

# HULANE Group Sustainability Report

## 2025 Sustainability Report VOL.14

HULANE

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# 01 Message from the Chairman

**HULANE's Vision:** Communicate as equals with the world's first-class car manufacturers, and participate in innovative connection system solutions

**HULANE's Commitments:** Technology Driven | Speedy Services | Strong Connections | Sustainable Performance




Industries worldwide are undergoing unprecedented change. The rapid advancement of artificial intelligence, escalating trade tensions, and geopolitical instability continue to test companies' operational resilience. Only highly flexible and agile organizations can adjust their operating strategies in a timely manner and move steadily forward with a commitment to "improving by 1% every day."

For the Hulane Group, resilience is a core competitive strength that underpins sustainable operations.

The automotive industry has long been one of the world's most mature yet rapidly evolving industries. In response to multiple global challenges, Hulane has placed digital transformation at the center of its strategy. The Group continues to develop robust, advanced infrastructure to strengthen its ability to respond swiftly to changes in the operating environment. At the same time, guided by the principle of "global management and regional service," Hulane adopts a flexible mix of long and short supply chains to maintain stable and efficient production and service even under uncertain market conditions.

Operational resilience is not only a core competitive strength for Hulane; it also enables us to continue creating greater added value for customers and suppliers across the automotive and mobility industry.

To further strengthen corporate resilience, Hulane is actively advancing its vision to "communicate as equals with the world's first-class car manufacturers, and participate in innovative connection system solutions," with a focus on smart, low-carbon, and circular operations. We firmly believe that technology-enabled services are not merely tools for solving problems, but also a vital means of strengthening the long-term sustainability and resilience of our customers and suppliers. This transformation reflects Hulane's determination to move beyond conventional operating models, continue advancing innovative automotive connectivity technologies and services, and establish a presence in high-value future markets.

Putting technology-enabled services that advance sustainability into practice is a formidable challenge. Nevertheless, we firmly believe that it is an important mission that will help lead the industry toward a sustainable future.




Hulane has built deep expertise in electronic components for automotive and mobility applications. We have always believed that only through humility and continual reflection can we lead the Group toward a sustainable future. Hulane embraces "mutual prosperity" as its core business philosophy and regards corporate resilience as a cornerstone of sustainable development. For Hulane, true resilience comes not only from responding to external challenges but also from working closely with stakeholders to create tangible added value. Guided by our sustainability principles, we continue to expand our international presence while embedding sustainability and resilience throughout our operations and in the communities and environments in which we operate. Through these efforts, we seek to promote positive social development and ultimately work with our stakeholders to create a better quality of life.




Achieving net zero is an essential step in the sustainability transition.

Hulane has established clear decarbonization targets: to achieve carbon neutrality in its operations by 2030 and net-zero emissions across its value chain by 2050.

To achieve these transition goals, Hulane is pursuing three strategic directions to continually enhance the value of its operations:

### Smart Operation

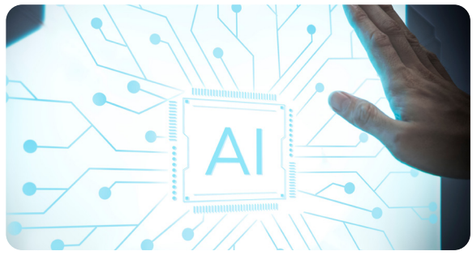
Against the backdrop of its expanding global operations, Hulane is focusing on "Smart Carbon-Intensity Management" & "Cost Optimization for Carbon-Intensity Management." Through its supplier sustainability management platform, the operations team can monitor suppliers' ESG developments in real time. Hulane also applies closed-loop materials technology to validate the "Renewable Energy Optimization" module and formulate production strategies for low-carbon materials, balancing cost control with improved energy efficiency.

### Decarbonization

Hulane continues to invest in automated equipment upgrades and smart energy-saving technologies. Solar power systems are being installed at its operating sites, while the share of renewable energy used is being increased to support the transition toward a low-carbon operating model. Over the next five years, the Group's production sites will progressively transition toward green factories. Beginning in 2025, Hulane is also working with 165 suppliers to advance low-carbon transformation and, through its supplier sustainability management platform, develop a low-carbon smart manufacturing and supply chain program.

### Circulatory

To address the growing global scarcity of resources, Hulane is actively advancing green initiatives focused on recycled raw materials, recycling, and reuse. Guided by its five-year sustainability strategy roadmap and sustainable procurement mechanisms, Hulane will work with suppliers across R&D, engineering, manufacturing technology, and production to jointly develop recycled materials, promote waste recycling and reuse, and expand short-chain sourcing. These efforts will enhance circularity across the value chain and enable Hulane to deliver innovative, environmentally responsible products and services to customers.




Artificial intelligence has become a key driver of corporate technology services. Building on digitalization and automation, Hulane is progressing from "digital transformation" to "smart transformation." Employees across the Group are focused on strengthening the practical application of digital systems and translating innovation into action. The introduction of generative AI and internal BI systems has significantly improved the efficiency and forecasting accuracy of production and sales planning, enabling the Group to respond more quickly to market changes and customer needs. At the same time, Hulane is expanding the use of AI within its cross-border information security management and collaboration framework, strengthening intelligent decision-making and further enhancing corporate resilience and operational efficiency.

**Artificial Intelligence**

We firmly believe that talent development remains the fundamental driver of sustained corporate growth. A diverse workforce is the foundation of innovation. Hulane is committed to developing global talent from a wide range of cultural backgrounds, while strengthening training across organizational levels and expanding opportunities to gain hands-on experience. At the same time, the Group actively develops local management talent at its overseas operations to enhance its ability to respond to global volatility and strengthen its long-term competitiveness.



**Talent Strategy**




As part of its "regional revitalization" efforts, Hulane partnered with the Taiwanese cultural organization Fountain of Wisdom Theatre to jointly organize the "Discovering Taiwan's New Strength: (Pandora's Hope)" program. Through ESG-related themes, the program helped children in rural communities understand the importance of environmental sustainability and well-being. Looking ahead to 2026, Hulane will also participate in an initiative to plant 1,000 trees, fulfilling its responsibilities and obligations as a global corporate citizen. In the future, we hope to engage more suppliers and value chain partners, deepen long-term collaboration between businesses and local communities, and promote environmental, social, and local economic sustainability.

**Sustainability-Driven Revitalization**

In the 2025 S&P Global Corporate Sustainability Assessment (CSA), Hulane achieved a high score of 46, representing a significant improvement over its 2024 score and well above the industry median of 34. Hulane was also recognized by the Apsoto business platform as one of the 2025 Top 100 Chinese Automotive Supply Chain Companies Going Global. In Taiwan, the Company received recognition from Taiwan Power Company (Taipower) for its achievements in electricity load management, energy conservation, and carbon reduction. In addition, Hulane received the Golden ESG Achievement at Taipei AMPA 2025 and was named to the 2025 Taiwan FINI 100. These recognitions fully demonstrate the Hulane Group's continued progress in comprehensively strengthening its sustainability governance and its long-term commitment to reaching new heights.



**Reaching New Peaks**

Hulane Associate Inc. **Chairman** | 潘子雄 **President** | 胡盛清

# 02 About This Report

In order to demonstrate its determination and commitment to valuing ESG, Hulane Group voluntarily published its first sustainability report in July 2013 and has continued to release the Hulane Group Sustainability Report on an annual basis since then.

**Regulations:**

√ This Report has been prepared in accordance with the eight reporting principles set out in the **GRI** Standards: Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability.

√Data was collected, and the Report was prepared in accordance with the requirements of the **GRI** Standards (**2021**), with relevant information disclosed as prescribed. The Report includes a **GRI** Content Index (see Appendix 1), and its disclosures are mapped to the United Nations Sustainable Development Goals (**SDGs**). The Report also voluntarily follows the requirements of Appendix 1-12, Sustainability Disclosure Indicators for the Electronic Components Industry (see Appendix 2), and Appendix 2, Climate-Related Information of TPEx Listed Companies (see Appendix 4), under the "Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies." It also includes a SASB Standards Content Index (see Appendix 5).

√Crowe Taiwan, an independent and credible CPA LLP, was engaged to perform **limited assurance** for this report, **2024** Sustainability Report prepared based on the **GRI Standards**, in accordance with the provisions of TWSAE 3000 "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information." Upon the completion of the assurance engagement, relevant results have been fully communicated to those charged with governance. For the scope and conclusion of the assurance, please refer to the Independent Assurance Report (see Appendix III) attached to this report.

**Scope of Disclosure and Coverage of this Report:**

√This report covers the data of Hulane Group's operating sites.
√The financial data are consistent with the boundaries of its annual financial report and are expressed in NTD thousand.
√ESH and employee statistics are calculated based on internationally accepted indicators.

**Reporting Period:**

√Disclosure period: **January 1, 2025 to December 31, 2025**
√Publication date of the previous report: **August 2025**
√Publication date of this report: **June 2026**
√Preparation/review: Hulane Group's Sustainability Committee

**The management unit for this report:**

√The Sustainability Committee is responsible for formulating the objectives and strategies of the Company's sustainability work, promoting and supervising the sustainability work, preparing and verifying the sustainability report, as well as other matters related to the Company's sustainable development.
√The report is submitted to the Sustainability Committee for review and subsequently uploaded to the official website and the MOPS.

**Contact Information:**

√If you have any suggestions regarding this report, please feel free to let us know.
Hulane Group's Sustainability Committee
Contact person: Sustainable Development Division, Li Su-mei / Contact number: **(02)2694-0551 ext. 60005**
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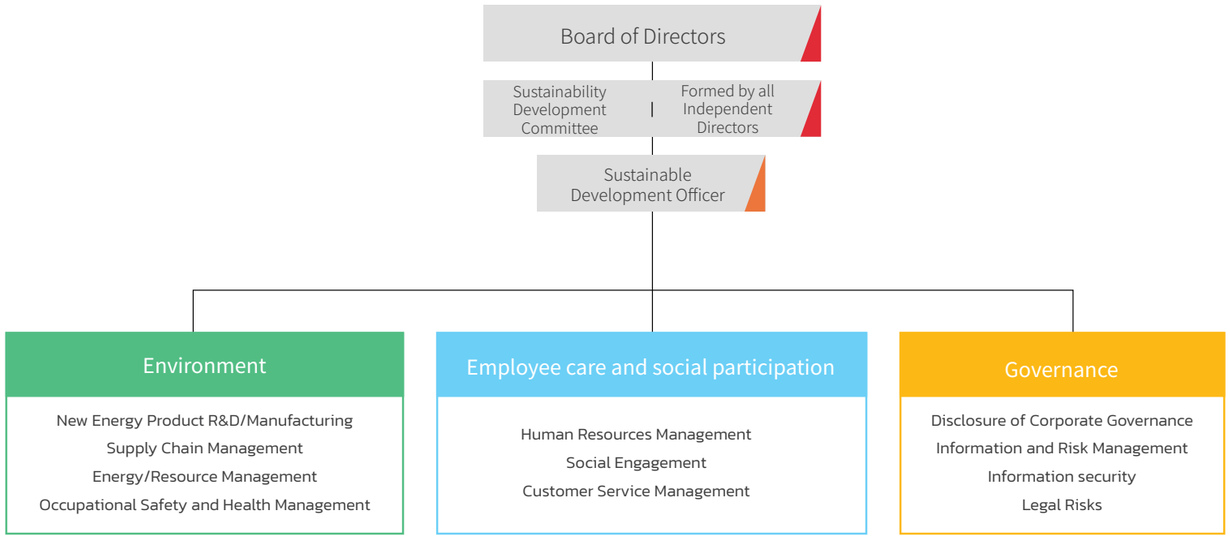
# 03 Sustainable Development Achievements

## 3.1 Sustainable Management

### 3.1.1 Sustainability Committee

In accordance with the policies of the competent authorities, the Hulane Group established a Sustainability Development Committee under the Board of Directors and adopted its Sustainable Development Best Practice Principles. All independent directors were appointed as members of the Committee, which focuses on stakeholder concerns relating to environmental protection, occupational safety, supply chain management, labor rights, operational performance, and corporate governance, and promotes and implements related initiatives throughout the Group.

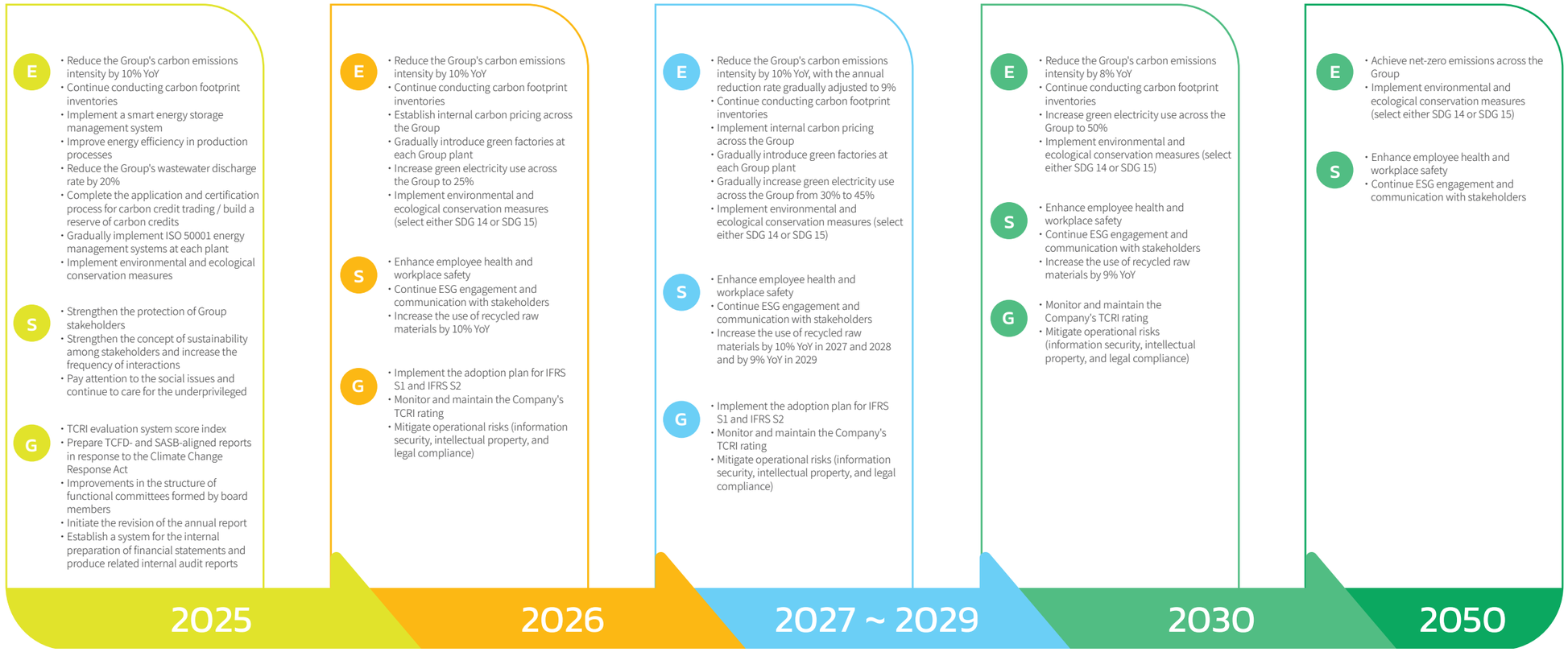
Sustainable Development Best-Practice Principles




**Group Sustainability Committee**

### 3.1.2 Sustainability Strategy and Promotion

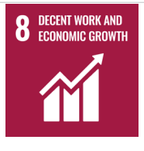
The Sustainability Committee formulates the short-, medium-, and long-term sustainable development strategies of Hulane Group and gradually integrates the sustainable management concept into the corporate culture of the Group.
In 2025, 3 meetings were held, with 100% attendance from all committee members. During the Board meeting, the Sustainable Development Officer reported the sustainability strategy and implementation results to the Board to enhance the Board's engagement in the Company's ESG implementation results.




**Sustainability Strategy Roadmap for the Short, Medium, and Long Term**

### 3.1.3 United Nations Sustainable Development Goals (SDGs)

In **2015**, the United Nations passed the Sustainable Development Goals (**SDGs**) and established **17** issues and goals for global sustainable development. Based on its core professions, Hulane Group aligns with the United Nations SDGs and promotes key practices.

| Goals | Detailed Goals | Actions Taken by Hulane | Chapters Disclosed |
|---|---|---|---|
|  | No Poverty | 1. Since 2008, Taipei Hulane has organized 18 editions of its "Caring for the Underprivileged and Spreading Love" charity event. As part of the initiative, the Company donated NTD 300,000 to the World Peace Association's "Disadvantaged Families _ Helping Children Fight Hunger" program, helping ensure that children have enough to eat and can attend school with peace of mind. The initiative benefited 219 people through two beneficiary organizations – the World Peace Association and Huashan Social Welfare Foundation.<br>2. Guided by its commitment to caring for local communities and fostering community inclusion, Nanjing Hulane participated in the "Full Moon in Golden Autumn: Celebrating the Two Festivals" event organized by Pengfu Village. Through festive activities and concrete acts of care, the event strengthened neighborhood ties and provided support to disadvantaged members of the community. An outreach team comprising volunteers and village representatives visited 30 households in Pengfu Community, including elderly residents, people living alone, and families of persons with disabilities. The team delivered mooncake gift boxes, milk, and other festive supplies, extending care and support to vulnerable members of the community during the holiday period. | 7.7 Social Engagement |
|  | Zero Hunger | Taipei Hulane supports local small farmers by taking concrete actions to back their processed agricultural products and, during the Dragon Boat Festival and Labor Day holidays, expresses gratitude and appreciation to hardworking employees for their contributions. A total of 1,320 items were purchased, with a total value of NTD 494,550. | 7.3.6 Benefits Provided to Full-time Employees that Are Not Provided to Temporary or Part-time Employees – Employee Benefit Programs |
|  | Health and Well-Being | Hulane Group provides annual health examinations for all employees. In addition to the occupational disease examinations required by law, the Group offers a range of examinations exceeding regulatory requirements (including ultrasound examinations, electrocardiograms, cancer screenings, and Helicobacter pylori testing). Screening for four major cancers is also provided to facilitate early detection and prevention. The Group also invites professionals to conduct health seminars, stress-management courses, and other programs to safeguard employee health and promote a safe, healthy workplace. | 7.3.6 Benefits Provided to Full-time Employees that Are Not Provided to Temporary or Part-time Employees<br>7.5 Occupational Safety and Health<br>7.6 Occupational Health Services and Health Promotion |
|  | Quality Education | 1. In 2025, the English Proficiency Enhancement Program recorded 123 participants across 25 classes.<br>2. The annual education and training completion rate for new and existing employees reached 100%.<br>3. In 2025, Hulane implemented industry-academia collaboration programs with five schools, involving a total of 24 students. These programs have established a stable model for industry-academia collaboration and laid the foundation for the Group's medium- and long-term talent development.<br>4. The Group's annual investment in education and training expenses was NTD 5,775 thousand | 7.4 Talent Training |
|  | Gender Equality | 1. Hulane Group has established human rights policy to ensure a safe working environment, respect privacy rights, and eliminate any form of workplace violence, harassment, discrimination, infringement, corporal punishment, verbal abuse, and psychological coercion, as well as to establish grievance channels and handling mechanisms<br>2. There was no occurrence of any human rights abuses in 2025. | 7.1 Human Rights Policy Implementation and Management |
|  | Clean Water and Sanitation | 1. Wastewater treatment: Domestic wastewater is handled in accordance with government regulations, with strict compliance to legal requirements for sewage testing to ensure it meets the discharge standards of the sewage treatment plant before final discharge into the Keelung River in Taipei.<br>2. Wastewater treatment units: combined equalization tank, rapid-mixing tank, pH adjustment tank, flocculation tank, sedimentation tank, gravity thickener, neutralization tank, sludge dewatering equipment, and other related facilities. Regular testing is conducted to ensure compliance with the applicable effluent standards. | 6.3.1 Water Resources Management |
|  | Affordable and Clean Energy | Continue to replace old production equipment with new ones, resulting in a year-by-year decrease in energy consumption intensity. To reduce electricity consumption, new processes and equipment will be introduced from the design and development stage at each operating site, and solar energy storage systems will be actively installed. Taipei Hulane, Nanjing Hulane, Vietnam Hulane, and Jiaxing Shangho have all installed solar green energy equipment. Solar power facilities are also being incorporated into the construction of Dongguan Hulane's new plant. | 6.2.1 Energy Management |
|  | Decent Work and Economic Growth | 1. The standard wage of entry-level staff is higher than the local minimum wage, regardless of gender.<br>2. Employee remuneration and benefits all exceed local legal requirements, including wages, working hours, insurance, pensions, and other statutory provisions.Diversity and inclusion, equal starting pay for men and women. In addition, to safeguard the rights and interests of entry-level personnel, provisions have also been incorporated into the Articles of Incorporation to safeguard their remuneration and bonuses. | 7.3 Compensation and Benefits |

| Goals | Detailed Goals | Actions Taken by Hulane | Chapters Disclosed |
|---|---|---|---|
|  | Industry, Innovation and Infrastructure | Through a systematic R&D strategy, the Group continues to strengthen its capabilities in product design, material applications, and process technologies. By deepening early-stage development and strengthening cross-functional collaboration, the Group shortens product development lead times, enhances design maturity, and reduces the risks associated with product development and mass production. These efforts enable the Group to expand into high-value-added products and new application fields, increase product differentiation and technological barriers to entry, and reinforce its critical position in the global automotive supply chain. | 5.4.1 Material Topic: Innovative R&D |
|  | Reduced Inequalities | 1. Formulate a human rights policy that strictly prohibits human rights violations, respects privacy rights, and eliminates all forms of violence, protecting against harassment and unlawful discrimination, including infringement, corporal punishment, verbal abuse, and psychological coercion, while providing effective and appropriate grievance channels and handling mechanisms.<br>2. There was no occurrence of any human rights abuses in 2025. | 7.1 Human Rights Policy Implementation and Management |
|  | Sustainable Cities and Communities | In 2025, the Xizhi District Office renewed the "Memorandum of Understanding on Disaster Prevention Cooperation," joining the ranks of enterprises engaged in disaster prevention. During flood season, through the command and coordination of the Xizhi District Office, corporate resources for disaster prevention and material supply can be integrated, significantly enhancing disaster prevention and relief efficiency in the event of large-scale disasters. | 7.7 Social Engagement<br>(III) Collaborating in local disaster preparedness to strengthen community resilience |
|  | Responsible Consumption and Production | 1. Improve efficiency from the process end to reduce raw material loss, and manage waste properly at the end stage through recycling or treatment to achieve waste resource utilization and maximize its use.<br>2. Manufacturing waste includes general commercial waste and hazardous commercial waste.<br>2.1 Under the control measures for general industrial waste & domestic waste, waste must be properly sorted at source, with recyclable materials collected for recycling and reuse.<br>2.2 Hazardous commercial waste mainly includes copper-containing electroplating sludge, waste oil generated from manufacturing and maintenance, spent activated carbon, waste emulsion, obsolete containers, waste filter elements, waste mold cleaning fluid, and waste lamp tubes.<br>2.3 All wastes are classified, collected, and stored upon generation, and are disposed of by qualified suppliers certified with licenses. | 6.3.2 Waste Management |
|  | Climate Action | Continue to conduct GHG inventories in the plant to accurately monitor GHG emissions and further implement voluntary GHG reduction programs. GHG carbon emissions are also verified by an external verification body (BSI). Since 2024, TCFD-aligned assessments of climate-related risks and opportunities have been conducted, followed by risk analysis and the development of measures to prevent and mitigate potential impacts. | 6.2.3 Climate Change-related Financial Disclosures<br>6.2.4 Greenhouse Gas and Carbon Emissions |
|  | Life on Land | Launched the "Healthy Forest Walking Challenge," a digital campaign that closely integrates employee health with environmental protection by translating regular exercise into tangible contributions to ecological conservation. Campaign Results:<br>Healthy Living: A total of 209 employees participated, taking 41,049,180 steps and walking approximately 28,733,507 meters. Collectively, participants burned 1,005,678 kilocalories and reduced carbon emissions by 6,393.8 kilograms.<br>Ecological Conservation: The steps accumulated during the campaign were converted into the planting of 6 trees. In April 2026, the trees were planted at the Qieding Wetlands in Kaohsiung by the Kaohsiung City i-Plant-Trees Association, contributing to ecological restoration and carbon sequestration. | 7.7 Social Engagement<br>(II) Healthy forest walking challenge: Turning steps into trees |
|  | Peace, Justice and Strong Institutions | Hulane Group has established the reporting channels and acceptance procedures, and pledges to maintain the confidentiality of whistleblowers' personal data and the content of their reports. Whistleblowers will not face unfavorable treatment if the information is verified. | 5.1.6 Communication Channels and Grievance Mechanisms |
|  | Partnerships for the Goals | 1. Improve the sustainable development of the supply chain, reduce the chain disruption risk, enhance the core competitiveness of the enterprise, and create long-term value.<br>2. By reinforcing the importance of customers, continuously strengthening mutual relationships, and building strong trust, Hulane Group will focus on improving its image and brand value, thereby achieving the goal to communicate as equals with the world's first-class car manufacturers.<br>3. Promote the six core values (integrity, unity, sustainability, agility, innovation, excellence) to build close connections with customers and suppliers and achieve excellence. | 5.5 Value Chain Management |

### 3.1.4 Sustainable Development Achievements

**Governance/ Economy Aspect**

√ The Company received a total score of 94.7 in the 12th (2025) Corporate Governance Evaluation.
√ The Company was selected as a constituent stock of the TPEx FactSet Climate Resilience Index.
√ In 2025, the Company was named a finalist in the Overall Performance category of the 21st Global Views ESG Corporate Sustainability Awards.
√ Female directors account for 22.22% (two directors), while independent directors make up 33.33% (three directors), with more than half of the independent directors not serving for 3 consecutive terms.
√ The average hours of professional ESG training of individual director reached 7.22 hours; corporate governance managers received 23 hours of continuing education.
√ No reports of integrity violations were received, no records of violating corporate governance laws and regulations were found, and there were no material deficiencies in internal control operations.
√ Total consolidated revenue was NTD 9,823,300 thousand, representing an increase of 11.63% from the previous year.
√ The net profit attributable to the parent company was NTD 1,258,417 thousand, achieving the goal of earning a profit every year.
√ Green new energy products accounted for 19.36% of the Group's sales revenue, representing an increase of 9.55% from the previous year.
√ All operating sites worldwide met the customer satisfaction target of at least 80 points, with average scores ranging from 80.5 to 94.4.
√ There were no material information security incidents causing disruption to the Company's business, nor were there any personal information security incidents in 2025.

**Environmental Aspect**

√ Awarded the Enterprise with Outstanding Performance in Disaster Prevention by New Taipei City.
√ ISO 14064-1:2018 GHG inventory standard, passed external third-party verification for four consecutive years. And obtain a third-party verification statement each year.
√ The Group completed ISO 14067:2018 product carbon footprint inventories and obtained external verification for 12 products. (4 products in 2023, 5 in 2024, and 3 in 2025, with the number of products covered to be progressively increased)
√ Total hazardous industrial waste decreased by ↓1.3714 metric tons from the previous year, representing a year-on-year reduction of ↓3.31%. (Of this, total recyclable hazardous industrial waste increased by ↑38.37% from the previous year.) Total recyclable general industrial waste increased by ↑9.66% year on year. The Group continues to increase the proportion of waste recycled and makes every effort to protect the environment."
√ We comply with EU RoHS and REACH regulations regarding the management of hazardous substances, as well as customer requirements for hazardous substance management. Additionally,
we require our suppliers to sign a letter of commitment to ensure ensuring the non-use of hazardous substances.
√ No complaints were received regarding the management of hazardous substances, and no conflict minerals were purchased.
√ No supply chain disruptions occurred due to suppliers' material violations of laws and regulations related to social responsibility, including those governing the environment, human rights, and occupational safety.

**People (including human rights)**

√ Women accounted for 44% of the Group's workforce. A total of 22 women held positions at the middle-management level or above, representing 24.44% of managers at those levels.
√ The retention rate after employees' reinstatement from their parental leave without pay was 100%.
√ The number of occupational accidents during the year remained zero. There were no deaths due to work-related injuries, serious work-related injuries, or recordable work-related injuries among employees, nor were there any deaths due to occupational diseases or recordable occupational diseases.
√ There were no labor-management disputes or human rights violations.







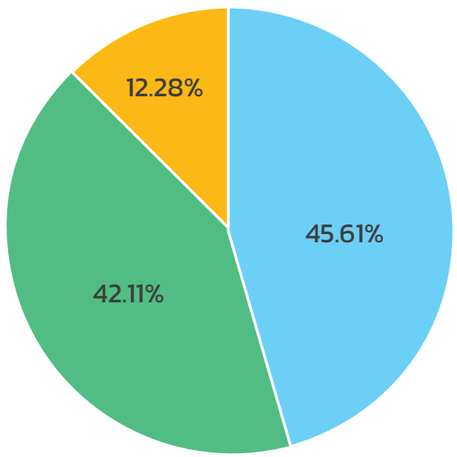



## 2025 Project Implementation Results by Aspect

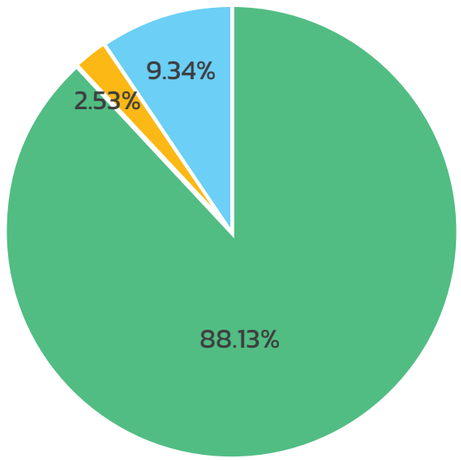
Unit: NTD thousand / Number of projects

| Item | Number of projects completed | Total expenditure |
|---|---|---|
| Environmental Protection | 24 | 45,950 |
| People (Including Human Rights) | 26 | 4,872 |
| Economic / Corporate Governance | 7 | 1,318 |
| Total | 57 | 52,140 |

### Percentage of Projects by Aspect (Total: 57 )

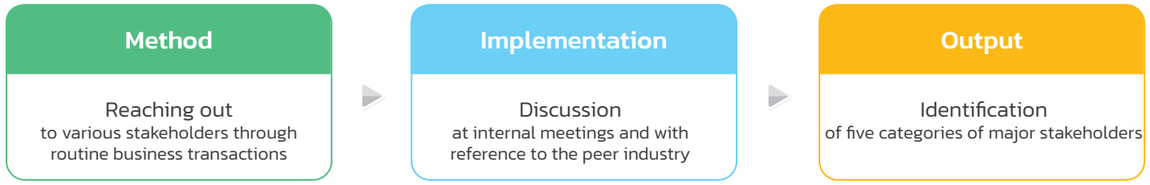



### Percentage of Expenditure by Aspect (Total: NTD 52,140)



## 3.2 Identification of Stakeholders and Material Topics

### 3.2.1 Stakeholder Identification




Note: Due to the stability of the electronic parts and components industry in which Hulane Group operates and the absence of drastic changes in recent years, the main stakeholder categories for **2025** remained the same after consultation between the Sustainable Development Officer, committee members, and each supervisor.

### 3.2.2 Stakeholder Communication

| Communication counterparts | Importance to Hulane Group | Concerned Issues | Communication Platform / Frequency | Interaction |
|---|---|---|---|---|
| Government/ Competent Authorities | Government agencies' supervision and audits on the Company's compliance practices. | • Occupational health and safety<br>• Information security<br>• Water resources management<br>• Energy conservation and carbon reduction<br>• Waste management | 1. Hulane's website (from time to time)<br>2. Market Observation Post System (from time to time)<br>3. Cooperate with the government and the competent authorities to promote various matters.<br>Participate in the evaluation of the competent authorities (from time to time) | 1. Regularly disclose financial statements and annual reports.<br>2. Participated in 7 domestic and overseas investor conferences |
| Employees | Employees are the cornerstone of operations. We pledge to providing employees with a healthy and diversified workplace so that colleagues can work without worries. | • Human rights protection<br>• Ethical integrity<br>• Operational performance<br>• Compensation and benefits<br>• Labor-management communication | 1. Labor-management meetings (quarterly)<br>2. Welfare Committee (from time to time)<br>3. Occupational Safety and Health Committee (quarterly)<br>4. Personnel Evaluation Committee (annually)<br>5. President's mailboxes / bulletin boards / emails (occasionally)<br>6. Employee satisfaction survey or employee sustainability engagement survey (annually)<br>7. Regularly / occasional employee communication meetings | 1. Labor-management meeting / once a quarter (parent company)<br>2. Welfare Committee (parent company)/anytime<br>3. Occupational Safety and Health Committee / once a quarter<br>In 2025, 8 sessions were actually held, with 201 participants<br>4. Personnel Evaluation Committee / once a year<br>5. Internal employee communication / anytime<br>6. The 2025 Employee Satisfaction Survey achieved an overall response rate of 91%, with an overall satisfaction score of 82.15 points.<br>7. Annual employee meeting held once a year / performance reviews conducted regularly and occasionally |
| Customers | We regard product quality, safety, and after-sales service as our highest commitments to our customers. Maintaining high customer satisfaction will help us continue winning customers' recognition. | • Occupational health and safety<br>• Information security<br>• Sustainable supply chain management<br>• Product quality and safety<br>• Customer relations | 1. Customer complaint and feedback mechanism (from time to time)<br>2. Regular communication and discussion meetings (monthly)<br>3. On-site audit discussion (from time to time)<br>4. Customer Satisfaction Survey (annually) | 1. 100% customer complaint completion rate<br>2. The overall customer satisfaction score exceeded 80 points. (Target: 80 points; maximum score: 100 points) |
| Investors | Protect the rights and interests of the shareholders, treat all shareholders fairly, and ensure that the shareholders have the right to fully know, participate in, and decide on the material matters of the Company. | • Ethical integrity<br>• Participation in public welfare<br>• Operational performance<br>• Waste management<br>• Information security | 1. Shareholders' meeting (annually)<br>2. Domestic and overseas investor conference (quarterly)<br>3. Seminars for investors from domestic and overseas investment organizations (from time to time)<br>4. Market Observation Post System (from time to time) | 1. Held the Annual General Meeting of Shareholders (June 26, 2025)<br>2. Communicated with investors for a total of 65 hours |
| Suppliers | We maintain long-term positive interactions with supply partners to ensure a steady supply of raw materials and parts, and to jointly explore markets. In addition, we use our influence in the industry to work with our supply partners to prevent environmental pollution and violations of labor rights. | • Product quality and safety<br>• Sustainable supply chain management<br>• Ethical integrity<br>• Operational performance<br>• Labor-management communication | 1. Regular review meetings (once a month)<br>2. Supplier knowledge and technology exchange / interview (from time to time)<br>3. Annual supplier evaluation (once a year)<br>4. Supplier conference (once a year) | 1. Monthly quality meetings<br>2. Suppliers' occasional visit / technical exchange<br>3. Supplier scoring is performed on a monthly basis. Based on the results of risk assessment, suppliers and dates of on-site audits are scheduled for the annual evaluation<br>4. A Supplier Conference was held at the Jiaxing Plant in September 2024 |

**Contact:** Vice President, Sustainable Development Division **ESG@hulane.com.tw**

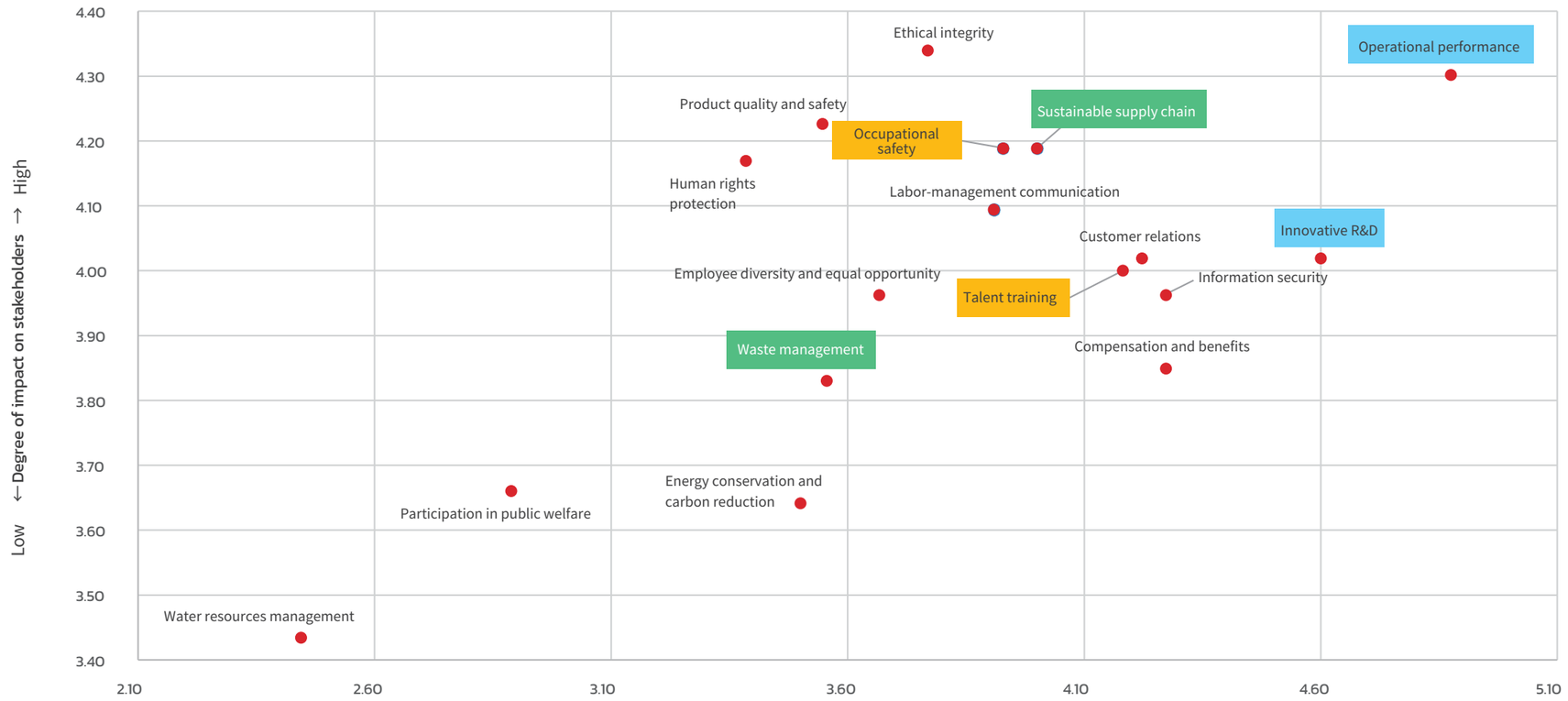
### 3.2.3 Identification of Material Topics

| Sustainable Issues | Stakeholder and senior executive questionnaire | Identification of Material Topics |
|---|---|---|
| Positive_Actual and Potential Impacts: 17 Items; Negative_Actual and Potential Impacts: 17 Items | 72 copies were retrieved | 6 items |

**Identification Process:**

1. The Sustainability Committee prepared the **2025** Hulane Group_Sustainability Impact Assessment Questionnaire and distributed it online.
2. Major stakeholders and senior executives were asked to complete the questionnaire assessing the extent of actual and potential positive/negative impacts of various issues on Hulane. A total of **72** valid questionnaires were collected, including **10** from investors, **25** from employees, **6** from customers, **10** from suppliers, **2** from government agencies, and **19** from senior executives.
3. Based on the compiled questionnaire results, a matrix of material topics was compiled. After discussion by the Sustainability Committee, the top four topics in each of the three aspects — environment, people (including human rights), and the economy — were selected. **6** material topics identified present both risks and opportunities to Hulane Group.
4. In this report, Hulane Group will explain the management approach of each material topic and the relevant disclosures in this report. At the same time, to keep the balance in the Sustainability Report, the results of Hulane Group's commitment to public welfare are disclosed as supplementary information.

**Material Topic Matrix**




**Economic Aspect**

Operational Performance / Innovative R&D

**People (Including Human Rights)**

Talent Development / Occupational Safety

**Environmental Aspect**

Sustainable Supply Chain / Waste Management

### 3.2.4 Material Topics Management

| | | Importance to the Company | Impact Aspect | Internal boundary | External Boundary | | | Corresponding GRI Standards 2021 | Chapters disclosed in the report |
|---|---|---|---|---|---|---|---|---|---|
| | | | | Company | Investor | Suppliers | Customers | | |
| Economic Aspect | Operational performance | The Company is committed to building a resilient and efficient operating system through digital transformation and process optimization.<br><br>In 2025, we focused on enhancing product competitiveness, improving manufacturing efficiency, strengthening governance and risk management, and enhancing talent management and organizational effectiveness to strike a balance between short-term business objectives and long-term value creation.<br><br>The Group has also set a medium- to long-term target of achieving total revenue of USD 1 billion by 2030 and is steadily building momentum for continued growth. | Positive Actual | ● | ○ | ○ | ○ | 201 Economic performance: 2016 (201-1, 201-3 ~ 201-4) | 5.3.1 ~ 5.3.4 |
| | Innovative R&D | Innovation and R&D are central to the Group's continued efforts to enhance customer value and market competitiveness in the automotive components industry.<br><br>By deepening early-stage development and strengthening cross-functional collaboration, the Group shortens product development lead times, enhances design maturity, and reduces the risks associated with product development and mass production. These efforts help customers accelerate the launch of new vehicle models and expand their market presence, thereby fostering long-term and stable partnerships.<br><br>Innovation and R&D also support the Group's expansion into high-value-added products and new application fields, increase product differentiation and technological barriers to entry, and reinforce its critical position in the global automotive supply chain. This provides sustained momentum for the Group's growth and lays the foundation for its long-term competitive advantage. | Positive Potential | ● | ○ | | ○ | Self-defined Material Topic (Innovation-1 ) | 5.4.1 ~ 5.4.2 |
| People (Including Human Rights) | Talent training | Talent is regarded as a valuable asset, and through the Group's Strategy Map, we aim to effectively improve employees' job performance, promote internal growth, and enhance the competitiveness of a high-performance organization, enabling the Company to gain an advantage in the market and respond to market changes. In addition, cultivating talent can increase employees' engagement, reduce talent turnover, and achieve internal stability and development. At the same time, it can also motivate employees, foster a proactive learning culture and core values, and build a strong corporate culture. | Positive Actual | ● | ○ | | | 404 Training and Education: 2016 (404-1 ~ 3) | 7.4.1 ~ 7.4.3 |
| | Occupational health and safety | Occupational safety is central to corporate sustainability. Strong occupational safety performance not only safeguards employee health and enhances morale and productivity, but also builds public trust and brand value, strengthens the corporate image, and serves as a key competitive advantage in attracting and retaining talented employees. | Actual Potential | ● | | ○ | ○ | 403 Occupational Health and Safety: 2018 (403-1 to 10) | 7.5.1 ~ 7.5.10 |
| Environmental Aspect | Sustainable supply chain | The Group seeks to build long-term partnerships with suppliers and promote sustainable development. While continuing to focus on cost, efficiency, quality, and delivery, the Group systematically integrates the principles and practices of environmental sustainability, social responsibility, and sound governance (ESG) into its supply chain management, thereby strengthening its core competitiveness and creating long-term value. | Positive Potential | ● | | ○ | ○ | 308Supplier Environmental Assessment: 2016 (308-1 ~ 308-2)<br><br>414 Supplier Social Assessment: 2016 (414-1 ~ 414-2) | 5.5.1 |
| | Waste management | Adhering to the principle of improvement at the source, we start by enhancing efficiency in the production process, then reduce the consumption of raw materials, and control waste at the end of the process. The waste is recycled or disposed of by suppliers certified by qualified licenses, aiming to achieve the effect of waste resource recovery and utility maximization. | Positive Actual | ● | | ○ | ○ | 306 Waste 2020 (306-1 ~ 306-5) | 6.3.2.1 ~ 6.3.2.3 |

Note: ● indicates a direct impact; ○ indicates an impact arising through the Company's business relationships.

**Description on changes in material topics over the past two years**

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **2024 Material Topics** | Compensation and benefits | GHG Management (Including Energy Saving, Carbon Reduction, and Air Pollution Control) | Raw Material Management (Including Procurement Practices) | Customer Relations (Including Grievance Mechanism) | Operational performance | Innovative R&D | Compliance with laws and regulations | Occupational health and safety | Talent training | Sustainable supply chain management | Information security (including trade secret protection and transaction security) | Waste management |
| **2025 Material Topics** | Operational performance | **Innovative R&D** | **Sustainable supply chain** | **Talent training** | Occupational safety | Waste management | - | - | - | - | - | - |
| **Comparison** | ↑ 4 | ↑ 4 | ↑ 7 | ↑ 5 | ↑ 3 | ↑ 6 | - | - | - | - | - | - |

Notes: 1. In 2025, the Group followed the approach adopted in 2024. The two highest-ranked sustainability topics under each of the economic, environmental, and people (including human rights) dimensions were selected, resulting in a total of six material topics for the year.
2. "Corporate Governance," "Risk Management," "Regulatory Compliance," and "Grievance Mechanisms" are important disclosures required by law and have already been incorporated into the basic structure of the Sustainability Report. They were therefore not included again as material topics.
3. The six topics excluded in 2025 were: regulatory compliance; information security (including the protection of trade secrets and transaction security); customer relations (including grievance mechanisms); compensation and benefits; greenhouse gas management (including energy conservation, carbon reduction, and air pollution management); and raw material management (including procurement practices).
Some of the excluded topics have already been incorporated into the structure of the Sustainability Report, while others have become part of the Group's routine operations. They are therefore no longer managed as material topics.

# 04 About HULANE

## 4.1 Group Profile

With the spirit of "commitment to excellence" and the dedication to improve by 1% every day, Hulane is committed to becoming the leading global brand of automotive connectors.
We focus on providing world-class vehicle manufacturers and Tier 1 suppliers with professional, optimized, and high-performance connectivity products.

### Corporate Overview

- Year Established: 1977
- Industry Positioning: Electronic components industry; one of the world's top 100 connector manufacturers
- Core Philosophy: "Bound for Excellence through Close Connections"

### From Components to Systems: The Evolution of Products and Technologies

Hulane began with basic metal-stamped terminals and has since evolved into a leading provider of high-quality connectors and connectivity solutions, supported by vertically integrated design and assembly capabilities across its upstream and downstream operations.

| Product Category | Key Technologies and Products |
|---|---|
| Traditional Strengths | Low-voltage connectors and fuse boxes |
| High-Value-Added Products | High-frequency products, including FAKRA, HSD, and Ethernet products |
| New Energy Applications | High-voltage connectors for new energy vehicles and PCB header connectors |
| Future R&D | Active short-term development of intelligent control products, including domain controllers |

### Sustainability Commitment

The Hulane Group is committed to delivering higher-quality and more reliable services across the following four dimensions to meet customer expectations:

**Technology Driven**

Putting technology at the core to continuously advance efficient, forward-looking connectivity solutions.

**Speedy Services**

Responding swiftly to market changes with efficiency and agility while supporting the diverse needs of partners.

**Strong Connections**

Building strong and reliable relationships through close collaboration among internal teams and global partners.

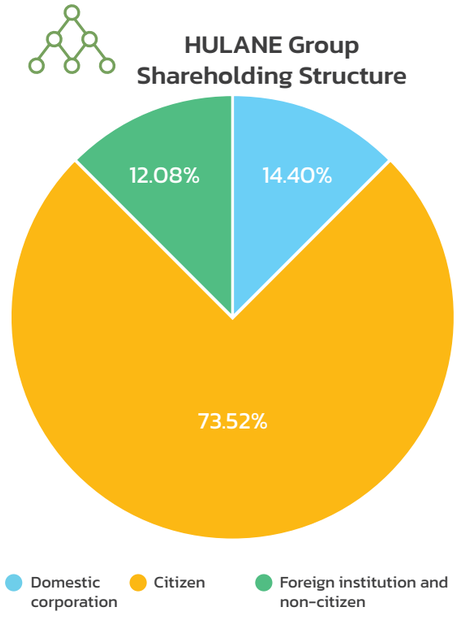
**Sustainable Performance**

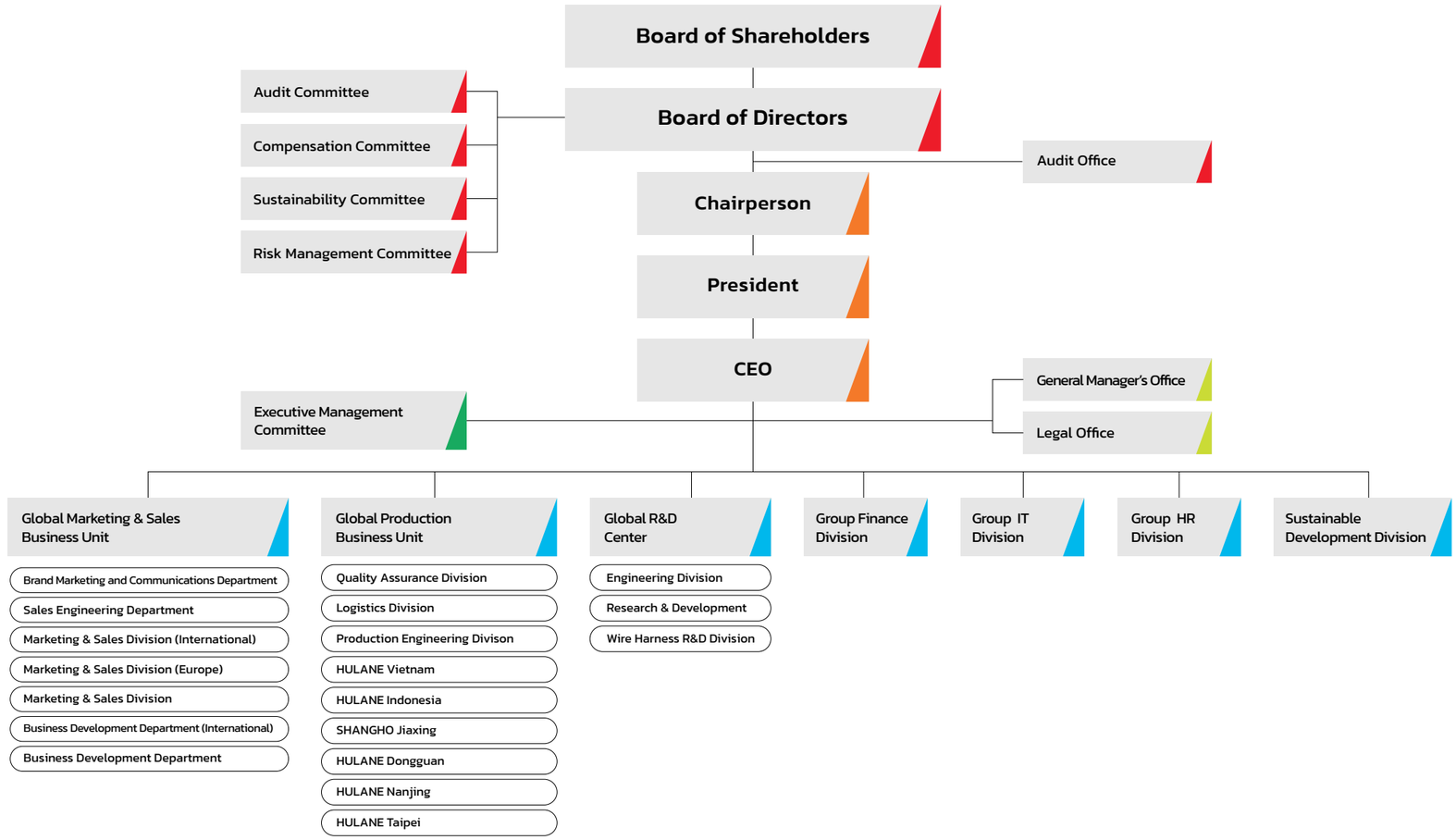
Embedding sustainability into operations and workplace development to create lasting and resilient business performance.

### 4.1.1 Organization Chart of the Group

- Company Name: Hulane Associate Inc. (Stock Code: 6279)
- Headquarters Address No. **1**, Lane **342**, Fude 1st Road, Xizhi Dist., New Taipei City
- Capital: **NTD 1,190,157.36 thousand**
- Global Sales: We have established our headquarters in Taipei and have operating locations in China, Hong Kong, Vietnam, Indonesia, and Europe.

Major Milestones of Hulane Group

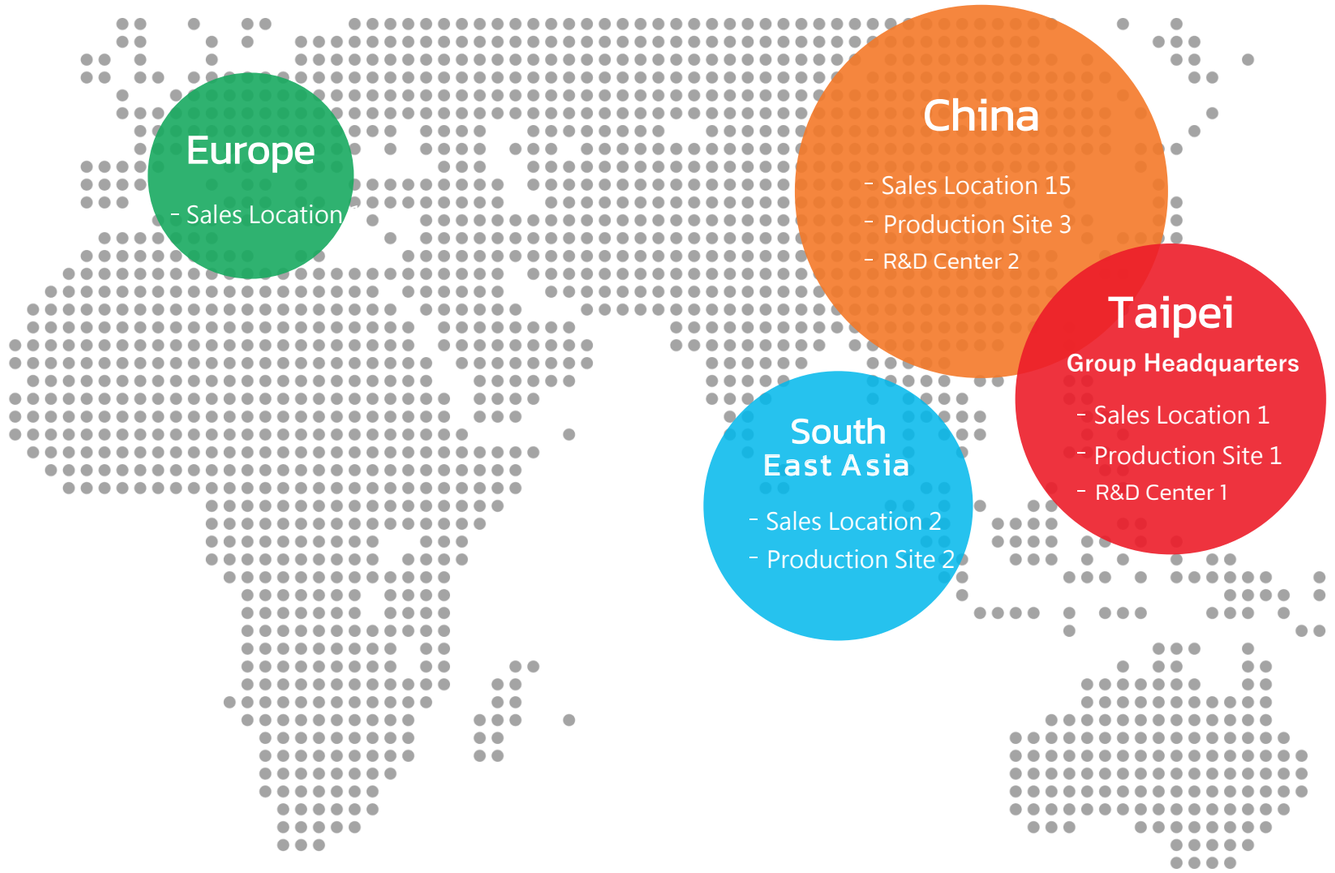


### 4.1.2 Global Operations Map

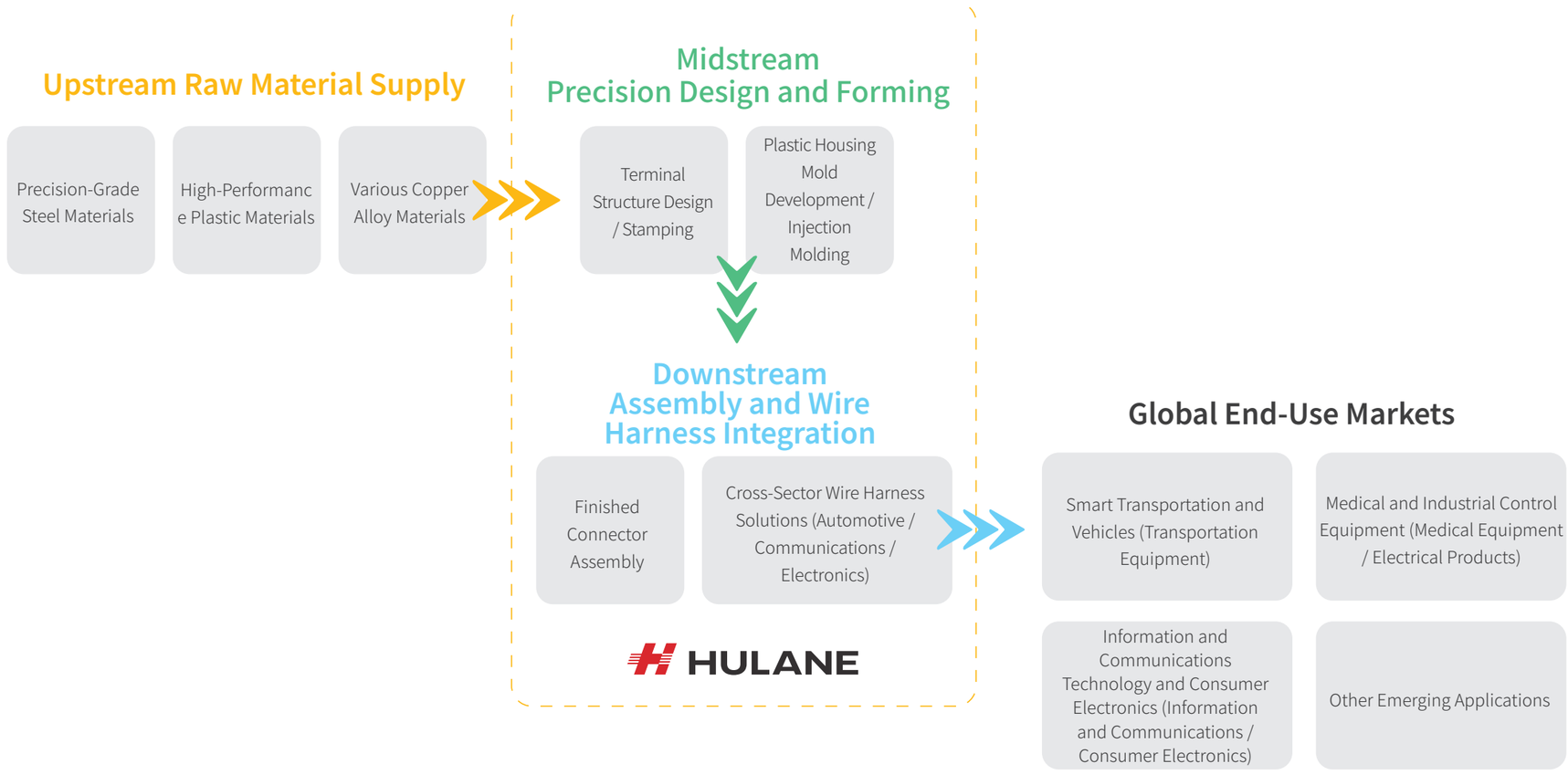
Hulane at a Glance: For nearly 50 years, Hulane has actively expanded its global presence by establishing sales, R&D, and production bases, serving markets and customer needs worldwide with a spirit of efficiency and excellence.

| | |
|---|---|
| **1977** Establishment | **NTD 8.8 billion** Annual operating revenue (2024) |
| **19** Sales Location | **6** Production Site |
| **3** R&D Center | **4** Laboratory |
| **3500+** Employees | |



### Correlation among the up-stream, mid-stream, and down-stream of the industry

Hulane Group is a professional connector manufacturer in the mid-stream and down-stream of the industry chain. The main upstream raw materials are copper and plastics, and the industries covered include copper and plastic manufacturing. Terminal products are widely used in transportation, new energy vehicles, electronic communications, and consumer electronics industries. **The linkage map of up-stream, mid-stream, and down-stream is as follows**:



### 4.1.3 Core Values

Guided by the brand vision and core purpose, we will strive to advocate and consolidate the Company's core values and corporate culture. Core values are the core of corporate culture, and functions are the key capabilities for an enterprise to realize its core values.
We will continue to demonstrate Hulane members' values through various behaviors, both internally and externally.

**Honesty**

Adhere to a fair and pragmatic attitude towards both internal and external partners and uphold commitments to earn their trust and respect.

**Longevity**

Emphasize ESG and international thinking and establish positive and mutually beneficial relationships with stakeholders (including the government/competent authorities, employees, customers, investors, suppliers, etc.) to ensure the sustainable management of Hulane.

**Unity**

Be people-oriented, maintain mutual trust and inclusiveness towards the diversity of others, and break down selfishness to achieve the overall goals of the company through cross-team cooperation.

**Agility**

Perceive and grasp market changes and customer needs, and adopt a positive attitude to quickly adapt to them and make changes to maintain competitiveness and flexibility.

**Novelty**

Embrace changes, have the courage to try, and promote consistent progress of the team and business through continuous innovation of new technologies, products, and processes.

**Excellence**

Be aware of the needs for your own development and that of others, take the initiative to learn and take on more challenging tasks, and strive for excellence to deliver better work results, products, and customer services.

### 4.2 Product Development and Business Scope

Communicate as equals with the world's first-class car manufacturers, and participate in innovative connection system solutions.

# Automotive Solutions

We provide customized solutions and work together with customers and partners to drive the industry forward.



High-Voltage Connector Solutions

- New energy vehicles



High-Frequency Connector Solutions

- Advanced driver assistance systems
- Automotive entertainment systems



Wiring Harness Solutions

- Full vehicle wiring harness design and assembly
- Low-voltage, high-voltage, and high-frequency wiring harnesses



Customized Co-Development

- Automotive PCB connectors
- Miniaturized, hybrid connectors
- Intelligent electrical box

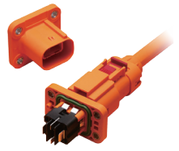
# Product Range

We have developed tens of thousands of products, offering a wide and diverse range of options, and we innovate flexibly by gaining insights into industry trends and customer needs.



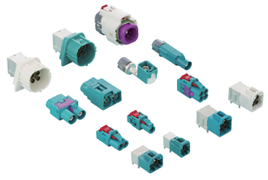
### Low Voltage Connectors

- Wire-to-wire
- Wire-to-board
- Wire cross-section: 0.22–10 $mm^2$



### High Voltage Connectors

- Voltage: 600–1000 V DC
- Current: 32A–280A



### High Frequency Connectors

- FAKRA
- Mini FAKRA
- HSD
- Ethernet



### Pin Headers

- Wire-to-board
- Miniaturization
- Customization

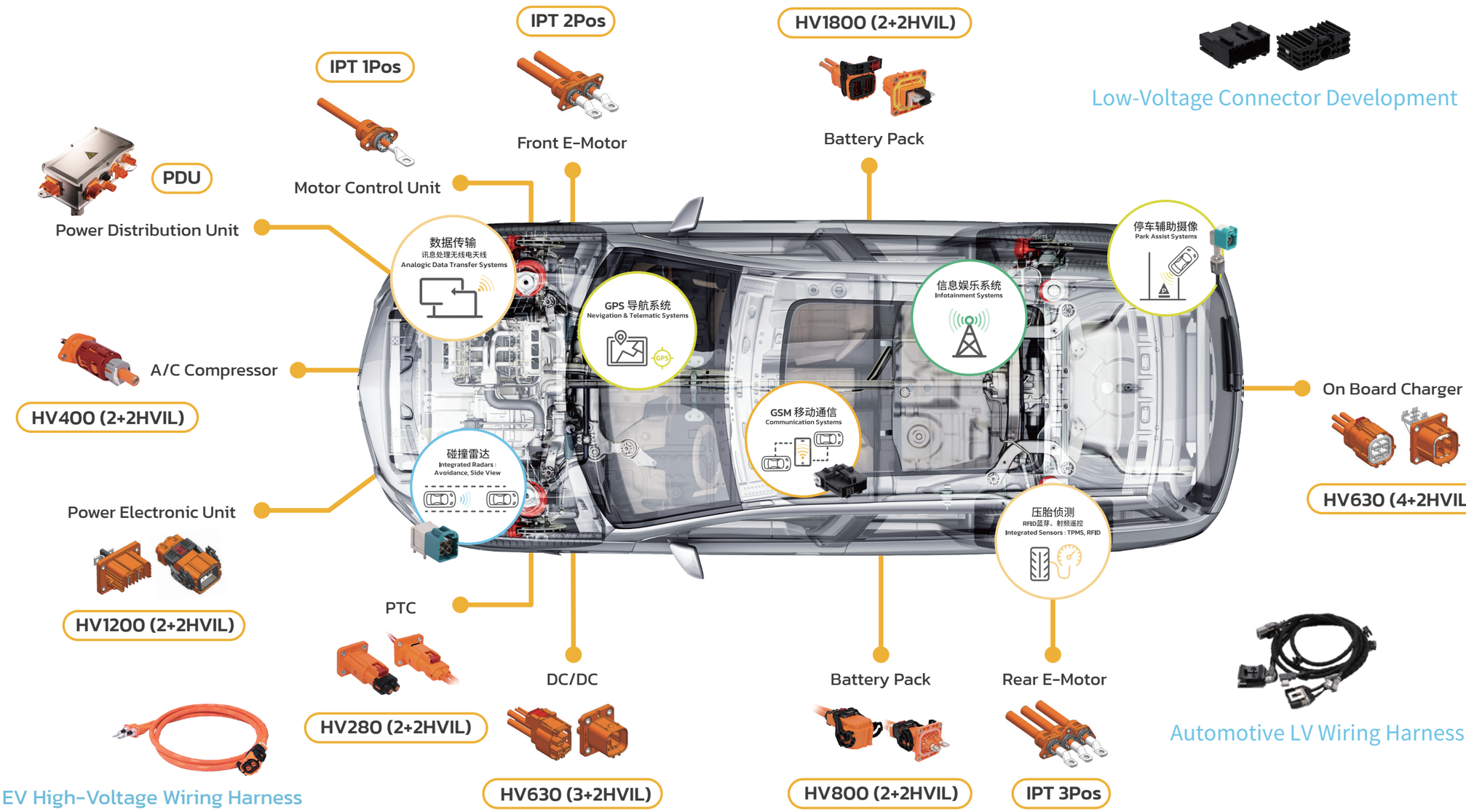


### Fuse Boxes

- Hardwired type
- Intelligent type
- PCB type

### 4.2.1 Product Development and Business Scope

Communicate as equals with the world's first-class car manufacturers, and participate in innovative connection system solutions.




Comprehensive Automotive Connectivity Solutions

## 4.3 Awards

**Taipei Hulane**




Received a Certificate of Appreciation from Taiwan Power Company in recognition of its energy conservation efforts

**Taipei Hulane**



Selected as one of the Taiwan FINI 100 Companies

**Taipei Hulane**



Received the Golden ESG Achievement at Taipei AMPA

**Taipei Hulane**



Awarded the “iSport” certification by the Sports Administration, Ministry of Education.

**Dongguan Hulane**




Awarded the Specialized and Sophisticated "Rising Star" Award by the Ministry of Industry and Information Technology, along with an incentive bonus of RMB 1.5 million.

**Nanjing Hulane**



Named to the Third Top 100 Chinese Automotive Supply Chain Companies Going Global in 2025

## 4.4 Management Systems

The International Management System for which Hulane Group obtained the certificate

| Management System | | | Companies that have obtained certificates | Verification Institution | Remarks |
|---|---|---|---|---|---|
| Quality System | IATF 16949 | Automotive Quality Management System | Comprehensive certification within the Group | TUV; NQA（Jiaxing Shangho） | |
| | VDA 6.1 | Automotive Quality Management System（German） | Taipei Hulane, Nanjing Hulane, Dongguan Hulane | TUV | VDA is a German requirement, and only companies designated by customers are required to obtain it. |
| Environmental Aspect | ISO 14001:2015 | Environmental Management System | Comprehensive certification within the Group | TUV | |
| | ISO 14064-1:2018 | Greenhouse Gas Inventory | Group certification | BSI | 2024 is the base year |
| | ISO 14067:2018 | Product Carbon Footprint Verification | Taipei Hulane, Nanjing Hulane, Dongguan Hulane | BSI | Obtain certification according to the manufacturing location of each product and arrange certification for related products of each series annually. |
| | ISO 50001:2018 | Energy Management System | Taipei Hulane, Nanjing Hulane, Dongguan Hulane, Jiaxing Shangho, Vietnam Hulane | TUV; INSPECT CERTIFICATIONS USA LLC（Vietnam Hulane） | The parent company took the lead to introduce and undergo certification, and subsidiaries will schedule the introduction and plan to obtain certification in 2024. |
| | ISO 45001:2018 | Occupational Safety and Health Management Standards | Taipei Hulane | TUV | The parent company took the lead to introduce and undergo certification, and subsidiaries will schedule the introduction and plan to obtain certification in 2024. |
| Laboratory System | ISO / IEC 17025:2017 | Testing Laboratory | Obtained comprehensive certification for laboratories within the Group | Taipei Hulane: TAF<br>Dongguan Hulane: CNAS<br>Nanjing Hulane: CNAS | |
| Information Security System | ISO 27001:2022 | Information Security Management System | ERP system operation and maintenance, server room management (main server room), and backup server room (defined in scope in accordance with ISO 27001) | BSI | |

## 4.5 Participation in Associations

### Taipei Hulane

| Taiwan Electrical and Electronic Manufacturers' Association<br>Participation Status (Member) | Taiwan Transportation Vehicle Manufacturers Association<br>Participation Status (Member) | Taiwan Mold & Die Industry Association<br>Participation Status (Member) | Taiwan Electronic Connector Association<br>Participation Status (Member) | Importers and Exporters Association of Taipei<br>Participation Status (Member) | New Taipei City Industrial Association<br>Participation Status (Member) | National Association of Small and Medium Enterprises, R.O.C.<br>Participation Status (Member) |
|---|---|---|---|---|---|---|

### Dongguan Hulane

| Dongguan Taiwanese Investment Enterprises Association<br>Participation Status (Member)<br>Vice President Lin Ming-Miao \| serves as the director |
|---|

### Nanjing Hulane

| Taiwanese Business Association of Nanjing<br>Participation Status (Member) | China Association for Science and Technology<br>Participation Status (Member) |
|---|---|

### Vietnam Hulane

| Taiwanese Business Association of Haiphong, Vietnam<br>Participation Status (Member) |
|---|

### Indonesia Hulane

| Jakarta Taiwan Entrepreneur Association<br>Participation Status (Member)<br>Taiwan Business Club, Indonesia |
|---|

# 05 Ethical Governance

## 5.1 Corporate Governance Practices

Hulane Group upholds the business philosophy of "integrity and pragmatism" and breaks through various business challenges in pursuit of the Company's growth and social feedback.
In the 11th corporate governance evaluation, the Company ranked between 6% and 20% in the TPEx listed companies.

In 2025, the Company engaged the Taiwan Association of Board Governance (TABG) to conduct an external evaluation of the Board's performance.
The evaluation results indicated that the Board demonstrated sound overall governance effectiveness across all assessed dimensions, including Board composition and structure, director participation, decision-making quality, internal control, sustainable development, and value creation, and that its operations complied with applicable corporate governance regulations and practice guidelines.

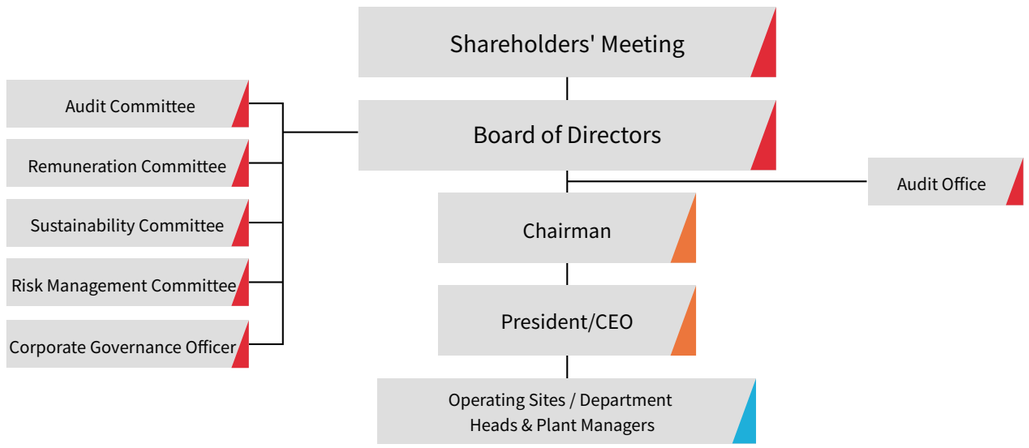
The evaluation institution recommended that the Company continue enhancing the effectiveness of Board governance in the following areas:

A. Institutionalize the orientation and training mechanism for newly appointed directors to help them quickly familiarize themselves with the Company's corporate governance framework and key operational matters.
B. Strengthen the Audit Committee's independent communication mechanisms to enhance the effectiveness of internal control and oversight.
C. Improve the information reporting mechanism under the whistleblower system to enhance the timeliness and transparency of information communication.

Overall, the Company's Board governance practices are built on a solid foundation and demonstrate its commitment to the continuous enhancement of corporate governance and sustainable operations.




### 5.1.1 Corporate Governance Structure



### 5.1.2 Operation of the Board of Directors

The Board of Directors meets at least once a quarter to discuss important corporate strategies, such as risks from economic, environmental, people (including human rights) aspects, and to review the Company's operations and performance.
Important resolutions of the Board of Directors are also published immediately on the MOPS and the Investor section on Hulane's website.

#### 5.1.2.1 Director Nomination and Selection Procedure

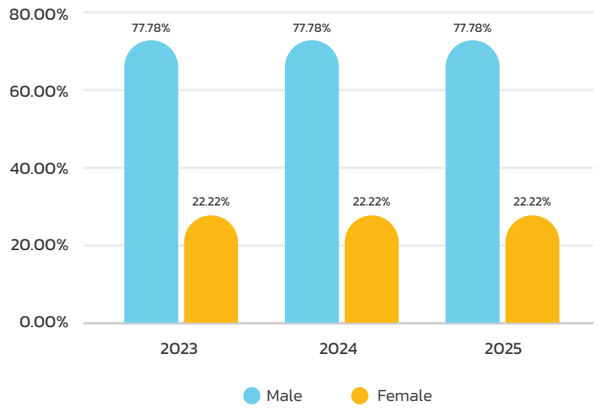
In accordance with the "Articles of Incorporation" and the "Rules Governing the Election of Directors", the Board of Directors shall have 7 to 11 directors with a term of office of three years. The candidate nomination system shall be adopted. The directors shall be elected by the shareholders' meeting from the candidate list of directors, and shall be eligible for re-election.
The number of independent directors shall not be less than three and no less than 1/5 of the total number of directors.

#### 5.1.2.2 Implementation of the Diversity Policy of the Board of Directors

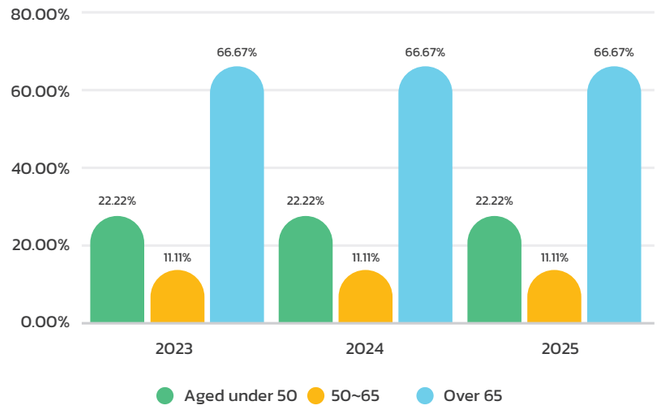
1. Information on the diversity policy and independence of the Board of Directors: Please refer to Section I: Profile of the Director, President, Vice Presidents, Assistant Vice Presidents, and heads of various departments and branches in Chapter Two: Corporate Governance Report of Hulane's 2025 Annual Report.
2. Professional qualifications of directors: Please refer to Section I (I): Information of Directors, Disclosure of Professional Qualifications and Independence of Directors in Chapter Two: Corporate Governance Report of Hulane Group's 2025 Annual Report.
3. Implementation of the diversity policy of the Board of Directors: Please refer to Section I (I): Information of Directors, Disclosure of Implementation of the Diversity Policy of the Board of Directors in Chapter Two: Corporate Governance Report of Hulane Group's 2025 Annual Report.
4. Board members' attendance: Please refer to Subsection (I): Operation of the Board of Directors in Section III: Status of Corporate Governance within Chapter Two: Corporate Governance Report of Hulane Group's 2025 Annual Report.
5. Corporate governance operation: Please refer to Subsection (III): Status of Corporate Governance and Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies in Section III: Status of Corporate Governance within Chapter Two: Corporate Governance Report of Hulane Group's 2025 Annual Report.
6. Shareholdings in Competitors, Suppliers and Customers.

#### 5.1.2.3 Board of Directors Diversity Statistics

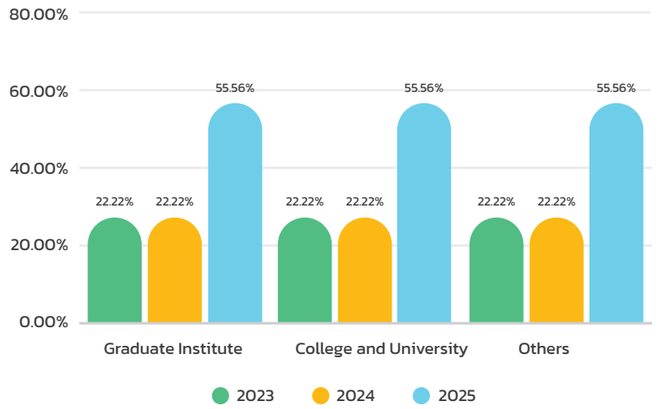
Gender Statistics of Directors




Percentage of Directors' Age




Percentage of Directors' Academic Background




Note:
Percentage of female directors = (number of female directors at the end of the year/number of directors at the end of the year) x 100%.
Percentage of male directors = (number of male directors at the end of the year/number of directors at the end of the year) x 100%.

#### 5.1.2.4 Succession Plan for the Members of the Board of Directors

In the future, Hulane Group will enhance the composition of its Board of Directors and the background of its members by increasing the female members and strengthening their professional backgrounds. We will also actively promote younger candidates and professionalism of the members. Additionally, we have set up the Rules Governing the Election of Directors.

Note: Succession plan for the members of the Board of Directors: Please refer to 7. Succession planning for board members and key management within Subsection (I): Operation of the Board of Directors / Other Matters Required to Be Disclosed / (VII) Succession Planning for Board Members and Key Management Personnel.in Section III: Status of Corporate Governance within Chapter Two: Corporate Governance Report of Hulane Group's 2025 Annual Report.

#### 5.1.2.5 Conflict of Interest and Recusal

1. In our governance structure, the Chairman is not a member of the senior management of the organization. Directors and their affiliates are prohibited from voting on the matters in which they have a self-interest that could be detrimental to the interests of the Company, and from exercising voting rights as a proxy for other directors.
2. We have established the "Employee Code of Ethical Conduct" and the "Procedures for Ethical Management and Guidelines for Conduct" and disclosed them on our official website, requiring directors and managers to comply with these regulations.
3. The Sustainability Committee leads the team in continuously implementing ESG strategies. Promote and strengthen the established employee complaint channels, President's mailbox, and the stakeholder mailbox on the official website, with cases handled by different levels and departments to ensure alignment with stakeholders' needs and expectations.
4. The identity of the whistleblower and the content of the report shall be kept confidential, and whistleblowing shall be handled prudently, focusing on gathering evidence. Whistleblowers shall receive comprehensive protection measures, and investigation results, along with proposed solutions and measures, shall be reported to senior managerial employees. If an issue may pose a significant threat to the Company's operations, senior management will report it to the Board of Directors for discussion and decision at a Board of Directors' meeting. Every year, the Company also discloses the number of cases accepted and the status of handling on its official website.
   As of the end of 2025, Hulane Group has not experienced any significant incidents affecting profits or incidents with negative impacts.

### 5.1.3 Operation of Functional Committees

#### 5.1.3.1 Audit Committee

In June 2020, Hulane Group established an Audit Committee composed of all independent directors. The committee shall consist of no fewer than three members, one of whom shall be the convener, at least one of whom shall be domiciled in the R.O.C, and at least one of whom shall have accounting or financial expertise.
The Audit Committee meets on a quarterly basis and holds regular meetings to review the Company's internal control system, the execution of internal audits, and significant financial business practices, as well as communicate with the certified public accountants in order to ensure the supervision of the Company's operations and risk management.

Note: For information on succession planning for members of the Board, please refer to the Hulane Group 2025 Annual Report / Chapter II. Corporate Governance Report / Section III. Status of Corporate Governance / (I) Operation of the Board of Directors / Other Matters Required to Be Disclosed / (VII) Succession Planning for Board Members and Key Management Personnel.

#### 5.1.3.2 Remuneration Committee

The Remuneration Committee meets at least twice a year to regularly review Hulane Group's policies, systems, standards and structure for annual and long-term performance goals and remuneration for directors and managers, as well as determine the content and amount of their individual remuneration.
Nomination and selection procedure: According to the "Organizational Rules for the Remuneration Committee", the chairman of the Board of Directors submits it to the Board of Directors for a resolution to appoint three Remuneration Committee members, three of whom are independent directors. The term of office for the members of the committee is the same as that of the Board of Directors.

Note: For resolutions adopted by the Remuneration Committee, please refer to the Hulane Group 2025 Annual Report / Chapter II. Corporate Governance Report / Section III. Status of Corporate Governance / (III) Composition and Operations of the Remuneration Committee and Nomination Committee / 4. Operational Status of the Remuneration Committee.

#### 5.1.3.3 Sustainability Committee

In accordance with the policies of the competent authorities, the Hulane Group has appointed all independent directors as members of the Sustainability Committee. The Committee is responsible for overseeing and participating in the promotion and implementation of the Company's sustainability initiatives, while the Chief Sustainability Officer coordinates the formulation of ESG strategies and oversees their implementation by the respective departments.

Note: For resolutions adopted by the Sustainability Committee, please refer to the Hulane Group 2025 Annual Report / Chapter II. Corporate Governance Report / III. Status of Corporate Governance / (IV) Other Functional Committees (Sustainability Committee and Risk Management Committee) / Operational Status of the Sustainability Committee.

#### 5.1.3.4 Risk Management Committee

To strengthen corporate governance, ensure sound operations and sustainable development, and serve as the basis for various risk management and implementation, with the goal of complying with laws and regulations, promoting and implementing overall operational risk management, clearly understanding the risks faced in sustainable operations, ensuring the effectiveness of risk management, and bearing ultimate responsibility for risk management, the Board of Directors approved the establishment of the Group Risk Management Committee and related organization and procedures on November 8, 2024.

Note: For resolutions adopted by the Risk Management Committee, please refer to the Hulane Group 2025 Annual Report / Chapter II. Corporate Governance Report / III. Status of Corporate Governance / (IV) Other Functional Committees (Sustainability Committee and Risk Management Committee) / Operational Status of the Sustainability Committee.

### 5.1.4 Internal Control System

Establishment and purpose of the internal audit organization: Hulane Group's internal audit unit is subordinate to the Board of Directors. Appropriate dedicated internal audit personnel are appointed according to the company's scale, business status, management needs, and other relevant laws and regulations. The internal audit unit shall have a chief officer who is appointed or dismissed by resolution of the Board of Directors with the approval of the Audit Committee.

**Annual audit plan**

Develop an annual audit plan based on the results of risk assessments.

**Implement various audit operations**

When deficiencies or abnormalities are found, propose recommendations to coordinate with the unit for improvement and conduct regular follow-up to monitor progress until the issues are corrected.

**Report on the implementation status of audit business**

Report to the Board of Directors and the Audit Committee at least quarterly on the implementation of internal audit and internal control operations.

**Audit Activities in 2025**

| | |
|---|---|
| Participation in Board meetings | ● Audit supervisor attended 6 board meetings |
| Education Training | ● 3 persons ● 54 hours in total |
| Audit Contents | ● The Group's auditing operations were carried out based on the annual audit plan. No significant abnormalities were found in the audit results. |

### 5.1.5 Ethical Management

#### 5.1.5.1 Compliance with Laws and Regulations

In accordance with amendments to laws and regulations, simultaneously improve or establish systems and regulations to ensure the Company's actions and operations remain within legal boundaries and in full compliance.

| Policy / Commitment | Short-term goals | Medium- and long-term goals | Resources invested during the year | Concrete results | Responsible department/reporting mechanism | Evaluation mechanism |
|---|---|---|---|---|---|---|
| Make the Company's rules and regulations more comprehensive and rigorous to comply with laws and regulations, resonate with people, and protect employees. | 1. Assist in promoting the announcement and implementation of relevant codes and policies, and subsequently develop plans to strengthen compliance, evaluate and implement methods and schedules for executing related policies, and assess the feasibility of conducting educational training.<br>2. Ensure no violations resulting in administrative or judicial sanctions or fines. | 1. Maintain no violations resulting in administrative or judicial sanctions or fines.<br>2. Establish mechanisms to strengthen the promotion and implementation supervision of legal compliance and ethical corporate management, and organize related training programs.<br>3. Work with upstream and downstream partners to jointly adhere to corporate social responsibility, in order to prevent illegal and corrupt practices. | Biannual regular training sessions and onboarding training for new employees. | **In 2025, the directors completed the course "Taking Corporate Governance to New Heights: Building an Enterprise Founded on Ethical Corporate Management," with a total of 27 training hours. In addition, the Human Resources Department provides relevant training to all employees and new hires upon onboarding and on an ad hoc basis.** | Responsible department: Legal Office<br>Grievance mechanism: Independent reporting channel established by the Audit Office. | Completion of project effectiveness reports |

#### 5.1.5.2 Legal Compliance Practices and Penalties for Violation of Laws

**Legal Compliance Practices**

The Hulane Group conducts business activities based on the principles of fairness, honesty, integrity, and transparency. To implement its ethical corporate management policy and actively prevent dishonest behavior, on **December 27, 2017**, the Board of Directors approved the Procedures for Ethical Management and Guidelines for Conduct as specific regulations for the Group, its directors, supervisors, managers, employees, appointees, persons with substantial control, and transaction counterparties, outlining matters to be observed in the course of business operations. Report to the Board of Directors on the operation and implementation status at least once a year, and disclose the information on the Company's website for stakeholders' reference.

Procedures for Ethical Management and Guidelines for Conduct

**Percentage of individuals who have signed the integrity commitment**




Note: Key suppliers are defined as those providing copper materials, plastic materials, rubber materials, and wires.

| Integrity Course Topics | Number of participants | Total hours of integrity training | Average training hours per employee |
|---|---|---|---|
| **HL-1037** Procedures for Ethical Management and Guidelines for Conduct | **4,088** participants | **4,047** hours | **0.99** hours |

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices:
Hulane Group did not experience any anti-competitive behavior, anti-trust, and monopoly practices, bribery, money laundering, or insider trading over the past three years from 2023 to 2025.
Statistics on violations and fines: No violations resulting in fines occurred during in 2025.

### 5.1.6 Communication Channels and Grievance Mechanisms

Hulane Group is committed to establishing transparent communication with its stakeholders and provides diverse and accessible channels through which internal and external parties may seek advice or raise concerns regarding ethical corporate management, codes of conduct, or potential violations.

**Communication and Reporting Channels**

Independent reporting mailbox | Reporting hotline | Independent directors' reporting mailbox

Reports must be submitted under the reporter's real name. To facilitate subsequent investigations, the reporter should provide the name of the person being reported, identifying information sufficient to establish that person's identity, and specific facts or evidence that can be investigated.

### Procedures for Remedying Negative Impacts and Handling Grievances

The Hulane Group has established the "Procedures for Ethical Management and Guidelines for Conduct." The Group's Human Resources Department serves as the designated unit responsible for planning the reporting system, recording and maintaining reported information, and overseeing implementation, thereby ensuring that all grievance cases are properly handled and continuously improved.

1. Receipt and Investigation Procedures: Receipt and Documentation: After a grievance is received by the head of the Audit Office, the designated unit works with the supervisor to whom the matter was reported or other relevant personnel to investigate and verify the facts. Where necessary, the legal compliance function or other relevant departments provide assistance.
2. Impartiality of Investigations: All investigations are conducted in accordance with the principles of fairness and transparency. Written or electronic records of the investigation process and results must be retained for five years. Where litigation is involved, the relevant records are retained until the conclusion of the proceedings.
3. Response, Action, and Remedy: Where an investigation confirms that a violation has occurred, the Company immediately requires the person reported to cease the conduct and imposes appropriate disciplinary action based on the severity of the circumstances (such as removal from office or dismissal in accordance with personnel policies). Where necessary, the Company may seek compensation for damages through legal proceedings.
4. Remediation and Prevention: For substantiated cases, the relevant units must review the internal control system and operating procedures, propose corrective measures, and have the designated unit monitor their implementation to prevent recurrence.
5. Communication of Results: Upon completion of the investigation, the designated unit formally communicates the investigation findings and corrective measures to the complainant.
6. Whistleblower Protection and Anti-retaliation Measures: To ensure the effectiveness of the mechanism, the Company strictly implements the following protective measures: Confidentiality Obligations: Personnel involved in handling reports must sign written declarations undertaking to keep the reporter's identity and the contents of the report confidential.
7. Commitment to Non-retaliation: The Company is committed to protecting reporters and ensuring that they are not subjected to any improper treatment or retaliation as a result of making a report.

**Governance Oversight and Operational Performance**

- Regular Reporting to the Board: The designated unit regularly reports reported incidents, handling methods, and subsequent corrective measures to the Board.
- Commitment to Ethical Corporate Management: The job title, name, date and details of the violation, and disposition of personnel found to have violated ethical standards are disclosed on the Company's internal website.
- Cases Received in 2025: 0 cases. The Company will continue to improve the relevant mechanisms and respond proactively to suggestions from all parties.

## 5.2 Risk Management

To strengthen corporate governance, ensure sound operations and sustainable development, and serve as the basis for various risk management and implementation, the Risk Management Policies and Procedures have been established to implement the risk management system and mechanism, thereby enhancing the effectiveness of the division of responsibilities in risk management.

### 5.2.1 Organizational Structure and Management of Risk Management




| Organizational Structure | Job Description |
|---|---|
| Board of Directors | The highest guiding body of the Company's risk management. It aims to comply with laws and regulations, and to promote and implement the Company's overall operational risk management. It also has a clear understanding of the risks faced by sustainable development, ensures the effectiveness of risk management, and is ultimately responsible for risk management. |
| Audit Office | Formulate the annual audit plan based on the risk management policy and risk assessment results, execute audit operations in accordance with the plan, assist the Board of Directors in supervising and controlling potential risks in decision-making, ensure that all operational risks are effectively managed, and provide timely improvement recommendations. |
| Risk Management Committee | The Board of Directors is responsible, and the committee members, adhering to a prudent and rigorous attitude, review the various risks under their supervision and ensure the effective implementation of related risk management operations. |

### 5.2.2 Business Risk Assessment, Management, and Response Measures

| Scope of Risk | Source of Risks | Internal/ External | Stakeholders | Scope of Impact | Likelihood of Occurrence | Degree of Impact | Risk Value | Response Mechanism |
|---|---|---|---|---|---|---|---|---|
| Geopolitical and Trade | International trade conflicts, tariff adjustments, and political tensions | External | Government/ Competent Authorities; Customers; investors; Suppliers | Increased tax costs, logistics disruptions, and the need to reallocate production capacity | 4 | 5 | 20 | Promote localized production. Revenue from international markets now accounts for 20% of total revenue, while products manufactured in Taipei/Vietnam/Indonesia account for 39% of sales. |
| Market and Raw Materials | Inflation, exchange rate fluctuations, and supply disruptions caused by war | External | Customer; Supplier | Rising costs that compress profit margins, as well as excess inventory or material shortages | 5 | 4 | 20 | Increase the local procurement ratio, lock in copper prices through contractual arrangements, and increase the use of recycled materials. |
| Information security | Cyberattacks/ ransomware attacks, and internal management deficiencies | Internal and external | Customers; investors; Suppliers; Employees | System outages, data breaches, reputational damage, and supply chain shutdowns | 3 | 5 | 15 | Continue developing information security systems. The system at the Dongguan Plant is already operational, while the social engineering protection system and vulnerability scanning system at the Taipei Plant are scheduled to go live in December 2025. |
| Human Resources | Inadequate training systems, non-transparent promotion practices, and unclear responsibilities and authority | Internal | Employees | Reduced work efficiency, talent attrition, and increased internal communication costs | 4 | 3 | 12 | Foster a culture of learning and achieve a 100% annual training completion rate. Implement training for designated deputies, department heads, and management, book clubs, and an English proficiency enhancement program. |
| Operational Resilience (Power Supply) | Unstable power supply caused by climate change and the low-carbon transition | External | Customer; Supplier | Production disruptions, damage to precision equipment, and reduced operational efficiency | 4 | 4 | 16 | Deploy energy storage systems and energy-saving equipment. Green electricity accounts for 13% of the Group's total electricity consumption, with Group-wide deployment scheduled for completion in 2026. |

## 5.3 Operational Performance

### 5.3.1 Material Topic: Operational Performance

The Company continues to build a resilient and efficient operating system through digital transformation and process optimization. In 2025, the Company focused on enhancing product competitiveness, improving manufacturing efficiency, and further strengthening governance and risk management, while also enhancing talent management and organizational effectiveness to maintain a sound balance between short-term operating results and long-term value creation. The Group has also set a medium- to long-term target of achieving total revenue of USD 1 billion by 2030 and is steadily building momentum for continued growth.

| Companies that have obtained certificates | Verification Institution / Short-term goals | Goals / Medium- and long-term goals | Resources invested during the year / Concrete results | Concrete results | Responsible department | Evaluation mechanism |
|---|---|---|---|---|---|---|
| Digital Transformation and Smart Manufacturing | Complete the full implementation of the Manufacturing Execution System (MES) across all Group plants in 2025. | Achieve real-time visibility into production data to ensure rigorous quality control throughout product traceability and manufacturing processes, thereby enhancing overall production efficiency and operational reliability.<br><br>Leverage long-term data analytics to formulate more precise production strategies, optimize production processes, better meet market demand, and maximize business value. | 1. MES infrastructure and data validation<br>· System and hardware implementation Expenditure: NTD 7,934.89 thousand; Travel expenses: NTD 127.85 thousand<br>· Establishment of MES master data<br>· Establishment of a QR code-based standard for data collection<br>Data records established for materials, molds, and operators<br><br>2. Education and Training<br>Training was provided to 70 participants, with training expenses totaling NTD 15.87 thousand. | 1. Jiaxing Shangho and Indonesia Hulane completed pilot runs and continued to make improvements.<br><br>2. MES was successfully implemented across all Group plants.<br><br>3. Senior executives can monitor the Group's production data and machinery operating information in real time. | Responsible department: Production business units at each plant<br><br>Reporting mechanism: Independent reporting channel established by the Audit Office | 1. Real-time production data from each plant<br>2. Machinery operating information |
| Establishment of a New Business Operating Framework | 1. Establish a production system for PCB products.<br><br>2. Establish a comprehensive PCB product line and design guidelines. | 1. Gradually expand the range of vehicle model programs and the customer base.<br><br>2. Achieve a gross margin of 15% for PCB products.<br><br>3. Obtain certification against the following standards and frameworks:<br>ISO/SAE 21434; ISO 26262; A-SPICE | 1. Sample manufacturing expenses: NTD 38,154<br><br>2. Travel expenses: NTD 242,925 | 1. The SMT production line commenced operations and entered mass production.<br><br>2. Revenue from PCB products reached NTD 117,906 thousand in 2025, accounting for 1.20% of total revenue. | Responsible department: Global R&D Center (Electronic Product Development Department)<br><br>Reporting mechanism: Group Audit Office | 1. Annual growth in the gross margin of PCB products toward the long-term target of 15%<br><br>2. Obtaining third-party certification |

### 5.3.2 Operational Overview

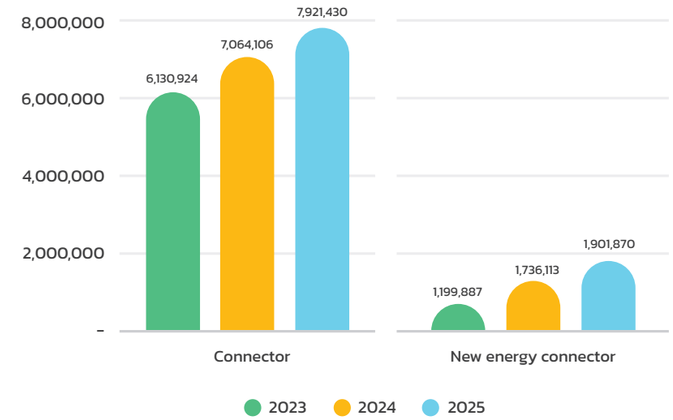
| Item | 2023 | 2024 | 2025 |
|---|---|---|---|
| Group revenue | 7,330,328 | 8,800,219 | 9,823,300 |
| Operating costs | 4,983,996 | 4,887,307 | 5,570,607 |
| Employees' salaries and benefits | 1,569,375 | 1,734,907 | 1,939,812 |
| Payment to funders | 619,238 | 566,824 | 742,843 |
| Payments to governments (Note) | 170,855 | 406,834 | 394,502 |
| Community investment | 1,655 | 2,031 | 2,901 |
| Economic value retained | 933,766 | 1,202,316 | 1,172,635 |

Note: The Hulane Group made no political contributions.

Unit: NTD thousand

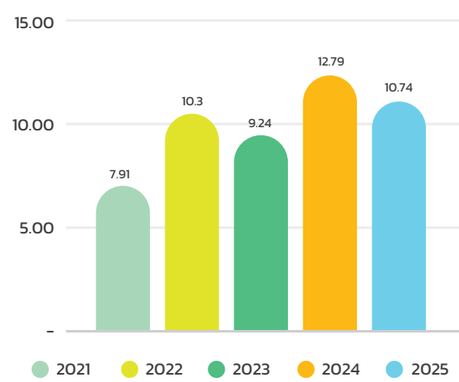
Revenue by product

Unit: NTD thousand

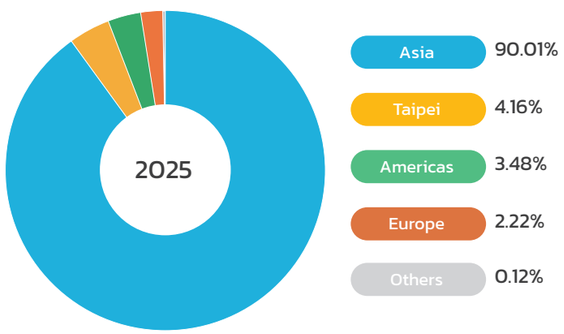


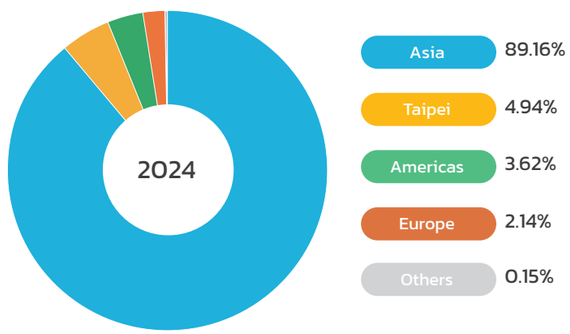

Earnings per share

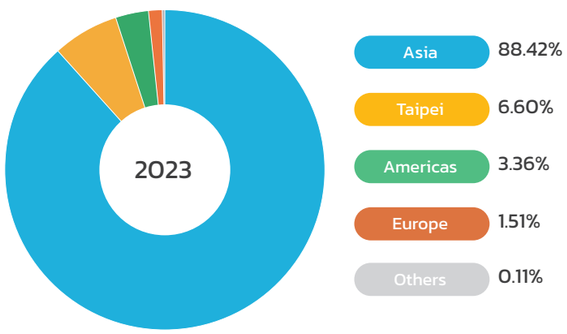
Unit: NTD




Revenue by geographical area



### 5.3.3 Defined Benefit Plan Obligations and Other Retirement Plans

Hulane Group complies with local retirement regulations and systems. All regular employees participate in the retirement plan at a rate of 100%.
Re-employment of Employees Retiring at the Statutory Retirement Age (or Voluntarily) (Taipei Area):
To enhance workforce utilization and promote intergenerational exchange and collaboration, the Company re-employs employees who have reached retirement age (or voluntarily retired) to facilitate the transfer of knowledge and experience. Such re-employment is conducted in accordance with the Ministry of Labor's "Middle-aged and Elderly Employment Promotion Act." Department heads may apply to re-employ employees who have reached retirement age (or voluntarily retired) based on the Company's business needs.

| Region | Source of Law | Contribution Item | Contribution Result | |
|---|---|---|---|---|
| Taipei region | Labor Standards Act | Defined benefit plan | The fair value of plan assets as of the end of 2025 was NTD 110,802 thousand. The amount of expense recognized in 2025 was NTD 764 thousand. The accrued pension liability has been recorded for future appropriation in accordance with law, which amounted to NTD 11,432 thousand as of the end of 2025. | 1. Monthly contribution of 5% of the salary.<br>2. The funds are deposited in the Bank of Taiwan under the name of the Supervisory Committee of Labor Retirement Reserve. |
| | Labor Pension Act | Defined contribution plan | The expense recognized in 2025 was NTD 106,822 thousand. | 1. Monthly contribution of 6% of the employee's salary.<br>2. Contribute to the individual pension account at the Bureau of Labor Insurance. |
| Overseas subsidiaries | We contribute pension contributions to relevant unit based on the total salary of local employees, as required by law. When an employee reaches the level of seniority in accordance with the local labor regulations and wishes to retire, the Company assists in applying for a pension as a retirement plan.<br>If the employee wishes to continue working, a re-employment contract will be signed. If the employee is too old to take out social insurance, the Company will purchase commercial insurance for the employee. | | | |

Note: In addition, the Company pays severance payments to employees who have left the Company involuntarily and inquire whether they need employment services or vocational training in accordance with regulations.

### 5.3.4 Financial Assistance Received From Government

Tax deductions and credits were mainly due to the applicable Industrial Innovation Ordinance in Taipei, and the high-tech enterprise technology incentives applicable to Nanjing Hulane and Dongguan Hulane in China. These companies were entitled to an additional deduction for R&D expenses in the current year.
Governmental subsidies include incentives, pandemic relief and employment-related subsidies provided by local governments.

| Item | Subsidized Projects | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Taiwan | Tax deductions and credits | 11,808 | - | 13,374 |
| Taiwan | Government subsidies | 5,549 | 1,564 | 148 |
| China | Tax deductions and credits | 102,991 | 115,203 | 124,575 |
| **China** | Government subsidies | 16,415 | 34,331 | 6,329 |
| Hong Kong | Government subsidies | - | - | - |
| | **Total** | 136,763 | 151,098 | 144,426 |

### 5.3.5 Tax Governance

Hulane Group Tax Strategy

1. The Board ensures, through internal control mechanisms and risk management, that the Company's financial and tax systems are implemented in compliance with applicable laws and regulations.
2. The Group complies with the tax laws and regulations of each jurisdiction in which it operates and fulfills its tax obligations in good faith. It does not use tax havens or other arrangements to avoid taxation, nor does it shift value created to low-tax jurisdictions.
3. Transactions between affiliated enterprises are conducted in accordance with the arm's length principle and the internationally recognized transfer pricing guidelines issued by the Organisation for Economic Co-operation and Development (OECD).
4. The Group is committed to tax transparency. Disclosures in its financial reports are prepared in accordance with applicable regulations and standards and are audited by an independent accounting firm.

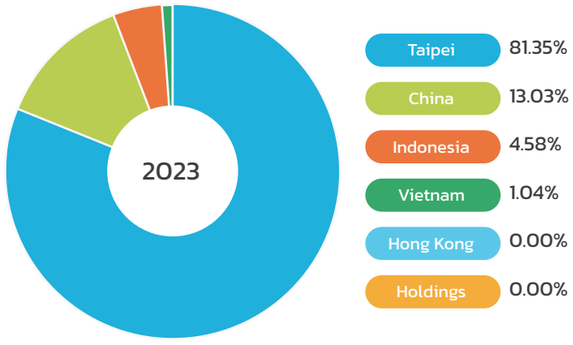
#### 5.3.5.1 Income Tax Rates by Region

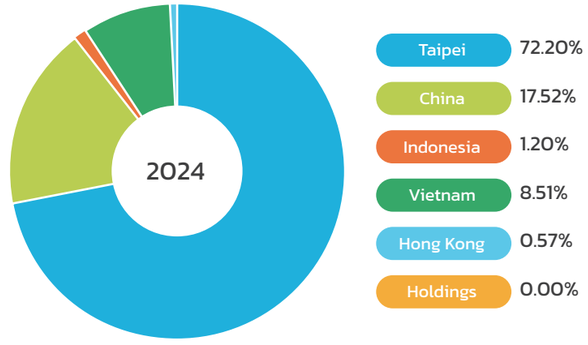
In 2025, the consolidated effective tax rate and cash tax rate were 18% and 25%, respectively. The cash tax rate exceeded Taiwan's statutory tax rate of 20%, primarily due to an increase in the tax on undistributed earnings and higher provisional tax payments in Taiwan during the year, coupled with a decline in profit before tax.

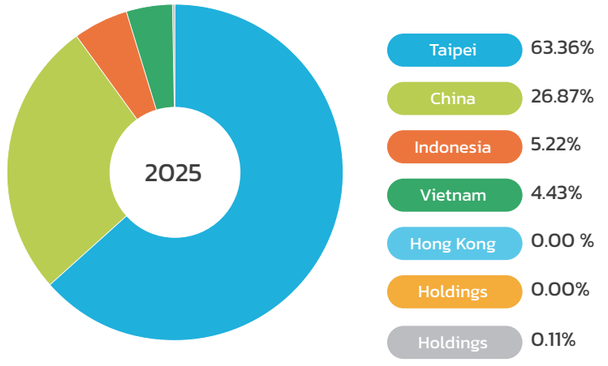
| Item | 2023 | 2024 | 2025 |
|---|---|---|---|
| Net income before tax | 1,204,528 | 1,774,493 | 1,548,052 |
| Income tax expenses | 277,707 | 458,659 | 282,102 |
| Effective tax rate | 23.06% | 25.85% | 18.22% |
| Income tax paid | 170,855 | 406,834 | 394,502 |
| Cash tax rate | 14.18% | 22.93% | 25.48% |

Unit: NTD thousand

**Income Tax Expenses by Region**



## 5.4 Achievements in Product Innovation and Intellectual Property

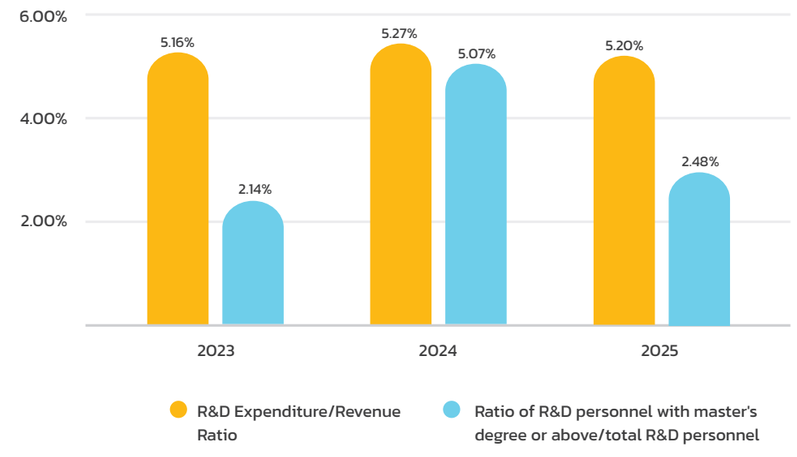
### 5.4.1 Material Topic: Innovative R&D

Innovation and R&D are central to the Group's continued efforts to enhance customer value and market competitiveness in the automotive components industry. In response to the rapid advancement of vehicle electrification and intelligence, as well as evolving regulatory requirements, the Group adopts a systematic approach to R&D planning to strengthen its capabilities in product design, material applications, and process technologies. This enables the Group to respond promptly to the stringent performance, quality, and delivery requirements of global automakers and Tier 1 customers.
By deepening early-stage development and strengthening cross-functional collaboration, the Group shortens product development lead times, enhances design maturity, and reduces the risks associated with product development and mass production. These efforts help customers accelerate the launch of new vehicle models and expand their market presence, thereby fostering long-term and stable partnerships.
Innovation and R&D also support the Group's expansion into high-value-added products and new application fields, increase product differentiation and technological barriers to entry, and reinforce its critical position in the global automotive supply chain. This provides sustained momentum for the Group's growth and lays the foundation for its long-term competitive advantage.

| Policy / Commitment | Goals | | Resources invested during the year | Concrete results | Responsible department/ reporting mechanism | Evaluation mechanism |
|---|---|---|---|---|---|---|
| | Short-term goals | Medium- and long-term goals | | | | |
| Policy:<br>Keeping abreast with trends, integrating resources, satisfying needs, and providing comprehensive product services.<br><br>Commitment:<br>Developing and promoting diversified and high value-added products, actively collaborating with automobile manufacturers to develop green new energy products, and promoting the realization of new energy products. | 1. Proactively develop high-frequency, high-voltage, and PCB products, facilitate the application in automated driving assistance to effectively conserve energy, and promote the realization of green products.<br><br>2. Target of patent number: 30. | 1. Continue to develop and promote high-frequency, high-voltage, PCB products, and SMT board terminals to achieve the realization of new energy products.<br><br>2. Target of patent number: 36. | 1. R&D costs:<br>NTD 510,740 thousand<br><br>Major Cost Breakdown:<br>Nanjing: NTD 175,308 thousand<br>Dongguan: NTD 117,581 thousand<br>Taipei: NTD 160,292 thousand<br><br>2. Human Resources:<br>In 2025, the Group had 685 R&D personnel, an increase of 113 from the same period of the previous year (+19.76%). | 1. New Energy Products<br>1.1 The achievement rate for high-frequency and high-voltage product targets reached 98.86 % in 2025, representing year-on-year growth of 31.70%.<br><br>1.2 In 2025, the average production efficiency of plastic and rubber products and terminal components increased by 55.5%, while average material utilization increased by 8.1%.<br><br>2. Patents<br>2.1 A total of 12 patents were granted in 2025, with another 20 patent applications pending.<br><br>2.2 The Group held 170 valid patents as of 2025, an increase of 8% from the previous year.<br><br>2.3 45 Class A patents. | Responsible department:<br>R&D Division<br><br>Reporting mechanism:<br>Independent reporting channel established by the Audit Office | 1. 100%achievement rate of the goals for the development of high-frequency and high-voltage products.<br><br>2. Invention patent achievement rate of 100%. |

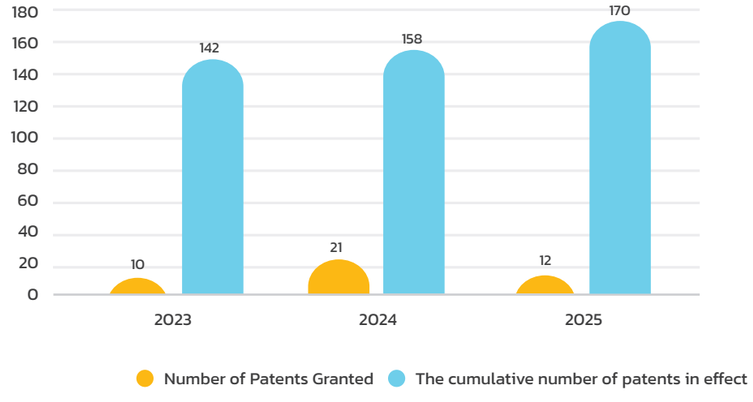
Manpower and expenses invested in R&D

R\&D information




The Number of Valid Patents Obtained

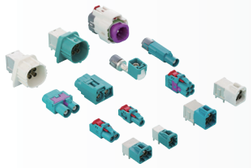
Statistics on Valid Patents




Note: As certain patents expired during the year, the actual number of valid patents has been recalculated.
In 2024, a total of 21 patents were granted, while another 8 patent applications remained under examination.

### 5.4.2 Green New Energy Products

From its inception in 1977, Hulane Group has engaged in manufacturing of various types of metal stamped terminals products. We expanded to plastic connector products in 2004, developing high-quality automotive connectors and customer-specific solutions. We collaborate with automobile manufacturers to design and develop new energy products, thereby fulfilling the high requirements in the industry. Today, we have become a professional connector manufacturer in the automobile and motorcycle industry. Currently, multiple new energy products have been applied in new energy vehicles. Looking ahead to future development in new energy vehicles, we will continue to promote the development and realization of new energy products, adhering to the spirit of continuous pursuit of excellence.

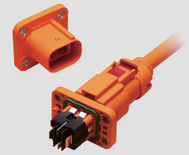


**High-Frequency, High-Speed Connector Solutions**

Board-side and wire-end connectors compatible with USCAR, Rosenberger, and TE high-frequency, high-speed interfaces

**High-Voltage, High-Current Product Solutions**

Connectors covering the entire vehicle 800V high-voltage platform system applications





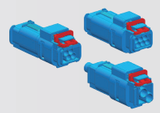
**PCB Control Modules**

New self-designed/ self-manufactured PCB fuse box



**Body Domain Control Product Solutions**

Unsealed connector solutions with high pin-count integration for zonal control architectures



**48 V Product Solutions**

48 V terminal products serving 95% of end-use electrical equipment while reducing power consumption, wire size, and weight

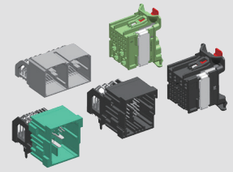


**0.50 mm Unsealed Wire-to-Board Product Solutions**

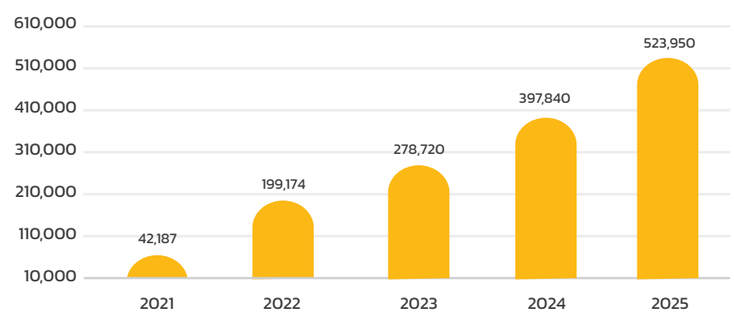
USCAR-compliant 0.50 mm unsealed, miniaturized, industry-standard interfaces available in configurations ranging from 2 to 24 positions

**Hybrid Miniaturized Wire-to-Board Product Solutions**

Miniaturized, lightweight, and compact solutions supporting a wide range of signal and power applications



**Annual Revenue Breakdown for High-Frequency and High-Voltage Products**




Unit: NTD thousand

## 5.5 Value Chain Management

### 5.5.1 Material Topic: Sustainable Supply Chain

The Group seeks to build long-term partnerships with suppliers and promote sustainable development. While continuing to focus on cost, efficiency, quality, and delivery, the Group systematically integrates the principles and practices of environmental sustainability, social responsibility, and sound governance (ESG) into its supply chain management, thereby strengthening its core competitiveness and creating long-term value.

### Policy / Commitment

1. Engage qualified suppliers through evaluation, sign various cooperation agreements, and conduct regular audits based on assessed risk levels to ensure stable supply.
2. Utilize raw materials that comply with international environmental standards, including prohibited and restricted substances and conflict-free minerals.
3. Select suppliers that demonstrate corporate social responsibility and comply with laws and regulations.

### Short-term goals

| | Key Performance Indicator (KPI) | Goals |
|---|---|---|
| E: Environmental | Outsourced processing of copper scrap (Nanjing Hulane) | 100% |
| E: Environmental | Percentage of key suppliers holding ISO 14064-1 certification | 10% |
| S: People (Including Human Rights) | Signing rate of the "Supplier Code of Conduct" among key Tier 1 suppliers | 100% |
| S: People (Including Human Rights) | Number of suppliers signing the "Commitment to Mutual Growth" | 55 |
| G: Governance | Reduction rate of suppliers rated Grade D in sustainability assessments | 20% |
| G: Governance | Number of suppliers rated Grade E in sustainability assessments | 0 |

### Medium- and long-term goals

| | Key Performance Indicator (KPI) | Goals |
|---|---|---|
| ESG Management | 1. Implementation rate of carbon emissions and environmental management among key Tier 1 and Tier 2 suppliers<br>2. Key Tier 1 and Tier 2 raw material suppliers obtaining ISO 14064-1 and ISO 14067 certification | 1. Implementation rate of 50% (number of suppliers covered / total number of suppliers)<br>2. Increase the certification rate by 10% annually |
| Supplier Development | Establish a comprehensive sustainability management framework covering the entire value chain | Incorporate ESG indicators into supplier grading and cooperation assessments |
| Risk Management | 1. Establish supply chain sustainability contingency mechanisms (such as logistics arrangements and reserves of alternative suppliers) to enhance risk resilience<br>2. Strengthen supply chain resilience by developing a diversified supplier network and enhancing the supply chain's ability to withstand risks | 1. Establish supply chain contingency mechanisms<br>2. Establish a diversified supplier network |

### Resources Invested in 2025

1. Supplier ESG Performance Audits and Risk Management: To strengthen supply chain oversight, the Group conducted onsite and online ESG audits of 26 key Tier 1 and Tier 2 suppliers.

**Management Costs Incurred by Operating Site**

| Operating Site | Implementation Cost | Description |
|---|---|---|
| Taipei Hulane | 2,240 | Ongoing monitoring of ESG compliance |
| Nanjing Hulane | 4,888 | Focused guidance and onsite audits |
| Dongguan Hulane | 0 | Resource integration and routine management |
| Vietnam Hulane | 3,661 | Strengthening local supply chain management |
| Indonesia Hulane | 2,035 | Establishing standardized management processes |

Unit: NTD

2. Strategic Engagement:
In 2025, Jiaxing Shangho held its first Supplier Conference, attended by 49 suppliers (including auxiliary material suppliers), with a total expenditure of RMB 34,070.20.
The conference focused on:
A. Technological Innovation: Exchanges on new product development and applications.
B. Strategic Alignment: Communication of the Hulane Group's medium- to long-term ESG plans and implementation progress.
C. Performance Recognition: Recognition of suppliers with outstanding ESG performance and the sharing of best practices to encourage the broader supply chain to undertake sustainable transformation.

3. Digital Management and Supplier Guidance Mechanisms:
In 2025, the Group officially introduced Synesgy, a supplier sustainability assessment and management platform, at a cost of NTD 1.204 million, integrating ESG performance into its procurement procedures.
A. Risk Classification: Quantify suppliers' ESG performance through the digital platform.
B. Improvement Plans: Beginning in 2026, the Group plans to provide targeted guidance to suppliers rated Grade D or Grade E, helping them reduce carbon emissions, achieve their carbon reduction targets, and establish a model of mutual growth and prosperity.

4. Rigorous Supplier Selection Criteria: The "Supplier Development and Management Procedures" expressly set out the selection criteria for new suppliers and incorporate ESG controls into the supplier management process.
All new suppliers must pass an onsite assessment conducted by a Supplier Quality Engineer (SQE), covering: Qualification and Compliance: Business licenses and ISO certifications.
Business Capabilities: Production capacity allocation, technological R&D capabilities, financial stability, and risk resilience.
Sustainable Development: Specific evaluation of ESG implementation capabilities to ensure alignment with the Company's sustainable value chain.

## Concrete results

1. Establishment of the Supplier Sustainability Management Platform

| Operating Site | Planned Onboarding | Actual Onboarding | Achievement Rate |
|---|---|---|---|
| Taipei Hulane | 40 | 35 | 87.50% |
| Nanjing Hulane | 50 | 50 | 100.00% |
| Dongguan Hulane | 50 | 50 | 100.00% |
| **Jiaxing Shangho** | 18 | 18 | 100.00% |
| Vietnam Hulane | 11 | 10 | 90.91% |
| **Indonesia Hulane** | 3 | 2 | 66.67% |
| Total | 172 | 165 | 95.93% |

Unit: Number of Companies

2. Among the Group's qualified suppliers, the signing rate for the Integrity Commitment was 87.76%, while the signing rate for the Social Responsibility Commitment was 83.40%.
Responsible department: Logistics Division
Grievance Mechanism: Independent reporting channel established by the Audit Office.

**HULANE Group Suppliers**

| Category/Year | Qualified suppliers (A) | | | Key raw material suppliers (B) | | | | Key suppliers audited through quality system (C) | Key suppliers evaluated and audited based on ESG (D) |
|---|---|---|---|---|---|---|---|---|---|
| Year | Existing suppliers | New suppliers | Subtotal | Existing suppliers | New suppliers | Terminate cooperation | Subtotal | | |
| 2023 | 704 | 33 | 737 | 153 | 8 | 0 | 161 | 34 | 10 |
| 2024 | 737 | 83 | 820 | 161 | 23 | -4 | 180 | 40 | 23 |
| 2025 | 820 | 234 | 1,054 | 180 | 5 | 0 | 185 | 20 | 21 |
| | 2025 Annual growth rate | | 28.54% | 2025 Annual growth rate | | | 2.78% | 10.81% (Note 3) | 11.35% (Note 4) |

Unit: Number of Companies

Notes:
1. Qualified suppliers (A): Refer to suppliers within the annual list of qualified suppliers, excluding suppliers for general affairs, service, other categories, and individual outsourced processing suppliers.
2. Key raw material suppliers (B): Refer to suppliers of copper materials, plastics, rubber materials, and wires.
3. Key suppliers audited through quality system (C): Key suppliers from the preceding item (B) that underwent quality system audits during the year; the audit rate for 2025 was 10.81%.
4. Key suppliers evaluated/audited based on ESG (D): Key suppliers from the preceding item (B) audited based on ESG items or questionnaires; the audit rate for 2025 was 11.35%.

**2025 Key Supplier Status Table**

| Operating Site | Key Suppliers | Tier 2 Suppliers | Newly Added Key Raw Material Suppliers | Integrity Commitment Letter | Social Responsibility Commitment Letter | ESG Self-Assessments by Key Raw Material Suppliers (Supplier Self-assessment) | Onsite ESG Audits of Key Raw Material Suppliers Conducted by Hulane | Deficiency in the ESG audit (case) | Improvements (case) | Quality Audit | Deficiency in the quality audit (case) | Improvements (case) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Taipei Hulane | 38 | 13 | 3 | 34 | 33 | 29 | 2 | 0 | 0 | 4 | 3 | 3 |
| Nanjing Hulane | 45 | 40 | 1 | 45 | 45 | 45 | 4 | 0 | 0 | 3 | 18 | 18 |
| Dongguan Hulane | 61 | 26 | 5 | 61 | 61 | 61 | 7 | 0 | 0 | 7 | 40 | 40 |
| Jiaxing Shangho | 25 | 10 | 3 | 25 | 25 | 25 | 0 | 0 | 0 | 2 | 0 | 0 |
| Vietnam Hulane | 11 | 2 | 1 | 11 | 11 | 11 | 5 | 0 | 0 | 5 | 2 | 2 |
| Indonesia Hulane | 5 | 6 | 0 | 5 | 5 | 1 | 1 | 0 | 0 | 1 | 0 | 0 |
| Total | 185 | 97 | 13 | 181 | 180 | 172 | 19 | 0 | 0 | 22 | 63 | 63 |
| Percentage | | 52.43% | | 97.84% | 97.30% | 92.97% | 10.27% | | | 11.89% | | |

Unit: Number of Companies

Note:
1. Key suppliers: Refer to suppliers of copper materials, plastics, rubber materials, and wires.
2. The Group continues to promote the signing of the "Integrity Commitment Letter" and the "Social Responsibility Commitment Letter" by existing suppliers. In 2025, the Group had a total of 1,054 suppliers, including 185 key suppliers. The signing rates for the "Integrity Commitment Letter" and the "Social Responsibility Commitment Letter" reached 97.84% and 97.30%, respectively.
3. Regularly conduct annual supplier quality audits. A total of 22 suppliers have been audited, with 63 deficiencies found, all of which were corrected by the end of 2025.
4. The Group had 97 Tier 2 suppliers of key raw materials, equivalent to 52.43% of the number of Tier 1 suppliers of key raw materials. These suppliers primarily provided copper materials and plastics.

### 5.5.2 Customer Relationship Improvement

Hulane Group places great importance on its customers and is committed to building a strong foundation of trust. With enhancing brand value and corporate image at the core of its efforts, the Group aims to engage with world-class automakers as an equal partner.
In product management, Hulane regards product quality and safety and after-sales service as its highest commitments and continues to earn customer recognition by maintaining high-quality service.

#### 5.5.2.1 Management Targets and Performance

Hulane has established clear policies for enhancing customer value across the dimensions of products, services, personnel, and corporate i

| | Management Objectives | Resources Invested and Specific Results in 2025 |
|---|---|---|
| Operating Growth | Achieve revenue of NTD 12.5 billion in 2025 and NTD 30 billion by 2030 | Revenue increased by 11.63% from the previous year in 2025. |
| Customer Value | Present one new product development result to key customers each month | Completed the collaborative development of 150 key products and secured more than 2,000 orders, including approximately NTD 300 million in orders for new products. |
| Brand Influence | Establish a clear brand identity and provide whole-vehicle solutions | Participated in electronica China, investing approximately RMB 560,000. The Group officially debuted its new brand image in the mainland Chinese market, established a clearer brand identity, and presented more comprehensive whole-vehicle solutions than in the past, thereby strengthening its system integration capabilities. Diverse promotional channels also effectively increased brand visibility and substantially expanded the follower base of its WeChat account. |
| Customer Satisfaction | Maintain an average customer satisfaction score above 80 points | All global operating sites met their satisfaction targets, with average scores ranging from 80.5 to 94.4 points. |







#### 5.5.2.2 Customer Feedback and Complaint Handling

Hulane Group has established diverse communication platforms, including online questionnaires, customer feedback channels, and a customer complaint response platform, enabling it to respond promptly to customer needs.

For inappropriate service or product defects, the Company has established the following standardized compensation mechanism:
1. Receipt of Feedback: Upon receiving a complaint, the sales unit immediately assigns a dedicated customer complaint case number.
2. Production Coordination: The production planning unit coordinates comprehensive inspections, rework, or expedited production for urgent orders and quarantines nonconforming products.
3. Flexible Compensation: Products are returned or replenished in accordance with customer requirements to ensure that the customer's production process is not disrupted.
4. Improvement Follow-Up: The Quality Assurance Department proposes corrective actions and continuously monitors their implementation until the case is closed.
5. Grievance Channels: The International Marketing Division is responsible for handling grievances, and an independent grievance hotline has also been established by the Audit Office.

### 5.5.2.3 Customer Satisfaction Survey

In 2025, Hulane distributed questionnaires across its global operating sites to collect customer feedback on quality, delivery, technical support, and other matters.
Satisfaction Performance: All operating sites delivered strong results. Dongguan Puguang (Sales) received the highest score of 94.4 points, while every operating site maintained a score above 80 points.
Key Areas of Customer Concern: Customer priorities varied slightly by operating site. Customers in Taipei and Dongguan placed the greatest emphasis on quality and sales service, while customers in Vietnam and Indonesia focused heavily on delivery and product information.

| Operating Site | Taipei HULANE | Dongguan Puguang (Sales) | Dongguan Puguang (Technical) | Vietnam HULANE | Indonesia HULANE |
|---|---|---|---|---|---|
| Satisfaction Score | 88.12 | 94.4 | 92.2 | 87.41 | 80.5 |
| Key Area of Concern | Quality | Sales personnel service | Material/packaging design | Delivery time | Quality/new products |

Although customer satisfaction at Indonesia Hulane met the target, its score remained below the overall average.
Explanation: Supply chain and logistics issues resulted in delivery times that did not meet customer expectations.
Corrective Measures: To address supply chain volatility, Hulane Indonesia will increase safety stock levels for key raw materials and establish a strategic inventory reserve mechanism for high-demand products, thereby effectively mitigating logistics and transportation risks.
These measures are intended to shorten order fulfillment lead times, ensure a stable product supply, and fulfill the Group's long-term commitment to customer service quality.

### 5.5.2.4 Product Health and Safety Management

Hulane recognizes that component quality is critical to automotive safety and strictly complies with the specifications and safety standards of international automakers.
Traceability System: Although Hulane primarily serves system integrators and automakers rather than end consumers directly, it has established a comprehensive product quality traceability system.
Response Mechanism: Should a quality issue raise safety concerns, Hulane will fully cooperate with the customer to conduct a root cause analysis and fulfill its responsibilities in accordance with contractual and legal requirements.
Annual Performance: In 2025, none of the Company's products were subject to automotive recalls due to quality or safety issues, and there were no violations of product health and safety laws or regulations.

## 5.5.3 Product Liability and Safety

Hulane regards product quality as a core corporate competency.
As a leading global supplier of automotive connectors, the Company recognizes that the reliability of every component directly affects driver safety and its customers' brand reputation.

### 5.5.3.1 Quality Management System and Policy

Hulane adheres to its quality policy of "Technological Innovation, Customer Satisfaction."
The Company is committed not only to providing high-quality products but also to incorporating environmental sustainability considerations to ensure that every stage, from product design through delivery, complies with international standards.

| | |
|---|---|
| **International Management System Certifications** | IATF 16949, ISO 9001, and ISO 14001 |
| **Environmental Compliance** | Environmentally friendly materials compliant with the EU RoHS Directive are used throughout the Group's operations, with hazardous substances subject to rigorous controls. |
| **Continuous Improvement** | Through internal and external audit mechanisms and the PDCA cycle, the Group continuously optimizes processes throughout the product life cycle. |

Quality Policy

**International Standards Certifications and Qualifications Recognized by Major Automakers for Laboratory Sites**

| Taipei Laboratory | Nanjing/Dongguan Laboratory | Automaker Accreditation |
|---|---|---|
| •TAF-accredited laboratory in Taiwan<br>•Capable of conducting tests in accordance with international IEC standards and Taiwan's CNS standards | •CNAS ISO/IEC 17025:2017<br>•Approved to conduct testing in accordance with SAE/USCAR-2<br>•Recognition for testing in accordance with VW 80000, VW 75174, and VW 80107 | •Recognized by several leading automakers, including SAIC General Motors (SAIC-GM) |
| Testing Laboratory 3004 | Testing CNAS L4194 (Nanjing) | |
| ISO/ IEC17025:2017 | Testing CNAS L12848 (Dongguan) | |
| | ISO/IEC 17025:2017 | |

Quality Validation Performance in 2025
The Group's laboratories actively respond to customer needs and provide reliable data support for the optimization of existing products and after-sales service.
In 2025, the laboratories completed a total of 1,611 product reliability validation tests, including 451 new product development validation tests and 17 customer service tests.

### 5.5.3.2 Quality Professional Training

To enhance customer service and ensure product safety, provide internal personnel with training related to product quality to ensure stable and safe product supply to customers.

2025 Quality Professional Training_Education and Training Statistics Table

| Item | Number of participants | Total training hours | Training expenses in NTD thousands | Description of training effectiveness |
|---|---|---|---|---|
| Quality System Provisions Training | 1,968 | 3,285.17 | 466.11 | Enhanced employees' understanding of applicable requirements and their ability to respond to second-party and third-party audits, while enabling them to apply the knowledge in internal audits. |
| Training on the Application of the Six IATF 16949 Core Tools | 1,962 | 2,357.14 | 45.37 | Broadened employees' knowledge, strengthened their ability to apply the six IATF 16949 core tools and respond to second-party and third-party audits, and enabled them to apply the tools in internal audits. |
| Quality Analysis Methods Training | 814 | 930.15 | 107.77 | Equipped employees to apply quality analysis methodologies to examine individual issues in depth and identify key problems and root causes. |
| Professional Competence | 4,409 | 5,540.03 | 265.43 | Strengthened employees' quality awareness and improved overall work efficiency, as well as their ability to analyze the causes of defects and make quality determinations. |
| Combined Total | 9,153 | 12,112.49 | 884.68 | |

### 5.5.3.3 Product Marketing and Labeling

Hulane Group is committed to providing transparent and accurate product information. Through rigorous internal management and regulatory monitoring, the Group ensures that all product labeling, marketing, and communications comply with the laws and regulations of the jurisdictions in which it operates, as well as applicable international standards.

### Product Information and Labeling Policy and Implementation

The Group labels and assesses 100% of its product categories. Specific measures include:

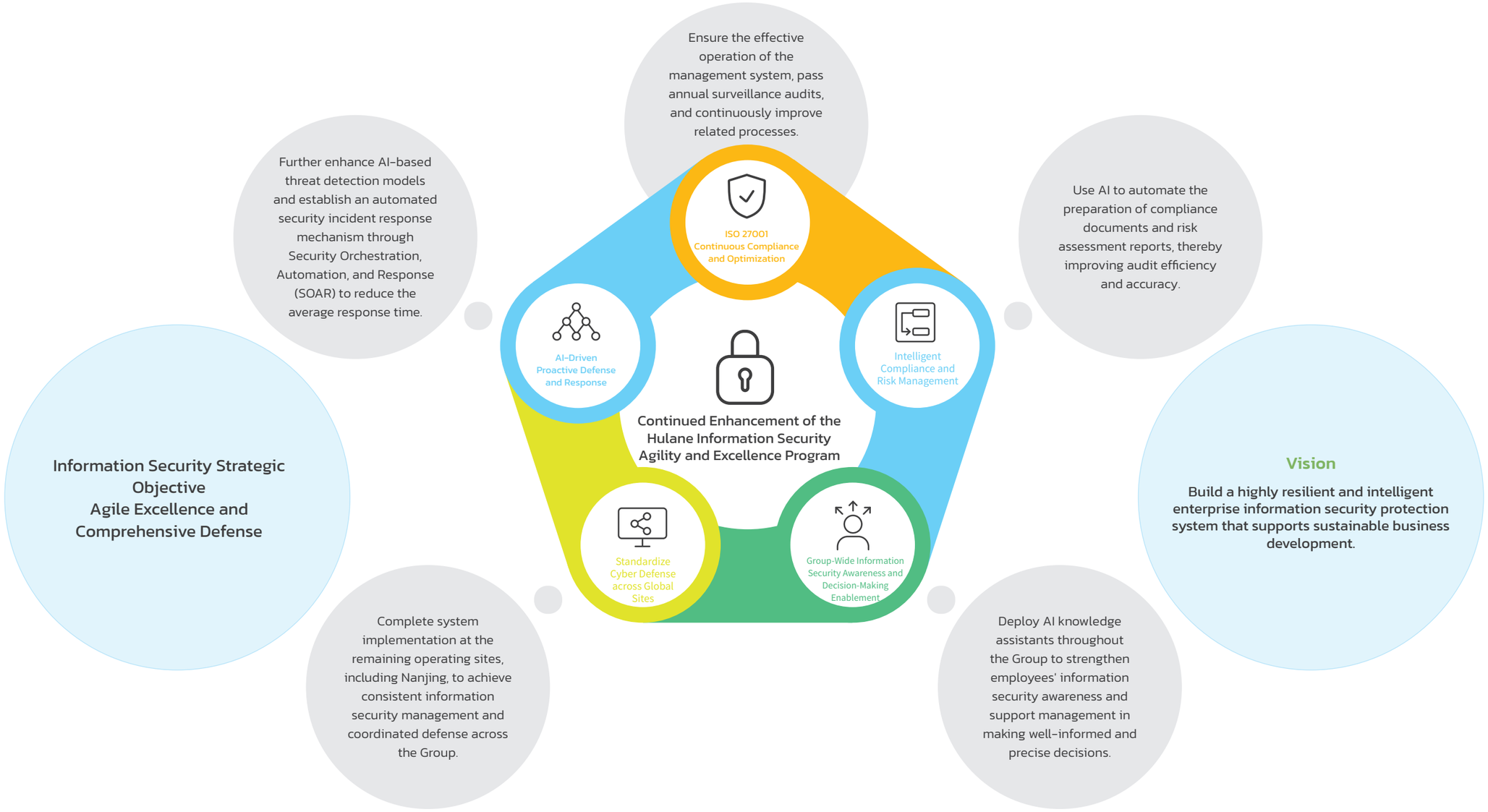
| | |
|---|---|
| **Material Identification and Recycling** | For plastic products, the material type is labeled in accordance with applicable requirements wherever the product structure allows, enabling users to sort the products for recycling based on material type. |
| **Hazardous Substance Management** | RoHS compliance markings are clearly indicated on product drawings and the external packaging of terminal products to ensure compliance with international environmental regulations. |
| **Transparent Documentation** | All documents provided to customers with product samples include complete test reports and supporting documentation, thereby safeguarding customers' right to know. |
| **Product Liability Protection** | To fulfill its product responsibilities, the Group actively maintains product liability insurance with coverage of USD 230,000 thousand. |

The Group achieved zero violations for three consecutive years.

| GRI Disclosure | Disclosure Items | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| 417-1 | Percentage of products and services compliant with information and labeling requirements | 100% | 100% | 100% |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | 0 | 0 | 0 |
| 417-3 | Incidents of non-compliance concerning product and service information and labeling | 0 | 0 | 0 |

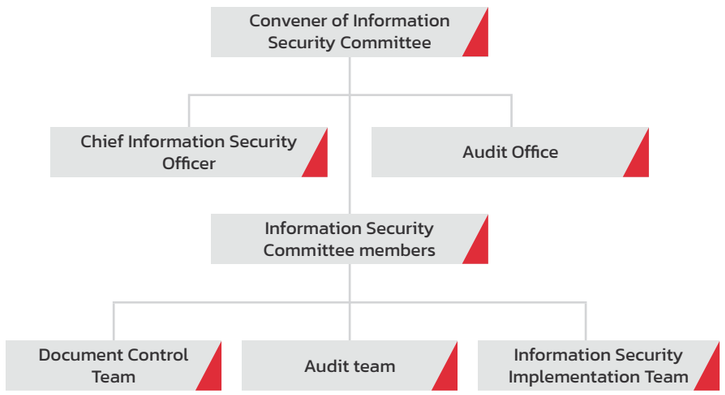
## 5.6 Information Security Protection

### 5.6.1 Policies and Commitments



### 5.6.2 Information Security Committee

**Committee Structure**




**Description on functions**

**Convener**

1. Responsible for the formulating and improving the organization's overall security policy
2. Oversee and review the implementation of the cyber security plan
3. Regularly assess the information security risk status of the organization
4. Make recommendations on cyber security principles

**Chief Information Security Officer**

Responsible for coordinating the promotion of information security efforts.

**Audit Office**

Regularly conduct information security audits.

**Information Security Committee members**

The heads or main responsible persons of relevant departments who participate in its operations

1. Review the objectives and implementation scope of the cyber security management system
2. Review the implementation status of cyber security management operations and the effectiveness of improvements
3. Review policies and regulations related to cyber security, and coordinate the allocation and utilization of resources
4. Supervise the implementation of business continuity drills
5. Review the resources required for implementing corrective measures, including manpower, time, and funds
6. Review the effectiveness of corrective measures
7. At least one management review meeting shall be convened, and extraordinary meetings may be convened if necessary

**Document Control Team**

The announcement, update, issuance, recycling, custody, borrowing, and destruction of cyber security management system documents (including electronic documents), as well as version management and physical record recycling, storage, and management.

**Audit team**

1. Regularly conduct information security inspection
2. Review the compliance of information systems and processes
3. Provide recommendations for improving security controls

**Information Security Implementation Team**

1. Maintain and manage IT infrastructure of cyber security
2. Responsible for implementing and maintaining security defense mechanisms
3. Handle daily security incidents and threats

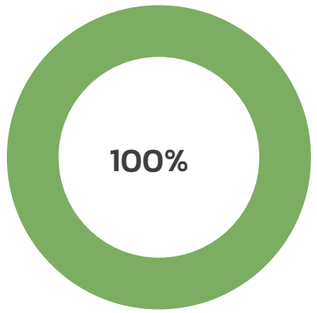
**Operating Practices**

| Information Security Committee | Information Security Implementation Team | Emergency Response Team | Audit team |
|---|---|---|---|
| Meetings are convened quarterly or upon the occurrence of material information security incidents | Meetings are convened on a monthly basis | Irregular meetings are convened in case of material information security incidents | Meetings are convened on a monthly basis |

### 5.6.3 Information Security Implementation Status

**Implementation of the Group's Information Security Protection Systems**

**Dongguan plant**



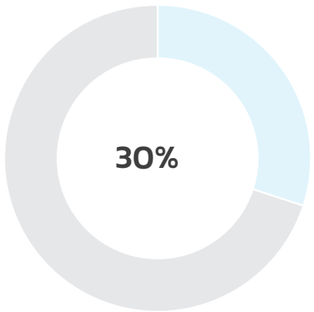

Comprehensive defense mechanisms in operation

- ✓ Network Security Monitoring (NSM): Full traffic monitoring has been deployed.
- ✓ Security Information and Event Management (SIEM): Log correlation analysis and alert mechanisms are operational.

Current Status

- ✓ Entered the operations, maintenance, and rule optimization stage

**Nanjing plant**




Infrastructure under development

- ✓ The underlying server and network architecture is being established
- ✓ Network system compatibility testing and basic module configuration are underway.

Planned Target

- ✓ Full system implementation and launch are scheduled for completion in 2026

**Analysis of Key Information Security Risks (2024 vs. 2025)**

**-68%** ⬇ Decrease in annual high-risk events

Defense mechanisms effectively intercepted threats

**-36%** ⬆ Increase in total detected risks

Improved visibility enables more comprehensive threat detection.

| Key Indicator Category | Indicator | 2024 (Base Year) | 2025 (Through November) | Year-on-Year Trend/Change |
|---|---|---|---|---|
| Risk Profile | Total annual high-risk events | 980,557 | 312,614 | ⬇ Significant decrease (-68%) |
| | Average monthly high-risk events | 81,713 | 28,419 | ⬇ Substantial improvement (-65%) |
| | Total annual risks detected | 32.40,514 | 44,044,692 | ⬆ Total detected risks increased (+36%) (Note: The increase was attributable to the introduction of new systems, which enhanced detection capabilities and optimized the system architecture.) |
| Operating Indicator | Total packets (traffic volume) | Approximately 1.53 billion | Approximately 1.57 billion | ➡ Remained stable, with slight growth |
| Events per second (EPS) | EPS trend range | 441-1174 | 267-2172 | ⬆ EPS increased, while the information security environment became more robust |

## External Threat Monitoring

**52,107,798**

threat attempts intercepted during the year

Total number of attacks successfully blocked by the Group's protection systems.

## Top Risk Categories

1. Miscellaneous Activity — 10,938,409

"Miscellaneous Activity" and "Attempted Information Leakage" accounted for the largest shares and therefore remained the primary focus of monitoring.

2. Attempted Information Leakage — 6,647,733

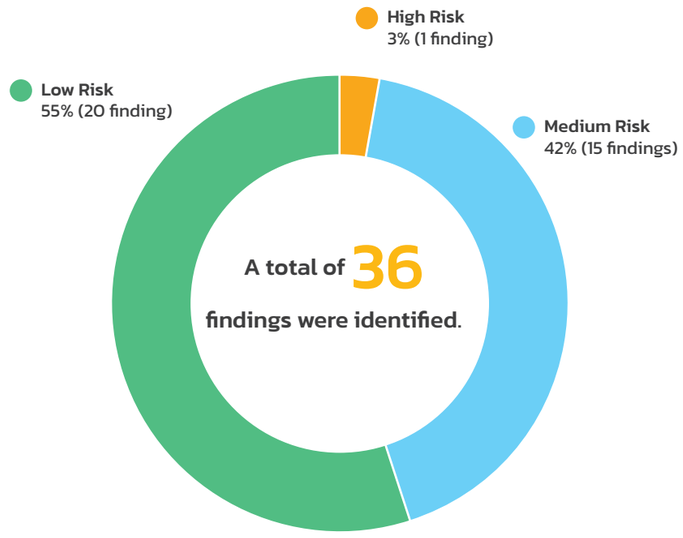
3. Potentially Malicious Traffic — 2,908,733

4. External IP Acquisition Detected on Devices — 2,201,681

5. Potential Corporate Privacy Violations — 146,182

Alerts involving access control violations and attack behavior were less frequent. The number of detected severe attack attempts, such as "denial-of-service attacks" and "attempts to obtain administrator privileges," remained relatively low.

## Internal Vulnerability Governance and Response Measures

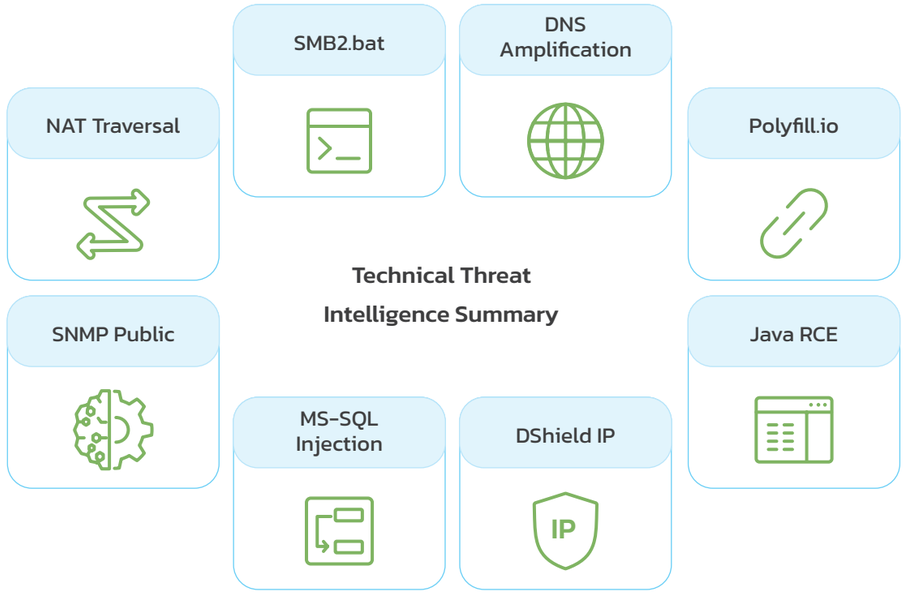



Scope of Assessment: 193 devices

## Recommended Actions NSM Threat Response Strategies

- Review firewall rules
- Restrict remote access
- Strengthen service configurations
- Monitor DNS queries

## 2025 Technical Threat and CVE Analysis Report




### Analysis of the Top 10 Information Security Attack CVEs in 2025

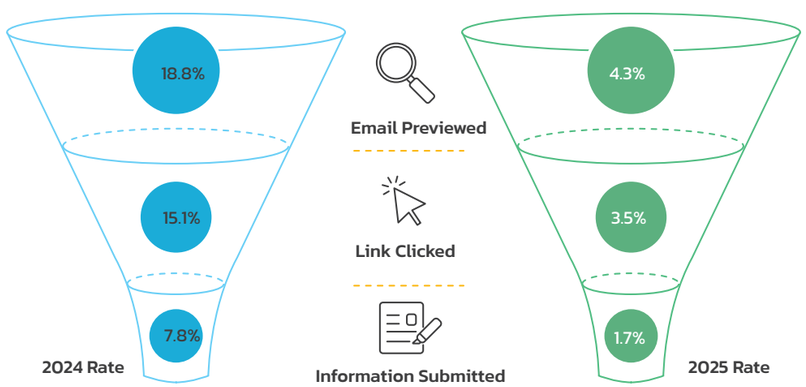
| Rank | CVE Number | Cumulative Incidents During the Year | Notes/Major Products Affected |
|---|---|---|---|
| 1 | CVE-2024-6387 | ≈ 125,000 | Log4j-2 (2.0-beta7~2.17.0) - affecting a wide range of devices |
| 2 | CVE-2024-14007 | ≈ 6500 | Log4j 2 (versions prior to 2.14.1 not patched) |
| 3 | CVE-2015-0204 | ≈ 420 | Microsoft Exchange IMAP buffer overflow |
| 4 | CVE-2019-11500 | ≈ 380 | Windows NT RPC remote procedure call vulnerability |
| 5 | CVE-2021-44228 | ≈ 200 | Apache Log4j JNDI remote code execution |
| 6 | CVE-2020-11900 | ≈ 20 | Cisco AnyConnect (improper authentication) |
| 7 | CVE-2022-22947 | ≈ 20 | Spring Cloud Config Server server-side RCE |
| 8 | CVE-2022-22963 | ≈ 12 | Spring Cloud Config Server remote code execution (similar vulnerability) |
| 9 | CVE-2023-1389 | ≈ 10 | Dovecot IMAP AUTH failure (TLS) |
| 10 | CVE-2022-22963 | ≈ 6 | Spring Cloud Config Server RCE |

Source: 2025 Information Security Attack CVE Analysis Table [cite:43]

## Social Engineering Exercise Results Comparison Between 2024 and 2025 and Related Targets

This report compares social engineering exercise data from the past two years to quantitatively assess changes in employee behavior when responding to phishing emails. The data show significant improvements in risk indicators at every stage, demonstrating the effectiveness of information security awareness training.

### Annual Exercise Results: Significant Reduction in Overall Risk




During the 2025 exercises, the rates at every stage, from previewing emails and clicking links to submitting information, decreased significantly compared with 2024.

### Key Defense Targets for 2025

**Link Click Rate < 7%**

Continue to keep the risk of employees clicking malicious links within the target range

**Credential Submission Rate < 3%**

Ensure that the risk of credential exposure resulting from phishing emails remains extremely low.

### 5.6.4 Information Security Incident Handling Process

**Information Security Incident Classification and Reporting Guidelines**

Promptly inform all personnel of the standard reporting procedures and deadlines to follow upon discovering information security incidents of varying severity.

In accordance with the Company's "Information Security Incident Management Procedures," information security incidents are classified as minor, moderate, or severe based on their level of impact. All personnel who identify a suspected information security incident are responsible for reporting it promptly in accordance with these procedures to ensure that the incident is properly handled.

**Minor Incidents**

General computer or network abnormalities

that do not affect the Company's overall information environment

Within 4 hours

Report the incident to the information technology unit for handling

The management representative reviews and closes the case

After the information technology personnel have resolved the incident, the management representative reviews and approves the case closure

**Moderate Incidents**

Large-scale malware infections or network outages

affecting more than 10 devices and potentially disrupting operations

Within 2 hours

Report the incident to the information technology unit and the management representative

The Committee Chair reviews and closes the case

The information technology unit completes an "Information Security Risk Response Report"

**Severe Incidents**

Hacker intrusions, unauthorized alteration of servers, or data breaches

that may affect the Group's normal operations

Within 30 minutes

Report the incident to the information technology unit and the management representative

Establish an emergency response team and report the incident externally

Report the incident to the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC)

### 5.6.5 Information Security Education and Training Statistics

**2025 Total**

108 Number of participants ▲
Increased training reach

31.99 Hours ▼
Improved efficiency

| Course Category | Details | Number of Participants | Total Hours |
|---|---|---|---|
| General Orientation: Monthly New Hire Training (Classroom Course) | Information Systems and Information Security Awareness Training (0.8333 hours) | 20 | 16.67 |
| General Orientation: Monthly New Hire Training (Classroom Assessment) | Information Systems and Information Security Assessment (0.1667 hours) | 36 | 6.00 |
| General Orientation: Information Security Awareness Training (Online) | Online courses available in Traditional Chinese, English, and Vietnamese | 52 | Approximately 9.32 |
| 2025 Total | | 108 | 31.99 |

Note: Information security education and training statistics cover Taipei Hulane only.

## 5.7 Trade Secret Protection and Transaction Security

Trade secrets have become a key technology indispensable to Hulane Group's sustainable operations and a competitive tool for our products and services, enabling the Group to become a leader in the blue ocean market and a winner in the red ocean market. However, its core value only lies in the "lead time". The competitive advantages exist until the existing or potential competitors develop new processes or technologies, the trade secrets are restored or improved by engineering, or the new or improved goods or services are introduced to the market. Therefore, keeping the trade secret is the priority to capture the market share. There were no substantiated complaints of violation of customer privacy or loss of customer information in 2025.

# 06 Environmental Friendliness

Hulane Group has always operated in an environmentally friendly and sustainable manner. We have established corresponding measures to control energy, water management, greenhouse gas emissions, and waste discharge to minimize the negative impact on the environment.

## 6.1 Raw Material Management

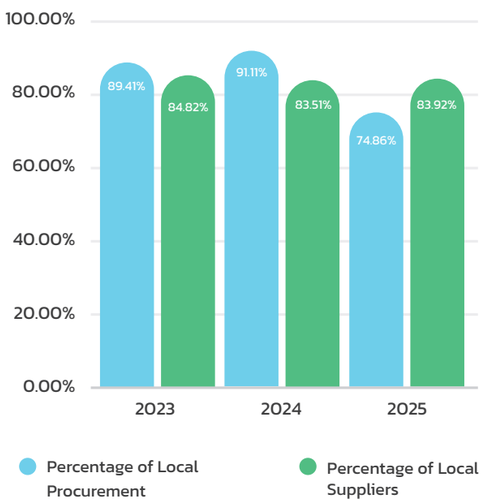
Procure raw materials produced in an environmentally sustainable manner, conserve energy and reduce carbon emissions, collaborate with local suppliers to protect the environment, promote a low-carbon supply chain, increase the recycling and reuse of raw materials, and reduce the use of auxiliary materials.

| Short-term goals | Medium- and long-term goals |
|---|---|
| 1. Increase the proportion of local procurement expenditure for key raw materials to 90%.<br>2. Risk Management: Identify high-risk raw materials, such as those associated with scarcity, conflict minerals, or high carbon emissions, and develop contingency plans for their substitution or reduced use.<br>3. Increase the percentage of key raw material suppliers obtaining ISO 14067 certification to 10%. | 1. Sign "Sustainable Cooperation Agreements" with core suppliers, setting out binding requirements concerning matters such as the proportion of renewable raw materials used and carbon reduction targets.<br>2. Ensure that purchases from suppliers certified to ISO 14067 account for 30% of total procurement expenditure.<br>3. Raw Material Recycling and Reuse Target: Increase the total quantity of raw materials recycled at each plant by 10% year on year. |

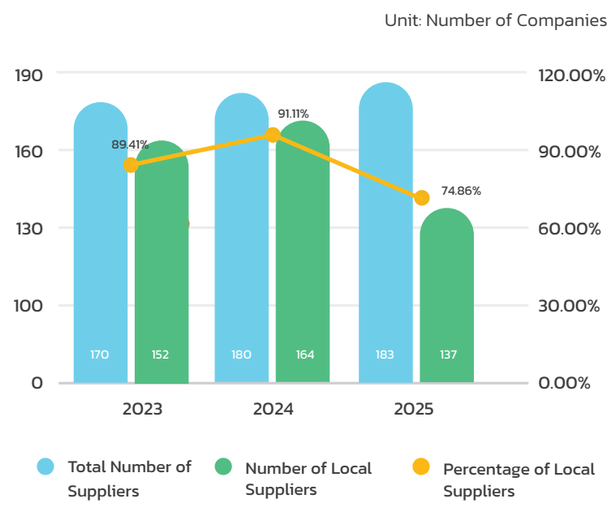
### 6.1.1 Local Procurement Information

Procure raw materials produced in an environmentally sustainable manner, conserve energy and reduce carbon emissions, collaborate with local suppliers to protect the environment, promote a low-carbon supply chain, increase the recycling and reuse of raw materials, and reduce the use of auxiliary materials.

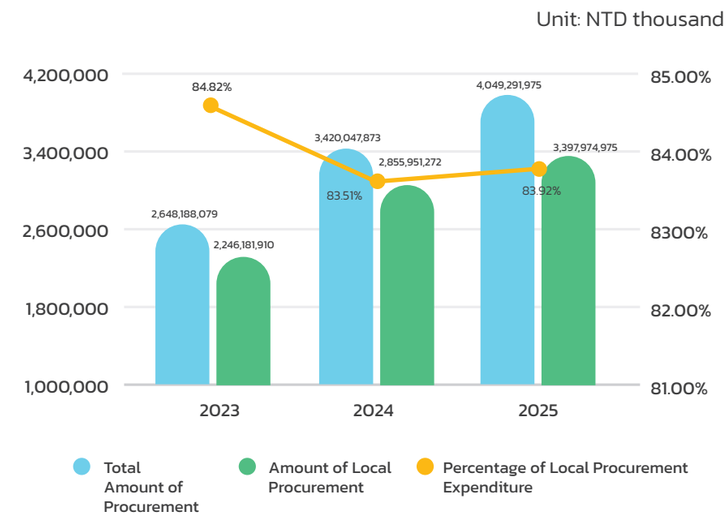
Local Procurement Information




Percentage of Local Suppliers




Percentage of Local Procurement %




Explanation: The number of local suppliers decreased in 2025 compared with 2024 for the following reasons:

(A) Indonesia Hulane has relatively few local material manufacturers. As its production scale expanded, its use of materials produced outside Indonesia increased.

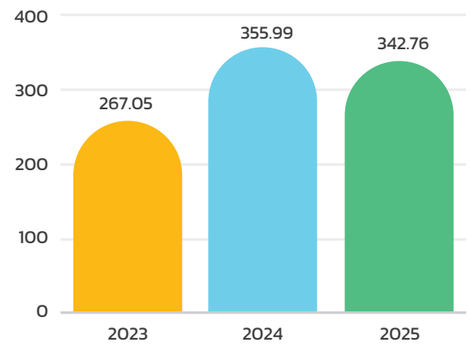
(B) In 2025, Dongguan Hulane imported some raw materials from Taipei.

### 6.1.2 Recycling and Reuse of Raw Materials

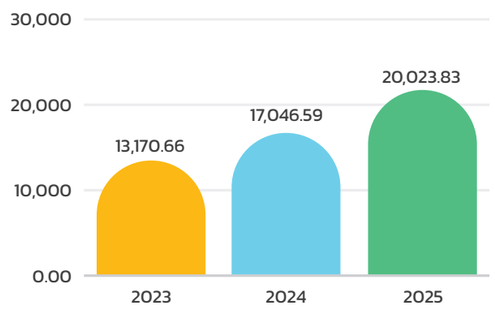
| Year | Renewable materials | | Non-renewable materials | | Total materials recycled and reused | | Total materials used | Total materials used | | | Total weight of pallets and plastic baskets recycled | Total products sold |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total amount | Percentage | Total amount | Percentage | Total amount | Percentage | | Recycle items | Total amount | Percentage | | |
| 2023 | 267.05 | 1.99% | 13,170.66 | 98.01% | 962.24 | 7.16% | 13,437.72 | Plastic spools, pallets, boxes No.2, plastic baskets, etc. | 576.27 | 0.02% | 490.23 | 2,433,346.37 |
| 2024 | 355.99 | 2.05% | 17,046.59 | 97.95% | 586.99 | 3.37% | 17,402.57 | | 740.50 | 0.03% | 501.77 | 2,759,606.07 |
| 2025 | 342.76 | 1.68% | 20,023.83 | 98.32% | 995.29 | 4.89% | 20,366.60 | | 893.42 | 0.03% | 710.11 | 2,843,804.58 |

Unit: Metric tons/%

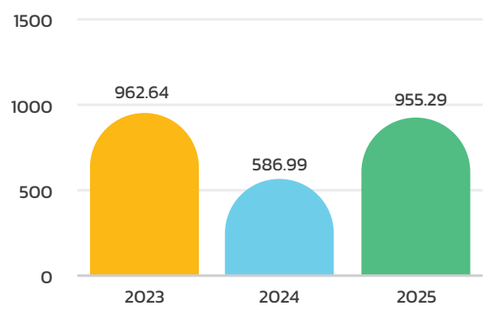
Total renewable materials (Metric tons)



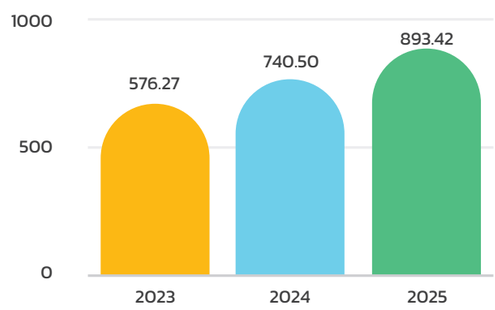

Total non-renewable materials (Metric tons)




Total materials recycled and reused (Metric tons)




Total recycled packaging materials (Metric tons)




Notes: 1. Renewable material: Rubber.
2. Recycled and reused materials used: Copper and plastic.
3. Data Restatement:
A. The total weight of recycled packaging materials was restated because the number of plastic baskets recycled by Jiaxing Shangho in 2024 was inadvertently omitted.
B. The total weight of products sold was restated because the unit gross weight of products reported by Vietnam Hulane for 2024 was entered incorrectly.

## 6.2 Energy, Resources and Greenhouse Gas Management

**Vision:** Achieve net-zero emissions by 2025

| | |
|---|---|
| **Energy Efficiency Optimization** | Conduct regular energy inventories and introduce energy management systems and high-efficiency, energy-saving equipment to conserve energy and reduce carbon emissions. |
| **Greenhouse Gas Management** | Establish a routine greenhouse gas inventory mechanism to monitor and publicly disclose emissions data. |
| **Promoting Low-Carbon Operations** | Increase the Group's use of green electricity to 25% in the short term and 50% by 2030. Work with business partners through a sustainability platform to jointly strengthen greenhouse gas management and resource recycling, thereby building a resilient, low-carbon supply chain. |
| **Regulatory Compliance and Education** | Comply with national environmental laws and regulations and international environmental conventions. Conduct internal education and training to strengthen employees' awareness of climate change and carbon reduction actions. |

**Reduction Targets** Year-on-Year Change in the Group's Carbon Intensity

| 2025-2027 (Short Term) | 2028-2030 (Medium Term) | 2050 (Long Term) |
|---|---|---|
| -10% ↓ | 8%~9% ↓ | Achieve net-zero emissions |

### 6.2.1 Energy Management

**Total Energy Consumption Within the Organization**

Hulane Group's main products are metal stamped terminals products and plastic connectors. The energy used in the manufacturing process is mainly electricity. Therefore, the management of electricity utilization is the key focus of our energy management.

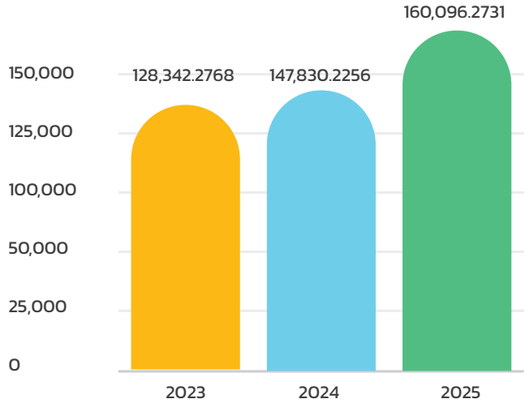
| | 2023 | | 2024 | | 2025 | |
|---|---|---|---|---|---|---|
| Purchased electricity (including purchased green electricity) | kWh | GJ | kWh | GJ | kWh | GJ |
| | 33,648,239.0818 | 121,133.6607 | 37,702,260.4198 | 135,728.1375 | 42,144,847.5580 | 151,721.4512 |
| Solar power | kWh | GJ | kWh | GJ | kWh | GJ |
| | 1,147,744.7938 | 4,131.8813 | 2,404,260.9483 | 8,655.3394 | 1,435,880.4000 | 5,169.1694 |
| Liquefied petroleum gas | Liters | GJ | Liters | GJ | Liters | GJ |
| | 327.7778 | 12.3511 | 159.1667 | 5.9976 | 271.9800 | 11.6151 |
| Diesel used in production processes | Liters | GJ | Liters | GJ | Liters | GJ |
| | 6,524.47 | 229.4597 | 3,457.46 | 121.5957 | 4,096.3897 | 147.9939 |
| Automotive gasoline | Liters | GJ | Liters | GJ | Liters | GJ |
| | 69,600.43 | 2,272.9440 | 84,111.24 | 2,746.8240 | 74,567.0393 | 2,347.7235 |
| Automotive diesel | Liters | GJ | Liters | GJ | Liters | GJ |
| | 15,979.36 | 561.9800 | 16,273.69 | 572.3314 | 19,329.1036 | 698.3199 |
| Total Energy Consumption Within the Organization | GJ | | GJ | | GJ | |
| | 128,342.2768 | | 147,830.2256 | | 160,096.2731 | |

**Energy Consumption Intensity**

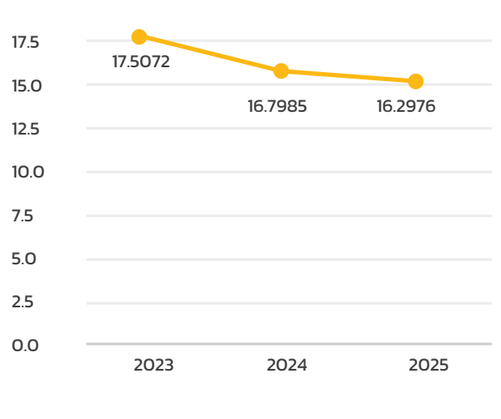
| | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total energy consumption | 128,342.2768 | 147,830.2256 | 160,096.2731 |
| Energy Intensity | 17.5072 | 16.7985 | 16.2976 |

Note: Hulane Group continues to replace aging production equipment with newer models, introduce high-efficiency, energy-saving equipment, and replace company vehicles with electric vehicles. As a result, its energy intensity has decreased year by year.

**Total energy consumption** Unit: (GJ)/NTD million




**Energy Intensity** Unit: (GJ)/NTD million



### 6.2.2 Energy Conservation

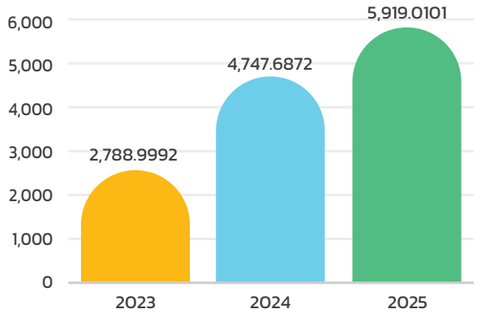
For the purposes of paying attention to energy management issues and responding to serious challenges of future energy management, the Company takes initiatives to improve the energy management system and the intelligent monitoring and control from energy management to energy creation in order to achieve the optimal efficiency of power utilization and continue to carry out the "replacement plan", aiming to gradually replace the old and high energy-consuming equipment year by year with intelligent inverter motors in an attempt to effectively and directly reduce the energy consumption of the Company. In addition to ongoing energy conservation efforts, the Group is actively installing solar power generation equipment and purchasing green electricity.

Three-year energy-saving achievements:

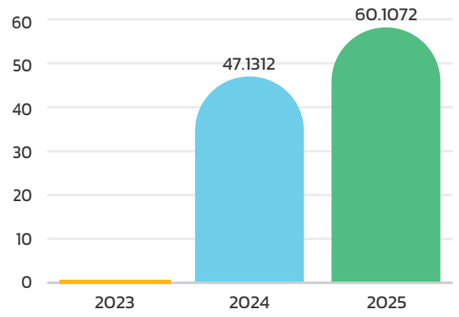
| | 2023 | 2024 | 2025 | Change over the two-year period | |
|---|---|---|---|---|---|
| Process improvement | 2,788.9992 | 4,747.6872 | 5,919.0101 | 1,171.3229 | 24.67% |
| General Office Equipment | - | 47.1312 | 60.1072 | 12.9760 | 27.53% |
| Purchase green electricity | - | 10,774.8000 | 62,805.6854 | 52,030.8854 | 482.89% |
| Solar power | 4,131.8813 | 8,655.3394 | 5,169.1694 | -3,486.1700 | -40.28% |
| | 6,920.8804 | 24,224.9578 | 73,953.9721 | 49,729.0143 | 205.28% |

Unit: Gigajoules (GJ)

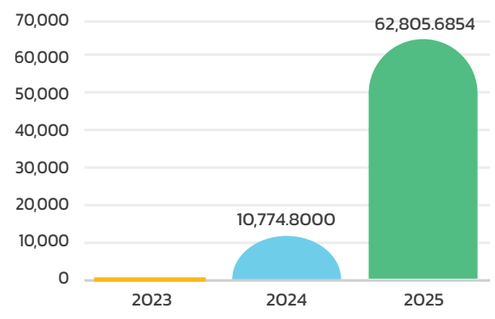
Process improvement Unit: Gigajoules (GJ)



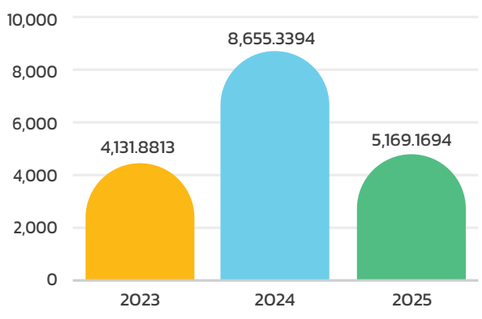

General Office Equipment Unit: Gigajoules (GJ)



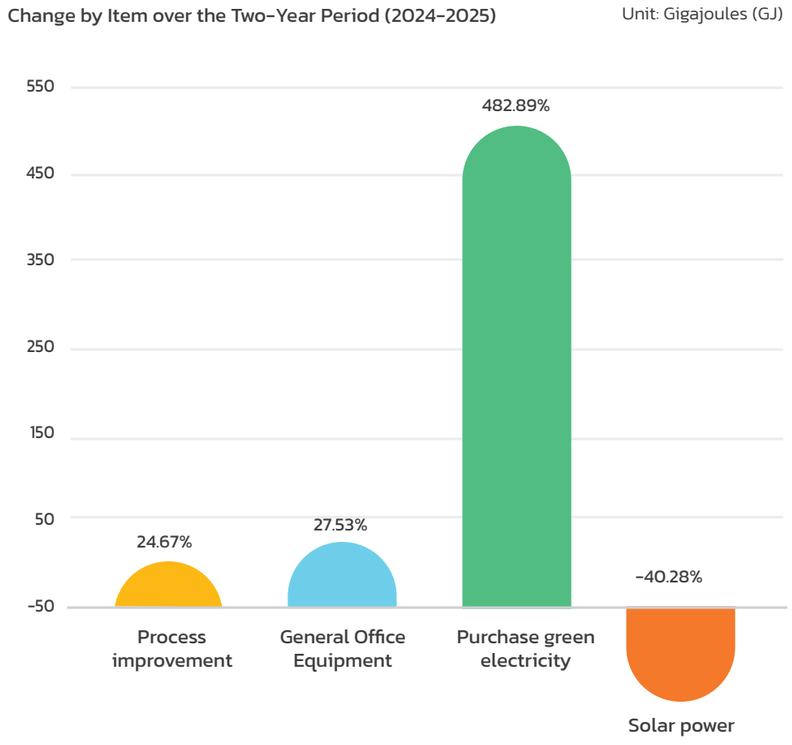

Purchase green electricity Unit: Gigajoules (GJ)




Solar power Unit: Gigajoules (GJ)




Change by Item over the Two-Year Period (2024-2025) Unit: Gigajoules (GJ)



### 6.2.3 Climate Change-related Financial Disclosures

In support of the goals of the Paris Agreement, the Company is committed to achieving net-zero greenhouse gas emissions by 2050 as its long-term vision. It also plans to establish interim reduction targets for 2030 and continue reducing the carbon footprints of its operations and products.
The Company supports national climate policies and regulations aligned with the Paris Agreement and a 1.5°C warming scenario. Should the Company participate in public policy initiatives or industry association activities in the future, it will ensure that its positions are consistent with these climate goals.
Hulane manages climate change in accordance with the four core elements of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD): governance, strategy, risk management, and metrics and targets. This enables the timely identification and assessment of climate-related risks and the development of appropriate response measures in the face of future extreme climate events.

#### Governance

To address potential risks arising from future climate change, Hulane has established an Environmental and Climate Change Risk Task Force under the risk management organization to strengthen risk management and the division of responsibilities. For the structure and duties of each functional risk management organization, please refer to Section 5.2.1 of the Sustainability Report.
The Chief Executive Officer regularly reports to the Risk Management Committee and the Board on climate-related information and trends, as well as Hulane Group's progress in managing climate-related matters.

#### Strategy

##### Climate Risk Assessment Methodology

"Impact Severity" and "Frequency of Impact" are each classified into five levels: lowest, very low, moderate, very high, and highest, with scores of 1, 2, 3, 4, and 5 assigned, respectively.
Based on the data collected through the questionnaires, a composite risk score is calculated for each issue. Issues highly relevant to the Group are then identified accordingly.

##### Identification process

| | |
|---|---|
| **Stage 1: Initial Identification** | 1. Identify physical risk and transition risk issues.<br>2. Select potential financial impacts.<br>3. Define short-, mid-, and long-term. Short-term is 1 to 3 years, mid-term is 3 to 5 years, and long-term over 5 years. |
| **Stage 2: Questionnaire Survey** | 10 questionnaires were distributed to senior executives and independent directors to assess material issues across the short-, medium-, and long-term time horizons, covering both impact severity and frequency of impact. |

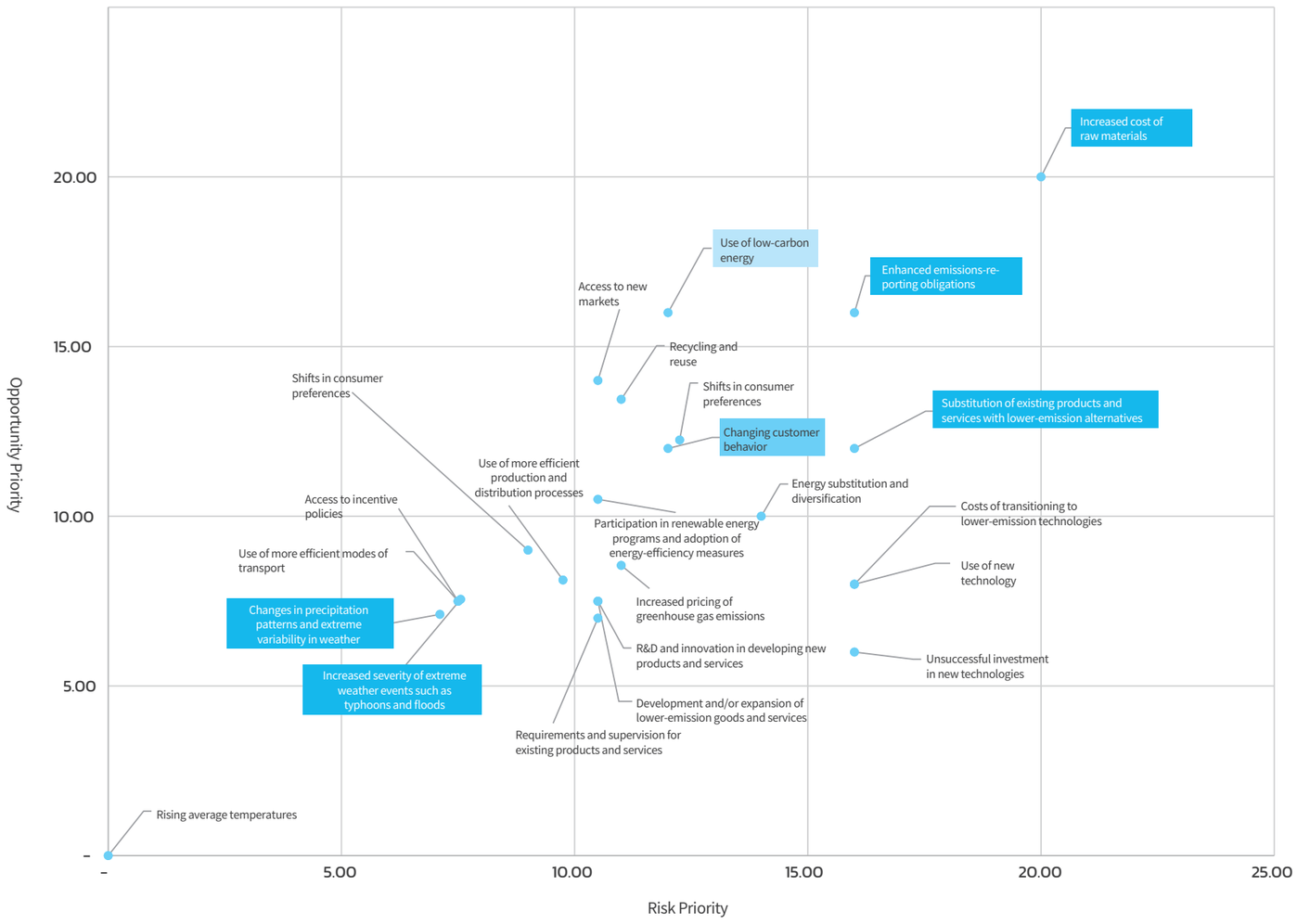
## Risk management

Following Stage 1 identification and the Stage 2 questionnaire survey, the Hulane Group's Environmental and Climate Change Risk Team convened meetings to discuss the risk and opportunity issues considered most urgent and material to the Group. Four short-term climate transition risks and two short-term physical climate risks were selected, together with one short-term climate opportunity and two medium-term climate opportunities. In total, six climate risks and three climate opportunities were identified as priority climate issues requiring Hulane's response.
The specific results of the questionnaire for the short-, medium-, and long-term time horizons are presented below.

| Short Term: 1-3 Years Risk and Opportunity Rankings | | | |
|---|---|---|---|
| Risks | | Issue | Risk Rank |
| Transition Risk | Market | Increased cost of raw materials | 1 |
| Transition Risk | Policies and regulations | Enhanced emissions-reporting obligations | 2 |
| Transition Risk | Technology | Substitution of existing products and services with lower-emission alternatives | 3 |
| Transition Risk | Technology | Unsuccessful investment in new technologies | 4 |
| Transition Risk | Technology | Costs of transitioning to lower-emission technologies | 5 |
| Transition Risk | Market | Changing customer behavior | 6 |
| Transition Risk | Policies and regulations | Increased pricing of greenhouse gas emissions | 7 |
| Transition Risk | Policies and regulations | Requirements and supervision for existing products and services | 8 |
| Transition Risk | Reputation | Shifts in consumer preferences | 9 |
| Physical Risk | Acute | Increased severity of extreme weather events such as typhoons and floods | 10 |
| Physical Risk | Chronic | Changes in precipitation patterns and extreme variability in weather patterns | 11 |
| Physical Risk | Chronic | Rising average temperatures | 12 |

| Opportunity | | Issue | Opportunity Rank |
|---|---|---|---|
| Opportunity | Energy Source | Use of low-carbon energy | 1 |
| Opportunity | Market | Access to new markets | 2 |
| Opportunity | Resource Efficiency | Recycling and reuse | 3 |
| Opportunity | Products and Services | Shifts in consumer preferences | 4 |
| Opportunity | Resilience | Participation in renewable energy programs and adoption of energy-efficiency measures | 5 |
| Opportunity | Resilience | Energy substitution and diversification | 6 |
| Opportunity | Resource Efficiency | Use of more efficient production and distribution processes | 7 |
| Opportunity | Energy Source | Use of new technology | 8 |
| Opportunity | Resource Efficiency | Use of more efficient modes of transport | 9 |
| Opportunity | Energy Source | Access to incentive policies | 10 |
| Opportunity | Products and Services | Development and/or expansion of lower-emission goods and services | 11 |
| Opportunity | Products and Services | R&D and innovation in developing new products and services | 12 |

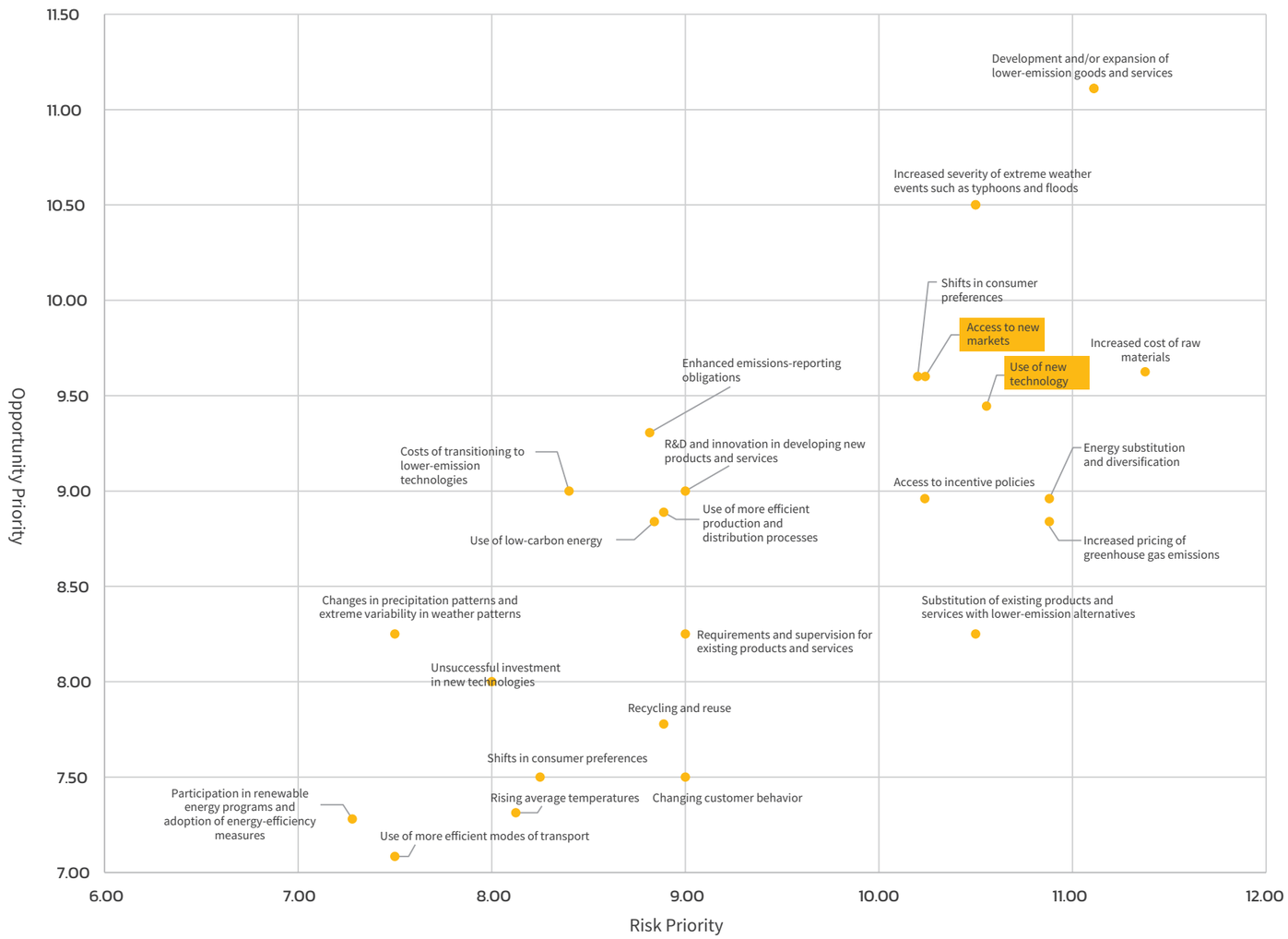
### Short-Term Opportunity and Risk Matrix



| Medium Term: 3-5 Years Risk and Opportunity Rankings | | | |
|---|---|---|---|
| **Risks** | | **Issue** | **Risk Rank** |
| Transition Risk | Market | Increased cost of raw materials | 1 |
| Transition Risk | Policies and regulations | Increased pricing of greenhouse gas emissions | 2 |
| Transition Risk | Technology | Substitution of existing products and services with lower-emission alternatives | 3 |
| Physical Risk | Acute | Increased severity of extreme weather events such as typhoons and floods | 4 |
| Transition Risk | Reputation | Shifts in consumer preferences | 5 |
| Transition Risk | Policies and regulations | Requirements and supervision for existing products and services | 6 |
| Transition Risk | Market | Changing customer behavior | 7 |
| Transition Risk | Policies and regulations | Enhanced emissions-reporting obligations | 8 |
| Transition Risk | Technology | Costs of transitioning to lower-emission technologies | 9 |
| Physical Risk | Chronic | Rising average temperatures | 10 |
| Transition Risk | Technology | Unsuccessful investment in new technologies | 11 |
| Physical Risk | Chronic | Changes in precipitation patterns and extreme variability in weather patterns | 12 |

| Opportunity | | Issue | Opportunity Rank |
|---|---|---|---|
| Opportunity | Products and Services | Development and/or expansion of lower-emission goods and services | 1 |
| Opportunity | Market | Access to new markets | 2 |
| Opportunity | Energy Source | Use of new technology | 3 |
| Opportunity | Products and Services | R&D and innovation in developing new products and services | 4 |
| Opportunity | Energy Source | Access to incentive policies | 5 |
| Opportunity | Resilience | Energy substitution and diversification | 6 |
| Opportunity | Resource Efficiency | Use of more efficient production and distribution processes | 7 |
| Opportunity | Energy Source | Use of low-carbon energy | 8 |
| Opportunity | Resource Efficiency | Recycling and reuse | 9 |
| Opportunity | Products and Services | Shifts in consumer preferences | 10 |
| Opportunity | Resilience | Participation in renewable energy programs and adoption of energy-efficiency measures | 11 |
| Opportunity | Resource Efficiency | Use of more efficient modes of transport | 12 |

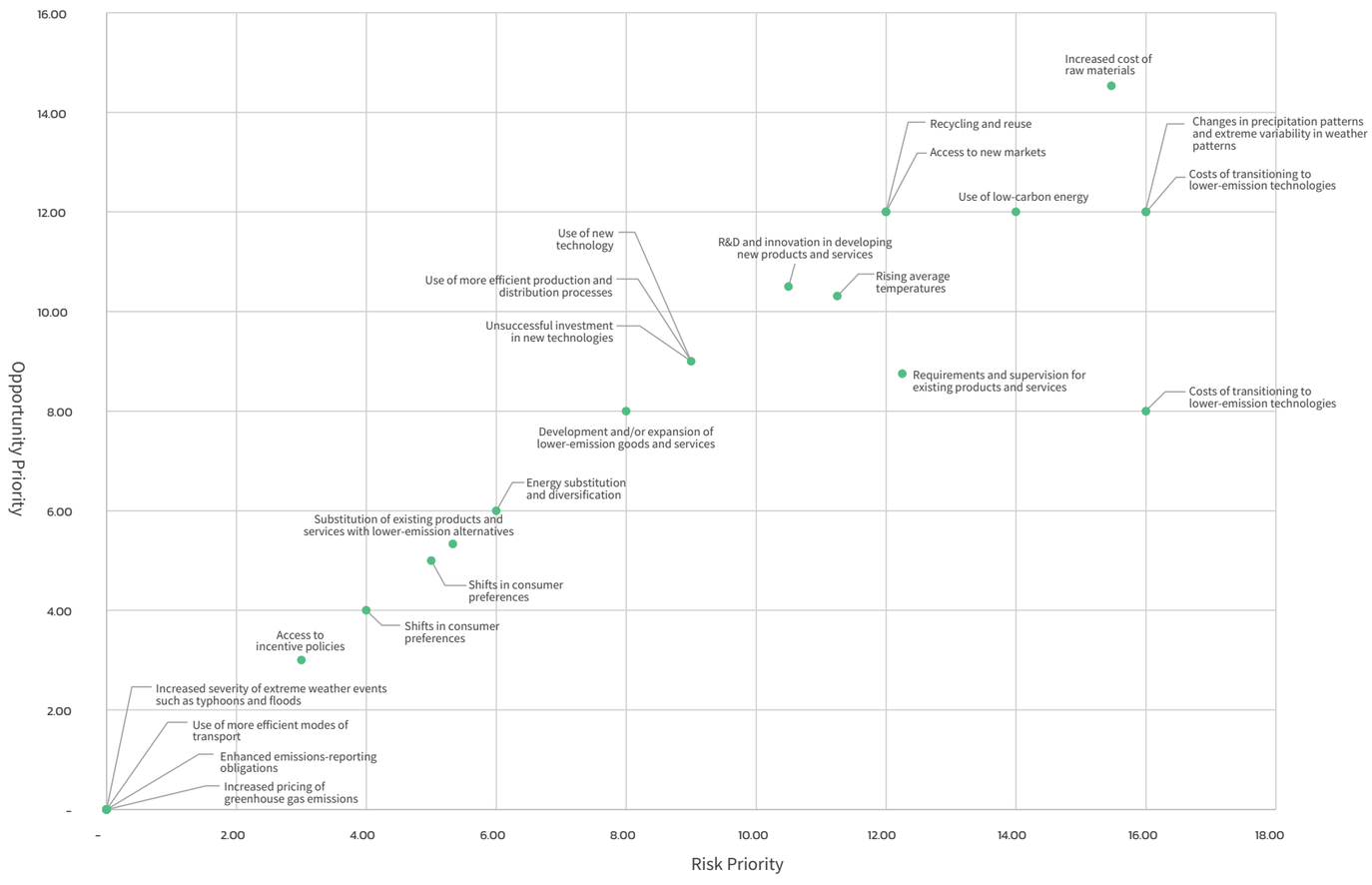
**Medium-Term Opportunity and Risk Matrix**



| Long Term: More Than 5 Years Risk and Opportunity Rankings | | | |
|---|---|---|---|
| **Risks** | | **Issue** | **Risk Rank** |
| Transition Risk | Technology | Costs of transitioning to lower-emission technologies | 1 |
| Physical Risk | Chronic | Changes in precipitation patterns and extreme variability in weather patterns | 2 |
| Transition Risk | Market | Increased cost of raw materials | 3 |
| Transition Risk | Policies and regulations | Requirements and supervision for existing products and services | 4 |
| Physical Risk | Chronic | Rising average temperatures | 5 |
| Transition Risk | Market | Changing customer behavior | 6 |
| Transition Risk | Technology | Unsuccessful investment in new technologies | 7 |
| Transition Risk | Technology | Substitution of existing products and services with lower-emission alternatives | 8 |
| Transition Risk | Reputation | Shifts in consumer preferences | 9 |
| Transition Risk | Policies and regulations | Increased pricing of greenhouse gas emissions | 10 |
| Transition Risk | Policies and regulations | Enhanced emissions-reporting obligations | 11 |
| Physical Risk | Acute | Increased severity of extreme weather events such as typhoons and floods | 12 |

| **Opportunity** | | **Issue** | **Opportunity Rank** |
|---|---|---|---|
| Opportunity | Resource Efficiency | Recycling and reuse | 1 |
| Opportunity | Energy Source | Use of low-carbon energy | 2 |
| Opportunity | Market | Access to new markets | 3 |
| Opportunity | Products and Services | R&D and innovation in developing new products and services | 4 |
| Opportunity | Resource Efficiency | Use of more efficient production and distribution processes | 5 |
| Opportunity | Energy Source | Use of new technology | 6 |
| Opportunity | Products and Services | Development and/or expansion of lower-emission goods and services | 7 |
| Opportunity | Resilience | Participation in renewable energy programs and adoption of energy-efficiency measures | 8 |
| Opportunity | Resilience | Energy substitution and diversification | 9 |
| Opportunity | Products and Services | Shifts in consumer preferences | 10 |
| Opportunity | Energy Source | Access to incentive policies | 11 |
| Opportunity | Resource Efficiency | Use of more efficient modes of transport | 12 |

## Long-Term Opportunity and Risk Matrix



After identifying 6 material risks and 3 material opportunities, Hulane Group's Environmental and Climate Change Risk Team discussed the impacts of each issue on the Group and the corresponding response mechanisms.

| Item | | Climate Change Risk Issues | Risk Level | Time Scope | Impact and Response Mechanism |
|---|---|---|---|---|---|
| Transition Risk | Policies and regulations | Enhanced emissions-reporting obligations | High | Short | Impact Analysis: Primarily reflected in higher operating costs and expenses.<br><br>Response Mechanisms: 1. Establish standardized processes, increase expenditures on consulting services, and introduce external assurance mechanisms.<br>2. Integrate management tools with governance mechanisms.<br>3. Implement substantive emissions-reduction measures to alleviate reporting pressure. |
| | Technology | Substitution of existing products and services with lower-emission alternatives | High | Short | Impact Analysis: 1. Increased capital expenditure and depreciation: To maintain its technological leadership, the Group invested in the development of molds for new energy products (170 sets in total), resulting in higher depreciation expenses in the short term.<br>2. Product versatility preserves asset value: As connector products can be used across multiple platforms and meet the needs of both internal combustion engine vehicles and new energy vehicles, there is no material risk of premature retirement or impairment of the related assets.<br>3. Management and assurance costs: In response to the numerous ESG surveys requested by customers, additional personnel and third-party assurance expenses are required to maintain eligibility for participation in customers' supply chains.<br><br>Response Mechanisms: 1. Intensive investment in technological transformation: A total of 312 sets of dedicated molds for new energy products are planned for development during the critical transformation period from 2026 to 2027, ensuring that the product portfolio can respond promptly to market demand.<br>2. Improving quality stability through automation: Invest in automated assembly equipment for high-frequency and high-speed products to overcome the instability associated with manual processing and ensure the quality of high-specification products.<br>3. Continue responding to customer ESG surveys. |
| | Market | Changing customer behavior | High | Short | Impact Analysis: 1. Changes in consumer preferences may reduce demand for certain products.<br>2. Changes in input costs (such as energy and water) and output-related requirements (such as waste treatment) may increase production costs.<br>3. Changes in energy costs: Rising prices for electricity, water, and other utilities.<br>4. Changes in the composition and sources of revenue.<br>5. Asset repricing: Declining demand for traditional carbon-intensive products may reduce expected future profitability. When the future cash flows generated by an asset decrease, the asset may need to be repriced for accounting purposes, resulting in a reduction in net assets on the balance sheet.<br><br>Response Mechanisms: 1. Increase the development of molds for new energy products, including high-frequency and high-voltage products, to meet market demand and improve revenue and gross margin.<br>2. Introduce energy-saving equipment, replace aging production machinery, and deploy renewable energy facilities (including solar power systems).<br>3. Establish waste-reduction targets in response to changes in output-related requirements, such as waste treatment, to avoid unexpected expenditures. |
| | Market | Increased cost of raw materials | High | Short | Impact Analysis: Future pass-through of carbon tariffs or carbon fees may increase input costs, such as water and electricity expenses, thereby raising the Company's operating costs.<br>Response Mechanisms: 1. Replacement of process equipment: Gradually replace conventional energy-intensive process equipment with high-efficiency, low-energy-consumption equipment.<br>2. Energy Management System (EMS): Under the ISO 50001 framework, continue promoting real-time electricity monitoring at the Vietnam and Indonesia plants (ISO 50001 has not yet been introduced at the Indonesia plant). Monitoring is used to identify equipment or production lines with abnormal energy consumption, optimize contracted capacity, and avoid additional penalties arising from exceeding contracted capacity during peak periods.<br>3. Increase the Group's use of green electricity: (1) Increase green electricity purchases at each plant. (2) Install solar panels on plant rooftops and deploy energy storage systems to increase self-generated renewable electricity and offset electricity procurement costs. (3) Group targets for green electricity use: 25% in 2026 and 50% in 2030. |
| Physical Risk | Acute | Increased severity of extreme weather events such as typhoons and floods | High | Short | Impact Analysis: 1. Reduced or interrupted production capacity, such as production shutdowns, transportation difficulties, or supply chain disruptions.<br>2. Impacts on workforce management and planning, such as employee health and safety risks and absenteeism.<br>3. Write-offs or premature retirement of existing assets, such as damage to property and assets located in high-risk areas.<br><br>Response Mechanisms: 1. Reduce the risk of production capacity reductions or interruptions: Conduct routine inventory checks to maintain adequate safety stock levels.<br>2. Reduce the risk of labor shortages: Provide cross-training for different positions, encourage personnel to support other departments, and gradually increase the proportion of locally hired employees at each operating site.<br>3. Reduce the risk of damage to plants and equipment caused by typhoons and floods: Measures include constructing plants above road level, installing flood barriers, inspecting suspended objects, and reinforcing protective structures.<br>4. Reduce the risk of employee injuries caused by typhoons and floods: Employees are strictly prohibited from going outdoors during disasters to reduce the risk of injury from falling or windblown objects. Employees who do not reside on site are uniformly notified not to report to work to prevent injuries during their commute. Where employees living outside the local area are unable to report to an operating site due to flooding, measures are implemented based primarily on announcements issued by the local government, with the Human Resources Department promptly notifying employees. |

| Item | | Climate Change Risk Issues | Risk Level | Time Scope | Impact and Response Mechanism |
|---|---|---|---|---|---|
| Physical Risk | Chronic | Changes in precipitation patterns and extreme variability in weather patterns | High | Short | Impact Analysis: 1. Higher operating costs.<br>2. Increased infrastructure costs.<br>3. Lower revenue due to reduced production output.<br>4. Higher insurance costs and greater difficulty obtaining insurance coverage.<br><br>Response Mechanisms: 1. Quantify risk exposure: Assess the frequency and depth of flooding at each plant location based on historical meteorological data and regional climate projections. Conduct at least one corresponding natural disaster emergency exercise each year based on the specific risks faced by each plant.<br>2. Develop climate-resilient infrastructure: Review and strengthen waterproofing and flood-control measures at each plant, including raising plant foundations, installing flood barriers, and enhancing drainage systems.<br>3. Business continuity planning and supply chain diversification: Develop emergency response plans for extreme weather events, including production shutdown plans, remote-working mechanisms, and emergency supply chain switching plans.<br>4. Review insurance coverage to transfer risks arising from uncertainties affecting the Company's operations.<br>5. Participate in government disaster prevention programs. |
| Opportunity | Energy Source | Use of low-carbon energy | High | Short | Impact Analysis: Reduced operating costs: As carbon fees and carbon taxes increase, the use of lower-emission energy can significantly reduce environmental compliance costs.<br><br>Response Mechanisms: 1. Increase the proportion of localized procurement within the supply chain to reduce climate-related transportation risks and energy consumption.<br>2. Increase the use of renewable energy at each operating site. All plants have installed solar power generation systems and purchase green electricity in a planned manner to reduce carbon emissions. The target is to increase the Group's use of green electricity to 25% by 2026.<br>3. Supply chain collaboration: Initiatives have been implemented to encourage upstream suppliers to participate in energy conservation and carbon reduction programs, thereby enhancing the Group's brand image. |
| | Energy Source | Use of new technology | Medium | Medium | Impact Analysis: 1. Revenue contribution from patented products: Patented products contributed cumulative revenue of 134,601,815 from 2023 to 2025, with revenue showing steady year-on-year growth.<br>2. Significant reduction in labor costs: Following the introduction of fully automated processing equipment, labor costs per wire harness decreased from RMB 1.79 to RMB 0.092, representing a reduction of 95%.<br>3. Benefits from improved resource efficiency: Mold technology optimization, such as increasing the number of cavities and shortening cycle times, reduces production costs and increases output.<br>4. Reduced costs through material recycling: The in-house plastic scrap recycling program can reduce raw material procurement costs for virgin-resin products by approximately 10% to 15%, thereby improving profitability.<br><br>Response Mechanisms: 1. Mold efficiency and digital management: Continue increasing the number of cavities in newly developed molds (target: at least 10.19 CAV) and reducing cycle times (target: no more than 21.5 seconds) to lower energy consumption per unit.<br>2. Circular economy practices: Expand the scope of recycling and reuse for sprues and runners, progressively increase plastic scrap recycling, and reduce reliance on carbon-intensive virgin materials.<br>3. Patent value management: Implement a patent classification system, with a target of obtaining 30 patents in 2026, including three Grade A patents, to maintain technological leadership and strengthen the ability to secure orders. |
| | Market | Access to new markets | Medium | Medium | Impact Analysis: 1. Market preferences and product transformation: There is a risk that the existing product portfolio may become outdated as the global automotive market transitions from internal combustion engine (ICE) vehicles to electric vehicles (EVs).<br>2. R&D for the low-carbon transition: Develop technologies related to the energy transition to enter new markets, further expand the market reach of products, and increase overall market share.<br>3. Challenges to global supply chain resilience: Establish localized, low-carbon supply chains.<br><br>Response Mechanisms: 1. Green electricity procurement strategy: Mitigate future carbon tax costs, secure long-term operating energy costs, and reduce exposure to energy price volatility.<br>2. Formalize the supply chain review mechanism: Establish a supply chain risk map, together with early-warning and alternative sourcing plans that can be activated before extreme weather events occur, to ensure business continuity.<br>3. New products: In response to the transition toward intelligent and electric vehicles, develop automotive PCB products, establish automotive electronics SMT production lines, and expand production capacity in line with market demand to generate revenue.<br>4. Investment in and acquisition of new markets: Reduce dependence on existing markets and develop new sources of market revenue. |

## Scenario Analysis

Taipei Hulane (Xizhi Headquarters):
For transition risk analysis, the tool available on the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) website was used (https://tccip.ncdr.nat.gov.tw/ds_02_01_ar6.aspx).
Scenario analysis of physical climate risks was conducted using the model tools based on the Sixth Assessment Report (AR6) provided by TCCIP, together with Taiwan's 3D Disaster Potential Map.

Mainland China region
For transition risk analysis, climate projections from Phase 6 of the Coupled Model Intercomparison Project (CMIP6) were used. As warming trends in China are generally projected to exceed the global average, projections were conducted for Nanjing (lower reaches of the Yangtze River), Jiaxing (Hangzhou-Jiaxing-Huzhou Plain), and Dongguan (Pearl River Delta).
https://interactive-atlas.ipcc.ch/
Scenario analysis of physical climate risks was conducted using: The U.S. Environmental Protection Agency's Storm Water Management Model (EPA SWMM) to assess drainage capacity within each plant; and the precipitation thresholds for rainstorm warnings set out in China's "Measures of the National Meteorological Center for the Issuance of Meteorological Disaster Warnings," together with documents issued by the respective local governments.

| Risk Dimension | Operating Site | Assumed Scenario | | | | Key Financial Impacts |
|---|---|---|---|---|---|---|
| Transition Risk | Taipei Hulane | SSP1-26 | Projected temperature increase of 0.7°C-1.1°C between 2040 and 2080 | Maintain an appropriate indoor temperature of 26°C in production areas and administrative offices. | 1. According to building energy research, electricity consumption by air-conditioning systems increases by approximately 6% for every 1°C rise in temperature. Assuming that air-conditioning and cooling systems account for 40% of total electricity consumption at the Taipei Plant, the sensitivity of total electricity consumption to temperature increases is calculated as follows: 1°C × 40% × 6% = 2.4%.<br>2. Taiwan's carbon fee is assumed to be NTD 1,500 per metric ton. | Estimated annual electricity consumption: 8,171,242-8,202,680 kWh;<br>Estimated annual carbon fee expenditure: NTD 5.8098 million-NTD 5.8321 million |
| | | SSP5-8.5 | Projected temperature increase of 0.8°C-2.5°C between 2040 and 2080 | | | Estimated annual electricity consumption: 8,179,102-8,312,710 kWh;<br>Estimated annual carbon fee expenditure: NTD 5.8153 million-NTD 5.9103 million |
| | Nanjing Hulane | SSP1-2.6 | Projected temperature increase of 1.35°C-1.8°C between 2040 and 2080 | | 1. According to research by State Grid Hunan Electric Power Co., Ltd., electricity consumption by air-conditioning systems increases by approximately 6%-10% for every 1°C rise in temperature. For the purposes of this analysis, the midpoint value of 8% has been adopted. Using the midpoint of 8%, and assuming that air-conditioning and cooling systems account for 4.79% of total electricity consumption at the Nanjing Plant during the summer, the sensitivity of total electricity consumption to temperature increases is calculated as follows: 1°C × 4.79% × 8% = 0.38%.<br>2. A carbon price of RMB 74.33 per metric ton on the national carbon emissions trading market is assumed. | Estimated annual electricity consumption: 16,312,411-16,340,395 kWh;<br>Estimated annual carbon fee expenditure: NTD 3.0636 million-NTD 3.0688 million |
| | | SSP5-8.5 | Projected temperature increase of 1.75°C-5°C between 2040 and 2080 | | | Estimated annual electricity consumption: 16,337,286-16,539,395 kWh;<br>Estimated annual carbon fee expenditure: NTD 3.0682 million-NTD 3.1062 million |
| | Dongguan Hulane | SSP1-2.6 | Projected temperature increase of 0.9°C-1.3°C between 2040 and 2080 | | 1. According to the "14th Five-Year Plan for Building Energy Conservation and Green Building Development in Guangdong Province," electricity consumption by air-conditioning systems increases by approximately 6% for every 1°C rise in temperature. Assuming that air-conditioning and cooling systems account for 40% of total electricity consumption at the Dongguan Plant, the sensitivity of total electricity consumption to temperature increases is calculated as follows: 1°C × 40% × 6% = 2.4%.<br>2. The current average carbon allowance trading price in Guangdong Province is approximately RMB 50-80 per metric ton, with RMB 60 per metric ton used for this analysis. | Estimated annual electricity consumption: 8,073,664-8,149,532 kWh;<br>Estimated annual carbon fee expenditure: NTD 0.9956 million-NTD 1.005 million |
| | | SSP5-8.5 | Projected temperature increase of 1.2°C-4°C between 2040 and 2080 | | | Estimated annual electricity consumption: 8,130,565-8,661,644 kWh;<br>Estimated annual carbon fee expenditure: NTD 1.0027 million-NTD 1.0681 million |
| | Jiaxing Shangho | SSP1-2.6 | Projected temperature increase of 1.35°C-1.8°C between 2040 and 2080 | | 1. According to research by State Grid Hunan Electric Power Co., Ltd., electricity consumption by air-conditioning systems increases by approximately 6%-10% for every 1°C rise in temperature. For the purposes of this analysis, the midpoint value of 8% has been adopted. Using the midpoint of 8%, and assuming that air-conditioning and cooling systems account for 15.81% of total electricity consumption at the Jiaxing Plant during the summer, the sensitivity of total electricity consumption to temperature increases is calculated as follows: 1°C × 15.81% × 8% = 1.26%.<br>2. Zhejiang Province does not have a separate provincial carbon price and participates in the unified national market. The average national market price in 2025 was RMB 62.36 per metric ton. | Estimated annual electricity consumption: 3,805,977-3,827,275 kWh;<br>Estimated annual carbon fee expenditure: NTD 0.5119 million-NTD 0.5148 million |
| | | SSP5-8.5 | Projected temperature increase of 1.75°C-5°C between 2040 and 2080 | | | Estimated annual electricity consumption: 3,824,909-3,978,731 kWh;<br>Estimated annual carbon fee expenditure: NTD 0.5144 million-NTD 0.5351 million |

| Risk Dimension | Operating Site | Assumed Scenario | | | Key Financial Impacts |
|---|---|---|---|---|---|
| Physical Risk | Taipei Hulane | Taiwan 3D Disaster Potential Map | Assumption: 300 mm of rainfall within 12 hours during a short-duration extreme rainfall event | According to the 3D disaster potential analysis conducted by the National Science and Technology Center for Disaster Reduction, intense rainfall over a short period could cause flooding on roads surrounding the plant, preventing employees and logistics vehicles from entering or leaving the site smoothly. | A one-day production shutdown across all operating sites would result in a loss equivalent to 0.4% of annual revenue. The estimated impact of a one-day shutdown at each operating site on overall revenue is as follows:<br>1. A one-day shutdown at Taipei Hulane is estimated to affect 0.05% of overall revenue.<br>2. Nanjing Hulane and Dongguan Hulane primarily operate as manufacturing plants, with all products supplied to sales units such as Taipei Hulane and Dongguan Puguang. A one-day shutdown at these two companies is therefore estimated to affect 0.31% of overall revenue.<br>3. Some products manufactured by Jiaxing Shangho are supplied to sales units within the Group, while others are sold directly. A one-day shutdown is estimated to affect 0.01% of overall revenue.<br>4. Vietnam Hulane and Indonesia Hulane operate on a smaller scale. A one-day shutdown would not be sufficient to materially affect revenue; therefore, the degree of impact has not been assessed at this stage. |
| | Nanjing Hulane | EPA Storm Water Management Model (SWMM)—Assessment of drainage capacity within the plant | | According to the EPA SWMM report, under the most severe scenario, accumulated runoff over a 12-hour period could not be discharged. In addition, according to a document issued by the Nanjing Municipal Government, rainfall exceeding 243 mm within 24 hours may cause urban waterlogging equivalent to a 30-year return-period event, preventing employees and logistics vehicles from entering or leaving the site smoothly. | |
| | Dongguan Hulane | | | According to the EPA SWMM report, power outages, logistics disruptions, and instability of slopes surrounding the plant could prevent employees and logistics vehicles from entering or leaving the site smoothly.<br>Comparison with national standards: Under China's "Measures of the National Meteorological Center for the Issuance of Meteorological Disaster Warnings," the threshold for the highest-level red rainstorm warning is accumulated rainfall of at least 150 mm over the preceding 12 hours. Such rainfall could cause flooding on roads surrounding the plant, preventing employees and logistics vehicles from entering or leaving the site smoothly. | |
| | Jiaxing Shangho | | | According to the EPA SWMM report, accumulated water could enter the site easily but drain away only with difficulty, potentially interrupting road traffic and preventing employees and logistics vehicles from entering or leaving the site smoothly.<br>In addition, under China's "Measures of the National Meteorological Center for the Issuance of Meteorological Disaster Warnings," the threshold for the highest-level red rainstorm warning is accumulated rainfall of at least 150 mm over the preceding 12 hours. Such rainfall could cause flooding on roads surrounding the plant, preventing employees and logistics vehicles from entering or leaving the site smoothly. | |

Notes: 1. Carbon fee calculation formula = Electricity consumption × Electricity emission factor × Average carbon fee per metric ton.
2. Vietnam Hulane, Indonesia Hulane, and Europe Hulane are not included in the scenario analysis at this stage due to their relatively small scale of operations.

## Indicators and Goals

Hulane continues to promote climate change goals and reduce GHG emission intensity. The target is to reduce carbon emissions intensity by 10% annually from 2025 to 2026 and by 9% annually from 2027 to 2029.
In 2025, Hulane Group achieved its internal target of reducing carbon intensity by 10% year on year. Going forward, suppliers will continue to be required to implement carbon reduction plans, and a supplier management platform and scoring system will be established. These measures will continue to guide the supply chain toward greater sustainability, align Scope 3 targets with Hulane's own targets, and jointly advance comprehensive carbon reduction.

| | 2024 (Base Year) | | 2025 | | | | Comparison of the two years | | Description |
|---|---|---|---|---|---|---|---|---|---|
| Scope 1<br>Scope 2 | Total emissions | Emission Intensity | Total emissions | Emission Intensity | Total emissions | Emission Intensity | Year-on-Year Change in Total Emissions | Year-on-Year Change in Emissions Intensity | Going forward, suppliers will continue to be required to implement carbon reduction plans, thereby advancing the supply chain toward greater sustainability. Scope 3 targets will be aligned with Hulane's targets to jointly advance sustainability and achieve comprehensive carbon reduction.<br>Beginning in 2026, changes over the two-year period will be presented using both the location-based and market-based methods. |
| | Location-Based Approach | | Location-Based Approach | | Market-Based Approach | | Location-Based Approach | | |
| Scope 1 | 808.3974 | 0.0919 | 828.3054 | 0.0844 | 828.3054 | 0.0844 | 19.9080 | ↓ 8.16% | |
| Scope 2 | 18,603.8053 | 2.1140 | 21,845.3589 | 2.2237 | 13,392.8212 | 1.3634 | 3,241.5536 | ↑ 5.19% | |
| Scope 3 | 55,345.4303 | 6.2891 | 72,259.4756 | 7.3560 | 72,259.4756 | 7.3560 | 16,914.0453 | ↑ 16.96% | |
| Total emissions | 74,757.6330 | 8.4950 | 94,933.1399 | 9.6641 | 86,480.6022 | 8.8038 | 20,175.5069 | ↑ 13.76% | |

Unit: tCO2e/NTD Million

### 6.2.4 Greenhouse Gas and Carbon Emissions

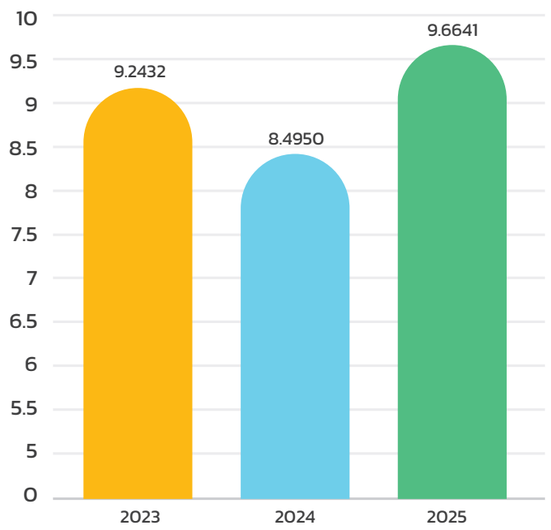
In order to fulfill its corporate responsibility, Hulane Group has proactively committed itself to the baseline GHG emissions inventory at its factories since 2021. These efforts enable us to capture the status of GHG emissions and to further implement voluntary GHG reduction-related plans. Our GHG carbon emissions have also undergone verification conducted by BSI, an external verification institution, with 2024 set as the baseline year for GHG inventory.
Quantitative method: The calculation of greenhouse gas emissions is mainly based on the emission factor approach. The calculation is as follows:
Activity data × emission factor × global warming potential (GWP) = CO2 equivalent. Alternatively, the mass balance approach, which refers to the calculation of GHG emissions based on the mass balance of input, output, and consumption of direct filling materials, may be used.
After selecting emission factors according to "Ministry of Environment's GHG Emission Factor Management Table 6.0.4" or "China Products Carbon Footprint Factors Database (2022)," the calculated figure shall be converted into CO2e (carbon dioxide equivalent), using metric tons per year as the unit, based on the Global Warming Potential (GWP) of each GHG as announced by the IPCC.
We adopt the latest version of the GWP value from the IPCC Sixth Assessment Report (2021) as announced in the Guidelines for GHG Emissions Inventory (May 2024).

**Changes in GHG emission intensity in the two years**

| | 2023 | 2024 (Base Year) | 2025 | | Change Between 2024 and 2025 | | Reason |
|---|---|---|---|---|---|---|---|
| | Location-Based Approach | Location-Based Approach | Location-Based Approach | Market-Based Approach | Location-Based Approach | | |
| Scope 1 | 0.1123 | 0.0919 | 0.0844 | 0.0844 | -0.0075 | -8.16% | Going forward, suppliers will continue to be required to implement carbon reduction plans, thereby advancing the supply chain toward greater sustainability. Scope 3 targets will be aligned with Hulane's targets to jointly advance sustainability and achieve comprehensive carbon reduction.<br>Beginning in 2026, changes over the two-year period will be presented using both the location-based and market-based methods. |
| Scope 2 | 2.6029 | 2.1140 | 2.2237 | 1.3634 | 0.1097 | 5.19% | |
| Scope 3 | 6.5280 | 6.2891 | 7.3560 | 7.3560 | 1.0669 | 16.96% | |
| Combined Total | 9.2432 | 8.4950 | 9.6641 | 8.8038 | 1.1691 | 13.76% | |

Greenhouse Gas Emissions Intensity for the Past Three Years (Location-Based Approach)

Unit: tCO2e/NTD Million



| Item / Year | 2023 Location-Based Approach | | 2024 (Base Year) Location-Based Approach | | 2025 Location-Based Approach | |
|---|---|---|---|---|---|---|
| | Total emissions in tCO2e/year | Intensity in tCO2e/NTD million | Total emissions in tCO2e/year | Intensity in tCO2e/NTD million | Total emissions in tCO2e/year | Intensity in tCO2e/NTD million |
| Scope 1 | | | | | | |
| Taipei Hulane | 133.5995 | 0.0182 | 178.0608 | 0.0202 | **183.3052** | **0.0186** |
| Nanjing Hulane | 253.8919 | 0.0346 | 187.5298 | 0.0213 | **171.6645** | **0.0175** |
| Dongguan Hulane | 132.9578 | 0.0181 | 113.2473 | 0.0129 | **123.8293** | **0.0126** |
| Dongguan Puguang | 42.7727 | 0.0058 | 45.9622 | 0.0052 | **52.6635** | **0.0054** |
| Jiaxing Shangho | 96.8984 | 0.0132 | 90.2549 | 0.0103 | **101.3455** | **0.0103** |
| Vietnam Hulane | 90.0436 | 0.0123 | 88.9065 | 0.0101 | **98.8628** | **0.0101** |
| Indonesia Hulane | 73.2999 | 0.0100 | 81.3879 | 0.0092 | **73.4901** | **0.0075** |
| Europe Hulane | - | - | 23.0480 | 0.0026 | **23.1445** | **0.0024** |
| Total | 823.4638 | 0.1123 | 808.3974 | 0.0919 | **828.3054** | **0.0844** |
| Scope 2 | | | | | | |
| Taipei Hulane | 3,752.8263 | 0.5119 | 4,104.7850 | 0.4664 | **4,149.4139** | **0.4224** |
| Nanjing Hulane | 8,297.1135 | 1.1318 | 7,082.4789 | 0.8048 | **8,825.4276** | **0.8984** |
| Dongguan Hulane | 3,643.2971 | 0.4970 | 3,234.2237 | 0.3675 | **3,501.0531** | **0.3564** |
| Dongguan Puguang | 34.7870 | 0.0047 | 30.2222 | 0.0034 | **38.3481** | **0.0039** |
| Jiaxing Shangho | 924.8990 | 0.1262 | 1,187.3574 | 0.1349 | **1,397.3088** | **0.1422** |
| Vietnam Hulane | 2,119.6480 | 0.2891 | 2,488.1115 | 0.2827 | **3,220.9639** | **0.3279** |
| Indonesia Hulane | 308.8824 | 0.0421 | 476.2882 | 0.0541 | **711.5694** | **0.0724** |
| Europe Hulane | - | - | 0.3384 | - | **1.2741** | **0.0001** |
| Total | 19,081.4533 | 2.6029 | 18,603.8053 | 2.1140 | **21,845.3589** | **2.2237** |

| Item / Year | 2023 | | 2024 (Base Year) | | 2025 | |
|---|---|---|---|---|---|---|
| | Total emissions in tCO2e/year | Intensity in tCO2e/NTD million | Total emissions in tCO2e/year | Intensity in tCO2e/NTD million | Total emissions in tCO2e/year | Intensity in tCO2e/NTD million |
| Scope 3 | | | | | | |
| Taipei Hulane | 14,815.4096 | 2.0210 | 12,767.5867 | 1.4508 | 16,730.4018 | 1.7031 |
| Nanjing Hulane | 10,758.2150 | 1.4675 | 14,721.5856 | 1.6729 | 17,287.7220 | 1.7599 |
| Dongguan Hulane | 9,823.8948 | 1.3401 | 11,101.2966 | 1.2615 | 14,114.7664 | 1.4369 |
| Dongguan Puguang | 404.8420 | 0.0552 | 282.3047 | 0.0321 | 760.7116 | 0.0774 |
| Jiaxing Shangho | 4,459.8468 | 0.6084 | 7,285.9683 | 0.8279 | 10,769.8909 | 1.0964 |
| Vietnam Hulane | 5,312.0559 | 0.7246 | 7,882.6265 | 0.8957 | 10,485.3037 | 1.0674 |
| Indonesia Hulane | 2,280.9464 | 0.3111 | 1,292.8914 | 0.1469 | 2,061.8659 | 0.2099 |
| Europe Hulane | - | - | 11.1705 | 0.0013 | 48.8133 | 0.0050 |
| Total | 47,855.2105 | 6.5279 | 55,345.4303 | 6.2891 | 72,259.4756 | 7.3560 |
| Combined Total | 67,760.1276 | 9.2432 | 74,757.6330 | 8.4950 | 144,518.9512 | 9.6641 |

**Description on Assurance:**
Of Hulane Group's total greenhouse gas emissions disclosed for 2024, Scope 1 emissions amounted to 808.3974 tCO2e (1.08% of total emissions); Scope 2 emissions amounted to 18,603.8053 tCO2e (24.89% of total emissions); and Scope 3 emissions amounted to 55,345.4303 tCO2e (74.03% of total emissions).

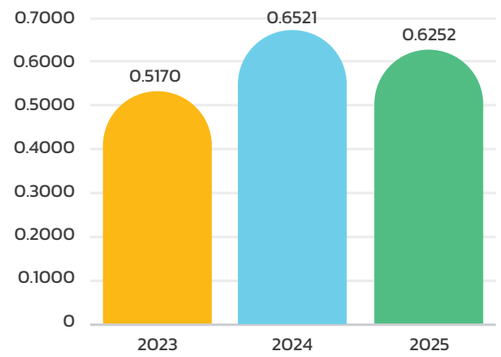
The emissions data were assured by BSI Group Singapore Pte. Ltd., Taiwan Branch, in accordance with ISO 14064-3.
Assurance opinion: Scope 1 and Scope 2 received reasonable assurance, and Scope 3 received limited assurance.
The greenhouse gas inventory data for 2025 are expected to undergo verification by an independent third-party verification body beginning in the second quarter of 2025.

Note: Greenhouse gas emissions intensity is calculated as total emissions in tCO2e divided by consolidated revenue (unit: NTD million).

### 6.2.5 Volatile Organic Compounds Control

The injection molding process at Nanjing Hulane generates organic waste gases in the form of non-methane total hydrocarbons. In 2025, its waste gas treatment equipment was upgraded and replaced with a higher-efficiency adsorption-desorption catalytic oxidation system. Online monitoring equipment has been in place since 2023 to continuously monitor concentration levels in real time. Hulane Group does not use ozone-depleting substances in its production processes.

**Volatile organic compounds** Unit: metric tons




**Organic Waste Gas Treatment Equipment**



**Online monitoring equipment**



## 6.3 Water Resources and Waste Management

### 6.3.1 Water Resources Management

The water sources of Hulane Group are all tap water supplied by water companies, mainly for general domestic use and production use.
Production Water: Production water is used for process electroplating, product cleaning, air-conditioning and equipment cooling systems, and wastewater treatment. When replacing water-using equipment, priority is given to water-efficient designs. The Group also continues to assess water conservation measures, including recycling effluent for reuse in production processes, recycling wastewater from purified water systems for use in cooling towers, recirculating process wastewater, and developing production technologies with lower water consumption.
Domestic Water: To conserve water resources, water-saving toilets were installed when Taipei Hulane's new plant commenced operations. In 2025, Nanjing Hulane installed 65 water-saving faucets, which are estimated to have saved 371.196 cubic meters of water during the year.
Through the efforts of all operating sites, water consumption intensity has decreased year by year. In 2025, water consumption intensity decreased by 0.0006 ML per NTD million, or 15.29%, compared with the previous year.

The results of scenario simulation and analysis conducted using the World Resources Institute's (WRI) Aqueduct Water Risk Atlas are as follows:

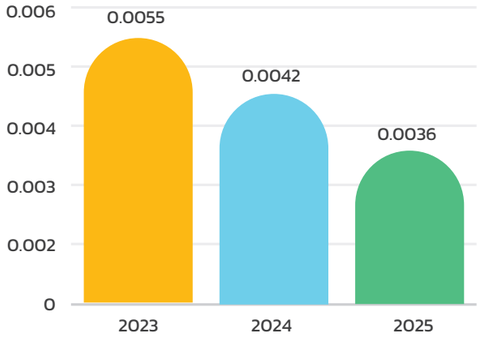
| Region | Risk of Water Shortage |
|---|---|
| Taipei Hulane | 10%~20% |
| Nanjing Hulane | 20%~40% |
| Dongguan Hulane | 10%~20% |
| Jiaxing Shangho | 40%~80% |
| Vietnam Hulane | <10% |
| Indonesia Hulane | 40%~80% |




According to the analysis, the regions where Jiaxing Shangho and Indonesia Hulane are located face high water scarcity risks. To prevent losses resulting from water supply interruptions, Jiaxing Shangho has installed sensor-operated faucets to conserve water and constructed a 28 m³ water tank to store water for emergency use. The water utility serving the industrial park where Indonesia Hulane is located has also installed a water storage tank for emergency use.

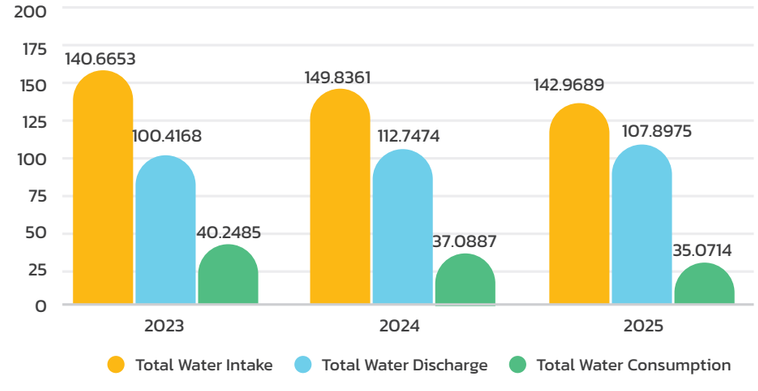
**Group Water Consumption Intensity**

Unit: ML//NTD million




**Group Water Use Statistics**

Unit: ML//NTD million



With respect to wastewater treatment, all domestic wastewater undergoes pretreatment at the factory. It is then discharged to the sewage treatment plan for treatment through a dedicated pipe and finally released into the water body. In compliance with government regulations and laws, the domestic wastewater undergoes annual testing to ensure that it meets the acceptance standard of the sewage treatment plan.

| Taipei HULANE: mg/L | Total Suspended Solids | Emission standards | Copper | Emission standards | Chemical oxygen demand | Emission standards | PH | Emission standards | Cyanide | Emission standards | Oil & Fat | Emission standards |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2023 | 2.50 | 30.00 | 0.69 | 1.50 | 56.00 | 100.00 | 8.80 | 6~9 | 0.0020 | 1.00 | 4.10 | 10.00 |
| 2024 | 2.50 | 30.00 | 0.08 | 1.50 | 37.00 | 100.00 | 7.30 | 6~9 | ND | 1.00 | 3.90 | 10.00 |
| 2025 | 2.50 | 30.00 | 0.92 | 1.50 | 65.00 | 100.00 | 7.70 | 6~9 | 0.5620 | 1.00 | 6.20 | 10.00 |

Effluent from Taipei Hulane is ultimately discharged into the Keelung River. Its wastewater treatment system includes an integrated equalization basin, rapid mixing tank, pH adjustment tank, slow mixing tank, sedimentation tank, gravity thickener, neutralization tank, and sludge dewatering equipment. Regular testing is conducted to ensure compliance with effluent standards.
Beginning in August of the reporting year, the entire electroplating process was outsourced. Going forward, the Company plans to pursue process collaboration or mergers and acquisitions with other electroplating companies to reduce the environmental impact of waste generated from electroplating.

| Nanjing HULANE: mg/L | Total Suspended Solids | Emission standards | Ammonia nitrogen | Emission standards | Chemical oxygen demand | Emission standards | Total phosphorus | Emission standards | PH | Emission standards |
|---|---|---|---|---|---|---|---|---|---|---|
| 2023 | 11.00 | 200.00 | 32.70 | 35.00 | 194.00 | 350.00 | 3.11 | 4.00 | 7.00 | 6~9 |
| 2024 | 88.00 | 200.00 | 32.20 | 35.00 | 337.00 | 350.00 | 3.51 | 4.00 | 7.00 | 6~9 |
| 2025 | 36.00 | 200.00 | 15.80 | 35.00 | 238.00 | 350.00 | 1.20 | 4.00 | 7.60 | 6~9 |

| Dongguan HULANE: mg/L | Total Suspended Solids | Emission standards | Ammonia nitrogen | Emission standards | Chemical oxygen demand | Emission standards | 5-day biochemical oxygen demand | Emission standards | Phosphate | Emission standards | Animal and vegetable oils | Emission standards | Chroma | Emission standards | PH | Emission standards |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2023 | 37.00 | 400.00 | 81.70 | / | 320.00 | 500.00 | 96.00 | 300.00 | 7.19 | / | 1.14 | 100.00 | 3.00 | / | 7.20 | 6~9 |
| 2024 | 36.00 | 400.00 | 80.10 | / | 318.00 | 500.00 | 92.40 | 300.00 | 7.05 | / | 1.30 | 100.00 | 2.00 | / | 7.10 | 6~9 |
| 2025 | 28.00 | 400.00 | 107.00 | / | 382.00 | 500.00 | 168.00 | 300.00 | 10.40 | / | 2.91 | 100.00 | 2.00 | / | 7.00 | 6~9 |

| Vietnam HULANE: mg/L | PH | Emission standards | Total Suspended Solids (TSS) | Emission standards | Biochemical oxygen demand | Emission standards | BOD5 | Emission standards | Nitrogen | Emission standards | Total phosphorus | Emission standards | Ammonia nitrogen NH4+- N | Emission standards | FE | Emission standards | MN | Emission standards | Coliform | Emission standards |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2023 | 7.12 | 5.5~9 | 30.00 | 100.00 | 67.00 | 150.00 | 24.00 | 50.00 | 46.20 | 40.00 | 3.00 | 6.00 | 35.50 | 10.00 | 0.18 | 5.00 | 0.03 | 1.00 | $24x10^5$ | 5,000 |
| 2024 | 7.50 | 5.5~9 | 20.00 | 100.00 | 77.00 | 150.00 | 25.00 | 50.00 | 44.00 | 40.00 | 2.72 | 6.00 | 41.03 | 10.00 | <0.10 | 5.00 | 0.02 | 1.00 | $16x10^4$ | 5,000 |
| 2025 | 8.22 | 5.5~9 | 112.00 | 100.00 | 178.00 | 150.00 | 81.00 | 50.00 | 80.40 | 40.00 | 5.12 | 6.00 | 73.21 | 10.00 | 1.01 | 5.00 | <0.045 | 1.00 | $54x10^4$ | 5,000 |

Note: Environmental monitoring results for Vietnam Hulane showed that six indicators exceeded the applicable regulatory standards. Upon receiving the monitoring results, the Vietnam plant immediately inspected and reviewed all wastewater sources within the plant and conducted resampling and monitoring of wastewater generated by the air compressors. The retest results are expected to be available by approximately January 30, 2026.
Once the monitoring results have been confirmed, the Vietnam plant will continue to implement the necessary corrective and treatment measures in accordance with applicable laws and regulations.

| Indonesia HULANE: mg/L | PH | Emission standards | Total Suspended Solids (TSS) | Emission standards | Biochemical oxygen demand | Emission standards | BOD5 | Emission standards | Nitrogen NO3 | Emission standards | NO2 | Emission standards | Ammonia nitrogen NH3+- N | Emission standards | FE | Emission standards | MN | Emission standards | Coliform | Emission standards |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2023 | 7.20 | 6-9 | 3.00 | 400.00 | 6.10 | 800.00 | 2.00 | 500.00 | 0.9000 | 30.00 | <0.008 | 2.00 | <0.082 | 10.00 | 0.10 | 5.00 | 0.1400 | 2.00 | 0.00 | 0.00 |
| 2024 | 7.32 | 6-9 | 10.00 | 400.00 | 31.70 | 800.00 | 8.20 | 500.00 | 3.1000 | 30.00 | 0.4800 | 2.00 | 7.60 | 10.00 | 0.10 | 5.00 | <0.031 | 2.00 | 0.00 | 0.00 |
| 2025 | 7.27 | 6-9 | 66.60 | 400.00 | 65.00 | 800.00 | 27.60 | 500.00 | 0.0443 | 30.00 | 0.0609 | 2.00 | 138.00 | 10.00 | <0.106 | 5.00 | 0.4190 | 2.00 | 0.00 | 0.00 |

Note: To address the high ammonia nitrogen (NH3-N) concentration, an additional control tank was installed for temporary storage. The wastewater was subsequently treated, retested against the applicable standards, and disposed of accordingly.

### 6.3.2 Waste Management

#### 6.3.2.1 Material Topic: Waste Management

Adhering to the principle of improvement at the source, we start by enhancing efficiency in the production process, then reduce the consumption of raw materials, and control waste at the end of the process. The waste is recycled or disposed of by suppliers certified by qualified licenses, aiming to achieve the effect of waste resource recovery and utility maximization.

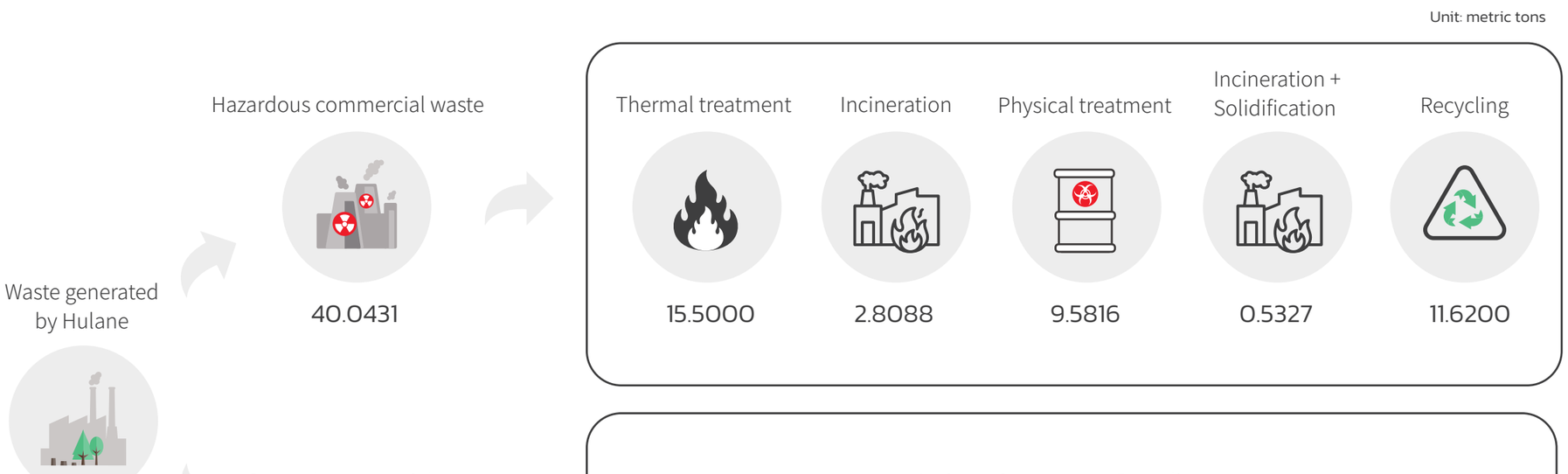
| Policy / Commitment | Goals | | Resources invested during the year | Concrete results | Responsible department/ reporting mechanism | Evaluation mechanism |
|---|---|---|---|---|---|---|
| | Short-term goals | Medium- and long-term goals | | | | |
| Reduce raw material consumption in the manufacturing process, minimize waste generation at the end, and lessen the environmental impact of waste. | 1. Continue to reduce the process scrap rate by 20%.<br>2. Reduce hazardous waste by 5%.<br>3. Reduction of sludge output: YOY decrease of 50% in wastewater and sludge.<br>4. Reduce general industrial waste:<br>Taipei Hulane: Reduce paper procurement expenditure.<br>Nanjing Hulane: Reduce other waste generated per capita by 15%.<br>Dongguan Hulane: Reduce waste by 10%.<br>Jiaxing Shangho: Reduce other waste by 10%. | 1. At Nanjing Hulane, replace cardboard boxes with plastic crates in the molding process, thereby achieving a cumulative 50% reduction in cardboard box use.<br>2. Reduce general industrial waste by 5% year on year. | 1. Dongguan Hulane introduced a smart solid waste recycling management solution.<br>2. Nanjing Hulane continued implementing general industrial waste reduction initiatives, including awareness campaigns, training, inspections, and recordkeeping.<br>3. In 2025, Nanjing Hulane invested in 3,000 plastic crates at a cost of approximately RMB 9,087. | 1. In the third quarter of 2025, Taipei Hulane began cooperating with OO Electroplating Plant, which took over 100% of Taipei Hulane's electroplating production, significantly reducing the volume of wastewater and sludge generated at the plant. Compared with the 2023 base year, Taipei Hulane's cumulative paper procurement expenditure had decreased by 59%. Electronic forms continue to be introduced each year as alternatives to paper-based forms.<br>2. Nanjing Hulane continued implementing general industrial waste reduction initiatives.<br>Dongguan Hulane implemented a smart solid waste recycling management solution, improving operational efficiency by more than 80%, eliminating human error, and providing accurate, real-time data to support more refined management. | Responsible department: Environmental, health, and safety units at each operating site<br>Reporting mechanism: Independent reporting channel established by the Audit Office | 1. Verify the actual scrap rate through the EIP system.<br>2. Obtain external ISO 14001 certification and pass periodic surveillance audits.<br>3. Compile waste data based on triplicate industrial waste clearance manifests. |

#### 6.3.2.2 Waste Generation and Management

Manufacturing waste includes: general commercial waste and hazardous commercial waste.
General industrial waste mainly includes waste plastics, copper scrap, silicone waste, stainless steel scrap, and waste pallets generated from manufacturing.
Hazardous industrial waste mainly includes copper-containing electroplating sludge, waste oil generated from manufacturing and maintenance, spent activated carbon, waste emulsion, obsolete containers, waste filter elements, waste mold cleaning fluid, and waste lamp tubes.
Waste generated at each operating site is treated through incineration, solidification, physical treatment, recycling, or other methods. All contracted waste collection and transportation service providers are duly licensed operators. All waste is sorted, collected, and stored after generation, and is then transferred off site to duly licensed contractors for treatment.

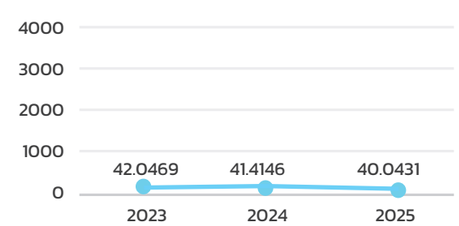
| Details of the qualified certificate for waste disposal obtained by suppliers | | | | |
|---|---|---|---|---|
| Types of Waste | Number of Suppliers | Business Registration Certificates | Obtained Valid Permit | Obtained International Environmental Certification System |
| General commercial waste | 32 | 32 | 5 | 2 |
| Hazardous commercial waste | 11 | 11 | 10 | 5 |

Unit: metric tons

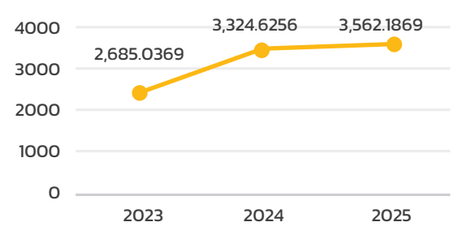



Note: Note: All waste is treated off site.

**Total Weight of Hazardous Waste** Unit: metric tons



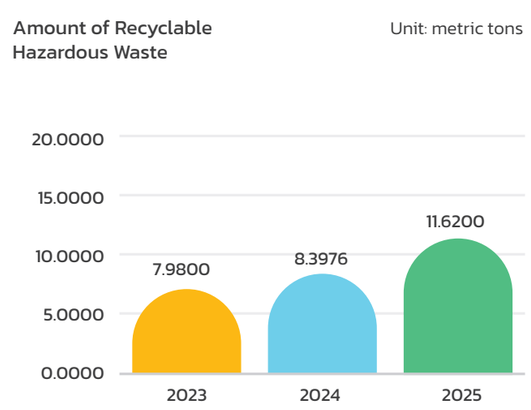

**Total Weight of General Waste** Unit: metric tons

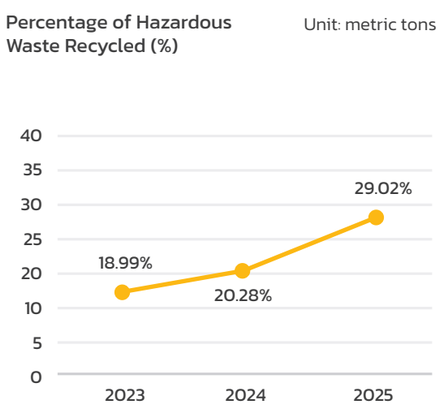


### 6.3.2.3 Waste Recycling and Reuse

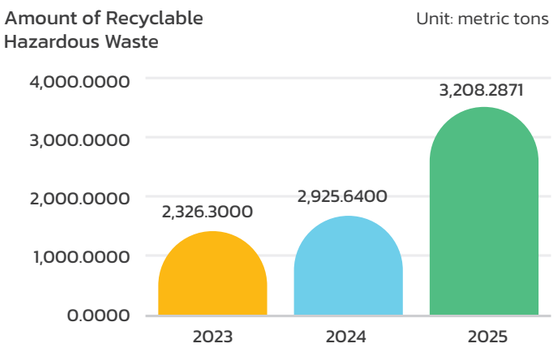
The management of waste generated from production processes prioritizes control at source, with recycling and reuse as the primary objective and final disposal as a supplementary measure. The Group implements waste segregation, strictly controls waste disposal to prevent pollution, and carries out waste sorting and recycling. An electronic management system has also been introduced to reduce paper use in administrative work, with electronic files stored in the cloud. General waste generated from daily activities is also properly sorted and recycled.
Future Plans: From 2026 to 2030, the Company plans to introduce green factory certification systems across the Group and reduce the types of waste generated from production processes. It will also enter into agreements to promote green supply chain integration and transfer waste-intensive processes by pursuing strategic mergers and acquisitions or close collaboration with external professional electroplating companies. Through professional equipment and treatment technologies, the Group aims to enhance its waste reduction capabilities, strengthen the management of waste and wastewater, effectively mitigate the environmental burden of its production processes, and achieve its governance objectives of reducing pollution and carbon emissions.

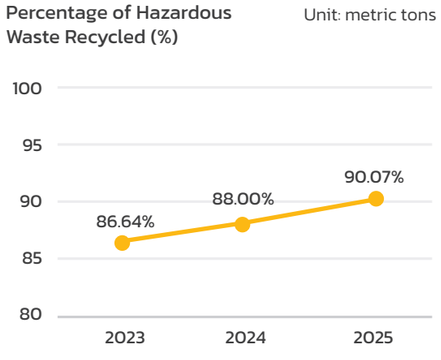
**Hazardous waste recycling**




**General waste recycling**



# 07 Employee Relationship and Social Care

## 7.1 Human Rights Policy Implementation and Management

Policy: In accordance with principles demonstrated by the International Bill of Human Rights, the International Labor Organization's Declaration of Fundamental Principles and Rights at Work, and other international human rights conventions, the Company's human rights policy is published after the approval of the Board of Directors.

The specific measures implemented in 2025 were as follows:

| | |
|---|---|
| **Safeguarding Workplace Safety and Dignity** | Prevention of Workplace Bullying: To protect employees' personal safety, the Company has established the Measures for Preventing Unlawful Infringement in the Performance of Duties and implemented them across all operating sites worldwide. Clear grievance mechanisms and education and training are provided to prevent employees from being subjected to unlawful physical or psychological harm while performing their duties.<br>Prevention of Sexual Harassment: The Company has established the "Management Measures for the Prevention of Sexual Harassment" and adopts a zero-tolerance approach toward sexual harassment. Independent grievance channels have been established, and strict confidentiality requirements are enforced to protect the rights and interests of victims. |
| **Fair Treatment and Non-discrimination** | Diversity and Equality: The principles of fair competition and diversity have been incorporated into the "Work Rules Handbook" and the "Sustainable Development Best-Practice Principles."<br>No discrimination of any kind is permitted in recruitment, performance evaluation, promotion, compensation, or other employment practices on the basis of race, gender, religion, political affiliation, nationality, disability, or sexual orientation, thereby ensuring equal opportunities for development. |
| **Prohibition of Child Labor and Forced Labor** | Prohibition of Child Labor: The employment of children below the statutory minimum working age is strictly prohibited. No instances of child labor were identified at any operating site in 2025. All employees are required to provide identification documents for age verification before commencing employment, ensuring legal compliance from the outset.<br>Prohibition of Forced Labor: The Company strictly prohibits all forms of forced or compulsory labor. Employee rights are expressly protected under the Work Rules. No grievances relating to forced labor were received in 2025, ensuring that all employees perform their work of their own free will. |
| **Respect for Freedom of Association and Communication** | The Company respects employees' rights under local laws to exercise freedom of association and join labor unions or other organizations. It also provides diverse communication channels, such as labor-management meetings and suggestion boxes, to maintain transparent and constructive labor-management dialogue. |
| **Human Rights Training for Security Personnel** | All of the Group's security personnel received formal training on the Company's human rights policies or specific procedures. |

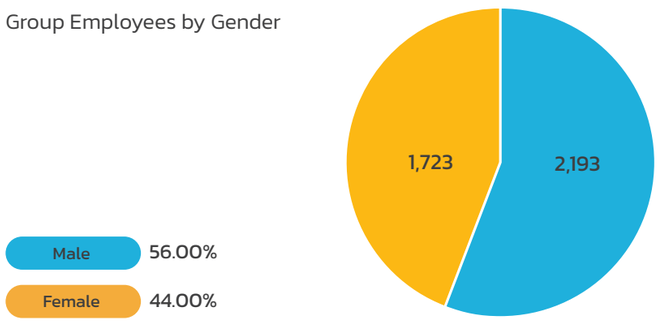
Human Rights Policy

## 7.2 Employee Overview

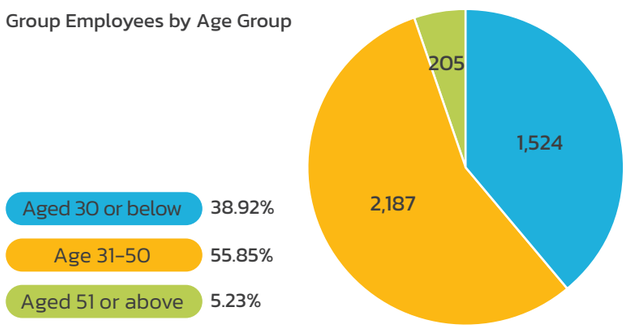
As of the end of 2025, the Hulane Group had 3,916 employees across its operating sites, of whom 3,044 were regular employees (77.73%). Non-regular employees totaled 872 (22.27%). Workers who were not employees primarily comprised 866 agency workers assigned to the Company by external labor dispatch agencies in mainland China (99.31%). There were also 7 other workers who were not employees, including 4 security personnel and three cleaning personnel.

### Employee Structure

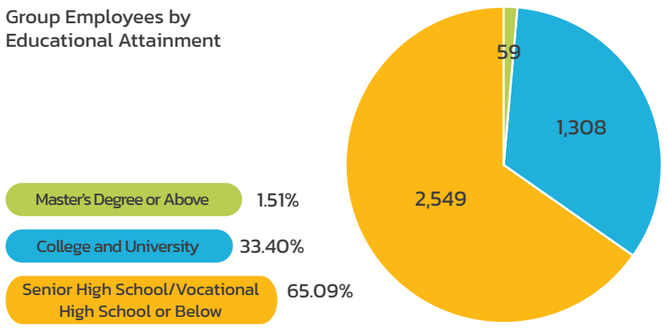
Group Employees by Gender



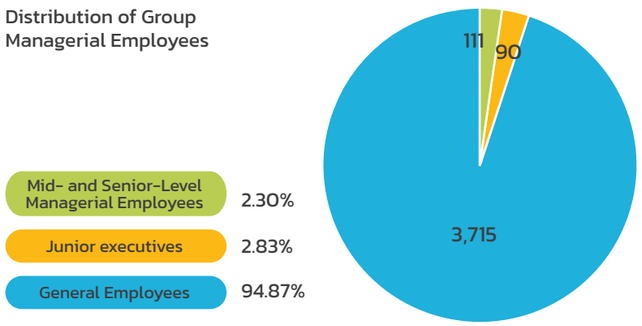

Group Employees by Age Group




Group Employees by Educational Attainment




Distribution of Group Managerial Employees




Note: For information on the workforce composition of each operating site, please refer to Appendix VI, Group Employee Composition Information.

Number of Employees from Minority/Indigenous Groups and Persons with Disabilities

| | | Taipei HULANE | Nanjing HULANE | Dongguan HULANE | Dongguan Puguang | Jiaxing Shangho | Vietnam HULANE | Indonesia HULANE | Europe HULANE | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| Ethnic Minorities (Indigenous Peoples) | Male | 0 | 10 | 27 | 2 | 17 | 63 | - | - | 119 |
| | Female | 1 | 17 | 25 | 1 | 21 | 68 | - | - | 133 |
| | Total | 1 | 27 | 52 | 3 | 38 | 131 | - | - | 252 |
| Persons with Disabilities | Male | 5 | 1 | - | - | 2 | - | - | - | 8 |
| | Female | 4 | 2 | - | - | - | - | - | - | 6 |
| | Total | 9 | 3 | - | - | 2 | - | - | - | 14 |

Unit: Persons

STEM and Revenue-Generating Personnel

| | | Taipei HULANE | Nanjing HULANE | Dongguan HULANE | Dongguan Puguang | Jiaxing Shangho | Vietnam HULANE | Indonesia HULANE | Europe HULANE | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| STEM | Managerial Employees | 13 | 10 | 8 | - | 4 | 6 | - | - | 41 |
| | Non-Managerial Employees | 116 | 231 | 163 | - | 24 | 110 | - | - | 644 |
| | Total | 129 | 241 | 171 | - | 28 | 116 | - | - | 685 |
| Revenue-Generating | Managerial Employees | 2 | 1 | - | 17 | 1 | 1 | 1 | 6 | 29 |
| | Non-Managerial Employees | 33 | 16 | 2 | 68 | 3 | 5 | 5 | - | 132 |
| | Total | 35 | 17 | 2 | 85 | 4 | 6 | 6 | 6 | 161 |

Unit: Persons

Notes: 1. STEM: Personnel in job categories R (Research and Development) and E (Engineering and Technical), who focus on technological R&D and product development. They address industry challenges through innovative solutions and establish the Company's long-term technological competitive advantage.
2. Revenue-Generating Personnel: Personnel in job category S (Sales), who directly translate technological advantages into financial performance through market development, marketing strategies, customer relationship management, and sales activities.

### Proportion of Managerial Employees and Female Managerial Employees

Hulane Group had a total of 90 mid- and senior-level managerial employees, of whom 22 were women (24.44%).

### Proportion of Managerial Employees Hired from the Local Community

Hulane Group employed 72 local mid- and senior-level managerial Employees, accounting for 80% of all mid- and senior-level managerial employees across the Group. Of the Group's male managerial employees, 52 were local residents (76.47%); of its female managerial employees, 20 were local residents (90.91%).

| Operating Site | | Taipei HULANE | Nanjing HULANE | Dongguan HULANE | Dongguan Puguang | Jiaxing Shangho | Vietnam HULANE | Indonesia HULANE | Europe HULANE | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Total Mid- and Senior-Level Managerial Employees | Male | 34 | 11 | 10 | 1 | 5 | 3 | 3 | 1 | 68 | 75.56% |
| | Female | 7 | 4 | 3 | 4 | 0 | 2 | 1 | 1 | 22 | 24.44% |
| | Total | 41 | 15 | 13 | 5 | 5 | 5 | 4 | 2 | 90 | 100.00% |
| Local Residents Serving as Mid- and Senior-Level Managerial Employees | Male | 34 | 9 | 6 | 0 | 1 | 0 | 1 | 1 | 52 | |
| | Male Proportion | 100.00% | 81.82% | 60.00% | 0.00% | 20.00% | 0.00% | 33.33% | 100.00% | 76.47% | |
| | Female | 7 | 4 | 3 | 4 | 0 | 1 | 0 | 1 | 20 | |
| | Female Proportion | 100.00% | 100.00% | 100.00% | 100.00% | 0.00% | 50.00% | 0.00% | 100.00% | 90.91% | |
| | Total | 41 | 13 | 9 | 4 | 1 | 1 | 1 | 2 | 72 | |
| Proportion of Female Managerial Employees Who Are Local Residents | | 100.00% | 86.67% | 69.23% | 80.00% | 20.00% | 20.00% | 25.00% | 100.00% | 80.00% | |

Unit: Persons

## New Hires and Employee Turnover

The proportion of newly hired regular employees reached 42.48% in 2025, representing a significant increase of 26.73% compared with 33.52% in the previous year. Meanwhile, the turnover rate of regular employees was 30.75%, an increase of 19.70% compared with 25.69% in the previous year.
The relatively large increase in this indicator was primarily attributable to the inclusion of employees who left after a short period of employment, without any additional exclusions, resulting in a higher overall turnover figure.

Hulane Group 2025 New Hire and Employee Turnover Statistics

| Employee Categories | | Operating Site | | Taipei HULANE | Nanjing HULANE | Dongguan HULANE | Dongguan Puguang | Jiaxing Shangho | Vietnam HULANE | Indonesia HULANE | Europe HULANE | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| New Hires | | Total Number of New Hires | | 144 | 192 | 372 | 15 | 94 | 439 | 36 | 1 | 1,293 | 42.48% |
| | | Gender | Male | 83 | 124 | 212 | 9 | 58 | 228 | 27 | 0 | 741 | 24.34% |
| | | | Female | 61 | 68 | 160 | 6 | 36 | 211 | 9 | 1 | 552 | 18.13% |
| | | Age | Aged 30 or below | 81 | 115 | 196 | 7 | 78 | 269 | 33 | 0 | 779 | 25.59% |
| | | | Age 31–50 | 57 | 77 | 175 | 8 | 15 | 167 | 3 | 1 | 503 | 16.52% |
| | | | Aged 51 or above | 6 | 0 | 1 | 0 | 1 | 3 | 0 | 0 | 11 | 0.36% |
| | | Academic background | Master's Degree or Above | 18 | 4 | 1 | 0 | 87 | 1 | 0 | 0 | 111 | 3.65% |
| | | | College and University | 73 | 107 | 75 | 7 | 7 | 121 | 6 | 1 | 397 | 13.04% |
| | | | Senior High School or Below | 53 | 81 | 296 | 8 | 0 | 317 | 30 | 0 | 785 | 25.79% |
| Departing Employees | Voluntary Turnover | Total Number of Departing Employees | | 105 | 121 | 311 | 12 | 42 | 336 | 9 | 0 | 936 | 30.75% |
| | | Gender | Male | 66 | 76 | 186 | 6 | 31 | 166 | 7 | 0 | 538 | 17.67% |
| | | | Female | 35 | 45 | 123 | 5 | 11 | 170 | 2 | 0 | 391 | 12.84% |
| | | Age | Aged 30 or below | 46 | 67 | 167 | 4 | 36 | 194 | 6 | 0 | 520 | 17.08% |
| | | | Age 31–50 | 48 | 52 | 142 | 7 | 6 | 141 | 2 | 0 | 398 | 13.07% |
| | | | Aged 51 or above | 7 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 11 | 0.36% |
| | | Academic background | Master's Degree or Above | 11 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 13 | 0.43% |
| | | | College and University | 56 | 59 | 61 | 5 | 2 | 77 | 1 | 0 | 261 | 8.57% |
| | | | Senior High School or Below | 34 | 61 | 248 | 6 | 40 | 258 | 8 | 0 | 655 | 21.52% |
| | Involuntary Turnover | Gender | Male | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 3 | 0.10% |
| | | | Female | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 0.13% |
| | | Age | Aged 30 or below | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 3 | 0.10% |
| | | | Age 31–50 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 0.13% |
| | | | Aged 51 or above | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% |
| | | Academic background | Master's Degree or Above | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00% |
| | | | College and University | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0.10% |
| | | | Senior High School or Below | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 4 | 0.13% |

Note: The total number of employees for the year is based on the total number of regular employees as of year-end (December 31); New Hire Rate = (Total Number of New Hires During the Year / Total Number of Regular Employees at Year-end) × 100%; Turnover Rate = (Total Number of Departing Employees During the Year / Total Number of Regular Employees at Year-end) × 100%

Unit: Persons

## 7.3 Compensation and Benefits

### 7.3.1 Compensation and Benefits

The Hulane Group's overall compensation philosophy recognizes each employee's job responsibilities, competency development, and performance. Employees are encouraged to take greater initiative, challenge the status quo, assume responsibility, pursue continuous self-development, and consistently deliver outstanding performance, thereby creating a brighter future for their career development within Hulane Group. The overall remuneration system serves as an important human resources management measure for the Company to attract, motivate, and retain talent, thereby effectively influencing the organization's operational performance.

| Policy / Commitment | Short-term goals | Medium- and long-term goals | Resources invested during the year | Concrete results | Responsible department/reporting mechanism | Evaluation mechanism |
|---|---|---|---|---|---|---|
| 1. Benchmark compensation against the high-tech industry.<br><br>2. Comply with the labor laws and regulations applicable to each operating site.<br><br>3. Allocate employee remuneration from annual profits in accordance with the Company's Articles of Incorporation. | 1. Overall remuneration reflects job responsibilities, performance, and capabilities, and is linked to the external salary benchmark market, targeting the P50–80% range of the benchmark market, with regular annual salary reviews.<br><br>2. Require managerial employees to communicate compensation matters effectively and achieve a 100% completion rate for annual Performance Management and Development (PMD) interviews.<br><br>3. Differentiate employee compensation and development opportunities, and award variable compensation annually based on the Company's operating performance.<br><br>4. Regularly participate in WTW market compensation surveys and update diversified salary structures, taking into account operational needs, human capital, and market competitiveness.<br><br>5. To strengthen corporate governance and promote sustainable development, link senior executives' remuneration to both financial and non-financial indicators, including ESG-related performance assessments. | Guided by the Group's strategic direction and medium- to long-term organizational development strategies, formulate employee career development plans and competency inventory and assessment criteria aligned with the mutual prosperity objective of motivating, attracting, and retaining talent. | Employee Sustainable Engagement: The Group invested NTD 4.31 million in co-creating a positive employee experience and fostering a culture of sustainable engagement. | 1. According to MOPS, in 2024, among TPEx listed companies in the electronic components industry in Taiwan, the median annual salary of the Company's full-time employees not holding management positions was NTD 671 thousand per person (+9.6%), higher than the market median of NTD 612.5 thousand per person. Note: The 2025 information has not yet been updated. MOPS publishes consolidated employee compensation information, including median salaries, in June each year.<br><br>2. The Company provides employees with compensation commensurate with their respective roles, ensuring that everyone has an equitable foundation in the workplace. Through its compensation and Performance Management and Development system, the Company encourages employees to continuously pursue higher levels of compensation and provides guidance and opportunities for more comprehensive career development. Annual salary reviews are conducted regularly based on employee performance and salary competitiveness. In 2025, the Group's overall base salary adjustment rate was 5.08%, ensuring that employees received reasonable levels of compensation.<br><br>3. In accordance with the Group's performance management and development system, cultivate employees' accountability and proactiveness, strengthen performance feedback and guidance, and place equal emphasis on goal achievement and capability development. The annual PMD completion rate for active employees across all Group operating sites was 100%.<br><br>4. The Group approved variable compensation totaling NTD 152.262 thousand in 2025.<br><br>5. According to the 2024 Employee Sustainability Engagement Survey, the Group's overall sustainability engagement score was 88%, outperforming many high-performing companies in the market. To further strengthen communication of its core values, the Group used the survey findings in 2025 as the basis for improving and optimizing the employee experience. A total of 41 thematic action-planning workshops were conducted to enhance employee engagement and organizational effectiveness. | Independent reporting channel established by the Group Human Resources Division/Audit Office | 1. Market Observation Post System<br><br>2. BPM approval records for salary reviews<br><br>3. BPM approval records for annual performance ratings<br><br>4. BPM approval records for the Group's variable compensation<br><br>5. Group-monitored Employee Sustainable Engagement Project |

Note: Definition of entry-level employees at Taipei Hulane: Those who are not managers and whose salary level is below NTD 63,000.

### 7.3.2 Process to Determine Remuneration

**A**

External market compensation survey data are collected for each region, and compensation management policies are established with consideration given to inflation and industry competitiveness.

Human Resources Department

**B**

Managers at each level conduct annual performance appraisals in accordance with the Annual Performance Management and Development Procedures and review the appraisal results within their respective levels of authority.

Manager Review

**C**

Based on the performance appraisal results reviewed by managers at each level, compensation and benefits, rewards and disciplinary actions, promotions, talent development, and assessments for each position level are determined fairly and objectively. To attract, motivate, and retain outstanding talent.

Personnel Evaluation Committee

**D**

Two meetings are convened regularly each year to objectively evaluate and review annual and long-term performance objectives, remuneration policies, and the structure of the remuneration system. Recommendations are submitted to the Board, and the components and amounts of individual remuneration are determined to provide a basis for decision-making.

Remuneration Committee

### 7.3.3 Annual Total Compensation Ratio

Unit: NTD

| Highest Individual Total Compensation in the Company (A) (Note 1) | 7,001,550 | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Countries Where Major Operating Sites Are Located | Taipei HULANE | Nanjing HULANE | Dongguan HULANE | Dongguan Puguang | Jiaxing Shangho | Vietnam HULANE | Indonesia HULANE | Europe HULANE |
| Median of Total Compensation for Other Employees at Each Major Site (B) (Note 2) | 618,952 | 484,741 | 413,528 | 378,302 | 408,121 | 178,622 | 203,900 | 1,113,607 |
| Ratio (A/B) | 11.31 | 14.44 | 16.93 | 18.51 | 17.16 | 39.20 | 34.34 | 6.29 |
| Percentage of Increase in Total Remuneration of the Highest Paid Individual over the Total Remuneration of the Previous Year (C) | 13.87% | | | | | | | |
| Median of Percentage Increase in Total Remuneration of Other Employees at Each Major Site (D) | -3.48% | 5.04% | 3.44% | 2.26% | 17.98% | 81.58% | 7.84% | 2.44% |
| Ratio (C/D) | -3.99 | 2.75 | 4.03 | 6.15 | 0.77 | 0.17 | 1.77 | 5.69 |

Note: 1. Annual total compensation is defined as all compensation paid by the Company to an employee during a full year, including salaries, bonuses, stock awards, option awards, non-equity incentive plan compensation, changes in pension amounts and unvested deferred compensation gains, and all other compensation.
2. Other employees include senior management, but do not include the highest paid individual. Item B should be the median of the annual total compensation of all employees (excluding the highest paid individual) in different companies, such as the median of individual employee salaries within each company.
3. When calculating the median of annual total compensation for employees in the past two years within each company separately, the medians do not necessarily represent that of the same employees.

### 7.3.4 Remuneration Ratio for Employees of Different Genders

Hulane Group's employee compensation and benefits comply with applicable laws and regulations, including minimum wage, working hours (including overtime), insurance, pension systems and other statutory benefits. There is no difference in payment based on gender or ethnicity. Both men and women receive the same starting salary and equal pay for equal work. In order to protect the rights and interests of entry-level employees, we regularly review the remuneration level every year to ensure that it is in compliance with or better than the local laws and regulations.

| Entry-level Employee Categories | Gender | Ratio of standard wages to local basic wages |
|---|---|---|
| Taipei Hulane | Male | 1.1 |
| | Female | |
| Nanjing Hulane | Male | 1:1 |
| | Female | |
| Dongguan Hulane | Male | 1:1 |
| | Female | |
| Dongguan Puguang | Male | 1:1 |
| | Female | |
| Jiaxing Shangho | Male | 1:1 |
| | Female | |
| Vietnam Hulane | Male | 1:1 |
| | Female | |
| Indonesia Hulane | Male | 1:1 |
| | Female | |
| Europe Hulane | Male | No Entry-Level Employees |
| | Female | |

Notes: 1. Entry-level employees are defined in accordance with the Company's internal human resources system: O65.
2. The standard wages refer to the monthly wages offered to entry-level employees (the definition is the same as the regular earnings stipulated by the Labor Standards Act).

## Ratio of basic salary and remuneration of women to men

| Ratio of basic salary and remuneration | | | 2025 | |
|---|---|---|---|---|
| Major Operating Sites | Employee Categories | Item | Male | Female |
| Taipei Hulane | Mid- and Senior-Level Managerial Employees | Basic Wage (Note 1) | 1.30 | 1 |
| | | Remuneration (Note 2) | 1.13 | 1 |
| | Junior executives | Basic Wage | 0.79 | 1 |
| | | Compensation | 0.61 | 1 |
| | Indirect Employees | Basic Wage | 0.97 | 1 |
| | | Compensation | 0.87 | 1 |
| | Direct Employees | Basic Wage | 0.96 | 1 |
| | | Compensation | 0.93 | 1 |
| Nanjing Hulane | Mid- and Senior-Level Managerial Employees | Basic Wage | 1.06 | 1 |
| | | Compensation | 1.07 | 1 |
| | Junior executives | Basic Wage | 0.90 | 1 |
| | | Compensation | 0.91 | 1 |
| | Indirect Employees | Basic Wage | 0.86 | 1 |
| | | Compensation | 1.29 | 1 |
| | Direct Employees | Basic Wage | 1.04 | 1 |
| | | Compensation | 1.03 | 1 |
| Dongguan Hulane | Mid- and Senior-Level Managerial Employees | Basic Wage | 0.87 | 1 |
| | | Compensation | 0.72 | 1 |
| | Junior executives | Basic Wage | 1.07 | 1 |
| | | Compensation | 1.09 | 1 |
| | Indirect Employees | Basic Wage | 1.3 | 1 |
| | | Compensation | 1.31 | 1 |
| | Direct Employees | Basic Wage | 1.38 | 1 |
| | | Compensation | 1.33 | 1 |
| Dongguan Puguang | Mid- and Senior-Level Managerial Employees | Basic Wage | NA | 1 |
| | | Compensation | NA | 1 |
| | Junior executives | Basic Wage | 1 | 1 |
| | | Compensation | 0.99 | 1 |
| | Indirect Employees | Basic Wage | 1.2 | 1 |
| | | Compensation | 1.28 | 1 |
| | Direct Employees | Basic Wage | 0.95 | 1 |
| | | Compensation | 0.92 | 1 |

| Ratio of basic salary and remuneration | | | 2025 | |
|---|---|---|---|---|
| Major Operating Sites | Employee Categories | Item | Male | Female |
| Jiaxing Shangho | Mid- and Senior-Level Managerial Employees | Basic Wage | 1 | NA |
| | | Compensation | 1 | NA |
| | Junior executives | Basic Wage | 1.63 | 1 |
| | | Compensation | 1.58 | 1 |
| | Indirect Employees | Basic Wage | 1.37 | 1 |
| | | Compensation | 1.37 | 1 |
| | Direct Employees | Basic Wage | 1.35 | 1 |
| | | Compensation | 1.33 | 1 |
| Vietnam Hulane | Mid- and Senior-Level Managerial Employees | Basic Wage | 0.62 | 1 |
| | | Compensation | 0.52 | 1 |
| | Junior executives | Basic Wage | 0.80 | 1 |
| | | Compensation | 0.82 | 1 |
| | Indirect Employees | Basic Wage | 0.99 | 1 |
| | | Compensation | 1.40 | 1 |
| | Direct Employees | Basic Wage | 1.24 | 1 |
| | | Compensation | 1.27 | 1 |
| Indonesia Hulane | Mid- and Senior-Level Managerial Employees | Basic Wage | NA | 1 |
| | | Compensation | NA | 1 |
| | Junior executives | Basic Wage | 1.28 | 1 |
| | | Compensation | 1.27 | 1 |
| | Indirect Employees | Basic Wage | 0.88 | 1 |
| | | Compensation | 0.90 | 1 |
| | Direct Employees | Basic Wage | 0.95 | 1 |
| | | Compensation | 1.10 | 1 |
| Europe Hulane | Mid- and Senior-Level Managerial Employees | Basic Wage | NA | 1 |
| | | Compensation | NA | 1 |
| | Junior executives | Basic Wage | NA | 1 |
| | | Compensation | NA | 1 |
| | Indirect Employees | Basic Wage | 1 | 1 |
| | | Compensation | 1 | 1 |
| | Direct Employees | Basic Wage | NA | 1 |
| | | Compensation | NA | 1 |

Notes: 1. Basic wage refers to the minimum fixed amount paid for employees' performance of their duties, excluding any additional compensation such as overtime pay, bonuses, or various allowances. Compensation refers to the basic wage plus additional amounts paid to workers. "Additional amounts paid to workers" include allowances for seniority of service, bonuses (including cash and stock options), benefits, overtime pay, compensatory leave, and any other allowances (e.g., allowances for transportation, living, and childcare).
2. Direct employees refer to those at job ranks O63 to O65 and P51 to P53 within Hulane Group, while indirect employees refer to those at job ranks P51 to P53 within the Group.
3. Europe Hulane has no direct employees.
4. The job grades of indirect employees at Europe Hulane do not fall within P51 to P53 (Note 2).

### 7.3.5 Mean and Median Salary of Full-Time Employees who are not in a Managerial Position

| Full-time employees who are not in a managerial position | | Number of employees | Average annual salary | Median annual salary |
|---|---|---|---|---|
| 2024 | Male | 363 | 882,439.00 | 752,547.00 |
| | Female | 211 | 745,348.00 | 623,908.00 |
| | Total | 574 | 832,045.00 | 684,060.00 |
| 2025 | Male | 389 | 884,024.00 | 737,165.00 |
| | Female | 234 | 746,790.00 | 631,729.00 |
| | Total | 623 | 832,479.00 | 693,519.00 |
| Difference | Male | 26 | 1,585.00 | -15,382.00 |
| | Female | 23 | 1,442.00 | 7,821.00 |
| | Total | 49 | 434 | 9,459.00 |

Note: The average and median salaries of full-time non-managerial employees include Taipei Hulane only.

Unit: Persons/NTD

### 7.3.6 Benefits Provided to Full-time Employees that Are Not Provided to Temporary or Part-time Employees

#### Employee Rights and Interests

In order to boost the domestic employment market, we have invested a large amount of resources in recruiting talent in accordance with the Company's employment plan. Even during financial tsunami and economic downturn, we hope to protect the rights and interests of employees and fulfill corporate social responsibility. With respect to the work-related injuries of employees, the Company also grants leave for work-related injuries in accordance with relevant regulations and actual circumstances, and assists employees in applying for insurance subsidies.

#### Employee welfare measures

Hulane Group invested a total of NTD 36.571 million in employee welfare initiatives.

At Hulane Group, employees' physical and mental well-being and quality of life have always been regarded as an important part of the Group's corporate responsibility. As its business continues to grow steadily, Hulane firmly believes that a truly resilient and sustainable enterprise can be built only by continuing to care for employees while pursuing strong operating performance.

In 2025, Hulane continued to embed its core values of Honesty, Unity, Longevity, Agility, Novelty, and Excellence. These core values are no longer merely slogans displayed on the wall. They have been incorporated into every activity and interaction. The Company continued to make innovation the central theme of its employee care initiatives, constantly exploring ways to address employees' actual needs more effectively. Its aim is to ensure that employee care goes beyond formality and becomes a source of genuine support that employees can experience in their everyday work and lives.

## 1 Family Day

To strengthen team cohesion, Hulane organized the 2025 team-building event, "HULANE LAND: A Fresh Start." Through a variety of competitions and collaborative challenges, the event encouraged communication and cooperation across departments and strengthened team solidarity. The results of the competitions were not the sole focus. More importantly, the activities enabled employees to rediscover one another through collaboration and build mutual trust. This gave concrete expression to the core values of Unity and Agility and demonstrated the Company's commitment to continuously improving the employee experience and promoting overall well-being as its business grows.




To promote employee health, Hulane continued to organize a variety of activities, including walking events, health seminars, and monthly exercise days, encouraging employees to refocus on their physical fitness and health amid their busy work schedules. Some employees discovered shared exercise habits while participating in early-morning walking events, while others began paying closer attention to personal health management after attending health seminars and learned to strike a better balance between work and personal well-being. Through onsite coaching by professional instructors and the promotion of health-related knowledge, these activities have gradually become part of Hulane's workplace culture. They demonstrate that the Company values not only employees' work performance but also their ability to develop in a healthy and sustainable manner over the long term.







For Hulane, employees' lives extend beyond the workplace and naturally encompass their families. In 2025, Hulane held Family Day activities at various operating locations and invited employees and their family members to participate. By incorporating the Company's core values into the design of these activities, family members were able to gain a deeper understanding of Hulane as a company that values employee well-being and long-term development. Employees also experienced the Company's understanding and support in balancing their work and family lives.

## 2 Employee Travel

The annual employee trips also provide employees with a welcome opportunity to pause and recharge together. Whether they choose domestic or overseas itineraries, employees can create meaningful memories with their families and colleagues. After taking time to relax, they return to work with stronger relationships and renewed energy. These intangible yet meaningful connections provide an important source of strength that enables teams to continue moving forward together.






## 3 Festive Celebrations

Hulane also organizes a variety of internal social activities from time to time, creating opportunities for employees to slow down, communicate, and interact amid a fast-paced and highly efficient work environment. These relaxed and diverse activities not only bring employees closer together but also further strengthen team cohesion.









## 4 Diversity and Inclusion Activities

Building on this atmosphere of interaction, Hulane has further translated the principles of diversity and inclusion into concrete and meaningful action. The Company is committed to creating a workplace that respects differences and embraces diversity, enabling every employee to fully demonstrate their talents.

Hulane therefore celebrates the strength of workplace diversity together with its employees and remains committed to creating an equitable and inclusive working environment. On this special occasion, the Company expressed its sincere appreciation to everyone who supports the values of respect, equality, and diversity. Employees were also encouraged to participate in the Hulane Diversity and Inclusion Carnival, express their authentic selves, and capture their most confident and memorable moments. Through this activity, the Company seeks to promote teamwork, inspire creativity, and deepen mutual understanding and respect among employees. Hulane Has You Covered: Be Your Most Authentic Self! This is more than a slogan. It reflects the Company's concrete commitment to cultural diversity and employee care.










## 5 Employee Clubs

Outside working hours, the Company encourages employees to establish clubs based on their interests and areas of expertise. The Company provides appropriate resources and institutional support to help these clubs operate consistently, thereby promoting a workplace environment that supports work-life balance. Employees can find opportunities for relaxation and a sense of accomplishment outside work, while also developing mutual understanding and trust in a comfortable and informal setting. These connections formed through shared interests further strengthen employees' sense of belonging to their teams and the Company, serving as a warm and enduring source of support within the corporate culture.



Looking ahead, Hulane Associate Inc. will continue to use its core values as a guide for development and deepen employees' understanding of and identification with its corporate culture through tangible employee care initiatives that employees can genuinely experience. The Company believes that enabling employees to feel respected, supported, and fulfilled at work will strengthen overall organizational resilience, help create a workplace where employees can thrive, and allow the Company and all of its partners to move together toward a sustainable future.

### Parental leave

Hulane Group complies with local labor laws and regulations and implements the parental leave without pay. After the period of parental leave without pay has expired, we will assist employees in arranging reinstatement to their former unit and position or provide counseling.

| Parental Leave Without Pay/Year | 2025 | |
|---|---|---|
| | Male | Female |
| Number of employees eligible for parental leave without pay <Eligible in 2025> | 4 | 3 |
| Number of employees applying for parental leave without pay | 2 | 2 |
| Number of employees who should be reinstated upon expiry of the parental leave without pay (A) | 1 | 0 |
| Number of employees actually reinstated upon expiry of the parental leave without pay (B) (including early reinstatement) | 1 | 0 |
| Reinstatement rate (B/A) | 100% | 0% |
| Number of employees who remained in service 12 months after reinstatement upon expiry of the parental leave without pay in the preceding year (C) | 2 | 0 |
| Retention rate (C/previous year B) | 100% | 0% |

Note: 1. The number of employees eligible for parental leave without pay refers to the number of both male and female employees who applied for maternity leave and paternity leave without pay in the most recent 3 years.
2. Reinstatement rate = (total number of employees reinstated in the year/total number of employees eligible for reinstatement in the year)*100%.
3. Retention rate = (total number of employees remained in service for 12 months after reinstatement in the previous year/the number of employees reinstated in the previous year)* 100.%

### Programs for upgrading employee skills and transition assistance programs

We have established the career development blueprint for each position, continuously strengthened the professional skills training for existing employees, and provided education and training resources in an attempt to achieve continuous improvement within the organization, constantly strengthen the quality of positions, motivate employees to learn, and enhance the professional capability and skills of employees, thereby strengthening the competitive advantage of the organization in the market.
Hulane Group's professional skills system clearly plans the career development blueprint and professional skills for each position, hoping that employees are equipped with the capabilities needed by the organization. By doing so, employees can take initiatives to grow and learn, as well as keep abreast of the Company's organizational development in the future to achieve meritocracy, thus stimulating employees in active pursuit of career development and promoting the sustainable growth of both employees and the enterprise to create a win-win situation.

Employees are provided with annual training in management or professional capability for the career planning of retired employees. If employees intend to continue to work, the Company assists in contacting employment counseling institutions or provides information on vocational training and skill classes offered by the government agencies to facilitate a smoother transition to their retirement careers.

In addition, the Company pays severance payments to employees who have left the Company involuntarily in accordance with laws and regulations and inquire whether they need employment services or vocational training in accordance with regulations.

### Minimum Notice Period Regarding Operational Changes

When significant operational changes occur at any of Hulane Group's operating sites, advance notice is provided within the period prescribed by applicable local laws and regulations.

| Taipei HULANE | Nanjing HULANE | Dongguan HULANE | Dongguan Puguang | Jiaxing Shangho | Vietnam HULANE | Indonesia HULANE | Europe HULANE |
|---|---|---|---|---|---|---|---|
| The minimum notice period is determined in accordance with the Labor Standards Act and other applicable laws and regulations. | 4 weeks (30 working days' advance notice) | 4 weeks (30 working days' advance notice) | 4 weeks (30 working days' advance notice) | 4 weeks (30 working days' advance notice) | 4 weeks (30 working days' advance notice) | 2 weeks (statutory notice of 10 days) | As stipulated in the applicable agreement or individual employment contract |

## 7.4 Talent Training

### 7.4.1 Material Topic: Talent Training

Talent is regarded as a valuable asset, and through the Group's Strategy Map L2-1 Talent Development Strategy, we aim to effectively improve employees' job performance, promote internal growth, and enhance the competitiveness of a high-performance organization, enabling the Company to gain an advantage in the market and respond to market changes. In addition, cultivating talent can increase employees' engagement, reduce talent turnover, and achieve internal stability and development. At the same time, it can also motivate employees, foster a proactive learning culture and core values, and build a strong corporate culture.

| Policy / Commitment | Short-term goals | Medium- and long-term goals | Resources invested during the year | Concrete results | Responsible department/ reporting mechanism | Evaluation mechanism |
|---|---|---|---|---|---|---|
| 1. Uphold the spirit of "Bound for Excellence" by improving by 1% every day.<br>2. Foster strong connections among Hulane employees to achieve excellence.<br>3. Promote diverse employee development and embrace the philosophy of sustainable talent management. | 1. Foster a proactive learning culture and strengthen the Group's core values, with an annual education and training completion rate of 100%.<br>2. Achieve a 100% annual completion rate for Performance Management and Development (PMD).<br>3. Achieve a 100% annual completion rate for core competency assessments.<br>4. Achieve a 100% annual completion rate for professional skills inventories. | 1. Continue providing second-language training to develop internationally capable talent.<br>2. Continue assessing competency requirements for different roles in line with the Group's medium- to long-term operational strategies.<br>3. Establish a learning organization through diverse competency development and continue promoting internal instructor training. | 1. The Group's annual investment in education and training expenses was NTD 5,775 thousand<br>2. To clarify its talent strategy and enhance the utilization of its talent assets, the Group invested NTD 500 thousand in the Saville Report Interpretation and Manager Feedback Skills Workshop. | 1. In 2025, the English Proficiency Enhancement Program recorded 123 participants across 25 classes.<br>2. The annual education and training completion rate for new and existing employees reached 100%.<br>3. In 2025, Hulane implemented industry-academia collaboration programs with five schools, involving a total of 24 students. These programs have established a stable model for industry-academia collaboration and laid the foundation for the Group's medium- and long-term talent development.<br>4. In 2025, the annual core competency evaluation completion rate for existing employees at each plant of the Group was 100%, and the results will be used as a basis for the quality of promotion decisions.<br>5. 10 members of the Group's human resources team received training on applying the Saville competency framework, accelerating improvements in talent identification, role-fit assessment, and talent development.<br>6. In 2025, professional skills inventories were completed for 100% of employees, and the results will be applied to position promotions and education and training to continuously enhance employees' professional capabilities. | Responsible Departments: Group Human Resources Division and the human resources units at each operating site<br>Grievance mechanism: Independent reporting channel established by the Audit Office. | 1. Education and training records<br>2. Performance Management and Development (PMD) plans<br>3. Core competency records<br>4. Certificates of completion<br>5. Annual professional skills inventory records<br>6. Internship cooperation agreements |

### 7.4.2 Average Hours of Training per Year per Employee

**Average hours of training per year per employee**

| Category | | Taipei Hulane | | | | Nanjing Hulane | | | | Dongguan Hulane | | | | Dongguan Puguang | | | | Jiaxing Shangho | | | | Vietnam Hulane | | | | Indonesia Hulane | | | | Combined Total | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Managerial Employees | Indirect Employees | Direct Employees | Total | Managerial Employees | Indirect Employees | Direct Employees | Total | Managerial Employees | Indirect Employees | Direct Employees | Total | Managerial Employees | Indirect Employees | Direct Employees | Total | Managerial Employees | Indirect Employees | Direct Employees | Total | Managerial Employees | Indirect Employees | Direct Employees | Total | Managerial Employees | Indirect Employees | Direct Employees | Total | Managerial Employees | Indirect Employees | Direct Employees | Total |
| Number of Participants | Male | 1,175 | 2,893 | 5,394 | 9,462 | 714 | 1,926 | 4,546 | 7,186 | 908 | 3,419 | 8,085 | 12,412 | 364 | 427 | 715 | 1,506 | 1 | - | 1,334 | 1,335 | 12 | 4,417 | 2,386 | 6,815 | 3 | 198 | 313 | 514 | 3,176 | 13,280 | 22,773 | 39,229 |
| | Female | 161 | 2,133 | 3,086 | 5,380 | 435 | 2,197 | 2,942 | 5,574 | 505 | 3,619 | 4,529 | 8,653 | 564 | 2,537 | 115 | 3,216 | - | - | 989 | 989 | - | 2,889 | 2,139 | 5,028 | 98 | 132 | 151 | 381 | 1,763 | 13,507 | 13,951 | 29,221 |
| Average Training Hours | Male | 35.71 | 32.91 | 22.18 | 27.66 | 60.24 | 18.19 | 18.49 | 20.46 | 96.24 | 54.98 | 42.29 | 48.93 | 102.74 | 34.53 | 46.46 | 52.77 | 0.13 | - | 24.84 | 16.33 | 0.51 | 65.91 | 39.68 | 52.85 | 0.67 | 23.74 | 16.14 | 16.90 | 45.19 | 41.07 | 28.34 | 33.99 |
| | Female | 37.23 | 32.14 | 20.46 | 26.20 | 83.05 | 19.63 | 16.63 | 19.89 | 118.93 | 51.16 | 37.85 | 46.59 | 98.98 | 47.25 | 47.67 | 54.99 | | - | 20.70 | 12.18 | - | 51.89 | 22.96 | 33.41 | **56.25** | 20.20 | 18.94 | 21.69 | **65.32** | 35.59 | 23.62 | 30.66 |
| Average Training Expenditure | Male | 995 | 1,772 | 166 | 831 | 3,833 | 799 | 268 | 591 | 3,542 | 1,135 | 205 | 652 | - | - | - | - | - | - | 359 | 236 | - | 466 | 75 | 293 | - | 914 | 530 | 591 | 1,571 | 953 | 220 | 576 |
| | Female | 30 | 1,124 | 11 | 537 | 17,030 | 2,835 | 54 | 1,656 | 9,871 | 1,274 | 348 | 1,121 | - | - | - | - | - | - | - | | - | 1,006 | 46 | **415** | - | 869 | 447 | **303** | 5,057 | 1,324 | 112 | **859** |

Notes: 1. Average training hours per employee = total training hours for the year/total number of regular employees at the end of the year.
2. Average training hours per female employee = total training hours of female employees for the year/total number of female regular employees at the end of the year.
3. Average training hours per employee in each category = total training hours of employees in the category for the year/total number of regular employees in the category at the end of the year.

Unit: Persons/NTD

### 7.4.3 Percentage of Employees Receiving Regular Performance and Career Development Reviews

The concept of Hulane Group's overall compensation system is to recognize each employee's responsibilities, capability development and performance, and encourage all employees to be more proactive, challenge the current status and take responsibility, in order to continue to grow and demonstrate excellent performance, thereby creating a brighter future for their career development in the Hulane Group. Performance Management & Development (PMD) system is to assist the Company or unit performance growth curve to continue to move forward, while assisting the capability development of each employee, in a hope to enable the Hulane Group to stand out in the global competitive market. In this regard, the Company conducts performance appraisals for employees who have taken positions for at least three months.

**Number of Employees Who Received Performance Reviews in 2025**

| Factory premises | | | Taipei Hulane | | | Nanjing Hulane | | | Dongguan Hulane | | | Dongguan Puguang | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 2025 | | | 2025 | | | 2025 | | | 2025 | | |
| | | | Number of employees | Total Number of Employees Who Received Performance Reviews | Percentage | Number of employees | Total Number of Employees Who Received Performance Reviews | Percentage | Number of employees | Total Number of Employees Who Received Performance Reviews | Percentage | Number of employees | Total Number of Employees Who Received Performance Reviews | Percentage |
| Employee Categories | Gender | Male | 430 | 413 | 96.05% | 448 | 448 | 100.00% | 359 | 331 | 92.20% | 43 | 42 | 97.67% |
| | | Female | 249 | 247 | 99.20% | 344 | 344 | 100.00% | 259 | 242 | 93.44% | 87 | 86 | 98.85% |
| | Employee Categories | Direct Employees | 355 | 351 | 98.87% | 503 | 503 | 100.00% | 391 | 361 | 92.33% | 23 | 23 | 100.00% |
| | | Indirect Employees | 324 | 309 | 95.37% | 289 | 289 | 100.00% | 227 | 212 | 93.39% | 107 | 105 | 98.13% |
| | Managerial Employees | Mid- and Senior-Level Managerial Employees | 41 | 41 | 100.00% | 15 | 15 | 100.00% | 13 | 13 | 100.00% | 5 | 5 | 100.00% |
| | | Junior executives | 23 | 23 | 100.00% | 18 | 18 | 100.00% | 21 | 21 | 100.00% | 16 | 16 | 100.00% |

| Factory premises | | | Jiaxing Shangho | | | Vietnam Hulane | | | Indonesia Hulane | | | Europe Hulane | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 2025 | | | 2025 | | | 2025 | | | 2025 | | |
| | | | Number of employees | Total Number of Employees Who Received Performance Reviews | Percentage | Number of employees | Total Number of Employees Who Received Performance Reviews | Percentage | Number of employees | Total Number of Employees Who Received Performance Reviews | Percentage | Number of employees | Total Number of Employees Who Received Performance Reviews | Percentage |
| Employee Categories | Gender | Male | 102 | 102 | 100.0% | 298 | 251 | 84.2% | 68 | 64 | 94.1% | 1 | 1 | 100.0% |
| | | Female | 85 | 85 | 100.0% | 231 | 187 | 81.0% | 34 | 28 | 82.4% | 6 | 5 | 83.3% |
| | Employee Categories | Direct Employees | 117 | 117 | 100.0% | 251 | 205 | 81.7% | 60 | 58 | 96.7% | 0 | 0 | 0.0% |
| | | Indirect Employees | 70 | 70 | 100.0% | 278 | 233 | 83.8% | 42 | 38 | 90.5% | 7 | 6 | 85.7% |
| | Managerial Employees | Mid- and Senior-Level Managerial Employees | 5 | 5 | 100.0% | 5 | 5 | 100.0% | 4 | 4 | 100.0% | 2 | 1 | 50.0% |
| | | Junior executives | 14 | 14 | 100.0% | 15 | 15 | 100.0% | 4 | 4 | 100.0% | 0 | 0 | 0.0% |

Note: Regular employees only.

## 7.5 Occupational Safety and Health

### 7.5.1 Material Topic: Occupational Safety

Occupational safety is central to corporate sustainability. Strong occupational safety performance not only safeguards employee health and enhances morale and productivity, but also builds public trust and brand value, strengthens the corporate image, and serves as a key competitive advantage in attracting and retaining talented employees..

| Policy / Commitment | Short-term goals | Medium- and long-term goals | Resources invested during the year | Concrete results | Responsible department/ reporting mechanism | Evaluation mechanism |
|---|---|---|---|---|---|---|
| Build a safe, healthy, dynamic, and supportive workplace. | 1. Zero major occupational accidents.<br>2. Achieve a 100% safety training completion rate.<br>3. Achieve a 100% corrective action completion rate for identified hazards.<br>4. Achieve a 100% certification rate for personnel engaged in special operations.<br>5. Obtain ISO 45001 Occupational Health and Safety Management System certification for Nanjing Hulane, Dongguan Hulane, and Jiaxing Shangho in 2026. | 1. Obtain ISO 45001 Occupational Health and Safety Management System certification for all Group operating sites.<br>2. Maintain zero major occupational accidents across the Group.<br>3. Reduce the proportion of Taipei Hulane employees with abnormal cardiovascular risk indicators, including hypertension, hyperglycemia, and hyperlipidemia, by 1% each year.<br>4. Complete 6 ergonomic hazard improvement projects annually at Taipei Hulane. | 1. Employee Health Protection<br>100% Health Examination Coverage: Annual health examinations were provided to all employees, including those working in positions exposed to occupational hazards, with an investment of NTD 2.04 million.<br>Enhanced Emergency Response System: NTD 44.3 thousand was invested in preparing emergency response plans for various types of incidents, including fires and chemical incidents, and conducting regular drills to strengthen emergency response resilience.<br>2. Safety Education and Training<br>Strengthened Training for New Hires and Existing Employees: All new hires completed the required training and assessments before commencing work. Refresher safety training was also provided to all employees to strengthen their ability to identify risks.<br>Professional Certification: The certification rate for personnel engaged in special operations reached 100%, with NTD 262.8 thousand invested in certification training during the year.<br>3. Risk Identification and Corrective Action<br>Routine Inspections: Weekly, monthly, holiday-period, and specialized inspections were conducted to establish a multidimensional risk prevention framework.<br>100% Full-Cycle Corrective Action Management: NTD 130 thousand was invested specifically in hazard remediation, ensuring that corrective action was completed for all identified risks. | 1. Safe Operations: Zero major occupational accidents occurred during the year.<br>2. Certified Personnel: A total of 227 personnel engaged in special equipment operations and special operations held the required certifications, representing a certification rate of 100%.<br>3. Hazard Identification and Remediation: A total of 85 hazards were identified, all of which were fully remediated, representing a corrective action completion rate of 100%.<br>4. Enhanced Emergency Response Capabilities: A total of 20 emergency drills of various types were conducted during the year. | Responsible Departments: Administration Sections and Environmental, Health, and Safety Offices at each operating site<br>Grievance mechanism: Independent reporting channel established by the Audit Office. | 1. Certification registers<br>2. Hazard inspection checklists<br>3. Emergency drill records<br>4. Training records<br>5. Summary reports on employee health examinations |

### 7.5.2 HULANE Group's Occupational Safety and Health Vision and Development Strategy

√ Corporate occupational safety and health vision: Build a workplace environment where people can “live and work in happiness.”
√Corporate occupational safety and health mission: "Zero hazards and zero accidents"
√ Corporate occupational safety and health goal: "Zero occupational disasters"
√ Strategic Directions for Achieving the Goal of Zero Occupational Injuries: A. Comply with regulatory requirements B. Continuously improve the working environment C. Identify hazards D. Identify and remediate potential hazards E. Implement education and training

### 7.5.3 Occupational Health and Safety Management System

Sufficient resources are provided to establish and continuously improve the occupational health and safety management system, thereby fulfilling employer responsibilities and demonstrating a firm commitment to protecting employee safety.

### Management Framework and Digital Enablement

Clearly Defined Responsibilities: A clearly structured management framework has been established in accordance with the Occupational Health and Safety Management Manual and the Work Rules.
Digital Monitoring: Digital management systems covering health management, occupational safety inspections, emergency response platforms, occupational injury statistics, and contractor access control have been integrated to enable comprehensive oversight.

### Collaborative Supply Chain Management

Procurement Compliance: Occupational health and safety requirements have been incorporated into procurement processes. Suppliers are required to comply with consistent safety standards to safeguard occupational health and safety throughout the value chain.

### Implementation and Certification of ISO 45001:2018

Comprehensive Coverage: Taipei Hulane and Nanjing Hulane have implemented ISO 45001 systems covering all employees, contractors, cleaning personnel, security personnel, and other workers.
Audit Results: Internal Audits: 100% coverage (647 workers)
External Certification: 100% coverage by third-party certification (647 workers)
Nanjing Hulane is scheduled to obtain certification by June 2026.
Consistent Global Standards: Operating sites not yet included within the scope of ISO certification also strictly implement audit and management programs in accordance with applicable local laws and regulations.



TÜV NORD

CERTIFICATE

Management system as per
**ISO 45001: 2018**

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

**HU LANE ASSOCIATE INC.**
**No. 1, Ln. 342, Fude 1st Rd., Xizhi District, New Taipei City, Taiwan, R.O.C.**

operates a management system in accordance with the requirements of ISO 45001:2018 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope
**Design and Manufacturing of Connector**

Certificate Registration No. 44 126 23 82 0117
Audit Report No. 2.5-0872/2023

Valid from 2023-06-14
Valid until 2026-06-13
Initial Certification 2023-06-14

Certification Body
at TÜV NORD CERT GmbH

TUV NORD Taiwan Co., Ltd.
Room A1, 9F, No.333, Sec.2, Tun Hua S. Rd.,
Taipei 10669 Taiwan, R.O.C.
2023-06-14

TÜV NORD CERT GmbH Am TÜV 1 45307 Essen www.tuev-nord-cert.com

IAF DAkkS Deutsche Akkreditierungsstelle D-ZM-12007-01-00

### 7.5.4 Occupational Safety and Health Education Training

The Group implements occupational health and safety training programs tailored to local conditions. These programs cover new hire training, annual refresher training for all employees, specialized training, and monthly awareness campaigns, ensuring that 100% of employees are qualified before commencing work and comprehensively strengthening health and safety awareness.

| Education and Training Hours | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | New Hire Education and Training | | General Occupational Safety and Health Education and Training | | First Aid Training | | Health Lectures | | Safety Officer Training | | Basic Motorcycle Riding Safety | |
| | Internal Training | External Training | Internal Training | External Training | Internal Training | External Training | Internal Training | External Training | Internal Training | External Training | Internal Training | External Training |
| Taipei Hulane | 122 | – | 122 | 27 | 1 | 1 | – | 3 | – | – | – | – |
| Nanjing Hulane | 12,888 | – | 716 | – | – | 4 | 3 | – | – | 120 | – | – |
| Dongguan Hulane | 1,088 | – | 1,275 | | – | 15 | – | 40 | – | 48 | – | – |
| Dongguan Puguang | 12 | | 282 | – | – | 8 | – | 8 | – | – | – | – |
| Jiaxing Shangho | 17,172 | – | 4 | – | – | – | – | – | – | 32 | – | – |
| Vietnam Hulane | 3,078 | – | – | 12,880 | – | 560 | – | – | – | – | – | – |
| Indonesia Hulane | 24 | – | 4 | – | 20 | – | 11 | – | 30 | – | 12 | – |
| Total | 34,384 | – | 2,402 | 12,907 | 21 | 588 | 14 | 51 | 30 | 200 | 12 | – |
| Total Internal Training Hours | | | | | | | | | | | | 36,862 |
| Total External Training Hours | | | | | | | | | | | | 13,746 |

| Contractor Hazard Communication Training in 2025 | | | |
|---|---|---|---|
| | Training Course | Number of Participants | Training Hours |
| Taipei Hulane | Contractor Construction Hazard Communication | 93 | 93 |
| Nanjing Hulane | Contractor Safety Training | 290 | 145 |
| Dongguan Hulane | Safety, Environmental Protection, and Fire Safety Training | 30 | 30 |
| Total | | 413 | 268 |



Occupational Health Awareness Training



Traffic Safety Training

2025 Fire Drills (Fire Extinguisher Use and Evacuation)





### 7.5.5 Occupational Health and Safety Committee Composed of Labor and Management

Hulane Group values labor-management communication and encourages employees to participate in the formulation of safety policies. At each operating site, labor representatives are elected by employees in accordance with applicable laws and join occupational safety and health personnel and managerial employees in forming the Occupational Safety and Health Committee.
Labor Representation:
Taiwan: Labor representatives account for more than one-third of committee members.
China: Labor representatives account for more than one-third of committee members.
Mainland China: Labor representatives account for at least 8% of committee members.
Vietnam: Labor representatives account for at least 10% of committee members.
Committee Responsibilities: The Committee is authorized to jointly review, assess, coordinate, and make recommendations on occupational safety and health matters and has substantive decision-making authority.



Occupational Safety and Health Committee Meetings in 2025

### 7.5.6 Hazard Identification and Risk Classification and Control

Hulane Group conducts annual occupational safety and health risk management and incorporates all work environments into standardized monitoring processes.

**Comprehensive Hazard Identification**
A team comprising occupational safety and health managers and professionals conducts onsite observations and inspections to identify risks across four major categories at each business unit: physical, chemical, biological, and ergonomic hazards.

**Quantitative Assessment and Risk-Based Control**
Quantitative Assessment and Classification:
Risk coefficients are calculated based on the frequency of occurrence, severity, and number of persons potentially affected.
Major and high-risk items are subject to mandatory control, while moderate-risk items are included in the control program following assessment by the Occupational Safety and Health Committee.

**Priority Inspections and Verification**
Professional inspection teams prioritize controlled items for management review to ensure that all control measures are effectively implemented and that risks are managed dynamically.

**Overview of Hazard Identification and Risk Levels Across the Group in 2025**

| Operating Site | Risk Classification (Number of Cases) | | | Sources/Types of Risk |
|---|---|---|---|---|
| | Low Risk | General Risk | Higher Risk | |
| Taipei Hulane | 292 | 9 | 3 | Based on the Hazard Identification and Assessment Form |
| Nanjing Hulane | 83 | 57 | 12 | 1. Confined-space work (firewater tanks, wastewater tanks, and environmental protection equipment)<br>2. Lifting-related injuries (overhead cranes)<br>3. Combustion of flammable and combustible materials in storage areas (packaging material warehouses and other warehouses)<br>4. Flammable and combustible materials in storage areas (explosion-proof cabinets, diesel generator rooms, and hazardous waste storage areas)<br>5. Hot work performed by contractors<br>6. Overpressure in compressed-air storage tanks<br>7. Loading and unloading operations<br>8. Combustion of organic waste gas<br>9. Electric vehicle charging<br>10. Automated warehouse racking<br>11. High-voltage distribution rooms<br>12. Work at height |
| Dongguan Hulane | 0 | 1 | 0 | A potential fire and explosion hazard associated with the UV photolysis equipment used in the plant's environmental protection facilities was identified. |
| Dongguan Puguang | 0 | 0 | 0 | Office working environment |
| Jiaxing Shangho | 9 | 8 | 1 | Based on the Hazard Identification and Assessment Form |
| Vietnam Hulane | Risk identification and classification using the Hazard Identification and Assessment Form will begin in 2026. | | | |
| Indonesia Hulane | Risk identification and classification using the Hazard Identification and Assessment Form will begin in 2026. | | | |
| Europe Hulane | Risk identification and classification using the Hazard Identification and Assessment Form will begin in 2026. | | | Office working environment |
| Total | 384 | 75 | 16 | |

### 7.5.7 Audit and Corrective Action Management

The Hulane Group has established comprehensive monitoring and early-warning mechanisms. Occupational safety and health performance is tracked through annual internal and external audits, environmental monitoring conducted at least once a year, and unscheduled onsite inspections.

Remediation of Non-conformities: For non-conformities identified during inspections, the occupational safety and health unit issues corrective action notices specifying the required completion deadlines, and the inspected unit records and reports the actions taken. The occupational safety and health unit tracks progress throughout the process and conducts follow-up inspections to ensure that corrective measures are fully implemented, thereby establishing a closed-loop management process.

Immediate Hazard Response: Where an imminent hazard exists at a worksite, the person responsible for the site is authorized to order an emergency work stoppage. Operations must be suspended immediately and appropriate safety measures taken, with the protection of personnel and human life given the highest priority.



2025 Management-Led Safety Hazard Inspections

### 7.5.8 Worker Hazard Reporting and Protection of Rights

In accordance with the Safety and Health Work Rules, the Hulane Group grants employees substantive authority to protect their own safety and implements closed-loop management procedures:

**Right to Halt Work in an Emergency**
In accordance with the Safety and Health Work Rules, Hulane Group grants employees substantive authority to protect their own safety and implements closed-loop management procedures.

**Right to Withdraw and Evacuate to Safety**
Where workers identify a safety hazard in the workplace, they have the right to stop work and withdraw to a safe location, provided that doing so does not endanger others. They must also immediately report the situation to the person responsible for the worksite.

**Escalation Management and Protection Policies**
Risk Escalation: Where corrective action is not completed within the prescribed period, management intervenes to consider raising the level of risk management and ensure that preventive measures are effectively implemented.

**Protection of Privacy and Rights:**
The Group protects the privacy of employees who exercise their right to withdraw and maintains a zero-tolerance policy against retaliation. Any form of unfair treatment is strictly prohibited.

### 7.5.9 Incident Investigation and Emergency Response Management

Hulane Group has established a standardized incident management system to ensure closed-loop management from reporting and investigation through corrective and preventive action.

Tiered Investigation and Workforce Participation: Incidents are classified according to severity as major incidents, general incidents, or near misses. Occupational safety and health personnel, persons responsible for the worksite, and worker representatives jointly conduct root cause analyses, formulate corrective measures, and submit them through the appropriate levels for approval.

Emergency Response to Major Incidents:

Regulatory Reporting: Once an incident is determined to be a major incident, it is reported to the labor inspection authority within 8 hours.

In-Depth Identification: The hazard identification process is restarted to assess gaps in existing safeguards and adjust the applicable risk level.

Time-Bound Preventive Action: Corrective action plans are announced and case-based education is conducted within one week to prevent recurrence.

### 7.5.10 Statistics on Work-related Injuries

| Statistics on Work-related Injuries of Employees | | | |
|---|---|---|---|
| Category | 2023 | 2024 | 2025 |
| Number of work-related fatalities | 0 | 0 | 0 |
| Work-related fatality rate (Note 1) | 0 | 0 | 0 |
| Number of serious work-related injuries | 0 | 0 | 0 |
| Serious work-related injury rate (Note 2) | 0 | 0 | 0 |
| Number of recordable injuries/ number of work-related injuries | 7 | 2 | 14 |
| Disabling injury frequency rate (SR) | 0.89 | 0.21 | 1.53 |
| Disabling injury severity rate (SR) | 25.1415 | 2.447 | 48.801 |
| Frequency-severity indicator (FSI) (Note 5) | 0.1495 | 0.0228 | 0.2731 |
| Main types of work-related injuries | Cutting injuries, abrasions, bruises, mechanical injuries, falling injuries, injuries caused by falling from heights | Pinching and mechanical injuries | Falls, cuts and abrasions, pinch injuries, crush injuries, burns, electrical injuries, and traffic accidents |
| Total hours worked | 7,875,414 | 9,399,085.95 | 9,159,651.25 |

Notes: 1. Work-related fatalities rate = (the number of work-related fatalities ÷ total hours worked) × 1,000,000.
2. Serious work-related injury rate = (the number of employees with serious work-related injuries excluding fatal accidents and total lost days greater than 180 days ÷ total hours worked) × 1,000,000.
3. Disabling Injury Frequency Rate (FR) = Total number of disabling injury cases × (10^6) / Total hours worked
4. Disabling Injury Severity Rate (SR) = Total number of days lost due to work-related injuries × (10^6) / Total hours worked
5. Frequency-Severity Indicator (FSI) = [(Disabling Injury Frequency Rate (FR) × Disabling Injury Severity Rate (SR)) / 1,000]^0.5

## 7.6 Occupational Health Services and Health Promotion

### 7.6.1 Occupational Health Services and Communication Mechanisms

#### Professional Team and Comprehensive Care

Hulane Group (Taipei Hulane) engages a contracted occupational medicine physician and employs a full-time occupational health nurse to provide regular onsite services. Services include health consultations, case referrals, and first aid guidance, helping identify health risks in the working environment and safeguard employees' physical and mental well-being.

#### Digital Communication and Real-Time Epidemic Prevention

Online Health Reporting System: Enables employees to promptly report health conditions, facilitating follow-up and response by the Company.
Epidemic Prevention Section on the Official LINE@ Account: Provides two-way access to information and epidemic prevention guidance, ensuring transparent and equal access to information.
Overseas operating sites have also established localized health service mechanisms based on this model to protect the rights and interests of employees worldwide.

### 7.6.2 Diverse Health Examinations and Preventive Medicine

Hulane Group provides annual health examinations for all employees. In addition to the occupational disease examinations required by law, the Group offers a range of voluntary examinations exceeding regulatory requirements (including ultrasound examinations, electrocardiograms, cancer screenings, and Helicobacter pylori testing). Screening for four major cancers is also provided to facilitate early detection and prevention.

In response to demographic changes and evolving regulatory trends, the Group has introduced additional occupational health protection assessments specifically for middle-aged and older employees. Tailored monitoring and care mechanisms are used to comprehensively safeguard the physical and mental health of employees across different demographic groups.

**2025 Health Checkup Statistics**

| Examination Item | Number of Eligible Attendants | Number of Actual Attendants | Attendance Rate | Level 1 and 2 Management (non-occupational contraindications) | Level 3 and 4 Management (occupational contraindications) |
|---|---|---|---|---|---|
| General health checkups | 2,121 | 2,108 | 99.34% | 2,100 | 8 |
| Health examination for special operations involving noise | 291 | 291 | 90.37% | 286 | 5 |
| Health examination for special operations involving dust | 176 | 176 | 100.00% | 176 | - |
| Special health examination for noisy and dusty work | 24 | 24 | 100.00% | 24 | - |
| Special health examination for noisy and high-temperature work | 111 | 111 | 100.00% | 111 | - |
| Special health examination for glacial acetic acid-related and high-temperature work | 2 | 2 | 100.00% | 2 | - |
| Noise Exposure/Electrical Work | 3 | 3 | 100.00% | 3 | - |
| Power-Frequency Electric Field Exposure/ Electrical Work/Work at Height | 4 | 4 | 100.00% | 4 | - |
| Noise Exposure/Electrical Work/Work at Height | 2 | 2 | 100.00% | 2 | - |
| Special Health Examinations for Noise, Dust, and High-Temperature Exposure | 39 | 39 | 100.00% | 37 | 2 |

Note: Employees with occupational contraindications have been reassigned to positions that do not involve special operations.

### 7.6.3 Physical and Mental Health Consultation and Workplace Care

Hulane Group's professional medical and nursing team actively promotes workplace health management and implements preventive measures focusing on mental health, musculoskeletal disorders, cancer screening, and metabolic syndrome-related conditions, including hypertension, hyperglycemia, and hyperlipidemia.
By identifying physical and mental health hazards within the organization, improvement measures are developed for high-risk groups to effectively prevent occupational diseases.

| 2025 Health Management and Care Statistics | |
|---|---|
| Category | Number of participants |
| Health management and care | 99 |
| Maternity protection and care | 200 |
| Overload protection and care | 17 |
| Ergonomic hazard protection and care | 15 |
| Total | 331 |

Note: The above statistics cover Taipei Hulane and Nanjing Hulane only.

### 7.6.4 Diversified Health Promotion Activities

Hulane Group regards employees as a core asset and continues to enhance its workplace health programs based on the principle of "Going Beyond Compliance and Providing Proactive Care." The Group is committed to creating a safe and dynamic environment and encouraging employees to regard physical and mental well-being as a management indicator of equal importance to performance.

**Health Promotion Achievements in 2025**
Physical Activities: The "Hulane Sports Day," online sports competitions, a body fat reduction challenge, and various employee clubs were organized to help employees develop regular exercise habits.
Health Empowerment: Professional health seminars were held to strengthen employees' awareness of self-directed health management.
Work-Life Balance: Various programs were implemented to help employees balance work and personal life, extend investment in health to all employees, and advance sustainable operations.

| 2025 Health Promotion Activities Statistics | | |
|---|---|---|
| Category | Number of sessions | Number of participants |
| Sports Day | 14 | 611 |
| Health Lectures | 14 | 310 |
| Fat Loss Competition | 1 | 132 |
| Online Sports Competition | 2 | 382 |
| Badminton Club Activities | 49 | 784 |
| Total | 80 | 2,219 |

Note: The above statistics cover Taipei Hulane and Nanjing Hulane only.

### 7.6.5 Occupational Disease Prevention and Risk Classification

Hulane Group engages an occupational medicine specialist and integrates workplace environmental monitoring results with annual health examination data to establish targeted preventive mechanisms for high-risk groups:
Identification of At-Risk Groups: Medical and nursing personnel assess workload factors among employees engaged in shift work, night work, long working hours, or work involving special demands, such as business travel, extreme temperatures, and noise exposure, to identify potential health risks.
Scientific Quantitative Assessment: The Framingham Risk Score (FRS) calculator is used to estimate employees' risk of developing cardiovascular disease within the next ten years and implement risk-based health management.
Preventive Results: Through systematic risk-based intervention and follow-up measures, the number of occupational disease cases and occupational disease-related fatalities across the Hulane Group have remained at zero over the years.

| Risk Level Triggering Illness | Graded Management | Contents of Management Measures |
|---|---|---|
| Classes A and B | Self-health management | •Working hour management.<br>•Regular health checkups and management. |
| Class C | Care interview | •If the workload needs to be adjusted, the case will be referred to the physician engaged in labor health services for evaluation and advice. |
| Class D | Consultation offered by physicians engaged in labor health services | •Conduct various health assessments and provide instructions according to the "Mental and Physical Care and Consultation Form." |





2025 Health Checkup

Health Management and Employee Care Provided by the Contracted Occupational Physician in 2025

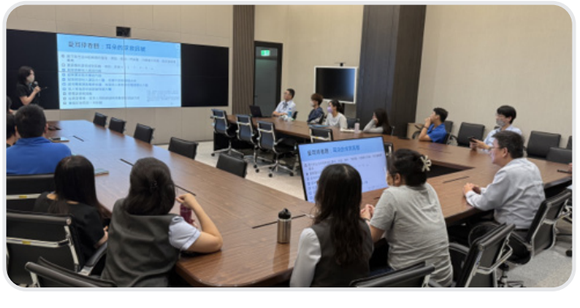


2025 Health Promotion Event - Health Lectures

Seminar on Hypertension, Hyperglycemia, and Hyperlipidemia




Nutrition Seminar



2025 Healthy Forest Walking Event






Sports Enterprise Certification Mark

## 7.7 Social Engagement

Hulane employees remain attentive to a diverse range of social issues and regard social engagement as an integral part of corporate sustainability. Through ecological sustainability and giving back to society, the Company translates its sustainability philosophy into concrete action, seeking to create lasting value together with society and advance toward a future of mutual prosperity.

### I. Ecological Sustainability

#### Working with Partners to Promote Mutual Prosperity in Local Communities

Starting with strong local connections, Hulane employees seek to ensure that sustainability goes beyond a concept and is genuinely embedded in communities and everyday life.

In 2025, the Company launched the "Hulane × Xizhi Sustainability: ESG Action Plan" and invited its suppliers to participate. Through concrete action, the initiative strengthened local engagement and embodied the spirit of mutual prosperity with local communities.

In 2025, the second ESG mountain cleanup hike was held at Dajianshan in Xizhi, continuing the initiative launched at the same location. A total of 96 people participated. Combining environmental cleanup with a guided hike, the event enabled participants, under the guidance of professional interpreters, to clean up the mountain while rediscovering Xizhi's natural environment and cultural heritage. The activity further embedded sustainability into daily operations and social engagement while strengthening employees' physical and mental well-being and team cohesion.

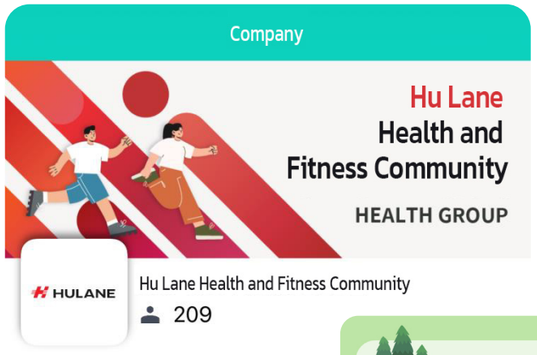
#### Healthy Forest Walking: Turning Steps into Trees

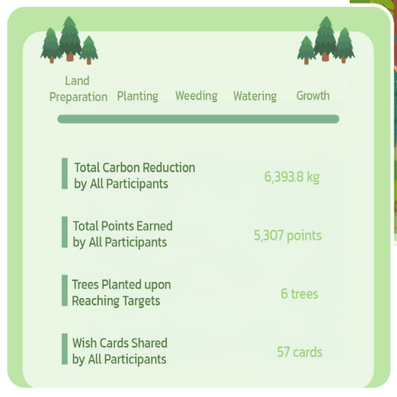
To put the Company's ecological sustainability philosophy into practice while promoting employee health, the Healthy Forest Walking activity was launched in 2025. A digital platform was used to encourage employees to develop regular walking habits and connect daily exercise with environmental action. During the activity, accumulated steps were converted into actual tree-planting action, creating a positive ecological impact while promoting employee health.

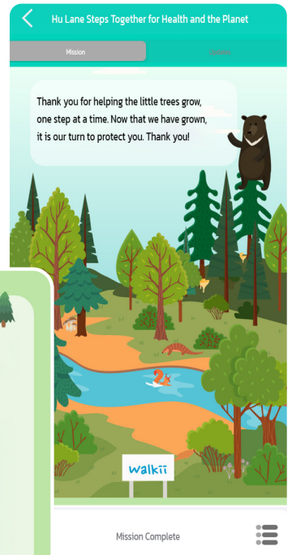
A total of 209 employees registered for the activity, of whom 147 successfully met the target, representing a completion rate of 70.3%. Participants accumulated 41,049,180 steps, covering approximately 28,733,507 meters, burning a total of 1,005,678 kilocalories, and avoiding 6,393.8 kilograms of carbon emissions. The accumulated steps were converted into the planting of 6 trees. The trees are scheduled to be planted by the Kaohsiung City i-Plant-Trees Association, at the Qieding Wetlands in Kaohsiung in April 2026, contributing to ecological restoration and carbon sequestration.





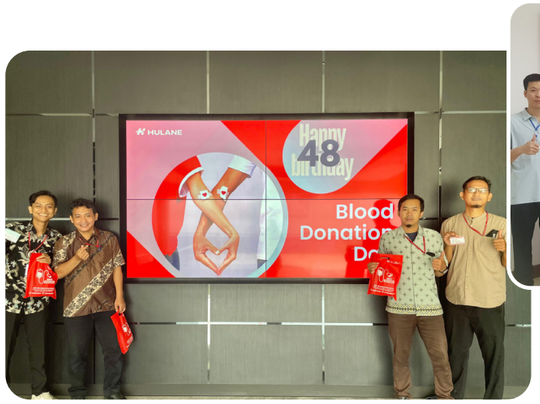



## II. Giving Back to Society

Hulane Associate Inc. has long upheld the principle that resources derived from society should be used for the benefit of society. The Company actively participates in charitable initiatives and leverages its corporate resources and influence to give back to the community. In 2025, the Company donated NTD 150 thousand each to its long-term partners, the World Peace Association and the Huashan Social Welfare Foundation, supporting social welfare organizations in providing care and assistance to disadvantaged groups.
Through its collaboration with the World Peace Association on a hunger-relief program for disadvantaged children, the Company provided nutritious breakfasts and food products to children from vulnerable families, delivering a total of 219 instances of assistance.
In addition, during the Company's anniversary celebrations, cakes were purchased from the Eden Social Welfare Foundation and shared with all employees. This concrete action supported a social welfare organization and fulfilled the Company's responsibility to give back to society.

### Charitable Blood Donation Campaign

In 2025, the Group's operating sites separately organized charitable blood donation campaigns under the theme "Give Blood, Share Love, Hulane by Your Side." A total of 283 people successfully donated blood, with the total volume reaching 86,500 mL, equivalent to 2.05 times the volume recorded in 2024. This demonstrated Hulane employees' strong commitment to charitable participation and the fulfillment of social responsibility.







### Participating in Local Disaster Preparedness Partnerships to Strengthen Community Resilience

In 2025, Hulane Associate Inc. continued its disaster preparedness partnership with the Xizhi District Office by signing a Memorandum of Understanding on Disaster Preparedness Cooperation. Corporate resources were integrated to provide disaster response support and material supplies, enhancing emergency response efficiency in the event of a large-scale disaster. In March, the Company also participated in the Outstanding Disaster Preparedness Enterprise Recognition Ceremony organized by the New Taipei City Government, reaffirming that supporting community disaster preparedness and public safety is both a corporate responsibility and duty. Hulane employees also actively engaged with local communities by participating in a disaster preparedness awareness activity in Chongde Neighborhood, Xizhi District. Interaction with community residents helped raise disaster preparedness awareness, strengthen local connections, and demonstrate the close relationship between business and society.







### Responding Promptly to Post-Disaster Needs and Supporting Community Recovery

In September 2025, the breach of the Matai'an Creek landslide-dammed lake caused severe damage in the Guangfu area of Hualien County, significantly affecting residents' living conditions and homes. Following the disaster, Hulane Associate Inc. promptly initiated relief efforts and worked with charitable partners to support post-disaster assistance. Furniture and mattresses valued at NTD 500 thousand were donated to provide urgently needed household supplies and help affected families gradually restore basic living conditions and return to a stable daily life.
This initiative reflected Hulane employees' prompt response and concrete action in the face of an unexpected disaster. Through cross-sector collaboration with charitable partners, resources were effectively delivered to communities in need, providing support and hope as residents endured a difficult period and began the recovery process.

### Supporting Education and Culture and Deepening the Communication of Sustainability Values

Hulane Associate Inc. supports the development of education and culture through concrete action and continues to integrate ESG and the Sustainable Development Goals (SDGs) into its social contribution initiatives. In 2025, the Company sponsored the Fountain of Wisdom Theatre's performance of the children's play "Pandora's Hope" at Lize Elementary School in Yilan, bringing sustainability education into the school through the performing arts and helping children explore issues that will shape the future.

Centered on a fantasy story, "Pandora's Hope" skillfully incorporated SDG concepts and encouraged children to consider how they can face future challenges or disasters with courage, assist and cooperate with one another, and continue to hold on to hope. Through its lively story and stage performance, the play helped children learn to cherish the environment and care for others through laughter and emotional engagement. It also provided an important opportunity for them to understand the SDGs and the values of "hope and sustainability," nurturing a new generation with empathy, initiative, and the courage to face the future positively.







### Community Care Initiatives to Strengthen Local Connections

Guided by its commitment to caring for local communities and promoting community inclusion, Nanjing Hulane participated in Pengfu Village's "A Full Moon in Golden Autumn: Celebrating the Two Festivals" event during the Mid-Autumn Festival period. On the afternoon of September 28, Nanjing Hulane volunteers and Pengfu Village residents took part in a mooncake-making activity under the guidance of a professional baking instructor. Working together, they made more than 300 mooncakes. Some were shared at the event, while others were packaged into festive gift boxes for subsequent visits to disadvantaged residents. An outreach team comprising volunteers and village representatives visited 30 households in Pengfu Community, including elderly residents, people living alone, and families of persons with disabilities, conveying warmth and care from both the Company and the community.






Looking back on 2025, Hulane employees continued to respond to social needs through concrete action, ranging from local environmental initiatives and charitable engagement to immediate post-disaster assistance and support for education and culture. Whether protecting the environment through mountain and street cleanups, rolling up their sleeves to donate blood, or accompanying disaster-affected families and older community residents through difficult times, Hulane Associate Inc. firmly believes that corporate value is reflected not only in operating results but also in responsibility toward and care for society. Remaining true to its original aspirations, the Company will continue working with employees, partners, and communities to build a more resilient, compassionate, and sustainable future.

# Appendix I. GRI Content Index

★ represents a material topic

Statement of Use: Hulane Associate Inc. has prepared the report in accordance with the GRI Standards.
Reporting Period: January 1, 2025 to December 31, 2025

GRI 1 Used
GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)
Not applicable

| Topic | Disclosure Items | Item Description | Chapter | Page | Reason for Omission/Required Explanation |
|---|---|---|---|---|---|
| GRI 2: General Disclosures 2021 | | | | | |
| The Organization and Its Reporting Practices | 2-1 | Organizational details | 02 About this Report | 3 | |
| | 2-2 | Entities included in the organization's sustainability reporting | | | |
| | 2-3 | Reporting period, frequency and contact point | | | |
| | 2-4 | Restatements of information | 6.1.2 Recycling and Reuse of Raw Materials | 53 | 6.1.2 Recycling and Reuse of Raw Materials: A. Total amount of packaging materials recycled: The data were restated because the number of plastic baskets recycled by Jiaxing Shangho in 2024 was omitted.<br>B. Total amount of products sold: The data were restated because the gross weight per unit of products reported by Vietnam Hulane for 2024 was entered incorrectly. |
| | | | 6.2.1 Energy Management | 54 | 6.2.1 Energy Management: To align the scope with the organizational boundary used for the ISO inventory, the scope of energy consumption within the organization was expanded from "production line activities" to "direct operating activities under operational control." Gasoline and diesel used by vehicles, previously classified as energy consumption outside the organization, were reclassified as energy consumption within the organization. The prior-year data were restated accordingly, while total energy consumption remained unchanged. |
| | | | 6.2.4 Greenhouse Gas and Carbon Emissions | 64 | 6.2.4 GHG Emissions: The disclosed 2024 GHG inventory data were updated based on information verified by an external third-party organization. |
| | 2-5 | External assurance | 02 About this Report | 3 | |
| Activities and Workers | 2-6 | Activities, value chain and other business relationships | 4.1 Group Profile | 14 | |
| | | | 5.5 Value Chain Management | 38 | |
| | 2-7 | Employees | 7.2 Employee Overview | 73 | |
| | 2-8 | Workers who are not employees | | | |
| Governance | 2-9 | Governance structure and composition | 5.1 Corporate Governance Practices | 24~29 | |
| | 2-10 | Nomination and selection of the highest governance body | | | |
| | 2-11 | Chair of the highest governance body | | | |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | | | |
| | 2-13 | Delegation of responsibility for managing impacts | | | |
| | 2-14 | Role of the highest governance body in sustainability reporting | | | |
| | 2-15 | Conflicts of interest | | | |
| | 2-16 | Communication of critical concerns | | | |
| | 2-17 | Collective knowledge of the highest governance body | | | |
| | 2.18 | Evaluation of the performance of the highest governance body | | | |
| | 2-19 | Remuneration Policies | 7.3.1 Remuneration Policies | 77 | |
| | 2-20 | Process to Determine Remuneration | 7.3.2 Process to Determine Remuneration | 78 | |
| | 2-21 | Annual Total Compensation Ratio | 7.3.3 Annual Total Compensation Ratio | 78 | |

| Topic | Disclosure Items | Item Description | Chapter | Page | Reason for Omission/Required Explanation |
|---|---|---|---|---|---|
| **GRI 2: General Disclosures 2021** | | | | | |
| Strategy, Policies and Practices | 2-22 | Statement on sustainable development strategy | 3.1.2 Sustainability Strategy and Promotion<br>5.1.5 Ethical Management<br>5.1.6 Communication Channels and Grievance Mechanisms<br>5.2 Risk Management<br>7.1 Human Rights Policy Implementation and Management | 5<br>28<br>29<br>30<br>72 | |
| | 2-23 | Policy commitments | | | |
| | 2-24 | Embedding policy commitments | | | |
| | 2-25 | Processes to remediate negative impacts | | | |
| | 2-26 | Mechanisms for seeking advice and raising concerns | | | |
| | 2-27 | Compliance with Laws and Regulations | 5.1.5 Ethical Management | 28 | |
| | 2-28 | Membership associations | 4.5 Participation in Associations | 23 | |
| Stakeholder Engagement | 2-29 | Approach to stakeholder engagement | 3.2.2 Stakeholder Communication | 10 | |
| | 2-30 | Collective bargaining agreements | 7.1 Human Rights Policy Implementation and Management | 72 | The Company respects employees' rights under local laws to exercise freedom of association and join labor unions or other organizations. It also provides diverse communication channels, such as labor-management meetings and suggestion boxes, to maintain transparent and constructive labor-management dialogue. |
| **GRI 3: Material Topics 2021** | | | | | |
| Material Topics | 3-1 | Process to Determine Material Topics | 3.2.3 Identification of Material Topics<br>3.2.4 Management of Material Topics, page 12 | 11<br>12 | |
| | 3-2 | List of material topics | | | |

| Topic | | Disclosure Items | Item Description | Chapter | Page | Reason for Omission/Required Explanation |
|---|---|---|---|---|---|---|
| Economic Aspect | **★ Economic Performance** | | | | | |
| | GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 5.3.1 Material Topic: Operational Performance | 32 | |
| | GRI 201: Economic Performance 2016 | 201-1 | Direct economic value generated and distributed | 5.3.2 Operational Overview | 33 | |
| | | 201-2 | Financial implications and other risks and opportunities due to climate change | 6.2.3 Climate Change-related Financial Disclosures | 56 | |
| | | 201-3 | Defined benefit plan obligations and other retirement plans | 5.3.3. Defined Benefit Plan Obligations and Other Retirement Plans | 34 | |
| | | 201-4 | Financial assistance received from government | 5.3.4 Financial Assistance Received From Government | 34 | |
| | **Market Presence** | | | | | |
| | GRI 202: Market Presence 2016 | 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | 7.3.4 Remuneration Ratio for Employees of Different Genders | 79 | |
| | | 202-2 | Proportion of senior management hired from the local community | 7.2 Employee Overview_Proportion of Managerial Employees Hired from the Local Community | 75 | |

| | Topic | Disclosure Items | Item Description | Chapter | Page | Reason for Omission/Required Explanation |
|---|---|---|---|---|---|---|
| Economic Aspect | **Indirect Economic Impacts** | | | | | |
| | GRI 203: Indirect Economic Impacts 2016 | 203-1 | Infrastructure investments and services supported | 7.7 Social Engagement, II. Giving Back to Society_Participating in Local Disaster Preparedness Partnerships to Strengthen Community Resilience / Responding Promptly to Post-Disaster Needs and Supporting Community Recovery | 98 | |
| | | 203-2 | Significant indirect economic impacts | 7.4.1 Talent Training_In 2025, Hulane implemented industry-academia collaboration programs with five schools, involving a total of 24 students. These programs have established a stable model for industry-academia collaboration and laid the foundation for the Group's medium- and long-term talent development. | 86 | |
| | **Procurement Practices** | | | | | |
| | GRI 204: Procurement Practices 2016 | 204-1 | Proportion of spending on local suppliers | 6.1.1 Local Procurement Information | 52 | |
| | **Anti-corruption** | | | | | |
| | GRI 205: Anti-corruption 2016 | 205-1 | Operations assessed for risks related to corruption | 05 Ethical Governance<br>5.1.5 Ethical Management | 24<br>28 | |
| | | 205-2 | Communication and training about anti-corruption policies and procedures | | | |
| | | 205-3 | Confirmed incidents of corruption and actions taken | | | |
| | **Anti-competitive Behavior** | | | | | |
| | GRI 206: Anti-competitive Behavior 2016 | 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 5.1.5 Ethical Management | 28 | |
| | **Tax** | | | | | |
| | GRI 207: Tax 2019 Management Approach | 207-1 | Approach to tax | 5.3.5 Tax Governance | 35 | |
| | | 207-2 | Tax governance, control, and risk management | | | |
| | | 207-3 | Stakeholder engagement and management of concerns related to tax | | | |
| | **★ Innovative R&D** | | | | | |
| | GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 5.4.1 Material Topic: Innovative R&D | 36 | |
| | Self-defined Material Topics | Innovation-1 | Resources Invested in R&D During the Year | 5.4.1 Material Topic: Innovative R&D | 36 | |

| | Topic | Disclosure Items | Item Description | Chapter | Page | Reason for Omission/Required Explanation |
|---|---|---|---|---|---|---|
| Environmental Aspect | **★ Materials** | | | | | |
| | GRI 301: Materials 2016 | 301-1 | Materials used by weight or volume | 6.1.2 Recycling and Reuse of Raw Materials | 53 | |
| | | 301-2 | Recycled input materials used | 6.1.2 Recycling and Reuse of Raw Materials | 53 | |
| | | 301-3 | Reclaimed products and their packaging materials | 6.1.2 Recycling and Reuse of Raw Materials | 53 | |
| | **Energy** | | | | | |
| | GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | 6.2.1 Energy Management | 54 | |
| | | 302-3 | Energy Intensity | 6.2.1 Energy Management | 54 | |
| | | 302-4 | Reduction of energy consumption | 6.2.2 Energy Conservation | 55 | |
| | | 302-5 | Reductions in energy requirements of products and services | 5.4.2 New Energy Products | 37 | |
| | **Water and Effluents** | | | | | |
| | GRI 303: Water and Effluents 2018 Management Approach | 303-1 | Interactions with water as a shared resource | 6.3.1 Water Resources Management | 67 | |
| | | 303-2 | Management of water discharge-related impacts | | | |
| | GRI 303: Water and Effluents 2018 | 303-3 | Water withdrawal | | | |
| | | 303-4 | Water discharge | | | |
| | | 303-5 | Water consumption | | | |
| | **Emissions** | | | | | |
| | GRI 303: Water and Effluents 2018 Management Approach | 305-1 | Direct (Scope 1) GHG emissions | 6.2.4 Greenhouse Gas and Carbon Emissions | 64 | |
| | | 305-2 | Energy indirect (Scope 2) GHG emissions | | | |
| | GRI 305: Emissions 2016 | 305-3 | Other indirect (Scope 3) GHG emissions | | | |
| | | 305-4 | GHG emissions intensity | | | |
| | | 305-5 | Reduction of GHG emissions | 6.2.4 Greenhouse Gas and Carbon Emissions | 64 | |
| | | **305-6** | Emissions of ozone-depleting substances (ODS) | No ozone-depleting substances are generated from the raw materials used in the Company's manufacturing process. | - | |
| | | **305-7** | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 6.2.5 Volatile Organic Compounds Control | 66 | |

| | Topic | Disclosure Items | Item Description | Chapter | Page | Reason for Omission/Required Explanation |
|---|---|---|---|---|---|---|
| Environmental Aspect | ★ Waste | | | | | |
| | GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 6.3.2.1 Material Topic: Waste Management | 69 | |
| | GRI 306: Waste 2020 Management Policy | 306-1 | Waste generation and significant waste-related impacts | 6.3.2.2 Waste Generation and Management<br>6.3.2.3 Recycling and Reuse of Wastes | 69<br>70<br>71 | |
| | | 306-2 | Management of significant waste-related impacts | | | |
| | GRI 306: Waste 2020 | 306-3 | Waste generated | | | |
| | | 306-4 | Waste diverted from disposal | | | |
| | | 306-5 | Waste directed to disposal | | | |
| | ★ Supplier Environmental Assessment | | | | | |
| | GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 5.5.1 Material Topic: Sustainable Supply Chain | 38<br>39<br>40 | |
| | GRI 308: Supplier Environmental Assessment 2016 | 308-1 | New suppliers that were screened using environmental criteria | | | |
| | | 308-2 | Negative environmental impacts in the supply chain and actions taken | | | |

| | Topic | Disclosure Items | Item Description | Chapter | Page | Reason for Omission/Required Explanation |
|---|---|---|---|---|---|---|
| Social Aspect | Employment | | | | | |
| | GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | 7.2 Employee Overview_New Hires and Employee Turnover | 76 | |
| | | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 7.3.6 Benefits Provided to Full-time Employees that Are Not Provided to Temporary or Part-time Employees | 81~85 | |
| | | 401-3 | Parental leave | 7.3.6 Benefits Provided to Full-time Employees that Are Not Provided to Temporary or Part-time Employees_Parental Leave | | |
| | | Salary | The number of full-time employees who are not in a management position, mean and median salary of full-time employees who are not in a management position, and the difference in these figures between the current year and the previous year should be disclosed. | 7.3.5 Mean and Median Salary of Full-Time Employees who are not in a Managerial Position | 81 | Disclosed in accordance with the requirements of the local competent authority. |
| | Labor/Management Relations | | | | | |
| | GRI 402: Labor/Management Relations 2016 | 402-1 | Minimum notice periods regarding operational changes | 7.3.6 Benefits Provided to Full-time Employees that Are Not Provided to Temporary or Part-time Employees_Minimum Notice Period Regarding Operational Changes | 85 | |

| | Topic | Disclosure Items | Item Description | Chapter | Page | Reason for Omission/Required Explanation |
|---|---|---|---|---|---|---|
| Social Aspect | ★ Occupational Health and Safety | | | | | |
| | GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 7.5.1 Material Topic: Occupational Health and Safety | 88 | |
| | GRI 403: Occupational Health and Safety 2018<br>Management Policy | 403-1 | Occupational health and safety management system | 7.5.3 Occupational Health and Safety Management System | 89 | |
| | | 403-2 | Hazard identification, risk assessment, and incident investigation | 7.5.6 Hazard Identification and Risk Classification and Control<br>7.5.7 Audit and Corrective Action Management<br>7.5.8 Worker Hazard Reporting and Protection of Rights<br>7.5.9 Incident Investigation and Emergency Response Management<br>7.5.10 Statistics on Work-related Injuries | 91~93 | |
| | | 403-3 | Occupational health services | 7.6 Occupational Health Services and Health Promotion | 94 | |
| | | 403-4 | Worker participation, consultation, and communication on occupational health and safety | 7.5.5 Occupational Health and Safety Committee Composed of Labor and Management | 91 | |
| | | 403-5 | Worker training on occupational health and safety | 7.5.4 Occupational Safety and Health Education Training | 90 | |
| | | 403-6 | Promotion of worker health | 7.6 Occupational Health Services and Health Promotion | 94~96 | |
| | | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 7.5.4 Occupational Safety and Health Education Training<br>7.5.3 Occupational Health and Safety Management System<br>7.6 Occupational Health Services and Health Promotion | 90<br>89<br>94 | |
| | GRI 403: Occupational Health and Safety 2018 | 403-8 | Workers covered by an occupational health and safety management system | 7.5.3 Occupational Health and Safety Management System | 89 | |
| | | 403-9 | Work-related injuries | 7.5.10 Statistics on Work-related Injuries | 93 | |
| | | 403-10 | Work-related ill health | 7.6.5 Occupational Disease Prevention and Risk Classification | 96 | |
| | ★ Training and Education | | | | | |
| | GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 7.4.1 Material Topic: Talent Training | 86 | |
| | GRI 404: Training and Education 2016 | 404-1 | Average hours of training per year per employee | 7.4.2 Average Hours of Training per Year per Employee | 86 | |
| | | 404-2 | Programs for upgrading employee skills and transition assistance programs | 7.3.6 Benefits Provided to Full-time Employees that Are Not Provided to Temporary or Part-time Employees_Programs for Upgrading Employee Skills and Transition Assistance Programs | 85 | |
| | | 404-3 | Percentage of employees receiving regular performance and career development reviews | 7.4.3 Percentage of Employees Receiving Regular Performance and Career Development Reviews | 87 | |
| | Employee Diversity and Equal Opportunity | | | | | |
| | GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | 5.1.2.2 Implementation of the Diversity Policy of the Board of Directors<br>5.1.2.3 Board of Directors Diversity Statistics<br>7.2 Employee Overview | 25<br>73 | |
| | | 405-2 | Ratio of basic salary and remuneration of women to men | 7.3.4 Remuneration Ratio for Employees of Different Genders | 79 | |
| | Non-discrimination | | | | | |
| | GRI 406: Non-discrimination 2016 | 406-1 | Incidents of discrimination and corrective actions taken | 7.1 Human Rights Policy Implementation and Management | 72 | |

| Topic | Disclosure Items | Item Description | Chapter | Page | Reason for Omission/Required Explanation |
|---|---|---|---|---|---|
| **Child Labor** | | | | | |
| GRI 408: Child Labor 2016 | 408-1 | Operations and suppliers at significant risk for incidents of child labor | 7.1 Human Rights Policy Implementation and Management | 72 | |
| **Forced or Compulsory Labor** | | | | | |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | 7.1 Human Rights Policy Implementation and Management | 72 | |
| **Security Practices** | | | | | |
| GRI 410: Security Practices 2016 | 410-1 | Security personnel trained in human rights policies or procedures | 7.1 Human Rights Policy Implementation and Management | 72 | |
| **Rights of Indigenous Peoples** | | | | | |
| GRI 411: Rights of Indigenous Peoples 2016 | 411-1 | Incidents of violations involving rights of indigenous peoples | 7.1 Human Rights Policy Implementation and Management | 72 | |
| **Local Communities** | | | | | |
| GRI 413: Local Communities 2016 | 413-1 | Operations with local community engagement, impact assessments, and development programs | 7.7 Social Engagement, II. Giving Back to Society_Participating in Local Disaster Preparedness Partnerships to Strengthen Community Resilience / Responding Promptly to Post-Disaster Needs and Supporting Community Recovery | 98 | |
| | 413-2 | Operations with significant actual and potential negative impacts on local communities | | | |
| **★ Supplier Social Assessment** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 5.5.1 Material Topic: Sustainable Supply Chain | 38~40 | |
| GRI 414: Supplier Social Assessment 2016 | 414-1 | New suppliers that were screened using social criteria | | | |
| | 414-2 | Negative social impacts in the supply chain and actions taken | | | |
| **Customer Health and Safety** | | | | | |
| GRI 416: Customer Health and Safety 2016 | 416-1 | Assessment of the health and safety impacts of product and service categories | 5.2.4 Product Health and Safety Management<br>5.5.3 Product Quality and Safety Responsibility | 42 | |
| | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | | | |
| **Marketing and Labeling** | | | | | |
| GRI 417: Marketing and Labeling 2016 | 417-1 | Requirements for product and service information and labeling | 5.5.3.3 Product Marketing and Labeling | 44 | |
| | 417-2 | Incidents of non-compliance concerning product and service information and labeling | | | |
| | 417-3 | Incidents of non-compliance concerning marketing communications | | | |
| **Customer Privacy** | | | | | |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 5.7 Trade Secret Protection and Transaction Security | 51 | |

## Appendix II. Sustainability Disclosure Indicators - Electronic Parts and Components Industry

(Disclosed in accordance with Table 1-12 of the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEx Listed Companies)

| No. | Indicators | Type of Indicators | Annual Disclosure | | Unit | Remarks |
|---|---|---|---|---|---|---|
| I | Total energy consumption, percentage of purchased electricity, and utilization rate of renewable energy | Quantitative | Total energy consumption | 160,096.2731 | Gigajoules (GJ) | |
| | | | Percentage of purchased electricity | 94.77% | Percentage (%) | Purchased electricity/Total energy consumption |
| | | | Utilization rate of renewable energy | 42.46% | Percentage (%) | Utilization rate of renewable energy/Total energy consumption |
| II | Total water intake and consumption | Quantitative | Total Water Intake | 142.9689 | Thousand cubic meters ($m^3$) | |
| | | | Total Water Consumption | 35.0714 | Thousand cubic meters ($m^3$) | |
| III | Weight of hazardous waste generated and recycling percentage | Quantitative | Weight of hazardous waste generated | 40.0431 | Metric tons (t) | |
| | | | Recycling percentage | 29.02% | Percentage (%) | |
| IV | Description of the type, number and rate of occupational hazards | Quantitative | Number of occupational disasters in 2025 | 14people | Quantity | |
| | | | Number of occupational disasters/total employees | 0.36% | Percentage (%) | |
| | | | Type of disaster | Falls, machinery-related injuries, and vehicle-related injuries | | |
| V | Product lifecycle management disclosure: Including the weight of waste products and electronic waste and recycling percentage (Note 1) | Quantitative | The Company operates in a B2B business model. We do not engage in recycling operations for products, raw materials, or the portion of their parts and components of our end customers at the end of their lifecycle. | | Not applicable | |
| VI | Description of risk management related to the use of key materials | Qualitative description | 1. The Company does not purchase materials including, but are not limited to, antimony, cobalt, fluorspar, gallium, germanium, graphite, indium, magnesium, niobium, tantalum, tungsten, platinum group metals (platinum, palladium, iridium, rhodium, ruthenium, osmium), and rare earth elements, including yttrium, scandium, lanthanum, and the lanthanides (cerium, praseodymium, neodymium, thorium, samarium, europium, gadolinium, terbium, dysprosium, holmium, erbium, iridium, ytterbium, and lutetium).<br>2. The Company's key raw materials include high-volume or special raw materials. In the new product development stage, we plan to engage with two types of raw materials or two suppliers. Substitute materials will undergo verification for substitution according to the "2062 Supplier Sample Recognition Management Regulations" to mitigate supply risks and increase local procurement rate. | | | |
| VII | Total money losses arising from legal proceedings relating to the Anti-competitive Behavior Ordinance | Quantitative | There were no such matters in the current year | | Reporting currency | |
| VIII | Production volume of major products by product category | Quantitative | Connector | 7,801,464.53 | KPCS | |
| | | | New energy connector | 1,468,433.47 | KPCS | |

Note: 1. This includes the sale of scraps or other recycling, for which a relevant description shall be provided. This item shall calculate the weight of the products, raw materials, or the portion of their parts and components that are not discarded but subject to recovery or recycling at the end of their lifecycles. The scope may include reused, recycled, or refurbished items owned by the organization or collected from third parties.

2. Calculation of occupational accident rate: The percentage (%) is calculated by dividing the number of employees suffered from occupational accidents during the year (numerator) by the total number of employees at the end of the year (denominator). The definition of occupational accident is based on Article 2 of the Occupational Safety and Health Act of the Ministry of Labor. The term "occupational accident" refers to any diseases, injuries, disabilities, or deaths of workers caused by buildings, machinery, equipment, raw materials, materials, chemicals, gases, vapors, dusts, etc., at the place of duty, or as a result of work activities, or due to other occupational causes. Therefore, traffic accidents involving employees while commuting to and from work are excluded from the place where laborers carry out work services. Companies shall disclose the number of employees with illnesses, injuries, disabilities, or deaths, as well as the respective ratios.

3. Key materials are those essential in the manufacturing process of the Company's products and subject to supply risks.
This definition is derived from the National Research Council of the National Academy of Sciences. Key materials include, but are not limited to, antimony, cobalt, fluorspar, gallium, germanium, graphite, indium, magnesium, niobium, tantalum, tungsten, platinum group metals (platinum, palladium, iridium, rhodium, ruthenium, osmium), and rare earth elements, including yttrium, scandium, lanthanum, and the lanthanides (cerium, praseodymium, neodymium, thorium, samarium, europium, gadolinium, terbium, dysprosium, holmium, erbium, iridium, ytterbium, and lutetium).

## Appendix III. Independent Assurance Report

Crowe

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Crowe (TW) CPAs
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INDEPENDENT AUDITORS' LIMITES ASSURANCE REPORT

HU LANE ASSOCIATE INC.,

We have undertaken a limited assurance engagement on the selected performance indicators in the Sustainability Report ("the Report") of HU LANE ASSOCIATE INC. ("the Company") for the year ended December 31, 2025.

**Subject Matter Information and Applicable Criteria**

See Appendix 1 for the Company's selected performance indicators ("the Subject Matter Information") and applicable criteria.

**Responsibilities of Management**

The management of the Company is responsible for the preparation of the Subject Matter Information in accordance with Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies ("the TPEx Sustainability Reporting Rules"), and Universal Standards, Sector Standards and Topic Standards published by the Global Reporting Initiative ("GRI"), and the criteria specifically designed by the Company, and for such internal control as management determines is necessary to enable the preparation of the Subject Matter Information that are free from material misstatement resulted from fraud or error.

**Auditors' Responsibilities**

Our responsibility is to plan and conduct our limited assurance engagement in accordance with Standard on Assurance Engagement 3000 "Assurance Engagements Other than Audits or Review of Historical Financial Information" issued by the Accounting Research and Development Foundation of the Republic of China to issue a limited assurance report on whether the Subject Matter Information (see Appendix 1) is free from material misstatement. The procedures performed in a limited assurance engagement vary in nature and timing form, and are less in extent than for, a reasonable assurance engagement and, therefore, a lower assurance level is obtained than a reasonable assurance.

We based on our professional judgment in the planning and conducting of our work to obtain evidence supporting the limited assurance. Because of the inherent limitations of any internal control, there is an unavoidable risk that even some material misstatements may remain undetected. The procedures we performed include, but not limited to:

- Inquiring of management and the personnel responsible for the Subject Matter Information to obtain an understanding of the policies, procedures, internal control, and information system relevant to the Subject Matter Information to identify areas where a material misstatement of the Subject Matter Information is likely to arise.
- Selecting sample items from the Subject Matter Information and performing procedures such as inspection, re-calculation, re-performance, and analytical procedures to obtain evidence supporting the assurance.

**Inherent Limitations**

The Subject Matter Information involved non-financial information, which was subject to more inherent limitations than financial information. The information may involve significant judgment, assumptions and interpretations by the management,

and the different stakeholders may have different interpretations of such information.

**Independence and Quality Control**

We have complied with the independence and other ethical requirements of the Norm of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

## Appendix III. Independent Assurance Report

Crowe

The firm applies Standard on Quality Management 1 "Quality Management for Public Accounting Firms" issued by the Accounting Research and Development Foundation of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

**Conclusion**

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information is not prepared, in all material respects, in accordance with the applicable criteria.

**Other Matters**

We shall not be responsible for conducting any further assurance work for any change of the Subject Matter Information or the applicable criteria after the issuance date of this report.

The engagement partner on the limited assurance report is Mengta Wu.

*Mengta Wu*

Crowe (TW) CPAs

June 5, 2026

*Notice to Readers*

*For the convenience of readers, the independent auditors' limited assurance report and the accompanying summary of subject matter information have been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditors' limited assurance report and summary of subject matter information shall prevail.*

APPENDIX 1

SUMMARY OF SUBJECT MATTER INFORMATION

| No. | Assurance Item | Indicator | Corresponding Section | Measurement Standard |
|---|---|---|---|---|
| 1 | Article 4, Table 1-12, No.1 of the TPEx Sustainability Reporting Rules | Total Energy Consumption, Percentage of Purchased Electricity, and Use of Renewable Energy | 6.2.1 Energy Management | Total energy consumption, external purchase in million kWh, and renewable energy usage rate (2025) |
| 2 | Article 4, Table 1-12, No.2 of the TPEx Sustainability Reporting Rules | Total water withdrawal and discharge volume | 6.3.1 Water Resources Management | Total water withdrawal and discharge volume (2025) |
| 3 | Article 4, Table 1-12, No.3 of the TPEx Sustainability Reporting Rules | Percentage of hazardous waste generated and recycled | 6.3.2 Waste Management | Hazardous waste generated and recycled percentage (2025) |
| 4 | Article 4, Table 1-12, No.4 of the TPEx Sustainability Reporting Rules | Frequency and rate of occupational injuries | 7.5.10 Incident Response and Management | Occupational injury frequency and rate (2024) |
| 6 | Article 4, Table 1-12, No.6, of the TPEx Sustainability Reporting Rules | Description of risk management related to the use of critical materials. | 5.5 Value Chain Management | Policy of the Company on responding to critical mineral suppliers |
| 7 | Article 4, Table 1-12, No.7of the TPEx Sustainability Reporting Rules | Total amount of monetary losses due to legal violations related to anti-competitive behavior | 5.1.5 Business Integrity | Total monetary losses due to legal violations related to anti-competitive behavior |
| 8 | Article 4, Table 1-12, No.8 of the TPEx Sustainability Reporting Rules | Main production volume by product category | 5.3.2 Operational Overview | Main production volume by product category (2025) |
| 9 | Other assurance item | Manpower, Expense and the accumulated active patents involved in the R&D | 5.4.1 Innovative R&D | Manpower, Expense and the accumulated active patents involved in the R&D. Information provided by the company (2025) |

# Appendix IV. Climate-Related Information of TPEx Listed Companies

(Disclosed in accordance with Table 2 of the Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies)

**Implementation of climate-related information**

<table>
<tr><th colspan="2">Item</th><th colspan="5">Content disclosed in the Report</th></tr>
<tr><td>1</td><td>Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and the management.</td><td colspan="5">(1) The Company closely monitors climate-related issues. The Risk Management Committee serves as the highest-level oversight body for the implementation of the TCFD framework. A Risk Management Promotion and Implementation Task Force, comprising the management team and led by the Chief Executive Officer, has been established, under which the Environmental and Climate Change Risk Team is responsible for addressing climate change-related risks affecting the Group.<br>(2) The Chief Executive Officer reports annually to the Risk Management Committee and the Board of Directors on plans, management measures, and performance relating to climate and operational risks and opportunities. The Risk Management Committee subsequently oversees the Group's implementation of climate-related response measures.</td></tr>
<tr><td>2</td><td>Describe how the identified climate risks and opportunities affect the Company's business operations, strategies, and finance (for short-term, medium-term, and long-term).</td><td colspan="5">For details, please refer to Section 6.2.3 Climate Change-related Financial Disclosures</td></tr>
<tr><td>3</td><td>Describe the financial impacts of extreme climate events and transformational actions.</td><td colspan="5">For details, please refer to Section 6.2.3 Climate Change-related Financial Disclosures_Scenario Analysis</td></tr>
<tr><td>4</td><td>Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</td><td colspan="5">In November 2024, the Company reorganized its Risk Management Committee to include climate-related risks and opportunities within its scope. Through management processes such as risk identification, risk analysis and assessment, risk supervision and management, and risk reporting and disclosure, each operating unit with authority and responsibility identifies risks based on short-, mid-, and long-term objectives and business duties, analyzes and evaluates the likelihood of risk events, and proposes risks according to the assessed risk levels. All related execution reviews and reports are conducted to effectively adapt to risks.</td></tr>
<tr><td>5</td><td>If scenario analysis is used to assess the resilience to climate change risks, the used scenarios, parameters, assumptions, analysis factors, and main financial impacts shall be described.</td><td colspan="5">The Company's climate risk scenario analysis uses modeling tools based on the Sixth Assessment Report (AR6) provided by the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), together with the Taiwan 3D Disaster Potential Map, to assess the financial impacts of transition and physical risks on Hulane under different scenarios.<br>I. Transition Risk Scenarios:<br>(1) SSP1-2.6 is a low-forcing pathway. Simulation results indicate that the location of the Taipei Hulane plant is projected to experience temperature increases of 0.7°C by 2040, 1°C by 2060, and 1.1°C by 2080.<br>(2) SSP5-8.5 is a high-forcing pathway. Simulation results indicate that the location of the Taipei Hulane plant is projected to experience temperature increases of 0.8°C by 2040, 1.6°C by 2060, and 2.5°C by 2080.<br>For transition risks, the TCCIP AR6 simulation tool is used to project future increases in electricity consumption and analyze the resulting financial impacts on Hulane (the potential cost of carbon fees payable in the future).<br>(For details, please refer to Section 6.2.3 of this Sustainability Report.)<br>II. Physical Risk Scenario<br>For physical risks, the Taiwan 3D Disaster Potential Map is used to simulate a short-duration extreme rainfall scenario involving 300 mm of rainfall within 12 hours. Under this scenario, access roads surrounding the principal plants may become flooded, preventing employees and logistics vehicles from entering or leaving smoothly and resulting in financial impacts on Hulane.<br>(For details, please refer to Section 6.2.3 of this Sustainability Report.)</td></tr>
<tr><td rowspan="6">6</td><td rowspan="6">If there is a transformation plan in place to manage climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical and transformational risks.</td><td>Transformation Plan</td><td>Plan Content</td><td>Action Item</td><td>Indicators</td><td>Goals</td></tr>
<tr><td rowspan="5">Transition Risk</td><td rowspan="3">Energy conservation and carbon reduction</td><td>In accordance with ISO 50001: 2018 management procedures</td><td>Energy Intensity</td><td>Introduce ISO 50001 Energy Management System into individual factories</td></tr>
<tr><td>In accordance with ISO 14064-1: 2018 management procedures</td><td>Carbon Emissions Intensity</td><td>Reduce carbon emissions intensity by 10% from the preceding year in both 2025 and 2026, and by 9% year on year from 2027 to 2029.</td></tr>
<tr><td>In accordance with ISO 14067: 2018 management procedures</td><td>Product Carbon Footprint Quantification Process</td><td>Conduct annual inventories to effectively control carbon emission sources and reduce the risk of being subject to additional carbon fees or carbon taxes in the market in the future.</td></tr>
<tr><td rowspan="2">Green Energy</td><td>Solar Power Generation</td><td>Solar Power Generation Volume</td><td>No target set</td></tr>
<tr><td>Green Electricity Procurement</td><td>Green Electricity Procurement Quantity</td><td>Increase the proportion of green electricity used by the Group to 25% in 2026 and gradually increase it to 45% by 2029.</td></tr>
<tr><td>7</td><td>If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.</td><td colspan="5">Currently, internal carbon pricing is not used as a planning tool; therefore, it is not applicable.</td></tr>
<tr><td rowspan="3">8</td><td rowspan="3">If climate-related goals are set, the activities covered, the scope of greenhouse gas emissions, the planning period, and the progress of each year should be explained; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve the relevant target, the source and quantity of carbon reduction credits to be offset or the quantity of renewable energy certificates (RECs) to be used should be specified.</td><td colspan="5">(1) In 2025, the Company completed the disclosure and external verification of its 2024 Sustainability Report, as well as the Group's GHG inventory and external verification. External verification of the 2024 GHG inventory was conducted from May 12 to June 27, 2025. The ISO 14064-1 GHG emissions certificate was obtained on July 31, 2025. The GHG emissions information will be publicly disclosed in the annual report, Sustainability Report, and other public information in June 2026.</td></tr>
<tr><td colspan="5">(2) Green electricity procured by Taipei Hulane: 1,198,366.00 kWh (solar power); Green electricity procured by Nanjing Hulane: 10,015,000.00 kWh (solar power); Green electricity procured by Dongguan Hulane: 5,300,000 kWh (solar power);<br>Green electricity procured by Jiaxing Shangho: 932,657.72 kWh (solar power)</td></tr>
<tr><td colspan="5">(3) The Group has completed ISO 14067 product carbon footprint inventories and external verification for 12 products to understand their product life cycles and identify solutions for product optimization. (4 products in 112, 5 in 113, and 3 in 114, with the number of products covered to be progressively increased)</td></tr>
<tr><td>9</td><td>GHG Inventory and Assurance Status</td><td colspan="5">To be disclosed separately in Sections 1-1, GHG Inventory and Assurance Status, and 1-2, GHG Reduction Targets, Strategies, and Specific Action Plans.</td></tr>
</table>

| Basic information of the Company | According to the Sustainable Development Roadmap for TWES/TPEx Listed Companies, the Company is required to disclose at least | |
|---|---|---|
| ☐ A company with a capital of more than NTD 10 billion and operating in the iron and steel industry or the cement industry | ☐ Inventory of the parent company | ☐ Inventory of the subsidiaries included in the consolidated financial statements |
| ☐ A company with a capital of more than NTD 5 billion but less than NTD 10 billion | ☐ Assurance of the parent company | ☐ Assurance of the subsidiaries included in the consolidated financial statements |

■ A company with capital of less than NTD 5 billion

**1-1 Greenhouse gas inventory and assurance for the most recent two fiscal years**

GHG Inventory Data for the Most Recent Two Years: For details, please refer to Section 6.2.4, GHG Emissions, of this Sustainability Report.

Description on Assurance:
Hulane Group
Of the total GHG emissions disclosed for 2024, Scope 1 emissions amounted to 808.3974 metric tons CO2e (1.08% of total emissions); Scope 2 emissions amounted to 18,603.8053 metric tons CO2e (24.89% of total emissions); and Scope 3 emissions amounted to 55,345.4303 metric tons CO2e (74.03% of total emissions). The emissions were assured by British Standards Institution Group Singapore Pte. Ltd., Taiwan Branch, in accordance with ISAE 3410 and ISO 14064-3. The assurance conclusions provided reasonable assurance for Scope 1 and Scope 2 emissions and limited assurance for Scope 3 emissions. The 2025 GHG inventory data are scheduled to be verified by an external third-party verification body in the second quarter of 2026.

Note:
1. The greenhouse gas emission intensity is calculated as total emissions in tonnes of CO2e/consolidated revenue (unit: NTD million).

**1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan**

| | |
|---|---|
| Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets. | 1. Base year for greenhouse gas reduction: 2024.<br>2. Base year data: Please refer to the total emissions data for 2024, expressed in tCO2e/year, in the table above.<br>3. Reduction Targets:<br>Short-term target: ISO 14064-1 GHG Inventory_Reduce the Group's carbon emission intensity by 10%<br>Mid- to long-term target: ISO 14064-1 GHG Inventory_Reduce the Group's carbon emission intensity by 8-9%<br>4. Strategies and specific action plans: Please refer to 6.2 Energy Resources and GHG Management of the Sustainability Report.<br>5. Achievement of reduction targets: Please refer to 6.2 Energy Resources and GHG Management of the Sustainability Report. |

# Appendix V. SASB Standards Content Index

**Table 1. Sustainability Disclosure Topics and Accounting Metrics**

| Topic | Indicators | Quantity | Accounting Metric | Code |
|---|---|---|---|---|
| Energy Management | (1) Total energy consumed | 160,096.2731 | Gigajoules (GJ) | TR-AP-130a.1 |
| | (2) Percentage of grid electricity | 94.77% | Percentage (%) | |
| | (3) Percentage renewable | 42.46% | Percentage (%) | |
| Waste management | (1) Total weight of waste generated from manufacturing | 3,602.2300 | Metric tons (t) | EM-CM-150a.1 |
| | (2) Percentage hazardous | 1.11% | Percentage (%) | |
| | (3) Percentage recycled | 0 (Note 2) | Percentage (%) | |
| Product Safety | Number of vehicles recalled (Note 1) | 0 | Quantity | TR-AP-250a.1 |
| Design for Fuel Efficiency | Revenue from products designed to increase fuel efficiency and/or reduce emissions | Not applicable (Note 4) | Reporting currency | TR-AP-410a.1 |
| Materials Sourcing | Description of the management of risks associated with the use of critical materials | 1. The Company does not purchase materials including, but are not limited to, antimony, cobalt, fluorspar, gallium, germanium, graphite, indium, magnesium, niobium, tantalum, tungsten, platinum group metals (platinum, palladium, iridium, rhodium, ruthenium, osmium), and rare earth elements, including yttrium, scandium, lanthanum, and the lanthanides (cerium, praseodymium, neodymium, thorium, samarium, europium, gadolinium, terbium, dysprosium, holmium, erbium, iridium, ytterbium, and lutetium).<br>2. The Company's key raw materials include high-volume or special raw materials. In the new product development stage, we plan to engage with two types of raw materials or two suppliers. Substitute materials will undergo verification for substitution according to the "2062 Supplier Sample Recognition Management Regulations" to mitigate supply risks and increase local procurement rate. | Not applicable | TR-AP-440a.1 |
| Materials Efficiency | (1) Percentage of products sold that are recyclable | 0 (Note 5) | Percentage (%) | TR-AP- 440b.1 |
| | (2) Percentage of input materials from recycled or remanufactured content (Note 2) | 4.89% | Percentage (%) | TR-AP- 440b.2 |
| Anti-competitive Behavior | Total amount of monetary losses resulting from legal proceedings associated with anti-competitive behavior regulations (Note 3) | 0 | Reporting currency | TR-AP-520a.1 |

Notes: 1. The disclosure shall include a discussion of notable recalls, such as recalls affecting a significant number of vehicles or vehicle models or involving serious injury or death. No vehicle recalls attributable to the Company's components occurred during the year.
2. The entity shall describe its initiatives to recover end-of-life products and parts for remanufacturing, including product take-back programs. The Company's products are not end products used by customers or consumers. The Company does not participate in the recovery of end customers' products, raw materials, or certain components.
3. The entity shall briefly describe the nature and context of the monetary losses and any corrective actions taken as a result.
4. The Company's products are not end products used by customers or consumers, nor are they products related to vehicle electrified powertrain equipment or engine management systems.
5. The Company operates under a B2B sales model. The Company does not participate in the recycling of end customers' products, raw materials, or certain components.

**Table 2. Activity Metrics**

| Activity Metric | Quantity | Accounting Metric | Code |
|---|---|---|---|
| Number of parts produced | 9,269,898 KPCS | Quantity | TR-AP-000.A |
| Weight of parts produced | 52,670 | Metric tons (t) | TR-AP-000.B |
| Area of manufacturing plants | 133,376.77 | Square meters ($m^2$) | TR-AP-000.C |

## Appendix VI. Group Employee Composition Information

| Number of Employees at Each Operating Site in 2025 | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Factory premises | | | Taipei Hulane | | Nanjing Hulane | | Dongguan Hulane | | Dongguan Puguang | | Jiaxing Shangho | | Vietnam Hulane | | Indonesia Hulane | | Europe Hulane | | Group Total | |
| | | | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage |
| Employee Categories | | Total Number of Employees | 682 | | 1083 | | 850 | | 130 | | 530 | | 532 | | 102 | | 7 | | 3,916 | 100.00% |
| | | Number of Regular Employees | 679 | | 792 | | 618 | | 130 | | 187 | | 529 | | 102 | | 7 | | 3,044 | 77.73% |
| | | Number of Non-regular Employees | 3 | | 291 | | 232 | | 0 | | 343 | | 3 | | 0 | | 0 | | 872 | 22.27% |
| All Operating Sites | Gender | Male | 432 | 63.3% | 607 | 56.0% | 453 | 53.3% | 43 | 33.1% | 291 | 54.9% | 298 | 56.0% | 68 | 66.7% | 1 | 14.3% | 2,193 | 56.00% |
| | | Female | 250 | 36.7% | 476 | 44.0% | 397 | 46.7% | 87 | 66.9% | 239 | 45.1% | 234 | 44.0% | 34 | 33.3% | 6 | 85.7% | 1,723 | 44.00% |
| | Age | Aged 30 or below | 167 | 24.5% | 369 | 34.1% | 294 | 34.6% | 27 | 20.8% | 352 | 66.4% | 257 | 48.3% | 58 | 56.9% | - | 0.0% | 1,524 | 38.92% |
| | | Age 31–50 | 403 | 59.1% | 681 | 62.9% | 526 | 61.9% | 98 | 75.4% | 166 | 31.3% | 267 | 50.2% | 40 | 39.2% | 6 | 85.7% | 2,187 | 55.85% |
| | | Aged 51 or above | 112 | 16.4% | 33 | 3.0% | 30 | 3.5% | 5 | 3.8% | 12 | 2.3% | 8 | 1.5% | 4 | 3.9% | 1 | 14.3% | 205 | 5.23% |
| | Highest Educational Attainment | Master's Degree or Above | 46 | 6.7% | 7 | 0.6% | 2 | 0.2% | - | 0.0% | - | 0.0% | 2 | 0.4% | 2 | 2.0% | - | 0.0% | 59 | 1.51% |
| | | College and University | 344 | 50.4% | 360 | 33.2% | 184 | 21.6% | 71 | 54.6% | 113 | 21.3% | 195 | 36.7% | 34 | 33.3% | 7 | 100.0% | 1,308 | 33.40% |
| | | Senior High School/ Vocational High School or Below | 292 | 42.8% | 716 | 66.1% | 664 | 78.1% | 59 | 45.4% | 417 | 78.7% | 335 | 63.0% | 66 | 12.4% | - | 0.0% | 2,549 | 65.09% |
| | Managerial Employees | Mid- and Senior-Level Managerial Employees | 41 | 6.0% | 15 | 2.2% | 13 | 1.9% | 5 | 0.7% | 5 | 0.7% | 5 | 0.7% | 4 | 0.6% | 2 | 0.3% | 90 | 2.30% |
| | | Junior executives | 23 | 3.4% | 18 | 2.6% | 21 | 3.1% | 16 | 2.3% | 14 | 2.1% | 15 | 2.2% | 4 | 0.6% | - | 0.0% | 111 | 2.83% |
| All Operating Sites (Regular Employees Only) | Gender | Male | 430 | 63.3% | 448 | 56.6% | 359 | 58.1% | 43 | 33.1% | 102 | 54.5% | 298 | 56.3% | 68 | 66.7% | 1 | 14.3% | 1,749 | 44.66% |
| | | Female | 249 | 36.7% | 344 | 43.4% | 259 | 41.9% | 87 | 66.9% | 85 | 45.5% | 231 | 43.7% | 34 | 33.3% | 6 | 85.7% | 1,295 | 33.07% |
| | Age | Aged 30 or below | 166 | 24.4% | 185 | 23.4% | 182 | 29.4% | 27 | 20.8% | 80 | 42.8% | 254 | 48.0% | 58 | 56.9% | 0 | 0.0% | 952 | 24.31% |
| | | Age 31–50 | 403 | 59.4% | 574 | 72.5% | 411 | 66.5% | 98 | 75.4% | 102 | 54.5% | 267 | 50.5% | 40 | 39.2% | 6 | 85.7% | 1,901 | 48.54% |
| | | Aged 51 or above | 110 | 16.2% | 33 | 4.2% | 25 | 4.0% | 5 | 3.8% | 5 | 2.7% | 8 | 1.5% | 4 | 3.9% | 1 | 14.3% | 191 | 4.88% |
| | Highest Educational Attainment | Master's Degree or Above | 46 | 6.8% | 7 | 0.9% | 2 | 0.3% | 0 | 0.0% | 0 | 0.0% | 2 | 0.4% | 2 | 2.0% | 0 | 0.0% | 59 | 1.51% |
| | | College and University | 342 | 50.4% | 360 | 45.5% | 184 | 29.8% | 71 | 54.6% | 81 | 43.3% | 195 | 36.9% | 34 | 33.3% | 7 | 100.0% | 1,274 | 32.53% |
| | | Senior High School/ Vocational High School or Below | 291 | 42.9% | 425 | 53.7% | 432 | 69.9% | 59 | 45.4% | 106 | 56.7% | 332 | 62.8% | 66 | 64.7% | 0 | 0.0% | 1,711 | 43.69% |

**Number of Employees at Each Operating Site in 2025**

| Employee Categories | | | | Factory premises | Taipei Hulane | | Nanjing Hulane | | Dongguan Hulane | | Dongguan Puguang | | Jiaxing Shangho | | Vietnam Hulane | | Indonesia Hulane | | Europe Hulane | | Group Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage |
| Full-Time | Regular Employees | Senior-Level Managerial Employees | Gender | Male | 18 | 2.7% | 1 | 0.1% | 1 | 0.2% | 1 | 0.8% | 1 | 0.5% | 1 | 0.2% | 1 | 1.0% | 1 | 14.3% | 25 | 0.64% |
| | | | | Female | 1 | 0.1% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | 1 | 0.03% |
| | | | Age | Aged 30 or below | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.00% |
| | | | | Age 31–50 | 4 | 0.6% | 1 | 0.1% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | 1 | 1.0% | – | 0.0% | 6 | 0.15% |
| | | | | Aged 51 or above | 15 | 2.2% | – | 0.0% | 1 | 0.2% | 1 | 0.8% | 1 | 0.5% | 1 | 0.2% | – | 0.0% | 1 | 14.3% | 20 | 0.51% |
| | | | Highest Educational Attainment | Master's Degree or Above | 8 | 1.2% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | 8 | 0.20% |
| | | | | College and University | 6 | 0.9% | 1 | 0.1% | – | 0.0% | – | 0.0% | 1 | 0.5% | 1 | 0.2% | 1 | 1.0% | 1 | 14.3% | 11 | 0.28% |
| | | | | Senior High School/ Vocational High School or Below | 5 | 0.7% | – | 0.0% | 1 | 0.2% | 1 | 0.8% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | 7 | 0.18% |
| | | | Region | Local Residents | 19 | 2.8% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | 1 | 14.3% | 20 | 0.51% |
| | | | | Non-Local Residents | – | 0.0% | 1 | 0.1% | 1 | 0.2% | 1 | 0.8% | 1 | 0.5% | 1 | 0.2% | 1 | 1.0% | – | 0.0% | 6 | 0.15% |
| Full-Time | Regular Employees | Mid-Level Managerial Employees | Gender | Male | 16 | 2.4% | 10 | 1.3% | 9 | 1.5% | | 0.0% | 4 | 2.1% | 2 | 0.4% | 2 | 2.0% | – | 0.0% | 43 | 1.10% |
| | | | | Female | 6 | 0.9% | 4 | 0.5% | 3 | 0.5% | 4 | 3.1% | – | 0.0% | 2 | 0.4% | 1 | 1.0% | 1 | 14.3% | 21 | 0.54% |
| | | | Age | Aged 30 or below | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.00% |
| | | | | Age 31–50 | 11 | 1.6% | 14 | 1.8% | 6 | 1.0% | 4 | 3.1% | 4 | 2.1% | 2 | 0.4% | 2 | 2.0% | 1 | 14.3% | 44 | 1.12% |
| | | | | Aged 51 or above | 11 | 1.6% | – | 0.0% | 6 | 1.0% | – | 0.0% | – | 0.0% | 2 | 0.4% | 1 | 1.0% | – | 0.0% | 20 | 0.51% |
| | | | Highest Educational Attainment | Master's Degree or Above | 6 | 0.9% | 1 | 0.1% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | – | 0.0% | 7 | 0.18% |
| | | | | College and University | 12 | 1.8% | 11 | 1.4% | 7 | 1.1% | 2 | 1.5% | 3 | 1.6% | 2 | 0.4% | 3 | 2.9% | 1 | 14.3% | 41 | 1.05% |
| | | | | Senior High School/ Vocational High School or Below | 4 | 0.6% | 2 | 0.3% | 5 | 0.8% | 2 | 1.5% | 1 | 0.5% | 2 | 0.4% | – | 0.0% | – | 0.0% | 16 | 0.41% |
| | | | Region | Local Residents | 22 | 3.2% | 13 | 1.6% | 9 | 1.5% | 4 | 3.1% | 1 | 0.5% | 1 | 0.2% | 1 | 1.0% | 1 | 14.3% | 52 | 1.33% |
| | | | | Non-Local Residents | – | 0.0% | 1 | 0.1% | 3 | 0.5% | – | 0.0% | 3 | 1.6% | 3 | 0.6% | 2 | 2.0% | – | 0.0% | 12 | 0.31% |

**Number of Employees at Each Operating Site in 2025**

| Employee Categories | | | | Factory premises | Taipei Hulane | | Nanjing Hulane | | Dongguan Hulane | | Dongguan Puguang | | Jiaxing Shangho | | Vietnam Hulane | | Indonesia Hulane | | Europe Hulane | | Group Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage |
| Full-Time | Regular Employees | Junior executives | Gender | Male | 22 | 3.2% | 11 | 1.4% | 13 | 2.1% | 7 | 5.4% | 7 | 3.7% | 10 | 1.9% | 3 | 2.9% | - | 0.0% | 73 | 1.86% |
| | | | | Female | 1 | 0.1% | 7 | 0.9% | 8 | 1.3% | 9 | 6.9% | 7 | 3.7% | 5 | 0.9% | 1 | 1.0% | - | 0.0% | 38 | 0.97% |
| | | | Age | Aged 30 or below | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 3 | 0.6% | - | 0.0% | - | 0.0% | 3 | 0.08% |
| | | | | Age 31-50 | 21 | 3.1% | 18 | 2.3% | 19 | 3.1% | 16 | 12.3% | 14 | 7.5% | 12 | 2.3% | 3 | 2.9% | - | 0.0% | 103 | 2.63% |
| | | | | Aged 51 or above | 2 | 0.3% | - | 0.0% | 2 | 0.3% | - | 0.0% | - | 0.0% | - | 0.0% | 1 | 1.0% | - | 0.0% | 5 | 0.13% |
| | | | Highest Educational Attainment | Master's Degree or Above | 3 | 0.4% | 1 | 0.1% | - | 0.0% | - | 0.0% | - | 0.0% | 2 | 0.4% | - | 0.0% | - | 0.0% | 6 | 0.15% |
| | | | | College and University | 17 | 2.5% | 13 | 1.6% | 14 | 2.3% | 11 | 8.5% | 10 | 5.3% | 8 | 1.5% | 3 | 2.9% | - | 0.0% | 76 | 1.94% |
| | | | | Senior High School/ Vocational High School or Below | 3 | 0.4% | 4 | 0.5% | 7 | 1.1% | 5 | 3.8% | 4 | 2.1% | 5 | 0.9% | 1 | 1.0% | - | 0.0% | 29 | 0.74% |
| Full-Time | Regular Employees | (Non-managerial) Indirect Employees | Gender | Male | 149 | 21.9% | 125 | 15.8% | 90 | 14.6% | 15 | 11.5% | 23 | 12.3% | 169 | 31.9% | 19 | 18.6% | - | 0.0% | 590 | 15.07% |
| | | | | Female | 111 | 16.3% | 131 | 16.5% | 103 | 16.7% | 71 | 54.6% | 28 | 15.0% | 89 | 16.8% | 15 | 14.7% | 5 | 71.4% | 553 | 14.12% |
| | | | Age | Aged 30 or below | 50 | 7.4% | 109 | 13.8% | 93 | 15.0% | 17 | 13.1% | 30 | 16.0% | 117 | 22.1% | 16 | 15.7% | - | 0.0% | 432 | 11.03% |
| | | | | Age 31-50 | 167 | 24.6% | 146 | 18.4% | 96 | 15.5% | 67 | 51.5% | 20 | 10.7% | 138 | 26.1% | 18 | 17.6% | 5 | 71.4% | 657 | 16.78% |
| | | | | Aged 51 or above | 43 | 6.3% | 1 | 0.1% | 4 | 0.6% | 2 | 1.5% | 1 | 0.5% | 3 | 0.6% | - | 0.0% | - | 0.0% | 54 | 1.38% |
| | | | Highest Educational Attainment | Master's Degree or Above | 27 | 4.0% | 5 | 0.6% | 2 | 0.3% | - | 0.0% | - | 0.0% | - | 0.0% | 2 | 2.0% | - | 0.0% | 36 | 0.92% |
| | | | | College and University | 205 | 30.2% | 228 | 28.8% | 139 | 22.5% | 56 | 43.1% | 49 | 26.2% | 169 | 31.9% | 22 | 21.6% | 5 | 71.4% | 873 | 22.29% |
| | | | | Senior High School/ Vocational High School or Below | 28 | 4.1% | 23 | 2.9% | 52 | 8.4% | 30 | 23.1% | 2 | 1.1% | 89 | 16.8% | 10 | 9.8% | - | 0.0% | 234 | 5.98% |

**Number of Employees at Each Operating Site in 2025**

| Employee Categories | | | | Factory premises | Taipei Hulane | | Nanjing Hulane | | Dongguan Hulane | | Dongguan Puguang | | Jiaxing Shangho | | Vietnam Hulane | | Indonesia Hulane | | Europe Hulane | | Group Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage |
| Full-Time | Regular Employees | Direct Employees | Gender | Male | 225 | 33.1% | 301 | 38.0% | 246 | 39.8% | 20 | 15.4% | 67 | 35.8% | 116 | 21.9% | 43 | 42.2% | - | 0.0% | 1,018 | 26.00% |
| | | | | Female | 130 | 19.1% | 202 | 25.5% | 145 | 23.5% | 3 | 2.3% | 50 | 26.7% | 135 | 25.5% | 17 | 16.7% | - | 0.0% | 682 | 17.42% |
| | | | Age | Aged 30 or below | 116 | 17.1% | 76 | 9.6% | 89 | 14.4% | 10 | 7.7% | 50 | 26.7% | 134 | 25.3% | 42 | 41.2% | - | 0.0% | 517 | 13.20% |
| | | | | Age 31-50 | 200 | 29.5% | 395 | 49.9% | 290 | 46.9% | 11 | 8.5% | 64 | 34.2% | 115 | 21.7% | 16 | 15.7% | - | 0.0% | 1,091 | 27.86% |
| | | | | Aged 51 or above | 39 | 5.7% | 32 | 4.0% | 12 | 1.9% | 2 | 1.5% | 3 | 1.6% | 2 | 0.4% | 2 | 2.0% | - | 0.0% | 92 | 2.35% |
| | | | Highest Educational Attainment | Master's Degree or Above | 2 | 0.3% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 2 | 0.05% |
| | | | | College and University | 102 | 15.0% | 107 | 13.5% | 24 | 3.9% | 2 | 1.5% | 18 | 9.6% | 15 | 2.8% | 5 | 4.9% | - | 0.0% | 273 | 6.97% |
| | | | | Senior High School/ Vocational High School or Below | 251 | 37.0% | 396 | 50.0% | 367 | 59.4% | 21 | 16.2% | 99 | 52.9% | 236 | 44.6% | 55 | 53.9% | - | 0.0% | 1,425 | 36.39% |
| Full-Time | Non-regular Employees | (Non-managerial) Indirect Employees | Gender | Male | 1 | 33.3% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 1 | 0.03% |
| | | | | Female | - | 0.0% | 1 | 0.3% | - | 0.0% | - | 0.0% | 1 | 0.3% | - | 0.0% | - | 0.0% | - | 0.0% | 2 | 0.05% |
| | | | Age | Aged 30 or below | - | 0.0% | 1 | 0.3% | - | 0.0% | - | 0.0% | 0 | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 1 | 0.03% |
| | | | | Age 31-50 | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 0 | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | | Aged 51 or above | 1 | 33.3% | - | 0.0% | - | 0.0% | - | 0.0% | 1 | 0.3% | - | 0.0% | - | 0.0% | - | 0.0% | 2 | 0.05% |
| | | | Highest Educational Attainment | Master's Degree or Above | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 0 | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | | College and University | 1 | 33.3% | - | 0.0% | - | 0.0% | - | 0.0% | 0 | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 1 | 0.03% |
| | | | | Senior High School/ Vocational High School or Below | - | 0.0% | 1 | 0.3% | - | 0.0% | - | 0.0% | 1 | 0.3% | - | 0.0% | - | 0.0% | - | 0.0% | 2 | 0.05% |

**Number of Employees at Each Operating Site in 2025**

| Employee Categories | | | | Factory premises | Taipei Hulane | | Nanjing Hulane | | Dongguan Hulane | | Dongguan Puguang | | Jiaxing Shangho | | Vietnam Hulane | | Indonesia Hulane | | Europe Hulane | | Group Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage |
| Full-Time | Non-regular Employees | Direct Employees | Gender | Male | - | 0.0% | 159 | 54.6% | 94 | 40.5% | - | 0.0% | 189 | 55.1% | - | 0.0% | - | 0.0% | - | 0.0% | 442 | 11.29% |
| | | | | Female | - | 0.0% | 131 | 45.0% | 138 | 59.5% | - | 0.0% | 153 | 44.6% | 3 | 100.0% | - | 0.0% | - | 0.0% | 425 | 10.85% |
| | | | Age | Aged 30 or below | - | 0.0% | 183 | 62.9% | 112 | 48.3% | - | 0.0% | 272 | 79.3% | 3 | 100.0% | - | 0.0% | - | 0.0% | 570 | 14.56% |
| | | | | Age 31-50 | - | 0.0% | 107 | 36.8% | 115 | 49.6% | - | 0.0% | 64 | 18.7% | - | 0.0% | - | 0.0% | - | 0.0% | 286 | 7.30% |
| | | | | Aged 51 or above | - | 0.0% | - | 0.0% | 5 | 2.2% | - | 0.0% | 6 | 1.7% | - | 0.0% | - | 0.0% | - | 0.0% | 11 | 0.28% |
| | | | Highest Educational Attainment | Master's Degree or Above | - | 0.0% | - | 0.0% | 0 | 0.0% | - | 0.0% | 0 | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | | College and University | - | 0.0% | - | 0.0% | 0 | 0.0% | - | 0.0% | 32 | 9.3% | - | 0.0% | - | 0.0% | - | 0.0% | 32 | 0.82% |
| | | | | Senior High School/ Vocational High School or Below | - | 0.0% | 290 | 99.7% | 232 | 100.0% | - | 0.0% | 310 | 90.4% | 3 | 100.0% | - | 0.0% | - | 0.0% | 835 | 21.32% |
| Part-time | Non-regular Employees | Indirect Employees | Gender | Male | 1 | 33.3% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 1 | 0.03% |
| | | | | Female | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | Age | Aged 30 or below | 1 | 33.3% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 1 | 0.03% |
| | | | | Age 31-50 | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | | Aged 51 or above | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | Highest Educational Attainment | Master's Degree or Above | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | | College and University | 1 | 33.3% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 1 | 0.03% |
| | | | | Senior High School/ Vocational High School or Below | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |

**Number of Employees at Each Operating Site in 2025**

| Employee Categories | | | | Factory premises | Taipei Hulane | | Nanjing Hulane | | Dongguan Hulane | | Dongguan Puguang | | Jiaxing Shangho | | Vietnam Hulane | | Indonesia Hulane | | Europe Hulane | | Group Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage |
| Part-time | Non-regular Employees | Direct Employees | Gender | Male | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | | Female | 1 | 33.3% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 1 | 0.03% |
| | | | Age | Aged 30 or below | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | | Age 31-50 | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | | Aged 51 or above | 1 | 33.3% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 1 | 0.03% |
| | | | Highest Educational Attainment | Master's Degree or Above | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | | College and University | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.00% |
| | | | | Senior High School/ Vocational High School or Below | 1 | 33.3% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | - | 0.0% | 1 | 0.03% |
| Workers Who Are Not Employees (Excluded from the Total Workforce Count) | | | | Contractors | | | | | | | | | | | | | | | | | - | 0.00% |
| | | | | Security Personnel | | | 9 | | | | | | | | 4 | | | | | | 13 | 0.33% |
| | | | | Cleaning Personnel | | | 5 | | | | | | | | 3 | | | | | | 8 | 0.20% |
| | | | | Others | | | | | | | | | | | | | | | | | - | 0.00% |

HULANE