	0	0	0	0
Total	0.159		0		0	
Disabling Injury Severity Rate (SR)						
No. of People	0.686	0	0	0	0	0
Total	0.319		0		0	
Frequency-Severity Indicator (FSI)						
No. of People	0.0153	0	0	0	0	0
Total	0.0071		0		0	
Rate of high-consequence work-related injuries						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Number of work stoppages						
No. of People	0	0	0	0	0	0
Total	0		0		0	

* Note: The data above additionally include operations in Chengdu, the USA, Japan, Changshu, Vietnam, Hsinchu, Dongguan, as well as subsidiaries Zhitong and Abler.

• Workers Who Are Not Employees Occupational Incident Statistics Over the Past Three Years

Year	2023		2024		2025	
Gender	Female	Male	Female	Male	Female	Male
Number of fatalities as a result of work-related injury						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Number of high-consequence work-related injuries(excluding fatalities)						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Fatalities from occupational disease						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Number of cases of recordable occupational disease						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Number of near-miss incidents						
No. of People	0	0	0	0	0	0
Total	0		0		0	

Year	2023		2024		2025	
Gender	Female	Male	Female	Male	Female	Male
Total number of hours worked						
No. of People	701,715	857,708	579,240	700,147	322,817	361,394
Total	1559,423		1,279,387		684,211	
Number of lost workdays						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Number of work-related injuries						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Disabling Injury Frequency Rate (FR)						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Disabling Injury Severity Rate (SR)						
No. of People	0	0	0	0	0	0
Total	0		0		0	
Rate of high-consequence work-related injuries						
No. of People	0	0	0	0	0	0
Total	0		0		0	

- FR (Disabling Injury Frequency Rate): (Number of Disabling Injuries*10⁶) /Total Number of Hours Worked
- SR (Disabling Injury Severity Rate): (Total Number of Lost Workdays* 10⁶) / Total Number of Hours Worked
- FSI (Frequency-Severity Indicator): SQRT((FR*SR)/1000)

* Note: The data above additionally include operations in Chengdu, the USA, Japan, Changshu, Vietnam, Hsinchu, Dongguan, as well as subsidiaries Zhitong and Abler.

3.5.4 Food Safety and Hygiene

To provide safe, hygienic and healthy meals for staff, all factories of Alpha Networks implement a number of food safety management measures:

1. The “Food Committee” was set up to review and improve catering, and supervise food safety and hygiene for employees.
2. Caterers are required to hold HACCP certificates and have qualified nutritionists on their staff.
On-site cooking staff are also required to undertake 8 hours of hygiene training for chefs every year.
3. To ensure our people's peace of mind, the staff at all on-site food & beverage vendors must undergo annual health exams in accordance with the food & beverage worker regulations. The exam includes chest X-rays, Hepatitis A antibody, Typhoid, and skin diseases. All 7 contractor personnel passed their exams in 2025.
4. The contracts signed with each catering company clearly specifies management rights, responsibilities, and measures from ingredient delivery and inspection to food processing, tableware safety, catering staff management, and maintenance and control of environmental equipment.
5. Qualified caterers are selected using a strict criteria. Meal services are inspected daily. Caterers are also required to comply food safety and hygiene regulations.
6. Fruit boxes are supplied daily for employees to choose from to ensure balanced nutrition.
7. Menu was adjusted to reduce fried foods and use vegetable oil. Caterers were also required to use healthier cooking methods for employees peace of mind.
8. The Food Committee and the occupational safety unit conduct monthly inspections and audits of kitchen safety and hygiene to ensure compliance with food safety and hygiene regulations.
9. We conduct questionnaire surveys every quarter to make adjustments and improvements based on employee feedback.
10. With regards to diner numbers/satisfaction in 2025, average monthly diner numbers from Q1 to Q4 was 523. Average satisfaction was 79 and met the contractual requirement of 70.



Year 2025	Q1	Q2	Q3	Q4
Catering Satisfaction Rating	78.33	79.21	77.06	81.41
Monthly/ Diner Count	536	534	520	502

3.5.5 Health Promotion

Alpha Networks views its employees as the core cornerstone of sustainable corporate development. We not only satisfy statutory obligations but also proactively construct health management mechanisms that exceed regulatory requirements. Through our three core strategies—“Prevention, Monitoring, and Promotion”—we have built a robust workplace health protection network.

I. Comprehensive Health Monitoring System Exceeding Regulatory Standards

We collaborate annually with professional medical institutions (such as Taoyuan Min-Sheng General Hospital and Hsinchu Science Park Clinic) to conduct precise health screenings for all employees and personnel engaged in special hazards operations.

- **High Coverage Protection**
In 2025, the attendance rate for regular employee health examinations reached 99%, while the completion rate for special hazard operations (including noise and n-hexane) reached a perfect 100%.
- **Exceeding Regulatory Benchmarks**
We have expanded the scope of screening items and provided deeper diagnostic services for executives or specific high-risk cohorts, ensuring that potential health risks are effectively identified.
- **Early Cancer Screenings**
To address highly prevalent modern diseases, specialized screening sessions were organized in 2025. A total of 235 individuals participated in abdominal, gynecological, breast ultrasounds, and Pap smear screenings. Additionally, in partnership with the employee clinic, free Low-Dose Computed Tomography (LDCT) lung screenings and coronary artery calcification analyses were provided to 40 participants, actualizing the preventive medicine philosophy of “early detection, early treatment.”

II. Predictive Health Management and Data-Driven Interventions

- **Cardiovascular Risk Assessments**
Utilizing the international standard Framingham Cardiac Risk Score, we analyze six major indicators, including age, blood pressure, diabetes, and smoking habits. Proactive interventions are executed via email reminders, physical interviews, and online courses. In 2025, 20 employees were identified as high-risk for cardiovascular disease, resulting in 7 doctor-led consultations.
- **Five-Tier Health Management Classification System**
The occupational health units classify health examination results into tiers 1 through 5, delivering differentiated management measures according to each level. For the 4 employees classified at Tier 5 or above, a 100% follow-up completion rate was achieved.
- **Metabolic Syndrome Improvements**
Through consultations with on-site physicians and tailored health seminars, the metabolic syndrome abnormality rate decreased from 27% to 26%, demonstrating tangible progress.
- **Professional Medical Consultations**
The company is equipped with 2 full-time Occupational Health Nurses (OHN) and arranges on-site service by contracted physicians 3 times per month. In 2025, doctor consultations totaled 95 sessions, providing employees with direct, professional medical advice.

III. Holistic Care Promotion, Psychosocial Balance, and Return-to-Work Support

To address common sub-health statuses among employees, the company designs specialized health seminars based on health screening analytics and workplace risk profiles. These cover topics such as metabolic management, mental health, musculoskeletal health, and family stress adjustment.

313

participants

Diverse Health Education Courses: In 2025, diverse courses encompassing diabetes, parent-child communication, traditional Chinese medicine constitution care, neck and shoulder health, psychological hygiene, and physical fitness assessments were held. These educational interventions helped employees optimize their lifestyles prior to the onset of disease, mitigation of chronic illnesses, and psychological imbalances. Total attendance reached 313 participants, strengthening self-health management awareness.

- Mental Health Support**

To promote employee well-being, we provide a confidential psychological counseling hotline with unlimited access, three free face-to-face counseling sessions per employee annually, and regular mental wellness newsletters. In 2025, the hotline was used 43 times, and 10 face-to-face counseling sessions were conducted.

- Return-to-Work Support**

We have established a standardized return-to-work program for employees recovering from occupational or personal injuries and illnesses. Occupational health professionals provide health guidance, fitness-for-work assessments, and workplace accommodation recommendations to support a safe and smooth return.

- Maternal Health Protection**

Alpha Networks fosters a family-friendly workplace through comprehensive maternal health support, including reserved parking for employees from the sixth month of pregnancy, Maternal Health Protection Regulations covering pregnancy, postpartum, and breastfeeding periods, and fully equipped private lactation rooms. In 2025, 10 employees received maternal health care services.

- Emergency Medical Response Mechanism**

Equipped the plant with 3 AED devices, coordinated emergency response training during factory-wide evacuation drills, and audited and replenished medical supplies in staircase first-aid cabinets.

- In 2025, the company obtained the Health Promotion Badge.



- Infectious Disease Prevention and Care**

Organized self-paid influenza vaccination activities, with 129 participants in 2025.

- Community Care**

Organized 2 blood donation drives, with a total of 135 participants donating 195 bags of blood.

129

participants



Alignment with the Ministry of Labor's "Four Major Labor Health Protection Plans"

- Overwork Prevention**

Provided health management measures to prevent cerebrovascular and cardiovascular diseases caused by abnormal workloads, safeguarding employee physical and mental health. Delivered doctor interviews for all employees with severe, abnormal workloads.

- Ergonomic Hazard Prevention**

Provided annual special health checkups for personnel in special hazard operations. Executed workstation adjustments, reminded employees to adjust postures during work, encouraged proper rest after work, and introduced visually impaired massage services to reduce fatigue.

- Maternal Protection**

Implemented various measures as detailed in the "Maternal Health Protection" section above.

- Workplace Violence Prevention**

Prevented employees from experiencing physical or mental unlawful infringements, as well as verbal or physical violence. Alpha Networks implements anti-bullying and anti-sexual harassment policies (please refer to Section 3.1 Human Rights Implementation).

195

participants



| 3.6 Social Participation |

Tech for Good Empowering Education Art and Culture

Closing Gaps Through Action, Caring Across Generations

Social Participation Practices of the Alpha Networks Culture and Education Foundation

Upholding its core philosophy of "mobile communication as the core," the Alpha Networks Culture and Education Foundation leverages corporate tech expertise to bridge educational and digital divides. Through employee volunteerism, the Foundation actively supports rural education and senior digital literacy to address key societal needs.

• Starting with a Wish: Bringing Warmth to Rural Areas

Through the "Happy Rural Areas: Christmas Wish Adoption" initiative, the Foundation engages employees to fulfill handwritten holiday wishes from rural students. By providing essential learning supplies and winter items, the program turns simple everyday needs into meaningful community support.

In 2025, four rural primary schools—Meihua, Xinle, Shilei, and Xiuluan Primary Schools—participated, and all 227 wishes were fully fulfilled through the enthusiastic responses of our employees. Vehicles loaded with gifts and blessings traveled along winding mountain roads. What was delivered to the campuses was not just supplies, but the feeling of being remembered and cared for, allowing children to feel the warmth of society during the cold winter. This initiative has entered its second year; our care has never ceased, but is rather continued and amplified through ongoing participation.

227
wishes



• Volunteer Actions × Tech Education Unlocking Learning Potential

Beyond material support, the Foundation enhances educational quality in resource-limited rural schools. Leveraging core expertise in communication technology, Alpha Networks volunteers conduct hands-on science workshops, helping students understand signal transmission and wireless concepts through interactive learning.

Alpha Networks volunteers visited Dahu Primary School (Hsinchu City), delivering hands-on science courses to a mixed-age group of over 50 students. The interactive workshops fostered peer collaboration and student confidence, while local teachers noted the program provided fresh inspiration for school science curricula and fair preparations.



• Accompanying Seniors Across the Digital Threshold to Practice Digital Inclusion

While focusing on children and rural education, the Foundation also recognizes the challenges senior citizens face in the digital age. Since seven years ago, the Foundation has continuously sponsored the "Play with Digital Learning, Cultivate Tech Capability" course at the Hsinchu City East District Senior Learning Center, helping elderly citizens comfortably embrace smart living.

The practical tech-literacy curriculum guides participants through essential smartphone features, including scam identification, navigation, health management, and mobile payments. Through hands-on learning, participants overcome digital anxiety, gain confidence in online communication, and enhance their social connectivity.

• Tech for Good as a Power to Connect Generations

The Alpha Networks Culture and Education Foundation believes that education is the most powerful starting point for change. Whether accompanying rural children to fulfill a wish, sparking curiosity in learning, or supporting seniors to cross the digital threshold, the Foundation continues to respond to social needs with concrete actions to practice corporate social responsibility.

In the future, the Foundation will continue to join hands with diverse partners, combining corporate resources, technology, and creativity to deepen the vision of "Tech for Good." We aim to ensure that technology is no longer a distance, but a bridge that connects different generations and regions, bringing long-term and stable positive impacts to society.



4 CHAPTER

Environmental Sustainability

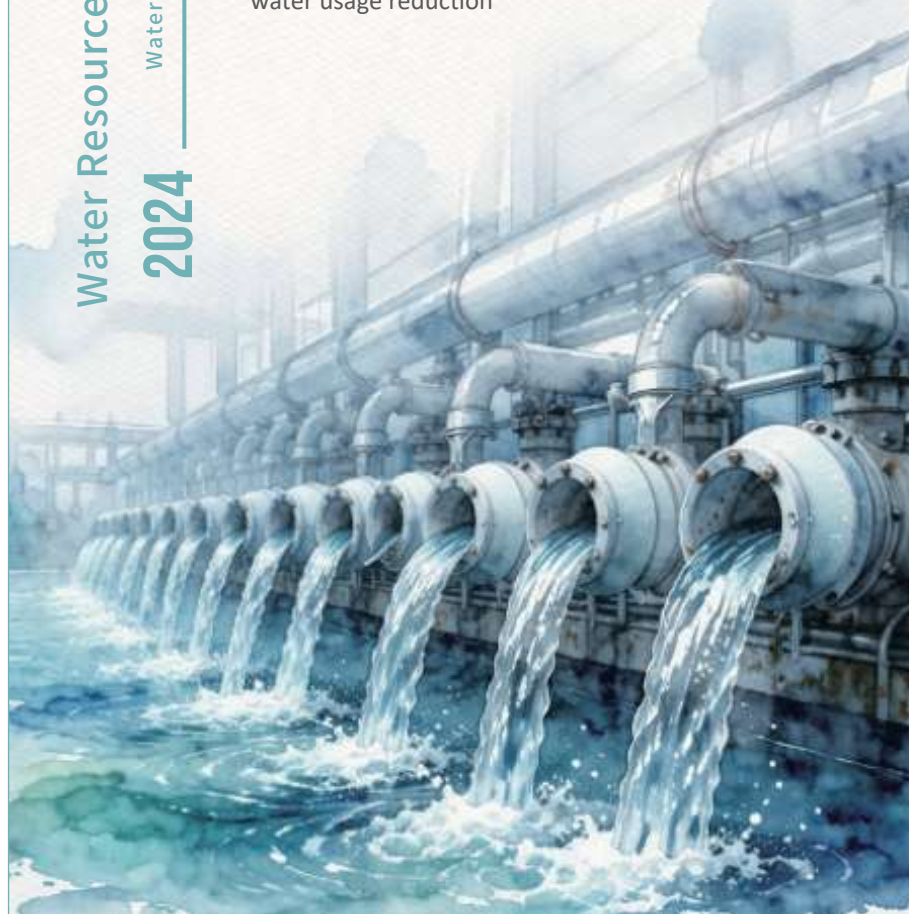
Implementing Comprehensive Relative Environment Sustainability Project

- 4.1 Green Product Management
- 4.2 Environment and Energy
- 4.3 Carbon Reduction Operations
- 4.4 Environmental Measures
- 4.5 Environmental Regulations

Alpha has formulated carbon reduction targets structured around 2030, 2040, and 2050 timelines. By progressively adopting **green energy**, building the **green supply chain**, joining **international initiatives**, implementing **organizational carbon inventory**, optimizing product **carbon footprints**, relative carbon reduction Strategy and Action , Alpha is moving step-by-step toward achieving net-zero emissions by 2050.



Annual Accomplishments

Power Saving Electricity Savings 20242025 ↓ 8.0% reduced electricity consumption ↓ 36.7% reduced electricity consumption ↓ 7.2% Chengdu R&D Center reduced electricity consumption Green Power Usage & Share 2,650,000 kWh (FIT Purchase + Resale) Changshu Factory 104,162 kWh (Self-Generated, Self-Use) Vietnam Factory 9.4% of total electricity consumption from renewables 	Water Resources Management Water Usage 20242025 ↓ 9.8 % Hsinchu Factory water usage reduction ↓ 11.2 % Changshu Factory water usage reduction 	Hazardous Substance Management 100 % Implementation rate for Packaging Directive 94/62/EC and Battery Regulation (EU) 2023/1542. 100 % Execution rate for hazardous substance risk assessments. 
		Waste Management ↑ 45.03 % 2025 waste recycling / reuse rate (vs. 2024) Hsinchu Factory + Changshu Factory + Vietnam Factory 

2025 Action Progress

Green Energy	2025 Achievement	2026 Target
Electricity Usage Reduction Rate	5.34%	5% or high
Solar PV	- Vietnam Factory: 100MWh - Hsinchu Factory: 2026 H2	- Vietnam Factory: 800MWh - HsinchuFactory:400MWh
Green Energy Procurement	7,000 MWh	8,080 MWh
Green Power (Wheeled)	2,650 MWh	4,400 MWh
RE(%)	34%	35%

Green Energy	2025 Achievement	2026 Target
Supplier Sustainability Training	2 sessions	2 sessions
Supplier Sustainability Survey	Published	Enhance the Survey
Supplier Corrective Action Requests Completed	40 cases	87 cases

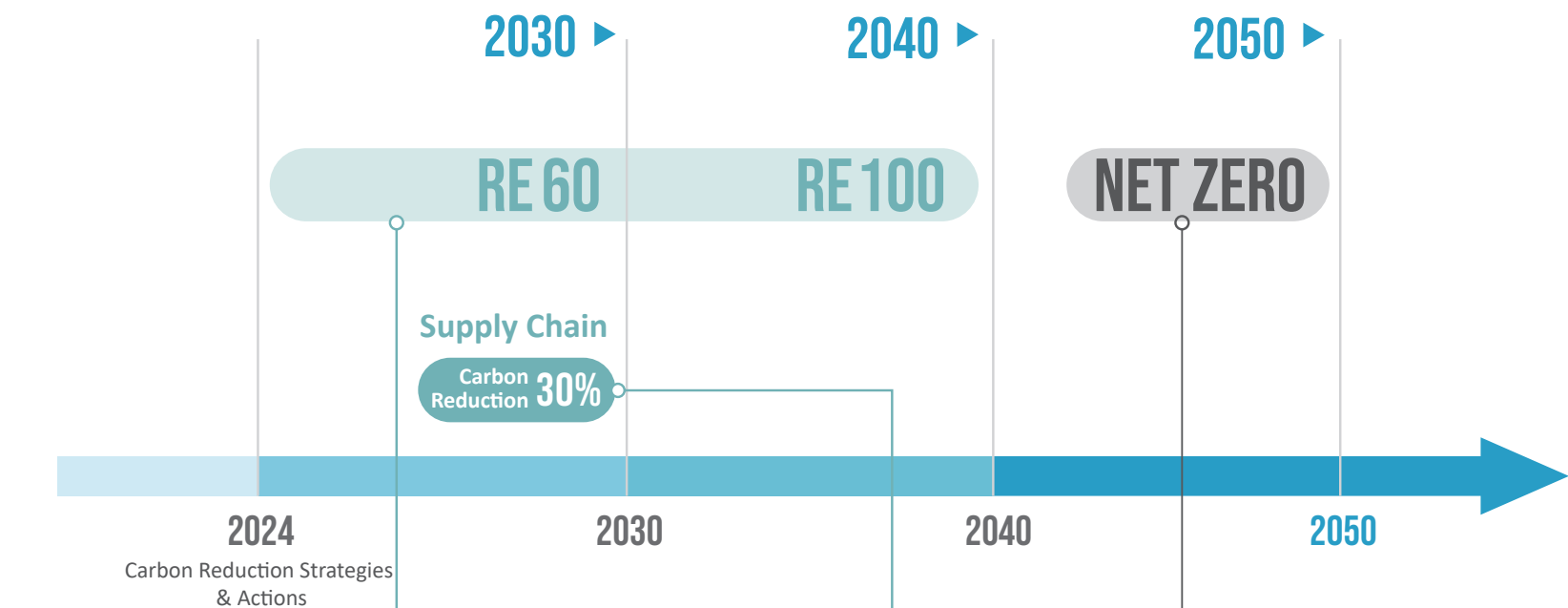
SBTi	2025 Achievement	2026 Target
Commitment	-	- Scope 1+2: Reduction 17% - Scope 3: Reduction 8%
Target / Reduction Planning	Completed in Sep. 2025	-
SBTi Submission	Submitted in 12 months	-

*in accordance with GHG Protocol

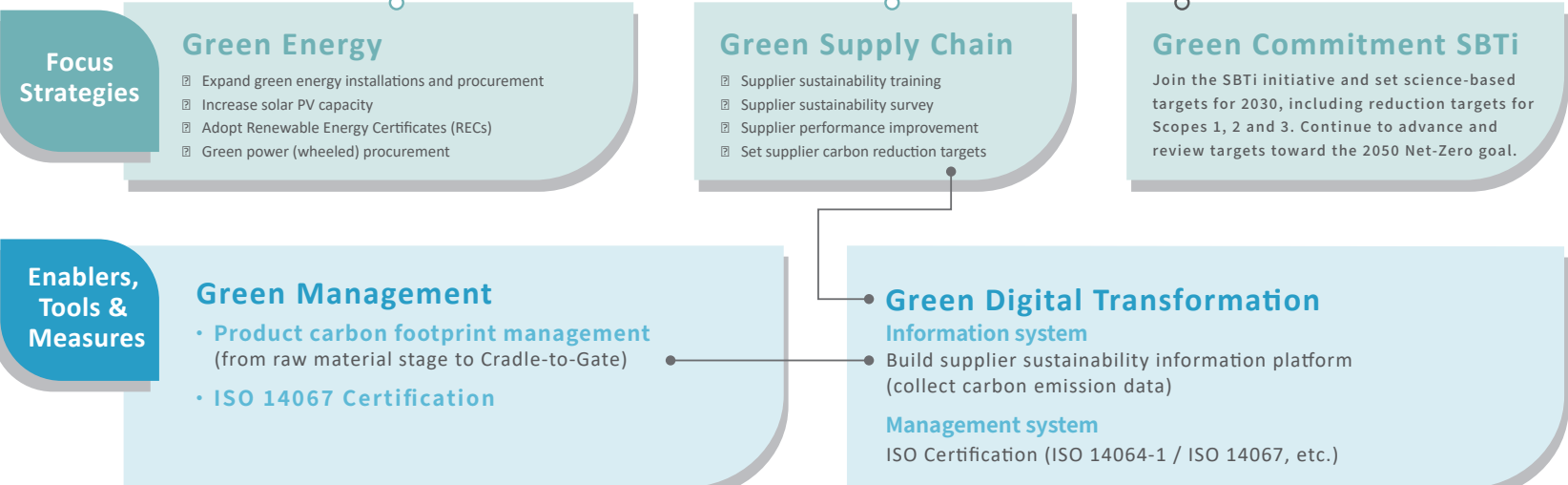
Product Carbon Footprint	2025 Achievement	2026 Target
Product Carbon Footprint Disclosure	Top 3 Key Products Completed Inventory	Top 3 Key Products Carbon Reduction 10%
ISO 14067 Certification	Under Review	Customer Requirement

Organizational Carbon Inventory	2025 Achievement	2026 Target
Organizational Carbon Inventory	All Sites Completed (Include Overseas Sites)	In Compliance with the Group Carbon Inventory Management Standards
ISO 14064-1 Certification		

Sustainability Vision



Carbon Reduction Straetgies and Action



Validated by SBTi: Driving Toward 2050 Net-Zero with Science-Based Targets

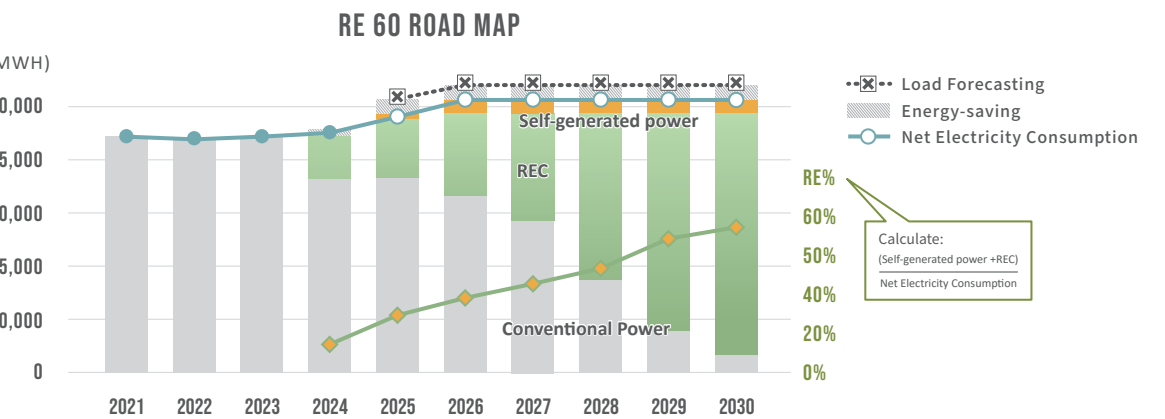


The year 2025 marks a major milestone in Alpha's climate transition. The greenhouse gas (GHG) reduction targets have been validated by the Science Based Targets initiative (SBTi) under the most stringent 1.5°C scenario, ensuring our carbon reduction pathway aligns with climate science and international standards.

Energy Transition

To achieve these goals, Alpha drives two main carbon reduction strategies across our value chain—Reduce and Replace—supported by concrete actions:

Alpha drives energy transition through energy conservation and renewable energy adoption. We reduce grid power reliance by upgrading legacy equipment and scaling renewable energy through three key approaches: self-built generation, Green Power Purchase Agreements (PPAs), and Renewable Energy Certificates (RECs). As shown below, Alpha integrates these solutions to meet our 2030 RE60 target based on projected operational growth. The steady decline in conventional electricity usage (gray segments) highlights our structured progress toward a low-carbon energy mix.



With 2024 established as the base year, Alpha commits to achieving the following goals by 2030:

- Reduce Scope 1 and Scope 2 GHG emissions by 42%
- Reduce Scope 3 GHG emissions by 25%

Regarding Solar power generation, Alpha has planned the installation of solar PV power generation systems at both its Hsinchu Factory and Vietnam Factory. Each facility is estimated to generate approximately 800 MWh of electricity per year, with installation scheduled for completion in year 2025 and 2026, respectively. Based on the renewable energy (RE%) targets for each year, the required amount of renewable energy (self-generated power + purchased green electricity + RECs) has been calculated. After deducting self-generated power and purchased green electricity, the estimated quantity of RECs to be procured for each year is shown in the table below. These estimates will be updated and adjusted on a rolling basis going forward.

▼ 2025 REC Procurement Summary and Certificate Sample(Scan the QR code and enter the verification code to look up certificate details.)

Region	Energy Source	Technology	Quantity	Unit	Remarks
Vietnam	Hydroelectric	Run of river	7,000	MWh	I-REC Vietnam



QR Code Verification

Verify the status of this Redemption Statement by scanning the QR code on the left and entering in the Verification Key below

Verification Key

5 7 9 7 2 4 5 4

<https://epi.widenet.app/public/certificates/ev/5e5g8lgruW6eCY89Wk2Nz1zqTbaLQ98n6TepT2U2kq1agT1B4YDGP67WN>



Action Plan	2024	2025	2026	2027	2028	2029	2030
Internal Energy Efficiency Improvements	• LED lighting replacement • Variable-frequency cooling tower fan upgrade • Air-conditioning energy-saving measures	See Section 4.2.1 Energy Resource Management and Conservation	• HVAC improvement for high-voltage substations LED lighting replacement	• AHU energy-saving improvement • Air-conditioning energy-saving measures	• LED lighting replacement • AHU energy-saving improvement • Air-conditioning energy-saving measures	• LED lighting replacement • AHU energy-saving improvement • Air-conditioning energy-saving measures	• LED lighting replacement • AHU energy-saving improvement • Air-conditioning energy-saving measures
Self-generated Renewable Energy / Solar PV	Planning & evaluation	Vietnam Factory (≈ 100,000 kWh)	• Hsinchu Plant: Scheduled for completion in H2 • Vietnam Plant: 800 MWh generation	-	-	-	-
Purchased Green Electricity	-	265 MWh	-	-	-	-	-
Green Energy Certificates (RECs)	340 kWh	700 MWh	808 MWh	975 MWh	1,242 MWh	1,541 MWh	1,843M Wh

Supply Chain Carbon Reduction

Alpha has received SBTi validation, targeting a 25% reduction in Scope 3 emissions by 2030. Guided by our philosophy, "Collaborating for Green Success, Walking the Carbon-Reduction Path Together," Alpha partners closely with suppliers by investing resources to support their decarbonization efforts. In 2023, we hosted the Supplier Energy Conservation and Carbon Reduction Conference at our Hsinchu facility, aligning with suppliers on key strategies:

- Green Energy Integration
- Supply Chain Decarbonization
- International Carbon Initiatives

The event featured experts from the Administration of Industrial Development (IDA) and the Institute for Information Industry (III), providing insights on global trends and practical solutions to build a sustainable, low-carbon supply chain.

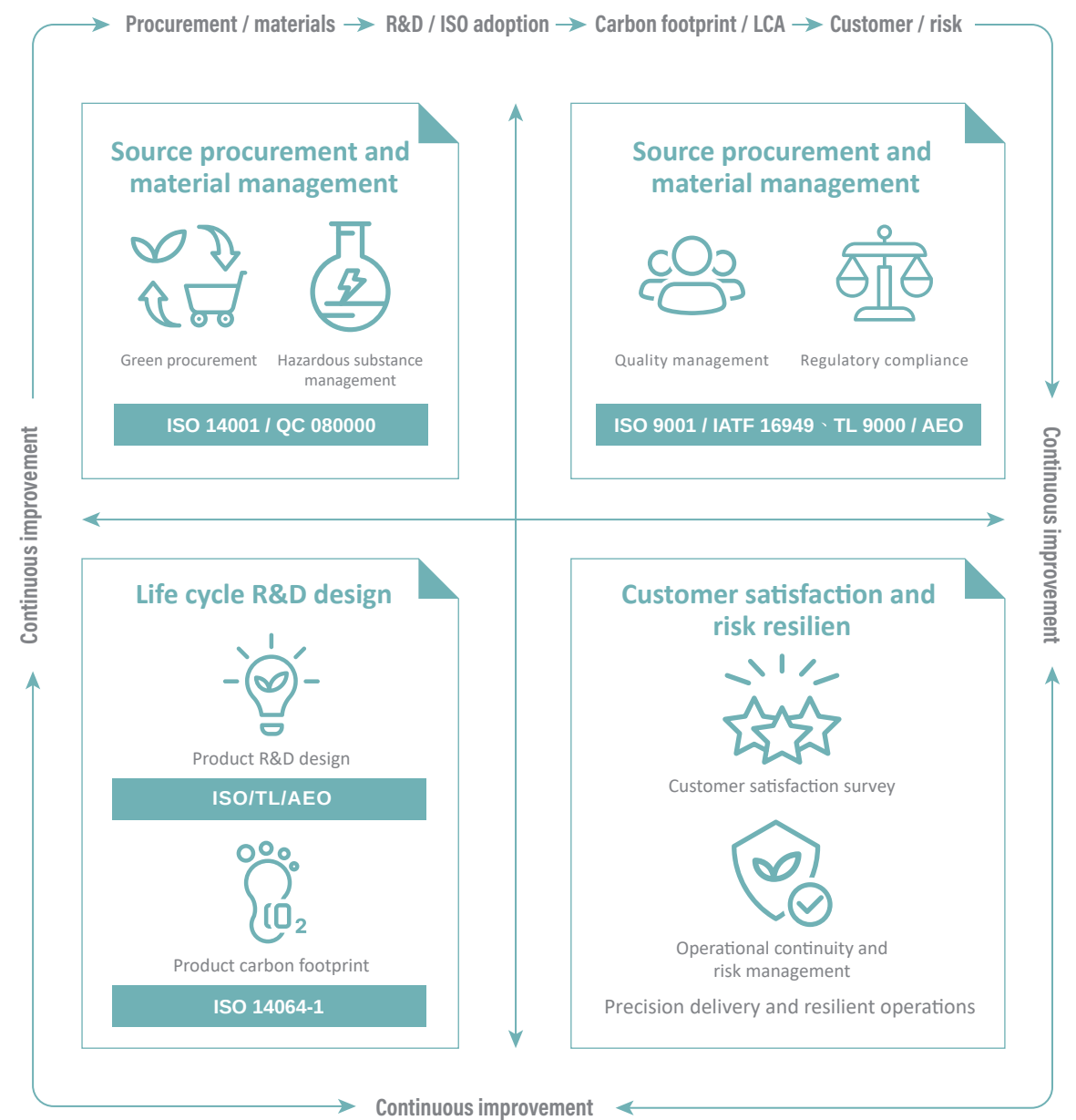


Green Product Management

To ensure the compliance of raw materials and products, Alpha Networks has implemented relevant operations and system management across procurement, hazardous substance management, and product research and design. We have established systems including ISO 9001, TL 9000, IATF 16949, ISO 14001, QC 080000, ISO 14064-1, and AEO to enforce management throughout every stage of the product life cycle.

Meanwhile, to prevent operational disruptions caused by natural or man-made disasters, we have introduced Business Continuity Management (BCM) system. This ensures a stable supply of raw materials and eliminates the risk of material shortages. Finally, through customer satisfaction surveys, we gain insights into our Customer' ratings regarding our green product compliance to drive continuous improvement.

Green product management

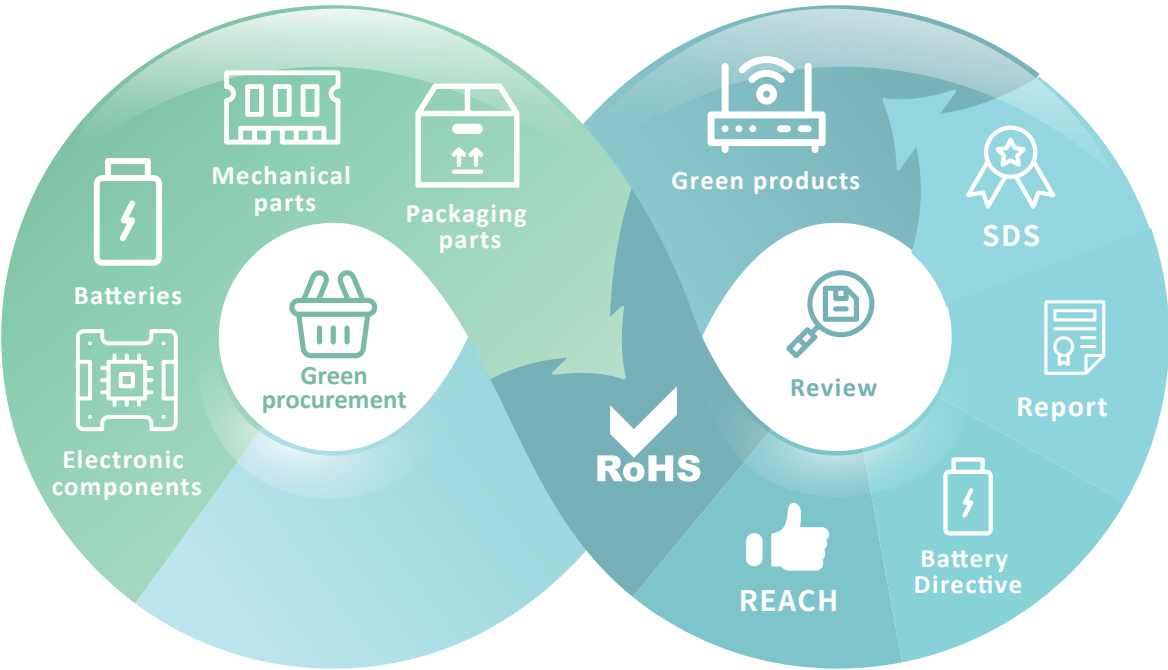


| 4.1 Green Product Management |

4.1.1 Green Procurement

To fulfill our environmental responsibility as a global citizen, Alpha Networks reduces the use of natural resources and toxic substances. We actively participate in green procurement and require raw material suppliers to sign the "Declaration of Non-Use of Hazardous Substances" to fully implement green production and green consumption.

Hazardous Substance Management Process



4.1.2 Material Hazardous Substance Management

In alignment with the Hazardous Substance Process Management (HSPM) system standard launched by the International Electrotechnical Commission (IEC) in 2005, all Alpha manufacturing sites have successfully obtained the updated IECQ QC 080000:2017 system certification. Under our dedicated Hazardous Substance Free (HSF) policy, we define system objectives and execute action plans annually, ensuring continuous monitoring and rigorous compliance with the latest regulatory requirements.

Hazardous Substance Free (HSF) Policy — 2025 Objectives

Non-Hazardous Substance Policy	No.	Objective	2025 Target	Responsible Dept.
Comply with environmental regulations and hazardous substance restriction directives	1	Full implementation of RoHS Directive 2011/65/EU, EU 2015/863, Packaging Directive 94/62/EC, Battery Directive EU 2023/1542; GPM system control and maintenance must be ensured	Achievement rate: 100%	Green Engineering Dept.
	2	REACH SVHC, REACH XVII, TPHC, TSCA, mineral oils, PFAS — integrated report color management must be displayed correctly	Achievement rate: 100%	Green Engineering Dept.
	3	Address exemption clause expiration at least 1 year before the abolition date	Exemption expiry date ≤ 1 year	Green Engineering Dept.
	4	GPM system MCD data accuracy review	Once per quarter	Green Engineering Dept.
	5	Regulatory collection	Once per quarter	Green Engineering Dept.
Research and develop green products to pursue the goal of fully Hazardous Substance Free (HSF) products	6	Number of non-compliant green parts controlled by GPM system = 0 part	Annual = 0 part	Green Engineering Dept.
	7	Regulatory requirements communicated to employee via regulation database platform	Execution rate: 100%	Green Engineering Dept.
	8	Hazardous substance risk assessment	Execution rate: 100%	Green Engineering Dept.
	9	Integrated report preparation	Achievement rate: 98%	Green Engineering Dept.

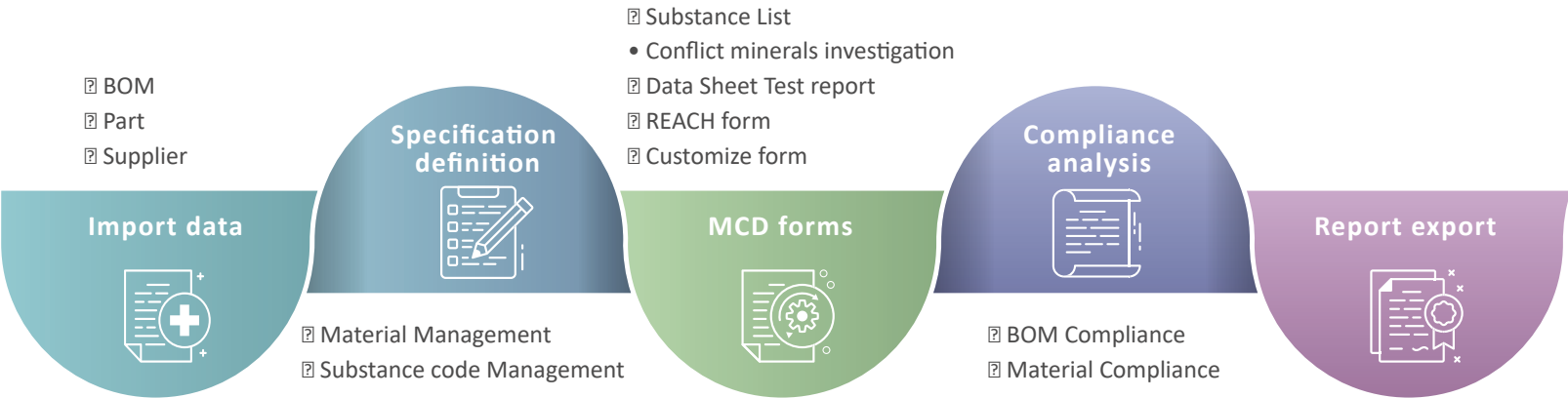
- Remark:
- RoHS: Restriction of Hazardous Substances
 - REACH: Registration, Evaluation and Authorization of Chemicals
 - SVHC: Substances of Very High Concern
 - TSCA: Toxic Substances Control Act
 - HSF: Hazardous substances free
 - GPM: Green Product Management

4.1.3 Green Systems

To respond to global environmental regulations and customer requirements, Alpha has established a Green Product Management (GPM) system. In accordance with our control procedures and regulations, we require suppliers to sign compliance warranties and submit third-party test reports. This process ensures that all products strictly comply with our Restricted Substances List specification, preventing any impact from hazardous materials and guaranteeing that products adhere to green environmental regulations from development through to after production.

Alpha Networks GPM Platform: <https://www.ezgpm.net/>

Hazardous Substance Management Steps



Remark:

- BOM: Bill of material
- REACH: Registration, Evaluation and Authorization of Chemicals

Statistics for 2025 total 4,733 MCD parts on a monthly basis to ensure supplier raw material compliance with restricted substance standards.

2025 MCD Statistics

Month	Number of Audits
Jan.	288
Feb.	317
Mar.	470
Apr.	374
May	388
Jun.	355
Jul.	427
Aug.	394
Sep.	434
Oct	283
Nov.	472
Dce.	477
2025 Total	4,733

Remark:

- MCD: Material Composition Declaration

4.1.4 Product R&D and Manufacturing

Alpha actively invests in green product research, development, and manufacturing processes, further instilling environmental principles across our entire employees. We strictly require that all production activities are grounded in our core management systems—including ISO 9001, TL 9000, IATF 16949, ISO 14001, QC 080000, ISO 14064-1, and AEO. By embedding these standards into our daily operations, we fully maximize the impact and efficiency of our green initiatives, creating optimal sustainable value.

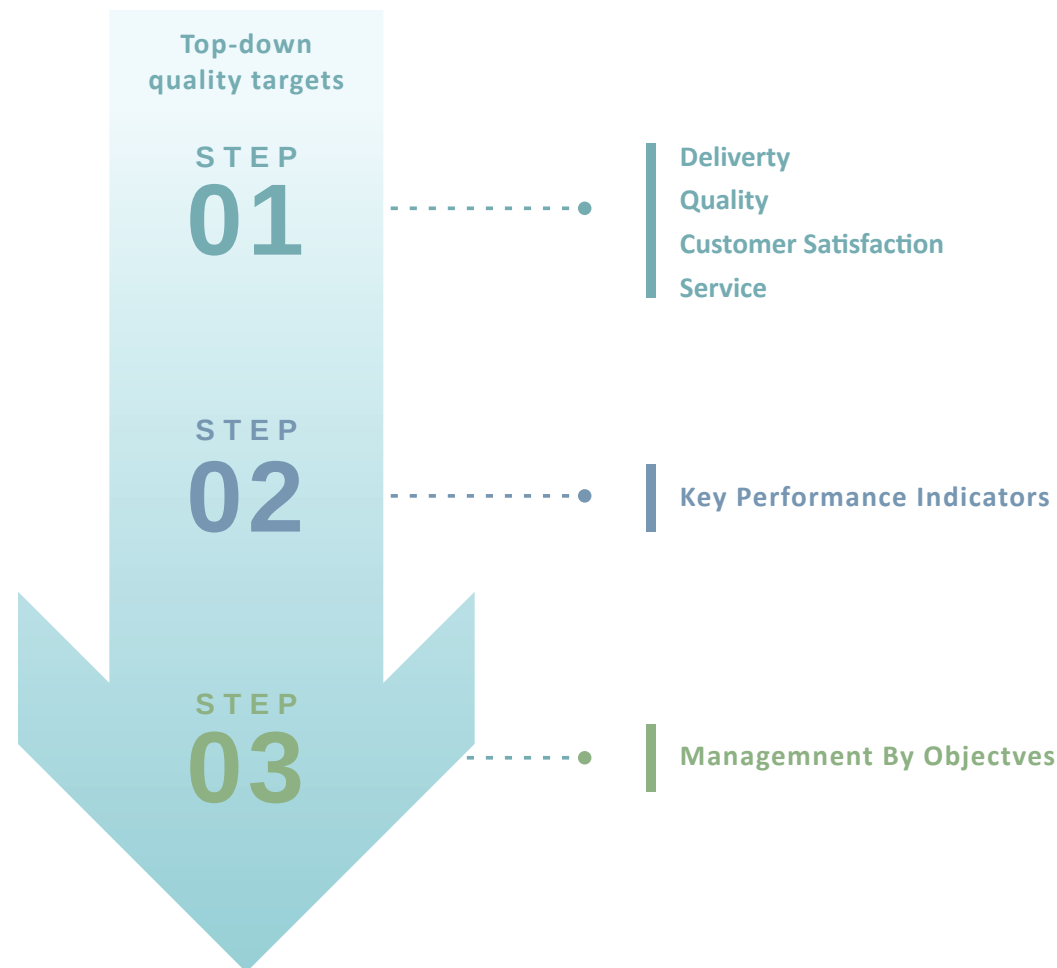
Remark:
• AEO: Authorized Economic Operator

International Standards & Management Systems	Policy Commitments & Action Guidelines
ISO 9001 TL 9000 IATF16949	• Uphold honorable convictions and deliver right-first-time quality • Pursue continuous process reviews and strive for excellence • Manufacture products required by customers and deliver satisfying customer services
Environmental Policy / HSF Policy	• Comply with environmental laws, regulations, and hazardous substance restriction directives. • Research and develop green products to pursue the ultimate realm of complete HSF products. • Promote resource recycling to facilitate waste reduction • Continuously improve manufacturing processes to mitigate environmental impacts • Raise employee environmental awareness and implement active participation in environmental protection • Conserve energy and enhance energy efficiency Note: QC 080000: Hazardous Substance Process Management System HSF: Hazardous Substance Free
AEO Security Policy	• Operator (AEO) Security System: Safeguard the asset security of the company and relevant business partners; ensure all company employees and suppliers comply with security policies • Implement Risk Management Policy Statement: Through security verification, risk evaluation, and risk management processes, execute necessary risk mitigation and control measures to fortify supply chain security • Implement Supply Chain Performance Policy Statement: Conduct education and training to raise all personnel's capabilities and awareness; verify security system applicability and effectiveness through rigorous management reviews and continuous improvement
Occupational Health & Safety Policy	• Encourage all units to actively participate in daily occupational health and safety management. • Prevent occupational hazards to protect the safety and health of all workers. • Comply with domestic safety and health laws, regulations, and other relevant requirements. • Continuously review and improve to boost occupational health and safety performance. • Safety, production, and quality hold equal importance.

International Standards & Management Systems	Policy Commitment Mappin
Business Continuity Management (BCM) Policy	Alpha Networks Inc. is dedicated to providing high-quality networking products and pursuing collaborative growth with customers. Providing diverse, high-quality, and uninterrupted networking equipment manufacturing serves as our corporate purpose. Implementing business continuity management ensures that operations and environmental changes remain compliant and operational: • Execute business impact analyses and risk evaluations to establish business continuity strategies and restore operations within minimum timeframes • Authorize and allocate necessary resources when disasters or impacts occur, continuously reviewing and refining protocols • Safeguard the best interests of customers and stakeholders
GHG Inventory & Policy Declaration	All colleagues at Alpha Networks deeply recognize that under the trend of global climate change, as an excellent corporate citizen in networking manufacturing, we shall bear enterprise environmental and social responsibilities. Hereby we declare: • Dedicated to corporate carbon reduction and disclosure to facilitate understanding of internal emissions • Collaborate with supply chain partners to jointly amplify the scope of reduction activities • Target consumers and users to provide more low-carbon choices • Target product carbon footprints, increasing information transparency to advance carbon reductions Note: GHG: Greenhouse Gases ISO 14064-1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals
Conflict Minerals Statement	Alpha Networks complies with the Responsible Business Alliance (RBA) Code of Conduct and adheres to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas to conduct supply chain due diligence. • Execute supply chain due diligence to identify Tin (Sn), Tantalum (Ta), Tungsten (W), Gold (Au), Cobalt (Co), Mica, Copper, Natural Graphite, Lithium, and Nickel mineral sources to avoid conflict minerals • Commit to 100% compliant and responsible mineral sourcing
Ozone Depleting Substances (ODS) Free Statement	• Alpha Networks complies with Regulation (EU) 2024/590 on substances that deplete the ozone layer (ODS) laws and regulations, committing to comply with ODS substance prohibition, exemption, and restricted use conditions to perform due diligence management • Execute supply chain management to verify zero use of ozone-depleting substances • Implement ODS-free verification • Refuse sourcing raw materials containing ozone-depleting substances

To consistently achieve our quality objectives in Delivery, Quality, Customer Satisfaction, and Service (DQCS), Alpha Networks implements a top-down alignment strategy each year, cascading goals from the corporate vision down to departmental KPIs/ MBOs and individual employee performance targets. Rooted in our core corporate tenets of "Integrity," "Customer Value," "Agility," and "Collaborative Performance," we introduce distinct quality methodologies integrated with various quality tools and management systems. This framework guarantees that every stage—from product development to manufacturing—fully complies with the required quality management standards for green production.

Top-down quality targets



All manufacturing sites across the Alpha Networks Group operate under a unified manufacturing system and shared quality management standards. Utilizing integrated systems—including MES (Manufacturing Execution System), SAP, PLM, e-JIT, and SMS (Supplier Management System)—our production facilities and quality centers collaborate closely. > Through the promotion of continuous improvement projects and the implementation of performance management tools—such as TPM (Total Productive Maintenance), TCS (Total Customer Satisfaction), and employee suggestion programs—we foster full employees participation. This collective involvement relies on analysis and discussion to prevent the recurrence of issues. Concurrently, tracking and regulation are enforced via annually defined KPIs and MBOs across all units, enabling the organization to predict potential risks, plan preventive mechanisms in advance, and utilize the PDCA (Plan-Do-Check-Action) cycle to drive continuous improvement, ultimately fulfilling our corporate social responsibilities.

To guarantee that all components and finished products receive flawless electrostatic protection throughout the manufacturing process, all production sites across Alpha adhere strictly to the ANSI/ESD S20.20 electrostatic discharge protection certification standards. Integrated with our access control systems, personnel entering the production floor must not only be authorized but also pass compliant ESD measurements. This seamless integration ensures the thorough and rigorous enforcement of Electrostatic Discharge protection.

Relevance of quality management activities



Remark:

- MES: Manufacturing Execution System
- PLM: Product Lifecycle Management



4.1.6 Green Design

Alpha Networks is committed to strategic ESG sustainability actions, formulating policies on hazardous substance management, environmental protection, and greenhouse gas (GHG) emissions, and taking corresponding measures. Regarding hazardous substance management, Life Cycle Thinking (LCT) and green design concepts are integrated right from the product R&D stage, with continuous adjustments made in response to updates in international environmental regulations. Under strict control, all Alpha Networks products comply with EU directives such as RoHS and REACH. To drive environmental sustainability, the company continuously improves product performance to meet regulatory standards across global customs, including the EU Energy-related Products (ErP) Directive, US DoE & CEC, and Canada NRCan. Furthermore, Alpha Networks is dedicated to practicing Eco-design throughout the product development process, with core strategies including:

A. Design for Disassembly & Recycling

B. Energy Efficiency

C. Pollution Prevention

D. Low Toxicity

For factory operations, management measures compliant with regulatory standards are implemented for waste gas, wastewater, solid waste, noise, and fire safety to contribute to environmental preservation. In terms of GHG management, annual organizational carbon inventories are conducted for manufacturing facilities to monitor emissions and drive carbon reduction activities.

Alpha Networks' environmental sustainability management and operational details are disclosed in subsequent sections in accordance with GRI 300 Environmental Topics for stakeholder reference. For more information, please visit the Alpha Networks website > Capabilities & Advantages > [Environmental Sustainability](#)

Recyclable and easy disassembly

In accordance with the EU WEEE product design principles, components are made from materials that can be recovered and reused where possible. Design that hampers disassembly such as paint coatings, welding and adhesives are avoided where possible. Technical documents such as product assembly manuals and WEEE 3R report are also produced. The goal of achieving a high product recycling rate has now been achieved.



Energy efficiency

Product energy efficiency is based mainly on the guidance of EU ErP. Implementation references (EC) No. 1275/2008 regulations on standby and off mode electrical consumption of home and office equipment, as well as (EU) 2019/1782 regulations on external power supplies.



Pollution prevention

Life Cycle Thinking (LCT) is introduced at the product development phase to identify a product's key environmental considerations and minimize its environmental impact during resource extraction, manufacturing, distribution and sale, use, disposal and recovery.

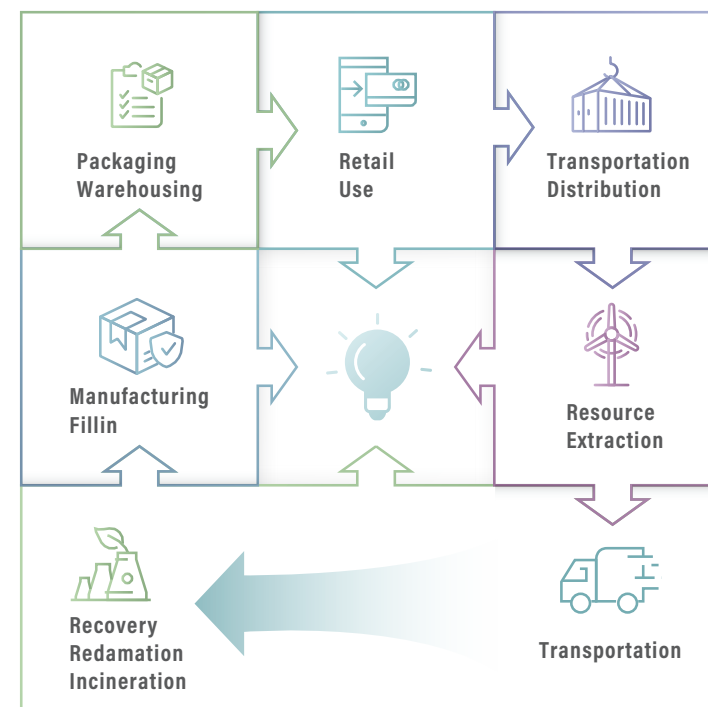


Low toxicity

Strict internal control via green materials management platform. Introduction of lead-free manufacturing processes, with all components in compliance with the EU RoHS and REACH requirements.



Process of deliberation and development for product lifecycle



4.1.7 Energy-Efficient Design

During the product design phase, Alpha simultaneously focuses on enhancing energy efficiency and reducing power consumption to satisfy European Union product directives and regulatory authority mandates:

(1) EU Energy-related Products (ErP) Directive:

When operating in standby and off modes, our products comply with the energy consumption requirements for networking equipment stipulated under EU Commission Regulations (EC) No 1275/2008 and (EU) No 801/2013.

(2) US Department of Energy (DOE):

In accordance with US energy efficiency legislation, we secure DOE certification. The primary objectives of this certification are to promote energy conservation, mitigate emissions, and assist end-users in saving electricity, thereby lowering overall energy demand and reducing the greenhouse effect.

(3) California Energy Commission (CEC):

This body defines the California Appliance Efficiency Regulations, which have been enforced since 1976 and apply to all relevant products sold in California. As the only mandatory energy conservation regulation in the US capable of shifting non-governmental consumer behavior, it plays a pivotal role in reducing energy consumption.

(4) Natural Resources Canada (NRCan):

As the regulatory authority responsible for establishing energy efficiency standards for industrial and consumer goods in Canada, NRCan defines compliance mandates for over 50 categories of energy-consuming products manufactured, sold, or imported into the country.

In 2025, 2 products across 1 category were tested and verified to meet all energy consumption and efficiency standards of the EU, US, and Canada.

Product Type	Test Item	Business Unit	Result
400G Switch	Reduce power consumption per port by at least 3%	LAN/MAN BU	Pass
Wireless Router	Reduce power consumption per antenna by at least 5%, based on different defined frequency bands	WB BU	Pass

- Remark:
- ErP: Energy-related Product
 - DOE: Department of Energy
 - CEC: California Energy Commission's
 - NRCan: Natural Resources Canada

| 4.2 Environment and Energy |

To effectively deploy environmental and energy management framework and comprehensively respond to global environmental challenges, Alpha formulates rigorous policies and defines annual action plans and objectives, continuously contributing to global environmental stewardship.

Environmental and Hazardous Substance Free (HSF) Policy

- Obey and meet environmental regulations and restricted instructions for harmful substance
- Research and develop green products to pursue the goal of perfection in HSF product
- Advance levels of resource recycling and promote decrement of waste amount
- Continually improve production processes and mitigate negative environmental impacts
- Promote knowledge of environmental protection to all employees to ensure us fulfill our mission
- Save energy and enhance the rates of resource utilization efficiency

Policy Objective	No.	Objective / Activity	2025 Target	Responsible Dept.
Enhance employee environmental awareness and promote active participation in environmental protection	1.1	Update ALPHA Green Website	≥ 1 time / year	Green Engineering Dept. Public Relations Office
	1.2	Update Green News	≥ 1 time / year	Green Engineering Dept. Commercial Design Dept.
	1.3	Biodiversity practice activities (e.g. beach cleanup, mountain cleanup, tree planting, eco-friendly farmland maintenance...)	≥ 1 time / year	Green Engineering Dept. Alpha Foundation
Conserve energy and improve energy efficiency	2.1	Collect green-related regulations	= 4 times / year	Green Engineering Dept.
	2.2	CDP Carbon Disclosure Project	= 1 time / year	Sustainability Dept.
	2.3	Number of products non-compliant with international energy regulations (e.g. ErP Directive, DoE, CEC, NRCan)	= 0 time / year	Green Engineering Dept. Each BU PM

* CDP = Carbon Disclosure Project · DoE = U.S. Department of Energy · CEC = California Energy Commission · NRCan = Natural Resources Canada · ErP = Energy-related Products · HSF = Hazardous Substance Free

4.2.1 Energy & Resource Management

Energy Management

Alpha Networks responded to the RE100 initiative, committing to 100% renewable energy use by 2040. The company first introduced ISO 50001:2018 (Energy Management Systems) at its Hsinchu plant and subsequently expanded it to two manufacturing sites: the Changshu plant and the Vietnam plant. Through energy reviews, the company gains visibility into site-wide energy consumption patterns, identifies energy-intensive equipment and processes, and allocates resources for improvement. It sets energy management and conservation targets, conducts quarterly energy reviews, and continuously monitors and improves energy performance. Energy-saving measures across the plants prioritize replacing outdated, energy-consuming equipment with energy-efficient alternatives. In addition, manufacturing facilities have implemented smart systems to analyze overall power consumption and identify optimal control solutions, achieving an actual energy saving of 1.59 million kWh and reducing carbon emissions by 834 metric tons of CO₂e.

Energy Policy

Alpha Networks is a professional computer networking R&D and manufacturing corporation. In response to global energy transitions and to fulfill its corporate social responsibility commitments, the company prioritizes conserving energy, enhancing energy efficiency, and promoting the integration of renewable energy. To achieve these objectives, Alpha Networks commits to the following mandates.

- Comply with and comply with energy regulations
- Provide energy-saving information channels and continue to invest in energy transition improvement projects.
- Continuous improvement and reduction of energy costs
- Support the procurement of equipment with excellent energy efficiency
- Support the design of energy performance improvement and improve the efficiency of energy use

Energy Consumption

Energy consumption within Alpha Networks comprises facility electricity and operational fuels, including natural gas, liquefied petroleum gas (LPG), gasoline, and diesel. Based on our ISO 14064-1:2018 greenhouse gas inventory, purchased electricity constitutes the primary energy source. To optimize our energy mix, solar photovoltaic (PV) generation systems have been deployed at the Hsinchu and Vietnam factories for onsite self-consumption. Notably, the Vietnam factory expanded its Phase 1 solar power system in 2025 to systematically decrease grid reliance and elevate the proportion of renewable energy.

In 2025, our self-generated solar power reached approximately 275.4 million kWh—facilitated through green power wheeling at the Changshu factory and onsite self-consumption at the Vietnam factory—accounting for 9.4% of Alpha Networks' total power consumption. Furthermore, the Vietnam factory procured Renewable Energy Certificates (RECs) totaling 7 million kWh, representing approximately 24.39% of total power consumption. Concurrently, the aggregate share of renewable energy reached 34.35% across our Manufacturing Centers and the Chengdu Office. In terms of efficiency, the 2025 energy intensity was recorded at 20,881.21 kWh per NTD 10 million of output value.

Energy & Resource Consumption Summary (2022–2025)

Energy Type		Unit	2022	2023	2024	2025
Energy	Self-generated Renewable	kWh	0	0	0	104,162
		MJ	0	0	0	375,069
	Purchased Renewable	kWh	0	0	0	2,651,000
		MJ	0	0	0	9,543,600
	Purchased Non-Renewable	kWh	26,535,864	27,390,398	27,174,594	25,838,921
		MJ	95,550,870	98,627,893	97,850,822	93,041,304
Natural Gas	k m³		62,281	59,594	49,031	39,340
	kWh		584,210	588,869	459,833	368,961
	MJ		2,103,636	2,012,485	1,665,775	1,328,563
LPG	k m³		3.268	8.038	9284	1.765
	kWh		22,520	55,377	63,960	12,160
	MJ		81,090	199,402	230,285	43,780
Gasoline	metric ton		3,622	2,978	295	7,458
	kWh		28,801	26,269	2,602	65,786
	MJ		103,706	94,589	9,370	236,885
Diesel	metric ton		2,650	3,850	3,288	3,940
	kWh		26,610	38,661	33,012	39,568
	MJ		95,819	139,212	118,870	142,479

Energy Type		Unit	2022	2023	2024	2025
Self-generated RE		kWh	0	0	0	104,162
		MJ	0	0	0	375,069
Purchased Green Power		kWh	0	0	0	2,651,000
		MJ	0	0	0	9,543,600
Green Power Certificates (REC)		kWh	0	0	3,400,000	7,000,000
		MJ	0	0	12,242,788	25,205,740
Total Renewable Energy		kWh	0	0	0	2,755,162
		MJ	0	0	0	9,918,669
Total Non-Renewable Energy		kWh	27,198,005	28,069,601	27,734,001	26,325,396
		MJ	97,935,120	101,073,581	99,865,145	94,793,012

Note 1: Hsinchu Plant, Dongguan Plant, Changshu Plant, Chengdu Office, Vietnam Plant, India Office, Japan Office, Southern California Office (USA), Apressi Office, and Interactive Digital Office.

Note 2: The data for total non-renewable energy consumption and total renewable energy consumption covers 11 sites, with a coverage rate of 100.00%.

Note 3: Energy intensity for 2025 = Total energy consumption (kWh) / Consolidated revenue (per NTD 10 million).

Note 4: Heating value coefficients are referenced from the Energy Product Unit Heating Value Table issued by the Energy Administration, Ministry of Economic Affairs (MOEA).Conversion coefficients for each energy type are as follows:

- Electricity (1 kWh): 1kWh= 860 kcal= 3.6 10^6 J = 3,600kJ= 3.6MJ
- Motor Gasoline: 1L= 31,763kJ (7,586kcal)
- Diesel: 1L= 36,159 kJ(8,636 kcal)
- Natural Gas (NG1): 1m^3 = 8,067kcal
- Liquefied Petroleum Gas (LPG): 1 kg= 10,972kcal
- Heat Equivalent: 1kcal = 4.187kJ

Energy Saving Highlight

1

Underground Parking Lighting Retrofit

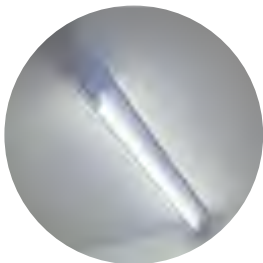
 Hsinchu Factory)

Underground Parking Lighting Retrofit(Full Replacement Microwave Motion-Sensor)			
Improvement Area	Before	After	Energy Saved
	(kWh/year)	(kWh/year)	(kWh/year)
B1F (158 fixtures)			
B2F (205 fixtures)	144,165	75,086	69,079
B3F (210 fixtures)			

- Before: 18W Dual-Tube LED Fixture



- After: 15W Motion-Sensor Single-Tube LED Fixture



Baseline Status:

- B1F–B3F parking lots operate 24/7 at full brightness, with 573 double-tube fixtures in total.
- Operating Parameters:
 - Rated Power: 18 W*2*tubes*573fixtures = 20.628 kW
 - Annual Operating Hours: 8,736 hrs (excluding 1 day of maintenance)
 - Equipment Efficiency Factor: 80%
- Annual Power Consumption:
 - \$20.628 kW* 8,736 hrs*80% =144,165 kWh/year

Energy Efficiency Retrofit Measures

- Dismantle and reorganize existing dual-tube LED light fixtures (573 units, 18W each, Model: Ledtube DE 1,200mm / 4ft) and connecting wiring in the basement parking lot (B1F–B3F).
- Upgrade to automatic smart motion-sensor energy-saving lights (Pedestrian Movement). After improvement, the energy-saving LED tube power is 15W at full brightness and 3W when dimmed. Microwave sensor detection range for persons: line-of-sight distance 5M / detection angle 270° / vertical distance 3–4M, triggering upon entering the detection zone under low-light conditions.
- Upgrade to automatic smart motion-sensor energy-saving lights (Vehicle Movement). After improvement, the energy-saving LED tube power is 15W at full brightness and 3W when dimmed. Microwave sensor detection range for vehicles: line-of-sight distance (radar sensor 6–8M / infrared sensor 3–5M) / detection angle 180°. Lights turn to 15W upon entering the detection area, remain continuously lit while moving within the zone, and dim to 3W or turn off after exiting, completing the improved lighting energy-saving mode.

Expected Benefits:

- Rated Power: 15 W*1 tube*573 fixtures =8.595kW (Operating Hours: 8,736 hrs/year)
- Annual Electricity Consumption: 8.595kW*8,736 hrs*100% = 75,086kWh/year
- Annual Power Savings: 144,165* kWh8 - 75,086 kWh = 69,079 kWh/year

69,079 kWh

Annual Power Savings

Energy Saving Highlight

2

Power Grid Optimization, Energy Efficiency Retrofits, Cost Reduction, and Asset Reliability Enhancement

 Changshu Factory



Fire Safety

98%

Fire safety readiness rate

Total corrective action

8

Nov. 11 inspection corrective actions Dual power supply for exhaust fans Pipe pressure gauge repair, etc.

Power Optimization



65.56%

Green power ratio increased
(% of total plant electricity)

34.44%

Grey power ratio decreased
(% of total plant electricity)

Energy-Saving Initiatives



Saved 3.74 kWh

110KW air compressor replaced with 90KW unit

Saved 10.98 kWh

Re-layout space optimization

Saved 1.92 kWh

Cooling tower fan converted to variable frequency

Saved 4.39 kWh

AHU converted to variable frequency

Cost Reduction and Efficiency Optimization



NT\$ 62,000

Plant / cafeteria / dormitory corridor roof coating (renovated in-house)

NT\$ 35,000

Reception lobby / 2F office restroom (renovated in-house)

Saved NT\$ 9,000

Total: NT\$ 106,000

Cooling water annual maintenance cycle changed to 8 months

Energy Saving Highlight

3

Solar Photovoltaic (PV) Generation System Phase 1 (Onsite Self-Consumption)

Vietnam Factory

The Vietnam factory officially commissioned its Phase 1 onsite solar photovoltaic (PV) generation system at the end of November 2025. Operating under an onsite self-consumption model, the system generated an actual yield of 104,162 kWh within its initial period of operation in 2025, successfully accelerating the facility's clean energy transition.

- Real-Time Power Generation Dashboard – Solar PV System (Vietnamfactory)



- Energy Trend Chart – Solar PV System (Vietnamfactory)



- Aerial View of Phase 1 Rooftop Solar PV System Installation (VietnamFactory)



To mitigate our operational energy consumption, Alpha Networks has progressively implemented various renewable energy initiatives across our key manufacturing centers since 2025. We primarily enhance our renewable energy consumption ratio through the procurement of Green Power Purchase Agreements (PPAs) and the installation of rooftop solar photovoltaic (PV) systems; these diverse initiatives officially took effect or were grid-connected for power generation beginning in April 2025. Notably, our Changshu and Vietnam facilities have been actively sourcing green power since 2025, serving as a cornerstone for driving low-carbon manufacturing.

Looking ahead, we will establish a systematic Renewable Energy Certificate (REC) management mechanism to centrally collect and track certificate data from all factory locations. This framework will be seamlessly integrated into our carbon management platform to precisely calculate Scope 2 emissions and displacement benefits. Concurrently, aligned with our SBTi targets and Internal Carbon Pricing (ICP) strategies, we will optimize green power allocation, reinforce the transparency and strategic efficiency of our renewable energy utilization, and steadfastly advance toward our Net-Zero goals.

2026 Power Saving Plan

Plant	Power Saving Initiative	Installed Capacity (Unit: kWp)	Guaranteed Annual Generation (Unit: 10,000 kWh)	Annual Power Savings (Unit: 10,000 kWh)
Hsinchu Factory	Green Power Transfer	-	40	-
	Solar PV Installation (Expected to operate in H2)	723.36	15	-
Changshu Factory	Green Power Transfer	-	300	-
	Energy-Saving Measures	-	-	19
Vietnam Factory	Solar PV Installation Phase 1 (In operation since Nov 2025)	800.42	60	-
	Solar PV Installation Phase 2 (Expected to operate in H2)	513.36	10	-

Rooftop Solar PV Installation – Hsinchu and Vietnam Manufacturing Centers

Changshu Manufacturing Center – Grid-Wheeled Green Power Procurement

The Vietnam Manufacturing Center successfully completed Phase 1 of its rooftop solar PV project in 2025, installing a system with a total capacity of 800 kWp. Following its official commissioning and grid connection in November 2025, the system generated an actual energy yield of 104,000 kWh for the year. To further expand our clean energy portfolio, Phase 2 construction is scheduled for 2026, which will add an additional 513 kWp of rooftop solar PV capacity.

The Changshu Manufacturing Center is projected to transition to grid-wheeled green power supplied by the local power bureau in 2026, with an anticipated annual green electricity wheeling volume of 3 million kWh. Concurrently, the facility will implement multiple energy-saving initiatives across the campus in 2026, which are estimated to reduce power consumption by 190,000 kWh.

The Hsinchu Manufacturing Center is on track to complete its rooftop solar PV system installation alongside the procurement of 400,000 kWh of outsourced green power in 2026. The rooftop system, featuring a total installed capacity of 723 kWp, is scheduled for grid connection and power generation in the second half of the year. This renewable generation is projected to account for 5.33% of Alpha Networks' total corporate electricity consumption.

Moving forward, we will continuously plan, refine, and improve our renewable energy adoption strategies, systematically increasing our clean energy consumption ratio to fulfill our steadfast carbon-reduction commitments.

19

MWh

Estimated Electricity Savings

The Changshu Plant Manufacturing Center plans to implement several energy-saving initiatives within the plant in 2026, with an estimated electricity saving of 190,000 kWh.

	Power Saving Initiative	Estimated Benefits (Electricity Savings)(Unit: 10,000 kWh)	Estimated Benefits (Cost Savings) (Unit: 10,000 RMB)
Manufacturing Process	Independent temperature and humidity control in the SMT reflow oven area	19.0	14.0
	Operating time management and control of chiller units		
	Nighttime power management for water dispensers		
	Replacement of fluorescent tubes with energy-efficient LED tubes in the 1F warehouse		
	Replacement of fluorescent tubes with energy-efficient LED tubes on the 3F production line		
Cafeteria	Operational management and control of the cafeteria freezer		
Green Power	Green power savings / PPAs	-	6.0
Total			20.0

4.2.2 Water Resource Management

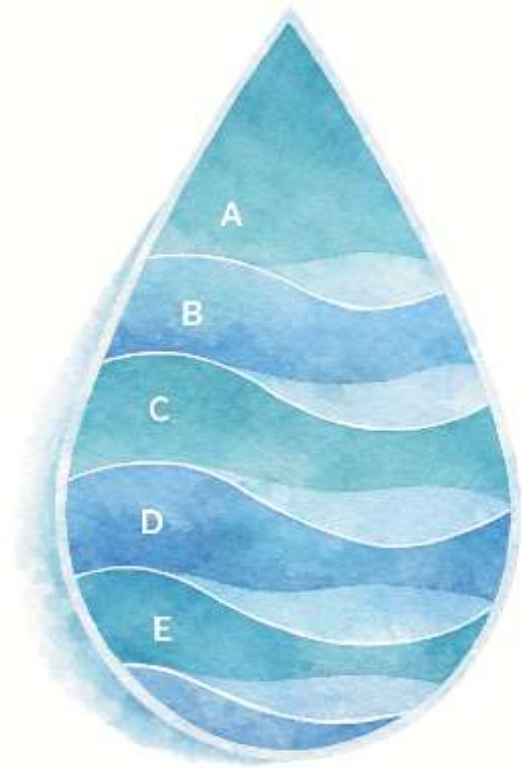
Water Resource Management

Under global extreme climate impacts, water resource resilience is a key stakeholder priority. Alpha Networks systematically manages environmental issues via ISO 14001 and aligns water resource management with the ISO 46001 framework. Our core manufacturing processes are completely dry, requiring no high-volume operational water. Comprehensive water assessments show that water usage is primarily for domestic employee consumption and facility utilities, such as cooling towers.

To reduce consumption at the source, we installed low-flow faucet aerators and rainwater harvesting systems. Manufacturing sites track annual water intensity, set water-saving benchmarks, and monitor performance to continuously enhance water-use efficiency.

For effluents, all wastewater undergoes periodic sampling and monitoring to ensure discharge quality strictly complies with, or exceeds, local environmental standards and prevents contamination.

Water Resource Policy Framework



Water Footprint & Risk Assessment.



Water Withdrawal Reduction Initiatives.



Target Setting & Performance Benchmarking.



Water Circularity & Recycling.



Employee Awareness & Capacity Building

Water Conservation Key Performance Indicators

Key Indicator	Classified Water Use	Improvement Method	Expected Benefit	Water Recovery Rate KPI (%)		
				Short-term 2026	Mid-term 2027	Long-term 2030
Cooling Water Circulation Rate Improvement	Cooling Tower	Increase cooling water concentration ratio (3–5×) Install automatic water quality monitoring (conductivity-controlled discharge)	Reduce make-up water by 5–10%	1	2	3
RO Wastewater Recovery & Reuse	Cleaning	Recover RO wastewater for cleaning or cooling tower make-up water	Recover 3–5% of total water consumption			
Rainwater Harvesting System	Cooling Tower Make-up Water Toilet Flushing	Rooftop collection + sedimentation filtration + storage tank → supply cooling tower make-up water	Reduce cooling tower make-up water by ~1%			

CIP drives cost optimization and operational efficiency through systematic enhancements, aligning with carbon reduction and ESG goals to create quantifiable value. This proposal streamlines workflows by eliminating waste and risks—boosting quality, optimizing costs, and establishing a standardized, long-term SOP for operational resilience.

Category	2022	2023	2024	2025
Water Withdrawal (MCM)	0.178	0.171	0.166	0.173
Water Discharge (MCM)	0.131	0.122	0.120	0.123
Water Consumption (MCM)	0.047	0.048	0.046	0.050

*Note:

1. Total Wastewater Discharge: Total wastewater discharge volume is calculated as Total Municipal Water Consumption across all global manufacturing sites 0.8 (with the remaining 0.2 estimated as water loss due to HVAC/air conditioning evaporation)
2. Water Consumption Accounting Standard: Water consumption data is compiled internally based on official utility invoices/billing data, excluding the consumption of sub-lessees/tenants.
3. Water-Stressed Areas: According to the World Resources Institute (WRI) "Aqueduct Water Risk Atlas," the Changshu Factory, Chengdu Office, and Southern California (USA) Office are identified as being located in water-stressed areas.

- 2026 CIP Improvement Proposal at Hsinchu and Vietnam Factory: Enhancing Water Efficiency via RO Wastewater Recycling & Reuse

Project Name	RO Wastewater Recycling & Reuse
Implemented Sites	Hsinchu Factory & Vietnam Factory
Target & Estimated Benefits	Estimated ~2% Increase in Water Efficiency

Wastewater Management

Wastewater generated at the Hsinchu Factory is discharged into the Hsinchu Science Park sewerage system, while wastewater from the Changshu Factory is directed into the management center's sewerage network. For the Vietnam Factory, wastewater underwent on-site treatment before being discharged into the industrial park's centralized wastewater treatment facility. Because the ultimate destination for effluent from all sites is a managed sewerage system, our water consumption and subsequent wastewater discharge do not directly impact natural water bodies or soil. In terms of water quality testing, the Hsinchu Factory performs superior to the park's acceptance standards, the Changshu Plant complies with the Integrated Wastewater Discharge Standard, and the Vietnam Factory meets local industrial park discharge regulations. Effluent from all facilities is monitored periodically and is not reused by external organizations.

All Alpha Networks facilities are situated within established industrial zones. The Company does not own, lease, or manage any operational sites located within ecological reserves or water resource protection areas. Furthermore, we do not engage in any activities that adversely impact biodiversity, ensuring that our product manufacturing and service delivery processes pose zero impact on the surrounding environment and ecosystems.

• 2025 Effluent Water Quality Test Results (by Plant Testing Schedule)

Test Item / Plant	pH	COD	BOD	SS	Oil	Anionic Surfactants	Ammonia Nitrogen (NH3-N)	Phosphate (Total P)
Hsinchu Plant	7.4	230 mg/L	92.1mg/L	56 mg/L	9.5 mg/L	<0.2 mg/L	30.2 mg/L	-
Measured Value								
Hsinchu Plant	5.0~9.0	600 mg/L	400 mg/L	400 mg/L	20 mg/L	10 mg/L	50 mg/L	-
Discharge Limit								
Changshu Plant	7.6	89 mg/L	-	33 mg/L	0.20 mg/L	0.529 mg/L	19.8 mg/L	1.50 mg/L
Measured Value								
Changshu Plant	6~9	500 mg/L	-	400 mg/L	100 mg/L	20 mg/L	45 mg/L	8 mg/L
Discharge Limit								
Vietnam Plant (Building A)	8.23	128 mg/L	49.9 mg/L	82 mg/L	<4.1 mg/L	-	6.44 mg/L	4.12 mg/L
NT1 Measured Value								
Vietnam Plant (Building B)	7.87	30 mg/L	13.2 mg/L	21 mg/L	<4.1 mg/L	-	5.92 mg/L	5.81 mg/L
NT2 Measured Value								
Vietnam Plant	5.5~9	150 mg/L	50 mg/L	TSS	10 mg/L	-	10 mg/L	6 mg/L
Discharge Limit				100 mg/L				

Effluent Quality Standards & Actual Performance (2025):

- Hsinchu Factory: The regulatory acceptance standard for discharge into the Hsinchu Science Park sewerage system is COD: 600 mg/L, SS: 400 mg/L. The actual values are determined by on-site sampling and testing throughout the year; the 2025 actual performance was COD: 230 mg/L, SS: 56 mg/L.
- Changshu Factory: The baseline effluent limit is COD: 500 mg/L, SS: 400 mg/L. The actual values are based on the maximum recorded values from official testing reports; the 2025 performance was COD: 89 mg/L, SS: 33 mg/L.

Water Risk Assessment Table

Alpha Networks conducts water stress assessments utilizing the Aqueduct Water Risk Atlas, a water risk evaluation tool developed by the World Resources Institute (WRI). The primary risk identified regarding water resources is the potential shortage of domestic water for employees during drought events. A detailed analysis of other water-related risks is outlined in the Water Risk Assessment Table below.

To mitigate water consumption, Alpha Networks has established an ESG Committee to set water conservation KPIs and monitor performance on a regular basis. At the end of each year, the next year's targets are calibrated based on actual water consumption data and corresponding risk profiles. Furthermore, the Company convenes group-wide corporate meetings to audit water usage status across all affiliate facilities, simulate water restriction scenarios, and evaluate cross-regional group water support mechanisms. These proactive measures are designed to enhance our organizational emergency response and business continuity capabilities during water shortages or restriction periods.

• Water Risk Assessment Table

Item	Impact on Operations / Description	
Water Withdrawal	Alpha Networks does not require water in its manufacturing processes. However, the Company provides clean and safe domestic water for employees' daily needs.	
	According to analysis using the WRI (World Resources Institute) Aqueduct's global water risk mapping tool, the Hsinchu Factory is classified as low-to-medium risk, while the Changshu Factory, Chengdu office, and Southern California (USA) office are located in areas with high water stress risk. Nevertheless, all of Alpha Networks' facilities source water exclusively from municipal supply, and no water shortage events have occurred in the past 25 years.	
Risk Level: Low Risk	The Company has established an emergency response procedure for water shortages. Upon receiving government notices or media reports of turbid water sources due to typhoons, droughts, or supply suspensions/restrictions, the Company notifies contracted water tanker providers to supplement any shortfall and prevent operational disruptions.	
	Strategy / Managemen	1. Continue water conservation practices 2. Develop water shortage contingency plans
Drinking Water Quality	All facilities source water exclusively from municipal supply without extracting groundwater for operations. Drinking water passes through filtration equipment and is regularly tested in accordance with applicable regulations to ensure safety and quality.	
Risk Level: Low Risk	Strategy / Managemen	N/A
Water Pollution Prevention	Wastewater from the Hsinchu Factory is discharged directly into the Hsinchu Science Park wastewater sewer system. Wastewater from the Changshu Factory is discharged into the management center's wastewater sewer system. Wastewater from the Vietnam Factory is first treated at the on-site wastewater treatment facility before being discharged into the industrial zone's wastewater treatment Factory. These arrangements prevent direct water body or land pollution.	
	Effluent water quality is regularly monitored and tested in compliance with regulatory requirements, with results consistently meeting or exceeding regulatory standards. No water pollution incidents have been recorded at any plant in recent years.	
Risk Level: Low Risk	Strategy / Managemen	N/A
Flood Risk	Based on WRI Aqueduct's global water risk mapping tool analysis, the Hsinchu, Changshu, and Vietnam factories are not located in high flood-risk zones. No flood-related losses have occurred at any plant over the past 25 years.	
	The Company has established preventive and emergency response procedures for natural disasters. Before typhoons, cleaning staff are specifically instructed to clear drainage channels in advance to facilitate water flow and prevent flooding. Emergency supplies such as sandbags and flood barriers are prepared in advance as precautionary measures.	
Risk Level: Low Risk	Strategy / Managemen	Practice regularly
Regulatory Compliance	Water-related regulatory compliance is reviewed on a quarterly basis. Any regulatory updates are addressed immediately. No water-related legal violations have occurred at any factoryin recent years.	
Risk Level: Low Risk	Strategy / Managemen	Maintain continuous compliance
Water Utility Cost	Water tariffs remain low at all factories— Changshu, Vietnam, and Hsinchu. Taiwan has not yet implemented a water consumption surcharge. Given the relatively small water usage volumes across all plants, the future cost impact is expected to be minimal.	
	Strategy / Managemen	Continue water conservation

• 2025 Water Withdrawal, Discharge, and Consumption Table

Water Withdrawal		Source / Description (Unit: k m³)	All Regions (Unit: k m³)	% from Water-Stressed Regions (Unit: %)
Withdrawal by Source	Surface Water (Total) Fresh Water (≤1,000 mg/L TDS)	0	0	0
	Other Water (>1,000 mg/L TDS)	0	0	0
	Groundwater (Total) Fresh Water (≤1,000 mg/L TDS)	0	0	0
	Other Water (>1,000 mg/L TDS)	0	0	0
	Seawater (Total) Fresh Water (≤1,000 mg/L TDS)	0	0	0
	Other Water (>1,000 mg/L TDS)	0	0	0
	Produced Water (Total) Fresh Water (≤1,000 mg/L TDS)	0	0	0
	Other Water (>1,000 mg/L TDS)	0	0	0
	Third-Party Water (Total) Fresh Water (≤1,000 mg/L TDS)	173.29	62.46	36.0
	Other Water (>1,000 mg/L TDS)	0.00	0.00	0.0
Total Water Withdrawal	Surface Water + Groundwater + Seawater + Produced Water + Third-Party Water(Total)	173.29	62.46	36.0
Water Discharge		Source / Description (Unit: k m³)	All Regions (Unit: k m³)	% from Water-Stressed Regions (Unit: %)
Discharge by Destination By Freshwater	Surface Water	0	0	0
	Groundwater	0	0	0
	Seawater	0	0	0
	Third-Party Water (Total)	123.05	49.97	40.6
Other Water	Fresh Water (≤1,000 mg/L TDS)	123.05	49.97	40.6
	Other Water (>1,000 mg/L TDS)	0.00	0.00	0.0
Total Water Discharge	Surface Water + Groundwater + Seawater + Third-Party Water (Total)	123.05	49.97	40.6
Water Consumption		Source / Description (Unit: k m³)	All Regions (Unit: k m³)	% from Water-Stressed Regions (Unit: %)
Total Water Consumption		50.25	12.49	24.9

Note:
According to the World Resources Institute's Aqueduct Water Risk Atlas, the Changshufactory, the Chengdu Office, and the USA Southern California Office are classified as water-stressed regions.

4.2.3 Air Pollutant Management

In 2022, the Alpha Networks Changshu factory undertook a comprehensive technological upgrade of its legacy volatile organic compound (VOC) abatement systems. In strict alignment with the Technical Specifications for Industrial Emergency Waste Gas Treatment Engineering by Adsorption Method, the legacy activated carbon filtration network was retrofitted with an advanced canister-type granular activated carbon (GAC) adsorption system, achieving a high-efficiency abatement rate of over 90% and significantly mitigating localized VOC emissions. This upgrade represents a proactive measure to support local authorities during periods of heavy air pollution control, fulfilling our corporate environmental and social responsibilities.

Concurrently, regarding the fixture-cleaning process at the Changshu factory, we successfully substituted volatile isopropyl alcohol (IPA) solvents with eco-friendly water-based cleaning agents. This source-reduction initiative not only further minimizes hazardous VOC emissions but also substantially enhances the overall operational safety factor on the manufacturing floor.

• ALPHA Group — Pollutant Statistics

Unit: Metric Tons

Type / Category	2023	2024	2025
Nitrogen Oxides (NOx)	0.0232	0.01601	0.0273
Sulfur Oxides (SOx)	0	0	0
Volatile Organic Compounds (VOCs)	14.5408	24.4576	37.7781
Other emission categories specified under applicable regulations	0	0	0

Environmental Awareness

Beyond systematically executing internal environmental protection initiatives, Alpha Networks champions the propagation of sustainability concepts as a core corporate responsibility, proactively responding to global trends and stringent customer requirements.

We actively participate in and host green technology training programs while leveraging internal corporate assemblies to encourage employees to implement eco-friendly practices in their daily lives. By deepening our workforce's understanding of the interconnected relationship between humanity and the environment, we inspire tangible individual actions that fulfill our collective ecological stewardship. The comprehensive training curriculum on green environmental protection successfully deployed in 2025 is detailed below.

• Green & Environmental Training Course Schedule

Course Title	Organizer	Date
Introduction to REACH, RoHS 2.0, and New Packaging Material Regulations	TÜV Rheinland Taiwan Ltd.	2025.02.25
Green Compliance × Sustainable Future: New Perspectives on Global Competitiveness for Electronic Products	SGS Taiwan Ltd.	2025.03.13
Per- and Polyfluoroalkyl Substances (PFAS): Past, Present, and Future	SGS Taiwan Ltd.	2025.07.10
TSCA Priority List and Restricted/Prohibited Substance Testing	SGS Taiwan Ltd.	2025.08.07
RoHS & REACH Regulatory Seminar: From Understanding to Implementation — Are You Ready?	TÜV Rheinland Taiwan Ltd.	2025.08.13

4.2.4 Biodiversity

Policy and Commitments

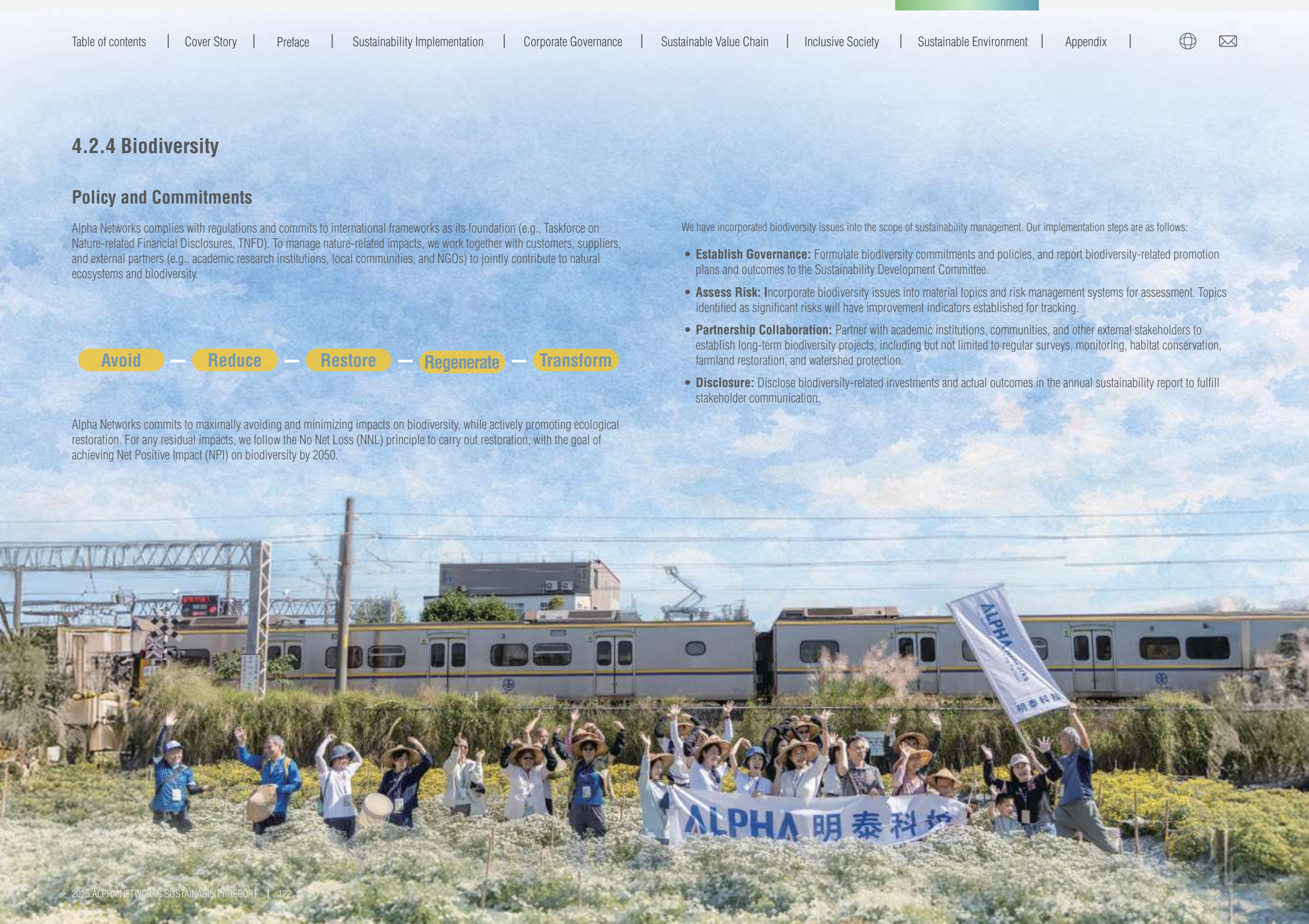
Alpha Networks complies with regulations and commits to international frameworks as its foundation (e.g., Taskforce on Nature-related Financial Disclosures, TNFD). To manage nature-related impacts, we work together with customers, suppliers, and external partners (e.g., academic research institutions, local communities, and NGOs) to jointly contribute to natural ecosystems and biodiversity.



Alpha Networks commits to maximally avoiding and minimizing impacts on biodiversity, while actively promoting ecological restoration. For any residual impacts, we follow the No Net Loss (NNL) principle to carry out restoration, with the goal of achieving Net Positive Impact (NPI) on biodiversity by 2050.

We have incorporated biodiversity issues into the scope of sustainability management. Our implementation steps are as follows:

- **Establish Governance:** Formulate biodiversity commitments and policies, and report biodiversity-related promotion plans and outcomes to the Sustainability Development Committee.
- **Assess Risk:** Incorporate biodiversity issues into material topics and risk management systems for assessment. Topics identified as significant risks will have improvement indicators established for tracking.
- **Partnership Collaboration:** Partner with academic institutions, communities, and other external stakeholders to establish long-term biodiversity projects, including but not limited to regular surveys, monitoring, habitat conservation, farmland restoration, and watershed protection.
- **Disclosure:** Disclose biodiversity-related investments and actual outcomes in the annual sustainability report to fulfill stakeholder communication.



NT\$ **200K+**
Economic Benefits

Biodiversity and Environmental Education Campaigns for Employees

In a joint effort with the BenQ Foundation, Alpha Networks organized the "Miaoli Tongluo township Chrysanthemum Ecological Workshop," inviting domain experts to lead 34 employees and their families in an immersive environmental learning experience. Participants engaged in a hands-on "Land Resilience Experience" by entering local organic chrysanthemum fields. Through direct dialogue with local farmers, employees gained a profound understanding of how climate change—such as delayed blooming seasons—tangibly impacts local agricultural biodiversity and crop yields. This firsthand experience significantly reinforced employee awareness of climate risks and the vulnerability of natural capital, inspiring tangible actions to safeguard ecological sustainability.

Our volunteers also participated in a cultural eco-walk to explore the symbiotic relationship between traditional irrigation canals, rural settlements, and the natural environment in Tongluo township. Walking along railways, waterways, and farmlands, volunteers learned how human activities historically adapt to natural landscapes, forming a harmonious life and production model that balances human society with ecology. This educational walk successfully transformed the abstract concept of biodiversity conservation into an accessible, actionable mindset for habitat protection. The itinerary included a visit to a chrysanthemum processing center and exchanges with local smallholders to understand the entire eco-friendly agriculture value chain, from sustainable farming to processing. To provide concrete economic support, Alpha Networks procured 220 sets of local "Autumn Beauty" chrysanthemum and Shaking Ruby tea gift boxes. Through stable ordering and ethical consumption, we helped boost farmers' incomes and enhanced their motivation to persist in eco-friendly cultivation. Furthermore, volunteers engaged in an upcycling workshop utilizing agricultural by-products, internalizing the concept of the circular economy to minimize resource waste and champion sustainable regeneration. This overall sustainable initiative not only assisted local smallholders in strengthening eco-friendly production models, but also further supported remote communities in developing industrial pathways that protect biodiversity.



5G Connectivity Empowering Biodiversity and Nature Conservation

Project Name	Description	Alpha Networks Inc. Equipment & Solutions	Contribution to Biodiversity	Aligned SDGs
Smart Marina Monitoring	Partnered with Argo Yacht Group to build an eco-friendly 5G smart marina in Kaohsiung Port. Leveraging Alpha Networks' 5G private network and subsidiary Climax Technology's IoT sensors, the project deployed an environmental monitoring system to track water conditions (such as oil spills) in real time and monitor vessel activities via AI recognition, upgrading traditional port management into a digital eco-monitoring system to support marine conservation.	5G Smart Marina Network - IoT Sensor Devices - AI Video Surveillance	- Real-time marine environment monitoring - Prevention and detection of oil spill pollution - Protection of fish species and marine ecosystems within the marina	SDG 14 Life Below Water
Smart Vessel & Marine Monitoring	Partnered with Great Da Ship to deploy a smart vessel monitoring system at Xingda Port, Kaohsiung. Utilizing Alpha Networks' 5G private network and subsidiary Climax Technology's IoT sensors, the system helps operators track vessel operating efficiency and emissions in real time, using AI monitoring to detect marine pollutants and protect the marine environment.	5G Smart Port Network - IoT Vessel Monitoring 5G Shore-to-Ship Communications - AI Video Surveillance	- Real-time detection of marine surface pollutants - Reduction of vessel emission pollution	SDG 14 Life Below Water

Supply Chain Mentorship Project: Advancing Natural Carbon Sinks Through Smart Energy Management

Alpha Networks has actively driven a "Lead-by-Example" supply chain mentorship initiative, assisting 10 small and medium-sized enterprise (SME) suppliers in deploying smart energy monitoring and carbon management systems. Under this project, Alpha Networks provided high-performance networking and edge computing hardware, while its subsidiary, Transnet Corporation, deployed IoT sensor networks and an AI-driven carbon management database. Together, this integrated infrastructure forms a smart energy and carbon emission monitoring platform that empowers our supply chain partners to seamlessly master their energy utilization and carbon footprint data.

Alpha Networks’ Proprietary Technology & Hardware Deployed

- AI Carbon Emission Analytics Platform
- IoT Energy & Carbon Monitoring Sensors
- Edge Computing Data Processing System

Project Outcomes & Ecological Impact

The deployment status among selected suppliers is detailed below. By systematically mitigating carbon emissions and optimizing energy consumption, this initiative actively reduces the overall environmental load and alleviates ecological pressure on forestry ecosystems, thereby substantively contributing to the enhancement and preservation of natural carbon sinks.

Indicator	Result
Suppliers On boarded	10 suppliers
IoT Monitoring Nodes Deployed	80 nodes
Annual Energy Savings	306,607 kWh
Annual Carbon Emissions Reduced	129.9 tonnes CO2e
Forest Carbon Sink Equivalent	Equivalent to the carbon sequestration of 4.5 ha of forest
Tree Carbon Absorption Equivalent	Equivalent to the carbon absorption of 10,000 trees

| 4.3 Carbon Reduction Operations |

4.3.1 Greenhouse Gas (GHG) Inventory & Policy Declaration

Global warming has triggered severe climate anomalies, posing a critical threat to our living environment. As a benchmark pioneer in networking and communication equipment, Alpha Networks actively fulfills its corporate social responsibility to cultivate a sustainable ecosystem for future generations, declaring our steadfast commitments as follows:

- **Corporate Carbon Transparency:** Dedicate to comprehensive corporate carbon emission disclosures to achieve precise data mastery over internal greenhouse gas footprints.
- **Value Chain Synergy:** Partner closely with our business allies to collectively expand the scope and impact of carbon mitigation initiatives.
- **Low-Carbon Solutions:** Provide diverse, low-carbon, and eco-friendly product alternatives tailored for our consumers and end-users.
- **Product Carbon Footprint (PCF) Management:** Enhance information transparency and actively execute reduction strategies across product life cycles.

Concurrently, Alpha Networks proactively responds to the Paris Agreement's call to limit global warming to 1.5°C. We have officially secured validation for our science-based reduction targets under the SBTi (Science Based Targets initiative) 1.5°C scenario. In our daily operations, we fully mobilize resources for energy conservation and carbon reduction, actively participate in the CDP (Carbon Disclosure Project), and strictly enforce corporate GHG inventories (ISO 14064-1) alongside product carbon footprint assessments. These rigorous frameworks ensure we accurately monitor GHG emissions and implement well-timed mitigation pathways.

For more information, please visit the Alpha Networks Official Website > [Environmental Sustainability](#)

4.3.2 Product Carbon Footprint (PCF)

As global statutory requirements and market expectations for Environmental, Social, and Governance (ESG) criteria grow increasingly stringent, enterprises must integrate aggressive carbon-reduction strategies into product design and manufacturing to align with international climate trends.

Upholding our corporate responsibility, Alpha Networks is committed to minimizing environmental impacts across the entire product life cycle, leveraging scientific methodologies to guarantee that our climate actions remain transparent and measurable. Beginning in 2025, Alpha Networks will further expand its operational scope by conducting comprehensive carbon footprint inventories for all new product models. This strategic expansion aims to bolster our competitive edge within the green supply chain and anchor a solid foundation for achieving long-term sustainability goals.

Through systematic governance and continuous optimization of our PCF inventory and certification pathways, Alpha Networks ensures a proactive, positive impact on environmental preservation, marching hand-in-hand with our supply chain partners toward a low-carbon future.

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Carbon Footprint Products

Total Calculated

• 2025 Product Carbon Footprint Inventory Project & Execution Status:

Metric / Condition	LAN/MAN	WB	DMA
Activity Data Period	2024		
Total Carbon Footprint Products Calculated	43	8	1
Verification Boundary	Cradle to Gate	Cradle to Gate	Cradle to Gate
Y2025 Carbon Verification Rate (%)	100%	100%	100%

4.3.3 Greenhouse Gas (GHG) Inventory

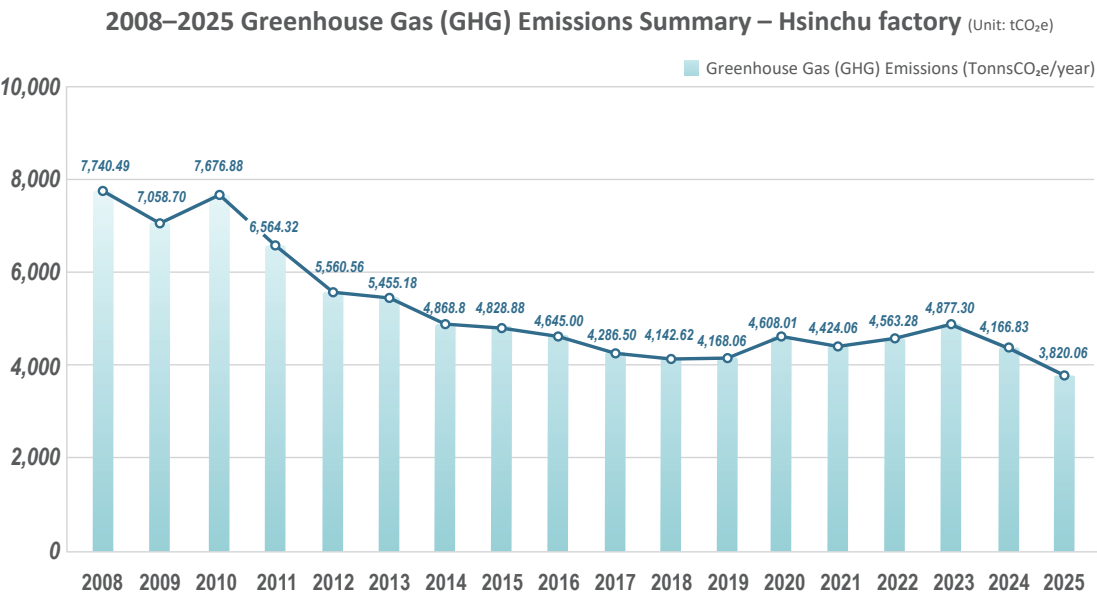
As a responsible global citizen, Alpha Networks is deeply committed to environmental preservation, placing paramount strategic emphasis on greenhouse gas mitigation. Since 2008, we have implemented the ISO 14064-1:2006 standard for corporate GHG quantification, establishing our initial baseline year with the data collected in 2008. We have continuously advanced our corporate carbon inventory protocols to combat global warming, master our emissions profiles, and actively contribute to the global green economy.

To align with the updated requirements of ISO 14064-1:2018, our Hsinchu headquarters completed specialized corporate training on the revised quantification and reporting methodologies on December 8, 2021, and officially re-established our GHG baseline year to 2024.

Alpha Networks (Hsinchufactory) strictly complies with the emission inventory guidelines stipulated by the Intergovernmental Panel on Climate Change (IPCC) and the national regulations under Taiwan's Climate Change Response Act (formerly the Greenhouse Gas Reduction and Management Act). In accordance with the Kyoto Protocol, we systematically evaluate seven regulated GHGs: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

The operational boundaries defined for Alpha Networks (Hsinchu factory) encompass direct GHG emissions (Category 1) as well as indirect GHG emissions (Category 2, Category 3, Category 4, Category 5, and Category 6). Within these boundaries, our localized assessments have successfully identified active emission sources for CO₂, CH₄, N₂O, and HFCs. Conversely, no emission sources were identified for PFCs, SF₆, NF₃, or biogenic carbon emissions within our current operational scope.

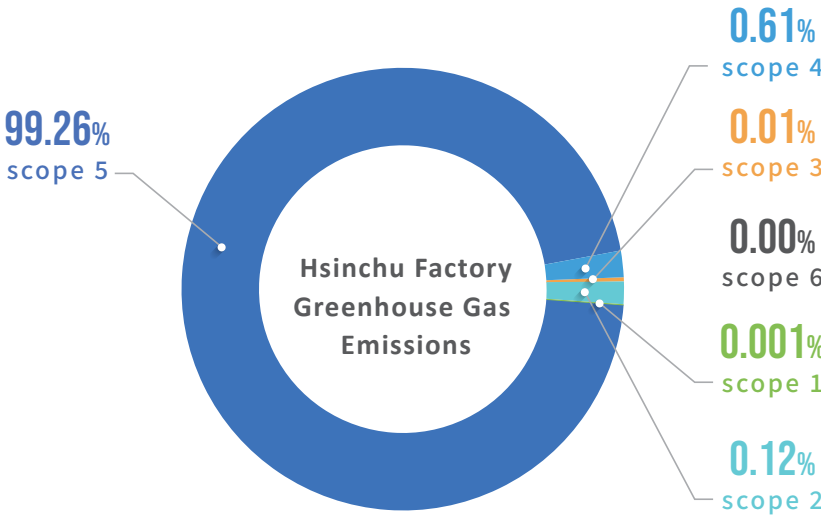
- 2008–2025 Greenhouse Gas (GHG) Emissions Summary – Hsinchu factory (Unit: tCO₂e)



In 2025, both the Alpha Networks Hsinchu and Changshu manufacturing sites uccessfully completed their greenhouse gas (GHG) inventories and secured independent third-party verification in strict accordance with the updated ISO 14064-1:2018 standard. According to the rigorously verified findings, the cumulative greenhouse gas emissions across all defined operational categories for Alpha Networks (Hsinchu factory) in 2025 amounted to 3,119,867.136 metric tons of CO₂ equivalent (CO₂).

- Greenhouse gas emissions by category and percentage in 2025

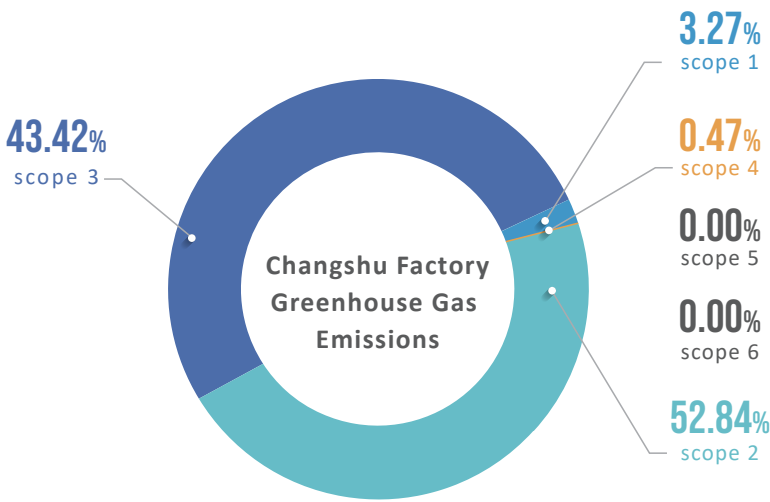
Category	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6	Total Emissions
Emissions(t CO ₂ e)	44.6992	3,766.0470	433.6458	18,898.3310	3,096,724.4130	Not Quantified	3119867.136
Percentage (%)	0.001%	0.12%	0.01%	0.61%	99.26%	Not Quantified	100.00%



Excessive greenhouse gas (GHG) emissions and the resulting global warming present one of the most critical environmental challenges facing the world today. Rooted in our core corporate philosophy of sustainable development and environmental stewardship, Alpha Networks' Changshu and Vietnam manufacturing facilities are profoundly dedicated to executing rigorous GHG inventories and reduction controls. Through proactive corporate governance, we aim to mitigate global warming, optimize resource and energy efficiency, and safeguard the long-term sustainability of the global ecosystem. Adhering strictly to the ISO 14064-1:2018 standard, both facilities have designated the period from January 1 to December 31, 2024, as their official GHG baseline year. The established operational boundaries comprehensively encompass direct GHG emissions (Category1) as well as indirect GHG emissions (Category 2, Category 3, Category 4, Category 5, and Category 6). The scope of this organizational inventory covers seven regulated greenhouse gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFC_s), perfluorocarbons (PFC_s), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).In 2025, the verified cumulative GHG emissions for Alpha Networks Technology (Changshu) Co., Ltd. totaled 4,570.8488 metric tons of CO₂ equivalent (CO₂e), while the Vietnam facility's total GHG emissions amounted to 10,706.97CO₂e. The comprehensive emission breakdown and respective percentages across all operational categories for both overseas facilities are detailed below:

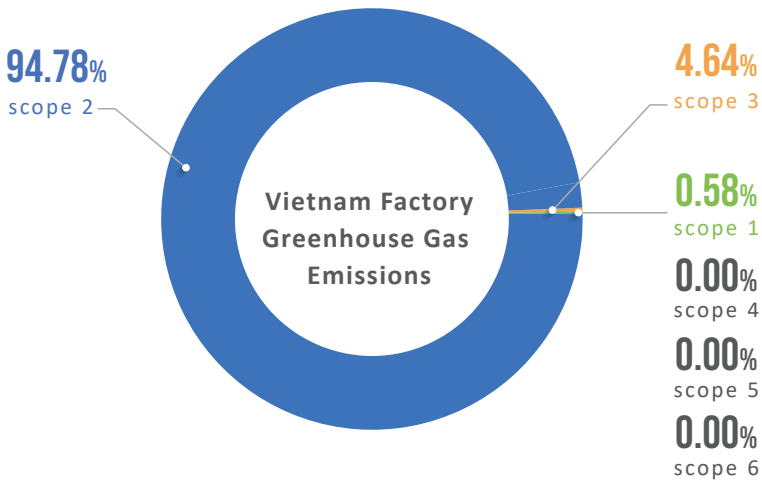
• 2025 Annual GHG Emissions by Category — Changshu Factory

Category	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6	Total Emissions
Emissions(t CO ₂ e)	151.56	2,448.51	2,012.39	21.73	Not Quantified	Not Quantified	4,634.18
Percentage (%)	3.27%	52.84%	43.42%	0.47%	Not Quantified	Not Quantified	100.00%



• 2025 Annual GHG Emissions by Category — Vietnam Factory

Category	Scope 1	Scope 2	Scope 3	Scope4	Scope 5	Scope 6	Total Emissions
Emissions(t CO ₂ e)	62.01	10,141.82	509.72	Not Quantified	Not Quantified	Not Quantified	10,713.55
Percentage (%)	0.58%	94.78%	4.64%	Not Quantified	Not Quantified	Not Quantified	100.00%



Our corporate greenhouse gas (GHG) inventory for 2025 comprehensively encompasses Scope 1, Scope 2, and Scope 3 emissions. Heavily influenced by our upstream and downstream product value chain, Scope 3 constitutes the primary source of our cumulative carbon footprint, as detailed in the table below.

Regarding energy management, Alpha Networks has proactively advanced its transition to green energy. Within Scope 2 (indirect emissions from purchased energy), through the strategic integration of Renewable Energy Certificates (RECs) and Power Purchase Agreements (PPAs), our "Market-based" emissions achieved a substantial reduction of 6,180.82 metric tons of CO₂e (a 37.8% decrease) compared to the "Location-based" metrics. This milestone vividly reflects Alpha Networks' concrete effectiveness in leveraging market mechanisms to minimize our electricity carbon footprint.

Furthermore, addressing Scope 3 emissions—which represent our largest carbon vector at 3,118,600.23 CO₂e—Alpha Networks will continuously deepen carbon governance across our supply chain. By pioneering low-carbon product designs and accelerating circular economy applications, we stand firmly committed to delivering on our Science Based Targets initiative (SBTi) climate pledges.

• 2025 ALPHA GHG Emissions Inventory Summary

2025 Metric Tonnes CO ₂ e	Scope 1	Scope 2	Scope 3
GHG Emissions	258.27	¹ Location-based: 16,356.38 ² Market-based: 10,175.56	3,118,600.23

¹Location-based: The gross carbon emissions calculated using the average grid emission factor of the electricity supply region.
²Market-based: Carbon emissions calculated based on the actual electricity source procured = [Gross emissions – (Green electricity procured + Renewable Energy Certificates)]. For details on Alpha Networks Inc. green electricity procurement and renewable energy certificates, please refer to the "Energy and Resource Summary" in Section 4.2 Environmental and Energy Management.

For more information, please visit the Alpha Networks Official Website > Capabilities & Advantages > [Environmental Sustainability](#)

4.3.4 Multi-Site Greenhouse Gas (GHG) Inventory

In proactive response to the "Sustainable Development Roadmap for Listed Companies" rolled out by the Financial Supervisory Commission (FSC), Alpha Networks has aligned its corporate climate actions with the statutory timeline requiring all listed entities to complete institutional GHG compliance inventories by 2027 and secure third-party verification by 2029.

Encompassing all entities within our consolidated financial statements—totaling 25 operating sites worldwide—Alpha Networks accelerated its timeline in alignment with group-level strategic planning, initiating the first phase of this comprehensive multi-site carbon inventory prematurely in 2023. This initiative systematically tracks and reports energy utilization and GHG emission metrics across all global operational footholds, serving as a robust scientific baseline for our subsequent carbon mitigation blueprints. This strategic deployment not only contributes directly to mitigating global climate change impacts but also materially enhances our green competitive advantage within the global marketplace

• Sustainable Development Roadmap



Source: Financial Supervisory Committee

• Alpha Networks & Subsidiaries — GHG Inventory Schedule (As of End 2025)

	Parent Company Subsidiary Name	Subsidiary Name	Location(Dom./ Overseas)	Set Up Dedicated / Non-Dedicated Unit	GHG Inventory Team Training	Complete GHG Inventory	Complete External Verification
1	Qisda	Alpha Networks Inc.	Domestic	Dec 2009	Feb 2010	Dec 2021	Mar 2022
2	Alpha Networks	Hitron Technologies Inc.	Domestic	Jun 2011	Aug 2011	Feb 2022	May 2022
3	Alpha Networks	Alpha Networks (Hong Kong) Ltd.	Overseas	No physical office / No employees			
4	Alpha Networks	Alpha Solutions Co., Ltd.	Overseas	Mar 2025	May 2025	Dec 2025	Dec 2025
5	Alpha Networks	Alpha Networks, Inc. (USA)	Overseas	Jan 2025	Jan 2025	Jun 2025	Est. Dec 2027
6	Alpha Networks	Alpha Technical Services Inc.	Overseas	Jan 2025	Jan 2025	Jun 2025	Est. Dec 2027
7	Alpha Networks	Enrich Investment Corporation	Domestic	No physical office / No employees			
8	Alpha Networks	Alpha Networks Vietnam Company Limited	Overseas	Dec 2023	Mar 2024	Jun 2024	Aug 2024
9	Alpha Networks	Aespula Technology Inc.	Domestic	Approved for dissolution			
10	Alpha Networks	Chenlong Technology Co., Ltd.	Domestic	Sep 2022	Est. Mar 2024	Feb 2025	Mar 2025
11	Alpha Networks	Mingrui Electronics (Chengdu) Co., Ltd.	Overseas	Mar 2025	Mar 2025	Jun 2025	Est. Dec 2026
12	Alpha Networks	Mingtai Electronics Technology (Changshu) Co., Ltd.	Overseas	May 2023	Aug 2023	Sep 2023	Oct 2023
13	Alpha Networks	Chuangji Technology Co., Ltd.	Overseas	Approved for dissolution			
14	Alpha Networks	Hitron Technologies (Samoa) Ltd.	Overseas	No physical office / No employees			
15	Alpha Networks	Hitron Technologies (Netherlands) Ltd.	Overseas	Aug 2024	Aug 2024	Jun 2025	Est. Dec 2027
16	Alpha Networks	Hitron Technologies Americas Inc.	Overseas	Aug 2024	Aug 2024	Jun 2025	Est. Dec 2027
17	Alpha Networks	Hitron Technologies (Vietnam) Inc.	Overseas	Mar 2022	May 2022	Sep 2022	Dec 2022
18	Alpha Networks	Hitron Technologies (Suzhou Industrial Area) Ltd.	Overseas	Plant closed			
19	Alpha Networks	Jieqi Trading (Suzhou) Co., Ltd.	Overseas	No physical office / No employees			
20	Alpha Networks	Interactive Digital Technologies Co., Ltd.	Domestic	Sep 2022	Dec 2022	Feb 2023	May 2023
21	Alpha Networks	Huaqi Communications Equipment (Shanghai) Co., Ltd.	Overseas	Sep 2022	Jan 2023	May 2024	May 2024
22	Alpha Networks	Mingtai Electronics Trading (Changshu) Co., Ltd.	Overseas	May 2023	Aug 2023	Sep 2023	Oct 2023
23	Alpha Networks	Dongguan Mingrui Electronics Co., Ltd.	Overseas	Mar 2022	May 2022	Sep 2022	Dec 2022
24	Alpha Networks	Indialpha Technet Private Limited	Overseas	No physical office / No employees			
25	Alpha Networks	FiberLogic Communications Technology Co., Ltd.	Domestic	Mar 2025	Feb 2025	Jun 2025	Dec 2025

Organizational Carbon Inventory

In terms of organizational carbon inventory, Alpha Networks completed the carbon inventory for all manufacturing sites and third-party verification in 2024 (please refer to [4.3.3 Greenhouse Gas Inventory](#)). Moving forward, in accordance with the requirements of the Financial Supervisory Commission (FSC)'s Sustainable Development Roadmap, the company will progressively roll out organizational carbon inventories and third-party verifications across all non-manufacturing domestic and overseas sites—including sales offices, RMA centers, and R&D centers (please refer to [Global Locations](#))—as detailed in [4.3.4 Sustainable Development Roadmap](#). This will enable a full and accurate understanding of carbon emission sources and hotspots across all Alpha Networks sites, serving as a crucial foundation for planning and implementing carbon reduction plans to achieve the 2050 Net-Zero goal.

For the consolidated financial subsidiaries completed, the 2025 greenhouse gas emissions were: Direct (Scope 1) GHG emissions of 575.5918 metric tons CO₂e, Energy Indirect (Scope 2) GHG emissions of 18,142.3442 metric tons CO₂e, and a Scope 1 + 2 GHG emissions intensity within the reporting boundary of 0.0187 metric tons CO₂e / NTD million in revenue.

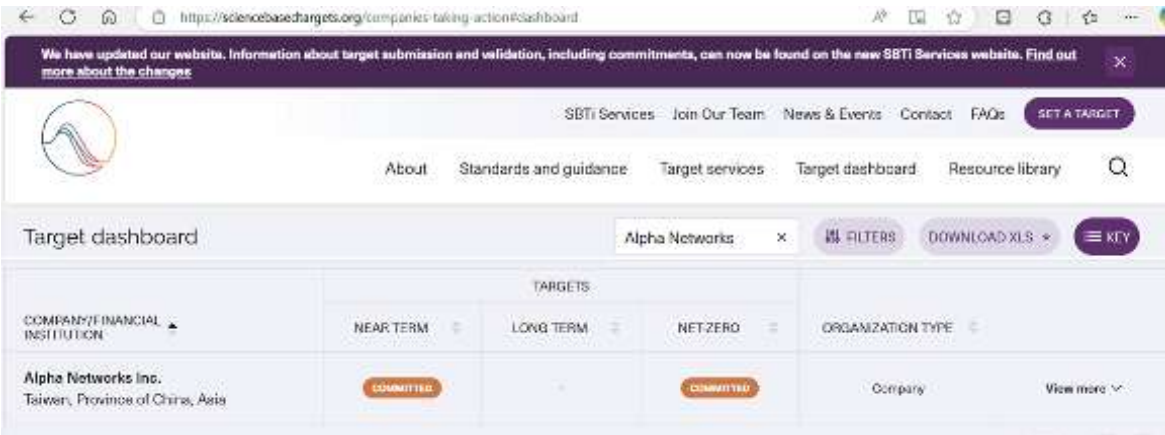
4.3.5 Net-Zero Pathway

Aligning with International Standards: Joining the SBTi Initiative to Formulate a Scientifically Credible Carbon Reduction Pathway

In 2025, Alpha Networks successfully secured validation from the Science Based Targets initiative (SBTi) for its near-term carbon reduction targets under the most stringent 1.5°C scenario. Using 2024 as the official baseline year, Alpha Networks is committed to achieving a 42% absolute reduction in combined Scope 1 and Scope 2 greenhouse gas emissions, alongside a 25% reduction in Scope 3 emissions by 2030.

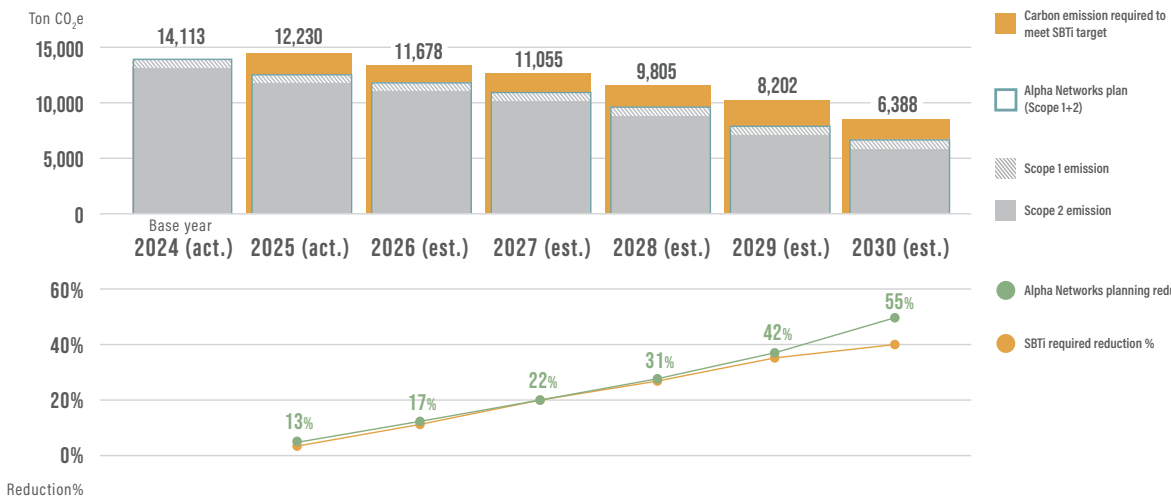
Concurrently, the company has established a comprehensive long-term climate blueprint, charting a course to attain RE100 (100% renewable energy) by 2040, and ultimately realize net-zero emissions by 2050. Moving forward, we will continuously adhere to the Greenhouse Gas Protocol (GHG Protocol) corporate standards to drive the sustainable, low-carbon transformation of our global green supply chain.

- Alpha Networks achieved SBTi 1.5°C validation and pledges net-zero emissions by 2050



Source: Official SBTi Website

- Carbon Reduction Roadmap
 - Scope 1 & 2 target: 42% reduction by 2030 under SBTi 1.5°C scenario



4.4 Environmental Measures

Alpha Networks is profoundly committed to wastewater compliance and robust waste management, actively conducting effluent monitoring, flow meter calibrations, and structured waste reduction initiatives to ensure seamless alignment with statutory discharge standards. To reinforce our comprehensive environmental safety framework, we have systematically expanded our operational oversight to encompass noise mitigation, air emissions tracking, fire safety certifications, and regular public safety inspections, as detailed below.

4.4.1 Waste Management

Waste Management Policy

Alpha Networks has established a rigorous Waste Management Procedure to maintain a highly effective internal magement system. To mitigate any environmental contamination risks arising from improper handling, our Hsinchu headquarters operates an compliant, specialized waste storage facility. Furthermore, we exclusively contract certified external waste removal and treatment vendors who maintain a clean regulatory record with no penalties over the past year.

Our corporate waste streams are meticulously classified into non-hazardous waste, hazardous waste, and general commercial waste. To drive continuous waste reduction and elevate our recycling efficiency, our manufacturing centers have recently intensified waste segregation enforcement and awareness campaigns. Implementing raw material source management alongside sustained waste minimization measures, we have successfully optimized resource recycling and checked waste generation volumes. On an annual basis, comprehensive waste reduction and recycling rate metrics are quantified and evaluated to refine our progressive sustainability milestones.

In 2024, the Alpha Networks Changshu factory successfully secured the prestigious UL 2799 Landfill Certification at the Platinum Level. By leveraging granular waste stream mapping and destination tracking, the plant continuously identifies further source-reduction and high-value recycling opportunities. For 2025, Alpha Networks established a corporate waste recycling rate target of 85.5%, ultimately achieving an actual recycling rate of 86.98%.

In terms of total waste volume, a year-over-year increase of 460.29 metric tons was recorded in 2025 compared to 2024. A rigorous variance analysis indicates that this variance was driven primarily by a 1.43-fold capacity expansion at our Vietnamfactory. Concurrently, analyzing our consolidated circular economy performance, Alpha Networks' overall waste resource recycling and regeneration rate achieved a remarkable 45.03% increase compared to 2024.

• Mingtai Group — Waste Disposal Statistics (2023–2025)

Unit: Metric Tonnes

Category	2023			2024			2025		
	Non-Hazardous Waste	Hazardous Waste	Total	Non-Hazardous Waste	Hazardous Waste	Total	Non-Hazardous Waste	Hazardous Waste	Total
Preparation for Reuse	0	0	0	0	0	0	0	0	0
Recycling	608.524	41.113	649.637	865.200	49.094	914.294	1302.375	26.194	1328.5670
Other Recovery Operations	0	0	0	0	0	0	0	0	0
Incineration (with energy recovery)	38.730	0	38.730	32.520	13.176	45.696	19.040	7.300	26.340
Incineration (without energy recovery)	273.856	36.847	310.703	330.394	13.254	343.648	458.862	15.789	474.651
Landfill	0	0	0	0	0	0	0	0	0
Other Disposal Operations	0	0	0	0	0	0	0	0	0
Total	921.100	77.960	999.070	1228.115	75.523	1303.638	1780.277	49.283	1829.560
Municipal Solid Waste	191.596	0	191.596	209.753	0	209.753	271.633	0	271.633
Total (excl. Municipal Solid Waste)	729.514	77.960	807.475	1018.362	75.523	1093.885	1508.645	49.283	1557.928
Recycling Rate (excl. Municipal Solid Waste)	-	-	85.25%	-	-	87.76%	-	-	86.98%

Note: Statistics include Chengdu, USA, Japan, Zhitong, Changshu, Vietnam, Hsinchu, Dongguan, and Aespula sites. Municipal solid waste is included. All waste is disposed of off-site.

• 2023–2025 Waste Removal Volume of Alpha Networks Group Factories

Unit: Metric Tonnes

Category	Disposal Method		2023	2024	2025
Non-hazardous Waste	Recycled / Diverted from Disposal	Incineration (with energy recovery)	38.730	32.520	19.040
		Recycling / Reuse	608.524	865.200	1298.375
		Other disposal operations	0	0	0
		Subtotal	647.254	897.720	1317.415
	Non-recycled / Directed to Disposal	Incineration (without energy recovery)	82.260	120.642	186.485
		Landfill	0	0	0
		Other disposal operations	0	0	0
		Subtotal	82.260	120.642	186.485
	Total Non-hazardous Waste		729.514	1018.362	1503.901
Hazardous Waste	Recycled / Diverted from Disposal	Incineration (with energy recovery)	0	13.176	7.300
		Recycling / Reuse	41.113	48.102	26.194
		Other disposal operations	0	0	0
		Subtotal	41.113	61.278	33.494
	Non-recycled / Directed to Disposal	Incineration (without energy recovery)	36.847	13.254	15.789
		Landfill	0	0	0
		Other disposal operations	0	0	0
		Subtotal	36.847	13.254	15.789
	Total Hazardous Waste		77.960	74.531	49.283
Total Waste Clearance Volume		807.475	1092.893	1553.184	
Recycling Rate		85.25%	87.75%	86.98%	

Note: The above statistics include Hsinchu Plant, Changshu Plant, and Vietnam Plant, excluding general domestic waste. All waste items are disposed off-site.

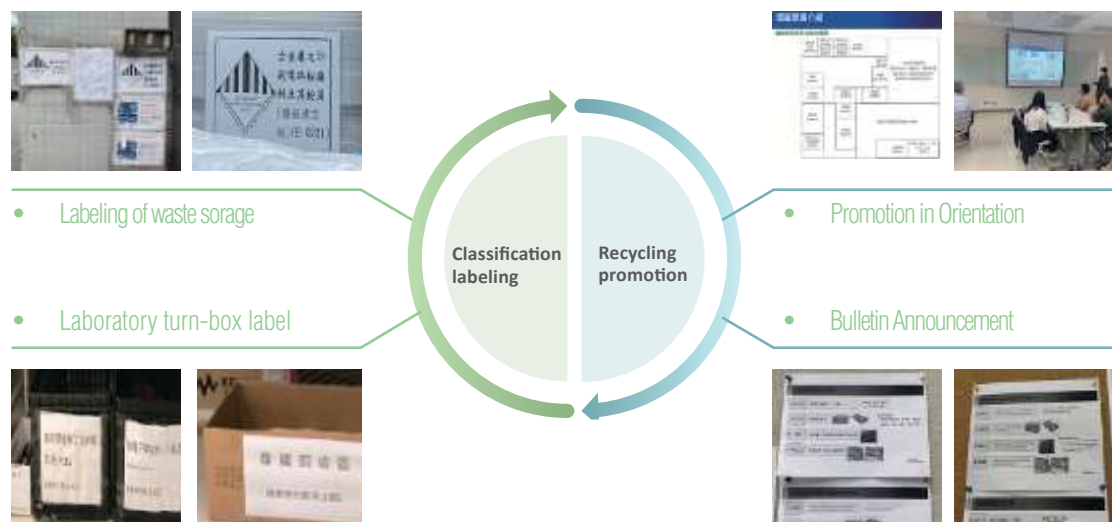
Circular Waste Management

Alpha Networks has appointed qualified waste management professionals in strict compliance with statutory regulations. Beyond reinforcing waste segregation and internal awareness campaigns, the company has intensified its lifecycle tracing protocols, covering the entire pipeline from on-site waste generation and contracted clearance to safe transportation and final processing at disposal or recycling facilities.

To guarantee that all waste streams are appropriately and legally handled, Alpha Networks exclusively partners with certified clearance and recycling vendors, supplemented by an annual scheduled on-site audit program to verify full compliance across waste treatment workflows. Recyclable materials are systematically sorted at our designated on-site resource recovery zones to continuously maximize our recycling yields.

To enforce waste mitigation and circular economy principles at the source, Alpha Networks has deployed the following strategic measures:

- 1.Logistics Optimization:** Standardized plastic or wooden pallets are strictly utilized during transportation to minimize packaging damage and maximize the potential for closed-loop reuse.
- 2.Process-Level Resource Recovery:** Tin dross generated during manufacturing is immediately reclaimed through on-site recovery machinery for internal reuse, or returned to original raw material suppliers for refining and reprocessing, effectively preventing resource waste and mitigating environmental pollution.
- 3.Eco-Design & Hazardous Substance Restriction:** During the manufacturing planning and R&D phases, priority is systematically given to eliminating the generation of hazardous waste as defined by the Basel Convention. Alpha Networks intentionally selects non-toxic, renewable, recyclable, reusable, and easily degradable raw materials to implement comprehensive resource circularity, minimizing the environmental footprint of material scrap.
- 4.Action-Driven Recycling Optimization:** To proactively elevate our corporate waste recycling rates, Alpha Networks has implemented the following concrete initiatives:



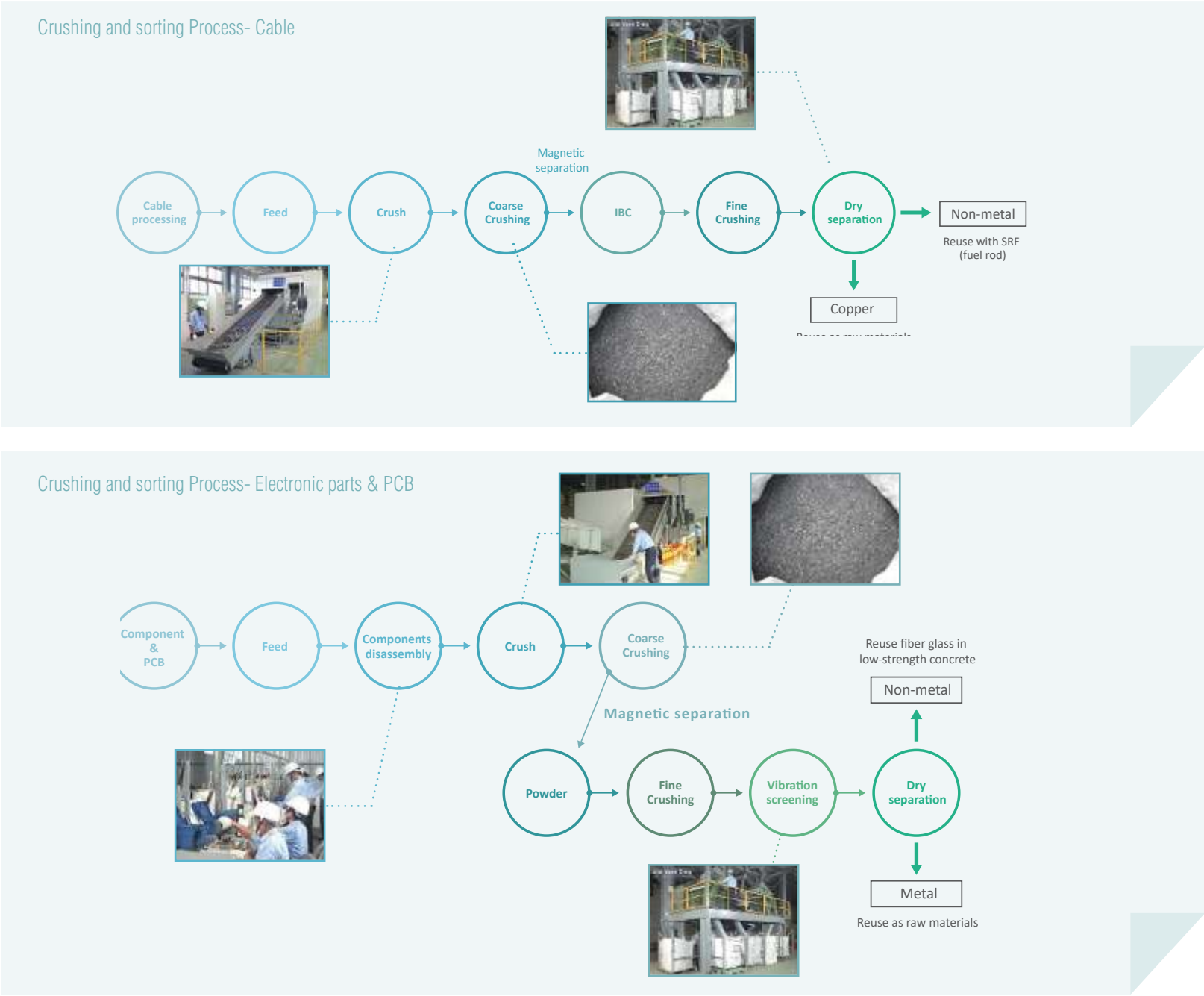
Note: Scope includes the Hsinchu, Dongguan, Changshu, and Vietnam facilities. Dongguan is excluded for 2024

Electronic waste recovery and recovery progress(Hsinchu Factory)

E (electronic) waste such as removed parts/mechanisms, waste communications equipment, abolishment of PCB and waste PCB panels. The Company arranged for EPA-licensed vendors to deal with the situation.



• Process Flow for Crushing & Sorting After Disassembly:



• Alpha Networks Drives Manufacturing Waste Mitigation: Concrete Achievements Secured in Tin Dross Reclamation and Reuse

Actively responding to the global trend of circular economy, Alpha Networks' manufacturing sites are committed to resource sustainability and reuse through the "Process Waste (Dross) Reduction Project," recycling manufacturing waste into valuable resources. Key results are as follows:

Factory	Circular Economy Initiative	Quantified Results
Hsinchu	Solder Dross Waste Reduction Programme	• Annual solder dross ratio reduced by 75%, cutting approximately 1.5 tonnes of solder dross waste per year • Solder dross recycling and reuse rate of approximately 72%, reducing carbon emissions by approximately 2.9 t CO₂e per year
Vietnam		• Annual solder dross ratio reduced by 15%, cutting approximately 1.8 tonnes of solder dross waste per year • Solder dross recycling and reuse rate of approximately 70%, reducing carbon emissions by approximately 3.6 t CO₂e per year
Changshu		• Annual solder dross ratio reduced by 25%, cutting approximately 3.5 tonnes of solder dross waste per year • Solder dross recycling and reuse rate of approximately 70%, reducing carbon emissions by approximately 24.5 t CO₂e per year

| 4.5 Environmental Regulations |

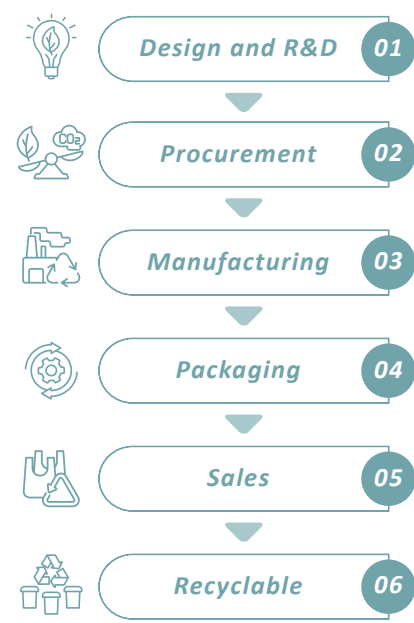
4.5.1 Hazardous Substance Compliance & Regulations

As global statutory restrictions on hazardous substances and e-waste product stewardship grow increasingly stringent, frameworks such as the Waste Electrical and Electronic Equipment Directive (WEEE) and the Restriction of Hazardous Substances Directive (RoHS) have reshaped market access criteria.

Under the RoHS Directive, which originally took effect on July 1, 2006, with a ban on six hazardous substances, a subsequent amendment effective July 22, 2019, incorporated four additional restricted phthalates, expanding the mandate to a total of 10 restricted hazardous substances. Non-compliant electronic, information, and communication technology (ICT) products face immediate import bans in regulated markets.

Consequently, Alpha Networks has seamlessly integrated Eco-design (Ecological Design) principles into every core phase of our operations—spanning product R&D, manufacturing protocols, resource recycling, and global export logistics—ensuring absolute alignment with global environmental mandates.

Product Life Cycle



To track regulatory updates effectively, Alpha Networks monitored and updated 26 green and environmental regulations in 2025, covering key jurisdictions including the EU, US, Australia, and Taiwan.

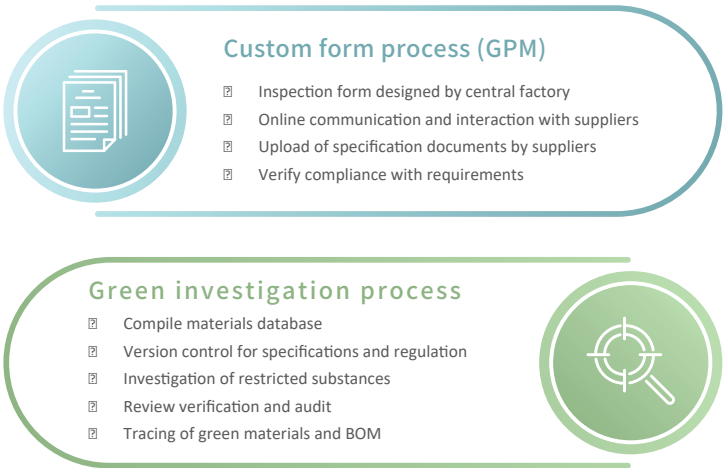
Green Regulation Updates — Effective Dates Summary

Regulation	Announcement / Update Content	Announcement / Effective Date
EU REACH	EU REACH SVHC Candidate List updated to 251 substances	2025/11/5
EU REACH	EU REACH SVHC Candidate List updated to 250 substances	2025/6/25
EU REACH	EU REACH SVHC Candidate List updated to 247 substances	2025/1/21
EU REACH	ECHA recommends adding four substances to the REACH Authorisation List	2025/11/19
EU REACH	EU expands REACH Annex XVII entry 28 restrictions to include 2,4-dinitrotoluene (2,4-DNT), a CMR category 1B substance (carcinogenic, mutagenic, or toxic to reproduction)	2025/10/6
EU REACH	EU REACH Candidate List adds three additional Substances of Very High Concern (SVHCs)	2025/9/1
EU REACH	Decabromodiphenylethane (DBDPE) added to the REACH Candidate List	2025/6/27
EU REACH	EU proposes to add DMAc and NEP to REACH Annex XVII as new restriction entries	2025/6/2
EU REACH	Three additional substances added to the REACH Candidate List	2025/2/28
EU POPs	Medium-chain chlorinated paraffins (MCCPs) and long-chain perfluorocarboxylic acids (LC-PFCAs) proposed for listing under EU POPs Regulation	2025/12/4
EU POPs	EU tightens concentration limits for PBDEs and PFOS under the POPs Regulation	2025/11/17
EU POPs	EU to include TBPH in the POPs Regulation in compliance with the Stockholm Convention, promoting industry phase-out	2025/10/1
EU POPs	EU officially publishes POPs Regulation listing Dechlorane Plus (DP) as a controlled flame retardant	2025/9/25
EU POPs	Polybrominated diphenyl ethers (PBDEs) restrictions formally established under the EU POPs Regulation	2025/7/24
EU POPs	EU officially publishes POPs Regulations for UV-328 and PFOA	2025/7/14
EU POPs	EU revises concentration limits for perfluorooctane sulfonate (PFOS), its salts, and related compounds	2025/6/27
USA EPA	EPA extends the effective period of exemption provisions under the final trichloroethylene (TCE) risk management rule	2025/8/19
EU ODS	New EU Ozone-Depleting Substances Regulation (EU) 2024/590 enters into force	2025/8/6
EU RoHS	EU publishes updated RoHS exemptions related to lead applications	2025/11/21
China RoHS	China RoHS officially released with implementation schedule announced; existing standard GB/T 26572-2011 to be fully replaced	2025/8/1
Japan CSCL	Japan's Chemical Substances Control Law (CSCL) formally strengthens controls on UV-328, Dechlorane Plus, and Methoxychlor	2025/2/26
Japan CSCL	Japan CSCL updates control list for PFOA-related substances	2025/1/10
EU PPWD	EU updates Packaging and Packaging Waste Regulation (EU) 2025/40	2025/2/11
China RoHS	China RoHS: applicable standards for conformity assessment — concentration limits and testing methods	2025/1/20
CP65	California Proposition 65 adds vinyl acetate to the list of regulated chemicals	2025/1/17
CP65	California Proposition 65 lists Bisphenol S (BPS) as a reproductive toxicant	2025/1/3

All finished products, semi-finished assemblies, raw materials, and packaging supplies/consumables across Alpha Networks' entire portfolio strictly comply with the European Union's RoHS and REACH regulations, as well as other international statutory mandates governing the restriction, limitation, or prohibition of hazardous substances.

To enforce rigorous oversight, the chemistry profile of all product components and substances utilized throughout our manufacturing processes is tightly controlled. This risk-mitigation framework is systematically managed via our Green Product Management (GPM) platform, which serves as the core operational mechanism to ensure comprehensive compliance across all product lines and provides robust empirical evidence of regulatory alignment. Based on this governance protocol, integrated product compliance reports are systematically compiled. For the year 2025, the preparation and statistical analysis of these integrated product reports were fully completed, while corresponding Customer Product Declarations were dynamically issued to international clients to facilitate streamlined customs inspections and global logistics clearance.

- GPM system survey & management graph



* GPM: Green Product Management

2025 Product hazardous substances free report— Completion Statistics

Metric \ Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Monthly Target (%)	98	98	98	98	98	98	98	98	98	98	98	98	98
Achievement Rate (%)	100	100	100	100	100	100	100	100	100	100	100	100	100
Required Completions	117	234	62	21	48	11	107	170	86	34	51	25	1002
Actual Completions	117	234	62	21	48	11	107	170	86	34	51	25	1002

2025 Product Declaration Statistics

Year	Declaration Type	Number of Declarations
2025	China RoHS	6
	BSMI	4
	CP65	20
	PFAS	17
	POPs	52
	REACH	580
	RoHS	74
	TSCA	30
	US importation: Aluminum Reporting Requirements under S232	1
	Substances List	86
	Mineral deposit survey	13
	Total	883

4.5.2 Regulatory Database

Alpha Networks systematically updates its Green Product Control Standards to explicitly define hazardous substance limitations and environmental management requirements, ensuring absolute product compliance and honoring our corporate social responsibility commitments. Beyond adhering to existing mandates on prohibited, restricted, and controlled substances, we continuously monitor emerging international environmental substance regulations and regional or national statutory updates.

Rooted in our commitment to environmental stewardship, we mandate that all suppliers strictly comply with these evolving criteria and fulfill their legal disclosure obligations. To accelerate the enforcement of these legal frameworks, we have established a highly responsive and meticulous Regulatory Database, systematically enhancing our internal workforce's operational literacy and enforcement capabilities regarding global mandates.

Looking toward potential future chemical substance restrictions, Alpha Networks is committed to early-stage risk mitigation. Provided that product quality, safety, and reliability are maintained without compromising human health or aggravating environmental impacts, we continuously evaluate proactive countermeasures. This includes mapping out phase-out schedules for newly restricted substances and spearheading material substitution or process optimization to systematically reduce environmental footprints, satisfy client expectations, and align with international, regional, and national green legislation. To ensure efficient cross-functional dissemination, these critical frameworks are centrally stored and managed within the proprietary "Alpha Networks Regulatory Database."

Through these rigorous compliance mechanisms, Alpha Networks recorded zero litigations, severe non-compliances, or material fines regarding green product regulations in the year 2025.

Regulatory Management Architecture



Appendix

GRI Standard Index

SASB Metrics

TWSE Sustainability Disclosure Indicators - Communications and Internet Industry

TCFD Index

Climate Related Information Disclosure

Principles of the United Nations Global Compact

SDGs Index

Assurance Statement



GRI Standard

Statement of Use	The 2025 Alpha Networks Sustainability Report complies with the requirements of new GRI Standards (2021). The scope of data and information disclosed is January 1 to December 31, 2025
GRI 1Used	GRI 1: 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standard(s)

GRI 2: General Disclosures 2021

Disclosure Item		Chapter	Page	Remark
The organization and its reporting practice				
2-1	Organizational details	About Alpha Networks	7-16	
2-2	Entities included in the organization's sustainability reporting	About this Report	5	
2-3	Reporting period, frequency and contact point	About this Report	5	
2-4	Restatements of information		N/A	No restatements of nformation to previous reports
2-5	External assurance	About this Report Appendix-Assurance Statement	5 151	
Activities and workers				
2-6	Activities, value chain and other business relationships	1.5 Operating Performance -2024 Reveune by Product Categories or Region 2.1 Sustainable Products 2.2 Resilient Supply Chain 2.3 Customer Satisfaction About Alpha Networks - Memberships	54 58-65 66-69 70 16	
2-7	Employees	3.2.1 Manpower Allocation 3.2.2 Talent Acquisition and Retention	80-81 82	
2-8	Workers who are not employees	3.5.3 Occupational Incident Investigation and Improvement	96-97	

Disclosure Item		Chapter	Page	Remark
Governance				
2-9	Governance structure and composition	1.1.1 Governance Structure and Operations	33	
2-10	Nomination and selection of the highest governance body	1.1.1 Governance Structure and Operations	33	
2-11	Chair of the highest governance body	1.1.1 Governance Structure and Operations	33	
2-12	Role of the highest governance body in overseeing the management of impacts	1.4.1 Risk Management Policy	43	
2-13	Delegation of responsibility for managing impacts	1.4.1 Risk Management Policy	43	
2-14	Role of the highest governance body in sustainability reporting	Sustainable Development Operational Framework	18-20	
2-15	Conflicts of interest	1.1.2 Board Structure and Operations	34-35	
2-16	Communication of critical concerns	1.4.1 Risk Management Policy	43	
2-17	Collective knowledge of the highest governance body	1.1.1 Governance Structure Operations	33	
		1.1.2 Board Structure and Operations	34-35	
2-18	Evaluation of the performance of the highest governance body	1.1.1 Governance Structure and Operations	36	
		1.1.2 Board Structure and Operations	37-38	
2-19	Remuneration policies	1.1.4 Remuneration Committee	36	
2-20	Process to determine remuneration	1.1.4 Remuneration Committee	36	
Strategy, policies and practices				
2-22	Statement on sustainable development strategy	Letter from the Chairman	6	
		Corporate Policies- Corporate Sustainable Development Policy	11	
		Sustainability Governance	18-19	
2-23	Policy commitments	Letter from the Chairman	6	
		2025 Action Footprint & Sustainability Vision	18-20	
2-25	Processes to remediate negative impacts	1.4 Risk Management	43-45	
2-27	Compliance with laws and regulations	1.2.3 Regulation Compliance	40	
2-28	Membership associations	Participation in Associations and Organizations	16	
Stakeholder engagement				
2-29	Approach to stakeholder engagement	Stakeholder Communication and Identification of Issues of concern	23-25	
2-30	Collective bargaining agreements		N/A	No union organization at present.

GRI 3: Material Topics 2021

Disclosure Item		Chapter	Page	Remark
3-1	Process to determine material topics	Stakeholder Communication and Identification of Issues of concern	21-29	
3-2	List of material topics	Material Issues conclusion	24-29	
3-3	Management of material topics	Material Issues conclusion 1.4.2 Risk Management Operations 1.4.3 Climate Actions	24-29 46-48 48-52	

Material Topics

Topic GRI	Disclosure Item		Chapter	Page	Remark
Operating performance					
GRI 201 Economic Performance	201-1	Direct economic value generated and distributed	1.5 Operational Performance	54-55	
	201-2	Financial implications and other risks and opportunities due to climate change	1.4.3 Climate Actions	48-52	
	201-3	Defined benefit plan obligations and other retirement plan	3.3.2 Benefits and Insurance	86	
	201-4	Financial assistance received from government	1.5 Operational Performance-Grants and subsidies from Government	55	
Supply chain management					
GRI 308 SupplierEnvironmental Assessment	308-1	New suppliers that were screened using environmental criteria	2.2.1 Supplier Management	66-67	
	308-2	Negative environmental impacts in the supply chain and actions taken	2.2.4 Supplier Audits	69	
GRI 414 Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	2.2.4 Supplier Audits	69	
	414-2	Negative social impacts in the supply chain and actions taken	2.2.4 Supplier Audits	69	
Risk Management					
GRI 201 Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	1.4.3 Climate Actions	48-52	
Business and Human Rights Policy					
GRI 406 Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	3.1 Upholding Human Rights	74-75	No incidents of discrimination
GRI 412 Human Rights Assessment	412-2	Employee training on human rights policies or procedures	3.1 Upholding Human Rights	74-75	
			3.4.1 Training and Development	87-88	
Information and Privacy Security					
GRI 418 Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.3.1 Intellectual Property	41	No substantiated complaints Concerning breach of client privacy and losses of client data

Topic GRI	Disclosure Item		Chapter	Page	Remark
Waste management					
GRI 306 Waste	306-1	Waste generation and significant waste-related impacts	4.4.1 Waste Management	131-133	
	306-2	Management of significant waste-related impacts	4.4.1 Waste Management	131-133	
	306-3	Management of significant waste-related impacts	4.4.1 Waste Management	131-133	
	306-4	Waste diverted from disposal	4.4.1 Waste Management	131-133	
	306-5	Waste directed to disposal	4.4.1 Waste Management	131-133	
Regulation Compliance					
GRI 301 Materials	301-2	Recycled input materials used	4.1.6 Green Design	111	
	301-3	Reclaimed products and their packaging materials	4.1.6 Green Design 4.4.1 Waste Management	111 131-133	
Energy Management					
GRI 302 Energy	302-1	Energy consumption within the organization	4.2.1 Energy & Resource Management	131-117	
	302-2	Energy consumption outside of the organization	-	131-117	Information unavailable / incomplete
	302-3	Energy intensity	4.2.1 Energy & Resource Management	131-117	
	302-4	Reduction of energy consumption	4.2.1 Energy & Resource Management	131-117	
	302-5	Reductions in energy requirements of products and services	4.2.1 Energy & Resource Management	131-117	
Talent Policy					
GRI 401 Employment	401-1	New employee hires and employee turnover	3.2.2 Talent Acquisition and Retention	82	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.3 Compensation & Benefits	85-86	
	401-3	Parental leave	3.3.3 Leave System	86	
Employee Training and Development					
GRI 404 Employee Training and Development	404-1	Average hours of training per year per employee	3.4.1 Training and Development	87	
	404-2	Programs for upgrading employee skills and transition assistance programs	3.4.1 Training and Development	87	
	406-1	Incidents of discrimination and corrective actions taken	3.1 Upholding Human Rights	74-79	No incidents of discrimination

Other Topics

Topic GRI	Disclosure Item		Chapter	Page	Remark
GRI 202 Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	3.3.1 Salary Level	85	
	202-2	Proportion of senior management hired from the local community	3.2.2 Talent Acquisition and Retention	82	
GRI 203 Indirect Economic Impacts	203-1	Infrastructure investments and services supported	1.4.2 Risk Management Operations	46-47	
	203-2	Significant indirect economic impacts	1.4.2 Risk Management Operations	46-47	
GRI 205 Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	1.2 Corporate Integrity and Regulatory Compliance	38-40	
	205-3	Confirmed incidents of corruption and actions taken	1.2 Corporate Integrity and Regulatory Compliance	38-40	No confirmed incidents of corruption
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.2.4 Respect Market Mechanisms	40	No anti-competitive behavior, anti-trust, or monopoly practices
Water and Effluents	303-4	Water discharge	4.2.2 Water Resource Management	120	
GRI 304 Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	N/A	Not adjacent to protected areas or areas of high biodiversity value outside protected areas
	304-2	Significant impacts of activities, products and services on biodiversity	4.2.4 Biodiversity	122-124	
	304-3	Habitats protected or restored	-	N/A	No habitats protected or restored
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	N/A	No habitats in areas affected by Alpha Networks' operations
GRI 305 Emissions	305-1	Direct (Scope 1) GHG emissions	4.3.3 Greenhouse Gas Inventory	126-127	
	305-2	Energy indirect (Scope 2) GHG emissions	4.3.3 Greenhouse Gas Inventory	126-127	
	305-3	Other indirect (Scope 3) GHG emissions	4.3.3 Greenhouse Gas Inventory	126-127	
	305-4	GHG emissions intensity	4.3.3 Greenhouse Gas Inventory	126-127	
	305-5	Reduction of GHG emission	4.3.3 Greenhouse Gas Inventory	126-127	
	305-6	Emissions of ozone-depleting substances (ODS)	4.3.3 Greenhouse Gas Inventory	126-127	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.3.3 Greenhouse Gas Inventory	126-127	
GRI 307 Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	4.1.2 Material Hazardous Substance Management 4.5 Environmental Regulations Compliance	106 136	No violation of environmental regulations has occurred
GRI 408 Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	3.1 Upholding Human Rights	74-75	No incident of child labor has been recorded at any Company site or supplier
GRI 409 Forced or Compulsory Labo	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.1 Upholding Human Rights 2.2.4 Supplier Audit and Due Diligence	74-7569	No operations or suppliers at significant risk for incidents of forced or compulsory labor

Topic GRI	Disclosure Item		Chapter	Page	Remark
GRI 405 Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	1.1.1 Governance Structure and Operations	33	
			1.1.2 Board Structure and Operations	34-35	
	405-2	Ratio of basic salary and remuneration of women to men	3.3.1 Salary Level	85	
GRI 410 Security Practices	410-1	Security personnel trained in human rights policies or procedures	3.4.1 Training and Development	87-88	
GRI 411 Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	-	N/A	No incidents of violations involving rights of indigenous peoples
GRI 415 Public Policy	415-1	Political contributions	1.2.4 Respect Market Mechanisms	40	No political contributions
GRI 416 Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	1.2.4 Respect Market Mechanisms	N/A	No incident of non-compliance concerning the health and safety impacts of products and services
GRI 417 Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	2.1.4 Marketing and Promotion	65	No incident of non-compliance concerning product and service information and labeling
	417-3	Incidents of non-compliance concerning marketing communications	2.1.4 Marketing and Promotion	65	No incident of non-compliance concerning marketing communications
GRI 418 Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.3.1 Intellectual Property	41	No substantiated complaints concerning breaches of customer privacy and losses of customer data
GRI 419 Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	1.2.3 Regulation Compliance	40	No non-compliance with laws and regulations in the social and economic area
GRI 403 Occupational Health and Safety	403-1	Occupational health and safety management system	3.5.1 Occupational Safety and Health Policy	92	
	403-2	Hazard identification, risk assessment, and incident investigation	3.5.2 Occupational Safety and Health Management	93-94	
			3.5.3 Occupational Incident Investigation and Improvement	96-97	
	403-3	Occupational health services	3.5.5 Health Promotion	98-99	
	403-4	Worker participation, consultation, and communication on occupational health and safety	3.5.1 Occupational Safety and Health Policy	92	
			3.5.5 Health Promotion	98-99	
	403-5	Worker training on occupational health and safety	3.5.2 Occupational Safety and Health Management	93-95	
	403-6	Promotion of worker health	3.5.5 Health Promotion	98-99	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.5.5 Health Promotion	98-99	
	403-8	Workers covered by an occupational health and safety management system	3.5.1 Occupational Safety and Health Policy	92	
			3.5.2 Occupational Safety and Health Management	93	
	403-9	Work-related injuries	3.5.3 Occupational Incident Investigation and Improvement	96-97	
	403-10	Work-related ill health	3.5.3 Occupational Incident Investigation and Improvement	96-97	No fatalities occurred due to any occupational accident

SASB Index

Topic	Code	Measures	Chapter	Page	Remark
Water Management	TC-ES-140a.1	(1) Total water withdrawn (2) total water consumed, and the percentage of each	4.2.2 Water Resource Management	120	(1) Total water withdrawal: 36.0% (2) Total water consumption: 24.9%
Waste Management	TC-ES-150a.1	Amount of hazardous waste generated and percentage recycled	4.4.1 Waste Management	131	(1) Total weight of hazardous waste from manufacturing: 49.283 metric tons (2) Hazardous waste recycling percentage: 67.96%
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	1.3 Intellectual Property and Information Security 1.4.1 Risk Management Policy	41-42 43-45	In 2025, there were no incidents of customer complaints, information leaks, theft, or loss of customer data.
Labor Practices	TC-ES-310a.1	(1) Number of work stoppages and (2) total days idle	1.4.2 Risk Management Operations 3.5.3 Occupational Incident Investigation and Improvement	46-47 96-97	(1) Number of work stoppages and (2) total days idle are both Zero
Labor Conditions	TC-ES-320a.1	(1) Total recordable incident rate (TRIR) (2) Near-miss frequency rate (NMFR) including (a) direct employees and (b) contract employees	3.5.3 Occupational Incident Investigation and Improvement	96-97	T(1) TRIR and (2) NMFR are both Zero
Employee Diversity & Inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	3.2.1 Manpower Allocation	80-81	
Supply Chain Management	TC-ES-320a.2 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	2.2.1 Supplier Management 2.2.4 Supplier Audit and Due Diligence	66-67 69	
		(1) Tier 1 suppliers' non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate	2.2.1 Supplier Management 2.2.4 Supplier Audit and Due Diligence	66-67 69	
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	1.4.2 1.4.2 Risk Management Operations	43-45	

TWSE Sustainability Disclosure Indicators-Communications and Internet Industry

No.		Indicator	Type	Disclosure Chapter and Page		Unit	Remark
1		Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	4.2.1 Energy & Resource Management	114	Gigajoules (GJ), percentage (%)	
2		Total water withdrawn, total water consumption	Quantitative	4.2.2 Water Resource Management	120	Thousand cubic meters (m³)	
3		Total hazardous waste generated and percentage recycled	Quantitative	4.4.1 Waste Management	131	Metric tons (t), percentage (%)	
4		Types of, number of employees in, and rate of occupational accidents	Quantitative	3.5.3 Occupational Incident Investigation and Improvement	69-97	Percentage (%), quantity	TRIR and NMFR are both Zero
5		Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled	Quantitative	4.1.6 Green Design 4.4.1 Waste Management	111 131	Metric tons (t), percentage (%)	
6		Description of the management of risks associated with the use of critical materials	Qualitative description	1.4.2 Risk Management Operations	43-45	Not applicable	
7		Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	1.2.3 Regulation Compliance 1.2.4 Respect Market Mechanisms	40	New Taiwan Dollars (NTD)	No legal proceedings related to anti-competitive behavior regulations have occurred
8		Production by product category	Quantitative	1.5 Financial and Operational Performance - Revenue by Product Category	54-55	Varies by product category	

TCFD Index

Core Element	Description	Management	Chapter	Page
Governance	Disclose the governance mechanisms for corporate climate risks and opportunities.	- Describe the mechanisms by which the board of directors oversees climate-related risks and opportunities. - Describe the role of management in assessing and managing climate-related risks and opportunities.	1.1.2.2 Deepening Board Functions and Information Security Systems 1.4.3 Climate Actions - Governance	35 48
Strategy	Disclose the actual and potential impacts that climate risks and opportunities cause, and their influence on the company's operations, strategy, and financial planning.	- Describe the organization's awareness of short-, medium-, and long-term climate-related risks and opportunities. - Describe the potential impacts of climate-related risks and opportunities on the organization's operations, strategy, and financial planning. - Describe the organization's flexible strategies for adapting to different climate scenarios.	1.4.3 Climate Actions	48-52
Risk Management	Disclose the process by which the organization identifies, assesses, and manages climate-related risks.	- Describe the organization's process for identifying and assessing climate-related risks. - Describe the organization's process for managing climate-related risks. - Describe how the organization integrates the mechanisms for reviewing, assessing, and managing climate-related risks into its overall risk management system.	1.4.1 Risk Management Policy 1.4.2 Risk Management Operations 1.4.3 Climate Actions	43-45 46-47 48-52
Metrics and Targets	Disclose the key indicators and targets used by the organization to assess and manage climate-related risks and opportunities.	- Disclose the indicators used by the organization to assess climate-related risks and opportunities in its strategic and risk management processes. - Disclose greenhouse gas emissions and related risks. - Describe the targets set by the organization for managing climate-related risks and opportunities and its progress toward achieving them.	2025 Environmental Annual Accomplishments 4.2.1 Energy & Resource Management 4.3.3 Greenhouse Gas Inventory 4.3.5 Net-Zero Pathway	102 113-117 126-127 130

Climate Related Information Disclosure

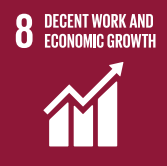
Item	Disclosure Chapter	Page	Remark
1. The supervision and governance of climate-related risks and opportunities by the board of directors and management.	1.1.2 Deepening Board Functions and Information Security Systems 1.4.3 Climate Actions - Governance	35 48	
2. Identified climate risks and opportunities, and how they affect the enterprise's business, strategy, and finances (short-term, medium-term, long-term).	1.4.3 Climate Actions - Strategy	49-50	
3. The impact of extreme weather events and transition actions on finances.	1.4.3 Climate Actions - Response Strategies and Indicators/Targets	51-52	
4. How the process for identifying, assessing, and managing climate risks is integrated into the overall risk management system.	1.4.1 Risk Management Operations 1.4.3 Climate Actions - Response Strategies and Indicators/Targets 1.4.4 Business Continuity Management	43-45 51-52 53	
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and key financial impacts used should be described.	1.4.3 Climate Actions - Response Strategies and Indicators/Targets	51-52	
6. If there is a transformation plan to address and manage climate-related risks, describe the content of the plan, as well as the indicators and targets used to identify and manage physical risks and transition risks.	1.4.3 Climate Actions - Response Strategies and Indicators/Targets 2025 Action Footprint	51-52 100-101	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be described.		NA	No internal carbon pricing mechanism is currently in place.
8.If climate-related targets have been set, the activities covered, greenhouse gas emission scopes, planning timeframe, and annual progress achieved should be described; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these targets, the source and quantity of carbon credits offset or the quantity of RECs should be described.	2025 Action Footprint	100-101	
9.Greenhouse gas inventory and assurance status	4.3.3 Greenhouse Gas Inventory 4.3.4 Multi-Site Greenhouse Gas (GHG) Inventory	126-127 128-129	CDP: Climate Change: C /Water Security: C

Principles of the United Nations Global Compact

10 Principles	Chapter	Page	Remark
Human Rights			
Businesses should support and respect the protection of internationally proclaimed human rights.	3.1 Upholding Human Rights	74-75	
Businesses should make sure that they are not complicit in human rights abuses.	3.1 Upholding Human Rights	74-75	
Labor Standards			
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	3.1 Upholding Human Rights	74-75	No union organization is currently in place. The Company provides diverse communication channels, including labor-management meetings and the Welfare Committee, to keep employee feedback channels open.
Businesses should uphold the elimination of all forms of forced and compulsory labour.	3.1 Upholding Human Rights	74-75	
Businesses should uphold the effective abolition of child labour.	3.1 Upholding Human Rights	74-75	
Businesses should uphold the elimination of discrimination in respect of employment and occupation.	3.1 Upholding Human Rights	74-75	
Environment			
Businesses should support a precautionary approach to environmental challenges.	2025 Action Footprint	100-101	
Businesses should undertake initiatives to promote greater environmental responsibility.	2025 Action Footprint 4.1 Green Product Management	100-101 106-112	
Businesses should encourage the development and diffusion of environmentally friendly technologies.	2025 Action Footprint 4.1 Green Product Management	100-101 106-112	
Anti-Corruption			
Businesses should work against corruption in all its forms, including extortion and bribery.	1.2 Ethical Management and Legal Compliance	40	

SDGs Index

SDGs	SDG Targets	Actions	Chapter	Page	Remark
 SDG 1 No Poverty	Ensure that everyone has equal rights and access to economic resources, basic services, property, natural resources, new technologies, and financial services.	Implement a non-discriminatory recruitment policy and provide a comprehensive training system and learning pathways, offering a platform for employee growth and development. In addition to pursuing sustainable economic growth for the Company, we actively strive to enhance employee salary levels.	3.4 Talent Development 3.3.1 Salary Level	87-89 85	
 SDG 2 Zero Hunger	Increase rural productivity and the income of small-scale food producers. Ensure that all people have access to safe, nutritious, and sufficient food throughout the year.	Combining public welfare and ecology, Alpha Networks organizes ecological activities such as tea picking to support local small farmers. To provide colleagues with safe, hygienic, and healthy group meals, food safety is controlled from ingredient sourcing and processing to tableware safety, catering staff management, and environmental equipment.	4.2.4 Biodiversity 3.5.4 Food Safety and Hygiene	122-124 98	
 SDG 3 Good Health and Well-being	Promote healthy lifestyles and well-being for all ages.	Alpha Networks systematically promotes health enhancement measures and activities, providing employee health check-up items that exceed regulatory requirements, and has established a medical room to jointly advance healthcare, health promotion, and special protection.	3.5.5 Health Promotion	98	
 SDG 4 Quality Education	Ensure inclusive and equitable quality education, and enable all to enjoy lifelong learning opportunities.	Provides employees with a comprehensive training system and learning pathways, and in collaboration with the Alpha Networks Culture and Education Foundation's "mobile communication as the core" initiative, continues to promote science education, enabling students and seniors to engage in diverse, lifelong learning.	3.4.1 Training and Development 3.6 Social Participation	87-88 100	
 SDG 5 Gender Equality	Achieve gender equality and empower all women and girls.	Upholds a fair compensation and benefits policy; employee salaries, rewards, and benefits are not subject to differential treatment based on gender, race, nationality, age, or other factors	3.1 Upholding Human Rights 3.3.1 Salary Level	74-75 85	
 SDG 10 <u>Reduced Inequalities</u>	Reduce inequality within and among countries.				

SDGs		SDG Targets	Actions	Chapter	Page	Remark
	SDG 8 Decent Work and Economic Growth	Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.	Ensures the Company achieves sound financial results and, while sustaining continued economic growth, is committed to promoting full employment and ensuring that everyone obtains decent work.	1.5 Financial and Operational Performance	54-55	
	SDG 9 Industry, Innovation, and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	Alpha Networks has accumulated years of expertise in networking communication products. Guided by innovative thinking, the Company continuously invests resources in R&D for core networking communication technologies, alongside global patent applications driven by key technologies.	2.1 Sustainable Products	58-65	
	SDG 12 Responsible Consumption and Production	Ensure sustainable consumption and production patterns.	Alpha Networks practices responsible procurement, requiring every supplier to comply with all relevant laws and regulations, while also paying close attention to the supply chain's impact on labor rights, environmental protection, safety, and hygiene, and embedding the concept of green products and environmental friendliness into quality and manufacturing to implement responsible production.	4.1 GreenProduct Management 2.2 Resilient Supply Chain	106-112 66-69	
	SDG 13 Climate Action	Take urgent action to combat climate change and its impacts.	Invests in energy conservation and carbon reduction, waste reduction, water conservation, and other environmentally friendly measures in response to climate action.	2025 Action Footprint 4.2 Environment and Energy 4.3 Carbon Emission 4.4 Environmental Protection Measures	100-101 113-124 125-130 131-136	
	SDG 15 Climate Action	Protect, restore, and promote the sustainable use of terrestrial ecosystems, ensure biodiversity, and prevent land degradation.	Combines public welfare and ecology by organizing ecological activities such as tea picking to support the conservation and sustainable use of terrestrial ecosystems, ensuring biodiversity and preventing land degradation.	4.2.4 Biodiversity	122-124	
	SDG 17 Partnerships for the Goals	Respect each country's policy space and leadership in establishing and implementing policies for poverty eradication and sustainable development.	Alpha Networks' mission is to be a globally recognized, professional networking supplier of design, manufacturing, and services (DMS). Alpha Networks connects the entire value chain — from the design of forward-looking products and responsible procurement to manufacturing that balances quality and efficiency — thereby delivering high customer satisfaction.	2.1.3 Connecting R&D to Sustainability 2.2 Resilient Supply Chain 2.3 Customer Satisfaction	58-65 66-69 70	



Assurance Statement



獨立保證聲明

研泰科技股份有限公司 2025 年永續報告書

簡介

台灣德國萊因技術服務和認證有限公司，是德國萊因TÜV集團成員之一(以下簡稱「台灣德國萊因」或「本公司」)，受研泰科技股份有限公司(以下簡稱「研泰科技」)之委任，對2025年度永續報告書(以下簡稱「本報告書」，對應 AccountAbility AA1000 保證標準 v3 (AA1000AS v3) 之第一類型 (Type I) 中度保證書，執行獨立保證並出具報告。本獨立保證報告書針對研泰科技2025年度永續報告書中所界定範圍內之相關事項提供保證，不對任何其它事項之風險。

台灣德國萊因技術服務和認證有限公司按照本國既定標準與之最高程度，不定期更新本獨立保證報告之精利。

保證報告之預期使用者

本獨立保證報告提供研泰科技全體利害關係人參考使用。

保證範圍及其適用標準

台灣德國萊因技術服務和認證有限公司之委任協議，就其保證之負載、範圍、責任及資料限制之系統性進行評估。本報告之範圍及其適用標準包括：

- 委託人委託研泰科技 2025 年度永續報告書範圍之報告範圍一致。
- 委託人選用標準 AA1000 保證標準 v3 (AA1000AS v3) 之第一類型 (Type I)，評估研泰科技以下項目：
 - a) AA1000 AP 實質性原則 (2018) 之認證，包括包容性、重大性、回應性和影響性，不包括對於報告書中揭露的風險、數據和報告品質及可信度等內容；
 - b) AA1000 SES 利害關係人整合標準 (2015) 之認證；
 - c) 永續性標準 (GRI Standards) 2021 版，GRI 標準，GRI 一般原則，GRI 重大主題，以及年度重大主題列表之更新部分，符合程度。

研泰科技之責任

研泰科技響應國際之責任標準之標準並準備年度永續報告書，包括準備全球永續性報告協會(Global Reporting Initiative - GRI)發布之 2021 年版 GRI 準則(GRI Standards)進行相關披露。報告書編纂及編纂者所遵循之資訊所有重大方面均能適用其專業標準。此責任包括獨立、執行及維持其報告資訊真實、完整及揭露有關之內部控制制度。每項披露應包括：作成合理判斷，以合理確保報告資訊與本報告書內容相符及披露之重大事實真相。

台灣德國萊因之責任

德國萊因TÜV集團第一度社會性的服務供應商，在德國65個國家提供企業社會責任和永續發展服務，並擁有在企業永續發展、環境、社會責任和利害關係人溝通等領域的資深專家。此次保證過程中，本公司保證團隊完全保持公正和獨立，未參與報告內容的準備。年報內部部的「永續報告書程序」(SSO Report Assurance Process)，基於專業道德規範、公正客觀之態度、專業能力與充分的判斷，取得與及最佳之保證。以作為代表本獨立保證團隊之基礎。

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查證程序之說明

台灣德國萊因根據 AA1000 保證標準 v3 (AA1000AS v3) 之第一類型 (Type I) 中度保證等級進行。於 2025 年 04 月 08 日至 2025 年 4 月 14 日期間，受研泰科技委託查證年度永續報告書所報導之資訊。執行之程序包括：

- 與研泰科技人員進行訪談，以瞭解研泰科技之組織與運作永續發展之整體情況，以及永續發展流程；
- 與研泰科技相關人員進行訪談，以瞭解研泰科技之組織及揭露資訊之相關流程；
- 查證訪談，檢查相關文件，以瞭解研泰科技之主要利害關係人及其之期望與要求，雙方具體之溝通管道，以及研泰科技如何回應利害關係人之期望與要求。研泰：本公司未直接接觸研泰科技利害關係人；
- 審查重大議題識別與統計分析流程；
- 檢查量化方法是否已依據適用標準中所描述的方式執行；
- 透過抽樣應用和應用分析程序，檢查永續發展策略、管理資訊以及績效資訊與數據來源等相關文件，以確認其披露報告之適切性與一致性；
- 依據 GRI 準則，對研泰科技相關揭露內容進行查證；
- 閱讀研泰科技之永續報告書，確認其與本公司查證團隊於現場所取得之永續發展相關證據一致。

範圍外

本次查證範圍不為研泰科技第三團體所查核之財務以及溫室氣體等相關永續資訊查證。另因本保證報告書揭露之財務資訊與量化之不確定性影響，採用不同的衡量方式，可能導致量化結果產生重大差異，且由於本查證工作係以抽樣方式執行，任何系統性控制均存在先天限制，因此無法保證所有已存在之重大不實表達，均將於查證過程中發現，不論其係導致任何舞弊或錯誤。

AA1000 原則之合規

台灣德國萊因針對 AA1000 AP 實質性原則 (2018) 之合規性查證結果如下：

- 包容性：研泰科技 2025 年度報告書已識別出主要利害關係人且持續尋求其參與。過程考量利害關係人所關注之議題，並依其建立重大永續議題，以發展管理策略對永續發展負責且適當的計畫。該計劃亦：此報告書已反映出研泰科技對利害關係人之包容性議題，並對組織內外都產生了實質影響。
- 重大性：研泰科技已實施重大性議題識別，議題的識別基於利害關係人的需求和關注重點。組織的創改考量以及對永續發展內容的貢獻與溝通，從此而識別出實質性與重要性。該結果顯示，研泰科技已適當識別出議題的優先性與重大性回應所屬出重大性議題，並實施相應的計畫。
- 回應性：研泰科技已針對利害關係人所關注的優先性議題進行回應，並透過多元的管道與措施與利害關係人溝通，設定明確的量化目標以追蹤績效，並實施系統性的資訊回覆，適切地展現研泰科技積極的回應性與負責的心。
- 衝擊性：研泰科技已有效實施，透過透明、多元、公平且有效的方式揭露衝擊，並建立臺灣、臺灣、臺灣、臺灣或與可追蹤追蹤，適切地展現研泰科技對環境、社會、治理等面向的績效表現與衝擊程度，並對報告中充分揭露與解釋。

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查證結論

基於上述查證程序及所有證據，本公司未發現任何資料與資訊與下述聲明有矛盾。

- 研泰科技 2025 年度永續報告書符合 AA1000 保證標準 v3 (AA1000AS v3) 之第一類型 (Type I) 中度保證的要求，GRI 準則的相關要求。
- 報告內容包括聲明與主要揭露出研泰科技提供的資訊與文件及內部記錄，充分反映了研泰科技所取得的成績以及其面對的挑戰。
- 在報告中揭露的績效數據足以系統和事實方式收集、儲存和分析，並反映研泰科技永續發展的真實度。

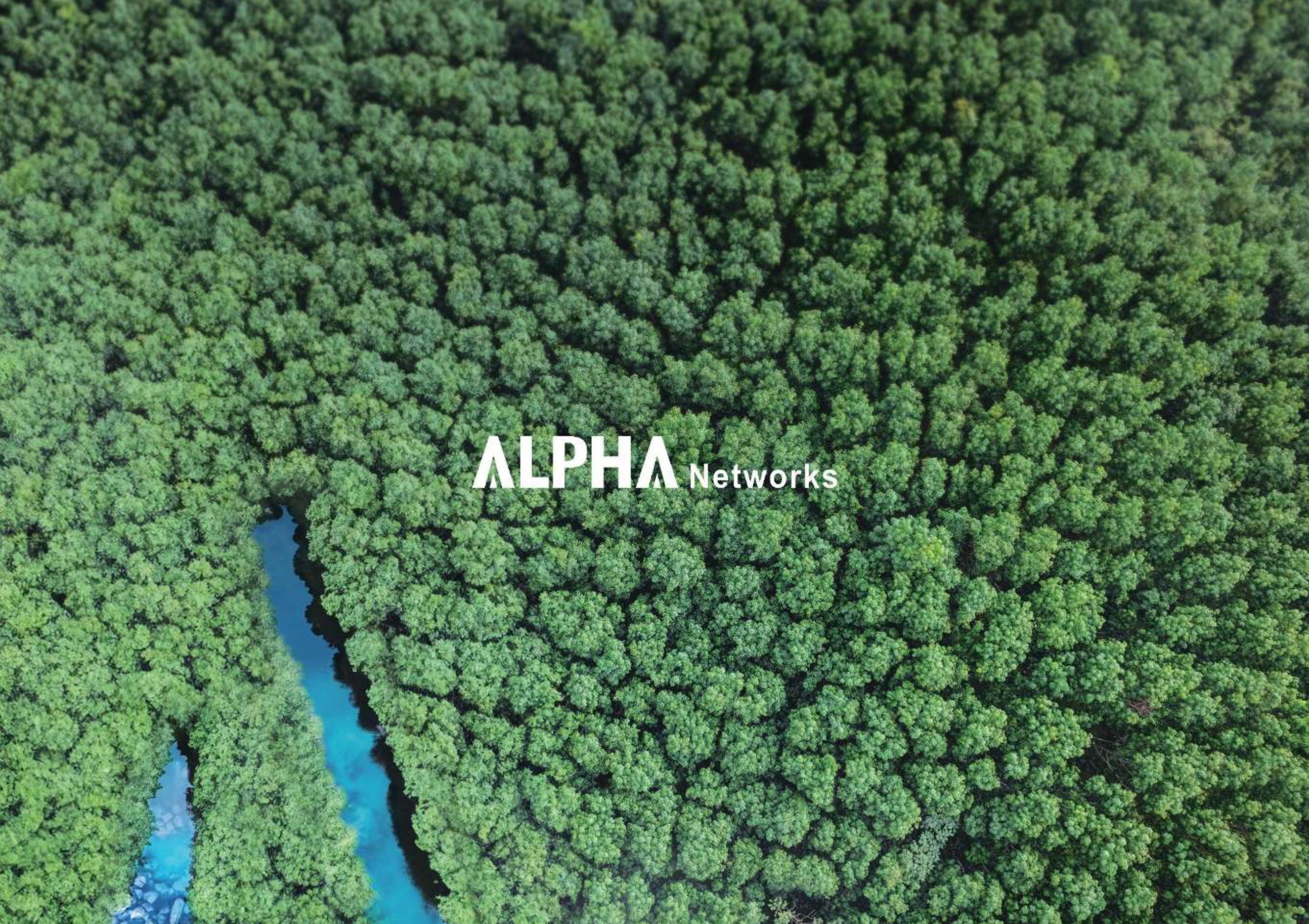
針對任何第三方爭議此查證聲明對研泰科技提出的評論與相關決定，台灣德國萊因並不承擔任何責任。



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An aerial photograph of a dense, lush green forest. A winding river, with a vibrant blue-green hue, flows through the lower-left portion of the image, creating a natural path through the thick canopy. The trees are tightly packed, creating a textured, green mosaic.

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