2025

FLYTECH TECHNOLOGY CO., LTD.

ESG REPORT

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Overview

About the ESG Report

Flytech Technology Co., Ltd. (hereinafter referred to as "Flytech" or "the Company") has published its seventh ESG Sustainability Report, demonstrating the Company' s ongoing commitment and performance in fulfilling corporate social responsibility. This Report addresses stakeholder expectations and concerns to strengthen mutual understanding and foster long-term partnerships with customers and the broader community. Through open communication and collaborative engagement, we remain committed to advancing sustainable development and contributing to a more inclusive society.

Reported Period and Scope

The reported period of this Report covers the period from January 1, 2025 to December 31, 2025, and discloses the Company' s practices and performance in corporate governance, corporate commitment, environmental protection, and community relations in response to stakeholder concerns. Environmental and social disclosures in this Report primarily cover Flytech Technology Co., Ltd. in Taiwan, including our Neihu headquarters and Linkou factory, while certain financial disclosures also include our subsidiaries. Any discrepancies in disclosure scope or restated information differing from the aforementioned content will be supplemented in the relevant paragraphs or tables.

Report Principles and Verification

This Report was prepared and compiled by the Company' s ESG Committee and published upon approval by the Board of Directors. Its content has been developed in accordance with the 2021 GRI Standards and with reference to the SASB guidelines, TCFD recommendations, and the United Nations Sustainable Development Goals. We took into account the results of stakeholder engagement and potential impacts on our business to identify the material topics across our value chain, and we disclose our strategies, principles, measures, and performance. The financial data disclosed in this Report is derived from the financial statements audited and certified by KPMG. Other information and data were compiled internally by us, while environmental, health, and safety performance indicators were calculated based on internationally recognized methodologies. Any estimates, assumptions, or restated information are clearly indicated in the relevant chapters.

To ensure the quality of this Report, we commissioned AFNOR, an independent third-party verification agency, to conduct an external verification according to the AA1000 V3 Assurance Standard (2018), Type 1 (Application), Moderate Level of Assurance.

Report Release Date

To promote environmental sustainability, this Report is published in electronic format on our website.

- Previous report: Published in June 2025
- Current report: Published in June 2026
- Next report: To be published in June 2027

Contact Information

If you have any questions, comments, or suggestions regarding this Report, please feel free to contact us through the following channels:

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Sustainability Report

Letter from the Chairman

In 2025, Flytech Technology Co., Ltd. continued its transformation from a hardware supplier to a solutions and services provider. Through investments in product design capabilities and AI-driven innovation, we strengthened our operational structure and business resilience to respond flexibly to the complex and rapidly changing political and economic environment. By building long-term, high-value-added global competitiveness, we aim to maintain steady development amid market fluctuations. Facing challenges arising from the external environment and cost fluctuations, we continued to strengthen operational management, promote the integration of product design and manufacturing, and enhance overall efficiency and operational resilience through standardized modules and shared component strategies. In this year' s sustainability report, we also clearly outline our short, medium, and long-term sustainability commitments and plans, along with a summary of our progress and target tracking.

Steady Operations, Enhanced Resilience

In 2025, Flytech Technology Co., Ltd.' s consolidated revenue increased to NT$5.033 billion, with gross profit exceeding NT$2.2 billion. Operating profit margin reached a record high of 25%, reflecting increasingly resilient operating performance driven by strategies including product portfolio optimization, hardware and software integration, and the expansion of application-based services.

Flytech Technology Co., Ltd. continues to actively participate in domestic and international evaluations to enhance our sustainability competitiveness. In 2025, we participated in the S&P Global Corporate Sustainability Assessment (CSA) for the second consecutive year, achieving scores above the industry average across all indicators, with overall performance continuing to improve. In the same year, we took part in the CommonWealth Corporate Sustainability Awards for the fifth consecutive time and ranked 11th in the Mid-Sized Enterprises category. In the 2025 Corporate Governance Evaluation, we ranked among the top 21–35% of all listed companies, demonstrating our commitment to advancing and deepening sustainable development.

Speeding up Delivery with a Sustainable Supply Chain

Starting in 2024, we adopted a modular product design strategy to reduce inventory risk and successfully shortened our delivery lead time to seven weeks, while improving delivery-related scores in the 2025 customer satisfaction survey. In terms of product innovation, we extended our modular design approach to ultra-slim POS systems and adopted ultra-narrow bezel technology and low-power-consumption designs to enhance both product environmental performance and market competitiveness.

In terms of sustainable supplier management, we incorporated human rights and environmental, health, and safety (EHS) risk assessments, accounting for 15% of our sustainability evaluation criteria for new suppliers. To strengthen suppliers' corporate social responsibility, the percentage of suppliers that signed and returned the Commitment of Corporate Social Responsibility and Integrity Management reached 82.22% in 2025. We work together with our supply chain partners to build a responsible and resilient sustainable supply chain through systematic management mechanisms and ongoing communication.

Low Carbon Management and Environmentally Friendly Approach

In 2025, we participated in the Carbon Disclosure Project (CDP) for the second consecutive year and achieved a B rating in the SME Climate category, the highest level within the Management band. This recognition reflects our continued progress toward net-zero transition goals. We have also gradually expanded our ISO 14064-1 organizational greenhouse gas inventories to domestic and overseas subsidiaries. In terms of carbon reduction, our overall carbon emissions increased slightly due to higher shipment volumes. However, compared with the 2021 baseline year, Scope 1 and Scope 2 emissions decreased by 6.1%, meeting our 5% reduction target and demonstrating effective carbon management.

We evaluate the environmental impact of each product and incorporate design concepts aimed at reducing resource consumption and carbon emissions. Through integrated hardware and software design and the use of recycled materials, we developed our low-carbon POS 455N3 with a focus on safety, environmental sustainability, and eco-friendly design.

Employee Care and Commitment to Charity

We recognize the importance of talent development. In addition to comprehensive employee benefits, we place strong emphasis on communication. During our annual employee meetings, senior management responds directly to employee feedback and implements improvement measures. We continue to invest in talent pipeline and management development programs and have introduced a digital learning platform. To support the transition toward AI-driven workplaces, we also launched a series of digital transformation training courses, reflecting our ongoing commitment to employee development.

The Flytech Foundation has long organized the Flytech Charity Day initiative. In 2025, the Foundation collaborated with employees, family members, suppliers, and former scholarship recipients to organize seven charity events, with a total of 190 participants supporting disadvantaged groups and environmental protection initiatives. In addition, the Flytech Career Camp/ Career Exploration Camp, which has been organized for 11 years, has benefited a total of 680 students by helping young people bridge the gap between education and employment. The Design For Taiwan social innovation workshop, now in its 10th year, has trained 734 students and encourages participants to apply design thinking through interdisciplinary collaboration to address social issues, reflecting our commitment to social engagement and community impact.

Amid growing global sustainability challenges, we remain committed to our ESG vision of Strive for Excellence, Advance through Innovation. Through our annual sustainability report and participation in sustainability awards, we disclose our performance and future goals while strengthening communication with stakeholders to ensure our sustainability strategies continue to evolve and advance.

Chairman

Flytech Value

Sustainability x Development

Driven by innovation and a commitment to a sustainable future,
we integrate AI technology and intelligent computing to deliver industry-leading solutions for our global partners.

Industry Insight	Synergy	Innovation	Solutions	Transformation
Identifying core industry needs to define new benchmarks for intelligent domains.	Forging global strategic alliances to foster sustainable value across the supply chain.	Advancing frontier R&D to drive intelligence and efficiency in business operations.	Integrating modular systems into comprehensive end-to-end solutions.	Propelling digital innovation to accelerate strategic enterprise-level evolution.

Application Domains

Hospitality

- Restaurants
- QSR
- Cinemas
- Hotels
- Gaming & Casinos
- Bars & Clubs
- Stadiums & Arenas

Retail

- Convenience Stores
- Supermarkets
- Unmanned Stores
- Pharmacies & Drugstores
- Apparel & Fashion
- Lottery & Betting
- Shopping Centers

Healthcare

- Clinical Public Spaces
- Medical Carts
- Smart Wards
- Telehealth
- Rehabilitation Equipment

Industrial

- Logistics & Warehousing
- Production Management
- Factory Automation

Core Solutions

POS Systems | Self-Service Kiosks | Drive-Thru | KDS & Controllers | Panel PCs | Medical & Industrial PCs | Embedded Computing | Digital Signage | AI Vision | Payment Systems | Edge AI | Unified Management

Sustainability Performance and Awards

Economic

- A globally recognized leading POS solution provider.
- Since its establishment in 1984, Flytech has maintained stable profitability. In 2025, our consolidated gross profit exceeded **NT$2.2 billion**, reaching a record high. We remain committed to creating value for our shareholders, with a dividend payout ratio exceeding **75%** annually since 2013.

Governance

- We appointed our first female board director in 2015 and added an independent female board director in 2024, further enhancing board diversity.
- In the 2025 Corporate Governance Evaluation, we ranked among the top **21–35%** of all listed companies.
- Since first participating in the CommonWealth Corporate Sustainability Awards in 2021, we have received continuous recognition and ranked **11th** in the Mid-Sized Enterprises category in 2025.
- In 2025, we participated in CSA for the second consecutive year, with scores across all indicators remaining above the industry average and continuing to improve.

Social

- No major penalties for violations of product health and safety regulations or occupational safety and health laws from 2019 to 2025.
- As of the end of 2025, female employees accounted for **49%** of our workforce, while female managers accounted for **36%** of all management positions.
- In 2025, the Flytech Foundation continued to host social charity activities for the ninth consecutive year. Together with the Flytech Love Charity club, the foundation invested more than **NT$11 million** in talent development and social welfare programs, with more than **1,300 participants** involved in **seven regular charity activities** throughout the year.

Environmental

- No major penalties for violations of environmental protection regulations from 2019 to 2025.
- Compared with 2024, our carbon emissions per product decreased by **17.16%** in 2025, while carbon emissions per thousand NT dollars of revenue decreased by **6.7%**.
- We completed ISO 14064-1 organizational greenhouse gas inventories for 2021–2024 and ISO 14067 product carbon footprint assessments for six products, all of which obtained independent third-party verification statements.
- In 2025, we participated in the Carbon Disclosure Project (CDP) for the second consecutive year and again achieved a **B rating** (Management level), the highest rating in the SME Climate category.

Sustainability Goals, Vision, and Commitments

Core Vision for Sustainability

" Strive for Excellence, Advance through Innovation "

Since its founding in 1984, Flytech has remained committed to its core business and upheld the principles of integrity in management. We recognize that sustainable development depends not only on our own competitiveness but also on the collective efforts of our stakeholders, including employees, suppliers, customers, investors, communities, and nonprofit organizations. As part of our commitment to responsible corporate leadership, we focus on strengthening governance, protecting the environment, and fulfilling our social responsibilities. We are dedicated to ethical business practices, strict legal and regulatory compliance, respect for human rights, environmental stewardship, public health and safety, and maintaining a zero-tolerance stance on all forms of corruption. Internally, we attach great importance to the rights and interests of our employees, establish a friendly, equal, and non-discriminatory workplace, and provide a safe working environment. We provide comprehensive welfare programs and professional training courses to help employees learn and grow; externally, we actively communicate with stakeholders such as customers, investors, suppliers, communities, and non-profit organizations to understand their needs and to review, adjust, and respond to our management policies and commitments in environmental sustainability, social engagement, and corporate governance. We strive not only for business success but also for the well-being of all stakeholders, as we work toward our core vision: Strive for Excellence, Advance through Innovation.

Sustainable Development Journey

2016
In 2015, established the Flytech Foundation and launched the Design For Taiwan workshop, inviting renowned speakers from Taiwan and abroad to promote design thinking and innovation education.

2020
- Established the Corporate Social Responsibility (CSR) Committee to promote sustainability initiatives both internally and externally.
- Published the Company's first CSR Report.

2021
Ranked No. 8 in the Small Giant category of the CommonWealth Magazine Corporate Citizen Awards.

2022
- The committee was officially renamed the ESG Committee.
- Ranked No. 11 in the Mid-Sized Enterprises category of the CommonWealth Corporate Sustainability Awards.

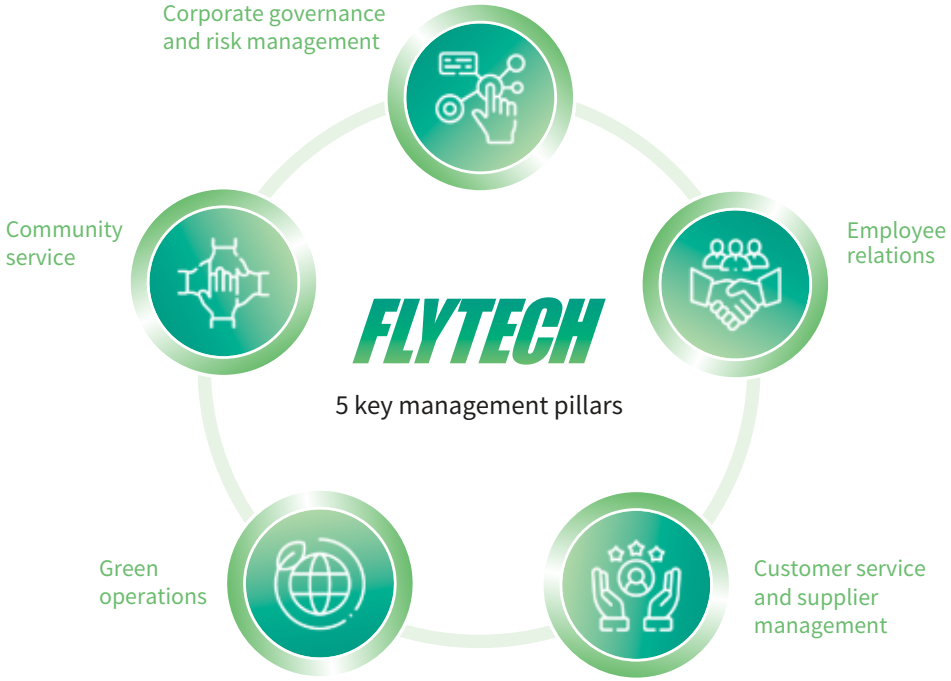
2023
- Ranked No. 8 in the Mid-Sized Enterprises category of the CommonWealth Corporate Sustainability Awards.
- Participated in the Common Health Magazine Healthy Corporate Citizen Award pledge initiative.
- Published the Company's first English ESG Report.
- Participated in the Tamsui River Accord initiative launched by CommonWealth Magazine.

2024
- Ranked No. 13 in the Mid-Sized Enterprises category of the CommonWealth Corporate Sustainability Awards.
- Received the TRIPs 1.5°C Alignment certification.
- Participated in the Carbon Disclosure Project (CDP).
- Participated in S&P Global Corporate Sustainability Assessment (CSA).
- Recognized as one of the 99 awarded companies in the Common Health Magazine Corporate Health Responsibility (CHR) Awards.

2025
- Ranked No. 11 in the Mid-Sized Enterprises category of the CommonWealth Corporate Sustainability Awards.
- Received the TRIPs 1.5°C Alignment certification.
- Achieved a B rating, the highest level in the SME category, in the CDP Carbon Disclosure Project.
- Participated in the CSA.
- Recognized by the Ministry of Labor Occupational Safety and Health Administration as one of the top 10% sustainable enterprises in the 2025 Taiwan Occupational Health and Safety Sustainability Report Evaluation.

Sustainable Development Policy and Implementation Guidelines

To realize our core vision of Strive for Excellence, Advance through Innovation, Flytech has established internal management regulations, including the Corporate Sustainability Principles, Corporate Governance Code, and Integrity Operations Code, all aligned with the laws and regulations of the ROC government as well as relevant international standards and initiatives. Our sustainable development policy is built upon five key management pillars: corporate governance and risk management, employee relations, customer service and supplier management, green operations, and community service. These pillars serve as the foundation for implementing our sustainable development initiatives. Through comprehensive internal control systems, delegated authority management, internal audits, and board governance mechanisms, we foster a robust corporate governance environment and cultivate a culture of compliance. We are also dedicated to responsible business conduct and fair dealings with all stakeholders, ensuring ongoing effectiveness through continuous tracking, assessment, and evaluation. We are committed to working together with our global partners to build a sustainable and outstanding enterprise and to create mutual benefit, shared value, shared prosperity, and collective well-being with all stakeholders.



International Sustainability Assessment: S&P Global Corporate Sustainability Assessment (CSA)

The Dow Jones Best-in-Class Indices evaluate corporate sustainability performance through the annual CSA. The assessment measures companies' sustainability performance across three dimensions: economic, social, and environmental, providing a comprehensive evaluation of corporate sustainability management capabilities.

In 2024, Flytech voluntarily participated in CSA to evaluate the maturity of our sustainability management practices against international standards. Through benchmarking against industry leaders, we seek to identify opportunities for continuous improvement and further strengthen our sustainability performance. In 2025, our scores across all assessment indicators remained above the industry average and continued to improve, reflecting our ongoing efforts and performance across ESG dimensions.

Sustainability Management Structure

The Board of Directors serves as the highest governing body for Flytech' s sustainable development and oversees the ESG Committee in driving our sustainability strategy. The Chairman serves as the convener of the Committee, while the President acts as the executive committee member. Guided by our core vision of Strive for Excellence, Advance through Innovation, the ESG Development Office is responsible for monitoring market trends, technological and regulatory developments, corporate governance trends, and environmental and social sustainability issues, while engaging with stakeholders and identifying material sustainability topics. The office also integrates business operations to formulate sustainability strategies and strengthen cross-functional communication and management. The four functional subgroups establish management policies and performance targets and coordinate implementation, improvement, and optimization initiatives across departments. Through regular monthly meetings and ongoing communication and coordination mechanisms, we ensure the effective implementation of our sustainability strategies and resource allocation, aligning sustainability with our core business operations and strengthening long-term competitiveness.

The Development Office regularly reports material sustainability topics to our Board of Directors at the beginning of each year and submits the ESG Sustainability Report and ESG performance results during the year. The Report is issued upon approval by our Board of Directors. In 2025, the reporting dates were January and May.

Sustainable Development Strategies Into Long-Term Incentive Compensation For Senior Executives

Starting in 2024, we incorporated the achievement of our sustainable development strategies into long-term incentive compensation for senior executives, encouraging the General Manager and heads of business centers to continuously monitor sustainability performance while strengthening their focus on ethical corporate management, legal compliance, risk control, climate-related risks, and net-zero initiatives. Our approach for integrating these strategies into long-term incentive compensation is described below:

Senior Executives	Performance Indicators	Material Topics / Voluntary Disclosure Topics*
General Manager	Sustainability performance: 1–10% of the annual performance evaluation	Sustainability strategy and planning; overall implementation of sustainability management; customer commitment
R&D Center Manager	Green product innovation: 1–10% of the annual performance evaluation	Legal compliance management; greenhouse gas management; product carbon footprint
Manufacturing Center Manager	Low-carbon manufacturing transformation, sustainable procurement, and occupational safety and health performance: 1–10% of the annual performance evaluation	Greenhouse gas emissions; product carbon footprint; energy management; occupational safety and health
Corporate Center Manager	Implementation of sustainable development goals and risk management performance: 1–10% of the annual performance evaluation	Corporate governance; risk management; integrity management and financial transparency; legal compliance; cybersecurity; social welfare

Flytech ESG Committee
Convener: Chairman Committee member: President

ESG Development Office
President, ESG Director

Sustainability Governance

- President's Office
- Corporate Center (Legal)

- Corporate Governance
- Ethical Corporate Management
- Risk Control
- Legal Compliance and Internal Control
- Information Disclosure

Green Operations

- R&D Center
- Sales & Marketing Center
- Manufacturing Center
- Corporate Center
- Quality Assurance Division
- Occupational Safety and Health Committee

- Quality Management
- Product Innovation
- Customer Service
- Green Design
- Environmentally Friendly Materials
- Green Supply Chain
- Green Process
- Environmental Management
- Energy Management
- Carbon Emissions Management

Corporate Responsibility

- Corporate Center (HR and Administrative)
- Manufacturing Center (Factory)
- Employee Welfare Committee
- Occupational Safety and Health Committee

- Occupational Safety and Health Management
- Diversity and Equality
- Employee Care
- Professional Training
- Support for Employee Clubs

Community Relations

- Corporate Center (HR)
- Flytech Foundation

- Social Welfare
- Talent Development

United Nations Sustainable Development Goals (SDGs)

Flytech' s core sustainability vision is Strive for Excellence, Advance through Innovation. In pursuing this vision, we continue to focus on issues related to the United Nations Sustainable Development Goals (SDGs). Since publishing our first Corporate Social Responsibility (CSR) Report in 2021, our ESG Committee has reviewed our ongoing efforts in alignment with the United Nations Sustainable Development Goals (SDGs). Based on this review, we identified five key development areas and selected six SDGs as primary targets, while establishing 16 sub-targets to be achieved by 2025 as part of our sustainability commitments.

Strive for Excellence, Advance through Innovation

Chapter 3
Integrity-based and transparent corporate governance

Chapter 4
Diverse, non-discriminatory, safe, inclusive, and friendly environment

Chapter 5
Excellent customer service, support for local procurement, and assistance for suppliers in integrity management and compliance with environmental and occupational safety regulations

Chapter 6
Green and sustainable corporate value chain

Chapter 7
Rural education and innovative talent development

5 Development Main Points	6 SDGs	16 Sustainability Goals for 2025	2025 Performance
	4 QUALITY EDUCATION: 7	• Flytech Career Camp: 600 participants • Scholarships: NT$5 million • DFT: 700 participants • DFT Startup Proposals: 140	680 participants NT$4.82 million 734 participants 154 proposals
	6 CLEAN WATER AND SANITATION: 6	• Maintain zero wastewater discharge • Reduced per capita water consumption by 5% compared with 2021	0 Reduced by 22%
	7 AFFORDABLE AND CLEAN ENERGY: 6	• Reduced total electricity consumption by 5% compared with 2021	Increased by 0.67%
	8 DECENT WORK AND ECONOMIC GROWTH: 3 4 5 7	• Achieved a local supplier procurement ratio of over 80% • Conducted annual customer satisfaction surveys, with over 90% of respondents giving scores of 8 or higher	85.5% 77.08%
	13 CLIMATE ACTION: 6	• Achieved 600 annual employee participations in public welfare activities, including subsidiaries • Reduced total greenhouse gas emissions by 5% compared with 2021	190 participants Reduced by 1.4%
	17 PARTNERSHIPS FOR THE GOALS: 5	• Achieved 100% supplier submission of Quality Component Acknowledgment Forms • Achieved a 70% supplier signing rate for the Declaration for Environmental Protection and Prohibition of Baneful Substances • Achieved a 70% supplier signing rate for the Commitment of Corporate Social Responsibility and Integrity Management • Achieved a 70% supplier signing/issuance rate for the Declaration for Non-use of Conflict Minerals • Achieved a 30% supplier certification rate for ISO 9001, ISO 14001, and ISO 45001 systems	100% 80.47% 82.2% 80.17% 72%、48%、16%

chapter

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1-1 Company Profile

Chairman Lam Tai-Seng founded Flytech Technology Co., Ltd. in 1984. In 1990, we achieved a major milestone by developing the world's first ultra-compact book-style computer, which won the Best Design Award at CeBIT and received international media coverage from outlets such as German broadcasters and CNN. This breakthrough laid a solid foundation for our future growth. In 1999, we revolutionized the retail and food service checkout industry with the launch of our All-in-One Touch POS system, establishing ourselves as a globally recognized POS solutions provider. We went public in 2001 under the ticker symbol 6206. Our corporate headquarters in Neihu was completed in 2004, followed by the relocation of our manufacturing center to the newly built Huaya facility in Linkou in 2012, significantly expanding production capacity.

We have long focused on providing customized solutions, with products covering POS systems, KIOSK self-service solutions, SCO self-checkout systems, Panel PCs, and AI Box PCs. We also provide flexible hardware configurations tailored to different application scenarios. With extensive experience across the retail, food service, healthcare, and industrial automation sectors, we possess integrated capabilities spanning motherboard and system R&D, design, manufacturing, and product delivery. In addition to our Taiwan headquarters, we have established sales and service locations in Hong Kong, China, the United States, and the United Kingdom, demonstrating our Taiwan roots and global presence.

As technology rapidly evolves and customer demands continue to grow, we continue to strengthen our technological innovation and solution capabilities based on our existing hardware foundation. Leveraging innovative product design and in-house R&D and manufacturing capabilities, we steadily upgrade our products and services to enhance operational resilience and long-term competitiveness.

In recent years, we have actively expanded our software and smart application portfolio, driving our transformation from a hardware manufacturer to an integrated solutions and services provider. We have also gradually developed a range of edge computing terminal devices to meet diverse application needs across industries. Since investing in AI and software development in 2019, we have established subsidiaries including Berry AI, Inefi, and Angible. By continuously integrating artificial intelligence, hardware and software, and application capabilities across industries, we are committed to creating an intelligent and sustainable future.

Flytech is an active member of various industry and professional associations, including the Taipei Computer Association, Taiwan Electrical and Electronic Manufacturers' Association, Taiwan Corporate Governance Association, Chinese Professional Management Association, Taiwan Youth Entrepreneurship Association, and the Commonwealth Sustainability League. We look forward to sharing information, knowledge, experience, and best practices through these associations, helping to raise overall industry standards.

➲ For more information on our company history, please visit our website

1-2 Overview of Operations and Performance

1-2-1 Operational Locations

Flytech's global headquarters and manufacturing center are located in Neihu District, Taipei City, and Taoyuan City, respectively. With over 580 employees across our locations worldwide, we have been anticipating the wave of globalization since our early days. In addition to firmly establishing ourselves as a leading, benchmark POS system manufacturer in the European and American markets, we continue to expand into markets across Greater China and the countries of Europe, Asia, and Africa. To provide better and faster service to our global customers, we have set up subsidiaries or service centers in Hong Kong, China, the United States, the United Kingdom, and other locations, offering product sales and technical support services. In product manufacturing, our Taiwan headquarters serves as the design center, where the R&D team delivers high-quality, rapid customized development through a 100% Designed in Taiwan approach. Production is based at the Taoyuan manufacturing center, ensuring fast delivery and excellent product quality. Looking ahead, we will continue to expand globally and pursue sustainable growth and long-term development.

1-2-2 Operating Overview

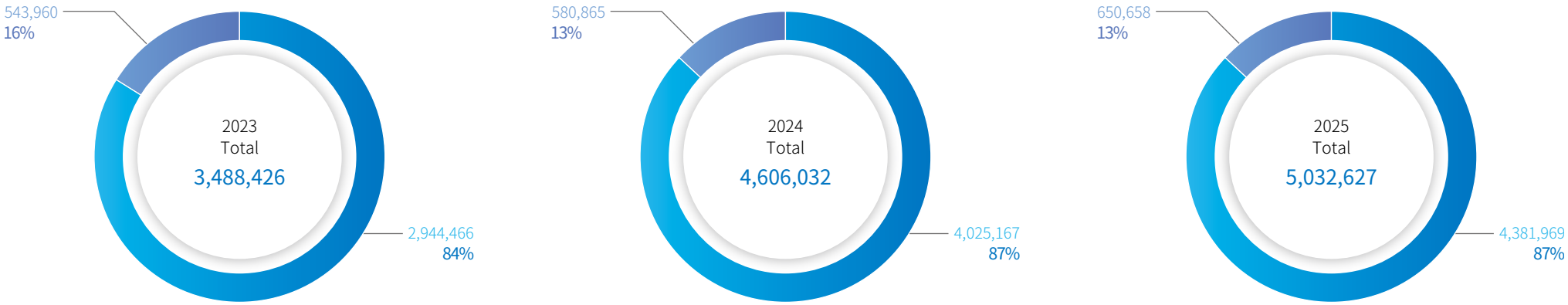
In 2025, the global landscape became increasingly volatile, with rising geopolitical risks and the tariff policies of the U.S. Trump administration impacting global supply chains as well as domestic and overseas distributors. In response to a changing external environment, Flytech draws on its strength in customized products to stay ahead of industry peers in R&D, manufacturing quality, production lead times, and in working with customers to plan product portfolios that meet a wide range of pricing and specification needs. In 2025, alongside our customized hardware and newly developed payment service software, our subsidiaries launched AI software products for the food service and retail sectors, providing the applications and services needed for system integration and giving customers more complete solutions. Annual revenue exceeded 2024 levels, while gross margin and earnings per share both remained strong. Looking ahead, under the leadership of our professional management team, we will continue to stay aligned with market and technology trends, respond flexibly to changes in the business environment, and steadily advance our operational strategies to create long-term value for all stakeholders.

Our operations comprise four main centers: the Sales & Marketing Center, R&D Center, Manufacturing Center, and Corporate Center, under the leadership of General Manager Shyu Jia-Horng. ➲ Official Website.
Revenue by product and region in our consolidated financial statements is presented below (consistent with the financial statements):

Revenue Breakdown by Product Category (Consolidated Financial Statements)

Industrial computer | Peripherals and others

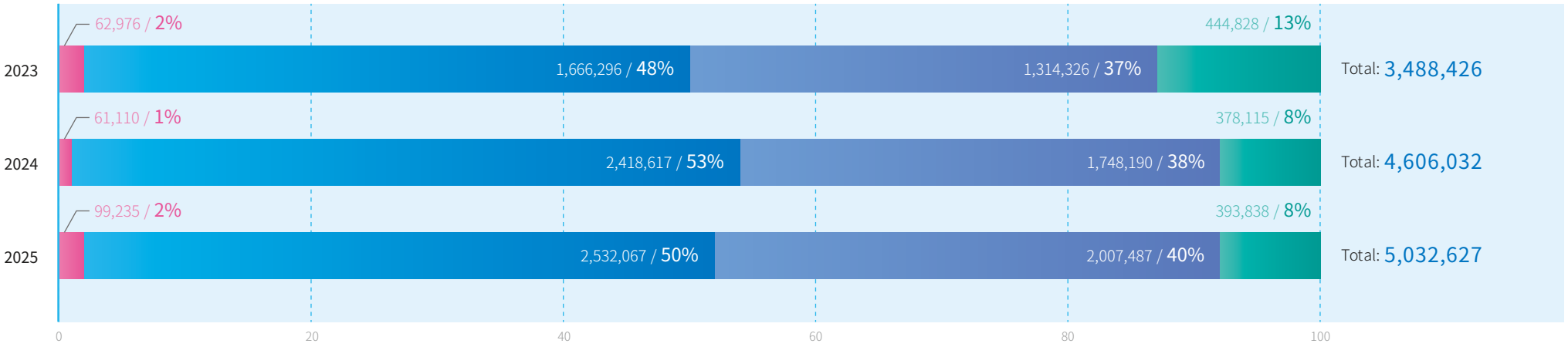
Unit: NT$ thousands



Revenue Breakdown by Region (Consolidated Financial Statements)

Domestic Sales | Overseas Sales - America | Overseas Sales - Europe and Africa | Overseas Sales - Asia

Unit: NT$ thousands



1-2-3 Operating Performance

To remain accountable to all stakeholders, we regard profitability and growth as the most fundamental principles of our business operations. Flytech takes pride in its solid financial structure and sustained profitability since its establishment, while continuously investing in R&D and innovation to maintain strong development momentum and drive profit growth. Although revenue declined in 2023 due to elevated customer inventory levels and changes in post-pandemic market demand, we remained profitable, and both revenue and profit recovered in 2024.

Flytech Technology Co., Ltd. (Parent Company Only) Unit: NT$ thousands

Category \ Year		2023	2024	2025
Financial Overview	• Revenue	2,881,973	4,028,793	4,564,427
	• Cost of revenue	1,790,033	2,298,865	2,576,919
	• Gross profit	1,091,940	1,729,928	1,987,508
	• Net income before tax	622,679	1,224,444	1,224,281
	• Net profit	501,857	991,837	986,485
Profitability	• Earnings per share (NTD)	3.51	6.93	6.90
Employee Salaries and Benefits	• Total salary	380,883	454,927	463,638
	• Total benefits	57,178	63,395	65,551
Payments to Investors	• Stockholder cash dividends (NTD)	4.0	6.0	5.5
Payments to Government	• Profit-seeking enterprise income tax	120,822	232,607	237,796
R&D Expenses	• R&D expenses as a percentage of revenue (%)	5.40%	5.17%	4.41%
Community Investment	• Charity activity expenses (note 1)	0	0	0

Note 1: We collaborate with the Flytech Foundation to jointly conduct charity activities. Please refer to Chapter 7 for details.
Note 2: The financial information disclosed is consistent with the annual financial report published on the Market Observation Post System (MOPS).

1-3 Products and Services

1-3-1 Application Experts Across Diverse Scenarios

In an era of rapid digital transformation and intelligent technology development, Flytech leverages more than 40 years of industry experience to build comprehensive intelligent solutions centered on the integration of hardware, software, and AI technologies. As a leading ODM provider of customized hardware solutions for commercial computing, smart retail, and food service, we offer highly flexible hardware development and production processes while transforming deep field insights into a core competitive advantage.

We began investing in AI technology development in 2019, followed by the launch of AI self-checkout solutions for the food service and retail sectors in 2021 and 2023, respectively. We also continue to optimize endpoint management software functions to support customers across various industries in their digital transformation efforts. In 2024, we further expanded the application of Edge AI products by directly integrating powerful AI computing capabilities into hardware devices to enable real-time field data processing and decision support. In 2025, we incorporated payment solutions into our core business portfolio. We recognize that POS systems and self-service kiosks are no longer merely hardware devices, but key touchpoints that shape the customer experience. Market demand has evolved from product appearance and design to integrated solutions that support the entire consumer journey, including payment and checkout. Through advanced payment technology integration, we help global retail and food service customers optimize transaction processes and achieve seamless integration from front-end interaction and edge computing analysis to terminal payment and checkout.

Currently, our solutions have been widely adopted across diverse markets, including globally recognized fast-food restaurant chains, large shopping malls, convenience stores, and medical institutions. In the future, we will continue to strengthen the integration of software, hardware, and AI ecosystems, support operational upgrades through comprehensive solutions, and jointly define new standards for smart commerce with global partners.

1-3-2 Market Presence and Stable Business Operations

Flytech has established a strong presence in the global professional market. Our core customer base includes global channel distributors, system integrators, independent software developers, and large multinational enterprise users. As of 2025, we continue to strengthen this diversified channel structure and, building on our stable business model, deepen partnerships with collaborators through technological upgrades such as Edge AI and Payment Solutions. We are not only a hardware supplier, but also a strategic partner for global customers amid digital transformation, ensuring that technology solutions are effectively implemented across various vertical markets.

The diagram below illustrates our professional market sectors. Since 2024, we have made the integration of AI visual recognition and edge computing a core strategy for the Group.

In the retail sector

We actively address the loss prevention challenges arising from the growing adoption of self-checkout systems by developing retail ai solutions for loss prevention. Through precise ai visual recognition and edge computing models, we assist retailers in optimizing self-checkout processes while improving transaction accuracy and reducing operational losses.

In the food service sector

Our ai recognition applications focus on optimizing the operational efficiency of fast-food chains. Through customer behavior analysis and real-time process monitoring, we help restaurant operators identify service bottlenecks through data insights and achieve smart upgrades to their operational models. Currently, our solution has been successfully adopted by several leading international restaurant brands in the united states, becoming a key driver of smart transformation for restaurant operations.

Looking ahead, we will continue to leverage our vertical integration advantages in hardware, software, and AI, deepen the application of edge computing across diverse fields, and provide global B2B customers with comprehensive intelligent solutions featuring strong operational resilience. For information on how we collaborate with partners to jointly build a transparent and stable resource network, please refer to Chapter 5, Section 5-3, Sustainable Supply Chain Management.

Comprehensive Intelligent Solutions

4 Focused Verticals

- Hospitality
- Retail
- Medical
- Industrial

4 Core Solutions

Commercial Computing

- POS
- Payment POS & Handheld
- Digital Signage Players
- Self-Service Kiosk
- Kitchen Display Systems

Specialized Computing

- Medical-grade Panel PC
- Industrial Panel PC
- Industrial Box PC

Vision AI Tech

- Berry AI — QSR AI Camera
- ANGIBLE — Retail Self-Checkout AI Camera
- Edge AI Box PC

ODM Customization

- Product ID Design
- Mainboard Design
- Manufacturing

2 Core Technologies

AIaaS

Berry AI ANGIBLE

Advanced computer vision AI and analytical algorithms technology

AIoT & Digital Management

inefi
- MDM remote device management

SHOWTIME
- Content Management Software

1-3-3 Product Awards and Verifications

Flytech remains committed to superior quality and technological innovation, with our products repeatedly receiving recognition through international design and technology awards. This not only demonstrates our R&D capabilities, but also represents a concrete response to the expectations of global customers.

We specialize in ODM customized design and are committed to transforming advanced technologies into solutions that meet diverse application needs. Through rigorous design processes and continuous technical validation, we ensure that every product delivers excellent reliability and aesthetic value. We not only position ourselves as a design expert, but also strive to become the most trusted strategic partner for our global customers. For us, every device we provide to customers integrates deep industry insights and refined craftsmanship, helping customers across various sectors achieve outstanding operational efficiency and digital transformation in a complex competitive environment.

Product Design Capability

Flytech products have been recognized by world renowned awards such as iF Design Award, European Product Design Award, d&i Award and Red Dot Design Award.

EUROPEAN PRODUCT DESIGN AWARD | iF DESIGN AWARD 2020 | reddot design award | COMPUTEX d&i awards

International Standards Certification and Verification

Product quality is supported by robust R&D, design, and manufacturing systems. In addition to obtaining the safety certifications required in our customers' countries, Flytech obtained ISO 9001 certification in 1999, ISO 13485 certification in 2009, and IATF 16949 automotive quality management system certification in 2021, ensuring high-quality products through rigorous R&D and manufacturing processes. In addition to the quality management system, we have obtained verification for various management systems, including ISO 14001, ISO 45001, and ISO 27001. We have also completed verification of its ISO 14064-1 greenhouse gas management report and ISO 14067 carbon footprint assessment for a product. These verifications demonstrate Flytech's strong commitment to environmental protection, occupational health and safety, information security, greenhouse gas management, and product carbon footprint management throughout its manufacturing and operational processes, fostering a sustainable and responsible operational environment.

ISO 9001:2015	ISO 14001:2015	ISO 13485:2016	ISO 27001:2022	ISO 45001:2018	IATF 16949:2016	ISO 14064-1:2018	ISO 14067:2018
Quality Management System	Environmental Management System	Medical Quality Management System	Information Security Management System	Occupational Health and Safety Management System	Automotive Quality Management System	Organizational Level for Quantification and Reporting of GHG Emissions and Removals	Carbon footprint of products Requirements and guidelines for quantification
1996/06	2001/07	2010/04	2013/06	2020	2021/12	2022/09	2024/01

chapter

02 Communication with Stakeholders

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2-1 Stakeholder Identification and Engagement

The Flytech ESG Committee analyzed internal and external operational impacts and referred to the AA1000 Stakeholder Engagement Standard (SES 2015), including responsibility, influence, dependency, diverse perspectives, and tension, to identify six major stakeholder categories. In 2025, Audit/Standards/Initiative Organizations was added as a stakeholder category, while Community/Non-Profit Organizations was no longer included. In addition to establishing diverse communication channels, we have also published stakeholder contact information on our official website. We are committed to maintaining ongoing dialogue and engagement with stakeholders to address their needs, expectations, and concerns. These efforts include reviewing and enhancing internal management practices, providing feedback, taking appropriate actions, and demonstrating responsible corporate behavior.

Stakeholder Category	Customers	Employees	Suppliers	Investors/Media	Government/Academic Units	Audit/Standards/ Initiative Organizations
Materiality	We are committed to delivering innovative, high-quality products and providing prompt after-sales service, both of which are essential to building long-term, trusted partnerships with our customers.	Employees are the cornerstone of Flytech. We offer competitive compensation and benefits, prioritize the physical and mental well-being of our employees, and provide comprehensive training and development programs to support mutual growth.	We view suppliers as important partners and have established a comprehensive supplier management policy. We rigorously select manufacturers with strong reputations for quality and collaborate to drive ongoing progress in green and sustainable practices.	Support from external investors and the media is a key element of our sustainable operations. Through prudent business strategies and a sound corporate governance structure, we strive to earn greater external trust and support.	We are committed to complying with relevant regulations in the regions where we operate and to collaborating with local academic institutions to promote sustainable development within the community.	Third-party oversight and professional guidance to enhance governance transparency, align with international sustainability standards, and strengthen risk management and stakeholder trust.
Communication Channel | Frequency	• Customer Satisfaction Survey: Annually • Online Complaint Mailbox: As Needed • Customer Meetings: As Needed • Phone and Email: As Needed • Trade Shows: As Needed • Business Visits: As Needed • Customer Visits: As Needed	• Labor-Management Meetings: Quarterly • Internal Website Announcements: As Needed • Online Complaint Mailbox: As Needed • Employee Satisfaction Survey and Town Hall Meetings: Annually • Department Meetings: Weekly and Monthly • Phone and Email: As Needed	• Supplier Evaluations: Quarterly • Online Complaint Mailbox: As Needed • Supplier Meetings: As Needed • Phone and Email: As Needed • Business Visits: As Needed • Supplier Visits: As Needed	• Shareholders' Meeting: Annually • Online Complaint Mailbox: As Needed • Institutional Investor Conferences: Annually • Investor and Media Gatherings: As Needed • Phone and Email: As Needed • Business Visits: As Needed	• Official Correspondence: As Needed • Information Sessions: As Needed • Phone and Email: As Needed • Business Visits: As Needed • Meetings with Academic Institutions: As Needed • Government Inspections: As Needed	• Phone and Email: As Needed • Business Visits: As Needed • Event Participation: As Needed • Meetings: As Needed • Information Session: As Needed

This report also serves as a communication channel for stakeholder engagement. Every year, Flytech distributes questionnaires to better understand stakeholders' sustainability concerns, using the results as one of the key inputs for identifying material topics, which are then addressed in this report. Through disclosure, communication, and feedback, we aim to strengthen mutual understanding with stakeholders and work together toward sustainable development.

Number of Questionnaires Returned in 2025: 248

Customers

- Customer Commitment
- Ethical Management and Financial Transparency
- Occupational Health and Safety
- Human Rights

Number of Questionnaires Returned in 2025
26

Employees

- Ethical Management and Financial Transparency
- Labor Relations and Employee Benefits
- Risk Management
- Customer Commitment
- Compliance Management
- Information Security
- Occupational Health and Safety
- Human Rights

Number of Questionnaires Returned in 2025
115

Suppliers

- Customer Commitment
- Corporate Governance
- Ethical Management and Financial Transparency
- Compliance Management
- Risk Management

Number of Questionnaires Returned in 2025
81

Investors/Media

- Economic Performance
- Risk Management
- Ethical Management and Financial Transparency
- Product Innovation

Number of Questionnaires Returned in 2025
14

Government/Academic Units Audit/Standards/ Initiative Organizations

- Supply Chain Sustainability Management
- Energy Management
- Greenhouse Gas Inventory and Product Carbon Footprint

Number of Questionnaires Returned in 2025
12

Note: Due to the small number of respondents, government/academic institutions and audit/standards/initiative organizations are grouped together when calculating survey response scores.

2-2 Material Topics Assessment Process

We follow GRI 3: Material Topics to guide the identification of material sustainability topics across the three key dimensions—economic, environmental, and social—through four essential steps.

Ongoing Impact Identification and Assessment

Determination of Material Topics

1 Understanding the Organization's Context ▶ 2 Identifying Actual and Potential Impacts and Assessing Their Significance ▶ 3 Prioritizing the Most Significant Impacts for Reporting ▶ 4 Changes in Material Topics

2-2-1 Understanding the Organization' s Context

Select 19 Sustainable Topics

Each year, the ESG Committee initiates a material topic assessment project. To ensure the continuous tracking and improvement of material topics, the material topics identified at the end of each year are designated as key follow-up items for the following year. In the fourth quarter of 2024, the ESG Development Office under the Committee convened representatives from various departments to identify issues frequently raised by stakeholders through routine communication channels. The Office also reviewed our industry characteristics, operational scope, value chain relationships, and sustainability context, while referencing international standards, industry trends, internal management objectives, the United Nations Sustainable Development Goals (SDGs), and previously disclosed sustainability information to consolidate the sustainability topics most relevant to Flytech.

Economic

Sustainable Operations and Corporate Governance

1. Corporate Governance
2. Risk Management
3. Ethical Management and Financial Transparency
4. Economic Performance
5. Product Innovation
6. Customer Commitment
7. Compliance Management

Environmental

Green Operations and Environmental Sustainability

8. Information Security
9. Green Design
10. Supply Chain Sustainability Management
11. Climate Change Impacts and Strategies
12. Energy Management
13. Greenhouse Gas Inventory and Product Carbon Footprint

Social

Co-prosper with Society and Friendly Workplace

14. Labor Relations and Employee Benefits
15. Diversity, Inclusion and Equal Opportunities
16. Talent Development and Career Growth
17. Occupational Health and Safety
18. Human Rights Policy
19. Social Welfare

Note: For details regarding changes to material topics, please refer to Section 2-2-4 Changes in Material Topics.

2-2-2 Identifying Actual and Potential Impacts and Assessing Their Significance

Identifying Actual and Potential Impacts and Assessing Their Significance

1. Positive and Negative Actual/Potential Impacts on Flytech

   The ESG Development Office assesses sustainability risks and opportunities arising from operational activities, supply chain changes, and industry-specific requirements referenced in the SASB Standards to determine the actual and potential impacts of each sustainability topic on Flytech. Positive and negative impacts are assessed separately. The impact assessment is based on two factors, namely "actual scale and scope" and "potential likelihood," with each factor rated on a five-level scale. The scores of the two factors are multiplied to derive the "positive impact level on Flytech" and "negative impact level on Flytech" (impact level). A higher positive value or a lower negative value indicates a greater level of impact. Positive and negative impacts are assessed independently and may not offset each other.

2. Materiality to Economic, Environmental, and Social Aspects

   Sustainable growth relies on the support and feedback of stakeholders. Flytech considers stakeholder opinions as part of our material topic assessment process. Each year, questionnaires on sustainability topics are distributed to major stakeholders, and the level of concern for each topic is collected based on stakeholder responses. The results are used to assess the impacts of each topic on the economy, environment, and society. The average scores for each topic are weighted according to stakeholder importance and summed to derive the stakeholder-assessed materiality scores of sustainability topics concerning the economy, environment, and society.

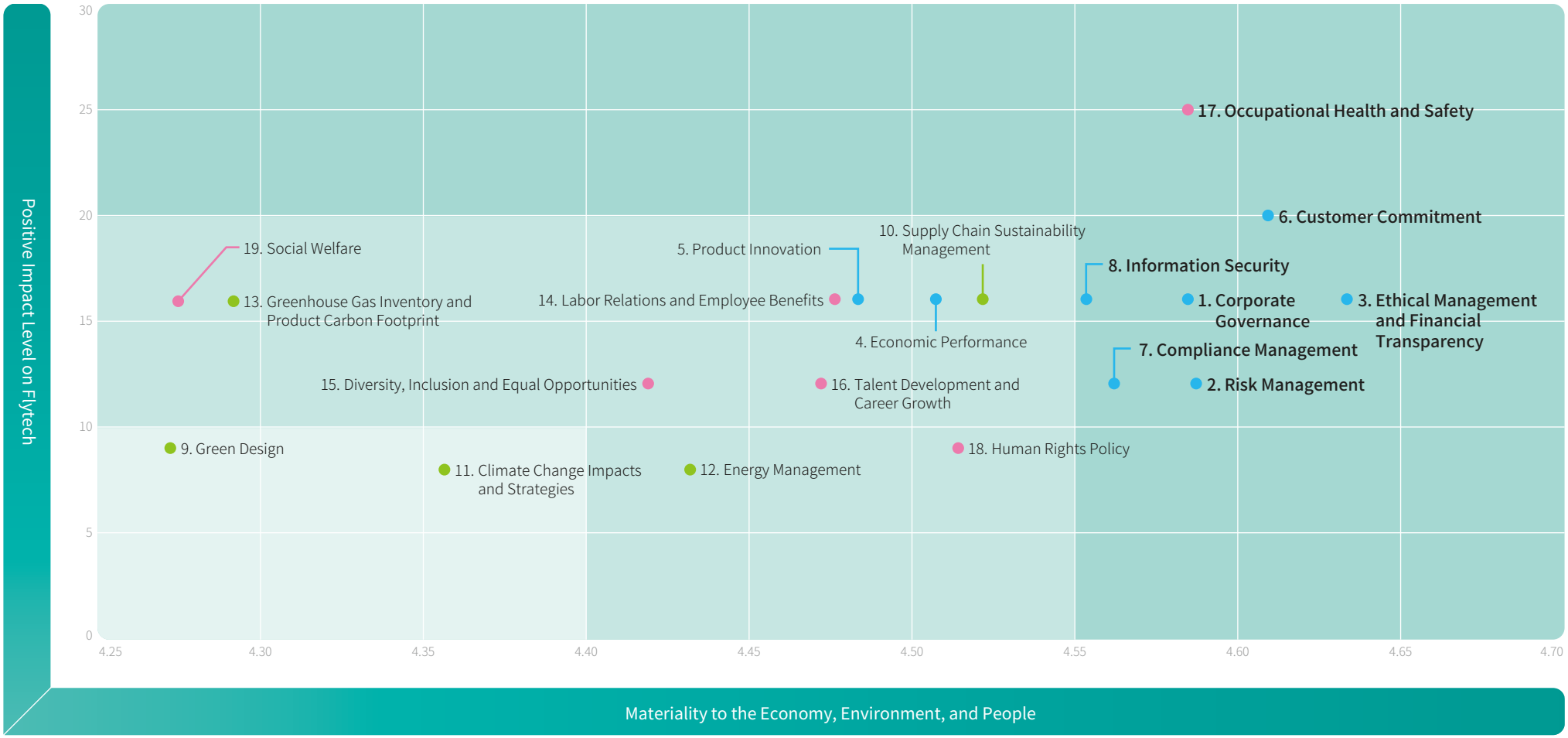
2-2-3 Prioritizing the Most Significant Impacts for Reporting

7 Material Topics	**3** Voluntarily Disclosed Sustainability Topics

The Development Office developed a materiality matrix based on Flytech' s positive and negative impact levels and stakeholders' assessments of materiality to the economy, environment, and people to present the prioritization of sustainability topics. The matrix was submitted to the ESG Committee for review. Topics with a materiality score above 4.55, a positive impact level above 20, or a negative impact level of -20 or below were defined as material topics (Zone 1). Based on the assessment results, a total of seven material topics were identified in Zone 1. In addition, three non-material sustainability topics, namely Greenhouse Gas Inventory and Product Carbon Footprint, Energy Management, and Social Welfare, were selected as voluntarily disclosed sustainability topics following internal expert discussions. A total of 10 material and voluntarily disclosed sustainability topics were finalized after being reported to the Board of Directors in January 2025.

The matrix is divided into three zones as shown in the two charts below: Very Important, Moderately Important, and Less Important. Sustainability topics are categorized under three main dimensions: Sustainable Operations and Corporate Governance, Green Operations and Environmental Sustainability, and Co-prosper with Society and Friendly Workplace, each represented by a distinct color.

Positive Impact Matrix



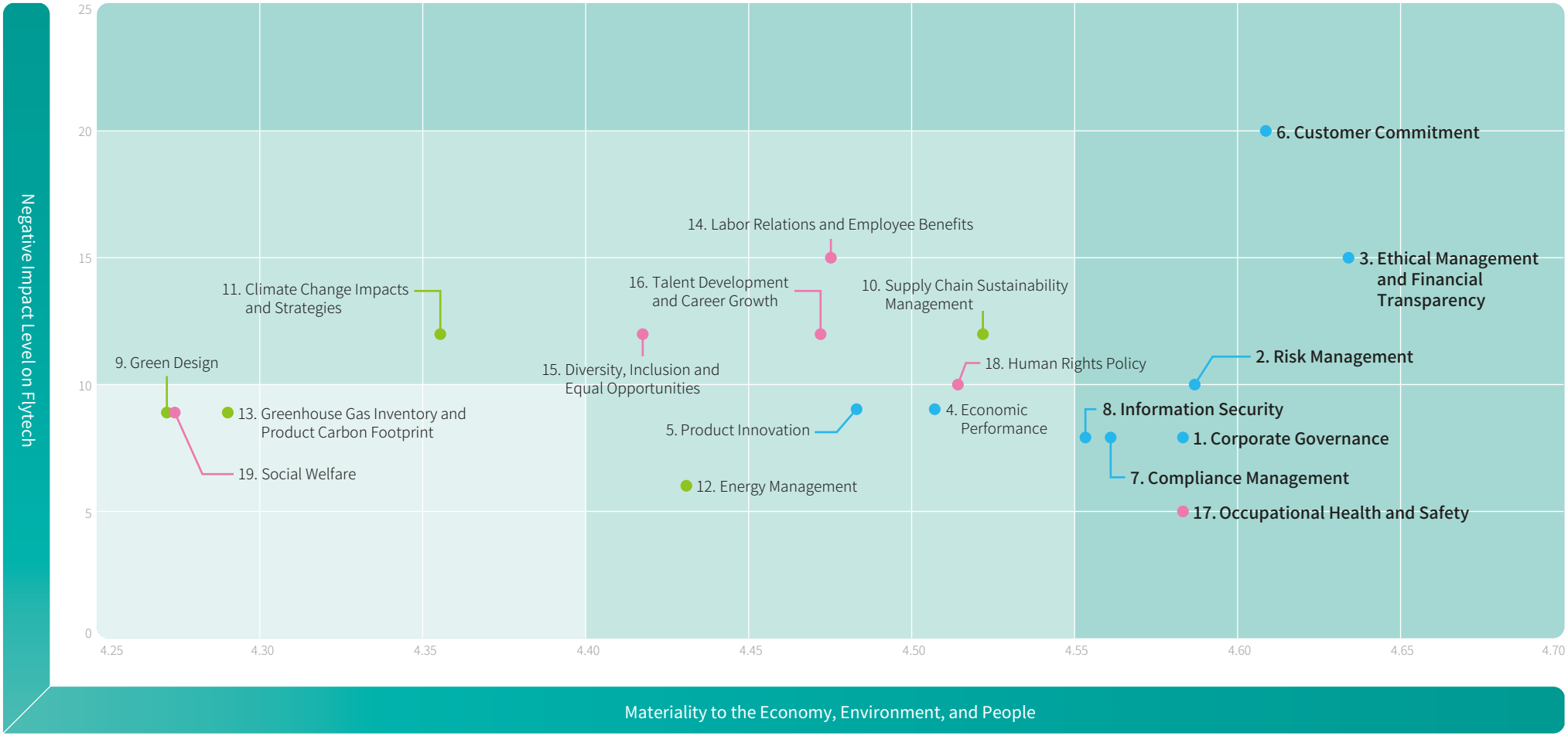
Impact level / Materiality:

- Very Important
- Moderately Important
- Less Important

Sustainability issues:

- Sustainable Operations and Corporate Governance
- Green Operations and Environmental Sustainability
- Co-prosper with Society and Friendly Workplace

Negative Impact Matrix



Impact level / Materiality:

- Very Important
- Moderately Important
- Less Important

Sustainability issues:

- Sustainable Operations and Corporate Governance
- Green Operations and Environmental Sustainability
- Co-prosper with Society and Friendly Workplace

2-2-4 Changes in Material Topics

The ESG Committee ultimately approved 7 material topics and 3 voluntarily disclosed sustainability topics, all of which are comprehensively disclosed in this report. Key management approaches and strategies have been formulated for each topic, with effectiveness monitored through tracking, evaluation, and assessment procedures to support annual improvement targets.

Changes in Material Topics:

Material Topics ✪ Voluntary Disclosure Topics ⊙

Questionnaire Topics	2024	2025	Reasons for Changes
1. Corporate Governance	✪ 1 Very Important	✪ 1 Very Important	
2. Risk Management	✪ 1 Very Important	✪ 1 Very Important	
3. Ethical Management and Financial Transparency	✪ 1 Very Important	✪ 1 Very Important	
4. Economic Performance	2 Moderately Important	2 Moderately Important	
5. Product Innovation	✪ 1 Very Important	2 Moderately Important ↓	As operations and market conditions mature, Flytech' s product lines have gradually stabilized, shifting the focus of innovation toward quality, service, and operational efficiency. As a result, the relative importance of product innovation has declined, and its positive impact level has decreased, leading to a lower level of materiality.
6. Customer Commitment	✪ 1 Very Important	✪ 1 Very Important	
7. Compliance Management	✪ 1 Very Important	✪ 1 Very Important	
8. Information Security	-	✪ 1 Very Important	New Topic Added It serves as the foundation for Flytech' s stable operations and customer trust by helping prevent information security risks, protecting operational and confidential data, and supporting the long-term competitiveness of products and services.
9. Green Design	⊙ 2 Moderately Important	3 Less Important ↓	The original topic, 8. Green Design and Supply Chain Sustainability Management, was split into two separate topics. The less important topic 9. Green Operation was removed.
10. Supply Chain Sustainability Management	⊙ 2 Moderately Important	2 Moderately Important ↓	
11. Climate Change Impacts and Strategies	✪ 1 Very Important	2 Moderately Important ↓	The Company is not part of a high-carbon-emitting industry, and its carbon reduction management has achieved positive results. Following internal expert discussions, significant positive and negative impacts were considered relatively minor, resulting in a lower level of materiality.
12. Energy Management	2 Moderately Important	⊙ 2 Moderately Important	
13. Greenhouse Gas Inventory and Product Carbon Footprint	✪ 1 Very Important	⊙ 2 Moderately Important ↓	The Company is not part of a high-carbon-emitting industry, and its carbon reduction management has achieved positive results. Following internal expert discussions, significant positive and negative impacts were considered relatively minor, resulting in a lower level of materiality.
14. Labor Relations and Employee Benefits	✪ 1 Very Important	2 Moderately Important ↓	Stakeholder questionnaire scores declined, resulting in a lower level of materiality.
15. Diversity, Inclusion and Equal Opportunities	2 Moderately Important	2 Moderately Important	
16. Talent Development and Career Growth	✪ 1 Very Important	2 Moderately Important ↓	Stakeholder questionnaire scores declined, resulting in a lower level of materiality.
17. Occupational Health and Safety	✪ 1 Very Important	✪ 1 Very Important	
18. Human Rights Policy	2 Moderately Important	2 Moderately Important	
19. Social Welfare	⊙ 2 Moderately Important	⊙ 2 Moderately Important	

2-3 List of Material Topics, Boundaries, and Value Chain

The Development Office convened internal experts to evaluate each of the 7 material topics and 3 voluntarily disclosed sustainability topics. They discussed whether impacts occur within the organization or externally, and finalized the organizational boundaries for each topic as shown in the table below. The impacts across our value chain were assessed, and the level of impact of each topic on Flytech and its upstream and downstream stakeholders was evaluated. The corresponding disclosure sections are listed in the table.

● Direct impac ○ Indirect impact ✱Partially disclosed in this Report

Dimension	Material Topics	Upstream Supply Chain	Flytech Operations	Downstream Customers	Social Impact	Corresponding Sections	Corresponding GRI Standards	External Suppliers
Economic Sustainable Operations and Corporate Governance	1. Corporate Governance	○	●	○	○	3-1 Corporate Governance	2-9~ 2-21	
	2. Risk Management	○	●	○	○	3-2 Risk Management	None	
	3. Ethical Management and Financial Transparency	○	●	○	○	3-1-3 Ethical Management	205-3	
	6. Customer Commitment		●	●		5-1 Excellent Customer Service	416-1, 416-2, 418-1	
	7. Compliance Management	○	●		○	3-1-6 Regulatory Compliance	2-27	
	8. Information Security	○	●	○	○	3-3 Information Security Management	None	
Environmental Green Operations and Environmental Sustainability	12. Energy Management (Voluntary Disclosure)		●			6-2-3 Energy Management	302-1, 302-3~302-5	
	13. Greenhouse Gas and Product Carbon Footprint (Voluntary Disclosure)	○	●	○	○	6-3 Carbon Management and Climate Change Response	305-1~305-5	
Social Co-prosper with Society and Friendly Workplace	17. Occupational Health and Safety	○	●		○	4-2 Friendly Workplace	403-1~403-10	✱
	19. Social Welfare (Voluntary Disclosure)		●		●	Chapter 7 Social Engagement	None	✱

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03 Corporate Governance and Risk Management

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3-4 Tax Policy 42

2025 Highlights

Ranked among the top tier in corporate governance evaluations
Ranked within 21-35% of listed companies

Outperformed the industry average
in second CSA evaluation, with all three dimension scores above industry peers

Ranked 11th
2025 Excellence in Corporate Social Responsibility, Medium Enterprise Group

Over 75%
dividend payout ratio since 2013

3-1 Corporate Governance

∞ Key Achievements and Management Policy

Material Topic: 1. Corporate Governance

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Management Strategy

Flytech upholds the principles of transparency, openness, efficiency, and legal compliance through a robust internal control system and supporting management policies. The Company has established a risk management framework and an Ethical Operation Promotion Team to strengthen corporate governance. It also continues to build the capabilities of the Board of Directors and the corporate governance officer, while maintaining an audit system that supports a sound overall governance structure.

Positive/Negative Impact

Positive Impact:
Reinforces organizational resilience and elevates corporate reputation.

Negative Impact:
Imbalance in corporate governance leading to operational risks.

Stakeholder Engagement

- ESG Questionnaire
- Market Observation Post System (MOPS)
- Official website Information and complaint mailbox
- Investor conference
- Shareholders' Meeting
- Visits/Meetings/Phone/Email
- Government documents and meetings

2025 Targets

1. Maintain in the top 35% of corporate governance evaluation
2. 2Remain committed to the principles of integrity and ethical business conduct, ensuring full compliance with applicable laws and regulations. The Company has maintained a record free of any major violations, defined as incidents involving fines exceeding NT$100,000 (or equivalent in other currencies) or legal proceedings

2025 Achievements

1. Top 21–35% in the 11th Corporate Governance Evaluation
2. Continued to rank 11th in the Medium Enterprise group of the CommonWealth Corporate Sustainability Awards Top 100.
3. Second-time CSA participation outperformed the industry average.
4. No significant violations or litigation incidents

2026 Targets

1. Maintain a ranking within the top 6–20% in the Corporate Governance Evaluation
2. Continue to achieve strong performance in the CommonWealth Corporate Sustainability Awards and CSA evaluation
3. Maintain a record free of significant violations or litigation

2035 Targets

1. Maintain in the top 6–20% of ESG evaluations
2. Continue to achieve strong performance and recognition in major domestic and international corporate governance evaluations
3. Maintain a record free of significant violations or litigation

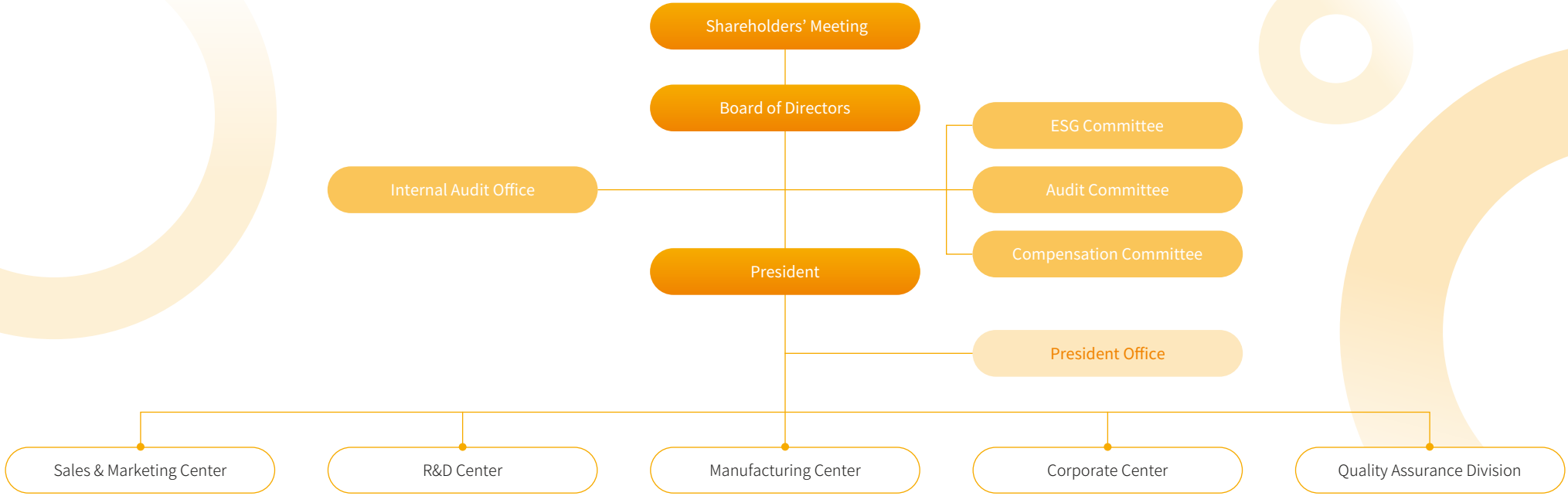
Effective Tracking/ Evaluation Mechanism

1. Annual TWSE Evaluation Results
2. Announcement of domestic and international awards and recognition results.
3. No major violations or litigation

Positive and Negative Impact Response Measures

Strengthen ethical corporate management and corporate governance through education, communication, and audits related to internal control, integrity, and compliance policies.

Flytech firmly recognizes that corporate governance is the cornerstone of sustainable business operations. A sound governance framework rooted in transparency, openness, efficiency, and legal compliance not only enables effective management but also establishes a strong supervisory mechanism that drives operational performance and enhances market competitiveness. Through the establishment and implementation of comprehensive governance systems, we are committed to safeguarding shareholder rights while balancing the interests of employees, customers, investors, suppliers, communities, and relevant non-profit organizations, thereby fostering mutually beneficial and long-term partnerships.



In alignment with the Corporate Governance 3.0 – Sustainable Development Roadmap issued by the Financial Supervisory Commission, ROC (Taiwan), Flytech has launched five key initiatives to strengthen the governance structure of both the Company and its subsidiaries. These initiatives include: strengthening Board functions and enhancing corporate sustainability value; enhancing information transparency and promoting sustainable operations; strengthening stakeholder engagement through effective communication channels; encouraging stewardship aligned with international standards; and fostering a culture of sustainable governance while offering diversified products and services. The Board of Directors serves as the highest governance body. To support a more comprehensive and effective governance framework, Flytech has established a Corporate Governance Officer, an Audit Committee, a Compensation Committee and an ESG Committee, all of which strengthen the Board in fulfilling its oversight responsibilities.

In practice, the Company establishes and implements various internal control systems based on risk assessments. To enhance transparency, Flytech maintains bilingual corporate websites that disclose corporate governance information, including details of the Board of Directors, management team, key policies and regulations, internal audit functions, financial statements, shareholders' meeting materials, and investor conference information. These measures support Flytech in achieving its operational objectives, safeguarding assets, ensuring timely, reliable, and transparent financial reporting, and maintaining compliance with applicable laws and regulations, thereby achieving sound corporate governance.

Flytech' s governance achievements are also reflected in its performance in the Corporate Governance Evaluation conducted by the regulatory authority. From the first evaluation to the 11th evaluation in 2025, we have consistently ranked among the top one-third of listed companies, demonstrating the effectiveness of our corporate governance practices. In 2025, we received the CommonWealth Sustainability Citizen Award for the fifth consecutive time, underscoring the continued recognition of our corporate governance performance.

3-1-1 Board of Directors

Operation of the Board of Directors

Established by the Corporate Charter, our company's Board of Directors comprises 7 members, including 3 independent directors and 2 female directors. As the highest governance body, the Board plays a crucial role in our operations. For details on our selection process, please visit the "Procedure for Election of Directors" section on the official website: https://www.flytech.com.tw/investor.php?act=documents. When nominating director candidates, the Company considers not only professional expertise and experience, but also the needs arising from its business model and future development trends to ensure a high standard of Board decision-making quality while taking into account the best interests of various stakeholders. For detailed information on our current board members, including their professional expertise, gender diversity, independence, and collective expertise (professional development), please refer to pages 3–6 and 31 of the 2025 Annual Report.

➲ Nominating Director Candidates

There are no conflicts of interest among the members of the Board of Directors.

The Chairman does not hold any executive position within the Company. The President concurrently serves as a director, allowing senior management to participate appropriately in Board governance. The three independent directors hold positions at other companies, none of which have significant financial or business dealings with the Company. The remaining directors concurrently serve as directors or managers of the Group' s subsidiaries. None of the directors have cross-shareholding relationships with suppliers or other stakeholders. The Board of Directors comprises three representatives of major shareholders and four representatives of non-controlling shareholders. For details regarding directors' concurrent positions, please refer to pages 3–6 of the 2025 Annual Report.

With respect to governance mechanisms, the Company' s Rules of Procedure for Board Meetings set out procedures for handling directors' conflicts of interest. Please refer to Flytech' s official website: https://www.flytech.com.tw/investor.php?act=documents. In 2025, the Board of Directors convened six meetings. For discussions involving individual compensation allocation, the directors concerned recused themselves in accordance with the policy. Please refer to page 17 of the 2025 Annual Report. No other agenda items involved conflicts of interest requiring recusal.

➲ Rules of Procedure for Board Meetings

Board of Directors Communication on Key Significant Events

Our official website features a dedicated Stakeholder Section and Complaint Mailbox, providing multiple channels for communication with management (refer to Chapter 2-1: Stakeholder Identification and Engagement List). Upon receiving stakeholder feedback, management first evaluates whether the issue constitutes a material topic. Non-material topics are addressed directly or discussed internally to determine appropriate responses, with records maintained for ongoing improvement. Material topics are reported to the President and reviewed in regular strategic meetings to decide whether escalation to the Board of Directors is necessary. In 2025, communication with stakeholders remained smooth, with no significant complaints or material topics requiring escalation to the Board. A summary of stakeholder communications has been compiled for inclusion in the Board report scheduled for March 2026.

Performance Assessment

The company has established the Board Performance Evaluation Methods, wherein all board members and functional committees (the Audit Committee and the Compensation Committee) conduct self-assessments annually from the end of the year to the beginning of the following year. Additionally, the President Office conducts a comprehensive evaluation of the board's operations. The assessment results for 2025 demonstrate outstanding performance (please refer to page 18 of the 2025 Annual Report). Throughout 2025, our governance, oversight, compliance, and attendance performance continued to excel, with no significant litigation issues. These achievements were reported to the Board of Directors in March 2026.

Communication Between Independent Directors, CPAs, and Internal Auditors

The Company's internal audit officer communicates with the Audit Committee through quarterly regular Audit Committee meetings and ad hoc communications outside of meetings regarding audit results and significant matters, thereby assisting independent directors in fulfilling their duties and promoting more efficient Board operations. Additionally, the financial statement auditors participate in Board meetings at least twice a year to report significant audit findings related to financial reporting and internal controls, important regulatory updates and corresponding recommendations, and discuss the Company's operating conditions and significant matters.

3-1-2 Audit Committee and Compensation Committee

The Company established the Audit Committee in 2018 and the Compensation Committee in 2011, both of which are composed of three independent directors. These committees operate in accordance with the Company' s Organizational Regulations for the Audit Committee, the Organizational Regulations for the Compensation Committee, and relevant laws and regulations. For detailed information on the professional qualifications of committee members and their operations in 2025. ➲ Official Website

Compensation Policy for Top Governance Unit and Senior Management Level

Compensation of Directors

The compensation of directors includes annual remuneration and attendance allowances. The attendance allowance is a fixed amount paid for meeting attendance. The total amount of directors' compensation is based on the principle outlined in Flytech's Corporate Charter: "If the Company is profitable in a given year, 3% to 15% shall be allocated as employee compensation and no more than 3% as directors' remuneration." Individual remuneration for each director is proposed by the Human Resources Department with reference to the annual Board performance evaluation results and in accordance with the Organizational Regulations for the Compensation Committee. The proposal is then submitted to the Compensation Committee and the Board of Directors for review and approval prior to distribution. For details regarding the performance evaluation methodology, please refer to page 18 of the 2025 Annual Report.

Senior Management Level

Senior executive compensation includes fixed salaries, year-end bonuses, and employee profit-sharing. Fixed salary standards are determined by the Human Resources department based on each role' s responsibilities, with reference to industry benchmarks, in accordance with the Company' s management regulations. All proposals are submitted to the Compensation Committee and the Board of Directors for approval. Year-end bonuses are calculated based on a baseline of two months' salary. Employee profit-sharing is allocated based on 3% to 15% of annual profits in accordance with the Company's Corporate Charter. The Human Resources department proposes the allocation based on each senior executive' s performance evaluation results. The proposal is then submitted to the Compensation Committee and the Board of Directors for review and approval prior to distribution.

The Company's Compensation Committee reviews the reasonableness of compensation policies, systems, standards, and structures on a regular basis each year. No external consultants or stakeholders are involved in this process. For details, please refer to pages 32–33 of the 2025 Annual Report.

3-1-3 Ethical Corporate Management

∞ Key Achievements and Management Policy

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Material Topic: 3. Ethical Management and Financial Transparency

Management Strategy

Flytech upholds the principles of transparency, openness, efficiency, and legal compliance through a robust internal control system and supporting management policies. The Company has established a risk management framework and an Ethical Operation Promotion Team to strengthen corporate governance. It also continues to build the capabilities of the Board of Directors and the corporate governance officer, while maintaining an audit system that supports a sound overall governance structure.

Positive/Negative Impact

Positive Impact:
Enhancing information transparency and strengthening stakeholder trust

Negative Impact:
Reputational damage may affect the willingness of customers and suppliers to collaborate

Stakeholder Engagement

- ESG Questionnaire
- Market Observation Post System (MOPS)
- Official website Information and complaint mailbox
- Investor conference
- Shareholders' Meeting
- Visits/Meetings/Phone/Email
- Government documents and meetings

2025 Targets

1. Maintain in the top 35% of corporate governance evaluation
2. Remain committed to the principles of integrity and ethical business conduct, ensuring full compliance with applicable laws and regulations. The Company has maintained a record free of any major violations, defined as incidents involving fines exceeding NT$100,000 (or equivalent in other currencies) or legal proceedings

2025 Achievements

1. Top 21–35% in the 11th Corporate Governance Evaluation
2. Continued to rank 11th in the Medium Enterprise group of the CommonWealth Corporate Sustainability Awards Top 100
3. In our second CSA participation, we outperformed the industry average across all three dimensions.
4. No significant violations or litigation incidents

2026 Targets

1. Maintain a ranking within the top 6–20% in the Corporate Governance Evaluation
2. Continue to achieve strong performance in the CommonWealth Corporate Sustainability Awards and CSA evaluation
3. Maintain a record free of significant violations or litigation

2035 Targets

1. Maintain in the top 6–20% of ESG evaluations
2. Continue to achieve strong performance and recognition in major domestic and international corporate governance evaluations
3. Maintain a record free of significant violations or litigation

Effective Tracking/ Evaluation Mechanism

1. Annual TWSE Evaluation Results
2. Announcement of domestic and international awards and recognition results
3. No major violations or litigation

Positive and Negative Impact Response Measures

Strengthen ethical corporate management and corporate governance through education, communication, and audits related to internal control, integrity, and compliance policies.

Flytech implements responsible business practices through the following four points.

1. Ethical Operation Promotion Team

Since our establishment, Flytech has been committed to Ethical Corporate Management, which includes integrity, a focus on core operations, compliance with laws and regulations, fair trade, product innovation, anti-corruption, anti-bribery, and the responsible management of intellectual property, and the prudent protection of Company assets. These principles serve as the Company' s Responsible Business Conduct Policy and are governance objectives for all subsidiaries within the Group. Flytech has established internal regulations, including the Code for Integrity Operations, Integrity Operation Procedure and Conduct Guidelines, and Whistleblower Report Processing Guidelines. These regulations specify operational procedures, internal education and training, preventive measures, performance evaluation, disciplinary actions, and whistleblower mechanisms to ensure the effective implementation of Ethical Corporate Management.

Responsibilities and Affiliation

As a dedicated unit under the Board, the Ethical Operation Promotion Team is responsible for regularly assessing business activities with higher Ethical Corporate Management risks, amending, implementing, and interpreting guidelines accordingly. It provides consultation and oversight to prevent unethical behavior that could harm stakeholders' rights and the Company's reputation.

A regular report on Ethical Corporate Management for the previous year is submitted to the Board in the first quarter of each year. The report for 2025 was presented to the Board in March 2026. During 2025, neither the Company nor its subsidiaries experienced any significant events or fines related to violations of social and economic regulations. Furthermore, no anti-competitive behavior, antitrust practices, or monopolistic practices were recorded. Since the establishment of the task force, no incidents with a significant impact on the Company's Ethical Corporate Management have occurred.

Grievance Channels

Flytech's official website and intranet have set up a whistleblower reporting email, whistleblower@flytech.com.tw, providing a channel for stakeholders to lodge complaints. This team, led by the President, is the unit responsible for handling such reports. The administrative team manages the receipt, administration, and documentation of complaints. The initial review team conducts preliminary investigations, while the review committee, comprising the President, all independent directors, and the corporate governance officer, oversees and determines the appropriate course of action.

- In 2024, there were no significant complaints from internal or external stakeholders concerning the Company.

Promotion and Advocacy

We regularly conduct internal promotion and awareness activities to continuously communicate the importance of ethical conduct and the rules that must be followed. New employees are required to receive anti-corruption and Ethical Corporate Management training upon joining the Company. Every year, we also conduct a one-hour training session for employees and all directors. In 2025, 100% of the 144 new employees at the Neihu headquarters and Linkou plant completed the training. All seven members of the Board of Directors also completed corruption risk assessments and educational training, achieving a 100% completion rate.

Commitment

All employees have signed the Integrity Declaration, achieving a 100% participation rate.

2. Financial Transparency

As a listed company, Flytech discloses monthly consolidated revenue, quarterly and annual financial reports in Chinese and English, as well as Chinese and English annual shareholder reports, in accordance with regulatory requirements. These disclosures are made available on the Market Observation Post System (MOPS) and the Company' s official website, demonstrating our commitment to transparency and providing stakeholders with sufficient and accurate information. Since our establishment, we have never restated financial reports and have never been subject to penalties.

3. Related Party Transaction Management

Flytech has established Guidelines for Transactions with Specific Companies and Related Parties, Measures for the Operation and Management of Reinvested Companies, Rules Governing Financial and Business Matters Between this Corporation and its Related Parties, Approval Authority List (➲ Official Website)、and Subsidiary Approval Authority List for managing subsidiaries. The management standard of the group company and the hierarchical authorization method for different transaction amounts can effectively control the transaction and operational management of the Company and its subsidiaries, including Box, thereby mitigating the risk of unethical conduct.

4. Insider Trading Prevention

Flytech has established the Procedures for Handling Internal Material Information and Prevention of Insider Trading (➲ Official Website), which are applicable to directors, managers, and employees, and regulate the confidentiality firewall (people and things) of material information, information collection, countersignature, review, and release responsible units and operating procedures. This ensures that any information publicly disclosed by our company has undergone the appropriate approval procedures and is accurate, complete, and compliant with all relevant legal requirements. There were no instances of insider trading in the year 2025.

3-1-4 Corporate Governance Department and Supervisor

The Board of Directors serves as the highest governance body of the Company. Under the ESG Committee, the Sustainability Management Promotion Team functions as the executive unit. In 2019, the Board approved the appointment of the CFO as the supervisor of corporate governance. This role oversees the Sustainability Management Promotion Team, which comprises members from the President Office and the Corporate Center. The Promotion Team is responsible for managing matters related to the Board of Directors and Shareholders' Meetings, assisting directors in fulfilling their duties, collecting, formulating, and promoting policies related to corporate governance, assessing impacts and driving improvement plans. These efforts aim to strengthen corporate governance and Ethical Corporate Management. For details on its responsibilities and 2025 implementation results, please refer to page 27 of the 2025 Annual Report.

3-1-5 Internal Control System and Internal Audit

Internal Control System

The company has established an internal control system through a risk assessment process, which includes nine major transaction cycles and a management control cycle. In addition, there are management regulations, accounting systems, budget systems, intellectual property management systems, personal data management systems, compliance with ISO 9001/13485/14001/45001/27001 procedure standards, as well as greenhouse gas inventory procedures under ISO 14064-1 and ISO 14067, SOPs, and ERP control systems. Daily operations are carried out and supervised by various departments in accordance with the regulations above and the authorization system. The effectiveness of the system is periodically evaluated through self-assessment of internal controls to ensure continuous improvement and the implementation of corporate governance.

Internal Audit

The Company's Internal Audit Office is directly subordinate to the Board of Directors. Its primary function is to conduct audits based on risk assessments to determine whether operational processes comply with applicable laws and regulations, Company regulations, and operational management requirements. Through periodic audits and project audits, it assists operational units in continuous review. The audit function proposes preventive and corrective measures and improvement recommendations to support the effective design and implementation of the internal control system and assist the Board of Directors in fulfilling its corporate governance responsibilities. In 2025, no significant deficiencies were identified, and internal controls remained effectively designed and implemented. Audit results are regularly reported to the Audit Committee and the Board of Directors and filed with the competent authority as required.

3-1-6 Compliance with Laws and Regulations

∞ Key Achievements and Management Policy

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Material Topic: 7. Compliance Management

Management Strategy

Flytech upholds the principles of transparency, openness, efficiency, and legal compliance through a robust internal control system and supporting management policies. The Company has established a risk management framework and an Ethical Operation Promotion Team to strengthen corporate governance. It also continues to build the capabilities of the Board of Directors and the corporate governance officer, while maintaining an audit system that supports a sound overall governance structure.

Positive/Negative Impact

Positive Impact:
Ethical business practices enhance stakeholder trust

Negative Impact:
Reputational damage and regulatory penalties

Stakeholder Engagement

- ESG Questionnaire
- Market Observation Post System (MOPS)
- Official website Information and complaint mailbox
- Investor conference
- Shareholders' Meeting
- Visits/Meetings/Phone/Email
- Government documents and meetings

2025 Targets

Remain committed to the principles of integrity and ethical business conduct, ensuring full compliance with applicable laws and regulations. The Company has maintained a record free of any major violations, defined as incidents involving fines exceeding NT$100,000 (or equivalent in other currencies) or legal proceedings

2025 Achievements

No significant violations or litigation incidents

2026 Targets

1. Establish internal control procedures in accordance with the IFRS Sustainability Disclosure Standards
2. Continue to maintain a record free of significant violations or litigation incidents

2035 Targets

Continue to maintain a record free of significant violations or litigation incidents

Effective Tracking/ Evaluation Mechanism

No significant violations or litigation incidents

Positive and Negative Impact Response Measures

Strengthen regulatory compliance through education, communication, and audits related to internal control, integrity, and compliance policies.

Corporate operations should strictly adhere to legal regulations, forming the foundation and bottom line for sustainable management. Our company has established a Legal Affairs Department as a dedicated unit, following various corporate governance systems (please refer to sections 3-1-1 to 3-1-5 for details), which closely monitors and assists departments in their implementation. This approach aims to prevent multiple incidents, including commercial, tax, environmental, labor, trademark, and personal data issues, which could potentially impact the Company. Our company defines significant violations as cases where fines exceed NT$100,000 (or equivalent in any currency) or litigation events. From 2022 through 2025, the Company did not incur any significant violations, litigation cases, or regulatory penalties.

3-2 Risk Management

∞ Key Achievements and Management Policy

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Material Topic: 2. Risk Management

Management Strategy

Flytech upholds the principles of transparency, openness, efficiency, and legal compliance through a robust internal control system and supporting management policies. The Company has established a risk management framework and an Ethical Operation Promotion Team to strengthen corporate governance. It also continues to build the capabilities of the Board of Directors and the corporate governance officer, while maintaining an audit system that supports a sound overall governance structure.

Positive/Negative Impact

Positive Impact:
Reinforces organizational resilience and enhances operational performance across departments

Negative Impact:
Management crises leading to operational risks

Stakeholder Engagement

- ESG Questionnaire
- Market Observation Post System (MOPS)
- Official website Information and complaint mailbox
- Investor conference
- Shareholders' Meeting
- Visits/Meetings/Phone/Email
- Government documents and meetings

2025 Targets

1. Maintain in the top 35% of corporate governance evaluation
2. Remain committed to the principles of integrity and ethical business conduct, ensuring full compliance with applicable laws and regulations. The Company has maintained a record free of any major violations, defined as incidents involving fines exceeding NT$100,000 (or equivalent in other currencies) or legal proceedings

2025 Achievements

1. Achieved top 21–35% in the 11th Corporate Governance Evaluation
2. No major violations or involvement in litigation

2026 Targets

1. Achieved top 6~20% in the 12th Corporate Governance Evaluation and continue to receive major domestic and international corporate governance evaluation awards
2. Continue to maintain a record free of major violations or litigation
3. Properly respond to risks arising from changes in the international environment to avoid impacts on operations

2035 Targets

1. Achieve an ESG rating of 6–20% and continue to receive major domestic and international governance awards
2. Continue to maintain a record free of major violations or litigation
3. Properly respond to risks arising from changes in the international environment to avoid impacts on operations

Effective Tracking/ Evaluation Mechanism

1. Annual Corporate Governance Evaluation Results
2. Announcement of domestic and international awards and recognition results
3. Completion of Group-wide awareness campaign
4. No significant violations or litigations
5. Operational performance results

Positive and Negative Impact Response Measures

Implement risk control through education, communication, and audits related to internal control and the Risk Management Policy and Procedures.

3-2-1 Risk Management Structure

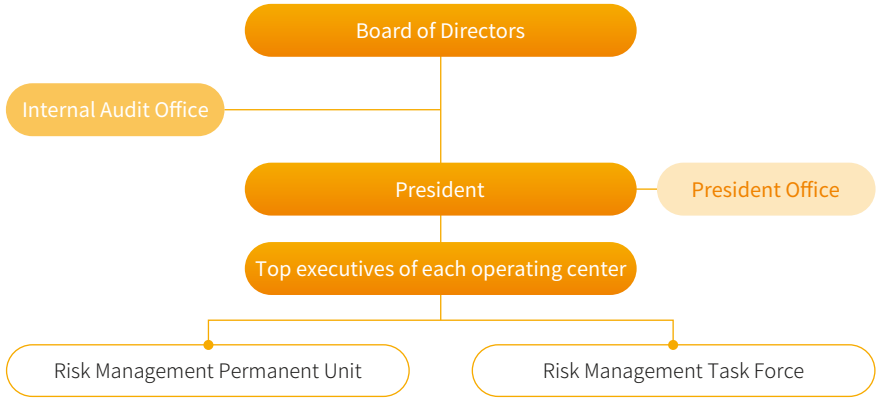
To continuously monitor potential internal and external risks that may affect our operations and establish appropriate management and preparedness measures for business continuity, the Board of Directors has approved our Risk Management Policy and Procedures and established a risk management framework.

Risk Management Policy

“Prevention, Management, and Improvement” are the guiding principles of our risk management policy. Based on applicable laws and regulations, developments in domestic and international risk management practices, and our overall operational objectives, the Board of Directors and the units responsible for promoting and implementing risk management identify and analyze risk categories and acceptable risk appetite levels. They also formulate risk management procedures and oversee their implementation to ensure business continuity, prevent potential losses, and support our sustainable operations.

Organization and Responsibilities

The Board of Directors serves as the highest governance body for risk management, while the Audit Committee is responsible for oversight. The Board of Directors approves the Risk Management Policy and Procedures and the risk management framework, and allocates sufficient and appropriate resources to ensure alignment between operational strategies and risk management policies, and to establish a sound risk management mechanism and culture. Oversee and ensure the effective operation of the risk management mechanism, and assume ultimate responsibility for the effectiveness of risk management. Considering the Company's scale and business characteristics, the Company does not establish a Risk Management Committee. The President and the highest executives of each operational center serve as the Risk Management Promotion Unit, while the Risk Management Execution Unit consists of the Risk Management Permanent Unit and the Risk Management Task Force. These units assume the functions of the Risk Management Committee and are responsible for the planning and execution of risk management. If an unexpected major incident occurs, the President shall establish a task force to implement control measures. The Audit Department is responsible for overseeing the implementation of risk management by the execution unit and assisting in corrective actions.



Risk Management Procedure

2025 Actual Operational Performance, Risk Mapping, and Response Strategies for High-Risk Items

At the end of each year, the Risk Management Promotion Unit evaluates risks based on the Company' s overall business strategy and operational objectives, while analyzing changes in the domestic and international environment, including factors such as geopolitical developments, technological advances, information security, climate change, and energy transition. Led by the President, the risk management units jointly identify the scope and impact of risks and formulates response strategies. These strategies are implemented through ongoing operational controls and adjustments. For risks with significant impact, dedicated projects are established and monitored through continuous tracking and internal audits to ensure effective execution and management. In 2025, risks were prioritized according to their severity and likelihood as follows:

Priority Risk Issues to Address

High Risk | Medium Risk | Low Risk

Impact \ Probability	Low	Medium	High
High	• Unethical incidents • Illegal incidents or significant penalties • Financial statement misrepresentation	• Supply chain instability caused by rising raw material prices and material shortages	• Escalating geopolitical tensions • Impacts of U.S. tariff policies on the global economic environment
Medium	• Damage to business premises and equipment due to disasters • Transaction and business information errors/losses • Major quality/customer complaint issues • Bad debt risk • Investment/financial strategy errors	• Information security incidents • Climate change transition and physical risks • Demand for green products • Energy price fluctuations	• Significant exchange rate fluctuations
Low		• Energy management efficiency • Labor shortage • Compliance costs associated with international labor regulations	• Rapid changes in emerging technologies • Shifts in market demand

Response Strategies for High-Risk Items

Major Risk Items	Risk Description	Response Strategies
Geopolitical Risks	Great power competition, which has affected geopolitical risk, together with changes in tariff policies under the Trump administration have affected global supply chains as well as domestic and export-oriented manufacturers, raising concerns among customers and investors about operational stability.	• Leverage strong R&D capabilities, product quality, and delivery performance to provide customized products, increase customer retention, and differentiate the Company from competitors. • Collaborate with clients to develop product portfolios with diverse pricing and specifications.
U.S. Tariff Policies		
Rising Raw Material Prices and Supply Chain Instability	Growing demand for AI applications, particularly from AI servers and large cloud service providers, has increased demand for memory and CPUs, resulting in material shortages and rising prices for consumer products and industrial computers.	• Implement long-term procurement planning and strategic purchasing, while maintaining appropriate safety stock levels for key components to ensure supply stability. • Provide demand forecasts to suppliers to enhance demand visibility, maintain supply stability, and strengthen bargaining power. • Collaborate with clients on pricing and cooperation plans.
Significant exchange rate fluctuations	Changes in the international environment have resulted in significant fluctuations in the NTD exchange rate in 2025.	• Consider exchange rate fluctuations when quoting clients and negotiating procurement terms. • Establish natural hedging positions for net foreign currency exposures and align procurement and sales quotation currencies whenever possible. • Assess net foreign currency positions from import and export activities and hedge using forward foreign exchange contracts.

3-2-2 Financial and Other Risk Management

To properly address other unforeseeable risks, Flytech has established the ISO Emergency Response Management Procedure, which defines response procedures for natural and accidental disasters, public infrastructure disruptions, information and network system failures, supply chain interruptions, labor shortages, critical equipment malfunctions, and other related events. Regular drills are conducted each year to strengthen emergency response capabilities and ensure that critical operations can continue during disruptions, while supporting safe recovery and minimizing losses.

We maintained sound financial risk management in 2025. Please refer to pages 35–37 of the 2025 Parent Company Only Financial Statements for details. In the event of other significant unforeseen risk incidents, the President will oversee the response and establish a task force as needed. No other major risk events were identified in 2025.

3-3 Information Security Management

∞ Key Achievements and Management Policy

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Material Topic: 9. Information Security

Management Strategy

Flytech continues to strengthen our information security management in compliance with applicable laws, regulations, and cybersecurity standards. We prioritize risk assessment and management, reinforce internal controls and external collaboration, and enhance employees' awareness of information security.

Positive/Negative Impact

Positive Impact:
Strengthen system security and operational reliability, enhance customer trust through ISO 27001 certification

Negative Impact:
System failures or information security incidents may disrupt normal operations and affect customer rights and interests

Stakeholder Engagement

- Visits/Meetings/Phone/Email
- Government documents and meetings

2025 Targets

1. No major information security incidents (definition: No material information disclosure required)
2. Maintain the effective implementation of the ISO 27001 management system
3. Achieve a security awareness test pass rate above 90%

2025 Achievements

1. Maintain zero major information security incidents
2. Completed ISO 27001 recertification with no major audit findings
3. Maintained a security awareness test pass rate above 95%

2026 Targets

1. Maintain zero major information security incidents
2. Maintain the effective implementation of the ISO 27001 management system with no major external audit findings
3. Maintain a security awareness test pass rate above 95%

2035 Targets

1. Maintain zero major information security incidents
2. Maintain the effective implementation of the ISO 27001 management system with no major external audit findings
3. Ensure at least three IT personnel obtain professional information security certifications

Effective Tracking/ Evaluation Mechanism

1. Zero information security incidents
2. External Audit and Certification Results

Positive and Negative Impact Response Measures

Strengthen information security management through internal controls, ISO 27001 training and awareness programs, and regular audit reviews.

To establish a robust information security environment and pursue sustainable operations, Flytech established an ISO 27001-compliant information security policy and management system in 2013. This system encompasses organizational, personnel, physical, and technical controls as the foundation for effective information security management. It aims to prevent potential risks and damages caused by human error, malicious intent, or natural disasters. In 2024, Flytech adopted ISO 27001:2022, which strengthens cybersecurity and privacy protection, including information protection, threat and vulnerability management, management of externally provided services, and change and configuration management. The system has passed third-party verification.

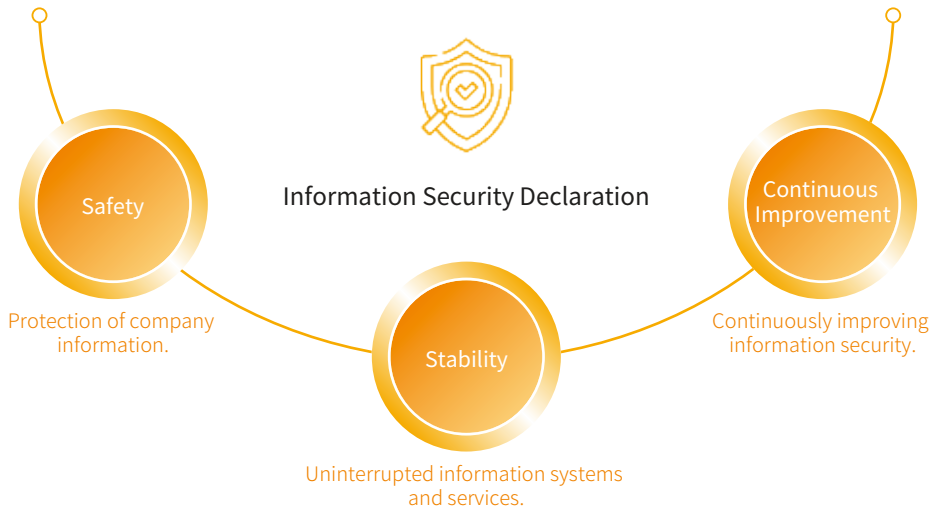
3-3-1 Information Security Policy

To ensure the secure and stable operation of the Company's information systems and services, Flytech has established an information security management policy governing the Company and its information facilities. The policy aims to establish secure and reliable information system services, comply with applicable laws and regulations, maintain business continuity, reduce information security risks, and protect client interests.

The Company' s information security policy is evaluated at least once a year, and information security management activities is reported to the Board of Directors in the first quarter of each year.

3-3-2 Information Security Declaration

The purpose of promoting information security at Flytech is to establish a comprehensive information security management system. Through a process-oriented management cycle comprising establishment, implementation, review, and continuous improvement, we aim to build a practical information security framework and achieve our strategic information security objectives:



All personnel, contracted staff, outsourced vendors, and contracted maintenance vendors for hardware and software systems involved in information security management must adhere to appropriate confidentiality measures. They are expected to understand the importance of the Company' s information assets and are strictly prohibited from using them for any unauthorized purposes.

Violations of this policy or any conduct that compromises information security will be handled in accordance with the Company's internal disciplinary regulations and may be subject to legal action where appropriate.

3-3-3 Management Structure

The Chief Information Security Officer (CISO) of Flytech' s Information Security Management Committee is the President, while the head of the IT department serves as the convener of the Information Security Promotion Team. In accordance with the resolutions of the Information Security Management Committee and the Information Security Management Procedure, the team is responsible for planning, establishing, implementing, maintaining, reviewing, and continuously improving the information security management system. This ensures full compliance among all employees and effective leadership across working groups in managing information security. For more details on our related management practices, ➲ Official Website.

3-3-4 Compliance with International Standards

With the rapid evolution of information and communication technology hardware and software, as well as emerging security threats, information security management must continuously adapt to address increasingly complex technological environments and cyber risks. Flytech continues to monitor the latest standards, implement management systems, conduct internal awareness and training programs, and has successfully completed external certification for the transition to the updated standard. For certification details, ➲ Official Website.

The latest version of the ISO/IEC 27001 standard for Information Security Management Systems (ISMS), ISO 27001:2022, was released in 2022. Compared with the 2013 version, the updated standard includes the following enhancements:

- When assessing risks, future potential risks should be considered, along with ongoing monitoring, more flexible risk response, and effective mitigation strategies
- Strengthened information security governance, requiring greater involvement and accountability from senior management
- Increased focus and control measures for emerging technologies such as cloud and virtual storage computing, remote work, and artificial intelligence
- File information integrity and traceable record management
- Third-party management controls for external services
- Enhanced compliance requirements and change management

3-4 Tax Policy

Since our establishment, Flytech has always adhered to the ethical corporate management philosophy of financial transparency and good governance, as well as has abided by the tax regulations and rules of different operating locations in our commitment to information transparency and sustainable development.

3-4-1 Tax Commitment

- Comply with all tax laws and their legislative intent in the countries where we operate.
- Maintain transparency in financial reporting and conduct tax disclosures in accordance with the regulatory requirements of the countries where we operate.
- Utilize tax incentives in accordance with applicable laws and refrain from transactions conducted solely for tax avoidance purposes.
- Refrain from transferring generated profits to low-tax jurisdictions.
- Refrain from using tax structures lacking commercial substance.
- Conduct transfer pricing in accordance with the arm' s length principle.
- Refrain from using tax havens or engaging in tax planning solely for the purpose of tax avoidance.
- Consider tax implications and conduct risk assessments when tax regulations change in the countries where we operate or when significant business decisions are made.

3-4-2 Tax Risk Management and Governance

To effectively manage tax risks and opportunities, establish a solid foundation for sustainable operations, and avoid increased tax expenses caused by regulatory changes or failure to apply preferential tax regulations that could affect the Company' s effective tax rate, Flytech' s Finance Department is responsible for identifying and assessing the impact of regulatory changes on business operations according to internal control procedures and promptly seeks consultation from external experts to strengthen tax governance and control. The Audit Department is responsible for auditing and reporting to the Board of Directors, which oversees and reviews the quality and integrity of accounting systems, financial reporting, and internal controls, and holds ultimate responsibility for the effectiveness of risk management.

3-4-3 Effective Tax Rate

In 2025, Flytech paid NT$237,796,000 in profit-seeking enterprise income tax, resulting in an effective tax rate of 19%, which is lower than the statutory rate of 20% in the Republic of China. This reduction is primarily due to tax incentives obtained under the Research and Development Expenditures Investment Deduction method and the Industrial Innovation Regulations for Substantial Investment, which are applicable to undistributed surplus deductions and tax rebate applications.

chapter

04 Employee Relations

4-1 Talent Management 44

4-2 Friendly Workplace 68

2025 Highlights

36%
of female supervisors

48%
of internal vacancy fill rate

2.7 times
the statutory quota for employees with disabilities

18 hours
average training hours per employee in 2025

Flytech recognizes its employees as its most valuable asset and the foundation of the Company' s sustained excellence and innovation. We are committed to fostering a high-quality workplace environment by offering a diverse range of employee benefits and talent development programs, designed to enhance the employee experience and support career growth and development. In terms of learning and development, we provide abundant training resources through a digital learning platform, enabling employees to learn flexibly and design personalized growth paths tailored to their individual needs. This approach fosters a learning-oriented organization and strengthens the Company' s long-term competitiveness. Furthermore, to uphold our commitment to corporate social responsibility, the advancement of online learning contributes to reducing our carbon footprint and supports the achievement of ESG sustainability objectives.

To support workplace well-being, Flytech promotes flexible working arrangements and leave policies that exceed statutory requirements. Additional supportive measures, such as Employee Assistance Programs (EAP) and stress-relief massages, are provided to foster employees' physical and mental health and maintain a healthy work-life balance. Moving forward, we will continue to conduct market salary surveys and implement compensation adjustments to ensure our pay remains competitive. Additionally, we will deepen employee competency development to nurture outstanding talent. At the same time, we will actively gather employee feedback and strengthen internal communication mechanisms, striving to create a diverse, inclusive, friendly, and safe workplace that supports sustainable, long-term growth.

4-1 Talent Management

∞ Key Achievements and Management Approach

8 DECENT WORK AND ECONOMIC GROWTH

Non-material Topic: 14. Labor Relations and Employee Benefits

Management Strategy

1. With a focus on improving employee retention, we regularly review and benchmark our salary and benefits to ensure market competitiveness. We actively listen to employee feedback, prioritize their daily well-being, and strive to create an excellent and attractive workplace. Additionally, we maintain full compliance with labor regulations to prevent any labor inspection disputes.
2. We offer diverse recruitment channels and foster a gender-inclusive, non-discriminatory work environment that respects human rights and accommodates individuals with disabilities. Our promotion processes are transparent and equitable, ensuring equal opportunities for all employees without discrimination.

Positive/Negative Impact

Positive Impact:

1. Enhance employees' sense of belonging and loyalty to improve motivation and overall operational performance
2. Prioritize labor-management relations and employee welfare to attract high-quality talent and establish a strong employer brand

Negative Impact:

1. Talent turnover increases costs
2. Improper management of labor-management relations may lead to labor disputes, damaging the Company' s reputation

Stakeholder Engagement

Provide diverse channels for employee communication:

- Ad hoc meetings and open dialogues between supervisors and employees
- Employee grievance mailbox
- Employee satisfaction survey
- Internal ePortal for employee communication and consultation

2025 Targets

1. Retention rate of new talent pipeline participants reach 90%
2. Employee satisfaction survey scores increase by 1% compared to the previous year
3. The percentage of female supervisors increase by 1% compared to the previous year
4. Maintain salary levels at or above the industry median
5. Percentage of newly hired female employees exceeds 48%
6. Turnover rate of regular employees decrease by 1% compared to the previous year

2025 Achievements

1. Retention rate of new talent pipeline participants reached 100%
2. Employee satisfaction survey scores increased by 2% compared to the previous year
3. Percentage of female supervisors reached 36%
4. Maintain salary levels at or above the industry median
5. Percentage of newly hired employees reached 49%
6. Turnover rate for regular employees was 13.9%, a 0.7% increase compared to the previous year

2026 Targets

1. Percentage of female supervisors increase by 1% compared to the previous year
2. Maintain salary levels at or above the industry median
3. Turnover rate of regular employees decreased by 1% compared to the previous year

2035 Targets

1. Percentage of female supervisors (both junior and senior levels) is 35%
2. Maintain salary levels at or above the industry median
3. Turnover rate of regular employees below 15%

Effective Tracking/ Evaluation Mechanism

1. Employee satisfaction survey
2. Personnel Turnover Statistics
3. Salary Survey

Positive and Negative Impact Response Measures

Provide competitive and equitable compensation and benefits, establish diverse communication channels, and offer clear career development and training programs to enhance employee engagement and retention.

4-1-1 Labor-Management Relations

Employees are Flytech' s most important assets. We adhere to a policy of diversity and non-discrimination in the hiring of employees, prioritizing job performance over factors such as age, education, race, and gender.

Our workforce primarily consists of full-time employees, with part-time staff hired on an as-needed basis to meet the demands of special projects. Due to the industry characteristics, the male-to-female ratio is higher for males, accounting for 52% and 48%, respectively. As of the end of 2025, the total number of employees at Flytech' s parent company reached 496, representing a 9% increase compared to the same period last year.

Employee Composition in 2025: A total of 496 employees

Category	Group	Male		Female		Group Total	
		Number of Employees	Percentage of Total in This Group (%)	Number of Employees	Percentage of Total in This Group (%)	Number of Employees	Percentage of Total Employees (%)
Operating Location	• Neihu Headquarters	134	52%	125	48%	259	52%
	• Linkou plant	120	51%	117	49%	237	48%
Employee Classification	• Full-time	231	52%	214	48%	445	90%
	• Part-time	23	45%	28	55%	51	10%
Type of Employment Contract	• Indefinite-term contract	254	51%	241	49%	495	99.8%
	• Fixed-term contract	0	0%	1	100%	1	0.2%
Position	• R&D personnel	60	74%	21	26%	81	16%
	• Technical personnel	101	62%	62	38%	163	33%
	• Production personnel	55	40%	82	60%	137	28%
	• Sales and marketing staff	15	28%	38	72%	53	11%
	• Administrative and support personnel	23	37%	39	63%	62	12%
Age	• Age under 30	73	44%	92	56%	165	33%
	• Age 31-49	116	53%	103	47%	219	44%
	• Age over 50	65	58%	47	42%	112	23%
Education Level	• Master' s degree	51	65%	28	35%	79	16%
	• Bachelor' s degree / Associate degree	147	54%	127	46%	273	55%
	• High school and below	56	39%	87	61%	144	29%

Category	Group	Male		Female		Group Total	
		Number of Employees	Percentage of Total in This Group (%)	Number of Employees	Percentage of Total in This Group (%)	Number of Employees	Percentage of Total Employees (%)
Nationality	• Republic of China (R.O.C.)	217	57%	180	43%	397	80.04%
	• Vietnam	33	42%	56	58%	89	17.94%
	• The Netherlands	1	100%	0	0%	1	0.2%
	• France	1	100%	0	0%	1	0.2%
	• Indonesia	0	0%	1	100%	1	0.2%
	• Malaysia	0	0%	1	100%	1	0.2%
	• People's Republic of China (PRC)	0	0%	1	100%	1	0.2%
	• Philippines	2	40%	3	60%	5	1.02%

Note 1: Regarding non-employee workers, in 2025, there were 13 contractor personnel at the Neihu and Linkou locations (including 8 males and 5 females), comprising security guards, cleaning staff, and catering personnel. Before collaboration, contracts are signed with contractors to ensure that all labor conditions comply with regulatory requirements.
Note 2: Overseas regions include the Netherlands, France, Indonesia, Vietnam, the Philippines, Malaysia, and the PRC.

Status of New Hires and Employee Turnover in 2025

In 2025, the overall turnover rate decreased slightly compared with the previous year, reflecting improved workforce stability. Employees under the age of 30 accounted for a higher proportion of departures, primarily reflecting normal turnover during the early stages of their careers.

- New Hire Rate

Category	Item	2024						2025					
		Male		Female		Group Total		Male		Female		Group Total	
		Number of Employees	Percentage (%)	Number of Employees	Percentage (%)	Number of Employees	Two Groups Combined Share of Both Groups (%)	Number of Employees	Percentage (%)	Number of Employees	Percentage (%)	Number of Employees	Two Groups Combined Share of Both Groups (%)
New hires	Age under 30	31	53%	28	47%	59	50%	49	48%	53	52%	102	71%
	Age 31-49	25	45%	30	55%	55	47%	18	49%	19	51%	37	26%
	Age over 50	3	75%	1	25%	4	3%	4	80%	1	20%	5	3%

Note 1: In 2025, Flytech hired 144 new employees, including 43 foreign employees based in Linkou and 63 employees transferred from subsidiaries
Note 2: The average recruitment cost for the year was NT$8,330. Average recruitment cost=Total recruitment expenses for new hires in the year / Total number of new hires
Note 3: Percentage of positions filled by internal candidates: 48%

- Employee Turnover Rate

Category	Item	2024						2025					
		Male		Female		Group Total		Male		Female		Group Total	
		Number of Employees	Percentage (%)	Number of Employees	Percentage (%)	Number of Employees	Two Groups Combined Share of Both Groups (%)	Number of Employees	Percentage (%)	Number of Employees	Percentage (%)	Number of Employees	Two Groups Combined Share of Both Groups (%)
Resigned employee	Age under 30	14	47%	16	53%	30	42%	22	59%	15	41%	37	52%
	Age 31-49	22	61%	14	39%	36	50%	16	67%	8	33%	24	34%
	Age over 50	3	50%	3	50%	6	8%	8	80%	2	20%	10	14%

Note: During the year, a total of 71 employees departed, including 24 foreign employees who returned to their home countries after completing a three-year contract. The number of departures does not include employees who left during their probation period or retired.

Labor Relations

Flytech has established the “Labor-Management Meeting Implementation Guidelines” to provide a formal mechanism for labor-management negotiations. the Company employs a flat organizational structure, allowing managers and employees to engage in two-way communication through regular meetings or one-on-one discussions during daily operations. Since its establishment, the Company has maintained a harmonious labor-management relationship with no labor disputes. Flytech has not established a labor union (collective bargaining agreement).

If there are any significant operational changes affecting employee rights, the Company will provide the shortest possible notice period in accordance with Article 16, Paragraph 1 of the Labor Standards Act, notifying employees in advance of the contract termination date. Since its establishment, Flytech has not experienced any significant operational changes that affect employee rights.

Flytech’ s Employee Welfare Committee regularly organizes various activities, clubs, and welfare benefits to support and care for employees. In 2025, a total of eleven Employee Welfare Committee meetings were held. Besides discussing and deciding on various activities, the committee actively responded to employee suggestions and promoted related improvements, such as optimizing the travel registration process and adjusting the schedule of annual events to enhance participation convenience and overall experience. Our internal control system and management regulations clearly define the responsibilities and entitlements of employees at all levels across departments. Through biannual performance evaluations for all employees, we provide incentives such as bonuses, dividends, salary adjustments, and promotions, thereby offering greater security and benefits.

Listening Strategies

Performance Appraisal Interview

Flytech encourages managers and supervisors to communicate openly with their team members. Its flat organizational culture fosters regular and effective interactions. Furthermore, biannual self-assessments and performance evaluations enable managers and employees to align expectations and discuss work progress.

Employee Satisfaction Survey

The Human Resources Department conducts an annual employee satisfaction survey to better understand employees' views on the company, their work, supervisors, and colleagues. The survey covers the key area including the work environment, compensation and benefits, job fulfillment and work-life balance, and career development. In June 2025, the survey was anonymously distributed to all employees via the 104 system, with a response rate (coverage rate) of 62%. The survey result was PR45 score, placing Flytech at the 45th percentile relative to industry peers. Employee feedback is also addressed through the annual town hall meeting. Every July, senior executives personally respond to questions submitted anonymously by employees. In 2025, in response to feedback from factory employees regarding insufficient uniform allocation, Flytech reassessed actual operational needs and approved additional uniforms to enhance employee's comfort in their daily operations. Flytech will continue to gather employee feedback through regular anonymous surveys and other communication channels, using employee feedback and suggestions as important references for reviewing and improving relevant policy and management practices.

Town Hall Meeting

In July 2025, Flytech celebrated its 41st anniversary with a Sports Day and town hall meeting, during which senior executives shared its operational vision and strategic direction. They also proactively responded to anonymous questions collected from employees in advance, fostering open and direct communication between staff and management.

Plant Regular Meeting

A monthly plant-wide meeting is held, during which supervisors share work updates and inform employees about the current production status. Employees are also encouraged to ask questions on-site, providing a regular opportunity for open feedback and communication. Outstanding employees are also publicly recognized during the meeting. This not only fosters a sense of appreciation and motivation but also encourages interdepartmental recognition and communication among employees.

Grievance Channels

The grievance procedures are published on the Company's internal website. All employees may submit feedback, raise concerns, or file complaints via the grievance mailbox at hr@flytech.com or through the online anonymous feedback form. Feedback is received by the HR unit and undergoes periodic review.

Employee satisfaction assessment categories and sample questions

Work Environment and Work-Life Balance
- This job enables me to maintain a balance between work and personal life.
- I am able to effectively manage work-related stress.
- The Company provides adequate resources and support to help employees manage work-related stress (e.g., counseling services and the Employee Assistance Program (EAP)).

Career Development and Incentive Programs
- My work allows me to apply my skills and expertise effectively.
- The Company provides adequate training and development opportunities to help me perform my job effectively.
- The Company's reward and recognition programs effectively motivate employees.

Leadership and Management Effectiveness
- My supervisor demonstrates positive leadership and helps the team achieve its goals.
- My supervisor listens to employees' opinions and actively seeks to understand their perspectives.
- When workloads are heavy, my supervisor provides appropriate support and encouragement.

Organizational Culture and Values
- The Company publicly discloses its corporate governance procedures and reporting channels, complies with applicable laws and regulations, and operates in a fair and objective manner.
- I feel comfortable being myself in the workplace, regardless of my background, beliefs, or identity.
- I work in an environment free from harassment and discrimination.

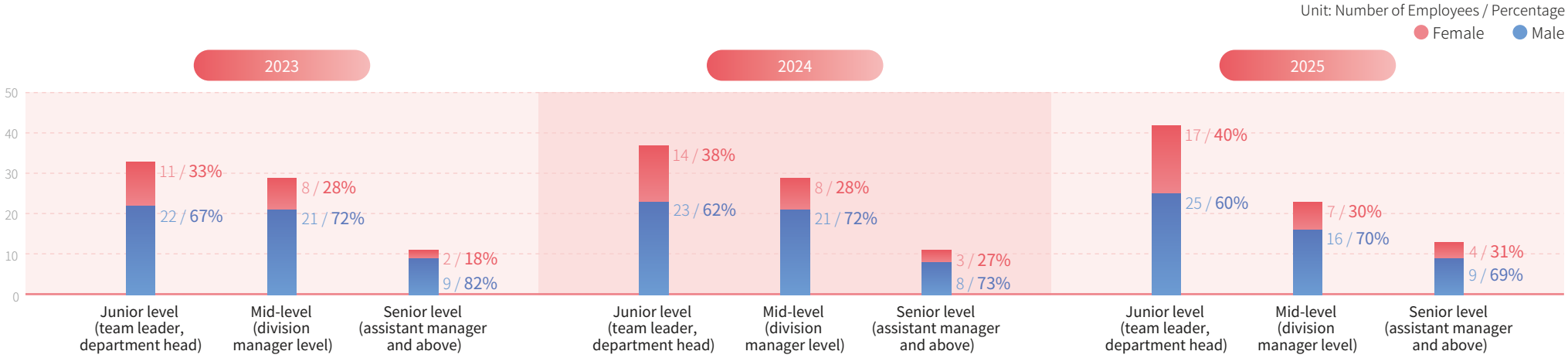
Team Collaboration and Communication
- My colleagues and I work closely together, share information, and solve problems collaboratively.
- The Company provides diverse communication channels that encourage different ideas and opinions.
- Teams communicate effectively and are willing to support one another.

Employee Retention Intention
- Even if offered a comparable position, job responsibilities, and compensation package elsewhere, I would not consider leaving the Company.

4-1-2 Diversity Hiring and Inclusion

Gender Equality and Family-Friendly Workplace

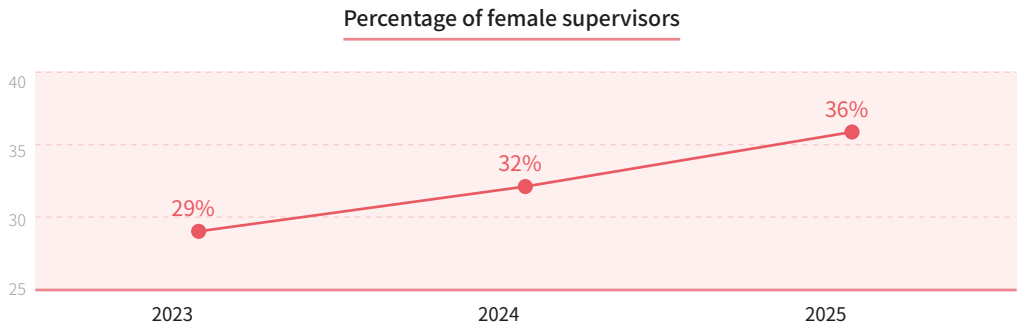
1. The Company provides a dedicated nursing and lactation room for employees and supports breastfeeding-friendly policies.
2. In 2025, a total of five applications for childbirth subsidies and wedding gifts were approved, with NT$10,000 distributed. These initiatives reflect the Company's commitment to fostering a family-friendly workplace culture.
3. We offer diverse, non-discriminatory, fair, and transparent promotion channels. As of the end of 2025, the percentage of female supervisors reached 36%. The proportion of female supervisors has increased steadily over the past three years, with the 2025 ratio rising by 4 percentage points compared with 2024.



Flytech is committed to fostering an equitable and diverse workplace, ensuring that there are no gender-based differences in compensation or opportunities for advancement. At all levels (excluding senior), the percentage of female supervisors has increased year over year.

Item	2023	2024	2025
Percentage of female employees	44.8%	45.7%	48%
Percentage of female supervisors	29%	32%	36%
Percentage of female senior executives	18%	27%	31%
Percentage of female managers in marketing-related departments	43%	50%	50%
Percentage of female in STEM-related positions	24%	23%	23%

Note: STEM refers to jobs related to science, technology, engineering, and mathematics



Analysis of Average Annual Salary Differences by Gender

The Company' s employee compensation is determined based on education, experience, job performance, industry standards, and market conditions. There is no discrimination based on gender or marital status. Salary determination and adjustments comply with local labor laws and are conducted in accordance with the Company' s internal management regulations, including the "Professional Title and Rank Management Measures," "Remuneration Management Measures," and "Performance Appraisal Management Measures." The Company continuously monitors compensation differences between male and female employees and ensures that compensation disparities are not influenced by gender. Compensation differences at the senior management level are relatively larger, primarily due to the predominance of males in senior management positions within the technology industry.

The differences in average compensation between male and female employees across various job grades in 2025 are presented below, with the average compensation of male employees set at 1 and that of female employees expressed as a ratio relative to male employees.

Salary Difference Between Genders	Basic Salary Average		Basic Salary Median		Bonus/Incentive Average		Bonus/Incentive Median		Salary, Bonuses, and Benefits Average		Salary, Bonuses, and Benefits Median	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
Senior executives (assistant general manager level and above)	1	0.74	1	0.78	1	0.28	1	0.34	1	0.40	1	0.48
Mid-level managers (department head level)	1	0.95	1	0.90	1	0.92	1	0.94	1	0.96	1	0.97
Junior level manager/ deputy manager level supervisor	1	0.82	1	0.81	1	0.85	1	0.92	1	0.83	1	0.82
General employees	1	0.95	1	0.94	1	1.05	1	0.91	1	0.96	1	0.94
Total	1	0.74	-	-	1	0.5	-	-	1	0.65	-	-

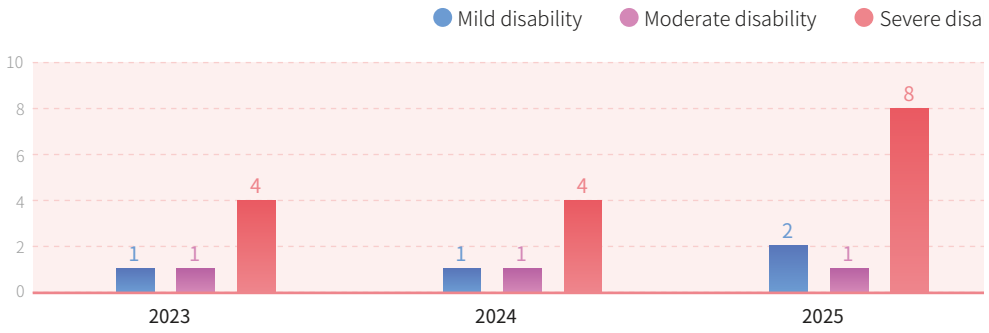
Note 1: Among senior executives, there are more males in business-related roles. Since business-related positions receive higher additional compensation, the total remuneration for males is consequently higher than that of females.

Note 2: Salaries for R&D personnel are higher than those for administrative support staff. R&D engineers are predominantly male, while administrative support roles are mainly occupied by females. The larger number of R&D personnel and the gender concentration in these job categories contribute to a slightly greater average salary difference between males and females.

Employees with disabilities

Flytech is committed to supporting socially disadvantaged groups and, in compliance with regulations, provides employment opportunities for people with disabilities. In 2025, the Neihu headquarters and Linkou plant are mandated to employ a quota of eleven individuals with disabilities, including four with severe disabilities (counted as eight under the quota), one with moderate disability, and two with mild disability. In accordance with the People with Disabilities Rights Protection Act, Flytech is required to employ a mandated quota of four individuals with disabilities. The actual number of employees hired has exceeded this legal requirement for three consecutive years. One of the employees is a visually impaired massage therapist who provides free relaxation massage services to staff at both the Neihu and Linkou locations. Moving forward, Flytech will continue to evaluate job content and create suitable positions to support the integration of people with disabilities into society.

Number of Employees with Physical and Mental Disabilities by Severity, 2023–2025



∞ Protecting employees' human rights and interests

Human Rights Policy

Flytech has developed its Human Rights Policy for itself and its group enterprises with reference to internationally recognized human rights standards, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, to prevent any acts of human rights violations or infringements. In addition to providing a safe and reasonable workplace, we also ensure that current employees are treated fairly and with dignity.

Human Rights Issues Identification

To ensure the protection of human rights, Flytech conducts the identification, analysis, and remediation of human rights issues through the following processes.

Understanding the Latest Developments

- Refer to domestic and international standards and guidelines
- Identify and monitor relevant legal and regulatory changes

Establishing the Scope of Self-Assessment

- Define self-assessment criteria
- Ensure diversity and inclusiveness of issues

Conducting Human Rights Impact Assessment

- Ensure the comprehensiveness of self-assessment content
- Carry out due diligence

Analyzing and Identifying Risks

- Identify potential human rights risks
- Analyze the scope of human rights risks

Risk Avoidance, Improvement, and Implementation

- Set improvement objectives
- Supervise implementation

Disclosure

- Accurately disclose the results

Key Issues and Areas of Concern

Through the human rights issues identification process, Flytech has identified key human rights issues and areas of concern. Following internal discussions, the corresponding measures were developed as follows:

Significant Issues and Areas of Concern	Measures
Prevent sexual harassment and foster a safe, healthy, and inclusive workplace	• Ensure a secure working environment for employees through ISO 45001 audits and verification. • A Labor Safety and Health Committee has been established, staffed with professional nursing personnel. Regular safety, health, and fire prevention training sessions are conducted, and necessary preventive measures are implemented to avoid occupational hazards and reduce risks in the work environment. • Support employees' freedom of assembly and association, and fully recognize the right to collective bargaining.
Eliminate unlawful discrimination	In matters related to employment, compensation and benefits, training opportunities, promotion, termination, or retirement, Flytech ensures that neither employees nor job applicants are subjected to unfair treatment based on race, social class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disabilities, zodiac sign, blood type, or any other discriminatory factors.
Prohibit child labor	To ensure compliance with corporate social responsibility and ethical standards, Flytech strictly prohibits the use of child labor, defined as any individual under the age of 15, below the compulsory education age, or under the minimum employment age specified by the relevant country or region, in all manufacturing processes and workplace environments.
Prohibit forced labor, bullying, and violence	Our regulations regarding employees' daily and weekly regular working hours, overtime, leave, special leave, and other types of leave fully comply with legal requirements. No individual shall be forced or coerced to perform labor against their will.
Promote physical and mental health and work-life balance	• Provide venues and sponsorship funding to encourage employees to participate in health-related activities. Employee-initiated clubs foster camaraderie and strengthen bonds among colleagues through club events. • Organizes annual year-end banquets and other occasional social events to promote employee well-being and strengthen team cohesion.

Human Rights Protection and Improvement Measures

To ensure the effective implementation of key human rights issues and related measures, the Company has established various management regulations, including the Labor Safety and Health Committee Charter, Sexual Harassment Prevention and Management Measures, Management Measures for Preventing Diseases Caused by Abnormal Workloads, Maternal Health Protection During Work Guidelines, Workplace Prevention of Human Factors Hazards Guidelines, Management Measures for Preventing Work-Related Cardiovascular and Cerebrovascular Diseases Caused by Human Factors Hazards, Basic Service Regulations, and the Code of Ethics for Ethical Corporate Management.

The following training programs are conducted to support the implementation of human rights protection:

Pre-employment Training

New employees are required to undergo mandatory compliance training starting in 2023. The training covers topics including sexual harassment prevention, anti-discrimination, anti-harassment, work hour management, ensuring humane treatment, and maintaining a safe and healthy work environment. This training aims to help employees develop a proper understanding of human rights and gender equality, recognize and respond to workplace sexual harassment and bullying, and enhance awareness of safety and respect in the workplace. In 2025, the new recruits (indirect employees) achieved a 100% training completion rate.

On-the-Job Training

Through educational campaigns and official announcements, employees are reminded of their responsibility to prevent unlawful conduct in the workplace and are informed of the channels available for reporting and filing complaints.

Occupational Safety On-the-Job Training

Annual training programs include safety and health education, fire safety training, emergency response, and first aid personnel training.

Integrity and Ethical Conduct Education

Annual programs encompass the Code for Integrity Operations, Integrity Operation Procedure and Conduct Guidelines, Code for Moral Conduct, and Flytech’s corporate culture. These initiatives focus on educating and guiding employees based on daily behaviors and ethical standards to foster a healthy and positive workplace environment. In 2025, we held an "Introduction to Workplace Harassment Prevention" course and invited legal professionals to deliver the training. The course helped employees identify inappropriate workplace behaviors and understand the Company's prevention and grievance mechanisms, enabling them to protect themselves and others while fostering a safe and respectful workplace. A total of 61 employees participated.

Grievance Channels and Measures

If employees encounter labor-management issues, violations of employee dignity or human rights, any form of discrimination, sexual harassment, workplace bullying, or other related concerns, they may file a grievance through the formal channels listed below, either personally or through an authorized representative, within the prescribed time limit. To ensure grievances are properly received and addressed, at least two designated personnel are assigned to receive reports through both the labor-management communication and anti-discrimination grievance channels. Upon receipt of a grievance, the designated contact person will initiate an investigation within seven days. Depending on the severity of the case, a preliminary investigation will be completed within one to two months and submitted to the responsible unit for review and determination. When necessary, the Company may convene a task force to deliberate on the case and ensure that the outcome is fair and reasonable. Before disciplinary measures are implemented, the respondent may raise objections to the investigation outcome to avoid potential misjudgments resulting from incomplete information and to safeguard their rights and interests. If the investigation confirms the allegations, the Company may, depending on the severity of the case, take appropriate disciplinary actions against the respondent in accordance with the Work Rules and other applicable regulations, including reassignment, demotion, salary reduction, reprimand, or other corrective measures. If the case involves criminal liability, the Company will assist the complainant in filing a criminal complaint. In 2025, no incidents related to discrimination, sexual harassment, or workplace bullying were identified through audit mechanisms or grievance channels, including the whistleblower mailbox. In addition, none of the Company's operating sites were identified as having significant risks related to child labor, forced labor, or compulsory labor.

Grievance Channels

- General Labor-Management Communication Channel:
  hr@flytech.com
- Grievance Channel for Violations of Employee Dignity, Human Rights, or Any Form of Discrimination:
  whistleblower@flytech.com
- Sexual Harassment Consultation and Grievance Channel:
  Anti-sexhara@flytech.com
- Workplace Bullying Consultation and Grievance Channel:
  michaellee@flytech.com

4-1-3 Fair Compensation System

Compensation System

1. President and Vice President

The compensation details of Flytech' s senior management (President and Vice Presidents) for 2025 were disclosed on page 14 of the 2025 Annual Report. The compensation standards—including salary, bonuses, and employee profit-sharing—are determined in accordance with the Corporate Charter, which stipulates: "If the Company generates profit, 3% to 15% shall be allocated for employee compensation, and no more than 3% for directors' compensation." In addition, the Company follows the Professional Title and Rank Management Measures, Remuneration Management Measures, and Compensation Committee Charter, referencing industry benchmarks to establish a fair and reasonable remuneration structure. Final compensation is determined after evaluating each executive' s individual KPI achievement in relation to the Company' s overall performance, and is reviewed and approved by the Compensation Committee and the Board of Directors. In addition, the Compensation Committee conducts an annual review of the reasonableness of the Company' s compensation policies, systems, standards, and structures. In 2025, the total compensation of the President and Vice Presidents accounted for 2.19% of the Company' s net income after tax, which is considered reasonable. This information is disclosed on page 14 of the 2025 Annual Report.

2. General employees

Flytech adheres to the Professional Title and Rank Management Measures, Remuneration Management Measures, and Performance Appraisal Management Measures to ensure that employee compensation is based on academic background, work experience, job performance, industry standards, and market conditions. Discrimination based on gender, age, race, religion, political affiliation, or marital status is not tolerated. In addition, Flytech has established a salary verification system to determine appropriate compensation based on a candidate' s education, experience, interview performance, and potential. the Company also conducts regular benchmarking through external salary surveys to ensure alignment with market levels. At the Taiwan headquarters, all employee salaries exceed legal requirements and are higher than the living wage standards announced by the local government. Every year, we offer incentives such as salary raises, bonuses, and rewards to outstanding employees based on the results of their regular performance appraisals, the year's profit, and market conditions.

Median Annual Compensation of Full-Time Non-Managerial Employees

Item/Year	2023	2024	2025
Average Compensation	840,924	956,593	953,787
Ratio of Average Compensation to Statutory Minimum Wage	2.65	2.90	2.78
Median Compensation	670,708	755,881	786,183
Ratio of Median Compensation to Statutory Minimum Wage	2.12	2.29	2.29
Statutory Minimum Wage for the Year (Basic Salary*12)	316,800	329,640	343,080

Pension

To support employees' financial security after retirement, Flytech has established retirement and severance management regulations in accordance with the Labor Standards Act and formed the Labor Retirement Reserve Supervisory Committee. In 2023, to support employees under the previous retirement system, Flytech preserved their cumulative years of service and original benefit conditions, and additionally provided a 10% bonus to encourage early settlement of the old system' s pension. Currently, except for a small number of professional foreign employees who are subject to the old pension system by law, the majority of employees are covered under the new pension scheme. For the aforementioned foreign employees subject to the old retirement pension system, 2% of their total monthly salary is contributed to the retirement reserve fund. These funds are deposited into a dedicated account at the Central Trust of China under the name of the Labor Retirement Reserve Supervisory Committee. The committee manages and utilizes the funds in accordance with the Regulations for Revenues, Expenditures, Safeguard and Utilization of the Labor Retirement Fund. As of December 31, 2025, the balance in the Company' s Labor Retirement Reserve account at Taiwan Bank stood at NT$144,758. For overseas subsidiaries that adopt defined benefit retirement plans, retirement contributions are made to the relevant pension management institutions in accordance with local laws and regulations.

Since the implementation of the new Labor Retirement System on July 1, 2005, employees covered under this system receive retirement benefits through monthly contributions equal to 6% of their monthly salary, which are deposited into individual labor retirement accounts. Employees may also voluntarily make additional contributions of up to 6% of their monthly salary at any time.

Performance Appraisal

Strategy Formulation

- Senior strategy meetings define strategic direction and targets for the following year
- Center heads cascade targets to each department

Individual Goal Setting

- Set individual KPIs
- Submit targets to supervisors for approval as execution goals

Performance Appraisal

- Employee self-assessment (Production-line employees are evaluated based on day-to-day performance)
- Supervisors hold performance discussions with employees to provide feedback and listen to employee input

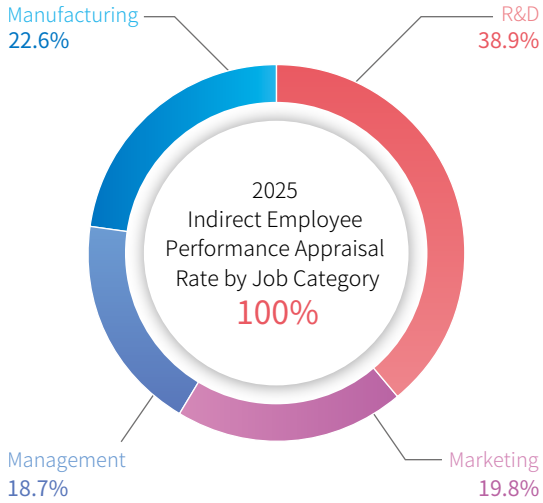
Application of Performance Results

- Appraisal results are linked to employee profit-sharing, bonuses, salary adjustments, and promotions
- Strengthen the link between performance and rewards to enhance employee motivation

In 2025, 100% of all employees underwent performance evaluations, conducted differently based on employee category. Indirect employees were assessed twice annually—mid-year and year-end; direct employees were evaluated monthly based on output, quality yield, and attendance, with performance bonuses awarded accordingly. All employees completed their performance assessments by the designated deadlines.

Performance appraisal completion for indirect employees, categorized by job type, is as follows:

Categories	Male		Female		Total	
	Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Overall Percentage
R&D	66	65%	36	35%	102	38.9%
Marketing	15	29%	37	71%	52	19.8%
Management	22	45%	27	55%	49	18.7%
Manufacturing	38	64%	21	36%	59	22.6%

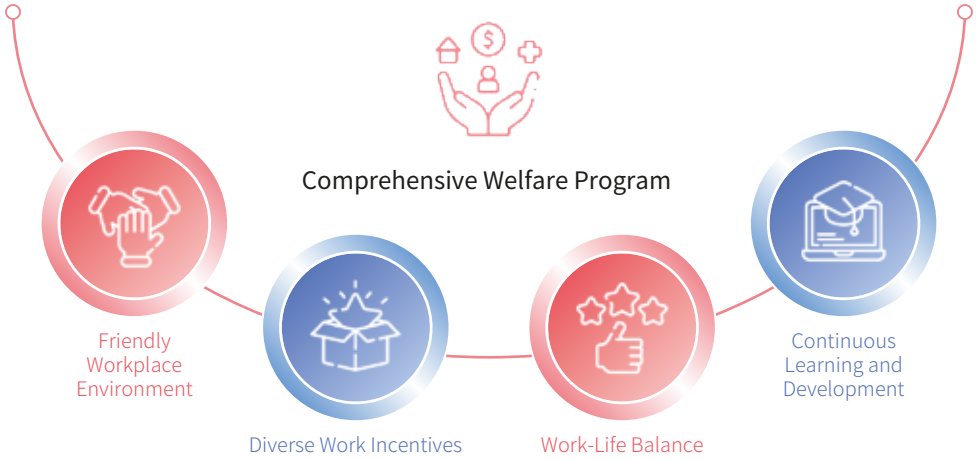


Promotion and Retention

Flytech offers a transparent promotion system and opportunities to support talent development, ensuring sustainable growth alongside the Company. We uphold a fair and objective principle, promoting outstanding talent based on individual abilities and diversity. Each year, we identify promotion candidates for senior management review based on performance appraisal results, supervisor recommendations, workforce inventory analysis, and competency assessments conducted by Human Resources. Promotion results are announced annually to recognize and reward outstanding talent, support employee retention, and foster long-term growth together with Flytech. In 2025, a total of 50 employees were promoted.

4-1-4 Happy Enterprise

Since its establishment, Flytech has always adhered to the principle of putting employees first, considering them as valuable assets of the Company, and placing great importance on communication and coordination between labor and management. We provide comprehensive welfare benefits and care deeply about our employees' physical and mental well-being. We have established the "Employee Welfare Committee," composed of welfare representatives elected by employees themselves, who regularly plan and organize various welfare activities each year. Together with the Company, they work hand in hand to realize the commitment to employee care, continuously striving to create a happy workplace where employees enjoy their work.



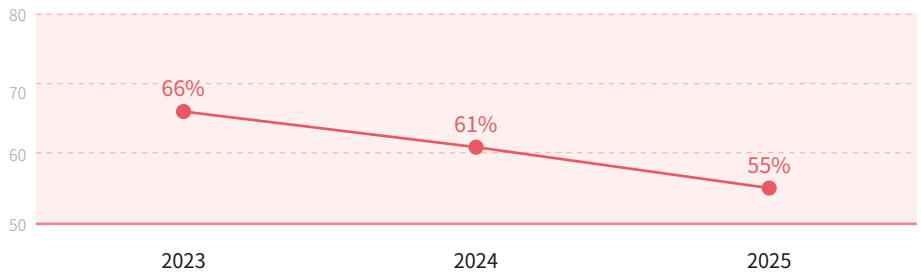
Friendly Workplace Environment

- Flexible working hours: The Neihu headquarters implements a one-hour flexible start time
- Paid leave exceeding labor law requirements: Employees are entitled to 10 days of paid leave after completing three months of employment
- Paid natural disaster leave exceeding Labor Standards Act requirements
- Labor insurance, health insurance, and group insurance: providing comprehensive protection for employees
- Factory group meal lunch subsidies and dinner provided for overtime staff
- Partnerships with preschools, with school supplies provided to employees' children upon enrollment

Diverse Work Incentives

- Annual Year-End Bonus: Distributed before the Lunar New Year each year based on employees' performance from the previous year and the Company's business performance
- Annual Employee Bonus from Profits: After the annual shareholders' meeting each year, 3% to 15% of the annual profits is allocated as employee bonus remuneration
- Performance Achievement Bonus: When quarterly gross profit targets are met, performance achievement bonuses are paid to all indirect employees in the second month of the following quarter. In 2025, the total amount paid was NT$4,158,000
- Employee Stock Ownership Trust: Employees may allocate a fixed monthly salary contribution to purchase Company shares, with the Company matching contributions at a 1:1 ratio To reward long-serving employees, we provide a stock trust that offers full payment based on the employee's length of service (including the Company's equivalent contribution amount). Over the past three years, more than half of the employees have participated in the Employee Stock Ownership Trust program

Employee Stock Ownership Trust Participation Rate (2023–2025)



Note: The participation rate in the Employee Stock Ownership Trust (ESOT) is calculated as the number of participants in a given year divided by the number of employees eligible to join

- Seniority Awards: Employees who have served for 5, 10, 15, or 20 years are publicly recognized and presented with commemorative coins.
- Patent Awards: Employees who submit patent applications and pass the relevant reviews are eligible to receive patent bonuses. In 2025, a total of 22 patent applications were filed and 12 were approved. Six employees received the Annual Patent Contribution Award

Work-Life Balance

- Domestic Travel (Annually), Overseas Travel (Every Two Years)
- Club Activity Subsidies
- Department Gathering Subsidies
- Regular Health Checkups
- On-site Doctor/Nurse Consultation
- Maternity Allowance
- Birthday Gifts
- Marriage, Funeral, and Celebration Subsidies/Gifts
- Gifts for the Three Major Festivals and May Day (Labor Day)

Continuous Learning and Development

- External Training Subsidies
- External digital learning platforms to support personalized and flexible learning management
- Flytech Library: Provides a diverse collection of books and magazines for borrowing

Safeguarding Physical, Mental, and Spiritual Health

- Employee Stress-Relief Massage: Professional massage therapists are hired to provide on-site massages for employees at both the Neihu and Linkou locations. After making an appointment, employees can enjoy a stress-relieving massage during work hours to release tension and fatigue before returning to their duties. In 2025, a total of more than 800 individuals used this service
- Employee Assistance Program (EAP): In collaboration with a professional counseling center, certified psychologists offer free and diverse online counseling services covering career development, work-related stress, interpersonal communication, emotional issues, depression, and anxiety, as well as family and parenting topics. Available to all employees, with the consultation process and content kept completely confidential.

In 2025, the Employee Welfare Committee carefully planned a series of exciting activities, providing employees with rich and enjoyable experiences filled with warmth and joy. From staff trips to Christmas banquets, from department gatherings to club events, each activity reflects Flytech' s heartfelt care and commitment to its employees.

Happy Hour

In 2025, Happy Hour events were held quarterly, giving employees opportunities to unwind after work and strengthen their connections with one another. While enjoying delicious food, employees participate in engaging games that promote critical thinking and collaboration, fostering a sense of team spirit and creating an enjoyable afternoon together.

Employee Trips

In 2025, Flytech organized its biennial overseas trip. Each department planned its own itinerary, and employees were encouraged to participate with their family members. The destinations included Japan, Thailand, and Vietnam. Whether traveling with family or colleagues, everyone created wonderful memories together. A total of 351 participants, including family members, joined the trip.

Mid-Year Department Gatherings

The Employee Welfare Committee provides subsidies to support department-level gatherings Everyone gathers together to enjoy delicious food and a joyful atmosphere, strengthening bonds through relaxed and pleasant interactions, bringing renewed energy to the second half of the year!

Christmas Party

At year-end, a Christmas party was held with a sumptuous feast prepared on-site, along with fun activities and a lucky draw, allowing participating employees to fully enjoy the festive and joyful atmosphere.

Club Activities

Club activities are sponsored by the Employee Welfare Committee, providing employees with resources to pursue their interests and talents. Various clubs attract enthusiastic participation from many employees, helping them relax and expand their social connections. The clubs cover a wide range of interests, including Aerobic Boxing, Badminton, Table Tennis, Softball, Golf, Basketball, Yoga, among others.

4-1-5 Training and Key Talent Development

∞ Key Achievements and Management Approach

4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH

Non-Material Topic: 16. Talent Cultivation and Career Growth

Management Strategy

1. Through a systematic training and development approach, such as TTQS, courses are offered at Flytech Academy based on company goals and competency requirements. A variety of channels are used to deliver classes, allowing employees to learn at any time and from anywhere. Targeted project-based training and Individual Development Plans (IDP) are conducted for high-potential talents, focusing on cultivating future managers.
2. Provide regular, non-discriminatory, and fair promotion opportunities while fostering an environment that supports talent development and career advancement.

Positive/Negative Impact

Positive Impact:

1. Enhance employee capabilities to strengthen corporate competitiveness
2. Increase career growth opportunities to promote internal talent succession within the Company

Negative Impact:

1. Internal talent pipeline depletion
2. Increased talent turnover rate

Stakeholder Engagement

1. Regularly assess employee performance
2. Provide various talent retention and development methods, as well as career development plans

2025 Targets

1. Continue to promote ESG-related training courses, with two sessions held and 50 total attendances
2. Provide competency-focused education and training programs, with more than 50 total attendances and an 80% completion rate
3. Achieve a 30% promotion or job rotation rate among Management Associate Program participants
4. Achieve 19 hours in the average education and training hours per employee

2025 Achievements

1. Conducted 2 ESG-related training sessions, with a total of 56 participants.
2. A total of 77 employees participated in competency-based training, with a completion rate of over 80%
3. The promotion rate for participants in the leadership training program reached 41%
4. Average training hours per employee reached 18 hours

2026 Targets

1. Continue to promote ESG-related training courses, with two sessions held and 50 total attendances
2. Provide competency-focused education and training programs, with more than 50 total attendances and an 80% completion rate
3. Achieve a 30% promotion or job rotation rate among Management Associate Program participants
4. Achieve 19 hours in the average education and training hours per employee

2035 Targets

1. Provide competency-based education and training, with participation by at least half of indirect employees and an 80% completion rate
2. Achieve a 30% promotion or job rotation rate among Management Associate Program participants
3. Achieve 20 hours in the average education and training hours per employee

Effective Tracking/ Evaluation Mechanism

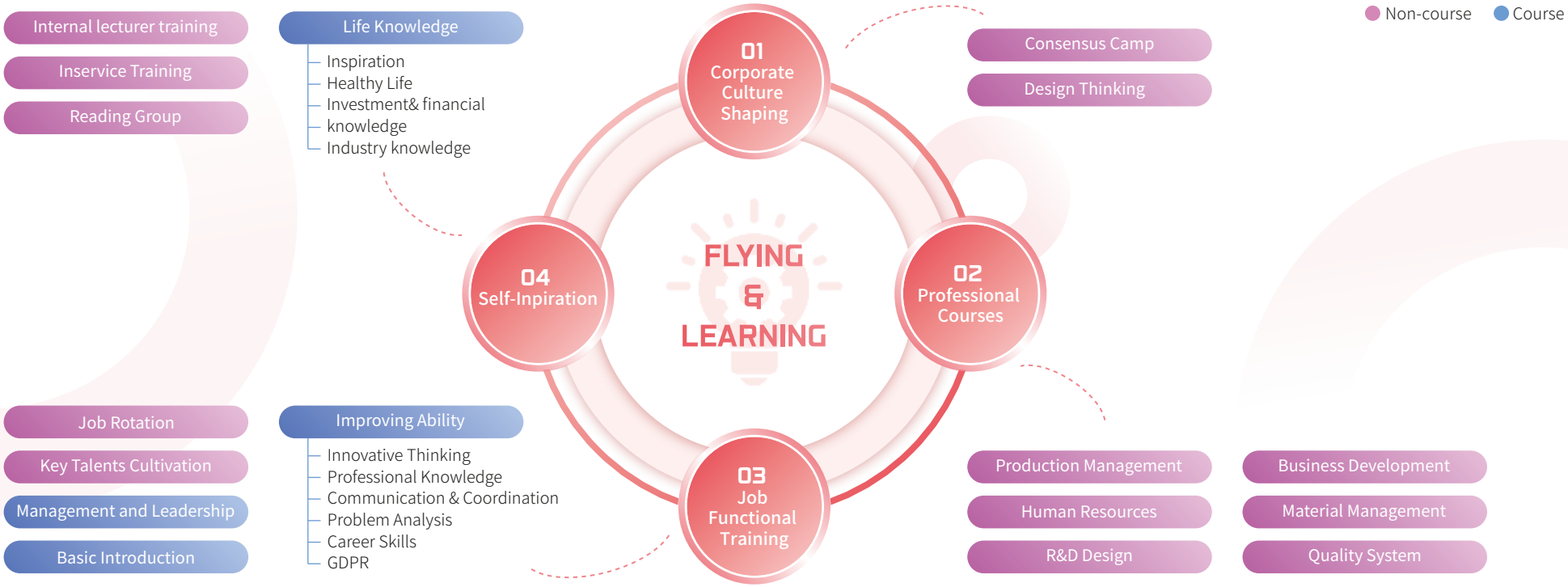
1. Education training data statistics
2. ESG KPI monthly meeting tracking
3. Evaluate training effectiveness using Kirkpatrick' s Four-Level Training Evaluation Model

Positive and Negative Impact Response Measures

Strengthen employer competitiveness through systematic talent development, career development and succession planning, as well as fair promotion opportunities and employee retention initiatives.

Flytech Academy – Training and Development Framework

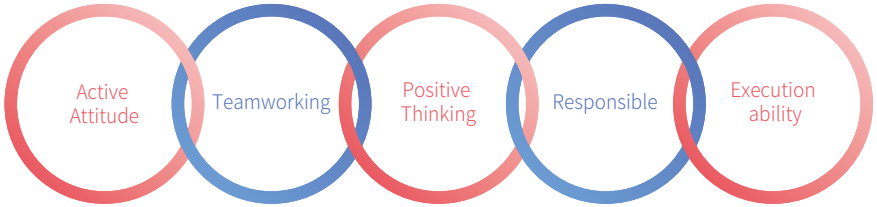
Flytech has consistently committed to cultivating an internal learning organization by establishing a comprehensive training system. This system encompasses activities such as consensus-building workshops to deepen employees' understanding of corporate culture, development programs for core and managerial competencies, enhancement of department-specific expertise, and a variety of soft-skill lecture courses. Through these initiatives, employees are provided with abundant and diverse resources to support their continuous learning and professional growth.



Competency Framework

Through interviews with senior executives, Flytech has identified the core competencies required of all employees, as well as the management competencies necessary for each management level, serving as the foundation for its talent development initiatives. Since 2022, the we have incorporated core competencies into our recruitment evaluation criteria. Regardless of the position, competency-based behavioral interviews are conducted to identify candidates whose values align with the Company' s core values and who are well suited to our culture and long-term development. Starting in 2023, core competencies have been further integrated into the performance appraisal process. Employees select the competency behaviors they wish to improve based on Flytech' s core competencies, then assess the gap between their current abilities and performance goals to identify key areas for enhancing work effectiveness.

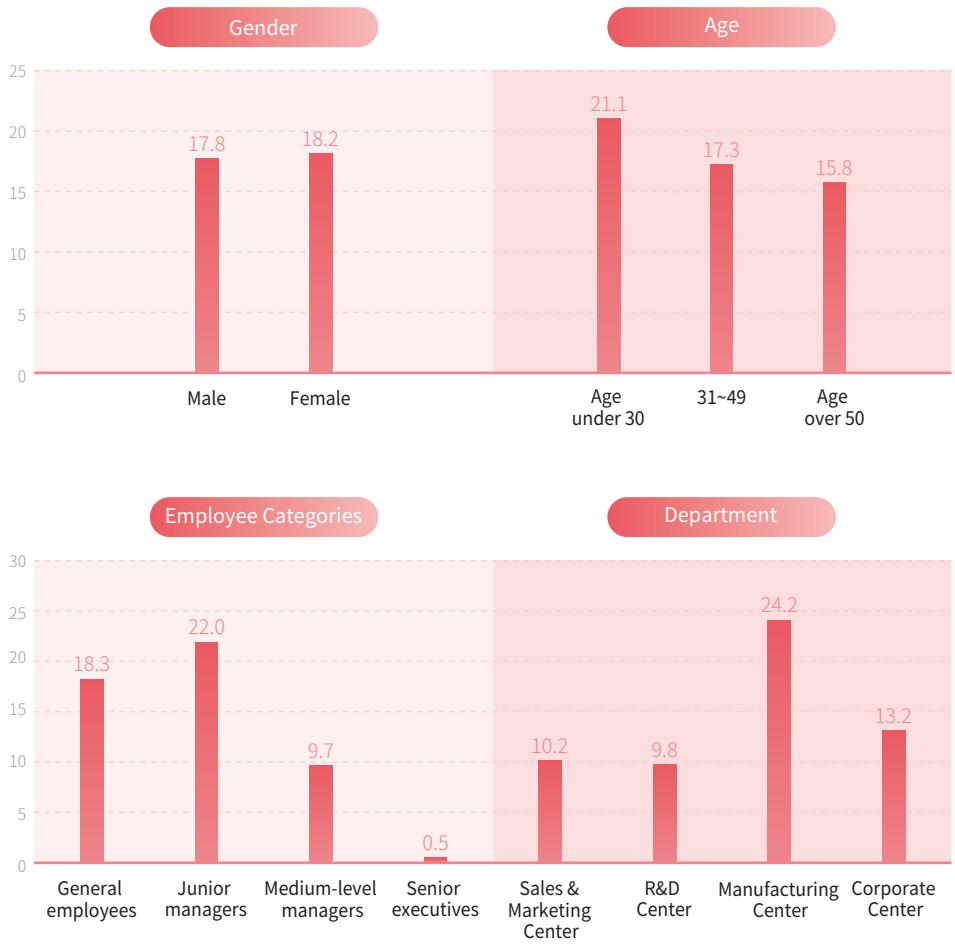
Flytech Competency Structure · Core Competencies



Employee Training Hours

In 2025, the average training hours per employee reached 18 hours, while the average training expenditure per full-time employee was NT$1,922. By enhancing training programs, Flytech demonstrates its commitment to employees' professional growth, fostering team skill development, and continuous knowledge renewal. We aim to further enhance our employees' work efficiency, professional skills, and teamwork capabilities to effectively respond to an increasingly complex and dynamic environment.

Training Hours Per Employee



Overall Training Performance

To better understand and systematically track the correlation between training effectiveness and operational performance, Flytech began adopting the Kirkpatrick Four-Level Training Evaluation Model combined with Return on Investment (ROI) in 2024 to assess training outcomes as follows:

Evaluation Levels	Item		2025
Level 4 Results	• Revenue contribution per employee • (million revenue per headcount)		12.1
	• Revenue contribution per employee • (million net profit per headcount)		2.4
Level 3 Behavior	• Annual turnover rate of indirect employees	Male	21%
		Female	9%
Level 2 Learning	• Average assessment score		89.1
Level 1 Reaction	• Overall satisfaction rate		4.3

Note: The maximum assessment score is 100 points; the highest possible rating for overall satisfaction is 5 points.

Taiwan Talent Quality-management System (TTQS)

In line with our commitment to sustainable talent development, Flytech once again obtained Taiwan Talent Quality-management System (TTQS) certification from the Workforce Development Agency, Ministry of Labor, in 2024. This recognition affirms our ongoing efforts to strengthen the planning, implementation, and effectiveness of employee training. In the future, we will further strengthen our learning and development mechanisms to cultivate competitive talent and promote mutual growth between Flytech and its employees.

勞動部勞動力發展署
人才發展品質管理系統評核等級證書
Certificate of Talent Quality-management System (TTQS)
115 年 8 月 26 日止
署長 蔡孟良
中華民國 113 年 8 月 27 日

2025 Training and Development Implementation and Results

Talent Pipeline Development Program

Implementation and Investment

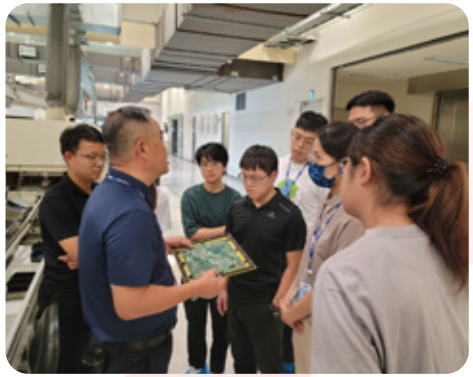
- In the first month of onboarding, newly enrolled participants complete intensive general training courses designed to quickly build foundational knowledge of Flytech.
- In the second month, participants engage in cross-functional or inter-subsidiary job rotations to understand upstream and downstream workflows and operational processes, building a solid foundation for future responsibilities.
- After completing the job rotation, participants focus on a specific professional field to build practical experience and develop into subject matter experts.
- Three years into the program, each participant receives a customized career development plan based on their preferred managerial or technical career path, along with tailored development programs.

2025 Outcomes/Benefits

- Four new participants were enrolled in the program, with 100% completing the training courses and job rotations.
- Annual assessment pass rate and retention rate reached 100% for the year

Pass Rate **100%**

Retention Rate **100%**



Competency Development

Implementation and Investment

- After the full implementation of the competency framework in 2023, competencies were incorporated not only as a key element in performance evaluations but also mandated as annual required training. Both in-person and digital courses have been utilized to support employees in developing diverse competencies.
- In collaboration with a management consulting partner, we launched the “Problem Analysis and Resolution” course to strengthen analytical thinking.

2025 Outcomes/Benefits

- 25 Participants
- Average satisfaction rating: 4.86

Average Satisfaction Rating **4.86**

Knowledge+

Implementation and Investment

- "Knowledge+" soft-skill seminars are held periodically on an irregular basis, featuring external experts who share their professional insights. Course topics mainly include industry insights and trends, investment and finance, legal insights, healthy living, and motivational content for personal development.
- Course topics cover a wide range of subjects, including industry insights and trends, investment and financial management, basic legal knowledge, health management, and personal growth. This approach ensures that learning extends beyond work-related skills to support employees' personal development and everyday application.
- In 2025, a total of four courses were conducted:
  - ✓ 100% Eye Care
  - ✓ The New Era of Smart Work: Enhancing Productivity with AI
  - ✓ Personalized Wellness Through Traditional Chinese Medicine
  - ✓ Relieve Muscle Tension: A Workplace Stretching and Relaxation Guide

2025 Outcomes/Benefits

- Participants: 259
- Average satisfaction rating: 4.4

Average Satisfaction Rating
4.4

New Employee Training

Implementation and Investment

- A comprehensive onboarding training program is provided to help new employees quickly integrate into Flytech' s culture and become familiar with the work environment. The program helps newcomers adapt to their teams, understand organizational operations, and acquire essential workplace knowledge from the beginning of their employment.
- New employee training programs include:
  - ✓ Organizational structure
  - ✓ Company basic regulations
  - ✓ Promotion of internal control systems and management policies
  - ✓ ISO standard awareness
  - ✓ Information security policies
  - ✓ Legal knowledge and more
- A half-day onboarding training session is also held quarterly, offering more in-depth courses to strengthen new employees' understanding of organizational operations. These sessions provide a valuable opportunity for cross-departmental interaction among new hires from the same intake, fostering stronger team cohesion and connection throughout the Company. All new employees are required to complete a minimum of eight hours of mandatory courses within 90 days, in addition to other elective courses.

2025 Outcomes/Benefits

- A total of 19 new indirect employees completed onboarding training and a post-training assessment, achieving a pass rate of 92%.

Pass Rate
92%

ESG Training

Implementation and Investment

- To enhance employees' awareness of and engagement in sustainability issues, the Company conducted sustainability-related training programs in 2025 and continued to integrate sustainability principles into its corporate culture. The training program covers the three core pillars of ESG—Environmental Sustainability (E), Social Responsibility (S), and Corporate Governance (G)—to help employees understand the definition of ESG and related professional knowledge. It also includes a guided reading of the Flytech ESG Report to strengthen employees' practical understanding and application of sustainability concepts.

2025 Outcomes/Benefits

- Conducted two sessions of the "Introduction to ESG and Sustainable Development" course.
- A total of 56 participants

56 participants

Digital Learning Platform

Implementation and Investment

- An external digital learning platform was implemented and made available to all indirect employees. Through diverse and customized learning resources, we support employees in enhancing both soft and hard skills.

2025 Outcomes/Benefits

- A total of 294 users participated, with an average training duration of 7 hours per person.

Average Training Duration **7** hours per person

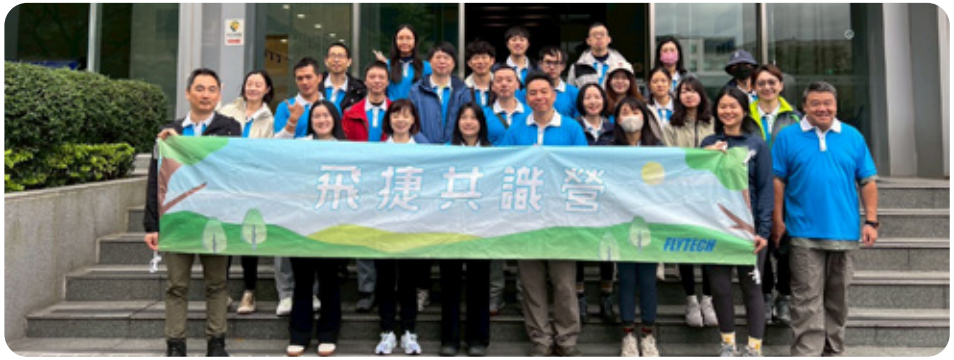
Team Building Camp

Implementation and Investment

- To foster team cohesion and cultivate the spirit of Flytech People, we organize the Flytech Team Building Camp annually, where the Chairman, senior executives, middle-level managers from various departments, and new employees participate together. Strengthen cross-functional collaboration by organizing informal outdoor activities that promote mutual understanding among employees and cultivate a sense of unity through shared experiences.
- In 2025, employees challenged themselves by hiking the Caoling Historic Trail and Matcha Mountain in Yilan, strengthening perseverance and teamwork along the way. By supporting one another throughout the climb, employees strengthened teamwork, cohesion, and resilience

2025 Outcomes/Benefits

- Total Hiking Distance: 25 km



Digital Transformation Training Series

Implementation and Investment

To enhance the Company's overall digital literacy, Flytech conducted the training course "The New Era of Smart Work: Enhancing Productivity with AI" in 2025, helping employees develop the key skills required in the digital transformation era. The training sessions are primarily lecture-based, supplemented with hands-on exercises in class to reinforce learning outcomes.

Training Topics:

- Understanding AI Fundamentals and AI Tool Applications
- Mastering Effective Prompting Techniques
- Practical Prompt Examples for Administrative, Analytical, and Creative Tasks
- Hands-on Exercises and Individual Practice

2025 Outcomes/Benefits

- Training duration: 2 hours
- Participants: 179
- Satisfaction rating: 4.71

Satisfaction Rating
4.71

4-2 Friendly Workplace

∞ Key Achievements and Management Approach

3 GOOD HEALTH AND WELL-BEING
8 DECENT WORK AND ECONOMIC GROWTH

Material Topic: 17. Occupational Safety and Health

Management Strategy

1. Annually identify significant environmental impacts and establish environmental, safety, and health (ESH) objectives, while reviewing progress toward their achievement
2. Continuously implement occupational safety and health (OSH) education and awareness programs
3. Conduct emergency response drills
4. Prioritize employee health

Positive/Negative Impact

Positive Impact:
Effectively protecting workers' health and safety reduces the risk of workplace accidents and occupational illnesses. Providing a safe and healthy work environment helps enhance employee efficiency and productivity.

Negative Impact:
Failure to ensure employee safety may lead to occupational accidents and negatively affect labor-management relations

Stakeholder Engagement

1. Maintain annual certification of ISO 45001, reinforcing occupational safety and health awareness among employees through training and monthly meetings
2. Conduct regular monitoring of the working environment, with occupational safety professionals appointed in compliance with regulations
3. Participate in the CHR Healthy Corporate Citizen Award program and obtain certification

2025 Targets

1. Maintain annual certification of the ISO 45001 Occupational Health and Safety Management System, covering both internal and external personnel.
2. Maintain a record of no major disciplinary matters or disputes.
3. Maintain the recordable occupational injury rate among employees below 1.2%
4. Maintain a contractor Lost Time Injury Frequency Rate (LTIFR) below 2%

2025 Achievements

1. No major non-conformities were identified in the ISO 45001 audit
2. Maintained a record free of major penalties or litigation cases
3. The recordable occupational injury rate for 2025 were zero cases
4. Maintained a contractor Lost Time Injury Frequency Rate (LTIFR) of zero

2026 Targets

1. Maintain annual certification of the ISO 45001 Occupational Health and Safety Management System, covering both internal and external personnel
2. Maintain a recordable occupational injury rate below 1.1 and remain free of major penalties or litigation cases
3. Maintain a contractor Lost Time Injury Frequency Rate (LTIFR) below 2%

2035 Targets

1. Continue to maintain the record of no major occupational safety and health incidents
2. Maintain a recordable occupational injury rate below 1.0 and remain free of major penalties or litigation cases.
3. Maintain a contractor Lost Time Injury Frequency Rate (LTIFR) below 1.5%

Effective Tracking/ Evaluation Mechanism

1. Undergo third-party external audits for ISO 45001 annually to ensure the management systems run smoothly
2. Hold ESG monthly meetings to review if the KPIs are being met

Positive and Negative Impact Response Measures

Through comprehensive occupational health and safety management, risk assessment, and education and training, we strengthen safety measures and the working environment annually, reducing the risk of occupational accidents and maintaining good labor-management relations.

To provide employees with a safe and clean working environment, the Company obtained ISO 14001 Environmental Management System certification in 2001 and ISO 45001:2018 Occupational Health and Safety Management System certification in 2020. Through continuous alignment with international management standards, the Company strengthens its control measures each year to reduce the risks of occupational injuries and illnesses. The Company is committed to creating a workplace that is safe, environmentally responsible, and sustainable. Maintaining a record free of major occupational health and safety incidents, penalties, or litigation cases remains a key management priority.

4-2-1 Occupational Health and Safety Management System

Flytech obtained ISO 45001 Occupational Health and Safety Management System certification in 2020. We offer training and awareness programs for all employees and implements hazard identification and risk control measures tailored to the specific working environment. These efforts aim to establish a comprehensive occupational health and safety management system. Annual audits are conducted to ensure the continued validity of the certification. For more details, ➲ Official Website.

Scope of Workers, Activities, and Workplaces Covered by the System

The ISO 45001 system covers all Flytech employees, contractors, and occupational health professionals (doctors and nurses), with a total of 511 individuals included in the audit and certification scope (496 employees and 15 external personnel). The covered workplaces are limited to Flytech' s facilities under direct organizational control, specifically the Neihu headquarters and the Linkou factory. Activities encompassed within the system include research and development, design, manufacturing, as well as contracted services such as cleaning and security. Currently, there are no workers performing duties outside of these designated workplaces.

	Work Under Organizational Control	Percentage	Work Not Under Organizational Control	Percentage
Workplace Under Organizational Control	Flytech employees Neihu: 259 Linkou: 237	 50.69% 46.38%	Doctor (same person for both sites) Neihu & Linkou: 1	0.19%
	Contractors (security, cleaning, and catering personnel): Neihu: 5 (3+2) Linkou: 8 (5+2+1)	 0.98% 1.57%	Nurse (same person for both sites) Neihu & Linkou: 1	0.19%

Appointment of Occupational Safety Professionals

Categories	Location	Fire Safety Manager		First Aid Personnel		Occupational Health and Safety Personnel		Forklift Operator
		Regulatory Requirements	Appointed by Flytech	Regulatory Requirements	Appointed by Flytech	Regulatory Requirements	Appointed by Flytech	
Number of Appointed Personnel	Neihu	1	3	5	7	• Class A occupational safety and health executive: 1 • Occupational safety and health supervisor: 1	• Class A occupational safety and health executive: 1 • Occupational safety and health supervisor: 1	0
	Linkou	1	2	5	6	• Class A occupational safety and health executive: 1 • Occupational safety and health supervisor: 1	• Class A occupational safety and health executive: 2 • Occupational safety and health supervisor: 1	5

All staffing levels meet or exceed regulatory requirements.

Continuous Improvement of the System

Flytech follows the PDCA (Plan-Do-Check-Act) cycle management approach as outlined in the ISO 45001 system. Based on the results of hazard identification, occupational health and safety objectives are established annually at year-end. Improvement plans are developed and implemented by referencing the evaluation results from hazard assessments as well as requirements from government laws and regulations. In addition to undergoing annual audits by third-party verification bodies (external audits), the Quality Assurance department also formulates an internal audit plan each year. Internal auditors are required to complete at least six hours of regulatory training before conducting audits. These audits serve to review the performance of occupational health and safety (OHS) objectives, verify the implementation of hazard control measures and safety equipment inspections, and ensure that all actions are carried out as scheduled. Audits also reinforce compliance with government regulations to protect workers' rights. Finally, a management review meeting is held to assess the achievement of OHS goals and confirm the effectiveness of corrective actions.

4-2-2 Labor Safety and Health Committee

Flytech' s Labor Safety and Health Committee consists of 10 members, including five labor representatives, and is chaired by a senior management representative. The Committee convenes quarterly to discuss occupational health and safety matters. In addition, a dedicated messaging group has been established to facilitate timely communication and ensure that employee feedback is addressed promptly and appropriately. In addition to discussing occupational health and safety issues, the committee also promotes labor-management harmony, fostering a diverse, inclusive, friendly, and happy workplace.

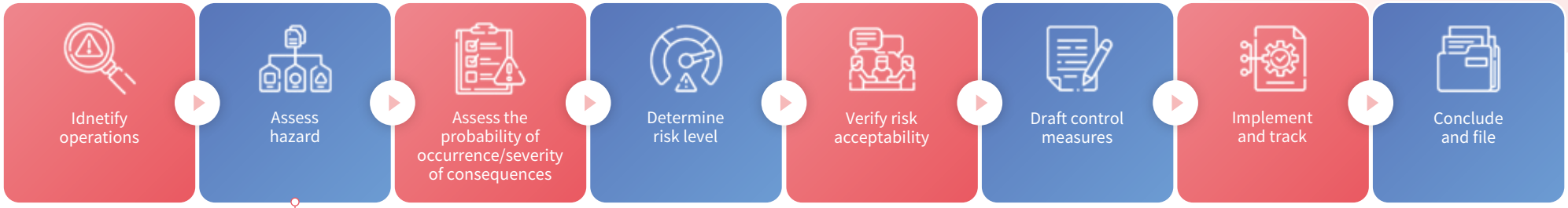
Occupational Health and Safety Initiatives

Routine Procedure
- Hazard Identification
- Routine Inspections
- Access Control

Non-Routine Procedures
- Environment, Health, and Safety Changes
- Incident Investigation and Response

1. Hazard Identification

Flytech employs dedicated occupational health and safety personnel to develop and implement occupational health and safety policies, as well as conduct hazard identification and risk assessments.



Asess work environment, equipment used, chemicals, and energy sources, and refer to past incidents or potential occupational safety and health events.

In 2025, hazard identification revealed no high-risk items. Three items were assessed as medium risk, but after implementing control measures, they have been reduced to low risk. Since implementing ISO 45001 in 2020, Flytech has not experienced any major incidents.

- Control Measures

Risk Items	Control Measures	Achievements
Aging fluorescent lighting posed electrical safety risks and consumed more energy.	Replaced fluorescent lighting with LED fixtures at the Linkou Plant (3F, 4F, 5F, and 7F).	Improved electrical safety and reduced annual electricity consumption by 109,786 kWh.
The aging air compressor frequently experienced unexpected shutdowns, affecting production operations and increasing energy consumption.	Replaced the existing unit with a variable-frequency energy-saving air compressor at the Linkou Plant.	Reduced equipment shutdowns and saved approximately 67,500 kWh of electricity annually.
Damaged roof panels in the recycling area of the Linkou Plant resulted in water accumulation during rainfall.	Replaced roof panels in the recycling area.	Reduced water accumulation and lowered slip-and-fall risks.

2. Incident Investigation and Response

We follow our Safety and Health Incident Investigation and Handling Procedure to identify potential injuries and illnesses related to operational activities. We verify the facts and circumstances of each incident, determines root causes, and implements effective corrective actions to prevent recurrence. In the event of an accident, the person who discovers the incident or the involved party shall take necessary measures to prevent the spread of the hazard and avoid secondary incidents. The on-site supervisor or the contractor' s supervisor must provide the injured person with appropriate medical assistance. Any occupational injury or near-miss incident occurring at the workplace must be incorporated into the hazard identification and risk assessment process. From 2023 to 2025, no major occupational incidents or safety incidents occurred; only one near-miss event was reported.

- Occupational Injury Statistics

Year		2023		2024		2025	
Item	Data	Employees	Non-Employees	Employees	Non-Employees	Employees	Non-Employees
Working Hours (Note 4)	Hours	805,504	23,808	910,000	23,808	976,128	25,584
Occupational Injury-Related Fatalities	Number of Cases	0	0	0	0	0	0
	Rate	0	0	0	0	0	0
Major Occupational Injuries (Excluding Fatalities)	Number of Cases	0	0	0	0	0	0
	Rate	0	0	0	0	0	0
Recordable Occupational Injuries (Note 1 and Note 3)	Number of Cases	5	0	0	0	0	0
	Rate	1.24	0	0	0	0	0
Occupational Diseases	Number of Cases	0	0	0	0	0	0
Absenteeism Rate	Rate	0	0	0	0	0	0

Year	2023		2024		2025	
Types of Occupational Injuries	Employees	Non-Employees	Employees	Non-Employees	Employees	Non-Employees
Laceration	3	0	0	0	0	0
Abrasion	2	0	0	0	0	0

Year	2023	2024	2025
Number of Employees (Note 2)	406	455	496
Number of Non-Employees (Note 5)	12	13	13
Workdays Based on the Company Calendar	249	248	243

Note 1: Commuting accidents to and from work have been excluded. The number of such incidents in 2025 was zero.

Note 2: Employee count is based on the total number of employees at year-end.

Note 3: Recordable occupational injury rate is calculated as: (number of recordable injuries/total hours worked) x 200,000

Note 4: Total working hours are calculated as: total number of employees × total working days × 8 hours.

Note 5: Definition of non-employees: Contractors permanently stationed at the Company (including cleaning, security, and catering personnel).

- Lost Time Injury Frequency Rate (LTIFR) Statistics

Year		2025
Item	Data	Contractors
Working Hours	Hours	22,108
Occupational Injury-Related Fatalities	Number of Cases	0
Disabling Occupational Injuries (Excluding Fatalities)	Number of Cases	0
Number of Minor Injury Cases (Fit for Work)	Number of Cases	3
Lost Time Injury Frequency Rate (Note 1)	(LTIFR)	0
Total Recordable Injury Frequency Rate (Note 2)	(TRIFR)	136

Note 1: The Lost Time Injury Frequency Rate (LTIFR) measures the number of work-related injuries resulting in lost work time per one million hours worked. The formula is: Number of lost-time injuries × 1,000,000 ÷ Total working hours.
Note 2: Total Recordable Injury Frequency Rate (TRIFR) represents the number of recordable occupational injuries per one million hours worked, including fatalities, disabling injuries, minor injuries, and medical treatment cases. The formula is: Number of recordable occupational injuries × 1,000,000 ÷ Total working hours.

3. Exposure Monitoring

Flytech commissions a third-party testing company every six months to monitor the working environment for employees. This monitoring includes chemical factors (methanol, isopropanol, and carbon dioxide concentrations) and physical factors (noise levels and controlled airflow). All results have been within normal limits.

4. Policy and Procedures for Protecting Workers from Disciplinary Action

Flytech explicitly stipulates a policy protecting workers from disciplinary action in our Occupational Safety and Health Incident Investigation and Management Procedures. Workers have the right to refuse or stop work that they consider unsafe or unhealthy. If workers believe that a work situation poses an imminent risk of injury or illness to themselves or others, they may immediately remove themselves from the situation. We prohibit any disciplinary action against workers who exercise this right. At the same time, workers are required to promptly notify their supervisor after leaving their workstation. The supervisor will then assess whether the incident was a false alarm or an occupational hazard. The situation will be incorporated into the hazard identification process for further evaluation of associated risks and opportunities.

4-2-3 Occupational Safety Training

Occupational Safety Communication and Elimination of Language Barriers

To ensure that all employees understand their rights, Flytech provides various communication and awareness channels. Enhanced communication measures are also available for foreign employees, including:

- The Plant Affairs Department distributes Environment, Health, and Safety (EHS) pocket cards to all employees. These cards contain Flytech's EHS policies and commitments in both Chinese and Vietnamese, and include the Company's hotline for reporting sexual harassment.
- At the beginning of each month, safety information is communicated during the factory's monthly meeting, including guidance on how to reduce workplace hazards. Multilingual support is provided on-site by several foreign employees who are fluent in Chinese and assist with translation. Visual aids are also used to help overcome language barriers.
- Each month, during non-working hours, the agency reinforces occupational safety reminders and life management guidance to foreign workers, aiming to ensure they can work with peace of mind during shifts and travel safely after work.
- Flytech regularly invites occupational safety professionals to conduct training sessions on the principles and requirements of ISO 45001. In addition, government-issued awareness materials covering topics such as fire safety, typhoon preparedness, electrical safety, and the Company's EHS policies are disseminated through digital signage and the corporate intranet. These initiatives help strengthen employees' safety awareness, enhance their ability to identify potential hazards, and reduce the risk of workplace incidents.

Occupational Safety and Health Training Practices

We provide three hours of general occupational safety and health training for new employees upon onboarding.

On-the-job worker training encompasses essential courses, including fire safety training, continuing education for active employees, administrative and environmental health and safety training, and recertification training for occupational safety professionals.

1. Fire Drill

   We have established an emergency response organization. Training courses cover the organization's responsibilities, types of fires and corresponding response measures, fire equipment awareness, evacuation procedures, and our ISO-related protocols. In addition to annual inspections by the Fire Department, Flytech conducts fire safety awareness sessions every six months. These sessions include fire evacuation drills and scenario-based exercises on the use of fire extinguishers.

2. Occupational Safety and Health Education and Training

   The inspections cover internal access and entry safety and hygiene at the facility, as well as the Company's related occupational safety and health management policies and regulations. In 2025, the Labor Inspection Office conducted four routine labor inspections, and all identified deficiencies were corrected. In addition, the Taoyuan City Government conducted one public building safety inspection, which was found to be compliant with applicable regulatory requirements.

3. Administrative and Environmental, Health and Safety

   The course covers the Company's environmental, safety, and health policies, as well as related ISO procedures and management guidelines. It also informs participants of abnormality handling steps and emergency response procedures.

4. Recertification Training for Occupational Safety Professionals

   Professional personnel are regularly scheduled for on-the-job training to ensure they stay informed of newly amended government laws and policies, as well as to maintain the validity of their certifications.

Occupational Safety and Health Training for External Suppliers

In addition to distributing EHS questionnaires to raw material suppliers annually to emphasize the importance of OSH issues, Flytech also places great importance on contractor safety during maintenance and cleaning activities conducted at our workplaces.

For example:

1. Flytech requires contractors to complete a "Supplier Environmental and Safety Management Assurance Form" after contract signing to ensure compliance. Contractors must also submit a general construction application form at least three days prior to commencing work. During on-site operations, the Administrative Affairs or Plant Affairs departments inform contractors of workplace hazards and maintain records. Before daily work begins, contractors are required to hold toolbox talks to thoroughly communicate relevant hazards, corresponding countermeasures, and necessary tools and equipment. These measures enhance contractors' awareness of workplace risks and help prevent and mitigate potential negative impacts and hazards.
2. Contractor personnel stationed at Flytech's premises, such as security guards and cleaning staff, are required to complete three hours of general occupational safety and health training, equivalent to that provided to new e\ployees. In 2025, the training completion rate reached 100%, enhancing contractors' awareness of workplace safety and ensuring compliance with the Company's EHS policies.

4-2-4 Employee Health

Employee Health Checkup

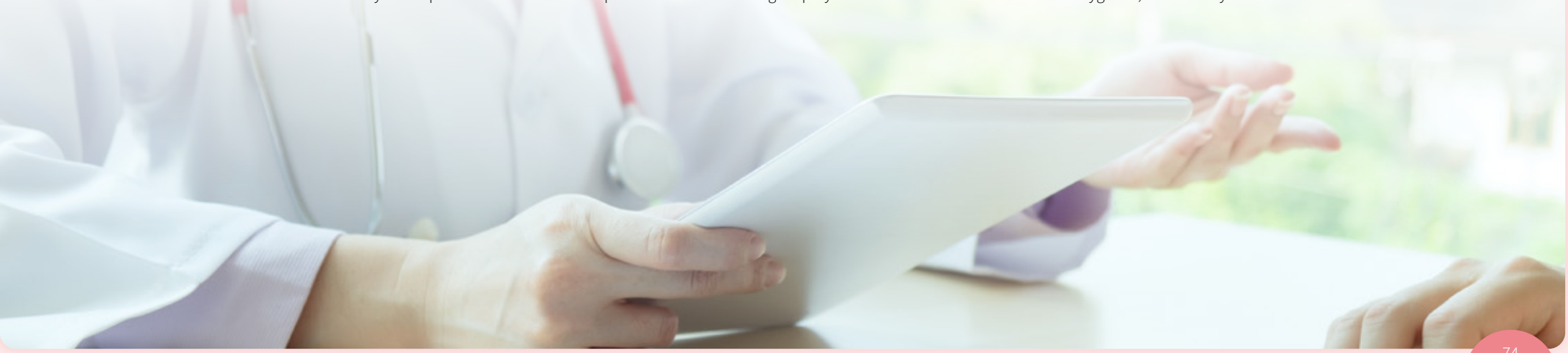
Flytech places great importance on employee health and well-being. We provide employees in Taiwan with health examinations more frequently than required under labor health protection regulations. All employees undergo a health examination once every two years, conducted onsite during working hours by a certified health screening center. Health examination reports are securely maintained by the Human Resources department in accordance with our personal data management policies and are not used as a basis for promotion, job transfer, or employment decisions. In 2024, the health screening participation rate at the Neihu headquarters and Linkou factory reached 99%. For foreign employees, health screenings are conducted in accordance with the Ministry of Health and Welfare' s "Regulations on Health Examinations for Employed Foreign Nationals." The agency assists by escorting employees to designated hospitals for their health checkups. If any abnormalities are found in the examination results, the agency is notified to follow up on the employee' s health status. Flytech conducts regular health screenings and follows up on any abnormalities to safeguard employee health. Through these efforts, we foster a safe and secure work environment, fulfilling its commitment to occupational safety and health.

Health Care

Flytech has appointed contracted physicians and nurses at its Neihu headquarters and Linkou factory. Physicians visit six times annually (four visits to the Linkou factory and two visits to the Neihu headquarters), while nurses are onsite six times per month (four visits to the Linkou factory and two visits to the Neihu headquarters) to provide health consultations and conduct employee physical assessments and evaluations. Employees may seek consultations during working hours. In addition, we conduct preventive management and risk assessments for employees' health conditions. Beyond regular biennial health checkups, we carry out comprehensive evaluations to assess employee workload levels as low, medium, or high. Based on the results, employees are screened and recommended for interviews or further consultation. Following the 2023 health consultations, a total of 145 employees were identified and arranged for onsite consultations with occupational health physicians. For workers in high-risk groups, medical personnel conduct targeted interviews and provide guidance to prevent occupational health hazards. Through four major health survey programs, consultations have been conducted with all employees, with 133 consultations completed in 2024 and 102 completed in 2025. Medical personnel adjust the timing, shorten durations, or modify work tasks based on the assessed risk levels. They continuously conduct rolling adjustments and further follow-ups through ongoing health examinations and effectiveness evaluations. Flytech reported zero cases of occupational diseases among employees from 2023 to 2025.

Workplace Environmental Hygiene

Flytech contracts cleaning companies to clean the interiors regularly and the surrounding areas of the Neihu headquarters and Linkou factory. Additionally, robotic vacuum cleaners and cordless vacuum cleaners are placed on each floor of the Neihu headquarters to encourage employees to maintain a clean environment proactively. Professional service providers are also scheduled to perform comprehensive indoor and outdoor disinfection of the entire building every six months, annual air-conditioning cleaning and maintenance, and quarterly bacterial testing of drinking water equipment to ensure the safety of employee drinking water. Creating a safe, hygienic, and healthy work environment.



Health Support Initiatives

Flytech annually organizes a series of soft-topic lectures related to health promotion. Professional instructors are invited to deliver practical and engaging courses that enhance employees' physical and mental well-being, while also providing health education. Psychological counselors periodically hold lectures and engage with employees during the sessions, fostering close interaction that helps employees achieve emotional release and mental well-being.

- Lectures Held from 2023 to 2025

Date	Topic	Number of Participants
2023/01/13	• How to Break Free from Emotional Blackmail in the Name of Love?	58
2023/10/26	• Medication Safety and What You Should Know About Health Supplements	80
2024/09/12	• Mastering Healthy Eating	65
2024/10/17	• The Brain Is a Wonderful Thing	61
2024/12/19	• Eat for Health: Say Goodbye to the Three Highs	47
2025/03/20	• 100% Eye Care	46
2025/11/20	• Personalized Wellness Through Traditional Chinese Medicine	67
2025/12/23	• Relieve Muscle Tension: A Workplace Stretching and Relaxation Guide	58

Winner of Common Health Magazine's Biennial CHR Health Corporate Citizen Award

Employees are an essential part of the Company. To promote and enhance employee health, Flytech participated for the first time in 2023 in the "CHR Healthy Corporate Citizenship" initiative organized by Common Health Magazine and was recognized as one of the "Healthy 99" companies in 2024.

We are committed to promoting exercise, weight loss activities, and healthy eating campaigns while providing incentives for various competitions. These efforts aim to raise employees' health awareness, enhance communication and collaboration among staff, and strengthen team cohesion. In 2022, the average BMI of employees undergoing health examinations was 25.92. By 2025, we aim to reduce the average employee BMI to within the normal range (<24).

Since 2023, Flytech has continuously promoted the "No Shortcut to Health, Let's Move Together" wellness program, demonstrating its commitment to employee health and well-being. This initiative fosters a strong internal culture of health, reduces health risks among employees, and enhances their sense of identification with and belonging to the Company. The 2024 health examination results showed that employees' average Body Mass Index (BMI) decreased to 25.6, down 0.32 from 2022, reflecting the positive results of the Company's exercise promotion efforts. The CHR commitment goal could not be assessed in 2025 due to the biennial health checkup cycle. Achievement status will be tracked and continuous improvement measures will be established in 2026.

2025 Health Promotion Program

- Provided subsidies for participation in three selected external road-running events, with two employees successfully completing the races.
- The 3rd "2025 Restart Your Life" Weight Loss Competition: 24 individual participants (average BMI reduction of 4.81%) and 4 teams (average BMI reduction of 7.06%), totaling 40 participant entries.
- The Golf Club organized five seasonal tournaments in 2025, with a total participation of 76 entries.

Flytech regards promoting physical activity as a top priority in health management and actively strives to increase overall employee participation in exercise. We plan to launch various employee sports competitions and health initiatives annually to encourage active involvement. These efforts not only support weight loss and physical fitness but also effectively prevent illnesses and reduce the incidence of chronic diseases.

chapter

05 Customer Service and Supplier Management

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2025 Highlights

Delivered high-level customization
in terms of order processing / design / production

Built a comprehensive customer service system
covering fast delivery, superior quality, Taiwan-based design and manufacturing, and comprehensive after-sales service

Completed 150 patents, representing 2% annual growth
reflecting growth in the total number of patents

Achieved an 85.5%
local procurement rate in 2025

Customer service and supplier management have always been among Flytech' s top priorities. In terms of customer service, we not only listen attentively to our customers' feedback and needs but also strive for continuous improvement across four key product dimensions: technology, quality, delivery, and service. By doing so, we deliver innovative, high-quality products that remain competitive in the market. Moreover, we continually expand our certifications across various management systems to provide our customers, who trust our professionalism, with the highest level of service. Over the years, Flytech has consistently enhanced its management systems for quality, information security, environmental protection, and occupational safety. We have obtained credible external certifications, including the fundamental ISO 9001 Quality Management System, ISO 13485 Medical Device Quality Management System tailored to healthcare environments, ISO 27001 Information Security Management System for electronic data protection, ISO 14001 Environmental Management System for standardized waste and environmental practices, and ISO 45001 Occupational Health and Safety Management System to safeguard labor welfare. Additionally, in 2021, we successfully passed the rigorous IATF 16949 Automotive Quality Management System certification, specifically applicable to the automotive and vehicle-mounted sectors.

5-1 Excellent Customer Service

∞ Key Achievements and Management Approach

Material Topic: 6. Customer Commitment

Management Strategy

1. Obtain diverse quality management system certifications to meet customer expectations and deliver products of superior quality
2. Continuously monitor and reduce the annualized failure rate while overseeing and ensuring the implementation of MTBF standards
3. Continuously pursue innovative technologies and collaborate with customers in research and development to create high-value-added products for diverse applications, thereby deepening partnerships and fostering mutual growth

Positive/Negative Impact

Positive Impact:
Enhance the Company' s reputation, strengthen customer trust and loyalty, and increase repeat purchase rates

Negative Impact:
Customers may leave negative feedback on social media or review platforms, potentially damaging the Company' s reputation. There is a risk that high-value customers may switch to competitors

Stakeholder Engagement

1. Maintain annual certification for ISO 9001, ISO 13485 to ensure the management systems remain effective and continue to meet customer requirements
2. Continuously monitor annualized failure rate and quality stability to achieve customer satisfaction
3. Conduct an annual customer satisfaction survey

2025 Targets

1. Continue to implement ISO 9001, ISO 13485, and IATF 16949 quality management systems every year
2. Achieve zero customer complaints resulting from OBA inspection omissions and maintain an AFR below 0.5%
3. Continue developing new products, including Touch POS, Hybrid POS, Panel PCs, Box PCs, KIOSKs, and other customized system solutions
4. Conduct an annual customer satisfaction survey, with at least 80% of respondents achieving an average score of 8 or above, while continuing to improve customer satisfaction scores

2025 Achievements

1. ISO 9001 and ISO 13485 audits showed no major non-conformities; the IATF 16949 audit found no major non-conformities, and one minor non-conformity was corrected and closed
2. Annualized Failure Rate AFR 0.16%
3. Customer satisfaction survey results showed that 77.08% of respondents gave a score of 8 or above

2026 Targets

1. Continue to implement ISO 9001 and ISO 13485 quality management systems every year
2. Zero customer complaints from batch issues caused by OBA inspection omissions, with AFR < 0.45%
3. Continue developing new products, including Touch POS, Hybrid POS, Panel PCs, Box PCs, KIOSKs, and other customized system solutions
4. Conduct an annual customer satisfaction survey, with at least 80% of respondents achieving an average score of 8 or above, while continuing to improve customer satisfaction scores

2035 Targets

1. Continue to implement ISO 9001 and ISO 13485 quality management systems every year
2. Achieve zero customer complaints resulting from OBA inspection omissions and maintain an AFR below 0.4%
3. Conduct an annual customer satisfaction survey, with at least 85% of respondents giving a score of 8 or above, while continuously improving customer satisfaction scores

Effective Tracking/ Evaluation Mechanism

1. ISO 9001 and ISO 13485 management systems undergo annual external audits by third parties to ensure effective and continuous operation
2. Conduct monthly ESG meetings to review whether KPIs are being met
3. Annual customer satisfaction survey results

Positive and Negative Impact Response Measures

Through the development of high-value-added products and continuous improvement in customer service, quality management, and real-time response mechanisms, Flytech actively addresses customer feedback and reputation risks to strengthen customer trust and enhance customer satisfaction.

Flytech began with an ODM business model, building market presence through customer collaboration and gaining strong expertise in customization and product design.

5-1-1 High-Quality Customized Services

Meeting Customers' Highly Customized Design and Made-to-Order Production Requirements

Delivering tailor-made products that combine functionality and design, offering high added value and strong market competitiveness.

Providing modular product designs that allow easy assembly, disassembly, and maintenance, enabling customers to flexibly select from a wide range of compatible peripheral options for various applications. This approach achieves semi-customization at a lower cost through highly versatile configurations.

5-1-2 Fast and Reliable Delivery Lead Times

Maintaining Excellent Product Quality While Ensuring Short Lead Times

All Flytech products are developed and manufactured entirely in Taiwan by the Company's headquarters-based R&D team and in-house production facilities. From design and motherboard production to final assembly and delivery, the fully integrated process ensures rapid lead times while delivering high-quality, customized, and highly reliable products and services.

In 2025, we will continue to optimize our delivery performance by evolving from our traditional make-to-order production and material preparation model. Following a strategic shift in 2024, we have begun implementing a planned inventory approach for key AAA customer models, establishing safety stock levels for AA customer models, and stocking an additional month's worth of key components for S-tier growth customers. This strategy aims to meet the delivery goal of fulfilling key customer orders within ≤ 7 weeks, with an overall achievement rate of over 70%. Moving forward, the standardization of modular product designs will help reduce the risk of planned inventory, significantly shorten lead times, and enhance both speed and flexibility, maximizing competitiveness for both the Company and its customers through customized solutions.

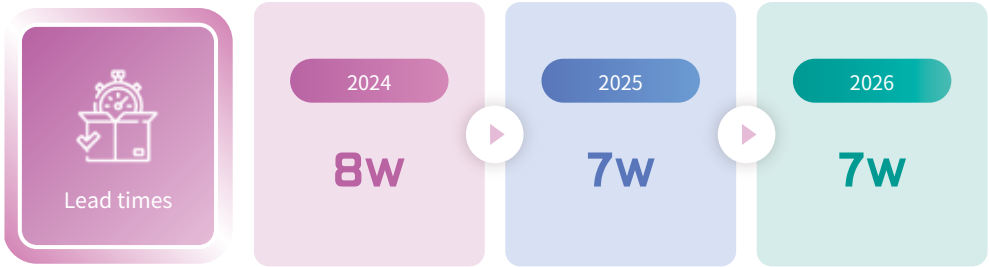
In 2025, Flytech improved its delivery performance by shortening the average delivery lead time from 8 weeks to 7 weeks through enhanced supply chain coordination and inventory management. To address potential supply chain uncertainties and price fluctuations of key components such as CPUs, memory, and SSDs, the Company will continue to strengthen material planning and inventory management in 2026. Through optimized safety stock mechanisms and strategic procurement planning, Flytech aims to mitigate supply risks and maintain stable product availability. The Company will also continue to enhance operational efficiency and resource management to support its target of maintaining a 7-week delivery lead time.

On-Time Delivery Rate

Year	Percentage of orders fulfilled within ≤ 8 weeks	Percentage of orders fulfilled in ≥ 8 weeks	Average delivery lead time
2023	49%	51%	10W
2024	65%	35%	8W
2025	82%	18%	7W

Note: Orders of 30 units or fewer (including trial samples) in 2025 are excluded from the statistics. Additionally, orders with lead times ≤ 7 weeks are not included in the calculation

2026 Target: Achieve an overall fulfillment rate
≥ **80%** for customer orders and product models with lead times ≤ 7 weeks



5-1-3 Comprehensive After-Sales Service

Prompt, Reliable, and Thorough Service

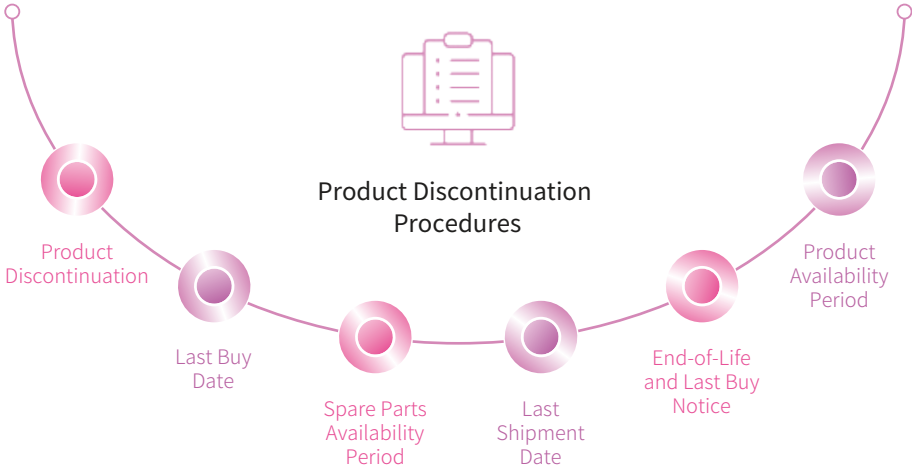
We have established a professional customer service and repair team, along with diverse and efficient communication channels, to provide prompt, real-time assistance in resolving customer issues. When customers have inquiries regarding market trends, technical matters, or applications, our customer service team proactively engages to understand their needs and collaborates with cross-functional teams to provide comprehensive support and the highest level of service.

DOA & RMA Policies

Flytech' s DOA (Dead on Arrival) and RMA (Return Merchandise Authorization) policies commit to providing repair or replacement services for products found defective or non-compliant within the warranty period, provided the issues are not caused by customer mishandling. If customers require extended warranty coverage, paid extension services are also available.

EOL Product Discontinuation and Spare Parts Management

Flytech follows standard product life cycles or customer-specific requirements to execute product discontinuation procedures. Once a product discontinuation decision is made, Flytech communicates with customers in advance and issues an End-of-Life (EOL) notification letter. We assist customers in completing their final system purchases within six months and supports planning for post-discontinuation service parts requirements.



Product Labeling Specifications

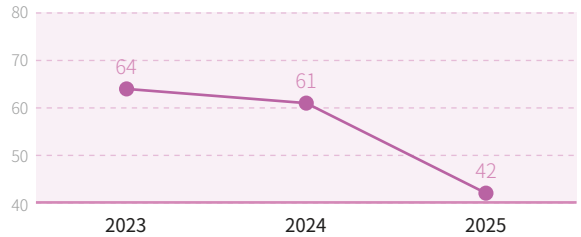
To comply with labeling regulations across different regions, Flytech implements strict internal controls. After product requirements are identified by the product department, labels and warnings are applied to packaging only after laboratory or third-party testing confirms compliance with relevant standards. In 2025, no violations of product labeling regulations were recorded.

Customer Complaint Handling

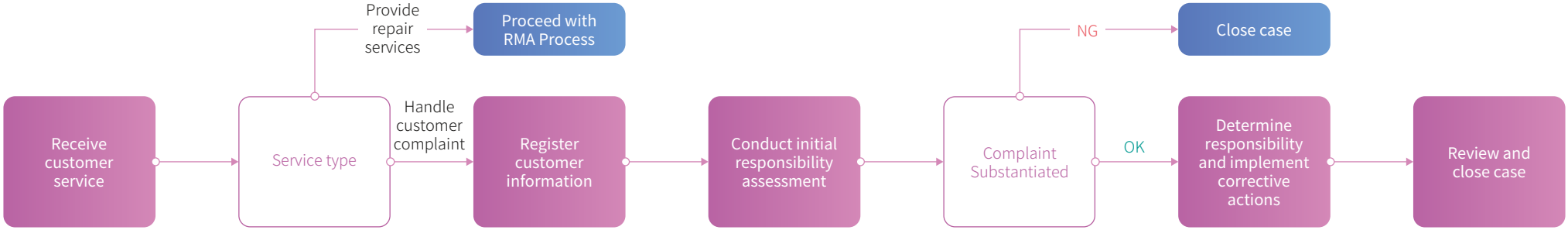
When a customer complaint arises, a project team is activated in accordance with the customer complaint handling process outlined below. The team conducts a thorough analysis of both the customer application environment and the 5M1E factors (Man, Machine, Material, Method, Environment, and Measurement). We actively replicate the defect and conduct root cause analysis. If necessary, on-site inspections and repair services are provided to ensure timely support and effective solutions for customers. In addition, any concerns related to product labeling, health and safety, or hazardous substance compliance are also addressed through the customer complaint handling process.

In 2025, customer complaints were categorized into three major types: manufacturing issues, raw material abnormalities, and component design issues. Manufacturing-related complaints were primarily caused by documentation omissions and were addressed by enhancing work instructions and technical drawings. Raw material abnormalities were mainly attributable to a small number of defective components, and inspection sampling was strengthened to improve quality control. Component design issues were related to compatibility concerns arising from insufficient validation samples. To address these issues, additional testing was conducted, validation periods were extended, and communication with the quality assurance team was strengthened. Relevant production precautions were also incorporated into the production management system to prevent recurrence and continuously improve product quality. The significant reduction in customer complaints was primarily attributable to strengthened communication and close collaboration with the quality assurance team. Through timely issue identification, feedback, and corrective actions, potential quality issues were effectively prevented from escalating and affecting customers. By continuously improving quality management and customer support mechanisms, Flytech seeks to enhance customer satisfaction and build long-term, trusted partnerships with customers.

Number of Customer Complaints



Customer Complaint Handling Process



5-1-4 Customer Satisfaction Survey and Feedback

Flytech conducts its annual customer satisfaction survey in January, with the Product Development Department and Customer Service Division distributing the "Customer Satisfaction Survey Form" to key customers. The survey aims to assess customer satisfaction across five areas: delivery time, quality, design, service, and products. The results of the customer satisfaction survey are established as one of the key performance indicators for relevant departments. For areas receiving lower ratings, the respective departments are required to develop improvement plans, which are then monitored by the Customer Service team to ensure timely completion of corrective actions.

Customer satisfaction surveys from 2023 to 2025 were conducted among customers accounting for more than 70% of annual revenue. Survey results showed that 77.00% of respondents gave a score of 8 or above in 2023, 77.62% in 2024, and 77.08% in 2025. Although the target of achieving a score of 8 or above across all indicators has not yet been fully achieved, satisfaction with delivery showed a slight improvement compared with the previous year. Flytech will continue to implement improvement measures to enhance customer satisfaction. Please refer to Section 5-1-2 for details.

Service satisfaction showed further improvement in 2025, with the overall satisfaction score reaching 9.0. The improvement was mainly attributable to enhanced rework support efficiency and strengthened customer service efforts. Flytech will continue to review and optimize its change management process to further improve service quality and customer satisfaction.

Customer Satisfaction Survey Results

Year	2023	2024	2025
1. Percentage of Annual Revenue from Surveyed Customers	79%	70%	70%
2. Respondents Meeting the Satisfaction Target (Score ≥ 8)	77% ≧ 8 points	77.62% ≧ 8 points	77.08% ≧ 8 points

Note: Beginning in 2024, the customer satisfaction survey methodology was revised to reflect survey data collected from January to December of the previous year.

Average Scores for Customer Satisfaction Survey Subcategories

Year	Quality	Delivery Time	Services	Design	Product
2023	8.8 ↑	7.4 ↓	8.2 ↑	7.8 ↓	7.9 ↓
2024	8.7 ↓	7.7 ↑	8.8 ↑	7.8 -	8.2 ↑
2025	8.5 ↓	8.0 ↑	9.2 ↑	8.0 ↑	7.9 ↓

Future Target: Maintain an average customer satisfaction score of 8 or above (out of 10) and continuously improve customer satisfaction.
Satisfaction Score ≥ 8 Target: 2025 > 80%, 2026 > 80%

5-1-5 Value-Added / Innovative Product Designs

∞ Key Achievements and Management Approach

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Non-material Topic: 5. Product Innovation

Management Strategy

Continuously pursue innovative technologies and collaborate with customers in research and development to create high-value-added products for diverse applications, deepen partnerships, and foster mutual growth

Positive/Negative Impact

Positive Impact:
Innovative products enhance competitiveness by attracting consumers and meeting market demands, driving sales growth, and enabling the Company to expand into new markets. At the same time, they improve production efficiency and reduce costs

Negative Impact:
Innovation requires substantial investment and involves market risks, technical challenges, and internal pressure. In addition, rapid imitation by competitors may erode our competitive advantage

Stakeholder Engagement

1. Discuss innovative features and product specifications with customers during the early stages of product development
2. Technical exchanges with suppliers on recycled plastics and new materials

2025 Targets

Continue developing common functional boards and introducing new motherboard modules across 16 product models

2025 Achievements

The modular main system product innovation framework has been implemented across Slim POS, Touch Monitor, Panel PC, and other product lines, encompassing a total of 49 new models, which have been developed and are now available for sale

2026 Targets

1. Expand the adoption of ultra-thin bezel product designs across 8 product models to reduce product volume and transportation-related carbon emissions
2. Integrate SoftPOS products, develop devices with payment processing capabilities, and provide one-stop payment solutions to increase market penetration
3. Add assembly lines near material sourcing locations to expand production capacity and reduce logistics-related carbon emissions

2035 Targets

1. Achieve over 30% of revenue from products incorporating eco-friendly materials and plastic-reduction designs
2. Achieve over 50% local production and local assembly of product components to reduce overall carbon emissions.
3. Strengthen hardware and software integration, continuously introduce innovative products, and enhance market penetration and competitiveness

Effective Tracking/ Evaluation Mechanism

1. Conduct an annual customer satisfaction survey
2. Track the number of innovative products developed annually

Positive and Negative Impact Response Measures

Develop high-value-added products for diverse application scenarios and maintain market competitiveness through technological innovation.

From Design to Mass Production

Flytech possesses advanced in-house capabilities for highly customized design and manufacturing. Our comprehensive process encompasses every stage—from product planning and mechanical and electronic design, to system verification, scenario-based usage and installation testing, material procurement, quality control, manufacturing, and after-sales service. Each step is rigorously governed by our five-tier development framework, established in accordance with ISO 9001, ISO 13485, and IATF 16949 standards. Only after confirming that both the design and quality of our products meet the highest standards do we deliver them to our customers.

Design Concept Validation

Before initiating the design phase, Flytech adopts a user-centric approach by stepping into the customer's shoes to thoroughly understand their needs, anticipated application scenarios, and the competitive landscape. We then conduct a comprehensive feasibility assessment to tailor the most suitable product specifications and conceptual solutions, delivering a fully customized and integrated development plan that meets the customers' objectives.

Prototype Design

During the prototype design phase, Flytech incorporates risk and feasibility assessments related to product quality and future mass production, including tooling considerations. When introducing the prototype to the market, we assemble a dedicated project team composed of experts from the mechanical, electronic, and software departments. This cross-functional team ensures that market feedback is promptly collected and analyzed to support timely and effective design improvements

Design Verification

Flytech conducts rigorous testing and validation on assembled prototype systems, including high- and low-temperature tests, drop tests, and vibration tests. Any design flaws identified during this process are reviewed and addressed through mold evaluations. Only after confirming the integrity of the product design does the system proceed to the pilot production stage.

Trial Production Verification

To ensure optimal production efficiency, Flytech conducts comprehensive process optimization, encompassing both manufacturing and testing procedures. For products intended for specialized application environments, we also conduct batch-level stress and environmental testing. This dual approach guarantees that products not only meet the stringent requirements for high quality and stability but are also ready for rapid mass production.

Mass Production

Flytech's Linkou factory is equipped with three 24-hour SMT (Surface-Mount Technology) lines and six automated system assembly lines. In April 2023, we further enhanced our production capabilities by introducing a new high-speed SMT line, which increased our annual motherboard output by 30%. With these upgrades, the factory is capable of assembling up to 660,000 units per year. Once a product passes pilot production validation, it enters mass production. Flytech has sufficient production capacity to meet customer requirements within the required lead times.

5-1-6 Product Innovation

Since its founding, Flytech has placed great emphasis on research, development, and product innovation. We are deeply committed to driving innovation through customer-centric services and solutions, continually exploring new application scenarios. Building on our expertise in endpoint computing, we have expanded into new frontiers, including the Outdoor IoT Controller sector.

2023: Continued Development of Smart Digital Signage Systems

Flytech also began intensifying its development of Smart Digital Signage Systems. To maximize the effectiveness of precision marketing, we not only apply deep learning for data analysis and prediction but also integrate various components—including hardware systems, content software, plug-ins, and operational services—into a comprehensive IoT architecture that combines both software and hardware capabilities. In 2023, Flytech developed a series of self-checkout systems utilizing AI algorithms. Through in-depth research and simulation of user checkout behavior, combined with 3D imaging and sensing technologies, the Company introduced a comprehensive software solution to prevent missed scans. The integration of smart digital signage with a cloud-based control platform aligns with future core technological transformations. By combining these two systems, Flytech significantly enhances the value, scalability, and practical applications of its product offerings, paving the way for broader development and innovation potential.

2024: AI Self-Checkout (SCO) Systems

As part of retail innovation, AI-powered self-checkout systems improve efficiency, reduce paper usage, and lower energy consumption, providing strong support for carbon reduction and advancing sustainability goals.

1 Reducing Paper Consumption

Self-checkout systems enable digital receipts, significantly reducing paper use and associated carbon emissions compared to traditional printed receipts.

2 Improving Operational Efficiency

Customer-led checkout reduces reliance on manual cashiers, thereby enhancing overall workforce efficiency. This not only accelerates the checkout process but also reduces the operating time of in-store lighting and checkout

3 Reducing Customer Wait Time

Self-checkout systems improve checkout efficiency, shorten queues, and allow for reduced usage of lighting, air conditioning, and other in-store systems—enabling more efficient energy management.

4 Promoting Digital Payments

As digital payments become more widespread, reliance on cash transactions declines—improving transaction efficiency and reducing carbon emissions associated with cash production and transportation.

2024–2025 Expansion of Modular Product Design

Flytech adopted a modular design approach based on standardized box modules. The core motherboard and key components, including the CPU, memory, and storage, are integrated into optimized box modules that can be applied across different product models. This approach enables greater product flexibility, improves design efficiency, and reduces tooling costs through the use of shared molds. In addition, the modular design allows entire modules to be easily removed and replaced, simplifying maintenance and improving service efficiency. In 2024, Flytech further expanded its modular design strategy by developing shared function boards and introducing new motherboard modules across newly developed product models. The modular architecture was adopted across All-in-One PCs, Panel PCs, Medical PCs, Industrial PCs, self-checkout systems, and smart self-service kiosks, enabling greater product flexibility and application diversity. This approach improved maintenance efficiency and centralized inventory management, supported planned production, shortened product lead times, and extended product lifecycles. Through the use of shared modules and standardized designs, Flytech also enhanced resource utilization and supported its low-carbon development objectives. In 2024, Flytech introduced modular innovation into ultra-slim computing platforms and promoted these products to customers through product sampling and sales. The proportion of modular products was 16% in 2024 and increased to 36% in 2025.

	2025 Targets	2025 Achievements
• Smart POS Systems	7 Models	33 Models
• Smart Panel PCs	2 Models	9 Models
• Smart Self-Service Kiosks	2 Models	3 Models
• Embedded Box PCs	2 Models	4 Models

2025 Integration of Ultra-Narrow Bezel Technology and Green Design

The development of next-generation products focuses on energy-efficient technologies and circular design principles. Key features include low-power computing architectures, modular design for future upgrades, and recyclable packaging solutions. These initiatives help extend product lifecycles, improve resource efficiency, and support Flytech' s low-carbon development objectives. The Company further integrated ultra-narrow bezel (Direct Bonding) technology into its POS products. By directly bonding the display panel and touch layer, the design reduces material consumption, overall product thickness, packaging volume, and transportation-related carbon emissions. The technology also improves display performance and energy efficiency, supporting our efforts to develop low-carbon and resource-efficient products. By integrating low-carbon design and green technologies, we improve product sustainability and competitiveness while supporting long-term market development.

2026 Product Function Integration

Flytech integrates SoftPOS payment technology into existing product models, enabling traditional hardware platforms to support mobile payment processing. This integration reduces the need for additional external devices while enhancing product functionality, user convenience, and operational efficiency. Following development in 2025, the Company will launch the Mobile Payment Device product line in 2026. Through integrated hardware and software design, the new product line will provide a comprehensive one-stop payment solution, further increasing product penetration and strengthening Flytech' s leading position in the payment hardware market. Product integration and innovation reduce the need for additional hardware, helping to improve resource efficiency and reduce electronic waste. These efforts also enhance product durability and extend product lifecycles, supporting both technological innovation and environmental sustainability. Through continuous product innovation, Flytech strengthens its market competitiveness while advancing its sustainable development objectives.

5-1-7 Patent and Intellectual Property Management

Flytech is committed to technological innovation and aims to be a leader and pioneer in the era of intelligence. In 2017, we established an intellectual property management system aligned with the TIPS (Taiwan Intellectual Property Management System) standard. This system is based on the ISO 9001 Plan-Do-Check-Act (PDCA) cycle and is designed to strengthen internal IP governance, enhance employees' awareness of intellectual property rights, and ensure the protection of the Company' s IP assets. By integrating IP management with our business goals and long-term vision, Flytech reinforces its foundation for sustainable growth and innovation. To ensure a continuous flow of innovation within the Company, Flytech encourages employees to apply for patents and actively build a portfolio of valuable intellectual assets. In alignment with intellectual property regulations, we have also established the Trade Secret Information Management Regulations, which define the scope of confidential business assets and specify management procedures to ensure the proper protection of trade secrets.

The current status of Flytech' s patent applications:

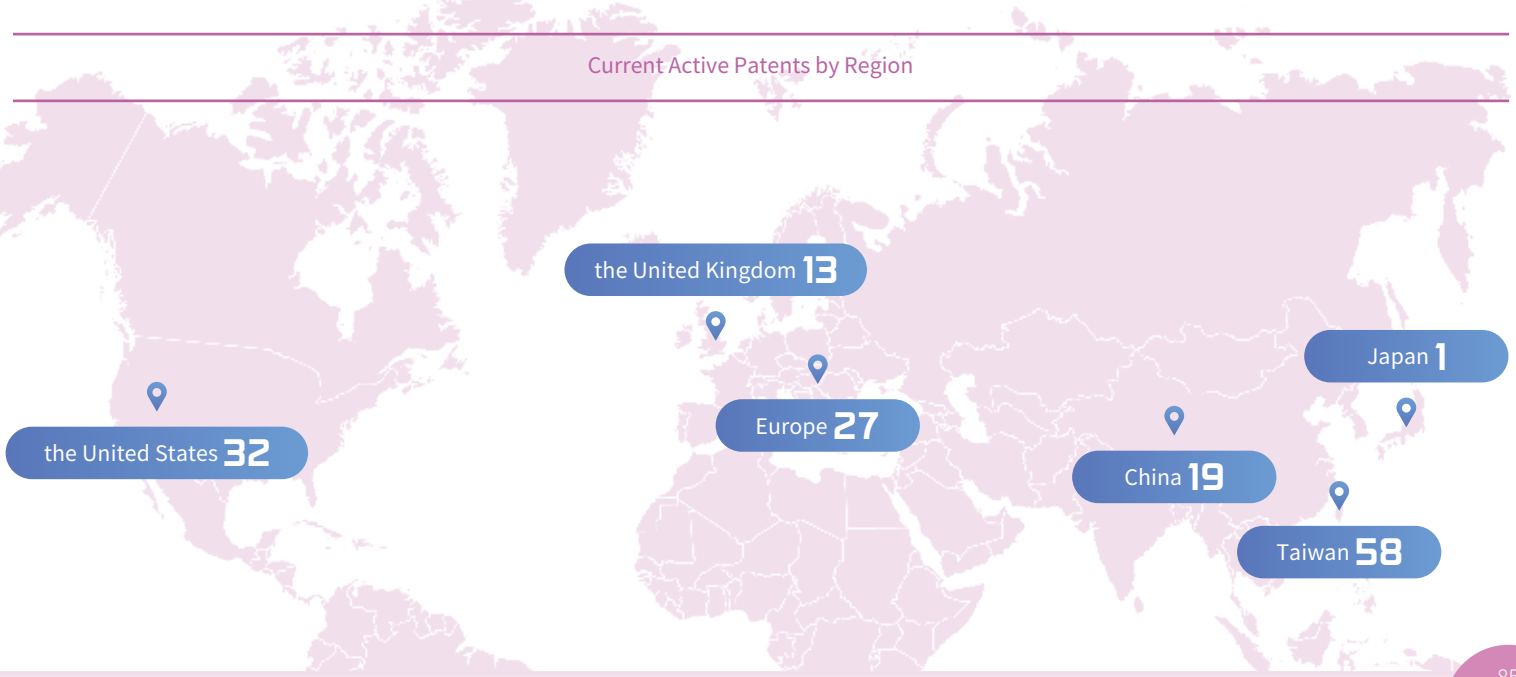
Total Active Patents Worldwide

Flytech currently holds **150** active patents globally, representing a **2%** increase compared to the previous year.

Patent Applications Over the Past Three Years

Flytech has filed a total of **62** patent applications during the past three years.

Current Active Patents by Region



In the past three years (2023 to 2025), Flytech' s patent applications have focused not only on innovations in product functionality and performance, but have also incorporated green product design considerations. These include innovations such as modular product architecture, AI-powered energy-saving solutions, and AI self-checkout systems and services. (For details, please refer to Section 6-1-2: Green Design Achievements.)

Green Product Design Concept	China	Taiwan	U.S.	UK	Europe	Total
AI self-checkout systems and solutions	4	4	4	2	2	16
Payment device	2	2	2	2	2	10
AI-powered energy management solutions	3	4	3	3	3	16
Innovative modular design	4	4	4	4	4	20
Total	13	14	13	11	11	62

Note: The above patent figures are based on the number of applications filed in various countries between 2023 and 2025.

5-1-8 Institutionalized Privacy Protection

To safeguard the personal privacy of both employees and customers, Flytech established a personal data protection system in 2018, aligned with the Personal Data Protection Act (PDPA) of Taiwan and the EU General Data Protection Regulation (GDPR). This system is tailored to the Company' s business model, ensuring that all personal data is collected, processed, and used through lawful means. It prevents internal and external threats while upholding the rights of data subjects. Ongoing internal awareness campaigns are conducted to reinforce data protection practices. As Flytech operates primarily under a B2B model, the scope of personal data collected mainly involves employees, job applicants, and participants in company-organized activities. On the customer side, data is limited to contact persons engaged through website inquiries and business communications.

Personal Data Management System Highlights

1. Flytech has established a Privacy Policy Statement and published it on the Company' s website: https://www.flytech.com.tw/privacy.php
2. The collection, processing, and use of personal data must be for a specific purpose and accompanied by clear notification to the data subject regarding the retention period and intended use. Appropriate security measures must be implemented to ensure the safe handling of personal data.
3. If a data subject requests that Flytech stop collecting, processing, or using their personal data, delete their personal data, or suspend automated decision-making, Flytech will verify the request and notify the data subject upon confirmation.
4. All relevant departments are responsible for properly managing the approved "Personal Data Inventory," including maintaining data records, usage logs, access trails, and evidence of compliance.
5. Regular personal data audits and risk assessments are conducted to ensure the ongoing effectiveness of the data protection system. Identified deficiencies are continuously addressed through corrective and preventive actions.

In 2025, Flytech received no complaints regarding employee or customer privacy (0 cases) and reported no incidents of data leakage, theft, or loss (0 cases).

5-2 Commitment to Quality

Quality Policy "Pursuit of Excellence"

Flytech has obtained international certification for ISO 9001 Quality Management System, ISO 13485 Medical Device Quality Management System, and IATF 16949 Automotive Quality Management System. Through continuous education and awareness programs, self-monitoring, and external audits, the Company has established a corporate culture committed to quality. Believing that high-quality products earn customer recognition and trust, Flytech integrates quality principles from the early stages of product development and design. Preventive measures and corrective mechanisms are established to ensure quality control throughout the process. This includes incoming material inspection, factory automation, multi-functional testing stations, and electronic systems for tracking quality anomalies. Flytech's commitment to quality extends beyond in-house manufacturing systems to encompass comprehensive after-sales service. By offering warranty policies tailored to customer needs, Flytech delivers a complete and flexible quality assurance promise, reinforcing long-term customer satisfaction and trust. Quality management system certificates are available ➲ on the Company's website.

5-2-1 Quality Control

To implement the ISO quality management system and prevent quality issues, Flytech's R&D team considers stakeholder input and incorporates Design for Manufacturing (DFM) principles during the product design and planning stage. For medical products with higher quality requirements, the team also conducts Design and Manufacturing Failure Mode Analysis to reduce the risk of anomalies in subsequent production processes. In addition, the Linkou factory has established 5M1E (Man, Material, Machine, Method, Measurement, and Environment) management standards throughout the manufacturing process to reduce the occurrence of quality abnormalities. Targets are also established for each production station to support continuous quality improvement.

Strengthen Incoming Material Inspection

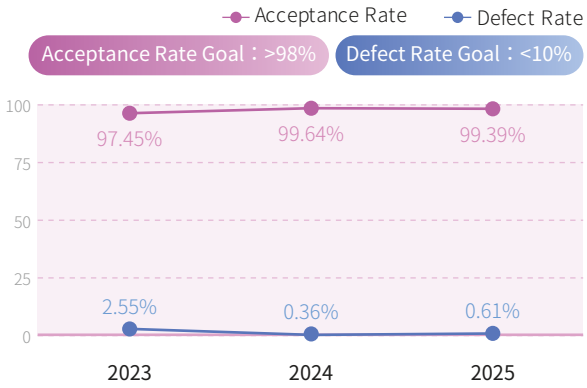
Flytech continues to strengthen its incoming material inspection mechanism. Inspection levels are automatically adjusted based on suppliers' delivery quality performance and transaction frequency. In 2025, the incoming material acceptance rate decreased slightly by 0.25%, mainly because the Quality Assurance Division strengthened inspection requirements for materials with a history of quality abnormalities. This approach effectively prevented defective materials from entering the production line and reduced potential quality risks. Although the acceptance rate declined slightly, overall manufacturing quality was enhanced, and risks in downstream processes and customer use were reduced. Any non-conformities identified are managed through the quality anomaly handling process and continuous improvement actions described in Section 5-3-2 Supplier Management to ensure supply chain quality stabilit.

Process Control

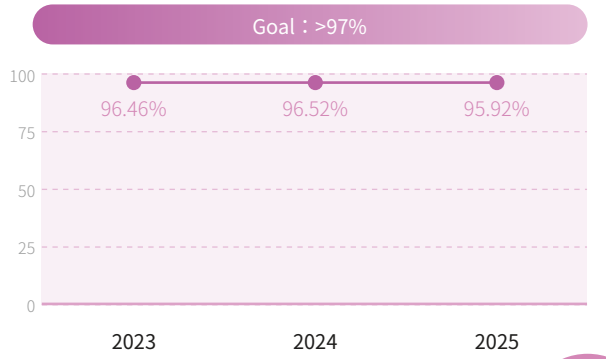
Flytech's production process includes both PCBA and system assembly. Throughout the manufacturing process, multiple inspection stages and 100% functional testing are conducted. From PCB mounting and board-level testing to system testing, pre-test, burn-in, final test, and Out-of-Box Audit (OBA), each stage incorporates layered quality control checkpoints to ensure that the final products are of reliable quality and earn customer trust.

In 2025, the First Pass Yield (FPY) for production assembly decreased slightly by 0.6%, mainly because the Quality Assurance Division strengthened inspection controls and enhanced training for production line personnel. While these measures affected the FPY result, they enabled earlier identification and correction of potential quality issues, effectively reducing quality risks in the manufacturing process. These efforts contributed to a reduction in customer complaints and an improvement in customer satisfaction (see Sections 5-1-3 Comprehensive After-Sales Service and 5-1-4 Customer Satisfaction Survey and Feedback).

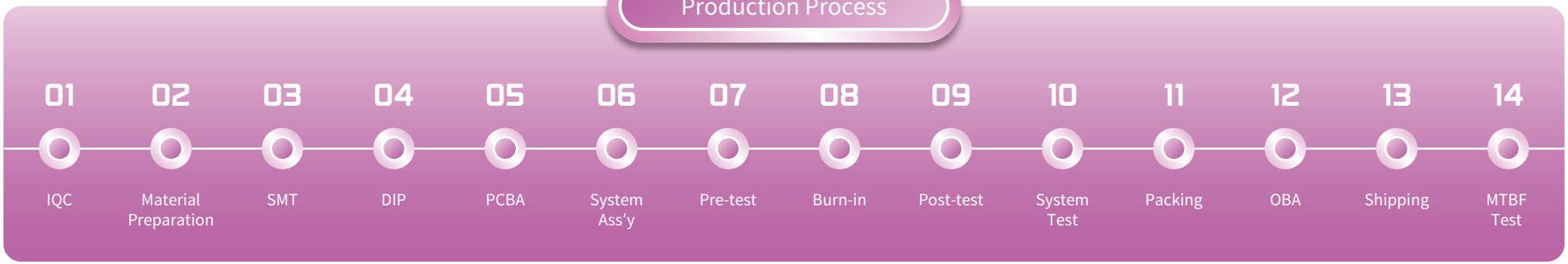
Incoming Inspection Statistics



Assembly First Pass Yield (FPY)



Production Process

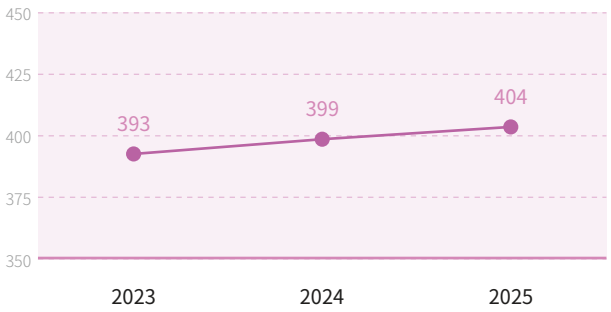


Abnormality Handling

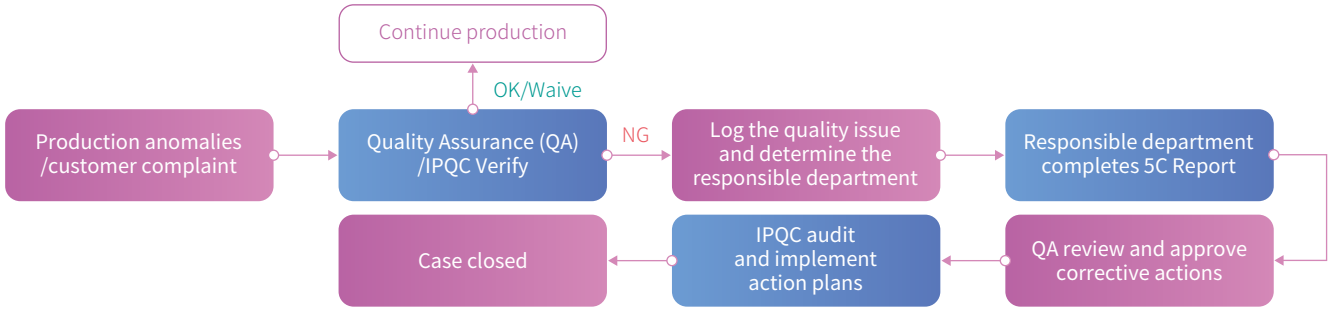
Flytech' s ERP system features automated detection, triggering email alerts to relevant departments when recurring quality issues occur or yield rates fall below set thresholds. The Quality Assurance team reviews ERP-logged events, First Pass Yield (FPY), quality anomalies, and incoming inspection results in biweekly quality meetings, implementing and tracking corrective actions as needed. Applying the PDCA methodology and a rolling management approach to 5M1E factors, Flytech ensures stable quality and on-time delivery. In 2025, the Quality Assurance Division strengthened overall inspection intensity, resulting in a slight increase in internally identified quality anomalies. However, customer complaints decreased (see Section 5-1-3 Comprehensive After-Sales Service), indicating that quality issues were identified and addressed in a timely manner within the factory, thereby reducing the risk of defective products reaching customers and demonstrating the effectiveness of the quality management system.

To address the increase in quality anomalies, the Quality Assurance Division conducted analyses by issue category, including process, material, personnel, and design-related factors. The top five defect categories were further reviewed to identify the sources and trends of anomalies and determine whether they resulted from isolated incidents or underlying systemic issues. For recurring or concentrated anomalies, dedicated improvement projects are initiated, with short-term corrective actions and long-term improvement measures implemented to support continuous quality improvement. In 2025, material- and process-related issues accounted for the largest share of quality anomalies. For material-related issues, such as coating defects and paint overspray, root causes were identified as surface contamination and inadequate masking practices. Improvement measures included supplier coaching, enhancement of masking methods, and revisions to relevant operating procedures. For SMT process issues, including insufficient soldering and short circuits, root cause analysis identified component placement misalignment as the primary factor, and corrective actions were implemented through program optimization. For system assembly (SYS) issues, such as display whitening caused by cable routing or component interference, relevant operating procedures were revised to prevent recurrence.

Number of Quality Issues



Initiate the Quality Issue Handling Process



5-3 Sustainable Supply Chain

∞ Key Achievements and Management Approach

8 DECENT WORK AND ECONOMIC GROWTH
17 PARTNERSHIPS FOR THE GOALS

Non-material Topic: 10. Supply Chain Sustainability Management

Management Strategy

1. Support local procurement to reduce transportation-related carbon emissions
2. Through supplier evaluation, performance tracking, and annual EHS surveys, ensure that suppliers prioritize environmental sustainability and comply with relevant environmental regulations and policies
3. Increase the signing rate of supplier commitment letters to encourage business partners to uphold Ethical Corporate Management and actively fulfill their corporate social responsibilities

Positive/Negative Impact

Positive Impact:
Strengthen local supply chain development, promote sustainable growth, and enhance product competitiveness

Negative Impact:
Insufficient supply chain transparency may increase labor and resource management costs

Stakeholder Engagement

1. Promote supply chain sustainability
2. Conduct environmental and safety management assessments using assessment forms
3. Obtain signed ESG-related sustainability commitment letters
4. Collect supplier product carbon footprint questionnaires

2025 Targets

1. Local procurement ratio exceeding 80%
2. Achieve an 80% supplier signing rate for the Declaration for Environmental Protection and Prohibition of Baneful Substances, the Commitment of Corporate Social Responsibility and Integrity Management, and the Conflict-Free Minerals Declaration
3. Conduct supplier EHS assessments. Any non-compliance findings are tracked through corrective actions and follow-up verification to ensure compliance with EHS standards and applicable regulatory requirements.

2025 Achievements

1. Achieved a local procurement ratio of 85.5%
2. Suppliers completed the signing of the following sustainability commitments and declarations:
   - Declaration for Environmental Protection and Prohibition of Baneful Substances: 80.17%
   - Commitment of Corporate Social Responsibility and Integrity Management: 82.22%
   - Conflict-Free Minerals Declaration: 80.47%
3. Completed annual EHS assessments. One case of non-compliance with environmental regulations was identified and resolved through corrective actions within the same year.

2026 Targets

1. Maintain a local procurement ratio above 80%
2. Achieve an 85% supplier signing rate for the three sustainability commitments and declarations
3. Conduct supplier EHS assessments. Any non-compliance findings are tracked through corrective actions and follow-up verification to ensure suppliers complete the required improvements and comply with environmental regulatory requirements.

2035 Targets

1. Increase local procurement ratio to above 85%
2. Achieve a supplier signing rate above 90% for ESG-related sustainability commitments and declarations
3. Conduct supplier EHS assessments; if non-compliance is found, follow up to ensure that suppliers complete corrective actions and comply with environmental regulatory requirements

Effective Tracking/ Evaluation Mechanism

1. Conduct annual EHS assessments.
2. Continuously increase the supplier signing rate for sustainability commitments and declarations.

Positive and Negative Impact Response Measures

Strengthen supply chain management to increase local procurement and reduce transportation-related carbon emissions.

In sustainable supplier management, Flytech adopts a sourcing strategy that integrates the advantages of suppliers in Taiwan and Mainland China to maintain a stable supply system with flexible pricing and reliable delivery. The Company continues to maintain a high proportion of local procurement in Taiwan, with the local procurement ratio reaching 85.5% in 2025, helping reduce transportation-related carbon emissions. Suppliers in Mainland China with expertise in mold development are also selected to support product development and strengthen supply chain collaboration.

We strengthen supplier environmental compliance and risk management through annual EHS assessments and follow-up reviews, encouraging suppliers to enhance waste recycling and reuse practices and continuously improve occupational health and safety management. In addition, we continue to promote a green supply chain by incorporating ISO 9001 Quality Management System and ISO 14001 Environmental Management System certifications as key evaluation criteria in new supplier selection. Qualified suppliers are required to provide RoHS and REACH compliance reports to ensure products comply with international environmental regulations. Suppliers are also required to sign the Declaration for Non-use of the Conflict Minerals to support compliance with human rights requirements.

In response to the challenges of climate change, Flytech launched a greenhouse gas inventory initiative in 2021 and obtained external verification of ISO 14064-1 in 2022. These efforts demonstrate the Company' s commitment to environmental responsibility and proactive greenhouse gas management. Going forward, we will continue to encourage suppliers to adopt internationally recognized quality, environmental, and occupational health and safety management systems, as well as greenhouse gas inventory practices, to strengthen supply chain sustainability and create long-term shared value.

5-3-1 Sustainable Supply Chain

Vision: Building A Green Supply Chain for Mutual Benefit and Shared Success

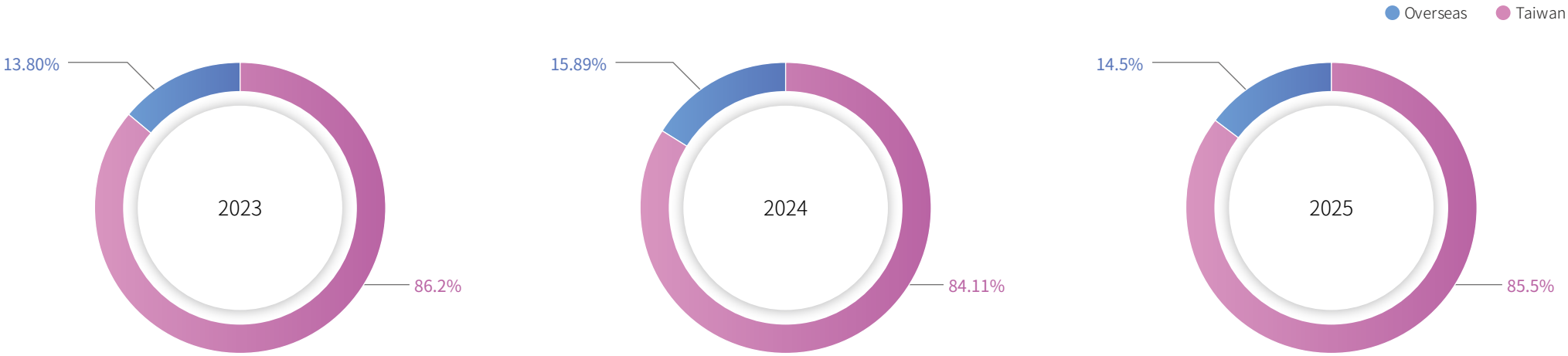
Flytech is committed to creating sustainable value for stakeholders while pursuing long-term business growth. In addition to economic performance, we place equal emphasis on labor rights, customer interests, and environmental protection. Through active supplier engagement, we promote our sustainability vision across the supply chain and encourage suppliers to strengthen ESG management practices. To support supply chain sustainability, we actively assist suppliers in implementing ISO 14064-1 greenhouse gas inventories and ISO 14067 product carbon footprint verification. We have also established a Supplier Code of Conduct that incorporates Ethical Corporate Management, labor rights protection, and environmental protection into supplier evaluation and audit criteria. Together with our suppliers, we work toward net-zero emissions and sustainable development. (For the Supplier Code of Conduct, ➲ please refer to the Company' s website.

2026 Target: Achieve an 85% supplier signing rate; 2025 Target: Achieve an 80% supplier signing rate			
Commitment of Corporate Social Responsibility and Integrity Management	Supplier Environmental, Health and Safety (EHS) Survey	Declaration for Environmental Protection and Prohibition of Baneful Substances	Conflict-Free Minerals Declaration
Since 2021, the Company has referenced version 7.0 of the Responsible Business Alliance (RBA) Code of Conduct in formulating the Commitment of Corporate Social Responsibility and Integrity Management. Suppliers are required to sign and comply with this commitment, jointly promoting environmental sustainability, fulfilling corporate social responsibility, adhering to the RBA Code of Conduct, and following internationally recognized human rights standards. The commitment includes provisions related to the protection of workers' legitimate rights and interests, non-discrimination, and the prohibition of child labor. • 2025: 343 suppliers, 82.22% signing rate • From 2023 to 2025, no incidents of integrity violations or corruption were identified	We conduct annual EHS assessments for suppliers with business transactions, including suppliers operating manufacturing facilities. The assessments help ensure compliance with local environmental regulations while communicating Flytech' s environmental policies and sustainability commitments. We will continue to promote environmental protection, occupational health and safety, and sustainability practices among suppliers, and follow up on identified non-compliance issues to ensure corrective actions are completed and regulatory requirements are met. • In 2025, all 100 EHS assessment questionnaires issued to institutional suppliers with manufacturing facilities were returned. One audit non-conformity was identified and subsequently resolved through corrective actions, with case closure completed within the same year.	In terms of environmental protection, suppliers are required to submit Component Approval Sheets, including RoHS 2.0 compliance test reports, prior to product delivery. Suppliers are also required to sign the Declaration for Environmental Protection and Prohibition of Baneful Substances to ensure compliance with environmental regulations and avoid the use of materials that may cause harm to the environment. • Supplier signing rate in 2025: 80.17%	The Conflict-Free Minerals Declaration aims to ensure that suppliers do not use tin (Sn), tantalum (Ta), tungsten (W), gold (Au), cobalt (Co), or mica sourced from conflict-affected areas controlled by armed groups in the Democratic Republic of the Congo (DRC) and its neighboring countries. However, the use of conflict-free minerals from these regions is not excluded, in support of responsible mining practices in the area. • 2025 Supplier Signing Rate: 80.47%

Local Procurement and Sustainability Performance

Flytech specializes in the design, development, and manufacturing of industrial computers. Key procurement categories include panels, touch modules, mechanical components (metal, plastic, and die-cast parts), and electronic components such as PCBs and ICs. In 2025, total procurement spending amounted to NT$2,493,122 thousand, with 296 qualified suppliers engaged in active business transactions. We actively implement a local procurement strategy that enables timely quality and environmental assessments by our audit team. Local sourcing also shortens product development lead times and enhances delivery flexibility. By reducing transportation distances, we help lower logistics risks and mitigate environmental impacts. Based on the analysis of procurement trends over the past three years, Flytech worked with 265 local suppliers in 2025, accounting for 85.5% of total procurement spending. Going forward, we will continue to support qualified local suppliers, strengthen long-term partnerships, and promote sustainable supply chain development.

Annual Procurement Ratio



Use of Environmentally Sustainable Materials

Flytech works closely with suppliers to introduce recycled aluminum, recycled plastics, and paper-based packaging designs. Following verification and feasibility assessment, the materials were successfully introduced into mass production. As of 2025, five product models have adopted these materials, with two additional models currently under evaluation for implementation. Going forward, we will continue to work with our suppliers to advance sustainability initiatives and expand the application of sustainable materials, creating shared value while contributing to environmental sustainability.

Supply Chain Carbon Management

To support Taiwan' s 2050 net-zero emissions target and strengthen supply chain carbon management, Flytech completed ISO 14064-1 organizational greenhouse gas verification for the parent company in 2022, ahead of the Financial Supervisory Commission' s requirements for greenhouse gas verification of parent and subsidiary companies in 2028 and 2029. In the fourth quarter of the same year, we launched a Carbon Management Project to systematically inventory raw materials, supplier transportation carbon footprints, and equipment energy consumption. In 2025, the Company obtained external verification of ISO 14067 product carbon footprints for three products. Since the end of 2024, carbon inventory management has been incorporated into the supplier management system, requiring suppliers to provide carbon footprint data for raw materials. Going forward, we will leverage digital management platforms to identify high-carbon emission hotspots, implement energy-saving improvement measures, and work together with suppliers to create a low-carbon and sustainable supply chain (please refer to Section 6-3 Carbon Management and Climate Change Response).

5-3-2 Supplier Management

New Supplier Qualification Process

To ensure product quality and a stable supply of raw materials, Flytech has established a comprehensive new supplier evaluation process. A cross-functional evaluation team conducts assessments based on professional expertise to evaluate quality, supply capability, and sustainability performance. The evaluation process helps ensure supply chain reliability, stable product quality, and compliance with the Company' s sustainability requirements. For overseas manufacturers and domestic distributors, ISO quality and environmental management system certification documents issued by the manufacturer may be used as supporting evidence during the evaluation process. Domestic manufacturers are required to undergo both document reviews and on-site audits conducted by cross-functional teams to ensure compliance with supplier qualification requirements. All suppliers are required to comply with ISO 9001 Quality Management System requirements. In addition, Flytech encourages suppliers to obtain ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and ISO 14064-1 greenhouse gas inventory verification to strengthen their capabilities in environmental management, occupational health and safety, and carbon management.

During the supplier onboarding process, Flytech conducts Environmental, Health and Safety (EHS) assessments to evaluate supplier performance in areas such as pollution prevention, waste management, and occupational health and safety. Sustainability-related criteria account for 15% of the overall evaluation score (➲please refer to the Supply Chain Sustainability Management Policy on the Company's official website). Only suppliers that meet Flytech' s sustainability requirements may be included in the approved supplier list.

In addition, we conduct annual EHS assessments to promote pollution prevention and occupational health and safety management.

All new suppliers are required to sign the Conflict-Free Minerals Declaration, the Declaration for Environmental Protection and Prohibition of Baneful Substances, and the Commitment of Corporate Social Responsibility and Integrity Management. For existing suppliers, the Company aims to achieve an 85% signing rate by 2026 and will continue to improve the signing rate in the years ahead.

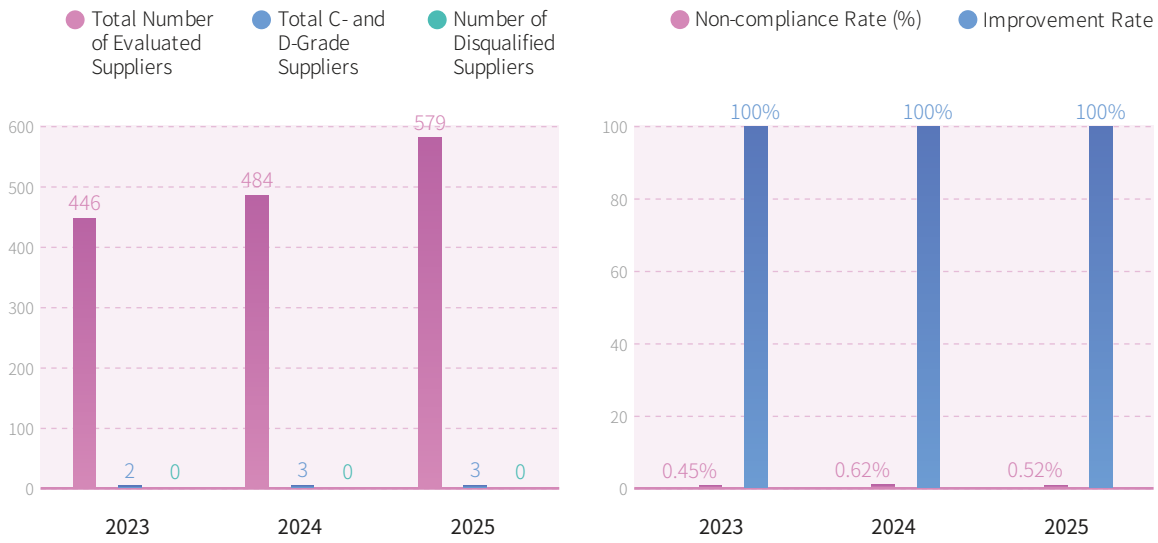
Supplier Evaluation and Performance Tracking

Flytech conducts supplier evaluations and performance tracking in accordance with ISO 9001 procedures. Each quarter, all qualified suppliers with actual transactions are assessed based on five criteria: quality, price, delivery, cost, and corporate sustainability. The total scores are then categorized into four performance levels, from A to D. Suppliers rated C or D are subject to on-site process audits conducted by designated departments. These audits aim to identify abnormal process points and verify the effectiveness of corrective and preventive actions proposed by the suppliers. Such suppliers are designated as key observation targets in the following quarter' s evaluation cycle.

The Company regards sustainable supply chain development as an important foundation for long-term growth and has incorporated Environmental, Social, and Governance (ESG) principles into its supplier management framework. From an environmental perspective, we encourage suppliers to improve energy efficiency, reduce carbon emissions, and enhance resource utilization. From a social perspective, we expect suppliers to protect employee rights and well-being. From a governance perspective, we promote Ethical Corporate Management, strengthen risk management practices, and enhance information transparency among suppliers. By implementing ESG principles, we assess suppliers' sustainability performance through regular evaluations, performance tracking, and follow-up improvement measures. These efforts help strengthen supply chain competitiveness and create long-term sustainable value.

In 2025, three suppliers did not meet qualification standards but completed corrective actions with support from Flytech' s dedicated teams.

Supplier Evaluation Results



chapter

06 Green Operation

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2025 Highlights

Reduced scope 1 and scope 2 GHG emissions by 6.12%
compared with the 2021 baseline year

Successfully completed verification for four consecutive years
under the ISO 14064-1 organizational GHG inventory

Used 7,981 kWh
of renewable electricity in 2025

Completed third-party verification for three products
under the ISO 14067 product carbon footprint assessment

Flytech upholds the principle of coexisting harmoniously with the natural environment. Guided by the policy of "Safety, Environmental Protection, and Sustainability," we integrate green practices into both daily operations and product development. Although Flytech is not in a high-emission or water-intensive industry, the Company has conducted an organizational greenhouse gas (GHG) inventory in accordance with ISO 14064-1 since 2021 and initiated product carbon footprint assessments in accordance with ISO 14067 in 2023. Based on the inventory results, we have implemented energy-saving and carbon-reduction measures. In addition, we participate in the Tamsui River Accord Initiative, demonstrating our commitment to protecting water resources.

Our commitment to sustainability extends beyond operations to the product level. We actively promote a green supply chain and develop energy-efficient, environmentally friendly products. Through measures such as reducing packaging, using recycled and recyclable materials, adopting modular design, and incorporating energy-saving components, Flytech helps customers reduce their carbon footprints. The Company aims to achieve carbon neutrality for certain products by 2030.

6-1 Green Products

Key Achievements and Management Approach

7 AFFORDABLE AND CLEAN ENERGY
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Non-material Topic: 9. Green Design

Management Strategy

Starting from the design phase, we evaluate eco-design and energy-saving benefits, prioritize recyclable and green materials, and integrate energy-saving design and software services into new product development.

Positive/Negative Impact

Positive Impact

1. Establish a shared green commitment with partners and suppliers
2. Effectively mitigate environmental and climate risks by complying with environmental regulations and implementing management standards
3. Reduce greenhouse gas emissions, strengthening green operations, and responding to climate change

Negative Impact

1. Rising operational costs
2. Increased variability in material specifications
3. Higher inventory levels

Stakeholder Engagement

1. Trade Shows: Showcase green products and gather market feedback
2. Corporate Website: Disclose sustainability information and provide communication channels
3. Customer Visits: Explain manufacturing processes and management measures to enhance communication
4. New Product Development Meetings: Incorporate customer requirements and sustainable design principles

2025 Targets

1. New motherboard designs are 100% compliant with ENERGY STAR 8.0 standards (with exceptions for special models)
2. Launch 10 new product models featuring paper-based packaging
3. Launch a low-carbon product featuring recycled die-cast and plastic components

2025 Achievements

1. 43 new models compliant with ENERGY STAR 8.0 and 15 models compliant with ENERGY STAR 9.0
2. Paper-based packaging implemented in 5 models
3. Launched the low-carbon product POS455N3

2026 Targets

1. Revenue from ENERGY STAR-compliant products to reach 30%
2. Adopt sustainable and recyclable packaging materials and increase paper-based packaging adoption, targeting 10 models
3. Add assembly lines near material sourcing locations to expand production capacity and reduce logistics-related carbon emissions

2035 Targets

1. Expand the use of renewable materials, with a target of over 30% paper-based cushioning materials or over 50% recycled materials
2. Continuously innovate products to reduce power consumption and carbon emissions, extend product lifespan and repairability, and minimize material waste

Effective Tracking/ Evaluation Mechanism

1. Track new product models compliant with ENERGY STAR 8.0 or higher standards
2. Track product models featuring cushioning packaging made entirely of recyclable paper pulp and paper materials.

Positive and Negative Impact Response Measures

Use recyclable and environmentally friendly materials, integrate energy-saving designs into new products and software services, and implement a low-carbon production model through local sourcing and local assembly.

6-1-1 Green Design

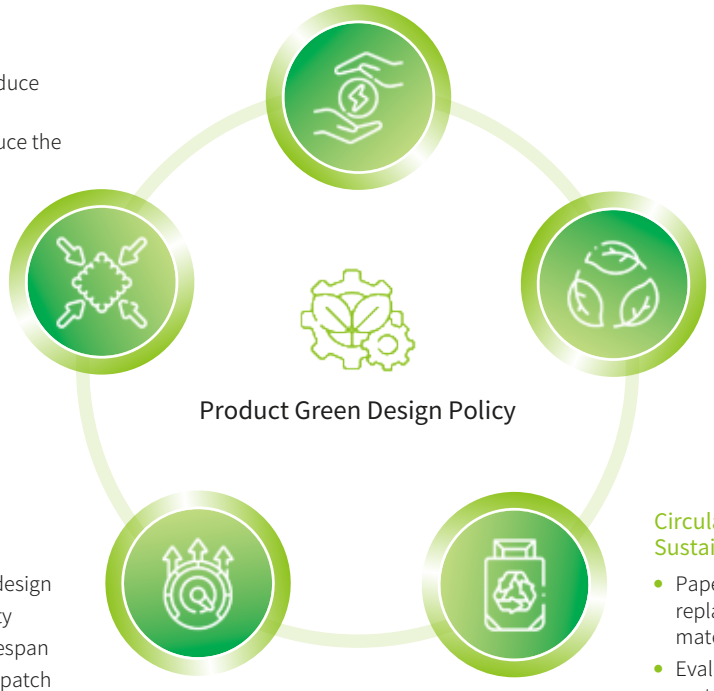
Product Green Design Policy

Reduce Energy Consumption

- Use low-power components
- Enhance physical thermal dissipation
- Comply with ENERGY STAR standards
- Optimize power management with AI

Reduce Material Use

- Simplify design to reduce component count
- Share designs to reduce the number of molds
- Minimize packaging volume while maximizing cushioning efficiency



Environmentally Friendly and Harmless

- Compliant with REACH (Registration, Evaluation, Authorization and Restriction of Chemicals)
- Compliant with RoHS (Restriction of Hazardous Substances)

Extend Product Life Cycle

- Innovative modular design
- Improved repairability
- Extended product lifespan
- Automated software patch management and deployment

Circularity and Sustainability

- Paper-based packaging replacing EPE cushioning materials
- Evaluation of recycled material integration

Environmental Impact Assessment

To reduce environmental impacts throughout the product life cycle, Flytech incorporates environmental impact assessments into the product development process and follows the Green Product Design Guidelines as a key design principle. During product development, the design team uses the Environmental Ecological Design Efficiency Evaluation Form to evaluate the environmental impacts of product design concepts and material selection. The assessment covers the entire product life cycle, including manufacturing, transportation, use, recycling, and final disposal. The results are used to ensure compliance with applicable regulations and customer environmental requirements.

1. Reducing Environmental Impacts

- Biodiversity

  In 2024, Flytech established and published its Biodiversity Commitment, incorporating biodiversity conservation into its sustainability governance framework. Operating sites are not located within protected areas or ecologically sensitive areas. The Company complies with applicable environmental regulations to minimize the environmental impacts of its manufacturing and operational activities. By improving resource efficiency, promoting the use of circular materials, and managing land and energy resources responsibly, Flytech engages suppliers and stakeholders in biodiversity conservation initiatives. The Company remains committed to creating positive impacts on ecosystems and society. For details of related initiatives, please refer to Section 7-2-4 Flytech Charity.

- Eco-Friendly Materials

  During the development and manufacturing of POS products, Flytech gives priority to environmentally friendly materials and continuously improves material compliance and recyclability. The Company also gradually replaces EPE cushioning materials with paper-based packaging to reduce the environmental impacts of its products.

2. Manufacturing

- Low-Carbon Manufacturing and Transportation

  Through process optimization and the adoption of energy-saving equipment, Flytech reduces energy consumption and carbon emissions in its manufacturing operations. For details, please refer to Section 6-2-3 Energy Consumption. By 2026, Flytech plans to add assembly lines near major material sourcing locations and implement a local sourcing and local assembly production model. This initiative is expected to shorten transportation distances for raw materials and semi-finished products, reduce logistics-related carbon emissions, and enhance supply chain efficiency and production flexibility. Through the use of environmentally friendly materials, low-carbon manufacturing, and localized production strategies, Flytech continues to reduce the overall carbon footprint of its products while advancing sustainable supply chain management and environmental responsibility.

- Hazardous Substance Management

  Flytech is committed to hazardous substance management and product safety and assists customers in the proper handling of end-of-life electronic waste. All products comply with REACH requirements, and products with REACH certification accounted for 25.11% of revenue in 2025. To date, there have been no incidents of non-compliance with health and safety-related regulations or voluntary standards.

RoHS Compliance Management

All Flytech products fully comply with the EU RoHS Directive on the restriction of certain hazardous substances. Hazardous substance inventories and analyses are conducted by product category to ensure that products meet regulatory requirements from the design stage through manufacturing.

REACH Compliance Management

For substances of very high concern (SVHCs) listed under REACH, Flytech submits final products to independent third-party laboratories for chemical testing. Test results are incorporated into product development and review processes to reduce potential risks to human health and the environment.

3. Use Phase

- Integrated Hardware and Software Solutions

  By 2026, we plan to integrate payment and transaction processing functions into existing POS hardware to reduce the need for external payment devices and peripheral equipment. This approach is expected to reduce resource consumption and carbon emissions associated with manufacturing and transportation, while also helping reduce electronic waste. In addition, through modular design and software upgrade mechanisms, Flytech extends product lifespan and improves equipment maintainability. This enables customers to continuously update functions on existing equipment and reduce the frequency of equipment replacement.

4. End-of-Life Product Management

- End-of-Life Product Recycling and Disposal

  Flytech complies with the EU WEEE Directive (Waste Electrical and Electronic Equipment). All final products are submitted to independent third-party institutions for disassembly analysis to identify recyclable components. The analysis reports are incorporated into the product development review process. Since Flytech' s products are not consumer-facing end products, recycling and reuse are carried out by our enterprise customers. We provide customers with WEEE disassembly reports, enabling them to implement proper recycling and disposal procedures.

For example, in the case of the POS PB15D16 model,

a WEEE disassembly analysis was conducted by the Taiwan Testing and Certification Center (TTCC). The results significantly exceeded WEEE directive standards, with a reuse and recycling rate of over 98.7% (standard ≥ 55%) and a recovery rate of over 99.8% (standard ≥ 75%). These results demonstrate the product' s ability to substantially reduce waste generation at end-of-life.

Recycling Rate **98.7%**

Recovery Rate **99.8%**

6-1-2 Green Design Achievements

AI-Driven Energy-Saving Solutions

Through the integration of hardware and software technologies, Flytech provides high-performance intelligent energy-saving solutions to help enterprises achieve their sustainable development goals and implement ESG strategies. We continue to invest in the integration of AI and cloud-based management technologies to support more customers in realizing intelligent energy savings and shared carbon reduction objectives.

- Full deployment of AI-powered optimization algorithms.
- Comprehensive implementation of AI-based energy consumption analysis systems across major product lines.
- Dynamic adjustment of power consumption for energy-intensive components (e.g., processors, displays) based on predictive models.
- Energy efficiency improved by over 15%, effectively reducing energy waste.

Expansion of Inefi Spotlight Cloud Platform

- The unified endpoint management (UEM) platform introduced several new automated energy-saving modules in 2024.
- The platform has been deployed to more enterprise customers and overseas markets, providing real-time remote energy monitoring and optimization.
- On-site maintenance requirements have been significantly reduced, resulting in an estimated annual reduction of more than 100 metric tons of CO_2 emissions from transportation.

Equipment Upgrades

- Building on the low-power motherboard transition initiated in 2019, Flytech completed the third phase of its energy-efficient hardware upgrade program.
- The new generation of devices adopts more efficient and energy-saving embedded system architectures, further reducing operational energy consumption.

Green Product Design

Each year, Flytech selects specific products for evaluation and design optimization. For newly developed models—those requiring new structures and motherboard designs—a green design assessment is conducted during the development phase. During trial production, a comprehensive Environmental Ecological Design Efficiency Evaluation is conducted to verify and confirm the environmental benefits of the product design.

- Innovative modular design

  This approach applies to products such as Touch POS systems, Panel PCs, and PC Boxes. When customers need system upgrades or next-generation replacements, the modular “plug-and-play” design allows for direct replacement of the motherboard or common modules without replacing the entire device. This extends product life, promotes resource efficiency, and reduces unnecessary waste. Going further, Flytech has restructured its product architecture using a modular system that supports diverse product configurations. Core components—including CPU, memory, and storage—are integrated into a box module, which can be assembled into different products for a variety of applications. This enables shared mold usage, enhances serviceability, and supports product longevity and low-carbon circularity. In 2025, we completed the development of 33 POS models, 9 Panel PC models, 3 Self-Service Kiosk models, and 4 Embedded Box PC models. (For details, please refer to Section 5-1-6 Product Innovation.)

- The “Less is More” design concept

  Flytech’ s mechanical design team applies a minimalist design approach to simplify product structural components, reducing material usage, assembly time, and mold development costs. We also adopted a narrow-bezel design concept to minimize the structural space between the display panel and the outer frame. While maintaining structural strength and thermal performance, this design reduces material usage and component counts. It also helps reduce energy consumption and carbon emissions associated with mold development and component manufacturing, while improving manufacturing efficiency and resource utilization and reducing the overall environmental impact of the products.

- Compliance with ENERGY STAR 8.0

  Flytech's product portfolio primarily consists of industrial computers, with core motherboards designed and manufactured in-house. Since 2021, Flytech has gradually upgraded legacy CPU platforms to new high-performance motherboard platforms and introduced them into Touch POS models, helping customers accelerate equipment replacement. In 2024, two new motherboard models met the ENERGY STAR 8.0 standard. In 2025, the program was expanded to 43 system models meeting ENERGY STAR 8.0 requirements, while 15 models met ENERGY STAR 9.0 requirements. By improving product energy efficiency, Flytech reduces equipment energy consumption and operating costs while minimizing environmental impacts, demonstrating its ongoing commitment to energy conservation and sustainable design.

Flytech continuously aligns its thinking with the practical needs of customers, prioritizing usability and sustainability. Environmental protection and sustainability are embedded in our product design philosophy—not as slogans, but as a core part of Flytech’ s long-term business strategy!

Green Packaging Design

- Minimize packaging volume while maximizing cushioning efficiency

  Flytech is committed to optimized packaging that reduces volume, enhances shipping efficiency, and maximizes transport capacity. Starting with key European export models (e.g., K737, POS337N2), we reduced the use of cushioning materials while maintaining compliance with ISTA transport standards. This ensures product protection while achieving environmental benefits, waste reduction, and logistics efficiency.

- Paper-based packaging replacing EPE cushioning materials

  The packaging optimization measures have delivered significant benefits in reducing packaging materials and transportation-related carbon emissions. Flytech has also introduced more recyclable paper-based materials to gradually replace EPE cushioning materials with lower recycling rates. Paper-based packaging helps reduce packaging volume, simplify waste sorting, and improve recyclability. However, designing packaging that maintains product protection while meeting existing reliability and transportation testing standards remains a challenge. In 2025, paper-based packaging was successfully introduced into five product models. Flytech will continue to optimize and expand its application to improve overall packaging recyclability and promote the circular use of resources.

- Green circular design: POS455N3 case study

  POS455N3 incorporates low-carbon design principles throughout material selection, product design, and packaging. Recycled materials and plastic-reduced packaging are adopted to reduce life-cycle carbon emissions, support the circular economy, and enhance environmental sustainability.

Low-Carbon Material Applications

1. Recycled plastics: High-content recycled plastics are used in the outer casing to reduce material consumption and carbon emissions.
2. Recycled aluminum: Recycled aluminum is used in structural components to reduce energy consumption and manufacturing-related carbon emissions.
3. Packaging plastic reduction design: Replacing single-use plastics with recyclable paper materials, optimizing structural design, reducing material usage and waste generation; EPE usage reduced by 87%.

6-2 Environmental Protection Policy

Flytech upholds "Safety, Environmental Protection, and Sustainability" as its core policy. In addition to a compliant EHS management system, we promote environmental awareness internally through training, internal communications, and goal management. Externally, we engage suppliers through policy advocacy, onboarding assessments, and regular evaluations. These efforts aim to build trust among all stakeholders, including employees, customers, suppliers, investors, and regulators. Flytech is committed to green design, environmentally friendly materials, and effective waste sorting and management to reduce environmental impacts. The Company continues to promote carbon reduction initiatives and advance its net-zero commitment through sustainable business practices. We continue to obtain international ISO certifications to ensure the effective implementation of our policies and strengthen our environmental sustainability management performance.

Flytech EHS Policy

1. Comply with EHS regulations, promote a green working environment, eliminate potential workplace hazards, and prevent occupational injuries and illnesses.
2. Implement EHS management practices and continuously improve EHS performance.
3. Disclose the EHS Policy and strengthen the trust of internal and external stakeholders, including employees, customers, and government agencies.
4. Communicate EHS policies and regulatory requirements to all employees through internal communication, education and training, and goal management, and continuously promote EHS policies and principles to contractors and suppliers.
5. Promote green design, adopt environmentally friendly materials, strengthen waste sorting and waste management, reduce environmental impacts, and provide a safe and healthy working environment.
6. Worker participation and consultation

Every year, Flytech conducts environmental management and greenhouse gas inventories in accordance with ISO 14001 and ISO 14064-1 to assess and mitigate environmental risks. The Company conducts semi-annual reviews of relevant regulations and recorded no violations of environmental or occupational safety laws from 2023 to 2025.

2020	Flytech obtained ISO 14001 environmental management certification in 2001 and has since integrated it with ISO 45001 to establish a comprehensive EHS (Environment, Health, and Safety) management system, certified under both standards.
2022	In accordance with the greenhouse gas disclosure requirements for listed companies, which require external verification by 2028, Flytech completed its first greenhouse gas inventory report and obtained ISO 14064-1 organizational greenhouse gas verification for the 2021 reporting year, six years ahead of the regulatory deadline.
2023	Completed ISO 14067 product carbon footprint verification for our first product.
2024	Completed ISO 14067 product carbon footprint verification for two products.
2025	Completed ISO 14067 product carbon footprint verification for 3 products.

For certification details, ➲ Official Website.

6-2-1 Waste Management

Since 2021, Flytech has implemented separate classification of industrial waste and general waste. Industrial waste mainly consists of packaging materials and production scrap, and waste generation is closely related to annual order volume. In 2025, waste generation increased due to higher customer demand and order volume following market recovery.

1. Flytech entrusts licensed waste disposal contractors and ensures that all final treatment is carried out legally, as follows:

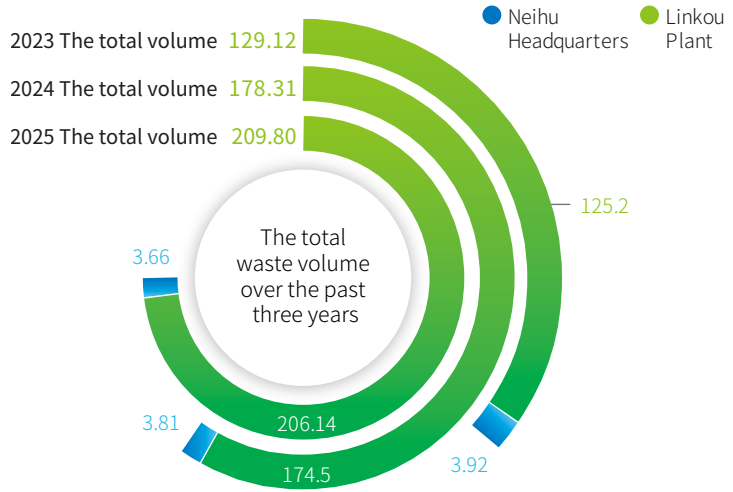
Classification	Waste Type	Description	On-site	Treatment Method	Off-site	Final Treatment Method
Household waste	• PET bottles	Plastic bottles	Non-hazardous	Outsourced recycling	Non-hazardous	Recycled and reused
	• Aluminum & steel cans	Beverage containers	Non-hazardous		Non-hazardous	
	• Waste paper	Newspaper/magazine/photocopying paper/carton, etc.	Non-hazardous		Non-hazardous	
	• Household waste	General waste	Non-hazardous		Non-hazardous	Landfill or incineration
	• Others	Toner cartridges	Non-hazardous	Collected by copier service provider	Non-hazardous	Reused through closed-loop system
Commercial waste	• Recyclable commercial waste	Waste plastic, scrap metal parts	Non-hazardous	Outsourced recycling	Non-hazardous	Metal extraction and reuse
	• General commercial waste	PCB scrap, electronic components, solder dross	Non-hazardous	Treated by licensed contractors	Hazardous	
	• Industrial waste	Packaging materials	Non-hazardous	Treated by licensed contractors	Non-hazardous	Landfill or incineration

- Hazardous Waste Reduction Measures

  Since 2024, Flytech has optimized motherboard design by eliminating the DIP process and routing component assembly directly through the SMT process. This has effectively reduced solder dross generation, helping to reduce hazardous waste and mitigate environmental impacts.

2. Flytech tracks and manages waste statistics based on weight records, shipping documents, and invoices provided by waste disposal contractors. The total waste volume over the past three years is summarized below (in metric tons):

Neihu Headquarters			2023	2024	2025	Annual Increase (Decrease) %
Household waste	Non-hazardous	General waste	3.92	3.81	3.66	-3.94%
Linkou Plant			**2023**	**2024**	**2025**	**Annual Increase (Decrease) %**
Household waste	Non-hazardous	General waste (Note)	7.25	9.27	9.59	3.45%
	Non-hazardous	Resource recycling	101.9	136.7	163.3	19.46%
Commercial waste	Non-hazardous	Industrial waste (Note)	13.70	25.72	29.86	16.10%
	Hazardous	General commercial waste	1.06	1.92	2.6	35.42%
	Hazardous	Solder dross recycling	1.29	0.89	0.79	-11.24%
Total waste from Linkou Plant (metric tons)			125.2	174.5	206.14	18.13%



Neihu Headquarters+Linkou Plant		2023	2024	2025	Annual Increase (Decrease) %
Non-recyclable waste	Non-hazardous (Note)	24.87	38.80	43.11	11.11%
	Hazardous	-	-	-	-
Recyclable waste	Non-hazardous	101.9	136.7	163.3	19.46%
	Hazardous	2.35	2.81	3.39	20.64%
Total (metric tons)		129.12	178.31	209.8	17.66%
Total waste per revenue (metric tons / NT$1,000 revenue)		0.000045	0.000044	0.000046	4.55%
Total waste per unit produced (metric tons/unit)		0.000897	0.000877	0.000809	-7.75%
Non-recyclable waste per revenue (metric tons / NT$1,000 revenue)		0.000009	0.0000096	0.0000094	-2.08%
Non-recyclable waste per unit produced (metric tons/unit)		0.000173	0.000191	0.000166	-13.09%

Note: Non-hazardous waste consists of general waste and industrial waste.

Year	2023	2024	2025
Annual Production Volume (units)	143,966	203,272	259,424
Annual Revenue (in thousands of NTD)	2,881,973	4,028,793	4,564,427

3. Waste Reduction Targets and Achievements

Year	Annually	2025	2026	2035
Reduction Targets	-1%	-5%	-6%	-15%
Increase (Decrease) Compared to the 2021 Base Year (%)	-	26.78%	-	-
Change per Unit of Production Compared with the 2021 Baseline Year (%)	-	1.37%	-	-

6-2-2 Water Resources

Flytech' s Neihu Corporate Headquarters serves as the center for R&D, marketing, and Corporate Center, while the Linkou plant functions as the manufacturing hub, primarily engaging in assembly processes. These are dry processes that generate no industrial wastewater. The main source of wastewater is domestic sewage from employees. In 2025, the number of employees increased by 9%, leading to a corresponding rise in water consumption. All domestic wastewater is treated at the science park's centralized wastewater treatment facility. Since obtaining ISO 14001 certification in 2021, Flytech has had no violations of environmental regulations and no instances of wastewater discharge impacting the natural environment.

To conserve water, Flytech has implemented a policy to effectively control water usage and actively promotes water conservation awareness. At the Linkou plant, rainwater is collected and reused for the irrigation of the surrounding greenery. Both the Neihu Headquarters and Linkou plant have installed water-saving devices and reduced faucet flow rates to further minimize water consumption, continuing the Company' s efforts to protect environmental resources.

Water Resource Usage

Flytech calculates water withdrawal based on water consumption data from water utility bills and assigns dedicated personnel to regularly review and manage water usage. Flytech does not use water in manufacturing processes. Therefore, water withdrawal is equal to water discharge, resulting in no water consumption.

1. Neihu Headquarters Water Withdrawal Comparison

Year	2023	2024	2025	Annual Increase (Decrease) %
Total Annual Water Withdrawal (m^3)	3,159	3,170	2,580	-18.61%
Per Capita Water Withdrawal (m^3) (Note)	16.80	14.09	9.96	-29.3%
Per Capita Water Withdrawal (ML)	0.016803	00.140890	0.009961	-

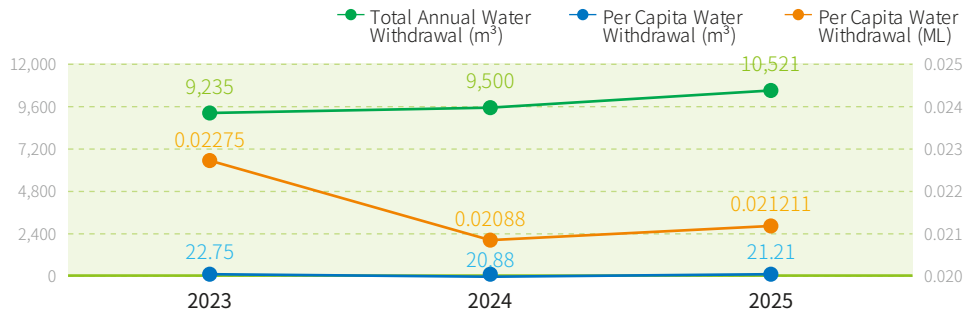
2. Linkou Plant Water Withdrawal Comparison

	2023	2024	2025	Annual Increase (Decrease) %
Total Annual Water Withdrawal (m^3)	6,076	6,330	7,941	25.45%
Per Capita Water Withdrawal (m^3) (Note)	27.87	27.52	33.5	21.74%
Per Capita Water Withdrawal (ML)	0.027872	0.027522	0.033506	-

Note: Water withdrawal at the Linkou Plant increased in 2025 due to business growth and a corresponding increase in workforce, resulting in higher domestic water use and air-conditioning-related water consumption.

3. Neihu Headquarters and Linkou Plant Water Withdrawal Comparison

Year	2023	2024	2025	Annual Increase (Decrease) %
Total Annual Water Withdrawal (m^3)	9,235	9,500	10,521	10.75%
Per Capita Water Withdrawal (m^3) (Note)	22.75	20.88	21.21	1.59%
Per Capita Water Withdrawal (ML)	0.022746	0.020879	0.021,211	-



Note: The employee headcount used in the above calculations is as follows:

Year	2023	2024	2025
Neihu Headcount	188	225	259
Linkou Headcount	218	230	237
Total Headcount	406	455	496

4. Per Capita Water Withdrawal Reduction Targets and Progress

Year	Annually	2025	2026	2035
Reduction Targets	-1%	-5%	-6%	-15%
Increase (Decrease) Compared to the 2021 Base Year (%)	-	-22.02%	-	-
Change in Per Capita Water Withdrawal (ML) from the 2021 Base Year (%)	-	-22.03%	-	

Participation in CommonWealth Magazine's "Watershed for Good" Initiative

Flytech's major operational sites are located within the Tamsui River basin, which spans Taipei, New Taipei, Keelung, and Taoyuan. As economic development has increased pressure on water resources and river ecosystems, Flytech has actively participated in the Tamsui River Accord Initiative organized by CommonWealth Magazine since 2023 to support river conservation and raise public awareness. In 2025, the initiative expanded into the Watershed Accord Initiative, broadening its focus from water resources to include land and communities, while promoting integrated watershed sustainability governance. Through active participation and concrete actions, Flytech continues to contribute to the protection and sustainable development of this important watershed.

FLYTECH CSR@天下

Flytech Supports the Tamsui River Accord Initiative

As part of the initiative to "do one thing for our hometowns and rivers," Flytech pledges to help eliminate severe pollution in Taiwan's major rivers by 2030, protect 30% of watershed and marine resources, and safeguard Taiwan's biodiversity.

1. Organize beach and river cleanup activities each year, inviting subsidiaries and suppliers to take part
2. Promote water conservation among employees, collect and reuse rainwater, and commit to zero toxic wastewater discharge
3. Implement resource recycling and waste reduction, and work with suppliers to strengthen environmental protection
4. Comply with environmental regulations and continue to maintain ISO 14001 certification

- 2025 Initiative Related Activities

Commitment	Implementation	Description
1. Organize annual beach and river cleanups, inviting subsidiaries and suppliers to participate	Conduct annual cleanup activities	Two environmental conservation activities were organized, with a total of 93 participants, including 43 family members and 12 alumni association partners. Together, participants removed 45 kg of waste from the environment.
2. Promote employee awareness on water conservation, reuse rainwater, and commit to zero discharge of toxic wastewater	Use of eco-labeled hand soap and cleaning agents	• Neihu Headquarters: Eco-labeled hand soap has been adopted on Floors 1–3 • Linkou: 100%
	Conserve water and reuse rainwater at factory; no toxic wastewater is discharged	1. Water conservation (baseline year: 2021 per capita consumption) • Neihu – 41.27% reduction • Linkou – 8.42% reduction 2. 199 m^3 of rainwater collected and reused for landscape irrigation at the Linkou site 3. Zero Toxic wastewater discharge: The Linkou Plant discharges only domestic wastewater, which is treated through the Hwa-Ya Technology Park' s centralized wastewater treatment facility.
3. Implement resource recycling and waste reduction, and work with suppliers to uphold environmental protection commitments	Effective waste reduction management and the selection of qualified waste disposal contractors.	1. Waste Reduction (Baseline Year: 2021, by Total Volume) • Neihu: 68.83% reduction • Linkou: 34.09% increase 2. All waste is handled by certified waste collection and disposal providers.
	Promote eco-friendly tableware	Neihu Headquarters promoted the use of eco-friendly tableware, while the Linkou Plant has fully adopted eco-friendly tableware. To further reduce disposable waste, the Company provided 500 meals in reusable metal lunch boxes during Flytech's 41st Anniversary Celebration in July.
	Suppliers are required to sign the "Commitment of Corporate Social Responsibility and Integrity Management" and the "Environmental Protection and Restricted Substances Commitment Statement".	1. Suppliers that signed the Commitment of Corporate Social Responsibility and Integrity Management in 2025: 82.22% 2. Environmental Protection and Restricted Substances Commitment Statement: 80.17%
4. Compliance with environmental regulations and ISO 14001 certification	Continues to maintain ISO 14001 certification	1. No violations of environmental regulations were recorded 2. ISO 14001 recertification has been successfully completed

6-2-3 Energy Consumption

∞ Key Achievements and Management Approach

7 AFFORDABLE AND CLEAN ENERGY
13 CLIMATE ACTION

Material Topic: 12. Energy Management (Voluntary Disclosure)

Management Strategy

1. Implement energy management plans through equipment replacement, adoption of energy-efficient products, and the introduction of renewable energy to improve energy efficiency and reduce carbon emissions
2. Strengthen employee awareness of energy conservation and continue to promote energy-saving and carbon reduction activities

Positive/Negative Impact

Positive Impact:
Improved energy efficiency reduces greenhouse gas emissions and contributes to climate change mitigation

Negative Impact:
Inefficient energy use may increase greenhouse gas emissions and carbon-related costs, adversely affecting operational efficiency and profitability

Stakeholder Engagement

1. Increase the use of renewable electricity through appropriate procurement arrangements
2. Regularly disclose energy consumption and energy-saving performance in the annual report

2025 Targets

1. Purchase renewable electricity to reduce reliance on high-carbon power sources
2. Reduce total electricity consumption by 5% compared with the 2021 base year
3. Replace high-energy-consuming equipment to improve energy efficiency and reduce carbon emissions

2025 Achievements

1. Used 7,981 kWh of renewable electricity
2. Total electricity consumption increased by 0.67% compared to the 2021 base year
3. Completed installation of variable-frequency air compressor systems and LED lighting, with estimated annual electricity savings of 177,286 kWh

2026 Targets

1. Continue purchasing renewable electricity to reduce reliance on high-carbon power sources
2. Reduce total annual electricity consumption by 6% compared with the 2021 base year
3. Replace high-energy-consuming equipment to improve energy efficiency and reduce carbon emissions

2035 Targets

1. Continue purchasing renewable electricity to reduce reliance on high-carbon power sources
2. Reduce total annual electricity consumption by 35% compared with the 2021 base year
3. Replace high-energy-consuming equipment to improve energy efficiency and reduce carbon emissions

Effective Tracking/ Evaluation Mechanism

1. Procure renewable electricity contracts and renewable energy certificates

Positive and Negative Impact Response Measures

Through equipment upgrades and energy efficiency management, Flytech continuously monitors energy consumption and carbon emissions, implements carbon reduction initiatives, mitigates carbon-related risks, and controls operating costs.

Electricity Consumption

1. Flytech has established energy management plans for high-energy-consuming operations. Based on energy audits, the Company implements energy reduction initiatives through equipment replacement, adoption of energy-efficient products, and the use of renewable energy. Flytech also continues to strengthen employee awareness of energy conservation and promote energy-saving and carbon reduction activities.

   Using 2021 as the base year, Flytech has established an annual electricity reduction target of 1%. The Company aims to reduce electricity consumption by 5% by 2025 and is committed to achieving a 25% reduction by 2035. Due to increased customer demand and higher order volumes, total electricity consumption in 2025 increased by 0.67% compared with the 2021 base year. Nevertheless, electricity consumption intensity per unit of revenue and production output continued to decline, reflecting improved energy efficiency.

- Energy Conservation and Carbon Reduction Measures

Year	Energy Conservation and Carbon Reduction Measures	Estimated Annual Electricity Savings (kWh)	Annual use of zero-carbon renewable electricity on the 7th floor of Neihu Headquarters (kWh)
2023	Installed an independent variable-frequency air-conditioning system for the SMT production floor on the 6th floor of the Linkou Plant, reducing reliance on the central air-conditioning system.	53,250	-
2024	Replaced LED lighting in phases at the Linkou Plant, including installation on the 6th floor and B3 level in 2024.	17,781	Started using 3,377 kWh of renewable electricity in the second half of the year.
2025	Installed a variable-frequency air compressor system at the Linkou Plant.	67,500	7,981
	Replaced LED lighting in phases at the Linkou Plant, including installation on the 6th floor and B3 level in 2024.	109,786	
2026	Replaced lighting fixtures with LED lighting in phases from B2 to 2F at the Linkou Plant.	26,694	8,000

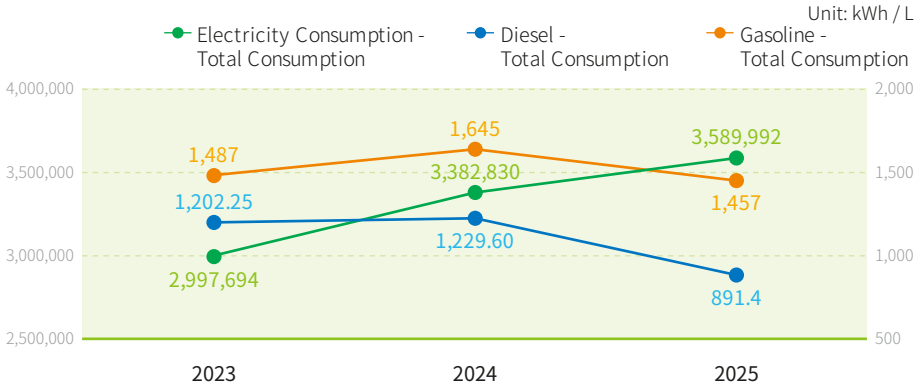
Note 1: The renewable electricity figure represents actual usage, while all other electricity-saving figures are estimated values.

Note 2: Based on 250 working days per year.

2. Flytech compiles and manages electricity consumption data based on Taipower electricity bills, emergency generator inspection records, and generator equipment checklists. The following table presents a comparison of electricity consumption at the Neihu headquarters and Linkou plant over the past three years.

Energy Types	Annual Total Consumption by Facility	2023	2024	2025	Annual Increase (Decrease) %
Electricity Consumption (kWh)	Neihu Headquarters	753,774	747,790 (Note)	735,832 (Note)	-0.16%
	Linkou Plant	2,243,920	2,635,040	2,854,160	8.32%
	Total Electricity Consumption	2,997,694	3,382,830	3,589,992	6.12%
Diesel(L)	Neihu Headquarters	744.15	825.3	514.1	-37.70%
	Linkou Plant	458.10	404.3	377.3	-6.68%
	Total Consumption	1,202.25	1,229.6	891.4	-27.5%
Gasoline (L)	Total Consumption (Neihu Headquarters)	1,487	1,645	1,457	-11.43%

Note 1: Electricity consumption at the Neihu Headquarters includes both renewable electricity (3,377 kWh in 2024 and 7,981 kWh in 2025) and grid electricity.



3. Total Energy Consumption Comparison Over the Past Three Years

Energy Types		2023	2024	2025	Annual Increase (Decrease) %
Non-Renewable Energy	Electricity (megajoules)	10,791,698.4	12,166,030.8	12,895,239.6	5.99%
	Diesel (megajoules)	42,254	43,215	32,209	-25.47%
	Diesel (megajoules)	48,529	53,685	46,245	-13.86%
Renewable Energy	Electricity (megajoules)	0	12,157.20	28,731.6	136.33%
Annual Total Consumption		10,882,481.4	12,275,088.0	13,002,425.2	5.92%
Energy Consumption per Unit of Revenue (MJ / NT$1,000 Revenue) (Note)		3.78	3.05	2.85	-6.56%
Energy Consumption per Unit of Output (MJ/unit) (Note)		75.60	60.39	50.12	-17.01%
Per Capita Energy Consumption (MJ/person) (Note)		26,804	26,978	26,215	-2.83%

Note 1: Energy conversion factors for 2025 are as follows: Electricity: 1 kWh = 3.6 MJ; Diesel: 1 L = 36,133.0 kJ (8,636 kcal); Gasoline: 1 L = 31,739.8 kJ (7,586 kcal). Calorific values are based on the announcement issued by the Climate Change Administration, Ministry of Environment, on February 10, 2026.

Note 2: Energy conversion factors used for 2023 and 2024 are as follows: Electricity: 1 kWh = 3.6 MJ; Diesel: 1 L = 35,145.6 kJ (8,400 kcal); Gasoline: 1 L = 32,635.2 kJ (7,800 kcal). Calorific values are based on the Greenhouse Gas Emission Factor Management Table (Version 6.0.4).

Note 3: The percentage of renewable energy in Flytech' s (excluding subsidiaries) total annual energy consumption was 0.1% in 2024 and 0.22% in 2025.

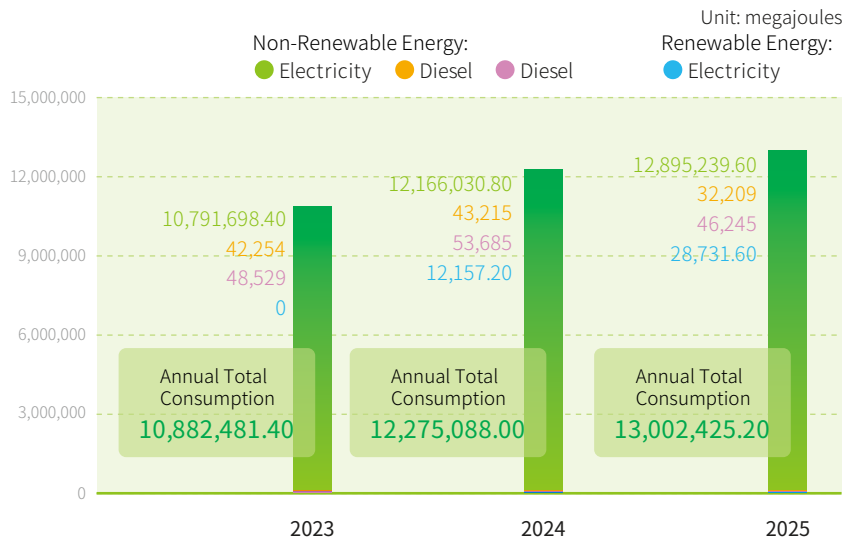
Note:

Year (All figures below represent parent company data)	2023	2024	2025
Annual Production Volume (units)	143,966	203,272	259,424
Annual Revenue (in thousands of NTD)	2,881,973	4,028,793	4,564,427
Year-End Headcount	406	455	496

4. Electricity Consumption Reduction Targets and Performance

Year	Annually	2025	2026	2035
Reduction Targets	-1%	-5%	-6%	-25%
Increase (Decrease) Compared to the 2021 Base Year (%)	-	0.67%	-	-
Performance Compared to the 2021 Base Year – Energy Consumption per Unit of Production (MJ/unit), Increase (Decrease) (%)	-	-18.47%	-	-

Total Energy Consumption Comparison Over the Past Three Years



6-3 Carbon Management and Climate Change Adaptation

∞ Key Achievements and Management Approach

Material Topic: 13. Greenhouse Gas Inventory and Product Carbon Footprint (Voluntary Disclosure)
Non-material Topic: 11. Climate Change Impacts and Response Strategies

Management Strategy

The Board of Directors, as the highest governance body, oversees the Group' s climate change strategy and related initiatives. Management is responsible for establishing greenhouse gas management systems and implementing emission reduction programs, including promoting renewable energy adoption and improving energy efficiency. Through annual greenhouse gas inventories, continuous improvement measures, and the gradual inclusion of subsidiaries within the inventory boundary, Flytech continues to strengthen greenhouse gas management across the Group.

Positive/Negative Impact

Climate Change Impact and Strategy

- Positive Impact:
  1. Mitigate environmental and climate deterioration by strictly implementing environmental management protocols in compliance with environmental regulations
  2. Reduce greenhouse gas emissions and the impact of climate change by promoting GHG inventory and verification, thereby strengthening green operations
- Negative Impact:
  The increasing frequency of extreme weather events driven by climate change may damage buildings, equipment, information systems, and transportation systems, while also posing risks to personnel safety and potentially leading to operational disruptions

Greenhouse Gas Inventory and Product Carbon Footprint

- Positive Impact: Supports the achievement of annual carbon reduction targets
- Negative Impact: Requires additional costs for the purchase of carbon credits

Stakeholder Engagement

1. Conduct annual greenhouse gas (GHG) inventories
2. Disclose and monitor carbon emissions annually through the Market Observation Post System and the ESG Report

2025 Targets

1. Continue conducting annual ISO 14064-1 greenhouse gas inventories and third-party verification to strengthen greenhouse gas management
2. Complete carbon footprint assessments for 15 products based on ISO 14067, with third-party verification obtained for 3 products
3. Procure renewable electricity to reduce GHG emissions
4. Complete 2024 ISO 14064-1 greenhouse gas inventories for all domestic subsidiaries.
5. Achieve a 5% reduction in GHG emissions (Scope 1 and 2) compared to the 2021 base year

2025 Achievements

1. Completed the 2024 ISO 14064-1 inventory and verification in September
2. Domestic subsidiaries completed organizational greenhouse gas inventories for 2024, while subsidiaries in the Greater China region completed greenhouse gas inventory training
3. Completed ISO 14067 product carbon footprint assessments for selected products and obtained third-party verification statements for three products
4. Obtained an additional seven renewable energy certificates, bringing the total to 10 certificates representing 11,358 kWh by the end of 2025
5. GHG emissions (Scope 1 and 2) reduced by 6.12% compared to the 2021 base year

2026 Targets

1. Achieve a 6% reduction in GHG emissions (Scope 1 and 2) compared to the 2021 base year
2. Complete greenhouse gas inventories for the parent company and all subsidiaries included in the consolidated financial statements, and obtain third-party verification for the parent company
3. Complete ISO 14067 product carbon footprint assessments for more than 10 products and obtain third-party verification for at least two products
4. Continue purchasing renewable electricity to reduce reliance on high-carbon power sources

2035 Targets

1. Achieve a 25% reduction in GHG emissions compared to the 2021 base year
2. Conduct ISO 14067 product carbon footprint assessments for 10–30 products, with third-party verification for 2-5 of them
3. Establish an ISO 50001 Energy Management System to improve energy performance

Effective Tracking/ Evaluation Mechanism

1. Greenhouse Gas Verification Results
2. Board Meeting Minutes
3. Establish an ISO 50001 Energy Management System to improve energy performance
4. GHG Reduction and Energy-saving Performance
5. Monthly ESG KPI Tracking Meeting

Positive and Negative Impact Response Measures

Establish greenhouse gas management systems and emission reduction programs, promote renewable energy adoption and energy efficiency improvements, and gradually expand greenhouse gas inventory coverage to subsidiaries.

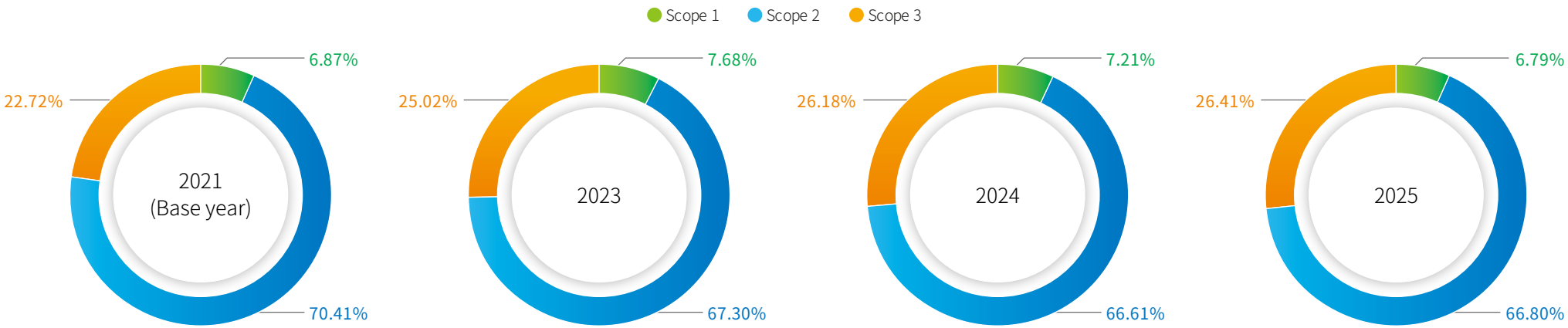
6-3-1 Greenhouse Gas Inventory

In 2021, Flytech established a greenhouse gas (GHG) inventory system in accordance with ISO 14064-1, designating 2021 as the base year. The inventory encompasses both the Neihu headquarters and the Linkou plant, with third-party verification conducted annually. According to the inventory results, the majority of GHG emissions from Flytech' s operations fall under energy indirect emissions (Scope 2), with a smaller portion attributed to refrigerant leakage from air conditioning systems (Scope 1), and emissions from diesel combustion due to business travel and transportation, as well as upstream electricity generation and waste incineration (Scope 3). The calculations presented in the figure below are based on the IPCC Sixth Assessment Report (AR6), the greenhouse gas emission factors announced by the Ministry of Environment on February 5, 2024, the Product Carbon Footprint Information Platform, and emission factors published by the Bureau of Energy, Ministry of Economic Affairs. Flytech has been making every effort to mitigate the impact of climate change, upholding its commitment to reducing environmental impact and promoting environmental sustainability.

In accordance with EPA regulations, Flytech's greenhouse gas inventory includes seven types of greenhouse gases: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3). HFCs regulated under the Montreal Protocol are excluded. The inventory also includes other substances announced by the central competent authority.

Greenhouse gas emissions are primarily calculated using the emission factor method which involves two calculation methods: (1) multiplying activity data by emission factor by global warming potential (GWP) to get CO_2e, or (2) using the mass balance method to determine the consumption of direct materials and calculating greenhouse gas emissions through mass balance.

Proportion of Greenhouse Gas Emissions by Scope



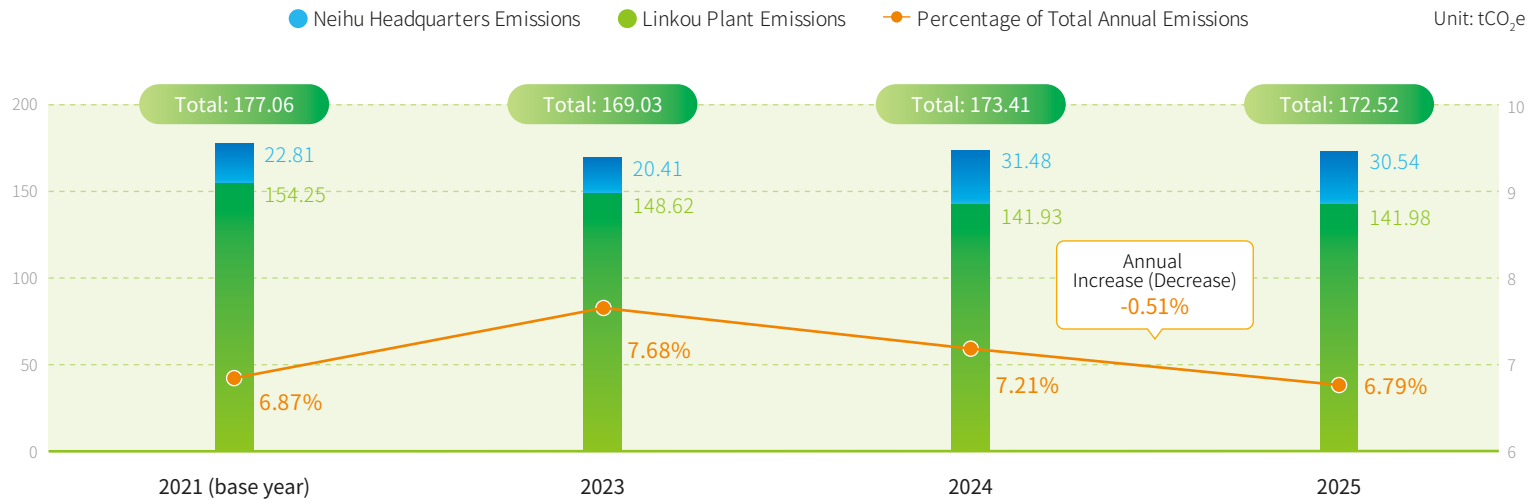
Note 1: Scope 3 excludes Category 3.1 Upstream Transportation and Distribution, Category 3.2 Downstream Transportation and Distribution (product delivery), and Category 4.1 Purchased Goods and Services related to the extraction, manufacturing, and processing of purchased raw materials. This boundary definition applies throughout this chapter.
Note 2: The 2024 figures were revised based on data verified in the second half of 2025.

Scope 1: Direct Emissions

Flytech's (Scope 1) emissions inventory covers direct emissions from sources owned or controlled by the Neihu headquarters and Linkou plant. These sources include four categories: stationary combustion, mobile combustion, process emissions, and fugitive emissions. The primary contributor is the release of HFCs (hydrofluorocarbons) from air conditioning systems.

Note: The 2024 figures were revised based on data verified in the second half of 2025.

Comparison of Scope 1 Emissions Over the Past Three Years



Scope 2: Indirect Emissions

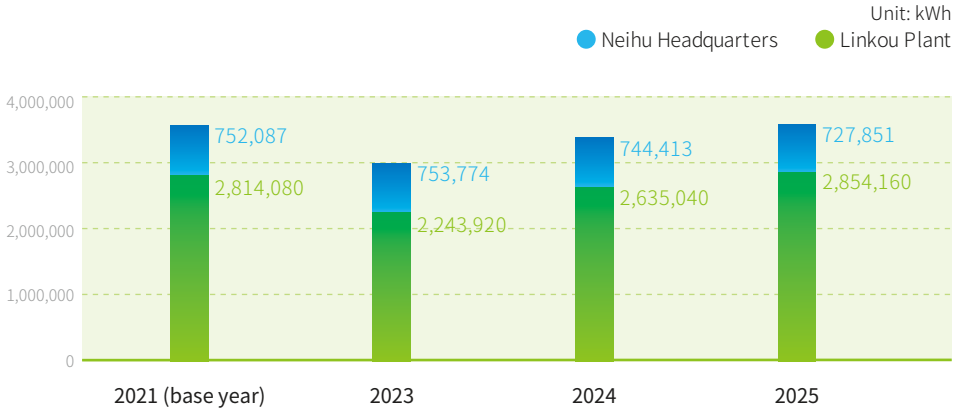
Flytech' s (Scope 2) greenhouse gas emissions, primarily from purchased electricity, account for the highest share of the Company' s overall emissions.

According to statistics, in 2025, the Neihu headquarters consumed 727,851 kWh of electricity and purchased 7,981 kWh of renewable electricity, while the Linkou Plant consumed 2,854,160 kWh. Based on the 2025 carbon emission factor for electricity—0.474 metric tons CO_2e per 1,000 kWh—announced by the Bureau of Energy, the calculated emissions were 345.002 metric tons CO_2e for the Neihu headquarters and 1,352.872 metric tons CO_2e for Linkou. Due to increased order demand in 2025, total emissions rose by 5.99% compared to 2024. Flytech' s Scope 2 greenhouse gas emissions are shown in the table below.

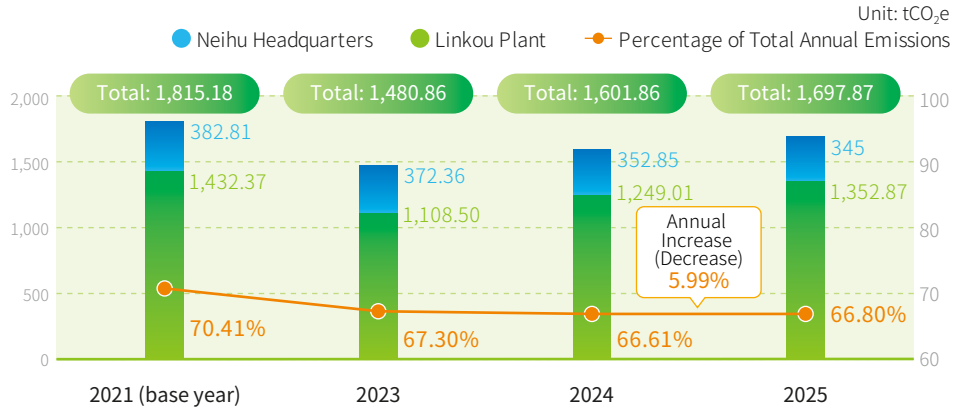
Year	2021 (base year)		2023		2024		2025		Annual Increase (Decrease) %
Operational Site	Neihu Headquarters	Linkou Plant	Neihu Headquarters	Linkou Plant	Neihu Headquarters	Linkou Plant	Neihu Headquarters	Linkou Plant	
Electricity Consumption (kWh)	752,087	2,814,080	753,774	2,243,920	744,413	2,635,040	727,851	2,854,160	-
tCO_2e	382.81	1,432.37	372.36	1,108.50	352.85	1,249.01	345.00	1,352.87	-
Renewable Electricity (kWh)	-		-		3,377	0	7,981	0	-
tCO_2e	-		-		0	0	0	0	-
Total Emissions (tCO_2e)	1,815.18		1,480.86		1,601.86		1,697.87		5.99%
Percentage of Total Annual Emissions	70.41%		67.30%		66.61%		66.80%		-

Note: The 2024 figures were revised based on data verified in the second half of 2025.

Electricity Consumption

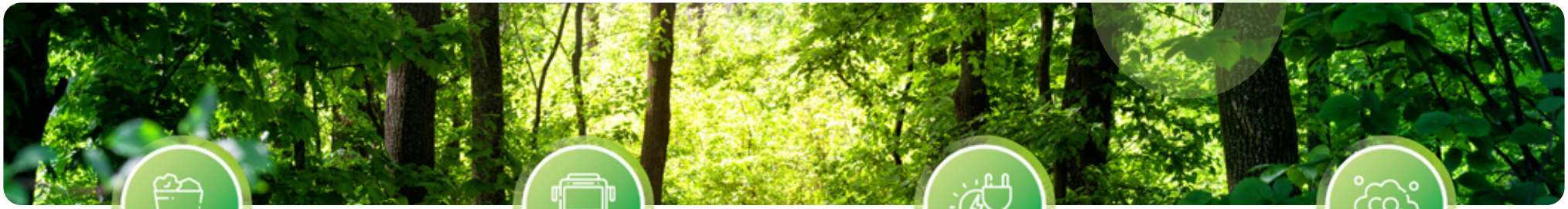


Emissions



Scope 3: Value Chain Emissions

Flytech' s (Scope 3) greenhouse gas emissions primarily arise from municipal waste incineration, vehicle exhaust from shuttle buses, employee commuting, and business travel.



Waste Treatment

In the 2021 base year, the Neihu headquarters outsourced the treatment of 11.75 metric tons of general waste, while the Linkou Plant processed 29.53 metric tons of waste (including general and industrial waste). In 2025, the Neihu headquarters outsourced 3.66 metric tons of general waste, and the Linkou Plant handled 42.05 metric tons of waste (general, industrial, and hazardous industrial waste). Emissions were calculated using emission factors for diesel waste collection trucks provided by the Product Carbon Footprint Information Platform. Although total waste generation increased by 4.99 metric tons year over year, associated emissions (kgCO_2e) decreased by 62.36% compared to 2024. The decrease was mainly due to a change in the industrial waste treatment process, which reduced transportation distances and related carbon emissions.

Employee Commuting and Business Travel Emissions

Flytech provides weekday shuttle bus services between Taipei Main Station and the Linkou Plant (21.3 km one way), with emissions calculated based on actual shuttle bus trips. Since 2022, business travel emissions have been included in the Scope 3 inventory. Due to strong business growth in 2025, business travel emissions (kgCO_2e) increased by 11.25% compared to 2024. Emissions for the most recent three years were calculated using emission factors from the Product Carbon Footprint Information Platform.

Upstream Electricity Emissions

Based on emission factors published on the Product Carbon Footprint Information Platform, the indirect carbon footprint factor for electricity was 0.0000923 in 2021, revised downward to 0.0000882 in 2022 and upward to 0.0000973 in 2023. Due to increased customer demand and order volume in 2025, associated emissions (kgCO_2e) increased by 6.01% compared to 2024.

Emissions from Waste Incineration and Solidification Treatment

Emissions from waste incineration and solidification treatment were calculated using emission factors published on the Product Carbon Footprint Information Platform and based on actual waste treatment methods. Due to increased customer demand and order volume in 2025, associated emissions (kgCO_2e) increased by 11.58% compared to 2024.

Flytech' s Scope 3 Greenhouse Gas Emissions

Unit: tCO_2e

Year		2023		2024		2025		Annual Increase (Decrease) %
Operational Site		Neihu Headquarters	Linkou Plant	Neihu Headquarters	Linkou Plant	Neihu Headquarters	Linkou Plant	
1. Upstream Transportation of Raw Materials (Category 3.1)	Total	12.19		19.58		(Note 4)		(Note 4)
2. Downstream Transportation and Distribution (Category 3.2)	Total	16.79		11.80		(Note 4)		(Note 4)
3. Waste Transportation and Disposal(Category 3.2)	Subtotal	0.08	1.73	0.07	3.02	0.07	1.09	-62.36%
	Total	1.81		3.09		1.16		
4. Employee Commuting(Category 3.3)	Total	210.18		204.93		218.13		6.44%
5. Business Travel(Category 3.5)	Total	38.53		79.34		88.27		11.25%
6. Extraction, Manufacturing, and Processing of Purchased Raw Materials (Category 4.1)	Total	(Note 3)		7,847.24		(Note 4)		(Note 4)
7. Upstream Electricity Emissions(Category 4.1)	Subtotal	73.34	218.33	72.46	256.39	70.90	277.71	6.01%
	Total	291.67		328.85		348.61		
8. Waste Incineration and Solidification Treatment Emissions (Category 4.3)	Subtotal	1.33	7.12	1.29	12.14	1.25	13.75	11.58%
	Total	8.45		13.43		15.00		
Total Emission Equivalents (tCO_2e) (Note 5)		550.65		629.66		671.17		6.59%
Percentage of Total Annual Emissions		25.02%		26.18%		26.41%		-

Note 1: The 2024 figures have been revised based on data verified in the second half of 2025. The 2025 figures are based on internal inventory results and are scheduled for third-party verification in the second half of 2026.

Note 2: ISO 14064-1 Categories 4.2 Capital Goods, 4.4 Upstream Leased Assets, 4.5 Waste Generated in Operations, 5.1 Use of Sold Products, 5.2 Downstream Leased Assets, 5.3 End-of-Life Treatment of Sold Products, and 5.4 Investments are excluded from the inventory due to their immateriality and the Company's B2B business model.

Note 3: Category 4.1 Purchased Raw Materials – Extraction, Manufacturing, and Processing was incorporated into the inventory beginning in 2024, with inventory coverage to be expanded progressively in subsequent years.

Note 4: As of the publication date of this report, the 2025 inventories for Category 3.1 Upstream Transportation and Distribution, Category 3.2 Downstream Transportation and Distribution (outbound transportation), and Category 4.1 Purchased Raw Materials – Extraction, Manufacturing, and Processing have not yet been completed.

Note 5: Total emissions and percentage of annual total emissions exclude Category 3.1 Upstream Transportation and Distribution, Category 3.2 Downstream Transportation and Distribution (outbound transportation), and Category 4.1 Purchased Raw Materials – Extraction, Manufacturing, and Processing.

Annual Total Greenhouse Gas Emissions Inventory

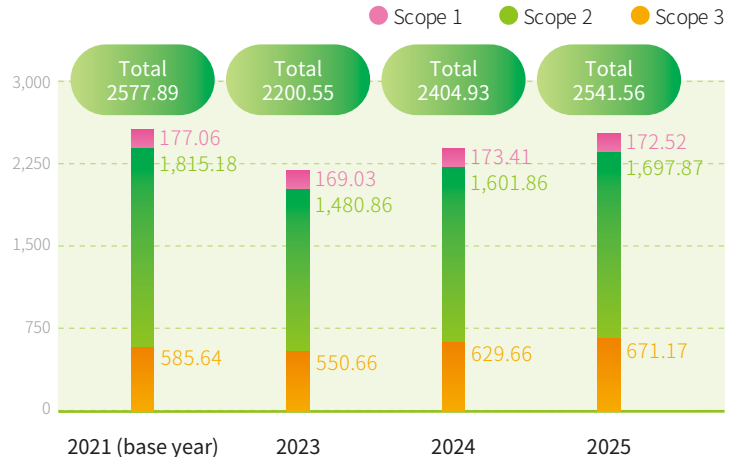
In 2025, average GHG emissions ($kgCO_2e$) increased by 5.69% compared to the previous year, mainly due to increased customer demand, which resulted in higher greenhouse gas emissions. Indirect electricity consumption (Scope 2) remains Flytech' s primary source of emissions, as electricity usage during operating days constitutes an unavoidable baseline demand. Nevertheless, emissions per unit of production decreased by 17.16%, and emissions per unit of revenue decreased by 6.7% compared to the previous year, demonstrating improved operational and energy-use efficiency.

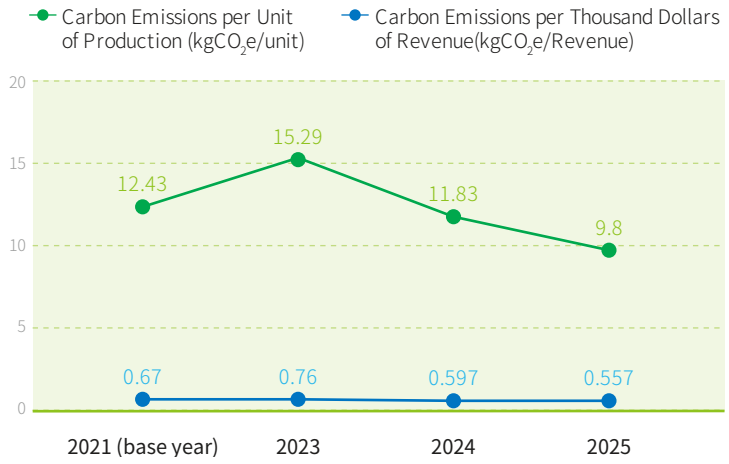
1. Greenhouse Gas Emissions Over the Past Three Years (CO_2e)

Year	2021 (base year)	2023	2024	2025	Annual Increase (Decrease) %
Scope 1	177.06	169.03	173.41	172.52	-0.51%
Scope 2	1,815.18	1,480.86	1,601.86	1,697.87	5.99%
Scope 3	585.64	550.66	629.66	671.17	6.59%
Total Emission Equivalents (tCO_2e)	2,577.89	2,200.55	2,404.93	2,541.56	5.68%
Carbon Emissions per Unit of Production ($kgCO_2e$/unit) (Note 2)	12.43	15.29	11.83	9.80	-17.16%
Carbon Emissions per Thousand Dollars of Revenue($kgCO_2e$/Revenue)	0.67	0.76	0.597	0.557	-6.7%

Note:

Year (parent company only)	2021 (base year)	2023	2024	2025
Annual Production Volume (units)	207,244	143,966	203,272	259,424
Annual Revenue (in thousands of NTD)	3,846,939	2,881,973	4,028,793	4,564,427





2. Greenhouse Gas Reduction Targets and Performance

Year	2025	2026	2035
Reduction Target (Scope 2)	-4.5%	-5.5%	-25%
Increase (Decrease) Compared to the 2021 Base Year (%)	-6.46%	-	-

Year	2025	2026	2035	2050
Reduction Targets (Scope 1+2)	-5%	-6%	-25%	Net Zero Carbon Emissions
Increase (Decrease) Compared to the 2021 Base Year (%)	-6.12%	-	-	-

Reduction Measures

As purchased electricity accounts for the largest share of Flytech' s greenhouse gas emissions, the Company has prioritized management and reduction efforts in this area. Key initiatives include replacing aging equipment, upgrading to energy-efficient technologies, and increasing the use of renewable energy.

Year	Energy Conservation and Carbon Reduction Measures	Estimated Annual Carbon Reduction (tCO_2e)
2023	• Installed an independent variable-frequency air-conditioning system for the SMT production floor on the 6th floor of the Linkou Plant, reducing reliance on the central air-conditioning system.	26.306
2024	• Replaced LED lighting in phases at the Linkou Plant, including installation on the 6th floor and B3 level in 2024.	8.428
	• Adopt zero-carbon green electricity at the Neihu Headquarters (7th Floor)	1.601
2025	• Installed a variable-frequency air compressor system at the Linkou Plant.	31.995
	• Adopt zero-carbon green electricity at the Neihu Headquarters (7th Floor)	3.783
	• Replaced LED lighting in phases at the Linkou Plant, including installation on the 6th floor and B3 level in 2024.	52.039
2026	• Replaced lighting fixtures with LED lighting in phases from B2 to the 2nd floor at the Linkou Plant, covering four floors in total.	12.653

Note 1: Electricity emission factors vary by year.
Note 2: Based on 250 working days per year.

6-3-2 Flytech Climate-related Financial Disclosure Report

The Global Risks Perception Survey presented in the World Economic Forum' s (WEF) Global Risks Report 2026 shows that "Extreme Weather Events" continued to rank second among short-term (two-year) global risks. In the long-term (ten-year) outlook, environmental risks accounted for five of the top ten global risks, unchanged from the previous year. These findings highlight the need for collective global action to mitigate the risks of large-scale disasters.

Short-Term Risk Ranking	
2	Extreme weather events
6	Environmental pollution

Long-Term Risk Ranking	
1	Extreme weather events
2	Biodiversity loss and ecosystem collapse
3	Significant changes in the Earth's ecosystems
4	Natural resource scarcity
10	Environmental pollution

The impacts of climate change risks include increased frequency and intensity of extreme weather events, changes in rainfall patterns, infrastructure disruption, ecosystem changes to agriculture, forestry, fishing, and livestock, and public health issues due to rising temperature and water supply challenges. Human-induced climate change is one of the most significant challenges facing our world today, with long-term impacts on businesses and communities. As a responsible corporate entity, Flytech is dedicated to minimizing greenhouse gas emissions through strategic initiatives and adaptive measures. Our efforts aim to mitigate climate change and enhance our resilience against its inevitable effects.

Governance and Strategy

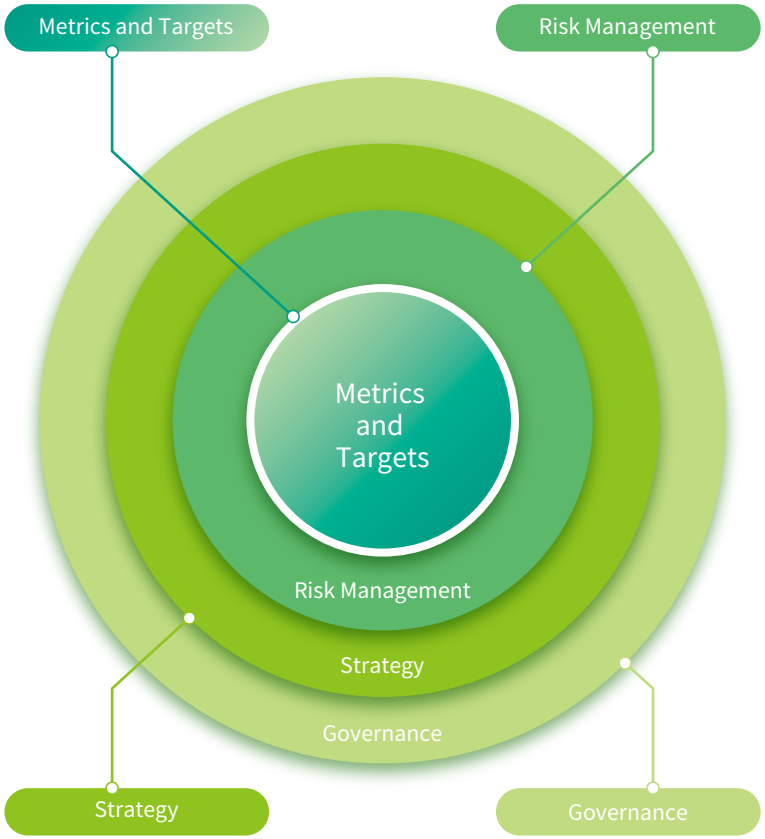
Flytech is committed to addressing climate change risks and opportunities while pursuing sustainable growth and reducing environmental impacts. Through green innovation, low-carbon and energy-efficient design, sustainable supply chain management, and environmentally responsible manufacturing, the Company continuously strengthens energy, water, and waste management practices. By reducing greenhouse gas emissions and improving energy efficiency, Flytech contributes to sustainable development. The ESG Committee drives these efforts through the following four strategic directions:

- Assess major climate change issues related to the Company's value chain, approve mitigation and adaptation targets, and report to the board of directors on a quarterly basis.
- Communicate strategies and objectives to each execution team, develop specific management measures to achieve established goals, and strengthen supply chain green competitiveness.
- Quantify the financial impact of climate change risks and opportunities, set performance indicators and quantified targets, and regularly evaluate results to report to the board of directors.
- Continue to focus on measuring the severity of climate change and international trends, and adjust strategies and targets in a timely manner.

Flytech's Core Elements of the Task Force on Climate-Related Financial Disclosures (TCFD)

The metrics and targets used to assess and manage relevant climate-related risks and opportunities

The processes used by the organization to identify, assess, and manage climate-related risks



The actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning

The organization's governance around climate-related risks and opportunities

Core Elements	Disclosures
Governance	• Flytech has established the ESG Committee, affiliated with the board of directors. The committee consists of the chairperson and senior management. Under the supervision of the Board, it is responsible for approving the climate change vision and strategy, setting long-term targets, promoting related specific initiatives, and reporting regularly to the Board of Directors every six months. Starting from the second half of 2023, the ESG Committee has increased its reporting frequency to a quarterly basis, updating the Board on the greenhouse gas inventory plans and progress of both the Company and its subsidiaries. • The ESG Development office, led by the President, oversees Green Operations. It establishes performance targets for each department aligned with the climate change response strategies and objectives approved by the Board of Directors. Regular meetings are conducted to monitor implementation progress, and ongoing assessments of risks and opportunities are reported to the management team.
Strategy	• Led by the President, Flytech' s ESG Development Office evaluates climate-related risks and opportunities. Through ISO 14064-1 organizational greenhouse gas inventories and ISO 14067 product carbon footprint assessments, the Company identifies energy consumption hotspots, establishes an energy management and monitoring platform, implements energy-saving and carbon-reduction initiatives, and sets short-, medium-, and long-term reduction targets. • For information on the potential impacts of climate-related risks and opportunities on Flytech, please refer to "Climate Change Response and Product Carbon Footprint," for detailed explanations and tables. • In response to various climate scenarios, Flytech employs flexible strategies encompassing both mitigation and adaptation. Our mitigation efforts include purchasing green electricity, enhancing resource efficiency, optimizing production processes for energy savings, investing in energy-efficient devices and equipment, incorporating energy-saving designs and eco-friendly recycled materials, including paper packaging, recycled plastics, and recycled aluminum, into our products, and collaborating with suppliers to build a low-carbon value chain. Concurrently, our adaptation initiatives focus on strengthening the resilience of these efforts to ensure their long-term effectiveness.
Risk Management	ESG Development office • Assesses climate-related risks and opportunities within the value chain based on Flytech's Risk Management Policy and Procedures. • Collaborates across departments to coordinate efforts, evaluate the financial impacts of identified climate-related risks and opportunities, and formulate appropriate management strategies in response. • Leads the relevant departments in executing management strategies for climate-related risks and opportunities, holding regular monthly meetings to monitor progress and ensure effective implementation.
Metrics & Targets	• The ESG Committee reviews climate-related performance indicators and quantitative targets, submits them to the Board of Directors for approval, and the ESG Development office regularly monitors and reports progress during monthly meetings. • For more information on greenhouse gas emissions in Scopes 1, 2, and 3, refer to Chapter 6, Section 6-3-1 of the Green Operations. • For information on the targets and achievement levels of greenhouse gas emissions in Scopes 1, 2, and 3, refer to Chapter 6, Section 6-3 of Green Operations.

Climate Change Risks and Opportunities

Climate change has become a critical issue that requires attention and response from both society and businesses in pursuit of sustainable development. Following the global greenhouse gas (GHG) reduction targets established under the Paris Agreement, governments around the world have introduced various regulatory measures and carbon pricing mechanisms, including the European Union' s Carbon Border Adjustment Mechanism (CBAM), the United Kingdom' s carbon tax, and Taiwan' s carbon fee scheme announced by the Ministry of Environment. Although Flytech is not among the first group of high-emission enterprises subject to carbon fee regulations, the Company has proactively implemented energy-saving and carbon-reduction initiatives in response to global decarbonization trends and to fulfill its corporate citizenship responsibilities. In addition to reducing greenhouse gas emissions from its operations, Flytech develops energy-efficient products to support customers in improving energy efficiency and planning carbon-reduction solutions. Through these efforts, the Company seeks to mitigate climate-related risks while creating new market opportunities. Details of Flytech' s climate-related risks, opportunities, and response measures are presented in the table below.

	Impact Level	Impact Timeframe	Climate Risks	Potential Financial Risks	Climate Opportunities	Potential Financial Opportunities	Response Plans and Actions Taken in 2025
Transition Risks	Medium	Mid-Term	Policy and Regulatory Risks • EU CBAM Implementation • Carbon Fee Implementation in the United States • Carbon Fee Implementation in Taiwan • Internal Carbon Pricing	• Overseas customers may seek price concessions to address the impact of local carbon taxes and related regulatory costs. • Verification costs for greenhouse gas emissions and product carbon footprint assessments • Cost of implementing carbon pricing	• Promote low-energy, low-carbon green manufacturing • Utilize government subsidies for energy efficiency improvements	• Create differentiation through low-carbon green products to attract customers and increase revenue	Plans Continuously identify energy consumption hotspots, implement GHG reduction plans, reduce emissions from high-energy-consuming equipment, and adopt low-carbon materials to lower product carbon footprints. Actions • Completed 2024 ISO 14064-1 greenhouse gas verification; analyzed operational hotspots through inventory results and the carbon management platform; purchased smart air compressors, phased out high-emission legacy equipment, and implemented energy-saving measures. • Completed external verification for three ISO 14067 product carbon footprints; analyzed high-carbon raw materials based on assessment results; and introduced low-carbon materials, including recycled plastics and recycled aluminum in addition to paper packaging, to reduce product carbon footprints. • Initiated renewable electricity procurement in 2024 and obtained 10 Renewable Energy Certificates (RECs) issued by the National Renewable Energy Certification Center, totaling 11,358 kWh. • Phased replacement of LED lighting fixtures at the Linkou Plant

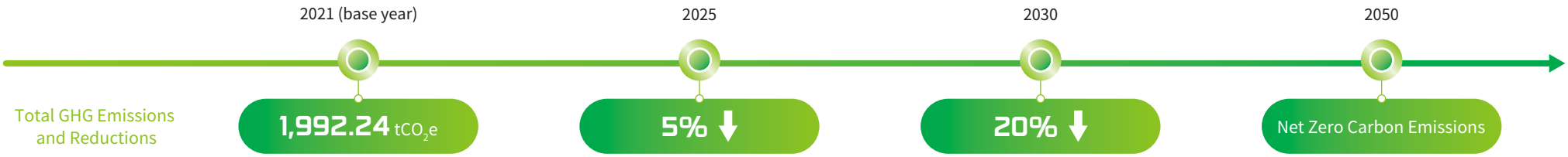
	Impact Level	Impact Timeframe	Climate Risks	Potential Financial Risks	Climate Opportunities	Potential Financial Opportunities	Response Plans and Actions Taken in 2025
Transition Risks	Medium	Short-Term	Technology Risk • Cost of transition to low-carbon and high-efficiency technologies • Replacement of existing products and services with low-carbon, high-efficiency alternatives	• Premature retirement of existing equipment • Increased operating costs from procurement of energy-efficient equipment • Rising R&D costs for new technology development	• Develope low-carbon, energy-efficient green products through AI integration and recycled low-carbon materials • Enhance energy efficiency through green manufacturing processes and energy-saving operations • Improve supplier environmental performance and expanded access to low-carbon and green suppliers	• Create differentiation through low-carbon green products to attract customers and increase revenue • Develop energy-efficient products to enhance value proposition and drive customer revenue growth	Plans Replace outdated equipment with energy-efficient alternatives, introduce new technologies, install smart meters to continuously monitor energy consumption, reduce carbon emissions, promote green operations and manufacturing processes, and accelerate the development of green products and green supply chain improvement programs. Actions • Completed external verification for three ISO 14067 product carbon footprints; analyzed high-carbon raw materials based on assessment results; incorporated energy-efficient design during product development; and introduced recycled plastics and recycled aluminum, in addition to paper packaging, to support the development of green products. • The Linkou Plant purchased a smart air compressor with adjustable operating parameters and phased out energy-intensive equipment. • Supported suppliers in strengthening environmental sustainability practices to jointly reduce the carbon footprint of Flytech' s value chain. • Continued development of high-performance motherboards and new energy-saving product models.
	High	Short-Term	Market Risks • Increasing customer demand for low-carbon, energy-efficient products • Competitors gaining market share by launching low-carbon, energy-efficient products • Rising raw material costs	• Rising R&D costs for new technology development • Verification costs for greenhouse gas emissions and product carbon footprint assessments • Revenue loss due to customer order shifts • Price negotiation pressure from US and EU Customers • Increase in material costs	• Enhance competitiveness and customer attraction through low-carbon, energy-efficient products developed with AI technologies and recycled low-carbon materials • Provide product carbon footprint data to help customers offset carbon taxes, thereby strengthening competitive advantage	• New low-carbon, green products to create highlights that attract customers • Enhance product value with energy-efficient features to increase customer appeal • Expand into new markets	Plans Develop new products with a competitive edge in energy efficiency and carbon reduction Actions • Completed third-party verification of ISO 14067 product carbon footprints for three major product models, providing product carbon emission data. • Continued development of high-performance motherboards and energy-efficient new models, providing measurable data to assist customers in energy-saving planning. • Adopted paper packaging and began introducing recycled plastics and recycled aluminum, increasing the proportion of low-carbon materials and advancing circular economy practices. • Collaborated with suppliers through project-based procurement strategies to control costs.
	High	Mid-Term	• Rising carbon taxes in customer countries				

	Impact Level	Impact Timeframe	Climate Risks	Potential Financial Risks	Climate Opportunities	Potential Financial Opportunities	Response Plans and Actions Taken in 2025
Transition Risks	High	Short-Term	Reputational Risk • Shifts in market preferences • Growing attention from stakeholders	• Increased demand for low-carbon, energy-efficient products leads to poor sales of legacy models	• Develop low-carbon, energy-efficient green products through AI integration to attract customers and enhance competitiveness	• New low-carbon, green products to create highlights that attract customers • Enhance product value with energy-efficient features to increase customer appeal • Expand into new markets	Plans Implement energy-saving and carbon reduction measures to obtain third-party verification Actions • Completed third-party verification of the ISO 14064-1 organizational greenhouse gas inventory • Completed organizational greenhouse gas inventories for all domestic subsidiaries. • Supported Greater China subsidiaries in conducting organizational greenhouse gas inventories. • Completed third-party verification of ISO 14067 product carbon footprints for three major product models. • Continued reducing GHG emissions from operations and products, fostering a sustainability culture that prioritizes climate change, and enhancing corporate image • Participated in the Carbon Disclosure Project (CDP) for the second consecutive year and achieved a Management Level “B” rating, the highest tier achieved among global SMEs.

	Impact Level	Impact Timeframe	Climate Risks	Potential Financial Risks	Climate Opportunities	Potential Financial Opportunities	Response Plans and Actions Taken in 2025
Physical Risks	High	Short-Term	Acute • Rising energy prices • Energy shortages • Typhoons and flooding	• Rising energy prices increase transportation, material, manufacturing, and operating costs • Energy shortages may lead to reduced production capacity and impact revenue • Damage to company facilities • Loss of inventory and equipment • Production disruptions affecting delivery • Impact on labor deployment • Supply chain disruptions • Rising infrastructure costs • Increase in asset insurance expenses	• Energy efficiency improvements through energy management systems and equipment upgrades • Reducing electricity consumption through electricity conservation measures • Reducing water consumption through water conservation measures • Improving energy efficiency • Enhancing water resource recycling and reuse	• Reducing operating costs through effective energy and water management • Increasing non-operating income through government energy-efficiency subsidies • Reduced water costs through water resource recycling and reuse	Plans Continuously assess physical facilities, strengthen facility protection measures, invest in new equipment and technologies to enhance resilience and improve efficiency, and plan to implement an ISO 50001 energy management system to scientifically monitor and manage energy performance. Actions • Completed third-party verification of the 2024 ISO 14064-1 greenhouse gas inventory and implemented energy-saving initiatives based on established targets, strategies, and KPIs to control electricity costs. • Continued to select excellent suppliers through ISO qualification process • Analyzed energy consumption hotspots through greenhouse gas inventory results and the carbon management platform, and developed and implemented energy-saving initiatives for operations and manufacturing processes. • The Linkou Plant purchased a smart air compressor with adjustable operating parameters and phased out energy-intensive equipment. • Complied with ISO 9001 requirements through regular equipment calibration and maintenance to maintain equipment stability. • Adopted rainwater harvesting to reduce tap water usage • Maintained annual fire and flood insurance coverage to protect facility assets. • Conducted annual business continuity and emergency recovery drills to reduce operational disruption risks. • Established safety stock and backup supplier arrangements to enhance supply chain resilience.
	High	Long-term	Chronic • Sustained increases in energy prices • Unstable energy supply • Unstable water supply • Rising average temperatures • Increasing number of extreme heat days				

6-3-3 Net-Zero Commitment

Flytech Carbon Reduction Path Planning



Note: 2021 (base year) includes Scope 1 to Scope 2 emissions

Climate Change Mitigation Planning

01 Carbon Inventory (Organizational, Carbon Footprint) → **02** Energy Consumption Hotspot Analysis → **03** Reduction Targets → **04** Reduction Plans → **05** Reduction Actions → **06** Offset Actions → **07** Net-Zero Emissions

In alignment with the national 2050 Net Zero emissions target, Flytech has adopted a phased approach to climate change response actions:

Phase 1 Carbon Inventory

Flytech began with greenhouse gas inventory management. In 2021, the ESG Sustainability Committee established an organizational greenhouse gas inventory system in accordance with ISO 14064-1. As of the publication date of this report, four annual greenhouse gas inventory reports (2021–2024) have been completed, and third-party verification statements have been obtained.

Phase 2 Energy Consumption Hotspot Analysis and Reduction Targets

In late 2022, the Committee launched a Carbon Management Project aligned with ISO 14067 to assess product carbon footprints and establish a platform for tracking both operational and product-level emissions. The platform supports energy-saving planning by recording machine-level carbon data and identifying high-emission processes, equipment, and products through a visual dashboard. It enables management to set reduction targets and continuously monitors energy performance. As of this report, carbon footprint assessments have been completed for more than twenty models, with third-party verification obtained for six products. In addition to reducing emissions from operations and manufacturing processes, Flytech incorporates energy-saving design at the R&D stage. The Company has begun introducing paper packaging, recycled plastics, and recycled aluminum to reduce the use of high-carbon materials and develop low-carbon, energy-efficient products. At the same time, Flytech works with raw material suppliers on energy conservation and carbon reduction initiatives to lower the carbon footprint of its value chain (please refer to Section 5-3-1 Sustainable Supply Chain).

Phase 3 Reduction Plans and Actions

Flytech is currently in Phase 3 of its climate change response actions. Key measures include the phased replacement of LED lighting at the Linkou Plant, the installation of dedicated air-conditioning systems for SMT production floors in 2023, the purchase of a smart air compressor with adjustable operating parameters and other equipment in 2025, and the adoption of zero-carbon green electricity at the Neihu Headquarters beginning in 2024. Flytech also participates in the CDP SME assessment to evaluate and demonstrate its greenhouse gas reduction targets and plans (please refer to Sections 6-4 and 6-4-4). Going forward, we will continue to monitor organizational greenhouse gas emissions, expand product carbon footprint assessments, and regularly evaluate climate change impacts to refine reduction plans and further reduce anthropogenic greenhouse gas emissions. Our goal is to achieve carbon neutrality for certain products by 2030.

2025 CDP SME Climate Category Rating: B

The Carbon Disclosure Project (CDP) is one of the most widely used international tools for environmental data disclosure, helping companies evaluate risks and opportunities related to climate change. Flytech participated in the CDP SME (Small and Medium Enterprise) version for the second time in 2025 and continued to receive a "B" rating—the highest possible score for SMEs in the climate category—demonstrating robust climate management and strong performance outcomes.

6-3-4 Greenhouse Gas Emission Reduction Measures

Using Green Energy and Promoting Carbon Reduction Initiatives in Daily Operations

Since 2024, Flytech has purchased zero-carbon green electricity to gradually reduce its reliance on high-carbon electricity sources. By the end of 2025, the Company had obtained ten Renewable Energy Certificates (RECs), representing 11,358 kWh of renewable electricity. Inventory results indicate that purchased electricity is the Company' s largest source of carbon emissions, primarily from air-conditioning systems and equipment operations. To effectively reduce greenhouse gas emissions, Flytech continues to optimize electricity management and improve energy efficiency. The Company also plans to implement an ISO 50001 energy management system and install smart meters to monitor, track, and improve energy performance using data-driven methods, further improving energy-saving outcomes.

Energy-Efficient Building Design

Flytech' s Neihu Headquarters, commissioned in 2004, incorporates energy-saving triple-pane glass, sunshades, and circulation fans to reduce air-conditioning loads. In 2021, NT$15 million was invested to upgrade all air-conditioning systems at the Neihu site, improving energy efficiency. At the Linkou Plant, overall energy efficiency has been improved by optimizing the operating temperature and schedule of the chiller system. In 2023, an independent inverter air-conditioning system was installed for the SMT production floor to avoid operating the whole-plant air-conditioning system during limited nighttime operations.

Precision Carbon Management and Low-Carbon Office Operations

In 2022, Flytech launched the "Carbon Management Project" to record and continuously monitor equipment electricity consumption, identify energy consumption hotspots, and replace legacy equipment with energy-efficient alternatives. Key actions in recent years include the phased replacement of lighting with LED fixtures at the headquarters and Linkou Plant, as well as the purchase of a smart air compressor in 2025 to improve energy efficiency and extend equipment lifespan. In daily operations, Flytech promotes energy conservation through measures such as energy-saving modes on office machines, lights-off during lunch breaks, fixed indoor temperatures, online meetings, digital forms, and awareness videos on power and water saving displayed on screens throughout the office. Additional efforts include advocating reusable tableware, organizing energy-saving competitions, and promoting proper waste sorting and recycling—embedding sustainability into both corporate culture and employee habits. For details on energy-saving and carbon reduction performance, please refer to Section 6-3-1, Greenhouse Gas Inventory.

Product Energy Efficiency

In addition to greenhouse gas reduction measures in daily operations, Flytech is also committed to the development of low-carbon products. Taking a life-cycle approach, we incorporate environmentally friendly materials and energy-saving features into product design from the development stage. Combined with AI-enabled services, we provide low-carbon, energy-efficient smart solutions. From upstream raw material sourcing to downstream product use by customers, we are gradually reducing greenhouse gas emissions across the value chain. For more information on product design initiatives, please refer to Section 6-1, Green Products.

chapter

07 Social Engagement

7-1 Vision, Strategy, and Performance Assessment 126

7-2 Public Welfare Activities and Outcomes 129

2025 Highlights

> NT$ 11 million
Social welfare contributions

>3,000 hours
Community Engagement Hours

9,203 participants
Foundation Activity Beneficiaries

10 Years ↑
Consecutive Years of Social Welfare Activities

∞ Key Achievements and Management Approach

Material Topic: 19. Social Welfare (Voluntary Disclosure)

4 QUALITY EDUCATION

Management Strategy

Activities under the two key themes—Talent Empowerment and Social Care—were implemented as scheduled, ensuring the steady engagement of internal corporate volunteer resources. Participation continued to grow, reflecting Flytech's commitment to giving back to society and fulfilling its corporate social responsibility.

Positive/Negative Impact

Positive Impact

1. Leverage core business resources to promote design thinking education and industrial PC industry knowledge, contribute to society, cultivate well-rounded industrial PC talent, and support the sustainable development of the industry
2. Organize social welfare and community engagement activities to encourage employees to take part in volunteer service and respond to community needs

Negative Impact

- Increased budget allocation for program activities
- Volunteer workforce support

Stakeholder Engagement

1. Share updates through the foundation's official website
2. Social media platforms (IG, Facebook)
3. Campus information fairs and expos
4. Official government correspondence and email communications

2025 Targets

Talent Development

Promote design thinking education and industrial PC industry knowledge, with a target of reaching a cumulative total of 2,700 youths trained from 2021 to 2025

Social Care and Community Engagement

Organize public welfare and volunteer activities; in 2025, the cumulative number of internal and external volunteer training participants is expected to reach 2,830, with 200 beneficiary instances projected for the year

2025 Achievements

Talent Development

In 2025, a cumulative total of 2,668 youth received training, achieving 98% of the annual target

Social Care and Community Engagement

In 2025, a total of seven public welfare activities were held, with a cumulative total of 2,274 internal and external volunteer training participants (achievement rate: 80%); 130 beneficiary instances were recorded that year (achievement rate: 65%)

2026 Targets

Talent Development

Promote design thinking education and industrial PC industry knowledge, with a target of reaching a cumulative total of 3,400 youths trained from 2021 to 2026

Social Care and Community Engagement

Conduct public welfare and volunteer activities, targeting a cumulative total of 3,430 internal and external volunteer training participants and 200 beneficiaries in 2026

2035 Targets

Talent Development

Promote design thinking education and industrial PC industry knowledge, with a target of reaching a cumulative total of 10,700 youths trained from 2021 to 2035

Social Care and Community Engagement

Conduct public welfare and volunteer activities, targeting a cumulative total of 8,830 internal and external volunteer training participants and 200 beneficiaries in 2035

Effective Tracking/ Evaluation Mechanism

1. Activity Satisfaction Survey Results
2. Monthly KPI Tracking

Positive and Negative Impact Response Measures

Leverage core business expertise to develop public welfare and educational programs, encouraging employee and external participation in volunteer activities while promoting social contribution.

7-1 Vision, Strategy, and Performance Assessment

Vision

Centering on nurturing Taiwan's future generations, we aim to connect corporate volunteers and stakeholders to implement social engagement and care, working hand-in-hand to build a more compassionate and thriving society.

Strategic Actions

Talent Empowerment

Develop comprehensive training programs tailored for different age groups. Equip the next generation with the skills to thrive in a rapidly changing world while emphasizing the values of empathy and social responsibility.

Talent Development Initiatives

- Design for Taiwan
- Flytech Career Camp
- Flytech Scholarship

Target Groups

High school students, university students, rural schools, non-profit organizations

Social Care

From caring for the young and elderly to environmental preservation, Flytech employees and foundation alumni are encouraged to engage in community service across various sectors, making social good simple and

Social Engagement Initiative

- Flytech Charity Day

Target Groups

Disadvantaged groups (e.g., elderly living alone, underprivileged children), environmental conservation efforts

In March 2015, Flytech established the Flytech Foundation with the mission of nurturing Taiwan' s future generations. By connecting corporate volunteers and stakeholders, the foundation promotes social care and community engagement, putting Flytech' s commitment to giving back to society into practice and contributing to a better future. The foundation actively leads a variety of community-focused initiatives aimed at supporting underserved groups and empowering the next generation in Taiwan. Its core programs are built around two pillars: Talent Development and Social Care and Community Engagement.

Talent Development

A range of comprehensive programs is offered for different age groups, including scholarships and corporate visits for high school students to broaden their perspectives; Design For Taiwan, a year-long initiative that promotes interdisciplinary collaboration, innovative thinking, and social awareness; and Flytech Career Camp, an industry exploration program designed to bridge the gap between academia and industry by helping students better understand the workplace. Through these initiatives, Flytech aims to equip the next generation with the skills needed to navigate an ever-changing world while instilling the values of empathy and social responsibility.

Social Care and Community Engagement

Flytech Foundation organizes the "Flytech Charity Day" initiative, which involves implementing various public welfare projects each year in response to current needs. The foundation also collaborates with professional nonprofit organizations to address social issues. From caring for the elderly and youth to environmental protection, Flytech employees are encouraged to participate in community service across different areas, making public welfare more accessible and inspiring more employees to give back to society.

For more details on these activities and their outcomes, ➲ Flytech Foundation's official website (QRcode). Students, members of the public, and nonprofit organizations are welcome to participate.

7-1-1 Key Inputs and Outcomes

Flytech Community Relations

Contributions: > NT$ **11** million

Hours: > **3,000** hours

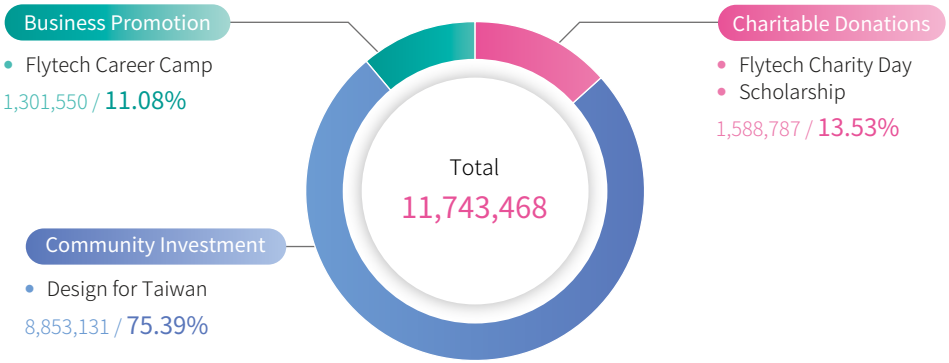
Strategic Focus	Talent Development	Social Welfare
	4 QUALITY EDUCATION	10 REDUCED INEQUALITIES 14 LIFE BELOW WATER 15 LIFE ON LAND
Target Groups	• Economically disadvantaged and outstanding high school students • University/graduate students • Schools in rural areas • Nonprofit organizations / social enterprises / startup teams	• Disadvantaged groups • Social welfare organizations • Environmental conservation groups
Strategic Objectives	1. Provide scholarships; enhance students' exposure to industry and broaden their perspectives 2. Reduce the gap between academia and industry, and cultivate industrial PC talent 3. Promote innovative thinking education and nurture young talent in social innovation	Promote volunteer service and give back to society
Action Plans	1. Flytech Scholarship 2. Flytech Career Camp / Career Exploration Camp 3. Design for Taiwan	Flytech Charity Day
Key Inputs	• Expenses: NT$11,176,003 • Participants: 341 person-times • Hours Contributed: 2,257 hours	• Expenses: NT$567,465 • Participants: 190 person-times • Hours Contributed: 936 hours
Key Results	1. A three-day, two-night Corporate Study Tour and scholarships for 15 outstanding high school students from Taitung 2. Two sessions of the Flytech Career Camp, totaling 10 days of industrial PC industry experience, trained 67 university and graduate students 3. Under Design For Taiwan, 3 evaluation events, 19 workshops, and 7 lectures were held, engaging 1,197 students in learning design thinking to address social issues 4. A four-day design thinking exhibition featuring 7 student teams, 6 partner startup teams, and 6 alumni teams attracted over 7,800 visitors and promoted awareness of various social issues	1. Flytech Charity Day activities engaged 190 participants and benefited 139 individuals 2. Raised over NT$100,000 in donations for nonprofit organizations and disadvantaged groups 3. Environmental conservation activities removed a total of 45 kg of waste 4. Vegetarian activities reduced carbon emissions by 1,200 kg

7-1-2 Impact Assessment

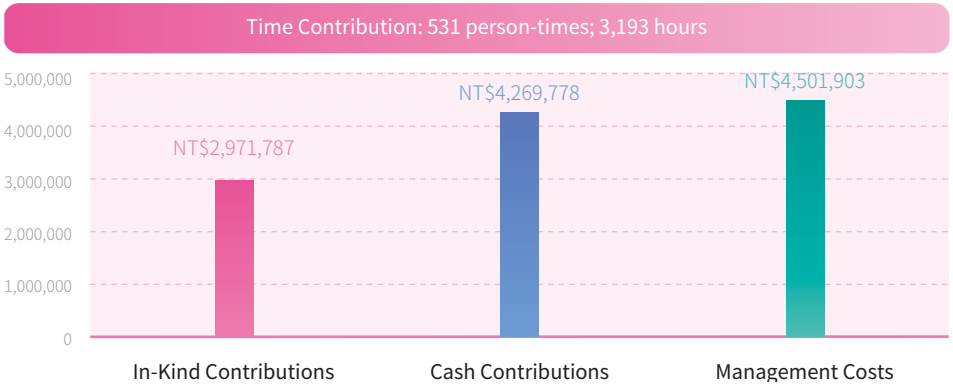
In 2025, Flytech and the Flytech Foundation invested a total of NT$11,743,468 in social welfare activities, with employees contributing more than 531 volunteer participations and 651 volunteer hours. Though funding is limited, all activities are personally planned, promoted, and executed by Flytech and foundation staff. This hands-on approach ensures both the quality and the impact of the programs delivered to students and community groups.

To ensure that resources are effectively contributing to public benefit, since 2022 we have referenced the London Benchmarking Group (LBG) B4SI model to evaluate the impact of our social engagement initiatives. Each project is categorized by motivation—Business Promotion, Community Investment, or Charitable Donation—and by type of input: In-Kind Contributions, Cash Contributions, Time Contribution, and Management Costs.

B4SI Model – Three Types of Motivation

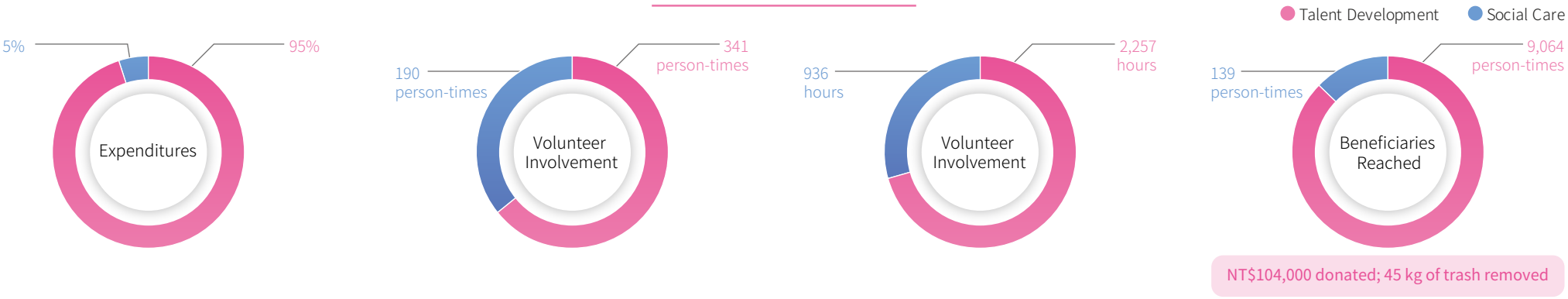


B4SI Model – Four Types of Input



Note: The above community investment figures are estimates and have not been verified by a certified public accountant.

Cost Allocation by Strategic Focus



7-2 Public Welfare Activities and Outcomes

Talent Development

7-2-1 Flytech Career Camp/Career Exploration Camp

11 consecutive years	of annual events
680	students trained (cumulative)
90%	of participants expressed satisfaction with the training camp
100%	believed the program helped them better understand and plan their future career paths
95%	indicated they are now more willing to consider the tech industry as a future career option

Top Two Key Takeaways Identified by Participants

93%	interacting with peers from different backgrounds
84%	gaining industry knowledge

Problem Solving

Since its founding in 1984 and entry into the technology industry, Flytech has observed that many fresh graduates entering the workforce often need considerable time to fully understand their roles and the company' s operations. A mismatch between job expectations and actual responsibilities may lead to employee turnover or require additional training resources.

Project Approach

Bridging the Gap Between Academia and Industry and Cultivating Talent for the Industrial PC Sector

To address this issue, the Flytech Foundation launched the Flytech Career Camp (7-day program) and Career Exploration Camp (3-day program), held once each during the summer and winter breaks. These camps gather students from diverse regions, fields, skill sets, and backgrounds to learn and grow together. Through intensive training, students not only gain an understanding of industrial PC business models, products, and simulated job experiences across departments, but also develop valuable cross-disciplinary collaboration and networking skills. The program aims to bridge the academic-industry gap, cultivate well-rounded industrial PC talent, and encourage more young talent to enter the industrial PC industry.

- The Flytech Career Camp is a 7-day training program; the Flytech Career Exploration Camp runs for 3 days
- Each session admits 30–35 undergraduate or graduate students, regardless of academic background
- The curriculum centers on real-world corporate operations, factory production line visits, user observation, and experience-based learning
- Students participate in team projects to foster collaboration with peers from diverse backgrounds and to build future networks.
- Upon completion, all participants join the Flytech Alumni Network, where they continue to learn through cross-disciplinary interactions, participate in volunteer service, and attend lectures and seminars.

Camp Curriculum Design

1. Corporate Business Operations in Practice

Senior executives and outstanding team leaders share real-life experiences from various departments—examples that students may have only encountered in textbooks or case studies. These firsthand stories are intended to close the gap between academic theory and real-world business practice.

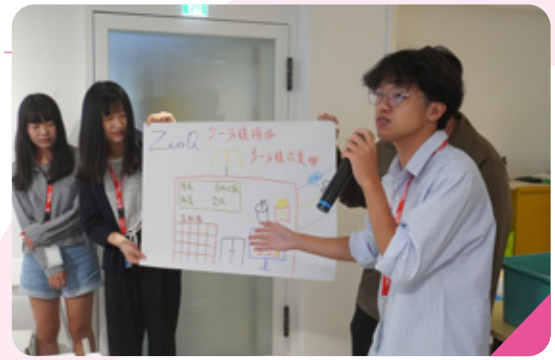
2. Manufacturing Process Walkthrough

To provide students with a full understanding of the industry value chain, factory visits are arranged. These visits allow students to experience how a quality product must go through rigorous processes before reaching the customer. Students also gain insights into Flytech' s core design philosophy: designing for quality, manufacturability, and service.

3. User Observation Session

Innovation is the driving force of business growth. A key to innovation lies in sharpening one' s ability to gather insights from the external world. Students are assigned to conduct field observations in different environments to test their observational skills and stimulate diverse thinking within teams. By encouraging cross-disciplinary collaboration, the activity fosters a more well-rounded and innovative mindset.

On the first day of each camp, students are given a group assignment based on future trends. The aim is to help them integrate what they learn over the course of the camp and apply it in a meaningful way. In turn, Flytech often gains fresh perspectives from students' ideas, creating a cycle of inspiration and feedback that fuels continued innovation.



2025 Program Impact

By the end of 2025, the Flytech Career Camp had been held for eleven consecutive years, totaling 20 sessions and attracting more than 1,000 junior and senior university students. Together with the Flytech Career Exploration Camp, the programs have trained more than 680 students to date. In 2025, the 20th Flytech Career Camp was held during the winter break, and the 2nd Flytech Career Exploration Camp was held during the summer break in a 3-day camp format, allowing more young students to participate. The programs attracted students from nearly 26 colleges and universities, with 67 students participating. A total of 52 employees served as instructors, and three Flytech Alumni events were held with 68 participants.

Participant Feedback: Participant from the second Flytech Career Exploration Camp

- The Career Exploration Camp not only taught me professional knowledge and practical experience, but it was also like a "mirror": it reflected my strengths and areas for improvement. Most importantly, it provided inspiration for my future.
- It wasn't just about learning about Flytech; it also included understanding different job roles and self-reflection. If I were to recommend this to younger students or friends, I would say: This is a camp that expands your horizons, builds your network, and inspires your future direction. Three days is short, but the gains are truly profound!

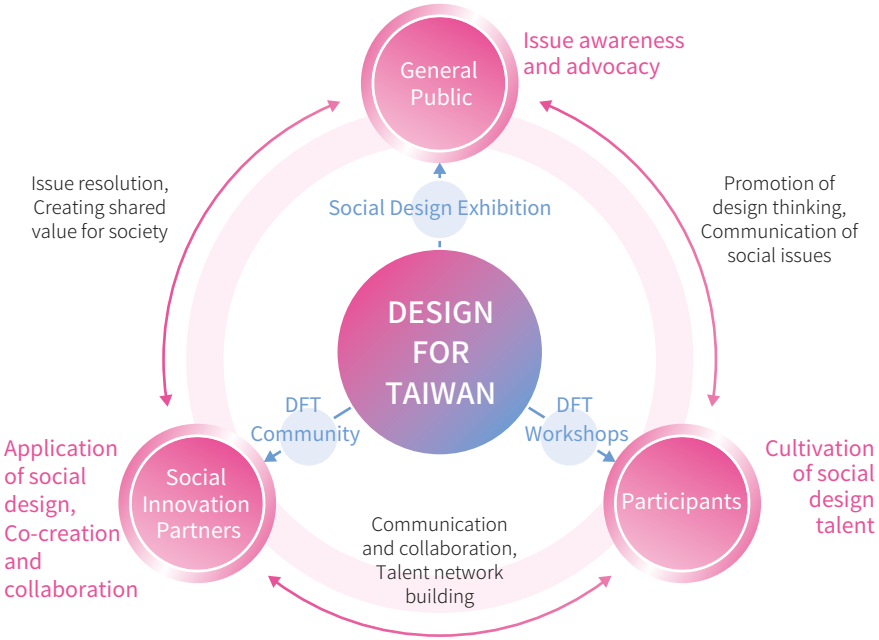
Participant Feedback: Participant from the 20th Flytech Career Camp

- I feel that the Flytech Career Camp didn't just help me get to know Flytech better; what's even more valuable is that it allowed me to connect with peers from different universities and majors. It provided an environment for us to get to know, interact with, and learn from each other. This environment constantly pushed us to discuss, express our opinions, and share. This is an aspect that is often overlooked in Taiwan's education system, yet it is a crucial skill for daily life and future entry into the workforce.
- It allowed us to gain firsthand exposure to the core departments of the technology industry (including PM, HR, R&D, Sales, Marketing, and Legal), and to visit the Neihu headquarters and production center in person. This not only allowed me to step beyond textbooks but also gave me a deeper and more concrete understanding of the organizational structure and supply chain challenges of the B2B electronics industry.

Flytech Alumni Activities

7-2-2 Design For Taiwan

10 years	of annual events
734 students	students trained (Cumulative)
110 people	Participated in the 10th "Design For Taiwan" Social Innovation Challenge, with 82 people qualifying for training and the semi-finals
757 participants	For the 9th and 10th editions, a total of 21 workshops were held, with 21 proposals advancing to the final presentations (7 from the 9th edition and 14 from the 10th edition)
7,808 participants	Five-day exhibition at Songshan Cultural and Creative Park featuring 7 student teams, 6 partner startup teams, and 6 alumni teams



Background

Flytech began as an industrial PC product design company and has spent the past 41 years developing user-centered solutions that meet customer needs. Today, Flytech holds multiple patents and has secured a solid position in the POS market. Chairman Lam, Tai Seng hopes to give back to the younger generation by leveraging the Company' s core strength in innovative design, using good design to continuously address social challenges and drive societal progress.

Project Approach

In 2016, Flytech officially launched the "Design For Taiwan" (DFT) program, tailored to Taiwan' s educational environment. With a focus on "innovative education" and "community engagement," the program employs design thinking to spark students' creativity and guide them in developing meaningful designs, proposals, and solutions to address social issues. Student teams from universities across Taiwan are invited to tackle various challenges through their own initiatives. Starting from the 7th edition, participation has also been opened to working professionals, allowing for a more diverse and open exchange of ideas. From the beginning, DFT was intentionally designed without prescribing specific topics. Each team is encouraged to independently observe and identify pressing issues in their communities to address through design. Unlike typical short-term workshops, DFT adopts a year-long format, allowing teams to deeply engage with their target communities, conduct field research, test ideas, and continuously iterate on their solutions. While promoting innovative education, the program also encourages young students to develop a deeper awareness and concern for the environment in which they grow up.

Through DFT, which is grounded in design thinking, we aim to build a platform that connects students, the general public, and social innovation partners. The program aims to cultivate talent in social design through a year-long workshop, with the goal of addressing pressing social issues in Taiwan. These issues are also presented and advocated for in our annual Social Design Exhibition, allowing impactful ideas to be seen, design thinking to be promoted, and dialogue around key topics to continue. Whether it's DFT teams or startup groups, there is a growing need for more opportunities to connect and collaborate across disciplines to enhance team impact and improve or optimize organizational challenges. Through DFT community activities, we foster connection, co-creation, and knowledge sharing, enabling partners to continuously access valuable resources, carry forward successful social designs, and work together to solve social issues in Taiwan.

To respond to rapidly changing societal needs and enhance accessibility, the program was transformed into a Social Innovation Challenge beginning with the 10th edition. The six-month format enables participants to engage more flexibly, allowing them to move from social issue identification to solution implementation within a shorter period, without the commitment of a year-long program, thereby accelerating social impact.

DFT Highlights

- One-year program featuring 6–8 workshops (each lasting 2–3 days, in-person), led by domestic and international experts
- Each team must propose and carry out one social design project
- Teams are composed of members from diverse academic and professional backgrounds
- Monthly mentoring sessions for each team
- The final exhibition invites social innovation and nonprofit organizations to join and showcase outcomes
- International exchange: selected participants visit and collaborate abroad
- Through DFT community events, we connect social innovation partners and amplify the impact of key social issues
- Beginning with the 10th edition, the program adopted a startup competition format and increased prize funding to support project implementation

2025 Program Impact

1. The 9th In-person Workshops

The 9th cohort concluded in July 2025, with 7 teams and a total of 32 participants completing the second phase of the program, followed by a final showcase at Songshan Cultural and Creative Park in July. The exhibition attracted a cumulative total of 7,808 visitors, while 7 volunteers contributed a total of 144 service hours in support of the event.

Participant Feedback

- Huge thanks to the Flytech Foundation for organizing this year-long design thinking workshop! Every session was engaging and deepened my understanding of design thinking.
- The team consensus and collaboration session was fantastic. It helped us confront issues we hadn't addressed before and gave insight into how our teammates view us. It was a big help to our team~

2. 10th Edition Social Innovation Challenge

As DFT enters its 10th year, the program has been transformed into a Social Innovation Challenge. The competition consists of three stages and offers a total prize pool of over NT$600,000. At each stage, participants have access to a series of design thinking and innovation courses designed to help teams develop and implement human-centered solutions. Outstanding participants will also be selected for overseas study visits. Each stage follows an elimination format, and teams must advance successfully to participate in the next stage of the program. The curriculum includes mandatory courses such as "Design Thinking Workshop," "Mentor Design Connect," and "Demo Day," as well as a selection of in-person and online elective courses.

The Social Innovation Challenge reflects a commitment to continuous social action. To support this goal, a rigorous selection and development process was established. Of the 30 teams participating in the preliminary round, 20 advanced to the semi-finals, and 14 ultimately progressed to the finals. To equip participants with the capabilities needed to drive social innovation, a comprehensive curriculum was developed, covering not only the core design thinking process but also practical skills such as UI/UX design, business models, social media marketing, crowdfunding, and brand planning. Through mandatory foundational courses and specialized elective training, cross-disciplinary teams are equipped with the capabilities to transform ideas into products and services.

3. The 9th "Island of Design and Emotion" Social Design Exhibition

This year' s four-day exhibition featured 7 student teams, 6 partner startup teams, and 6 alumni teams. Through a diverse range of social issue initiatives, visitors were invited to step onto an island woven from "design" and "emotion," exploring how design can inspire positive social change.

This exhibition was curated around the concept of an island puzzle, dividing Taiwan into five thematic islands representing different forms of social design energy. Here, design is not just form and function, but a way to care for people and understand society. We also co-hosted seven free lectures covering social issues such as local revitalization, educational innovation, sustainable living, and inclusive design. Visitors were invited to explore different thematic spaces each afternoon and experience the warmth of design and the power of action. The exhibition attracted a total of 7,800 visits. 100% of participating organizations expressed interest in joining again in future exhibitions.

Exhibition Feedback

- I was honored to be invited to participate in the final exhibition. This venue was different from previous years, and I was truly impressed by its overall visual presentation and atmosphere. As soon as I entered the venue, I truly felt as if I were "landing on an island." It created a wonderful exhibition experience. I really loved the design of this year' s exhibition space!
- Compared to last year, it felt like more resources had been invested in the exhibition design. The exhibition areas and design elements were more thoughtfully curated, clearly reflecting the effort and dedication of the DFT team. Since our organization also began hosting public board game exhibitions at the end of last year, I can personally appreciate the challenges involved in operating and managing an exhibition like this.

The 9th Social Design Exhibition

Lasting Impact

From 2016 to 2025, Design For Taiwan completed nine design thinking workshops. By the end of 2024, the program had invited 13 international speakers and 44 domestic instructors, trained 734 college and university students, held eight in-person or online social design exhibitions that attracted more than 52,000 visitors, and organized 72 social innovation talks with over 4,700 participants.

7-2-3 Flytech Scholarship

Background

Flytech has long been committed to addressing educational challenges in Taitung. By supporting students who face financial hardship yet remain dedicated to their studies, the Company aims to help prevent financial constraints from limiting their access to education and encourage perseverance and self-improvement.

Project Approach

Nurturing outstanding students in Taitung:
enhancing academic achievement and broadening horizons.

- Through the Flytech Scholarship Program, scholarships are awarded to 20 outstanding and underprivileged senior high and vocational high school students in Taitung County.
- The program also includes a "Corporate Study Tour" to help students better understand how companies operate, expand their worldview, and boost their motivation to learn, supporting both academic progress and future career planning.

2025 Program Impact

- In 2025, a total of 15 students from five schools received financial support
- A three-day, two-night "Corporate Study Tour" was organized with a focus on career exploration, life experience, and social contribution. The itinerary included four visits. These visits helped students understand real-world corporate operations, broaden their perspectives, and inspire motivation for academic improvement and diversified career paths. In addition, the students visited three northern Taiwan landmarks to gain life experience and participated in a mountain cleanup, encouraging a spirit of giving back to society in their future careers.

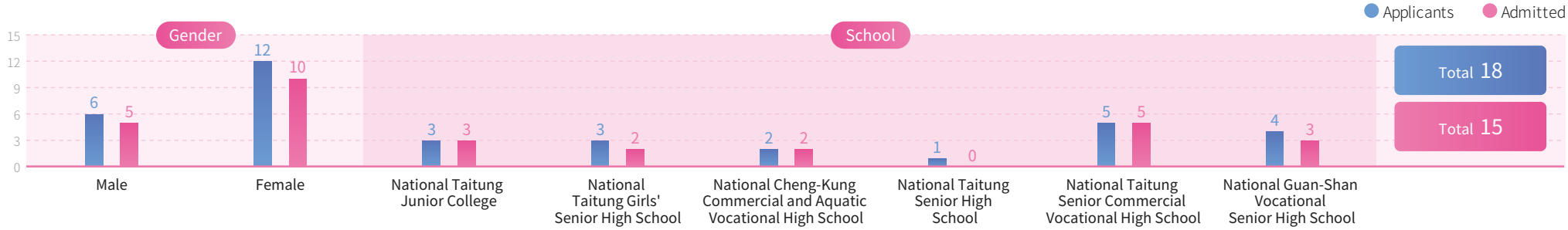
Factory Visit

Corporate Study Tour

Corporate Study Tour

Mountain Clean-up

2025 Applicants / Admitted Students



Social Care and Community Engagement

7-2-4 Flytech Charity Day

Background

Recognizing the imbalance of resources across Taiwan, the shortage of manpower in social welfare organizations, and the growing urgency of environmental issues, Flytech launched the Flytech Charity Day initiative to engage in volunteer service.

Project Approach

Each year, Flytech organizes various public welfare programs according to community needs, leveraging internal resources and volunteer support. With a focus on caring for the underprivileged and environmental conservation, Flytech works with professional nonprofit foundations to address social challenges. These initiatives encompass a range of activities, from caring for the elderly and youth to protecting the environment. Flytech employees are encouraged to participate in service activities that reach communities across Taiwan. Flytech organizes 6 to 7 volunteer activities annually, engaging not only employees but also their families and alumni from Flytech' s educational programs.

2025 Program Impact

450 hours	In 2025, a total of seven volunteer events were held, engaging 190 participants who contributed 450 hours of service
130 people.	These included 4 events focused on social care and 3 on environmental conservation, benefiting a total of 130 people.
NT$ 100,000	Through the joint efforts of Flytech employees and alumni, a donation of NT$100,000 was made to nonprofit organizations and underprivileged groups
1,200 kg	Removed 45 kg of litter and reduced carbon emissions by 1,200 kg through vegetarian activities.

Delivering Love to Senior Citizens

Description

- A care event for the elderly living alone, partnered with the Huashan Foundation
- Collection and donation of powdered milk and toilet paper; fundraising activities
- Home visits and care (delivering supplies and New Year meal kits in Wanhua)

Key Achievements

- A total of 28 volunteers participated
  - 18 people joined the home visit (14 Flytech employees; 4 family members)
  - 10 volunteers assisted in collecting powdered milk, toilet paper, and fundraising donations, totaling NT$69,722 in value(4 of them also participated in the home visits)
- 20 elderly beneficiaries

Rediscovering Shin Wetland

Description

Led 39 participants, including Flytech employees, their family members, and foundation alumni, to the Alibang Ecological Farm to participate in wetland ecological conservation activities, including clearing surrounding trees and ferns to let sunlight in, providing more space for life to thrive, and promoting the restoration of the ecosystem

Key Achievements

- A total of 39 volunteers participated (16 employees, 6 alumni, and 17 family members)

Vegetarian Action Challenge

Description

Organized the Vegetarian Action Challenge

Key Achievements

- A total of 15 people participated in the volunteer activity
- A total of 500 vegetarian meals were consumed, reducing carbon emissions by approximately 1,200 kg

Return the Blue to the Sea

Description

Conducted a beach cleanup at Wai'ao, Toucheng, Yilan, followed by a visit to a whisky distillery and the Yilan Cake Invention Museum.

Key Achievements

- A total of 54 people participated in the volunteer activity (22 employees, 6 alumni, 26 family members)

Giving New Life to Pre-Loved Items

Description

Conducted an online secondhand auction and donation drive, with proceeds donated to Harmony Home Foundation

Key Achievements

- A total of 21 participants (7 Flytech employees, 5 family members, 4 alumni)
- A total of NT$32,957 was raised, along with donations of supplies and second-hand items

Growing Up Together with Love

Description

Assisted Harmony Home Foundation in its service activities

Key Achievements

- A total of 11 employees participated

Blood Donation Drive

Description

Jointly organized a blood donation drive

Key Achievements

- A total of 22 employees participated

Lasting Impact

In 2023, a total of 155 volunteer participants were recorded.

155 volunteers

In 2024, a total of 186 volunteers participated.

186 volunteers

In 2025, a total of 115 volunteers participated.

115 volunteers

Global Reporting Initiative Index

Statement of Use	Flytech Technology Co., Ltd. has reported in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	None

* Indicates material topics and related subjects

GRI Standards	Disclosures		Section	Page
GRI 2: General Disclosures				
GRI 2: General Disclosures 2021	1. Organization and Reporting Practices			
	2-1	Organizational Details	1-2-1 Operational Location	12
	2-2	Entities Included in the Organization' s Sustainability Reporting	Overview	1
	2-3	Reporting Period, Frequency, and Contact Point	Overview	1
	2-4	Restatements of Information	Overview	1
	2-5	External Assurance	Overview	1
	2. Activities and Workers			
	2-6	Activities, Value Chain, and Other Business Relationships	1-2-2 Operating Overview	12
			1-3-1 Application Experts Across Diverse Scenarios	15
			1-3-2 Market Presence and Stable Business Operations GRI 2-6	15
	2-7	Employees	4-1-1 Labor-Management Relations	46
	2-8	Workers Who Are Not Employees	4-1-1 Labor-Management Relations	46

GRI Standards	Disclosures		Section	Page
GRI 2: General Disclosures 2021	3. Governance			
	2-9	Governance Structure and Composition	3-1 Corporate Governance	29
	2-10	Nomination and Selection of the Highest Governance Body	3-1-1 Board of Directors	30
	2-11	Chair of the Highest Governance Body	3-1-1 Board of Directors	30
	2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	Sustainability Management Structure	8
	2-13	Responsible Person for Managing Impacts	Sustainability Management Structure	8
	2-14	Role of the Highest Governance Body in Sustainability Reporting	Sustainability Management Structure	8
	2-15	Conflicts of Interest	3-1-1 Board of Directors	30
	2-16	Communication of Critical Concerns	3-1-1 Board of Directors	30
	2-17	Collective Knowledge of the Highest Governance Body	3-1-1 Board of Directors	30
	2-18	Evaluation of the Performance of the Highest Governance Body	3-1-1 Board of Directors	30

GRI Standards	Disclosures		Section	Page
GRI 2: General Disclosures 2021	2-19	Remuneration Policies	Sustainability Management Structure	8
			3-1-2 Audit Committee and Compensation Committee	31
	2-20	Process for Determining Remuneration	3-1-2 Audit Committee and Compensation Committee	31
			4-1-3 Fair Compensation System	51
	2-21	Annual Total Compensation Ratio	-	-
		Explanation/Supplement Omitted	Compensation information is considered confidential and is not disclosed	-
	4. Strategy, Policies, and Practices			
	2-22	Statement on Sustainable Development Strategy	Letter from the Chairman	2
	2-23	Policy Commitments	Sustainability Goals, Vision, and Commitment	7
	2-24	Embedding Policy Commitments	Sustainability Goals, Vision, and Commitment	7
	2-25	Processes to Remediate Negative Impacts	3-1-3 Ethical Corporate Management	33
	2-26	Mechanisms for Seeking Advice and Raising Concerns	3-1-3 Ethical Corporate Management	33
	2-27	Compliance with Laws and Regulations	3-1-6 Compliance with Laws and Regulations	35
			5-3-1 Sustainable Supply Chain	90
			6-2 Environmental Protection Policy	100
	2-28	Membership in Associations	1-1 Company Overview	12

GRI Standards	Disclosures		Section	Page
GRI 2: General Disclosures 2021	5. Stakeholder Engagement			
	2-29	Stakeholder Engagement Approach	2-1 Stakeholder Identification and Engagement	19
	2-30	Collective Bargaining Agreements	-	-
		Explanation/Supplement Omitted	The Company has not established a labor union and has not entered into any collective bargaining agreements with employees.	-
GRI 3: Material Topics				
GRI 3: Material Topics 2021	3-1	Process to Determine Material Topics	2-2 Material Topics Assessment Process	21
	3-2	List of Material Topics	2-2-4 Changes in Material Topics GRI 3-2	25
			2-3 List of Material Topics, Boundaries, and Value Chain	26

GRI Standards	Disclosures		Section	Page
Topic-Specific Disclosures – Economic (* indicates material topics and related subjects)				
Economic Performance				
GRI 201: Economic Performance 2016	201-1	Direct Economic Value Generated and Distributed by the Organization	1-2-3 Operating Performance	14
	201-3	Defined Benefit Plan Obligations and Other Retirement Plans	4-1-3 Fair Compensation System	55
Procurement Practices				
GRI 204: Procurement Practices 2016	204-1	Proportion of Spending on Local Suppliers	5-3-1 Sustainable Supply Chain	91
*Anti-corruption (Ethical Corporate Management and Financial Transparency)				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	3-1-3 Ethical Corporate Management	32
GRI 205: Anti-corruption 2016	205-1	Operations Assessed for Corruption Risks	-	-
		Explanation/Supplement Omitted	Reason for omission: Information unavailable or incomplete. The Company has not yet collected the relevant data.	-
	205-2	Communication and Training about Anti-corruption Policies and Procedures	3-1-3 Ethical Corporate Management	33
		Explanation/Supplement Omitted	This disclosure covers new personnel at the Neihu Headquarters and Linkou plant, as well as all directors, with a training completion rate of 100%. Data for business partners and other employee categories has not yet been collected and is therefore unavailable.	-

GRI Standards	Disclosures		Section	Page
GRI 205: Anti-corruption 2016	205-3	Confirmed Incidents of Corruption and Actions Taken	3-1-3 Ethical Corporate Management	33
			5-3-1 Sustainable Supply Chain	90
		Explanation/Supplement Omitted	In 2025, no incidents of corruption or Ethical Corporate Management violations were identified within the Company or among its suppliers.	-
Anti-competitive Behavior				
GRI 206: Anti-competitive Behavior 2016	206-1	Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	3-1-3 Ethical Corporate Management	33
		Explanation/Supplement Omitted	In 2025, the Company was not involved in any anti-competitive, antitrust, or monopolistic conduct.	-
Tax				
GRI 207: Tax 2019	207-1	Tax Policy	3-4-1 Tax Commitment	42
	207-2	Tax Governance, Control, and Risk Management	3-4-2 Tax Risk Management and Governance	42
*Corporate Governance (Corporate Governance)				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	3-1 Corporate Governance	28
GRI 2: General Disclosures 2021	2-9~ 2-21	Corporate Governance Evaluation	3-1 Corporate Governance	28
		Explanation/Supplement Omitted	In 2025, the Company ranked within the 21st to 35th percentile among all listed companies.	-

GRI Standards	Disclosures		Section	Page
*Risk Management (Risk Management)				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	3-2 Risk Management	36
Not required by GRI	None	Risk Items	3-2 Risk Management	38
*Compliance Management (Compliance Management)				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	3-1-6 Compliance with Laws and Regulations	35
GRI 2: General Disclosures 2021	2-27	Major Violations, Disputes, or Penalties	3-1-6 Compliance with Laws and Regulations	35
			5-3-1 Sustainable Supply Chain	90
			6-2 Environmental Protection Policy	100
		Explanation/Supplement Omitted	From 2023 to 2025, the Company did not incur any major legal violations, disputes, or regulatory penalties.	-

GRI Standards	Disclosures		Section	Page
*Customer Commitment (Customer Commitment)				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	5-1 Excellent Customer Service	77
Not required by GRI	None	Customer Satisfaction Survey Results	5-1-4 Customer Satisfaction Survey and Feedback	81
*Information Security (Information Security)				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	3-3 Information Security Management	40
Not required by GRI	None	No major non-conformities in ISO 27001 audit	3-3 Information Security Management	40

GRI Standards	Disclosures		Section	Page
Topic-Specific Disclosures – Environment (* indicates material topics and related subjects)				
*Energy (Energy Management-Voluntary Disclosure)				
GRI 302: Energy 2016	302-1	Energy Consumption Within the Organization	6-2-3 Energy Consumption	107
	302-2	Energy Consumption Outside of the Organization	-	-
		Explanation/Supplement Omitted	Information unavailable or incomplete. The Company has not yet calculated energy consumption outside the organization, including relevant upstream and downstream activities.	-
	302-3	Energy Intensity	6-2-3 Energy Consumption	107
	302-4	Reduction of Energy Consumption	6-2-3 Energy Consumption	106
	302-5	Reduction of Energy Demand for Products and Services	6-1-2 Green Design Achievements	98
			6-3-2 Flytech Climate-related Financial Disclosures Report	116
			6-3-4 Greenhouse Gas Emission Reduction Measures	123
*Emissions (Greenhouse Gas and Product Carbon Footprint-Voluntary Disclosure)				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	6-3 Carbon Management and Climate Change Adaptation	108

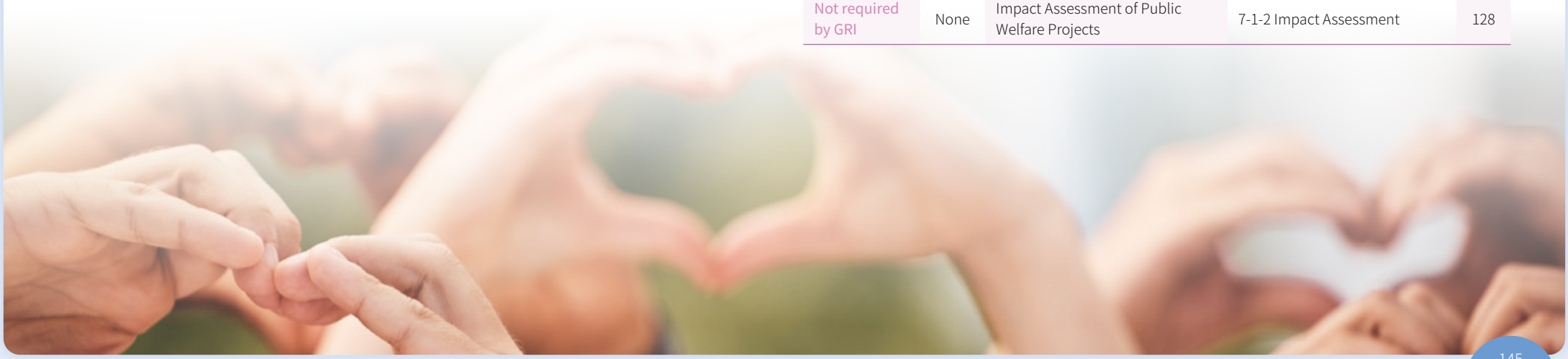
GRI Standards	Disclosures		Section	Page
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	6-3-1 Greenhouse Gas Inventory	110
	305-2	Energy indirect (Scope 2) GHG emissions	6-3-1 Greenhouse Gas Inventory	111
	305-3	Other indirect (Scope 3) GHG emissions	6-3-1 Greenhouse Gas Inventory	112
	305-4	Greenhouse Gas Emission Intensity	6-3-1 Greenhouse Gas Inventory	114
	305-5	GHG Emissions Reduction	6-3-1 Greenhouse Gas Inventory	115
			6-3-2 Flytech Climate-related Financial Disclosures Report	118
			6-3-4 Greenhouse Gas Emission Reduction Measures	123
Waste				
GRI 306: Waste 2020	306-1	Generation of Waste and Significant Waste-Related Impacts	6-2-1 Waste Management	101
	306-2	Management of Significant Waste-Related Impacts	6-2-1 Waste Management	101
	306-3	Waste Generation	6-2-1 Waste Management	101
	306-4	Waste Disposal and Transfer	6-2-1 Waste Management	101
	306-5	Direct Waste Disposal	6-2-1 Waste Management	101
Supplier Environmental Assessment				
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	5-3-1 Sustainable Supply Chain	90

GRI Standards	Disclosures		Section	Page
Topic-Specific Disclosures – Social (* indicates material topics and related subjects)				
Employment				
GRI 401: Employment 2016	401-1	New Hires and Employee Turnover	4-1-1 Labor-Management Relations	46
	401-2	Benefits Provided to Full-Time Employees (Excluding Temporary or Part-Time Employees)	4-1-4 Happy Enterprise	57
Labor/Management Relations				
GRI 402: Labor/ Management Relations 2016	402-1	Minimum Notice Periods Regarding Operational Changes	4-1-1 Labor-Management Relations	48
		Explanation/Supplement Omitted	The Company has not entered into any collective bargaining agreements with employees.	-
*Occupational Health and Safety (Occupational Health and Safety)				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	4-2 Friendly Workplace	68
GRI 403: Occupational Health and Safety 2018	403-1	Occupational Health and Safety Management System	4-2-1 Occupational Health and Safety Management System	69
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	4-2-2 Labor Safety and Health Committee	70
	403-3	Occupational Health Services	4-2-4 Employee Health	74
	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	4-2-2 Labor Safety and Health Committee	70
	403-5	Worker Training on Occupational Health and Safety	4-2-3 Occupational Safety Training	73
	403-6	Worker Health Promotion	4-2-4 Employee Health	74
	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Activities	4-2-3 Occupational Safety Training	73

GRI Standards	Disclosures		Section	Page
GRI 403: Occupational Health and Safety 2018	403-8	Workers Covered by the Occupational Health and Safety Management System	4-2-1 Occupational Health and Safety Management System	69
	403-9	Occupational Injuries	4-2-2 Labor Safety and Health Committee	71
	403-10	Occupational Diseases	4-2-4 Employee Health	71
	Explanation/Supplement Omitted		In 2025, there were zero recordable occupational injuries and zero cases of occupational disease.	-
Training and Education				
GRI 404: Training and Education 2016	404-1	Average Hours of Training Per Employee Per Year	4-1-5 Training and Key Talent Development	63
	404-2	Programs for Upgrading Employee Skills and Transition Assistance	4-1-5 Training and Key Talent Development	63
	404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	4-1-3 Fair Compensation System	55
Diversity and Equal Opportunity in Employment				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of Governance Bodies and Employees	3-1-1 Board of Directors	30
			4-1-1 Labor-Management Relations	46
Non-discrimination				
GRI 406: Non-discrimination 2016	406-1	Incidents of Discrimination and Corrective Actions Taken	4-1-2 Diversity Hiring and Inclusion	54
Child Labor				
GRI 408: Child Labor 2016	408-1	Significant Risk of Child Labor in Operations and Suppliers	4-1-2 Diversity Hiring and Inclusion	52
			5-3-1 Sustainable Supply Chain	90

GRI Standards	Disclosures		Section	Page
Forced or Compulsory Labor				
GRI 409: Forced or Compulsory Labor 2016	409-1	Significant Risk of Forced or Compulsory Labor in Operations and Suppliers	4-1-2 Diversity Hiring and Inclusion	52
			5-3-1 Sustainable Supply Chain	90
		Explanation/Supplement Omitted	In 2025, there were no reported incidents of discrimination, and no operational location or suppliers were identified as having significant risks related to child labor, forced labor, or compulsory labor.	-
*Customer Health and Safety (Customer Commitment)				
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	6-1-1 Green Design	97
	416-2	Incidents of Non-Compliance with Health and Safety Regulations Concerning Products and Services	6-1-1 Green Design	97
		Explanation/Supplement Omitted	In 2025, there were no incidents of non-compliance with regulations concerning the health and safety impacts of products and services.	-

GRI Standards	Disclosures		Section	Page
Marketing and Labeling				
GRI 417: Marketing and Labeling 2016	417-1	Requirements for Product and Service Information and Labeling	5-1-3 Comprehensive After-Sales Service	80
	417-2	Incidents of Non-Compliance with Regulations Concerning Product and Service Information and Labeling	5-1-3 Comprehensive After-Sales Service	80
		Explanation/Supplement Omitted	In 2025, there were no violations of regulations related to product labeling.	-
*Customer Privacy (Customer Commitment)				
GRI 418: Customer Privacy 2016	418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	5-1-7 Patent and Intellectual Property Management	85
			5-1-8 Institutionalized Privacy Protection	86
		Explanation/Supplement Omitted	In 2025, there were no incidents involving breaches of customer privacy or loss of customer data.	-
*Community Engagement (Community Engagement – Voluntary Disclosure)				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Chapter 7 Social Engagement	125
Not required by GRI	None	Impact Assessment of Public Welfare Projects	7-1-2 Impact Assessment	128



SASB Standards

- Sustainability Disclosure Topics and Accounting Metrics

Code	Activity Metrics	Report Section	Page	Notes
Product Security				
TC-HW-230a.1	Describe the identification and mitigation of risks associated with product data security.	3-3 Information Security Management	40	
		5-1-8 Institutionalized Privacy Protection	86	
Employee Diversity & Inclusion				
TC-HW-330a.1	Percentage of (1) management, (2) technical staff, and (3) all other employees by gender and racial/ethnic group.	4-1 Talent Management	46	
Product Lifecycle Management				
TC-HW-410a.1	Percentage of revenue from products that contain substances requiring disclosure under IEC 62474.	6-1-1 Green Design	97	All Flytech products comply with RoHS/REACH requirements
				The IEC 62474 management system is not currently implemented
TC-HW-410a.2	Percentage of revenue from products that meet EPEAT registration criteria or equivalent environmental standards.	NA	-	Flytech' s products are not subject to EPEAT registration requirements, and there is currently no customer demand for EPEAT-certified products. Implementation will be considered in the future if project-specific needs arise.
TC-HW-410a.3	Percentage of revenue from ENERGY STARR certified products.	NA	-	Flytech' s products are not subject to ENERGY STAR registration requirements. Products are tested internally according to ENERGY STAR criteria, and certification is pursued upon customer request. No such cases occurred in 2025. For more details, please refer to Section 6-1-2: Green Design Achievements.
TC-HW-410a.4	Weight and percentage of end-of-life products and e-waste collected and recycled	A total of 2.6 metric tons of PCB waste and discarded electronic components were recycled, achieving a 100% recycling rate.	-	All Flytech models undergo WEEE testing during the C4 pilot production stage. All mass-produced models are compliant. Please refer to Section 6-2-3: Waste Management.

Code	Activity Metrics	Report Section	Page	Notes
Supply Chain Management				
TC-HW-430a.1	Percentage of Tier 1 supplier facilities that have been audited through RBA Validated Assessment Program (VAP) or equivalent audit programs: (a) All facilities (b) High-risk facilities	NA	-	The Flytech product category is not subject to mandatory certification under any relevant schemes, and there is currently no customer requirement for such certification. Certification will be considered if future projects require it.
TC-HW-430a.2	For Tier 1 suppliers: (1) Non-conformance rate identified through RBA VAP or equivalent (2) Corrective action implementation rates for: (a) Priority non-conformances (b) Other non-conformances	NA	-	The Flytech product category is not subject to mandatory certification under any relevant schemes, and there is currently no customer requirement for such certification. Certification will be considered if future projects require it.
Materials Sourcing				
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	5-3 Sustainable Supply Chain	89	
Activity indicator				
TC-HW-000.A	Number of units produced by product category	NA	-	Confidential information; not disclosed.
TC-HW-000.B	Total manufacturing floor area	13,656 m^2	-	
TC-HW-000.C	Percentage of products manufactured in company-owned facilities	100%	-	All Flytech products are manufactured at the Company' s Linkou facility in Taiwan.

Independent Assurance Statement

Independent Assurance Statement

FLYTECH TECHNOLOGY., LTD. 2025 SUSTAINABILITY REPORT

The AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This assurance work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR ASIA LTD. (hereinafter referred to as AFNOR ASIA) and FLYTECH TECHNOLOGY., LTD. (hereinafter referred to as FLYTECH) are independent entities. Except for the contents described in this independent assurance statement, AFNOR ASIA LTD. is not involved in the preparation process of the sustainability report of FLYTECH.

RESPONSIBILITIES

FLYTECH is responsible for reporting its economic (financial information including overseas locations), environmental, and social operating activities and performance in Taiwan locations in its sustainability report (hereinafter referred to as "the Report") in accordance with the declared sustainability reporting standards.

AFNOR ASIA is responsible for providing an independent assurance statement to FLYTECH and its stakeholders in accordance with the described scope and method. This statement is for FLYTECH use only and is not responsible for any other purpose.

SCOPE AND CRITERIA

The assurance scope of the agreement between FLYTECH and AFNOR ASIA includes:

1. The scope of assurance operation is consistent with the scope disclosed in the "FLYTECH TECHNOLOGY., LTD. 2025 SUSTAINABILITY REPORT".
2. AFNOR ASIA performs assurance operation according to the Type 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating FLYTECH's compliance with the AA1000 AccountAbility Principles (2018).
3. The assurance operation includes reviewing and evaluating FLYTECH's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
   - GRI Standards.

METHODOLOGY

- The Report is reported in accordance with the GRI Standards, and the content of the Report is reviewed for compliance with the GRI Standards for general disclosure and specific topic disclosure.
- The verification team interviewed relevant personnel to confirm the communication and response mechanism for stakeholders and the decision-making process for material topics, but did not directly contact external stakeholders.
- All documents, data and information related to the preparation of the Report were verified by the verification team through interviews with relevant personnel.
- The process of reviewing organizational outputs, collecting and managing qualitative and quantitative data disclosed in reports based on a sampling plan.
- By interviewing the responsible personnel of each group, examining and reviewing the relevant documents, materials and information, the verification team evaluated the reasonableness of the sources of supporting materials and evidence for the contents of the Report.

CONCLUSION

◆ **AA1000 Accountability Principles**

Inclusivity

FLYTECH has identified the stakeholders in its Report and maintains communication channels with all stakeholders, establishing regular and ad-hoc engagement frequencies to understand their concerns and gather feedback from all parties regarding the company's sustainable development. Overall, the organization operates has met with the principle of inclusivity.

Materiality

FLYTECH has disclosed in its Report the implementation of a material topic decision-making process, which uses a formal review process to identify management policies that prioritize and address material topics that have a significant impact on its operational performance and stakeholders. The performance information on these material topics disclosed in the Report allows stakeholders to assess the company's governance and performance.

Responsiveness

FLYTECH has implemented a stakeholder response mechanism regularly and irregularly through Report, its official website, and other public information disclosure platforms. By disclosing various financial and non-financial information, stakeholders can assess its sustainable management results. Overall, the organization operates has met with the principle of responsiveness.

Impact

FLYTECH has presented the impact of its actions on various material topics in its Report, investing necessary resources for measurement and monitoring, and managing accordingly. In the future, the organization can continue to invest resources and plan, measure, evaluate and improve its various management objectives, demonstrating concrete practices that met to the principle of impact.

◆ **Global Reporting Initiative Sustainability Reporting Standards**

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to adhere to domestic and international reporting standards, combining its internal management system to compile management performance data from all operating locations and disclose sufficient sustainability information to stakeholders.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by FLYTECH and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. In our opinion, the information and data presented in the Report by FLYTECH provides a fair and balanced representation. We believe the focuses on economic, social, and environmental indicators in FLYTECH in 2025 are well represented.

ASSURANCE LEVEL

In accordance with the AA1000 Assurance Standard (v3), we verified this assurance statement corresponding to a moderate level. The scope and methods are as described in this statement.

For and on behalf of AFNOR：

AA1000 Licensed Report 000-84/V3-51NYS

Dr. August Tsai
The Director for Certification and Assessment
Jun.10.2026
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