

# Alpha Networks Inc.

## 2025 Annual Report



Taiwan Stock Exchange Market Observation Post System: <http://mops.twse.com.tw>

Alpha annual report is available at <http://www.alphanetworks.com>

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## 4. Name of the CPAs and CPA Firm Auditing the Financial Statements in the Most Recent Year:

CPAs: Jun-Yuan Wu and An-Chih Cheng.  
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## 5. Overseas Trade Places for Listed Securities: N.A.

## 6. Company Website: <https://www.alphanetworks.com/>

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# Letter to Shareholders

Dear Shareholders,

## I. Operating Results for 2025

### (I) Implementation Results of the Year 2025 Business Plan

Looking back over the past year, impacted by macroeconomic factors such as the U.S. counterpart tariffs and the strong appreciation of the New Taiwan Dollar against the U.S. Dollar in the second quarter, the Company reported total annual revenue of NT\$22.46 billion, representing an increase of 4.7% compared to the previous year, while the gross margin declined by 0.9 percentage points to 17.4%. With the rapid development of cloud computing, artificial intelligence (AI), and high-performance computing (HPC), global data traffic has experienced explosive growth, leading to an increasing demand for high-speed data transmission technologies. In this era of soaring AI opportunities, the Company has actively expanded its presence in the data center market in recent years and successfully completed the development of 800G and 1.6T data center-grade switch products in 2025.

Looking ahead to this year, the shipment momentum of our main products is gradually recovering, coupled with an accelerated pace of high-end product development and active exploration of the European market. We expect that this year's profitability and operational performance will return to a growth trajectory.

### (II) Budget Execution

Alpha Networks Inc. did not publicly disclose financial forecasts for 2025.

### (III) Financial Income and Expenditure and Profitability Analysis

The Company's consolidated revenue for the full year 2025 amounted to NT\$22.46 billion, representing an increase of 4.7% compared to the previous year. The consolidated gross margin stood at 17.4%, reflecting a decrease of approximately 0.9% from the prior year's figure of 18.3%. The consolidated operating loss was NT\$137 million, while the net loss attributable to the owners of the parent company was NT\$194 million, translating to a loss per share of NT\$0.36.

### (IV) Research and Development Status

The Company possesses a comprehensive suite of network communication hardware and software technologies. The primary research and development priorities for 2025, differentiated by product line, are outlined as follows:

#### 1. Data Center Switches and AI Data Center Switches

- A. We are committed to the continuous development of high-bandwidth, high-density products, specifically focusing on the research and advancement of high-speed switch technologies, such as 1.6T and 800G, to address the demands of AI computing and large-scale data center applications.
- B. Our efforts will include strengthening research and integration of high-speed signals, as well as optimizing designs for water-cooled plates and systems for heat dissipation, thereby enhancing performance and reducing energy consumption.
- C. We aim to develop an open ORV3 rack platform that connects seamlessly to high-speed switching rooms, along with rack blind plug power supplies and water-cooling systems (DLC).
- D. Our focus will be on bolstering the application and integration of SONiC network operating system technology to facilitate more efficient network operation and management while offering customers

adaptable hardware and software solutions.

- E. We will deepen the implementation of SONiC within AI data center switches, merging intelligent computing with network operations to support the evolving requirements of smart data center infrastructure.
  - F. Enhanced customization and intelligent design of Baseboard Management Controller (BMC) and Precision Time Protocol Controller (PTP) will be prioritized to improve product management performance.
  - G. A focused approach to technological development will be maintained to support the needs of AI applications, promoting the advancement of intelligent and high-performance switch solutions.
2. Carrier-Grade Switches
- A. Continuously advance communication protocols for core switches within the telecommunications sector.
  - B. Consistently refine Sync-E and IEEE 1588v2 switch technologies to guarantee high-precision time synchronization performance.
  - C. Ensure adherence to NEB3 security design requirements for the telecommunications sector.
  - D. Enhance the implementation of Secure Boot technology and Hardware Root of Trust (HWRoT) to improve product security and facilitate multi-platform deployment.
3. Enterprise-grade Switches
- A. Develop comprehensive 10G port Power over Ethernet (PoE) switches that are capable of supporting both Copper and Fiber ports to effectively accommodate a diverse array of application scenarios.
  - B. Consistently customize functionalities and communication protocols in accordance with customer requirements to suitably address various markets and environments.
4. Wireless Broadband Network Products
- A. The organization is committed to the development and patenting of innovative antenna designs aimed at achieving optimal performance in WiFi routers, WiFi optical gateways, WiFi cable modems, WiFi access points, and WiFi extenders.
  - B. The comprehensive development of the 5G fixed wireless access (FWA) platforms, including millimeter wave (mmWave) technology, and the XGSPON platform enhances the wireless broadband product line.
  - C. In conjunction with the ongoing development of existing 5G customer premises equipment (CPE), 5G open radio units (O-RU), and 5G small cell solutions, the Company is also concentrating on the implementation of License Band Radio (LBR) technology within mmWave applications.
  - D. The newer DOCSIS 4.0 modems and routers are designed to integrate the most advanced wireless (WiFi) technology.
5. Digital Multimedia and Automotive Products
- A. Develop a home-use network camera specifically designed for infants.
  - B. Enhance the yield rate of optical stations on the assembly line.
  - C. Improve the uniformity control of projected light sources.
  - D. Optimize the optical testing procedures for consistency.
  - E. The 77GHz forward-facing radar, 77GHz side-facing radar, and domain controller system integrated into the E-Bus Advanced Driver Assistance Systems (ADAS) technology project provide critical driver assistance alerts for Adaptive Cruise Control (ACC), Autonomous Emergency Braking (AEB), Blind Spot Information System (BSIS), and Blind Spot Detection (BSD). Furthermore, in partnership with Tron Energy, the

manufacturer of the electric bus body, a collaborative project was developed with the Industrial Development Bureau for specialized guidance. All system components and supporting suppliers originate from domestic enterprises, thereby reflecting a commitment to achieving comprehensive functionality through indigenous innovation.

## II. Summary of Business Plan for This Year

### (I) Business Strategy

1. Enhance the market share of premium core products to reinforce competitive positioning.
2. Establish central kitchen-style management at current manufacturing facilities to minimize redundant investments, refine profit models, and enhance production efficiency and capital utilization.
3. Proactively develop relationships with customers and suppliers, deepen strategic partnerships, and fortify the cooperative network.
4. Consolidate group resources to generate synergistic advantages.
5. Consistently advance green strategies, deepen environmental, social, and governance (ESG) practices, and foster a culture of sustainable governance.

### (II) Expected Sales Volume and Justifications

#### 1. LAN/MAN Business Unit

The Company persists in enhancing its footprint within the data center, enterprise, telecommunications, and industrial sectors, with a particular emphasis on the advancement of high-speed Ethernet network switches. In light of the rapid expansion of generative artificial intelligence, video streaming services, and internet applications, global data traffic is on an upward trajectory, leading to substantially increased market demand for high-bandwidth, low-latency network connections.

In response to the swiftly escalating data processing requirements, data centers are expediting the modernization of their network infrastructure. Currently, 100G switches continue to dominate the market; however, 400G is expected to become the primary standard in 2026, while 800G is projected to rise as the next generation mainstream standard in 2028. To address the rising demand for connectivity bandwidth required by data center applications such as AI, the development of 1.6T switches is steering the industry toward the next-generation direction of high-end switches and core network upgrades.

According to market analysis conducted by IDC, the global demand for AI data center deployments is anticipated to soar as the operations and applications of large-scale Cloud Service Providers (CSPs) employing high-computing solutions increase considerably. Consequently, enterprises are likely to depend increasingly on high-performance, high-capacity, and low-latency network apparatus to facilitate AI model training and high-density computational loads.

The Company exhibited a 1.6T water-cooled switch at the 2025 OCP event, successfully executing a live demonstration that garnered significant market interest. By addressing this emergent demand with an AI data center switch, we further reinforce our dominant position in the sphere of next-generation high-end switches. The successful development of the 1.6T switch showcases Alpha Networks Inc.'s robust research and development capabilities, enabling clients to benefit from Alpha Networks Inc.'s innovative achievements in network communication equipment hardware and software. This successful venture with the next-generation

1.6T water-cooled high-end switch is expected to concurrently stimulate market sales growth for associated 400G and 800G products

2. Wireless Broadband Business Unit

The global wireless broadband market is undergoing significant expansion, with Wi-Fi 7 and Fixed Wireless Access (FWA) technologies emerging as pivotal components driving industry growth. The Asia-Pacific region has established itself as the largest market globally, benefiting from advancements in smart city initiatives, enhanced internet accessibility, and increased investments in broadband infrastructure. In contrast, Europe and the Americas have adopted a more measured approach to upgrades but continue to exhibit stable demand. Emerging markets demonstrate considerable growth potential.

In addition to persistently nurturing emerging markets, the Company is actively engaged in the development of comprehensive product solutions that integrate high-frequency millimeter-wave technology (mmWave) with both point-to-point and point-to-multipoint network applications. This integration includes the adoption of Wi-Fi 7 technology, which aims to provide faster wireless connections and reduce deployment costs for telecommunications operators, thus enhancing the overall network experience.

To optimize user Wi-Fi connectivity, our Wi-Fi 7 platform products have achieved EasyMESH R6 functional certification, resulting in improved wireless network coverage throughout entire rooms and offering consumers an enhanced internet experience. Furthermore, building on the existing product line, the Company has initiated the development of technologies and products related to Wi-Fi 8 to ensure a swift market launch and effectively leverage the forthcoming upgrade opportunities.

3. Digital Multimedia and Automotive Business Unit

With the accelerated popularization of the Internet of Things (IoT) and 5G networks, the market demand for smart home and home security monitoring products is steadily expanding and is anticipated to emerge as one of the primary growth drivers for the Company in the future.

The Company will maintain its focus on essential markets, including cloud-based baby monitors and specialized cameras, while integrating artificial intelligence deep learning and associated software algorithms, such as facial recognition and motion detection. Additionally, the company will offer highly customized products and comprehensive solutions that align with customers' existing public and private cloud architectures. This strategy aims to enhance differentiation and added value, thereby strengthening the competitive advantage and further consolidating the prominent position in the smart home and home security sectors.

Moreover, in acknowledgement of the prevailing trend toward global supply chain decentralization and the escalating demand for professional security solutions, the Company is proactively extending its initiatives into the professional security product domain. In addition to its existing production and distribution of professional video surveillance cameras, the organization is currently in the developmental phase of enterprise-level security product lines, including access control systems and intrusion alarms. This move is intended to penetrate higher-end professional markets and is projected to represent another significant growth driver for the Company in the future.

(III) Key Production and Sales Policies for This Year

1. Optimize the allocation of production capacity to align with customer requirements.
2. Establish strategic manufacturing partnerships and deploy global production capabilities to address customer

demands with greater efficiency.

3. Continuously enhance supply chain management, stabilize sources of raw materials, and improve competitive advantage.

### III. Future Corporate Development Strategy

In order to augment profitability and ensure the sustainability of operations, the Company's long-term development strategy is delineated as follows:

- (I) By employing a dual-track development approach that encompasses "deepening core business" and "creating new business," the company seeks to accomplish its medium- to long-term objective of attaining a position among the top two entities in Taiwan's industry with respect to consolidated annual revenue.
- (II) The continuous optimization of core businesses will be prioritized, with a focus on increasing market share in AI data center-grade switches and enhancing the proportion of high-end broadband and cloud monitoring products.
- (III) The implementation of sustainable development practices and the promotion of a supportive workplace environment will be undertaken, thereby fulfilling corporate social responsibility.

### IV. Impact of External Competitive, Regulatory, and Macroeconomic Environments

The current state of the global economy is characterized by significant uncertainty, primarily attributed to tariff policies and fluctuations in exchange rates. Following a period of inventory adjustments, the networking industry has exhibited signs of gradual recovery this year. Moreover, with emerging nations actively advocating for the construction of broadband infrastructure, the demand within the market is projected to persist in its expansion, subsequently leading to an anticipated recovery in the industry's overall prosperity. The Company is committed to fortifying its core technologies and expediting the development and production of advanced products to enhance its market competitiveness, in addition to actively pursuing opportunities within the AI data center sector to capitalize on future growth prospects.

Additionally, as international corporations increasingly prioritize Environmental, Social, and Governance (ESG) criteria and sustainable development, the Company will strategically leverage Group resources to fulfill its corporate social responsibility, with the overarching objective of maximizing shareholder interests.

Alpha Networks Inc. extend the sincere gratitude to all shareholders for the enduring support and trust. As we look toward 2026, the Company will persist in strengthening its core technologies, developing competitive product lines, and enhancing the quality of customer service and partnership retention. The Company will proactively expand our global sales footprint while optimizing production efficiency, integrating the production capacity with global manufacturing strategic partners to comprehensively address customer needs.

Moreover, the Company will continue to pursue suitable merger and acquisition opportunities and long-term investment targets to deepen and broaden its presence within the networking industry, thereby strengthening its overall competitiveness with the ultimate goal of maximizing shareholder value.

Best wishes for your health and all the best!

Sincerely!

Chairperson: Wen-Fang Huang

## Corporate Governance

### I. Information Regarding Directors, President, Vice Presidents, Associate Vice Presidents and Managers of Departments and Divisions

#### (I) Directors Information

March 28, 2026; unit: shares, %

Title	Nationality or Place of Registration	Name	Gender & Age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding (Note 1)		Shareholding by Spouse & Minors (Note 1)		Shareholding in the Names of Other Persons (Note 1)		Remark
							Shares	%	Shares	%	Shares	%	Shares	%	
Chairperson	Republic of China	Qisda Corporation	-	2023.5.31	3	2018.6.15	295,797,126	54.60%	295,797,126	54.60%	0	0.00%	0	0.00%	None
	Republic of China	Representative: Wen-Fang Huang	Female 51~60	2023.5.31	3	2019.8.28	0	0.00%	0	0.00%	0	0.00%	0	0.00%	(Note 2)
Vice Chairperson	Republic of China	Qisda Corporation	-	2023.5.31	3	2018.6.15	295,797,126	54.60%	295,797,126	54.60%	0	0.00%	0	0.00%	None
	Republic of China	Representative: Chi-Hong Chen	Male 61~70	2023.5.31	3	2018.6.15	0	0.00%	0	0.00%	0	0.00%	0	0.00%	None
Director	Republic of China	Qisda Corporation	-	2023.5.31	3	2018.6.15	295,797,126	54.60%	295,797,126	54.60%	0	0.00%	0	0.00%	None
	Republic of China	Representative: Han-Chou, Huang	Male 61~70	2023.5.31	3	2022.4.29	0	0.00%	0	0.00%	0	0.00%	0	0.00%	None
Director	Republic of China	Qisda Corporation	-	2023.5.31	3	2018.6.15	295,797,126	54.60%	295,797,126	54.60%	0	0.00%	0	0.00%	None
	Republic of China	Representative: Chiu-Chin Hung	Female 51~60	2023.5.31	3	2021.1.28	0	0.00%	0	0.00%	0	0.00%	0	0.00%	None
Independent Director	Republic of China	Shu-Hsing Li	Male 61~70	2023.5.31	3	2021.1.28	0	0.00%	0	0.00%	0	0.00%	0	0.00%	None
Independent Director	Republic of China	Cheng-Jung Chiang	Male 71~80	2023.5.31	3	2021.1.28	0	0.00%	0	0.00%	0	0.00%	0	0.00%	None
Independent Director	Republic of China	Ming-Der Hsieh	Male 61~70	2023.5.31	3	2020.6.12	0	0.00%	0	0.00%	0	0.00%	0	0.00%	None
Independent Director	Republic of China	Zhong-Rui Chen	Male 61~70	2023.5.31	3	2023.5.31	0	0.00%	0	0.00%	0	0.00%	0	0.00%	None

Title Name	Career (Academic) Backgrounds	Selected Current Positions at Alpha and Other Companies (Note 3)
Chairperson Wen-Fang Huang	<u>Academic Background:</u> EMBA, National Taiwan University Economic, National Taiwan University  <u>Career Background:</u> Vice President & General Manager, Commercial & Industrial Products of Qisda Corp Director of Qisda Optronics Corp.	CEO and President, Alpha Networks, Inc. Chairperson, Representative of Hitron Technologies Inc. Chairperson, Representative of Interactive Digital Technologies Inc. Director, BenQ Foundation Chairperson, Alpha Foundation
Vice Chairperson Chi-Hong Chen	<u>Academic Background:</u> Dept. of Business Administration, National Chengchi University MBA, Thunderbird School of Global Management, U.S.A Electrical Engineering, National Cheng Kung University  <u>Career Background:</u> President, Qisda Corporation President, Technology Product Center, BenQ Corp.	Chairperson & CEO, Qisda Corporation. Director, BenQ BM Holding Cayman Corp. Director, BenQ BM Holding Corp. Director, Darly Venture (L) Ltd. Director, Qisda (Hong Kong) Limited Director, Qisda (L) Corp. Director, Industrial Technology Research Institute. Chairperson, Representative of DFI Inc. Chairperson, Representative of Hitron Technologies Inc. Chairperson, Representative of Partner Tech Corp. Chairperson, Representative of BenQ Hospital Management Consulting (NanJing) Co., LTD. Chairperson, Representative of BenQ Medical Technology Corporation. Director, Representative of BenQ Materials Corp. Director, Representative of BenQ corporation. Director, Representative of BenQ Healthcare Consulting Corporation. Director, Representative of NANJING BenQ Hospital Co., Ltd. Director, Representative of InnoFund V. Chairperson, BenQ Foundation. Director, Representative of Dunpin No.5 Innovation Investment Co., Ltd. Director, Representative of Dunpin No.1 Innovation Investment Co., Ltd. Director, Representative of Dunpin No.2 Innovation Investment Co., Ltd. Director, Representative of Darfon Electronics Corp. Director, Representative of Darly Venture Inc. Director, Representative of Darly2 Venture Inc. Director, Representative of Darly Consulting Corporation. Director, Representative of Phoenix 7 Venture Capital Co., Ltd. Director, Representative of Phoenix 3 Venture Capital Co., Ltd. Director, Representative of Phoenix 6 Venture Capital Co., Ltd. Director, Representative of Phoenix Venture Capital Co., Ltd. Director, Representative of Phoenix 2 Venture Capital Co., Ltd. Director, Representative of Suzhou BenQ Hospital Co., Ltd.

Title Name	Career (Academic) Backgrounds	Selected Current Positions at Alpha and Other Companies (Note 3)
<p>Director Han-Chou, Huang</p>	<p><u>Academic Background:</u> EMBA, Tsing Hua University in Beijing, China MBA, Greenwich University in the UK</p> <p><u>Career Background:</u> GM, Qisda Corporation President of Global Supply Chain, Qisda Corporation COO, BenQ China VP of Global Manufacturing, BenQ</p>	<p>Director, Representative of Qisda Corporation Vice Chairperson &amp; Group CSO, Qisda Corporation Director, Representative of BenQ Biotech (Shanghai) Co., Ltd. Director, Representative of Shanghai Filter Technology Co., Ltd. Director, BenQ Foundation Director, Representative of AUO Corporation Chairperson, Representative of Data Image Corporation Chairperson, Representative of DIVA Laboratories. Ltd. Director, Representative of MetaAge Corporation. Chairperson, Representative of Simula Technology Inc. Chairperson, Representative of Action Star Technology.</p>
<p>Director Chiu-Chin Hung</p>	<p><u>Academic Background:</u> EMBA, National Taiwan University MBA, California State University, Fullerton ,U.S.A</p> <p><u>Career Background:</u> Chief Financial Officer, BenQ Materials Corp. (formerly Daxon Technology Co., Ltd.)</p>	<p>Chief Financial Officer, Qisda Corp. Director, BenQ BM Holding Cayman Corp. Director, BenQ BM Holding Corp. Director, Darly Venture (L) Ltd. Director, Qisda (Hong Kong) Limited. Director, Qisda (L) Corp. Director, Qisda Sdn. Bhd. Director, Representative of Shanghai Filter Technology Co., Ltd. Director, Representative of BenQ Hospital Management Consulting (NanJing) Co., LTD. Director, Representative of BenQ Biotech (Shanghai) Co., Ltd. Director, Representative of BenQ Materials Corp. Director, Representative of BenQ corporation. Director, Representative of BenQ Healthcare Consulting Corporation Director, Representative of NANJING BenQ Hospital Co., Ltd. Director, Representative of Suzhou BenQ Investment Co., Ltd. Director, Representative of Suzhou BenQ Hospital Co., Ltd. Director, BenQ Foundation. Director, Representative of Data Image Corporation Director, Representative of Topview Optronics Corp. Director, Representative of Darfon Electronics Corp. Chairperson, Representative of Darly Venture Inc. Chairperson, Representative of Darly2 Venture Inc. Chairperson, Representative of Darly Consulting Corporation. Chairperson, Representative of Simula Technology Inc.</p>
<p>Independent Director Shu-Hsing Li</p>	<p><u>Academic Background:</u> Ph.D., Accounting, New York University, U.S.A Business Administration, National Chengchi University</p> <p><u>Career Background:</u> Acting Dean of College of Management and Chair Professor of Accounting, Tunghai University; Vice President, Office of Financial Affairs, National Taiwan University Dean, College of Management, National Taiwan University</p>	<p>Dean of College of Management and Professor of Graduate Institute of Asset Management, Chang Gung University Independent Director, Fubon Financial Holding Co., Ltd. Independent Director, Healthconn Corp. Independent Director, Sharehope Medicine Co., Ltd.</p>

Title Name	Career (Academic) Backgrounds	Selected Current Positions at Alpha and Other Companies (Note 3)
Independent Director Cheng-Jung Chiang	<p><u>Academic Background:</u> Ph.D., Business Administration, University of Maryland, U.S.A EMBA, National Chengchi University,</p> <p><u>Career Background:</u> Independent Director, Giga Solar Materials Corp. Independent Director, SAMPO Corporation. Independent Director, Chernan Metal Industrial Corp.</p>	<p>Chairperson and General Manager, Taiwan-Asahi Environmental Technology Co., Ltd. Chairperson and General Manager, Diamond Technical &amp; Trading Corp. Independent Director, FIT Holding Co., Ltd. Director and Strategy Consultant, Commerce Development Research Institute Director, Taiwan-Asahi Environmental Technology Co., Ltd. Chairperson, Negoro International Taiwan., Ltd. Chairperson, Smart Biotechnology Co., Ltd. Chairperson, Istron International Co., Ltd.</p>
Independent Director Ming-Der Hsieh	<p><u>Academic Background:</u> Ph.D., Electrical Engineering, Michigan State University, U.S.A</p> <p><u>Career Background:</u> Dean, Miin Wu School of Computing, National Cheng Kung University Chairperson, Taiwan IC Design Society Deputy General Director, Information and Communications Research Laboratories, Industrial Technology Research Institute</p>	<p>Professor, Department of Electrical Engineering, National Cheng Kung University CTO, Institute of Electro-Optics, Industrial Technology Research Institute. Independent Director, Genesys Logic Inc. Director, Southern Taiwan Silicon Valley Program Office</p>
Independent Director Zhong-Rui Chen	<p><u>Academic Background:</u> MBA, East Illinois University, U.S.A</p> <p><u>Career Background:</u> Vice Chairperson, Yuanta Securities Investment Consulting Co., Ltd. Director, Forcecon Technology Co., Ltd. Independent Non-Executive Director and Audit Committee Member, VEDAN Enterprise Corporation</p>	<p>Chairperson, Ray Wing Research &amp; Investment Corp. Independent Director, Longwell Company. Director, Tai-Saw Technology Co., Ltd. Chairperson, Lixue Asset Management Co., Ltd. Director, Dunpin No.1 Innovation Investment Co., Ltd. Supervisor, Dunpin No.2 Innovation Investment Co., Ltd.</p>

Note 1 : The shareholding figures represent the actual number of shares held as of the publication date of this annual report (March 28, 2026).

Note 2 : Taking into consideration the Company's overall operating scale and business development needs, and in order to enhance the efficiency and execution of management decision-making, the positions of Chairperson, Chief Executive Officer, and President are held concurrently by the same individual. This arrangement enables unified external representation of the Company and effective integration of decision-making and management functions, thereby facilitating the implementation of key business strategies, particularly as the Company actively expands its 5G networking and communications business. At the same time, the Company places importance on maintaining sound corporate governance mechanisms and appropriate checks and balances. The Board of Directors includes four independent directors, and more than two-thirds of the directors are neither employees nor managers of the Company, thereby ensuring the objectivity, independence, and effective supervisory function of the Board, in line with corporate governance principles.

Note 3 : For the positions concurrently held by the Company's directors in the Company and its affiliates, please refer to the "Affiliated Enterprises" section on the Market Observation Post System (MOPS).

Note 4 : Other executives, directors, or supervisors who are spouses or relatives within the second degree of kinship: None.

#### Substantial Shareholders of the Institutional Shareholder

Name of Institutional Shareholder (Note1)	Substantial Shareholders of the Institutional Shareholders	Shareholding Percentage (%)
Qisda Corporation (Note 2)	AUO Corporation	12.20 %
	Acer Inc.	4.21 %
	Taishin International Bank entrusted with the Qisda Corporation Employee Stock Ownership Trust Account	3.89 %
	Konly Venture Corporation.	2.60 %
	Darfon Electronics Corp.	2.07 %
	Chunghwa Post Co., Ltd.	1.39 %
	Standard Chartered Bank (Taiwan) Limited. in custody for Vanguard Total International	0.99 %

Name of Institutional Shareholder (Note1)	Substantial Shareholders of the Institutional Shareholders	Shareholding Percentage (%)
	Stock Index Fund, a series of Vanguard Star Funds	
	Citi Bank (Taiwan) in custody for the investment account of Poluning Development National Fund Co., Ltd.	0.95 %
	JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Emerging Markets Stock Index Fund, a series of Vanguard International Equity Index Funds.	0.92 %
	Dongmu Association. (Note 3)	0.89 %

Note1: Directors are Institutional Shareholders.

Note2: The shareholding reference date was March 31, 2025.

Note 3: Institutional person shareholders are not company organizers. The names of shareholders and shareholding ratios that should be disclosed at the beginning are the names of capital contributors or donors and their capital contribution or donation ratios.

Note 4: Please refer to the names of major shareholders in this annual report and capital raising information.

#### Substantial Shareholders of Institutional Shareholders of Substantial Shareholders of the Company's Institutional Shareholders.

Name of Institutional Shareholders	Substantial Shareholders of Institutional Shareholders	Shareholding Percentage (%)
AUO Corporation (Note1)	Qisda Corporation	6.90%
	Bank SinoPac in Custody for the Employees Stock Ownership Trust account for the Committee of Employees Stock Ownership Trust of AUO Corporation.	5.33%
	Quanta Computer Inc.	4.61%
	Taiwan Cooperative Bank, Ltd.	2.99%
	Citibank Taiwan in Custody for AUO Corporation ADR.	2.33%
	Labor Pension Fund (The New Fund)	1.67%
	Nan Shan Life Insurance Company, Ltd.	1.55%
	JPMorgan Chase Bank N.A., Taipei Branch in Custody for Vanguard Emerging Markets Stock Index Fund, A Series of Vanguard International Equity Index Funds	0.96%
	Goldman Sachs & Co. (U.K.) Investment Custody Account with HSBC Bank (Taiwan) Limited, Taipei Branch	0.96%
	HSBC Bank Taiwan, Taipei Branch in Custody for Merrill Lynch International Investment Account	0.92%
	Acer Incorporated (Note2)	Yuanta/P-shares Taiwan Dividend Plus ETF
Taipei Fubon Commercial Bank in Custody for Fuh Hwa Taiwan Technology Dividend Highlight ETF		3.65%
Hung Rouan Investment Corp.		2.40%
Taiwan Business Bank Co., Ltd. in Custody for UOB Taiwan Select High Dividend 30 ETF Securities Investment Trust Fund		1.85%
Standard Chartered Bank Taiwan, Banking Department in Custody for ABF Starlight Capital Series Funds – ABF Global Aggregate Equity Index Fund		1.33%
Standard Chartered Bank Taiwan, Banking Department in Custody for Vanguard Emerging Markets Stock Index Fund		1.21%
Stan Shih		1.15%
Taiwan Cooperative Bank, Ltd.		1.15%
Citibank Taiwan in Custody for Acer GDR		0.90%
Rong Sin Management Consulting Co., Ltd.		0.75%
Rong An Management Consulting Co., Ltd.		0.75%
Konly Venture Corporation. (Note 3)	AUO Corporation	100%
Darfon Electronics	Qisda Corporation	20.72%

Name of Institutional Shareholders	Substantial Shareholders of Institutional Shareholders	Shareholding Percentage (%)
Corp. (Note 4)	BenQ Corporation	5.01%
	Taishin International Bank entrusted with the Darfon Electronics Corp, Employee Stock Ownership Trust Account	4.48%
	Mega International Commercial Bank Co., Ltd.	1.62%
	Kai-Chien Su	1.45%
	Unictron Technologies Corporation	1.43%
	Standard Chartered Bank Taiwan, Banking Department in Custody for ABF Starlight Capital Series Funds – ABF Global Aggregate Equity Index Fund	1.06%
	Standard Chartered Bank Taiwan, Banking Department in Custody for Vanguard Emerging Markets Stock Index Fund	0.93%
	HSBC Bank (Taiwan) Limited in Custody for Mitsubishi UFJ Morgan Stanley Securities Co., Ltd. – Securities Trading Division, Tri-Party SBL Proprietary Trading Account	0.85%
	JPMorgan Chase Bank, Taipei Branch in Custody for J.P. Morgan Securities LLC	0.73%
Chunghwa Post Co., Ltd. (Note 5)	Ministry of Transportation And Communications	100%

Note 1: The shareholding reference date was August 11, 2024.

Note 2: The shareholding reference date was March 31, 2025.

Note 3: MOEA registration publicity materials.

Note 4: The shareholding reference date was March 31, 2025.

Note 5: MOEA registration publicity materials.

## Directors' information

### I. Professional Qualifications and Independence Analysis of Directors

Name	Criteria	Professional qualifications and experience	Independence situation (Note 1)	Number of Other Public Companies Concurrently Serving as an Independent Director
Qisda Corporation Representative: Wen-Fang Huang		<ol style="list-style-type: none"> <li>Mrs. Wen-Fang Huang has served as the director representative appointed by Alpha Networks Inc. since August 2019. Currently she is the chairperson, CEO and president of the Company and the chairperson of Hitron Technologies Inc. and Interactive Digital Technologies Inc.</li> <li>Mrs. Wen-Fang Huang graduated from the Department of Economics of National Taiwan University and holds an EMBA from National Taiwan University. She once served as Vice President &amp; President at Commercial &amp; Industrial Products of Qisda Corp.</li> <li>Mrs. Wen-Fang Huang is the President of Networking and Communication Business of Qisda Corp and was assigned to Alpha. She has rich business and management experiences and is fully committed to promoting the development of 5G Netcom business in line with the group's strategy.</li> </ol>	Not applicable	0
Qisda Corporation Representative: Chi-Hong Chen		<ol style="list-style-type: none"> <li>Mr. Chi-Hong Chen has served as the director representative appointed by Qisda Corp. since June 2018. Currently, he is a director and vice chairperson, of the Company and the chairperson &amp; CEO of Qisda Corp and the director of Hitron Technologies Inc.</li> <li>Mr. Chi-Hong Chen graduated from the Department of Electrical Engineering of National Cheng Kung University and obtained a Master of International Management degree from the Thunderbird School</li> </ol>	Not applicable	0

	<p>of Global Management in the United States. He served as the president of the product technology center of BenQ Corp. and the president of Qisda Corp.</p> <p>3. Mr. Chi-Hong Chen has been responsible for different product R&amp;D and business departments, and has also held management positions along the way. His comprehensive experiences in R&amp;D and management has enabled him to accumulate profound industry experiences and innovative leadership thinking, and he is the chief helmsman of the large fleet.</p>		
Qisda Corporation Representative: Han-Chou, Huang	<p>1. Mr. Han-Chou, Huang has served as the director representative appointed by Qisda Corp. since April 2022. Currently he is a director of the Company and the vice chairperson &amp; Chief strategy officer of Qisda Corp.</p> <p>2. Mr. Han-Chou, Huang also holds a MBA from University of Greenwich in the UK. He served as the president of Qisda Global Supply Chain and the president of Qisda Corporation.</p> <p>3. Mr. Han-Chou, Huang has over 14 years of experience in supply chain management, 10 years in factory operations management, and 5 years in brand operations, as well as more than 10 years of experience serving as a division and business group head. He possesses extensive professional experience. Over the past four years, he has executed a growth strategy through mergers and acquisitions and has served as chairperson of subsidiaries. In addition, he has been stationed overseas for more than 10 years, demonstrating a broad and diverse professional background, solid management track record, and deep familiarity with industry networks.</p>	Not applicable	0
Qisda Corporation Representative: Chiu-Chin Hung	<p>1. Mrs. Chiu-Chin Hung has served as the director representative appointed by Qisda Corp. since January 2021. Currently, she is a director of the Company and the vice president &amp; group chief financial officer and spokesperson of Qisda Corp.</p> <p>2. Mrs. Chiu-Chin Hung also holds an EMBA degree from National Taiwan University and was the chief financial officer of Daxon Technology Co., Ltd.</p> <p>3. With her rich experiences in financial management, mergers and acquisitions and communication skills, Mrs. Chiu-Chin Hung leads the Grand Fleet subsidiary of Qisda Group to coordinate the financial management of the Grand Fleet and effectively assists the growth of the group.</p>	Not applicable	0
Independent Director Shu-Hsing Li	<p>1. Mr. Shu-Hsing Li has served as the independent director of the Company since January 2021. Currently, he serves as Dean of College of Management and Professor of Graduate Institute of Asset Management, Chang Gung University, Independent Director, Fubon Financial Holding Co., Ltd., Healthconn Corp. and Sharehope Medicine Co., Ltd.</p> <p>2. Mr. Shu-Hsing Li holds Ph.D., in Department of Accounting from New York University; Vice President of Finance, National Taiwan University, Dean of School of Management, National Taiwan University, Director of the Department of Accounting and Research Institute, National Taiwan University, Chairperson of the Taiwan Accounting Association.</p> <p>3. Mr. Shu-Hsing Li is professional in finance, accounting and management, and has many years of experience serving as an independent director across</p>	Compliant	3

	various industries. He is able to provide the Company with insights drawn from diversified industry operations and to offer management decision-making advice in areas such as industry integration analysis and risk management.		
Independent Director Ming-Der Hsieh	<ol style="list-style-type: none"> <li>1. Mr. Ming-Der Hsieh has served as the independent director of the Company since June 2020. Currently, he is a professor in the Department of Electrical Engineering at National Cheng Kung University and the technical director of the Institute of Electro-Optics of the Industrial Research Institute, Independent Director, Genesys Logic Inc. and Director, Southern Taiwan Silicon Valley Program Office.</li> <li>2. Mr. Ming-Der Hsieh holds Ph.D., in Electrical Engineering from Michigan State University, U.S.A.; served as Dean of Miin Wu School of Computing, National Cheng Kung University; Chairperson, Taiwan IC Design Society; Dean of Department of Electrical Engineering, National Cheng Kung University; Deputy General Director, Information and Communications Research Laboratories, Industrial Technology Research Institute.</li> <li>3. Mr. Ming-Der Hsieh has been engaged in teaching and cultivating talents for 30 years. He imparts his experiences and knowledge to others, and provides opinions on company management decision-making based on his insight into the industry.</li> </ol>	Compliant	1
Independent Director Cheng-Jung Chiang	<ol style="list-style-type: none"> <li>1. Mr. Cheng-Jung Chiang has served as the independent director of the Company since January 2021. Currently, he is a Chairperson and General Manager of Taiwan-Asahi Environmental Technology Co., Ltd, Chairperson and General Manager, Diamond Technical &amp; Trading Corp. Independent Director, FIT Holding Co., Ltd. and Director, Strategy Consultant, Commerce Development Reseach Institute.</li> <li>2. Mr. Cheng-Jung Chiang holds Ph.D. in Business Administration, from University of Maryland, U.S.A; Independent Director, Giga Solar Materials Corp., SAMPO Corporation and Chernan Metal Industrial Corp.</li> <li>3. Mr. Cheng-Jung Chiang has thirty years of experiences in environmental engineering. With his insight into environmental issues, he provides management decision-making advice on promoting sustainable development for the Company.</li> </ol>	Compliant	1
Independent Director Zhong-Rui Chen	<ol style="list-style-type: none"> <li>1. Mr. Zhong-Rui Chen has served as an independent director of the Company since May 2023. Currently, he is the Chairperson of Ray Wing Research &amp; Investment Corp., an Independent Director of Longwell Company, Ltd., a Director of Tai-Saw Technology Co., Ltd., the Chairperson of Lixue Asset Management Co., Ltd., a Director of Dunpin No.1 Innovation Investment Co., Ltd., and a Supervisor of Dunpin No.3 Innovation Investment Co., Ltd.</li> <li>2. Mr. Zhong-Rui Chen holds a master's degree in business administration from East Illinois University in the United States. He served as the senior deputy general manager of Concord Securities Group, the chairperson of Concord Securities Investment Consulting Co., Ltd., the president of Yuanta Securities Investment Consulting Co., Ltd. vice Chairperson and Independent Non-Executive Director and Member of the Audit Committee, Vedan International (Holdings) Limited.</li> </ol>	Compliant	1

	3. Mr. Zhong-Rui Chen has experienced many booms and busts during his securities service and has rich practical experience in securities. He provides opinions on company management decision-making with his insight into the financial industry.		
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Note 1: Independence situation:

- (1) All comply with the provisions of Article 3, Paragraph 1 of the "Regulations on the Establishment of Independent Directors of Publicly Offered Companies and Matters to be Observed"
- (2) Article 27 of the Company Law does not stipulate that the government, legal persons or their representatives are elected
- (3) In the past two years, the company has not provided business, legal, financial, accounting and other services to the company or its affiliated companies
- (4) None of the independent directors, their spouses, or relatives within the second degree (or using the names of others) hold shares in the company. Please provide details of directors, general managers, deputy general managers, associates, and heads of departments and branches. (1) Director information.

Note 2: All the independent directors' professional qualifications and experience meet the provisions of Article 2(1) of "Regulations Governing Appointment of Independent Directors and Compliance."

Note 3: All the directors don't have any circumstances specified in Article 30 of the Company Act.

## II. Diversification and Independence of Board

### (I) Diversification of Board

#### Policy

1. The Company's board of directors has formulated the "Corporate Governance Code of Practice", and in Chapter 3 "Strengthening the Functions of the Board of Directors", there is a policy of diversification. The nomination and selection of Board Members comply with articles of incorporation that the Company adopts the candidate nomination system. Aside from evaluating each candidate's qualifications including education and experience, the Company also refers to stakeholders' opinions as well as comply with "Rules for Director and Supervisor Elections" and "Corporate Governance Principles" in order to ensure the diversity and independency of Board Members. The composition of the board shall have the necessary knowledge, skill, and experience to perform their duties. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities:

(1) Making operational judgment skills, (2) Perform accounting and financial analysis skills, (3) Conduct management administration skills. (Including operation and management of subsidiaries), (4) Conduct crisis management skills, (5) Industrial knowledge, (6) International market perspective, (7) Leadership, (8) Executive skills, (9) Risk management knowledge and ability.

The composition of Board members shall be determined by taking diversity into consideration and formulating an appropriate approach on diversity based on the Company's business operations, operating dynamics, and development needs. It is advisable that the policy include, without being limited to, the following two general standards:

- Basic requirements and values: age, gender, identity, and more. The Company pays attention to gender equality in the composition of board members, and aims to increase at least one female director in the future.
- Professional knowledge and skills: Professional background, professional skills, industry experience, and more.

#### Goal

To enhance the overall knowledge of the highest governance body on economic, environmental, and social issues and to continuously strengthen the management capabilities of the Board of Directors, the Group organizes two in-house director training programs each year and invites external lecturers to deliver courses. In response to the Company's development strategies and changes in the internal and external environment, the Company also continuously identifies talents from the management team or distinguished industry professionals and, in accordance with the above policies and principles, invites suitable candidates to join the Board of Directors, with the aim of strengthening the balance and overall effectiveness of the Board.

#### Achievement

In 2025, the Group organized in-house director training programs and invited directors to participate in courses entitled "Labor Rights Trends and Corporate Practices in Global Supply Chains" and "A Major Overhaul of Financial Statements! A Comprehensive Guide to IFRS 18 'Presentation and Disclosure in Financial Statements,'" with the aim of continuously enhancing directors' professional knowledge and strengthening their understanding of changes and trends in the external

environment.

As of the publication date of this Annual Report, the Board of Directors of the Company consists of eight members. Male directors (including independent directors) account for 75% of the Board, while female directors (including independent directors) account for 25%. The age distribution of all directors (including independent directors) is as follows: directors aged 51–59 account for 25%, those aged 61–70 account for 62.5%, and those aged 71–80 account for 12.5%. Based on a review of the composition of the Company’s Board of Directors, more than half of the directors possess expertise in corporate management, diversified industry knowledge, and technology and information, and are committed to environmental sustainability and contributions to public welfare. In addition, Independent Director Shu-Hsing Li has expertise in accounting, management, and finance; Independent Director Zhong-Rui Chen has professional capabilities in financial investment, industry research, and risk management; and Independent Directors Ming-Der Hsieh and Cheng-Jung Chiang have backgrounds in the information technology industry, environmental protection industry, and academia, respectively. The diverse experience and capabilities of the Board members enable them to provide professional advice from different perspectives, which is highly beneficial to the Company’s overall business operations.

The implementation of diversification of the board of directors of the Company in 2025 was as follows

Title	Name	Gender	Diverse Industry and Professional Skills								Term of office of independent director
			Business Management	Industry information	Venture capital investment	ESG	Finance and Accounting	Risk Management	Information Technology	Academic Research	
Chairperson	Wen-Fang Huang	Female	√	√		√					
Vice Chairperson	Chi-Hong Chen	Male	√	√	√	√		√			
Director	Han-Chou Huang	Male	√	√		√					
Director	Chiu-Chin Hung	Female	√		√		√	√			
Independent Director	Shu-Hsing Li	Male	√	√			√	√	√	√	Three terms or less
Independent Director	Ming-Der Hsieh	Male		√					√	√	Three terms or less
Independent Director	Cheng-Jung Chiang	Male	√	√		√				√	Three terms or less
Independent Director	Zhong-Rui Chen	Male	√		√		√				Three terms or less

Note: According to the Q&A Guidelines of the “Taiwan Stock Exchange Corporation Operation Directions for Compliance with the Establishment of Board of Directors by TWSE Listed Companies and the Board’s Exercise of Powers” in calculating the consecutive term of service of an independent director, if the director did not serve more than half of a term in any given term, such term may be excluded from the calculation.

The specific management objectives and achievement of the Company’s diversification policy are as follows

Category	The specific management objectives	Achievement
Board Composition	The Board of Directors consists of 8 members, including 4 general directors and 4 independent directors.	Achieved
Gender	At least 2 female directors.	Achieved
Tenure	The tenure of independent directors shall not exceed three terms.	Achieved
Concurrent Positions	<ul style="list-style-type: none"> <li>Directors who are also managers of the Company shall not exceed one-third of the Board.</li> <li>Independent directors shall not concurrently serve as independent directors of more than three other companies.</li> <li>Independent directors shall not concurrently serve as directors of more than five other companies.</li> </ul>	Achieved
Diversity of Professional Expertise	Including expertise in technology and R&D, industrial innovation, finance and accounting, financial investment, and corporate sustainability.	Achieved

Reasons and Planned Measures for the Board of Directors Not Meeting the One-Third Gender Representation Requirement:

- Primary Reasons:

In the fields of research and development, engineering, and technical management within the technology and networking communications industries, the proportion of female professionals has historically been relatively low. As a result, the pool of female candidates with relevant industry expertise, practical experience, and qualifications that meet the functional requirements of board directors remains limited. Taking into account the need to maintain the Board’s

professional structure, continuity of industry knowledge, and governance stability, the current representation of female directors has not yet reached one-third of the total number of Board seats.

- **Planned Measures:**

The Company will continue to adhere to its Board diversity policy and progressively enhance gender diversity. In future board elections, the Company will appropriately evaluate female candidates with relevant industry experience and professional capabilities for inclusion in the list of director nominees, with the aim of increasing the proportion of female directors and steadily advancing toward the Company's diversity and governance objectives.

## (II) Independence of the Board of Directors

### Policy

The Company has approved the "Director Election Rules" through a resolution of the shareholders' meeting. The rules are in accordance with the candidate nomination system procedures formulated in Article 192-1 of the Company Act. Shareholders elect directors from a list of candidate directors, and there is no spouse or second-degree relative relationship among the directors. In addition, the Company has approved a resolution to establish the "Board of Directors Meeting Rules". When a director has a conflict of interest with himself or the legal person he represents in the meeting, he shall explain the important details of his conflict of interest at the board meeting. If there is a risk of harming the interests of the company, he shall not participate in the discussion and voting, and shall recuse himself from the discussion and voting, and shall not exercise the voting rights on behalf of other directors.

### Goal

To maintain the independence of the Board of Directors, the Company has set a target of four independent directors. In addition, the Company has established an Audit Committee and a Remuneration Committee under the Board of Directors, both of which are composed entirely of independent directors. Through professional division of responsibilities and an independent and objective standpoint, these committees assist the Board in fully performing its strategic guidance and decision-making functions in areas such as corporate governance, risk management, and sustainable operations.

### Achievement

As of the publication date of this Annual Report, the Company's Board of Directors consists of 8 directors, of which 7 are non-employees of the Company, accounting for 87.5%, and 4 are independent directors, accounting for 50%. There are no spouses or relatives within the second degree of kinship between independent directors or between independent directors and directors, which complies with the provisions of Article 26-3, paragraphs 3 and 4 of the Securities and Exchange Act. All directors do not have any of the circumstances listed in Article 30 of the Company Act, and all independent directors comply with the relevant regulations on independent directors set by the Financial Supervisory Commission. For information regarding the implementation of recusal procedures for board matters involving conflicts of interest in 2025, please refer to Chapter 2, "Corporate Governance," Section 3, "Implementation Status of Corporate Governance," of this Annual Report.

(II) Information of President, Vice President, Associate Vice President and Managers of Each Department and Division  
March 28, 2026; Unit: share

Title	Nationality	Name	Gender	On-board Date	Current Shareholding (Note 1)		Shareholding by Spouse & Minors (Note 1)		Career (Academic) Backgrounds	Selected Current Positions at and Other Companies (Note 2)	Remark
					Shares	%	Shares	%			
CEO & President	Republic of China	Wen-Fang Huang	Female	03/19/2021	0	0.00%	0	0.00%	<u>Academic Background:</u> EMBA, National Taiwan University Economic, National Taiwan University  <u>Career Background:</u> Vice President & General Manager, Commercial & Industrial Products, Qisda Corp Director, Qisda Optronics Corp.	Chairperson, Hitron Technologies Inc. Chairperson, Interactive Digital Technologies Inc. Director, BenQ Foundation Chairperson, Alpha Foundation	(Note 3)
Vice President	Republic of China	Pei-Shun, Chiu	Male	03/01/2024	0	0.00%	0	0.00%	<u>Academic Background:</u> Master of Electrical Engineering, University of Nebraska, Lincoln  <u>Career Background:</u> President, Hitron Technologies Inc.	Director, Interactive Digital Technologies Inc. (Note 2)	None
Associate Vice President	Republic of China	Cai-Fen, Chen	Female	07/28/2023	0	0.00%	0	0.00%	<u>Academic Background:</u> Department of English, Tamkang University  <u>Career Background:</u> Director, Qisda Corp	(Note 2)	None
Associate Vice President (Note 4)	Republic of China	Zheng-He, Huang	Male	07/28/2023							None
Associate Vice President	Republic of China	Ming-Lin, Chien	Male	03/01/2024	0	0.00%	0	0.00%	<u>Academic Background:</u> Master of Electrical Engineering, Syracuse University  <u>Career Background:</u> Vice President, Product Center, D-Link Corporation Director, Product Marketing, Accton Technology Corporation	(Note 2)	None
Associate Vice President (Note 5)	Republic of China	Wen-Jiunn Tsai	Male	09/01/2020							None
Associate Vice President (Note 6)	Republic of China	Zhi-Jian, Huang	Male	01/16/2025							None
Associate Vice President (Note 7)	Republic of China	Sheng-Tien, Hsu	Male	03/01/2025	0	0.00%	0	0.00%	<u>Academic Background:</u> Mechanical Engineering, National Yang Ming Chiao Tung University  <u>Career Background:</u> Associate Vice President, Supply Chain Management Division, Hitron Technologies, Inc. Associate Vice President, Supply Chain Management, Fusheng Precision Co., Ltd.		None

Title	Nationality	Name	Gender	On-board Date	Current Shareholding (Note 1)		Shareholding by Spouse & Minors (Note 1)		Career (Academic) Backgrounds	Selected Current Positions at and Other Companies (Note 2)	Remark
					Shares	%	Shares	%			
Senior Director Head of Finance & Accounting	Republic of China	Shao-Ling Chen	Female	03/17/2020	50,000	0.01%	0	0.00%	<u>Academic Background:</u> Master of Commerce, Department of International Business, National Taiwan University Financial Management Section, Department of Business Management, Taichung Institute of Technology  <u>Career Background:</u> Senior Finance Manager, Parexel International Co., Ltd. Finance Manager, UTStarcom Inc., Asia Pacific. Finance Manager, WorldCom Inc.	Director, Representative of Fiber Logic Communications, Inc. (Note 2)	None
The Company's shares held by managers in the name of other persons: None. Any spouse or relative within the second degree of kinship of any manager who serves as the Company's executive: None											

Note 1: The actual shareholding as of the publication date of this Annual Report (March 28, 2026).

Note 2: For concurrent positions held by the Company's President, Vice Presidents, Associate Vice Presidents, and heads of departments and branch offices in other companies, please also refer to the Market Observation Post System (MOPS) / Related Enterprises Information section.

Note 3: Taking into consideration the Company's overall scale of operations and business development needs, and in order to enhance the efficiency and execution of management decision-making, the positions of Chairperson, Chief Executive Officer, and President are concurrently held by the same individual. This arrangement facilitates unified external representation of the Company and effective integration of decision-making and the management team, thereby accelerating the implementation of key business strategies. In particular, as the Company actively expands its presence in the 5G networking and communications business, such an arrangement further strengthens decision coordination and strategic execution capabilities, enhancing the Company's overall operational competitiveness.

At the same time, the Company places great emphasis on maintaining a sound system of corporate governance and checks and balances. The Board of Directors comprises four independent directors, and more than two-thirds of all directors are neither employees nor managers of the Company. This structure helps ensure objectivity, fairness, and effective oversight in the operation of the Board of Directors, and is in line with the principles and requirements of corporate governance regulations.

Note 4: Mr. Zheng-He, Huang resigned from the associate vice president of the Company on November 24, 2025.

Note 5: Mr. Wen-Jiunn Tsai retired from the associate vice president of the Company on July 31, 2025.

Note 6: Mr. Zhi-Jian, Huang resigned from the associate vice president of the Company on April 30, 2025.

Note 7: Mr. Sheng-Tien, Hsu was promoted to the position of associate vice president of the Company on March 1, 2025.

## II. Compensation of Directors, Supervisors, President and Vice President

### (I) Compensation Paid to Directors

Unit: NTD thousand; thousand shares

Title	Name	Director's Compensation								(A+B+C+D) as a % of Profit (Note 5)		Remuneration Earned by a Director Who is an Employee of the Company or of All Consolidated Entities								(A+B+C+D+E+F+G) as a % of Profit (Note 5)		Compensation Paid to Directors from Non-consolidated Affiliates (Note 8)		
		Base Compensation (A) (Note 1)		Pension (B) (Note 2)		Remuneration to Directors (C) (Note 3)		Allowances (D) (Note 4)				Base Compensation, Bounces and Allowances (E) (Note 6)		Pension (F) (Note 2)		Employee's Remuneration (G) (Note 7)								
		The Company	From All Consolidated Entities (Note 9)	The Company	From All Consolidated Entities (Note 9)	The Company	From All Consolidated Entities (Note 9)	The Company	From All Consolidated Entities (Note 9)	The Company	From All Consolidated Entities (Note 9)	The Company	From All Consolidated Entities (Note 9)	The Company	From All Consolidated Entities (Note 9)	The Company	From All Consolidated Entities (Note 9)	The Company		From All Consolidated Entities (Note 9)			The Company	From All Consolidated Entities (Note 9)
																		Cash	Stock	Cash	Stock			
Director	Qisda Corporation	7,000	7,000	-	-	-	-	-	-	7,000	7,000	-	-	-	-	-	-	-	-	-	-	-	-	
Chairperson	Qisda Corporation Representative Wen-Fang Huang	-	4,200	-	-	-	-	40	120	40	4,320	-0.02%	-2.23%	6,437	6,437	-	-	-	-	-	-	-	-	
Vice Chairperson	Qisda Corporation Representative Chi-Hong Chen	-	1,000	-	-	-	-	40	80	40	1,080	-0.02%	-0.56%	-	-	-	-	-	-	-	-	-	-	
Directors	Qisda Corporation Representative Han-Chou, Huang	-	-	-	-	-	-	40	40	40	40	-0.02%	-0.02%	-	-	-	-	-	-	-	-	-	-	
Director	Qisda Corporation Representative Chiu-Chin Hung	-	-	-	-	-	-	40	40	40	40	-0.02%	-0.02%	-	-	-	-	-	-	-	-	-	-	
Independent Director	Ming-Der Hsieh	1,300	1,300	-	-	-	-	40	40	1,340	1,340	-0.69%	-0.69%	-	-	-	-	-	-	-	-	-	-	
Independent Director	Shu-Hsing Li	1,600	1,600	-	-	-	-	40	40	1,640	1,640	-0.85%	-0.85%	-	-	-	-	-	-	-	-	-	-	
Independent Director	Cheng-Jung Chiang	1,300	1,300	-	-	-	-	40	40	1,340	1,340	-0.69%	-0.69%	-	-	-	-	-	-	-	-	-	-	
Independent Director	Zhong-Rui Chen	1,300	1,300	-	-	-	-	40	40	1,340	1,340	-0.69%	-0.69%	-	-	-	-	-	-	-	-	-	-	

1. Please describe the remuneration policy, system, standards, and structure for independent directors, and explain the relationship between the remuneration paid and factors such as responsibilities, risks assumed, and time commitment:  
The remuneration of the Company's directors is determined by the Board of Directors in accordance with the authorization granted under the Company's Articles of Incorporation, taking into consideration the extent of directors' participation in the Company's operations and their contributions, and with reference to remuneration levels of peer companies both domestically and internationally, pursuant to the Remuneration Regulations for Directors and Members of Functional Committees. Where the Company generates profits, the Board of Directors resolves on directors' remuneration in accordance with the Articles of Incorporation.  
Independent directors serve ex officio as members of the Audit Committee. In addition to receiving the same remuneration as other directors, independent directors are granted additional reasonable remuneration in consideration of their responsibilities, risks assumed, and time commitment. The payment of directors' remuneration is handled in accordance with the Remuneration Regulations for Directors and Members of Functional Committees. The Company's Articles of Incorporation also stipulate that, where the Company is profitable, an amount not exceeding 1% of profits shall be appropriated as directors' remuneration.  
2. In addition to the disclosures above, the remuneration received by the Company's directors during the most recent year for services rendered to all companies included in the financial statements (such as serving as non-employee consultants to the parent company, companies included in the financial statements, or investee companies):None.

Table of Compensation Range

Compensation Range for Directors	Names of Directors			
	Sum of the First Four Items (A+B+C+D)		Sum of the First Seven Items (A+B+C+D+E+F+G)	
	The Company	From All Consolidated Entities (Note 9)	The Company	From parent Company and all subsidiaries and investees (Note 9)
Less than NT\$ 1,000,000	Wen-Fang Huang, Chi-Hong Chen, Chiu-Chin Hung, Han-Chou, Huang	Chiu-Chin Hung, Han-Chou, Huang	Chi-Hong Chen, Chiu-Chin Hung, Han-Chou, Huang	Chiu-Chin Hung, Han-Chou, Huang
NT\$ 1,000,000 (included) ~ 2,000,000 (excluded)	Ming-Der Hsieh, Shu-Hsing Li, Cheng-Jung Chiang, Zhong-Rui Chen	Chi-Hong Chen, Ming-Der Hsieh, Shu-Hsing Li, Cheng-Jung Chiang, Zhong-Rui Chen	Ming-Der Hsieh, Shu-Hsing Li, Cheng-Jung Chiang, Zhong-Rui Chen	Chi-Hong Chen, Ming-Der Hsieh, Shu-Hsing Li, Cheng-Jung Chiang, Zhong-Rui Chen
NT\$ 2,000,000 (included) ~ 3,500,000 (excluded)	—	—	—	—
NT\$ 3,500,000 (included) ~ 5,000,000 (excluded)	—	Wen-Fang Huang	—	—
NT\$ 5,000,000 (included) ~ 10,000,000 (excluded)	Qisda Corporation	Qisda Corporation	Qisda Corporation	Qisda Corporation
NT\$ 10,000,000 (included) ~ 15,000,000 (excluded)	—	—	Wen-Fang Huang	Wen-Fang Huang
NT\$ 15,000,000 (included) ~ 30,000,000 (excluded)	—	—	—	—
NT\$ 30,000,000 (included) ~ 50,000,000 (excluded)	—	—	—	—
NT\$50,000,000 (included) ~ 100,000,000 (excluded)	—	—	—	—
NT\$100,000,000 and above	—	—	—	—
Total	9 (Include 1 corporation)	9 (Include 1 corporation)	9 (Include 1 corporation)	9 (Include 1 corporation)

Note 1: Represents remuneration of directors for 2025, including directors' salaries, position allowances, retirement benefits, various bonuses, incentive payments, and other related compensation.

Note 2: Represents amounts appropriated and paid in 2025 in accordance with applicable laws and regulations.

Note 3: Represents directors' compensation for 2025.

Note 4: Represents expenses related to directors' performance of duties for 2025, including the difference between remuneration paid by subsidiaries to corporate director representatives appointed by the Company and directors' salaries paid by the subsidiaries, as well as travel expenses, special allowances, various subsidies, housing, company vehicles, and other benefits in kind.

Note 5: Net profit after tax refers to the net profit after tax as reported in the Company's parent-company-only financial statements for 2025.

Note 6: Represents compensation received in 2025 by directors concurrently serving as employees (including those concurrently serving as president, vice presidents, other executive officers, and employees), including the difference between remuneration paid by subsidiaries to corporate director representatives appointed by the Company and directors' salaries paid by the subsidiaries, as well as salaries, position allowances, retirement benefits, various bonuses, incentive payments, travel expenses, special allowances, various subsidies, housing, company vehicles, and other benefits in kind. Compensation expenses recognized in accordance with IFRS 2 "Share-based Payment," including those arising from the grant of employee stock options, restricted employee share awards, and participation in cash capital increases for share subscriptions, are also included.

Note 7: Represents employee compensation (including shares and cash) received in 2025 by directors concurrently serving as employees (including those concurrently serving as president, vice presidents, other executive officers, and employees).

Note 8: Represents remuneration, compensation (including employee, director, and supervisor compensation), and expenses related to the performance of duties received in 2025 by directors serving as directors, supervisors, or managers of investee companies other than subsidiaries.

Note 9: All companies included in the consolidated financial statements include the Company.

(II) Compensation Paid to Supervisors: Not applicable; Since June 15, 2012, the audit committee has been responsible for the implementation of the authority of supervisors as required by the relevant laws and regulations

### (III) Compensation Paid to the President and Vice Presidents

Unit: NTD thousand

Title	Name	Salary (A) (Note 1)		Pension (B) (Note 2)		Bonus and Special Allowances (C) (Note 3)		Employee Remuneration (D) (Note 4)				(A+B+C+D) as a % of Profit (Note 5)		Compensation from Non- consolidated Affiliates (Note 6)
		The Company	From All Consolidat ed Entities (Note 7)	The Company	From All Consolidat ed Entities (Note 7)	The Company	From All Consolidat ed Entities (Note 7)	The Company		From All Consolidated Entities (Note 6)		The Company	From All Consolidat ed Entities (Note 7)	
								Cash	Stock	Cash	Stock			
CEO & President	Wen-Fang Huang	3,960	3,960	-	-	2,477	2,477	0	0	0	0	6,437 -3.32%	6,437 -3.32%	600
Vice President (Note 8)	Pei-Shun, Chiu	4,367	4,367	108	108	1,645	2,539	0	0	0	0	6,121 -3.16%	7,014 -3.62%	-

### Table of Compensation Range

Compensation Range for Each President and Vice President	Names of the President and Vice Presidents	
	The Company	Parent company and all investee companies (Note 7)
Less than NT\$ 1,000,000	—	—
NT\$ 1,000,000 (included) ~ 2,000,000 (excluded)	—	—
NT\$ 2,000,000 (included) ~ 3,500,000 (excluded)	—	—
NT\$ 3,500,000 (included) ~ 5,000,000 (excluded)	—	—
NT\$ 5,000,000 (included) ~ 10,000,000 (excluded)	Wen-Fang Huang, Pei-Shun, Chiu	Wen-Fang Huang, Pei-Shun, Chiu
NT\$ 10,000,000 (included) ~ 15,000,000 (excluded)	—	—
NT\$ 15,000,000 (included) ~ 30,000,000 (excluded)	—	—
NT\$ 30,000,000 (included) ~ 50,000,000 (excluded)	—	—
NT\$50,000,000 (included) ~ 100,000,000 (excluded)	—	—
NT\$100,000,000 and above	—	—
Total	2	2

Note 1: Represents the salaries, position allowances, and retirement benefits of the president and vice presidents for 2025, as of the end of 2025.

Note 2: Represents the amounts appropriated and paid in 2025 in accordance with applicable laws and regulations.

Note 3: Represents various bonuses, incentive payments, travel expenses, special allowances, various subsidies, housing, company vehicles, and other benefits in kind received by the president and vice presidents in 2025, as well as the difference between remuneration paid by subsidiaries to corporate director representatives appointed by the Company and directors' salaries paid by the subsidiaries, and other compensation amounts. Compensation expenses recognized in accordance with IFRS 2 "Share-based Payment," including those arising from the grant of employee stock options, restricted employee share awards, and participation in cash capital increases for share subscriptions, are also included.

Note 4: Represents employee compensation for 2025.

Note 5: Net profit after tax refers to the net profit after tax as reported in the Company's parent-company-only financial statements for 2025.

Note 6: Represents remuneration, compensation (including employee, director, and supervisor compensation), and expenses related to the performance of duties received in 2025 by the president and vice presidents serving as directors, supervisors, or managers of investee companies other than subsidiaries, or of the parent company.

Note 7: All companies included in the consolidated financial statements include the Company.

### (IV) Remuneration of the Top Five Highest-Paid Executives

Title	Name	Salary (A) (Note 1)		Pension (B) (Note 2)		Bonus and Special Allowances (C) (Note 3)		Employee Remuneration (D) (Note 4)				(A+B+C+D) as a % of Profit (Note 5)		Compensation from Non- consolidated Affiliates (Note 6)
		The Company	From All Consolidat ed Entities (Note 7)	The Company	From All Consolidat ed Entities (Note 7)	The Company	From All Consolidat ed Entities (Note 7)	The Company		From All Consolidated Entities (Note 6)		The Company	From All Consolidat ed Entities (Note 7)	
								Cash	Stock	Cash	Stock			
CEO & President	Wen-Fang Huang	3,960	3,960	-	-	2,477	2,477	0	0	0	0	6,437 -3.32%	6,437 -3.32%	600
Vice President (Note 8)	Pei-Shun, Chiu	4,367	4,367	108	108	1,645	2,539	0	0	0	0	6,121 -3.16%	7,014 -3.62%	-
Associate Vice President (Note 4)	Zhi-Jian, Huang	3,962	3,962	97	97	210	210	0	0	0	0	4,269 -2.20%	4,269 -2.20%	-
Associate Vice President	Ming-Lin, Chien	3,051	3,051	108	108	886	886	0	0	0	0	4,045 -2.09%	4,045 -2.09%	-
Associate Vice President	Cai-Fen, Chen	2,906	2,906	108	108	894	894	0	0	0	0	3,908 -2.02%	3,908 -2.02%	-

Note 1: Represents the salaries, position allowances, and retirement benefits of the top five highest-paid executives for 2025.

Note 2: Represents the amounts appropriated and paid in 2025 in accordance with applicable laws and regulations.

Note 3: Represents various bonuses, incentive payments, travel expenses, special allowances, various subsidies, housing, company vehicles, and other benefits in kind received by the top five highest-paid executives in 2025, as well as the difference between remuneration paid by subsidiaries to corporate director representatives appointed by the Company and directors' salaries paid by the subsidiaries, and other compensation amounts. Compensation expenses recognized in accordance with IFRS 2 "Share-based Payment," including those arising from the grant of employee stock options, restricted employee share awards, and participation in cash capital increases for share subscriptions, are also included.

Note 4: Represents employee compensation for 2025.

Note 5: Net profit after tax refers to the net profit after tax as reported in the Company's parent-company-only financial statements for 2025.

Note 6: Represents remuneration, compensation (including employee, director, and supervisor compensation), and expenses related to the performance of duties received in 2025 by the top five highest-paid executives serving as directors, supervisors, or managers of investee companies other than subsidiaries, or of the parent company.

Note 7: All companies included in the consolidated financial statements include the Company.

Note 8: Mr. Zheng-He, Huang resigned from the position of Associate Vice President of the Company on November 24, 2025.

(V) Employees' Profit Sharing Paid to Managers:

Unit: NTD thousand

Title	Name (Note1)	Stock	Cash	Total	Total as a % of Profits (Note 2)
CEO and President	Wen-Fang Huang				
Vice President	Pei-Shun, Chiu				
Associate Vice President	Cai-Fen, Chen				
Associate Vice President (Note 3)	Zheng-He, Huang				
Associate Vice President	Ming-Lin, Chien	0	0	0	0%
Associate Vice President (Note 4)	Wen-Jiunn Tsai				
Associate Vice President (Note 5)	Zhi-Jian, Huang				
Associate Vice President (Note 6)	Sheng-Tien, Hsu				
Senior Director Head of Finance & Accounting Center	Shao-Ling Chen				

Note 1: Represents employee compensation for 2025.

Note 2: Refers to the net profit after tax as reported in the Company's parent-company-only financial statements for 2025.

Note 3: Mr. Zheng-He, Huang resigned from the associate vice president of the Company on November 24, 2025.

Note 4: Mr. Wen-Jiunn Tsai retired from the associate vice president of the Company on July 31, 2025.

Note 5: Mr. Zhi-Jian, Huang resigned from the associate vice president of the Company on April 30, 2025.

Note 6: Mr. Sheng-Tien, Hsu was promoted to the position of associate vice president of the Company on March 1, 2025.

(VI) Compare and Analyze the Total Compensation Paid to Directors, Supervisors, President and Vice Presidents of the Company as a Percentage of Profits Stated in the Parent Company Only Financial Statements or Individual Financial Statements in the Most Recent Two Years. Describe the Compensation Policies, Standards, Packages of Compensation, the Procedures for Determining Compensation and the Linkage to Business Performance and Future Risk Exposure:

1. The Total compensation Paid to Directors, Supervisors, President and Vice Presidents of the Company as a Percentage of Profits Stated in the Parent Company Only Financial Statements or Individual Financial Statements Analysis

Unit: NTD thousand

	2025	2024
Net income after taxes on the Company's Parent Company Only Financial Statements	-193,870	218,627
Ratio of compensation for Directors paid by the Company	-6.61%	6.96%
Ratio of compensation for Directors paid by all companies listed in the Consolidated Financial Statements	-9.36%	8.85%
Ratio of compensation for Managers such as Vice President or above paid by the Company	-6.48%	7.05%
Ratio of compensation for Managers such as Vice President or above paid by all companies listed in the Consolidated Financial Statements	-6.94%	7.38%

2. Compensation policies, standards and combinations, procedures for determining compensation, and their relevance to business performance and future risks. In order to regularly evaluate the remuneration of directors and managers, the evaluation results of the Company's "Measures for Performance Evaluation of the Board of Directors" and the "Measures for Performance Management" applicable to managers and employees are used as the basis respectively.
  - (1) The remuneration of the directors of the Company is paid by the board of directors in accordance with the authorization of the Company's articles of incorporation, according to the director's participation in the Company's operation and contribution and with reference to the "remuneration rules for directors and functional committee members" stipulated by domestic and foreign industry standards. The procedures for determining compensation are handled in accordance with article 30 of the Company's articles of incorporation. If there is a profit in the year, no more than 1% of the profit shall be appropriated as directors' compensation. The Company regularly evaluates the remuneration of directors in accordance with the "Measures for the Performance Evaluation of the Board of

Directors" and the relevant performance evaluation and the reasonableness of the remuneration are reviewed by the Remuneration Committee and the Board of Directors.

- (2) The remuneration of the Company's managers is determined in accordance with relevant remuneration (salary) management regulations, under which various work-related allowances and bonuses are granted to acknowledge and reward employees for their efforts and contributions. Related bonuses are determined based on the Company's annual operating performance, financial condition, operational status, and individual performance. In addition, if the Company records profits in a given year, 10% to 22% of such profits will be appropriated as employee compensation (including compensation for managers) in accordance with Article 30 of the Company's Articles of Incorporation. Performance appraisal results implemented in accordance with the "Performance Management Policy" serve as a reference for determining managers' bonus awards. Managerial performance evaluation items are divided into two categories: (1) financial indicators, which are based on the Company's management income statements, with bonus allocation determined by each business unit's contribution to overall profitability and reference to the managers' achievement of assigned targets; and (2) non-financial indicators, which include the implementation of the Company's core values, operational and management capabilities, and participation in sustainable development initiatives.

To strengthen sustainable corporate development, the Company has incorporated ESG performance indicators into the performance evaluation and remuneration system for senior managers and linked them to variable compensation. ESG performance indicators cover Environmental (E), Social (S), and Governance (G) aspects, including greenhouse gas emission reduction (Scope 1 and Scope 2), employee engagement, and corporate governance performance (ESG ratings). Annual KPIs and medium- to long-term targets are established, and the level of achievement is incorporated into the performance evaluation mechanism and linked to variable compensation, with a weighting of approximately 10%, to encourage senior managers to actively promote and implement the Company's sustainability strategies.

The Company also emphasizes sharing operational results with employees. In accordance with the Articles of Incorporation, compensation allocated to frontline employees shall not be less than a specified portion of total employee compensation (not less than 10%), so as to ensure that operating results are reasonably distributed to frontline employees while maintaining remuneration fairness. Compensation based on operating performance is calculated accordingly, and the remuneration system is reviewed from time to time based on actual operating conditions and applicable laws and regulations.

### III. Implementation Status of Corporate Governance

Creating value for shareholders and giving back to society has always been a core belief of Alpha Networks. The Company supports and advocates operational transparency and the fair dissemination of information, providing shareholders, customers, and other stakeholders with a unified channel to obtain timely information regarding the Company's business operations and financial performance.

The Board of Directors conducts operational evaluations and makes major decisions with the interests of the Company and all shareholders as its top priority. Certified public accountants and independent directors also play supervisory roles, prudently reviewing the Company's operations and the performance of the Board in the execution of its duties.

In accordance with applicable regulations, the Company has established independent directors, an Audit Committee, and a Remuneration Committee to maintain a more robust decision-making and execution framework. Through these mechanisms, the Company continues to enhance operational efficiency and implements corporate governance through concrete actions.

#### (I) Operations of the Board of Directors:

The board of directors convened four (A) regular meetings in 2025 with the following attendance status:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) (B/A) (Note 1&2)	Remarks
Chairperson	Qisda Corporation Representative: Wen-Fang, Huang	4	0	100%	—
Vice Chairperson	Qisda Corporation Representative: Chi-Hong, Chen	4	0	100%	—
Director	Qisda Corporation Representative: Han-Zhou Huang	4	0	100%	—
Director	Qisda Corporation Representative: Chiu-Chin Hung	4	0	100%	—
Independent Director	Shu-Hsing Li	4	0	100%	—
Independent Director	Ming-Der, Hsieh	4	0	100%	—
Independent Director	Cheng-Jung Chiang	4	0	100%	—
Independent Director	Zhong-Rui Chen	4	0	100%	—

Note1: If a director resigns before the end of the year, the date of resignation should be indicated in the remarks column. The actual attendance (%) rate shall be calculated based on the number of board meetings and the actual number of attendances (%) during his tenure.

Note2: If there is a re-election of directors before the end of the year, both new and old directors should be filled in, and the remark should indicate whether the director is old, new or re-elected and the date of re-election. The actual attendance (%) rate (%) is calculated based on the number of board meetings and the actual number of meetings attended (in attendance) during the company's tenure.

Other items shall be recorded:

- When one of the following matters occurs during the operation of the board of directors, the dates, terms, contents of proposals of the meetings, the opinions of all independent directors and the responses of the Company shall be clearly described:
  - Items listed in Article 14-3 of the Securities and Exchange Act: The Company has established an audit committee and the provisions of Article 14-3 of the Securities and Exchange Act are not applicable. For relevant information, please refer to the "Operation of the Audit Committee" in this annual report.
  - In addition to the aforementioned matters, any other resolutions made by the board of directors where an independent director expressed a dissenting or qualified with records stated in writing: None.
- When directors abstain themselves from being a stakeholder in certain proposals, the name of the directors, the contents of the proposal, reasons for abstentions and the results of voting counts shall be stated:

Date	Name	Proposals	Reasons for Avoid Conflicts of Interest	Participation in Voting
February 27, 2025	Representative of Qisda Corporation: Chi-Hong Chen, and Chiu-Chin Hung Independent Director: Cheng-Jung Chiang and Ming-Der, Hsieh	The BOD approved to Release the Newly Elected Directors and Their Representatives from Non-competition Restrictions	Due to a non-compete release, recusal is required pursuant to Article 206 of the Company Act.	Do not participate in discussion and voting
	Representative of Qisda Corporation: Wen-Fang Huang	The BOD approved employee remuneration distribution of senior managers in 2024	Due to serving as a member of the Company's management, recusal is required pursuant to Article 206 of the Company Act.	Do not participate in discussion and voting

Date	Name	Proposals	Reasons for Avoid Conflicts of Interest	Participation in Voting
	Representative of Qisda Corporation: Wen-Fang Huang	The BOD approved to salary index of senior managers in 2025	Due to serving as a member of the Company's management, recusal is required pursuant to Article 206 of the Company Act.	Do not participate in discussion and voting
	Representative of Qisda Corporation: Wen-Fang Huang	The BOD approved bonus and adjustment salary policy of senior managers in 2025	Due to serving as a member of the Company's management, recusal is required pursuant to Article 206 of the Company Act.	Do not participate in discussion and voting
	Representative of Qisda Corporation: Chi-Hong Chen, Han-Zhou Huang and Chiu-Chin Hung	The BOD approved the donation to the BenQ Foundation.	Due to the director's position in relation to the donation recipient, recusal is required pursuant to Article 206 of the Company Act.	Do not participate in discussion and voting
May 02, 2025	Representative of Qisda Corporation: Wen-Fang Huang	The BOD approved linking senior managers' compensation to ESG performance.	Due to serving as a member of the Company's management, recusal is required pursuant to Article 206 of the Company Act.	Do not participate in discussion and voting

### 3. Implementation Status of Board Evaluation

The board of directors approved the "The Rules for Performance Evaluation of the Board of Directors" on November 9, 2020, which stipulated the requirements of commencing performance appraisal of the Board at least once per year. The Company completed the evaluation of the board of directors at least once per year and an external professional independent agency or a team of external experts and scholars conducts a performance evaluation of the board of directors at least once every three years.

- (1) The Company completed the performance evaluation of the board of directors at the end of 2025, and reported the evaluation results of the board of directors held on February 25, 2026. The evaluation results of the board of directors, director members and two functional committees were all "excellent", which sufficiently indicates that the functions and operational efficiency of the Company's board of directors and functional committees are good.
- (2) The Company has entrusted an independent evaluation institution, Taiwan Corporate Governance Association in 2021, to evaluate the performance of the board of directors of the Company. The evaluation was conducted with respect to eight main aspects: the composition, guidance, authorization, supervision, communication, self-discipline, internal control, and risk management of the board of directors. The evaluation method includes online self-evaluation, written review of relevant documents, and a field survey that was conducted in July, 2023. The subjects of the evaluation included the chairperson, two independent directors, the corporate governance officer and the Internal auditing officer. And Board meeting to report the evaluation results in October, 2023.
- (3) Implementation status:

Board of Directors evaluation implementation status	
Evaluation Cycles	The Company completed the evaluation of the board of directors at least once per year and an external professional independent agency or a team of external experts and scholars conducts a performance evaluation of the board of directors at least once every three years.
Evaluation Period	Internal performance evaluation of the board of directors: From January 1, 2025 to December 31, 2025. External performance evaluation of the board of directors: From June 1, 2022 to May 31, 2023.
Evaluation Scope	Internal performance evaluation includes performance evaluation of the board of directors, individual board members, audit committee and salary and remuneration committee The scope of evaluation by external professional independent institutions is the effectiveness evaluation of the operation of the board of directors (excluding its audit committee and remuneration committee)
Evaluation Method	Internal self-evaluation by the board of directors, self-evaluation by board members, peer evaluation, appointment of external professional organizations, experts or other appropriate methods
Evaluation Items	I. Internal Self-Evaluation made by the Board and Board members <ol style="list-style-type: none"> <li>1. Alignment of the goals and missions of the Company</li> <li>2. Participation in the operation of the Company</li> <li>3. Management of internal relationship and communication</li> <li>4. Improvement of the quality of the board of directors' decision making</li> </ol>

Board of Directors evaluation implementation status	
	<ol style="list-style-type: none"> <li>5. Composition and structure of the board of directors</li> <li>6. Awareness of the duties of a director</li> <li>7. Election, professionalism and continuing education</li> <li>8. Internal control</li> </ol> <p>II. Internal Self-Evaluation made by the Audit Committee</p> <ol style="list-style-type: none"> <li>1. Participation in the operation of the Company</li> <li>2. Awareness of the duties of Audit Committee</li> <li>3. Improvement of quality of decisions made by Audit Committee</li> <li>4. Makeup of Audit Committee and election of its members</li> <li>5. Internal control</li> </ol> <p>III. Internal Self-Evaluation made by the Remuneration Committee</p> <ol style="list-style-type: none"> <li>1. Participation in the operation of the Company</li> <li>2. Awareness of the duties of Remuneration Committee</li> <li>3. Improvement of quality of decisions made by Remuneration Committee</li> <li>4. Makeup of Remuneration Committee and election of its members</li> </ol>
Evaluation result (internal)	<p>2025 performance evaluation of directors (including functional committees) was conducted using an internal questionnaire. The evaluation period was from January 1, 2025 to December 31, 2025, and the report was submitted to the board of directors on February 25, 2026.</p> <p>Evaluation result:</p> <p>The Company's performance evaluation of directors (including functional committees) adopts an internal questionnaire method in 2023. The evaluation results of the board of directors, director members and two functional committees are all "excellent".</p>
Evaluation result (external)	<p><u>Conclusion of checking:</u></p> <ol style="list-style-type: none"> <li>1. The chairperson of the Company focuses on participatory leadership, widely accepts suggestions and opinions from directors, and fully communicates in advance on major issues, so that board members and independent directors can fully express their opinions and effectively perform their leadership and role functions.</li> <li>2. The directors of the Company are all people with professional experience and rich management experience. In addition, there are two female members. Therefore, the composition of the board of directors has the spirit of professionalism, diversification and effective division of functions, and it also meets the needs of the company's development.</li> <li>3. After the new director of your company takes office, the corporate governance manager will arrange for communication and briefings with relevant company executives so that the new director can fully understand the company's situation. Provide complete information required for board meetings to facilitate directors' performance of their functions.</li> <li>4. The company's audit committee has smooth communication channels and complete information with the internal audit director and certified accountants, and the audit committee can fully exert its guidance and supervision functions.</li> </ol> <p><u>Optimization suggestions:</u></p> <ol style="list-style-type: none"> <li>1. The Company has established a "CSR Committee" in 2018, and changed its name to the "Sustainable Development Committee (ESG Committee)" in 2021 (affiliated with the Chairman's Office). In order to deepen and systematically implement the corporate sustainable development vision, it is recommended that your company consider elevating the "Sustainability Committee" to a functional committee under the board of directors. The board of directors is responsible for the direction of sustainable development and the supervision of specific promotion plans, so as to maintain the capacity of the execution unit and strengthen the discussion of important issues of sustainable development through the participation of professional independent directors.</li> <li>2. The Company strengthens the communication channel between stakeholders and independent directors (audit committee), it is recommended that the Company disclose the independent director's mailbox on the company's official website so that employees, suppliers, and other stakeholders can communicate directly or simultaneously through this channel contact and communicate with independent directors.</li> <li>3. In order to ensure that directors can fulfill their supervisory duties, it is recommended that the Company establish a reporting mechanism and procedures for occasional major information, and standardize the major events that should be reported immediately, the reporting procedures, and the reporting period. Among them, the reporting process should cover all board members to ensure that outside directors can fully grasp the company's important information during non-meeting periods.</li> </ol>

Board of Directors evaluation implementation status	
	<p>4. The Company has a "Board of Directors Performance Evaluation Method" and conducts self-evaluations of the Board of Directors, individual directors, and various functional committees every year. It is recommended that your company regularly review the design of the performance evaluation questionnaire and add forward-looking and strategic qualitative indicators regarding the company's future development so that it can more effectively reflect the guidance and supervision effectiveness of the board of directors, functional committees, and individual directors. To implement self-disciplinary review of the functions of the board of directors and functional committees, and to improve the effectiveness of the overall board of directors.</p> <p><u>The Company's implementation status and future improvement directions:</u></p> <ol style="list-style-type: none"> <li>1. As the Company's Sustainable Development Committee (ESG Committee) regularly reports on the status of the execution of its work to the Board of Directors and takes into account the Board's recommendations, the Committee is currently able to fulfill the Company's sustainability development objectives; in addition, the Company plans to elevate the Committee to a functional committee under the Board of Directors in 2026 in order to further strengthen its governance structure.</li> <li>2. The whistle blowing mailbox of independent directors (audit committee members) has been added and disclosed as recommended as a communication channel with stakeholders.</li> <li>3. After reviewing the Company's "incident classification notification standards and procedures", it has covered and standardized the handling mechanism for occasional major information notifications, and the company has a LINE group for directors to ensure that outside directors can fully communicate during non-meeting periods. Master the company's important information and achieve risk control goals.</li> <li>4. After reviewing the company's existing self-assessment performance questionnaire of the board of directors, individual directors and various functional committees, it has covered the key quantitative indicators of the company's future development. The questionnaire will be refined in the future based on the opinions of the directors, legal requirements and corporate governance development trends' survey design.</li> </ol>

4. Targets for strengthening the functions of the board of directors in the current and the most recent year (e.g., setting up an audit committee and enhancing information transparency) and evaluation of target implementation:  
Please refer to (2) Operation of Audit Committee, (3) Operation of Corporate Governance and Governance Practices of Listed and OTC Companies in "Corporate Governance Operation" of this annual report for the Company's current and most recent years to strengthen the objectives and implementation of the functions of the Board of Directors Circumstances and reasons for discrepancies in the codes and (4) If the Company has set up a remuneration committee, it shall disclose its composition, responsibilities and operation.  
The Company adheres to the consistent attitude of information transparency and immediately publishes important resolutions on the public information observatory after the meeting of the board of directors to maintain shareholders' rights and interests and regularly holds legal person briefings to enhance investors' recognition of the Company.

(II) Status of the Audit Committee:

The Company has established an Audit Committee, which is composed of all independent directors in accordance with legal provisions. It meets at least once every quarter and can be convened at any time as necessary. The annual work focus of the Audit Committee includes supervising the proper presentation of the company's financial statements, the selection (removal), independence and performance of certified accountants, the effective implementation of the company's internal controls, the Company's compliance with relevant laws and rules, and the management and control of the company's existing or potential risks. . In addition to the internal audit report being sent to each independent director for review every month, the internal audit department also reports on major findings of the company's internal control management to the members and directors at the audit committee and board of directors meetings, and the independent directors meet with them at least once a quarter. The internal audit supervisor's communication on important findings of the company's internal control management is disclosed on the company's website "Communications between Independent Directors and Internal Audit Supervisors and Accountants".

The audit committee convened 4 (A) regular meetings in 2025 with the following attendance status:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) (B/A) (Note 1 & 2)	Remarks
Independent Director	Shu-Hsing Li	4	0	100%	Within three terms
Independent Director	Ming-Der Hsieh	4	0	100%	Within three terms
Independent Director	Cheng-Jung Chiang	4	0	100%	Within three terms
Independent Director	Zhong-Rui Chen	4	0	100%	Within three terms

Note 1: If an independent director resigns before the end of the year, the date of resignation should be noted in the remarks column, and the actual attendance rate (%) will be calculated based on the number of audit committee meetings held during his tenure and the number of actual attendances.

Note 2: At the end of the year, if an independent director is re-elected, both new and old independent directors should be filled in, and the date of the old, new, re-election and re-election of the independent director should be noted in the remarks column. The actual attendance rate (%) is calculated

based on the number of audit committee meetings and the number of actual attendances during the period of service.

Note 3: According to the Q&A Guidelines of the “Taiwan Stock Exchange Corporation Operation Directions for Compliance with the Establishment of Board of Directors by TWSE Listed Companies and the Board’s Exercise of Powers” in calculating the consecutive term of service of an independent director, if the director did not serve more than half of a term in any given term, such term may be excluded from the calculation.

Other matters to be disclosed:

1. If any of the following matters occurs during the operation of the Audit Committee, the dates, terms, contents of the proposal of the Board meetings, the opinions of all Independent Directors and the responses by the Company shall be clearly described.

(1) All matters prescribed under Article 14-5 of the Securities and Exchange Act (please refer to Part III, “Corporate Governance Report,” of this Annual Report for the material resolutions of the shareholders’ meeting and the Board of Directors) were approved by more than one-half of all members of the Audit Committee and subsequently submitted to and approved by the Board of Directors. There were no instances in which such matters were approved by two-thirds or more of all directors without prior approval of the Audit Committee.

(2) Except for the matters described above, there were no resolutions approved by two-thirds or more of all directors without prior approval of the Audit Committee.

2. For the implementation of Directors’ avoidance due to conflicts of interest of Directors, please clearly specify the names of Directors, the content of the proposals, the reasons of avoidance due to conflicts of interest and the participation in the voting and resolution: None.

3. Communication between independent directors, the internal audit officer and CPAs (which should include the major issues, channels and results of the audits on the corporate finance and/or operations, etc.):

The Company’s independent directors convene regular meetings at least once each quarter and invite the external auditors, the internal audit function, the legal department, and the finance and accounting units to report to or discuss with the independent directors matters including the most recent audit findings of financial statements, results of internal audit reviews, summaries of major litigation cases, and the Company’s financial and operational overview. Overall, communication between all independent directors, the chief internal auditor, and the external auditors has been effective and satisfactory.

#### Summary of Communication Status of Independent Directors with CPAs in 2025

Date	Title	The major matters that communicate with audit officer	The major matters that communicate with CPAs	Result
2025.02.27	Audit Committee	<ul style="list-style-type: none"> <li>Key Audit Report for October – December 2024 and Follow-up Review</li> <li>Internal Control System Statement and Self-Assessment Implementation Results Report for 2024</li> <li>Amendment to the Internal Audit System and Implementation Rules.</li> </ul>	<ul style="list-style-type: none"> <li>Audit Results Report on Financial Statements for 2024.</li> <li>Updates on significant accounting matters.</li> </ul>	All communications were reviewed by the Audit Committee, and independent directors raised no objections or dissenting opinions.
2025.05.02	Audit Committee	<ul style="list-style-type: none"> <li>Key Audit Report for January– March 2025 and Follow-up Review</li> </ul>	-	All communications were reviewed by the Audit Committee, and independent directors raised no objections or dissenting opinions.
2025.08.01	Audit Committee	<ul style="list-style-type: none"> <li>Key Audit Report for April– June 2025 and Follow-up Review</li> </ul>	<ul style="list-style-type: none"> <li>Review Results Report on Financial Statements for the Second Quarter of 2025</li> <li>Updates on significant accounting matters.</li> </ul>	All communications were reviewed by the Audit Committee, and independent directors raised no objections or dissenting opinions.
2025.10.31	Audit Committee	<ul style="list-style-type: none"> <li>Key Audit Report for July–</li> </ul>	<ul style="list-style-type: none"> <li>Planning matters for the audit</li> </ul>	All communications were reviewed by the Audit

Date	Title	The major matters that communicate with audit officer	The major matters that communicate with CPAs	Result
		September 2025 and Follow-up Review • Internal audit plan for 2026	of financial statements for 2025	Committee, and independent directors raised no objections or dissenting opinions.

4. Annual key functions and operations:

(1) Annual key functions

1. Regularly communicate the audit report results with the internal audit officer according to the annual audit.
2. Regularly communicate with the Company's certified accountants on financial statement review or audit results.
3. Review financial reports.
4. Assess the effectiveness of the internal control system.
5. Pre-review of the appointment, dismissal, remuneration and service matters of the certified public accountant.
6. Review the cases of "Procedures for Acquiring or Disposing of Assets", "Procedures for Lending Funds to others" and "Procedures for Endorsement Guarantees".
7. Review of asset, derivative products, fund lending and endorsement guarantee procedures and major asset, fund lending and endorsement guarantee transactions.
8. Legal compliance.
9. Control of existing or potential risks of the Company. (According to the Company's risk management policies and procedures)

(2) 2025 operations: Proposals of the Audit Committee meetings have all been reviewed or approved by members of the Audit Committee with no dissent from any of the Independent Directors.



Evaluation Item	Implementation Status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor																								
	Yes	No	Explanation																									
Company plan to set up other functional committees voluntarily?			the other hand, although the Company does not establish the Nomination Committee, it adopts the candidate nomination system for the election of the directors (including independent directors) in terms of practical operations. The candidate list of the existing directors (including independent directors) shall be submitted by the shareholders holding more than 1% of the total number of outstanding Shares or by the Board of Directors. Meanwhile, the Board of Directors shall review and approve in advance the candidate list in accordance with the laws, and shall report to the regular shareholders' meeting for election.																									
(III) Has the Company established the methodology for evaluating the performance of the board of directors and use results as reference for directors' remuneration and renewal?	✓		(III) The Board of Directors of the Company has approved the "Rules for Board Performance Evaluation" on December 9, 2020. The board of directors shall conduct an internal performance evaluation at least once a year and an evaluation at least once every three years by an external independent agency or a team of external experts and scholars. The Company sets scoring criteria for performance evaluation indicators, records evaluation results and submits them to the Board of Directors; and uses them as a reference for individual director remuneration and nomination for reappointment. For the most recent evaluation period is from January 1 to December 31, 2025) board of directors performance evaluation results, please refer to the "Board of Directors Operation Status" of this annual report.																									
(IV) Does the Company regularly evaluate the independence of CPAs?	✓		<p>(IV) The Company's "Corporate Governance Code of Practice" stipulates that the Audit Quality Indicators (AQIs) should be referenced regularly (at least once a year) to assess the suitability and independence of the CPAs, and the results should be submitted to the Audit Committee and the Board of Directors for review and approval.</p> <p>With reference to the Audit Quality Indicators (AQIs), the Company has assessed the suitability and independence of its appointed certified public accountants over the most recent two years. The assessments were reviewed and approved by the Audit Committee and the Board of Directors on November 1, 2024, and October 31, 2025, respectively. All results met the Company's evaluation criteria for suitability and independence, confirming that the certified public accountants are fully qualified to serve as the Company's signing auditors. Independence statements issued by the certified public accountants have also been obtained.</p> <p>Results of the Accountant Independence Assessment:</p> <table border="1"> <thead> <tr> <th>Evaluation Items</th> <th>Results</th> <th>Independence</th> </tr> </thead> <tbody> <tr> <td>1. Whether the CPAs have a direct or significant indirect financial interests relationship with the Company</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>2. Whether the CPAs have any financing or guarantee arrangements with the Company or the directors of the Company</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>3. Whether the CPAs have a close business relationship and potential employment relationship with the Company?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>4. Whether the CPAs and their audit team members currently or in the past two years have served as directors, managers or positions that have a significant impact on the audit assignment in the Company</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>5. Whether the CPAs provide the Company with non-audit services that may directly affect the audit assignment?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>6. Whether the CPAs have the stocks or other marketable securities issued by the Company?</td> <td>No</td> <td>Yes</td> </tr> <tr> <td>7. Whether the CPAs act as the defenders of the Company or coordinate conflicts with other third parties on behalf of the Company?</td> <td>No</td> <td>Yes</td> </tr> </tbody> </table>	Evaluation Items	Results	Independence	1. Whether the CPAs have a direct or significant indirect financial interests relationship with the Company	No	Yes	2. Whether the CPAs have any financing or guarantee arrangements with the Company or the directors of the Company	No	Yes	3. Whether the CPAs have a close business relationship and potential employment relationship with the Company?	No	Yes	4. Whether the CPAs and their audit team members currently or in the past two years have served as directors, managers or positions that have a significant impact on the audit assignment in the Company	No	Yes	5. Whether the CPAs provide the Company with non-audit services that may directly affect the audit assignment?	No	Yes	6. Whether the CPAs have the stocks or other marketable securities issued by the Company?	No	Yes	7. Whether the CPAs act as the defenders of the Company or coordinate conflicts with other third parties on behalf of the Company?	No	Yes	
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Evaluation Item	Implementation Status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor			
	Yes	No	Explanation				
			<table border="1"> <tr> <td>8. Whether the CPAs are related to the Company's directors, managers, or persons with positions that have a significant influence on the audit case</td> <td>No</td> <td>Yes</td> </tr> </table> <p>It has been confirmed that there is no other financial interest or business relationship between the CPAs and the Company except for the fees for financial report certification and tax cases, and the accounting firm (certifying accountant and its audit team members) does not violate the independence requirement.</p> <p>We also refer to AQI index information to confirm that the audit experience of accountants and firms is comparable to peers, that the number of training hours they have received is better than the industry average, and that they use innovative audit tools and digitize processes to improve audit quality. The results of the most recent annual assessment were discussed and approved by the Audit Committee on November 1, 2025, and submitted to the Board of Directors on November 1, 2025 to approve the independence assessment of the accountants.</p>	8. Whether the CPAs are related to the Company's directors, managers, or persons with positions that have a significant influence on the audit case	No	Yes	
8. Whether the CPAs are related to the Company's directors, managers, or persons with positions that have a significant influence on the audit case	No	Yes					
IV. Does the Company appoint the competent and appropriate corporate governance personnel and the corporate governance officer to be responsible for corporate governance matters (including but not limited to furnishing required information for business execution by directors and supervisors, assisting compliance of laws, handling matters related to the meetings of the board of directors and shareholders' meetings in accordance with the laws and recording meeting minutes of the board of directors and shareholders' meeting)?	✓		<p>On March 17, 2020, the Company, after a resolution adopted by the board of directors, hired Kathy Chen to take part as a role of financial division and corporate governance officer responsible for supervision and planning of corporate governance. Chen's qualifications meet the requirements of the position in the provisions regarding the corporate governance officer set out in Paragraph One of Article 3-1 of the "Corporate Governance Best-Practice Principles for TWSE/TPEX -Listed Companies". The major responsibilities of the corporate governance officer include providing the information required by the directors and audit committee and the latest regulations regarding corporate operation, providing assistance in legal compliance of the directors and audit committee, handling matters related to the meetings of the board of directors and shareholders' meetings in accordance with the laws, preparing the meeting minutes of the board of directors and shareholders' meetings and providing assistance in assuming office to directors and the audit committee members and continuous education.</p> <p>The execution in 2024 is updated as follows:</p> <ol style="list-style-type: none"> <li>1. Assist all directors to perform their duties, provide the required information and arrange the continuous education for directors.</li> <li>2. Regularly inform the board members dedicated to the revised regulations regarding corporate business operation and corporate governance.</li> <li>3. Inspect the confidential levels of relevant information and provide the corporate information required by the directors to maintain the communication and smooth interaction between directors and managers.</li> <li>4. Review the release of announcement of material information upon the adoption of important resolutions after the meetings to ensure the compliance and correctness of the material information and the information transparency to investors.</li> <li>5. The all board members have completed continuous education at least 6 courses.</li> <li>6. There were four meetings of the board of directors and four meetings of the audit committee convened in 2025.</li> <li>7. There was one general shareholders' meeting convened in 2025.</li> <li>8. The Company purchases liability insurance for directors and reports to the board of directors regarding insurance renewal matters in August 2025.</li> <li>9. The internal performance evaluation of the board of directors and functional committees in 2025 has been carried out, and the evaluation results are excellent, and the report has been reported to the board of directors in February 2026.</li> <li>10. The board of directors' performance evaluation has been conducted, and the evaluation result was ranked as excellent. Regarding the 11th term of Corporate Governance Evaluation of the Company, the result was 6-20%.</li> <li>11. The continuing education status of the corporate governance officer is as follows:</li> </ol>	Compliant with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies			

Evaluation Item	Implementation Status				Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor																
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			Note: As of 2025.																		
V. Has the Company established a means of communicating with stakeholders (including but not limited to shareholders, employees, customers, suppliers and so on.) or created a stakeholder section on the Company’s website in response to stakeholders’ questions on corporate responsibilities?	✓		Alpha provides communication channels and contact points for stakeholders on its corporate website and Sustainability Report. A dedicated mailbox (Public@alphanetworks.com) has been established to facilitate feedback from stakeholders regarding ESG issues, to which Alpha provides appropriate responses. Furthermore, Alpha has established an ESG section on its website to disclose various information regarding the company’s sustainable development. Financial and business information is regularly disclosed on both the Market Observation Post System (MOPS) and the company website; Additionally, material information is released for events that may impact stakeholders. Alpha’s communication with various stakeholders is reported to the Board of Directors on a regular basis (at least once a year). The stakeholder communication status for 2025 was reported to the Board of Directors on February 25, 2026.		Compliant with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies																
VI. Has the Company appointed a registrar for the matters of the shareholders’ meeting?	✓		The Company has appointed CTBC Bank Co., Ltd. Stock Affairs Department as the registrar for the shareholders’ meeting.		Compliant with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies																
VII. Information Disclosure (I) Has the Company set up a website containing the information regarding the financial, business operations and corporate governance status?  (II) Does the Company use other information disclosure channels (such as setting up the English website, appointing personnel responsible for gathering and disclosing the information, establishing a spokesperson system and webcasting the investor conference etc.)?  (III) Does the Company publicly announce the annual financial reports within two months after the end of each fiscal year and announce the first, second and third quarter financial reports as well as the operating prior to the designated deadlines?	✓  ✓  ✓		<p>(I) The Company has established the Investor Relations section in its website in Chinese and English and Simplified Chinese (<a href="http://www.alphanetworks.com">www.alphanetworks.com</a>) that discloses the information regarding financial, business operations and corporate governance and the Company also discloses the information in Market Observation Post System in accordance with related regulations.</p> <p>(II) The Company has set up a Chinese and English corporate website to provide relevant information for shareholders and interested parties (<a href="http://www.alphanetworks.com">www.alphanetworks.com</a>, Chinese and English version) and appointed Shao-ling, Chen as the spokesperson. Dedicated personnel are responsible for company information collection and disclosure and provide the replays of investor conferences on the corporate website. The company regularly (twice a year) or irregularly holds legal person briefings, and puts presentation materials and audio-visual files of the process on the investor relations section of the Company’s website to facilitate inquiries from all walks of life, and uploads public information observation stations in accordance with regulations</p> <p>(III) The Company publicly announced the 2025 consolidated financial statements and parent company only financial statement on February 25, 2026. The 2025 first quarter, second quarter and third quarter financial statements, plus the monthly operating status, were publicly announced on the Market Observation Post System prior to the designated deadlines and then showed on the Company’s website.</p>		Compliant with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies																
VIII. Has the Company disclosed other important information to facilitate a better understanding of its corporate governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, stakeholders’ rights, continuing education records of directors and supervisors, risk management policy and execution of risk measurement standards, execution of customer policy and purchasing liability insurance directors and					Compliant with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies																

Evaluation Item	Implementation Status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor
	Yes	No	Explanation	
supervisors.)? (I)Employee Rights and Employee Care	✓		(I) The Company has always placed great emphasis on talent development; we encourage employees to participate in training courses, arrange a multitude of welfare measures and have an Employee Safety and Health Department in place to prevent and share information on hazard prevention. Furthermore, health seminars and checkups are organized from time to time to provide assurance over employees' safety and health. During the COVID-19, provide colleagues with necessary information and resources for epidemic prevention publicity and health management. Please refer to this Annual Report Overview of Operation of Labor-Management Relations.	
(II)Investor Relations	✓		(II) The finance division has designated personnel to handle shareholder-related matters. In accordance with relevant regulations, the designated personnel will immediately announce information about financial, business and insider shareholding changes in the Market Observation Post System in accordance with relevant regulations to achieve the publicity and transparency of information. Moreover, there is the investor contact information in the corporate website.	
(III)Supplier relationship	✓		(III) The Company has established a supplier evaluation mechanism. The relevant internal departments will review and evaluate suppliers based on their "product quality", "price", "delivery time", "level of service" and "technology". Only those who meet certain standards can become qualified manufacturers. In addition, the Company promotes the sustainable development of the supply chain and expect suppliers to fulfill their corporate social responsibilities together, the company has also formulated the "Supplier Corporate Social Responsibility Management Operating Standards" in accordance with the Code of Conduct - Responsible Business Alliance (RBA), and conducts supplier social responsibility audits every year to understand the implementation status and results of suppliers in various aspects such as labor, health and safety, environmental protection, management systems, and business ethics.	
(IV)Rights of interested parties	✓		(IV) Alpha has established a dedicated ESG section on its official website to disclose the company's sustainable development initiatives and performance. Within this section, a "Stakeholders Engagement" webpage provides various communication channels to facilitate positive interaction between stakeholders and Alpha. The processes and outcomes of Alpha's stakeholder engagement are also disclosed in the Sustainability Report. To ensure the Board of Directors fully understands stakeholders' feedback and suggestions, Alpha reports on material issues and the status of stakeholder communications to the Board at least once a year. The engagement results for 2025, covering 10 material issues, were reported to the Board of Directors on February 25, 2026.	
(V)Situation of training for directors and supervisors	✓		(V) The 2025 training for directors has been handled in accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies " issued by the Taiwan Stock Exchange Corporation. For the training of directors of the Company in 2025, please refer to the latest annual director's training.	
(VI)Implement risk management policies and risk measures	✓		(VI) Alpha's risk management operates in accordance with the "Risk Management Policy and Procedures" approved by the Board of Directors. For the explanation of the risk management policies, principles, and procedures, please refer to " V. Review and Analysis of Financial Status and Financial Performance and Risk Issues" of this annual report. Alpha has established a Risk Management Committee (hereinafter referred to as RMC), which identifies risk items based on the following four dimensions: Strategic Risk, Operational Risk, Financial Risk, and Hazard Risk. These risks are managed and controlled through procedures such as risk prevention and risk transfer. Alpha convenes RMC meetings on a quarterly basis, and additionally on an ad hoc basis in response to urgent events.	

Evaluation Item	Implementation Status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor
	Yes	No	Explanation	
(VII)Implementation of Customer Policy	✓		<p>The meetings address risk incidents by proposing countermeasures and tracking their effectiveness, thereby ensuring the company’s continuous operations.</p> <p>The operational status and results of Alpha’s risk management are reported to the Board of Directors on a regular basis (at least once a year). The implementation status for 2025 was reported on February 25, 2026. Furthermore, the RMC’s operations are disclosed on Alpha’s Sustainability Report.</p> <p>(VII) Alpha evaluates overall customer satisfaction annually through satisfaction surveys or scores from Customer Quarterly Business Reviews (QBR), covering dimensions such as “Quality”, “Delivery Time”, “Technical Support”, “Product Development”, and “Green Product Introduction”. Based on the feedback in each area, Alpha proactively implements improvements to ensure that the products and services provided meet customer requirements.</p> <p>Alpha maintains close communication with customers to fully understand their needs and various issues. By assisting customers in problem-solving and providing tailored product solutions, Alpha ensures that all products achieve the expected levels of reliability and quality.</p>	
(VIII)Purchase of Liability Insurance for Directors	✓		<p>(VIII)The Company has purchased liability insurance for directors and managers, regularly assesses the insurance amount every year and reports the renewal of directors' liability insurance to the board of directors. Report the director and supervisor liability insurance coverage to the board of directors at least once a year, and the report was completed in August 2025.</p>	
<p>IX. The improvement status for the results of Corporate Governance Evaluation announced by Governance Center of Taiwan Stock Exchange Corporate (TWSE) in recent years. In addition, the Company shall propose the first priority matters and measures.</p> <p>The results of the 12<sup>th</sup> (114<sup>th</sup> year of the Republic of China) Corporate Governance Evaluation of our company have not been announced before the annual report is published. The 11<sup>th</sup> (113<sup>th</sup> year of the Republic of China) "Corporate Governance Evaluation" ranked in the 6% to 20%. Only the improvement and priority items and measures are explained as follows:</p> <ol style="list-style-type: none"> <li>1. The Company’s 2024 Sustainability Report was approved by the Board of Directors on May 2, 2025, and was subsequently published on August 8, 2025.</li> <li>2. The Company has announced the “Enterprise Value Enhancement Plan,” with relevant information disclosed on the Market Observation Post System to enhance transparency and investor communication.</li> <li>3. After the evaluation results are announced each year, the Company will review the projects that have not yet met the standards and continue to improve them to implement information disclosure transparency, reduce information asymmetry and enhance shareholder rights.</li> </ol>				

Note: Please refer to the Company's 2025 annual report for the corporate governance operation of the Company's subsidiary Hitron Technologies Inc.

(IV) Composition, Responsibilities and Operations of the Remuneration Committee:

1. Information on members of the remuneration committee

Position	Name	Criteria	Professional Qualifications and Experience	Independence Situation (Note)	Number of Other Public Companies Concurrently Serving as a Remuneration Committee Member
Independent Director (convener)	Ming-Der Hsieh		Please refer to professional qualifications and independence analysis of directors	Compliant	1
Independent Director	Shu-Hsing Li			Compliant	3
Independent Director	Cheng-Jung Chiang			Compliant	1
Independent Director	Zhong-Rui Chen			Compliant	1

Note: Independence: including but not limited to whether the person, spouse, or relatives within the second degree act as directors, supervisors or employees of the Company or its related enterprises; ) The number and proportion of shares held in the Company; whether he is a director, supervisor or subject of a Company that has a specific relationship with the Company (refer to the provisions of Article 3, Paragraph 1, Subparagraphs 5 to 8 of the Regulations on the Establishment of Independent Directors of Public Companies and Matters to be Complied with). Employed persons; the amount of remuneration received for providing business, legal, financial, accounting and other services to the Company or its affiliates in the last two years.

2. Responsibilities of the Remuneration Committee:

The Remuneration Committee shall faithfully perform the following functions and powers with the attention of a good manager, and submit the recommendations to the Board of Directors for discussion:

- (1) Formulate and regularly review the policies, systems, standards and structures for performance evaluation and salary of directors and managers.
- (2) Regularly evaluate and determine the remuneration of directors and managers.

3. Information of Operations of the Remuneration Committee

- (1) There are four members in the remuneration committee.
- (2) Term of the current Committee: From May 31, 2023 to May 30, 2026. Four meetings (A) of the remuneration committee are convened in 2025 and up to the publication date of this annual report. The attendance information is as follows.

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) (B/A) (Note 1 & 2)	Remarks
The convener	Ming-Der Hsieh	4	0	100%	None
Member	Shu-Hsing Li	4	0	100%	None
Member	Cheng-Jung Chiang	4	0	100%	None
Member	Zhong-Rui Chen	4	0	100%	None

Note1: If a member of the Salary and Remuneration Committee resigns before the end of the year, the date of resignation should be noted in the remarks column, and the actual attendance rate (%) will be calculated based on the number of meetings of the Salary and Remuneration Committee during their tenure and the number of actual attendances.

Note2: At the end of the year, if there is re-election by the Salary and Remuneration Committee, both new and old independent directors should be filled in, and the date of the old, new or re-election of the member should be noted in the remarks column. The actual attendance rate (%) is calculated based on the number of meetings of the Salary and Remuneration Committee during the period of employment and the number of actual attendances.

4. Discussion from the Remuneration Committee in 2025 and up to the publication date of this annual report, resolutions, and ways the Company handled opinions from committee members:

Date	Meeting session	Contents of Resolutions	Results of Resolutions	Company's Response to the Opinions from the Remuneration Committee
2025.2.27	First Meeting of 2025	1.Senior Managers' Compensation for 2024 2.Distribution of Employee and Director Compensation for 2024 3.Distribution of Employee Compensation to Senior Managers for 2024 4.Compensation Performance Indicators for Senior Managers for 2025 5.Bonus and Salary Adjustment Policy for Senior Managers for 2025 6.Compensation for Newly Appointed Assistant Vice President	All attending members of the remuneration committee agreed.	The resolution of the board of directors was approved by all the attending directors.

2025.5.2	Second Meeting of 2025	1. Senior Managers' Compensation for 2024 2. Senior Managers' Compensation Linked to ESG Performance	All attending members of the remuneration committee agreed.	The resolution of the board of directors was approved by all the attending directors.
2025.10.31	Third Meeting of 2025	1. Senior Managers' Compensation for 2024 2. Adjustment of Senior Managers' Compensation for 2025	All attending members of the remuneration committee agreed.	The resolution of the board of directors was approved by all the attending directors.
2026.2.25	First Meeting of 2026	1. Senior Managers' Compensation for 2024 2. Distribution of Employee Compensation to Senior Managers for 2024 3. Compensation Performance Indicators for Senior Managers for 2025 4. Bonus and Salary Adjustment Policy for Senior Managers for 2025 5. Revision of Senior Managers' Compensation Linked to ESG Performance	All attending members of the remuneration committee agreed.	The resolution of the board of directors was approved by all the attending directors.

Other items that shall be recorded:

- I. If the board of directors chooses not to adopt or revise recommendations proposed by the remuneration committee, the date of the meeting of the board of directors, session, contents of proposals, results of resolutions and the Company's actions toward opinions provided by the remuneration committee shall be described in detail (also, where the salary and compensation approved by the meeting of the board of directors is better than the one recommended by the remuneration committee, the differences and the reason for the approval shall be described in detail): None.
- II. For the resolutions made by the remuneration committee, if there are members who hold objection or reservation to a resolution and such objection or reservation is on record or raised through a written statement, the date, session, contents of proposals, all members' opinions and ways in handling these opinions should be elaborated: None.

(V) Status on Execution of Social Responsibility, the Differences between the Execution and the “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies” and the Reasons of the Difference:

Promotion Items	Implementation Status			Differences from the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor
	Yes	No	Summary	
I. Has the Company established a corporate sustainability development governance framework and dedicated unit(s) to promote sustainability matters, and are such matters reported to the Board of Directors?	✓		<p>1. Alpha’s sustainability governance framework comprises the Board of Directors, the Sustainability Committee, the Sustainability Department (under the Administration Center), and the Sustainability Report Task Force, as detailed below:</p> <p>a. Alpha established the "CSR Committee" in 2008 to drive sustainability-related policies, management strategies, and initiatives. In 2021, the committee was renamed the ESG Committee. It is chaired by the Chairman of the Board, with the Chief Sustainability Officer (CSO) serving as the Executive Secretary. The committee consists of senior executives from various departments, facilitating cross-functional integration to implement corporate sustainability operations across three pillars: Environmental Protection (e.g., energy conservation, carbon reduction, waste management, and green products), Social Inclusion (e.g., human rights policies, employee benefits, and occupational health and safety), and Corporate Governance.</p> <p>Each year, Alpha's ESG Committee identifies material issues of concern to stakeholders and integrates internal organizational units to collaborate on sustainability projects. The committee reports regularly to the Board of Directors (at least once a year) regarding sustainability achievements and stakeholder engagement. The reporting date for 2026 was February 25. The Board reviews sustainability strategies, plans, and goals, providing guidance and requiring the ESG Committee to make necessary adjustments.</p> <p>b. Alpha has established the "Sustainability Department" as a dedicated unit to promote sustainable development. This department serves as the staff unit for the Chief Sustainability Officer (CSO), integrating sustainability trends, formulating sustainability strategies, and coordinating with various departments across the company to implement sustainability initiatives.</p> <p>c. To implement sustainable development information disclosure, Alpha established a Sustainability Report Compilation Team. Each year, the team prepares and publishes a sustainability report that discloses the company’s relevant sustainability information. Before publication, the report undergoes verification by an independent third-party assurance body and is reviewed by the ESG Committee and the Board of Directors, after which it is officially released.</p> <p>2. Details regarding Alpha’s governance structure and operational approach in promoting corporate sustainability can be found in the Sustainability Report. The report is available for download from the company’s ESG section at <a href="https://www.alphanetworks.com/en/download">https://www.alphanetworks.com/en/download</a>.</p>	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies
II. Has the Company conducted risk assessments on ESG issues related to its operations based on the principle of materiality and established relevant risk management policies or strategies?	✓		<p>1. Alpha follows the GRI Standards’ materiality assessment process annually to conduct risk evaluations. Through surveys, the Company identifies the material issues that stakeholders prioritize across the economic, environmental, and social dimensions. For each identified material issue, Alpha examines its significance and impact, establishes management policies, and conducts annual reviews of targets. By disclosing its practices and achievements, Alpha actively responds to the expectations of all stakeholders.</p> <p>2. The Company (environment, society and corporate governance) listed 22 issues of concern to stakeholders and conducted a stakeholder* questionnaire survey. a total of 416 questionnaires were collected and 10 major issues were identified in 2025, which are explained as follows:</p>	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies

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The Company selects suppliers with outstanding performance in quality, technology, delivery, and cost control, while collaborating with them to promote sustainability and enhance governance effectiveness.</li> <li>• Alpha has established Supplier Codes of Conduct based on the "RBA (Responsible Business Alliance) Code of Conduct." The Company requires suppliers to adhere to social responsibility and integrity commitments. Furthermore, Alpha conducts annual supplier audits to ensure compliance with standards regarding labor rights, health and safety, environmental protection, ethics, management systems, and social impact.</li> </ul> </td> </tr> <tr> <td>Information and Privacy Security</td> <td> <ul style="list-style-type: none"> <li>•Networking equipment involves end-user behavioral data, and communication devices are subject to stringent international security reviews. If a networking company cannot demonstrate its cybersecurity defense capabilities, it faces the risk of being excluded from procurement lists.</li> <li>• Alpha is dedicated to establishing a secure information environment. The Company obtained the ISO/IEC 27001 Information Security Management System certification in 2019 and successfully transitioned to the ISO 27001:2022 version in December 2024, consistently maintaining the validity of its certification. Guided by this management system, Alphas formulated comprehensive security policies and procedures. 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<p>III. Environmental Issues</p> <p>(I) Has the Company established appropriate environmental management systems based on its industry characteristics?</p>	✓		<p>(I) Alpha Networks has established policies to effectively implement environmental and energy management and to comprehensively address environmental issues. The Company sets annual action plans and objectives to continuously enhance its environmental management efforts.</p> <p>Environmental policy and HSF policy:</p> <ul style="list-style-type: none"> <li>• Comply with all applicable environmental laws, regulations, and directives on the restriction of hazardous substances.</li> <li>• Develop green products through research and development to achieve fully HSF (Hazardous Substance-Free) products.</li> <li>• Promote resource recycling to reduce waste generation.</li> <li>• Continuously improve manufacturing processes to minimize environmental impacts.</li> <li>• Enhance employees' awareness of environmental protection and encourage active participation in environmental initiatives.</li> <li>• Conserve energy and improve energy efficiency.</li> </ul> <p>(II) All manufacturing plants of the Company have established an environmental management system to promote environmental management activities and have passed ISO14001:2015 certification by a third-party certification organization. At the same time, in order to effectively implement the management of hazardous substances and reduce the greenhouse gas emissions of the organization, establish a relevant</p>	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies								

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			<p>management system and obtain IECQ QC080000:2017 and ISO 14064-1 certification and the relevant environmental management system can effectively reduce the impact and impact on the environment.</p> <p>Achievement of Six Objectives under the Environmental Management System in 2025</p> <table border="1"> <thead> <tr> <th>Environmental Policy</th> <th>Environmental Target</th> <th>Achieve Rate</th> </tr> </thead> <tbody> <tr> <td rowspan="3">1. Enhance employees' environmental awareness and encourage participation in environmental protection activities</td> <td>ALPHA Green Website Updates</td> <td rowspan="3">100%</td> </tr> <tr> <td>Green News updates</td> </tr> <tr> <td>Biodiversity initiatives (e.g., beach clean-ups, mountain clean-ups, tree planting, environmentally friendly farmland maintenance)</td> </tr> <tr> <td rowspan="3">2. Energy-saving and improve energy efficiency</td> <td>Collection of Green-Related Regulations</td> <td rowspan="3"></td> </tr> <tr> <td>Timely Execution of CDP Carbon Disclosure Survey</td> </tr> <tr> <td>Number of products not compliant with international energy regulations (e.g., ErP Directive, DoE, CEC, NRCan)</td> </tr> </tbody> </table> <p>Achievement of Ten Objectives under the Hazardous Substance Management System in 2025</p> <table border="1"> <thead> <tr> <th>Hazardous Substance Management Policy</th> <th>Hazardous Substance Management Objective</th> <th>Achieve Rate</th> </tr> </thead> <tbody> <tr> <td rowspan="5">1. Comply with environment regulations and hazardous substance restriction directives</td> <td>The RoHS Directive 2011/65/EU and (EU) 2015/863, the Packaging and Packaging Waste Regulation (EU) 2025/40, and the Battery Regulation (EU) 2023/1542 have been fully implemented, with effective control, monitoring, and maintenance ensured through the GPM system.</td> <td rowspan="5">100%</td> </tr> <tr> <td>Proper color-coded management for integrated reports covering REACH SVHC, REACH Annex XVII, TPHC, TSCA, mineral oil, and PFAS</td> </tr> <tr> <td>Early response to exclusion clause expiration at least one year in advance</td> </tr> <tr> <td>Accuracy review of MCD data within the GPM system</td> </tr> <tr> <td>Ongoing collection and monitoring of regulatory requirements</td> </tr> <tr> <td>Hazardous Substance Management Policy</td> <td>Hazardous Substance Management Objectives</td> <td></td> </tr> <tr> <td rowspan="4">2. Develop green products to achieve fully HSF (Hazardous Substance-Free) products</td> <td>Number of non-compliant green materials controlled through the GPM system: 0 cases</td> <td rowspan="4"></td> </tr> <tr> <td>Communication of regulatory requirements to employees through internal platforms</td> </tr> <tr> <td>Hazardous substance risk assessments</td> </tr> <tr> <td>Preparation of integrated regulatory compliance reports</td> </tr> </tbody> </table> <p>Relevant management systems and implementation results are disclosed on the Company's official website and in the Corporate</p>	Environmental Policy	Environmental Target	Achieve Rate	1. Enhance employees' environmental awareness and encourage participation in environmental protection activities	ALPHA Green Website Updates	100%	Green News updates	Biodiversity initiatives (e.g., beach clean-ups, mountain clean-ups, tree planting, environmentally friendly farmland maintenance)	2. Energy-saving and improve energy efficiency	Collection of Green-Related Regulations		Timely Execution of CDP Carbon Disclosure Survey	Number of products not compliant with international energy regulations (e.g., ErP Directive, DoE, CEC, NRCan)	Hazardous Substance Management Policy	Hazardous Substance Management Objective	Achieve Rate	1. Comply with environment regulations and hazardous substance restriction directives	The RoHS Directive 2011/65/EU and (EU) 2015/863, the Packaging and Packaging Waste Regulation (EU) 2025/40, and the Battery Regulation (EU) 2023/1542 have been fully implemented, with effective control, monitoring, and maintenance ensured through the GPM system.	100%	Proper color-coded management for integrated reports covering REACH SVHC, REACH Annex XVII, TPHC, TSCA, mineral oil, and PFAS	Early response to exclusion clause expiration at least one year in advance	Accuracy review of MCD data within the GPM system	Ongoing collection and monitoring of regulatory requirements	Hazardous Substance Management Policy	Hazardous Substance Management Objectives		2. Develop green products to achieve fully HSF (Hazardous Substance-Free) products	Number of non-compliant green materials controlled through the GPM system: 0 cases		Communication of regulatory requirements to employees through internal platforms	Hazardous substance risk assessments	Preparation of integrated regulatory compliance reports	
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(II) Is the Company committed to improving energy efficiency and using recycled materials with lower environmental impact?	✓		<p>Under stringent internal controls, all products of Alpha Networks in 2025 complied with EU directives and regulations such as RoHS, REACH, and WEEE, and the Company continued to improve product performance to meet the requirements of the EU ErP Directive.</p> <p>The Company incorporates Life Cycle Thinking (LCT) at the product R&amp;D stage, progressively integrates green design concepts, and makes timely adjustments in response to updates to international environmental regulations.</p> <p>(1) At the product design stage, Alpha Networks takes product disassembly and recycling into consideration. Product assembly designs avoid the use of complex tools and joining processes. Plastic components weighing 25 grams or more are labeled with material identification. Plastic parts are not made by mixing two or more different materials. Disassembly and recycling principles (Recycle, Reuse, Reduce, 3R) and the EU Waste Electrical and Electronic Equipment (WEEE) Directive serve as important references for green product design. All recyclable materials selected by Alpha Networks comply with EU environmental requirements.</p> <p>(2) Life Cycle Thinking is incorporated at the product research and development stage with the aim of identifying significant environmental considerations throughout each stage of the product life cycle, including raw material acquisition, manufacturing, distribution and sales, use, and end-of-life recycling, with the goal of minimizing environmental impacts.</p> <p>(3) Product energy efficiency is primarily guided by the EU ErP framework and its related implementing measures, including (EC) No. 1275/2008 on standby and off-mode energy consumption of household and office equipment, and (EU) 2019/1782 on external power supplies.</p> <p>(4) Through the green material management platform and under strict internal controls, in addition to the adoption of lead-free processes, all manufactured components comply with EU RoHS and REACH regulatory requirements.</p> <p>•Statistics on product compliance with environmental regulations in 2025:</p> <table border="1"> <thead> <tr> <th>Items</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Required number of items</td> <td>269</td> </tr> <tr> <td>Actual completed items</td> <td>269</td> </tr> <tr> <td>Achieved rate %</td> <td>100%</td> </tr> </tbody> </table> <p>•Regulatory declarations completed in 2025:</p> <table border="1"> <thead> <tr> <th>Type</th> <th>Pieces</th> </tr> </thead> <tbody> <tr> <td>China RoHS</td> <td>6</td> </tr> <tr> <td>BSMI</td> <td>4</td> </tr> <tr> <td>CP65</td> <td>20</td> </tr> <tr> <td>PFAS</td> <td>17</td> </tr> <tr> <td>POPs</td> <td>52</td> </tr> <tr> <td>REACH</td> <td>580</td> </tr> <tr> <td>RoHS</td> <td>74</td> </tr> <tr> <td>TSCA</td> <td>30</td> </tr> <tr> <td>US importation: Aluminum Reporting Requirements under S232</td> <td>1</td> </tr> <tr> <td>Substances List</td> <td>86</td> </tr> <tr> <td>Mineral deposit survey</td> <td>13</td> </tr> <tr> <td>Total</td> <td>883</td> </tr> </tbody> </table>	Items	Total	Required number of items	269	Actual completed items	269	Achieved rate %	100%	Type	Pieces	China RoHS	6	BSMI	4	CP65	20	PFAS	17	POPs	52	REACH	580	RoHS	74	TSCA	30	US importation: Aluminum Reporting Requirements under S232	1	Substances List	86	Mineral deposit survey	13	Total	883	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies
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(III) Has the Company assessed the potential risks and opportunities of climate change on its current and future operations and adopted response measures related to climate-related issues?	✓		<p>Alpha Networks fully recognizes the impacts arising from changes in the global climate, ecology, and environment. As a responsible corporate citizen, and in response to global green initiatives and the development of the green economy, the Company actively fulfills its corporate responsibilities by participating in the Carbon Disclosure Project (CDP). The Company registers its greenhouse gas inventory data on the CDP platform, and upon completion of disclosure, CDP publishes annual disclosure and performance results for reference by customers and relevant stakeholders. In 2025, the scope of CDP disclosure covered items including climate change and water security. Alpha Networks will continue to closely monitor global climate-related issues and make ongoing efforts toward improvement.</p> <p>The CDP performance results of Alpha Networks from 2023 to 2025 are as follows:</p> <table border="1"> <thead> <tr> <th>Result \ Year</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Climate change</td> <td>C</td> <td>C</td> <td>C</td> </tr> <tr> <td>Saving water</td> <td>C</td> <td>C</td> <td>C</td> </tr> </tbody> </table> <p>At the same time, the Company continues to share carbon reduction best practices with suppliers, provide guidance, and conduct carbon reduction training programs, and has established a cloud-based supplier sustainability information platform. Going forward, Alpha Networks will continue to encourage and assist suppliers in completing carbon inventories, registering on the platform, and submitting carbon emission data, and will work collaboratively with suppliers to develop future carbon reduction pathways and action plans.</p>	Result \ Year	2023	2024	2025	Climate change	C	C	C	Saving water	C	C	C	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies																								
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(IV) Has the Company compiled statistics on greenhouse gas emissions, water consumption, and total waste generation over the past two years, and established policies for energy conservation and carbon reduction, greenhouse gas reduction, water conservation, or other waste management measures?	✓		<p>Alpha Networks compiles annual statistics on greenhouse gas emissions, water consumption, and total waste generation, and has established policies and measures for energy conservation and carbon reduction, greenhouse gas reduction, water conservation, and waste management. Relevant information is disclosed in the Company's annual Corporate Social Responsibility (Sustainability) Report. The related statistical data for 2025 are as follows:</p> <p>(1) Alpha Networks (Hsinchu Plant) conducted greenhouse gas identification in response to the updated requirements of ISO 14064-1:2018, including seven greenhouse gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>). The operational boundary of Alpha Networks (Hsinchu Plant) includes direct greenhouse gas emission sources (Category 1) and indirect greenhouse gas emission sources (Category 2, Category 3, Category 4, Category 5, and Category 6). The total greenhouse gas emissions from all emission sources at Alpha Networks (Hsinchu Plant) in 2025 amounted to 3,119,867.136 tons CO<sub>2</sub>e.</p> <table border="1"> <thead> <tr> <th>Type</th> <th>Type 1</th> <th>Type 2</th> <th>Type 3</th> <th>Type 4</th> <th>Type 5</th> <th>Type 6</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Emissions (tCO<sub>2</sub>e)</td> <td>44.6992</td> <td>3,766.0470</td> <td>433.6458</td> <td>18,898.3310</td> <td>3,096,724.4130</td> <td>0</td> <td>3,119,867.136</td> </tr> <tr> <td>Percentage</td> <td>0.001%</td> <td>0.12%</td> <td>0.01%</td> <td>0.61%</td> <td>99.26%</td> <td>0%</td> <td>100.00%</td> </tr> </tbody> </table> <p>(2) Water Resources Policy</p> <ul style="list-style-type: none"> <li>• Water use assessments to identify opportunities for improving water use efficiency</li> <li>• Actions to reduce water consumption</li> <li>• Establishment of targets for reducing water consumption</li> <li>• Water recycling and reuse</li> <li>• Raising employee awareness of water-saving efficiency management</li> </ul> <p>The statistical data for the past three years (2023–2025) are as follows:</p> <table border="1"> <thead> <tr> <th>Key Indicators</th> <th>Improvement Measures</th> <th>Expected Benefits</th> </tr> </thead> <tbody> <tr> <td>Improvement of cooling water circulation rate</td> <td>Increase the concentration ratio of cooling water circulation (increase from 3 to 5 times) Install automatic water quality monitoring systems (conductivity-controlled discharge)</td> <td>Reduction of make-up water consumption by approximately 5–10%</td> </tr> <tr> <td>Recycling and reuse of RO wastewater</td> <td>Recycle and reuse RO wastewater for cleaning purposes or as make-up water for cooling towers</td> <td>Recovery of approximately 3–5% of total water consumption</td> </tr> <tr> <td>Rainwater</td> <td>Roof top rainwater collection</td> <td>Reduction of cooling tower</td> </tr> </tbody> </table>	Type	Type 1	Type 2	Type 3	Type 4	Type 5	Type 6	Total	Emissions (tCO <sub>2</sub> e)	44.6992	3,766.0470	433.6458	18,898.3310	3,096,724.4130	0	3,119,867.136	Percentage	0.001%	0.12%	0.01%	0.61%	99.26%	0%	100.00%	Key Indicators	Improvement Measures	Expected Benefits	Improvement of cooling water circulation rate	Increase the concentration ratio of cooling water circulation (increase from 3 to 5 times) Install automatic water quality monitoring systems (conductivity-controlled discharge)	Reduction of make-up water consumption by approximately 5–10%	Recycling and reuse of RO wastewater	Recycle and reuse RO wastewater for cleaning purposes or as make-up water for cooling towers	Recovery of approximately 3–5% of total water consumption	Rainwater	Roof top rainwater collection	Reduction of cooling tower	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies
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IV. Social Issues (I) Has the Company established relevant management policies and procedures in accordance with applicable laws and regulations and international human rights conventions?	✓		<p>Alpha Networks supports and adheres to the "Universal Declaration of Human Rights", the "United Nations Global Compact", the "United Nations Guiding Principles on Business and Human Rights", and the International Labour Organization (ILO) "Declaration on Fundamental Principles and Rights at Work". The Company also adopts standards consistent with the Responsible Business Alliance (RBA) Code of Conduct, strictly complies with applicable laws and regulations at all operating locations worldwide, and safeguards employee human rights.</p> <p>In line with the human rights protection principles valued by Alpha Networks, the Company complies with the Labor Standards Act, formulates internal Work Rules in accordance with applicable laws, and submits them to the relevant Science Park Administration for approval prior to implementation in order to protect employees' lawful rights and interests. In addition, the Company has established a Labor Welfare Committee, which is operated by labor representatives elected through internal employee elections and is responsible for planning and administering various employee welfare programs. At the policy level, Alpha Networks has also formulated internal management policies in accordance with relevant regulations, clearly stating its commitment to protecting employees' rights and appropriately caring for its workforce.</p> <p>Based on the aforementioned human rights protection principles and corporate policies, and in accordance with the Company's employee recruitment and appointment procedures, Alpha Networks provides equal employment opportunities to job applicants and all employees. The Company prohibits discrimination on the grounds of race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, association membership, or marital status, and strictly prohibits the use of child labor and forced labor.</p> <p>The Company's Human Rights Policy is disclosed on its official website:  <a href="https://www.alphanetworks.com/csr/83e14643c8fb5c6a">https://www.alphanetworks.com/csr/83e14643c8fb5c6a</a></p> <p>Alpha Networks places great importance on human rights and labor issues. Its major production sites, including the Hsinchu Headquarters in Taiwan, the Changshu Plant in China, and the Vietnam Plant, have all passed third-party RBA audits, and relevant policies have been effectively implemented within internal management systems.</p> <p>In 2025, a total of 322 participants attended internal human rights-related training programs, with total training hours of 613.2 hours.</p> <p>To fulfill its corporate social responsibilities and implement its human rights policies, Alpha Networks conducts human rights due diligence to assess issues and identify risks, formulates management and risk mitigation measures, and carries out improvements and follow-up actions to effectively reduce the</p>	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies																							

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			<p>impact of human rights-related risks. By referencing the RBA Code of Conduct and international human rights standards, the Company identified 10 key focus areas as human rights risk assessment items.</p> <p>For human rights risk assessment, a matrix-based evaluation is conducted using two dimensions—likelihood of occurrence and severity of impact. A risk coefficient is calculated based on the composite score to determine the level of potential risk, and corresponding mitigation or remedial measures are adopted for identified risks.</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Human Rights Risk Issue</th> <th>Risk Assessment Status</th> <th>Mitigation and Remedial Measures</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Bullying and Harassment</td> <td>Low likelihood, medium impact</td> <td> <ol style="list-style-type: none"> <li>Clearly establish Alpha Networks' Human Rights Policy.</li> <li>Strengthen internal training and preventive awareness programs on relevant issues.</li> <li>Formulate and implement the Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Procedures.</li> <li>Establish internal diversified communication channels and grievance mechanisms.</li> <li>Enhance employee psychological counseling and support measures.</li> </ol> </td> </tr> <tr> <td>2</td> <td>Physical and Mental Health</td> <td>Low likelihood, medium impact</td> <td> <ol style="list-style-type: none"> <li>Continuously monitor employees' physical and mental health through working hours and workload management, occupational safety and health systems, and employee assistance programs, and provide stress management, psychological counseling, and health promotion resources to prevent risks of excessive work and mental stress.</li> <li>Establish grievance mechanisms for reported or occurred physical and mental health-related incidents, provide case-by-case medical assistance, work adjustments, and necessary support measures, and review management systems and operational arrangements to continuously improve the workplace environment and ensure that employees' health rights are properly protected.</li> </ol> </td> </tr> <tr> <td>3</td> <td>Work-Life Balance</td> <td>Low likelihood, medium impact</td> <td> <ol style="list-style-type: none"> <li>The Company promotes employees' work-life balance through working hours management systems, leave arrangements, and flexible work arrangements, and reduces the impact of long-term excessive working hours on employees' personal and family lives.</li> <li>Employees are encouraged to participate with their families in employee care activities such as Family Day events, sports days, and movie screenings, in order to foster positive interaction between workplace and family life.</li> <li>For situations where work arrangements result in work-life imbalance, communication and grievance channels are established. 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4	Working Hours	Low likelihood, medium impact	<ol style="list-style-type: none"> <li>Attendance status is monitored through the human resources attendance management system.</li> <li>Abnormal attendance reminders and early warning notifications are regularly issued to employees and their supervisors.</li> <li>Reminders are issued to employees who have already reached daily working hour thresholds to prevent overtime situations.</li> <li>Communication within factory management systems is strengthened, and appropriate manpower reserves are planned.</li> </ol>																					
5	Wages and Benefits	Low likelihood, medium impact	<ol style="list-style-type: none"> <li>Employee compensation is required to comply with all applicable local laws and regulations, including minimum wages and overtime pay.</li> <li>The Company reviews internal and external environmental changes and participates in salary surveys to adjust compensation policies and remuneration planning, thereby enhancing overall compensation competitiveness.</li> </ol>																					
6	Employment and Occupational Discrimination	Low likelihood, medium impact	<ol style="list-style-type: none"> <li>The Company adheres to the principles of equal employment and non-discrimination in recruitment, appointment, promotion, and compensation management, and promotes diversity and equality through relevant policies and management training.</li> <li>Grievance and investigation mechanisms are in place for discrimination-related complaints, with verification, handling, and corrective actions taken as necessary to protect employees' equal employment rights.</li> <li>In accordance with RBA requirements, the Company implements a zero-fee recruitment policy for migrant workers to ensure equal employment opportunities and prevent improper fees or debt burdens.</li> </ol>																					
7	Physically Demanding Work	Low likelihood, medium impact	<ol style="list-style-type: none"> <li>In accordance with occupational safety and health regulations and ergonomic principles, the Company evaluates work processes and workloads, and reduces the risks to employees' physical health arising from improper or excessive physical exertion through measures such as workstation improvements, introduction of assistive equipment, job rotation, and rest arrangements, and regularly conducts training and health examinations.</li> <li>For situations where discomfort or injuries are caused by physically demanding work, reporting and medical assistance mechanisms are in place. Work content and operational methods are adjusted on a case-by-case basis, and the working environment is continuously improved in order to safeguard employees' physical health and safety.</li> </ol>																					
8	Maternity Protection	Low likelihood, medium impact	<ol style="list-style-type: none"> <li>In accordance with applicable laws and internal policies, the Company provides support measures such as work adjustments during pregnancy,</li> </ol>																					

Promotion Items	Implementation Status			Differences from the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor
	Yes	No	Summary	
			<p>childbirth, and childcare periods, maternity leave, childcare leave without pay, and maternity-friendly parking, and implements gender equality and non-discrimination principles to protect employment rights.</p> <p>2. Communication and handling mechanisms are in place for maternity-related requests or complaints, with the human resources department and supervisors assisting in work adjustments and necessary support to safeguard female employees' health and employment rights.</p>	
			<p>9 Gender Discrimination</p> <p>Low likelihood, medium impact</p> <p>1. In recruitment, appointment, promotion, compensation, and job assignment, the Company adheres to the principles of gender equality and non-discrimination, and avoids differential treatment based on gender, gender identity, or sexual orientation through policy communication and training programs.</p> <p>2. Grievance and investigation mechanisms are in place for complaints related to gender discrimination, with verification and improvement conducted in accordance with procedures to ensure equal employment opportunities and workplace respect.</p>	
			<p>10 Occupational Health and Safety</p> <p>Low likelihood, medium impact</p> <p>1. Clearly stipulate reporting procedures for occupational safety incidents and occupational injuries.</p> <p>2. Conduct regular safety evacuation drills.</p> <p>3. Provide appropriate and legally compliant personal protective equipment for employees working in special operating environments.</p> <p>4. Implement safety awareness programs and carry out inspections of protective equipment.</p> <p>5. Provide periodic occupational health examinations for employees engaged in hazardous operations.</p> <p>6. Clearly establish investigation and handling procedures for occupational safety and health incidents, with detailed records maintained and reviews conducted for each case.</p>	
(II) Has the Company established and implemented reasonable employee welfare measures (including compensation, leave, and other benefits), and appropriately reflected business performance or results in employee remuneration?	✓		<p>1. Employee Compensation</p> <p>To attract and retain highly qualified professionals, the Company regularly reviews its compensation policies with reference to market benchmarks and in compliance with labor laws and regulations applicable to each operating location, in order to ensure overall compensation competitiveness. In addition, the Company upholds a fair compensation policy under which employee remuneration is not influenced by personal factors such as gender, race, nationality, or age. Initial compensation is determined based on professional capabilities, education, and experience. Following onboarding, salary adjustments and bonuses are granted annually based on individual performance and the Company's overall operating results.</p> <p>Pursuant to the Company's Articles of Incorporation, when the Company generates annual profits, 10% to 22% of such profits shall be allocated as employee compensation, thereby linking the Company's operating performance with employee remuneration. The Alpha Networks Remuneration Committee convenes at least twice per year and may hold meetings as necessary. The Committee performs its duties with the diligence of a prudent administrator and faithfully exercises its authority in accordance</p>	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies

Promotion Items	Implementation Status			Differences from the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor											
	Yes	No	Summary												
			<p>with applicable laws, and submits its recommendations to the Board of Directors for discussion. The distribution of compensation to employees and directors is approved by the Remuneration Committee and the Board of Directors and is then reported to the Shareholders' Meeting, serving as a method for evaluating the management performance of the Company's highest management level. Information relating to the remuneration of directors and senior management is also appropriately disclosed in the Company's annual report, enabling all stakeholders to fully understand the linkage between executive compensation and the Company's operating performance.</p> <p><b>2. Employee Compensation</b> Alpha Networks provides attentive and high-quality employee welfare measures on an annual basis, including fixed benefits such as overseas travel insurance, free annual health examinations, subsidies for weddings, funerals, celebrations, illness-related hospitalization, and traditional festival cash gifts. To support work-life balance, the Company also offers annual travel subsidies, subsidies for employee club activities, and subsidies for language proficiency examinations and learning. In addition, free indoor parking for automobiles and motorcycles is provided so that employees do not need to worry about their vehicles being exposed to weather conditions while at work. The employee cafeteria offers diverse and nutritionally balanced meals. The Company also provides on-site convenience stores operated by chain retailers, periodic group product sales events, and employee purchase discounts. Through these welfare measures, the Company aims to provide employees with convenient living support outside of work. In enhancing a friendly workplace, the Company prioritizes collaboration with non-profit organizations (NPOs), thereby increasing employee welfare while simultaneously supporting public welfare initiatives. Such initiatives include services such as massage therapy provided by visually impaired practitioners, psychological counseling, and birthday celebration afternoon tea events. For the birthday afternoon tea event held in 2025, a total of 1,134 handmade cookies produced by social welfare organizations were distributed. To reduce negative stress and promote positive well-being, the Company has designed stress-relief programs addressing both physical and mental health. Alpha Networks collaborates with professional psychological counseling organizations to provide bilingual (Chinese and English) psychological counseling services through multiple channels. Employees may communicate with counselors via email, telephone, or video conferencing. Through psychological counseling, employees are able to find outlets for emotional expression and transform negative emotions into positive thinking. In 2025, the service was utilized by 43 employees, with an average satisfaction score of 5 out of 5. In addition, the Company has partnered with a local association for the visually impaired to station certified massage therapists at Company premises. This service effectively relieves physical fatigue and muscle soreness among employees and has been well received. In 2025, the service was used approximately 1,799 times cumulatively, with an average of approximately 150 uses per month.</p> <p><b>3. Employee Compensation</b> The Company places strong emphasis on gender equality and equal pay and promotion opportunities. In 2025, female employees accounted for approximately 47% of the Taiwan headquarters workforce, and equal pay for equal work is practiced.</p> <p><b>Ratio of Starting Salaries for New Graduates</b></p> <table border="1"> <thead> <tr> <th>Country</th> <th>Category</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Taiwan</td> <td>Direct Employees</td> <td>1</td> <td>1</td> </tr> <tr> <td>Indirect Employees</td> <td>1</td> <td>1</td> </tr> </tbody> </table> <p>Note: Ratio of starting salaries for new graduates = female starting salary ÷ male starting salary.</p> <p><b>Ratio of Average Salaries for New Graduates</b></p>	Country	Category	Female	Male	Taiwan	Direct Employees	1	1	Indirect Employees	1	1	
Country	Category	Female	Male												
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Country	Category	Female	Male												
Taiwan	Direct Employees	1.07	1.07												
	Indirect Employees	1.88	1.88												
(III) Has the Company provided employees with a safe and healthy working environment and regularly implemented safety and health education?	✓		<p>The Company is fully committed to creating a healthy and safe working environment. It has established occupational safety and health management manuals and operating guidelines, conducts workplace hazard identification, risk assessment, and change management, performs regular occupational safety and health audits, and implements an Occupational Safety and Health Management System (ISO 45001).</p> <p><u>Occupational Safety and Health Policy</u> The Company is dedicated to enhancing a healthy and safe working environment by formulating occupational safety and health policies, management manuals, and operating procedures, while also respecting the occupational safety and health expectations of relevant stakeholders, with the goal of building a healthy and happy workplace.</p> <p>With occupational accident prevention and disaster prevention as its core principles, the Company applies appropriate management tools, technologies, and resources to conduct workplace hazard identification, risk assessment, and change management, and regularly carries out occupational safety and health audits and implements the Occupational Safety and Health Management System (ISO 45001).</p> <p>All sites adopt integrated approaches to formulate countermeasures and continuously promote occupational safety and health objectives. Protective management for operational personnel is strengthened to achieve a zero-accident workplace. In addition, quantitative occupational safety and health indicators are established and tracked to enhance safety and health performance and reduce risks.</p> <p><u>Occupational Accident Investigation and Improvement</u> In 2025, there were no work-related occupational accidents. The Company continued to strengthen workplace safety awareness through regular safety promotion activities and periodic self-inspections, while also paying close attention to employees' physical and mental well-being to ensure their safety during work.</p> <p><u>Work Environment Monitoring</u> To ensure that employees are not exposed to harmful substances in the workplace and to provide a healthy and safe working environment, the Company conducts work environment monitoring twice each year. Regular monitoring covers organic solvents, noise, carbon dioxide, and lighting levels, enabling a better understanding of employees' exposure conditions.</p> <p><u>Safety Audits</u> The Company has established an annual occupational safety and health management plan and conducts safety audits according to the following categories and frequencies:</p> <table border="1"> <tbody> <tr> <td>Safety audits</td> <td>Twice per month</td> </tr> <tr> <td>Employee safety observations</td> <td>Three times per month</td> </tr> <tr> <td>Environmental safety inspections</td> <td>Once per week</td> </tr> <tr> <td>Contractor construction inspections</td> <td>As needed</td> </tr> </tbody> </table> <p><u>Equipment Safety Management:</u> The Company classifies equipment by type and manages hazardous machinery and equipment in accordance with applicable regulations, conducting detailed inspections to ensure safe operation. Inspection categories and frequencies are as follows to ensure equipment safety:</p>	Safety audits	Twice per month	Employee safety observations	Three times per month	Environmental safety inspections	Once per week	Contractor construction inspections	As needed	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies			
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Inspection Category	Inspection Frequency																															
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2023	858	2, 876																														
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(IV) Has the Company established effective career development and competency-based training programs for employees?	✓		<p>The Company fully recognizes that training and development are fundamental to long-term corporate sustainability and that talent is the Company's most valuable asset. Accordingly, Alpha Networks spares no effort in employee training and career development planning, continuously investing substantial training budgets and resources each year and expanding diversified learning channels. As the COVID-19 pandemic has eased, certain training courses have gradually returned to in-person classroom formats. The Company has established a comprehensive training system, including new employee training, managerial competency training, core competency training, and professional training. In alignment with corporate policies and business development initiatives, additional diversified courses—such as sustainability development and technical programs—have been introduced to support employees' career competency development.</p> <p>In line with organizational strategy execution and the implementation of management objectives, the Company provides managerial competency training programs for supervisors at various levels to strengthen management concepts and capabilities. In 2025, a total of 147 participants attended managerial competency training courses, with total training hours of 1,029 hours.</p> <p>To cultivate research and development talent in 5G, 6G, and other specialized technologies, the Company invites experts and scholars as instructors in response to its technology development direction and emerging technology trends, such as artificial intelligence (AI) and low-Earth-orbit satellites. In 2025, a total of 449 participants</p>	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies																												

Promotion Items	Implementation Status			Differences from the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor
	Yes	No	Summary	
			<p>attended such courses, with total training hours reaching 827.5 hours.</p> <p>To strengthen ESG knowledge and foster company-wide consensus on sustainability development, Alpha Networks has incorporated “ESG Sustainability Development” and “Integrity Governance” modules as mandatory components of new employee training since 2022. In addition, training on key topics such as human rights and prevention of insider trading has been enhanced. In 2025, company-wide ESG-related training totaled 1,480 hours, with 4,006 participants.</p> <p>Overall annual training results of the Company—including the above-mentioned managerial and professional training as well as internal manufacturing, quality, and occupational safety and health training—reached a total of 41,673 training hours and 19,955 training participants company-wide (including overseas sites) in 2025.</p>	
(V) With respect to customer health and safety, customer privacy, marketing, and labeling of products and services, does the Company comply with applicable laws and international standards and establish relevant policies and complaint procedures to protect consumer rights?	✓		<p>As an Original Design Manufacturer (ODM) in the networking industry, Alpha's product sales activities to end consumers fall within the scope of our clients' operations. Alpha does not engage directly with end consumers. All product labeling is produced and applied according to client requirements and complies with local laws and regulations. In 2025, Alpha had no violations regarding product and service information and labeling, nor did it violate any laws or regulations related to marketing communications (including advertising and promotion).</p> <p>Furthermore, Alpha conducts customer satisfaction surveys to objectively assess client satisfaction with our products and services, using the results as a basis for continuous improvement.</p> <p>The “Stakeholders Engagement” section within the ESG area of Alpha’s corporate website provides dedicated communication and interaction channels for various stakeholder groups. Issues raised by stakeholders are studied and addressed by designated departments.</p>	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies
(VI) Has the Company established supplier management policies requiring suppliers to comply with relevant standards on environmental protection, occupational safety and health, and labor and human rights, and how are such policies implemented?	✓		<p>1. Alpha Networks continuously conducts annual supplier audits and onboarding reviews for new suppliers, and requires all suppliers to comply with standards related to labor rights, health and safety, environmental protection, ethical conduct, management systems, and social impact. In addition to evaluating suppliers’ quality, cost, delivery, service, and technical capabilities, the Company implements procurement management based on a green supply chain approach. Hazardous substance control is also incorporated into incoming material inspection procedures. For raw materials that violate controlled substance requirements, suppliers are required to immediately propose corrective and preventive actions. In 2025, the average proportion of excellent (Grade A) and good (Grade B) suppliers was 98.9%, while the proportion of poor (Grade E) suppliers was 0.31%. Grade E suppliers are provided with project-based guidance and required to improve, while suppliers rated fair (Grade C) and poor (Grade D) with identified issues continue to receive improvement guidance in order to enhance overall supplier delivery quality.</p> <p>The supplier management policy for 2025 emphasizes the development of a green supply chain. Alpha Networks strictly requires suppliers to comply with the “Alpha Environmental Management and Substance Management Regulations.” Where necessary, suppliers must submit testing reports from independent third-party institutions, and green management principles are incorporated into the supplier management mechanism.</p> <p>2. Alpha Networks seeks to build mutually beneficial and sustainable partnerships with suppliers. In addition to emphasizing product quality, delivery performance, and pricing, the Company has established the “Supplier Corporate Social Responsibility Management Procedures” in accordance with the Responsible Business Alliance (RBA) Code of Conduct, encouraging suppliers to jointly fulfill corporate social responsibility and to strengthen risk management and business continuity planning. Prior to cooperation, new suppliers are required to sign a supplier commitment letter to ensure compliance with RBA requirements and to complete the Supplier RBA Self-Assessment Questionnaire, enabling the Company to understand suppliers’ implementation performance across labor, health and safety, environmental protection,</p>	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies

Promotion Items	Implementation Status			Differences from the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor
	Yes	No	Summary	
			<p>management systems, and business ethics. On-site audits are then initiated based on supplier category, followed by ongoing monitoring to ensure that identified deficiencies are properly corrected. In 2025, Alpha Networks conducted audits of 71 suppliers, including 34 annual supplier audits and 37 new supplier onboarding audits.</p> <p>3. In accordance with the supplier status evaluation procedures, supplier assessments are conducted on a quarterly basis, with results reported in the month following each quarter. Major suppliers with large transaction volumes and amounts are evaluated jointly by procurement, engineering, and quality assurance units based on quality, cost, delivery, service, and technical capability. Suppliers receiving scores below 70 points are classified as unqualified suppliers. In 2025, a total of 233 supplier evaluations were conducted, with zero suppliers classified as recommended for discontinuation. In 2025, no suppliers were suspended from new material transactions.</p>	
V. Has the Company prepared sustainability reports or other reports disclosing non-financial information in accordance with internationally recognized reporting standards or guidelines? Have such reports obtained assurance or verification opinions from third-party assurance providers?	✓		<p>Alpha's Sustainability Report is prepared in accordance with the GRI Standards. It has been verified by TÜV Rheinland Taiwan Ltd. under the AA1000AS v3 Type 1 Moderate Assurance level. The external assurance statement is provided in the appendix of the report.</p> <p>Information related to TCFD (Task Force on Climate-related Financial Disclosures) and SASB (Sustainability Accounting Standards Board) is disclosed within the relevant chapters, with TCFD and SASB index tables included in the appendix for reference.</p> <p>Alpha's sustainability reports are available for download on the "Sustainability Report Download" page within the ESG section of its website.</p>	Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies
VI. If the Company has established its own sustainability development principles in accordance with the "Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies," please describe any differences between their operation and the prescribed principles: Alpha has established its own code of practices for corporate social responsibility and its related operations are implemented in accordance with the content of the "Corporate Social Responsibility Best Practice Principles for TWSE/GTSM-Listed Companies" and there are no major differences.				Compliant with the Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies
VII. Other Important Information Conducive to Understanding the Implementation Status of Corporate Sustainability Development: 1. Alpha is dedicated to environmental protection, creating a healthy, safe, and friendly workplace, and promoting social inclusion. the Company promotes integrity-based governance and transparent information disclosure. As a result of these concrete achievements, Alpha was honored in 2025 with the "National Sustainable Development Award (Corporate Category - Finalist)" from the Executive Yuan, ranked among the "TCSA Taiwan Top 100 Sustainable Exemplary Enterprises," and received the "Sustainability Report Award – Electronics and Information Manufacturing (Category 1) Silver Award." 2. Aligning with global decarbonization trends, Alpha has proactively advanced climate action. The 1.5°C near-term targets have been officially validated by the Science Based Targets initiative (SBTi). The Company commits to a 42% reduction in Scope 1 and Scope 2 emissions, and a 25% reduction in Scope 3 emissions by 2030, with the ultimate goal of reaching Net Zero by 2050. 3. Alpha's Hsinchu, Vietnam, and Changshu plants have all successfully completed RBA (Responsible Business Alliance) Validation, achieving 100% global coverage. The company promotes employee well-being across five key pillars: Labor, Health and Safety, Environment, Business Ethics, and Management Systems, working hand-in-hand with the employees toward the company's sustainable development.				

(V-I) Climate related Information for TWSE/TPEX Listed Companies

1. Status of Implementation of Climate-related Information

Item	Implementation Status
<p>1. Description of the Board of Directors' and management's governance of climate-related issues, risks, and opportunities</p>	<p>- Board of Directors and Functional Committees: The Company's Board of Directors is responsible for reviewing and guiding climate change strategies, action plans and annual goals. The Sustainability Development Committee is responsible for formulating, planning and promoting them, and is implemented every quarter by the Risk Management and Corporate Sustainability Management Committee. Detect and respond to climate change risks, report the implementation status to the board of directors regularly every year, and review greenhouse gas reduction targets and achievement levels</p> <p>- Risk Management Committee: Coordinates relevant departments within the company to jointly review the internal and external risks faced by the company (including climate change risks), formulates risk response strategies for company-wide major risk issues, and reports to the board of directors every year.</p> <p>- Sustainability Committee: Responsible for the proposal and implementation of corporate social responsibility vision and tasks, systems or related management policies and specific promotion plans (including climate change), and reporting climate change-related promotion plans and operational results to the board of directors every year.</p>
<p>2. Description of how identified climate-related risks and opportunities affect the Company's business, strategy, and financials (short-term, medium-term, and long-term).</p>	<p>I. Climate Risks</p> <p>Risk Item 1: Rising Electricity Prices</p> <p>(1) Scenario: Energy shortages lead to government-mandated electricity price hikes, resulting in increased operating costs.</p> <p>(2) Time Horizon: Short-term (0–3 years).</p> <p>(3) Response Strategies: Set carbon reduction targets aligned with the SBTi 1.5°C scenario. Systematically reduce power consumption and enhance energy efficiency to offset the impact of rising electricity prices and lower long-term operating costs. Key initiatives include: (A) Implementing energy-saving projects. (B) Increasing the proportion of renewable energy usage. (C) Implementing the ISO 50001 Energy Management System.</p> <p>Risk Item 2: Green Product and R&amp;D Technology</p> <p>(1) Scenario: Lagging behind competitors in energy-saving or carbon-reduction technologies may decrease clients' willingness to collaborate, impacting orders and revenue.</p> <p>(2) Time Horizon: Short-term (0–3 years).</p> <p>(3) Response Strategies: Transform low-carbon R&amp;D into revenue growth and carbon reduction performance. In addition to conducting Product Carbon Footprint (PCF) calculations, the company also promotes low-power product design and the application of low-carbon materials.</p> <p>Risk Item 3: Corporate Governance Compliance</p> <p>(1) Scenario: Failure to meet regulatory requirements regarding climate issue management, resulting in fines.</p> <p>(2) Time Horizon: Short-term (0–3 years).</p> <p>(3) Response Strategies:</p> <p>(A) Enhance compliance by participating in the TWSE Corporate Governance Evaluation and international ESG ratings.</p> <p>(B) Engage in the SBTi initiative and climate alliance organizations to ensure climate management aligns with global trends.</p> <p>II. Climate Opportunities</p> <p>Opportunity Item: Low-Carbon Products and Services</p> <p>(1) Scenario: Increasing market and client demand for low-carbon and energy-saving products presents opportunities to grow revenue.</p> <p>(2) Time Horizon: Medium-term (4–10 years).</p> <p>(3) Response Strategies: Designate "Low-Carbon R&amp;D" as an operational priority and set "ESG x 7-Year Goals." Invest in new product development and technological innovation in response to climate transition opportunities. Simultaneously promote low-power product design and low-carbon material applications to timely address Green Product Design market trends.</p>
<p>3. Describe the impact of extreme weather events and transition actions on finances.</p>	<p>In response to extreme climate issues, Alpha conducted a simulation under the RCP 8.5 scenario. The projections for 2050 are as follows:</p> <p>1. Annual Mean Temperature Projections</p> <ul style="list-style-type: none"> <li>• Taiwan: Increase of 1.0°C to 3.1°C</li> <li>• Suzhou: Increase of 2.0°C to 4.0°C</li> <li>• Vietnam: Increase of 1.0°C to 2.6°C</li> </ul>

Item	Implementation Status
	<p>2. Annual Precipitation Projections</p> <ul style="list-style-type: none"> <li>• Taiwan: Increase of 7.7% to 13.0%</li> <li>• Suzhou: Increase of 3.0% to 17.1%</li> <li>• Vietnam: Increase of 2.7% to 14.0%</li> </ul> <p>3. Operational and Financial Impacts</p> <p>(1) Upstream (Suppliers) Extreme heat, heavy rain, or droughts may lead to major power shortages. Suppliers may incur higher costs to improve work environments and equipment while ensuring personnel safety. Additionally, material lead times may lengthen, or transportation methods may need to change, increasing overall costs.</p> <p>(2) The Company (Alpha)</p> <p>(A) As the projected temperature increase in the three locations may exceed 2.0°C, continuous improvements to factory air conditioning systems are required.</p> <p>(B) Under extreme climate conditions, Alpha’s factories may face flood risks due to sudden surges in annual rainfall. Beyond facility flooding, operations may also be affected by disrupted transportation, impact on employee commuting, or potential personnel injuries.</p> <p>(3) Downstream (Customers) Customers may request multi-site production (secondary or tertiary manufacturing locations) as a contingency plan to ensure that deliveries and lead times are not compromised by regional disasters.</p> <p>4. Response Actions</p> <p>(1) Alpha will assess the foundation height of its factories to mitigate flood risks. The Company will also advise suppliers to prioritize the operational risks posed by flooding from abnormal rainfall and request that they similarly review their factory foundation heights.</p> <p>(2) Alpha will conduct regular Business Continuity Plan (BCP) drills for natural disasters, inventory flood-control measures and equipment at each plant, and implement necessary improvements.</p>
<p>4. Explain how the identification, assessment, and management process for climate risks is integrated into the overall risk management system.</p>	<p>Alpha’s risk management is conducted in accordance with the "Risk Management Policy and Procedures" approved by the Board of Directors. The Company has established the "Risk Management Committee" (hereinafter referred to as RMC) to identify and control corporate risks. The RMC is chaired by the Chairman, with first-level executives from each unit serving as committee members. The RMC meets regularly (quarterly) to identify company risks and generate a Risk Radar Map. Identified risks are consolidated into corporate-level material risks, for which respective functional units propose response measures, including Business Continuity Plans (BCP). Furthermore, a notification mechanism has been established to handle emergencies, enabling rapid command and coordination among relevant units to respond to various urgent incidents.</p> <p>RMC meetings also follow the TCFD framework, where members identify and assess physical and transition risks arising from climate change based on their respective business functions. Physical risks are linked to BCP initiatives to establish emergency response measures, while transition risks are integrated into the ESG strategy. The ESG Committee then formulates promotion guidelines and implements related action plans. The RMC and ESG Committee report to the Board of Directors at least once a year; these reports cover climate risks, relevant issues, and strategic plans.</p>
<p>5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.</p>	<p>The Company utilizes the RCP 2.6 and RCP 8.5 pathways for climate change scenario analysis, representing the "Best Case" and "Worst Case" scenarios, respectively. The description of relevant parameters is as follows:</p> <p>I. Climate Physical Scenario: RCP 2.6</p> <p>1. Annual Mean Temperature Projections</p> <ul style="list-style-type: none"> <li>• Taiwan: Increase of 0.3°C to 2.1°C</li> <li>• Suzhou: Increase of 0.8°C to 2.7°C</li> <li>• Vietnam: Increase of 0.6°C to 1.7°C</li> </ul> <p>2. Annual Precipitation Projections</p> <ul style="list-style-type: none"> <li>• Taiwan: Increase of 5.3% to 12.0%</li> <li>• Suzhou: Increase of 1.7% to 11.3%</li> <li>• Vietnam: Increase of 6.6% to 10.0%</li> </ul> <p>3. Operational and Financial Impacts</p>

Item	Implementation Status
	<p>(1) Upstream (Suppliers) Abnormal increases in rainfall may cause shipping delays, subsequently affecting Alpha’s production and delivery schedules.</p> <p>(2) The Company (Alpha)</p> <p>(A) While Vietnam faces a maximum increase of 1.7°C, Taiwan and Suzhou may see rises exceeding 2.0°C. Temperature increases may impact production efficiency within factories and their surrounding environments.</p> <p>(B) Increased rainfall may lead to frequent flooding. Specifically, all three countries where Alpha’s plants are located face maximum rainfall increases exceeding 10%. Poor drainage facilities near factory sites could lead to facility flooding or losses of raw materials, finished goods, and machinery.</p> <p>(3) Downstream (Customers) Customers may require safety stock of materials to mitigate the risk of potential shortages.</p> <p>II. Climate Physical Scenario: RCP 8.5</p> <p>1. Annual Mean Temperature Projections</p> <ul style="list-style-type: none"> <li>• Taiwan: Increase of 1.0°C to 3.1°C</li> <li>• Suzhou: Increase of 2.0°C to 4.0°C</li> <li>• Vietnam: Increase of 1.0°C to 2.6°C</li> </ul> <p>2. Annual Precipitation Projections</p> <ul style="list-style-type: none"> <li>• Taiwan: Increase of 7.7% to 13.0%</li> <li>• Suzhou: Increase of 3.0% to 17.1%</li> <li>• Vietnam: Increase of 2.7% to 14.0%</li> </ul> <p>3. Operational and Financial Impacts</p> <p>(1) Upstream (Suppliers) Extreme heat, heavy rain, or droughts may cause major power shortages. Suppliers may incur higher costs to improve work environments and equipment while ensuring personnel safety. Material lead times may lengthen, or transportation methods may need to change, increasing overall costs.</p> <p>(2) The Company (Alpha)</p> <p>(A) Simulation results show that temperature increases in all three regions could exceed 2.0°C, necessitating continuous improvements to factory air conditioning systems.</p> <p>(B) Under extreme climate conditions, Alpha's factories may encounter flooding due to sudden surges in annual rainfall. Beyond facility flooding, disrupted transportation, commuting impacts, or personnel injuries may also occur.</p> <p>(3) Downstream (Customers) Customers may expect production capacity at secondary or tertiary sites (multi-site manufacturing) to ensure that disasters in any single location do not compromise delivery schedules.</p> <p>III. Response Actions</p> <p>1. Alpha will review the foundation heights of factory locations to mitigate flood risks. We will also advise suppliers that flooding from abnormal rainfall poses a threat to factory operations and request that they simultaneously assess their own factory foundation heights.</p> <p>2. Alpha will conduct regular Business Continuity Plan (BCP) drills for natural disasters, inventorying flood-control measures and equipment at each plant and implementing necessary improvements.</p>
<p>6. If the Company has a transition plan to manage climate-related risks, describe the plan and the metrics and targets used to identify and manage physical and transition risks.</p>	<p>To address climate-related risks, Alpha has declared its commitment to achieving RE60 by 2030 and RE100 by 2040, with the ultimate goal of reaching Net Zero emissions by 2050. To realize this vision and these targets, Alpha has systematically planned carbon reduction strategies and actions, including energy transition, supply chain decarbonization, green initiatives, the implementation of organizational carbon footprints (inventories), and product carbon footprints.</p> <ul style="list-style-type: none"> <li>● Energy Transition – Alpha has mapped out a roadmap to achieve its RE60 target by 2030. Based on operational forecasts for electricity demand through 2030, the Company</li> </ul>

Item	Implementation Status
	<p>has sequentially established energy-saving goals, designed conservation schemes, and installed solar power generation systems. It has also projected the required volume of Renewable Energy Certificates (RECs) for procurement (please refer to Item 8).</p> <ul style="list-style-type: none"> <li>● Supply Chain Decarbonization –Alpha has set a target to reduce supply chain carbon emissions by 30% by 2030. The Company offer carbon reduction coaching courses and have established a cloud-based Supplier Sustainability Information Platform, where suppliers upload their carbon emission data. Alpha will continue to assist suppliers in their decarbonization efforts to meet the company’s targets.</li> <li>● Green Initiatives – Alpha has joined the SBTi (Science Based Targets initiative) and pledged to achieve Net Zero across operations by 2050. In accordance with SBTi guidelines, the Company has formulated specific carbon reduction goals and roadmaps to drive related climate actions.</li> <li>● Organizational Carbon Inventory – Following the Sustainable Development Roadmap mandates from the Financial Supervisory Commission (FSC), Alpha has initiated organizational carbon inventories and third-party verifications for all domestic and overseas subsidiaries and sites (including production, sales, RMA, and R&amp;D centers). This allows Alpha to fully grasp emission sources and hotspots across all locations, facilitating the implementation of our carbon reduction plans.</li> <li>● Product Carbon Footprint (PCF) –Alpha has planned the implementation of product carbon footprint calculations and are proceeding with the development of a carbon footprint management platform. This platform will enable rapid PCF calculations for various products, facilitating the development of low-carbon products and enhancing the Company’s competitive advantage.</li> </ul>
<p>7.If an internal carbon pricing mechanism is used as a planning tool, describe the basis for price setting.</p>	<p>No internal carbon pricing mechanism yet.</p>
<p>8.If the Company has set climate-related targets, describe the activities covered, greenhouse gas emission scopes, planning timeline, and annual progress; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve the targets, describe the source and quantity of offset credits or the quantity of RECs.</p>	<ul style="list-style-type: none"> <li>● Energy Transition</li> </ul> <p>To achieve the targets of RE60 by 2030 and RE100 by 2040, Alpha has implemented actions including energy-saving measures, self-generation (installation of solar power systems), and the procurement of Renewable Energy Certificates (RECs).</p> <p>Based on operational forecasts for future electricity consumption, Alpha plans to reduce usage through energy-saving measures, replace net electricity consumption with solar power, and purchase a specific proportion of RECs to cover any shortfall in self-generated power:</p> <ol style="list-style-type: none"> <li>A. Energy-Saving Projects By annually upgrading equipment and phasing out obsolete machinery, Alpha estimates that approximately 5% of its 2030 electricity consumption will be reduced through energy-saving initiatives.</li> <li>B. Self-Generated Green Power Alpha is installing solar photovoltaic (PV) systems at its Hsinchu and Vietnam plants. The Vietnam plant completed installation in 2025 (generating 10 MWh), and the Hsinchu plant is expected to be completed in 2026.</li> <li>C. Adoption of External Renewable Energy Alpha’s Changshu plant has signed a Green Power Purchase Agreement (PPA) with a local power plant to adopt 265 MWh of renewable energy annually, ensuring the sustainability of its energy sources.</li> <li>D. Renewable Energy Certificates (RECs) To meet the RE60 target by 2030, Alpha calculates the required renewable energy capacity based on annual RE% targets. Any shortfall from self-generation is compensated by purchasing RECs.</li> </ol> <p>In 2025, Alpha reduced its electricity consumption by 21% compared to 2024 and procured a total of 7,400 MWh in RECs. This allowed the company to reach its annual target toward RE60 (with renewable energy accounting for 34% of total usage). Alpha will continue to implement these measures to stay on track for the RE60 goal.</p>

Item	Implementation Status
	<p style="text-align: center;"><b>RE60 Road Map</b></p> <p style="text-align: center;">*Note: RE% = [Self-generated and self-consumed green power + Purchased green power (including RECs)] ÷ Total electricity consumption</p> <ul style="list-style-type: none"> <li>● <b>Supply Chain Decarbonization</b> On April 23, 2025, Alpha invited 23 suppliers to its Hsinchu headquarters for a Carbon Inventory Seed Personnel Training Course. Additionally, a cloud-based Supplier Sustainability Information Platform was established; as of 2025, 40 suppliers have accessed the platform to upload their carbon emission data.</li> <li>● <b>Green Initiatives</b> In December 2025, Alpha officially passed the Science Based Targets initiative (SBTi) validation, confirming that its decarbonization roadmap aligns with the most stringent 1.5°C scenario and international climate science standards. With 2024 as the base year, the company pledges to actively invest in various reduction initiatives, aiming to achieve the following by 2030: <ul style="list-style-type: none"> <li>○ Reduce Scope 1 and Scope 2 greenhouse gas emissions by 42% relative to the base year.</li> <li>○ Reduce Scope 3 greenhouse gas emissions by 25% relative to the base year.</li> </ul> </li> <li>● <b>Product Carbon Footprint (PCF)</b> Alpha is committed to implementing low-carbon operations and has comprehensively expanded the scope of its Product Carbon Footprint (PCF) inventories since 2025. As of 2025, the Company has completed carbon footprint assessments for 57 core products.</li> <li>● <b>Organizational Carbon Inventory</b> In compliance with the Sustainable Development Roadmap mandated by the Financial Supervisory Commission (FSC), Alpha has planned organizational carbon inventories and third-party verifications for all domestic and overseas subsidiaries and operating sites.</li> </ul>
9.Greenhouse gas inventory and assurance status, as well as emission reduction targets, strategies, and specific action plans (disclosed separately in Items 1-1 and 1-2).	Relevant information has been disclosed in Items 1-1 and 1-2.

## 1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent Two Years

### 1-1-1 Greenhouse Gas Inventory Information

Describe the emissions (in metric tons CO<sub>2</sub>e), intensity (in metric tons CO<sub>2</sub>e per million dollars), and coverage scope of greenhouse gases for the most recent two years.

This section describes the Company's greenhouse gas emissions for the most recent two years, including total emissions (metric tons of CO<sub>2</sub>e), emissions intensity (metric tons of CO<sub>2</sub>e per NT\$1 million of revenue), and the scope of data coverage.

To comply with the updated requirements of ISO 14064-1:2018, Alpha Networks (Hsinchu Plant) completed training on the revised inventory and calculation methodologies on December 8, 2021, and updated the base year to 2021. Alpha Networks (Hsinchu Plant) conducts its greenhouse gas inventory in accordance with the Intergovernmental Panel on Climate Change (IPCC) Guidelines and the Greenhouse Gas Reduction and Management Act promulgated by the Environmental Protection Administration, and identifies greenhouse gases regulated under the Kyoto Protocol, including carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>).

The operational boundary of Alpha Networks (Hsinchu Plant) covers direct greenhouse gas emission sources (Category 1) and indirect emission sources (Categories 2, 3, 4, 5, and 6). The greenhouse gases identified with emission sources include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs. No emission sources were identified for PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or biogenic carbon.

The greenhouse gas inventory data for the most recent two years are summarized as follows:

GHG emission and Intensity by category in 2024

Category	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6	Total
Emissions (tCO <sub>2</sub> e)	71.3032	4,095.5292	448.2720	5,686.1309	339,881.4595	0	350,182.695
Emissions Intensity (tCO <sub>2</sub> e / NT\$ million)	0.0000713032	0.004055292	0.0004482720	0.0056861309	0.3398814595	0	0.350182695

GHG emission by category in 2025

Category	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6	Total
Emissions (tCO <sub>2</sub> e)	44.6992	3,766.0470	433.6458	18,898.3310	3,096,724.4130	0	3,119,867.136
Emissions Intensity (tCO <sub>2</sub> e / NT\$ million)	0.0000446992	0.0037660470	0.0004336458	0.0188983310	3.096724413	0	3.119867136

### 1-1-2 Greenhouse Gas Assurance Information

This section describes the assurance status for the most recent two years as of the date of publication of the annual report, including the assurance scope, assurance provider, assurance standards, and assurance conclusions.

The greenhouse gas emissions data of Alpha Networks (Hsinchu Plant) were verified by an accredited third-party assurance provider, TÜV Rheinland Taiwan Ltd., and are in compliance with assurance requirements. Details of the assurance scope, assurance provider, and applicable standards are summarized in the table below.

Year	Inventory Standard	Assurance Scope	Assurance Standard	Assurance Provider	Certificate No.
2024	ISO 14064-1:2018	Hsinchu plant	ISO 14064-3:2006	TÜV Rheinland Taiwan Ltd.	CF 50584002 2501
2025	ISO 14064-1:2018	Hsinchu plant	ISO 14064-3:2006	TÜV Rheinland Taiwan Ltd.	TG 50584002 2601

The greenhouse gas inventory results are subject to annual external verification conducted each March. Any findings identified during the verification process are corrected upon completion of verification by TÜV Rheinland Taiwan Ltd.

### 1-2 Greenhouse Gas Reduction Targets, Strategies, and Action Plans

This section describes the greenhouse gas reduction base year and related data, reduction targets, strategies, and specific action plans, as well as progress toward achieving the reduction targets.

On December 4, 2025, Alpha officially passed the SBTi 1.5°C near-term target validation. With 2024 as the base year, the company commits to a 42% reduction in Scope 1 and Scope 2 greenhouse gas emissions and a 25% reduction in Scope 3 emissions by 2030.

To ensure the attainment of these targets, the Company is driving five major decarbonization strategies: First, in terms of Energy Transition, Alpha is gradually reducing its reliance on conventional power through energy-saving projects, proactive renewable energy development, and the procurement of Renewable Energy Certificates (RECs). Notably, the solar power system at the Vietnam plant was completed in 2025, while the Hsinchu headquarters is expected to complete its installation in 2026, steadily advancing toward the goals of RE60 by 2030 and RE100 by 2040.

Regarding Supply Chain Decarbonization, the Company has begun inventorying supplier emissions and providing resources to assist them with carbon inventory training and reduction initiatives. Simultaneously, Alpha is deepening its Green Initiatives by integrating the spirit of SBTi into organizational decision-making. Furthermore, complemented by Product Carbon Footprint (PCF) management, Alpha is developing "Cradle-to-Gate" low-carbon products. Finally, Alpha is implementing Organizational Carbon Inventories by completing ISO 14064-1 verification for all subsidiaries included in its consolidated financial statements, in accordance with the FSC's roadmap, thereby fulfilling the carbon reduction commitments to all stakeholders.

(VI) Status of the Implementation of Ethical Corporate Management and Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the Reasons Therefor

Assessment Items	Implementation Status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor
	Yes	No	Summary Description	
<p>I. Establishment of Ethical Corporate Management Policies and Programs</p> <p>(I) Has the Company established ethical corporate management policies and programs, and clearly stated its ethical corporate management policies in its Articles of Incorporation, internal regulations, or external documents, including the commitment to implement such policies?</p> <p>(II) Has the Company established risk prevention measures for unethical conduct, regularly analyzed business activities prone to unethical behavior, and adopted preventive measures for areas and operating procedures with higher risk of unethical conduct, with reference to Article 7, Paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?</p> <p>(III) Has the Company established appropriate whistleblowing mechanisms and grievance procedures for unethical conduct, including investigation and correction procedures and preventive measures?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(I) To take into account corporate operational stability and social and environmental responsibilities and to ensure sustainable corporate development, the Company has established the Ethical Corporate Management Best Practice Principles, Code of Ethical Conduct, and Ethical Corporate Management Implementation Guidelines. The Company clearly stipulates compliance with ethical corporate management in its internal regulations and requires directors, supervisors, managers, employees, and other personnel engaged in business activities on behalf of the Company to adhere to these principles. In the event of violations, relevant disciplinary actions or legal measures shall be taken in accordance with applicable laws and internal control systems to ensure effective oversight</p> <p>(II) On May 20, 2025, the Company's Ethical Corporate Management Best Practice Principles and Guidelines for Ethical Conduct and Compliance Operations were reviewed and approved by the Board of Directors. These policies are incorporated into internal control mechanisms and serve as key measures to prevent unethical conduct. The Company periodically reviews ethical management risks associated with business operations and implements improvements based on risk assessment results.</p> <p>(III) The Company has established Ethical Corporate Management Best Practice Principles and Ethical Conduct and Compliance Operation Guidelines, and has integrated internal control mechanisms to strengthen oversight. In addition, in accordance with Responsible Business Alliance (RBA) requirements, the Company conducts regular reviews of ethical management risks and establishes mitigation plans accordingly. All employees are required to comply with the Ethical Corporate Management Principles, Code of Ethical Conduct, Operational Guidelines, and relevant internal regulations. Any suspected unethical conduct is subject to investigation through formal grievance and whistleblowing procedures, and corrective actions are implemented where necessary. In addition, third-party audits and internal monitoring mechanisms are adopted to enhance ethical compliance. In 2025, the compliance implementation rate reached 100%.</p>	Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
<p>II. Implementation of Ethical Corporate Management</p> <p>(I) Has the Company evaluated the integrity records of its transaction counterparties and explicitly stipulated ethical conduct clauses in contracts entered into with such counterparties?</p> <p>(II) Has the Company established a unit under the Board of Directors dedicated to promoting ethical corporate management, and does it regularly (at least once a year) report to the Board of Directors on its ethical corporate management policies, measures for preventing unethical conduct, and supervision of implementation?</p> <p>(III) Has the Company established policies to prevent conflicts of interest, provided</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(I) The Company evaluates the integrity records of both suppliers and customers and signs relevant documents.</p> <p>(II) The Company has established an Ethical Corporate Management Working Group, which is led by the head of the Administrative Management Center as the convener. Members include personnel from the President's Office, Internal Audit, Human Resources, and the Finance Center. Based on their respective duties and scopes of responsibility, the Working Group is responsible for ethical culture-related matters, including the formulation of rules and regulations, education and training, reporting channels, and the review of integrity risks, in order to ensure the implementation of the Ethical Corporate Management Best Practice Principles. The implementation status is reported regularly (at least once a year) to the Board of Directors. The most recent report was submitted on February 25, 2026.</p> <p>(III) To prevent conflicts of interest, the Company has established the Ethical Corporate Management Best Practice Principles, the</p>	Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies

Assessment Items	Implementation Status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons Therefor
	Yes	No	Summary Description	
<p>appropriate declaration channels, and implemented such policies accordingly?</p> <p>(IV) To implement ethical corporate management, has the Company established effective accounting systems and internal control systems, and has the internal audit unit, based on the assessment of risks relating to unethical conduct, formulated relevant audit plans and carried out audits accordingly, or engaged certified public accountants to conduct audits?</p> <p>(V) Has the Company regularly conducted internal and external education and training on ethical corporate management?</p>	<p>✓</p> <p>✓</p>		<p>Code of Ethical Conduct Operating Procedures, and the Work Rules, and implements such measures in accordance with the relevant provisions. If any illegal or unethical conduct is reported, employees may file complaints in accordance with the Whistleblowing and Grievance Management Procedures.</p> <p>(IV) In accordance with legal requirements, the Company continuously revises its internal control systems and conducts audits and evaluations of the effectiveness of their implementation. Based on the assessment results of risks relating to unethical conduct, the Internal Audit Office formulates relevant audit plans and conducts audits on a regular basis. Items required by laws and regulations are incorporated into the annual audit plan, and audit results and improvement status are reported quarterly to the Audit Committee and the Board of Directors. The Company's accounting systems are established in compliance with applicable legal requirements. The external certified public accountants also conduct audits or reviews of the Company's financial statements on a quarterly basis and issue reports, and regularly report the audit or review results to the Audit Committee.</p> <p>(V) To establish an ethical corporate culture, promote sound corporate development, and build a sound business operation framework, the Company has formulated the Ethical Corporate Management Best Practice Principles, which are publicly disclosed on the Company's website and are reviewed and updated on a regular basis. Internally, relevant materials are made available on the e-learning platform for employees to read. In addition, the Company has formulated the Code of Ethical Conduct Operating Procedures, requiring each new employee to sign an Integrity and Anti-corruption Statement upon onboarding to ensure that all employees are fully aware of and comply with the relevant requirements. In 2025, a total of 1,119 participants at the Hsinchu headquarters attended integrity-related training, with total training hours reaching 305.4 hours.</p>	
<p>III. Operation of the Company's Whistleblowing System</p> <p>(I) Has the Company established specific whistleblowing and reward systems, set up convenient reporting channels, and designated appropriate personnel to handle reported cases?</p> <p>(II) Has the Company established standard operating procedures for the investigation of whistleblowing cases, subsequent actions after the completion of investigations, and related confidentiality mechanisms?</p>	<p>✓</p> <p>✓</p>		<p>(I) The Company has established the Whistleblowing and Grievance Management Procedures. Dedicated personnel are assigned within the Human Resources unit and the Internal Audit unit to provide reporting channels in accordance with the relevant procedures, and to escalate and disclose matters to higher management. In addition, during price negotiations with suppliers, the Company also promotes the whistleblowing mechanism and indicates the whistleblowing email address on purchase orders. If an employee is confirmed to have violated the Code of Ethical Conduct, the matter shall be handled in accordance with the Company's internal Reward and Disciplinary Measures Implementation Guidelines.</p> <p><u>Whistleblowing channels are as follows:</u></p> <p><u>Whistleblowing email addresses:</u></p> <ul style="list-style-type: none"> <li>Stakeholder whistleblowing mailbox (improvement@alphanetworks.com)</li> <li>Independent Directors' mailbox (integrity@alphanetworks.com)</li> <li>Employee grievance mailbox (talk@alphanetworks.com)</li> </ul> <p><u>Responsible units for handling whistleblowing cases:</u></p> <ul style="list-style-type: none"> <li>Stakeholder whistleblowing mailbox: handled by designated personnel in the Chairman's Office for complaints related to various violations of business ethics.</li> <li>Employee grievance mailbox: handled by the Human Resources unit.</li> </ul> <p>(II) In accordance with the Company's Whistleblowing and Grievance Management Procedures, whistleblowing information submitted through the employee suggestion mailbox or provided to the Human Resources or Internal Audit units shall be treated as confidential information and shall only be disclosed to relevant and necessary management personnel.</p>	<p>Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies</p>

Assessment Items	Implementation Status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons Therefor
	Yes	No	Summary Description	
(III) Has the Company adopted measures to protect whistleblowers from improper treatment as a result of making reports?	✓		The procedures are available for reference on the Company's website under the Corporate Governance section – Important Internal Regulations ( <a href="https://www.alphanetworks.com/gov">https://www.alphanetworks.com/gov</a> ).  (III) In accordance with the Company's Whistleblowing and Grievance Management Procedures, the Company shall protect the safety of reporting parties to prevent them from suffering retaliation. The Company prohibits any supervisor or employee from engaging in retaliatory actions against good-faith whistleblowers. In 2025, the number of whistleblowing cases was zero.	
IV. Has the Company disclosed the content and implementation results of its Ethical Corporate Management Best Practice Principles on its website and the Market Observation Post System (MOPS)?	✓		The Ethical Corporate Management Best Practice Principles and the Code of Ethical Conduct Operating Procedures are disclosed in the Corporate Governance section of the Company's website. In addition, relevant and reliable information related to ethical corporate management is also disclosed in the Annual Report and the Alpha Networks Sustainability Report.	Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
V. If the Company has established its own Ethical Corporate Management Best Practice Principles in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies," please describe any differences between its operations and the aforesaid principles. The Company established the Ethical Corporate Management Best Practice Principles of Alpha Networks Inc. on May 2, 2016, and revised the principles in November 2020. There are no material differences between the Company's actual operations and the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.				
VI. Other Important Information Helpful for Understanding the Company's Ethical Corporate Management Practices: (I) The Company's Rules of Procedure for Board Meetings stipulate a director conflict-of-interest recusal mechanism. For matters listed on the agenda of the Board of Directors, where a director has an interest involving himself/herself or the legal entity he/she represents that may be detrimental to the interests of the Company, the director may state opinions and respond to inquiries but shall not participate in discussion or voting. During discussion and voting, the director shall recuse himself/herself and shall not exercise voting rights on behalf of other directors. (II) The Company has established the Procedures for Handling Material Internal Information and Prevention of Insider Trading, which explicitly prohibit directors, managers, and employees from disclosing material internal information obtained to others. They are also prohibited from inquiring into or collecting undisclosed material internal information of the Company that is unrelated to their job duties from persons who are aware of such information. In addition, any undisclosed material internal information of the Company obtained otherwise than through the performance of duties shall not be disclosed to others. (III) The Company has established the Ethical Corporate Management Best Practice Principles. In order to achieve the management concepts of integrity, transparency, and accountability, the Company formulates policies based on integrity and establishes sound corporate governance and risk control mechanisms to create a sustainable operating environment. (IV) For the various operating processes of daily business activities, the Company designs appropriate internal control mechanisms for operations with potential corruption risks, so as to reduce the likelihood of corrupt practices and prevent them in advance. The Company's audit unit regularly evaluates the management effectiveness of internal control mechanisms, collects suggestions from senior managers of various departments regarding potential risks (including fraud and corruption), formulates appropriate audit plans, and conducts related audits accordingly. Audit results are reported regularly to the Audit Committee and the Board of Directors, enabling management to understand the status of corporate governance and achieve management objectives. (V) Other information related to the Company's ethical corporate management may be found in the Company's corporate sustainability reports published over the years, or on the ESG section of the Company's official website: <a href="https://www.alphanetworks.com/csr">https://www.alphanetworks.com/csr</a>				

Note: Please refer to the 2023 annual report of implementation of Integrity and measurement the Company's subsidiary Hitron Technologies Inc.

**(VII) Other Important Information for Enhancing Understanding of the Implementation Status of Corporate Governance:**

- The Company's website has set up a section to explain the Company's governance situation, and attached relevant company governance regulations for people to download and reference.
- The Company approved a resolution of the board of directors to appoint a corporate governance officer to protect the rights and interests of shareholders and strengthen the functions of the board of directors on March 17, 2020.
- The newly-elected directors of the Company will be given the brochure published by the authority with the contents including various laws, regulations and precautions to facilitate legal compliance.
- The Company approved the resolution of the board of directors to formulate the "major information processing and insider trading prevention operation procedures" on November 9, 2020, which will be promoted to directors and employees from time to time.
- The Company will also disclose important information to the public immediately and hold by investor conferences regularly.

**(VIII) The Company regularly arranges for directors to attend corporate governance courses. Please see the following table for corporate governance training undertaken by directors and senior executives in 2025:**

Title	Name	Date	Host by	Courses	Hours
Chairperson	Wen-Fang Huang	06/19/2025	Independent Director Association Taiwan	Introduction to the IFRS Sustainability Disclosure Standards and an Overview of Domestic and International Net-Zero Carbon Emission Trends	3
		11/13/2025	Independent Director Association Taiwan	A Major Overhaul of Financial Statements: A Comprehensive Guide to IFRS 18 "Presentation and Disclosure in Financial Statements"	3

Title	Name	Date	Host by	Courses	Hours
Director	Chi-Hong Chen	06/19/2025	Independent Director Association Taiwan	Introduction to the IFRS Sustainability Disclosure Standards and an Overview of Domestic and International Net-Zero Carbon Emission Trends	3
		09/30/2025	TWSE	Strengthening Taiwan Capital Market Summit	3
Director	Han-Zhou Huang	06/19/2025	Independent Director Association Taiwan	Introduction to the IFRS Sustainability Disclosure Standards and an Overview of Domestic and International Net-Zero Carbon Emission Trends	3
		10/03/2025	Taiwan Academy of Banking and Finance	Corporate Governance Forum	3
Director	Chiu-Chin Hung	06/19/2025	Independent Director Association Taiwan	Introduction to the IFRS Sustainability Disclosure Standards and an Overview of Domestic and International Net-Zero Carbon Emission Trends	3
		11/13/2025	Independent Director Association Taiwan	A Major Overhaul of Financial Statements: A Comprehensive Guide to IFRS 18 “Presentation and Disclosure in Financial Statements”	3
Independent Director	Shu-Hsing Li	06/16/2025	Financial Examination Bureau, Financial Supervisory Commission	Internal Audit Forum for Financial Holding Companies	3
		08/08/2025	Taiwan Corporate Governance Association	Directors' and Supervisors' Liability in M&A Transactions	3
		11/07/2025	Taiwan Corporate Governance Association	Prevention of Labor Disputes and Corporate Governance (Including Gender Equality)	3
		11/21/2025	Independent Director Association Taiwan	Fubon Anti-Money Laundering Lecture Series – Financial Technology: Beyond Cryptocurrencies—Exploring the Future of Blockchain in the Financial System	3
Independent Director	Ming-Der, Hsieh	06/19/2025	Independent Director Association Taiwan	Introduction to the IFRS Sustainability Disclosure Standards and an Overview of Domestic and International Net-Zero Carbon Emission Trends	3
		08/15/2025	Securities and Futures Institute	2025 Seminar on Compliance with Insider Equity Transaction Regulations	3
		11/13/2025	Independent Director Association Taiwan	A Major Overhaul of Financial Statements: A Comprehensive Guide to IFRS 18 “Presentation and Disclosure in Financial Statements”	3
Independent Director	Cheng-Jung Chiang	01/14/2025	Taiwan Institute for Sustainable Energy	Director and Supervisor Continuing Education Courses	3
		07/09/2025	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	
		11/13/2025	Independent Director Association Taiwan	A Major Overhaul of Financial Statements: A Comprehensive Guide to IFRS 18 “Presentation and Disclosure in Financial Statements”	3
Independent Director	Zhong-Rui Chen	05/16/2025	Securities and Futures Institute	2025 Insider Trading Prevention Seminar	3
		06/19/2025	Independent Director Association Taiwan	Introduction to the IFRS Sustainability Disclosure Standards and an Overview of Domestic and International Net-Zero Carbon Emission Trends	3
Accounting Officer	Shao-Ling Chen	06/12/2025~06/13/2025	Accounting Research and Development Foundation	Professional Development Course for Chief Accounting Officers of Issuers, Securities Firms, and Stock Exchanges	12

(IX) Status of Implementation of the Internal Control System

1. The Company's Internal Control Statement has been uploaded to the Market Observation Post System (MOPS). For detailed information, please refer to the MOPS.  
Path: MOPS / Individual Company / Corporate Governance / Company Regulations / Internal Control / Internal Control Statement Announcement  
Website: <https://mopsov.twse.com.tw/mops/web/t06sg20>
2. Where a certified public accountant is engaged to conduct a special review of the internal control system, the relevant auditor's review report shall be disclosed. The Company has not engaged a certified public accountant to conduct a special review of the internal control system; therefore, no auditor's review report is available.

(X) Material Resolutions Approved by the Board Meeting and Shareholders' Meeting

Material Resolutions Approved by the Board Meeting		
Date	Proposals	Resolutions
2025.02.27	1. Internal Control System Statement and Self-Assessment Implementation Results Report for 2024.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	2. Distribution of employee and director remuneration for 2024.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	3. Financial statements, business report for FY 2024, and operating plan for 2025.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	4. Earnings distribution proposal for 2024.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	5. Cash dividend distribution from earnings for 2024.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	6. Cash distribution from capital surplus.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	7. Definition of base-level employees of the Company.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	8. Amendment to the Articles of Incorporation.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	9. Amendment to the "Internal Audit System and Implementation Rules".	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	10. Lifting of non-compete restrictions on incumbent directors and their representatives.	All directors, in accordance with Article 206 of the Company Act as applied mutatis mutandis to Article 178 thereof, did not participate in the discussion or voting on matters in which they or the juristic person directors they represent had an interest. This proposal was approved with the consent of the remaining attending independent directors and directors who were not required to abstain.
	11. Date and agenda of the Company's 2025 Annual General Meeting of Shareholders.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	12. Addition and renewal of bank credit facilities.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	13. Application for membership in India's Telecom Trusted Portal (TTP) by the Indian subsidiary, INDIALPHA TECHNET PRIVATE LIMITED, and authorization of its consultants to submit the application on behalf of the Company and the Indian subsidiary.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	14. Audit and non-audit service fees of the external auditor for 2025.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	15. Distribution of employee remuneration for senior executives for 2024.	Except for Chairperson Ms. Huang Wen-Fang, who recused herself due to her status as a member of management, the resolution was approved without objection by the other attending directors and independent directors.
	16. Performance indicators for senior executives' remuneration for 2025.	Except for Chairperson Ms. Huang Wen-Fang, who recused herself due to her status as a member of management, the resolution was approved without objection by the other attending directors and independent directors.
	17. Bonus and salary adjustment policy for senior executives for 2025.	Except for Chairperson Ms. Huang Wen-Fang, who recused herself due to her status as a member of management, the resolution was approved without

Material Resolutions Approved by the Board Meeting		
Date	Proposals	Resolutions
		objection by the other attending directors and independent directors.
	18. Appointment of Mr. Sheng-Tien Hsu as Assistant Vice President of the Company.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	19. Donation to the BenQ Foundation for Arts and Education.	Except for Chairperson Ms. Huang Wen-Fang, Vice Chairperson Mr. Chen Chi-Hung, Director Mr. Huang Han-Chou, and Director Ms. Hung Chiu-Chin, who recused themselves due to conflicts of interest, the resolution was approved without objection by the remaining attending independent directors.
2025.05.02	1. Consolidated financial statements for the first quarter of 2025.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	2. New and renewed banking credit facilities.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	3. Funding loans to the wholly-owned Vietnamese subsidiary, Alpha Networks Vietnam Company Limited.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	4. Capital increase of the Group's wholly-owned subsidiary, Indialpha Technet Private Limited.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	5. Application for consent to open a dematerialized securities account in India.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	6. Submission of the 2024 Sustainability Report.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	7. Linkage of senior executives' remuneration to ESG performance.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
2025.08.01	1. Consolidated financial statements for the second quarter of 2025.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	2. New and renewed banking credit facilities.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	3. Change of the Head of Internal Audit.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
2025.10.31	1. Internal audit plan for 2026.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	2. Consolidated financial statements for the third quarter of 2025.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	3. Renewal of banking credit facilities.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	4. Appointment of the external auditor for the Company's financial statements for 2026.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	5. Amendment to the "Corporate Governance Best Practice Principles."	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	6. Application for consent to complete a simplified deregistration of the mainland China subsidiary, Dongguan Mirac.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	7. Application for consent to proceed with the dissolution and liquidation of the subsidiary, Aespula Technology INC.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
2026.02.25	1. Internal Control System Statement and Self-Assessment Implementation Results Report for 2025.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	2. Financial statements and business report for 2025.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	3. Operating plan for 2026.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	4. Earnings offset and allocation proposal for 2025.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	5. Cash distribution from capital surplus.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	6. Re-election of eight directors, including four independent directors.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	7. Nomination of director and independent director candidates.	All directors, in accordance with Article 206 of the

Material Resolutions Approved by the Board Meeting		
Date	Proposals	Resolutions
		Company Act as applied mutatis mutandis to Article 178 thereof, did not participate in the discussion or voting on matters in which they or the juristic person directors they represent had an interest. This proposal was approved with the consent of the remaining attending independent directors and directors who were not required to abstain.
	8. Release of non-compete restrictions for newly appointed directors and their representatives.	All directors, in accordance with Article 206 of the Company Act as applied mutatis mutandis to Article 178 thereof, did not participate in the discussion or voting on matters in which they or the juristic person directors they represent had an interest. This proposal was approved with the consent of the remaining attending independent directors and directors who were not required to abstain.
	9. Date and agenda of the 2026 Annual General Meeting of Shareholders.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	10. Renewal of banking credit facilities.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	11. Audit and non-audit service fees of the external auditor for 2026.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	12. Investment and establishment of a U.S. subsidiary.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	13. Disposal of equity interests in Rayoung Technology Co., Ltd. by a subsidiary.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.
	14. Performance indicators for senior executives' remuneration for 2026.	Except for Chairperson Ms. Huang Wen-Fang, who recused herself due to her status as a member of management, the resolution was approved without objection by the other attending directors and independent directors.
	15. Bonus and salary adjustment policy for senior executives for 2026.	Except for Chairperson Ms. Huang Wen-Fang, who recused herself due to her status as a member of management, the resolution was approved without objection by the other attending directors and independent directors.
	16. Amendment to the linkage between senior executives' remuneration and ESG performance.	Except for Chairperson Ms. Huang Wen-Fang, who recused herself due to her status as a member of management, the resolution was approved without objection by the other attending directors and independent directors.
	17. Donation to the BenQ Foundation for Arts and Education.	Except for Chairperson Ms. Huang Wen-Fang, Vice Chairperson Mr. Chen Chi-Hung, Director Mr. Huang Han-Chou, and Director Ms. Hung Chiu-Chin, who recused themselves due to conflicts of interest, the resolution was approved without objection by the remaining attending independent directors.
	18. Amendment to the Company's pre-approval policy for non-assurance services.	Approved unanimously upon inquiry by the Chairperson among all attending directors and independent directors.

Material Resolutions Approved by Shareholders' Meeting		
Date	Proposals	Resolutions
2025.05.27	1. To accept 2024 Business Report and Consolidated Financial Statements	No questions were raised by shareholders. Voting results for this proposal: Voting rights of shareholders present at the time of voting (including electronic voting): 376,037,344 votes Votes in favor: 356,413,934 votes, representing 94.78% of the total voting rights. Votes against: 292,978 votes, representing 0.07% of the total voting rights. Invalid votes: 0 votes, representing 0.00% of the total voting rights.

Material Resolutions Approved by Shareholders' Meeting		
Date	Proposals	Resolutions
		Abstentions and non-voting votes: 19,330,432 votes, representing 5.14% of the total voting rights. This proposal was approved as originally submitted.
	2. To accept 2024 Statement of Earnings Distribution	No questions were raised by shareholders. Voting results for this proposal: Voting rights of shareholders present at the time of voting (including electronic voting): 376,037,344 votes Votes in favor: 356,840,096 votes, representing 94.89% of the total voting rights. Votes against: 323,979 votes, representing 0.08% of the total voting rights. Invalid votes: 0 votes, representing 0.00% of the total voting rights. Abstentions and non-voting votes: 18,873,269 votes, representing 5.01% of the total voting rights. This proposal was approved as originally submitted.
	3. To amend the Articles of Incorporation	No questions were raised by shareholders. Voting results for this proposal: Voting rights of shareholders present at the time of voting (including electronic voting): 376,037,344 votes Votes in favor: 356,643,778 votes, representing 94.84% of the total voting rights. Votes against: 395,997 votes, representing 0.10% of the total voting rights. Invalid votes: 0 votes, representing 0.00% of the total voting rights. Abstentions and non-voting votes: 18,997,569 votes, representing 5.05% of the total voting rights. This proposal was approved as originally submitted.
	4. To release the current Directors and their Representatives from Non-competition Restrictions	No questions were raised by shareholders. Voting results for this proposal: Voting rights of shareholders present at the time of voting (including electronic voting): 376,037,344 votes Votes in favor: 356,422,766 votes, representing 94.78% of the total voting rights. Votes against: 701,891 votes, representing 0.18% of the total voting rights. Invalid votes: 0 votes, representing 0.00% of the total voting rights. Abstentions and non-voting votes: 18,912,687 votes, representing 5.02% of the total voting rights. This proposal was approved as originally submitted.

### Implementation of Resolutions of the 2024 Annual General Meeting of Shareholders:

1. To accept 2024 Business Report and Consolidated Financial Statements

Implementation Status: Approved.

2. To accept 2024 Statement of Earnings Distribution

Implementation Status: Approved.

For 2024, cash dividends totaling NT\$270,859,230 were distributed to shareholders. Based on the 541,718,460 outstanding shares entitled to participate in the distribution, a cash dividend of NT\$0.5 per share was paid. The Chairperson designated July 23, 2025 as the record date, and August 13, 2025 as the payment date.

Note: In addition, it was resolved to distribute cash from capital surplus at NT\$0.5 per share. Such distribution was conducted on the same ex-dividend date and payment date as the cash dividend from earnings.

3. To amend the Articles of Incorporation

Implementation Status: Approved.

The Company completed the change registration on June 9, 2025. Subsequent matters will be handled in accordance with the amended Articles of Incorporation published on the Company's website.

4. 4. To release the current Directors and their Representatives from Non-competition Restrictions

Implementation Status: The non-compete restrictions on the following directors were lifted pursuant to the Shareholders' Meeting resolution.

Director	Release Non-competition restrictions Items
Representative of Qisda Corporation: Chi-Hong Chen	Director, Representative of Phoenix 6 Venture Capital Co., Ltd.
	Director, Representative of Dunpin No.1 Innovation Investment Co., Ltd.
	Director, Representative of Dunpin No.2 Innovation Investment Co., Ltd.
	Director, Representative of InnoFund V.
	Director, Industrial Technology Research Institute.
Representative of Qisda Corporation: Huang Han-Chou	Director, Representative of BenQ Biotech (Shanghai) Co., Ltd.
	Director, Representative of Shanghai Filter Technology Co., Ltd.
	Director, Representative of MetaAge Corporation
Representative of Qisda Corporation: Chiu-Chin Hung	Director, BenQ Foundation.
Independent Director: Cheng-Jung Chiang	Independent Director, Genesys Logic Inc.
	Director, Southern Taiwan Silicon Valley Program Office
Independent Director: Ming-Der Hsieh	Chairperson, Lixue Asset Management Co., Ltd.
	Director, Dunpin No.1 Innovation Investment Co., Ltd.

(XI) During the most recent fiscal year and up to the date of publication of the annual report, whether any director or supervisor expressed dissenting opinions on major resolutions approved by the Board of Directors that were recorded or submitted in writing: None.

#### IV. Information on Audit and Non-Audit Fees Paid to the External Auditor:

(1) Amounts of Audit and Non-Audit Fees Paid to the Certifying Public Accountant, the Accounting Firm to Which the Certifying Public Accountant Belongs, and Its Related Enterprises, and the Nature of Non-Audit Services

Unit: NTD thousands

Name of CPA firm	Name of CPA	Audit Period	Audit Fees	Non-audit Fees	Total	Remarks
KPMG	Chun-Yuan Wu	01/01/2025 ~ 12/31/2025	4,330	660	4,990	-
	An-Chih Cheng					

Note: Non-audit fees mainly relate to tax advisory services, etc.

(2) Note: Non-audit fees mainly relate to tax advisory services, etc.

(3) Where audit fees decreased by 10% or more compared to the preceding year, the amount, percentage, and reasons therefor: None.

#### V. Replacement of CPAs:

(I) About Former CPAs

Date of Replacement	October 15, 2024		
Reason of replacement and explanation	Due to internal personnel adjustments within KPMG, the certifying public accountants were changed, effective from the first quarter of 2025, from Chun-Yuan Wu and Wei-Ming Shih to Chun-Yuan Wu and An-Chih Cheng.		
Explain the termination of appointment by appointer or the refusal of appointment by CPAs	Parties	CPAs	Appointer
		Status	
		Voluntarily terminated appointment	N/A
		Reject the (continuing) authorization	N/A
The opinions and reasons in the signed and issued audit reports which were not "no reservations" in the most recent two years	N/A		
Opinions different from that of issuer	Yes		Accounting principles or practices
			Disclosure of financial report
			Scope or procedure of audit
			Others
	None	V	

	Description:
Other disclosure matters (those to be disclosed in Article 10, Paragraph 6, Subitems 4 through 7 of these Regulations)	None

(II) About the successor of CPA

Name of CPA firm	KPMG
Name of CPAs	Chun-Yuan Wu and An-Chih Cheng
Date of Appointment	October 15, 2024
Accounting methods or principles for specific transactions as well as advisory matters and results that may be issued for financial reporting prior to appointment	No
Written opinions of the successors on the different opinions of the former CPAs	No

(III) Reply from the former certifying public accountant regarding the matters set forth in Article 10, Paragraph 5, Subparagraphs 1 and 2-3 of the Regulations Governing Information to be Published in Annual Reports of Public Companies: Not applicable.

VI. Whether the Chairperson, President, or Managers Responsible for Finance or Accounting of the Company have, within the past year, been employed by the accounting firm of the certifying public accountant or its related enterprises, including their names, titles, and periods of employment: None.

VII. Shareholding Transfers and Share Pledge Changes of Directors, Supervisors, Managers, and Shareholders Holding More Than 10% of Shares During the Most Recent Fiscal Year and Up to the Date of Publication of the Annual Report:

(I) The relevant information has been announced and reported on the information disclosure website designated by the Financial Supervisory Commission and is available for inquiry on the Market Observation Post System (MOPS).

For changes in shareholding transfers, please refer to the following path:

MOPS > Single Company > Shareholding Changes / Securities Issuance > Share Transfer Inquiry > Post-transaction Report on Changes in Insider Shareholdings  
[https://mops.twse.com.tw/mops/#/web/query6\\_1](https://mops.twse.com.tw/mops/#/web/query6_1)

For changes in share pledges, please refer to the following path:

MOPS > Single Company > Shareholding Changes / Securities Issuance > Insider Share Pledge / Pledge Release > Announcement of Insider Share Pledge / Release  
[https://mopsov.twse.com.tw/mops/web/STAMAK03\\_1](https://mopsov.twse.com.tw/mops/web/STAMAK03_1)

(II) None of the counterparties involved in shareholding transfers are related parties.

(III) None of the counterparties involved in share pledge transactions are related parties.

VIII. Information on whether any of the top ten shareholders by shareholding are related parties or are spouses or relatives within the second degree of kinship.

Information on the relationships among the top ten shareholders by shareholding March 28, 2026

Name (Note1)	Shares Held		Shares Held by Spouse or Minors		Total Share Held in the Name of Other Persons		Name & Relationship between the Top 10 Shareholders (Note2)	
	Shares	%	Shares	%	Shares	%	Title or Name	Relationship
Qisda Corporation	295,797,126	54.60%	0	0.00%	0	0.00%	Darly Consulting Corporation	Parent and Subsidiary Company
							Darly Venture Inc.	Parent and Subsidiary Company
							Darly2 Venture, Inc.	Parent and Subsidiary Company
Qisda Corporation Representatives: Chi-Hong Chen	0	0.00%	0	0.00%	0	0.00%	None	None
Darly Consulting Corporation							Qisda Corporation	Parent and Subsidiary

Name (Note1)	Shares Held		Shares Held by Spouse or Minors		Total Share Held in the Name of Other Persons		Name & Relationship between the Top 10 Shareholders (Note2)	
	Shares	%	Shares	%	Shares	%	Title or Name	Relationship
	12,710,000	2.35%	0	0.00%	0	0.00%		Company
							Darly Venture Inc.	Parent and Subsidiary Company
							Darly2 Venture, Inc.	Parent and Subsidiary Company
Darly Consulting Corporation Representatives: Chiu-Chin Hung	0	0.00%	0	0.00%	0	0.00%	None	None
Darly Venture Inc.	12,236,000	2.26%	0	0.00%	0	0.00%	Qisda Corporation	Parent and Subsidiary Company
							Darly Consulting Corporation	Parent and Subsidiary Company
							Darly2 Venture, Inc.	Parent and Subsidiary Company
Darly Venture Inc. Representatives: Chiu-Chin Hung	0	0.00%	0	0.00%	0	0.00%	None	None
JPMorgan Chase Bank, N.A., Taipei Branch, as Custodian for the Investment Account of JPMorgan Securities LLC	5,688,295	1.05%	0	0.00%	0	0.00%	None	None
Darly2 Venture, Inc.	4,185,000	0.77%	0	0.00%	0	0.00%	Qisda Corporation	Parent and Subsidiary Company
							Darly Consulting Corporation	Parent and Subsidiary Company
							Darly Venture Inc.	Parent and Subsidiary Company
Darly2 Venture Inc. Representatives: Chiu-Chin Hung	0	0.00%	0	0.00%	0	0.00%	None	None
Citibank (Taiwan) Limited, as Custodian for Barclays Capital Securities Limited – Barclays Capital Securities Limited SBL/PB Investment Account	2,555,000	0.47%	0	0.00%	0	0.00%	None	None
Citibank, N.A., as Custodian for UBS Europe SE Investment Account	2,192,939	0.40%	0	0.00%	0	0.00%	None	None
Yuanta Securities Co., Ltd.	2,047,455	0.38%	0	0.00%	0	0.00%	None	None
HSBC Bank plc, as Custodian for Acadian Emerging Markets Small-Cap Equity Fund Investment Account	1,938,000	0.47%	0	0.00%	0	0.00%	None	None
Chuangtai Investment Co., Ltd.	1,805,000	0.33%	0	0.00%	0	0.00%	None	None

Note 1: All the top ten shareholders should be listed and if they are legal person shareholders, the name of the legal person shareholder and the name of the representative should be listed separately.

Note 2: The shareholders listed in the previous disclosure include legal persons and natural persons and the relationship between them should be disclosed in accordance with the issuer's financial reporting standards.

#### IX. The Number of Shares Held by the Company, Its Directors, Supervisors, Managers, and Enterprises Directly or Indirectly Controlled by the Company in the Same Investee Company, and the Aggregate Shareholding Percentage Calculated on a Consolidated Basis.

12/31/2025 (Unit: shares; %)

Investments in Affiliated Enterprises (Note)	Investments by the Company		Investments by Directors, Supervisors, Managers, and Entities Directly or Indirectly Controlled		Aggregate Investments	
	Number of Shares	%	Number of Shares	%	Number of Shares	%
Fiber Logic Communications, Inc.	6,840,579	30.39%	1,296,000	5.76%	8,136,579	36.15%

Note: The investments are accounted for using the equity method.

# Capital and Shares

## I. Capital and Shares

### (I) Source of Capital

March 28, 2026; Unit: thousand shares; NTD thousands

Year / Month	Price	Authorized Capital		Paid-in Capital		Remarks				
		Shares	Amount	Shares	Amount	Source of Capital (NTD Thousands)	Approval Date	Certification No.	Capital Increase by Assets other than Cash	Others
September, 2003	11.77	300,000	3,000,000	200,000	2,000,000	Incorporated with a capital of NT\$2,000,000 through spin-off	2003/9/4	2003/9/4 No. Yuan-Shang-0920023079	Non-cash net assets totaling NT\$1,533,635	-
December, 2004	18	300,000	3,000,000	250,000	2,500,000	Seasoned equity offering \$500,000	2004/2/5	2004/2/5 No. Yuan-Shang-0930002818	-	-
August, 2005	10	300,000	3,000,000	282,900	2,829,000	Capitalization of earnings \$329,000	2005/8/18	2005/8/18 No. Yuan-Shang-0940021583	-	-
May, 2006	12.4	350,000	3,500,000	290,845	2,908,450	Exercise of employee warrants \$79,450	2006/5/9	2006/5/9 No. Yuan-Shang-0950010655	-	-
August, 2006	12.4	500,000	5,000,000	292,446	2,924,460	Exercise of employee warrants \$16,010	2006/8/16	2006/8/16 No. Yuan-Shang-0950020672	-	-
August, 2006	10	500,000	5,000,000	332,962	3,329,621	Capitalization of earnings \$405,161	2006/8/16	2006/8/16 No. Yuan-Shang-0950020672	-	-
October, 2006	10	500,000	5,000,000	333,512	3,335,121	Exercise of employee warrants \$5,500	2006/10/25	2006/10/25 No. Yuan-Shang-0950028601	-	-
October, 2006	10	500,000	5,000,000	355,292	3,552,922	Raised \$217,800 of capital for the merger of Sun Asia Enterprise	2006/10/25	2006/10/25 No. Yuan-Shang-0950028601	-	-
February, 2007	10	500,000	5,000,000	355,437	3,554,372	Exercise of employee warrants \$1,450	2007/2/16	2007/2/16 No. Yuan-Shang-0960004534	-	-
April, 2007	10	500,000	5,000,000	359,254	3,592,542	Exercise of employee warrants \$38,170	2007/4/26	2007/4/26 No. Yuan-Shang-0960010850	-	-
August, 2007	10	660,000	6,600,000	360,123	3,601,232	Exercise of employee warrants \$8,690	2007/8/23	2007/8/23 No. Yuan-Shang-0960022108	-	-
August, 2007	10	660,000	6,600,000	377,623	3,776,231	Conversion of corporate bonds \$175,000	2007/8/23	2007/8/23 No. Yuan-Shang-0960022108	-	-
August, 2007	10	660,000	6,600,000	400,101	4,001,007	Capitalization of earnings \$224,776	2007/8/23	2007/8/23 No. Yuan-Shang-0960022108	-	-
November, 2007	10	660,000	6,600,000	400,682	4,006,817	Exercise of employee warrants \$5,810	2007/11/12	2007/11/12 No. Yuan-Shang-0960029618	-	-
November, 2007	10	660,000	6,600,000	406,287	4,062,872	Conversion of corporate bonds \$56,055	2007/11/12	2007/11/12 No. Yuan-Shang-0960029618	-	-
February, 2008	10	660,000	6,600,000	409,056	4,090,562	Exercise of employee warrants \$27,690	2008/2/29	2008/2/29 No. Yuan-Shang-0970005716	-	-
February, 2008	10	660,000	6,600,000	411,604	4,116,037	Conversion of corporate bonds \$25,474	2008/2/29	2008/2/29 No. Yuan-Shang-0970005716	-	-
May, 2008	10	660,000	6,600,000	416,854	4,168,537	Exercise of employee warrants \$52,500	2008/5/14	2008/5/14 No. Yuan-Shang-0970012364	-	-
August, 2008	10	660,000	6,600,000	417,212	4,172,117	Exercise of employee warrants \$3,580	2008/8/26	2008/8/26 No. Yuan-Shang-0970023433	-	-
August, 2008	10	660,000	6,600,000	448,313	4,483,127	Capitalization of earnings \$311,010	2008/8/26	2008/8/26 No. Yuan-Shang-0970023433	-	-
November, 2008	10	660,000	6,600,000	448,774	4,487,737	Exercise of employee warrants \$4,610	2008/11/13	2008/11/13 No. Yuan-Shang-0970031854	-	-
February, 2009	10	660,000	6,600,000	448,835	4,488,347	Exercise of employee warrants \$610	2009/2/25	2009/2/25 No. Yuan-Shang-0980005035	-	-
May, 2009	10	660,000	6,600,000	448,949	4,489,497	Exercise of employee warrants \$1,150	2009/5/22	2009/5/22 No. Yuan-Shang-0980013981	-	-
September, 2009	10	660,000	6,600,000	449,422	4,494,227	Exercise of employee warrants \$4,730	2009/9/3	2009/9/3 No. Yuan-Shang-0980024050	-	-
September, 2009	10	660,000	6,600,000	449,471	4,494,717	Conversion of corporate bonds \$491	2009/9/3	2009/9/3 No. Yuan-Shang-0980024050	-	-
September, 2009	10	660,000	6,600,000	464,119	4,641,195	Capitalization of earnings \$146,477	2009/9/3	2009/9/3 No. Yuan-Shang-0980024050	-	-
November, 2009	10	660,000	6,600,000	464,203	4,642,035	Exercise of employee warrants \$840	2009/11/20	2009/11/20 No. Yuan-Shang-0980032344	-	-
March, 2010	10	660,000	6,600,000	465,457	4,654,575	Exercise of employee warrants \$12,540	2010/3/25	2010/3/25 No. Yuan-Shang-0990007827	-	-
May, 2010	25	660,000	6,600,000	465,513	4,655,132	Exercise of employee warrants \$562k	2010/5/26	2010/5/26 No. Yuan-Shang-0990014571	-	-
May, 2010	10	660,000	6,600,000	468,518	4,685,183	Conversion of corporate bonds \$30,047	2010/5/26	2010/5/26 No. Yuan-Shang-0990014571	-	-
August, 2010	25	660,000	6,600,000	468,543	4,685,433	Exercise of employee warrants \$250	2010/5/26	2010/8/6 No. Yuan-Shang-0990022836	-	-

Year / Month	Price	Authorized Capital		Paid-in Capital		Remarks				
		Shares	Amount	Shares	Amount	Source of Capital (NTD Thousands)	Approval Date	Certification No.	Capital Increase by Assets other than Cash	Others
August, 2010	10	660,000	6,600,000	470,955	4,709,557	Conversion of corporate bonds \$24,123	2010/8/6	2010/8/6 No. Yuan-Shang-0990022836	-	-
December, 2010	23.7	660,000	6,600,000	470,985	4,709,857	Exercise of employee warrants \$300	2010/8/6	2010/12/1 No. Yuan-Shang-0990035467	-	-
December, 2010	10	660,000	6,600,000	471,114	4,711,143	Conversion of corporate bonds \$1,286	2010/12/1	2010/12/1 No. Yuan-Shang-0990035467	-	-
February, 2011	23.7	660,000	6,600,000	471,236	4,712,365	Exercise of employee warrants \$1,222	2010/12/1	2011/3/2 No. Yuan-Shang-1000005462	-	-
February, 2011	24.8	660,000	6,600,000	471,335	4,713,355	Exercise of employee warrants \$990	2011/3/2	2011/3/2 No. Yuan-Shang-1000005462	-	-
February, 2011	10	660,000	6,600,000	475,618	4,756,184	Conversion of corporate bonds \$42,829	2011/3/2	2011/3/2 No. Yuan-Shang-1000005462	-	-
April, 2011	23.7	660,000	6,600,000	475,678	4,756,784	Exercise of employee warrants \$600	2011/3/2	2011/5/13 No. Yuan-Shang-1000013452	-	-
March, 2012	10	660,000	6,600,000	478,566	4,785,667	Conversion of corporate bonds \$28,883	2011/5/13	2012/3/19 No. Yuan-Shang-1010008041	-	-
May, 2012	10	660,000	6,600,000	514,338	5,143,383	Conversion of corporate bonds \$357,715	2012/3/19	2012/5/30 No. Yuan-Shang-1010016250	-	-
May, 2012	23.2	660,000	6,600,000	515,156	5,151,563	Exercise of employee warrants \$8,180	2012/5/30	2012/5/30 No. Yuan-Shang-1010016250	-	-
May, 2012	22.2	660,000	6,600,000	516,235	5,162,358	Exercise of employee warrants \$10,795	2012/5/30	2012/5/30 No. Yuan-Shang-1010016250	-	-
August, 2012	10	660,000	6,600,000	516,614	5,166,144	Conversion of corporate bonds \$3,786	2012/5/30	2012/8/31 No. Yuan-Shang-1010027575	-	-
August, 2012	23.2	660,000	6,600,000	516,779	5,167,794	Exercise of employee warrants \$1,650	2012/8/31	2012/8/31 No. Yuan-Shang-1010027575	-	-
August, 2012	22.2	660,000	6,600,000	516,947	5,169,474	Exercise of employee warrants \$1,680	2012/8/31	2012/8/31 No. Yuan-Shang-1010027575	-	-
November, 2012	20.9	660,000	6,600,000	516,997	5,169,974	Exercise of employee warrants \$500	2012/8/31	2012/11/28 No. Yuan-Shang-1010036791	-	-
November, 2012	10	660,000	6,600,000	513,676	5,136,764	Retirement of treasury stock \$33,210	2012/11/28	2012/11/28 No. Yuan-Shang-1010036791	-	-
March, 2013	10	660,000	6,600,000	513,831	5,138,310	Conversion of corporate bonds \$1,546	2012/11/28	2013/3/28 No. Yuan-Shang-1020009089	-	-
March, 2013	10	660,000	6,600,000	491,752	4,917,520	Retirement of treasury stock \$220,790	2013/3/28	2013/3/28 No. Yuan-Shang-1020009089	-	-
August, 2013	10	660,000	6,600,000	491,772	4,917,726	Conversion of corporate bonds \$206	2013/3/28	2013/8/29 No. Yuan-Shang-1020025846	-	-
March, 2014	10	660,000	6,600,000	494,344	4,943,441	Conversion of corporate bonds \$25,714	2013/8/29	2014/3/26 No. Zhu-Shang-1030009036	-	-
May, 2014	10	660,000	6,600,000	489,127	4,891,271	Retirement of treasury stock \$52,170	2014/3/26	2014/5/29 No. Zhu-Shang-1030015867	-	-
May, 2014	10	660,000	6,600,000	497,127	4,971,271	Conversion of corporate bonds \$80,000	2014/5/29	2014/5/29 No. Zhu-Shang-1030015867	-	-
April, 2015	10	660,000	6,600,000	492,127	4,921,271	Retirement of treasury stock \$50,000	2014/5/29	2015/4/10 No. Zhu-Shang-1040009624	-	-
August, 2015	10	660,000	6,600,000	442,914	4,429,144	Cash capital reduction \$492,127	2015/8/27	2015/8/27 No. Zhu-Shang-1040025336	-	-
July, 2016	10	660,000	6,600,000	434,470	4,344,697	Retirement of treasury stock \$84,447	2016/7/22	2016/7/22 No. Zhu-Shang-1050019711	-	-
October, 2017	10	660,000	6,600,000	444,470	4,444,697	Issuance of restricted shares to employees \$100,000	2017/10/19	2017/10/19 No. Zhu-Shang-1060028610	-	-
March, 2018	10	660,000	6,600,000	544,470	5,444,697	Private placement of new shares \$1,000,000	2018/3/29	2018/3/29 No. Zhu-Shang-1070009589	-	-
March, 2018	10	660,000	6,600,000	543,953	5,439,527	Recall and retirement of restricted stock \$5,170	2018/3/29	2018/3/29 No. Zhu-Shang-1070009589	-	-
January, 2019	10	660,000	6,600,000	543,517	5,435,172	Recall and retirement of restricted stock \$2,255 Retirement of treasury stock \$2,100	2019/1/4	2019/1/4 No. Zhu-Shang-1080000041	-	-
April, 2019	10	660,000	6,600,000	543,262	5,432,617	Recall and retirement of restricted stock \$2,555	2019/4/2	2019/4/2 No. Zhu-Shang-1080009196	-	-
July, 2019	10	660,000	6,600,000	543,129	5,431,287	Recall and retirement of restricted stock \$1,330	2019/7/3	2019/7/3 No. Zhu-Shang-1080018595	-	-
September, 2019	10	660,000	6,600,000	542,891	5,428,907	Recall and retirement of restricted Stock \$2,380	2019/9/2	2019/9/2 No. Zhu-Shang-1080025442	-	-
November, 2019	10	660,000	6,600,000	542,727	5,427,273	Recall and retirement of restricted stock \$1,634	2019/11/20	2019/11/20 No. Zhu-Shang-1080033539	-	-

Year / Month	Price	Authorized Capital		Paid-in Capital		Remarks				
		Shares	Amount	Shares	Amount	Source of Capital (NTD Thousands)	Approval Date	Certification No.	Capital Increase by Assets other than Cash	Others
March, 2020	10	660,000	6,600,000	542,482	5,424,825	Recall and retirement of restricted stock \$2,448	2020/3/24	2020/3/24 No. Zhu-Shang-1090008003	-	-
June, 2020	10	660,000	6,600,000	542,248	5,422,477	Recall and retirement of restricted stock \$2,348	2020/6/2	2020/6/2 No. Zhu-Shang-1090014954	-	-
August, 2020	10	660,000	6,600,000	541,818	5,418,177	Recall and retirement of restricted stock \$4,300	2020/8/21	2020/8/21 No. Zhu-Shang-1090023868	-	-
November, 2020	10	660,000	6,600,000	541,718	5,417,185	Recall and retirement of restricted stock \$992	2020/11/24	2020/11/24 No. Zhu-Shang-1090033301	-	-
June, 2022	10	800,000	8,000,000	541,718	5,417,185	Increase the approved share capital	2022/06/20	2022/06/20 No. Zhu-Shang-1110018909	-	-

## (II) Shares Types

Book closure date: March 28, 2026

Type of Stock	Authorized Capital			Notes
	Outstanding Shares	Unissued Shares	Total	
Common shares	541,718,460	258,281,540	800,000,000	-

## (III) List of Major Shareholders

Book closure date: March 28, 2026

Shareholder	Shareholding	Shareholding Percentage (%)
Qisda Corporation	295,797,126	54.60%
Darly Consulting Corporation	12,710,000	2.35%
Darly Venture Inc.	12,236,000	2.26%
JPMorgan Chase Bank, N.A., Taipei Branch, as Custodian for the Investment Account of JPMorgan Securities LLC	5,688,295	1.05%
Darly 2 Venture Inc.	4,185,000	0.77%
Citibank (Taiwan) Limited, as Custodian for Barclays Capital Securities Limited – Barclays Capital Securities Limited SBL/PB Investment Account	2,555,000	0.47%
Citibank, N.A., as Custodian for UBS Europe SE Investment Account	2,192,939	0.40%
Yuanta Securities Co., Ltd.	2,047,455	0.38%
HSBC Bank plc, as Custodian for Acadian Emerging Markets Small-Cap Equity Fund Investment Account	1,938,000	0.36%
Chuangtai Investment Co., Ltd.	1,805,000	0.33%

(IV) Dividend Policy and Execution Status:

1. Dividend policy

When the Company distributes earnings, in accordance with the provisions of the Company Act and the Company's Articles of Incorporation, if there are earnings, the Company shall pay tax at first and offset the losses of the previous years and then reserve 10% of the remains as the legal reserve. When the legal reserve is equal to or larger than the paid-in capital, no further reserves shall be made. Then, together with the accumulated undistributed surplus at the beginning of the period, the adjustment amount of the undistributed surplus of the current year and the special surplus reserve according to the law, as the surplus available for distribution, the board of directors will submit a distribution proposal.

(1) Dividend Distribution Principles

The Company follows with relevant laws and regulations and the Company's Articles of Incorporation, the board of directors initiates a proposal of the distribution of dividends based on consideration of the profitability, future operating needs, improvement of the financial structure and maintenance of a stable dividend distribution policy and the reasonable compensation of the shareholders.

(2) Dividend Distribution Procedures

The Company's dividend distribution process is based on the Company Act. When the Company issues new shares as dividends, the dividend distribution proposal shall be approved by the audit committee and the board of directors and then shall be submitted to the shareholders' meeting for resolution. When cash is distributed, the dividend distribution proposal shall be approved by the audit committee and the board of directors and then shall be reported to the shareholders' meeting only.

(3) Dividends Distribution Method

Article 30-1 of the Company's Articles of Incorporation, the Company is in a technological and capital-intensive industry. In order to fulfill the Company's long-term capital planning and take into account of the interests of shareholders in the growth period, the Company adopts a residual dividend distribution policy to sustain the growth and operation of the Company.

When distributing dividends, the Company shall deliberate the needs for future scale of operation expansion and cash flows requirement. If the annual operating result is positive at the end of each fiscal year and the retained earnings available for distribution of the current year reaches 2% of the paid-in capital of the Company, no less than 10% of the retained earnings available for distribution of the current year shall be distributed as dividend. The proportion of cash dividends paid each year shall not be less than 10% of the total amount of the cash and stock dividends.

2. The Dividend Distribution To Be Resolved by the General Shareholders' Meeting

On February 25, 2026, the Board of Directors resolved to distribute cash dividends from capital surplus totaling NT\$270,859,230 (NT\$0.5 per share), which will be reported to the 2026 Annual General Meeting of Shareholders.

3. Whether there has been a material change in the expected dividend policy: None.

(V) Impact of the Proposed Bonus Share Distribution on Operating Results and Earnings per Share:

No bonus share distribution is proposed at this Annual General Meeting, and the Company is not required to disclose financial forecasts for 2026; therefore, no projected annual information is disclosed.

(VI) Employee and Director Remuneration:

1. Percentage or range of employee and director compensation as prescribed in the Company's Articles of Incorporation:

Pursuant to the Company's Articles of Incorporation, if the Company records profits in a given year, 10% to 22% of such profits shall be appropriated as employee compensation, and not more than 1% shall be appropriated as director compensation. However, if the Company has accumulated losses, an amount sufficient to offset such losses shall be reserved in advance. Compensation allocated to frontline employees shall not be less than 10% of the total employee compensation mentioned above. Recipients of employee compensation paid in the form of shares or cash may include employees of subsidiaries who meet certain requirements.

2. Basis for estimating employee and director compensation for the current period, basis for calculating the number of shares for employee compensation distributed in shares, and accounting treatment for any differences between the

estimated amounts and actual distributions:

The Company did not distribute any employee or director compensation for 2025.

3. Remuneration distribution approved by the Board of Directors:

None.

4. Actual distribution of employee and director remuneration for the previous year:

(1) Actual distribution of employee and director remuneration for the previous year:

Employee remuneration of NT\$30,968,069 and director remuneration of NT\$2,322,605 were distributed in cash.

(2) Differences between the originally proposed distribution approved by the Board of Directors and the actual amounts:

The actual distribution is the same as the originally proposed distribution approved by the Board of Directors.

5. In accordance with Article 30 of the Company's Articles of Incorporation:

If the Company has profits for the year, 10%–22% shall be allocated as employee remuneration and not more than 1% shall be allocated as director remuneration. However, if the Company has accumulated losses, the amount required for offsetting such losses shall be reserved in advance. The distribution of remuneration to non-managerial employees shall not be less than 10% of the total employee remuneration.

(VII) Status of the Company repurchasing its own shares:

No repurchase of the Company's shares by the Company was conducted in the most recent two years and as of the publication date of the annual report.

II. Corporate Bonds Handling Status: None.

III. Preferred Shares Handling Status: None.

IV. Global Depository Receipts Handling Status: None.

V. Employee Stock Option Handling Status:

(1) Employee stock option handling status:

1. As of the publication date of the annual report, the processing situation and impact on shareholders' right from employee stock option that have not matured yet: None.
2. Names, acquisition, and subscription of managers who have obtained employee stock option as well as employees who rank among the top 10 in terms of the number of shares obtained via employee stock option, cumulative up to the date of publication of the annual report: None.

(2) New restricted employee shares:

1. As of the date of publication of the annual report, new restricted employee shares that have not fully met the conditions and the impact on shareholders' right: None.
2. Names of managers and top ten employees holding new restricted employee shares as of the publication date of the annual report and the conditions of receiving such shares: None.

VI. Issuance of New Shares in Connection with the Merger or Acquisition of other Corporations:

- (1) In the most recent year up to the publication date of the annual report, the Company has completed merger and acquisition of other corporations to issue new shares: None.
- (2) In the most recent year up to the publication date of the annual report, the Board of Directors of the Company has approved merger and acquisition of other corporations to issue new shares: None.

## VII. Status of Implementation of the Capital Utilization Plan:

- (1) As of the end of the quarter preceding the date of publication of this annual report, the Company has no outstanding plans from previous issuances or private placements of securities that have not yet been completed, nor any plans completed within the past three years for which the expected benefits have not yet been realized. Not applicable.
- (2) As of the end of the quarter preceding the date of publication of this annual report, there is no implementation status to be reported for any plans arising from previous issuances or private placements of securities that have not yet been completed, nor for any plans completed within the past three years for which the expected benefits have not yet been realized. Not applicable.

## IV. Overview of Operations

### I. Business Activities

#### (I) Scope of Business:

##### 1. Primary Business Activities of the Company

- (1) Manufacturing of telecommunication-regulated radio frequency equipment (CC01101).
- (2) Manufacturing of wireless communication machinery and equipment (CC01070).
- (3) CF01011 Manufacturing of medical devices and equipment. (CF01011)
- (4) F108031 Wholesale of medical devices (F108031).
- (5) F401010 International trade (F401010).
- (6) Research, development, design, manufacturing, and sales of the following products:
  - A. Computer networking system equipment and components.
  - B. Metropolitan and enterprise network products.
  - C. Broadband products.
  - D. Wireless network products.
  - E. Medical device equipment and components.
  - F. Import and export trade of the aforementioned products and their medical applications.
  - G. Maintenance, testing, and after-sales services for the aforementioned products.

##### 2. Revenue Distribution

Unit: NTD thousands

Business Category	Net Revenue for 2025	Revenue Share (%)
LAN/MAN Products	8,220,129	36.60
Wireless and Broadband Products	9,628,432	42.87
Digital Multimedia Products	1,722,197	7.66
Other Networking Products	2,890,962	12.87
Total	22,461,720	100.00

##### 3. Current products (services) of the Company

###### (1) LAN/MAN Products

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

###### (2) Wireless Broadband Products

- A. GPON/10G-PON Fiber Optic Network Terminal Equipment (GPON/10G-PON ONT/ONU)
- B. 5G/LTE Fixed Wireless Broadband Router (5G/LTE FWA)
- C. 5G Radio Unit/Small Cell (5G RU/Small Cell)
- D. Wi-Fi 6/Wi-Fi 7 Wireless Network Bridge (Wi-Fi 6/Wi-Fi 7 Access Point)
- E. Wi-Fi 6/Wi-Fi 7 Wireless Network Router (Wi-Fi 6/Wi-Fi 7 Router)
- F. DOCSIS 3.0/3.1/4.0 Cable Modem/Gateway (DOCSIS 3.0/3.1/4.0 CableModem/Gateway)

###### (3) Digital Multimedia and Automotive Products

- A. Internet Protocol Camera
- B. Intelligent Home Internet of Things Devices
- C. Video Surveillance System
- D. Access Control System
- E. Intrusion Alarm System
- F. Microwave Smart Radar Sensor

G. Millimeter-Wave Smart Radar Sensor

4. New Product (Service) Development Plan

(1) LAN/MAN Products

- A. 400G/800G/1.6T Data Center Ethernet Switches
- B. OCP-Based 400G/800G Telecom-Grade and Data Center Switches
- C. 1.6T Data Center Ethernet Switches with Liquid Cooling Equipment and Cabinets
- D. Multi-Giga (1G/2.5G/5G/10Gbps) High-Power PoE (802.3bt) and PoE++ Switches
- E. 5G Fronthaul/Backhaul Ethernet Switches
- F. Network Function Virtualization (NFV) Platform Technology
- G. 10G Symmetric Passive Optical Network Central Office System (XGS-PON OLT)
- H. Multi-Layer and Chassis-Based Ethernet Switches
- I. IIoT Ethernet Switches and Solutions for Industry 4.0, Smart Factories, and IoT
- J. COM Express CPU Modules
- K. Baseboard Management Controller (BMC) Modules
- L. Development an

(2) Wireless Broadband Products

- A. Wi-Fi 7 Mesh High-Speed Wireless Router (Wi-Fi 7 Mesh Access Point/Router)
- B. Wi-Fi 8 Wireless Router and Wireless Extender
- C. 25/50G-PON Fiber Optic Network Terminal Equipment (25/50G-PON Optical Network Terminal/Optical Network Unit)
- D. DOCSIS 4.0 Cable Modem and Wi-Fi 7 Wireless Router (DOCSIS 4.0 Cable Modem/Embedded Multimedia Terminal Adapter/Home Gateway)
- E. 5G Radio Access Network End-to-End Networking Kit and System (5G Radio Access Network End-to-End Solution)
- F. 5G Fixed Wireless Access Equipment (5G Fixed Wireless Access Customer Premises Equipment)
- G. 5G Small Cell
- H. Preliminary Research on 6G Next-Generation Small Cells

(3) Digital Multimedia and Automotive Products

- A. Smart Video Surveillance Solutions
- B. Access Control Solutions
- C. Intrusion Alarm Solutions
- D. mmWave Radar with Image Fusion Technology
- E. Establish research and development (R&D) and manufacturing capabilities for zoom lens photography systems.
- F. Develop capabilities for the verification of zoom lenses and the calibration of image quality (IQ).
- G. Establish the capability to assemble active autofocus (AA) modules for a variety of camera models.
- H. Integrate 4G LTE communication modules into intelligent surveillance solutions.

(II) Industry Overview

Alpha Networks Inc. is a specialized network communication equipment manufacturer, offering a comprehensive product portfolio, including metropolitan network products, wireless broadband network products, and digital multimedia and automotive solutions. Additionally, the Company possesses strong software development capabilities, providing customized services that enhance product value. As one of the few domestic manufacturers with a complete network communication product line, Alpha Networks Inc. is uniquely positioned to deliver both hardware and software solutions. Following several years of adjustments to client inventories, the networking industry progressively resumed a growth trajectory in 2025. According to the forecast provided by IEKView, the global output value of the networking industry attained NT\$1.294 trillion in 2025, reflecting an annual increment of approximately 1.2%. This indicates that the industry has successfully emerged from a period of downturn and has entered a new phase characterized by technological advancement and application expansion. The rapid proliferation of generative artificial intelligence and cloud computing has emerged as the principal driving force behind the demand for networking equipment. As applications of artificial intelligence continue to escalate, the requirements for data center bandwidth and low latency have intensified, resulting in a significant increase in shipments of high-speed switches, optical transceiver modules, and server network equipment, thereby revitalizing the entire supply chain.

Furthermore, IDC forecasts that by 2026, enterprises will adopt a combination of AI and Agentic AI extensively, in order to address the demands associated with ultrahigh bandwidth and ultra-low latency network environments. Data center switching technology is projected to advance from 400G and 800G to 1.6T, with liquid cooling and high-voltage DC power supplies becoming standard configurations to mitigate the energy consumption and heat dissipation challenges associated with AI computing. Taiwan's supply chain possesses distinct advantages in high-speed Ethernet switches, optical communication modules, liquid cooling technologies, and power systems, and is anticipated to reap benefits from the global expansion of AI infrastructure.

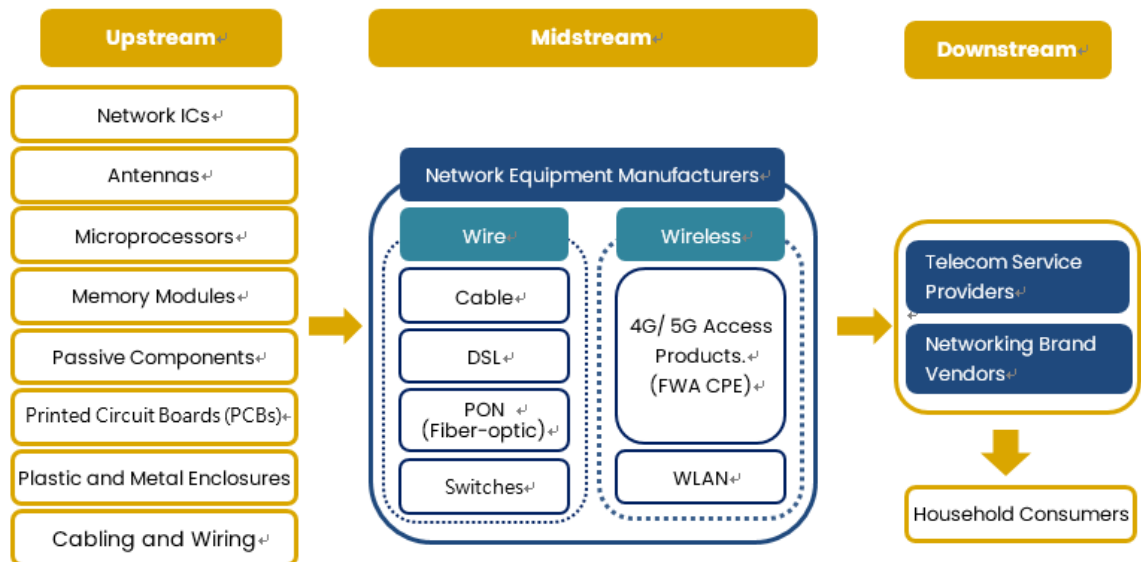
Nevertheless, the industry continues to encounter significant challenges. Geopolitical risks and pressures related to supply chain restructuring persist. The United States' advocacy for local manufacturing policies, which necessitate supply chain diversification, is compelling manufacturers to expedite the expansion of production capacity in Southeast Asia and North America. Issues surrounding energy consumption in data centers are exacerbating, rendering energy management and carbon neutrality imperative for businesses. The implementation of liquid cooling technology and energy-efficient solutions has transitioned from being a mere option to an essential requirement for maintaining competitiveness. In alignment with Environmental, Social, and Governance (ESG) policies, the Company is proactively investing in the research and development of liquid cooling technology for new products, thereby fostering sustainable development.

In summary, the networking industry in 2025 is characterized by three primary attributes: "AI-driven, broadband upgrades, and sustainable transformation." Despite the presence of external uncertainties, technological innovation and the advancement of new applications have underscored the industry's substantial resilience and growth potential.

Furthermore, in the realm of mobile communications, the deployment of 5G technology continues to intensify, characterized by accelerated implementation in Europe and the United States, while India has emerged as a burgeoning center of demand. Fixed Wireless Access (FWA), with its advantages of cost-effectiveness and rapid deployment, has established itself as a viable broadband alternative, thereby augmenting the shipment volume of base stations and Customer Premises Equipment (CPE). The Dell'Oro Group observes that following the investment correction anticipated in 2024-2025, the global telecommunications industry will prioritize "efficiency first" strategies in 2026. Although capital intensity is projected to continue its decline to approximately 14%, the focus of investment is expected to transition from extensive coverage to capacity expansion, enhancement of network quality, automation, and energy conservation. Key areas of attention will remain 5G standalone (SA) and mobile core network (MCN), with the integration of open APIs and artificial intelligence technologies poised to facilitate the development of new services and energy management solutions. It is anticipated that AI applications could reduce energy consumption within 5G networks by as much as 50%, emerging as a critical strategy for telecommunications operators seeking to optimize their operational models.

Conversely, the Wi-Fi market is undergoing a significant phase of upgrades. Wi-Fi 7 has officially transitioned into the commercial stage, featuring a high transmission rate of 46 Gbps and low latency of 1 millisecond, thereby facilitating 8K streaming, cloud gaming, and augmented reality/virtual reality applications. Furthermore, it is extensively integrated with artificial intelligence network management, which is prompting the replacement of network equipment in both enterprise and residential settings. According to the Institute for Information Industry (III), the penetration rate of edge AI hardware is projected to approach 20% by 2026, with shipments of AI servers anticipated to reach 4.5 million units, representing approximately 30% of the global server market. This development is expected to create opportunities for international expansion for Taiwanese networking companies in the domains of Wi-Fi 7, enterprise switches, and AI network solutions. The enhancement of relevant home networking products has catalyzed a significant expansion within the smart home market, establishing it as a fundamental component of the global digital living and Internet of Things (IoT) ecosystem. Market projections suggest that the global smart home market size is anticipated to reach approximately US\$140.5 billion by 2026, with an expected compound annual growth rate exceeding 15% over the forthcoming decade. The Asia-Pacific region, propelled by accelerated urbanization, increasing disposable income, and widespread technological adoption, is forecasted to be the fastest-growing region, expected to constitute nearly 40% of the global market by the year 2035.

1. The Relationships of Upstream, Midstream, and Downstream in the Industry



Source: Fugle research

2. Product Development Trends and Competitive Landscape

(1) Product Development Trends

A. Mobile Broadband Network Deployment

The mobile broadband market is anticipated to be propelled by the advancing implementation of 5G technology, the increasing adoption of Fixed Wireless Access (FWA), and the integration of artificial intelligence (AI). The deployment of 5G standalone networks is progressively becoming conventional, offering low latency and network slicing capabilities that support enterprise private networks, cloud gaming, and immersive entertainment experiences. Furthermore, FWA is experiencing rapid growth and is establishing itself as a significant alternative for broadband service in remote areas and residential locations, with global adoption rates consistently on the rise. The emergence of generative AI and cloud-based applications is transforming traffic patterns, leading telecommunications operators to implement AI-driven Radio Access Network (AI-RAN) technology in order to enhance spectrum efficiency and decrease energy consumption. The Company intends to strategically deploy AI networks and FWA products to capitalize on forthcoming connectivity opportunities.

B. Continuous Growth in Fixed Network Bandwidth Demand

The fixed-line broadband market is anticipated to undergo a continued evolution towards enhanced speed and intelligence. With the proliferation of demand for cloud services and streaming video content, upgrades to fiber optic broadband are increasingly becoming standard practice, while 10G PON and DOCSIS 4.0 technologies are rapidly gaining prominence by offering higher bandwidth and reduced latency experiences. Concurrently, the integration of Wi-Fi 7 with home gateways is facilitating the collaborative operation of fixed and wireless networks, effectively addressing the requirements for multi-device connectivity and immersive entertainment. In the future, fixed-line products are expected to integrate energy management and sustainable design principles, and establish hybrid access modalities that combine 5G technology with low- Earth orbit satellites, thereby creating a more flexible and efficient network environment.

C. Upgrading Ethernet Switches to Higher Transmission Speeds

The Dell'Oro Group projects that the global market for service provider routers and switches will attain a value of \$77 billion by the year 2027. This growth is primarily attributed to the escalating demand for networks characterized by high speed, reliability, and scalability. Notably, data center switches are transitioning from 400G to 800G, with a gradual integration of 1.6T technology to accommodate the extreme bandwidth requirements associated with artificial intelligence (AI) factories and large-scale model computing. In the forthcoming years, switch products are expected to amalgamate high speed with low power consumption and a modular design, incorporating liquid cooling and energy management technologies to serve as the foundation for enhancements in data

center and enterprise networks.

In response to market and data center requirements for improved performance and energy efficiency, the Company plans to develop high-bandwidth, low-latency switches featuring low-power designs. This initiative will involve the optimization of high-speed signal processing, thermal management, thermal power control, and spatial design. Advanced low-loss materials, meticulous circuit design, and strategic component placement will be employed to optimize signal routing. Furthermore, the design of power supply technology will dynamically adjust product power consumption, thereby enhancing energy efficiency and achieving maximum synergy in energy utilization, which aligns with the high-performance application demands of AI and data centers.

#### D. Advancements in Wi-Fi Transmission Speeds and Expanding Applications

The Wi-Fi market is positioned for significant growth, propelled by the comprehensive commercialization and advanced applications of Wi-Fi 7. Wi-Fi 7 features transmission speeds reaching up to 46Gbps, minimal latency at the millisecond level, and a bandwidth capacity of 320MHz. This technology supports Multi-Link Operation (MLO) and 4K-QAM, thereby satisfying the demands of high-bandwidth scenarios, including 8K streaming, cloud gaming, and augmented/virtual reality (AR/VR). Looking ahead, Wi-Fi products are expected to evolve towards enhanced speed, reduced power consumption, adherence to interoperability standards, and the implementation of AI-driven intelligent management. This evolution will result in a hybrid access mode that integrates 5G and fiber broadband, ultimately facilitating a more stable and adaptable network environment.

#### E. Smart Home Development Trends

Core trends in the smart home market encompass artificial intelligence (AI)-driven intelligence, the advancement of interoperability standards, energy management, and healthcare applications. The profound integration of AI technology facilitates devices to learn user habits and anticipate behaviors, thereby transitioning from mere automation to sophisticated intelligent services. The extensive adoption of the Matter standard addresses integration challenges across different brands, thereby enhancing the overall user experience. In terms of application scenarios, home security remains the predominant necessity, with the demand for smart locks and monitoring systems continuing to increase. Energy management integrates smart meters and energy storage devices to support objectives related to carbon neutrality. Additionally, the challenges posed by an aging population are propelling the development of healthcare functions, including fall detection and emergency call systems. Looking ahead, smart homes are anticipated to amalgamate AI, the Internet of Things (IoT), and sustainable technologies to establish a safer, more convenient, and environmentally friendly living environment.

#### F. Global Supply Chain Decentralization Trend

The global supply chain decentralization trend, coupled with the escalating demand from enterprises for high-reliability professional security solutions, is redirecting the professional security market towards diversification and advanced development. Market competition is gradually transitioning from a focus solely on individual imaging devices to a broader array of integrated security solutions, which encompass applications such as video surveillance, access control, and intrusion alarms. In addition to our established capabilities in the mass production and distribution of professional video surveillance cameras, the Company is also making substantial investments in the development of enterprise-level security product lines. By leveraging a comprehensive product portfolio and technological differentiation, we aspire to enhance our market competitiveness and penetrate the high-value-added professional security sector, which is anticipated to emerge as a significant driver of growth in the future.

### (2) Competitive Landscape

With the swift advancements in global technology, the networking industry is on the verge of significant transformation. Continuous breakthroughs in both wired and wireless networking technologies—ranging from high-speed Ethernet switches and Wi-Fi 7 to 5G standalone networking and low-Earth orbit (LEO) satellite applications are propelling the market toward greater intelligence and integration at an accelerated pace. However, the rapid evolution of new technologies results in shorter product lifecycles, heightened uncertainty in research and development as well as mass production, and increased cost pressures and market risks for manufacturers. In response to these challenges, certain companies are

implementing low-price strategies and simplifying functionalities to capture market share, which intensifies price competition. Looking ahead, the fundamental focus of the networking industry will shift toward smart applications and comprehensive integration. The extensive adoption of 5G, in conjunction with cloud computing, artificial intelligence, and the Internet of Things (IoT), will catalyze emerging scenarios such as enterprise private networks, smart homes, and edge computing, thereby creating a new global networking landscape characterized by LEO satellites. Only manufacturers equipped with comprehensive hardware and software research and development capabilities can furnish customers with the most advanced and holistic solutions to address diverse application requirements. The Company, leveraging years of product design experience and an extensive product line, offers the advantage of one-stop shopping, positioning us to distinguish ourselves in the international market and to consistently guide the industry into a new era of intelligence and high efficiency.

(III) Overview of Technology and R&D:

1. R&D Expenses Invested in the Most Recent Fiscal Year

Unit: NTD thousands

Item	Year	2025
R&D Expenses		1,845,197
Net Operating Revenue		22,461,720
Ratio of R&D Expenses to Net Operating Revenue (%)		8.21%

2. Successfully Developed Technologies or Products

Year	R&D Outcomes
2016	<ul style="list-style-type: none"> <li>◆ Successfully tested a high-density rackmount cloud data center switch with configurations of 128 and 512 fiber ports.</li> <li>◆ Developed and tested a switch for Internet Service Providers (ISPs) with 48 x 10G fiber downlink ports and 6 x 100G uplink ports.</li> <li>◆ Smart home gateway certified by Z-Wave Plus.</li> <li>◆ Successfully developed and tested an enterprise-grade Access Point (AC3400) featuring dual-band Wi-Fi (5GHz) and a 2.5Gbps Ethernet uplink port.</li> </ul>
2017	<ul style="list-style-type: none"> <li>◆ First-time development and design of a G.Fast Central Office Switch.</li> <li>◆ Demonstrated backbone aggregation switch with IEEE1588v2 support for system architectures with RRH (Remote Radio Head) and C-RAN (Cloud Radio Access Network).</li> <li>◆ Completed development of a 32-port 100G data center switch.</li> <li>◆ Completed development of a ToR (Top-of-Rack) switch with 48 x 25G downlink and 8 x 100G uplink ports.</li> <li>◆ Delivered an E2E smart parking solution, including NB-IoT sensors, NB-IoT small base stations, cloud-based IoT management platform, and mobile app.</li> <li>◆ Completed R&amp;D of 24 dBm Small Cell &amp; C-RAN system platform, integrating 4G and Wi-Fi technologies to enhance terminal download speeds.</li> <li>◆ Successfully tested voice-activated IP camera video streaming to Google Chromecast via Google Home.</li> <li>◆ Integrated IVA (Intelligent Video Analytics) solutions with human/form detection and facial recognition into IP cameras and hub devices.</li> <li>◆ Delivered a 24GHz 3-in-1 radar solution integrated with a dashcam, currently undergoing field validation with automotive customers.</li> </ul>
2018	<ul style="list-style-type: none"> <li>◆ Completed development of a 32-port 400G data center switch.</li> <li>◆ Developed a Multi-G (1G/2.5G/5G) high-power PoE (802.3bt) switch for access and enterprise networks.</li> <li>◆ Developed a front-haul network switch with IEEE1588v2 support.</li> <li>◆ 10G-PON ONU listed on ONF Lab's official vOLTHA recommended product list.</li> <li>◆ Collaborated with ITRI, FarEasTone, and Alpha Networks on the Self-Organizing Network (SON) technology, winning the Judges' Choice Award from the Small Cell Forum (SCF).</li> <li>◆ Successfully implemented wireless beamforming technology on IP camera terminals.</li> <li>◆ Successfully implemented adaptive video streaming (AVS) technology on IP camera terminals.</li> <li>◆ Radar products certified for ISO 26262, the world's highest automotive electronics safety standard.</li> </ul>

Year	R&D Outcomes
2019	<ul style="list-style-type: none"> <li>◆ Selected as a hardware platform provider for TIP (Telecom Infra Project) DCSG (Disaggregated Cell-Site Gateway).</li> <li>◆ G.Fast central office and customer premises equipment shipped to the Japanese market.</li> <li>◆ First Wi-Fi 6 (802.11ax) wireless router shipped to global brand channels.</li> <li>◆ Outdoor 4G small cells shipped to international markets.</li> <li>◆ First Wi-Fi 6-enabled VDSL IAD broadband gateway shipped to North American telecom operators.</li> <li>◆ Indoor enterprise 5G NR radio units (RUs) sampled to Chinese customers.</li> <li>◆ First Hybrid VDSL/LTE IAD with MPTCP support shipped to European telecom operators.</li> <li>◆ Successfully developed autonomous dynamic video adaptation (AVS) technology integrated into IP cameras.</li> <li>◆ Began global shipments of battery-powered, fully wireless outdoor IP cameras.</li> <li>◆ 77/79GHz mmWave radar sensors obtained Japan MIC certification, ready for mass production.</li> </ul>
2020	<ul style="list-style-type: none"> <li>◆ Developed a 64-port 400G data center switch.</li> <li>◆ Developed an 8-port XGS-PON OLT central office device.</li> <li>◆ Collaborated with third-party software vendors to integrate vOLT (Virtual Optical Line Terminal) technology into the 8-port XGS-PON OLT.</li> <li>◆ Developed and shipped a 48-port Multi-G (1G/2.5G/5G) high-power PoE (802.3bt) switch.</li> <li>◆ Developed a TIP DCSG hardware platform, integrated with third-party software, and provided for customer testing.</li> <li>◆ Joined the DENT open networking platform alliance led by Amazon and the Linux Foundation.</li> <li>◆ First indoor enterprise 5G NR base station solution (RU, DU, CU) supporting sub-6GHz sampled to customers in Japan and Taiwan for field trials.</li> <li>◆ 5G NR CPE devices shipped to Korean and Japanese markets for carrier certification.</li> <li>◆ Developed and shipped ASL-810B, an enterprise router with G.Fast 106MHz dual hybrid technology, to Japan.</li> <li>◆ Developed and shipped ASL-84421L and ASL-84440L, enterprise routers with Wi-Fi 6, to North American telecom operators.</li> <li>◆ Developed and shipped VLT-743810F, an enterprise router with Hybrid VDSL/LTE technology, to European telecom operators.</li> <li>◆ Developed first Wi-Fi 6E Tri-band router, sampled to North American customers.</li> <li>◆ Shipped Wi-Fi 6 Easy MESH-compatible routers to global brand customers.</li> <li>◆ Video Doorbell mass-shipped to a Tier One U.S. customer.</li> <li>◆ Developed 24GHz Smart Radar Sensor.</li> <li>◆ Developed 77GHz Smart Radar Sensor.</li> <li>◆ Developed 79GHz Smart Radar Sensor.</li> <li>◆ Developed mmWave Radar with Image Fusion Technology.</li> <li>◆ Developed Automotive AVM (Around View Monitoring) and Radar Surround Sensing System.</li> </ul>
2021	<ul style="list-style-type: none"> <li>◆ Developed an 18-port 25G 5G fronthaul Ethernet switch.</li> <li>◆ Developed a 20-port 100G 5G backhaul Ethernet switch.</li> <li>◆ Developed and showcased the world's first 48-port 25GBase-T data center switch.</li> <li>◆ Developed a 16-port Flex-PON OLT central office device.</li> <li>◆ Developed a range of cost-effective SMB Ethernet switches using Marvell's latest chipsets.</li> <li>◆ Collaborated with third-party software vendors to integrate advanced data center software features into a 32-port 400G data center switch.</li> <li>◆ Completed development and began shipments of a 32-port 400G data center switch.</li> <li>◆ Developed and shipped an 8-port XGS-PON OLT central office device.</li> <li>◆ Successfully mass-produced and shipped Japan's first indoor 5G NR enterprise base station solution compliant with local 5G frequency regulations (including RU, DU, and CU).</li> <li>◆ Sent samples of the first 5W outdoor radio unit (RU) supporting n78 band to Taiwanese customers for field testing.</li> <li>◆ Completed ORAN interoperability testing of the first 10W outdoor radio unit (RU).</li> <li>◆ Shipped the first indoor 5G CPE supporting Docker virtualization to Japanese operators for testing and validation.</li> <li>◆ Completed development and mass production of the PON-23440MS home gateway with Wi-Fi 6, Bluetooth, and 2.5G PON access, and shipped to Japanese telecom customers.</li> </ul>

Year	R&D Outcomes
	<ul style="list-style-type: none"> <li>◆ Completed development and mass production of the PON-34000B 10G EPON ONU device, shipped to Japanese customers.</li> <li>◆ Completed development and mass production of the PON-31001BC 10GPON SFU home internet device, shipped to North American customers.</li> <li>◆ Developed and shipped the PON-33002B Outdoor 10GPON ONU access device to North America.</li> <li>◆ Completed development of Wi-Fi 6 Easy MESH HGW and submitted samples to European telecom operators.</li> <li>◆ Completed development of Wi-Fi 6E tri-band routers, with samples sent to North American and European customers.</li> <li>◆ Shipped Wi-Fi 5/Wi-Fi 6 Easy MESH-certified routers to Tier-1 customers in North America and Japan.</li> <li>◆ Developed and shipped an 8MP PTZ Gigabit Ethernet PoE (802.3af) surveillance camera to a European brand customer.</li> <li>◆ Developed and shipped a 12MP 360° panoramic Gigabit Ethernet PoE (802.3af) surveillance camera to a European brand customer.</li> <li>◆ Developed a network surveillance camera and smart video doorbell integrated with a 24GHz smart radar sensor, with samples sent to North American customers.</li> <li>◆ Developed a 24GHz traffic monitoring radar, with samples sent to a major Japanese client.</li> <li>◆ Developed a 77GHz water level detection radar sensor, shipped to Japanese customers.</li> <li>◆ Developed an ADAS system with a 79GHz smart radar sensor and ECU, shipped to Taiwan's commercial vehicle market.</li> <li>◆ Developed an AVM and radar sensor fusion system for vehicle surroundings, and submitted samples to North American RV system integrators.</li> </ul>
2022	<ul style="list-style-type: none"> <li>◆ Developed a 64-port 800G data center switch.</li> <li>◆ Developed a 16-port XGS-PON OLT central office device.</li> <li>◆ 48-port 1G Enterprise SONiC data center switch achieved Broadcom Enterprise SONiC certification ahead of industry peers on the TD3-X2 platform.</li> <li>◆ 32-port 400G data center switch is under certification testing for Broadcom SONiC.</li> <li>◆ Developed time synchronization functionality supporting Sync-E and IEEE 1588v2 to optimize network applications.</li> <li>◆ Developed Intel x86 CPU platforms based on Ice Lake D and Snow Ridge.</li> <li>◆ Small-scale mass production and field testing of Japan's first outdoor 5G NR all-in-one base station solution compliant with local 5G regulations.</li> <li>◆ Began sample testing of indoor 5G CPE (MediaTek T-750) with European and Middle Eastern customers.</li> <li>◆ Developed and shipped GPON dual-band HGU to customers in North America and Asia.</li> <li>◆ XGSPON dual-band HGU completed customer testing and is scheduled for mass production in 2023.</li> <li>◆ Development initiated for XGSPON tri-band HGU, showcased at BBWF Europe in October.</li> <li>◆ Development initiated for Wi-Fi 7 tri-band HGW, showcased at BBWF Europe in October.</li> <li>◆ Developed and shipped Wi-Fi 6E tri-band MESH routers to customers in North America and Asia.</li> <li>◆ Shipped Wi-Fi 6/Wi-Fi 6E EasyMESH-certified routers to Tier-1 telecom customers in North America and Japan.</li> <li>◆ Developed a 2MP wireless camera module integrated into smart garage door openers, shipped to North American brand customer.</li> <li>◆ Developed and shipped a 2MP spotlight-integrated Gigabit Ethernet PoE (802.3af) surveillance camera to a European brand customer.</li> <li>◆ Developed and shipped a wireless network surveillance camera with an integrated 24GHz radar sensor to a North American brand.</li> <li>◆ Developed a wireless smart doorbell chime to accompany smart video doorbells, and sent samples to North American customers.</li> <li>◆ Co-developed an advanced AI dashcam with global AI partners for 360° object detection, undergoing road testing with a Japanese automaker.</li> <li>◆ Developed a GPS-enabled sensor hub, with initial shipments to North American RV manufacturers.</li> <li>◆ Developed a BSIS (Blind Spot Information System) compliant with UN ECE R151 European automotive safety standards, jointly exhibited with camera partners.</li> <li>◆ Developed a rear-facing 77GHz radar for heavy motorcycles, with samples sent to Tier-1 customers.</li> </ul>

Year	R&D Outcomes
	<ul style="list-style-type: none"> <li>◆ Developed Multi-access Edge Computing (MEC) platform supporting both containers and virtual machines.</li> <li>◆ MEC passed independent security and performance testing at Chunghwa Telecom’s research institute.</li> <li>◆ MEC integrated with 5G cores from Saviah, Druid, and AGrand.</li> <li>◆ MEC also integrated with solutions from A10 Security, IronYun Surveillance, and BenQ Healthcare System.</li> </ul>
2023	<ul style="list-style-type: none"> <li>◆ Developed a 64-port 800G data center switch with liquid cooling for optimized thermal management.</li> <li>◆ Developed a 32-port 400G SyncE/1588 data center switch.</li> <li>◆ Developed a chassis-based 400G SyncE/1588 data center switch.</li> <li>◆ 32-port 400G data center switch obtained Broadcom SONiC certification.</li> <li>◆ Completed development of Wi-Fi 7 tri-band home gateway, with samples sent to telecom operators.</li> <li>◆ Completed development of Wi-Fi 7 XGSPON HGU, with samples sent to telecom operators.</li> <li>◆ Developed a Wi-Fi 7 tri-band enterprise AP, scheduled for mass production in 2024.</li> <li>◆ Initiated Wi-Fi 6 enterprise AP project with integrated LoRa low-power IoT functionality, expected to enter mass production in 2024.</li> <li>◆ Developed Wi-Fi 7 MESH router/extender, with samples sent to telecom operators for testing.</li> <li>◆ Developed an outdoor mmWave 5G CPE supporting FR1+FR2+Wi-Fi 6, with samples sent to Japanese customers; mass production expected in 2024.</li> <li>◆ Developed a 4MP wireless surveillance camera with integrated spotlight and 24GHz radar sensor, shipped to a North American brand customer.</li> <li>◆ Developed and shipped a 4MP wireless smart video doorbell to a North American brand customer.</li> <li>◆ Developed and shipped a wireless smart video doorbell with integrated 24GHz radar sensor to a North American brand customer.</li> <li>◆ Developed and shipped a wireless smart chime for use with smart video doorbells to a North American brand customer.</li> <li>◆ Developed and delivered an E-Bike 24GHz 1T2R RCW radar to a local brand customer in small quantities.</li> <li>◆ Co-developed a Ku-band user terminal with a partner, and shipped in small quantities to a European customer.</li> </ul>
2024	<ul style="list-style-type: none"> <li>◆ Developed a telecom-grade switch and entered the Indian telecom market.</li> <li>◆ Developed a 32-port 400G SyncE/1588 data center switch and expanded into the North American market.</li> <li>◆ Developed a chassis-based 400G SyncE/1588 data center switch.</li> <li>◆ Completed development of customized enterprise switch software features and communication protocols, and introduced to the Japanese market.</li> <li>◆ Developed core switch communication protocols and entered the North American telecom market.</li> <li>◆ Integrated a Baseboard Management Controller (BMC) into telecom-grade switches to enhance management and monitoring capabilities.</li> <li>◆ Developed switch synchronization functions compliant with Sync-E and IEEE 1588v2 Class D standards to ensure high-precision synchronization performance.</li> <li>◆ Completed mass production of Wi-Fi 7 tri-band home router and XGSPON HGW.</li> <li>◆ Completed mass production of Wi-Fi 7 tri-band enterprise AP integrated with electronic shelf label (ESL) RF module.</li> <li>◆ Developed and shipped outdoor XGSPON ONT to North American customers.</li> <li>◆ Completed development of Wi-Fi 6 HGW, scheduled for mass production and shipment to Indian customers in early 2025.</li> <li>◆ Completed development of 5G FWA (including mmWave), scheduled for mass production in early 2025.</li> <li>◆ Developed an outdoor mmWave PoC point-to-point CPE and sent samples to Indian customers for testing.</li> <li>◆ Developed a 5W RU supporting uplink 256QAM and compliant with O-RAN C/U/M/S interfaces; passed SONIC Lab IoP testing.</li> <li>◆ Developed a home-use baby monitoring IP camera.</li> <li>◆ Developed radar-based modules capable of detecting breathing and heartbeat, available as standalone units or integrated into IP cameras.</li> <li>◆ Developed a 60GHz traffic monitoring radar.</li> </ul>

Year	R&D Outcomes
	<ul style="list-style-type: none"> <li>◆ Developed products supporting FCW (Forward Collision Warning), LDW (Lane Departure Warning), and DMS (Driver Monitoring System), with samples sent to Japanese customers for testing.</li> </ul>
2025	<ul style="list-style-type: none"> <li>◆ Three products — small form factor switches, wireless routers, and mmWave gateways — were successfully introduced into mass production, facilitating entry into the Indian market.</li> <li>◆ The development of a 64-port 1.6T fully water-cooled data center switch was completed, which was subsequently showcased at the OCP Show in North America, thereby marking an expansion into the North American market. The integration of the SyncE/1588 module, CPU module, and Baseboard Management Controller (BMC) hardware and software into a carrier-grade switch was accomplished, significantly enhancing the management and monitoring capabilities of the switch.</li> <li>◆ Ten gigabit 10G and one 100G carrier-grade switches were developed for North American telecom operators, entering mass production and commencing shipping activities.</li> <li>◆ The DOCSIS Ultra 4.0+ cable modem and EMTA products were developed and mass-produced.</li> <li>◆ The DOCSIS Ultra 3.1+ Wi-Fi 7 tri-band router and HGW products were developed and mass-produced.</li> <li>◆ The 25G PON ONT product for residential use was developed and finalized.</li> <li>◆ The Wi-Fi 6 HGW product was developed and mass-produced, with delivery to Indian customers scheduled for 2026.</li> <li>◆ The continued development and completion of the Outdoor mmWave PoC "point-to-point" and "point-to-multipoint" customer premises equipment (CPE) resulted in samples being sent to an Indian customer for trial operation testing.</li> <li>◆ The development of enterprise-level access control detection and network camera integration products was successfully completed.</li> <li>◆ Standalone modules for radar detection of breathing and heartbeat were developed, along with applications combined with network cameras for customer testing.</li> <li>◆ Commercial access control detection products and equipment were successfully developed, including a card reader and Door Controller, extending application capabilities from Motion Object Detection to Vital Sign Detection.</li> <li>◆ The development of 77GHz radar for two-wheeled vehicles was undertaken.</li> <li>◆ The development of 60GHz traffic motion radar was also initiated.</li> <li>◆ The capability for active lens alignment was established.</li> <li>◆ Collaboration with the software team led to the establishment of detection capabilities controlling the zoom lens.</li> <li>◆ Artificial intelligence (AI) was utilized to establish an Automation Container-Based Deployment Platform, thereby enhancing testing efficiency and accuracy.</li> </ul>

(IV) Short-Term and Long-Term Business Development Plans

1. Short-Term Development Plan

In regard to marketing strategy, we will actively pursue the development of new markets in Europe and other regions, while consistently fostering customer relationships, monitoring market trends, and further reinforcing partnerships with key clients. By establishing integrated technology solutions that leverage research and development along with quality advantages, Alpha Networks Inc. aims to provide customized hardware and software design services that facilitate value creation for our clients.

Concerning product development, Alpha Networks Inc. will allocate resources towards the research and development of high-end product lines to enhance the added value of the products and optimize the product portfolio. To maintain technological leadership, the Company will establish close collaborations with prominent chip suppliers to expeditiously acquire relevant technical data, accelerate the launch of new products, and strengthen the Company's competitive advantage within the industry.

2. Long-Term Development Plan

In the context of marketing strategy, the Company will proactively investigate the global market and seek collaborative agreements with major international corporations. This approach aims to expand our operational scale, enhance brand influence, and establish robust and enduring partnerships with customers and suppliers, thereby progressing towards our objective of becoming a globally recognized enterprise.

Regarding the product strategy, the Company will persist in enhancing our R&D capabilities and monitoring industry trends, integrating technologies such as network communication, multimedia, and smart applications to introduce the next generation of products and further solidify the core competitiveness.

## II. Market and Production Overview

### (I) Market Analysis:

#### 1. Primary Regions for Product (Service) Sales and Distribution

Unit: NTD thousands

Regions	2025	
	Amount	% of Revenue
United States	11,867,824	52.84
Taiwan	4,852,840	21.60
Japan	958,124	4.27
Other Countries	4,782,932	21.29
Total	22,461,720	100.00

Note: The classification of sales (service provision) regions is based on the geographic location of the customers.

#### 2. Market Share and Outlook on Supply, Demand, and Growth Potential

##### (1) Market Share

The Company will persist in providing comprehensive solutions that include Ethernet switches, broadband equipment, fiber optic products, and enterprise-grade wireless networking equipment, while maintaining a commitment to meeting customer needs, improving product quality, and expanding its global market share.

##### (2) Market Outlook: Supply, Demand, and Growth Potential

As communication technologies continue to advance, the integration of artificial intelligence applications into open network architectures (such as Open RAN and cloud-based networks) is significantly enhancing the scheduling of network resources and operational efficiency. This transition is steering both equipment manufacturers and telecommunications operators towards the establishment of AI-native networks. Concurrently, the rapid integration of low-Earth orbit satellites with terrestrial networks is catalyzing the emergence of novel communication applications and services. Looking ahead to 2026, it is anticipated that the network equipment market will emerge from its current inventory adjustment cycle, with demand poised to stabilize and return to a trajectory of steady growth. This anticipated increase is expected to be bolstered by the expansion of data centers, the digital transformation initiatives undertaken by enterprises, and the pervasive adoption of artificial intelligence. Consequently, an overall uptick in shipment momentum is projected. The primary catalysts for growth are expected to be high-bandwidth, high-speed switching, cloud-based solutions, and intelligent management products, with an estimated annual market growth rate ranging from approximately 3% to 4%, predominantly driven by advancements in AI-powered equipment and 5G technology. The future landscape of supply and demand, along with the growth potential of various communication equipment products, is outlined as follows:

##### A. Switches

The high-speed switch market is anticipated to experience considerable demand in 2026, primarily propelled by cloud data centers, artificial intelligence computing, the Internet of Things (IoT), and the deployment of 5G technologies. The transition to enhanced high-speed Ethernet standards of 100G and 400G is emerging as a notable trend. On the supply side, advancements in Software-Defined Networking (SDN) and Power over Ethernet (PoE) technologies, along with modular design innovations, play a crucial role; however, challenges remain in the form of chip supply constraints and energy regulations. The overall market is projected to grow at a compound annual growth rate (CAGR) ranging from approximately 4.7% to 8%, with the Asia-Pacific region poised to exhibit the most rapid growth. It is expected that the market will continue to expand, progressing towards increased intelligence and enhanced efficiency over the next five years.

##### B. Wireless Broadband Network Products

The wireless broadband network product market experienced continued growth in 2026, predominantly propelled by advancements in 5G and Wi-Fi 6/7 technologies. A robust demand for high-speed, low-latency connections from both commercial entities and residential users, in conjunction with the extensive adoption of artificial intelligence and Internet of Things applications, significantly contributed to the impetus for equipment upgrades and investment. Additionally, factors such as remote work, cloud services, and the development of smart city infrastructure emerged as crucial drivers of demand expansion. Although the supply side encountered challenges, including constraints related to chip availability and cost pressures, manufacturers proactively increased production capacity and integrated energy-efficient designs

alongside intelligent network management technologies to bolster product competitiveness. The overall market is anticipated to exhibit a compound annual growth rate of approximately 8% in 2026, with the Asia-Pacific region demonstrating the most robust performance, thereby indicating a favorable dynamic between supply and demand, substantial market momentum, and an ongoing trend towards enhanced speed, intelligence, and sustainability.

C. Digital Multimedia Network Products

The IP camera and smart home market experienced substantial growth in 2026, primarily influenced by heightened security awareness, the extensive adoption of smart home technologies, and the integration of artificial intelligence. The global market size for IP cameras is estimated to be US\$18.36 billion, propelled by the demand for smart city initiatives and cloud-based surveillance solutions. The market for smart home security cameras expanded rapidly, addressing the increasing need for home protection and the integration of the Internet of Things (IoT), reaching an approximate value of US\$4.37 billion in 2026. Features such as AI image analysis, cloud storage, and remote monitoring have become standard in this market. On the supply side, manufacturers actively introduced high-resolution, low-light cameras, incorporating Power over Ethernet (PoE) and wireless technologies to enhance installation convenience; nonetheless, challenges persist regarding chip supply and cybersecurity regulations. Overall, the market growth rate remained in double digits, with IP cameras exhibiting growth rates between approximately 10% and 12%, while smart home security devices experienced growth of approximately 11%. The Asia-Pacific region recorded the most rapid growth, driven by the demand for smart city infrastructure and residential security. This trend reflects a robust balance between supply and demand in the market in 2026, with product innovation and artificial intelligence integration representing pivotal elements of competition.

3. Competitive Advantage

(1) Diversified Product Portfolio

The Company presents a comprehensive product line that encompasses regional and metropolitan network products, wireless broadband network products, and digital multimedia network products. Ranging from basic to high-end network communication solutions, our offerings position us as a highly comprehensive provider of network communication products in Taiwan. Alpha Networks Inc. possesses essential technologies in wired and wireless communication, edge computing, and artificial intelligence, which are extensively implemented in smart cities, smart manufacturing, and smart home applications. Through the integration of Information Technology (IT), Communication Technology (CT), and Operational Technology (OT) architectures, the Company delivers cost-effective end-to-end complete solutions. Our portfolio includes telecom-grade equipment, enterprise-grade equipment, and consumer network products, thereby continuously enhancing technology integration. We are committed to launching a diverse array of products that address needs across regional and metropolitan networks, wireless networks, mobile broadband, digital multimedia, and enterprise mobile solutions to fulfill the customers' demands for one-stop shopping. Furthermore, the Company is actively engaged in the development of vertical services and industrial internet applications, thereby reinforcing the leading position in 5G private network solutions and fostering beneficial outcomes for the industry.

(2) High-quality R&D Team

The organization of the Company is distinguished by a robust and experienced Research and Development team, possessing extensive expertise in the domain of network communications. This capability enables us to adeptly respond to the rapidly evolving market demands. Our work encompasses the design of large-scale data center switches and rack-mount switches featuring blade-style-multi-layer board architectures, as well as the development of small and medium-sized network modules. Through these efforts, we enhance product development efficiency, optimize cost structures, bolster the company's competitive edge, and consistently deliver high-quality products that align with market requirements.

(3) Professional R&D And Manufacturing Capabilities.

Through the utilization of the robust research and development capabilities and extensive experience as an original equipment manufacturer (OEM) for prominent international corporations, alongside a comprehensive product line, our organization has established itself as a leading professional original design manufacturer (ODM) of network communication products in Taiwan. This position grants us

significant competitive potential to align with the forthcoming trends of multifunctional and highly integrated network communication products. Concurrently, the Company has instituted a thorough information management and material tracking system, which facilitates the provision of real-time production information to customers and enhances service efficiency. In terms of quality assurance, each product undergoes stringent and high-standard testing protocols, complemented by precise customized testing services tailored to the requirements of leading manufacturers and the market. This commitment ensures adherence to world-class quality standards, thereby unequivocally demonstrating the preeminent status in technology, quality, and service.

(4) Strong Procurement Bargaining Power

In addition to strong product development capabilities, the Company benefits from its complete product lines and large volume production. It practices centralized procurement across its headquarters in Hsinchu, subsidiaries in China, and Vietnam, resulting in reductions in product raw material costs and enhancing the Company's competitiveness in the market.

(5) Production Cost Control

In addition to its production and sales hub in Hsinchu, the Company leverages its cost-efficient manufacturing bases in China and Vietnam. Orders are received in Taiwan and fulfilled through volume production by overseas factories.

Through comprehensive product testing and strict quality control, the Company continuously improves capacity allocation and production efficiency to strengthen its market competitiveness.

4. Favorable and Unfavorable Factors for Future Development, and Countermeasures

(1) Favorable Factors

A. Rapid Expansion of AI Data Centers

The significant proliferation of artificial intelligence applications has led to a marked increase in the demand for high-speed computing and extensive data processing capabilities within AI servers. This demand has consequently necessitated the upgrade and expansion of data centers across the globe.

AI computing operates within a high-bandwidth, low-latency network environment, thereby prompting the accelerated replacement of switches, routers, and associated networking equipment, while simultaneously driving a surge in the demand for high-end products. The Company possesses a comprehensive network product line and capabilities for the integration of AI technology, thereby enabling the provision of specialized data center solutions, the capture of emergent market opportunities, and the enhancement of the competitive advantage.

B. Continued Surge in Network Traffic

With the accelerated increase in demand for cloud computing, artificial intelligence servers, and high-performance computing, the traffic within data centers is perpetually rising, necessitating the upgrade and replacement of routers and switches. Furthermore, the extensive implementation of enterprise digital transformation and hybrid work models is further amplifying market demand for high-speed, secure, and stable network equipment. Consequently, the network communication industry is projected to sustain its growth trajectory.

C. Growth in Intelligent Applications

The swift proliferation of smart home, smart manufacturing, and smart city applications is propelling the advancement of consumer products and enterprise solutions towards enhanced intelligence and high levels of integration. The confluence of artificial intelligence technology and network equipment is generating increased opportunities within vertical markets. Our company maintains a comprehensive product line and possesses robust software and hardware integration capabilities, thereby positioning us to offer tailored research and development, as well as end-to-end solutions, thereby augmenting our competitive advantage within the market.

(2) Unfavorable Factors and Countermeasures

A. Intense Industry Competition and Exerts Pressure on Gross Profit Margins

The rapid technological iteration and abbreviated product lifecycles prevalent in the network communication market, in conjunction with intense price competition, have resulted in a persistent decline in gross profit margins.

Countermeasures:

Enhance R&D capabilities, boost the share of ODM and integrated solutions, and elevate product

added value; consistently innovate in intelligent, hardware and software integrated products while expanding high-margin Center of Excellence (COE) offerings to satisfy customers' one-stop procurement requirements. At the same time, drive process optimization and incorporate automated equipment to enhance operational efficiency and cost competitiveness

**B. AI Talent Shortage**

As AI and cloud applications gain widespread adoption, software development has become essential for product differentiation and added value. However, there's a global shortage of talent, resulting in intense competition.

Countermeasures:

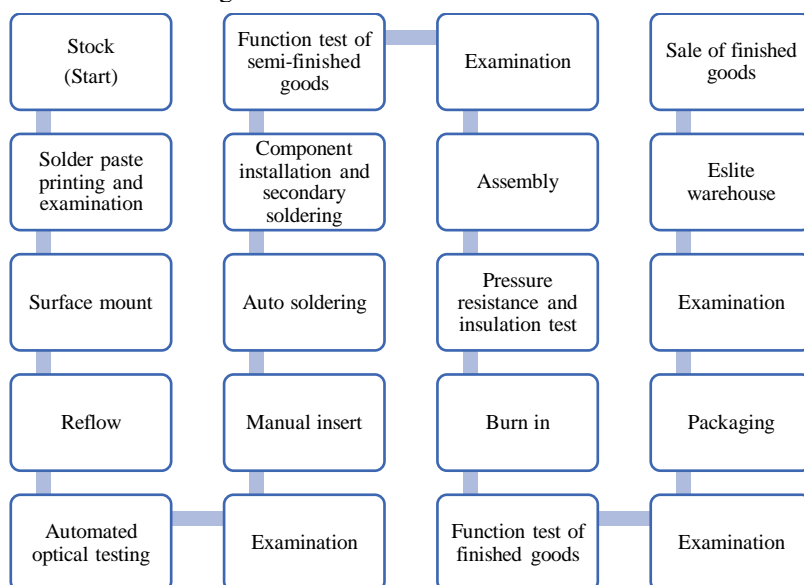
The Company will create a high-quality work environment and provide comprehensive education and training, promote employee bonuses and career development plans, and enhance talent retention rates. We will actively recruit on campuses, collaborate with academic and research institutions to cultivate talent, expand our overseas recruitment strategies, and attract individuals with expertise in AI and networking software to ensure our technological leadership.

**(II) Key Applications and Manufacturing Processes of Main Products**

**I. Key Applications of Main Products**

Product Category	Applications
Switch	Utilized in IoT, IoV, 5G access networks, enterprise networks, telecommunications networks, edge computing, and data centers, facilitating data transmission and exchange.
Wireless Network	Offers Wi-Fi compliant wireless network cards and access bridges for wired or dial-up internet access applications.
Voice over Internet Protocol (VoIP) Related Products	Supplies VoIP gateway products, enabling users to make online calls using regular telephones; also offers VoIP phones that connect directly to the internet, helping to reduce call costs.
Multi-functional Gateway	Combines wireless network, broadband network, and routing technologies into a single, multi-functional gateway device.
Digital Subscriber Line (DSL) Related Equipment	Primarily consists of a variety of subscriber line modems (xDSL modems, Home Gateways) to deliver high-speed broadband internet access.
Optical Access Equipment	Mainly includes a range of ONUs (Online Network Units) and MDUs (Medium-Dedicated Units).
Mobile Broadband Network Related Equipment	Primarily encompasses various mobile network base stations, customer premises equipment (CPE), and IoT sensing devices.
Smart Home Devices	Integrating diverse voice and audio-visual technologies, leveraging compression standards such as MPEG/H.264/H.265, and paired with high-definition network cameras, these devices offer solutions for various aspects of smart home living and security monitoring.
Radar Sensor	Capable of detecting distance, movement, and speed, and can be applied to vehicle blind spot detection, parking assistance, collision avoidance warnings, as well as industrial sensing and monitoring support.

## II. Manufacturing Processes



### (III) Supply Status of Key Raw Materials

The global economy is currently facing numerous uncertainties, including inflation, competition between the US and China in trade, and geopolitical tensions. These factors are affecting the supply of raw materials and may lead to instability in the availability of certain key components. In response to the ongoing US tariff policy, Alpha Networks Inc. is not only maintaining production capacity at its plant in Taiwan but has also established a production base in Vietnam to alleviate geopolitical risks.

Alpha Networks Inc. requires its suppliers across various countries to fully comply with all relevant local laws and regulations, while also placing significant emphasis on the management of labor rights, environmental standards, safety, and health risks within the supply chain. To ensure adherence, the Company has developed fundamental supplier guidelines based on the Responsible Business Alliance (RBA) Code of Conduct, requiring all suppliers to commit to relevant social responsibility and integrity standards.

To uphold these standards, Alpha Networks Inc. continues to conduct annual audits of existing suppliers and initiates a thorough onboarding process for new suppliers. All suppliers must meet criteria concerning labor rights, health and safety, environmental standards, ethical conduct, management systems, and social impact. In addition to evaluating supplier quality, cost, delivery time, service, and technical capabilities, we implement procurement management rooted in a green supply chain. The Company also incorporate hazardous substance control into the incoming material inspection processes, mandating that suppliers swiftly propose corrective and preventative measures for any raw materials found to violate controlled substance regulations.

For the long-term partners, the Company provides forecasts of demand spanning 6-12 months and hold regular high-level meetings with major chip manufacturers and component suppliers. Strategic meetings or cooperation agreements are convened as needed, allowing us to maintain strong negotiation and management capabilities regarding component supply. Additionally, the Company adheres to a principle of distributing major components to two suppliers to foster a stable supply chain and ensure uninterrupted mass production. In the realm of supplier order management, the Company has established its proprietary supplier trading platform (Supplier Portal), which operates in strict accordance with personal data protection laws and confidentiality agreements. This initiative aims to continuously enhance the collaborative relationship with suppliers, thereby jointly fostering a secure and efficient platform environment.

### (IV) List of Any Suppliers and Customers Accounting for 10% or More of the Company's Total Procurement (Sales) Amount in either of the Two Most Recent Fiscal Years, the Amounts Bought from (Sold to) Each, the Percentage of Total Procurement (Sales) Accounted for by Each, and the Reasons for Net Changes in the Figures Shown Below.

#### 1. Major Suppliers

Unit: NTD thousands

Item	2025				2024			
	Name	Amount	% of Annual Net Purchases	Relationship with the Company	Name	Amount	% of Annual Net Purchases	Relationship with the Company
1	Vendor W	2,639,389	15%	-	Vendor W	1,532,507	10%	-

Item	2025				2024			
	Name	Amount	% of Annual Net Purchases	Relationship with the Company	Name	Amount	% of Annual Net Purchases	Relationship with the Company
2	Others	14,643,697	85%	-	Others	13,510,009	90%	-
	Net Purchase	17,283,086	100%		Net Purchase	15,042,516	100%	

Reasons for net changes: There are no significant changes in the recent two years.

## 2. Major Customers

Unit: NTD thousands

Item	2025				2024			
	Name	Amount	% of Annual Net Sales	Relationship with the Company	Name	Amount	% of Annual Net Sales	Relationship with the Company
1	Client 3	2,776,237	12%	-	Client 3	2,656,620	12%	-
2	Client 1	2,576,799	12%		Client 1	2,651,637	12%	
3	Client 7	1,880,063	8%	-	Client 7	2,377,460	11%	-
4	Others	15,228,621	68%	-	Others	13,757,908	65%	-
	Net sales	22,461,720	100%		Net sales	21,443,625	100%	

Reasons for net changes: There was no significant variation in the last two years.

## III. Information on Employees

Year		As of February 28, 2026	2025	2024
Number of Employees	Direct Employees	1,469	1,655	1,483
	Indirect Employees	1,367	1,371	1,495
	Total	2,836	3,026	2,978
Average Age		42.19	43.1	43.1
Average Years of Service		5.67	9.81	9.81
Educational Background Distribution (%)	Ph.D.	0.21%	0.23%	0.24%
	Master's	13.79%	15.41%	13.94%
	Bachelor's	39.39%	41.71%	54.84%
	High School	20.52%	32.08%	20.05%
	Below High School	26.09%	10.56%	10.95%

## IV. Environmental Protection Expenditure Information

### 1. Total Amount of Losses and Penalties Incurred Due to Environmental Pollution in the Most Recent Fiscal Year and Up to the Date of Publication of the Annual Report

The Company has not incurred any losses or been subject to any inspections or penalties imposed by environmental authorities due to environmental pollution incidents.

### 2. Responsive Measures

The Company and its subsidiaries have consistently placed importance on environmental protection. In addition to implementing pollution prevention measures internally, the plant and office areas comply with regulatory requirements and undergo continuous improvement. Management standards are in place for environmental facilities to prevent environmental damage.

### 3. Estimated Amounts That May Occur at Present and in the Future

Neither the Company nor its subsidiaries has incurred fines imposed by environmental protection authorities or been required by environmental protection groups to improve environmental conditions due to environmental pollution.

For environmental protection expenditure information of the Company's subsidiary, Chung Chih Technology Co., Ltd., please refer to the subsidiary's 2025 Annual Report.

## V. Labor Relations

### (I) Description of the Company's Employee Welfare Measures, Education, Training, Retirement System and Their

Implementation Status, as well as Agreements between Labor and Management and Measures for the Protection of Employee Rights.

#### 1. Employee Welfare Measures, Education, and Training

(1) In order to take care of employees' physical and mental well-being and enable employees to fully devote themselves to their work, the Company, in addition to providing various welfare programs, has established an Employee Welfare Committee composed of employees to be responsible for the planning and implementation of employee welfare services/measures. Examples are described as follows:

##### A. Company-Provided Measures:

In accordance with the Labor Standards Act and relevant labor laws and regulations, the Company enrolls employees in labor insurance and national health insurance, and makes contributions to labor pensions under both the old and new systems. In addition, pursuant to the Labor Pension Act, the Company has established employee retirement regulations, which clearly specify the conditions for retirement applications, the standards for retirement benefit payments, and the methods of payment. Furthermore, in order to conduct advance risk planning, enhance corporate image, strengthen sound business operations, improve employees' livelihood protection, and achieve labor-management harmony for mutual benefit, the Company additionally provides comprehensive group insurance coverage to employees. All overseas plants enroll employees in social insurance from the first day of employment in accordance with the local laws and regulations of the jurisdiction where the plant is located, and make monthly contributions to various local social security programs such as pension and medical insurance. To implement leave management measures, the Company sends employees notifications at the beginning of each month regarding their remaining annual leave and compensatory leave hours, reminding employees to properly plan their leave. Overseas plants grant leave in accordance with applicable local laws and regulations. A flexible working hours system is implemented, allowing employees to adjust their working hours according to their individual circumstances, thereby providing flexibility in starting and ending work times. In addition, on the last working day before each consecutive holiday, the Company (Taiwan headquarters) grants employees an early dismissal of two hours, enabling employees to return to their hometowns or commute earlier. In response to changes in working practices in the post-pandemic era, each employee is entitled to apply for one work-from-home (WFH) day per month. The Hsinchu plant is equipped with facilities including an employee fitness and recreation center, a health clinic, a lactation room, a reading room, and maternity parking spaces, in order to promote employees' physical and mental well-being and to provide care for female employees. Employee compensation, in addition to base salary, includes position allowances, shift allowances, attendance bonuses, and other items. Year-end bonuses may be granted depending on the Company's profitability, and employees with no misconduct throughout the year may also participate in employee profit-sharing.

##### B. Employee Welfare Committee Measures:

The Company has established an Employee Welfare Committee composed of employees to organize and coordinate various employee clubs, recreational, cultural, and travel activities. The Company also organizes various seminars on an irregular basis, covering topics such as health care, parenting education, and stress relief. These initiatives aim to provide a friendly workplace environment that supports a balance between work and personal life. In addition, the Company provides benefits such as holiday bonuses, birthday gifts, childbirth allowances, and wedding gifts, as well as welfare services including condolence payments for illness or injury and funeral subsidies. Since 2023, the Company has further strengthened its friendly workplace measures, including birthday afternoon tea activities, massage services provided by visually impaired therapists, and free psychological counseling services.

#### (2) Education and Training

Alpha Networks fully recognizes that training and development are long-term foundations for sustainable corporate growth, and that talent is the Company's most valuable asset. Accordingly, the Company spares no effort in employee training and career development planning, continuously investing substantial training budgets and resources each year and expanding diversified learning channels. In response to the pandemic era, proactive measures were adopted through digital transformation to implement blended learning models, enabling employees to access optimal learning and development opportunities.

Based on the learning needs of employees across different job families and at various stages of their career development, the Company has established a comprehensive training framework focusing on competency-based development and tailored learning roadmaps for employees, as outlined below:

- **New Employee Orientation Training:** Comprehensive orientation training is provided to all new employees. The program includes both in-person and online courses. The content covers general courses such as company introduction, organizational structure, corporate values and objectives, internal regulations and benefits, operation of internal systems, environmental safety and hygiene, as well as professional courses individually arranged according to different job families. These programs assist employees in quickly understanding the Company and integrating into the corporate culture.
- **Management Competency Training:** In alignment with organizational business strategies and management objectives, management competency courses are offered to supervisors at all levels in order to strengthen their managerial knowledge and capabilities.
- **Core Competency Training:** Alpha Networks believes that embedding shared organizational values and fostering integrity, professionalism, and proactive and respectful attitudes among personnel are critical drivers of long-term and stable corporate development. Competency items are selected and evaluated through assessments, based on which core competency courses are designed to enhance employees' analytical thinking, logical reasoning, and self-development capabilities

- Professional Competency Training: Professional skills training programs are planned and conducted for employees in different job families to enhance professional expertise and promote technical exchange across departments. In addition, in conjunction with the instructor development and management system, instructor training programs are implemented to improve training quality and facilitate internal knowledge transfer.
- General Education Training: Group-level training courses are designed to provide all employees with consistent knowledge and shared understanding. Workplace and life seminars are conducted to promote work-life balance, focusing on topics such as parenting, health, and personal growth. In 2025, total training hours reached 41,673 hours, with a cumulative total of 19,955 training participants throughout the year. To encourage employees to share professional knowledge and pass on valuable experience, Alpha Networks actively establishes and promotes an internal instructor system. Each year, an instructor recognition event is held on Teachers' Day in September to commend instructors and encourage more outstanding internal talents to contribute to knowledge succession. Alpha Networks has established the "Alpha Networks Reading Lounge" at the headquarters, where popular new books across various categories are purchased annually to encourage employee reading and self-development. In addition, fixed monetary incentives are provided to employees who pursue foreign language studies or obtain recognized language proficiency certifications.

## 2. Retirement System and Implementation

Alpha Networks complies with applicable retirement laws and regulations in order to safeguard employees' retirement rights. The relevant implementation details are described as follows:

- (1) The Company has established employee retirement regulations.
- (2) In January 2004, the Company established the Labor Retirement Reserve Fund Supervisory Committee, which was approved and filed with the Science-Based Industrial Park Administration. Contributions to the retirement reserve fund commenced in January 2004 and have been made monthly at a rate of 2% of total monthly payroll.
- (3) Beginning in July 2005, the Company implemented the new labor pension system in accordance with applicable laws and regulations.
- (4) In accordance with International Financial Reporting Standards (IFRS), the Company engages a qualified actuary to evaluate and calculate the labor retirement reserve fund and to issue an actuarial valuation report.
- (5) The retirement reserve fund contributed by the Company on a monthly basis in accordance with the Labor Standards Act is managed by the Labor Retirement Reserve Fund Supervisory Committee and deposited into a designated account at the Bank of Taiwan under the name of the Committee. The accumulated balance of the labor retirement reserve fund amounted to NT\$165,305 thousand.
- (6) Retirement contributions made in accordance with the Labor Pension Act are contributed at a rate of 6% of each employee's monthly salary and deposited into individual pension accounts administered by the Bureau of Labor Insurance. In 2025, total contributions amounted to NT\$58,305 thousand.

## 3. Labor-Management Agreements and Measures for the Protection of Employee Rights

The Company has consistently placed strong emphasis on employee welfare. Issues between labor and management are primarily resolved through communication and coordination, resulting in harmonious labor-management relations. The Company has established a dedicated Occupational Safety and Health Department to implement various safety and health measures.

- (II) Losses incurred as a result of labor-management disputes during the most recent fiscal year and up to the date of publication of the annual report shall be disclosed, including any violations of the Labor Standards Act identified through labor inspections, for which the date of disposition, reference number of the disposition, violated statutory provisions, description of the violation, and details of the disposition shall be specified. In addition, the estimated amounts of losses that may occur currently and in the future, together with corresponding response measures, shall be disclosed. If such losses cannot be reasonably estimated, the reasons why a reasonable estimation cannot be made shall be stated.
- (a) During calendar year 2025 and up to the date of publication of the annual report, the Company did not incur any losses arising from labor-management disputes due to violations of the Labor Standards Act. The Company continues to uphold its corporate culture of "Integrity," "Unity," "Excellence," and "Innovation." Labor-management relations have consistently remained harmonious, and internal work rules are implemented in accordance with applicable laws and regulations.
  - (b) For disclosures regarding labor-management disputes involving the Company's subsidiary, Hitron Technologies Inc., please refer to the 2025 annual report of that subsidiary.

## VI. Cybersecurity Management

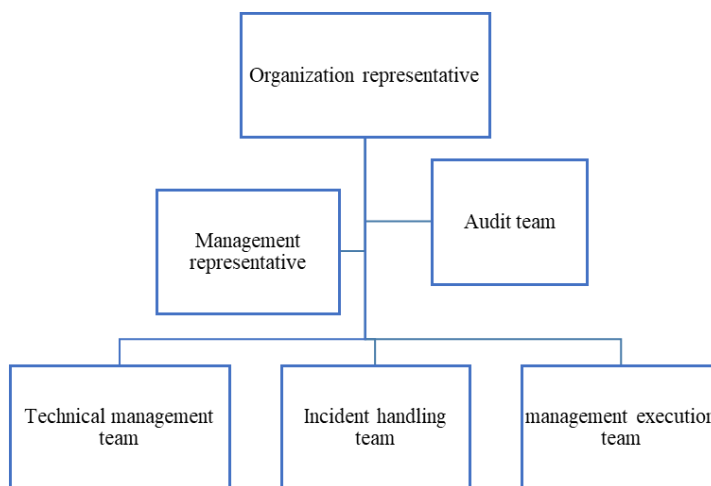
### (I) Organizational Structure for Cybersecurity Risk Management

Alpha Networks established a cybersecurity organization in 2019, with the head of information technology serving as the organizational representative. An information security management review meeting is convened annually to assess various internal and external information security risks and to promote relevant information protection measures.

The organization is composed of the Cybersecurity Management Execution Team, the Technical Management Team, the Incident Response Team, and the Cybersecurity Audit Team, each led by designated personnel who serve as team leaders to implement cybersecurity management policies.

In accordance with the requirements of the Financial Supervisory Commission, the Company has appointed a dedicated cybersecurity executive and cybersecurity personnel, and reports the status of cybersecurity management

implementation to the Board of Directors at least once a year. The most recent report to the Board of Directors was made on October 31, 2025.



(II) Cybersecurity Management Policies

In order to safeguard the information assets of the Company, customers, and business partners, Alpha Networks is committed to establishing a secure cybersecurity environment. On December 14, 2019, the Company successfully obtained certification for the ISO/IEC 27001 Information Security Management System and continues to maintain the validity of this certification. Relevant security policies and procedures are formulated in accordance with the management system, and internal audit mechanisms are continuously implemented to ensure the effective execution and ongoing improvement of cybersecurity measures, thereby effectively protecting the confidentiality, integrity, and availability of information assets.

(III) Specific Management Measures and Resources Invested in Cybersecurity Management

1. Cybersecurity Control Procedures

Cybersecurity control procedures include the deployment of external security protection systems such as intrusion detection systems and firewalls, as well as the use of third-party external vulnerability scanning systems to prevent risks of external intrusion. Internal control procedures govern the management of information equipment usage, network communication management, account authorization management, procedures for taking computer equipment off premises, physical printing controls, and two-factor authentication management for remote connections, thereby ensuring rigorous control at every stage of information usage and reducing the risk of operational data leakage and cybersecurity threats.

All internal and external information systems fully adopt encrypted connections to ensure secure system connectivity and data transmission. Tracking of transmission activities is implemented during data transfer, and audits are specifically conducted for the use of personal information to prevent improper use or theft of important Company and customer data.

Physical security is maintained through environmental control systems that provide real-time monitoring and alerts for information system environment status, ensuring stable operation of information facilities. An enterprise cloud platform has also been established to centrally protect the information security of the Company’s research and development, manufacturing, and operational systems, while providing high-availability backup mechanisms to ensure uninterrupted operation of related systems.

In addition, with respect to information system and data protection, the Company refers to ISO 22301 requirements to establish Business Continuity Planning (BCP) for information systems, formulates regular system backup and disaster recovery drills, and stores backup data off-site at a third-party data center to ensure that the Company is not exposed to information damage risks caused by human error or force majeure natural disasters.

To comply with intellectual property requirements, a software asset audit system has been implemented, and software usage is managed through named-user controls. Quarterly usage audits are continuously conducted to ensure compliance with software licensing requirements. With regard to strengthening cybersecurity awareness, the Company provides employee cybersecurity training courses and disseminates cybersecurity and software licensing information through internal security notifications, with the objective of achieving corporate cybersecurity protection and business continuity.

2. Enhancement of Cybersecurity Awareness

Cybersecurity policies and regulations are continuously promoted through the Company’s internal website to communicate cybersecurity information and security incident reporting procedures. Professional cybersecurity education and training for cybersecurity personnel are conducted annually, and general cybersecurity awareness courses are provided to employees. In addition, internal social engineering drills are planned and implemented, and employees who do not pass the drills are required to undergo additional training in order to strengthen daily cybersecurity awareness among employees. In 2025, a total of 250 participants attended cybersecurity training programs, with an aggregate of 175 training hours, and internal social engineering drills involved 1,054 participants with a total of 5,270 drill instances conducted.

3. Strengthening of Cybersecurity Implementation

Alpha Networks has assessed the increasing cybersecurity risks in recent years, including external attacks and encryption of operational data. To enhance cybersecurity protection, budgets have been allocated to strengthen proactive external attack defense and monitoring, and to upgrade advanced protection functions for critical operational systems. In addition, vulnerability scans are conducted for the four major operational systems to mitigate risks. With respect to access security, a comprehensive review of management privileges for all information systems is performed to ensure proper segregation of access authority. Password strength requirements for privileged accounts are strengthened, and multi-factor authentication is mandated for remote management connections to enhance the security protection of information systems and operational data.

(IV) Losses Incurred Due to Material Cybersecurity Incidents During the Most Recent Fiscal Year and Up to the Date of Publication of the Annual Report, and the Potential Impact and Response Measures: None.

## VII. Material Contracts:

As of the date of publication of the annual report, the parties, principal terms, restrictive provisions, and contract periods of supply and sales contracts, technical cooperation contracts, construction contracts, long-term loan contracts, and other material contracts that remain in effect or expired during the most recent fiscal year and that may affect shareholders' equity are as follows:

Nature of Contract	Parties	Contract Period	Principal Terms	Restrictive Provisions
Renewable Energy Electricity and Certificate Purchase and Sale Agreement	Power Seller (Party A): Chuang Jinn Green Energy Co., Ltd. Power Purchaser (Party B): Alpha Networks Inc.	Effective from November 17, 2025, and continuing for a period of 20 years commencing from the start date of electricity supply.	Purchase and sale of renewable energy electricity generated by renewable energy power generation facilities and the corresponding renewable energy certificates.	1. Payment of a power purchase security deposit. 2. Agreement on compensation for power purchases in the event that the generated electricity volume fails to reach the agreed amount.
Lease Agreement	Lessor (Party A): Alpha Networks Inc. Lessee (Party B): Chuang-Jing Green Energy Co., Ltd.	Effective from November 28, 2025, and terminating upon the expiration of 20 years from the date of delivery.	Party A leases a designated area of its building to Party B for the purpose of Party B installing a solar photovoltaic power generation system.	-

Note: Please refer to the 2024 annual report of the Company's subsidiary Hitron Technologies Inc. for the disclosure of material contracts.

## Review and Analysis of Financial Position and Financial Performance and Risk Management

### I. Financial Position:

Financial position analysis

Unit: NTD thousands

Item	Year		Difference	
	2025	2024	Amount	%
Current Assets	17,114,366	15,703,504	1,410,862	8.98
Property, Plant and Equipment	3,732,440	4,565,191	(832,751)	(18.24)
Intangible Assets	1,510,398	1,672,821	(162,423)	(9.71)
Other Assets	1,802,741	1,303,000	499,741	38.35
Total Assets	24,159,945	23,244,516	915,429	3.94
Current Liabilities	10,377,427	8,339,907	2,037,520	24.43
Non-current Liabilities	743,144	921,908	(178,764)	(19.39)
Total Liabilities	11,120,571	9,261,815	1,858,756	20.07
Paid-in Capital	5,417,185	5,417,185	0	0

Capital Surplus	2,354,126	2,614,277	(260,151)	(9.95)
Retained Earnings	1,510,849	1,971,439	(460,590)	(23.36)
Others Equity	(158,330)	(87,993)	(70,337)	79.93
Equity Attributable to Owners of the Parent Company	9,123,830	9,914,908	(791,078)	(7.98)
Non-controlling Interests	3,915,544	4,067,793	(152,249)	(3.74)
Total Equity	13,039,374	13,982,701	(943,327)	(6.75)
Analysis of Changes with Increases or Decreases of 20% or More:				
(1) Increase in other assets: Mainly due to a change in the use of properties, which were reclassified as investment properties.				
(2) Increase in current liabilities: Mainly attributable to increases in short-term borrowings, accounts payable, and the current portion of long-term borrowings.				
(3) Decrease in retained earnings: Mainly due to net loss for the current period and the distribution of dividends.				
(4) Decrease in other equity: Mainly due to an increase in exchange differences arising from the translation of financial statements of foreign operations.				

## II. Financial Performance:

### Financial performance analysis

Unit: NTD thousands

Item	2025	2024	Increase (decrease) amount	Change in proportion (%)
Net Revenues	22,461,720	21,443,625	1,018,095	4.75
Cost of sales	18,564,534	17,514,226	1,050,308	6.00
Gross Profit	3,897,186	3,929,399	(32,213)	(0.82)
Operating Expenses	4,034,063	3,821,812	212,251	5.55
Profit (loss) from Operations	(136,877)	107,587	(244,464)	(227.22)
Non-operating Income and Expenses	(37,608)	407,369	(444,977)	(109.23)
Profit (loss) Income before Tax for the year	(174,485)	514,956	(689,441)	(133.88)
Income Tax Expense	(27,431)	172,957	(200,388)	(115.86)
Profit (loss) for the year	(147,054)	341,999	(489,053)	(143.00)
Other Comprehensive Income (After Tax)	(103,123)	273,987	(377,110)	(137.64)
Total Current Comprehensive Income (Loss)	(250,177)	615,986	(866,163)	(140.61)

#### Analysis of Changes with Increases or Decreases of 20% or More:

- Decrease in operating income, profit before tax, and net income for the period: Mainly due to revenue not reaching economies of scale and an increase in operating costs.
- Decrease in non-operating income and expenses: Mainly due to the absence of gains from the disposal of subsidiaries during the current period.
- Decrease in income tax expense: Mainly due to a net loss for the current period.
- Decrease in other comprehensive income (net of tax): Mainly attributable to a decrease in exchange differences arising from the translation of financial statements of foreign operations.
- Decrease in total comprehensive income for the period: Mainly due to a net loss for the current period and a decrease in exchange differences arising from the translation of financial statements of foreign operations.

## III. Cash Flow:

### (I) Changes in consolidated cash flow

Unit: NTD thousands

Balance at Beginning of Period in 2025	Cash Inflows (Outflows) for the Year	Cash Ending Balance
3,957,279	960,304	4,917,583

### (II) Analysis of changes in consolidated cash flow in 2024

Unit: NTD thousands

	2025	2024	Change amount	Change in %
Net cash flow from operating activities	676,553	1,287,132	(610,579)	(47.44)
Net cash flow from investing activities	(139,000)	(220,021)	81,021	(36.82)
Net cash flow from financing activities	469,876	(392,410)	862,286	(219.74)

#### Analysis of Changes:

- Net cash inflow from operating activities: Mainly due to operating losses.
- Net cash outflow from investing activities: Mainly attributable to the acquisition of property, plant and equipment.
- Net cash inflow from financing activities: Mainly due to borrowings.

### (III) Plan to Improve Insufficient Liquidity: There was no cash shortfall during the period.

### (IV) Cash Flow Liquidity Analysis for the Coming Year: Based on the premise of maintaining stable cash flow liquidity, the Company will prudently plan by taking into account the cash balance on hand as well as cash flows from operating and investing activities, while assessing prevailing conditions in the financial markets.

#### IV. Impact of Major Capital Expenditures in the Most Recent Fiscal Year on Financial Condition and Operations:

On a consolidated basis, the Company and its subsidiaries acquired property, plant and equipment of approximately NT\$190 million in 2025, representing 0.85% of net sales, which did not have a material impact on the Company's financial condition or operations.

#### V. Investment Policy for Investee Companies in the Most Recent Fiscal Year, Principal Reasons for Profits or Losses, Improvement Plans, and Investment Plans for the Coming Year:

The Company's investment policy for investee companies is formulated in alignment with its business development strategies and operational needs. In the consolidated financial statements for 2025, investments accounted for using the equity method resulted in a net investment loss of NT\$108 million, mainly due to certain investee companies being affected by fluctuations in market demand and operating scale not yet achieving economies of scale. In the coming year, the Company will continue to focus on strategic investments related to its core business and will prudently evaluate investment plans in order to enhance overall operational performance.

#### VI. Risk Management:

The Company's risk management focuses on the risk management system of corporate governance and risk control transfer planning: strategic, financial and operational and crisis risks and apply risk management to optimize the total cost of risk.

##### I. Risk management vision

1. The Company commits to provide products and services continuously to create long-term value for customers, shareholders, employees and society.
2. Risks should be identified and controlled before an accident occurs, losses should be restrained when an accident occurs and the provision of products and services should be quickly recovered after an accident occurs. It also formulates business continuity plans for major risk scenarios identified by the Risk Management Committee.
3. Risk management is not the pursuit of "risk-free", but the pursuit of maximum benefit under the condition of acceptable risk to optimize the cost of risk management.

##### II. Risk management policy

1. The Company ensure to the sustainable operation, the risk management committee shall identify, evaluate, process, report and monitor the risks that may negatively affect the Company's operational objectives on a regular basis every year.
2. Risks shall be identified and controlled prior to the occurrence of incidents, losses shall be mitigated when incidents occur, and products and services shall be restored promptly thereafter. For major risk scenarios identified by the Risk Management Committee, business continuity management plans and emergency response manuals shall be established and updated on a regular basis.
3. For risk that do not exceed the risk tolerance, risk management costs shall be considered and different management tools shall be used to deal with them, except for the following situations:
  - The employees have negative impact on the life safety.
  - Violation of laws and regulations.
  - There has negative impact on the Company's reputation.

##### Risk Management Principles:

##### III. Risk Management Principles

The Company's risk management principles include: integration, structure and comprehensiveness, customization, inclusiveness, dynamics, effective use of information, personnel and culture, and continuous improvement. Please refer to the Company for details on each principle. "Risk Management Policies and Procedures".

##### IV. Risk Management Procedures

1. In accordance with the Company's risk management policy, a Risk Management Committee (RMC) is established. In principle, RMC meetings are held quarterly. In case of major situations, temporary meetings may be held.
2. According to the four major risk categories of strategy, finance, operation and harm, the risk radar chart is produced according to the steps of risk identification, risk analysis and risk assessment.
3. RMC committees formulate risk response strategies based on the major risks of each unit, and report and discuss at RMC meetings to monitor and review the effectiveness of risk management.
4. The risk management unit regularly collects the risk information provided by each unit, reports and provides it to the RMC committee after the compilation, so as to facilitate the dynamic response and adjustment of risk management.
5. Report the status of risk management operation and implementation to the Audit Committee and the Board of Directors every year.
6. Integrate the risk information provided by each unit, and through the dynamic management mechanism, timely predict, monitor, grasp and respond to changes in the Company's internal and external environments.

##### V. Operational Structure and Responsibilities of Each Unit

The Company's risk management operation includes the following units, and their responsibilities are as follows; the organization of the risk management committee includes the director and members (all the first-level unit managers of the Company are members). For its organizational structure, please refer to the Company's ESG website >Risk management.

	BOD	Audit Committee	RM Unit	RM Unit	Operating Unit
Authority	Approval of risk management vision, policies and procedures	Determining risk management policies and supervising implementation results	Launch the policies and resolutions of the Risk Management Committee	Planning, execution and review of risk management related affairs	
Responsibility	<p>a. To ensure that the operational strategy direction is consistent with the risk management policy,</p> <p>b. To ensure that an appropriate risk management mechanism and risk management culture have been established,</p> <p>c. To supervise and ensure the effective operation of the overall risk management mechanism,</p> <p>d. To allocate and assign sufficient and appropriate resources to enable risk management to operate effectively.</p>	<p>a. Review the risk management vision, policies and procedures, and regularly review their applicability and execution effectiveness,</p> <p>b. Approve risk appetite (risk tolerance) and guide resource allocation,</p> <p>c. To ensure that the risk management mechanism can adequately deal with the risks faced by the Company,</p> <p>d. Review the implementation of risk management, put forward necessary suggestions for improvement, and regularly report to the board of directors, e. Execute the risk management decisions of the board of directors.</p>	<p>a. Develop risk appetite (risk tolerance), and establish qualitative and quantitative measurement standards,</p> <p>b. Analyze and identify sources and categories of corporate risks, and regularly review their applicability,</p> <p>c. To ensure that the risk management mechanism can be integrated into the daily operation process.</p>	<p>a. Formulate risk appetite (risk tolerance), and establish qualitative and quantitative measurement standards,</p> <p>b. Analyze and identify sources and categories of corporate risks, and regularly review their applicability,</p> <p>c. Regularly report and submit reports on the implementation of risk management;</p> <p>d. Assist and supervise the implementation of risk management activities of various departments;</p> <p>e. Assist in cross-departmental interaction and communication in risk management operations;</p> <p>f. Execute the risk management decisions of the Risk Management Committee</p> <p>g. Plan risk management-related training to enhance the company's overall risk awareness and risk management culture.</p>	<p>a. All company executives and employees are obliged to do a good job in risk management for their respective scope of work,</p> <p>b. Responsible for the risk identification, analysis, evaluation and response of the affiliated units, and establish relevant crisis management mechanisms when necessary,</p> <p>c. Regularly submit risk management information to risk management promotion and execution units,</p> <p>d. Ensure the effective implementation of risk management and related control procedures of affiliated units to comply with risk management policies.</p>

## VII. Analysis and Assessment of Risk Matters:

(I) Impact of Interest Rate Changes, Exchange Rate Changes, and Inflation on the Company's Profit or Loss, and Future Response Measures:

1. Impact of interest rate changes on the Company's profit or loss and future response measures.

Bank borrowings of the Company and its subsidiaries are all based on floating interest rates. The measures adopted by the Company and its subsidiaries to address interest rate fluctuation risks include regularly evaluating borrowing interest rates with banks and in various currencies, and maintaining good relationships with financial

institutions in order to obtain lower financing costs, while also strengthening working capital management and other measures to reduce dependence on bank borrowings and to diversify the risks arising from interest rate fluctuations.

The following sensitivity analysis is determined based on interest rate exposure. For floating-rate liabilities, the analysis assumes that the outstanding liabilities at the reporting date remain outstanding throughout the entire year.

If interest rates increase or decrease by 0.25%, and all other variables remain unchanged, the consolidated Company's profit before tax for 2025 and 2024 would increase or decrease by NT\$7,744 thousand and NT\$5,176 thousand, respectively, mainly due to variable interest rates on the consolidated Company's short-term borrowings and long-term borrowings.

2. Impact of exchange rate changes on the Company's profit or loss and future response measures:

The hedging strategy of the Company and its subsidiaries is to manage exchange rate risks arising from net foreign currency positions generated by sales and purchase transactions that have occurred by entering into forward foreign exchange contracts and foreign exchange swap contracts. The use of such derivative financial instruments can help the Company and its subsidiaries reduce, but cannot completely eliminate, the impacts caused by foreign exchange rate fluctuations.

The derivative financial instruments entered into by the Company and its subsidiaries all have maturities of less than three months and do not meet the criteria for hedge accounting.

The foreign exchange risks of the Company and its subsidiaries mainly arise from foreign currency-denominated cash and cash equivalents, accounts receivable and other receivables, short-term borrowings, accounts payable and other payables, and the resulting foreign exchange gains or losses arising from translation. As of December 31, 2025 and 2024, if the New Taiwan Dollar depreciates or appreciates by 1% against the U.S. Dollar and the Renminbi while all other factors remain unchanged, the consolidated Company's profit (loss) before tax for 2025 and 2024 would decrease or increase by NT\$1,420 thousand and NT\$15,558 thousand, respectively. The analyses for both periods are prepared on the same basis.

3. Impact of inflation on the Company's profit or loss and future response measures:

In recent years, prices have increased steadily. The Company and its subsidiaries will continue to closely monitor inflation conditions and appropriately adjust product selling prices and inventory levels to reduce the impact of inflation on the Company and its subsidiaries, and will enter into purchase contracts with major raw material suppliers.

(II) Policies on High-Risk and High-Leverage Investments, Loans to Others, Endorsements and Guarantees, and Derivatives Transactions; Main Reasons for Profits or Losses; and Future Response Measures.

The Company and its subsidiaries have consistently adhered to a policy of not engaging in high-risk or high-leverage investments. Derivatives transactions are conducted with the objective of risk hedging, and speculative trading is not undertaken. During 2025, derivatives transactions of the Company and its subsidiaries were conducted based on hedging principles, and no related operational risks were identified. In the future, the Company will continue to engage in derivatives transactions primarily to hedge risks arising from exchange rate and interest rate fluctuations, and will continue to periodically assess foreign exchange positions and related risks in order to mitigate operational risks.

The Company and its subsidiaries enter into forward foreign exchange contracts and foreign exchange swap contracts mainly to hedge risks arising from exchange rate fluctuations on foreign currency-denominated assets or liabilities. Derivative financial instruments that are highly negatively correlated with changes in the fair value of the hedged items are used as hedging instruments and are periodically evaluated. However, as the transactions do not meet the requirements for hedge accounting, such instruments are recognized as financial assets or liabilities measured at fair value through profit or loss. When engaging in loans to others, endorsements and guarantees, and derivatives transactions, the Company and its subsidiaries comply with relevant internal operating procedures and make periodic public announcements and filings in accordance with applicable regulatory requirements.

As of the date of publication of the annual report, counterparties to loans to others and endorsements and guarantees provided by the Company and its subsidiaries are limited to the Company's subsidiaries.

(III) Future R&D Plans and Anticipated R&D Expenditures

1. Future R&D Plans:

A. LAN/MAN Products

The Company is committed to advancing its Ethernet high-speed network switches across data center, enterprise, carrier, and industrial sectors. By prioritizing ongoing technological innovation and a market-oriented approach to product development, the Company aims to further solidify its preeminent position in the global network equipment market, thereby generating sustained value for its shareholders.

Telecom-Grade Switches:

- (a) Augmenting research and development in time synchronization technology to enhance the performance and applicability of Sync-E and IEEE 1588v2 standards.
- (b) Advancing Secure Boot technology to facilitate secure deployment across multiple platforms.
- (c) Innovating Open LAN switch designs to improve compatibility with international cloud controllers. Through robust collaboration with ecosystem partners, the Company intends to establish comprehensive open network solutions that promote increased operability and application scalability, thereby enhancing market penetration.
- (d) Persistently advancing communication protocols for core switches within the telecommunications

market to uphold its technological leadership.

Data center switches and AI data center switches.

- (a) Enhancing the application of SONiC network operating systems, thereby achieving a profound integration with high-speed switch hardware while providing customers with more flexible and efficient solutions. This initiative promotes the utilization of SONiC technology in AI data center switches to facilitate automated network management and resource optimization.
- (b) Developing AI-driven switch application technologies to underpin the establishment and advancement of intelligent data centers.
- (c) Introducing multiple high-performance switch products, which include 64-port 1.6T and 128-port 800G switches featuring comprehensive water cooling systems, in alignment with the Open Computing Program specification ORV3 requirements.
- (d) Continuously advancing switch technologies that support AI applications, concentrating on high-bandwidth and low-latency solutions to cater to the diverse requirements of smart data centers.
- (e) Enhancing the research and development of high-speed signal transmission and thermal design to effectively address the thermal challenges associated with ultra-high-performance computing, while concurrently reducing system power consumption.
- (f) Augmenting the intelligent functionalities of the Baseboard Management Controller (BMC) to increase the added value of enterprise-level products.
- (g) Developing a modular design concept for critical functions in order to fulfill the varying requirements of different customers and expedite product development timelines.
- (h) Collaborating with principal chip manufacturers to research and develop Co-Package Optics (CPO) for testing and production within high-end switches.

Enterprise switches.

- (a) The development of more advanced Power over Ethernet (PoE) switch technology, aimed at further penetrating the enterprise application market.
- (b) The ongoing customization of functionalities and communication protocols to address the diverse requirements of various markets and applications, as informed by customer specifications.
- (c) The anticipation of launching several high-performance switch products, which will include fully 10G port PoE switches and 10G port + 40G port stacked switches that support 90W PoE. These products are designed to accommodate a variety of application scenarios involving both Copper and Fiber ports, in order to fulfill the demands of contemporary enterprises for high-performance and multifunctional devices.
- (d) The introduction of industrial-grade switches tailored for fully automated production in the context of Industry 4.0.

#### B. Wireless Broadband Network Products

- (a) Intensify efforts to secure new projects with North American clients and continue to broaden the application of Wi-Fi 7 in emerging markets, including India, with a focus on Wi-Fi 7 HGW/Wi-Fi 7 EAP/Wi-Fi 7 xPON HGW.
- (b) Advance the development of new 25G/50G xPON ONT products.
- (c) Enhance the product platforms associated with Wi-Fi 7 EAP and Wi-Fi 7 router/extender.
- (d) Proactively develop a hostless 5G FWA platform to attain a competitive price advantage.
- (e) Allocate resources towards the development of Customer Premises Equipment (CPE) utilizing the Snapdragon X72 5G connectivity chip.
- (f) Devote investment towards the creation of a high-power massive MIMO Radio Unit (RU).
- (g) Invest in the development of a high-end Embedded Multimedia Terminal Adapter (EMTA) router based on DOCSIS 4.0 and Wi-Fi 7 standards.
- (h) Collaborate with leading manufacturers of wireless network chips on preliminary research for Wi-Fi 8.

#### C. Digital Multimedia and Automotive Products

- (a) Design and develop products pertaining to enterprise-grade professional network surveillance systems, access control, and alarm systems.
- (b) Innovate Wi-Fi HaLow, a wireless network technology characterized by low power consumption and extended range transmission capabilities, with the aim of broadening the application spectrum of Internet of Things (IoT) products.
- (c) Research on Active Focusing Systems: High-pixel systems often experience resolution degradation at the periphery of the image during focusing, attributed to misalignment in the lens optical axis. Consequently, the development of active focusing systems is imperative to address this challenge.
- (d) Research on Zoom Systems: Formulate control and autofocus algorithms for zoom lenses that are prevalent in professional surveillance systems, as well as establish environments and capabilities for the verification and testing of zoom lenses.
- (e) Initiate research on fisheye lens camera technology to facilitate the preparation for video conferencing systems and fisheye surveillance cameras.
- (f) Integrate 60GHz radar modules with multi-sensor cameras.
- (g) Implement IP cameras that incorporate next-generation, all-day, portable security communication and surveillance systems.

#### 2. Expected R&D expenditure:

- It is anticipated that the R&D expenditure in 2026 will represent approximately 5-10% of the operating revenue.
- (IV) Impact of Major Domestic and International Policy and Legal Changes on the Company's Financial Condition and Operations, and Response Measures:
1. Policy-related matters: Relevant departments of the Company continuously monitor and keep track of policy developments and regulations that may affect the Company's operations, and adjust internal systems accordingly to ensure smooth operations. During the most recent fiscal year, there were no material impacts on the Company's financial condition or operations resulting from major domestic or international policy changes.
  2. Legal-related matters:
    - A. The Company's corporate management philosophy takes compliance with applicable laws and regulations as the highest guiding principle. Accordingly, the Company's management team closely monitors changes in relevant laws and regulations at all times in order to respond promptly to various situations arising from regulatory changes.
    - B. During the most recent fiscal year, there were no other material impacts on the Company's financial condition or operations resulting from changes in laws or regulations.
- (V) Impact of Technological Changes (Including Information Security Risks) and Industry Changes on the Company's Financial Condition and Operations, and Response Measures:
- The Company remains committed to and passionate about research and development, places strong emphasis on the quality of research and development personnel, and actively recruits talent in software and hardware development and design. The Company has established core technological capabilities in areas including switches, wireless networks, mobile broadband, digital multimedia networks, and millimeter-wave radar, enabling it to design appropriate and user-friendly products in accordance with the regulations and specifications of different countries and to respond promptly to rapidly changing market demands.
- In 2019, Alpha Networks established an information security organization, with the head of information technology serving as the management representative. An information security management review meeting is convened annually to assess various internal and external information security risks and to promote corresponding information protection measures. The organization comprises an Information Security Management Execution Team, a Technical Management Team, an Incident Response Team, and an Information Security Audit Team, each led by designated personnel responsible for implementing the Company's information security management policies.
- (VI) Impact of Changes in Corporate Image on Corporate Crisis Management and Response Measures:
1. Since its establishment in 2003, the Company has maintained a positive corporate image and has been committed to sustaining effective risk management. In recent years, there have been no incidents in which changes in corporate image have resulted in crises affecting corporate management.
  2. Alpha Networks practices transparent information disclosure. Financial, operational, and other relevant information is regularly published on the Market Observation Post System (MOPS) and the Company's website. Any events or material information that may affect stakeholders are disclosed in a timely manner in order to provide stakeholders with prompt and accurate information.
  3. Each year, the Company conducts questionnaire surveys targeting key stakeholders to understand their expectations of the Company and the issues of concern to them, which serve as important references for the Company's ongoing operational strategies. The Company responds to and explains the current status of its operations in its annual sustainability report. In addition, the Company maintains diversified stakeholder communication channels and real-time response mechanisms through its official website, self-media platforms, annual reports, investor conferences, supplier meetings, and employee business briefings, so as to ensure information transparency and effective communication.
  4. The Company conducts regular reviews of the external environment, its operating model, and management systems. A dedicated risk management unit is responsible for identifying and analyzing risks and impacts related to operational disruptions and works in coordination with the Risk Management Committee to implement appropriate response measures. For any unforeseen incidents that may affect corporate reputation, the Company has established a cross-functional crisis response mechanism to assess situations, simulate potential impacts, and formulate response measures to minimize uncertainty-related risks. This mechanism also ensures timely responses and smooth communication at critical moments, with a designated unit providing unified external communications to safeguard the Company's corporate image.
- (VII) Expected Benefits, Potential Risks, and Response Measures for M&A:
- There are currently no ongoing mergers or acquisitions. Accordingly, no related benefits or risks have arisen.
- (VIII) Expected Benefits, Potential Risks, and Response Measures for Expansion of Production Facilities:
- At present, the Company and its subsidiaries are focused on fully utilizing existing production capacity and maximizing economies of scale. Accordingly, there is no significant need for plant expansion in the short term.
- (IX) Risks Arising from Concentration of Procurement or Sales and Response Measures:
- The Company's major domestic and overseas raw material suppliers and customers are broadly diversified, and long-term and stable cooperative relationships have been established. Therefore, there is no issue or risk arising from excessive concentration of procurement or sales. In addition, the Company evaluates the financial profiles of different customers and implements appropriate controls based on different transaction models, such as the use of insurance coverage, bank letters of credit, and collateral, and monitors customer payment status in a timely manner to safeguard the Company's interests.
- (X) Impact, Risks, and Response Measures Relating to Significant Transfers or Changes in Shareholdings by Directors

or Major Shareholders Holding More Than 10% of Shares:

There have been no significant transfers or changes in shareholdings by the Company's directors.

(XI) Impact, Risks, and Response Measures Relating to Changes in Management Control:

There have been no significant changes in the Company's BOD or management team. Accordingly, this item is not applicable.

(XII) Any material litigation, non-litigation, or administrative proceedings involving the Company, the Company's directors, supervisors, president, de facto responsible persons, major shareholders holding more than 10% of the shares, or subsidiaries that have been adjudicated or are currently pending, and the results of which may have a material impact on shareholders' equity or the price of the Company's securities, shall be disclosed, including the facts of the dispute, the amount in controversy, the commencement date of the litigation, the principal parties involved, and the status of the case as of the date of publication of the annual report.

1. During the most recent two fiscal years and up to the date of publication of the annual report, there have been no litigation, non-litigation, or administrative proceedings involving the Company that have been adjudicated or are currently pending, the results of which may have a material impact on shareholders' equity or the price of the Company's securities. None.
2. During the most recent two fiscal years and up to the date of publication of the annual report, there have been no litigation, non-litigation, or administrative proceedings involving the Company's directors, supervisors, president, de facto responsible persons, major shareholders holding more than 10% of the Company's shares, or subsidiaries that have been adjudicated or are currently pending, the results of which may have a material impact on the Company's shareholders' equity or the price of its securities: None.

(XIII) Other Material Risks and Response Measures: None.

VIII. Other Material Matters: None.

## Special Notes

### I. Information about the Company's Affiliates:

The Company's reports on affiliated enterprises have been uploaded to the Market Observation Post System (MOPS). For details, please refer to the MOPS.

Path : MOPS / Electronic Books / Affiliated Enterprises Reports

Website : [https://mopsov.twse.com.tw/mops/web/t57sb01\\_q10](https://mopsov.twse.com.tw/mops/web/t57sb01_q10)

### II. Privately placed securities handling status in the most recent year up to the publication date of this Annual Report: None.

### III. Other items that must be included: None.

### IV. Any event that results in substantial impact on the shareholders' equity or prices of the Company's securities as prescribed by Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act that have occurred in the most recent year up to the publication date of this Annual Report: None.

2025 Alpha Networks Inc. Annual Report

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