FIT Hon Teng Limited

鴻騰六零八八精密科技股份有限公司

(Incorporated in the Cayman Island with limited liability under the name Foxconn Interconnect Technology Limited and carrying on business in Hong Kong as FIT Hon Teng Limited)

Stock Code：6088

2024 Environmental, Social and Governance Report

FIT belkin VOLTAIRA

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Chapter 1 About this Report

FIT Hon Teng Limited ("FIT", the "Company", "we", "us" or "our") is pleased to publish the 2024 Environmental, Social, and Governance ("ESG") Report (the "Report"), summarizing FIT's qualitative achievements and quantitative performance in ESG, along with those of its key business units ("BUs") for the year 2024.

This Report has been compiled in accordance with the Environmental, Social and Governance Reporting Guide (the "ESG Guide") as set out in Appendix C2 of the Listing Rules of The Stock Exchange of Hong Kong Limited ("HKEX"). Some disclosures are with reference to the Global Reporting Initiative ("GRI") Standards and the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"). For more detail, please refer to Chapter 14. With the issuance of new sustainability reporting standards, such as IFRS S1 General Requirements for Sustainability-related Financial Disclosures, IFRS S2 Climate-related Disclosures, and the European Union's Corporate Sustainability Reporting Directive ("CSRD"), FIT's entities enhance their understanding of these reporting requirements, collaborate and are prepared to ensure compliance.

This Report adheres to the four reporting principles (materiality, quantitative, balance and consistency) as outlined in the ESG Guide, with the application of these principles described below:

Materiality	• The Social and Environmental Responsibility Committee ("SER Committee") provides monthly progress updates to the Chairman on BUs' ESG performance. • Engage with our stakeholders on an ongoing basis to identify ESG issues that have a significant impact to FIT.
Quantitative	• Quantitative Key Performance Indicators ("KPIs") for the current year and previous years are provided in both the report content and "Table 1: Performance and Data" for comparison.
Balance	• This Report identifies ESG priorities for 2024 and discloses both positive and negative performance. • This Report also explores how to improve negative performance.
Consistency	• This Report deploys a consistent data calculation methodology, enabling meaningful comparison of ESG data.

Reporting period and reporting scope

This Report covers the period from 1 January 2024 to 31 December 2024 ("Reporting Period", "Year" or "2024").

The reporting scope involves our core business, while in-scope entities were selected based on relevance, materiality to ESG and the degree of impact on FIT's business and operations. The reporting scope encompasses operating entities across Asia, the Americas, Europe, and North Africa, including Mainland China, Taiwan, Vietnam, the U.S., Sound Solutions International (the "SSI") and its subsidiaries, Belkin International, Inc. (the "Belkin") and its subsidiaries and FIT Voltaira Group ("FIT Voltaira", "Voltaira") and its subsidiaries. For further detail on reporting scope, please refer to Chapter 14.

Chapter 2 Chairman's Message

To All Stakeholders,

It is my pleasure to present FIT Hon Teng Limited's 2024 Environmental, Social, and Governance Report, which underscores our commitment to integrating sustainability into FIT's corporate culture. In 2024, we continued to drive positive changes in environmental and social aspects, engage with our stakeholders, and enhance operational resilience.

Our robust sustainability governance enhances oversight of ESG- and climate-related matters, enabling informed decision-making through a leadership-driven approach. Several of our business units have achieved significant milestones by developing sustainability strategies and setting measurable short- to long-term goals. Through a review of our 2024 double materiality assessment, we identified topics that are in both financial materiality and impact materiality, further linking topics to material ESG-related risks and opportunities.

In alignment with Science Based Targets initiative ("SBTi") of Hon Hai Precision Industry Co., Ltd. ("Hon Hai" and the "Group") , we are intensifying decarbonization efforts through setting internal targets on greenhouse gas ("GHG") emissions and use of green energy. With efforts made by business units through investing in green energy solutions, FIT provides unwavering support. We have also strengthened our climate-related disclosures by assessing financial impacts of identified climate-related risks and opportunities in a qualitative approach. Additionally, our employee representative attended the Conference of Parties 29 as hosted by the United Nations Climate Change Conference in 2024, not only to convey message about environmental issues but also to promote FIT's brand on a global stage.

FIT fosters a people-oriented work environment through organizing a series of open and two-way communication initiatives. We regard employee feedback as a critical driver of continuous improvement, showcasing our care to employees. We are proud to introduce a competitive welfare package, providing allowance for our employees' children aged 0-6 at our Taipei site. Additionally, Belkin has partnered with local high schools to offer internship opportunities, enabling students to gain valuable work experience. FIT has cultivated an active, health-oriented work environment by establishing comprehensive sports facilities and organizing regular athletic activities. These initiatives actively encourage employee participation in physical wellness programs.

Innovation remains at our core values, with a strong focus on embedding sustainability elements into our products and services. We have conducted life-cycle analysis for our key products to understand environmental footprint at each stage. We contribute to industrial development by joining associations that formulate and standardize technical standards.

Achieving sustainability requires collaboration across the value chain, we continue to focus on ESG matters within our supply chain with thorough supplier assessment and implementation of green procurement practices. Furthermore, in response to the market trends regarding Scope 3 accounting, several business units have initiated value chain accounting projects to collect and calculate Scope 3 GHG emissions performance of our key suppliers.

FIT continues its adherence to the "3+3 strategy", which integrates sustainability, innovation, and responsible business practices. I would like to express gratitude to all our stakeholders for continued support and cooperation to our sustainability dedication. This is an ongoing journey, and we cannot achieve success without your active involvement and partnership.

Chairman: LU Sung-Ching (盧松青)

Chapter 3 About FIT

FIT is a global leader in the supply of precision components and the largest manufacturer of consumer electronics connectors in Greater China. FIT is dedicated to its core connector products, we are committed to achieving the mission of "Connectivity for a Better World". FIT is currently involved in five major business segments , namely smartphones, networking, computing, electric vehicle ("EV") mobility, and system products. In recent years, the strategy has been to develop products in the areas of Artificial Intelligence of Things ("AIoT") for 5G, EV, and acoustic electronic components.

With more than 30 years of experience and as a subsidiary of Hon Hai, FIT serves as a leader in delivering precision manufacturing systems/technologies with three core competencies (design and manufacturing of precision components, connectivity application solutions, and large-scale vertical integration production capabilities). In addition to producing a diverse portfolio of world-class and private-label products, FIT enhances its technological leadership through continuous research and development ("R&D"), strategic alliances, joint ventures, and targeted acquisitions to expand our technological applications. Committed to growth in the EV sector, FIT has significantly increased investments through the acquisition of Voltaira in 2023, and the acquisition of the Auto-Kabel Group by the end of the current fiscal year.

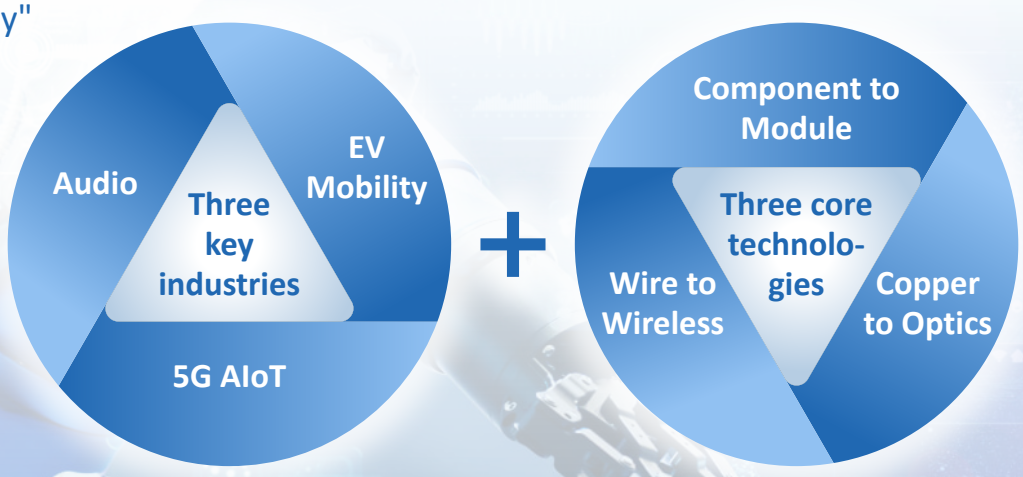
Vision

Connectivity for a better world.

Long-term Strategy

We aim to capitalize on the emerging technological trends driven by next-generation interconnect solutions. By building upon our existing expertise and aligning with the Foxconn Group's 3+3 strategy, we will accelerate our transition toward delivering advanced connectivity solutions for EV mobility, 5G AIoT, and audio applications. We will pursue strategic partnerships and alliances to facilitate the deployment of our innovative product portfolios.

"3+3 Strategy"



Chapter 4 Sustainability Governance

The Board of Directors (the "Board") has full responsibility for the Company's ESG strategy and reporting, with robust sustainability governance that has been established since 2013 to oversee ESG matters through a leadership driven framework .

Governance Structure

FIT has established four Board committees, namely the Audit Committee, the Remuneration Committee, the Nomination Committee, and the ESG Committee. Committee members play a supervisory and guiding role, leveraging their expertise to facilitate comprehensive and well-informed decision-making. The Board's decisions are communicated to the management and execution levels, driving continuous improvement in operations.

FIT aligns with the "Board Diversity Policy", exemplified by the appointment of a female Non-Executive Director, achieving a 12.5% gender diversity ratio on the Board. The Remuneration Committee is responsible for formulating the remuneration policy for executive directors, incorporating material ESG considerations, including climate-related risks and ESG KPIs, into Board remuneration structures. Additionally, FIT conducts periodic salary evaluations and reviews for C-level executives and above, integrating ESG advisory contributions into compensation criteria.

Looking ahead, FIT is committed to ensuring that the Board possesses appropriate ESG skillsets and competencies. Planned initiatives include regular ESG briefings for Board members and senior management, as well as the integration of ESG-focused training into the Board's Continuing Professional Development program over the medium to long term.

ESG Committee

The ESG Committee, operating at the Board level, is responsible for overseeing the development of ESG strategies, setting ESG targets, and defining strategic direction. FIT's business model has long incorporated expansion into the EV market, and is able to sustain its business advantages as well as proactively develop products in response to the major era of artificial intelligence ("AI").

Additionally, the ESG Committee monitors the effectiveness of ESG implementation at the operational level, providing timely guidance to management to strengthen collaboration among BUs and functional departments. This includes preparing for future initiatives to quantify the financial impact of climate-related risks and assess the value chain's influence on ESG and climate issues.

The ESG Committee comprises 3 Board members, with its responsibilities formally outlined in the "Terms of Reference of the ESG Board Committee". Key responsibilities include:

- Ensure effective communication with key stakeholders and safeguard their long-term interests.
- Monitor the latest ESG trends in market, make critical decisions, and approve ESG-related policies, work plans, goals, and annual budgets.
- Oversee the identification, assessment, and prioritization of the Company's ESG and climate-related risks, ensuring the implementation of appropriate and effective ESG management and internal control systems.
- Review periodic reports and evaluate the performance of the SER Committee.
- Review and approve the Company's ESG Reports.

The ESG Committee convenes twice a year, during which members are informed about market trends, the overall ESG status of FIT, and future ESG directions. After the meetings, the Committee provides a comprehensive report to the Board, verifying the efficacy of FIT's ESG management practices.

Case study: FIT participates in Hon Hai's monthly ESG meetings and regularly reports on FIT's progress

As the parent company, Hon Hai plays a pivotal role in comprehensively overseeing and supporting ESG initiatives and achievements across its subsidiaries, offering necessary support where required. Each subsidiary is responsible for aligning with Hon Hai's ESG development goals and expectations, ensuring operational responsiveness and effective collaboration.

Hon Hai regularly hosts the "Global EHS+ESG Action Works Conference", providing high transparency into ongoing ESG projects and future strategies in alignment with market trends. These conferences feature presentations by Hon Hai and its subsidiaries, reinforcing the company's commitment to leveraging intelligent systems and conducting regular audits to enhance ESG development and performance.

FIT's BUs and relevant departments are required to participate in these regular meetings and report on their ESG-related progress to Hon Hai. To facilitate effective communication and collaboration, Hon Hai has established a dedicated platform designed to drive ESG performance improvements at both the subsidiary and corporate levels. FIT actively engages with Hon Hai and its subsidiaries, fostering knowledge exchange, optimizing resource utilization, and identifying best practices for potential implementation within its operations.

Social and Environmental Responsibility Committee (the "SER Committee")

The SER Committee operates at the management level and comprises four sub-committees: the Environmental Protection Committee, the Safety and Health Committee, the System Management Committee, and the Labor and Ethics Committee. These sub-committees oversee ESG initiatives at both the BU and site levels, reporting directly to the SER Committee.

Each sub-committee consists of departmental representatives who provide standardized, near-monthly updates to the Chairman on ESG implementation progress. These updates include development plans, market trends, ESG performance, and goal achievement. The SER Committee assesses the needs of each sub-committee, facilitating coordination with various BUs and functional departments to continuously advance ESG efforts.

Compliance

As a global enterprise, FIT faces the challenge of ensuring compliance with diverse legal and regulatory frameworks across all operating jurisdictions. To address this, each BU department remains vigilant regarding legislative updates while maintaining an internal control process to conduct regular compliance audits.

In accordance with the ESG Guide and GRI standards, FIT conducts comprehensive ESG compliance assessments. These evaluations encompass environmental practices, employment conditions, health and safety protocols, labor standards, product responsibility, and anti-corruption measures. To date, FIT has identified no significant non-compliance of environmental or social regulations in its operations.

However, in the event of non-compliance, FIT will promptly investigate the issue, implement corrective actions, and monitor the effectiveness of remedial measures. Furthermore, each BU retains the flexibility to develop internal policies, provided they align with the overarching operational principles set by Hon Hai and FIT, ensuring both compliance with and responsiveness to market demands.

Social and Environmental Risks ("SER") Compliance Audits

In 2024, FIT conducted a total of 19 formal SER audits across its sites in response to requests from customers or co-manufacturers . All audits were completed in full compliance with client requirements, with no major non-conformities identified. Where minor deficiencies were detected, FIT took immediate corrective action and implemented the required improvements within the stipulated timelines specified by clients.

FIT Voltaira prepares for compliance with reporting standards

To ensure that future reports comply with the European Union's CSRD, FIT Voltaira's key priority for 2024 is to facilitate and coordinate meetings with relevant stakeholders. These engagements will serve to clarify CSRD's regulatory context and delineate the essential steps for achieving compliance. FIT Voltaira expects to complete all compliance preparations by the first quarter of 2025, which include:

- Defining the reporting scope of CSRD
- Conducting double materiality assessment
- Performing gap analysis of the European Sustainability Reporting Standards ("ESRS")
- Developing an ESG strategy roadmap to address material issues

Business continuity plan

In the post-pandemic era and amidst the escalating impacts of climate change, the ability to swiftly resume operations and ensure uninterrupted business continuity has emerged as a key indicator of effective business management. Customers place significant emphasis on FIT's ability to maintain business continuity and require FIT to regularly provide documentation of relevant practices and certifications, such as ISO 22301, for each BU and site.

To meet these expectations, FIT has mandated its BUs and sites to develop comprehensive business continuity plans ("BCPs") and contingency plans. These BUs and sites are further required to conduct periodic assessments, align with Hon Hai's audit and drill protocols, and implement corrective measures based on analytical findings.

Additionally, FIT is committed to monitoring and collaborating with its suppliers and contractors to drive continuous improvement and establish more resilient BCPs. Through ongoing communications, FIT regularly evaluates the ability of its suppliers and contractors to maintain business continuity and ensure efficient operational recovery.

Chapter 5 Stakeholder Engagement and Materiality Assessment

FIT gathers stakeholder feedback through a variety of channels. These insights serve as the foundation for shaping FIT's ESG strategy and addressing material and relevant ESG priorities. Based on the assessment findings, FIT formulates corresponding strategies and targets to advance its sustainability efforts.

Stakeholder Engagement

FIT adheres to the principles of the AA1000 Stakeholder Engagement Standards and utilizes the power-interest model to identify key stakeholders. This process is guided by key criteria, including necessity, diversity, willingness to engage, influence, and dependency. FIT maintains ongoing communications with these stakeholders and collects their feedback through the following channels:

Management and employees

- Town hall meetings and management meetings
- Employee appraisal
- Employee hotline and email, as well as newsletters
- Employee satisfaction surveys
- Employee unions and activities
- Training

Shareholders/ investors

- Shareholder meetings
- Corporate communications, announcements
- Annual and interim reports
- Results conferences, roadshows
- Investor meetings / investment forums
- Investor relations email and hotline

Industry associations

- Appoint representatives to participate in professional bodies
- Compile standards for the industry
- Forums, seminars, lectures

Customers

- Customer engagement activities
- Customer visits or meetings
- Customer service hotline & email
- Customer satisfaction surveys

Suppliers

- Supplier meetings and communication
- Due diligence
- Regular surveys and supplier evaluations
- Site inspection

Business partners

- Project collaboration and partnerships
- Business acquisitions
- Company website
- Annual and interim reports
- ESG reports

Community & public

- Public/ community events
- Volunteering service

Materiality Assessment

In FY2023, FIT adapted to market trends by assessing materiality of ESG issues in terms of "Financial Materiality" (factors that impact FIT's corporate value internally) and "Impact Materiality" (factors by which FIT influences society and the environment externally). FIT, with the assistance of an independent consultant, reviewed the 2023 materiality assessment process and results. Given that there were no significant changes in FIT's operations in 2023 compared to the previous year, the assessment's reliability for 2023 was further confirmed.

FIT aligns its materiality assessment practices with market standards and expectations, establishing a structured cycle for conducting comprehensive materiality assessments with defining factors (i.e., changes in ESG trends in the market, significant changes in FIT's operations, including ESG, and the acquisition of new entities, etc.). FIT actively communicates the purpose and methodology of materiality assessments to internal and external stakeholders, in order to foster their engagement and support for future materiality assessments. The materiality assessment process is structured as follows:

Identify a List of ESG Issues

FIT compiles a list of ESG issues based on internal sustainability trends, industry benchmarks, regulatory requirements, and globally recognized sustainability reporting standards (i.e. SASB Materiality Map, GRI Standards and the United Nations Sustainable Development Goals ("UNSDGs")). Building on the 23 material issues identified in the 2023 ESG report, we have determined that the list of topics remains relevant, with the following adjustments:

Issues	Changes and Causes
Emissions management	The topic has been changed to "Exhaust Gas emissions Management", focusing specifically on exhaust gas emissions
Water management	The topic has been changed to "Water and Effluent Management", encompassing the management of wastewater
Waste management	The topic has been changed to "Waste and Hazardous Substance Management", which now includes the assessment of how hazardous substances are handled in operations or by suppliers
Carbon management	The topic has been changed to "Greenhouse Gas Management and Targets", reflecting FIT's efforts to establish emissions reduction targets from sites' to FIT's level
Application of clean technology and renewable energy	The topic has been changed to "Use of Green Energy and Targets", highlighting FIT's commitment to overseeing renewable energy targets
Diversity, equity and inclusion	The topic has been updated to "Employee Rights and Diversity & Equality" to reflect FIT's efforts in safeguarding employee rights and interests throughout 2024. FIT's BUs have been actively advancing initiatives related to diversity, equity, and inclusion ("DEI") as part of its mid- to long-term strategy
Human rights in supply chain and workforce	The topic has been updated to "Human Rights," aligning with the GRI Standards. FIT evaluates the overall impact on human rights, beyond in the supply chain level
ESG risk management	The topic has been updated to "Governance and ESG Risk Management" to provide a comprehensive assessment of FIT's sustainability governance framework

Environmental

- Exhaust gas emissions management*
- Energy management
- Water and effluent management*
- Waste and hazardous substance management*
- Climate change
- Greenhouse gas management and targets*
- Product sustainability
- Use of green energy and targets*

Social

- Employee rights and diversity & equality*
- Talent attraction and retention
- Employee training and development
- Occupational health and safety
- Human rights*
- Supply chain management and responsible procurement
- Quality control and product governance
- Customer relationship management
- R&D innovation
- Intellectual property protection
- Data privacy and security
- Community engagement

Governance

- Governance and ESG risk management*
- Anti-corruption and business ethics
- Compliance

*Adjusted Issue

Classify Material Issues

From FIT's perspective, the 23 issues identified above have a significant impact on sustainable development. FIT reviews all issues by referencing the 2023 materiality assessment, particularly the classification results of issues that are subject to adjustment:

● Environmental ● Social ● Governance (without order)

Topics on both "Financial Materiality" and "Impact Materiality"

- Product sustainability
- Talent attraction and retention
- Occupational health and safety
- R&D innovation
- Intellectual property protection
- Compliance
- Anti-corruption and business ethics

Topic on "Impact Materiality"

- Climate change
- Employee rights and diversity & equality
- Employee training and development
- Supply chain management and responsible procurement
- Human rights
- Quality control and product governance
- Customer relationship management
- Data privacy and security

Topic on "Financial Materiality"

- Greenhouse gas management and targets
- Energy management
- Use of green energy and targets
- Governance and ESG risk management

Other topics

- Exhaust gas emissions management
- Waste and hazardous substance management
- Water and effluent management
- Community engagement

Materiality Assessment Results

The process of issue identification, assessment, and classification results were reported to the SER Committee. The Committee subsequently reviewed, approved, and validated these results. Based on the findings, FIT developed and allocated resources to prioritize the resolution of high-impact issues, ensuring the effective integration of ESG practices across operations.

ESG Strategy

FIT adheres to Hon Hai's principle of "Sustainable Management = EPS+ESG", and FIT's BUs have formulated ESG strategies according to their business priorities:

FIT Belkin's ESG strategy

"Daily Impact: Building a more responsible future"
Belkin's ESG strategy is aligned with the identification outcomes of the UN SDGs. The ESG strategy comprises the following three pillars, which promote not only positive social impact, environmental management, and ethical business practices within Belkin but also across the industry:

Planet (SDG 13) Product (SDGs 12, 16) People (SDGs 3, 8, 10)

FIT Voltaira's ESG strategy

FIT Voltaira's ESG strategy responds to the following focus areas:

Climate Change and Decarbonization	Focus on reducing carbon emissions and driving the convergence of clean energy technologies and sustainable practices (SDG 13)
Renewable Energy and Energy Efficiency	Achieve the enhancement of energy efficiency and prioritize the use of renewable energy (SDG 7)
Waste Management and Circular Economy	Commit to reducing waste generation and improving the reuse and recyclability of products and materials (SDG 12)
Employee Well-being and Talent Development	Under the influential leadership of employees, we work together with FIT Voltaira to achieve our vision of sustainable development (SDG 3, 4, 8)
Sustainable Supply Chain	Build supplier engagement strategies to drive ethical sourcing, energy savings in logistics, and waste reduction (SDG 8, 9, 12, 13)

FIT Voltaira, based on communications with shareholders and customers, has developed a feasible work plan focusing on:

- ESG Compliance
- Obtain Management System Certifications (ISO Standards)
- GHG Accounting and Ensure Data Quality
- Energy-saving and Increase the Use of Renewable Energy
- Employee Management and Communication
- Training Programme
- Promote Sustainable Sourcing Practices

In 2024, FIT has prioritized the implementation of sustainability practices across all departments. By aligning with Hon Hai's established ESG goals and strategies, understanding the roles of each functional department, and applying the framework of "Financial Materiality" and "Impact Materiality", FIT has systematically mapped these insights to relevant ESG risks. As a result, the following ESG indicators have been identified as materially significant to FIT's operations:

Risk	Issues	Metrics to be tracked	UNSDGs
Product Sustainability	Product sustainability	• Quality control and product management • Customer relationship management	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Talent Management	Talent attraction and retention	• Talent attraction and retention • Employee training and development • Union membership rate • Community engagement	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
Health and Safety	Occupational health and safety	• Participation rate of occupational health inspection • Fatality and/or Injury Rate – 200,000 Work Hours • Security risk training coverage	3 GOOD HEALTH AND WELL-BEING
Intellectual Property	R&D innovation Intellectual property protection	• R&D innovation • 100% enforcement of intellectual property protection	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Compliance	Compliance Anti-corruption and business ethics	• ESG risk management • 100% implementation of anti-corruption and business ethics practices • Compliance Assessment	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Chapter 6 Business Ethics

FIT cultivates a corporate culture founded on integrity, maintaining a zero-tolerance stance toward any form of misconduct. We adhere to the highest standards of business ethics throughout all facets of our operations, encompassing relationships with suppliers, vendors, and customers.

Anti-Corruption Management

Management Approach

FIT has established and continually refined a robust framework of policies, underpinned by stringent internal controls, routine audit procedures, and comprehensive employee training programs. During the reporting period, no major incidents of corruption, bribery, fraud, money laundering, or other breaches of laws and regulations were identified. Additionally, there were no concluded litigation cases related to corruption.

"Code of Conduct for Anti-Corruption, Integrity, Prosperity and Elimination of Disadvantages"	Employees are required to sign the "Self-declaration about Employee Integrity" upon joining FIT, and the "Employee Handbook" stipulates relevant rules and penalties for violations of corruption-related laws and regulations, reinforcing employees' awareness and commitment to ethical conduct.
"Statement on Building an Honest Business Environment for FIT"	Employees distribute this statement to suppliers, customers, distributors, and other relevant business partners to reaffirm FIT's commitment and attitude to anti-corruption and compliance.
"Supplier Commitment" "Self-declaration about Supplier Integrity"	Suppliers working with FIT are required to sign a commitment and declaration form, ensuring that no conflicts of interest arise during their business dealing with the Company.
Internal Audit Programme	The Audit Department develops an annual internal audit plan to evaluate and monitor the effectiveness of management control measures across key areas, including sales, procurement, production, R&D, fixed assets, investments, financing, payroll, and electronic data processing in critical sites.

Each BU establishes policies and procedures to prevent bribery, extortion, fraud, and money laundering, ensuring compliance with legal and regulatory requirements. Management adjusts the policies and practices in response to market trend and feedback from execution levels to for ensuring compliance and promoting business ethics, while the Board of Directors is responsible for the final endorsement and upholding responsibilities.

Whistleblowing System

The "Whistleblowing Policy" includes definitions of violations, whistleblowing procedures, and case-handling protocols. In 2024, the policy was translated into Chinese, English, German, and Vietnamese to ensure broad accessibility.

FIT designates the Audit Department and the Legal Department to follow up and handle cases received through whistleblowing channels. Each reported case is thoroughly documented, investigated, and resolved, with strict penalties imposed for non-compliance. In addition, the Audit Department and the Legal Department conduct regular case reviews to identify systemic gaps and derive insights for continuous policy and procedural improvements. Employees, customers, or suppliers, and other stakeholders can also proactively report suspected misconduct through the following channels:

- Email (available 24/7)
- Telephone Hotline
- QQ (available 24/7)
- WeChat (available 24/7)

FIT ensures the confidentiality of whistleblowers' identities unless explicit authorization is provided, thereby mitigating risks of harassment, discrimination, or retaliation. An investigation team, jointly established by the Audit Department and the Legal Department, determines the investigation approach based on case severity. The team ensures the collection of comprehensive evidence, including data and information, to facilitate a fair, impartial, and thorough investigation. Where necessary, an independent third party is appointed to provide an objective assessment. Cases involving potential litigation are escalated to the Legal Department or judicial authorities for further action. The Board of Directors regularly oversees whistleblowing cases through investigation reports submitted by the investigation team and third parties.

Anti-corruption Training

To promote Hon Hai's Code of Conduct ("CoC") and regulate FIT, all our employees are required to complete the training courses. The training equips employees with a thorough understanding of applicable laws, regulations, and best practices pertaining to employee human rights, ethics, health and safety, environment, management systems, etc. By fostering awareness and adherence to these principles, the training supports the effective implementation of corporate integrity management and ethical business conduct.

The 2024 anti-corruption training adopted the theme of "Anti-Corruption- Uphold Clean Conduct", and covered topics such as consequences of malpractice, anti-fraud system (comprehensive, multi-dimensional, and control-oriented), common malpractices (explain the basics of bribery crimes by non-state personnel, embezzlement and key factors to constitute as a case etc.), and whistleblowing channels. Furthermore, FIT has established mandatory fraud prevention training target for key personnel across BUs in Mainland China, Taiwan, and Vietnam. In 2024, 100% of designated key personnel successfully completed the annual fraud prevention training, demonstrating full compliance with the company's requirements.

Case study: Governance month activities in FIT Vietnam site including "Anti-Corruption and Integrity Training"

FIT's Vietnam site has developed customized anti-corruption training materials as part of the Rich Learning Guide. These materials are tailored to align with Vietnamese regulations and the Group's anti-corruption policies, and they have been translated and recorded in Vietnamese. This approach ensures that the training content is both regionally and linguistically relevant, fostering active employee participation and engagement.

FIT has established the following communication channels to raise awareness of anti-corruption among internal and external stakeholders:

Training for new employees

- Promote anti-corruption in induction training and briefing, and include anti-corruption provisions in the "Employee Handbook"
- Sign the "Self-declaration about Employee Integrity"

Current Employees

- Upload information on anti-corruption on the "Rich Learning Guide" and "iCivet" online channel
- Require employees to attend anti-corruption training on a regular basis

Suppliers, Vendors and Customers

- Sign the undertaking and declaration
- Review suppliers' anti-corruption practices as part of the due diligence process
- FIT meets requirements of manufacturers and customers to ensure that anti-corruption work and achievements can be fully demonstrated

BUs	Number of employees trained in anti-corruption	Number of directors trained in anti-corruption
Mainland China, Vietnam, Taiwan	53,129	-
SSI	993	-
FIT US	116	15
Belkin	856	84
FIT Voltaira	3,046	6

Protection of Intellectual Property Rights

2024 strategic directions in intellectual property:

- Focus on 3 key industries and 3 core technologies of FIT's "3+3" strategy, strengthening the patent portfolio of new products in the fields of 5GAIoT, Audio and Mobility
- Stay ahead of technological trends by monitoring patent updates, optimizing R&D and production plans for key FIT products such as high-speed connectors, liquid-cooled connectors, and high-current connectors for AI servers
- Actively engage in patent operations, including the ongoing external licensing of FIT's advantageous patents such as USB Type-C

FIT actively engages in self-initiated R&D and innovation, operating under the principle of respecting and upholding intellectual property rights without infringement. FIT applies for patents to safeguard its proprietary technical solutions while respecting the IP rights of customers and peers. In 2024, FIT experienced no major disputes related to IP rights.

BUs	Total patents as of 31 December 2024	Patents that are under review
Mainland China, Vietnam, Taiwan	4,031	760
SSI	89	18
Belkin	270	33
FIT Voltaira	37	2

FIT Diancha was awarded the bronze medal for the "National Intellectual Property Demonstration Enterprise" by the State Intellectual Property Office. The Chinese invention patents made by FIT Diancha's "Socket and Electrical Connector and Plug Electrical Connector" won the 25th China Patent Excellence Award, recognizing its innovative excellence.

FIT has established mechanisms such as the "Intellectual Property Application Procedures" and the "Intellectual Property Rights Investigation Procedures", to effectively regulate and manage intellectual property rights of the Company. These mechanisms facilitate the implementation of intellectual property layout, management, protection, and operations at every stage.

Governance Structure

Each of FIT's BUs manages intellectual property at every stage through a dedicated Intellectual Property Department. Additionally, Belkin has regular IP reviews, involving the Legal, Engineering, Product Management and Design departments to discuss and address IP matters promptly.

Intellectual Property Systems

FIT enhances the systematic management of IP by utilizing management systems and accessing patent search databases. Employees can use the systems to submit patent applications, conduct patent searches for analysis, and track progress, thereby improving transparency and management efficiency.

Manage Intellectual Property Risk

During the new product development stage, personnel of FIT's Intellectual Property Department conducts patent searches and analyses to ensure compliance and avoid infringing others' patent rights.

FIT places a strong emphasis on protecting its own IP rights. When any infringement is identified in the market, we take timely countermeasures, such as issuing warnings or pursuing legal action, to actively safeguard its rights and interests. To protect the interests of employees, suppliers, and customers, all agreements signed with FIT include clauses that address the protection of IP rights.

Incentives and Training

Employees who are inventors of applied or certified patents at FIT are eligible to receive monetary incentives in recognition of their contributions to innovation.

To enhance employees' knowledge and awareness of IP, FIT provides IP-related training through both online and offline channels. Additionally, employees are selected to participate in external IP seminars and lectures, such as the 2024 Cross-Strait Patent Practice Forum, the 2024 Cross-Strait Trademark Practice Forum hosted by the Federation of Taiwan Industries, and the Corporate Patent Practice Course Lecture organized by the China National Intellectual Property Administration. FIT also organizes overseas IP protection activities, such as those held in Suzhou, and participates in exchange programs.

Case study: FIT actively participates in associations with technical standardization to create value that promotes socio-technological innovation

FIT actively participates in associations that are focused on technical standardization, promoting the development of technological innovation and industry standards. FIT is a member of over 20 associations and alliances that are dedicated to technical standardization such as USB-IF, JEDEC, PCI-SIG, VESA, etc.

In the US, FIT maintains close connections with associations such as USB-IF, HDMI Forum, VESA, SATA-IO, and INCITS, actively participating and formulating standards for connector technological development.

In Mainland China, FIT Diancha is a committee member of the National Technical Committee for the Standardization of Electromechanical Components for Electronic Equipment (SAC/TC166) and a voting member of China Electronic Components Association's (CECA) connector component branch. FIT's projects and achievements in technical standards during 2024 included:

1. As one of the drafting units, FIT Diancha participated in formulating standard T/CECA 101-2024 "CZ36E series rectangular 40 kW power connector" for China Electronic Components Association.
2. As a member of TC166, FIT Diancha has participated in the review of and voting on multiple Chinese national standards for connectors during stages of project establishment, technical review and re-examination. FIT Diancha has also provided feedback and revision suggestions on several Chinese national standards related to new energy vehicles and power connections during the comment solicitation stage.

Information Security and Privacy

FIT maintains stringent safeguards to protect both internal and customer data. To ensure secure data processing and compliance with applicable laws and regulations across all operational regions, FIT has implemented a comprehensive Information Security Management System. This system enforces robust security controls to safeguard the Company's critical information assets. Oversight of these measures is conducted by FIT's Information Security Governance Committee, which regularly evaluates implementation effectiveness, advances information security initiatives, and establishes relevant policies in global level. Aligned with the NIST Cybersecurity Framework, FIT employs a multi-layered defense strategy, integrating both internal and external protections. Advanced monitoring tools are deployed to enable proactive threat detection and preventive security measures, ensuring the highest level of protection for confidential and proprietary information. In 2024, FIT received no complaints regarding infringement of customer privacy.

FIT has developed a range of policies, including but not limited to:

- IT systems: "Information Security Management Manual", "Information Equipment Security Control Operating System", "Information Security and Access Control Management Operating System", "Cybersecurity Management Operating System"
- Emergency plans: "Control System on Handling Information Security Incidents" and "Information Security and Operational Continuity Control Operating System"
- Handling Information and Personal Privacy: "Information Asset Control Operating System" and Belkin's "Information Security Policy", "Data Protection Program for Sensitive Information", and the "Privacy Policy ".

FIT Voltaira has completed its policy planning on information security and is currently under internal approval. Additionally, FIT Voltaira has implemented a data protection system. General control measures applied in operations include:

- Enter into agreements with customers that clearly define data usage purposes and enforce strict adherence to approved data processing practices
- Unless authorized by customers, their information is neither disclosed nor sold to others, including data related to current and potential customers.
- Establish a dedicated and isolated network area specifically for storing customer data.
- Require additional permits and approvals when accessing customer data.
- Retain the rights to audit information access within the Intranet.

In 2024, FIT Kunshan Diancha, Dianfa, Huai'an, and Chongqing sites successfully attained the Information Security Management Systems (ISO 27001) certification. Meanwhile, FIT Voltaira is actively preparing for ISO 27001 certification.

Customer Relationship Management

FIT can provide customized services according to customer needs, which necessitate ongoing engagement with clients to collect and incorporate their essential feedback. This collaborative process enables continuous product optimization and strengthens market competitiveness.

FIT highly values customer opinions, addressing concerns and measuring satisfaction in accordance with the established protocols of the "Customer Complaint Management System" ("CCMS"). The objective is to ensure timely resolution of complaints, respond to customers promptly, and continuously improve satisfaction by identifying root causes and implementing targeted corrective and preventive measures.

Acknowledgment of customers' complaints	Upon receiving customer complaints, the Sales Team categorizes and processes complaints according to the "Complaint Database Failure Analysis Integration Category".
Record customers' complaints	Understand the issue and gather detailed information about the complaint. An improvement team is then formed based on complaint type to conduct a preliminary analysis of the root cause, take remedial actions (replacement, redelivery, replenishment, local rework, or voluntary recall), and simultaneously propose preventive measures.
Communicate with customers	The team communicates with customers to confirm the effectiveness of improvements and promptly address their needs or suggestions. The case is closed once an agreement is reached with the customer.
Store complaints and feedback	Each customer complaint and feedback is recorded in the CCMS system, enabling supervisors to effectively track the progress of complaint resolution using system-generated analysis and statistical results.
Analyse and review complaints	The team tracks the execution results of resolved cases and completes reports and customer reviews within the specified timeframe. This process enables targeted adjustments and improvements to address deficiencies in production and service management.
Close the case	After obtaining approval from the head of the product business unit and the sales executive, a case closure application is submitted to the CEO (or their designated supervisor).

To manage customer satisfaction, FIT welcomes customer visits and adheres to the Customer Visiting Management System, maintaining comprehensive records for each visit. Projects are initiated based on customer feedback to address their needs and suggestions. Notably, FIT Voltaira has achieved the goal of surveying 100% of its customer base. Belkin records all consumer contact information within the Salesforce system and distributes customer surveys, with independent third party being appointed to evaluate agents and analyze survey results against Belkin's quality framework.

Case study: FIT Voltaira's Customer ESG Survey Response

FIT Voltaira actively engages with its customers and responds to their expectations across all topics including ESG. During 2024, Voltaira was requested by its key German customers to complete the SAQ 5.0 NQC survey, a platform designed to evaluate customers' ESG performance. Voltaira's sites achieved exceptional ESG performance, exceeding the established thresholds. Additionally, Voltaira Global attained an 89% low-risk score on the RSCI platform.

During 2024, FIT received 695,244 complaints related to products and services in 2024, while achieving an overall complaint resolve rate of 97%. Belkin receives a higher number of complaints as it directly interacts with end consumers and receives their complaints.

Chapter 7 Product Responsibilities

Ensuring product quality and safety is a fundamental responsibility and a commitment to FIT's customers. Our primary sites have attained ISO 9001 Quality Management System certification, demonstrating our adherence to rigorous international standards. With the increasing demand for sustainable products from customers, we continue to invest in product R&D that can meet customers' needs and strengthen market competitiveness.

Ensure Product Quality

FIT has established a product quality management system that incorporates preventive, detection, and corrective measures:

Quality assurance (Preventive measures)

- Establish a Central Quality Department to assist each site in establishing quality control mechanism for continuous quality monitoring.
- Develop a "Quality Assurance Manual" for all sites to standardize management processes for inspection and quality across R&D, production, storage, and product delivery, while allowing sites to adjust practices based on their specific conditions.
- Propose improvement measures based on operational conditions and adjust standard internal operating procedures as needed.
- Regularly review the effectiveness of improvement measures and implement successful strategies in other related production lines.

Quality inspection (Detection measures)

- Conduct comprehensive quality inspections on each production line, covering from raw materials, components, to systems.
- Adhere to a stringent material selection process to ensure that delivered products meet customer expectations and avoid the use of non-compliant chemicals and hazardous materials.
- Enhance the evaluation of assembly equipment and tools during the development phase (DR4) to ensure that semi-finished and finished products meet specifications and functional requirements of customers.
- Introduce approaches to meet customer quality requirements in the automotive supply chain, where FIT's 13 strategic BUs have completed on-site guidance and audits, enhancing quality management awareness of on-site personnel and ultimately improving product quality.
- Implement AI technology to evaluate product appearance, reducing the risk of human error and improving shipping quality.
- Ensure consistently meeting international standards related to quality management, such as ISO 9001, IATF 16949, and ISO 26262, through regular and rigorous audits to obtain certification.

After-sales services and product recall procedures (Corrective measures)

FIT clearly defines the product recall procedures in accordance with the "Sales Return Processing Operation System":

1. Customer requests for product recall
2. Identification of recall reasons
3. Negotiation of subsequent procedures between the sales team and the customer
4. Sales team received return authorization
5. Relevant reponsible departments (quality assurance, quality control, sales, etc.) sign the agreement
6. Process the product recall and review the case for future improvements
7. Customer relationship management

- Ensure traceability of all delivered products, and promptly address any potentially defective or suspicious items through relevant overseas warehouses and sales personnel. This includes verifying inventory quantities in both local and overseas warehouses, as well as the number of items already shipped to customers.
- To prevent the recurrence of product quality issues, FIT adopted the following frameworks when analyzing and discussing improvement measures for returned samples:
  - Process Failure Mode and Effects Analysis (PFMEA)
  - Design Failure Mode and Effects Analysis (DFMEA)
  - 6 Sigma

Accountability

- Quality Assurance Team: responsible for verifying and confirming product design, including both software and hardware, as well as ensuring product reliability, and process validation, and meeting production monitoring requirements.
- Regulatory Compliance Team: identify the latest requirements for product safety and regulation, ensuring that all designed products adhere to established safety standards.
- Sales Team: responsible for effectively communicating the reasons for product recalls to customers in order to address their requirements and concerns appropriately.

FIT is committed to delivering products that adhere to industry standards and exceed customer expectations. To achieve this, we have established rigorous quality assurance systems that oversee the entire product lifecycle—from raw material sourcing and manufacturing to ongoing maintenance.

Quality Management System (QMS)	Integrate all quality data into an electronic platform, utilizing quality alerts and automated data analysis to support informed operational decisions.
Statistical Process Control (SPC)	Conduct preventive quality management across production process, from raw materials to manufacturing of products.
Response Flow Checklist (RFC)	Consist of specific, procedural workflows to identify and correct issues in the manufacturing process or equipment.

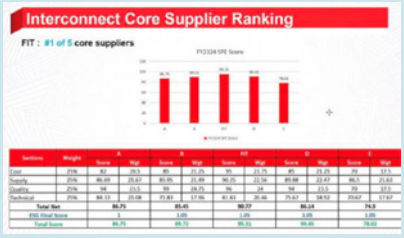
Vendor Defect Correction Sheet (VDCS)	When identifying defective material parts, system reports issues to suppliers, including root cause analyses and improvement measures, as well as handling returns and compensation.
Shop Flow Control (SFC)	The system manages, queries, and tracks the production stages of products throughout the manufacturing process.
Total Production Management System (TPMS)	This system is used for monitoring and maintaining mould and spare parts.

During the Reporting Period, Belkin initiated a global recall case for 1 product type due to health and safety reasons, impacting over 8,000 products. Belkin has strictly adhered to its global recall process to handle this recall case.

FIT Voltaira – India conducts QMS audit

For QMS audit conducted at the FIT Voltaira India site, no major non-compliance issues were identified, achieving the goal of zero major non-compliance findings. To effectively improve quality management, Voltaira India has increased the frequency and rigor of internal audits like Layered Process Audit ("LPA"). Additionally, Voltaira India has completed the recruitment of quality management experts to support the team in enhancing their expertise.

In 2024, FIT was awarded with the following honors and distinctions in quality management.



Achieved the top position in the Lenovo QBR meeting

Received Dell's Annual Best Supplier and Individual Awards

Emphasise Sustainability Products

FIT's customers place significance on the co-promotion of ESG development within supply chains. In alignment with these expectations, FIT diligently evaluates and adheres to customer-defined requirements and standards, working closely with our internal Environmental Department to implement site-specific measures that fulfill these requirements. Additionally, FIT regularly participates in ESG training sessions organized by customers to gain deeper insights into their sustainability expectations and ensure integration of these expectations into our products and services. Additionally, FIT also submit production-related environmental data to customers' systems as required.

Looking ahead, we remain committed to expanding life cycle assessments ("LCA") across a broader range of products while developing solutions that optimize resource utilization, improve efficiency, enhance recyclability, and extend product lifespan—aligning with the core principles of a circular economy.

Examples of ESG-related standards requested by customers:

SBTi	RE 100% (onsite and purchased renewable energy)	ISO 50001
ISO 14064-1	UL 2799	wastewater treatment and water recycling

FIT develops the "Green Product Design Operation Control System", mandating that products must adhere to the following ecological and environmental protection standards:

Prohibit the use of restricted substances

Minimize the use of substances that pose risks to the environment and human health throughout all stages of production, use, and disposal.

Quantity minimization

Develop effective design solutions to minimize weight, volume, types and quantities of products and components used and streamline manufacturing processes.

Energy Conservation

Improve energy management to optimize performance while minimizing power consumption. Implement practical, economically viable, and environmentally and socially responsible design.

Recycling-Friendly Design

Promote circular design to minimize recycling impact of product components and materials. Consider factors during product design phase such as recyclability, material value, recycling methods, and technologies to achieve full and effective utilization of components and materials.

Ergonomics

Develop people-oriented products.

FIT verifies environmental compliance of its products and provides detailed evaluation reports upon completing the tests. In response to customer and market demands, FIT also pursues eco-label certification for its products, highlighting environmental and social sustainability benefits of products to customers.

Case: FIT Belkin Collaborates with Customers for Sustainability

Belkin prioritizes the sustainability of its products and operations, actively calculating and analyzing carbon footprint data of its products. Belkin utilized carbon footprint data to help customers understand product attributes such as recycled content and plastic free packaging. Additionally, FIT Belkin actively engages in sustainability conferences, while Belkin CEO was invited to speak at the Web Summit in Lisbon, addressing topics related to sustainability.

Case: Kunshan Site and Microsoft Suzhou Co-host the "Carbon Peak and Carbon Neutrality" Event

Kunshan site and Microsoft Suzhou co-hosted the "Carbon Peak and Carbon Neutrality" conference, promoting green development and helping customers achieve their low-carbon goals.

Control Product Design

During the product design phase, engineers utilize DFMEA and PFMEA models for risk assessment. Moreover, FIT has implemented the FMEA that complies with the latest AIAG-VDA standards, as mandated by IATF 16949. This software evaluates new products and manufacturing processes through a structured seven-step analysis methodology:

1. Planning and preparation
2. Structural Analysis
3. Comprehensive Analysis
4. Failure Analysis
5. Risk Analysis
6. Optimization
7. Results

FIT reduces the cost of design failures by collecting and integrating past analysis results into a technical database.

Evaluate Product Risks

- The steps to conduct product risk assessment are as follows:

- Evaluate external and internal risk factors: assess compliance, product sustainability, product quality and safety, customer preferences, production technology, resource availability, corporate culture, and capabilities.
- Approach to risk assessment: maintain regular communication with customers, establish product testing procedures, validate test results, and provide samples to ensure alignment with their requirements.

Achieve Recognition in Certification

FIT facilities maintain compliance with international standards and hold internationally recognized certifications. This underscores FIT's commitment to quality and reinforces customer confidence. The table below summarizes the certifications obtained by FIT sites in 2024:

Site/SBU	Kunshan		Zhen jiang	Taiwan	Huai' an	Shen zhen	Zheng zhou	Chong qing	Vietnam	USA	Germany
	Dian cha	Dian fa	SSI	Hon Teng	Fu Yu	Fu Ding	Fu Ding	Hon Teng	Vietnam	Belkin	Voltaira
ISO9001	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓
ISO20243				✓							
IATF16949	✓	✓		✓		✓			✓		✓
AS9100D					✓						
ISO26262				✓							
QC080000	✓	✓	✓		✓	✓	✓	✓	✓		
ISO14064	✓	✓	✓		✓	✓	✓	✓			
ISO14001	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ISO50001	✓	✓			✓			✓			✓
ISO45001	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓
ISO27001	✓	✓			✓			✓			

Case study: FIT Obtains ISO/SAE 21434 Certificate, Strengthening Commitment to Automotive Cybersecurity

FIT has obtained the ISO 21434:2021 Road Vehicles - Cybersecurity Engineering Certification, strengthening its ability to deliver products that comply with automotive cybersecurity regulations and solidifying its position in the automotive electronic systems market.

The ISO 21434 standard regulates cybersecurity throughout the entire lifecycle of automotive electronic systems, from concept design, development, production, operation, maintenance, to disposal. This standard has established systematic risk management and control measures to mitigate against cybersecurity threats and potential cyber-attacks.

FIT has independently developed products such as UWB digital keys and eBike human-machine interfaces (HMI) that adhere to the ISO 21434 standard from the initial design phase. These products effectively highlight FIT's technical capabilities in product development and provide customers with more reliable cybersecurity solutions.

For labelling, FIT adheres to both customer requirements and applicable local legal and regulatory standards, ensuring that product specifications and manufacturing details are clearly and accurately displayed on packaging and other communication channels. This commitment reinforces transparency for customers.

Additionally, throughout the preparation of external promotional material, including websites, product brochures, and product labels, FIT's internal team conducts comprehensive reviews and obtains all necessary approvals prior to publication. This rigorous process ensures that all content is free from greenwashing and misleading information.

During the Reporting Period, FIT maintained full compliance with all laws and regulations related to advertising and labelling of products and services.

Chapter 8 Supply Chain Management

With over 4,602 collaborating suppliers worldwide (3,309 suppliers are located in Mainland China, Hong Kong SAR, Macau SAR and Taiwan; 1,293 suppliers are located overseas) , we are committed to ensuring that our supply chains are sustainable and aligned with our core values. We recognised the importance of fostering collaborative relationships with suppliers to ensure effective supply chain management, and our long-term business success. At FIT, we enhance the resilience of supply chain through assessing suppliers with strict assessment criteria. Our ongoing and future priority is to create a robust and comprehensive risk assessment framework aimed at evaluating environmental and social risks across our supply chain. This initiative plays a pivotal role in enhancing the resilience of our supply chain while advancing our long-term sustainability goals. By fostering stronger supplier relationships and upholding ethical business practices, we reinforce our commitment to responsible operations. These efforts align with our vision of building a robust, sustainable, and ethically grounded supply chain. We maintain continuous communication with our suppliers to ensure they are well-informed about our established standards. This includes criteria for upholding product quality and ensuring safe and ethically sound working conditions. We also acknowledge the market trend of supply chain diversification and will explore a variety of suppliers that can meet our business needs, as evidenced by our collaborations with suppliers from various countries.

Highlights

- Voltaira Vietnam was honored with the "Excellent Cooperation Supplier" award from Hyundai Kefico Corporation, a valued client.
- FIT ensures compliance with all Responsible Business Alliance ("RBA") codes of conduct to support Hon Hai, being an RBA member.
- FIT Voltaira has established a Code of Conduct for business partners and adopted a new RBA tool to assess suppliers.
- FIT Voltaira is preparating to become a member of Responsible Minerals Initiative ("RMI").
- For entities in Mainland China, Vietnam and Taiwan, 1,665 contracts have been signed for ensuring the compliance of the "FIT Social and Environmental Responsibility ("SER") Policy," achieving a 100% signature rate.
- Conduct audit of 136 suppliers in total in Mainland China, Vietnam and Taiwan, and require suppliers to provide improvement plans and initiatives within a set timeframe for the identified discrepancies, and a 100% correction rate has been achieved.

Management Approach

To establish clear standards and expectations for our suppliers, we have developed a comprehensive set of policies, including the "Operating System for Procurement Quality Control", the "Operating System for Vendor Quality Control", and "Measures for Control of Green Supplier Selection and Assessment" for BUs across Mainland China, Taiwan, and Vietnam. FIT ensures the effective implementation and oversight of all policies and guidelines, reinforcing our dedication to ethical and sustainable operations. We allow each BU to independently implement tailored controls and systems to regulate their individual procurement practices, guiding our business partners and suppliers to adhere to guidelines and regulatory requirements. This approach allows us to provide our BUs with the flexibility to implement and adapt policies and guidance according to their unique regional needs and business environments. At the same time, we will maintain rigorous oversight to ensure that all controls established by the BUs adhere to our overarching guidelines and standards. By balancing adaptability with accountability, we can effectively address local requirements while maintaining consistency, compliance, and alignment with our firm-wide objectives.

Code of Conduct ("CoC") for FIT Voltaira's business Partners

Voltaira has formulated the CoC for Business Partners in collaboration with Global ESG, Global People, and Global Culture and Ethics. This guideline clearly states that the behavioral expectations for all business partners must align with Voltaira's core values and standards. This CoC is attached to contractual agreements with our business partners and suppliers.

Additionally, Voltaira has a Responsible Business Policy that aligns with the ten principles of the United Nations Global Compact and the OECD guidelines for Multinational Enterprises on Responsible Business Conduct. This policy covers a broad range of ethical standards, including human rights, freedom of expression, inclusion and diversity, health and safety, environmental protection, responsible sourcing, and more.

Both policies are accessible on Voltaira's website.

Comprehensive Supplier Management System

At FIT, we are dedicated to maintaining a robust and responsible supplier management system that aligns with our commitment to sustainability and ethical business practices. Each business unit can establish specific criteria for the stages of selecting, managing, evaluating, and eliminating suppliers.

Supplier Admission and Termination

FIT invites all eligible suppliers to submit applications, promoting fair competition in procurement activities. We select suitable suppliers through a rigorous pre-qualification review process. Suppliers must provide evidence of their qualifications based on evaluation criteria, including credentials, management system certifications, audit results, etc., to ensure compliance with regulatory requirements and effective risk management. FIT establishes agreements that clearly define the responsibilities of suppliers in terms of product and service requirements, safeguarding the interests of both parties.

We strictly manage our suppliers to ensure that the products and services they provide meet the company's expectations and requirements. Suppliers that underperform or fail to comply with requirements — such as excessive use of environmental management substances, receiving unqualified ratings in on-site audits, or violating agreements — are classified as high risk. In such cases, we first initiate a freezing process and engage with those suppliers to rectify and make improvements within a timeframe. We also evaluate the necessity of discontinuing business relationships in cases where measurable improvements cannot be demonstrated.

Supplier Evaluation

FIT has introduced the supplier management process below to evaluate and monitor our suppliers' practices. Establishing regular review and feedback mechanisms can identify areas for improvement and ensure that our commitment to sustainability is a dynamic and ongoing journey. The evaluation comprises audits, risk assessment and investigation:

Audits

Monthly Performance Audit

Suppliers are evaluated through a scorecard, with criteria covering quality, supply chain support, technical support, etc. If suppliers score below 70 points for three consecutive months, a supplier review will be required.

Annual Audit

Annual audits are conducted to assess suppliers' performance in accordance with our policies and requirements, such as supplier transaction status, internal systems, quality, number of customer complaints received and risk level, etc.

Risk assessment

Environmental Risk Evaluation

Conduct evaluation to identify suppliers' risk factors, such as manufacturing origin, management system, industry status, environmental compliance, and supplier goodwill, providing high, medium and low rating.

Supplier's SER Assessment

The SER assessment sets environmental and social assessment criteria, including management system certifications (ISO and other recognized certifications), labor practices, ethics, health and safety, and environmental performance.

Investigation

Environmental Substance Investigation

FIT audits substances of very high concern to investigate whether the materials/products provided by suppliers contain relevant environmental management substances.

Supplier Conflict Mineral Investigation

This is a comprehensive investigation to determine the presence of conflict mineral materials in suppliers' products through the completion of the Conflict Minerals Reporting Template ("CMRT"). Results are categorized as non-compliance, conditional compliance, or full compliance, with corresponding control measures applied based on the findings.

FIT Voltaira Vietnam nominated as Excellent Cooperation Supplier

Voltaira Vietnam received an award from Hyundai Kefico Corporation, one of our valuable clients, being nominated as the "Excellent Cooperation Supplier", positioning in the top 6 (6/20 as B class) suppliers.

This honor is based on achieving a score of 83.5 in quality and delivery performance, reflecting the entire team's firm commitment to upholding the highest standards of quality and service.

Across the globe, Voltaira shares FIT's philosophy of "Quality at origin." This principle is evident in every aspect of our products, processes, techniques, and technologies. Likewise, our relentless dedication to exceeding customer expectations is noticeable in every project we undertake.

This honor acknowledges the exceptional contributions and dedication of our team and serves as a testament to Voltaira's firm determination to meticulously plan, flawlessly execute, and deliver outstanding solutions to our customers.

Manage Environmental and Social Risks of the Supply Chain

At FIT, we acknowledge the critical importance of identifying and managing environmental and social risks within operations, including our supply chain. FIT conducts regular assessment and monitoring of the potential environmental and social impacts arising in our business practices and procurement processes, thus maintaining effective oversight and management of the risks along the supply chain.

The current work of the central procurement department is the first step towards achieving internal collaboration and serves as the foundation for identifying areas for anticipated improvements. FIT initiated a preliminary study regarding the impact of supply chain under climate change. Although the supply chain has not experienced significant impact due to extreme weather events, the central Procurement Department has prepared in advance by implementing the "Emergency Response Management Operation Procedure". The procedure includes the establishment of an emergency response team and collaboration with the product team to analyze the factors for executing emergency response and control measures, including to adjust inventory and transportation methods, and coordinate product delivery with customers. Furthermore, FIT has adopted the Second Source principle to minimize the impact of supply chain disruption. FIT ensures with at least 2 suppliers for each procured material, unless constrained by market availability or scale, to reduce procurement risks.

Case study: Belkin's Modern Slavery and Supply Chain Transparency Statement for 2024

Belkin adheres to the Modern Slavery Acts in Australia and the UK, compiling annual reports to ensure transparency and accountability. Belkin performs regular social and environmental assessments, which include detailed indicators. Suppliers are rated based on their performance against these indicators, with monitoring modern slavery in the supply chain being a key focus. These assessments are conducted in compliance with the Modern Slavery Acts of Australia and the United Kingdom. This commitment reflects our determination to eliminate modern slavery and promote supply chain transparency.

Hon Hai being as a member of the RBA, FIT has also established the following globally recognized assessment standards and evaluates suppliers according to the requirements of the RBA:

Supplier guidelines

- Supplier commitment
- Management accountability
- Risk assessment and management
- Goals and plans
- Training
- Audit and evaluation
- File and record

Labor practice

- Child labor
- Youth employment
- Forced labor
- Discrimination
- Operating hours
- Salary and benefits

Health and safety

- Fire safety
- Equipment safety
- First aid and medical services
- Chemical safety
- Working conditions
- Personal protection equipment
- Food preparation and services

Environmental protection

- Environmental laws and regulations
- Environmental impact assessment
- Whether waste discharge meets relevant standards
- Storage of hazardous waste

Building on established assessing suppliers in environmental aspects, the current and future focus of FIT is to review and strengthen the scope of assessing supplier in social standards such as the International Labour Organization ("ILO") to meet market expectations. All FIT entities are required to set its own assessment standards by incorporating the ILO convention on social and labour issues. FIT will explore the optimal assessment approach through auditing suppliers on their working hours arrangement and wage packages.

Belkin has continued the steps towards addressing scope 3 emissions, including:

- Conducting supplier surveys to benchmark suppliers' efforts in reducing GHG emissions.
- Leveraging the environmental data from suppliers for enhancing the capabilities and data accuracy of the Life Cycle Assessment ("LCA")
- Implementing supplier education and training to inform suppliers of Belkin's reduction goals and collaborate on how to meet them.

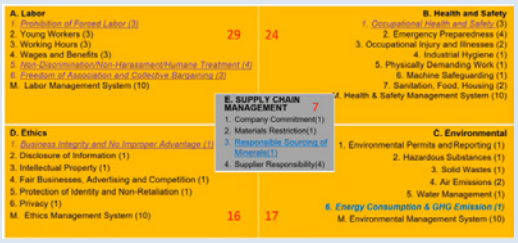
Our actions to Responsible Business Alliance ("RBA")

FIT (Belkin, Mainland China and Vietnam) is proud to be a member of the RBA. The RBA is a non-profit organization dedicated to promoting responsible business practices and improving social, environmental, and ethical conditions in supply chains. The RBA provides a comprehensive framework that enables companies to collectively focus on ESG issues (labor and human rights, ethics, environmental sustainability, and health and safety) in global supply chains, aiming to achieve uniformity in business practices.

Belkin has already established a supplier code of conduct that aligns with RBA standards, which all suppliers are required to comply with. To contribute to the overall development of responsible practices, FIT plans to regulate all of its entities by adjusting the code of conduct to suppliers according to the RBA's requirements. RBA Validated Assessment Program ("VAP") is conducted to assess the compliance with the relevant code of conduct.

RBA VAP Audit

Voltaira Mexico has been chosen as one of the facilities to undergo Hon Hai's annual RBA audit this year. To prepare for the third-party on-site audit, the Mexico plant has already completed the RBA self-assessment questionnaire and taken part in the RBA VAP audit training organized by Hon Hai in October 2024. The report identifies and summarizes the audit results and potential areas for improvement. The Moroccan factory will promptly implement the improvement measures and track the effectiveness of the implemented improvements.



FIT Voltaira developed RBA new tools to assess supply chain

FIT Voltaira heavily relies on cobalt as the key manufacturing material for electric vehicles and electronic devices. Therefore, responsible mineral procurement and addressing environmental and social issues in the supply chain have become the focus of Voltaira. FIT Voltaira has adopted the following 3 new RBA tools to assess suppliers:

- Responsible Factory Initiative is for assessing and developing supply chain partners and factories with collaborative efforts to establish sustainable supply chain.
- Responsible Environmental Initiative is for addressing environmental sustainability and chemical management challenges. Tools and services are used to improve environmental performance across the value chain.
- Responsible Minerals Initiative is for compiling a conformance list of smelters (Tin for solder, Gold, etc.) to enhance transparency in the Cobalt supply chain.

Responsible Sourcing

1,665 suppliers signed the "FIT SER Policy", achieving 100% signature rate

FIT aims to demonstrate environmental responsibility, social accountability and ethical business practices in its supply chain. We actively communicate our environmental and sustainability criteria with suppliers and enforce green management protocols in accordance with the "Green Supplier Selection and Evaluation Management Operation Methods." We prioritize selecting suppliers that have both competitive advantages and promote green procurement. Suppliers are required to comply with the "FIT SER Policy" and sign the corresponding contracts. All FIT suppliers are required to comply with international standards, including the Restriction of Hazardous Substances ("RoHS") and the Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH").

FIT manages suppliers' green performance in accordance with the "Green Supplier Selection and Evaluation Management Operating Methods", communicating FIT's environmental requirements for products to suppliers. This includes conducting environmental investigations/evaluations such as the CMRT survey, SVHC survey, and Green Product ("GP") assessment. The completion rate for these investigations reached 100%.

In 2024, a total of 136 suppliers were audited for quality and safety, GP, and SER standards. Any non-conformities identified during the audits were required to be addressed and rectified within a specified timeframe. All identified non-conformities have been rectified with a 100% completion rate. FIT will continue to monitor the suppliers' corrective actions, including regular follow-ups, on-site inspections, and further audits.

FIT Voltaira's efforts to promote repsonsible sourcing

FIT Voltaira's "Responsible Business Policy" states that the company regularly conducts due diligence on its direct suppliers and subcontractors, in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct. This includes exercising due diligence on the sources and chain of custody of raw materials in the products manufactured by suppliers. In 2024, Voltaira also began drafting "Responsible Sourcing Policy", with the next step being the drafting of specific requirements. Voltaira is committed to executing comprehensive due diligence processes to ensure full alignment of this policy across all operations within the Voltaira Group.

FIT Voltaira mandates that all smelters processing cobalt and conflict minerals must be compliant with the Responsible Minerals Assurance Process ("RMAP"). If a product is found to contain any conflict minerals or high-risk raw materials, employees are required to promptly report the origin of raw materials throughout the supply chain to management.

To meet customer expectations, FIT Voltaira is also preparing to apply for membership in the RMI.

Case study: Belkin Minerals Sourcing Policy

Belkin is committed to addressing and prioritizing conflict minerals issues, which are closely linked to human rights violations in the eastern regions of the Democratic Republic of Congo and its surrounding areas. As part of its commitment to ethical sourcing and corporate responsibility, Belkin has developed a comprehensive Responsible Minerals Sourcing Policy to ensure transparency and accountability in its supply chain. To focus on this issue, Belkin utilizes the CMRT for thorough supply chain investigations. This process enables Belkin to monitor supplier compliance and identify all smelters supplying gold, tantalum, tin, and tungsten ("3TG") within its supply chain. Additionally, Belkin requires all direct suppliers to source 3TG only from smelters that have been verified by independent third-party auditors for responsible due diligence practices.

Belkin is dedicated to continuously improving its responsible sourcing efforts by closely collaborating with suppliers, enhancing due diligence measures, and aligning with internationally recognized standards, in order to mitigate the risks associated with conflict minerals.

Case study: Belkin's commitment to the removal of hazardous substances

Belkin is committed to designing products that prioritize safety and environmental responsibility, including the proactive removal of harmful substances. As part of this commitment, Belkin follows a comprehensive Restricted Substances List ("RSL"), which aligns with global regulatory requirements and customer expectations. The RSL is updated annually to ensure compliance with evolving regulations and industry standards, including restrictions on per- and polyfluoroalkyl substances ("PFAS").

PFAS are synthetic chemicals commonly found in the environment and are associated with significant health and environmental issues. In addition to adhering to the RSL, Belkin takes further steps to assess and reduce the PFAS content in its products. Belkin regularly surveys suppliers to monitor PFAS usage and requires suppliers to implement mitigation plans, such as testing and using alternative materials, when PFAS are detected. Belkin works closely with its supply chain partners to actively seek and adopt safer PFAS alternatives.

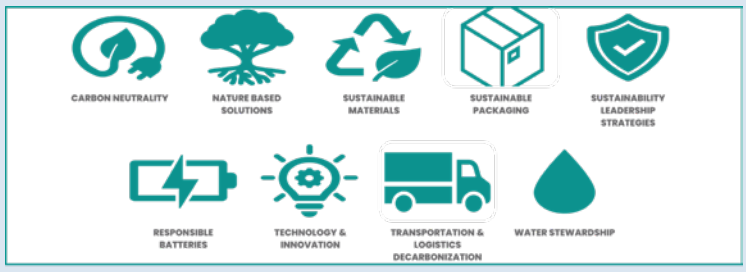
Through internal research and development, Belkin continuously explores innovative methods to eliminate PFAS from its product designs. By combining efforts to meet RSL requirements, Belkin ensures a proactive and comprehensive approach to managing harmful substances, protecting consumers and the environment.

In 2024, FIT Voltaira conducted a comprehensive study to assess the presence of PFAS in firefighting foam. At the conclusion of the study, it was confirmed that PFAS were not used in fire extinguishers or related systems in all countries globally. Additionally, FIT Voltaira conducted a thorough screening of PFAS in its products and completed the analysis, with only one case currently seeking a PFAS alternative.

Voltaira USA becomes a member of Suppliers Partnership for the Environment

Voltaira USA is now a member of the Supplier Partnership for the Environment. This innovative collaboration brings together industry environmental sustainability leaders, uniting their expertise to work toward a shared vision of the automotive industry with positive environmental, economic, and community impact.

FIT Voltaira USA ESG team & Global Sustainability plays a pivotal role in this collaboration, actively participating in meetings, engaging with business partners, and closely monitoring and tracking ESG topics and trends in the automotive industry.



Continuous Improvement

FIT regularly engages with Hon Hai to learn from their supply chain management practices through ongoing meetings. We are actively studying the feasibility of integrating Hon Hai's best practices into our own supply chain management processes. To maintain strong relationships with our suppliers, we prioritize open and transparent communication. Additionally, FIT holds regular briefings with suppliers to discuss our requirements for products and services, as well as our supply chain management standards. FIT places a high priority on developing a sustainable supply chain. We continue to collaborate with business partners and suppliers to create a responsible, ethical, and sustainable value chain that aligns with our principles, guidelines, and policies.

Case study: Learning to build a sustainable and resilient supply Chain

Hon Hai, in collaboration with a leading third-party professional institution, provided comprehensive training materials to FIT this Year. They are designed to provide the necessary knowledge and skills to navigate the complex landscape of sustainable and resilient supply chain management.

The EU imposes high standards regarding supply chain management, including the launch of the EU Digital Product Passport ("DPP") and stringent due diligence. The DPP mandates that all products sold in the EU must bear a code with full disclosure of the product's value chain information. Mandatory due diligence in human rights and environmental aspects have also been implemented by the EU.

Understanding the relationship between risks, resilience, and sustainability in supply chain is the next step to not only ensure compliance, but also demonstrate continuous improvement in supply chain management practices. The key message of the DPP is about the oversight by and accountability of the Chief Procurement Officers ("CPOs"). CPOs must ensure that the supply chain, from supplier selection, risk management to transparent supplier evaluation, is managed for sustainability and resilience, which requires visibility, flexibility, collaboration, and control.

FIT acknowledges the need for building collaborations to link the environment and procurement, to promote responsible business practices and prepare for Scope 3 reporting. FIT strives to enhance governance mechanisms by planning to add a central Procurement Department in the existing SER Committee for reporting FIT's progress on green and responsible procurement. Voltaira begins value chain accounting in 2024 and plans to complete the project by early 2025. Looking ahead, Voltaira plans to organize workshops to define high-level actions for supply chain decarbonization and work with suppliers to improve data quality.

Chapter 9 Health and Safety

Management Approach

FIT adheres to the principles of safety first, prevention, accountability, providing a safe and hygienic work environment, compliance, and continuous improvement, aiming to ensure the occupational health and safety ("OHS") of all employees and contractors. Environment, health and safety ("EHS") personnel at each site guide and ensure compliance with the latest health and safety regulations and standards in the regions where we operate (including Mainland China, Taiwan, Vietnam, the United States, and Europe). We conduct regular compliance audits to monitor adherence to relevant laws and regulations, including but not limited to the "Law of the People's Republic of China on Work Safety", "Fire Control Law of the People's Republic of China", "Regulations on Safety Supervision of Special Equipment", "Prevention and Control of Occupational Diseases Law of the People's Republic of China", "Provisions on the Administration of Occupational Health at Workplaces" , "Regulations on Labor Protection in Workplaces Where Toxic Substances Are Used" etc.; Vietnam's "Occupational Safety and Health Law", "Provision of Personal Protective Equipment at Work", "Law on the Prevention and Control of Labour Safety in Production and Occupational Health" and "Fire Control Law"; Taiwan's "Occupational Safety and Health Act", "Regulations Governing the Labor Health Protection"; the "'Occupational Safety and Health Act" of the United States. During the Reporting Period, FIT maintained full compliance with occupational safety regulations, with no reported instances of material non-compliance.

FIT has established an EHS management system and operational framework that include governance structures, policies, and standardized practices that govern health and safety. FIT adopts a bottom-up approach, actively encouraging employees to report workplace hazards and provide feedback or practical suggestions to improve EHS. This fosters an environment of mutual participation and enhances communication between FIT and its employees.

Preventive Measures

Internal and Third-Party Health and Safety Audits

Daily regular inspections are conducted by employees, supervisors, and maintenance personnel before commencing operations. Additionally, monthly audits are performed, covering chemical safety, fire safety, electrical safety, gas safety, equipment and operational safety, construction safety, and OHS awareness of employees. Inspection results are documented, and any identified issues are reported to facilitate the development of improvement measures. FIT also actively collaborates with local government in safety inspections of factory premises, which include reviews of safety management systems and the implementation of training programmes.

Emergency Management Bureau Safety Inspection

Group Central Safety Hazard Audit

Factory Safety Personnel Chemical Safety Inspection

Identify Safety Hazards

In alignment with EHS and relevant legal and regulatory requirements, as well as the internal "Environmental Factors and Occupational Health and Safety Risk Identification Management System," each factory site conducts annual OHS risk identification. The results are then summarized with respect to risk categories.

Sign Responsibility Agreements

In 2024, executives, legal representatives, managers at all levels, and operational personnel of each factory site have completed the signing of safety responsibility agreements.

Attend Safety Meetings

BUs regularly organize safe production meetings and review sessions to report EHS performance, facilitate the learning of safe production knowledge and discuss OHS best practices, ensuring the application of practices to BUs.

OHS Training

FIT sets the goal of working with certificates, providing all employees with EHS-related information and ensuring that they fully understand and comply with safe and healthy work practices, and enhance their safety awareness and skills.

Reminders

Post emergency evacuation maps and production safety rules and regulations in conspicuous places.

Reactive Measures

FIT has established standardized procedures for reporting work-related hazards, dangerous situations, and work-related injuries. In the event of any incident, it must be reported to the relevant personnel as soon as possible to ensure prompt and appropriate treatment. An incident investigation and site inspection are then initiated, with results and recommendations presented at the incident review meeting. FIT maintains records of all safety inspections, incident and investigation reports for reference.

Health and Safety Governance Structure

Each BU has established its Health and Safety Committee, aimed at creating a work environment with high standards for health and safety. The committees comprise senior management, management representatives, EHS experts, and heads of relevant teams, ensuring that health and safety matters are addressed from various perspectives and levels. Committee members meet regularly to discuss:

- Approach to continuously improve safe production systems, controls, and policies (e.g., work guidelines, safety management plans, accountability, disaster prevention and management strategies, and emergency response plans etc), overseeing the subordinate and relevant departments' implementation of effective measures.
- The development of occupational safety and health plans and the arrangement of safety training.
- Summarize the results of accident investigations, EHS audits, and risk assessments to identify gaps and deficient items.
- Overseeing the fulfillment of objectives to ensure compliance with the requirements of international certifications.

FIT Belkin: Occupational Health and Safety Management System

Belkin is committed to continuously improving workplace health, safety, and overall working conditions. It has implemented a structured training program to provide employees with the necessary knowledge to mitigate operational hazards and effectively respond to emergencies. These measures not only enhance employee well-being but also strengthen our resilience against extreme weather events and workplace risks.

In 2024, Belkin Indiana hosted 33 training sessions covering workplace safety, emergency preparedness, environmental awareness, and reducing operational hazards. A total of 2,133 employees participated in the training, accumulating 533.25 hours of training. Twenty-four employees received 96 hours of specialized safety training, including CPR and first aid. Overall, Belkin employees received a total of 629 hours of safety training, with an average of 5-6 hours of safety training per employee. Belkin's on-site facilities team consists of five OSHA-certified personnel responsible for managing the health and safety of all employees and visitors in the office, including:

- Policy scope: Apply to all employees and contractors.
- Training and supervision: Verify employees' capabilities under the Injury and Illness Prevention Program (IIPP) through online safety training and on-the-job observations by supervisors. Training effectiveness is assessed during inspections and audits, as well as observations of work environment and practices.
- Daily inspections: Employees and supervisors conduct informal inspections daily to identify potential hazards. Immediate corrective actions are taken when unsafe behaviours and conditions are observed. For situations where immediate corrective actions cannot be implemented, initial protective measures are put in place. The team conducts quarterly inspections via safety inspection forms to ensure that corrective actions for any deficiencies are documented. Additionally, Belkin schedules special unannounced safety inspections to promote comprehensive improvements in employees' regular practices.
- Documentation and correction: Record all inspection results and implement hazard corrective measures within a specified time frame. For immediate dangers, affected personnel are evacuated, with protective measures in place as soon as possible.
- Follow-up: The effectiveness of safety corrective actions is monitored, and preventive measures are implemented to prevent recurrence. The safety committee evaluates the situation and enhances the IIPP.

To ensure the effective implementation of the policy, FIT Belkin has also implemented the following clear accountability:

CEO	Responsible for issuing policies, establishing a health and safety culture, and guiding the implementation of policies.
Senior Management	Provide visible leadership and support, ensuring resources are in place to implement and improve policies.
Facilities and Monitoring Team	Responsible for maintaining policies, reporting performance, conducting safety training, and documenting relevant information.
Human Resources Team	Monitor occupational health and safety conditions, identify potential hazards, and propose improvements.
Managers and Supervisors	Ensure the effective implementation of policies, provide safety training, and report newly identified potential hazards.
All Employees	Ensure safety of individuals, comply with policies and report all injuries and hazards.

OHS Measures and Actions

FIT has implemented several measures to ensure OHS of employees, including the organization of OHS training and distribution of protective equipment. Additionally, before new equipment is put into operation, responsible personnel conduct multiple tests to ensure equipment safety. Moreover, hazard assessments are carried out for specific projects and engineering tasks, focusing on dust, chemical toxins, and physical hazards. FIT conducts regular inspections to mitigate risks in the work environment, and prioritizes health and safety of employees in high-risk positions such as moulding, electroplating, and assembling.

Case study: FIT SSI Safety Training

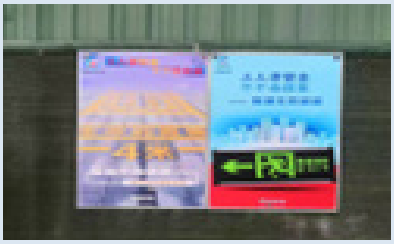
FIT SSI has established the "Jiangsu Province Safe Production Training Management Implementation Rules", which regulates production line workers' completion of both pre-job and on-the-job mandatory training. FIT SSI has uploaded existing courses to the online Rich Learning Guide , covering topics such as safety laws and regulations, radiation safety, traffic safety, hazardous chemicals, occupational health, hazardous waste management and fire safety. Employees are required to complete the following courses within the specified timeframe:

- Evaluate the Effectiveness of Safety Measures: Assess existing safety measures to determine whether expected safety outcomes can be achieved.
- Identify Potential Safety Hazards: Timely identify and rectify safety hazards and vulnerabilities.
- Enhance Safety Awareness and Competence: Foster greater attention to safety issues among individuals and organizations, thereby improving employees' safety awareness and skills.
- Promote Continuous Improvement: Develop improvement plans and monitor the implementation of improvement measures to ensure ongoing enhancement.

FIT SSI conducts monthly and annual safety evaluations to identify deficiencies and implement improvements. Standards have been developed to monitor the processes of assembling, moulding, stamping and machining, automation, engineering, quality control, manufacturing and the surrounding environment of the sites.

Case study: Regular OHS Training at Zhengzhou Site

The Zhengzhou site conducts regular safety education and training, covering basic safety knowledge such as injury prevention, hazardous chemicals, and fire safety. Additionally, to align with the theme of Safety Production Month, the site provided specialized training for employees to enhance their safety awareness.



FIT fosters a healthy and safe work culture and environment for its employees based on three principles. The first principle is to establish a stringent health system to prevent employees from long working hours, overtime, or excessive workload; the second principle focuses on creating a work environment that promotes mental and physical well-being through regular group cultural and sports activities; the third principle is to provide a healthy work environment, such as providing amenities such as corporate cafeterias and gyms.

FIT provides regular pre-employment, on-the-job, and post-employment medical examinations for eligible employees, and more frequent health check-ups for personnel in high-risk positions. These examinations include comprehensive health assessments to help employees better understand their physical condition. FIT assigns appropriate job positions according to employees' health conditions and continuously monitors their health status throughout their employment to make satisfactory arrangements. Additionally, FIT keeps records of work-related injuries and occupational diseases to ensure completeness and accuracy of all relevant information.

Case study: Health and Sustainability Design of FIT Belkin Global Headquarters

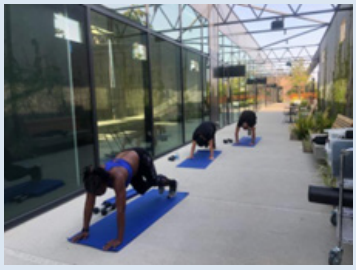
Belkin has been planning and constructing its global headquarters since 2017, aiming to create a space that prioritizes physical and mental well-being for its employees. Throughout the design process, Belkin paid special attention to employees' well-being while considering future expansion needs. The COVID-19 pandemic presented unique challenges, leading with the reassessment on how spaces are used and interactions can take place.

Belkin's new global headquarters embodies the core values of "Be Positive Active", emphasizing employees' health and well-being. We fully consider the initiatives and programmes that can promote health and well-being for employees throughout the design phase.

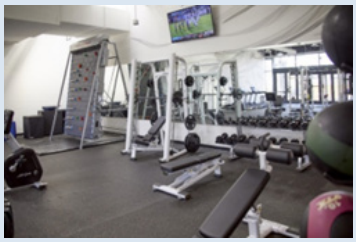
Work Environment Features

- Fitwel Certification: Belkin's commitment to employee health and well-being was accredited with the Fitwel certification. Fitwel is a people-centric certification, with the aim of improving, enhancing, and protecting health and well-being of employees in the workspace. Fitwel evaluates spatial performance in 12 aspects, including location, building entrance, outdoor space, indoor environment, workspaces, shared spaces, water supply, food preparation areas, vending machines, snack programs, and emergency procedures.
- Indoor and Outdoor Flow Environment: The new headquarters features an indoor-outdoor connected environment, incorporating natural elements such as green plants, natural light, and air circulation.
- Adjustable Workstations: The headquarters is equipped with ergonomically adjustable desks, chairs, and monitors to give employees the highest level of comfort.

Health and Well-being Programs



- Leading fitness centre: Belkin offers a state-of-the-art fitness centre that all employees can enjoy for free. We also provide free on-site and online fitness classes, including Bootcamp and yoga classes led by professional instructors. Additionally, we regularly host fitness challenges to encourage employees to build healthy fitness habits.
- Bicycle parking space: To encourage employees who live close to the office to cycle to work, Belkin provides secure closed bicycle parking space with dedicated changing rooms and showers.



- Health fair: We invite about 15-20 health partners to participate in our health fair, helping employees to gain a better understanding of various health benefits offered by the company. The event also provides free flu vaccinations by registered nurses.
- Biometric screening: We conduct an on-site biometric screening event annually, providing rewards for participating employees.

Belkin's new global headquarters not only provides a healthy and comfortable work environment but also promotes physical and mental well-being of employees through various programmes.

FIT Voltaira organized a total of 1,082 hours of ESG training and 31 hours of emergency drills.

The countries where we operate place a high priority on health, safety, and emergency preparedness. In 2024, routine fire and emergency evacuation drills were conducted at multiple operational sites.

Case study: Fire and emergency evacuation drills were organized by Voltaira in Vietnam and Mexico

Voltaira provides practical and theoretical training courses on emergency preparedness, evacuation, rescue, and firefighting for employees at its facilities in Vietnam and Mexico. This ensures workplace safety and enhances preparedness for potential emergencies, in line with Voltaira's strategic commitment to fostering a culture of responsibility and awareness.




Case study: Voltaira Morocco organized Diabetes Day- Health screening for employees

FIT Voltaira Morocco organized a Diabetes Day event and arranged at different times so that employees working in different shifts could participate in that important diabetes screening.

The event was a huge success, with 469 employees receiving crucial information on how to effectively manage their health. For employees diagnosed with diabetes, our dedicated medical service team ensured that they receive timely follow-ups and consultations. This event highlights Voltaira's commitment to creating a healthy work environment and ensuring that employees prioritize their health.



Case study: FIT Voltaira Ukraine prioritizes employee health

FIT Voltaira Ukraine organizes periodic medical examinations for certain categories of employees (including X-rays, cardiological examinations, dermatological examinations, ophthalmology and blood tests). The office also collaborated with the local prevention and control center to facilitate vaccination services, and 68 employees received the ADP vaccine.

To further strengthen the health of employees, FIT Ukraine invited cardiologists and gynecologists to the facility for regular consultations and additionally offered tetanus vaccination to those who needed it.

Indicators and Performance

Monitoring Indicators

Number of fire or explosive incidents	Number of incidents resulting in serious personnel injuries	Annual work injury incident rate (excluding traffic accidents)	Number of occupational ill-health cases
Passing rate of occupational health tests	Signing of responsibility agreements	Risk identification and rectification rate	Number of emergency drills
Safety production standardization certification	Safety production inspections	Regular inspection rate on special equipment	Education and training

Performance

OHS Performance	2024
Number of work-related fatalities	0
Rate of work-related fatality – in 200,000 hours worked	0
Number of work-related injuries	49
Rate of work-related injury – in 200,000 hours worked	0.04
Lost days due to work injury	1,409

Safe Production

Management Approach

FIT follows the "Four Don't Let off" principles to prevent safety incidents, including:

potential safety risks	noncompliance with operational guidelines	safety incident	accountability persons

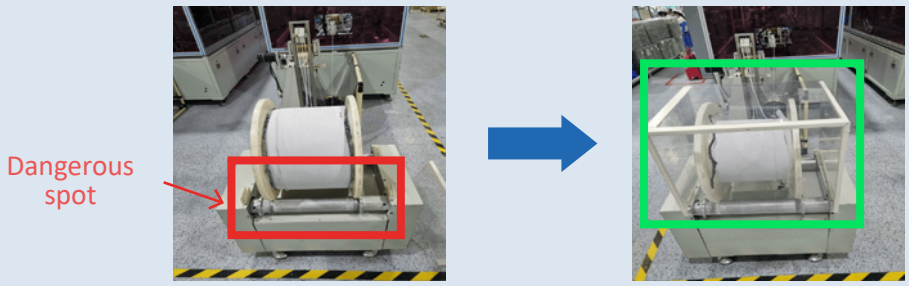
FIT believes that establishing and implementing standardized operating procedures is crucial for effective management of safety incidents. According to the "Hon Hai Occupational Safety Policy", FIT sites must comply with the "Group Work Injury Management Rules" and develop an "Emergency Response Plan for Safe Production Safety Incidents" based on specific operating conditions. The plan covers classification of incidents, reporting procedures of safety incidents, and the responsibilities of the Incident Investigation Team. Upon receiving a safety incident report, the accident investigation team will conduct an investigation in accordance with internal guidelines and legal requirements. To prevent the recurrence of incidents, the investigation results and improvement plans must be documented and reported to the committee, which will share the cases and compile feasible improvement measures during the quarterly meetings. Belkin also establishes different emergency codes for various safety events (red for evacuation, blue for medical emergencies, gray for tornadoes) based on the emergency response plan.

FIT has implemented the following preventive measures to enhance safety awareness of employees and minimize the risk of incidents occurring.

Case study: FIT Vietnam Factory Safety Production Renovation

Enhanced protection to improve safety of wire cutting machine:

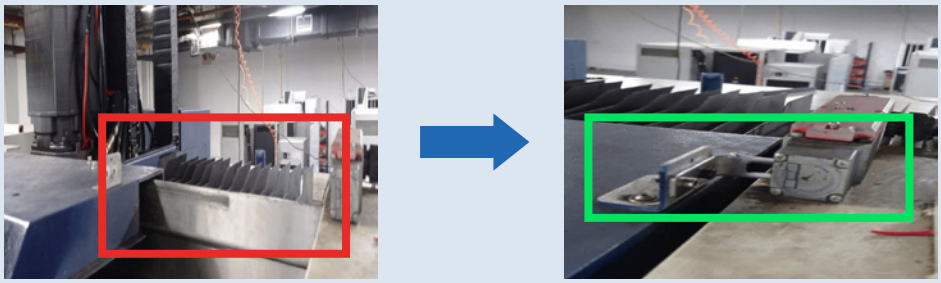
During inspections, it was discovered that the rotating parts of multiple wire cutting machines in the production area lacked protective measures, posing a risk of crushing accidents. The team promptly improved 7 wire cutting machines by adding protective acrylic boards, effectively preventing employees' body parts from entering hazardous areas and avoiding injuries.



Before Improvement　　After Improvement

Improved safety of CNC machines:

The Vietnam factory optimized the safety of 8 CNC- MC8D machines imported from Mainland China, including the installation of safety interlock sensors on the equipment protective doors. When protective door is opened, the machine immediately stops running, preventing accidents from happening.

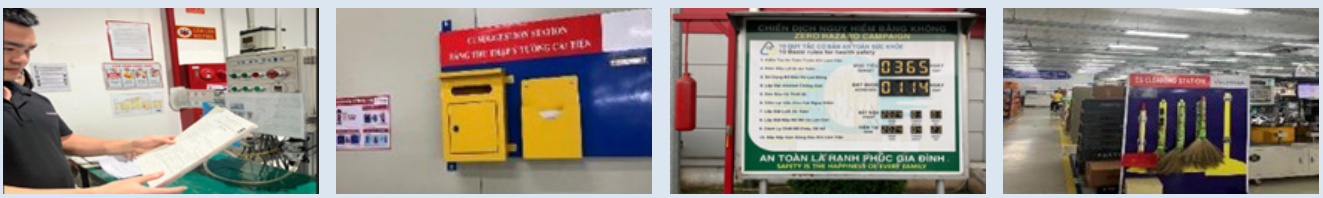


Before Improvement　　After Improvement

Case study: FIT Voltaira Vietnam site implemented effective safe production practices

FIT Voltaira's Vietnam site has implemented a series of OHS inspection measures to reduce accidental risks and improve overall safety levels, covering:

- OHS Equipment: Fire fighting equipment including automatic sprinkler systems and fire extinguishers, fire detection systems, safe evacuation routes, first aid kits, and personal protective equipment.
- OHS Performance: Work with the Safety Committee to establish annual safety KPIs, publicly disclose the total number of incidents, and track safety metrics monthly, reporting them to the relevant authorities to ensure the effectiveness of safety measures.
- OHS Improvement Measures: Track the effectiveness of corrective actions.



Case study: Safety improvement for equipment with power and gas during maintenance

Factories are equipped with multiple pieces of equipment that require specific processing conditions, necessitating maintenance and adjustments involving power and gas. This requires the bypass of safety interlocks, safety light curtains, and other safety devices. To address these concerns, the Safety Department has implemented a specialized safety management system for equipment maintenance involving power and gas. According to the system, an equipment management unit needs to submit a special application for maintenance under specific conditions, which must also be approved by relevant supervisors before any work can be commenced. During such operation, a supervisor or his/her designated representative must be present to inspect, supervise, and guide the process.

Implementing this management system enhances the safety of maintenance personnel and effectively prevents workplace accidents.

Case study: Audit work at Kunshan site during the Year

Kunshan site conducted a production safety audit to meet customers' needs. During the audit, it was discovered that safety doors have not been equipped with an interlocking device, which could allow operations to continue even when the safety doors were opened. The site personnel had promptly installed the safety door interlocking protective device.

In addition, the site also underwent a third-party audit, in which the auditor proposed enhancement recommendation in the documentation practices for hazardous operations. In response, the Kushan site has optimized the documentation process, by further requiring detailed information on timeslot recordings, such as actual entry and exit time.

Ensure Fire Safety

Drills

- To improve employees' emergency preparedness for fires, each FIT site has established a fire emergency team and conducted regular fire drills.
- Following each fire drill, the emergency teams are required to submit reports that summarize and review deficiencies in fire safety procedures, assess effectiveness of drills, and propose improvement plans.
- Multiple factory sites actively collaborated and participated in fire drills, requiring employees to arrive at evacuation area within a specified time to enhance their emergency response capabilities. FIT Vietnam's factory even organized practical training on the use of fire extinguishers.

Case study: FIT Voltaira Ukraine fire training and drills

FIT Voltaira Ukraine has an internal fire safety team that consists of 7 employees. Employees undergo annual training sessions and emergency drills facilitated by the local fire department to ensure they possess the necessary skills and competencies to effectively manage and respond to emergencies on-site.

Facility inspection

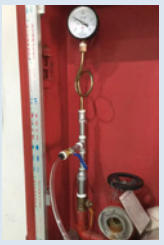
- FIT sties regularly conduct inspections on fire and emergency facilities to ensure that all fire safety equipment is in good condition. The fire brigades in Mainland China assisted in conducting an evaluation after the drill and concluding that the basic handling capabilities and facility preparedness were adequate, and the fire system operated well.

Corrective actions

- To help identify potential fire safety risks, FIT encourages employees to provide feedback on improvements to fire safety measures and related projects.

Case study: FIT SSI fire protection system retrofitting at production area

The leakage issues in the outdoor fire water pipe system have been successfully resolved through the identification and replacement of affected pipes, including those located underground. After the replacement, the exposed section of the outdoor pipes was insulated and protected, and restored to normal condition. SSI also simultaneously overhauled and inspected the fire pump room and high-level water tank.



Methods for Handling Hazardous Chemicals

To standardize the transportation, handling, usage, and storage of hazardous substances, FIT has established various hazardous chemical management systems, including the "Hazardous Chemicals Safety Management System" and the "Emergency Plan for Hazardous Chemicals" for FIT Mainland China, Taiwan, and Vietnam, as well as Belkin's "Hazard Communication Programme".

Transportation

- Vehicles that transport hazardous chemicals must hold the relevant permits issued by the local transportation department.
- High-risk chemicals are separately transported from general materials. Hazardous chemicals with conflicting properties or requiring different firefighting methods cannot be stored in the same vehicle.

Handling

- The Company has established a hazardous chemicals warehouse, equipped with combustible gas concentration alarms, flame detectors, smoke detectors, eyewash stations, and other emergency equipment.
- Chemicals must undergo strict inspection and classification before being stored, and the personnel must be certified.

Usage

- Handlers of hazardous chemicals must attend pre-job training, with relevant safety knowledge and ability to respond to emergencies.
- Provide employees with guidance on correct operation and usage through posters, banners, promotional videos and other channels.
- Employees are obligated to wear appropriate protective equipment, such as gloves, masks, and protective clothing when handling hazardous materials.

Storage

- The design and planning of hazardous material storage areas comply with safety standards of the location where the factory operates. Measures includes pressure relief, anti-static precautions, temperature and humidity monitoring, and fire protection facilities.
- Hazardous chemicals are categorized and stored in accordance with their nature, and strict standards are set regarding storage distance of stacks, walls and columns between hazardous chemicals.
- Label hazardous materials with detailed warnings, such as indicate chemical names on the containers.

Daily Management

- Designated personnel are responsible for conducting safety control and management of the hazardous chemicals warehouse. The safety personnel or designated representatives need to establish, maintain and update the data sheets for hazardous materials.
- If any abnormalities are detected in high-risk chemical warehouses, management must promptly notify relevant persons in charge and arrange on-site personnel to address the situation.
- Collaborate with local governments, such as Shenzhen's "Crackdown and Rectification " initiative for hazardous chemicals, to support standardized safety management of these materials.

Case study: Construction of Kunshan hazardous chemicals warehouse

In Kunshan, Foxconn has become the first company approved by the government to construct a new hazardous chemicals warehouse without increasing the land area, addressing the long-standing issue of the existing warehouse not meeting customer requirements.

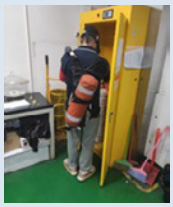
After the new hazardous chemicals warehouse is built, plans are in place to share relevant information with other companies, gradually ensuring that hazardous chemicals warehouses in the Kunshan area comply with regulations and guarantee the safe storage of hazardous chemicals.

Once the compliant hazardous chemicals warehouse is operational, employees will be able to store and use hazardous chemicals safely, ensuring their own safety and contributing to the development of health and safety in Kunshan.

Case study: Kunshan site conducts emergency drill for electroplating tank explosion incident

FIT Kunshan conducted an emergency drill simulating an electroplating tank explosion incident, with 10 participating employees. The main purpose of this drill was to enhance employees' emergency response capabilities. During the drill, employees demonstrated their ability to respond quickly and effectively.

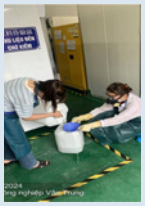




Case study: Chemical spills drill at Vietnam site

To assess the effectiveness of our chemical emergency response team, while also providing employees with hands-on experience in executing chemical emergency response protocols, a chemical spill drill was conducted at our Vietnam site. The drill process includes:

- Incident: Simulate an emergency situation of a chemical spill.
- Emergency response plan: Activate the emergency response plan and organize response measures.
- Cleanup of sites and situation: Conduct site cleanup to ensure safety.
- Review and documentation: Review the cause of the incident and document the drill process.


This drill involved personnel from various departments, including chemical warehouse, plant management, fire services, industrial safety, glue mixing, EHS, production planning and control, technical support, cleaning and maintenance, and safety and security, totalling 34 participants. Through simulations of emergency incidents, team members gained a clear understanding of their respective responsibilities, coordinated and managed effectively various emergencies, successfully achieving objectives of the drill.

Chapter 10 Human Capital Development

FIT is committed to fostering a people-centric work environment that supports the continuous growth of its employees. We actively promote diversity and inclusion, ensuring that all employees have equal opportunities, and we strive to create a work environment characterized by respect and fairness. We place a high value on employee development and work to cultivate a supportive environment that encourages collaboration, innovation, and continuous learning. This commitment not only benefits our employees but also strengthens our overall company culture.

Labor Policy and Compliance

FIT operates globally and is committed to ensuring that all BUs comply with applicable laws and regulations in their respective regions. To govern employment and labor practices, FIT sites have established and implemented a range of policies and guidelines, including the "Employee Handbook", "Non-discrimination Controlling Operation Measures", "Remuneration and Welfare Management Regulations", "Regulations on Prohibition of the Use of Child Labor", "Regulations on the Prohibition of the Use of Involuntary Labor" and "Protection Operation Measures for Juvenile Workers".

Additionally, FIT Voltaira has established a "Human Rights Policy" that outlines guiding practices regarding remuneration, termination, recruitment, promotion, working hours, wages and benefits, fair labor practices, diversity and inclusion, equal opportunities, collective bargaining, harassment and discrimination. The policy is accessible and transparent, ensuring that employees can feel a sense of fairness and respect. Voltaira has also released its Responsible Business Policy and Code of Conduct for Business Partners in the value chain, which not only outlines expectations for ethical and responsible business practices but also specifically addresses key human rights issues alongside other ESG topics. These policies and codes provide comprehensive guidelines to ensure that all business partners align with Voltaira's commitment to responsible operations and uphold the highest standards in areas such as human rights, sustainability, and ethical conduct.

As part of our ongoing commitment to maintaining ethical labor standards, we have developed a comprehensive framework to review and monitor employment practices, with a particular focus on preventing child and forced labor within our operations. Key measures include:

 Stringent Recruitment Screening	A comprehensive and robust recruitment system has been implemented to ensure that all candidates provide valid identification, including verifiable proof of age and identity. This rigorous verification process is designed to mitigate the risk of child and forced labor within the organization.
 Employee Education and Training	Regular training sessions are conducted for both management and employees to enhance awareness of labor laws and the serious consequences associated with the use of child or forced labor. Additionally, employees receive training on professional ethics to promote a culture of compliance, accountability, and ethical conduct.
 Internal Monitoring and Reporting Mechanisms	An internal oversight system has been established to conduct routine audits of labor practices, facilitating the early identification and resolution of potential issues. A confidential employee grievance channel is also available, encouraging employees to report any suspected violations of labor laws or unethical practices.

FIT Belkin maintains a proactive approach to monitoring and mitigating risks associated with modern slavery and child labor. This is achieved through a robust social accountability audit framework and thorough due diligence processes applied to both its operations and supply chain. The program is designed in alignment with the United Nations Guiding Principles on Business and Human Rights, encompassing human rights risk assessments, impact evaluations, and stringent audit and assurance protocols.

Throughout the Reporting Period, FIT has identified no incidents or instances of major non-compliance with employment and labor laws and practices.

Talent Attraction and Retention

FIT is committed to fostering a supportive, purposeful, and meaningful work environment. The organization leverages hiring platforms to advertise both open and internal positions across multiple channels. To enhance talent retention and acquisition, FIT has implemented various initiatives, including offering flexible working hours, organizing engaging employee activities, and providing competitive and equitable compensation and benefits packages.

Belkin's primary talent management strategy is to build a team of employees with diverse backgrounds and experiences, creating an inclusive environment where everyone feels a sense of belonging. Belkin employs a data-informed methodology to identify how employees can work most effectively and reach their full potential by encouraging authenticity in the workplace. Additionally, Belkin has established strategic partnerships with universities to further develop and broaden its recruitment channels, enhancing the opportunity to attract a wider pool of candidates.

To ensure the retention and motivation of key talent, FIT has set an annual talent retention target and implemented a comprehensive range of measures to support and incentivize core personnel. These initiatives include:

- Timely Incentives: Quarterly performance bonuses are awarded to promptly recognize and reward employees who demonstrate outstanding performance.
- Annual Promotion and Salary Adjustment: Employees who exhibit exceptional performance are guaranteed opportunities for promotion and salary increases during the annual review process.
- Recognition to our Key Executives and Key Leaders: Additional performance-based rewards are provided to key executives and leaders in acknowledgment of their contributions.

FIT Belkin's Global Employee Resource Groups

FIT Belkin has established a comprehensive initiative centered on VIBEs (Value, Inclusion, Belonging, and Equity), which includes the creation of voluntary, employee-led Employee Resource Groups. These ERGs are empowered to promote professional development, networking opportunities, and community outreach initiatives for Belkin's workforce, fostering greater employee engagement, inclusion, and a sense of belonging. The groups serve as vital assets to the organization, contributing to enhanced morale and employee retention. They have received strong support from the executive team and dedicated to driving meaningful organizational change. Through the VIBEs program, Belkin has positively impacted its employees, with the influence of these employee-driven groups to earn public recognition from customers and academic institutions.

Compensation and Benefit

FIT is dedicated to providing equitable and competitive compensation for all employees, ensuring compliance with minimum wage regulations and offering remuneration packages that accurately reflect their skills, experience, and contributions to the organization. In addition to competitive pay, FIT provides a comprehensive range of benefits for employees and their families. We conduct regular reviews and adjustments to compensation and benefits in accordance with applicable laws, market trends, and industry standards.

In 2024, FIT's sites have implemented a refined, multi-tiered incentive program designed to enhance employee motivation and align with the long-term operational objectives.

Our comprehensive benefits package encompasses a variety of allowances and entitlements. FIT ensures compliance with local employment regulations by providing statutory holidays, paid annual leave, marriage leave, maternity leave, sick leave, and compassionate leave etc. Other benefits include:

Social insurance	Housing allowance	Health insurance	Bereavement allowance	Annual health check-ups
Parental leave	Holiday gift	Wedding gratuity	Catastrophic illness medical assistance fund	

Employee well-being benefits at Belkin

Belkin prioritizes the physical and mental well-being of its employees alongside with their professional development. Belkin offers a range of health and wellness benefits that can be tailored by each employee to meet individual needs. In fact, Belkin was awarded the Healthiest Employee Award in Southern California (up to 499 employees), showcasing its commitment to employee wellness. Some of the available benefits include:

- Monthly mindfulness sessions
- Free weekly virtual fitness classes (yoga and boot camp)
- Private mother's rooms equipped with a refrigerator for secure milk storage
- Massage chairs
- Discounted gym memberships
- Fitness competitions
- Onsite gym room
- Set up 2 meditation/non-denominational prayer rooms
- Health fairs, biometric screenings, and blood drives

Employee welfare at Taipei site

Childcare Benefits: provide monthly childcare allowance to children aged 0-6 of our employees, transportation subsidy is also provided to pregnant employees.

Diverse Sport Facilities: offer gym, shower rooms, and various employee clubs.

Health Check-ups: enjoy free annual comprehensive health check-ups, and participate in health promotion activities (e.g., weight loss programs) with medical consultations.

Comprehensive Support to Work Overseas: provide comprehensive support for working overseas, including airfare, accommodation, meals, and allowances, ensuring the well-being of all international employees.

Diversity, Equity and Inclusion

At FIT, we are dedicated to providing equal opportunities for all employees, irrespective of age, gender, nationality, race, ethnicity, religion, disability, sexual orientation, or status. To ensure adherence to employment-related laws and to facilitate efficient recruitment and talent development processes, FIT has implemented the "Regulations on the Management of Employee Recruitment Operations" and the "Regulations on the Management of Basic Manpower Recruitment Operations," which are applicable across all sites. FIT is committed to upholding the principles of fairness, equality, and non-discrimination in all recruitment practices.

FIT believes that promoting diversity can benefit its global operations. Each facility responds to issues related to diversity, equity, and inclusion through initiatives aimed at attracting talent. For instance, FIT Vietnam conducts annual anti-discrimination training for all employees, ensuring they are equipped with the knowledge and skills necessary to foster an inclusive workplace environment. At FIT Belkin, the Women's Network Group ("WNG") has been established as a testament to Belkin's ongoing commitment to advancing gender equality. Members of the WNG benefit from advocacy, mentorship, professional development opportunities, and networking engagements with senior leadership.

FIT is committed to promoting diversity among its workforces. Significant steps have been taken to promote and maintain a diverse workforce, including the appointment of a female director to the Board. Moving forward, FIT remains dedicated to expanding these efforts by developing additional programs focused on diversity and inclusion. These initiatives aim to further enhance our workplace culture and strengthen our commitment to social responsibility.

Development and Training

FIT prioritize the professional and personal growth of our employees. By offering essential training and skills development opportunities, we enable our workforce to build a solid foundation for career advancement. To support this commitment, FIT has established a comprehensive career development system and structured training programs. We have set clear objectives for employee development, including specific metrics such as the percentage of employees receiving training and the total training hours completed. Progress toward these goals is continuously monitored to ensure alignment with our strategic priorities.

We offer a variety of customized training courses to employees with different levels and positions, addressing both business needs and career aspirations. These include new employee training, leadership training, on-the-job training, specialized work training, lecturer training, and language courses. Additionally, the Company actively encourages employees to pursue higher academic qualifications for ongoing learning and personal growth. FIT Mainland China has partnered with local educational institutions to provide employees with undergraduate and postgraduate program support.

In 2024, FIT achieved a 100% completion rate for the Code of Conduct training. Additionally, 124 ESG/EHS-related courses are available, both online and offline, further demonstrating our commitment to sustainability and responsible business practices. These initiatives underscore FIT's focus on fostering a culture of continuous learning, ethical conduct, and sustainable development.

FIT's general training courses include:

New Employee Training	• Designed to help newcomers adapt to the work environment and include introduction on the company's corporate culture, policies, and production safety. • Team-building activities are also organized to foster collaboration and strengthen relationships among employees.
Cadre Training	• Develop necessary skills for management positions. • Cover topics of corporate culture, communication skills, KPI management, leadership skills, and team management.
Special Type of Work Training	• Specialized training is provided to assist employees in specific types of work, aimed at enhancing their professional skills and helping them obtain relevant qualifications.
Language Training	• Local language (e.g., Vietnamese, Korean, German, etc.) and English training courses • Improve employees' communication and reduce their language barrier.

FIT Belkin is committed to fostering a culture of continuous learning and professional growth, enabling employees to achieve both personal and career aspirations while contributing meaningfully to the organization's success. Through self-directed learning initiatives, employees are empowered to pursue their development objectives and enhance essential job skills via an industry-leading learning management system that offers on-demand training. Additionally, FIT Belkin provides experiential learning opportunities, fireside chats with senior leaders, and mentorship programs to deliver practical and inspiring development experiences. To further support employee growth, the company offers education reimbursement, encouraging participation in industry conferences and networking groups. Furthermore, comprehensive compliance training programs are in place, covering leadership, DEIB, ethics, fraud prevention, and cybersecurity, reinforcing a culture of integrity and accountability across the organization.

FIT Belkin education program

FIT Belkin has an Educational Assistance Program available to all full-time employees. Employees who have been working at Belkin for at least one full year are eligible to receive annual financial assistance for enrolling in job-related courses at accredited educational institutions. This initiative not only encourages professional development but also helps employees enhance their skills and advance their careers.

In addition to the program, Belkin provides a range of optional training courses throughout the year via its Learning Management System (G.R.O.W. Learning Hub). The hub features over 15,000 courses for skill development. Other programs include mentorship, executive coaching, leadership development, and skill-map building. These various learning and development programs at Belkin ensure that employees have continuous access to resources they need for ongoing growth and advancement.

FIT Belkin's collaboration with universities

FIT Belkin has collaborated with local high schools and provided internship opportunities for students, enabling them to gain valuable work experience. This strategic initiative can bridge the gaps between education and employment. This program delivered career-connected learning (CCL) as a service, fostering collaboration between educational institutions and industry.

The participant students engaged in a unique learning experience by spending one day per week at FIT Belkin's Global Headquarters. During the time, students interacted with employees in various capacities, including:

- Mentoring: Monthly meetings focused on overall career development.
- Project Consults: Students provide insights and solutions for Belkin's real-world projects.
- Advisory for Student Entrepreneurs: Students presented business proposals and with feedback and guidance from Belkin professionals.
- Career Workshops: Organize seminars and events to highlight the professional aspects of working at Belkin.

This program can promote Belkin's brand equity with future generation of consumers and talent.

Training program highlights at FIT Mainland China sites

Emotional Management and Positive Mindset Training: Huai'an site organized an "Emotional Management and Positive Mindset" training course as part of the onboarding program and the program was a collaboration between the site and local educational institutions. The training attracted 70 participants, utilizing group discussions and debates to analyze the character traits and behaviors of the main characters from the Chinese novel "Journey to the West" . This approach helped participants identify and manage their emotions, fostering a positive mindset for their new professional lives.

Industry-Academia Collaboration: FIT is committed to fostering a robust talent pipeline through industry-academia partnerships. In 2024, the Shenzhen site collaborated with multiple institutions, including Guangdong Communications Vocational College, Yangtze River Engineering Vocational College, and Jieyang Vocational College, to provide the latest training and meet the needs of technicians for the sites. Similarly, the Huai'an site partnered with local vocational schools and universities, such as Huai'an Electronic Information Vocational College and Huai'an Advanced Vocational School, to organize various training courses and practical programs to nurture potential talent.

Educational Advancement: FIT continues to support employees' educational advancement by collaborating with leading universities across China, including Nanjing University of Aeronautics and Astronautics, Wuhan University, Tianjin University, Jiangsu University of Science and Technology, Shenzhen University, Suzhou Vocational University, and Changzhou Institute of Technology. In 2024, a total of 102 employees enrolled in higher education programs.

Mold Technician Training: Mold forming is a critical manufacturing process for our company. We ensure the sharing of technical expertise and the passing down of skills through the training of mold technicians.

Skill Certification: To fully motivate employees to learn and master technical skills and enhance their technical proficiency, Shenzhen, Kunshan, and Huai'an sites actively organized vocational skills training and certification. In 2024, a total of 8 batches of skill level certifications were distributed, covering positions such as mould technicians, grinders, milling machine operators, and programmers. A total of 1,022 employees obtained skill level certificates, including 81 senior technicians, 44 technicians, 679 advanced workers, 203 intermediate workers, and 15 junior workers.




Training program highlights at Voltaira

FIT Voltaira organizes annual global and regional training programs. To assist new employees in adapting to the work environment and tasks, Voltaira implements a mentoring program and pairs up each new hire with a buddy. Additionally, a mandatory onboarding course including ESG session is offered to help new employees gain a deeper understanding of operational principles. Voltaira has 150 LinkedIn Learning licenses available to support the autonomous development and continuous learning of our employees, enabling them to enhance their skills and knowledge independently. FIT Voltaira sites also offer their own tailored training sessions for employees. These regionalized training initiatives cater to specific needs and objectives within each site.

FIT Voltaira Wuhu

- Hold LinkedIn Learning licensed courses and employees can select diverse skill-enhancing courses from the platform.
- Monthly training sessions on ESG topics.
- Every function receives at least one training session monthly to promote continuous learning and development.

FIT Voltaira Mexico

Mentorship program:

- Set up communication network to facilitate communication among new employees during their acclimatization.
- Appoint dedicated trainers to offer production training.

Training courses:

- Organize vocational technician courses, with 20 participants to gain knowledge in pneumatics and Total Productive Maintenance (TPM).
- Host the "Leaders Who Transform" course to over 50 employees, the course focuses on leadership skills such as time management and emotional intelligence.

FIT Voltaira Korea

Mandatory training to cover topics on:

- Sexual harassment prevention
- Disability awareness
- Workplace harassment prevention
- Occupational safety and health
- Retirement pension awareness
- Personal information protection

Additional job training:

- Microsoft Project training for PM team
- EV battery training for R&D
- Inventor program training for R&D
- IATF 16949 certification for Quality
- VDA 6.3 core tool training for Quality
- English language training (online/on-site)

FIT Voltaira Germany

Provided:

- Annual English language training for employees to enhance communication skills.
- Annual German language training to non-German speaking employees.

FIT Voltaira also provided on-line Information Security and Data Privacy training to its employees during 2024 in Germany. Password, mobile, workplace policies, email security, security guidelines, and other basic IT security and data privacy topics were covered in the training to ensure their employees are aware of data protection and IT security principles.

Employee Communication and Engagement

At FIT, we are committed to fostering transparent and continuous communication with our employees. Our goal is to cultivate an open and inclusive environment where employees feel well-informed, respected, and empowered to share their perspectives.

At FIT's facilities in Mainland China, we place a strong emphasis on open communication and employee engagement by organizing regular departmental employee forums. These forums are attended by senior management representatives from each department, as well as the union chairman. Their primary objective is to actively listen to employee feedback, understand their needs, and address any concerns they may raise. In 2024, a total of 116 employee forums were conducted across all manufacturing sites in Mainland China. Additionally, SSI facilitates daily communication through various channels, including email, SMS, dedicated module hotlines, and employee mailboxes, further enhanced by group-specific open feedback QR code initiatives. To strengthen engagement, SSI also hosts monthly frontline employee roundtables, supervisor meetings, and mentor-lunch sessions.

At FIT Belkin, a robust and supportive work environment is supported by structured 30/60/90 feedback sessions. Throughout the year, People Business Partners hold regular meetings with managers to discuss employee development and address any concerns. Engagement surveys are conducted periodically to assess employee satisfaction and identify areas for improvement. Communication is further supported by feedback surveys administered at the conclusion of workshops and panel discussions, providing both quantitative and qualitative insights to guide future training and development initiatives. The "Employee Handbook" outlines our open-door policy, which underscores our commitment to open communication and encourages employees to engage directly with senior leadership.

FIT strives to build an open communication culture

Since late 2024, FIT has launched a series of "Open Communication" cultural initiatives to promote an open and transparent communication environment:

"We Can Hear Your Voice" Series:

- Encourages all employees to freely share their suggestions for improving the Company.
- The first phase focused on enhancing the environment of sites and offices.
- Collected and responded to every suggestion, and publicly shared the improvement results.

Implement the "Three Open Communication Principles" in All Meetings:

- Speak Up: Encourage employees to freely express thoughts and listen to opinions from others.
- Stay Constructive: Foster a positive environment by providing constructive feedback.
- Be Efficient: Ensure discussions remain focused on the topic and productive.

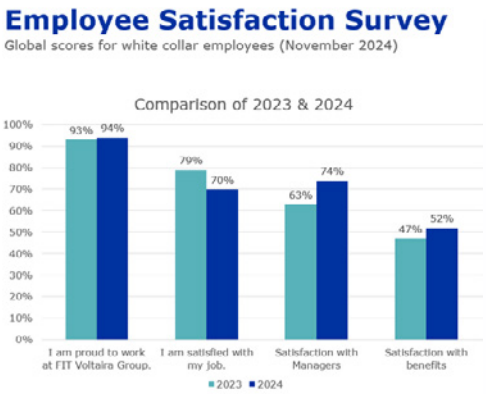
Impact:

This initiative has fostered a more open and positive communication culture, enhanced employee engagement and driven continuous improvement. We value each employee feedback and address in practical approach.

Employee Satisfaction Survey

In April 2024, the Kunshan site conducted an employee satisfaction survey to align with client expectations. A total of 2,407 employee responses were collected, resulting in an overall satisfaction score of 8 out of 10. The survey findings revealed that employees expressed satisfaction with various welfare programs, including living conditions and the factory environment.

FIT Voltaira continues to conduct an annual employee satisfaction survey to gather comprehensive feedback from its workforce. This anonymous survey, administered to both blue-collar and white-collar employees in November 2024, provided valuable insights that inform targeted strategies for employee attraction and retention, as well as identifying areas for improvement. According to the survey results, 94% of participating employees expressed pride in working at Voltaira.



Based on the results of employees who participated in the employment engagement survey conducted in 2023 and 2024.

Freedom of Association

FIT is committed to upholding the principle of freedom of association for all employees, ensuring that individuals are free to form, join, or participate in labor unions of their choice. In alignment with this commitment, we have established trade unions that operate in full compliance with applicable local laws and regulations, including the "Trade Union Law of the People's Republic of China," the "China Trade Union Regulations," and the "Labor Law of the People's Republic of China." These trade unions play a vital role in safeguarding employees' rights and interest, organizing activities, promoting well-being and benefits, resolving labour disputes, and supporting skill development.

Case study: comprehensive employee welfare and engagement at FIT SSI Union

The FIT SSI Union acts as a key platform to provide benefits to employees, being dedicated to enhance the well-being and satisfaction of its members. The union offers a range of services, including high-quality canteen services, diverse cultural and recreational activities, professional legal consultations, and regular health check-ups.

- Union Canteen: Provide nutritious and delicious meals, ensuring employees enjoy a satisfying dining experience.
- Cultural and Recreational Activities: Organize various events such as competitions, lectures, and training sessions to enrich employees' leisure time and foster team cohesion.
- Legal Consultation: Offer professional legal advice to protect employees' rights.
- Employee Birthday Celebration: Celebrate employees' birthdays with gifts and activities, fostering a warm and caring environment.
- Health Check-ups: Provide regular health check-ups with professional medical teams to ensure employees maintain optimal health.

In 2024, the SSI site actively organized 25 activities, with a total of 4,412 participating employees.

Employee Activities

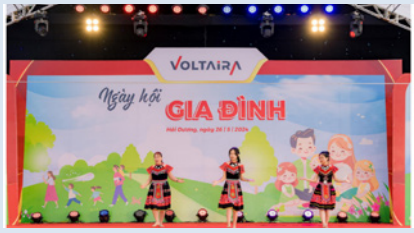
FIT is committed to fostering a healthy lifestyle and promoting work-life balance among its employees. To enhance team cohesion and collaboration, FIT actively encourages participation in a range of initiatives, including team-building exercises, social gatherings, and wellness programs. These efforts are designed to strengthen interpersonal relationships, improve teamwork, and provide employees with opportunities to recharge and connect with colleagues outside of their day-to-day professional responsibilities.

Running competition at Voltaira Mexico

Voltaira Mexico hosted the "Third Race" running competition in Comonfort, centring around the motto of "Actívate, vive major" (i.e., "Get active, live better"). This event attracted enthusiastic participation from colleagues, with runners competing along 5 and 10-kilometer routes. The "Third Race" was more than just a running competition. It was a family-friendly event. The event fostered togetherness and healthy lifestyle, as well as promoting a sense of belonging for employees within the company.


Family Day at Voltaira Vietnam

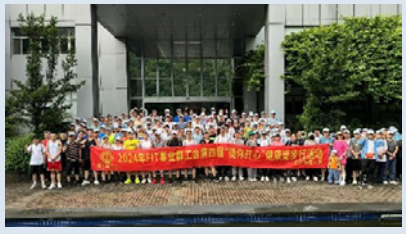
Voltaira Vietnam organized a Family Day, an event to strengthen the connection between employees and their families. The event included a variety of games, a talent show, and a raffle draw, all were designed to involve participants at all ages. This Year, the number of participants reached 3,100 who provided positive feedback.

Enhance employee engagement and well-being at FIT Mainland China

Team building activities for outstanding frontline employees and mid-to-senior level managers

To foster a healthy and harmonious work environment, promote team culture, and enrich employees' lives, FIT organized 13 outdoor team-building activities in 2024. These events attracted 1,560 participants, included outstanding frontline employees, mid-level managers, and senior executives. The activities provided a platform for communication and team bonding, contributing to the company's stable development.


"Foxconn's Family" - Summer training program for employees' children

Chongqing and Kunshan sites organized summer childcare services for employees' children from July to August 2024. This initiative addressed the issue of children being unsupervised during holidays. During the program, children engaged in tailored activities such as calligraphy, painting, and reading, along with daily recreational activities like chess and jump rope.

Women role model selection activity

To appreciate female employees who exceled in their roles, Huai'an launched two "2024 Women Role Model Selection" activities. The event recognized 6 women role models out of a total of 3,000 participants, who project the positive image in learning, knowledge, skill, and innovation.

Senior Employee Appreciation Event

To express gratitude for contributions of senior employees and continuously motivate them, FIT's various sites hosted a "Senior Employee Appreciation Event" in December 2024. The event honoured 400 employees who have served the Company for 15 years, with activities including social gatherings and distribution of commemorative gifts.

Chapter 11 The Environment

FIT is dedicated to upholding the core principle of "Green, Ecological, Natural, Zero Emissions, and Recyclability." We integrate environmental protection principles into our business operations, ensuring that our activities do not impose negative environmental impact. To achieve this, we have established ambitious sustainability goals and continuously strive to innovate and scale solutions. By investing in advanced equipment and technologies, we enhance resource utilization efficiency, thereby minimizing emissions, waste, energy consumption, water usage, and material consumption.

Case study: Implement the project of "Environmental Policy and Regulation Review Project"

In line with FIT's global expansion strategy, we not only comply with local policies but also proactively implement the "Environmental Policy and Regulation Review Project." This initiative enables us to comprehensively understand and analyze carbon, waste, and emissions regulations across various countries, with a particular focus on carbon management. The findings from this project guide the prioritization of environmental-related matters, which are then translated into short-, medium-, and long-term goals. These goals serve as the foundation for formulating our overarching environmental strategies.

Subsequent Planning: Regularly update the regulations and risk alerts for each location and facility based on the results of this matrix and list to achieve bidirectional management outcomes.

Oversight of Environmental Matters

The Environmental Protection Committee within the SER Committee has been established to oversee and coordinate environmental initiatives across all BUs of FIT. This committee is responsible for setting energy-saving targets and proposing environmental strategies, and ensuring their seamless integration into FIT's operations. Additionally, committee members collaborate with external stakeholders, including environmental advocacy groups, industrial management units, and non-governmental organizations, to stay informed about existing and emerging environmental regulations. This proactive engagement ensures FIT remains well-prepared to address regulatory requirements and environmental challenges. Furthermore, FIT Belkin has established regional sustainability committees to monitor and manage Belkin's environmental performance.

In 2024, FIT's representative participated in the 29th Conference of the Parties hosted by the United Nations Climate Change Conference. During the conference, our representative addressed critical topics such as the extension of corporate responsibilities and the promotion of the UNSDGs. These discussions emphasized the importance of cross-sector collaboration among public, private, and national entities to advance responsible procurement, sustainable production, and climate action initiatives. This platform also served to highlight FIT's brand and unwavering commitment to environmental protection on a global stage.

FIT's representative presented at COP29

The Energy & Climate ("Next Terra") Working Group established by FIT Voltaira

FIT Voltaira has implemented a robust framework for environmental oversight through the establishment of a Global Energy and Climate Working Group. This group is tasked with accelerating the implementation of energy efficiency and decarbonization projects while fostering collaboration across Voltaira's global sites. The organizational structure includes a steering committee that is consisted of COO and Global Sustainability Head), a coordinator, site leadership, and site action teams to ensure effective execution.

Voltaira has prioritized initiatives such as enhancing energy data collection through advanced metering systems, upgrading equipment and processes to optimize efficiency, and addressing energy losses at critical points. Additionally, training programs are organized to promote knowledge-sharing and best practices among sites. Regular workshops are conducted with coordinators from various countries to facilitate communication, align operational goals, and monitor progress. These workshops focus on reviewing monthly energy consumption, assessing GHG reduction targets, and analyzing deviations. Monthly targets for GHG reduction and electricity consumption are set, with actual results in tCO_2e and MWh communicated consistently.

The Working Group is dedicated to translating sustainability objectives into actionable outcomes. By combining strategic leadership with on-the-ground execution, Voltaira is fostering a culture of sustainability and making measurable progress in energy and carbon management.

To reinforce our dedication to environmental stewardship, we have established comprehensive policies that govern our environmental standards and principles. Our Environmental Protection and Management Policy is aligned with the requirements of the ISO 14001 Environmental Management System. This policy outlines the guiding principles for enhancing environmental performance by minimizing our operational impact globally, while also meeting the expectations of shareholders and customers. It ensures that all decision-making processes are consistent with our overarching goals of sustainability and environmental responsibility. Hon Hai mandates that FIT regularly reports and uploads its monthly environmental data to a digital platform for effective tracking and monitoring.

Voltaira's Global Environmental Policy

Case study: Enhance environmental professional skills through training

The training was developed for personnel engaged in environmental management, including engineers, technicians, and management.

The training focused on the management of three types of waste: pure water, wastewater, and exhaust gas. Participants gained in-depth knowledge and practical skills through hands-on operational exercises, enabling them to effectively apply these principles in their respective roles.

Case study: Hon Hai Training – focus on energy efficiency monitoring, energy audits, equipment updates, and energy-saving retrofit

FIT actively collaborates with Hon Hai to exchange insights and learn from shared experiences. Below is an overview of a training session conducted by Hon Hai, which centered on energy efficiency monitoring, energy audits, equipment updates, and energy-saving retrofits:

Hon Hai organized a training session focused on energy efficiency monitoring, energy audits, equipment updates, and energy-saving retrofits in Mainland China. This initiative aligns with the "14th Five-Year Plan for Comprehensive Energy Conservation and Emission Reduction" and the "Action Plan for Large-Scale Equipment Updates and Consumer Product Replacements ." The training emphasized key laws and regulations, including the "Energy Conservation Law," "Energy Management Measures for Key Energy-Consuming Units," and "Energy Review Measures for Fixed Asset Investment Projects." Additionally, it addressed standards such as the "Advanced, Energy-Saving, and Access Levels for Key Energy-Consuming Products and Equipment (2024 Edition)" and the "Energy Efficiency Benchmark and Baseline Levels for Key Industrial Sectors (2023 Edition)."

Objectives

The training focused on the following themes to effectively communicate the Company's goals and objectives:

- Conduct comprehensive energy audits
- Implement rolling project and updates
- Enhance management practices
- Increase equipment investment
- Achieve high digitalization rates
- Ensure the use of facilities that can achieve Energy Efficiency Rating level 2 and/ or above

Outcomes

The training provided clear and comprehensive guidance for FIT to plan its work in 2025, encompassing key tasks, execution steps, and implementation guidelines:

- Update key energy consumption units, compile energy data, and establish energy management positions.
- Assess equipment efficiency, and identify potential improvement areas.
- Assess industry efficiency, and identify issues.
- Develop and update projects, and clearly define retrofitting plans and timelines.

Case study: FIT Belkin won the 10th annual Sustainability Leadership Award

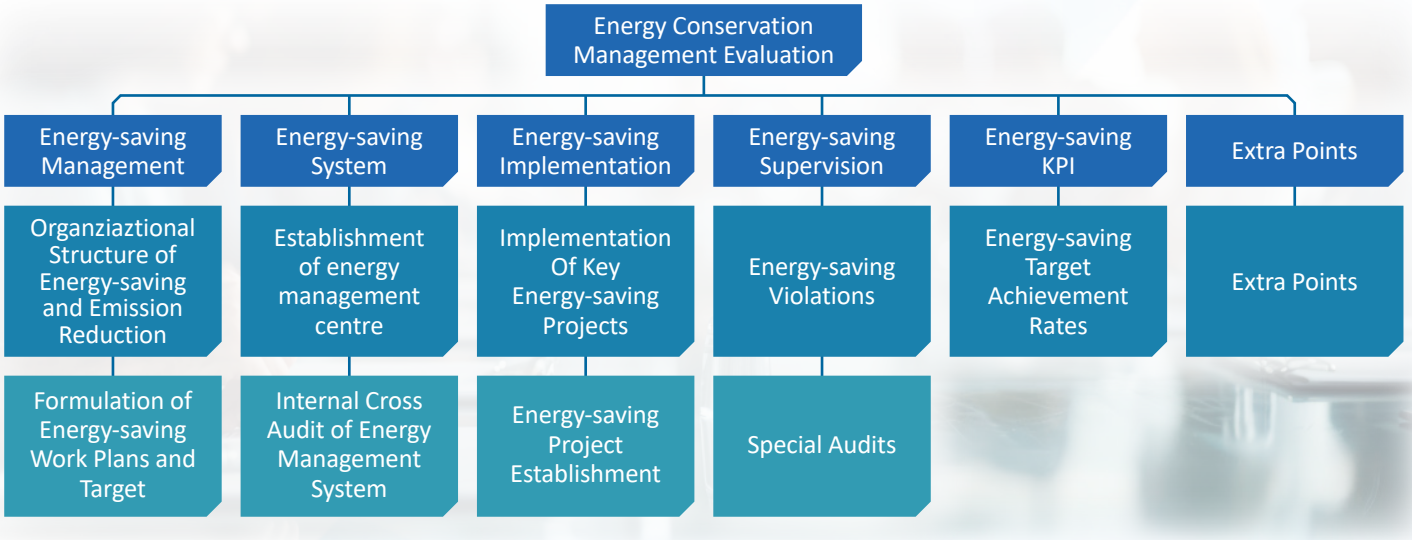
Belkin has been awarded the 10th Sustainable Leadership Award, recognizing its comprehensive environmental efforts and commitment to achieving 100% carbon neutrality by 2030. This is the sixth time Belkin has received this award.

Belkin also commends individuals, teams, and organizations for their efforts in integrating sustainability into their operations and mission.

Energy Management

As a member of Hon Hai, FIT needs to align with its policy directions. The Energy Management Center established by Hon Hai is responsible for overseeing energy consumption, obtaining ISO certification, and setting emission reduction targets for all factory sites in Mainland China. Each site operates its own energy management organization to regularly collect and update relevant data. Energy-saving initiatives are implemented through a structured project system, where critical metrics—such as emission reductions, payback periods, and investment costs—are rigorously evaluated to assess feasibility.

Several FIT sites have introduced energy conservation management evaluations, incorporating comprehensive assessment criteria as below:



This initiative is designed to motivate Business Units (BUs) to implement effective energy-saving measures through a structured reward mechanism, while simultaneously supporting FIT's centralized energy and emissions reduction planning. Targets are allocated to each BU to foster collective collaboration and ensure alignment with organizational goals. The "FIT Energy Saving and Carbon Reduction Plan 2023-2025" provides a systematic framework, outlining the work plans and schedules for each site to execute environmental initiatives across the four key aspects of (i) industrial energy efficiency improvements; (ii) green manufacturing and energy management; (iii) carbon trading and GHG auditing and (iv) training and funding:

- Replace air-conditioning system
- Green energy trading
- Green factory
- Purchase green energy
- Install solar panels
- Upgrade industrial machines
- Replace lighting fixtures with energy-efficiency lighting

Belkin's sustainability vision is "On our journey to becoming climate positive, we are committed to achieving carbon neutrality by 2030." The short-term goal is to achieve carbon neutrality for Scope 1 and Scope 2 emissions by 2025. To achieve this goal, Belkin actively utilizes renewable energy, enhances employee understanding and collaboration on carbon neutrality, and strictly monitors GHG performance progress. Belkin issues supplier surveys to benchmark and evaluate value chain performance (Scope 3 emissions). Additionally, in Indiana, renewable energy certificates have been purchased from wind farms (offsetting 100% of electricity consumption) to power facilities and upgrade to full LED lighting. Other sites are also implementing similar LED retrofit projects based on feasibility. Belkin continues to purchase additional carbon credits to offset the remaining Scope 1 and Scope 2 emissions, striving to achieve carbon neutrality for Scope 1 and Scope 2.

Case study: FIT's sites participate in project meetings with clients as part of supply chain management

Collaboration and management within the supply chain are essential elements for energy conservation. In addition to establishing energy-saving projects at each of its facilities, FIT also supports clients in driving energy-saving initiatives—each facility and BU makes its own efforts:

- Participate in monthly group meetings
- One-on-one meeting with clients
- Concrete energy-saving initiatives, progress update, and supervision of overall energy-saving projects, payback period, etc.

On the path to energy conservation and carbon reduction, investments are inevitable. FIT collaborates with its clients and plans to work with upstream suppliers in the future to advance energy-saving projects.

Case Study: FIT Belkin's global headquarters is accredited with LEED Certification

Belkin's global headquarters in El Segundo, California, has achieved LEED Silver certification, reflecting the company's dedication to energy-efficient design and operational carbon reduction. The building incorporates a seamless indoor-outdoor environment, emphasizing natural design elements, abundant greenery, natural lighting, and open airflow. Key initiatives include:

- 274 solar photovoltaic units installed on the roof, with total capacity of 136.8 kW (offset an estimated 20% of electricity consumption)
- Water-efficient sanitary fixtures save 26% more water compared to the LEED baseline
- Drought-tolerant native landscaping
- Water-conserving faucet sensors
- Sustainable material use, including minimal carpet use, white roofing to reduce heat absorption
- Diverting over 75% of construction waste
- 30 EV car charging stations

Case study: Next Terra project Kick-Off at Voltaira Vietnam site

The Next Terra Project represents a pioneering pilot study designed to transform our strategies for climate protection and enhancing energy efficiency, with a focus on strategic decarbonization in alignment with the Science-Based Net Zero Goals established by Hon Hai. This initiative aims to foster global climate awareness and optimize energy usage across participating nations. It provides countries with the tools to analyze and assess current energy consumption patterns while monitoring progress toward sustainable improvements. By integrating renewable energy sources, advancing conservation initiatives, adopting cutting-edge technologies, and implementing circular economy principles alongside sustainable packaging practices, the project seeks to significantly mitigate the environmental impact of global warming. Our comprehensive strategy includes:

- Program roadmap
- Energy management system certification
- Awareness activities
- Site energy weekly inspection
- Corporate and product-level carbon footprint accounting
- Value chain carbon footprint reduction program
- Carbon Offsetting
- Performance monitoring and reporting
- Renewable Energy Investment and Procurement
- Energy/ water loss analysis
- Energy efficiency projects
- Clean Fleet and Transportation

Voltaira – Vietnam served as the pilot site for the implementation of this project, which has encouraged Voltaira to explore opportunities for expanding its scope where feasible.

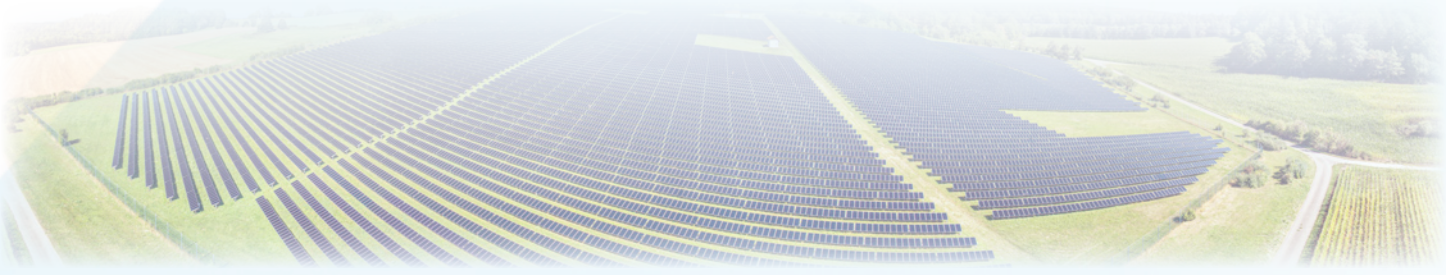
Renewable Energy Initiatives

In alignment with Hon Hai's objective to achieve a minimum of 50% green energy usage by 2030, FIT has established a 2024 renewable energy target ratio of 25%, with a planned annual increase of 5% leading up to 2030. We are dedicated to consistently expanding the adoption of renewable energy sources across our operations.

FIT Vietnam has been actively procuring renewable energy through utility providers while simultaneously developing its own self-generated renewable energy systems. The company aims to generate 15% of its total energy consumption from solar power by 2025. Additionally, the Zhengzhou facility is progressing with plans to construct a 2.3MW solar station, targeting to achieve 10% of renewable energy ratio.

FIT Voltaira has initiated a comprehensive decarbonization strategy, incorporating a variety of energy efficiency measures. These efforts include the ongoing expansion of renewable energy utilization, process optimization, and the enhancement of fleet operations through the adoption of low-carbon fuels. Voltaira has also introduced low-emission vehicles and implemented awareness programs, such as employee training and regular energy audits. As a result of these initiatives, the company realized financial savings of approximately €145,000 in 2024 and achieved a 9% reduction in emissions compared to the 2020 baseline.

In 2024, Voltaira Ukraine announced a new photovoltaic (PV) investment project, involving the installation of a solar panel system designed to meet 62% of its daily electricity needs. This project is projected to reduce annual emissions by 62.7 tCO_2e. This transition plan has also been extended to Voltaira's Vietnam site, where the installation of PV panels has been completed. This initiative is expected to decrease electricity consumption by approximately 18% by 2025. Furthermore, Voltaira's facilities in Mexico and Shanghai are both in the process of or planning to install solar panels by 2025.



	Voltaira Vietnam	Voltaira Ukraine
		
Objective	Reduce environmental impact and energy costs by investing in renewable energy solutions	Reduce carbon footprint and reliance on non-renewable energy sources by installing a solar energy system
Type of renewable energy source	Solar PV panel	A solar panel system
Specification	• 2,122 Solar PV sets • Optimize solar energy generation during lunch hour	• 226 solar panels and 23 roof windows • The system is designed to integrate with the building's power grid, featuring smart monitoring technology
Achievement	• Conduct regular follow-ups every two weeks to fine-tune the system and maximize solar power utilization • Reduce emissions by 18% compared to 2020 levels, with an expected reduction of 21,900 tons of CO_2 over the next 30 years	• Evaluate the feasibility of installing a solar panel system, design an optimal system for energy generation, and implement the solution efficiently • Include an investment cost of €74,800
Progress	By December 2024, Voltaira Vietnam achieved a 19% reduction in grid electricity consumption compared to the previous year	The system has a maximum capacity of 100 kWh, while the site's actual energy demand is 150 kWh, and the demand can even reach up to 300 kWh
Impact	The site's efforts were highlighted in an internal news update and shared on social media in January 2025	Regular monitoring and maintenance are set up to ensure optimal performance, with planning for potential future expansion

Energy Performance

We adopt a proactive approach to identify areas for improvement and implement effective strategies focused on reducing consumption, enhancing energy efficiency, and promoting behavioral change. To address operational needs, FIT sites conduct annual self-assessments to implement a series of targeted measures aimed at improving energy efficiency and reducing carbon emissions. These initiatives have delivered significant results, with detailed tracking of performance metrics and associated costs.

Electricity performance

FIT has tracked different renewable energy performance, including (i) purchased renewable electricity – DPP, (ii) purchased renewable energy – REC and (iii) self-generated renewable electricity:

546,664.72 thousand kWh
Total FIT's electricity consumption

187,053.88 thousand kWh
Renewable energy

359,610.84 thousand kWh
Non-renewable energy

34.22%
Renewable energy ratio

Emissions Management

FIT has developed the "Exhaust Management and Control Operating System" to demonstrate its commitment to effective emissions management and to ensure regulatory compliance. Business Units (BUs) are required to establish air treatment facilities and perform annual emissions measurement and testing. Additionally, BUs collaborate to verify pollutant concentration levels and air quality, ensuring alignment with the stipulations of Pollutant Discharge Permits. Throughout 2024, all sites have achieved satisfactory audit results.

At the Kunshan site, 30 waste gas treatment facilities have been installed, supported by a dedicated department responsible for overseeing their operations and conducting annual testing. At the Chongqing site, both scheduled and unscheduled waste gas monitoring is performed by a third-party provider at least twice a year. At SSI, a gas collection hood has been implemented in the glue room to capture VOC emissions, which are then directed to the rooftop exhaust gas treatment system for processing.

Case study: FIT's comprehensive Scope 3 audit and cross-departmental collaboration

Since 2022, FIT has initiated a comprehensive Scope 3 carbon accounting project encompassing all its factories and subsidiaries. To date, carbon accounting for the base year of 2020 and the subsequent year of 2021 has been successfully completed. This effort has enabled the identification of key emission hotspots and facilitated collaboration with the procurement team to assess supplier carbon neutrality declarations, current carbon inventory processes, and related practices.

By the end of 2024, FIT plans to commence the carbon inventory for 2022 and 2023, with the expectation that Scope 3 data for the entire organization will be finalized by the third quarter of 2025. Concurrently, subsidiaries Belkin and FIT Voltaira are actively participating in this initiative, ensuring alignment in their Life Cycle Assessment (LCA) data and preparing for future disclosures.

Case study: Belkin conducts LCA

Reducing Product Carbon Footprint: 2024 Progress

Belkin's sustainability strategy extends beyond internal operations, emphasizing collaboration with suppliers to reduce environmental impact across the value chain. In 2024, Belkin achieved significant progress in measuring, tracking, and mitigating Scope 3 emissions, underscoring its commitment to sustainability and transparency.

Advancing Lifecycle Assessment and Scope 3 Tracking

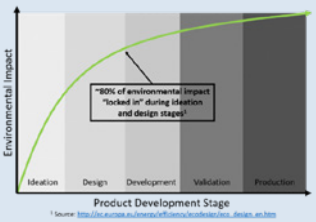
As part of its ongoing efforts to minimize product carbon footprints, Belkin has enhanced its LCA capabilities. The company has implemented advanced benchmarking methodologies, enabling comparisons of 2024 emissions data against both market-based and location-based approaches. Additionally, newly developed reporting tools have streamlined the collection of supplier and logistics data, improving efficiency and supply chain visibility.

Belkin has also strengthened supplier partnerships through Quarterly Business Reviews, fostering greater accountability and collaboration. These efforts focus on implementing GHG reduction strategies among suppliers and ensuring compliance with environmental regulations such as REACH and PFAS.

Product Innovation

Product innovation remains a cornerstone of Belkin's sustainability strategy, recognizing that up to 80% of a product's environmental impact is determined during the design phase. In 2024, Belkin's R&D teams made notable advancements in integrating sustainable materials, optimizing packaging, and developing safer products. Key achievements include:

- Increasing Post-Consumer Recycled ("PCR") content in product housings to up to 90%.
- Incorporating 50% PCR content in cable jackets.
- Utilizing 60% Post-Industrial Recycled material in screen protection accessories.
- Reducing the size of retail boxes to enhance transportation efficiency and lower emissions.
- These improvements reduce resource consumption and contribute to a lower carbon footprint for each product shipped.



FIT Belkin's LCA Approach

As part of Belkin's broader commitment to Scope 3 emissions, FIT Belkin conducts LCAs using its internal capabilities to measure environmental impacts across its value chain and product levels.

The LCA methodology follows the ISO 14040 and ISO 14044 standards, providing a structured approach to evaluate the life cycle of products. FIT Belkin closely monitors resource consumption, including energy, water, and materials, and links this data to specific products. This analysis offers critical insights into Scope 3 emissions from the initial product development to final delivery.

Case study: Voltaira promotes value chain carbon accounting project

In October 2024, Voltaira launched its first Value Chain Carbon Accounting Project (Scope 3), marking a crucial step toward enhancing collaboration with stakeholders. This project builds upon the existing Scope 1 and 2 emissions accounting practices.

To initiate the Scope 3 project, Voltaira organized a kick-off meeting, followed by discussion workshops and training sessions with leaders across various functions, including Purchasing, Supply Chain Management, Logistics, Operations, Engineering, Sales, Information Technology, and Finance. These sessions focused on refining data collection methodologies and identifying key sources of emissions, with the project placing a strong emphasis on prioritizing Scope 3 emissions.

Key Takeaways:

- Cross-departmental collaboration is essential for successful emissions tracking and reduction.
- The project aligns with global sustainability targets, focusing on Scope 3 emissions for a more accurate carbon footprint.
- Ongoing workshops and data collection will refine Voltaira's approach to carbon accounting, ensuring precision and progress toward net-zero goals.
- Identification of challenges related to streamlining data processes, rectifying historical inaccuracies, and identifying responsible departments.

Voltaira's Value Chain Carbon Accounting Project is a pivotal part of its sustainability strategy, ensuring accurate emissions data and fostering collaboration with suppliers to meet ambitious carbon reduction targets.

GHG emissions of 2024:

Indicator	Unit	2024
Scope 1	Tonnes of CO_2 equivalents	13,778.62
Scope 2 (location-based)		356,872.11
Scope 2 (market-based)		262,753.82
Total Scope 1 & 2 (location-based)		370,650.73
Total Scope 1 & 2 (market-based)		276,532.44
Intensity of Scope 1 & 2 (location-based)	Tonnes of CO_2 equivalents/ million USD	83.27
Intensity of Scope 1 & 2 (market-based)		62.13

Waste Management

At FIT, responsible waste management is a cornerstone of our sustainability strategy. We are committed to minimizing waste generation while maximizing recycling and recovery efforts. Our waste-related commitments include reducing the production of harmful waste and ensuring compliant waste handling practices. Furthermore, we prioritize the use of environmentally friendly materials and integrate product designs that promote energy conservation and waste reduction. To monitor performance, all FIT sites systematically collect and report waste-related data.

Underwriters Laboratories UL 2799

- Shenzhen
- Huai'an
- Kunshan Diancha
- FIT Vietnam

Each FIT site has implemented a comprehensive waste management and monitoring plan, governed by the "Waste Management and Control Operating System" and the "Hazardous Waste Management and Control Practice". These frameworks regulate the storage, treatment, and transportation of both hazardous and non-hazardous waste.

Storage	Sites construct appropriate storage area, with sun-proof, rain-proof, and seepage-proof requirements, and equipped with epoxy seepage-proof ground, and anti-leakage cofferdam. Clear signage is also displayed in hazardous waste storage areas, which are secured with double locks for added safety.
Treatment	All hazardous waste and harmful substances are handled by qualified parties.
Transportation	Designated professionals adopt specialized transport methods, to prevent leaks and spills as secondary pollution during transportation.

In alignment with regional requirements under the Hazardous Waste Transfer Management Measures, the Chongqing site has adopted an electronic transfer system for hazardous waste. Additionally, the site has initiated a waste reduction program in 2024, focusing on improving industrial sludge management. By extending compression time, the water content in sludge is reduced, facilitating more efficient treatment and transportation. Furthermore, natural drying during storage is employed to minimize the total sludge volume.

Several FIT sites, including FIT Voltaira, are dedicated to achieving zero waste to landfill, with detailed documentation of waste-related data. The Huai'an site is prioritizing the reduction of waste incineration and disposal, with a focus on converting waste to energy. Key strategies include enhancing waste utilization through external partnerships to reduce disposal needs and ensuring no waste is sent to landfills. In 2024, SSI has launched the Apple "Zero Waste to Landfill" project, which involves organizing focus group meetings, establishing accountability, and collecting waste data. SSI has also set ambitious 2024 targets: 100% compliant disposal of both hazardous and non-hazardous waste, zero waste to landfill, and an 80% waste-to-energy conversion rate.

Case study: FIT India site plans for zero waste projects in advance

As part of the FIT network, the India site has proactively classified electronic waste and battery waste as hazardous materials in strict adherence to local regulations. The Indian site actively collaborates with government-approved recycling vendors, measures the annual waste volume, and sets waste reduction targets accordingly. Data collection is conducted following the zero waste project methodology, with the aim of familiarizing employees with the reporting process.

FIT Voltaira is committed to minimizing waste generation and maximizing the reuse and recyclability of materials across its operations. Each FIT Voltaira site has established clear waste reduction targets and actively monitors waste output and recycling efforts. The company partners with waste management suppliers that align with its sustainability goals. At FIT Voltaira facilities, waste is meticulously collected, segregated, and, where applicable, donated. This includes metals, plastics, paper, wood, domestic waste, and hazardous materials, all of which are sent to appropriate recycling facilities. Designated hazardous waste areas are established within factories, with clearly labelled waste bins to ensure proper classification. Furthermore, select sites offer employee training programs to enhance waste management practices and promote recycling awareness.

Case study: FIT Voltaira Vietnam and India sites promote waste management initiative

FIT Voltaira's Vietnam and India sites have set an ambitious waste recycling target of 75%, which has been consistently exceeded based on monthly data tracking.

The Vietnam site achieved an exceptional recycling rate of 79% by 2024. Out of 536 tons of total waste generated, 421 tons were successfully recycled through approved recycling partners. The site's management and EHS team prioritized employee engagement through initiatives such as morning sessions, informational posters, and recycling slogans to integrate sustainability into daily operations. Additionally, the site implemented LPA to enhance product quality and operational standards. These structured audits ensure consistent adherence to key processes across all management levels, driving continuous improvement and identifying areas for optimization.

On the other hand, the India site has successfully identified suppliers for recycling materials. For example, the food waste generated is repurposed as feed for pigs at a local pig farm. Looking ahead, Voltaira India has outlined plans to install a sewage water treatment plant by 2025, aimed at enhancing water resource management through reduction, reuse, and recycling. The project is anticipated to be completed by December 2024.

Case study: E-waste recycling program at Belkin

Belkin recognizes the critical importance of addressing e-waste and has implemented robust measures to mitigate its environmental impact. In compliance with the Waste Electrical and Electronic Equipment (WEEE) directive, Belkin conducts comprehensive product assessments to ensure adherence to reuse, recycling, and recovery standards. Belkin requires recyclers in United States to hold landfill-free certification, guaranteeing that responsible recycling practices are upheld.

In collaboration with SIMS Recycling, Belkin offers free recycling services for its products in the United States. This program aims to recover valuable materials such as aluminum, copper, and precious metals, effectively reducing the amount of electronic waste that ends up in landfills.

Packaging Materials

FIT remains committed to exploring innovative approaches to minimize unnecessary packaging and promote the adoption of environmentally friendly materials.

FIT Belkin has implemented a comprehensive suite of initiatives aimed at reducing packaging waste and advancing the use of sustainable materials. These efforts include the increased utilization of responsibly sourced paper, a significant reduction in plastic usage, progress toward plastic-free packaging solutions, and enhanced recyclability. As a result,

Belkin has successfully achieved an 89% reduction in single-use plastic packaging since 2019, surpassing the initial target of a 25% reduction by 2025. In 2024, all new product launches transitioned to 100% single-use, plastic-free packaging, utilizing Forest Stewardship Council ("FSC")-certified paper, thereby reinforcing the company's commitment to responsible packaging practices.

To further these initiatives, FIT Belkin has partnered with the Australian Packaging Covenant Organization ("APCO") to develop more sustainable packaging solutions. This collaboration has informed the integration of design strategies that align with APCO's objectives, including reducing single-use plastics, increasing the use of recycled content, and incorporating compostable materials. These efforts underscore FIT Belkin's dedication to advancing sustainability and environmental stewardship across its operations.

Case study: Belkin's efforts in packaging materials

FIT Belkin has made remarkable efforts in reducing plastic usage within its packaging through innovative redesigns, comprehensive recycling initiatives for post-consumer recycled PET plastic bottles, and the integration of more sustainable materials.

A notable achievement in this endeavour is the replacement of conventional plastic envelopes for screen protectors with a compostable alternative crafted from plant-based plastics and craft paper. Additionally, Belkin is actively exploring recyclable envelope options to further mitigate its environmental footprint.

Belkin is committed to responsible sourcing practices, utilizing FSC-certified paper for its packaging to ensure sustainable forestry management. The dedication to environmental stewardship is further reflected in its material choices, with a strong emphasis on incorporating 100% recycled PET wherever possible. Furthermore, Belkin has pioneered a process to transform used PET plastic bottles into new packaging materials, which can be recycled again, thereby creating a closed-loop system for plastic use. This groundbreaking solution has been successfully implemented in the company's OVR packaging.

Through these initiatives, FIT Belkin is establishing an industry benchmark for sustainable and responsible packaging practices, setting a standard for others to follow.

Case study: FIT Voltaira's sustainable packaging

As part of FIT's ongoing commitment to advancing sustainable packaging practices, FIT Voltaira has implemented a series of impactful initiatives across its global operations.

Returnable plastic bins

- Voltaira India has adopted the use of returnable plastic bins for packaging finished goods. These bins are returned by customers via the same delivery vehicles, enabling their reuse over a span of 5-6 years. This initiative not only minimizes waste but also fosters a sustainable, circular approach to packaging.

Repurposing packaging materials

- Voltaira Mexico has collaborated with local communities to repurpose packaging materials. Wooden pallets are donated to schools for use in vegetable gardens, while plastic containers are provided to local kindergartens. In 2024, this initiative has facilitated the reuse of approximately 87 tons of materials, delivering measurable benefits to both the community and the environment.
- Voltaira Ukraine contributes to sustainability by donating unusable wooden pallets to employees for heating purposes, ensuring that materials are repurposed effectively.

Sustainable packaging workshop

- FIT Voltaira recently organized a workshop to share best practices and define future actions with senior management. The workshop focused on addressing legal and customer requirements, as well as exploring emerging trends in sustainable packaging and the circular economy.

The packaging material data of 2024:

30,839.45 tons	11,840.00 tons	4,784.51 tons
Paper packaging material	Plastic packaging material	Wooden packaging material

Water Resources Management

FIT has established the "Wastewater Management and Control Operating System" to effectively oversee the measurement, monitoring, and management of wastewater discharges and other chemical materials in strict adherence to all applicable regulatory standards. These standards include the Emission Standard of Pollutants for Electroplating in China (for industrial wastewater) and the Water Quality Control in Wastewater Discharge (for domestic wastewater) for FIT Mainland China, as well as the QCVN 40:2011/BTNMT for FIT Vietnam.

All facilities employ appropriate and compliant methodologies for the treatment of both industrial and domestic wastewater. Each type of wastewater undergoes a multi-stage purification process prior to discharge. Furthermore, reclaimed water facilities have been integrated at the final stage of the wastewater treatment process to optimize the reuse of treated water, promoting sustainable water resource management.

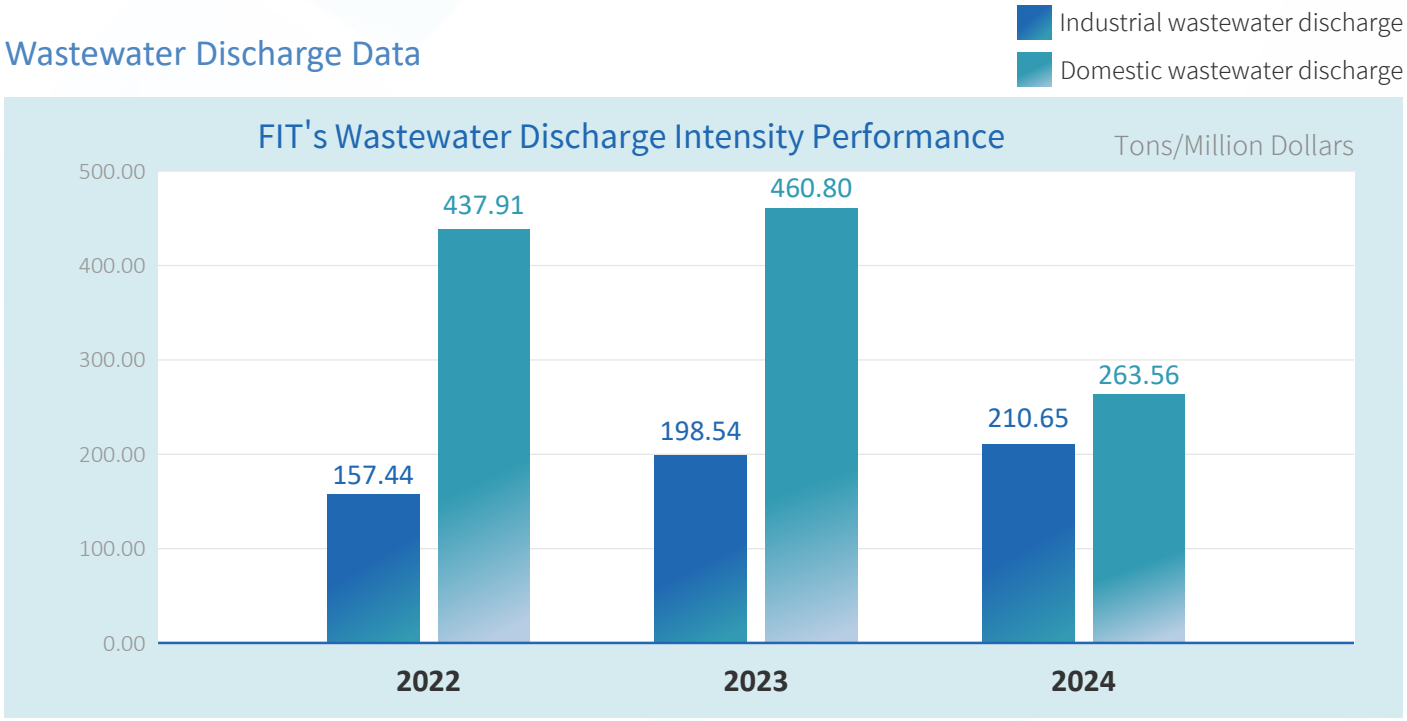
Wastewater management initiatives conducted by FIT sites include:

Site	Wastewater management initiatives
Kunshan	A dedicated wastewater treatment station has been established to effectively manage industrial wastewater. The station is equipped with advanced online monitoring systems that track key parameters, including Chemical Oxygen Demand (COD), ammonia nitrogen, phosphorus, copper, nickel, and pH levels. These systems are integrated with the central supervision unit, enabling continuous 24/7 monitoring of industrial wastewater discharge quality to ensure compliance with regulatory standards.
Chongqing	Trained personnel conduct regular inspections and maintenance of all equipment to ensure optimal operational performance. Additionally, annual wastewater monitoring is carried out, with testing performed by an accredited third-party. The 2024 test results confirm that all discharged wastewater meets the required regulatory standards.
Huai'an	An automated online monitoring system has been implemented to continuously track pollutant levels in the wastewater.
Zhengzhou	Online monitoring facilities for wastewater discharge have been installed to ensure adherence to environmental standards. All wastewater is transported through a pipeline system directly to the treatment plant. Water reuse facilities have also been established to supply reclaimed water for purposes such as electroplating tap water and toilet flushing, promoting sustainable water management practices.
Vietnam	FIT Vietnam operates one wastewater treatment facility which has received official approval from the relevant Vietnamese government authorities. In addition, regular environmental monitoring is conducted on a monthly basis, with detailed reports generated to document compliance and operational performance.

Case study: FIT establishes zero-discharge wastewater plant

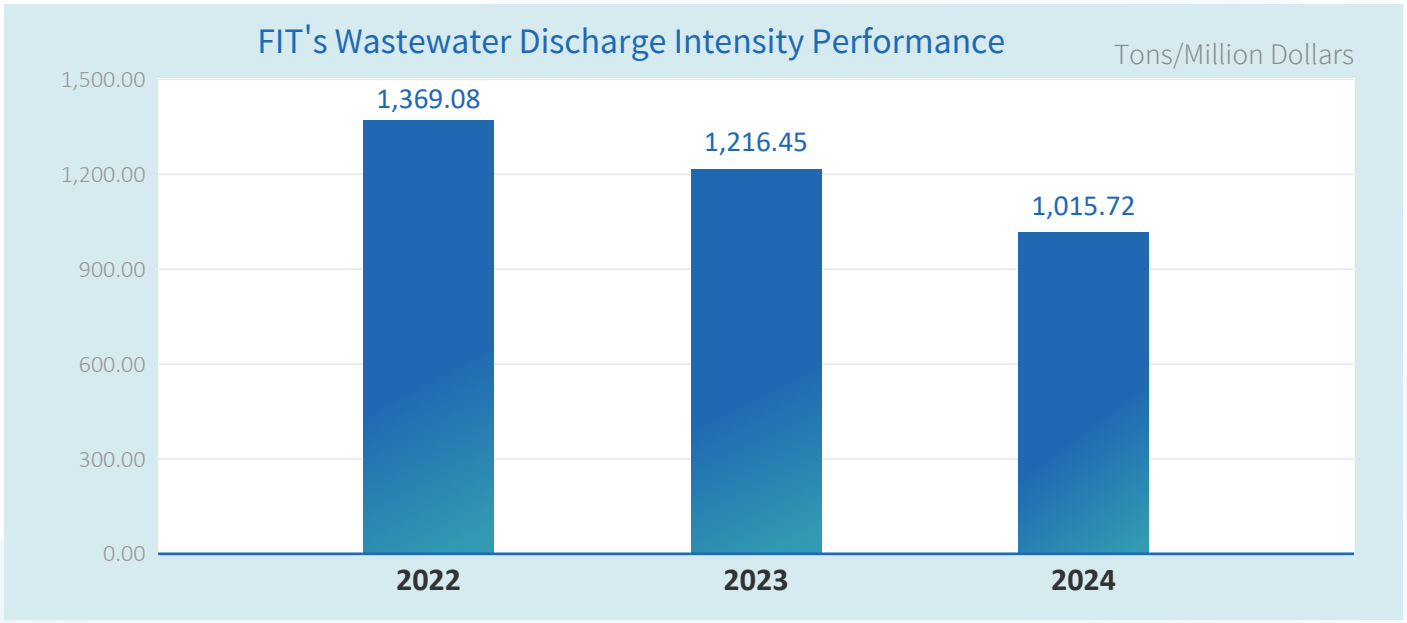
In response to water resource management and recognizing the scarcity of water, FIT has designed and constructed zero wastewater discharge facilities during the establishment of its plants in Vietnam and India. This enhances the ratio of recycled water usage and reduces the reliance on municipal and groundwater. These efforts in water conservation also exemplify the practice of sustainable responsibility.

Wastewater Discharge Data



Water Withdrawal

FIT's operations rely on water sourced from third-party suppliers. Control valves have been installed to manage water flow and prevent excessive consumption.



Environment and Natural Resources

Although our operations have a minimal impact on the environment and natural resources, we are committed to incorporating biodiversity protection as part of our sustainable practices. As a member of Hon Hai, we vigorously implement and fully align with the group's policies and directions. In line with this commitment, FIT rigorously adheres to the "Hon Hai Technology Group Biodiversity and No Deforestation Commitment."

FIT incorporates biodiversity considerations into its site assessment processes. In instances where operations must be conducted in areas identified as globally or nationally significant for biodiversity, FIT will implement comprehensive measures to avoid, minimize, restore, and/or offset any ecological impact. Furthermore, FIT mandates that its supply chains uphold these same rigorous standards to ensure alignment with our environmental stewardship goals.

Case study: Celebrate World Environment Day

In the first week of June, FIT Voltaira commemorated World Environment Day across its global facilities, including locations in India, Vietnam, and Mainland China, to foster environmental awareness and promote sustainable practices among employees. At the India site, employees convened for an insightful address by the Managing Director of FIT Voltaira India, followed by a comprehensive sustainability training session delivered by an ESG professional to over 150 participants. The event featured a range of engaging activities, including tree planting, group discussions, quizzes, and a drawing competition, all of which contributed to the event's overall success.

In Vietnam, employees actively disseminated the World Environment Day message across departments by designing informative posters and conducting training sessions on waste classification, emission reduction, and resource conservation. Additionally, they participated in community clean-up drives to address local pollution challenges. Voltaira has launched the Next Terra Awareness campaign in mainland China, aimed at creating a greener working environment.

Chapter 12 Climate Change

In addressing the societal influencing and pressing matters posed by climate change, corporates proactively identify and implement effective strategies to manage climate-related risks and capitalize on emerging opportunities. This includes adapting business models and fostering collaborative efforts across the value chain to enhance climate resilience and contribute meaningfully to combat climate change. FIT combines the assessment of climate risks and opportunities at operational level and conducts scientific scenario analysis for key entities, effectively understanding the current and anticipated climate change impacts on our operations and value chain. Such assessment and analysis serve as the foundation for analysing financial impacts and formulating short to long-term climate mitigation strategies.

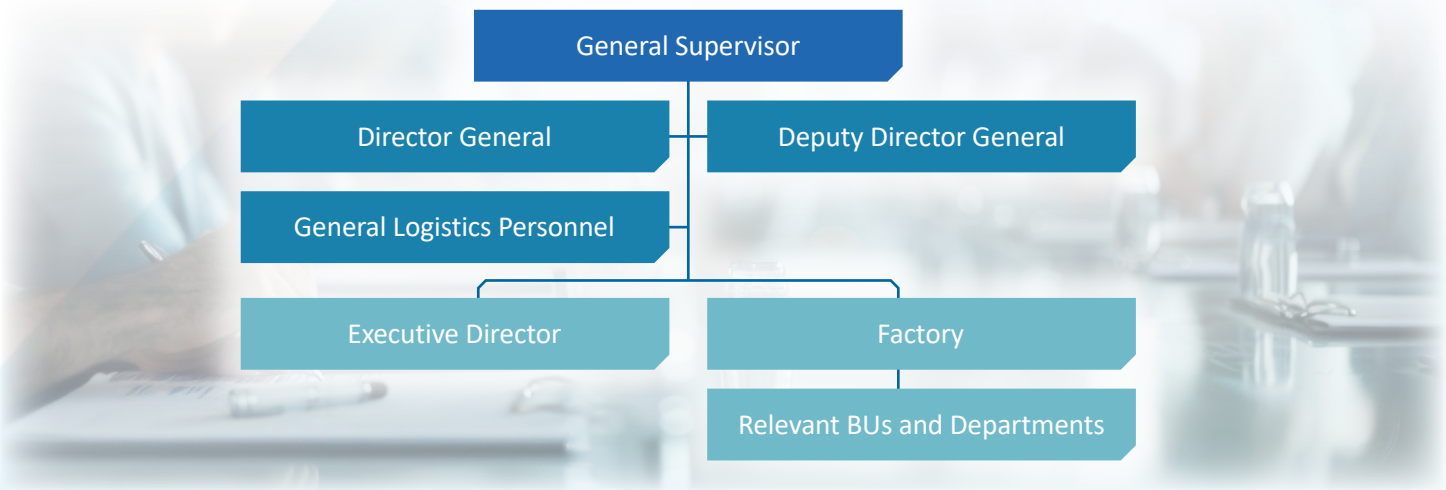
In light of identifying significant climate-related risks and opportunities, and in alignment with the evolving expectations of our stakeholders as well as industry best practices, FIT strives to assess and enahcne the effectiveness of actions taken. We have formally adopted the framework established by the TCFD (4 core elements: governance, strategy, risk management and metrics and targets) and the IFRS S2: Climate-related Disclosures for enhancing the transparency of climate-related disclosures.

Governance

FIT has adopted the following sustainability governance framework, ensuring effective oversight and management of FIT's climate-related matters in a top-down manner:

Governance Structure	Responsibilities	Supervision Frequency
ESG Committee	• Confirm the results of climate risk and opportunity assessments. • Supervise and confirm the effectiveness of strategies and management approaches to mitigate climate change. • Incorporate climate considerations into major business decisions. • Allocate annual budget for climate change planning.	Twice a year
SER Committee	• Understand industry and market trends related to climate change and explore the feasibility of their application within FIT. • Review climate-related mitigation plans developed by the executive level and follow up on climate-related performance indicators. • Understand the needs of each BU regarding climate-related issues and coordinate resource allocation accordingly.	Nearly monthly

"Major Climate Response Management Group" has been established in Mainland China: Coordinate and implement quick and effective emergency response measures after extreme weather and other disasters, such as resuming production, reviewing response measures, as well as collecting and analyzing climate change data.



FIT has developed contingency plans and management measures for various types of extreme weather and disasters. Each BU follows the guiding principles and combines them with actual situation to ensure the health and safety of employees.

Voltaira Climate Working Group: The Voltaira Global Next Terra Committee, officially established in November 2024, focuses on promoting energy efficiency and monitoring energy and carbon reduction performance to prepare for future SBTi target work. The governance structure includes a Steering Committee, Coordinator, Site Leadership, and Site Action Team. The composition and responsibilities of the Working Group are as follows:

Steering Committee	• Provide strategic direction and oversight for the energy and climate initiative to accomplish the organizational sustainability/SBTi targets.
Coordinator	• Coordinate bi-monthly workshops and ensure effective communication of progress and best practices among all countries of operations.
Site Leadership	• Accelerate energy efficiency initiatives, ensuring alignment with organizational sustainability/ SBTi goals. • Encourage collaboration and knowledge sharing among countries of operations.
Site Action Team	• Participate in workshops, report on progress in energy efficiency and decarbonization, and share best practices and actions taken.

FIT ensures that all committee members and relevant personnel from the Environmental Department enhance their skills and capabilities to appropriately oversee climate matters through regular internal meetings and external sustainability-related conferences/events.

Strategy

FIT's business model has strategically evolved to prioritize the delivery of environmentally sustainable, green, and low-carbon products and services. Additionally, FIT systematically monitors and evaluates the energy efficiency and emissions reduction performance of each BUs at the operational level. Additionally, FIT is committed to addressing climate change together with its value chain:

Business Model
Seize Opportunities: • Develop and expand digital markets such as EV and AI and provide sustainable products and services that meet customer needs. • Install self-generated renewable energy systems and purchase renewable energy. • Emphasize R&D for sustainable products and services. Mitigate Risks: • Signed the "2050 Net Zero Commitment Statement" to support the Group's GHG emissions targets for 2030 and 2050. • Formulated the "FIT Energy Saving and Carbon Reduction Plan 2023-2025", with each BU advancing key tasks based on energy conservation and emissions reduction targets. • Established a comprehensive evaluation system for energy conservation and emissions reduction targets and provided rewards to units and individuals with outstanding performance in energy conservation and emissions reduction.

Value Chain
• Build a diversified supply chain resource pool. • Begin collecting and calculating carbon emissions from key value chains (Scope 3). • Provide required environmental data to key customers. • Meet the value chain's requirements for sustainable products and services, from raw material procurement to disposal stages, to promote a circular economy.

We define three-time horizons: short-term as within 3 years, medium-term as 3 to 10 years, and long-term as 10 years or more. FIT believes that medium to long-term strategies should focus on increasing internal coordination and enhancing internal awareness of ESG/climate-related issues, enabling different departments to align and plan actions accordingly.

Risk Management

We assess climate-related physical and transition risks and opportunities along our upstream, business operations, and downstream (value chain) activities. This analysis helps us understand the potential exposure to climate risks and develop long-term strategies to enhance our resilience and adaptability for appropriate climate risk management.

Scenario-based climate parameter data is sourced externally from international institutions, including the International Energy Agency ("IEA"), the International Institute for Applied Systems Analysis ("IIASA")'s Shared Socioeconomic Pathways ("SSP"), the Network for Greening the Financial System ("NGFS")'s Scenario Data Browser, the World Resources Institute ("WRI"), and the IPCC AR6 Atlas (which includes CMIP5 and CMIP6). These scenarios encompass a variety of factors, including political, environmental, economic, and social indicators. By assuming different levels of population size, economic activity, weather patterns, energy use, land use patterns, technology, and climate policies, these scenarios provide data projections that enable us to consider the potential impacts of climate change within the selected time frame. FIT incorporates the scenario analysis results and takes further mitigation measures for entities with significant climate impacts.

Physical Risk

Definition

Physical risk: Significant impact to the short term			
Acute physical risk		Chronic physical risk	
• River flooding • Cyclones • Drought • Heatwaves • Wildfires	Extreme weather events are generally considered likely to increase in frequency and magnitude under warmer climate scenarios. For example, floods, cyclones, wildfires, droughts, and extreme heat.	• Temperature changes • Heat stress • Water scarcity • Changes in rainfall patterns	One of the most direct impacts of climate change is the change to average temperatures. This will manifest over time with increased and more rapid levels of warming under higher emission scenarios. Changes to rainfall patterns and increased water stress will reduce water availability and soil quality under different climate scenarios. Similarly, warming atmospheric temperatures could result in ocean warming and subsequent sea level rise.

Scenario Analysis

Baseline scenario: represents a middle path although with existing climate and energy policies in place, including commitments made in Nationally Determined Contributions (NDCs) being considered, global temperature rise is likely to exceed 2°C and have significant impact on the global climate system.

High Emission Scenario: Under this pathway, existing climate and energy policies fail, leading to a significant and uncontrolled increase in global GHG emissions. In this scenario, the physical risks are expected to be significantly exacerbated.

Transition Risk

Definition

Transition Risk: Significant impact to the medium and long term	
Policy and Legal Risk	Reflect changes in policy and litigation action resulting from efforts to support the transition to a low-carbon world and economy. Examples of policies include carbon pricing mechanisms.
Technology Risk	Relate to the emergence of new technologies to support a low-carbon transition and how these may impact the competitiveness of certain organizations.
Market Risk	Arise from changes to supply and demand as new markets emerge from a transition scenario. Such impacts can cause disruptions to how and where businesses operate.
Reputation Risk	Are tied to changing customer or community perceptions. Will be closely associated with higher environmental expectations from individuals.

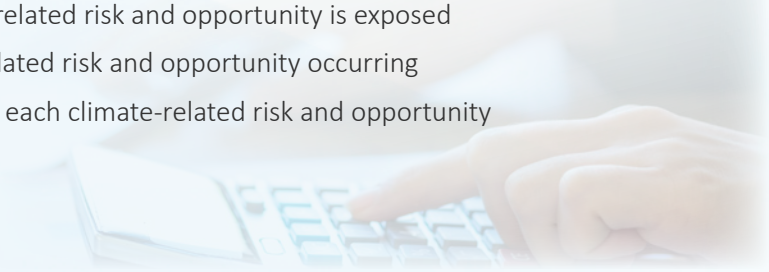
Scenario Analysis

Low-Carbon Transition Scenario: Set a rapid decarbonization pathway aligned with the goals of the Paris Agreement, aiming to limit the global temperature peak to within 2°C above pre-industrial levels. This scenario considers a pathway consistent with this outcome and a low-carbon transition towards a net-zero global economy in the 21st century. Similar to most low-carbon transition scenarios, this pathway requires significant development of negative emission options by 2100 to keep temperatures below 2°C, and even in line with a 1.5°C pathway.

Business-as-usual Scenario: Represent a middle path where, although existing climate and energy policies are considered, including commitments made in NDCs, global temperature rise is likely to exceed 2°C and have significant impacts on the global climate system.

Through the use of climate models, stakeholder engagement, and desk research, we effectively identify and evaluate a list of climate-related risks and opportunities. We quantitatively assess and rate climate-related risks and opportunities based on the following three main parameters, further rating and prioritizing the risks and opportunities:

- **Velocity:** The time horizon over which each climate-related risk and opportunity is exposed
- **Likelihood:** Assess the probability of each climate-related risk and opportunity occurring
- **Financial Significance:** Assess the financial impact of each climate-related risk and opportunity



Ranking and overview of material climate risks and opportunities and their impacts

(R) represents risk,
(O) represents opportunity

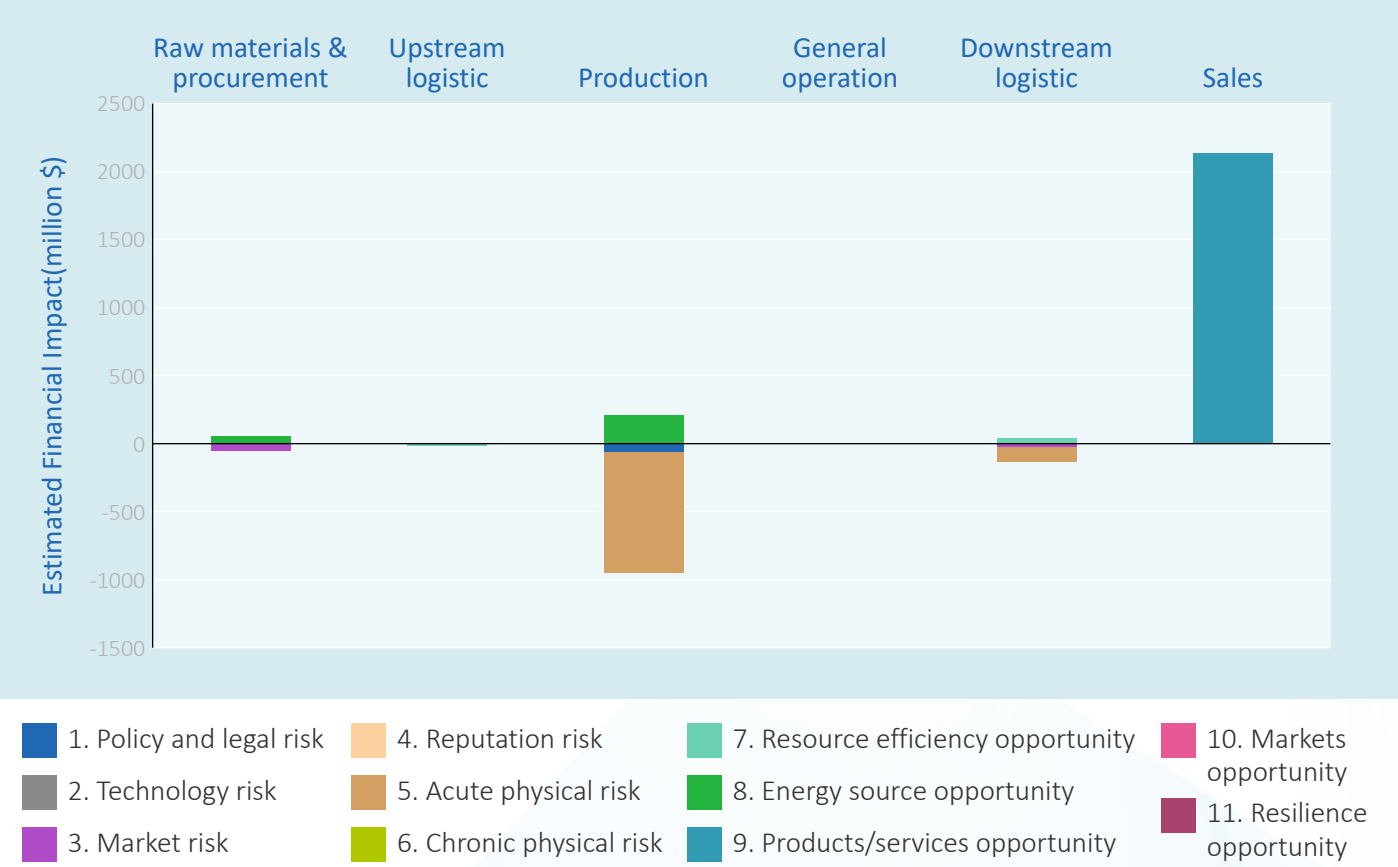
Ranking	Climate-related Risks and Opportunities	Potential Financial Impact	FIT's Actions
1	Extreme Weather Events (R)	• Insurance costs • Equipment repair costs • Costs of site relocation/ design improvement • Salary cost during shutdowns in extreme weather • Costs of order loss and compensation	• Each site implements practices to ensure the safety of FIT's assets and employees based on specific conditions, regularly tracking and reviewing the effectiveness of measures. • Employees are only allowed to return to work after assurance of safety. • Extreme weather poses a risk of damaging FIT's assets, but FIT has insurance coverage for all its assets, which can cover the losses. • Internal trainings are conducted to enhance employees' awareness of the procedures to respond to extreme weather events.
2	Renewable Energy (O)	• Short-term financial expenditure is incurred to invest in new renewable energy technologies. • Expenses in medium- to long-term are further reduced by mature development of renewable energy • Meeting customers' demand and increasing the customer base and reputation in long term	• Close collaboration with renewable energy-related institutions to gradually increase the purchase, generation, and proportion of renewable energy in each factory where feasible. • Setting renewable energy targets.
3	Market Demand Changes (O)	• Attraction of high-value customers • Enhancing brand image • Expanding the market share of green products • Increasing expenditure on R&D and revenue for sustainable products and services • Potential for getting government subsidies when developing sustainable products and services	• Meeting customers' demand for sustainable products and services. • Promoting sustainable development concepts externally and fulfilling social corporate responsibility.
4	Carbon Pricing (R)	• Increased operating costs due to paying carbon taxes and carbon pricing	• Closely following local and regional carbon market policies. • Investing in more efficient equipment and increasing the use of renewable energy to reduce the payment of carbon taxes and carbon pricing.
5	Energy Price Fluctuations (R)	• Increased competition and price due to energy shortage, leading with the increase of operating costs	• Introducing energy-saving technology projects.
6	Temperature Changes (R)	• Increased operating costs due to higher usage of air conditioning and cooling equipment • Cost of providing high-temperature allowances to employees	• Strengthening the management of employees' health and safety to ensure their well-being in working under high-temperature environment.

(R) represents risk,
(O) represents opportunity

Ranking	Climate-related Risks and Opportunities	Potential Financial Impact	FIT's Actions
7	Resource Price Fluctuations (R)	• Increased competition and price due to resource shortage, leading with the increase of operating costs	• Using resources efficiently. • Improving packaging methods to reduce unnecessary packaging materials.
8	Changes in Precipitation Patterns (R)	• Increased construction costs • Increased property maintenance costs	• Pre-deploying flood prevention measures and developing emergency plans. • Incorporating flood prevention considerations into construction and maintenance of factories.
9	Energy Efficiency (O)	• Pre-emptive measures to improve energy efficiency can mitigate impact of market price fluctuations, thereby reducing operating costs	• Introducing energy-saving technology projects.
10	Water Availability (R)	• Increased competition and price due to water resource shortage, leading with the increase of operating costs	• Introducing water-saving technology projects, including water recycling technology. • Treating wastewater in compliance with regulations.
11	Logistics Efficiency (O)	• Regularly replacing trucks with lower air pollutant emissions to comply with stricter environmental regulations, effectively reducing long-term operating costs • Potential for tax incentives or subsidies through improving transportation efficiency and reducing emissions	• Statistically analysing delays in transportation due to climate events, calculating and assessing direct and indirect costs, delivery time and service reliability, and implementing graded and categorized responses. • Deepening cooperation with companies that promote intelligent green transportation, adopting more environmentally friendly and low-emissions transportation methods (such as electric or hybrid vehicles), and gradually expanding the use of EV in logistics activities. • Improving logistics routes, increasing vehicle utilization, and adopting multimodal transportation. • Promoting green logistics and optimizing the logistics network to reduce unnecessary transportation and storage.
12	Stakeholders' Expectations and Reputation (R)	• Investing more resources in sustainable products and services that meet stakeholder expectations and enhance reputation • Intangible financial impact of enhancing FIT's competitiveness in the industry	• Regularly communicating with stakeholders such as customers and investors to understand their expectations of FIT.
13	Water Efficiency (O)	• Pre-emptive measures to improve water resource efficiency can mitigate the impact of market price fluctuations, thereby reducing operating costs	• Introducing water-saving technology projects, including water recycling technology. • Treating wastewater in compliance with regulations.

When assessing climate-related risks and opportunities in value chain, stages in production and downstream sales have resulted in significant financial impact. As shown in the graph, climate-related opportunities in the market and product sales are particularly prominent due to the rapid growth of EV, digital products and infrastructure markets. Physical risks primarily are caused by extreme weather, resulting in significant financial losses to production stage.

Financial materiality results by value chain stage



Metrics and Targets

FIT regards GHG emissions and use of renewable energy as key metrics and targets, and has established the following goals:

Financial Year	2023	2024	2025
Renewable energy ratio	15%	20%	25%
Energy conservation rate	4.5%	4.5%	4.3%

Please refer to Chapter 11 and 14 for details about environmental performance.

Chapter 13 Community Investment

FIT's Community Engagement Plan for 2024 encompasses a range of initiatives aimed at fostering social responsibility and community development. These initiatives included the Green Volunteer Ambassador program, voluntary blood donation drives, anti-fraud awareness campaigns, and community cleaning activities. Furthermore, FIT has established a dedicated employee volunteering team, which has seen the participation of nearly 3,574 employees across its sites in Mainland China, contributing over 8,372.5 volunteering hours. FIT remains committed to engaging with communities and organizing tailored activities to address specific community needs, with the goal of expanding the reach and impact of its efforts.

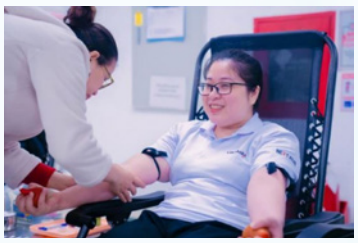
The following provides an overview of FIT's donation and community investment activities during the reporting period, along with the beneficiary groups:

Beneficiaries: Educational institutions

In 2024, FIT utilized its expertise to continue supporting educational institutions. Notably, the company donated precision manufacturing equipment valued at RMB 9.35 million to local technical colleges and universities in Huai'an. These contributions have significantly enhanced teaching practices and generated substantial social value.

Beneficiaries: Communities

Blood Donation: Various FIT sites organized voluntary blood donation initiatives, which saw active participation from employees, further demonstrating the company's commitment to community welfare.



FIT Voltaira's remarkable community enhancement and volunteer activities:

FIT Voltaira has demonstrated exceptional engagement and participation in its corporate social responsibility and community initiatives. A diverse range of programs was successfully implemented, encompassing environmental, health, and social welfare activities. These included blood donation drives, diabetes screenings, celebrations for Women's Day and Ramadan Iftar, scholarship programs for schoolchildren, and tree-planting campaigns.

Notably, the organization exceeded its targets by nearly fourfold, dedicating an impressive total of 9,867+ hours to corporate social responsibility and community engagement efforts.

Donation

FIT Voltaira – Vietnam provided scholarships to students

FIT Voltaira Vietnam donated VND 100 million to the government for supporting post-disaster recovery works from Typhoon Yagi.

FIT Voltaira Mexico donated 30,000 Mexican pesos to the Nutrition and Life Foundation and the Fire Agency

FIT Voltaira Ukraine donated food, toys, books and clothes to orphans, and organized visits at Christmas

FIT Voltaira Ukraine donated 13 hoses to the local fire brigade

FIT Voltaira Shanghai organized employees to visit the elderly in their homes and donated daily necessities worth nearly 2,000 RMB

Clothes donation: FIT US established a clothing recycling facility in the office, and organized employees to donate winter clothes, which were distributed to local community organizations for those in need.

Case: FIT Voltaira Ukraine sponsored and participated in a charity run

Voltaira Ukraine proudly sponsored and participated in the "Fast Doe" charity run. Employee representatives also joined the event, which aimed to raise funds for the treatment and rehabilitation of a community soldier. The event garnered significant participation, with Ukrainian colleagues and over 1,000 attendees completing either a 3-kilometer or 12-kilometer race. Through Voltaira Ukraine's sponsorship, the event successfully raised a total of UAH 465,000 for the cause.

Chapter 14 Appendixes

Table 1: Performance and Data

Emissions

Category		Unit	2024	2023	2022
Exhaust Gas Emission	Hydrogen cyanide	kg	129.78	129.98	156.56
	Ammonia		452.89	427.91	334.84
	Sulphuric acid mist		1,517.36	1,010.87	2,150.25
	Hydrogen chloride		1,963.45	2,872.04	4,150.57
	Chromic acid mist		5.15	4.84	5.90
	Nitrogen oxide		3,697.15	1,230.31	7,602.73
Wastewater Discharge	Total discharge of industrial wastewater	Ton	937,600.10	833,063.43	713,298.78
	Industrial wastewater discharge intensity	Ton/Million USD	210.65	198.54	157.44
	Total discharge of domestic wastewater	Ton	1,173,086.10	1,933,522.70	1,982,631.50
	Domestic wastewater discharge intensity	Ton/Million USD	263.56	460.80	437.91
Greenhouse Gases	Scope 1	Tons of CO_2 equivalent	13,778.62	13,158.45	14,873.20
	Scope 2 (location-based) ●		356,872.11	243,883.04	245,927.63
	Scope 2 (market-based) ●		262,753.82	226,004.45	245,927.63
	Total GHG emissions (location-based)		370,650.73	257,041.49	260,800.83
	Total GHG emissions (market-based)		276,532.44	239,162.90	260,800.83
	GHG emissions intensity (location-based)	Tons of CO_2 equivalent/ Million USD	83.27	61.26	57.57
	GHG emissions intensity (market-based)		62.13	57.00	57.57
Waste	Hazardous waste	Ton	5,116.17	4,095.40	3,408.38
	Non-hazardous waste		23,590.22	28,324.98	22,681.98
	Total waste		28,706.39	32,420.38	26,090.36
	Hazardous waste intensity	Ton/ Million USD	1.15	0.98	0.75
	Non-hazardous waste intensity		5.30	6.75	5.01

- Majority of environment-related data for 2024 was captured through digital platforms. Because Voltaira's annual environmental data has been fully integrated since 2024, the absolute figures generally show an increase compared to prior years.
- The calculation of Scope 2 GHG emissions (location-based) includes data related to the purchase of renewable energy through green certificates. However, it does not include data related to the direct purchase of green energy.
- The calculation of Scope 2 GHG emissions (market-based) does not include data related to the purchase of renewable energy through green certificates or direct purchase of green energy.

Use of Resources

Category		Unit	2024	2023	2022
Energy Consumption and Intensity	Electricity	Thousand kWh	546,664.72	545,713.48	544,783.28
	Electricity intensity	Thousand kWh/ Million USD	122.82	130.06	120.25
	Diesel (stationary combustion source)	Ton	81.68	53.95	3.82
	Diesel (mobile combustion source)		32.19	22.40	162.64
	Gasoline (stationary combustion source)		1.84	NA	NA
	Gasoline (mobile combustion source)		387.49	241.46	230.23
	LPG (stationary combustion source)		0.03	NA	NA
	LPG (mobile combustion source)		0.003	NA	NA
	Natural Gas	m^3	5,837,168.41	4,115,600.32	4,421,609.70
	Steam	Ton	125,996.81	128,442.62	159,641.97
Water Consumption and Intensity	Water consumption	Ton	4,520,972.81	5,104,230.53	6,202,758.17
	Water consumption intensity	Ton/ Million USD	1,015.72	1,216.45	1,369.08
Packaging Material	Paper	Ton	30,839.45	12,417.15	12,507.30
	Plastic		11,840.00	11,969.63	11,001.98
	Wood		4,784.51	4,505.80	4,333.39
	Metal		1.18	0.15	0.10
	Total packaging material		47,465.14	28,892.73	27,842.77
	Packaging material intensity	Ton/ Million USD	10.66	6.89	6.15

Social

Category			Unit	2024	2023	2022
Employee Structure	Total number of employees		Person	60,989	64,418	54,121
	Gender	Female	Person	32,196	34,683	29,099
		Male		28,793	29,735	25,022
	Ratio of female employees		%	52.79	53.84	53.77
	Full-time/ part time	Full-time	Person	60,949	64,382	54,118
		Part-time		40	36	3

Category			Unit	2024	2023	2022
Employee Structure	Age	Below age 30	Person	23,879	25,910	21,967
		Age 30 to 50		34,767	36,746	31,223
		Age above 50		2,343	1,762	931
	Regional distribution	Mainland China	Person	24,134	24,462	25,816
		Taiwan		1,087	1,026	1,020
		Vietnam		31,176	34,110	26,292
		United States		673	1,073	993
		Others		3,919	3,747	/
	Rank	Senior Management	Person	978	1,280	691
		Middle Management		5,719	2,151	2,401
		Grassroot Staff		54,292	60,987	51,029
Employee Turnover Rate●	Gender	Female	%	29.34	21.70	18.19
		Male		34.66	18.17	20.58
	Age	Below age 30	%	46.05	24.41	24.01
		Age 30 to 50		18.68	14.61	14.08
		Age above 50		10.47	0.50	0.15
	Regional distribution	Mainland China	%	23.76	29.14	26.12
		Taiwan		12.55	11.32	14.57
		Vietnam		38.08	37.26	38.73
		United States		8.56	9.22	12.20
		Others		30.66	29.82	/
Health and Safety	Number of work-related death		Person	0	0	0
	Rate of work-related fatalities (200,000 work hours) ●		Per 100 full-time workers	0	NA	NA
	Number of work-related injuries		Person	49	119	112
	Rate of work-related injuries (200,000 work hours) ●		Per 100 full-time workers	0.04	NA	NA
	Number of working days lost due to work-related injuries		Workday loss	1,409.00	4,420.63	4,691.00

● Turnover rate = Number of resigned employees / (Number of resigned employees + Number of employees for that category as of 31 December) × 100%

● This is a new indicator. Fatality Rate = (Number of Work-related Fatalities / Work Hours) × 200,000

● This is a new indicator. Injury Rate = (Number of Work-related Injuries / Work Hours) × 200,000

Category			Unit	2024	2023	2022
Employee Training	Total training hours		Hour	2,232,309	1,980,851	1,697,881.60
	Rank	Senior management	Hour	42,553	53,245	24,582.50
		Middle level management		173,978	54,866	41,733
		Grassroot staff		2,015,778	1,872,740	1,631,566.10
	Total number of trainees		Person	60,040	64,423	47,465
	Total number of trainees-by gender	Female	Person	31,863	34,062	21,478
		Male		28,177	30,361	25,987
	Rank	Senior management	Person	1,082	1,217	687
		Middle level management		3,733	1,948	2,092
		Grassroot staff		55,225	61,258	44,686
	Average training hour		Hour/person	37.18	30.75	35.77
	Gender	Female	Hour/person	33.84	28.28	35.92
		Male		40.96	33.51	35.65
	Rank	Senior management	Hour/person	39.33	43.75	35.78
		Middle level management		46.61	28.17	19.95
		Grassroot staff		36.50	30.57	36.51
	Training ratio ●	Female	%	98.97	98.21	73.81
		Male		97.86	102.11	103.8
		Senior management	%	110.63	95.08	99.42
		Middle level management		65.27	90.56	87.13
		Grassroot staff		101.72	100.44	87.57
Customer Complaints	Product and service complaints		Case	695,244	566,446	438,786
	Safety and health-related recalls			1	0	0
Number of Suppliers	Total		Unit	4,602	4,640	2,476
	Region	Mainland China		2,587	2,692	2,127
		Hong Kong, Macau and Taiwan		722	607	241
		Overseas		1,293	1,341	108
Public Welfare Contribution	Amount of charitable donations	Total amount	RMB	NA	328,877.00	330,588.23
			USD	108,863.92 ●	24,471.00	8,840.50

● Training ratio data exceeds 100% because some sites collected data on employees who received training but also resigned during the Year.
● The total amount of charitable donations collected in USD during 2024.

Table 2: ESG Report Content Index

ESG Guide

Aspect	Disclosures	Reporting Chapter
A1	**Emissions**	The Environment
A1.1	The types of emissions and respective emissions data	The Environment Performance and Data
A1.2	Direct (Scope 1) and energy indirect (scope 2) greenhouse gas emissions (in tons) and, where appropriate, intensity (e.g., per unit of production volume, per facility)	The Environment Performance and Data
A1.3	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g., per unit of production volume, per facility)	The Environment Performance and Data
A1.4	Total non-hazardous waste produced (in tons) and where appropriate, intensity (e.g., per unit of production volume, per facility)	The Environment Performance and Data
A1.5	Description of emission targets set and steps taken to achieve them	The Environment
A1.6	Description of how hazardous and non-hazardous wastes are handled, and description of reduction targets set and steps taken to achieve them	The Environment
A2	**Use of Resources**	The Environment
A2.1	Direct and/or indirect energy consumption by type (e.g., electricity, gas or oil) in total (kWh in '000s) and intensity (e.g., per unit of production volume, per facility)	The Environment Performance and Data
A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility)	The Environment Performance and Data
A2.3	Description of energy use efficiency targets set and steps taken to achieve them.	The Environment
A2.4	Description of whether or not there is any issue in sourcing water that is fit for the purpose, water efficiency targets set and steps taken to achieve them	The Environment We do not have issue in sourcing water that is fit for the purpose.
A2.5	Total packaging material used for finished product (in tons) and, if applicable, with reference to per unit produced	The Environment Performance and Data
A3	**The environment and natural resources**	The Environment
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	The Environment
A4	**Climate Change**	The Environment
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer and the action taken to manage them	The Environment

Aspect	Disclosures	Reporting Chapter
B1	**Employment**	Human Capital Development
B1.1	Total workforce by gender, employment type, age group and geographical region	Human Capital Development Performance and Data
B1.2	Employee turnover rate by gender, age group and geographical region	Performance and Data
B2	**Health and Safety**	Health and Safety
B2.1	Number and rate of work-related fatalities that occurred in each of the past three years including the reporting year.	Health and Safety Performance and Data
B2.2	Lost days due to work injury	Health and Safety Performance and Data
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Health and Safety
B3	**Development and Training**	Human Capital Development
B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management)	Human Capital Development Performance and Data
B3.2	The average training hours completed per employee by gender and employee category	Human Capital Development Performance and Data
B4	**Labour standards**	Human Capital Development
B4.1	Description of measures to review employment practices to avoid child and forced labour	Human Capital Development
B4.2	Description of steps taken to eliminate such practices when discovered	Human Capital Development
B5	**Supply chain management**	Supply Chain Management
B5.1	Number of suppliers by geographical region	Supply Chain Management Performance and Data
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	Supply Chain Management
B5.3	Descriptions of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Supply Chain Management
B5.4	Descriptions of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Supply Chain Management
B6	**Product responsibility**	Product Responsibilities
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Product Responsibilities
B6.2	Number of products and service-related complaints received and how they are dealt with	Product Responsibilities Performance and Data

Aspect	Disclosures	Reporting Chapter
B6.3	Description of practices relating to observing and protecting intellectual property rights	Product Responsibilities
B6.4	Description of quality assurance process and recall procedures	Product Responsibilities
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Product Responsibilities
B7	**Anti-corruption**	Business Ethics
B7.1	Number of corruption lawsuits filed by issuers or their employees and have been closed during the reporting period and results of these lawsuits	Business Ethics
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	Business Ethics
B7.3	Description of anti-corruption training provided to directors and staff	Business Ethics
B8	**Community Investment**	Community Investment
B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport)	Community Investment
B8.2	Resources contributed (e.g., money or time) to the focus area	Community Investment Performance and Data

GRI Standards

Aspect	Disclosures		Reporting Chapter
Required Criteria			
302-1	Energy consumption within the organization		The Environment Performance and Data
305-1	Direct (Scope 1) GHG emissions		
305-2	Energy indirect (Scope 2) GHG emissions		
303-3	Water withdrawal	Our withdrawal of water is sourced from third parties● and not from areas with water stress.	
Optional Criteria			
302-3	Energy intensity		The Environment Performance and Data
302-4	Reduction of energy consumption		The Environment
301-1	Materials used by weight or volume		The Environment Performance and Data
303-4	Water discharge		The Environment Performance and Data

● Third parties refer to municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organizations involved in the provision, transport, treatment, disposal, or use of water and effluent.

Table 3: Reporting Scope

This Report covers the following legal entities located in Asia, Europe, Oceania, North America and North Africa continents:

- Foxconn Computer Connectors (Kunshan) Co. Ltd.
- Foxconn Electronics Industry Development (Kunshan) Co., Ltd.
- Fu Ding Precision Component (Shenzhen) Co. Ltd.
- Fu Ding Precision Industry (Zhengzhou) Co. Ltd.
- Fu Yu Electronics Technology (Huai'an) Co. Ltd.
- Chongqing Hon Teng Technology Co., Ltd.
- XingFox Energy Technology Co., Ltd.
- Sound Solutions International (Zhenjiang) Ltd.
- FIT Electronic Inc.
- New Wing Interconnect Technology (Bac Giang) Co., Ltd.
- Belkin International, Inc. and its subsidiaries
- Foxconn Interconnect Technology Limited – Taiwan Branch
- FIT Voltaira Group
  - Hai Duong, Vietnam
  - Shanghai, China
  - Wuhu, China
  - Pune, India
  - Szekszard, Hungary
  - Comonfort, Mexico
  - Tanger, Morocco
  - Greenville, USA
  - Seoul, Korea
  - Kamyanets-Podilsky, Ukraine