FIT Hon Teng Limited

鴻騰六零八八精密科技股份有限公司

(Incorporated in the Cayman Islands 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



2025 Environmental, Social and Governance Report

FIT Foxconn Interconnect Technology belkin One Mobility

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Chapter 1 About This Report

FIT Hon Teng Limited ("FIT", the "Company", "we", "us" or "our") presents its 2025 Environmental, Social, and Governance ("ESG") Report (the "Report"), providing a comprehensive overview of ESG-related management approach, initiatives and performance across FIT and its subsidiaries and key business unit ("BUs") covering the period from 1 January 2025 to 31 December 2025 ("Reporting Period", "Year" or "2025").

Reporting Standards

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Code (the "ESG Code") as set out in Appendix C2 of the Listing Rules of The Stock Exchange of Hong Kong Limited ("HKEX") and with reference to Global Reporting Initiative ("GRI") Standards. We remain committed to compliance, and our European entities are proactively working to assess and align their disclosure practices with the European Union's Corporate Sustainability Reporting Directive ("CSRD").

Readers may refer to Chapter 14 for more details about the ESG Report Content Index.

Reporting Principles

This Report adheres to the four reporting principles (materiality, quantitative, balance and consistency) as outlined in the ESG Code as well as the AA1000 principles of inclusivity and impact. The application is detailed below:

Materiality	• Representatives of the Social and Environmental Responsibility Committee (the "SER Committee") provide monthly updates to the Chairman on each BU's ESG performance. • Maintain proactive engagement with stakeholders to identify and prioritize ESG issues that have a significant impact on FIT's operations and value chain. • One Mobility Group conducted its inaugural double materiality assessment in 2025.
Quantitative	• Disclose quantitative Key Performance Indicators ("KPIs") for the current year and previous years in both report content and "Table 1: Performance and Data" for comparison. • Present quantitative ESG performance data, segmented by BUs and consolidated at the Group level for 2025.
Balance	• Focus disclosures around 2025 ESG strategic priorities. • Provide an objective view of FIT performance. • Identify opportunities to address performance gaps.

Consistency	• Deploy a consistent data calculation methodology, enabling meaningful comparison of ESG data.
Inclusivity	• FIT gathers stakeholders' inputs on improving sustainability performance and incorporates these into governance and daily operational decisions, ensuring adequate resources and capacity are allocated. • FIT has fostered a diverse, equitable, and inclusive ("DEI") work environment.
Impact	• FIT has established short-, medium-, and long-term sustainability goals along with corresponding action plans to address issues assessed as having significant impact. This ensures that both the positive and negative impacts of its operations on the economy, environment, and society are systematically measured and managed.

Reporting Boundary

The reporting boundary for this Report encompasses our core manufacturing business and is determined using the operational control approach. In selecting the in-scope entities, we factor in relevance, materiality to ESG considerations, and the significance of their impact on FIT's overall business and operations.

The reporting scope includes our operational entities across key regions: Asia (Mainland China, Taiwan, Vietnam, and India), the Americas (the United States), Europe, and North Africa. The reporting scope has been expanded this year to reflect our growing operational footprint, driven by two key developments: the formation of the One Mobility Group.

Following the acquisition of Voltaira ("OMV") in 2023 and Autokabel Group ("AK Group") in 2024, and the subsequent integration of AK, both companies were formally joined together on September 17, 2025 under the "One Mobility" banner as part of FIT. This combination resulted in the establishment of One Mobility GmbH holding the two companies as wholly owned subsidiaries, creating a unified structure to drive operational alignment and sustainable growth. Another key development for FIT was the commissioning of the India plant during 2025.

Reporting Assurance

We engaged the AFNOR (a third-party assurance provider with independently and credibility) according to the TYPE 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating FIT HON TENG's compliance with the AA1000 AccountAbility Principles (2018). The assurance operation includes reviewing and evaluating FIT HON TENG's relevant processes, systems and controls and available performance information. For more information, please refer to the Independent Assurance Statement.

Chapter 2 Chairman's Message

Dear Stakeholders,

2025 was a year of transformative growth for FIT Hon Teng Limited ("FIT"). Guided by our vision of "Connectivity for a Better World," we have deeply integrated sustainability into our core corporate strategy. Under the philosophy of "Sustainable Management = EPS + ESG," we successfully incorporated ESG metrics into the CEO's and GCOO's OKR (Objectives and Key Results) framework, ensuring that sustainability goals are implemented across our global manufacturing sites.

Under the guidance of our "3+3 Strategy," we have made significant progress in the Electric Vehicle ("Automobility") sector. Following the acquisition of the Autokabel Group, we established One Mobility, strengthening our competitiveness in the global automotive market. Simultaneously, we are accelerating our transition toward next-generation AI server platforms, driving a low-carbon transformation through technological innovation.

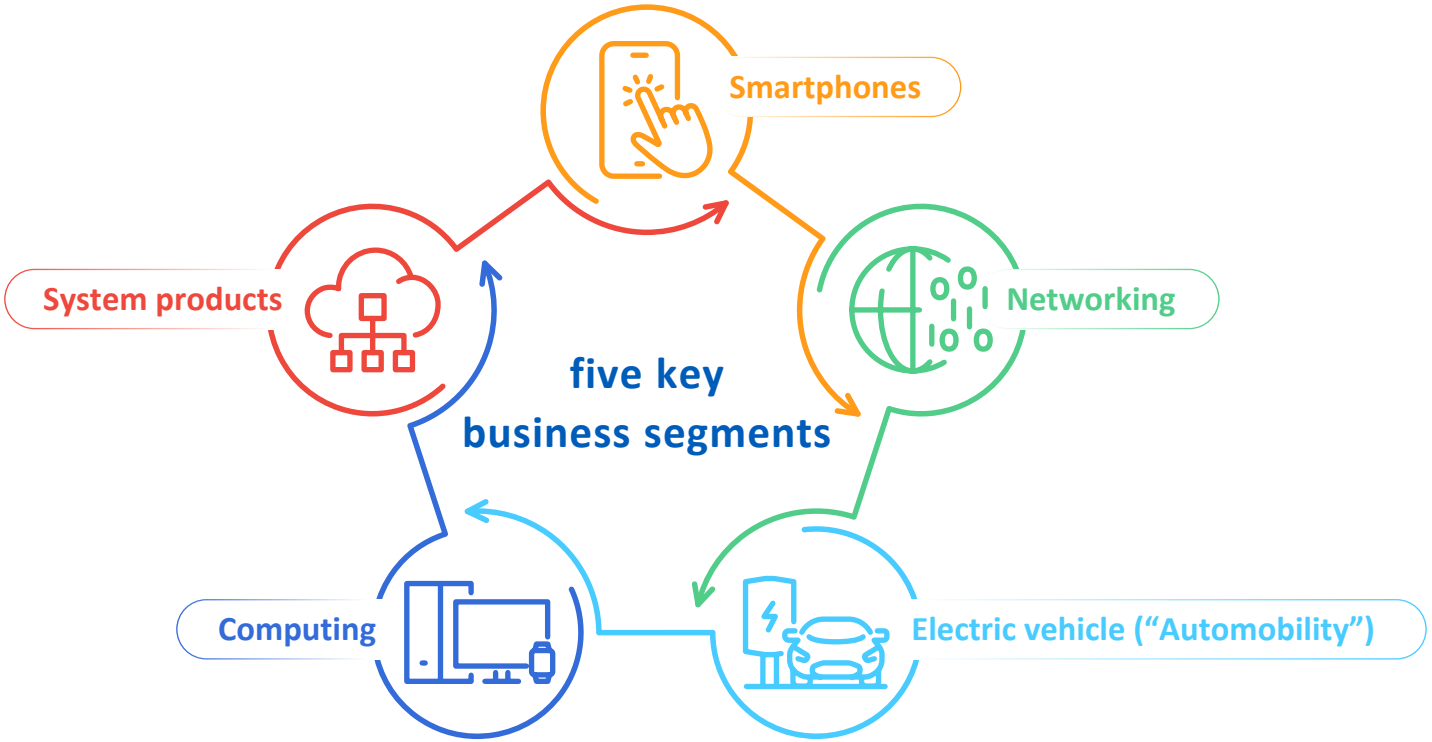
In response to climate change, we have defined a clear decarbonization path. In 2025, we completed emission hotspot analysis for Scopes 1 & 2 and rolled out a digital low-carbon platform across all factories. From the energy action roadmap in Vietnam to process optimization in India, we are reducing energy consumption through concrete actions to fulfill our environmental commitments.

Employees are FIT's most valuable asset. We maintained a retention rate of over 90% for key talent and ensured transparent communication through 146 employee forums. In terms of governance, we required 100% of employees to complete integrity training and implemented labor rights due diligence at major sites to build a resilient and responsible supply chain.

Looking ahead, FIT will remain agile, capturing opportunities amidst challenges, and continue to enhance data transparency and international compliance to create long-term sustainable value for all stakeholders. We are not merely capturing opportunities amidst challenges; we are actively reshaping a more resilient, low-carbon, and transparent global supply chain.

Chapter 3 About FIT

As a global leader in the supply of precision components, FIT also delivers comprehensive end-to-end solutions spanning design, research and development ("R&D") and manufacturing. Guided by the vision of "Connectivity for a Better World", FIT is structured around five key business segments:



The capabilities in precision manufacturing systems and technologies are underpinned by three core competencies: the design and manufacturing of high-precision components, connectivity solutions, and large-scale, vertically integrated production capabilities.

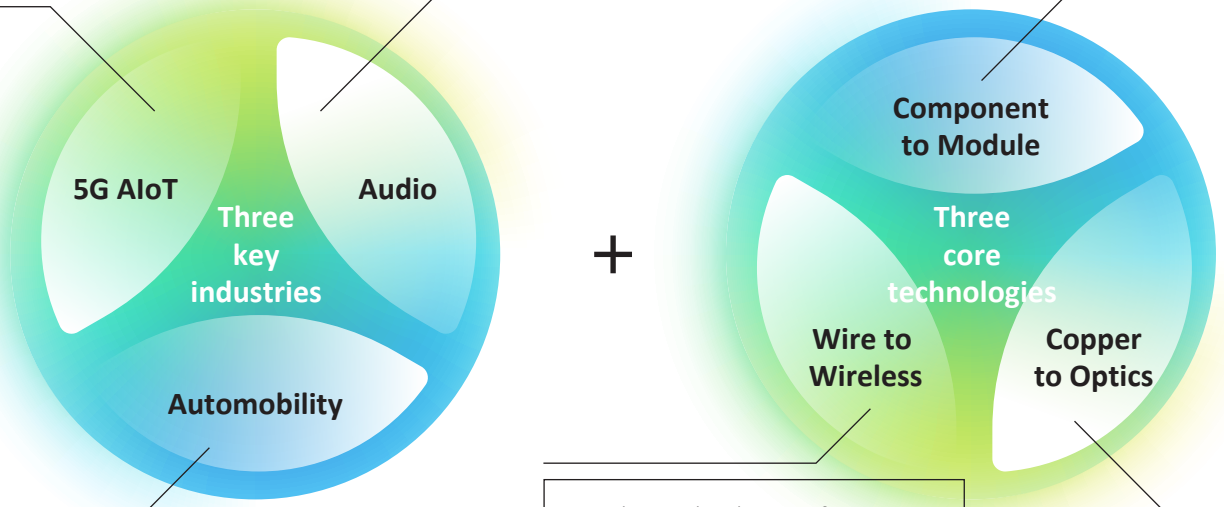
Business Highlight

"3+3 Strategy"

Make significant progress in expanding our audio business, with the on-schedule completion of several overseas production facilities.

Provide services for various world-class brands and private label products across B2C and B2B.

Introduce innovative products for next-generation platform to meet emerging demands of AI servers.



The successful acquisition of the AK Group has positioned FIT as a major market player in the EV charging and automotive markets, marking with substantial growth.

The Group also formed a joint venture with Saleh Suleiman Alrajhi & Sons in Saudi Arabia to establish smart mobility and EV charging for entering into the Middle East market.

Develop technologies of power (wireless charging products) and signal (millimeter wave applications) related application.

Accelerate transition to fiber optic connectors in the communication infrastructure end market with advantages of low-loss, high speed, noise immunity, high bandwidth, better signal over longer distances, and reliable data with less interference.

FIT sustains its technological leadership through a combination of advanced R&D, strategic alliances, joint ventures, and targeted acquisitions.

Chapter 4 Sustainability Governance

Governance Structure

FIT leverages its four Board-level committees for strategic oversight, ensuring the highest standards of operational integrity. Committee members apply their diverse expertise to deliver forward-looking strategic guidance. Their insights and decisions are integrated into our management and execution processes, fostering a culture of operational excellence and drives continuous improvement.

To uphold the principles of the “Board Diversity Policy”, FIT has maintained a balanced gender representation on the Board through the appointment of a female Non-Executive Director. The Remuneration Committee reports on the progress of implementing the Diversity Policy, with supporting data provided for analysis. -Executive Director.

Board’s gender diversity ratio: 12.5%

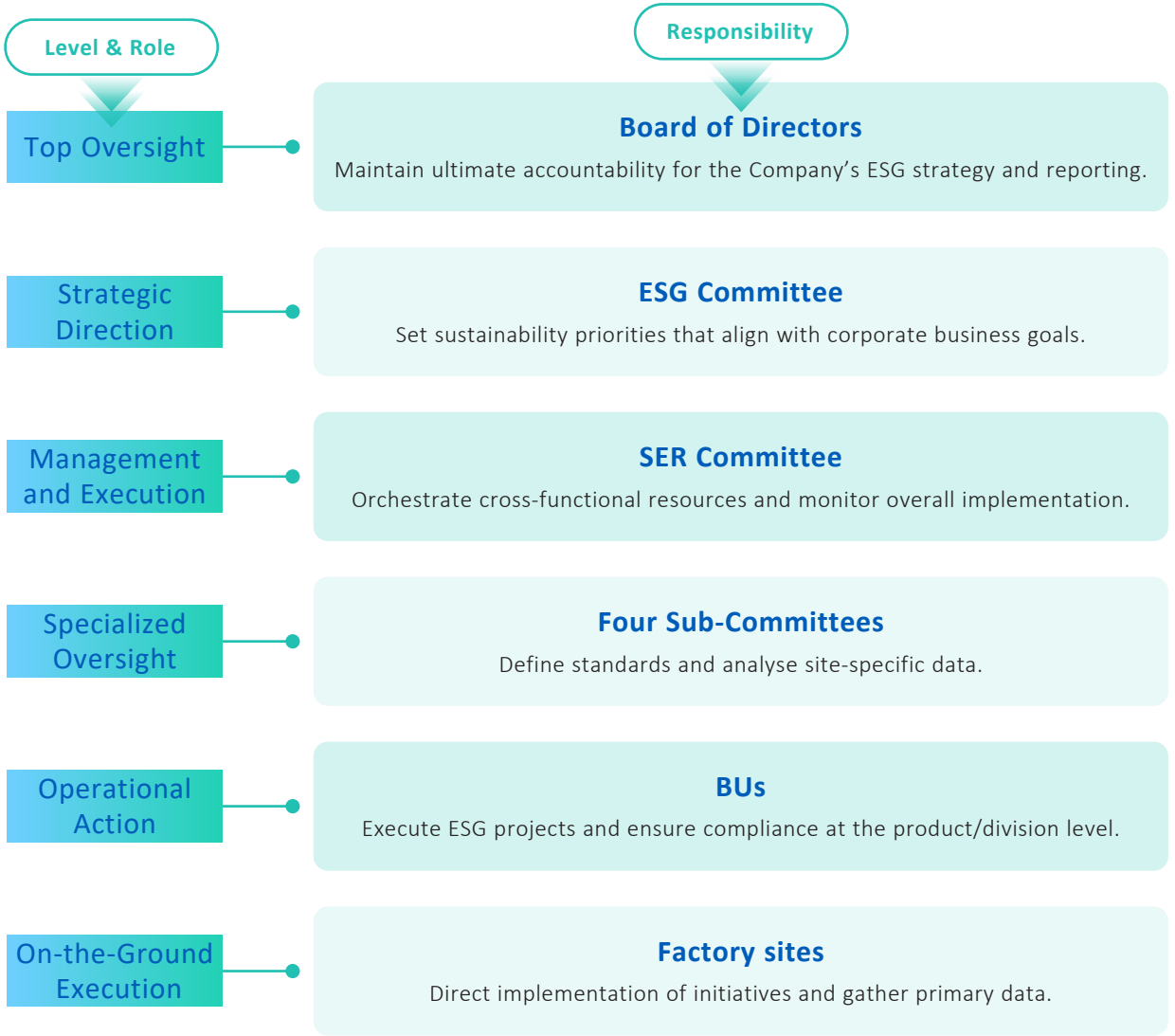
The Remuneration Committee maintains its responsibility for developing remuneration frameworks for executive directors. We are working to tie the Board’s and senior leaders’ remuneration to material sustainability and climate-related risks, as well as to relevant ESG performance indicators such as internal objectives and key results (“OKRs”). In addition, FIT has conducted periodic compensation reviews for C-level and senior executives, incorporating ESG-related advisory contributions and leadership in sustainability initiatives into the evaluation criteria.

FIT Board Committees

Committee	Key Responsibilities
Audit Committee	Oversees integrity of financial reporting, effectiveness of internal controls, and the independence of external audit.
Remuneration Committee	Establishes and reviews the Remuneration Policy and sets performance metrics for directors and senior management.
Nomination Committee	Evaluates the Board’s structure and leads the process of identifying and recommending qualified candidates for director positions.
ESG Committee	Directs our overall ESG strategy and reviews progress made against ESG matters and performance to support long-term sustainable growth.

Overview of Sustainability Governance Structure

Building upon the robust sustainability governance structure established in 2013, the Board exercises ongoing oversight of ESG priorities through a leadership driven framework.



In driving maturity in our ESG journey, FIT is building awareness and capability across all organizational levels, from the Board to the operational level. The Board receives regular ESG and climate updates through dedicated ESG briefings and specialized sustainability sessions as part of the Continuing Professional Development program. Our management and working-level team have also actively participated in briefings organized by our parent company, Hon Hai Precision Industry Co., Ltd. ("Hon Hai" and the "Group"). Leveraging synergies and shared resources within the Group and its subsidiaries, FIT is advancing with cross-BU collaboration. This effort supports the Group-wide objectives and enables insight into key sustainability developments, exemplified by participation in educational sessions on IFRS S1 and S2.

ESG Committee

The Board has delegated responsibility for steering FIT's ESG strategies, reviewing progress against performance targets, and defining our long-term strategic trajectory to the ESG Committee. The ESG Committee is composed of three Board members: Mr. CURWEN Peter D as chairman; Mr. PIPKIN Chester John and Ms. HUANG Pi-Chun as members. The ESG Committee's responsibilities are formally set out in the "Terms of Reference of the ESG Board Committee" and include:

Stakeholder Engagement

Facilitating robust communication with key stakeholders to align corporate growth with their long-term interests.

Strategic Decision-Making

Monitoring global ESG developments to inform critical decisions, and approving all ESG-related policies, annual work plans, targets, and budgetary allocations.

Risk Management & Internal Control

Overseeing the identification, prioritization, and mitigation of ESG and climate-related risks, ensuring effective internal control systems are in place.

Performance Evaluation

Reviewing periodic progress reports and evaluating the operational performance of the SER Committee.

Reporting Excellence

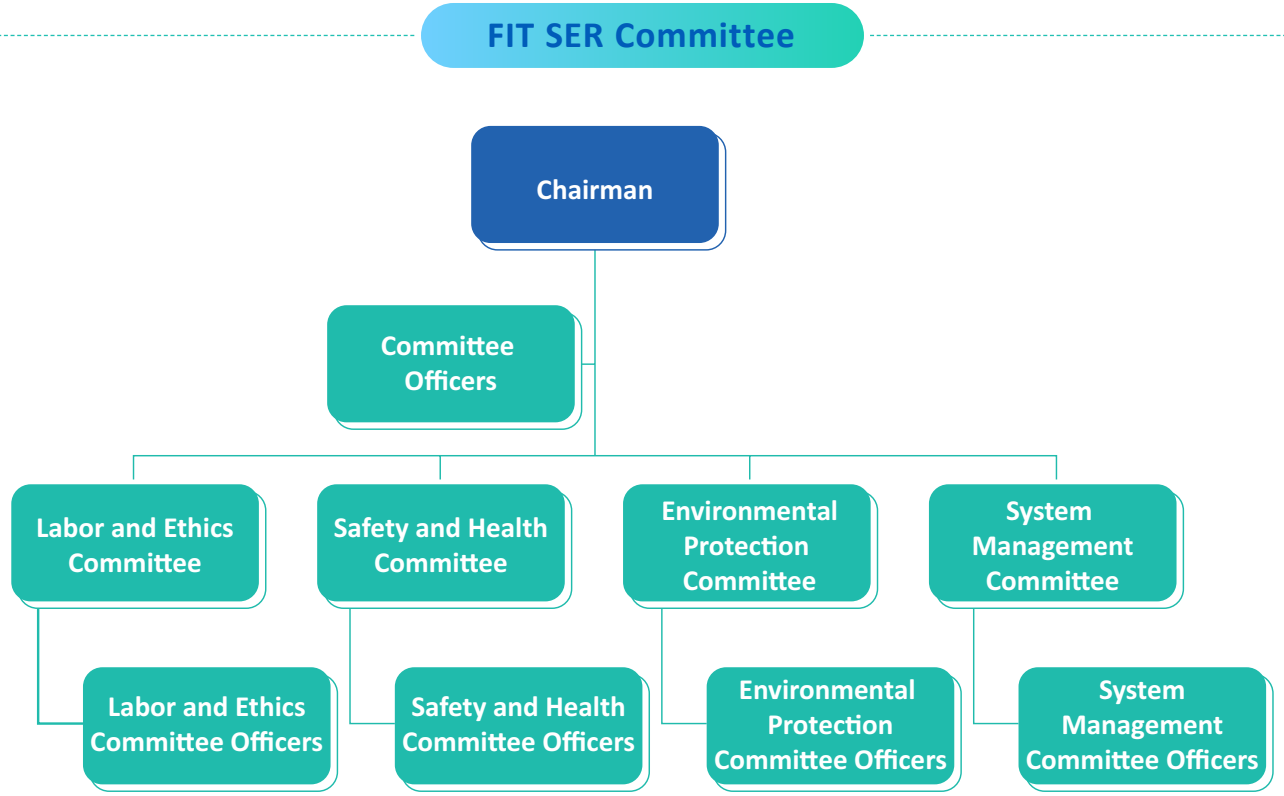
Reviewing and endorsing the Company's annual ESG Reports to ensure transparency and compliance.

Beyond strategic oversight, the ESG Committee also monitors the operational effectiveness of ESG initiatives. In 2025, the ESG Committee emphasized fostering cross-collaboration and synergy among BUs and functional departments. Following the Group's expansion, the ESG Committee monitored the ESG integration of newly acquired entities, providing ongoing oversight of their sustainability progress and ensuring they receive adequate resource support. A key milestone this year was the advanced quantification of financial impacts stemming from climate-related risks, together with a comprehensive assessment of the value chain's broader environmental and social impacts.

The ESG Committee convenes semi-annually to evaluate evolving market dynamics and review FIT's ESG performance. These sessions serve as a platform for identifying emerging opportunities for sustainable advancement. Following each session, the ESG Committee submits a formal report to the Board, affirming the efficacy and continuous improvement of FIT's ESG management framework. As FIT's business model evolves, our strategic focus remains on growth in the EV and Artificial Intelligence ("AI") sectors. Our objective is to capitalize on core competitive strengths and drive innovation in next-generation products and technologies.

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

Operating at the management level, the SER Committee is structured into four specialized sub-committees: Environmental Protection, Safety and Health, System Management, and Labor and Ethics.



These sub-committees are composed of departmental representatives. They oversee the execution of ESG initiatives, maintain a direct line of accountability to the SER Committee, and submit monthly progress updates to the Chairman. These updates cover strategic development plans, emerging market trends, ESG performance, the status of sustainability targets and follow-up actions for continuous improvement.

The Chairman assesses the needs of each sub-committee to provide targeted support and recommendations for improvement. The SER Committee is empowered to streamline coordination across BUs and functional departments, ensuring cohesive and sustained advancement of FIT's ESG agenda.

Compliance

Given FIT's global operational footprint, the Company prioritizes and ensures strict compliance with the diverse legal and regulatory frameworks in all jurisdictions where it operates. Each BU is accountable for monitoring regulatory developments and ensuring adherence in operations, supported by its own internal control framework and regular audits. Guided by the core operational principles of FIT and Hon Hai, each BU is empowered to develop its own policies, procedures, and guidelines to govern operations and the value chain, with regular reviews to ensure compliance and enhance operational efficiency.

These policies must strictly converge with the overarching operational principles established by Hon Hai. This ensures a unified global standard of integrity while preserving the agility needed to navigate local legal nuances.

FIT aligns its operational practices with the Responsible Business Alliance ("RBA") standards, supported by a regular and stringent audit process.

Compliance is a key reporting component during SER meetings, with evaluations covering environmental stewardship, fair employment practices, occupational health and safety, labor standards, product responsibility, and anti-corruption. Our response to any non-compliance is governed by a clearly defined protocol. This encompasses immediate investigation, implementation of corrective strategies, and rigorous follow-up procedures to ensure the full effectiveness of all mitigation and remedial actions.

FIT maintained its track record of identifying no material instances of non-compliance regarding environmental or social regulations during the Reporting Period.

Highlight: Social and Environmental Compliance Audits

In 2025, FIT continued to conduct robust social and environmental compliance audits to meet requirements of our customers and co-manufacturers. Each BU assembles a specialized team to support the audit process. We treat identified deficiencies as opportunities for immediate corrective action and continuous improvement. They are addressed promptly by the respective BUs, and significant cases are often shared in SER Committee meetings. This practice enables the organization to capture insights and apply corrective actions across other factory sites.

Conducted 25 audits in total in 2025.

Identified no major non-conformities.

Case study **CSRD Compliance Journey for One Mobility**

In alignment with the evolving regulatory landscape, One Mobility is advancing its compliance journey for the Corporate Sustainability Reporting Directive (CSRD) and integrating pertinent updates from the EU Omnibus Package. A series of internal workshops were held to prepare the organization for enhanced ESG practices and their integration into core operations.

One Mobility has identified the list of affected regulations within the defined scope. This effort will be supported by a CSRD Readiness Roadmap and a compliance checklist to track progress in line with changes in the regulations.

Business Continuity Plan

Business continuity forms a significant component in addressing ESG – and climate-related risks (physical and transition), while testing the Company's capability for swift operational recovery. In response to our clients requirements to safeguard FIT's operations and maintain supply chain stability, our BUs and manufacturing operations are targeting alignment with ISO 22301 certification.

FIT requires all BUs and factory sites to maintain effective Business Continuity Plans ("BCPs"), including contingency protocols aligned with Hon Hai. These BCPs undergo regular reviews, while BUs need to track the effectiveness of corrective measures.

Key Components of Business Continuity Plan

Risk Category	Primary Drivers	Impact on Operations
Climate Change	Extreme weather event	Facility damage, logistical delays, and utility outages
Supply Chain	Key material shortages, shipping bottlenecks	Impact production and delayed product delivery
Technological	IT outages, cyberattacks, data breaches	Data leakage and intellectual property ("IP") risks
Human Capital	Labour shortages, occupational health and safety	Reduce production capacity and operational instability

Synergy with Hon Hai: 2025 Milestones

Collaboration Area	Mechanism & Outcome
Unified Drill Protocols	Participate in Group-wide disaster simulation exercises
Audit & Rectification	Involve joint audits with Hon Hai to identify systemic vulnerabilities
Knowledge Sharing	Leverage the Group-level intelligence application on data analysis





Chapter 5
Stakeholder Engagement and Double Materiality Assessment

Stakeholder Engagement
Double Materiality Assessment

FIT maintains regular engagement with key stakeholders to gather valuable insights that inform strategic planning and address material ESG priorities.

Stakeholder Engagement

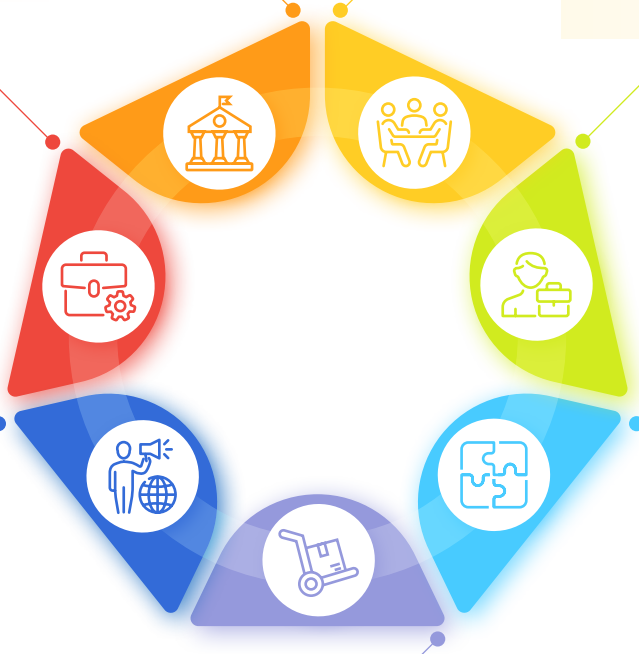
FIT aligns with the AA1000 Stakeholder Engagement Standard 2015 Version ("AA1000 SES") to identify key stakeholders based on necessity, diversity, willingness to engage, influence, and dependency, referencing the AA1000 Stakeholder Engagement Standards.

Industry association

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

Customers

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



Management & employees

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

Shareholders/investors

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

Community & Public

- Public/community events
- Volunteering service

Business partner

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

Suppliers

- Supplier meetings & communication
- Supplier due diligence
- Regular surveys & supplier evaluations
- Site inspection

Double Materiality Assessment

Our double materiality assessment evaluates material topics along two key dimensions: "Financial Materiality" (inward impacts on FIT's financial assessment and enterprise value) and "Impact Materiality" (outward impacts on FIT's environmental and social aspects).

The double materiality assessment result has been summarized in the list of material issues below:

• **Environmental** • **Social** • **Governance** (without order)

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

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

Financial materiality

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

Other issues

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

Following the evaluation of 23 material topics based on industry trends, stakeholder expectations, and global sustainability standard, FIT has verified that its materiality assessment approach and result remain relevant and reflective of emerging ESG-related risks and opportunities.

The determination of material topics and the results of the double materiality assessment were reviewed and approved by senior management, the SER Committee, and the Board.

Guided by Hon Hai's business philosophy of "Sustainable Management = EPS + ESG", FIT has initiated a strategic goal-setting exercise to advance its sustainability journey.

FIT Establishes ESG Strategic Priorities via OKR Framework

In 2025, FIT transitioned to a performance-driven 2026 Executive OKR framework, driving significant milestone in integrating material ESG metrics across all BUs and global manufacturing sites.

4 Objectives

- To meet investor expectations by building an enterprise distinguished by outstanding performance and steady growth
- To fulfill the Board's expectations by establishing a sound and well-structured governance framework
- To address the expectations of internal and external clients by positioning FIT as a leader in connectivity technology and precision manufacturing
- To align with ESG expectations to evolve into an enterprise committed to sustainable operations

12 Key Results around 5 Key Areas since FY2026

01. Decarbonization (Environmental)

Digitalisation: Complete low-carbon platform setup for all FIT's factory sites by Q1

Emissions Analysis: Finalize Scope 1 & 2 hotspot analysis by Q2 to drive targeted emission reductions

Renewable energy: Formulate a green energy procurement plan by Q3

02. Operational Health and Safety (Social)

Audits and Awareness: Cultivate a zero-incident culture and ensure full accountability, dedicated safety officers have been appointed with regular audits conducted

03. Talent Management and Human Rights (Social)

Human Rights Due Diligence: Complete comprehensive human rights due diligence assessments at all major sites by Q3, and implement process improvements to mitigate risks according to the assessment reports

Talent Retention: Maintain an over 90% retention rate for key talent (Level 4 and above) by Q4 through quarterly data tracking (FY2025 retention rate: 97.26%)

04. Business Ethics and Compliance (Governance)

Integrity Training: Achieve a 100% completion rate for employees to complete the Group Code of Conduct ("CoC") and anti-Corruption training by Q4 (FY2025 training rate: 98.27%)

Board Excellence and Compliance: Complete Board's performance evaluations and annual professional training, setting zero major legal violations or penalties as target

05. Transparency

Data Transparency: Published Scope 3 data in the ESG Report by Q2, supported by the rollout of a semi-automated calculation platform across all subsidiaries by Q4

Data integration: Establish and launch ESG Objective Management System across all One Mobility's factory sites, initiating data tracking

External Validation: Engage AFNOR, an international and independent third party, to provide assurance on the ESG report regarding data quality and international compliance

Rating Performance: Maintain an "A+" rating in the Hang Seng Corporate Sustainability Benchmark Index and a "Medium Risk" status from Sustainalytics

Case study **One Mobility's Inaugural Double Materiality Assessment**

One Mobility has appointed an independent consultant (KPMG) to conduct a double materiality assessment ("DMA") in alignment with CSRD principles (ESRS 1 & 2).

Key process and highlights:

- Organized 4 DMA workshops with consultant, following with 11 internal discussions to validate the DMA result
- Identified 109 material impacts, risks and opportunities ("IROs") and categorized into 35 material sub-topics
- Assessed impacts across both operations and value chain for the material topics

Presented the double materiality matrix with 4 quadrants, concluding 10 material topics with both financial and impact perspectives:

Environmental

- Climate change adaptation
- Climate change mitigation (Value Chain)
- Energy (Value Chain)
- Substances of concern (Value Chain)
- Resource inflows, including resource use (Value Chain)
- Waste (Value Chain)

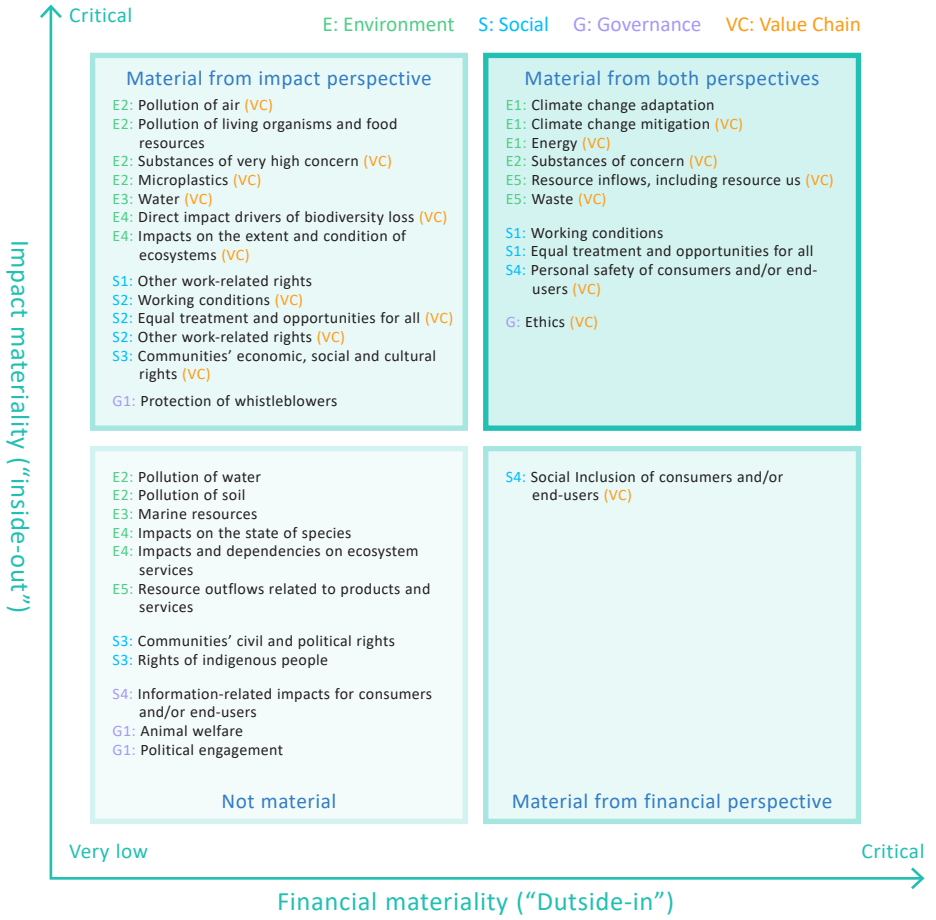
Social

- Working conditions
- Equal treatment and opportunities for all
- Personal safety of consumers and end-users (Value Chain)

Governance

- Ethics (Value Chain)

Double Materiality Matrix



The matrix result serves as the basis for advancing One Mobility's sustainability strategy and goal-setting, ensuring a focused approach to material topics with appropriate resource allocation.

Built on the sustainable and responsible business model, One Mobility prioritizes minimizing its footprint across internal operations, product lifecycles, and the broader value chain.

ONE MOBILITY SUSTAINABILITY STRATEGY

OM New Sustainability Strategy focuses on minimizing our impact across operations, products, and the value chain, reflecting our dedication to responsible and environmental practices focusing on 5 strategic pillars determined during DMA:

CLIMATE CHANGE & DECARBONIZATION	RENEWABLE ENERGY & ENERGY EFFICIENCY	PEOPLE & WORKING CONDITIONS	WASTE MANAGEMENT & RESOURCE EFFICIENCY	SUSTAINABLE SOURCING & SUPPLY CHAIN
• Align with SBTi goals as OM • Value Chain (Scope 3) Accounting Project & Roadmap • PCF Accounting Project	• Implement Next Terra • Implement ISO 50001 Program	• 0 Serious Accident • > 5000 hr CSR Activities • ISO 45001 Program	• > 70 % recycled waste • - 1% water intensity reduction (ton/FTE)	• 100% response to customer surveys • Deforestation Program • Supply Chain ESG Program

Our key initiatives to facilitate the ESG Integration Project of OM Group included:

Launching a comprehensive integration program to align with ESG standards of the Group and FIT

Mobilizing leaders and ESG representatives across One Mobility to drive integration and cross-functional collaboration

Conducting intensive training on Scope 1 and 2 accounting to enable consistent monthly metric tracking

Introducing a standardized ESG Scorecard for performance management.

Merging and harmonizing ESG policies and the CoC with Group and FIT framework



Chapter 6
Business Ethics

Anti-Corruption Management
Protection of Intellectual Property Rights
Information Security and Privacy
Customer Relationship Management

FIT remains dedicated to fostering a corporate culture grounded in integrity, adhering to the highest ethical standards across global operations and maintaining a zero-tolerance stance toward any form of misconduct.

We continuously strengthen our oversight framework for managing relationship with suppliers, vendors, and customers to promote a transparent and sustainable business ecosystem.

Anti-Corruption Management

FIT is committed to the ongoing optimization of a robust framework of policies, underpinned by stringent internal controls, systematic audit procedures, and comprehensive employee training programs designed to reinforce ethical awareness.

"Code of Conduct for Anti-Corruption, Integrity, Prosperity and Elimination of Disadvantages"	• Define rules and penalties for corruption-related violations in the "Employee Handbook"
"Statement on Building an Honest Business Environment for FIT"	• Distribute to suppliers, customers, distributors, and business partners and secure their adherence • Reaffirm FIT's stance on anti-corruption and compliance
"Supplier Commitment" and "Self-Declaration about Supplier Integrity"	• Target suppliers specifically • Suppliers must sign commitment and declaration forms • Ensure no conflicts of interest in business dealings with FIT
Internal Audit Programme	• Develop annual audit plan by the Audit Department. • Monitor management controls at critical sites, covering key areas of sales, procurement, production, R&D, fixed assets, investments, financing, payroll, and data processing

Each BU maintains tailored policies and procedures to prevent bribery, extortion, fraud, and money laundering, ensuring alignment with legal and regulatory requirements. To foster a transparent business environment, management proactively updates policies in response to market trends and operational feedback, while the Board retains responsibility for final endorsement and oversight of ethical practices.

The scope of conducting anti-corruption risk assessments during 2025:

71% of operating locations, covering major operating locations such as Mainland China, Taiwan, India, Vietnam, and Mexico.

During the Reporting Period, FIT has not identified any major incidents of corruption, bribery, fraud, money laundering, or other breaches of laws and regulations. There was also no concluded litigation cases related to corruption.



Whistleblowing System

The "Measures for Reporting Malpractice" is in place to define violations, outline procedures for reporting and address cases. The scope of this Policy includes employees, customers, suppliers, and other third parties. To enhance accessibility across our global operations, this Policy is available in multiple languages, including Chinese, English, German, and Vietnamese.

All stakeholders are encouraged to report any suspected misconduct through the following dedicated whistleblowing channels:



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

FIT provides an anonymous reporting option, safeguards whistleblower confidentiality, and thereby reduces risks of harassment, discrimination, or retaliation.

FIT has designated the Audit Department and the Legal Department as a joint investigation team to oversee and manage all cases received through whistleblowing channels. All cases undergo a documented process of review, investigation, and resolution. Appropriate corrective actions are taken for confirmed instances of non-compliance. Depending on the severity of the case, FIT may appoint a third party for objective assessment and may escalate the matter to the Legal Department or relevant judicial authorities for further action.

The Audit Department and the Legal Departments also conduct periodic reviews of closed cases to identify potential systemic issues and derive insights for ongoing enhancement of related policies and procedures. The Board maintains oversight of whistleblowing process, including regular receipt and review of investigation reports.

Anti-corruption Training

To uphold FIT's governance standards and align with the Group's CoC practices, all employees are required to complete designated training. Training provides a comprehensive understanding of applicable laws, regulations, and management best practices in areas of human rights, ethics, and anti-corruption. By reinforcing awareness and commitment, the training equips employees to uphold corporate integrity and conduct business ethically.

The anti-corruption training defines prohibited conduct with examples and introduces applicable internal policies and procedures to mitigate corruption risks.

98.27% of employees completed the designated fraud prevention and anti-corruption training during FY2025.

FIT maintains structured communication channels to promote anti-corruption awareness among internal and external stakeholders, tailored to different audience groups as outlined below:

New Employees	• Include anti-corruption content in induction training and briefing materials • Integrate relevant provisions into the "Employee Handbook"
Exiting Employees	• Circulate anti-corruption information on the "Rich Learning Guide" and "iCivet" online platforms • Provide regular mandatory anti-corruption training sessions and require the completion
Suppliers, Vendors and Customers	• Require all relevant business partners to sign integrity undertakings and declarations • Integrate anti-corruption and ethical reviews into supplier assessment process • Maintain ongoing engagement and communication with business partners to ensure the alignment with FIT's expectations • Demonstrate anti-corruption efforts and achievements based on manufacturer and customer requirements

Protection of Intellectual Property Rights

Strategic Directions in IP:

- Advance the "3+3" strategy by focusing on three key industries and three core technologies, strengthening our patent portfolio, and driving growth in 5GAIoT, Audio, and Mobility
- Integrate innovation and sustainability elements into product development throughout the R&D stage
- Participate in industry events to strengthen corporate reputation and brand presence
- Strengthen controls and assessments to ensure robust protection of IP rights

FIT's R&D segment serves as a cornerstone of innovation and competitive advantage. We are committed to protecting our IP while respecting the valid IP rights of others, thereby avoiding infringement. We value and recognize employee-driven technological innovation and actively pursue patent protection to safeguard our innovative achievements. Throughout 2025, FIT maintained a robust compliance record, with no major IP-related disputes.

BUs	Total patents as of 31 December 2025
FIT Mainland China, Vietnam, Taiwan	4,227
SSI	89
Belkin	433
One Mobility	652

FIT has established structured procedures, including the "Intellectual Property Application Procedures" and the "Intellectual Property Rights Investigation Procedures", to systematically govern IP rights at every stage from landscape planning to commercialization:

Stage	Description
Governance Structure	Each BU is supported by a dedicated IP department to manage IP assets. Regular IP reviews are conducted to track performance by reporting on progress and key achievements.
IP Management Systems	FIT has deployed digital management systems with integrated databases to streamline patent application and search processes. Patent applicants and designated employees can submit patent applications, conduct patent searches, analyze market demands, and track progress through these platforms, enhancing transparency and operational efficiency.
Risk Management	During new product development, the IP Department conducts patent searches and analysis to ensure compliance and avoid infringement. We enter into agreements with business partners that include clauses to safeguard IP rights to avoid potential disputes.
IP Protection	Where potential infringement is identified, FIT takes appropriate measures, such as issuing warnings or pursuing legal recourse to protect its rights. FIT regularly monitors the validity dates of its IP and assesses the necessity of maintaining its patents.
Incentives and Training	FIT provides monetary incentives to employees named as inventors on filed and granted patents. FIT delivers regular IP trainings to employees to enhance awareness and encourages them to participate in IP exchange activities.

Industry Engagement and Intellectual Property as Drivers of Sustainable Innovation:

One Mobility Group actively supports innovation, standardization, and intellectual property protection through its membership in ZVEI – Zentralverband Elektrotechnik – und Elektroindustrie e.V. and participation in multiple technical working groups covering automotive technology, wire harness systems, high-voltage connection technology, functional safety (ISO 26262), and electronics and sustainability and environment work group.

The Company further contributes to industry development as:

- Guest member of VDA (ISO Working Group WG04) for busbar standardization
- Member of Bayern Innovativ (revision of failure rate white paper for automotive electrical components)
- Member of DVS (Deutscher Verband für Schweißen und verwandte Verfahren e.V.) Working Group V11.3 (ultrasonic metal welding technical standards)
- Participant in the "Green Wire Harness" working group of Transformation Hub Leitungssatz

Regular IP training has been organized by the internal patent department to strengthen innovation protection and IP awareness across R&D and sales teams, and to support sustainable technological development and long-term competitiveness.

OMV's products are highly recognized in the market:

SASO certification

- Royal Series AC Charger
- Anoles Series AC Charger
- Voltaira SE DC Charger

iF Design Award

- Anoles Series AC Charger

Commence trial operations of Smart Mobility's Charging Point Management System (CPMS)



Information Security and Privacy

Recognizing the importance of information security and protection of personal data, FIT has established a comprehensive Information Security Management System based on international standards. The overall management structure aligns with ISO/IEC 27001 and the NIST Cybersecurity Framework. Through institutionalized and continuous improvement mechanisms, FIT effectively safeguards the confidentiality, integrity, and availability of its information assets and customer data.

FIT has established an Information Security Governance Committee to coordinate information security strategic planning, policy formulation, and risk monitoring. The Committee regularly reports on implementation effectiveness to senior management. Through cross-departmental collaboration mechanisms, it ensures that information security management initiatives comply with business and regulatory requirements, with continuous adjustments and optimization in response to changes in external threats and internal risks.

FIT complies with relevant regulations on information security and personal data protection and implements various control measures in accordance with data protection principles. As of 2025, no major information security incidents or confirmed cases of customer privacy violations have occurred.

FIT has established and continuously maintained comprehensive information security policies and operating procedures, covering the following aspects:

Aspects	Policies & Operating Systems
Systems and Cybersecurity Safety Management	• "Information Security Management Policy" • "Information Equipment Security Management Procedure" • "Vulnerability Management and Remediation Operating Procedure" • "Cybersecurity and System Access Control Management Procedure"
Operation Continuity and Emergency Response	• "Information Security Incident Reporting and Handling Procedures" • "Business Continuity Plan" • "Disaster Recovery Plan"
Data Protection and Privacy Management	• "Information Asset Management Procedure" • "Personal Data Protection Policy" • "Handling Sensitive Information and Categorization Operating Procedure"

Case study **FIT 2025 Tech Day – Unlimited Power and Seamless Data**

FIT held its inaugural FIT Tech Day 2025 with the "One Mobility – Unlimited Power and Seamless Data" theme, focusing on AI and automotive technology. FIT has invited industrial and technological leaders to explore the future potential, meeting the following objectives:



- Maintain close connections with industry leaders to gather their insights on future trends
- Explore the latest technological applications to redefine AI in mobility and data value
- Engage in in-depth conversations and exchanges with experts to foster future collaboration opportunities

Our general operational control measures include:

- Employ a multi-layered defence strategy that integrates both internal and external protections, incorporating security mechanisms such as firewalls, intrusion detection and prevention systems (IDS/IPS), and endpoint protection (EDR).
- Conduct regular audits of information security systems.
- Deploy advanced monitoring tool to detect threats.
- Track effectiveness of preventive security measures.
- Define data usage purposes and enforce adherence to approved processing practices in accordance with customer agreements.
- Maintain strict confidentiality by not disclosing or selling customer information to third parties without explicit authorization.
- Establish dedicated, isolated network zones for storing customer data.
- Require additional permits and approvals for access to customer data.
- Define data retention periods and destruction procedures to ensure data lifecycle management.
- Retain audit rights over information access within the corporate intranet.
- Conduct regular information security training to raise employees' awareness.

Data Security Breach Incident 2025

FIT's information systems detected abnormal activity during monitoring and confirmed that some servers had been attacked. Upon the incident's occurrence, FIT immediately activated its information security incident response mechanism, implemented isolation and risk control, and restored operation as quickly as possible. FIT promptly disclosed this incident to the public in compliance with HKEX rules and included details in our 2025 Annual Report.

Additionally, FIT appointed CrowdStrike, an international third-party consultancy firm of cybersecurity professionals, to conduct an independent investigation and analysis. The investigation confirmed that the overall environment no longer posed a persistent risk and remained in a controlled and secure state.

Following the resolution of the incident, FIT conducted a comprehensive review and implemented the following enhancement measures:

- Strengthening information security governance mechanisms and management processes
- Enhancing the implementation of the control standards
- Strengthening technical protection capabilities and monitoring mechanisms
- Continuously promoting employees' cybersecurity awareness through education and training
- Regularly conducting system security testing and risk assessments

ISO 27001 Readiness at OM

In alignment with the information security strategy of One Mobility, a Stage 1 ISO 27001 Audit Readiness assessment was conducted at the OM Germany HQ in 2025. This milestone reflected our continued commitment to strengthening governance, risk management, and data protection practices across the organization. Throughout the reporting period, management system implementation activities progressed in accordance with ISO/IEC 27001 requirements. In parallel, the Business Application (BA) landscape integration for OMAK was initiated, supporting the transition toward a unified OM BA landscape and enhancing system standardization, security controls, and operational transparency. The Stage 2 ISO 27001 certification audit is planned for 2026. Additionally, online information security training sessions were completed for One Mobility HQ employees.

Customer Relationship Management

FIT delivers customized products and services based on customer needs, relying on ongoing engagement with customers to gather and incorporate their essential feedback. This collaborative approach supports the continuous optimization of products and enhances market competitiveness.

FIT leverages the Customer Complaint Management System (CCMS), a centralized platform for managing customer requests that upholds three core principles:

Resolve complaints in a timely manner

Respond promptly to customers

Drive continuous improvement through root cause analysis and targeted corrective and preventive actions

FIT actively arranges customer visits in accordance with the Customer Visiting Management System to maintain detailed records for each engagement. We also initiate projects in response to customer requirements. Our BUs self-initiate customer satisfaction surveys to collect feedback on their key focus areas such as product quality and performance, delivery, and customer service. BUs compile reports that consolidate complaint cases and analysis findings to prevent recurrence.

Customer complaint handling process

Acknowledge and Categorize Complaints	The Sales Team receives and records complaints based on the “Complaint Database Failure Analysis Integration Category”.
Record and Analyze	Collect case details, assemble an improvement team to analyze root causes, implement remedial actions (e.g., replacement, redelivery, rework, capacity building), and propose preventive measures
Communicate with Customers	The relevant team communicates and confirms improvement plan with customers to addresses their needs and seek agreement.
Store Feedback	All complaints and feedback are documented in the CCMS system for tracking, analysis, and statistical reporting.
Analyze and Review	The team tracks resolution outcomes, completes reports, and conducts customer reviews within the set timeframe, while also identifying improvements for production and service management.
Close the Case	Following approval from the product unit head and the sales executive, a closure request may be submitted to the CEO (or designated supervisor).



Chapter 7
Product Responsibilities

Ensure Product Quality

Control Product Design

Achieve Recognition in Certification

Ensuring product quality and safety remains a core commitment that FIT delivers to its customers and stakeholders. We maintain a full-lifecycle monitoring framework covering product design and R&D. We continuously improve quality systems to meet international standards and changing customer expectations.

Ensure Product Quality

FIT maintains a mature product quality management system supported by preventive, detective, and corrective measures to enhance quality stability and risk control across operations.

Quality Assurance (Preventive Measures)

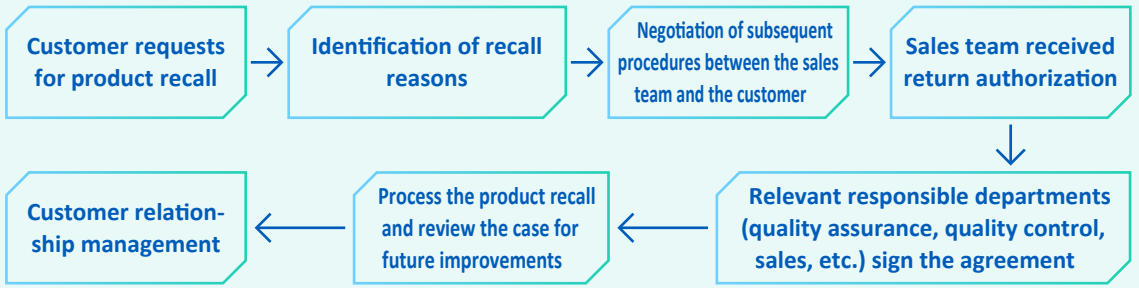
- FIT maintains a dedicated quality governance structure to oversee quality management at all sites.
- A unified "Quality Assurance Manual" is implemented globally to standardize quality inspection and control procedures covering R&D, production, storage, and product delivery.
- Based on regular performance reviews, FIT refines internal operating procedures and proposes targeted improvement measures to optimize quality management processes.
- FIT regularly (monthly/ongoing) reviews the effectiveness of improvement measures and promotes effective improvement practices across production lines to achieve consistent quality performances.
- Each Control Plan is reviewed and adapted based on events, and a standardized CAQ system is applied to secure transparency.
- Potential product risks are identified and managed during project lifecycle management.

Quality Inspection (Detection Measures)

- Systematic incoming, in-process, and outgoing inspections are implemented across all global facilities, with all quality data stored and tracked in the CAQ system.
- FIT conducts comprehensive quality inspections at every production line, covering raw materials, components, and finished products.
- Strict material selection and vetting processes are enforced to prevent the use of non-compliant chemicals and hazardous substances, ensuring delivered products meet customer requirements.
- FIT enhances the assessment of assembly equipment and tools during the development phase (DR4) to ensure semi-finished and finished products comply with customer specifications and functional requirements.
- FIT adopts targeted methods to meet automotive supply chain quality requirements, completing on-site guidance and audits to enhance on-site personnel's quality awareness and improve product quality.
- AI technology is utilized to evaluate product appearance, and human error risk, and to enhance outgoing quality.
- FIT also maintains full compliance with internationally recognized quality management standards, including ISO 9001, IATF 16949, and ISO 26262, through regular internal and third-party audits.

After-Sales Services and Product Recall Procedures (Corrective Measures)

- FIT has established standardized product recall and return mechanisms based on the "Sales Return Processing Operation System":



- FIT ensures full traceability for all shipped products, allowing timely identification, verification, and handling of potentially defective items through coordinated inventory checks across local and overseas warehouses.
- To prevent quality issues from recurring, FIT systematically analyzes root causes using structured methodologies including Process Failure Mode and Effects Analysis (PFMEA), Design Failure Mode and Effects Analysis (DFMEA), and 6 Sigma, and develops targeted improvement plans accordingly.

Accountability

Clear roles and responsibilities are defined across cross-functional teams involved in product quality and safety:



The Quality Assurance Team validates product design (hardware and software), verifies product reliability and production processes, and supports production monitoring.



The Regulatory Compliance Team tracks updates in product safety and regulatory requirements and ensures product designs comply with applicable standards.



The Sales Team communicates with customers regarding product returns or recalls and addresses customer needs and feedback appropriately.

Case study **One Mobility Implements Full-Cycle Product Quality Control & Audit System**

One Mobility maintains rigorous product control and quality assurance across all entities. Control plans are reviewed and updated based on actual events, supported by standardized CAQ systems to ensure transparency and traceability. One Mobility holds IATF16949 certification, with ISO 9001, ISO 14001, ISO 45001, and ISO 50001 certifications in place at multiple sites globally.

All products are frequently audited with systematic inspections covering incoming materials, production lines, and outgoing goods. Quality data is recorded and stored in the CAQ system. Potential product risks are identified during project lifecycle management.

Case study **Belkin Implements Integrated "Design Assurance" for Holistic Product Quality**

Belkin upholds a stringent product quality management system anchored by its proprietary "Design Assurance" framework.

Core requirements are integrated into the early stages of product development to ensure predictable project timelines and enable the early identification of potential risks.

The framework is supported by cross-functional teams, which include:



Hardware/ software quality (functionality)



Product Quality (reliability)



Regulatory Compliance (electrical safety)



Sustainability (chemical compliance, recycled content certification and product carbon foot-printing)

Comprehensive compliance verification is embedded throughout the product lifecycle, with a heightened focus on chemical regulations such as PFAS, which are evolving rapidly on a global scale.

To further strengthen quality management transparency and operational traceability, FIT leverages integrated digital systems to enhance quality transparency, traceability, and predictability. These systems include:

Quality Management System (QMS)	Integrate all quality data into an electronic platform, utilizing quality alerts and automated data analysis to support informed operational decisions and realize paperless operation.
Statistical Process Control (SPC)	Conduct preventive quality management across production processes, 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, providing clear guidance for problem remediation.
Vendor Defect Correction Sheet (VDCS)	When identifying defective material parts, the system reports issues to suppliers, including root cause analyses and improvement measures, as well as handling returns and seeking compensation to strengthen supplier quality management.
Shop Flow Control (SFC)	The system manages, queries, and tracks the production stages of products throughout the manufacturing process, ensuring full traceability of production processes.
Total Production Management System (TPMS)	This system is used for monitoring and maintaining mould and spare parts to ensure the stability of production equipment and processes.

Case study **One Mobility Ensures Product Liability & Market Compliance Worldwide**

One Mobility complies with all relevant product-liability laws and regulations in the jurisdictions where our automotive components are sold. Key frameworks include the EU Product Liability Directive, the German Civil Code (BGB), the German Product Safety Act (ProdSG), IATF 16949, VDA standards, OEM requirements, and U.S. and Chinese product liability regimes. These laws impose strict-liability obligations for defective products and influence documentation, recall readiness, and technical specifications.

To ensure compliance, One Mobility maintains IATF 16949-aligned quality management systems and implements standardized product safety and traceability processes. Regular internal audits are conducted for safety-related components. One Mobility closely cooperates with OEMs and tier-1 customers in warranty, after-sales and potential recall procedures. No material compliance issues were identified during the reporting period.

Against this robust quality and compliance foundation, FIT has also been recognized for its outstanding performance in quality management during 2025.

One Mobility – Vietnam has been selected as one of the Top 5 suppliers by Hyundai Kefico, recognizing our strong commitment to quality management and process excellence, particularly in our Poka Yoke system and 6M change management system.



One Mobility – Shanghai achieved Grade A (92%) in BorgWarner Annual Quality Audit, affirming our operational excellence and quality standards.

Emphasize Sustainable Products

FIT's customers prioritize ESG development across the supply chain. In alignment with these expectations, FIT diligently evaluates and adheres to customer-defined standards, collaborating closely with our internal Environmental Department to implement site-specific measures. FIT regularly participates in ESG training sessions organized by customers to deepen understanding of their sustainability expectations and ensure their integration into our products and services. In addition, FIT submits production-related environmental data to customers' systems as requested.

Looking ahead, FIT remains committed to expanding the scope of life cycle assessments (LCA) across a broader range of products and developing solutions that optimize resource utilization, improve efficiency, enhance recyclability, and extend product lifespan, advancing alignment with the core principles of the circular economy.

Beyond FIT's ongoing efforts in sustainable product development, One Mobility also maintains proactive engagement with customers on ESG matters. During 2025, One Mobility was requested by different key customers to respond to different surveys and assessments in multiple platforms. For example, several sites in Voltaira completed the 2025 Supplier Climate Survey, and AutoKabel was required to complete the SAQ 5.0 survey, achieving overall ESG performance with at least a B score, meeting customer targets.

Additionally, AutoKabel submitted the M2030 survey on climate topics and updated corporate sustainability performance assessments to IntegrityNext for customers.

In addition to surveys, One Mobility has been receiving sustainability target agreements (STAs), defining formal commitments to achieving specific ESG goals within a defined timeframe. These require reporting on NQC Supplier Assurance ratings, ensuring alignment with internationally recognized frameworks.

To institutionalize sustainable requirements at the product design stage, FIT has established the "Green Product Design Operation Control System", which defines ecological and environmental requirements for all products:

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 materials used. Reduce the number of components 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 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. For example, the SASO Certified Portfolio of Royal AC Charger demonstrates our product-level sustainability achievements.

Case study **Belkin Advances Sustainable Product Design & Carbon Footprint Reduction**

Belkin is committed to building sustainable and low-carbon product solutions throughout its product lifecycle.

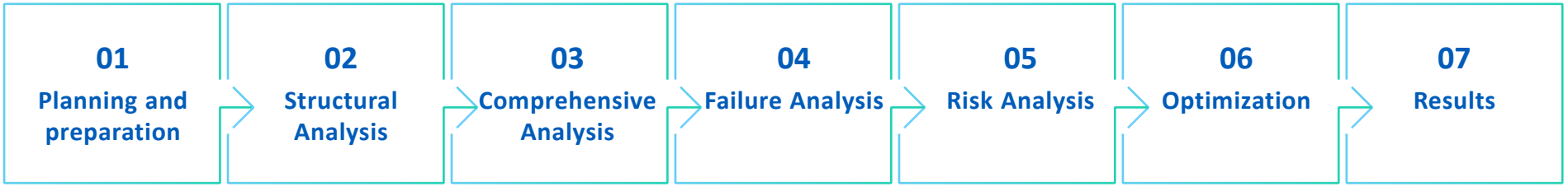
In 2025, Belkin completed 131 product carbon footprint calculations in collaboration with Climate Partner certification under the Amazon Climate Pledge Friendly program, forming a systematic mechanism for quantifying and managing product-related carbon emissions.

Belkin also works closely with FIT factories to integrate post-consumer recycled materials into product design and manufacturing, effectively supporting circular design and resource circularity objectives. The Belkin recycled cable manufactured by FIT serves as a typical practice of the partnership in sustainable product innovation.

Through continuous optimization of material application and carbon management, Belkin enhances the environmental performance of products and delivers more sustainable offerings to the market.

Control Product Design

During the product design phase, engineers utilize DFMEA and PFMEA models for risk assessment in accordance with the latest AIAG-VDA standards, as required by IATF 16949. This structured seven-step analysis methodology enables assessment for new products and manufacturing processes.



FIT reduces the cost of design failures by collecting and integrating past analysis results into a technical database, enabling continuous learning and design improvement.

Evaluate Product Risks

The product risk assessment process includes the following steps:



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, underscoring FIT's commitment to quality and reinforcing customer confidence. The table below summarizes the certifications obtained by FIT sites in 2025:

Site/SBU	Kunshan		Zhenjiang	Taiwan	Huai'an	Shenzhen	Zhengzhou	Chongqing	Vietnam	India	USA
	Diancha	Dianfa	SSI	Hon Teng	Fu Yu	Fu Ding	Fu Ding	Hon Teng	New Wing	Chang Yi	Belkin
ISO9001	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
ISO20243				✓							
IATF16949	✓	✓		✓		✓			✓		
AS9100D					✓						
ISO26262				✓							
QC080000	✓	✓	✓		✓	✓	✓	✓	✓		
ISO14064	✓	✓	✓		✓	✓	✓	✓			
ISO14001	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ISO50001	✓	✓			✓			✓			
ISO45001	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
ISO27001	✓	✓			✓			✓			
QA080000										✓	

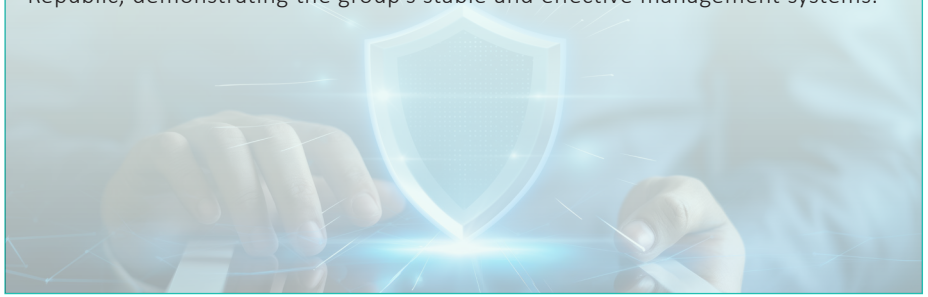
Site/SBU	Morocco	Ukraine	America	Shanghai	India	Korea	Mexico	Vietnam	Germany
One Mobility – Voltaira									
ISO9001	✓	✓	✓				✓		
ISO20243									
IATF16949	✓	✓	✓	✓	✓	✓	✓	✓	✓
AS9100D									
ISO26262									
QC080000									
ISO14064									
ISO14001	✓	✓	✓	✓	✓	✓	✓	✓	
ISO50001	✓								
ISO45001	✓	✓							
ISO27001									

Site/SBU	Germany	France	Switzerland	Czech Republic	China	Mexico	Serbia
One Mobility – Autokabel GmbH							
ISO9001	✓	✓	✓	✓	✓		✓
ISO20243							
IATF16949	✓	✓	✓	✓	✓	✓	✓
AS9100D							
ISO26262							
QC080000							
ISO14064							
ISO14001	✓	✓	✓	✓	✓	✓	✓
ISO50001	✓	✓	✓	✓			
ISO45001		✓		✓	✓	✓	
ISO27001							

Case study **One Mobility Achieves Wide Coverage of International Management System Certifications**

One Mobility's global production sites hold a full set of international certifications including IATF16949, ISO 9001, ISO 14001, ISO 45001 and ISO 50001. Certified locations cover the United States, Morocco, Ukraine, Mexico, China (Shanghai), India, South Korea, Vietnam, France and the Czech Republic.

All certifications undergo regular surveillance audits and recertification audits every three years. In 2025, external audits by TÜV Nord were completed with zero non-conformities for ISO 45001 across France, China, Mexico and the Czech Republic, demonstrating the group's stable and effective management systems.



Case study **One Mobility Upholds Strict Compliance for Marketing & Labelling**

One Mobility implements formal internal review and approval processes for all customer-facing materials, product documentation and labelling. One Mobility follows IATF and VDA standards with joint verification from quality, engineering and legal teams to ensure accuracy and regulatory compliance.

Strict review mechanisms effectively prevent provision of misleading information and ensure full compliance with industry and legal requirements. No material compliance issues related to advertising and labelling were identified during the reporting period.

Complementing certifications and quality management, FIT also ensures compliance in product labelling and external promotional materials to maintain transparency and avoid misleading information.

In product 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 platforms. This commitment enhances transparency for customers.

Additionally, during the preparation of external promotional materials 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 is designed to ensure that all content is free from greenwashing and misleading information.

During the Reporting Period, FIT maintained full compliance with all relevant laws, regulations, and industry standards governing advertising, technical claims, and product labelling, including EU GPSR, REACH, CLP, German ProdSG, IATF 16949, VDA, U.S. FTC, NHTSA, and China's Product Quality Law.

To ensure compliance, the entity maintained internal review and approval processes for all customer-facing materials, followed IATF/VDA documentation standards, and coordinated with Quality, Engineering, and Legal functions. No material compliance issues were identified.





Chapter 8
Supply Chain Management

Management Approach
Comprehensive Supplier Management System
Manage Environmental and Social Risks of the Supply Chain
Continuous Improvement

As of the reporting period, FIT maintained strategic partnerships with 3587 suppliers globally, with operations spanning Asia, the Americas, and Europe. This network includes 1802 suppliers in Mainland China, Hong Kong SAR, Macau SAR, and Taiwan and 1785 overseas partners, reflecting our commitment to a geographically diversified and resilient supply chain.

A sustainable supply chain is essential to long-term resilience and value creation. Guided by our corporate values and aligned with global ESG standards, we build a responsible supply chain through standardized assessments, proactive risk management, and close supplier collaboration. It serves as a cornerstone for enduring business stability and sustainable value creation.

Our ongoing priority is to strengthen the environmental and social risk assessment framework across the entire supply chain. This initiative not only enhances supply chain resilience but also reinforces our commitment to ethical business practices, long-term sustainability, and transparent supplier engagement.

We maintain continuous communication with suppliers to ensure they fully understand our expectations – particularly in areas of product quality, safe working conditions, and compliance with the FIT Social and Environmental Responsibility ("SER") Policy. In line with industry trends toward supply chain diversification, we actively expand our pool of high-quality, compliant suppliers to meet evolving business needs, as demonstrated by our collaborations across multiple countries and regions.

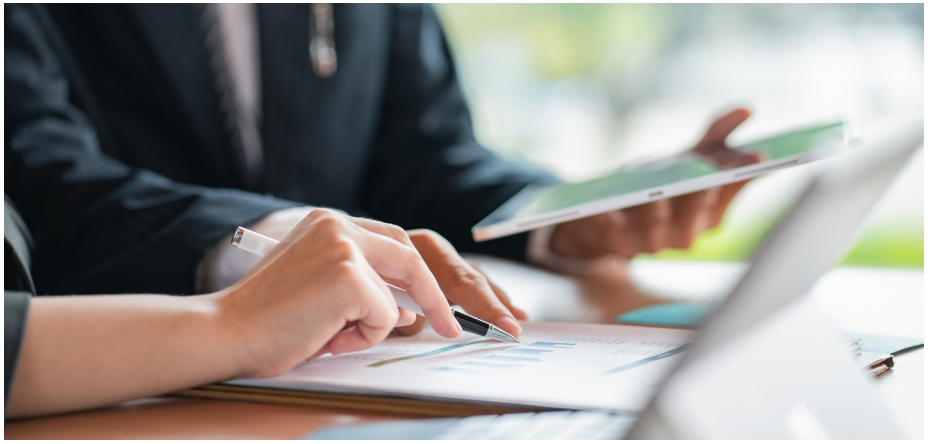
Highlights

- FIT ensures compliance with all Responsible Business Alliance (RBA) codes of conduct to support Hon Hai, an RBA member.
- One Mobility held its first Supplier Webinar on October 16, 2025, and attracted over 230 participants from more than 200 companies, to strengthen supplier partnership and transparency.
- One Mobility Autokabel GmbH (OMAK) obtained external certification for compliance with the German Supply Chain Due Diligence Act (LkSG) through an audit by LCC GmbH.
- One Mobility completed full regulatory screening of all procured parts and materials for EU Deforestation Regulation (EUDR) and Carbon Border Adjustment Mechanism (CBAM) applicability, confirming all items are out of scope for both regulations as per CN codes & thresholds mentioned in the norms.
- For entities in Mainland China, Vietnam and Taiwan, 1455 contracts have been signed to ensure compliance with the SER Policy, achieving a 100% signature rate.
- Conducted audits of 223 suppliers in Mainland China, Taiwan and Vietnam, and required suppliers to provide improvement plans and initiatives within a set timeframe for the identified discrepancies with a 100% rectification rate achieved for all identified discrepancies.

Management Approach

To standardize the full-lifecycle management of suppliers, FIT has developed a comprehensive suite of management systems, including the "Operating System for Procurement Quality Control", the "Operating System for Vendor Quality Control", and the "Measures for Control of Green Supplier Selection and Assessment", which have been rolled out across business units (BUs) across Mainland China, Taiwan, and Vietnam. Each BU is authorized to establish customized procurement control and tracking systems based on its unique operational characteristics, guiding business partners and suppliers to comply with relevant guidelines and regulatory requirements.

This management model not only endows each BU with the flexibility to adapt policies and guidance to local needs and business environments, but also enables the group to exercise strict overall oversight — ensuring that all BU-specific control measures are fully aligned with the group-wide management guidelines and standards. We balance operational flexibility with centralized oversight to ensure local compliance, group-wide consistency, and alignment with strategic objectives.



Comprehensive Supplier Management System

FIT is committed to maintaining a robust and responsible supplier management system that reflects its dedication to sustainability and ethical business practices. Each BU is authorized to establish specific criteria for the entire supplier lifecycle, including selection, management, evaluation and termination.

Supplier Admission and Termination

FIT upholds the principle of fair competition in all procurement activities, opening tender opportunities to all eligible suppliers. A rigorous pre-qualification process is implemented for supplier selection, requiring suppliers to submit qualification certificates, management system certifications, audit results and other relevant documents to facilitate a comprehensive evaluation by FIT, focusing on compliance and risk management effectiveness. Meanwhile, formal cooperation agreements are signed with selected suppliers to clarify their responsibilities and obligations regarding product and service delivery, safeguarding the legitimate interests of both parties.

Strict supplier management is enforced to ensure that both suppliers and their products/services meet our expectations and requirements. Suppliers that underperform or fail to comply with requirements – such as excessive use of environmentally controlled substances, failure to rectify non-conformities identified in on-site audits, or violations of quality agreements or procurement contracts – are classified as high-risk. For high-risk suppliers, the company initiates a cooperation freeze process, engaging in communication with the supplier and requiring the development and implementation of rectification measures within a specified timeframe. If the supplier fails to achieve substantial and sustained improvement during the rectification period, the company will assess the necessity of terminating the business relationship.

Supplier Evaluation

FIT has established the following supplier management processes to evaluate and monitor supplier practices, with regular review and feedback mechanisms in place to identify areas for improvement. This ensures that our commitment to sustainability remains dynamic and progressive. The evaluation framework consists of audits, risk assessments and investigations:

Audits

Monthly Performance Audit

Suppliers are evaluated monthly using a scorecard covering key indicators such as product quality, supply chain support and technical service capabilities. If a supplier scores below 70 for two consecutive months, the supplier is required to undertake performance improvement and undergo a qualification review.

Annual Audit

Comprehensive annual audits are conducted on cooperative suppliers to assess their performance against the company's policies and requirements, covering dimensions such as transaction performance, internal system operation, product quality, customer complaint volume and risk level, ensuring a holistic and objective evaluation of annual performance.

Risk assessment

Environmental Risk Evaluation

A full-dimensional environmental risk rating is conducted for all cooperative suppliers, with evaluation indicators including production location characteristics, internal management system construction, industry status, environmental compliance and corporate reputation. Based on the evaluation results, suppliers are classified into high, medium and low risk levels, and differentiated risk control measures are implemented.

Supplier's SER Assessment

A systematic SER evaluation system with clear criteria has been established, covering management system certifications (ISO and other recognized certifications), as well as suppliers' labor practices, ethics, health and safety, and environmental performance.

Investigation

Environmental Substance Investigation

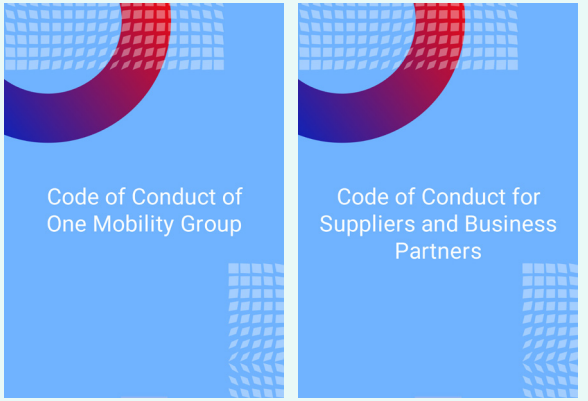
Regular special audits on Substances of Very High Concern ("SVHCs") are performed to thoroughly inspect products from material suppliers, verifying the presence of relevant environmentally controlled substances and mitigating environmental compliance risks at the source of the supply chain.

Supplier Conflict Mineral Investigation

A comprehensive investigation is conducted to determine the presence of conflict minerals in suppliers' products through the completion of the Conflict Minerals Reporting Template ("CMRT"). Investigation results are categorized into non-compliant, conditionally compliant and fully compliant, with corresponding control measures implemented for each category.

Case study One Mobility Established a Standardized Responsible Supplier Governance Framework

To institutionalize ethical and sustainable procurement, One Mobility strengthened its supply chain governance by co-developing a Business Partner Code of Conduct (CoC) with Global ESG, Global People, and Global Culture & Ethics teams. In addition, One Mobility 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 overarching policy sets the fundamental ethical and sustainable development principles for the company's global operations and supply chain ecosystem, covering a broad range of ethical standards, including human rights, inclusion and diversity, health and safety, environmental protection, responsible sourcing, and more, serving as the core guiding document for all business conduct and partner collaboration.



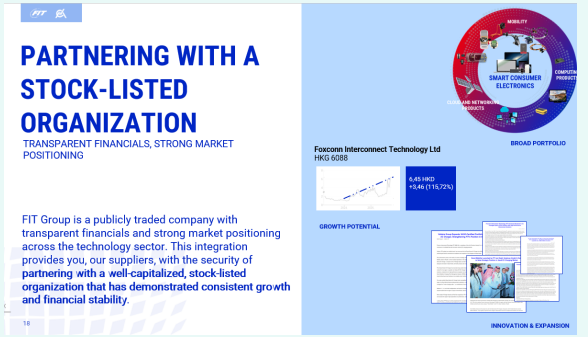
Aligned with corporate values and international compliance standards and closely anchored to the requirements of the Suppliers Code of Conduct, the CoC defines mandatory expectations across human rights, fair labor, anti-corruption, environmental protection, and responsible sourcing for all business partners. The CoC is integrated into all supplier contracts, ensuring binding compliance.

Both policies are accessible on One Mobility's website, promoting transparency and stakeholder trust. This standardized framework enables systematic ESG evaluation of suppliers and serves as a foundation for responsible procurement governance across the global supply chain.

Case study Strengthening Supplier Partnership Through the First One Mobility Supplier Webinar

On October 16, 2025, One Mobility hosted its first global Supplier Webinar and engaged over 230 participants from 200+ companies. The event communicated key updates on corporate integration, strategic direction, and product portfolio, which offered clearer insight into how One Mobility collaborates with its suppliers.

Senior leaders from One Mobility and FIT Group shared their perspectives on transparency, partnership, and long-term growth. Participants rated the session highly and highlighted the information as especially valuable. This initiative marks a significant step toward building a collaborative, transparent, and resilient supplier ecosystem.



Manage Environmental and Social Risks of the Supply Chain

FIT deeply recognizes that identifying and effectively managing environmental and social risks in the supply chain is critical to sustainable business operations. The company conducts regular evaluations and monitoring of potential environmental and social impacts arising from business activities and procurement processes. By communicating product-related environmental and green requirements to suppliers and implementing green supplier management in accordance with the "Measures for Control of Green Supplier Selection and Assessment", FIT ensures effective oversight and control of environmental and social risks throughout the supply chain.

Assessing current operations is the first step toward fostering internal collaboration and identifying key improvement opportunities. In 2025, FIT continued its proactive approach to supply chain resilience by advancing the preliminary study on climate change impacts. While no significant disruptions from extreme weather events were reported, the central Procurement Department continued to implement the "Emergency Response Management Operation Procedure", which includes an established emergency response team and cross-functional collaboration with the product team to assess and execute response measures – such as adjusting inventory levels, optimizing transportation methods, and coordinating customer deliveries. Under the Second Source principle, FIT ensures at least two suppliers for each procured material wherever feasible, thereby reducing supply chain risks due to market or scale constraints.

Adhering to the concept of proactive risk prevention and control, FIT comprehensively identifies and addresses various potential risks in the supply chain, including environmental compliance, human rights protection, and labor rights, through global regulatory compliance screening, strict supplier due diligence, and strengthened control over high-risk areas. In line with this approach, One Mobility has conducted proactive screenings for emerging EU sustainability regulations to ensure preparedness and compliance.

Case study **Proactive EU Regulatory Compliance Screening for Procured Materials**

In 2025, One Mobility conducted a comprehensive regulatory screening to assess whether all procured parts and materials fall under the scope of the EUDR and the CBAM. The assessment covered material categories, sourcing origins, and end-to-end supply chain processes.

The results confirmed that all procured items were out of scope for both EUDR and CBAM. This result reflects One Mobility's proactive compliance strategy and enhanced ability to monitor evolving sustainability regulations in real time. By systematically evaluating regulatory exposure, the company reinforced its supply chain risk mitigation framework and ensured alignment with evolving European regulatory expectations. This initiative supports the company's commitment to responsible sourcing and environmental risk management.



Building on this regulatory foresight, One Mobility Autokabel GmbH (OMAK) has also voluntarily implemented a comprehensive due diligence program aligned with the German Supply Chain Due Diligence Act (LkSG), setting a benchmark for regional supplier due diligence practices.

Case study **LkSG Compliance and Tier 1 Supplier Due Diligence at One Mobility Autokabel GmbH (OMAK)**

Although the German Supply Chain Due Diligence Act (LkSG) does not legally apply to One Mobility Autokabel GmbH (OMAK), the company voluntarily implemented a comprehensive due diligence program. The screening and assessment results confirmed the following:

1. OMAK fulfils all LkSG-mandated due diligence obligations with its Tier 1 suppliers.
2. No violations of human rights, labor rights, or environmental standards were identified.
3. The supply chain is fully compliant with LkSG core requirements.


LCC

Zertifikat 2025

für das Unternehmen
FIT Voltaira Autokabel Gruppe GmbH
Im Grien 1, 79688 Hausen im Wiesental

über die Einhaltung von Sorgfaltspflichten in den Lieferketten

Dem Unternehmen wird testiert, dass:

1. es die Sorgfaltspflichten gemäß dem Lieferkettensorgfaltspflichtengesetz (LkSG) in seinen Lieferketten mit den direkten Lieferanten (Tier-1) durch eine externe Prüfung, durchgeführt von Supply-Chain-Experten der LCC GmbH, wahrnimmt;
2. auf Basis der Überprüfung durch die LCC GmbH, in den Lieferketten mit den direkten Lieferanten (Tier-1), keine Auffälligkeiten oder Verdachtsmomente auf mögliche Verstöße gegen die vom LkSG benannten Anforderungen an die Sorgfaltspflichten erkennbar sind, insbesondere keine Verstöße gegen Menschenrechte, Kinderarbeit, Sklaverei, Leibeigenschaft, Ausbeutung, Diskriminierung, Ungleichbehandlung, Zwangarbeit, Schuldknechtschaft, angemessene Entlohnung, Koalitionsfreiheit, Arbeits- und Gesundheitsschutz, Sicherheitsstandards, Bau-rechts- oder Brandschutzbestimmungen, widerrechtliche Zwangsräumung, Umweltschutz-auflagen, schädliche Bodenveränderung, Gewässerverunreinigung sowie Luft-verunreinigung;
3. seine Lieferketten im Einklang mit den Anforderungen des LkSG stehen.

on compliance with due diligence requirements in the supply chains

It is certified to the company that

1. it performs the due diligence obligations according to the Supply Chain Due Diligence Act (LkSG) in its supply chains with direct suppliers (Tier-1) by means of an external audit, carried out by supply chain experts of LCC GmbH;
2. on the basis of the audit of LCC GmbH, no conspicuous or suspicious facts are discernible in the supply chains with the direct suppliers (Tier-1) regarding possible violations of the due diligence requirements specified by the LkSG, in particular no violations of human rights, child labour, slavery, bonded labour, Exploitation, discrimination, unequal treatment, forced labour, debt bondage, fair wages, freedom of association, occupational health and safety, safety standards, building or fire safety regulations, unlawful eviction, environmental protection requirements, harmful soil contamination, water pollution, air pollution,
3. its supply chains are in compliance with the requirements of the Supply Chain Due Diligence Act.

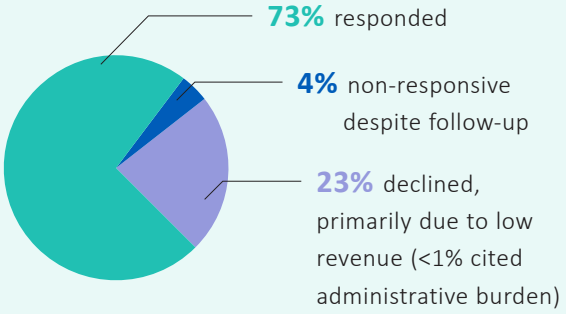
Ausstellungsdatum des Zertifikats
Januar 2025

Gültigkeit des Zertifikats bis
Juni 2025

Maximilian Brunnett
Geschäftsführer LCC GmbH

Launched in 2023, the program assessed over 3,200 Tier 1 suppliers globally using a risk-based approach. Initial assessments of 725 suppliers established a tiered framework, with continuous monitoring via web crawling and Human Rights List screening. In 2025, even Priority D (lowest-risk) suppliers were reviewed, and Tier 2 visibility was extended where data was available – primarily through conflict minerals smelter lists from raw material suppliers.

A simplified questionnaire covered compliance systems, ISO certifications (9001, 14001, 45001), and ESG risk awareness. Of the 3,200 suppliers:



For non-respondents, data was obtained via independent research, direct engagement, and continuous web monitoring, ensuring no information gaps and full due diligence coverage.

High-risk suppliers (e.g., raw materials) underwent enhanced scrutiny, including review of corporate ESG initiatives, to build robust risk profiles.

The above regional compliance practices by One Mobility are all based on FIT's unified global supplier assessment and compliance standards. As Hon Hai is a member of the RBA, FIT is required to standardize the management of all its entities by adopting the following globally recognized assessment criteria in line with the RBA's requirements for supplier assessment, which form the fundamental framework for the group's end-to-end supply chain environmental and social risk management:

Supplier guidelines	Labor practice	Health and safety	Environmental protection
• Supplier commitment • Management accountability • Risk assessment and management • Goals and plans • Training • Audit and evaluation • File and record	• Child labor • Youth employment • Forced labor • Discrimination • Operating hours • Salary and benefits	• Fire safety • Equipment safety • First aid and medical services • Chemical safety • Working conditions • Personal protection equipment • Food preparation and services	• Environmental laws and regulations • Environmental impact assessment • Whether waste discharge meets relevant standards • Storage of hazardous waste

To further refine and enhance the group's supplier social responsibility management system and align with more authoritative international labor standards, FIT is building on its well-established environmental assessment mechanisms to review and strengthen social supplier standards. One Mobility has incorporated International Labour Organization ("ILO") labor standards into its existing supplier assessment criteria, with a focused emphasis on child labor, forced labor, freedom of association, and non-discrimination.

Our actions to Responsible Business Alliance ("RBA")

FIT (Belkin, Mainland China and Vietnam) is integrating responsible business practices across its global supply chains. The RBA is a nonprofit organization representing companies that focus on promoting responsible business practices and improving social, environmental, and ethical conditions in supply chains. The RBA provides a comprehensive framework for companies to collectively address ESG issues (labor and human rights, ethics, environmental sustainability, and health and safety) in global supply chains and align their 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 standardize management across all its entities by adjusting the supplier Code of Conduct in accordance with RBA's requirements. Relevant sites are arranging RBA Validated Assessment Program ("VAP") audits to integrate RBA standards into their daily operations. The RBA VAP is conducted to assess the compliance with the relevant code of conduct.

The summary of FIT RBA VAP audits in 2025 is presented in the table below:

	Number of sites that completed VAP	Number of VAP that failed non-compliant sites	Certification coverage
2025	7 RBA VAP audits across 5 sites	1 site	57.14%

RBA VAP Audit at One Mobility Voltaira Vietnam

One Mobility Voltaira Vietnam has been chosen as one of the facilities to undergo Hon Hai's annual RBA audit in 2025. To prepare for the third-party on-site audit, the Vietnam plant had submitted the RBA self-assessment questionnaire to RBA Online and conducted the internal audit even prior to the RBA visit.

The external RBA VAP audit was held from 22nd to 25th December 2025, covering document review, site visit, and employees' interview. The audit report identifies and summarizes the audit results and potential areas for improvement. The Vietnam plant is implementing the improvement measures and work to augment their ESG performance.

Responsible Sourcing

FIT is committed to demonstrating environmental responsibility, social accountability and ethical business practices in its supply chain. The concept of green procurement is deeply integrated into daily operations and management, supported by the formulation and implementation of the "Green Supplier Selection and Evaluation Management Operation Methods." We prioritize suppliers with competitive advantages and a commitment to green procurement, and we focus on sourcing environmentally friendly products and services. 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").

1726 **suppliers signed the "FIT SER Policy",**

achieving 100% signature rate

FIT also conducts green management of suppliers in accordance with the "Green Supplier Selection and Evaluation Management Operating Methods", conveying FIT's environmental requirements on products to suppliers. Environmental surveys/ evaluations on suppliers such as CMRT surveys, SVHC surveys, Green Product ("GP") Assessment, etc., are conducted with a 100% completion rate.

In 2025, 223 suppliers in total were audited in quality safety, GP and SER aspects. Suppliers are required to rectify the nonconformities identified in the audits through the implementation of improvement plans and initiatives within an established timeframe. To date, 100% of all identified non-conformities were rectified. FIT will continuously track suppliers in the implementation of the corrective actions, including regular follow-ups, on-site inspections, and further audits.

As a key pillar of responsible sourcing and a critical step toward achieving sustainable supply chain goals, decarbonization and emissions transparency have become central to FIT's procurement strategy. One Mobility, as a core entity under FIT, has launched targeted initiatives to enhance Scope 3 emissions management, which exemplifies the company's practice of integrating environmental responsibility into responsible sourcing. The details of these initiatives are presented in the following case study.

Case study **Advancing Scope 3 Emissions Transparency**

In alignment with One Mobility's ESG 2025 decarbonization strategy, a value chain GHG emissions accounting and roadmap preparation project was initiated at One Mobility Voltaira. As a result of collaborative efforts of Sustainability, Procurement, PLM, Supply Chain and Operations, targeted actions were taken to enhance the measurement, management, and reduction of Scope 3 emissions.

To enhance the accuracy and consistency of emissions reporting, the Global Supply Chain Management department systematically reviewed and updated product weight data in the SAP system. All related datasets and reporting tools will be synchronized with the updated SAP records, ensuring accuracy, traceability, and compliance with evolving regulatory and customer disclosure requirements. This standardization strengthens the reliability of Scope 3 emissions calculations and establishes a robust foundation for future carbon accounting.

To drive greater supply chain transparency, One Mobility launched a pilot program to collect CO_2 emissions data from its top 12 core suppliers, representing approximately 30% of upstream Scope 3 emissions. Data was secured from suppliers accounting for 12% of total Scope 3 impact, with the remaining carbon emissions data submissions received in December 2025.

These efforts enhance supplier accountability, support data-driven decarbonization planning, and form key components of the company's responsible sourcing framework. All are fully disclosed in this FIT ESG report. By embedding carbon performance into procurement governance, One Mobility reinforces its commitment to climate action and sustainable value chain leadership. These efforts also align with FIT's overall responsible sourcing strategy, laying a solid foundation for the group's long-term goal of building a low-carbon, transparent supply chain.

Continuous Improvement

FIT regularly engages with Hon Hai to learn from its supply chain management practices and is evaluating the feasibility of integrating best practices into our own systems. FIT prioritizes open and transparent communication, holding regular briefings with suppliers on product requirements and ESG standards. FIT places a high priority on developing a sustainable supply chain and will continue to collaborate with suppliers to create a responsible, ethical, and sustainable value chain.

To translate this continuous improvement commitment into concrete long-term actions, One Mobility has taken the lead in formulating a clear long-term strategy for sustainable supply chain development, building on its 2025 achievements. This strategy not only embodies FIT's overall concept of continuous improvement but also provides an actionable blueprint for the group's supply chain ESG advancement, detailed in the following case study.

Case study **One Mobility's Long-Term Commitment to Sustainable Supply Chain Development**

Building on its 2025 achievements in supply chain ESG management and procurement value chain activities, One Mobility's Procurement Department has established a long-term strategy for sustainable supply chain development. This strategy focuses on five core pillars to strengthen governance, enhance transparency, and drive decarbonization across the global supplier base:

1. Strengthen Governance & Engagement – Embed ESG in procurement decisions via conducting due diligence and pilot study for suppliers with the highest emission (hotspots).
2. Improve Scope 3 Data Management for produced goods – Standardize SAP/Xpert product weight data and expand CO_2 data collection prioritizing carbon hotspot suppliers.
3. Expand Tier 2 Visibility – Include Tier 2 suppliers in the due diligence system, primarily through conflict minerals smelter lists.
4. Monitor Global ESG Regulations – Proactively screen for EUDR and CBAM for all procured parts and materials.
5. Build a Low-Carbon Supply Chain – Joint decarbonization roadmaps and ESG capacity building.

These commitments directly support One Mobility's ESG 2025 strategy, reinforce responsible sourcing as a strategic priority, and lay the foundation for sustainable value creation. By integrating ESG into procurement governance, the company strengthens supply chain resilience and positions itself as a leader in ethical sourcing and sustainable mobility.

Building on the progress made by One Mobility and other subsidiaries, FIT has achieved a critical leap in sustainable supply chain management in 2025. Through binding policies, data transparency, and strategic engagement, we are building a resilient, responsible, and low-carbon value chain. We remain committed to continuous improvement, innovation, and collaboration – ensuring long-term value creation for all stakeholders.



Chapter 9
Health and Safety

Management Approach
Health and Safety Governance Structure
OHS Measures and Actions
Indicators and Performance
Safe Production
Ensure Fire Safety
Methods for Handling Hazardous Chemicals

FIT adheres to the core philosophy of safety first, prevention, accountability, and continuous improvement, striving to build a safe healthy, and compliant work environment for all employees and contractors.

Management Approach

To fulfill this commitment, FIT strictly complies with all applicable occupational health and safety ("OHS") laws and regulations in its operating regions. The key local regulations followed by region are set out below:

Chinese Mainland	Vietnam	Taiwan	United States
"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.	"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", etc.	"Occupational Safety and Health Act", "Regulations Governing the Labor Health Protection", etc.	"Occupational Safety and Health Act", etc.

During the Reporting Period, FIT maintained full compliance with applicable occupational health and safety regulations, with no material non-compliance identified.

FIT has established a comprehensive Environment, Health and Safety ("EHS") management system and operational framework encompassing governance structures, policies and standardized procedures to safeguard OHS. Across its global operations, dedicated EHS committees with cross-functional representation from management, employees and external professionals carry out regular meetings, safety inspections and risk assessments in compliance with local regulatory requirements. FIT promotes a bottom-up employee engagement mechanism that encourages employees to proactively identify hazards and propose improvement measures, fostering a strong collaborative safety culture and enhancing EHS performance.



Preventive Measures

Internal and Third-Party Health and Safety Audits	Daily regular inspections are conducted by on-site EHS teams, supervisors, and employees. Routine audits cover fire safety, electrical safety, chemical handling, equipment safety, construction safety, and OHS awareness of employees. A third-party contracted company visits twice a month to inspect the overall site and check for potential safety hazards. All sites conduct internal audits and cooperate with external third-party certifications (such as ISO 45001, ISO 14001) and local government inspections. Deficiencies identified during audits are tracked and rectified in a timely manner to ensure continuous improvement.
Identify Safety Hazards	In accordance with local regulations and internal "Environmental Factors and Occupational Health and Safety Risk Identification Management System", all factories conduct annual occupational hazard and risk assessments. Routine and ad-hoc hazard identification is performed through site inspections, safety walks, work environment monitoring, and equipment risk evaluations. Significant risks are prioritized for improvement based on hierarchy of controls: elimination, substitution, engineering controls, administrative controls, and PPE.
Sign Responsibility Agreements	Each factory establishes a clear safety governance structure involving top management, EHS personnel, production managers, and employee representatives. Safety responsibility is defined and assigned at all levels. Relevant personnel sign safety commitment documents to clarify accountability for production safety and occupational health.
Attend Safety Meetings	Health and Safety Committees hold regular meetings. The committees review safety performance, incident statistics, hazard rectification status, and improvement measures. Meeting outcomes are reported to senior management and works councils to drive timely implementation.
OHS Training	Mandatory OHS training is provided for all employees, including new-hire orientation and annual refresher training. Training topics covered fire safety, first aid, lockout/tagout ("LOTO"), chemical handling, machine operation safety, personal protective equipment ("PPE") use and emergency response. Training is delivered via internal sessions, external certified courses, and online courses. All high-risk operations require certified qualification before personnel are allowed to work.
Reminders	Safety signage, emergency evacuation routes, PPE requirements, and operational safety rules are posted in prominent areas across production sites. Visual communication tool such as safety alerts, posters, toolbox talks, and digital notifications are used continuously to strengthen employee safety awareness.

Reactive Measures

FIT has established standardized procedures for reporting work-related hazards, dangerous situations, and work-related injuries. Although reporting channels and processes vary by region, they follow a unified principle: employees can report potential risks or hazards to managers, safety supervisors or designated EHS staff either directly or indirectly. Work-related injuries and serious incidents are reported to the relevant regulatory authorities in accordance with local requirements.

All incidents are reported immediately to ensure timely and proper response and treatment, including first aid and medical assistance. Root cause investigations are carried out through on-site inspections, interviews, document reviews and other appropriate methods. All details related to the accident must be documented in a report and submitted to the department head, division head, and the CEO.

FIT maintains complete records of safety inspections, incidents and investigations. Corrective and preventive actions are implemented continuously to eliminate potential risks and prevent similar incidents from recurring.

Health and Safety Governance Structure

As the core of FIT's OHS management system, the health and safety governance structure provides institutional guarantee for the effective implementation of all safety measures. FIT has established cross-level Health and Safety Committees across all business units and operating sites to lead, coordinate, and oversee workplace safety management and adapt to regional key safety risks. The committees comprise senior management, management representatives, EHS experts, heads of relevant teams and employee representatives, ensuring health and safety issues are comprehensively addressed from strategic, professional, and frontline perspectives. Committee members hold regular meetings 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), overseeing subordinate and relevant departments to implement effective measures such as annual risk identification and assessment, emergency drills, and hidden danger rectification.
- The development of occupational safety and health plans and the arrangement of safety training (including induction training for new employees, quarterly industrial safety training, first aid training, and hazardous chemical handling training).
- Identify gaps and improvement areas through incident investigations, EHS audits, and risk assessment results, and supervise the rectification of problems to form a closed-loop management process.
- Overseeing the fulfilment of objectives to ensure compliance with the requirements of both international certifications and local occupational safety and health laws and regulations.

Case study **Strong health and safety governance at One Mobility – Morocco**

One Mobility – Morocco has established a sound health and safety governance system in line with local labor laws and the Group's global standards, taking the cross-functional Health and Safety Committee as the core of governance. The committee consists of HR responsible personnel, EHS responsible personnel, staff representatives, technical responsible personnel, occupational physicians, and other relevant stakeholders. The Committee convenes quarterly and immediately following any work accident, with results managed through digital processes to ensure transparency and traceability.

The governance structure is supported by an ISO 45001 certified OHS management system, covering 100% of full-time employees, with KPIs as the core evaluation criteria. The system is communicated to employees and contractors through local and shared procedures and awareness initiatives, with implementation and evaluation conducted via internal and external audits.

Accountability is clearly assigned across management, functional leaders and frontline teams. In 2025, continuous improvement actions included hazard inspections, targeted training, employee health support, and equipment safety innovations, reinforcing FIT's zero-accident ambition and full regulatory compliance.

Case study **Occupational health and safety management system at One Mobility – Germany**

One Mobility – Voltaira Germany has established a standardized occupational health and safety management system compliant with German occupational safety laws. A cross-functional Health & Safety Committee is formed with an external independent chair, senior management representative, occupational safety specialist and HR representative, which meets quarterly, reports to senior management and tracks risks, training, inspections and safety performance systematically.

The OHS system is fully embedded in the digital management platform with 100% employee coverage. It adopts a structured hazard assessment and control framework, implements a confidential global reporting mechanism for hazards and incidents, and conducts root-cause analysis and closed-loop corrective actions to prevent incident recurrence.

In 2025, the company rolled out all-staff safety training, visitor safety protocols, a high-risk work permit system, updated risk assessments and operational guidelines, and launched employee health initiatives including mental health support and VR fire safety training.

Clear accountability is defined across the CEO, executive officers, HSC, HR, supervisors and all employees to sustain a strong safety culture, ensure full regulatory compliance and support the FIT's zero-accident and sustainable safety governance objectives.

OHS Measures and Actions

FIT has implemented a comprehensive set of measures to ensure OHS for employees. Regular OHS training programs are conducted, including fire safety and emergency response training (e.g., fire extinguisher use, evacuation procedures), first aid training, and specialized sessions on machine operation safety, LOTO, chemical handling, and PPE use. Labor protection supplies are provided to employees to ensure personal protection.

Before new equipment is put into operation, safety assessments are conducted to verify operational safety, and machine safety measures such as guards, interlocks, and warning systems are installed to prevent accidents. Hazard assessments are conducted for production lines and specific processes, focusing on occupational hazard factors such as noise, air quality, chemical exposure, and ergonomic risks. These assessments are carried out in accordance with local standards, with a formal evaluation of occupational hazard status conducted every three years to mitigate associated risks.

Regular safety inspections and audits are performed to identify and mitigate workplace risks, including monthly plant reviews and internal compliance audits. High-risk areas such as molding, electroplating, and assembly are prioritized in these assessments, with corrective actions implemented to address identified hazards. Additionally, annual medical examinations are arranged for employees, and preventive health initiatives such as vaccination programs are offered periodically.

These measures are consistent with FIT's commitment to maintaining a safe and healthy work environment.

Case study **Digitized Safety Training & Systematic Capacity Building**

In 2025, FIT promoted standardized and digitalized occupational health and safety training across global sites.

- One Mobility – Voltaira Germany implemented mandatory OHS training via the DSMS digital system, which automatically pushed training content to all employees and monitored completion rates.
- One Mobility – Korea carried out quarterly industrial safety and health training for all employees: 3 hours per quarter for managers and 6 hours per quarter for frontline workers, all completed online with certification.
- One Mobility – Vietnam provided first-day OHS training for all new employees and annual professional OHS training for all staff through third-party institutions in accordance with local regulations.
- FIT Mainland China implemented monthly safety training, including supervisor training, post-entry training for new employees, and fire equipment operation training, with complete training records.

Through multi-level and full-coverage training, the safety awareness and operational capabilities of all employees were comprehensively improved.



Case study **Regular OHS Training at FIT Vietnam**

FIT Vietnam has established a comprehensive occupational health and safety (OHS) management system in accordance with ISO 45001:2018, covering all employees. A Labor Safety and Health Committee with employee representatives meets twice a year to oversee safety governance and continuous improvement.

As the core of its OHS management, regular and systematic training has been widely implemented:





A total of 24,036 employees participated in six sessions of basic OHS training.

Specialized training was provided for

114 employees in construction safety,

329 in first aid, and

32 in chemical safety.

Multi-channel safety promotion including videos, broadcasting, posters and banners was carried out to enhance safety awareness.

Supported by standardized equipment management, hazard identification, on-site inspections, emergency drills and PPE management, FIT Vietnam's holistic OHS training and management system effectively reduces operational risks, prevents work-related injuries, and continuously improves workplace safety, health and well-being for all employees.

FIT is committed to cultivating a sound health and safety work culture and building a secure work environment for all employees, guided by three core principles. It establishes a rigorous health management system to safeguard employees against risks from prolonged working hours, excessive overtime and heavy workloads, focuses on enhancing employees' physical and mental well-being through regular group cultural and sports activities, and optimizes the working environment by providing essential amenities to meet employees' basic daily and health needs.

In terms of occupational health protection, FIT provides regular pre-employment, on-the-job and post-employment medical examinations for eligible employees, with more frequent screenings for those in high-risk positions to detect potential health hazards in a timely manner. It assigns positions based on employees' health status, monitors their physical well-being continuously and keeps detailed records of work-related injuries and occupational diseases for future reference and improvement.

Case study Full-Coverage Employee Health Services

FIT provides comprehensive physical and mental health support for global employees, realizing early detection, and early intervention.

- One Mobility – Morocco provided regular physical examinations including vision, hearing and cardiovascular screening, on-site first-aid services, mental health workshops, work environment monitoring and vaccination programs for all employees.
- One Mobility – Korea provided annual health checkups for all employees, annual job stress assessment, monthly health consultation by contracted nurses, and special occupational health examinations for employees exposed to hazardous factors.
- One Mobility – Mexico implemented onboarding and periodic medical examinations for all employees.

These services resulted in early detection, early intervention and continuous protection of employee health.

Case study Holistic Health Promotion Activities

In 2025, multiple FIT sites launched targeted health and well-being initiatives to improve employees' physical health and safety awareness.

- One Mobility – Voltaira Germany carried out a Functional Movement Screen health course and a VR Fire Trainer course, combining physical health improvement and emergency capability training.
- One Mobility – Morocco organized Safety Week campaigns covering risk prevention, mental health and emergency response, strengthening the safety culture.
- One Mobility – India held National Safety Week with safety quizzes, poster and slogan contests and a company-wide Stepathon to encourage physical exercise.

These diversified programs improved both physical health and safety awareness of employees.

Case study FIT Vietnam Prioritizes Employee Health and Occupational Safety

FIT Vietnam ensures 100% coverage of mandatory occupational health screenings for all employees in special and hazardous job positions, covering pre-assignment, periodic, and post-assignment medical checks. In 2025, 386 employees received occupational disease examinations with zero occupational diseases reported.









To strengthen risk prevention at the source, FIT Vietnam carried out a 2025 ergonomics safety assessment covering 498 work positions, with all medium-risk items promptly improved. Regular workplace environment monitoring is conducted at least annually to identify and control hazards.

Additionally, employees in heavy load, harmful, or dangerous conditions receive monthly food compensation in compliance with Vietnamese laws.

Through standardized health monitoring and diversified health care services, FIT Vietnam effectively protected the health and rights of employees.

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

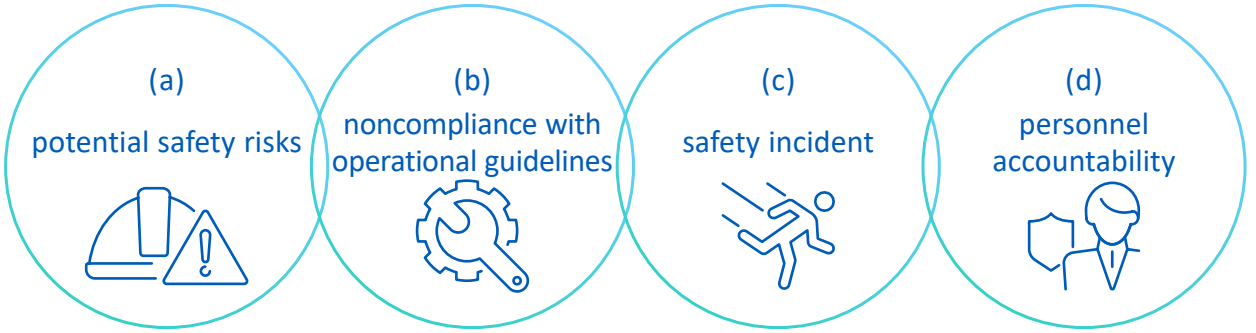
Performance

OHS Performance	2025
Number of work-related fatalities	**0**
Rate of work-related fatality – in 200,000 hours worked	**0**
Number of work-related injuries	**74**
Rate of work-related injury – in 200,000 hours worked	**6%**
Lost days due to work injury	**2875.38**

Safety Production

Management and Systems

FIT adheres to the "Four Don't Let off" principles as a fundamental guideline to proactively prevent safety incidents, including:



To manage incidents effectively, FIT emphasizes the establishment and implementation of standardized safety procedures. In accordance with "Hon Hai Occupational Safety Policy", FIT sites must comply with the "Group Work Injury Management Rules" and formulate an "Emergency Response Plan for Safe Production Safety Incidents" tailored to local operating conditions. These plans specify the classification of safety incidents, standardized incident reporting procedures, and the corresponding responsibilities of the Incident Investigation Team. Upon notification of a safety incident report, the team conducts investigations in accordance with internal procedures and regulatory requirements. Root causes are analyzed, and corrective actions are documented and tracked to ensure effective resolution. Investigation outcomes, improvement measures, and cross-site case sharing are reviewed periodically by the committee to prevent recurrence of incidents and strengthen continuous improvement.

To further strengthen employees' safety awareness and effectively reduce the likelihood of safety incidents, FIT has adopted a series of targeted preventive measures.

Case study — Equipment Safety Innovation at One Mobility – Morocco

Installed timers for heating equipment to enhance production safety:

During EHS hazard inspections, it was found that heating equipment in the production area might be left running unintentionally, posing risks of overheating, fire and burns. One Mobility – Morocco installed timers for all relevant heating equipment, which automatically shut off after a defined period. This measure effectively reduced human error, avoided potential hazards, saved energy and were aligned with safety compliance requirements, supporting FIT's zero-accident and energy efficiency goals.

Before Improvement



After Improvement



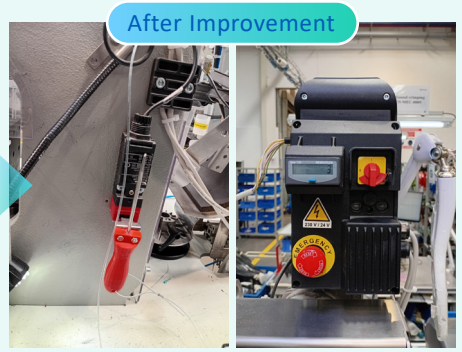
Added dedicated cleaning tools for manual crimping machines:

It was identified that manual cleaning of blocked terminals on manual crimping machines exposed operators to hand cuts and pinching risks. One Mobility – Morocco implemented dedicated cleaning tools for the machines, which automatically shut down the equipment when the tool is in use. This improvement minimized direct hand contact with hazardous parts, reduced injury risks, and improved machine reliability, contributing to a proactive safety culture.

Before Improvement



After Improvement



Case study — Improved Production Safety at One Mobility – Mexico

Added eye protection for dust cleaning on tooling line LSU 5.2:

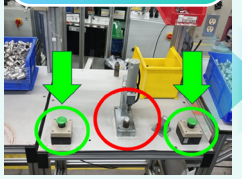
During safety walks and risk assessments, it was identified that cleaning operations on the LSU 5.2 tooling line exposed employees to dust and potential eye damage. The FVMX team installed protectors on pneumatic tools used for cleaning. This improvement effectively prevented eye injuries and supported the factory's zero-accident target.



Implemented double control safety for production equipment:

During routine safety assessments, risks related to unintended machine activation and potential impact or pinching hazards were identified. The factory applied a double control safety mechanism to prevent accidental operation from occurring, and protect employees from physical harm. This measure significantly enhanced operational safety and helped maintain zero accidents.

Before Improvement



After Improvement



Applied ergonomic assessment and dynamic worktables:

Through ergonomic assessments, the factory identified workstation-related risks that could affect employee health and safety. The factory implemented targeted corrective actions including the use of dynamic worktables to improve posture and working conditions. The initiative created a safer and more comfortable workplace and helped maintain 0 accidents across operations.

Before Improvement



After Improvement



Case study **Standardized Safe Production Practices**

FIT's global factories have implemented systematic standardized management to ensure stable and controllable production safety.

- One Mobility – Voltaira Germany established a complete safety process including a Health & Safety Committee, conducted risk monitoring, updated risk assessments, implemented digital safety systems and regular inspections.
- One Mobility – Korea adopted twice-monthly outsourced safety inspections, monthly health consultations visits and annual workplace risk assessments.
- One Mobility – Morocco implemented daily and weekly EHS inspections, emergency drills, safety awareness activities and regular monitoring and safety audits.
- FIT SSI operated a three-level safety standardization system and conducted quarterly safety assessments.

These standardized practices ensured stable and controllable production safety.

Case study **Internal & Third-Party Audit Management**

- One Mobility – Morocco passed ISO 45001 certification audits and internal audits, ensuring the effective operation of the safety management system.
- One Mobility – Vietnam passed IATF audits and customer safety audits by Autoliv and Bosch, with timely corrective actions implemented for audit findings.
- One Mobility – Shanghai conducted regular internal audits and external audits, through which improvement opportunities have been identified.

Regular audits including internal and external evaluations, have contributed to the continuous improvement of production safety management.

Ensure Fire Safety

FIT attaches great importance to fire safety, taking emergency preparedness as the core, and implementing a full-process management system covering drills, facility inspection, and corrective actions to ensure that employees can respond effectively to fire.

Drills

- To enhance emergency preparedness, FIT sites have established dedicated fire emergency teams and carried out regular fire drills.
- After 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.
- Various factories implemented diversified fire and emergency drills and training:

FIT carried out annual emergency drills across all its factories, including fire drills, food poisoning response drills, and drills for explosive precursor chemicals, to strengthen safety awareness and emergency response capabilities among all employees.

One Mobility – Germany carried out 3D fire protection training.

One Mobility – Vietnam conducted fire, rescue, chemical spill and X-ray incident drills.







Case Study **Fire Safety Training and Emergency Drills at One Mobility – Mexico**

One Mobility – Mexico places high priority on emergency preparedness and response capacity. The factory has established a dedicated emergency response brigade and provides systematic fire safety, explosion prevention and LP gas leak response training for all brigade members.

Through regular drills and standardized emergency training, employees are equipped with the necessary skills and capabilities to respond quickly and appropriately to on-site emergencies, enhancing overall site safety and supporting the zero-accident objective.



Case study **Fire Safety Training and Emergency Preparedness at One Mobility – USA**

One Mobility – USA prioritizes emergency preparedness and strictly follows Occupational Safety and Health Act (OSHA) standards in daily operations. As part of new employee orientation, the company reviews safety handbooks covering fire safety, emergency evacuation procedures, chemical handling and storage, and use of personal protective equipment. All new hires receive comprehensive occupational health and safety training to ensure awareness of workplace hazards and safe work practices.

The company conducted fire drills during the reporting period as part of its emergency response preparedness. These drills, along with regular safety training, help equip employees with essential skills to respond effectively to on-site emergencies. The Health and Safety Committee meets periodically to coordinate safety drills and address new hazards or processes, ensuring ongoing compliance and operational safety.

Hazard identification is supported through scheduled walkthroughs, annual evaluation of Safety Data Sheets (SDS), and safety observations, which contribute to a proactive safety culture.

These measures collectively support the company's commitment to maintaining a safe working environment.

Facility inspection

FIT sites conduct regular inspections of fire and emergency facilities to ensure all fire safety equipment remains fully functional. Following fire drills, the fire brigades in Mainland China provide assessments confirming that employees possess adequate basic response capabilities, factories are sufficiently prepared, and the overall fire system operates effectively.

Corrective actions

To further reduce fire risks, FIT promotes employee participation in identifying potential fire safety risks, and welcomes feedback on enhancing fire safety measures and related projects.

Methods for Handling Hazardous Chemicals

To ensure the standardized transportation, handling, application and storage of hazardous substances, FIT has implemented a comprehensive set of hazardous chemical management systems. These include 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".



- 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.



- 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 handling personnel must be certified.



- 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.



- 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 among hazardous chemicals.
- Label hazardous materials with detailed warnings, such as indicating 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' programs, such as Shenzhen's "Crackdown and Rectification" initiative for hazardous chemicals, to support standardized safety management of these materials.

Case study **Chemical Spills Training at One Mobility – USA**

One Mobility – USA follows OSHA regulations and implements strict measures for hazardous chemical handling. The company conducts annual evaluations of Safety Data Sheets (SDS) and provides specialized training to all employees on chemical handling, storage, and spill cleanup procedures during orientation. These measures ensure safe handling of hazardous chemicals, minimize related workplace risks, and maintain compliance with OSHA standards.



Case study **New Hazardous Chemicals Warehouse Construction in Kunshan**

To eliminate storage risks of hazardous chemicals, FIT – Kunshan completed the construction and commissioning of 4 new hazardous chemical warehouses in 2025, resulting in standardized and compliant storage. The project includes 2 Class A warehouses and 2 Class C warehouses, completely replacing the original non-compliant temporary storage area. The new warehouses are equipped with complete safety facilities such as explosion-proof, ventilation, fire protection and gas detection, and fully met national safety regulations, fundamentally eliminating storage risks of hazardous chemicals.











Chapter 10
Human Capital Development

Labor Policy and Compliance
Development and Training
Employee Communication and Engagement

FIT views its workforce as fundamental to long-term success and places high priority on employee well-being. FIT is committed to building a people-centric, open, and respectful workplace that encourages diversity, inclusion, and the continuous development of every employee.

This people-oriented commitment is reflected in the honors received by FIT's regional entities, including:

One Mobility – Shanghai has been awarded the honor of "Shanghai Model Enterprise for Harmonious Labor Relations".



FIT – Zhenjiang has been awarded the honor of "Zhenjiang Excellent Talent Workstation".



序号	设站单位名称	所属市区
26	江苏镇江路桥工程有限公司	润州区
27	江苏数创智软科技有限公司	
28	江苏金斯瑞生物科技有限公司	
29	利信（江苏）能源科技有限责任公司	
30	中国能源建设集团江苏省电力建设第三工程有限公司	
31	航天海鹰（镇江）特种材料有限公司	
32	江苏天奈科技股份有限公司	
33	金东纸业（江苏）股份有限公司	
34	江苏吉贝尔药业股份有限公司	
35	镇江蓬勃生物科技有限公司	
36	孚能科技（镇江）有限公司	
37	江苏正丹化学工业股份有限公司	镇江经开区
38	镇江东方电热科技股份有限公司	
39	中节能太阳能科技（镇江）有限公司	
40	镇江赛尔尼柯自动化股份有限公司	
41	江苏东方瑞吉能源装备有限公司	
42	江苏奥雷光电有限公司	
43	奥普科技（镇江）有限公司	

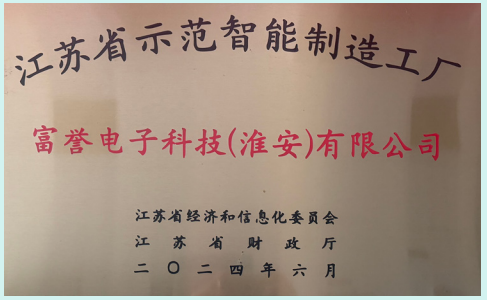
FIT – Shenzhen& Huai'an have been awarded the honors of "Provincial High-tech Enterprise" and "AEO Advanced Certified Enterprise", respectively. FIT – Huai'an has also been awarded the honor of "Jiangsu Provincial Demonstration Smart Manufacturing Factory".











FIT – Bac Ninh, Vietnam has been awarded the Certificate of Merit for outstanding achievements in the "Excel in Public Service & Excel in Family Duties" patriotic competition during 2020-2025 at the 11th National Patriotic Competition Congress for Workers, Public Servants and Laborers. The facility has also been honored as an "Outstanding Collective" by the Provincial Federation of Labor for the same period.





Labor Policy and Compliance

FIT is committed to upholding human rights and ensuring compliance with the local and national labor laws and regulations across its operations. The company has implemented a zero-tolerance policy towards forced labor, child labor, and human trafficking, and all employees are informed of their rights under labor laws.

To govern employment and labor practices, all operating sites of FIT maintain a complete set of internal policies and guidelines to govern labor practices, including the "Employee Handbook", "Non-discrimination Controlling Operation Measures", "Remuneration and Welfare Management Regulations", policies against child labor and involuntary labor, and special protection rules for juvenile workers.

Additionally, One Mobility has established a "Human Rights Policy" covering promotion, working hours, fair labor, diversity and inclusion, equal opportunities, collective bargaining, anti-harassment and anti-discrimination. The policy is transparent and accessible to all employees, demonstrating FIT' s commitment to dignity and fairness. One Mobility has also released its Code of Conduct for employees and its Code of Conduct for Business Partners in the value chain, extending requirements for human rights, ethical operations, and sustainability to the entire value chain and guiding all partners to align with FIT' s high standards of responsible business conduct.

To prevent child labor and forced labor, FIT has implemented a full-cycle compliance framework covering strict recruitment screening, employee training, internal monitoring, and grievance reporting. FIT has established internal systems such as the "Regulations on Prohibition of the Use of Child Labor", "Protection Operation Measures for Juvenile Workers" and the "Regulations on the Prohibition of the Use of Involuntary Labor" to reinforce these standards.

FIT is committed to upholding ethical labor standards. Through a robust review framework, FIT comprehensively examined employment practices to eliminate child labor and forced labor in its operations. Relevant 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 covers the entire relationship chain from recruitment to establishment of employment, strengthens the source control of forced labor risks, and 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 also values employees' work-life balance as part of its labor policy. In support of work-life balance, FIT has implemented the "Working Hours Management Measures" and the "Overtime Management Operation Measures". The company adopts a standard 8-hour workday with appropriate shifts and rest periods in accordance with local laws. Overtime is strictly controlled, and eligible employees are provided with overtime pay, allowances, or corresponding leave. For overtime management, FIT Taipei and Shenzhen require employees to submit overtime applications via a system for review and approval by their direct supervisors. Overtime work should only be performed after obtaining approval to ensure compliance in working hours management.

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 encompasses 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 dedicated to cultivating a supportive, purpose-driven, and fulfilling work environment, with a comprehensive strategy focused on both talent attraction and retention. FIT utilizes the global hiring platform "Recruitee" to publish job openings across international social platforms, broadening its reach to attract diverse talent. Recruitment initiatives emphasize inclusive job postings and unbiased selection processes to build a diverse talent pipeline.

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.

FIT promotes a supportive work environment through flexible working hours and employee well-being initiatives to enhance work-life balance. Complementing these efforts, FIT has set an annual talent retention target, provided competitive and equitable compensation and benefits packages 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.

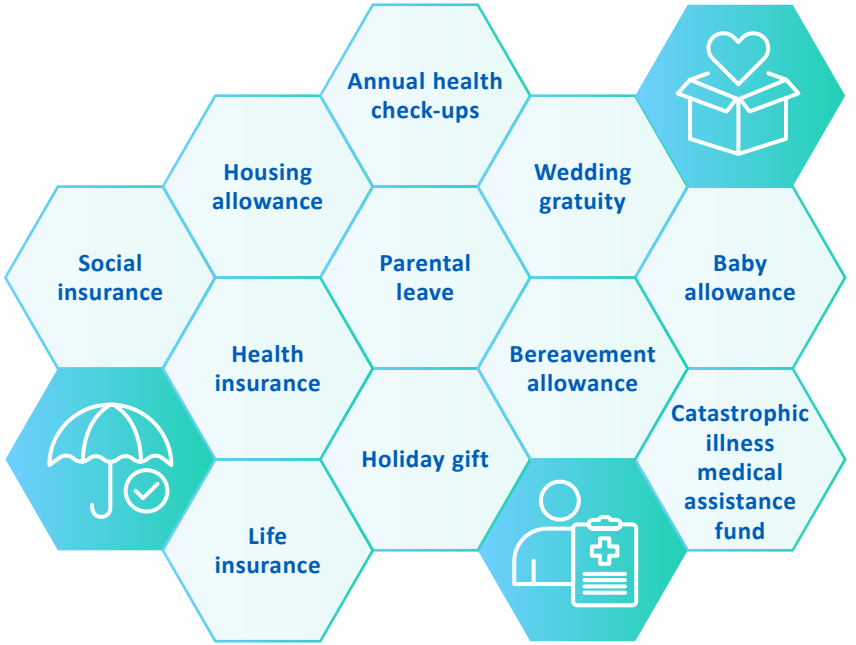
Additionally, FIT conducts annual salary reviews based on individual performance and market benchmarks. It offers employees structured career development opportunities, including paid external training and regular feedback. These measures not only support employee professional growth but also strengthen their sense of belonging and loyalty to the company. FIT also organizes engaging employee activities and nurtures a positive work culture to boost engagement and retention.

Compensation and Benefit

FIT is committed to maintaining a fair, transparent, and market-competitive compensation and benefits system. In accordance with applicable labor laws and regulations, the company has established and continuously optimizes key policies, including the "Evaluation Management Regulations", "Compensation and Benefits Management Regulations", and "Employee Job Performance Appraisal Operation Circulars".

Compensation is determined based on employees' skills, work experience, and performance outcomes, and is aligned with local minimum wage requirements. The compensation and benefits framework is regularly reviewed and adjusted with reference to external market data, industry trends, and relevant legal and regulatory developments.

In terms of benefits, FIT fully complies with local statutory requirements by providing employees with statutory holidays, paid annual leave, marriage leave, maternity leave, sick leave, and compassionate leave. In addition, FIT offers a comprehensive benefits package that includes various allowances and supplementary benefits in line with local practices and company policies. Other benefits include:



Employee Well-Being Benefits at One Mobility – Vietnam

One Mobility – Vietnam prioritizes the health, rights and comprehensive development of its employees. The company abides by local labor regulations and provides a complete set of employee benefits and welfare systems to safeguard employee well-being and enhance workplace engagement. Some of the key compensation and benefit measures include:

- Annual salary reviews and performance-based bonuses in accordance with company policies
- Paid parental leave for both maternity and paternity, as stipulated under Vietnamese labor law
- Free annual health check-ups for all employees to support preventive healthcare
- Mentorship programs for new employees, where team leaders and experienced staff provide guidance to support onboarding and cultural integration
- Flexible leave arrangements and standardized working hours monitored through an automated timekeeping system (Timekeeper machine)
- Full coverage of statutory social insurance, health insurance, and occupational injury insurance
- Diversity, Equity, and Inclusion training for managers, along with internal audits to ensure compliance with anti-discrimination policies
- Formal feedback mechanisms, including annual employee satisfaction surveys and skip-level meetings, to promote open communication
- Union-organized cultural and welfare activities, such as International Women's Day celebrations, Children's Day events, and support for employees and families facing hardship

Employee Well-Being Benefits at One Mobility – Korea

One Mobility – South Korea is committed to fostering a supportive and balanced work environment in compliance with local labor regulations and corporate policies. The company prioritizes employee health, stability, and work-life balance through structured benefits and a comfortable workplace. Some of the key compensation and benefit measures include:

- Flexible work hours
- Free annual comprehensive health check-ups and welfare points for personal use
- Family leave support: paid maternity and childcare leave in accordance with the "Equal Employment Opportunity" and "Work-Family Balance Assistance Act"
- Full coverage of the four major social insurances: National Pension, National Health Insurance, Employment Insurance, and Industrial Accident Insurance
- A defined contribution retirement pension plan, with company contributions of at least 1/12 of annual wages
- A comfortable workplace environment featuring coffee machines, ice makers, and spacious communication areas

Diversity, Equity and Inclusion

FIT regards talent as its most critical asset and recognizes that diversity, equity, and inclusion are essential to sustainable development. FIT is committed to providing equal employment opportunities for all employees and applicants, regardless of age, gender, nationality, race, ethnicity, religion, disability, sexual orientation, or other personal status.

To ensure compliance with local labor laws and standardize talent practices across global operations, FIT has implemented the "Regulations on the Management of Employee Recruitment Operations" and the "Regulations on the Management of Basic Manpower Recruitment Operations" at all sites. These policies uphold the principles of fairness, equality, and non-discrimination in recruitment, appointment, promotion, and development, while supporting the integration of local and international talent.

FIT actively promotes a diverse and inclusive workplace culture through targeted initiatives at its global facilities. One Mobility conducts anonymous employee satisfaction surveys to gather feedback on equity and inclusion, fostering transparency and trust. Employee input is collected through multiple channels and used to inform management improvements, supporting a feedback-driven approach to organizational development.

FIT – Zhenjiang has strengthened diversity in hiring through structured interviews and diversified recruitment channels, including partnerships with vocational schools. At FIT Belkin, the Women's Network Group ("WNG") was established as a reflection of Belkin's continued commitment to promoting gender equality. WNG members gain access to advocacy support, mentorship, professional development opportunities, and networking interactions with senior leadership. The WNG is one of FIT Belkin's seven global employee resource groups for creating a sense of inclusion and belonging. Belkin's employee resource groups have three primary purposes: 1) employee engagement, recruitment, and retention, 2) gaining business strategy insights from employees' lived experiences, and 3) increasing support and advocacy. Cultivating an Inclusive workplace increases productivity and innovation while also decreases isolation and burnout.



Development and Training

FIT upholds the "People-Oriented" principle and prioritizes the professional and personal growth of its employees. FIT is committed to fostering a culture of continuous learning by providing structured development opportunities that support career advancement, operational excellence, and long-term talent retention.

To ensure consistency and compliance across global operations, FIT has established standardized training systems and career development frameworks. We have defined clear employee development goals, supported by measurable indicators such as the proportion of employees participating in training and the total number of training hours completed. Ongoing tracking of progress ensures these initiatives remain aligned with our strategic objectives.

In 2025, FIT achieved a 98.27% completion rate for the Code of Conduct training. Additionally, 28 ESG/EHS-related courses are available, both online and offline, further demonstrating our commitment to sustainability and responsible business practices.

We offer a diverse range of training programs tailored to employees at different levels and roles, addressing both organizational needs and individual aspirations. These include new employee training, leadership training, on-the-job training, specialized work training, lecturer training, and language courses.

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 dedicated to cultivating a culture of continuous learning and professional development, empowering employees to achieve their personal and career goals while making meaningful contributions to the organization's success. Employees are encouraged to take ownership of their growth through self-directed learning, supported by an industry-leading learning management system that provides on-demand access to training resources. The company also offers experiential learning, interactive fireside chats with senior leaders, and mentorship programs to deliver practical and inspiring development opportunities.

To further support advancement, FIT Belkin provides education reimbursement and encourages participation in industry conferences and professional networking groups. In addition, comprehensive compliance training programs cover leadership, DEIB, ethics, fraud prevention, and cybersecurity, reinforcing a strong culture of integrity and accountability across the organization.

One Mobility – Germany's Collaboration with Vocational Schools

One Mobility – Germany implemented a dual vocational training program (Duale Ausbildung and Duales Studium), collaborating with local vocational schools and cooperative state university to provide trainees/students with structured on-the-job training. This initiative integrates formal education with practical work experience, supporting the development of skilled talent in alignment with German labor standards.

Trainees/students participate in hands-on training at One Mobility – Germany's facilities as part of the nationally recognized dual education system. The program covers technical roles in manufacturing and engineering as well as business roles in Finance, HR, Procurement, Controlling, Sales, etc (depending on the chosen vocational training or study), providing a pathway for young individuals to enter the workforce with certified qualifications.

This vocational training culture supports long-term talent development and strengthens local workforce capabilities. It reflects FIT's commitment to sustainable employment practices and compliance with national training frameworks.

Training Program Highlights at FIT Mainland China & Vietnam Sites

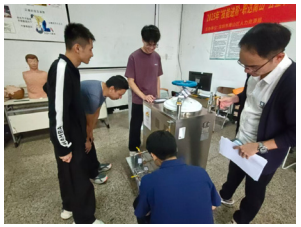
FIT Mainland China and Vietnam sites also rolled out targeted training programs in 2025, focusing on skill enhancement, leadership development, and compliance.

Special Operation & Technical Skill Certification Training:

FIT is committed to enhancing professional skills and operational safety through standardized skill certification and technical training. In 2025, the Shenzhen site provided special operation certification training for low-voltage electricians, high-altitude workers, refrigeration workers, forklift drivers and special equipment safety managers, with 45 participants obtaining official certificates upon passing assessment. Shenzhen also held advanced mold technician training in December 2025, with 30 technical employees participating to strengthen professional capabilities and successfully obtain government-recognized skill level certification.

The Kunshan site launched advanced draftsman training, with 15 employees obtaining skill level certification in 2025.

Similarly, the Huai'an site provided special operation certification training for 141 employees, covering general production safety supervisors/persons-in-charge, hazardous chemicals production safety supervisors/persons-in-charge, electricians, forklift drivers, crane operators, pressure vessel operators and other types of personnel. Meanwhile, the Huai'an site conducted 2 sessions of vocational skill level certification under the local "Skill Xinghuai" initiative, with 2 employees participating. Among them, one employee was successfully promoted to Chief Technician, becoming the first highly-skilled talent with this honor in private enterprises in Huai' an, and another employee was awarded Senior Technician certification.







Management & Leadership Training:

FIT focuses on building a strong and competent management team through systematic leadership and grassroot management training. In 2025, the Shenzhen site organized 1 session of TWI line leader management training, with 35 reserve line leaders participating to improve their management, professional, interpersonal and conceptual skills. The Vietnam site launched 1 session of management and leadership improvement training in an online-offline combined mode, with 58 Vietnamese cadres participating to enhance modern management knowledge, AI application and team cohesion. Vietnam also provided 1 session of line and group leader training with 122 participants, covering on-site management, employee motivation, SER, communication and anti-corruption to upgrade grassroots management capabilities.











New Employee & Cadre Onboarding Training:

All sites strive to accelerate talent integration and development through structured onboarding and cadre cultivation programs. In 2025, the Kunshan site held 1 session of elite cadre class with 99 fresh graduates participating, and 3 sessions of manager training classes with 150 recruited managerial staff joining, focusing on corporate culture, green factory, safety, quality and SER. The Huai'an site provided 7 sessions of cadre onboarding training with 297 management personnel participating to enhance their sense of belonging and integration. The Zhengzhou site carried out 1 session of integration training with 27 Vietnamese cadres to help them quickly adapt to work and life.






Professional Competence Training:

FIT supports continuous capability improvement by developing internal trainers and strengthening emergency response capacity. In 2025, the Kunshan site launched trainer certification training, adding 27 newly certified trainers and bringing the total number of certified trainers to 430. This has effectively met the demand for required knowledge and competency courses as well as various programs to enhance employees' overall competence, facilitated the inheritance of professional skills and experience, and supported the long-term development of the company. The Huai'an site held 7 practical training sessions on cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) operation, with 438 employees participating and a certification pass rate of over 93.8%.



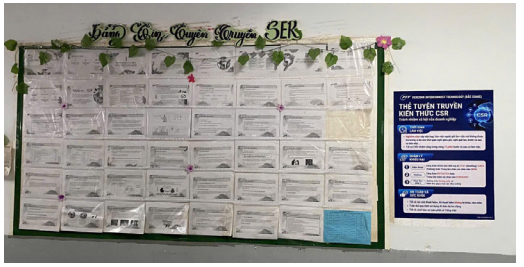


ESG & CSR Related Training:

FIT promotes sustainable and responsible operations through company-wide ESG and CSR training programs. In 2025, FIT launched 1 session of Code of Conduct and integrity training across all mainland and Vietnam sites, with 55,580 employees participating to strengthen awareness of labor, ethics, environment, health and safety. The Vietnam site carried out 1 session of CSR Promotion Month in November 2025 with 31,457 employees joining to deepen understanding of CSR requirements.







Industry-Academia Collaboration:

FIT is committed to fostering a robust talent pipeline through industry-academia partnerships. In 2025, the Shenzhen site collaborated with multiple vocational colleges and held 3 cooperation activities, recruiting 85 talents for technical positions. Similarly, the Huai'an site partnered with local vocational schools and universities, organizing 4 collaborative programs to develop joint training, upgrade the modern industrial colleges, and train more than 203 specialized technical talents. The Vietnam-Bac Ninh site cooperated with 10 universities, holding 28 recruitment sessions with more than 2,900 participants, and recruited 94 elite cadres and 92 Phoenix Program cadres.





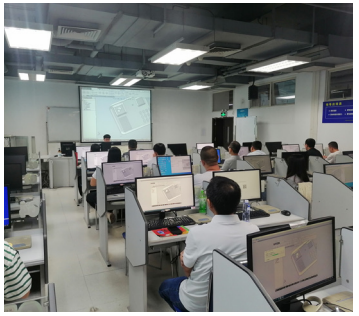






Educational Advancement:

FIT continues to support employees' personal and professional growth through educational advancement programs. In 2025, the Shenzhen site partnered with well-known universities to provide further education channels, with 28 employees enrolled. The Huai'an site cooperated with local and regional universities to offer part-time academic programs, holding 6 sessions with 218 participants including current students, and new enrollees and graduates. The Kunshan site also provided formal junior college and undergraduate programs with 53 participants to help employees improve their educational background.


Training Program Highlights at One Mobility

FIT One Mobility continues to roll out systematic and localized training programs across its global sites in 2025. Focusing on onboarding integration, leadership development, professional capability building, compliance and ESG awareness, One Mobility provides diversified learning opportunities for employees at all levels. Tailored training initiatives are implemented in each region to align with local regulatory requirements, operational needs and talent development strategies, supporting sustainable organizational growth and employee long-term development.

One Mobility – Korea

- Mandatory training for all employees covers sexual harassment prevention, disability awareness, workplace harassment prevention, occupational safety and health, retirement pension and personal information protection.
- Specialized ESG training is delivered by external institutions for core personnel, covering ESG and carbon neutrality in the automotive component industry, partner emergency response system development, supply chain ESG including Scope 1-3, partner safety management best practices and injury prevention, together with online carbon neutrality training.

One Mobility – USA

- Basic onboarding training is provided for new employees, supported by ongoing on-the-job skill development programs.
- Environment-related training is included in new employee onboarding and repeated annually for all relevant staff.

One Mobility – Morocco

- A structured onboarding and continuous skill training system is established to cover all new employees.
- A leadership development program is launched, including theoretical and practical courses on strategic planning, team management, communication and conflict resolution, and performance management for talents at all management levels.

One Mobility – Shanghai& Wuhu

- The site provides LinkedIn Learning accounts for employees, offering a full range of online courses with learning progress tracking.
- Regular cross-functional onboarding training is conducted for all new employees.
- Basic ESG training is delivered monthly for all employees to build fundamental sustainability awareness.

One Mobility – Vietnam

- New employees receive on-the-job training of at least 48 hours over 6 work days, covering job skills, operational procedures, quality control and safety standards for production and technical roles.
- Project management training program is delivered based on international standards and practical tools for employees in NPI, PE, lean, procurement, quality, supply chain, tooling and other departments.
- Diversity, Equity, and Inclusion training is provided for management personnel to strengthen anti-discrimination and equal opportunity awareness.
- Comprehensive ESG training covering labor standards, workplace safety, ethical conduct, compliance and environmental practices is integrated into onboarding, internal communication and regular courses for all employees.

One Mobility – Ukraine

- A training matrix is built to systematically plan and track employee training and skill development.
- Language training and leadership training are provided, with further details to be defined.
- ESG related safety training covers all high-risk work (for example working at heights, electrical operation, and tool usage) and fire safety, and is supported by regular safety briefings, external trainings, and onboarding and periodic occupational health examinations (external).
- Additional compliance training includes anti-corruption, energy management and ISO system requirements.

One Mobility – India

- An annual training plan is formulated, focusing on safety and quality training for production and related positions.
- DOJO training is applied with a “I do, we do and you do methodology” approach to support new employees in adapting quickly to the workplace.
- Basic ESG training is provided for all employees.
- The Earn & Learn apprenticeship program is launched, covering tuition fees and providing allowances for interns to develop targeted skills.

Employee Communication and Engagement

FIT recognizes that effective employee communication and engagement are essential to building a positive workplace culture and retaining talent. 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.

FIT strives to build an open communication culture that values employee voice and drives practical improvement. By systematically collecting feedback through forums, surveys and diversified channels, we continuously enhance employee engagement, well-being and organizational development in a targeted and sustainable manner.

Sustainability Engagement Survey

In July 2025, 14,529 supervisors and cadres from all FIT facilities in Taiwan, Chinese mainland and Vietnam participated in the Sustainability Engagement Survey. The survey covered a wide range of dimensions, including vision inspiration, diversity and inclusion, organizational efficiency, rewards and recognition, and sustainable engagement.

Employee Forums

One of the key communication channels FIT uses is regular employee forums, which facilitate direct dialogue between employees and management. At FIT's facilities in Shenzhen, Kunshan, Huai'an and Vietnam, we place a strong emphasis on open communication and employee engagement by organizing regular employee forums. These activities are attended by management, human resources, and union representatives, with the primary objective to actively listen to employee feedback, understand their needs, and address concerns promptly.

In 2025, a total of 146 employee forums were conducted across all sites, with 5,442 employees participating in total.

- The Shenzhen site held 42 employee forums, including 4 female employee sessions, 8 senior employee sessions and 30 employee representative meetings.





- The Kunshan site conducted 33 employee representative forums to facilitate in-depth communication on work and daily life and collect suggestions for business development.
- The Huai'an site organized 36 employee forums to timely collect employee feedback, understand employee needs, and better serve employees.
- The Vietnam site hosted 35 monthly employee forums jointly organized by HR and labor unions to establish an open, transparent and direct communication mechanism.





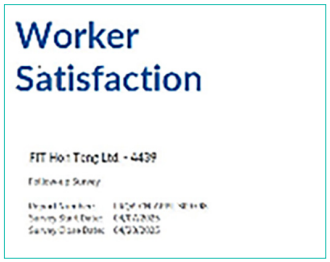




Employee Satisfaction Survey (External Supply Chain Audit – Grade A)

FIT also conducts regular employee satisfaction surveys to objectively measure employee experience and support continuous improvement of working conditions and management practices.

In 2025, the Kunshan and Huai'an sites conducted employee satisfaction surveys as required by key customer standards. A total of 2,966 employees participated in the survey, achieving overall satisfaction scores of 9.0 and 9.1 out of 10 respectively and reaching the customer's highest Grade A satisfaction level. The results fully reflected strong recognition from employees toward the workplace environment, management practices, and supporting measures provided by the company.





Similarly, the Vietnam site carried out independent and confidential employee satisfaction surveys to systematically collect feedback from its employees. A total of 15,500 employees joined the surveys, covering aspects such as work environment, welfare benefits, daily management, and operational practices. The anonymous and open feedback mechanism enabled the company to gain objective and comprehensive insights into employee experience, which has been taken as an important basis for continuously optimizing working conditions and enhancing employee well-being.

Communication Channels

To further strengthen diversified communication and employee engagement, FIT has established multiple accessible communication channels across all sites.

- All mainland China facilities organized more than 20 talent care and team-building activities including birthday parties, lunch meetings and outdoor team-building events, benefiting more than 1,800 employees and management cadres and promoting a harmonious, inclusive and mutually respectful corporate culture.
- Vietnam maintained diversified and efficient communication channels such as service hotlines, electronic suggestion boxes and on-site employee care centers, which operate continuously to collect opinions, respond to inquiries and resolve issues promptly.






- One Mobility developed an ESG brochure showcasing 2025 Year key ESG initiatives and performance achievements. The brochure serves as an accessible communication tool designed to raise employee awareness and foster an ESG-driven culture across the company.

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 without fear of retaliation or discrimination. In alignment with this commitment, trade unions have been established in several regions where FIT operates, in compliance with local labor laws and regulations. These unions serve as vital platforms for protecting employee rights, enhancing workplace well-being, and fostering constructive labor-management relations.

Unions actively engage in organizing welfare activities, facilitating communication between employees and management, and advocating fair working conditions. Union functions include negotiating collective agreements, addressing employee concerns, and promoting social dialogue through formal consultation mechanisms.

Case study Establishment of Korea Metalworkers' Union

In South Korea, the Korea Branch of the Metalworkers' General Trade Union was officially established in 2025. This marks a significant step in institutionalizing labor representation and promoting healthy labor-management relations. Based on the basic agreement, ongoing meetings are being held between union representatives and management to negotiate a collective agreement. A consultative body has been put in place to ensure continuous dialogue, reflecting FIT's commitment to transparency and mutual respect in labor relations.

Case study Union Engagement and Structured Representation in India

One Mobility – India has established a trade union through external affiliation, which is covered under the company's human rights policy, reinforcing its alignment with international labor standards. The union committee holds regular meetings with management to discuss employee concerns and promote collaborative problem-solving. This structured engagement mechanism supports open communication and ensures that worker feedback is integrated into decision-making processes.

Case study Collective Bargaining and Institutional Union Governance in Shanghai

One Mobility – Shanghai has a formally recognized trade union with established governance structures, including a union chairman, women's committee, and funding committee. The site has signed a collective agreement, demonstrating a mature framework for labor representation. The union plays an active role in safeguarding employee interests, particularly in areas related to compensation, benefits, and workplace equity.



Employee Activities

FIT is committed to nurturing a positive workplace culture, prioritizing employee well-being, work-life balance and team synergy across its global network. The company organizes a diverse portfolio of employee engagement initiatives spanning team-building events, family days, sports competitions, innovative workshops, and wellness campaigns. These initiatives are designed to create meaningful opportunities for colleagues to connect, collaborate, and recharge beyond daily work routines. By integrating fun, recognition, and shared purpose into the workplace experience, FIT reinforces an inclusive culture where employees feel valued, supported, and empowered to thrive.

Diverse Employee Activities at FIT – Bac Ninh, Vietnam

In 2025, FIT – Bac Ninh, Vietnam organized a series of flagship employee engagement events, including an annual festival, sports competitions, talent showcases and knowledge contests. These initiatives were designed to foster a positive and inspiring corporate culture, alleviate work pressure, and unlock employees' talent potential.

FIT Festival

The inaugural FIT Festival was successfully held to honor employees with 15 years of long service and outstanding performance during the year. Featuring employee-led performances and professional shows, the event presented more than 1,500 prizes to participants. Beyond a festive gathering, it was a meaningful platform to recognize dedication, strengthen the sense of belonging, and boost team morale across the factory.









NEW WING Trade Union Sports Day

The "NEW WING" Trade Union Sports Day gathered approximately 700 employees with a range of fun and interactive team challenges, including tug-of-war, sack races and team wheel activities. The Sports Day was more than just a sports competition. It enhanced awareness of physical health while fostering teamwork, coordination and strategic thinking.










FIT Talent Show

The 6th FIT Talent Show provided a creative stage for employees to demonstrate their versatility in singing, dancing and various art forms, allowing them to relieve work stress and express themselves beyond daily work.





"Golden Bell" Knowledge Competition

The "Golden Bell" Knowledge Competition was tailored exclusively for supervisory employees, with four core modules covering intelligent selection, critical thinking and problem-solving challenges. The contest comprehensively evaluated participants' overall competence and teamwork, serving as a platform for employees to showcase wisdom and capabilities.





Collectively, these initiatives enriched employees' work-life experience, reinforced collaboration, unlocked individual potential and promoted holistic well-being, effectively elevating employee engagement and strengthening organizational cohesion.

Hiking Event at One Mobility – Hungary

One Mobility – Hungary hosted a team-building hiking activity in the scenic Tihany Peninsula. Taking place in 2025, the event attracted around 60 participants including colleagues, family members and even two dogs, who completed a 6 km hike with a panoramic view of Lake Balaton. The hiking event was more than just an outdoor activity. It was a family-friendly occasion that allowed colleagues to connect outside the workplace, strengthen mutual trust and deepen team bonding. The event promoted employees' physical and mental well-being, while further enhancing a strong sense of unity and belonging within the company.




Family Day at One Mobility – Vietnam

One Mobility – Vietnam hosted a memorable Family Day celebration in 2025, marking the company's 15th anniversary of development and dedication. Employees and their families gathered at the event to enjoy a variety of activities including musical performances, interactive games, a lucky draw and employee talent shows, together with a special cake-cutting ceremony and inspiring speeches from management. The Family Day was more than just a festive gathering. It was a meaningful occasion to appreciate employees' long-term contributions and strengthen the connection between the company, its people and their families. The event fostered a warm and inclusive corporate culture, while enhancing employees' sense of pride and belonging.

Fun Sports Day and Long-Service Recognition at One Mobility – China

One Mobility – China held a dynamic Fun Sports Day and Long-Service Employee Awards Ceremony at the Shanghai plant on October 17, 2025. The event celebrated the completion of the Wuhu plant relocation and the official launch of the One Mobility brand, featuring team-based activities highlighted by the Hundred-Person Team Drum Challenge. The event was more than just a sports and recognition day. It was a valuable opportunity to enhance teamwork, communication and mutual trust across departments, while honoring employees for their loyalty and dedication. Guided by the vision to "unite as one", the activity strengthened team spirit and inspired colleagues to pursue shared goals and future success together.





LEGO Serious Play – Everest Program at One Mobility

One Mobility launched the LEGO Serious Play initiative as a key part of its global Everest Program to drive operational excellence and employee innovation. Using specially designed simulation kits, colleagues from global sites including Hungary participated in hands-on model-building to simulate production environments, identify bottlenecks and optimize workflows. The program was more than just a team-building activity. It was an interactive learning experience that encouraged creative thinking, cross-regional collaboration and practical problem-solving. By engaging employees at all levels, LEGO Serious Play enhanced communication, improved operational efficiency and strengthened a continuous improvement culture across the organization.







Stepathon Challenge at One Mobility – India

One Mobility – India held a company-wide Stepathon as part of National Safety Week 2025, focusing on the theme "Safety & Well-being: Crucial for Viksit Bharat". Employees across the site joined the wellness challenge, with the winning team reaching an outstanding 1.25 million steps. The Stepathon was more than just a step-counting activity. It was a fun and engaging initiative to encourage physical health, team cooperation and employee well-being. The challenge inspired colleagues to stay active, support each other and build a healthier, more connected workplace.





Chapter 11
The Environment

Oversight of Environmental Matters
Energy Management
Emissions Management
Waste Management
Packaging Materials
Water Resources Management
Environment and Natural Resources

FIT upholds the "Green, Ecological, Natural, Zero Emissions, and Recyclability" principle as operational foundation, ensuring that our business activities do not generate negative impact to the environment. Under the OKRs approved by senior management, we further align with Hon Hai's medium — and long-term environmental goals and establish our specific environmental goals in key areas such as wastewater and emissions management, compliance and waste management.

Oversight of Environmental Matters

Governance framework for overseeing environmental issues:



Environmental Protection Subcommittee under the SER Committee

Scope

all FIT's BUs

Objective

Facilitate cross-BU collaboration and centralize management oversight across FIT's operations.

Responsibilities

- Regularly report updates during the SER meetings
- Engage with internal and external stakeholders, including environmental advocacy groups, industry associations, and non-governmental organizations, to advance environmental performance
- Set and monitor environmental targets to ensure integration of strategic objectives into operational activities.
- Leverage digital platforms to conduct environmental data analysis.

NEXT TERRA Energy and Climate Working Group and the steering committee

Scope

One Mobility

Objective

To provide direction and coordination for energy and climate initiatives that support sustainability, energy efficiency and achieve SBTi targets.

Responsibilities

- Ensuring alignment and progress tracking toward energy and carbon reduction objectives.
- Coordinate BUs from One Mobility to implement comprehensive measures including carbon footprint accounting, developing budget plan for energy efficiency, and renewable energy investments.
- Track environmental goals on GHG, electricity, and renewable energy KPIs.
- Arrange monthly meetings to report progress, share best practices, and review forecasts.
- Encourage collaboration and knowledge sharing among countries of operations.

Material environmental topics identified within One Mobility:



> *Launching the Net Zero Program pilot study is a crucial step towards our long-term goal of achieving Net Zero emissions. It is fantastic to see the Vietnam plant taking the initiative to make significant improvements in energy optimization and decarbonization. This pilot project will help us understand the challenges and opportunities involved in this transformation. It will provide valuable insights and experience to extend our practices and clarify our Net Zero roadmap.*

Head of Sustainability One Mobility

Belkin has also established regional sustainability committees to monitor and drive environmental performance, ensuring alignment with FIT and Hon Hai Group.

Our commitment to environmental management is based on the environmental policy established by ISO 14001. We drive continuous improvement by standardizing our practices, procedures, processes, and resources across our operations, products, and value chain. This policy applies to various environmental areas, and compliance is verified through regular environmental audits.

Global Environment Policy

FIT Group Global Environmental Policy

Our business units maintain the following valid certifications and accreditations and regularly conduct internal and external audits across various environmental areas to verify compliance:

- ISO 14001 Environmental Management System
- ISO 14064 Greenhouse Gas Verification Statement


GREENHOUSE GAS VERIFICATION STATEMENT

Certificate No.: 0412SGHGA20275-58

The 2024 Greenhouse Gas Inventory Report of

Foxconn-FIT

(Time period: January 1, 2024- December 31, 2024)

has been verified in accordance with ISO 14064-3:2019 with the materiality and the level of assurance satisfied.

Verification Criteria: ISO 14064-1:2018
Verification: ISO/IEC 17029:2019; ISO 14065:2020; ISO 14064-3:2019;
Programmes: ISO 14064:2011
Boundary(ies): Verified greenhouse gas statement:
The 2024 Greenhouse Gas Inventory Report of Foxconn-FIT
Organizational boundaries:
All facilities under the operational control and related to greenhouse gas emissions and removals of Foxconn-FIT , which located at appendix B address.
Time boundary:
January 1, 2024-December 31, 2024
GHG Category(ies):
■ Category 1 ■ Category 2 □ Category 3
□ Category 4 □ Category 5 □ Category 6
Total emissions: 191,689.33 tCO2e (Grid Emission Factor based on location)
Total emissions: 152,505.13 tCO2e (Grid Emission Factor based on market)
Type of entity: Third-party
Issue date: July 31, 2025
Commissioned by: Foxconn

This statement refers to the organization of greenhouse gas verification for Foxconn and its affiliates and the verification statement and report of the verification results.
This statement is a sub-statement of the main statement, and its validity depends on the validity of the main statement.
Details of the objectives, assurance levels, materiality, intend users of the GHG statement, etc. are given in the appendix to this verification statement of which forms an integral part.

CTI

General manager

CTI Certification Co., LTD.

Zone A 6F CTI Building, No.4 Liu Xian Dai Road, Xin'an Street, Bao'an District, Shenzhen, Guangdong Province,China.

- Shenzhen site has obtained the national-level Green Factory and Green Supply Chain certifications
- Huai'an site has obtained the national-level Green Factory certification
- Kunshan site has obtained the national-level Green Factory certification
- Belkin has earned EcoVadis Bronze rating



Case study **Building Environmental Management Capabilities Through Targeted Training**

One Mobility (France plant):

Training Scope half-day sessions for 30% of staff from different departments.

Main topics ISO 14001, ISO 50001 and ISO 45001 standards, noise at work, harassment, quality of life at work.

Main content overview of the requirements of the standards and approaches enabling employees to contribute to waste reduction, energy efficiency and safety for all.

Core Topics ISO 14001, ISO 50001, ISO 45001 standards.

Key Contents Overview of standard requirements, define role-specific responsibilities, approaches that employee can contribute to waste reduction, energy efficiency, and insights into understanding environmental performance

One Mobility (Morocco plant):

Training Scope Targeted sessions for 70 employees (Production, Maintenance, Quality, Logistics, Administration).

Core Topics Waste management and recycling, emergency response to environmental incidents and fundamentals to conserve environment

Key Contents Practical waste segregation demonstrations; Emergency scenario simulations; Environmental impact awareness.

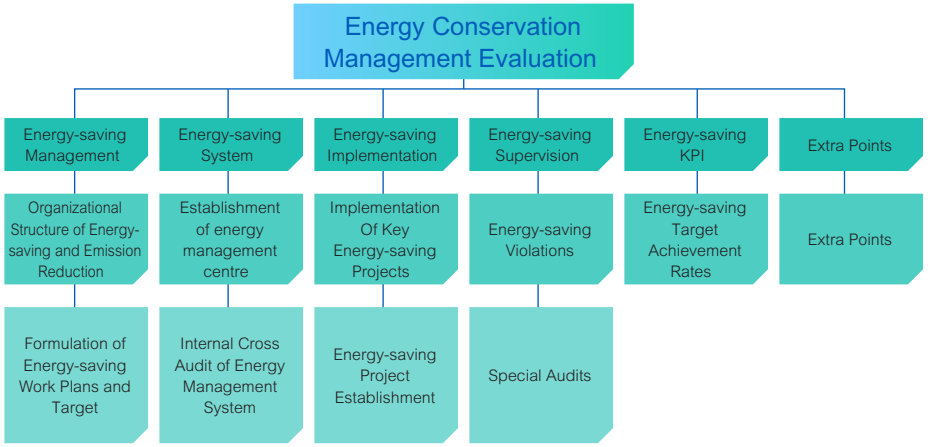
ESG data collection training:

Following the integration of the AK Group into One Mobility, ESG data collection training sessions were conducted to guide teams through the required environmental data, as well as the methods for collecting and recording it.

Energy Management

FIT has an incentive mechanism in place to recognize and reward outstanding sites, managers, and individuals who actively promote and excel in energy and resource conservation management. We leverage Hon Hai's resources and strategic guidance to establish overall emissions reduction targets and roll them out to each factory site. Sites then implement energy efficiency initiatives, secure ISO certifications through audits, as well as develop and promote the application of new energy-saving technologies. We evaluate viability for energy efficiency initiatives by assessing key criteria such as emission reductions, payback periods, and capital expenditures.

FIT establishes an Energy Management Organizational Structure to guide each site in its efforts regarding auditing, energy conservation, education, carbon reduction, and technological upgrades, adhering to the following evaluation criteria:



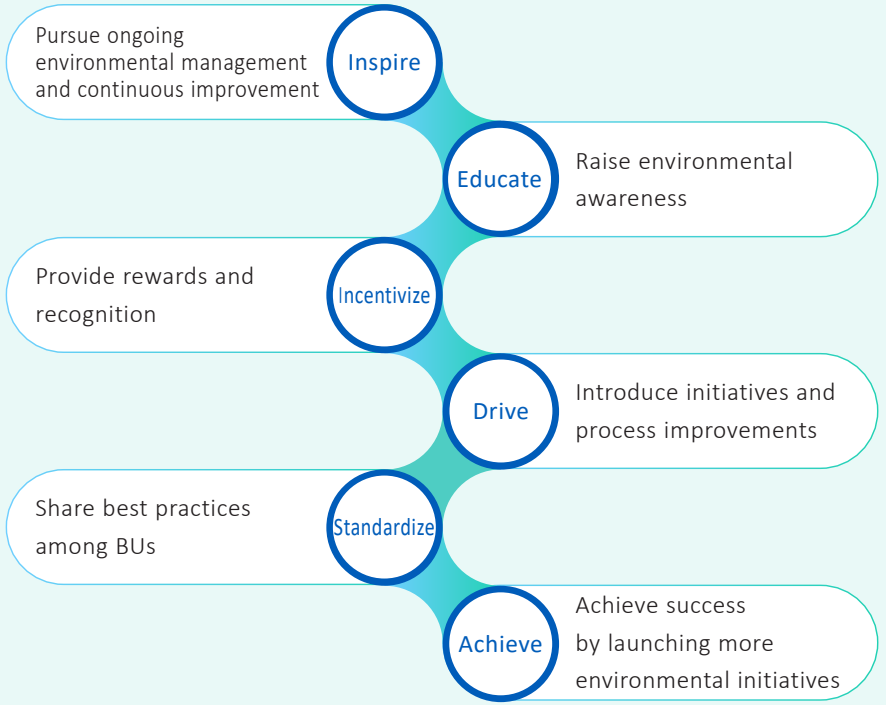
Each BU has formulated its energy saving and carbon reduction plan to schedule the environmental retrofit initiatives and track the saving performance:

- Enhancing industrial energy efficiency
- Advancing green manufacturing and energy management
- Engaging in carbon trading and GHG auditing
- Organizing training and securing funding
- Purchase green energy and install renewable energy systems

Case study **Voltaira Everest to Drive Energy Savings Through Operational Efficiency**

Voltaira Everest Program is an internal initiative aimed at driving operational excellence based on lean manufacturing principles. The program focuses on manufacturing sites by translating strategic objectives into actionable execution plans, driving operational excellence through optimized production processes, waste reduction, and enhanced efficiency.

The program is built upon six building blocks.



We use the Wave tracking system to document every energy-saving initiative and monitor progress, enabling effective sharing of best practices.

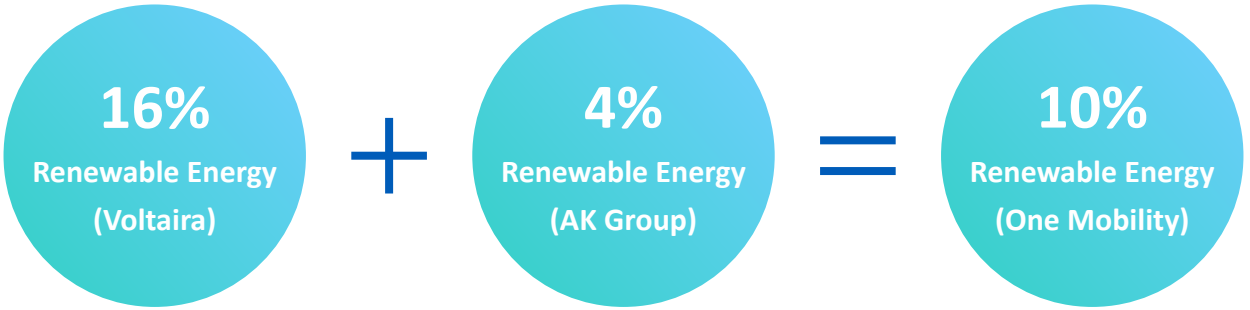
Renewable Energy Initiatives

To support Hon Hai's goal to use at least 50% green power by 2030, FIT has set a target of achieving 25% renewable energy utilization by 2025. Each site is actively assessing the feasibility of using renewable energy, including the purchase of approved green electricity and the integration of renewable energy systems into the planning of new site construction.

In addition, OM has set targets to reach 50% and 100% of renewable energy by 2030 and 2040 respectively*. We are committed to continuously increasing the use of renewable energy in our operations and purchasing green electricity contracts.



One Mobility's 2025 renewable energy mix based on solar power generation and the purchase of green certificates*:



We reduce costs by saving electricity through energy efficiency and using renewable energy.

Annual Energy Savings and Solar PV Performance of OMV sites under the Next Terra initiative:

BU	Solar PV Savings €	Optimization Savings €	Total Estimated Savings in Electricity Bill €
OMV	Over 230,000	Over 160,000	Over 400,000

* This green certificate is not a guarantee of origin or IREC, but it is the renewable energy certificate issued by the suppliers.

Photovoltaic Power Projects

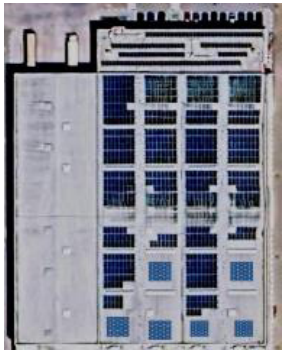
Vietnam Plant

- Scale: Installed 2,122 solar panels with a total capacity of 1,241 kW (920 kW usable by the plant).
- Benefits: Reduce carbon emissions by 730 tons annually and reduce an estimated amount of 21,900 tons over 30 years.
- Achieved 16% self-generated solar PV generation in 2025



Morocco Plant

- Target: Set a goal of 30% renewable energy usage (approx. 300,000 kWh).
- Achieved 21% self-generated renewable energy in 2025.
- Initiatives: Eliminate grid electricity consumption of external projectors by replacing them with solar projectors and movement detector switches. Implemented solar heating.



Mexico Plant

- Plan: Install solar panels at the Mexico plant.
- Scale: Installed 1,200 solar panels with a total capacity of 448 kW
- Benefits: Reduce carbon emissions by 220 tons annually and reduce an estimated amount of 2,200 tons over 10 years, with a projected 595,000 kWh of grid electricity avoided per annum
- Achieved 23% self-generated renewable energy in 2025.



Ukraine Plant

- Benefits: Generated clean electricity that can cover 45%-55% of the plant's daily energy demand. Achieved 17% self-generated solar PV generation in 2025

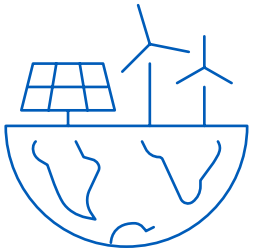


Zhengzhou Plant, China

- Project: A 2.3MW photovoltaic power station is under construction.
- Result: Achieved 17% of using solar energy in 2025.



Green Electricity Procurement



Ukraine Plant

Purchase renewable hydropower without guarantees of origin in combination with own photovoltaic power generation.

Germany Plant

Purchase green electricity without guarantees of origin.

Czechia Plant

Negotiations are underway with a potential PV integrator and electricity supplier regarding the possibility of supplying green energy.

Energy Performance

We pinpoint opportunities for improvements and implement targeted strategies to lower consumption, boost energy saving efficiency and encourage behavioral change. In response to operational needs, FIT conducts an annual self-assessment to implement a series of specific actions aimed at improving energy efficiency and reducing carbon emissions. These efforts have yielded substantial results and are supported by comprehensive monitoring of performance indicators and related expenditures.

FIT's 2025 energy savings target: 4.3% (Progress: 8.78%)

With Belkin's sustainability vision "On our journey to become climate positive, we commit to being carbon neutral by 2030", Belkin has made significant progress to achieve carbon neutrality for its Scope 1 and Scope 2 emissions. This accomplishment was driven by a multi-faceted strategy: reducing emissions, promoting sustainable product design and evaluating value chain performance for Scope 3 emissions.

Key energy management initiatives implemented to support this goal include:

Solar Power Expansion: Installation of a solar panel system at the new El Segundo global headquarters to generate clean energy and reduce reliance on traditional power.

Renewable Energy Procurement: Offsetting 100% of electricity consumption at the Indiana facility through the purchase of Renewable Energy Credits (RECs) from a wind farm, supplemented by on-site solar generation.

Green Building Certification: The El Segundo global headquarters has achieved LEED Silver certification, recognizing its energy-efficient and environmentally responsible design.

Next Terra decarbonization actions:

Metric	2025 Achievement
Energy Efficiency and Solar PV Generation	3.4 GWh
Scope 2 Emissions Avoided	> 2,000 tCO_2e
Financial Savings (Electricity)	€500,000

Key accomplishments in energy management include:

Vietnam Site – Multiyear Energy Action Roadmap

Vietnam site launched one of FIT's most comprehensive decarbonization programs, featuring a €1.1M investment roadmap for 2025-2028.

Projected to save nearly 2,000 MWh of energy and reduce over 1,200 tCO_2e annual GHG reductions.

- Quick wins such as fixing compressed air leakage, load balancing, and optimized compressor pressure settings.
- Installation of a centralized HVAC system using R32 refrigerant, enabling up to 65% refrigerant related GHG reduction.
- Preparation for Solar PV Phase 2 with BESS, SCADA integration, and ISO aligned energy management.

India Site – Low Investment Efficiency Gains and Employee Engagement

India's 2025 program emphasized practical, cost-effective interventions delivering direct savings:

- Optimization of potting curing ovens, saving half electricity consumption annually.
- Energy savings from machine shutdowns during breaks and replacement of old lighting with LEDs.
- Installation of AC enclosures to improve cooling efficiency and reduce shopfloor consumption.
- Deployment of energy meters to establish zone level transparency and data driven decision making.
- Launch a 2026 roadmap featuring solar panel installation, capacitor bank optimization, and energy week initiatives aimed at driving employee led innovation in sustainability.

China Site – Structured Efficiency Projects and Energy Audit Program

In China, the site started performing a systematic analysis of 2025 energy consumption distribution and identified six priority projects:

- Implement energy audit projects, covering data collection, hotspot identification, technology assessment, and implementation planning to guide future energy saving opportunities.

Case study **Several Factories in Mainland China Participate in "Earth Hour" Event**



Shenzhen, Kunshan, and Huai'an sites encouraged employees to participate in an energy-saving campaign themed at 'Give an Hour for Earth'. Through this participation, employees raised their environmental awareness and applied energy conservation and emissions reduction concepts to operations. Huai'an site even established an energy-saving team to promote energy conservation knowledge among its employees.

In the future, we will motivate all BUs to actively participate in various environmental activities, making a greater contribution to achieving sustainable development.

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

Total FIT's electricity consumption	657,021.41 thousand kWh
Renewable energy	282,048.58 thousand kWh
Non-renewable energy	374,972.83 thousand kWh
Renewable energy ratio	42.9%

Emissions Management

FIT has introduced the "Exhaust Management and Control Operating System" and "Greenhouse Gas Accounting and Reduction Management and Control Operating System" to underscore its dedication to efficient emissions governance and regulatory adherence. BUs are mandated to deploy treatment infrastructure and conduct yearly emissions monitoring and analysis. Furthermore, BUs work jointly to assess pollutant concentrations and air quality, thereby guaranteeing conformity with the requirements set forth in Pollutant Discharge Permits. In 2025, every site received satisfactory outcomes in the relevant audits.

Kunshan site has deployed 30 waste gas treatment facilities, which are managed by a dedicated operational department. Annual testing is conducted by accredited external organizations to ensure ongoing compliance and performance. SSI conducted comprehensive testing of all its waste gas treatment facilities, with results confirming compliance with the Jiangsu Province Integrated Emission Standard of Air Pollutants (DB32/4041-2021). At the India plant, stack emissions from diesel generators are continuously monitored for pollutants including SOx, NOx, and Particulate Matter (PM10 and PM2.5) in accordance with government guidelines.

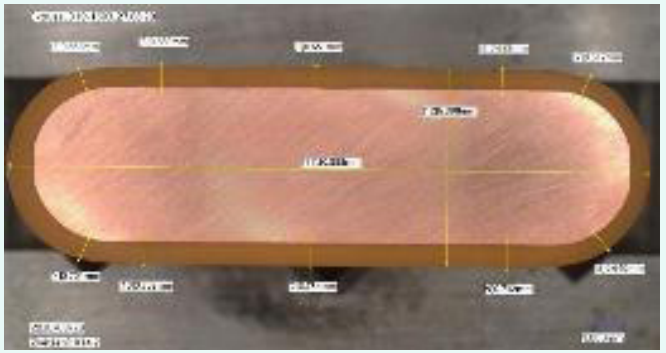
Case study **Adoption of Bio-based Materials for Emission Reduction**

FIT has initiated a project to replace bio-based material polymer PA12 with PA11. This material innovation represents a significant step in reducing the carbon footprint of our products, as PA11 is estimated to generate approximately 40% less CO_2 emissions compared to its conventional counterpart throughout its lifecycle.

The material substitution project is actively underway. The initial qualification phase has been completed, with most critical tests successfully passed, confirming the technical viability of PA11 for its intended applications. The project team is currently finalizing concept verifications. A key focus area for ongoing development is the enhancement of the material's color stabilization properties to meet our stringent quality standards.

Upon completion, this initiative will directly contribute to lowering the embodied carbon in our product portfolio, supporting our broader Scope 3 emission reduction goals.





Case study **Strategic Progress on SBTi-Aligned Emissions Reduction**

OMV successfully met its 2025 global target for reducing Scope 1 and Scope 2 GHG emissions, demonstrating tangible progress in our climate action strategy.

2025 Target Achievement:

We achieved total Scope 1 and Scope 2 emissions of 9,247 tCO_2e for 2025. This represents a 25% reduction compared to our 2020 baseline and remains below our 2025 absolute emissions target of 21%, showcasing a better than target performance in decarbonization.

Site-Level Performance Highlights:

Decentralized initiatives and operational excellence across key manufacturing sites have been instrumental in this success. Several sites have significantly outperformed their individual reduction targets:

Ukraine and US-Greenville demonstrated exceptional performance with reductions of 71% and 69% against their 2020 baselines, respectively.

Mexico and Vietnam also exceeded targets, achieving 36% and 27% reductions.

Path Forward:

Building on this momentum and in support of Hon Hai's SBTi, OMV has set 22% GHG reduction target in 2026.



Belkin has embraced life-cycle assessment (LCA) to assess our environmental footprint:

Applied standards: ISO 14040 and ISO 14044 standards

Aspects to be monitored: resource consumption, including energy, water, materials and waste

Over **50%** of scope 3 emissions to product & manufacturing

FIT's GHG emissions of 2025:

Indicator	Unit	2025
Scope 1	Tonnes of CO_2 equivalents	12,867.91
Scope 2 (location-based)		656,986.90
Scope 2 (market-based)		575,691.35
Total Scope 1 & 2 (location-based)		669,854.81
Total Scope 1 & 2 (market-based)		588,559.26
Density of Scope 1 & 2 (location-based)	Tonnes of CO_2 equivalents/million USD	133.89
Density of Scope 1 & 2 (market-based)		117.64

Waste Management

At FIT, our approach to responsible waste management forms an integral part of our broader sustainability strategy. We focus on both reducing waste at source and enhancing recycling and recovery rates. Key commitments involve lowering the generation of hazardous waste and maintaining strict adherence to regulated disposal methods. Additionally, we emphasize sourcing eco-friendly materials and incorporating design principles that support energy efficiency and waste minimization. To ensure accountability, every FIT site follows a structured process for collecting and submitting relevant waste data.

FIT Zero Waste to Landfill Project Progress

Factory site	Achievement
Kunshan	Obtained the UL2799 "Zero Waste to Landfill" Platinum level
Shenzhen	
Huai'an	
Vietnam	
Chongqing	Have achieved >80% Diversion Rate
Zhengzhou	
SSI	

FIT's overall targets on waste management

- 100% compliant disposal of hazardous waste
- Maintaining record from generation to disposal of hazardous waste
- Diverting hazardous waste on a quarterly basis.

To ensure systematic waste management, every FIT plant operates under detailed plans for monitoring and handling waste. These plans are established in accordance with the "Waste Management and Control Operating System" and the "Hazardous Waste Management and Control Practice," which define protocols for the storage, processing, and transport of all waste types, including hazardous and non-hazardous materials.

Storage

Identify appropriate storage areas at all sites, meeting sun-proof, rain-proof, and seepage-proof requirements. These areas feature epoxy anti-seepage flooring and leak-proof cofferdams. Hazardous waste storage zones are clearly marked and secured with dual-lock systems to enhance safety.

Treatment

All hazardous waste and harmful substances are managed by certified and qualified third-party handlers.

Transportation

Designated professionals employ specialized transport methods to prevent leaks and spills, thereby avoiding secondary pollution during transit.

FIT has established clear waste recycling rate targets.
In 2025, OMV achieved a global waste recycling rate of

78%

demonstrating continued progress in sustainable waste-management practices.

Waste is systematically collected, sorted, and, where appropriate, donated across all FIT sites. Factories feature designated hazardous waste areas with clearly labeled bins to ensure accurate classification and safe handling. Additionally, select sites conduct employee training programs to enhance waste management practices and foster greater awareness of recycling initiatives.

Site	Specific Initiatives	Key Outcomes
OMV Vietnam	Optimized operations of molding machines, such as setting machines to stand by instead of shutting down during breaks to avoid resin from frequent restarts.	• Cut material waste at source. • Improve line balance. • Freed up capacity for new projects and maintenance. • Resin discharge was reduced by 90%.
AK Group Germany	Enhanced maintenance measures to extend the service life of producing lubricant emulsion from 12-15 months to over 18 months.	• Reduce the generation of hazardous waste. • Achieve cost savings of approximately €60,000.

FIT continues to advance circular economy principles and integrates them into our waste management strategy. We focus on transforming waste streams into valuable resources through material recovery and closed-loop systems, thereby reducing dependency on virgin materials and minimizing environmental footprint.

Germany site: Wood Pallet Circularity

Description

Returning used wooden pallets directly to the suppliers for reuse.

Key Outcomes

Uphold circular economy principles by preventing wood packaging materials from becoming waste, reducing wood waste generation.

Trefinasa Project: Scrap Processing

Description

Operating a proprietary casting rolling machine that transforms scrap materials (e.g., old overhead cables from Norway) into new aluminum alloys.

Key Outcomes

Transform production scrap and end-of-life products into raw materials, achieving high-value material recycling and closing the material loop.

Packaging Materials

FIT remains committed to exploring innovative approaches to sustainable packaging solutions that can minimize unnecessary resource utilization and promote the adoption of environmentally friendly materials.

As a frontrunner in EU Packaging and Packaging Waste Regulation (PPWR) compliance, Belkin has already addressed core requirements around recyclability, recycled content, and labeling. With only minor documentation updates remaining, we are on track to be fully prepared before the regulation takes effect. This proactive subsidiary-level action is supported by and aligned with the Group's broader sustainable product strategy.

Building on these efforts, Belkin has entered into a collaboration with the Australian Packaging Covenant Organization (APCO) to craft more sustainable packaging solutions. This partnership has guided the adoption of design approaches consistent with APCO's goals, such as minimizing single-use plastics, boosting recycled content, and introducing compostable materials. These actions reflect Belkin's ongoing commitment to promoting sustainability and environmental responsibility throughout its business activities.

Case study **Transitioning from Single-Use to Reusable Solutions**

As part of our global commitment to **ESRS E5 (Resource Use and Circular Economy)**, FIT is actively transforming its approach to packaging and consumable materials. By moving away from "single use" models and embracing "returnable and reusable" systems, our global sites are significantly reducing waste at the source and across the value chain.

01. AK Group France: Cultivating a "Zero-Disposable" Workplace Culture

At our French site, sustainability is driven by collaborative internal advocacy. In a joint initiative between site management and the Social and Economic Committee, the plant officially eliminated the use of disposable cups across all company premises.

Action: To support this transition, every employee was provided with a durable, branded "Eco-cup" for daily use.

Impact: This initiative has successfully mitigated the generation of office-based packaging waste at its source. Beyond the physical reduction of waste, it serves as a powerful symbol of our internal culture, encouraging employees to participate directly in the company's environmental goals.

02. OMV India: Implementing Circular Logistics with Returnable Packaging

Our Indian operations are leading the way in greening the supply chain by rethinking traditional logistics packaging.

Action: The site has successfully transitioned from one-way, single-use packaging materials to a Returnable Packaging Box system for transactions with local suppliers and customers.

Impact: By replacing cardboard and single-use plastics with durable, reusable crates, the site has significantly decreased material consumption and waste generation. This change not only optimizes resource efficiency but also directly reduces the Scope 3 emissions by lowering the demand for virgin packaging materials throughout the logistics cycle.

The packaging material data of 2025:

Paper packaging material
34,650.36 tons

Plastic packaging material
11,952.27 tons

Wooden packaging material
5,542.22 tons

Metal packaging material
151.39 tons

Water Resources Management

FIT's "Wastewater Management and Control Operating System" serves as the primary mechanism for the measurement and monitoring of wastewater and chemical materials. FIT has set a target to ensure 100% compliant discharge of domestic wastewater. Our treatment facilities use multi-stage purification to guarantee that all discharges comply with rigorous regulatory requirements[1]. Some facilities can generate reclaimed water at the final stage of the treatment process that can enhance water recycling and reinforce commitment to sustainable water resource management.

Wastewater management initiatives conducted by FIT sites include:

Site	Wastewater management initiatives
Kunshan	A dedicated facility to treat industrial wastewater, using online systems to monitor parameters such as COD, pH, and various minerals (phosphorus, copper, nickel, ammonia nitrogen). Systems are integrated with a central unit for 24/7 quality tracking to meet all applicable standards.
Chongqing	Operational performance is secured by regular maintenance conducted by trained staff. Furthermore, the site undergoes annual wastewater audits by accredited third parties, verifying that all discharges remain within regulatory limits.
Huai'an	Continuous oversight of wastewater pollutant levels is achieved through the implementation of an automated online monitoring system.
Zhengzhou	Environmental compliance is ensured through online monitoring and a direct pipeline transport system to the treatment plant. Sustainability is prioritized via water reuse systems that provide reclaimed water for electroplating processes and sanitation.
Vietnam	Operations in Vietnam include a treatment facility officially sanctioned by local authorities. The site adheres to a strict monthly monitoring schedule, generating detailed reports to document its environmental performance.
India	The MBBR system is used for treating domestic wastewater, enabling high standard of zero greywater discharge. The reclaimed water is then used for toilet flushing and landscaping to reduce the reliance of municipal water.

1 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.

FIT's operations rely on water sourced from third-party suppliers. To prevent excessive water usage, control valves are installed in the relevant facilities to regulate the flow.

Case study **Advancements in Water Conservation and Resource Efficiency**

In 2025, FIT continued to advance its water stewardship by implementing localized strategies across its global manufacturing sites, focusing on alternative sourcing, process optimization, and rigorous efficiency tracking.

Innovative Sourcing: Rainwater Harvesting in France

To reduce reliance on municipal water supply, France site is currently evaluating the implementation of a comprehensive Rainwater Harvesting System. This initiative aims to capture and store rainwater for non-production purposes, specifically for flushing toilets. By substituting municipal water with harvested rainwater, the site is taking proactive steps to enhance local water resilience and minimize its environmental footprint.

Process Synergy: Steam Condensate Recovery in Zhengzhou

At Zhengzhou site, water conservation is integrated with energy efficiency through a Steam Condensate Heat Recovery Project. By capturing and reusing the heat and water by using the steam condensate and its residual heat, dual benefits can be achieved: significantly lowering natural gas consumption while simultaneously reducing the volume of fresh boiler feed water required. This project exemplifies FIT's commitment to optimizing resource cycles within its industrial processes.

Performance Excellence: Exceeding Efficiency Targets in Ukraine

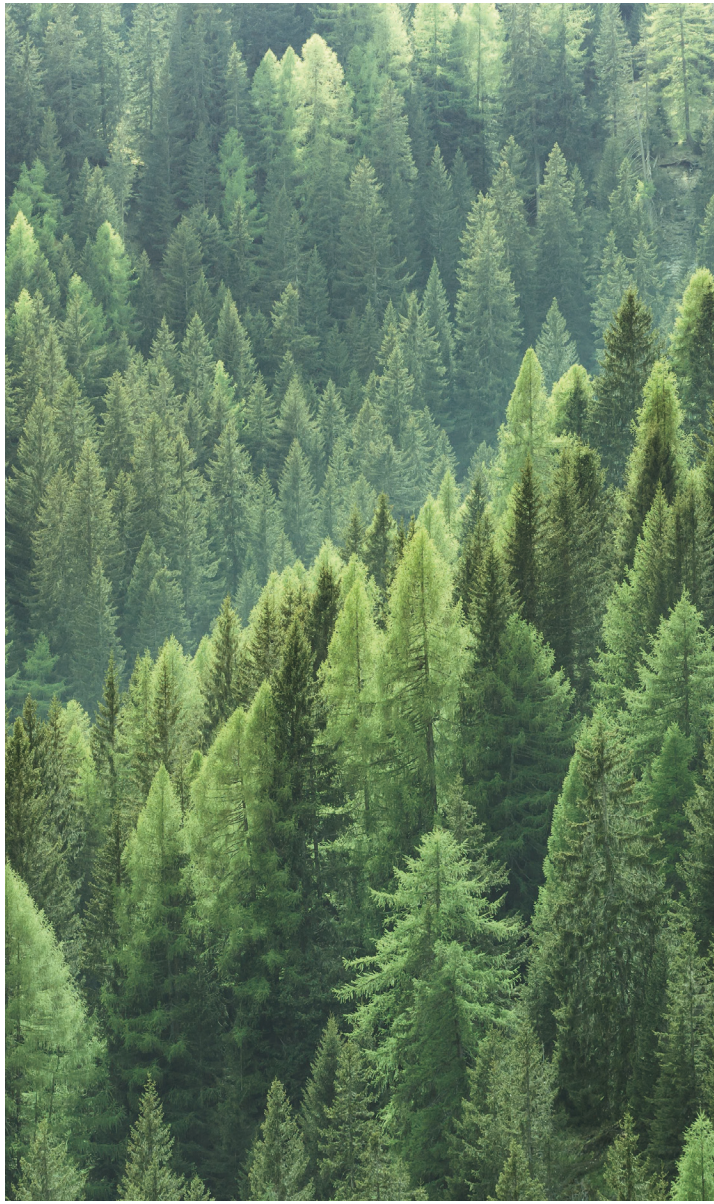
Our Ukraine facility demonstrated industry-leading water efficiency through disciplined management and operational improvements. During 2025, the site set a water consumption target of 702 m^3 per 1,000 employees. Through monitoring and conservation efforts, the site achieved an actual consumption rate of only 333 m^3 per 1,000 employees, surpassing its efficiency goal by more than 50% and setting a benchmark for the Group's global operations.



Environment and Natural Resources

Hon Hai maintains an unwavering dedication to safeguarding biodiversity as a core element of its sustainability framework. FIT is committed to executing and fully conforming to the Group's strategies and guidelines based on the "Hon Hai Technology Group Biodiversity and No Deforestation Commitment."

FIT integrates biodiversity factors into its site evaluation procedures. Should operations be necessary in locations recognized for their global or national biodiversity significance, FIT will deploy a suite of measures to prevent, reduce, rehabilitate, and/or compensate for any ecological effects. Additionally, FIT requires its supply chains to maintain these equally stringent criteria, guaranteeing consistency with our environmental management objectives.



Case study **Global Reforestation and Community Stewardship**

FIT is committed to integrating environmental protection with social responsibility across our global operations. In 2025, our regional plants spearheaded impactful reforestation initiatives:

India: Cultivating Environmental Awareness

In celebration of World Environment Day, our India site planted 1,000 trees. The site also hosted environmental knowledge competitions, engaging the entire workforce to deepen their understanding of biodiversity and nature conservation.

Ukraine: Restoring Ecosystems through Community Synergy

Our Ukraine site upholds its annual tradition of planting trees alongside local orphanages and nursing homes. These efforts support our carbon offset strategy and ecosystem restoration while building meaningful community connections.



Chapter 12
Climate Change

Laws, Regulations and Standards Followed by FIT in Relation to Climate Matters
Governance
Strategy
Risk Management
Metrics and Targets

In light of the pressing and far-reaching impacts of climate change, corporates have taken proactive steps to identify, evaluate, and deploy effective strategies that not only address climate-related risks but also capitalize on new opportunities arising from the transition to a more sustainable future.

Recognizing the importance of addressing material climate-related risks and opportunities across its operations and value chain, and in alignment with evolving stakeholder expectations and industry best practices, FIT has adopted the disclosure frameworks set forth by the Task Force on Climate-related Financial Disclosures (TCFD) and IFRS S2 to enhance the transparency, consistency, and quality of its climate-related reporting.

Laws, Regulations and Standards Followed by FIT in Relation to Climate Matters

FIT strictly complies with applicable international and regional laws, regulations, and standards related to climate change, ensuring that all its operations and initiatives are aligned with global climate objectives and conducted in a responsible, compliant manner. The key frameworks and regulatory guidelines that FIT follows are outlined below:

- The Paris Agreement
- The Baku Climate Solidarity Pact
- The Climate Change Response Act
- Action Plan for Carbon Dioxide Peaking Before 2030
- China's Policies and Actions for Addressing Climate Change

Governance

FIT has adopted a sustainability governance framework that ensures robust oversight and structured management of the Group's climate-related matter, underpinned by a leadership-driven approach.

ESG Committee

Responsibilities

- Validate climate-related risk and opportunity assessment results.
- Oversee and verify the efficacy of climate mitigation and management strategies.
- Integrate climate-related considerations into key strategic business decisions.
- Approve and allocate annual budgets dedicated to climate change planning and initiatives.

Supervision Frequency

Twice a year

SER Committee

Responsibilities

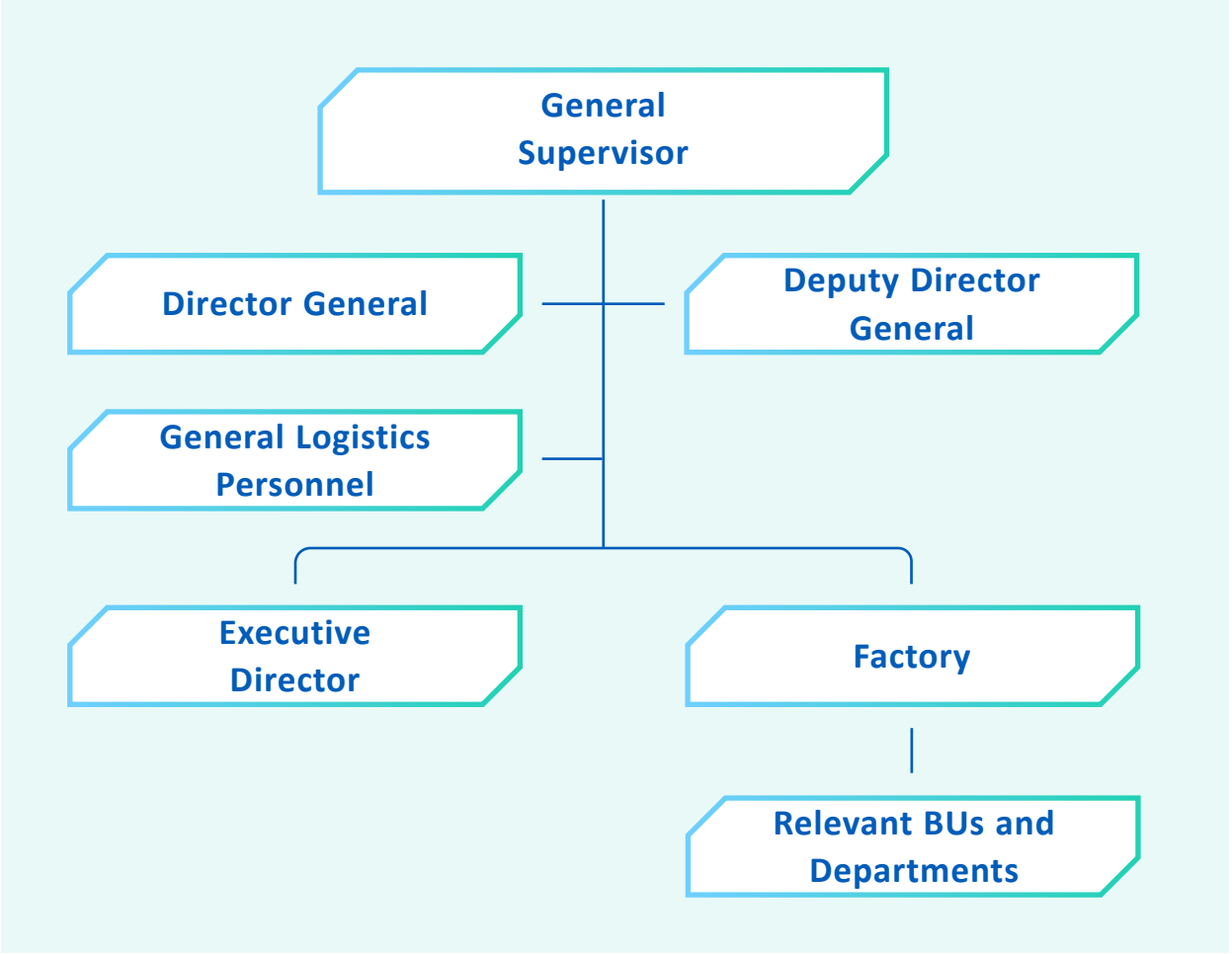
- Monitor climate-related industry and market trends and evaluate feasibility and application within FIT.
- Review climate mitigation plans formulated by executive management and track delivery against climate-related performance indicators.
- Coordinate the implementation among BUs and allocate appropriate resources.

Supervision Frequency

Nearly monthly

"Major Climate Response Management Group"

This Management Group has been established for BUs in Mainland China and is tasked with the coordinating and implementing timely and effective emergency response measures in the event of extreme weather. Its responsibilities include supporting the resumption of operations and production, reviewing and refining response protocols, and collecting and analyzing climate change-related data.



FIT has developed comprehensive contingency plans and management protocols for a wide range of extreme weather events and disasters, while maintaining flexibility in their execution to ensure effective and adaptive responses.

Guided by relevant principles, each BU implements appropriate arrangements based on its operational realities, with the core objective of safeguarding the health and safety of all employees.

"NEXT TERRA Energy and Climate Working Group"

This Working Group has been formally established in 2024 for One Mobility, demonstrating collaborative efforts by all its sites. Its core mandate is to drive energy efficiency improvements, monitor energy and decarbonization performance, and lay the groundwork for future activities related to the Science-Based Targets initiative (SBTi). The supervision frequency involves a monthly meeting scheduled in a morning and afternoon setting according to the time zone of various sites.

The Working Group's governance structure comprises a Steering Committee, a Coordinator, Site Leadership, and Site Action Teams. The composition and specific responsibilities of each component are outlined below:

Steering Committee	Provides strategic direction and oversight for energy and climate initiatives, ensuring alignment with One Mobility's sustainability objectives and SBTi targets.
Coordinator	Hosts bi-monthly workshops and facilitates effective communication of progress updates and best practices across the operational countries of One Mobility.
Site Leadership	Drives initiatives to enhance energy efficiency, ensuring alignment with the organisation's sustainability and SBTi goals. Promotes collaboration and knowledge sharing across all operational countries.
Site Action Team	Participates in workshops, reports progress in energy efficiency and decarbonisation efforts, and shares implemented best practices and actions.

Committee members and key personnel from the Environmental Departments are committed to strengthening their expertise and capabilities to effectively manage climate-related issues. This is accomplished by actively engaging in regular internal meetings and attending external conferences and events centered on sustainability.

While climate-related performance metrics are not yet included in the Remuneration Policy, we conduct regular performance evaluations and already integrate ESG considerations into remuneration decisions across all levels of the organization. We are actively assessing the feasibility of formally incorporating these metrics into the policy as practices mature and organizational readiness is achieved.

Strategy

FIT has evolved strategically in its operations, demonstrated through the adoption of energy-saving initiatives, the promotion of green manufacturing, and the increased integration of renewable energy applications. We have developed a business model centered on sustainable and low-carbon products and services, while actively collaborating across our entire value chain to collectively combat climate change.

Business Model



Seize Opportunities:

- Develop and expand digital-focused markets, including electric EVs and AI, while delivering sustainable products and services tailored to customer requirements.
- Deploy on-site self-generated renewable energy systems and procure renewable energy, reducing reliance on non-renewable energy sources.
- Prioritize R&D efforts focused on sustainable products and services, driving innovation in low-carbon solutions.
- Monitor and assess energy efficiency and emissions reduction performance of each BU for decarbonization.



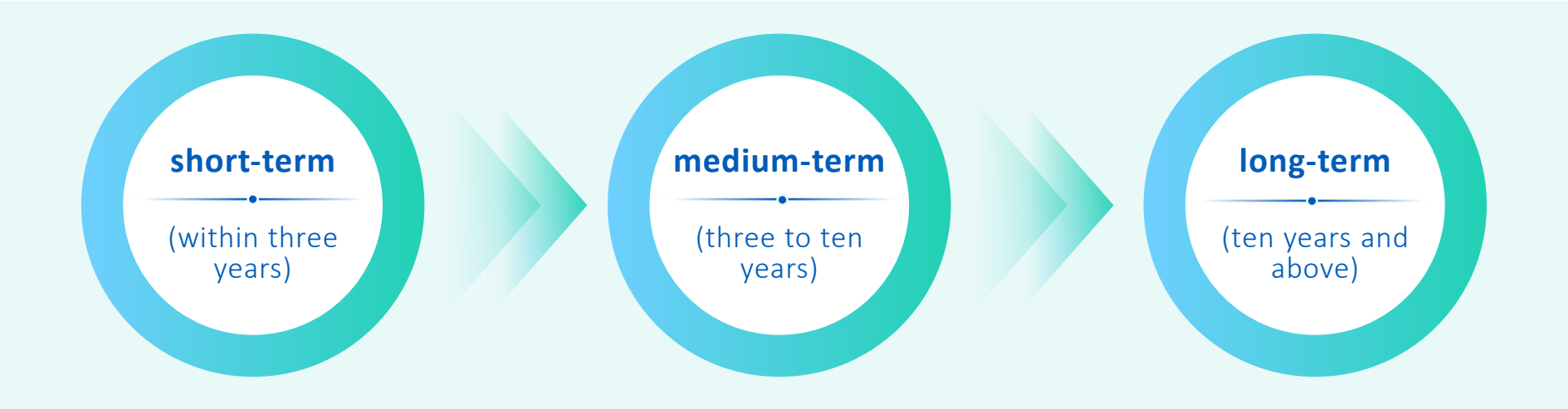
Mitigate Risks:

- Has conducted assessments of our factories and offices located in climate-vulnerable regions.
- Has signed the “2050 Net Zero Commitment Statement”, supporting the Group’s GHG emission reduction targets for 2030 and 2050.
- Has formulated the “FIT 2023-2025 Energy Conservation and Carbon Reduction Plan”, setting energy conservation and emissions reduction targets and guiding each BU to implement key initiatives effectively.
- Has established a comprehensive evaluation system for energy conservation and emission reduction targets and implemented incentive mechanisms to reward BUs and individuals who excel in environmental performance.
- Focus on strengthening the Business Continuity Plan to enhance operational resilience and mitigate climate-related risks.

Value Chain

- Build a diversified supply chain resource pool to strengthen resilience and advance sustainable procurement practices.
- Has initiated the collection and calculation of carbon emissions from key value chain activities (Scope 3), laying the foundation for systematic value chain decarbonization.
- Provide environmental performance data to key customers, ensuring transparency and alignment with customer sustainability expectations.
- Comply with value chain requirements for sustainable products and services across the entire lifecycle, from raw material procurement to end-of-life disposal, to drive the transition towards a circular economy.

We have defined three distinct time horizons for our sustainability and climate-related planning:



FIT plans for medium- to long-term climate strategies to strengthen internal coordination and raise organizational awareness of ESG and climate-related issues, fostering alignment and enabling coordinated action planning across all departments.

Risk Management

We have evaluated climate-related physical and transition risks and opportunities across our upstream, core business operations and downstream value chain. This analysis supports our understanding of potential climate risk exposures and informs long-term strategies to strengthen our resilience and adaptability for effective climate risk management.

Scenario-based climate parameter data are sourced from leading international bodies, including the IEA, IIASA's SSPs, NGFS Scenario Data Browser, WRI, and the IPCC AR6 Atlas (incorporating CMIP5/6). These scenarios model a range of population, economic, climatic, energy, land-use, technological, and policy assumptions, generating projections to assess climate change impacts over defined time horizons. FIT integrates these findings and implements targeted mitigation for entities with significant climate exposures.

To complement this quantitative analysis, FIT has also conducted in-depth interviews with key internal departments, including logistics, accounting, investor relations, management, and procurement. These engagements have provided a detailed understanding of climate-related risks and opportunities that FIT is currently exposed to, as well as the mitigation and adaptation measures that have been implemented or are planned.

This integrated approach, combining data-driven scenario analysis with qualitative insights from frontline BUs, ensures that our climate risk management framework is both robust and responsive to the evolving operational context.

Physical Risk

Definition

Physical risk: Significant impact on short – and medium-term

Acute physical risk	River flooding Cyclones Drought Heatwaves Wildfires	Increase frequency, magnitude and severity of extreme weather events under warmer climate scenarios.
Chronic physical risk	Temperature changes Heat stress Water scarcity Changes in rainfall patterns	One of the most direct impacts of climate change is the alteration in average temperatures. Under higher emission scenarios, warming will become more significant and accelerated. Shifts in rainfall patterns and increased water stress will reduce water availability and degrade soil quality across various climate scenarios. Rising atmospheric temperatures may also lead to ocean warming and subsequent sea-level rise.

The results highlight that chronic physical risks in Mainland China play a substantial role, particularly due to elevated risks from increasing temperatures and prolonged heat stress.

These findings also influence decisions aimed at ensuring stable electricity supply and enhancing workplace environment. To address increasing number of high-temperature days at certain sites in Mainland China, we have introduced heat-related allowances to support employee well-being and operational resilience.

Scenario Analysis

Baseline/Intermediate Scenario: RCP 4.5

This moderate emissions pathway reflects current climate policies and national pledges, paired with the Shared Socioeconomic Pathway SSP2 (middle-of-the-road development). It acts as the reference scenario for benchmarking physical risk exposure, including flooding, cyclones, heatwaves, water stress, temperature change and precipitation variability.

High-Emission/Worst-Case Scenario: RCP 8.5

This scenario represents a high-emissions future with limited global climate mitigation action, combined with SSP3 (regional rivalry and fragmented development). It is applied as the stress-test scenario to evaluate the full potential magnitude of physical risks, such as extreme weather events, chronic heat stress, water scarcity and long-term temperature rise.

Transition Risk

Definition

Transition Risk: Significant impact on medium – and long-term

Policy and Legal Risk

Reflect policy and legislative changes and litigation risks arising from the global transition to a low-carbon economy, including carbon pricing mechanisms.

Technology Risk

Relate to the emergence and adoption of low-carbon technologies, which may affect the organization's competitive position.

Market Risk

Arise from supply and demand shifts driven by the low-carbon transition and emerging low-carbon markets, potentially disrupting business operations and models.

Reputation Risk

Correlate with evolving customer and societal perceptions, shaped by increasing public environmental expectations.

Scenario Analysis

Low-carbon Transition Scenario (Stress-test for Transition Risks & Opportunities)

This scenario is aligned with the Paris Agreement's goal of limiting global warming to well below 2°C (pursuing 1.5°C), reflecting a rapid, coordinated global decarbonization pathway with ambitious climate policies, carbon pricing and low-carbon technology adoption. It is the core stress-test scenario for assessing transition risk impacts (e.g., carbon pricing pass-through, energy cost hikes).

Current Policies/Business-as-Usual (BAU) Scenario (Benchmark)

This baseline scenario reflects existing global climate and energy policies (including national determined contributions, NDCs) with limited mitigation action, serving as the reference for measuring the scale of transition risk impacts against a business-as-usual trajectory.

We identify and evaluate climate-related risks and opportunities through climate modelling, stakeholder engagement and desktop research.

We quantitatively assess and prioritize these risks and opportunities based on the three key parameters outlined below:

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

Ranking, Overview and Impacts of Key Climate-Related Risks and Opportunities

Note: (R) represents risk, (O) represents opportunity

Ranking	Climate-related Risks and Opportunities	Category	Impact Period	Potential Financial Impact	FIT's Actions
1	Extreme Weather Events (R)	Physical	Short-term	• Increased insurance premium • Costs of repairing equipment • Costs related to site relocation or design improvements • Costs of integrating climate resilience designs in factory sites • Salary costs incurred during extreme weather-related shutdowns • Costs associated with the loss of orders and expenses related to the compensation of goods • Disruptions to warehousing and transportation operations resulting in delivery delays due to extreme weather events, impacting supply chain reliability and customer commitments	• Implement site-specific measures at each site to safeguard assets and employee safety, supported by ongoing monitoring and periodic reviews to assess and enhance the effectiveness of these practices • Allow employees to return to work and resume production only after confirming safety • Maintain comprehensive insurance coverage for all assets to mitigate financial losses caused by extreme weather events • Conduct internal training to enhance employee awareness of extreme weather response procedures • Develop detailed emergency response plans featuring early delivery alert system, cargo tracking and protocols for handling abnormal situations to ensure resilience during extreme weather events
2	Renewable Energy (O)	Transition	Long term	• Short-term financial expenditure associated with investments in new renewable energy technologies • Expenses in medium – to long-term are further reduced driven by mature renewable energy development • Long-term benefits from meeting customer demand, expanding customer base and enhancing reputation	• Collaborate closely with renewable energy institutions to gradually increase renewable energy procurement, construction and proportion at feasible factories • Set renewable energy targets
3	Market Demand Changes (O)	Transition	Medium term	• Attract high-value customers • Enhance brand image • Expand market share of green products • Increased R&D expenditure and revenue from sustainable products and services • Potential access to government subsidies for developing sustainable products and services	• Meet customer demand for sustainable products and services such as the use of recycled material, adoption of plastic free packaging and calculation of product carbon footprinting via LCA • Promote sustainable development concepts externally and fulfil corporate social responsibility • Proactively understand customer needs and expand a diversified supply chain resource pool • Develop "Green Supplier Selection, Evaluation and Management Measures" to select high-competitiveness suppliers and promote green procurement

Note: (R) represents risk, (O) represents opportunity

Ranking	Climate-related Risks and Opportunities	Category	Impact Period	Potential Financial Impact	FIT's Actions
4	Carbon Pricing (R)	Transition	Short to medium term	• Increased operating costs from carbon taxes and carbon pricing	• Monitor local and regional carbon market policies closely • Invest in more efficient equipment and increase renewable energy use to reduce carbon tax and pricing payments
5	Energy Price Fluctuations (R)	Transition	Short term	• Increased operating costs due to energy shortages, driving higher competition and prices	• Initiate energy-saving technology projects • Deploy uninterruptible power supply systems to minimize operational disruptions caused by power outages
6	Temperature Changes (R)	Physical	Medium term	• Increased operating costs from higher air conditioning and cooling equipment usage • Costs of high-temperature allowances for employees • Increased equipment maintenance cost	• Strengthen employee health and safety management to ensure well-being during high temperature working conditions • Select equipment with higher energy efficiency ratings
7	Resource Price Fluctuations (R)	Transition	Short term	• Increased operating costs due to resource shortages driving higher competition and prices	• Use resources efficiently • Improve packaging methods to reduce unnecessary packaging materials to reduce reliance
8	Changes in Precipitation Patterns (R)	Physical	Medium term	• Increased construction costs • Increased property maintenance costs	• Pre-deploy flood prevention measures and develop emergency plans to protect employees' safety in the event of extreme weather events incorporate flood • Prevention considerations into factory construction and maintenance
9	Energy Efficiency (O)	Transition	Medium term	• Reduced operating costs through pre-emptive energy efficiency improvements that mitigate market price fluctuation impacts.	• Introduce energy-saving technology projects
10	Water Availability (R)	Physical	Short term	• Increased operating costs due to water shortages driving higher competition and prices.	• Introduce water-saving technology projects, including water recycling technology • Treat wastewater in compliance with regulations

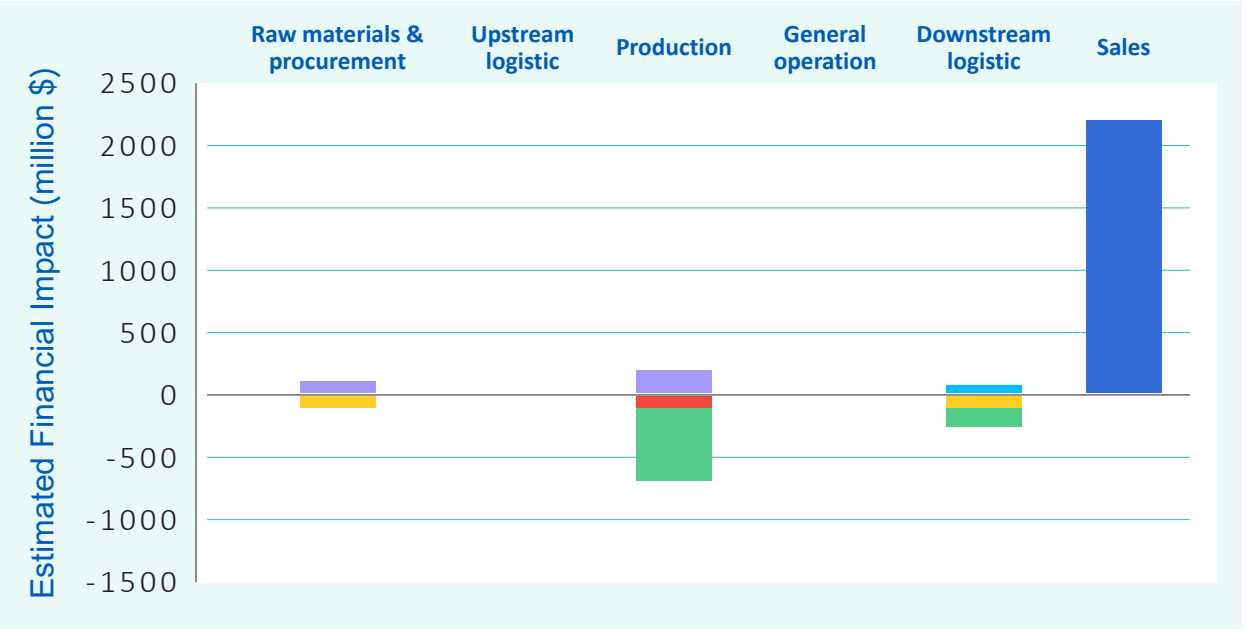
Note: (R) represents risk, (O) represents opportunity

Ranking	Climate-related Risks and Opportunities	Category	Impact Period	Potential Financial Impact	FIT's Actions
11	Logistics Efficiency (O)	Transition	Medium term	• Long-term operating cost reductions from regularly replacing trucks with lower air pollutant emissions to comply with stricter environmental regulations • Potential tax incentives or subsidies through improved transportation efficiency and reduced emissions	• Statistically analyse transportation delays caused by climate events, calculate direct and indirect costs related to delivery time and service reliability, and implement classified response measures • Deepen cooperation with corporates that promote intelligent green transportation, adopt more environmentally friendly, low-emission transportation methods (e.g., electric or hybrid vehicles), and gradually expand EV use in logistics activities • Optimize logistics by improving routes, increasing vehicle utilization and adopting multimodal transportation • Promote green logistics and optimize the logistics network to reduce unnecessary transportation and storage
12	Stakeholders' Expectations and Reputation (R)	Transition	Medium term	• Increased resource investment in sustainable products and services to meet stakeholder expectations and enhance reputation, reflected across R&D, production and sales stages • Intangible financial impacts from enhanced industry competitiveness	• Regularly communicating with stakeholders (e.g., customers, investors) to understand their expectations of FIT • Factories focus on R&D and product quality, and expand in China, India and the Middle East to achieve sustainable business
13	Water Efficiency (O)	Transition	Medium term	• Reduced operating costs through pre-emptive water efficiency improvements that mitigate market price fluctuation impacts	• Introduce water-saving technology projects, including water recycling technology • Treat wastewater in compliance with regulations

We are working to integrate material sustainability – and climate-related risks and opportunities into FIT's enterprise risk management framework, enabling centralized monitoring, oversight, and proactive risk management.

In assessing climate-related risks and opportunities across the value chain, significant financial impacts have emerged in both production and downstream sales. As shown in the figure, market and product sales present notable climate-related opportunities, fueled by the rapid growth of EVs, digital products, and infrastructure markets. For production, financial losses result from exposure to physical climate risks, such as extreme weather events that disrupt operations, damage assets, or impair supply chain continuity.

Financial Materiality Results by Value Chain Stage



This quantitative financial impact analysis of climate-related risks and opportunities provides robust data support for the Group's strategic decision-making and long-term operational planning. It facilitates the optimisation of resource allocation, enhances the FIT's climate resilience across operations and supply chains, and supports the identification and capture of cost-saving and revenue-growth opportunities derived from low-carbon transition and sustainable operations. By systematically evaluating the potential financial implications of climate-related factors, we can strengthen proactive risk management capabilities and lay a solid foundation for sustainable and stable value creation.

- **1.** Policy and legal risk
- **2.** Technology risk
- **3.** Market risk
- **4.** Reputation risk
- **5.** Acute physical risk
- **6.** Chronic physical risk
- **7.** Resource efficiency opportunity
- **8.** Energy source opportunity
- **9.** Products/services opportunity
- **10.** Markets opportunity
- **11.** Resilience opportunity

Metrics and Targets

FIT has established targets for energy savings, efficiency, and the application of renewable energy, while BUs regularly monitor their progress toward meeting these targets.

FIT has identified greenhouse gas emissions and renewable energy utilization as key performance metrics. FIT is committed to continuously expanding renewable energy adoption and enhancing energy efficiency. Additionally, FIT is enhancing the transparency and quality of its Scope 3 emissions data disclosures.

FIT has completed its Scope 3 GHG emissions inventory, encompassing the collection and analysis of comprehensive data from both upstream and downstream activities across its entire value chain. Driven by enhanced data quality and improved operational efficiency, the total Scope 3 emissions have shown consistent improvement as compared with previous years. FIT is working to standardize the collection and calculation of Scope 3 data to streamline the overall reporting process, improve consistency, and enhance data accuracy.

Category	Unit	2023*
Purchased goods and services (product)	tCO_2e	1,028,326.03
Purchased goods and services (non-product)	tCO_2e	109,635.74
Capital goods	tCO_2e	77,495.08
Fuel and energy-related activities	tCO_2e	52,692.99
Upstream transportation and distribution	tCO_2e	36,181.86
Waste generated in operations	tCO_2e	991.66
Business travel	tCO_2e	75,093.33
Employee commuting	tCO_2e	17,273.28
Upstream leased assets	tCO_2e	5,626.00
Downstream transportation and distribution	tCO_2e	15,627.81
Use of sold products	tCO_2e	23,654.48
Use of sold products (Direct)	tCO_2e	327,688.60
End-of-life treatment of sold products	tCO_2e	7,818.25
Downstream leased assets	tCO_2e	51.78
Investments	tCO_2e	127,769.15
Total	tCO_2e	1,905,926.04

* The scope includes operating entities in Mainland China, Taiwan, Vietnam, and the USA, along with SSI, Belkin, and OM Voltaira.

FIT has not yet incorporated internal carbon pricing into its strategic decision-making. However, certain BUs closely monitor emissions trading system ("ETS") developments in their respective regions, and FIT will evaluate the feasibility of adopting internal carbon pricing in selected BUs as pilot study.

For detailed information on environmental performance, please refer to Chapters 11 and 13.



Chapter 13
Community Engagement

FIT is firmly committed to engaging with local communities, the public and other stakeholders in its operating areas, forging a solid foundation of mutual trust. FIT's Community Engagement Plan for 2025 was formulated to advance corporate social responsibility and local community sustainable development, integrating diverse philanthropic initiatives, targeted community services and in-depth engagement in social participation.

FIT launched a series of practical community activities, such as cultural festivities, voluntary blood donation campaigns, anti-fraud awareness campaigns and community cleaning services. Furthermore, FIT has established a dedicated employee volunteering team, with nearly 9,596 employees participating in volunteer activities in China, Vietnam, the United States, Mexico and other operational regions, contributing over 56,246 volunteering hours. FIT continues to engage in local social participation through donations and community activities and leverages its influence to provide customized solutions to the diverse needs of local communities.

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

Beneficiaries: Educational institutions

One Mobility – Vietnam

One Mobility – Vietnam organized outreach activities during the Mid-Autumn Festival, visiting a school for the blind and visually impaired. Through interactive games, gift-giving, and shared celebrations, the team brought joy and support to the children, reinforcing FIT's commitment to inclusive education and youth development. This initiative not only enriched the children's festival experience but also deepened employees' understanding of diversity and inclusion, reflecting FIT's ongoing efforts to create positive social impact through community engagement.



FIT – Huai'an

FIT – Huai'an established a dedicated scholarship fund totalling RMB339,000 for joint training programs with local vocational institutions, incentivizing students to excel in technical skills aligned with company needs. Additionally, the site invested RMB2.72 million to upgrade on-campus training facilities, delivering nine new equipment units to enhance hands-on learning. This dual investment in talent and infrastructure demonstrates FIT's commitment to nurturing future-ready technicians and advancing regional education quality through meaningful public-private partnership.



Beneficiaries: Communities

One Mobility – India

One Mobility – India observed World Environment Day under the theme #BeatPlasticPollution, launching a suite of environmental initiatives to advance sustainability in the workplace and local community. In partnership with the local industrial association, the team planted 100 trees in Dingrajwadi village (supporting a regional target of planting 1,000 trees) and an additional 6 trees on-site. The company also held an on-site environmental quiz to enhance employees' sustainability knowledge and organized a cross-departmental awareness session focused on practical plastic reduction and ecosystem protection measures. These initiatives exemplified FIT's commitment to sustainability and collective action.





FIT – Huai'an

FIT – Huai'an initiated 31 community clean-up volunteer activities in 2025, engaging 393 employees over the year. In collaboration with local volunteers, the efforts focused on environmental cleaning and public space organization, improving neighbourhood living conditions. The initiative demonstrated FIT's commitment to fostering a cleaner, more cohesive community.





FIT – Zhengzhou

FIT – Zhengzhou organized "Finding Living Lei Feng, Spreading Positive Energy – 2025 Spring Agricultural Assistance" volunteer activity. 35 employees participated in the activity, contributing a total of 70 service hours to farm labor that supported local agricultural production. The effort highlighted FIT's commitment to community engagement and sustainable development through employee-driven volunteerism.

FIT – Shenzhen and Huai'an

FIT – Shenzhen and Huai'an, in collaboration with the local communities, police stations, and law firms, held a special anti-fraud awareness campaign titled "Beware of Scam Traps: Think Before You Act". Through training, forums and regular anti-fraud case promotions, the campaign enhanced employees' ' legal awareness and risk prevention capabilities, as well as their ability to identify and respond to emerging fraud risks, such as common fraud types including e-commerce pyramid schemes. The campaign benefited more than 2,000 employees and managers. The initiative reinforced FIT's commitment to safeguarding employee well-being through proactive community partnerships and education.





FIT – Shenzhen and Zhengzhou

FIT – Shenzhen and Zhengzhou organized voluntary blood donation drives, engaging 70 employees in the drives. In coordination with local blood banks, the campaigns supported emergency medical services in the region. These life-saving contributions demonstrated FIT's commitment to community health and employee-led social responsibility.



FIT – Bac Ninh, Vietnam

FIT – Bac Ninh, Vietnam launched targeted public welfare programs and emergency relief efforts to promptly address the needs of employees and the local community, demonstrating corporate care and responsibility.

In 2025, the factory provided a special housing improvement subsidy of 5 million VND per person to employees in need, effectively addressing their housing challenges and enhancing livelihood security.

In response to typhoons and floods, the factory quickly activated its post-disaster assistance mechanism. The company and employees jointly raised 245 million VND in donations, supporting 180 affected employee households and contributing to the Vietnam Fatherland Front in Bac Ninh Province to aid local post-disaster recovery.

Additionally, during the Lunar New Year and Mid-Autumn Festival, the factory organized visits to local vulnerable groups, social relief institutions and schools, distributing a total of 785 care packages to children with disabilities, children with serious illnesses and underprivileged families. This initiative highlighted FIT's commitment to caring for the disadvantaged and giving back to the local community through concrete, impactful actions.



















Case study **Ganesh Chaturthi Celebration Unites One Mobility – India**

One Mobility India hosted a 10-day Ganesh Chaturthi celebration, blending local cultural heritage with diversified ESG practices to create an event that fosters internal cohesion and delivers community value, with three distinctive highlights:

Cultural Empowerment: The celebration featured traditional deity-welcoming rituals accompanied by Maharashtra folk music, elaborately decorated workplace spaces, and daily prayer ceremonies, all designed to help employees experience local customs. The closing employee cultural show highlighted organizational diversity, boosted cross-departmental communication, and strengthened employees' cultural belonging and team cohesion.



Blood Donation: In collaboration with local hospitals, a voluntary blood donation drive was organized. A total of 57 blood units were collected, directly contributing to regional blood banks and supporting emergency healthcare needs.



Green Initiatives: Eco-friendly decorations crafted from renewable materials were used throughout the celebration. The green and low-carbon festive approach conveyed environmental responsibility concepts to employees, deepened their environmental awareness, and integrated cultural activities with environmental sustainability.



Chapter 14 Appendices

Performance and Data

Environmental data[1]

Category		Unit	2025 Total	FIT[2]	Belkin	One Mobility	2024 Total	2023 Total
Exhaust Gas Emissions	Hydrogen cyanide	kg	65.33	65.33	–	–	129.78	129.98
	Ammonia		508.22	508.22	–	–	452.89	427.91
	Sulphuric acid mist		880.80	880.80	–	–	1,517.36	1,010.87
	Hydrogen chloride		2,045.11	2,045.11	–	–	1,963.45	2,872.04
	Chromic acid mist		3.63	3.63	–	–	5.15	4.84
	Nitrogen oxide		2,147.14	2,147.14	–	–	3,697.15	1,230.31
Wastewater	Total discharge of industrial wastewater	Ton	703,409.00	703,405.00	–	4.00	937,600.10	833,063.43
	Industrial wastewater discharge intensity	Ton/Million USD	127.82	NA	NA	NA	210.65	198.54
	Total discharge of domestic wastewater	Ton	2,026,627.21	1,950,086.40	–	76,540.81	1,173,086.10	1,933,522.70
	Domestic wastewater discharge intensity	Ton/Million USD	368.28	NA	NA	NA	263.56	460.80
Greenhouse Gases	Scope 1	Tons of CO_2 equivalent	12,867.91	11,684.17	314.99	868.75	13,778.62	13,158.45
	Scope 2 (location-based)		656,986.90	649,106.87	909.77	6,970.26	356,872.11	243,883.04
	Scope 2 (market-based)		575,691.35	568,143.73	577.36	6,970.26	262,753.82	226,004.45
	Total GHG emissions (location-based)		669,854.81	660,791.04	1,224.76	7,839.01	370,650.73	257,041.49
	Total GHG emissions (market-based)		588,559.26	579,827.90	892.35	7,839.01	276,532.44	239,162.90
	GHG emissions intensity (location-based)	Tons of CO_2 equivalent/ Million USD	133.89	NA	NA	NA	83.27	61.26
	GHG emissions intensity (market-based)		117.64	NA	NA	NA	62.13	57.00
	Scope 3[3]	Tons of CO_2 equivalent	NA	NA	NA	NA	NA	1,905,926.06

1 All environment-related data were captured through internal digital platform, including the Scope 1 and 2 GHG emissions result.

2 The entities include factory sites in Mainland China, Vietnam and India as well as subsidiary SSI

3 The updated Scope 3 emissions has been calculated up to 2023 to deal with complicated data gathering, collection, and calculation processes. This approach is being undertaken to ensure that accurate and complete data is obtained.

Category		Unit	2025 Total	FIT[2]	Belkin	One Mobility	2024 Total	2023 Total
Waste	Hazardous waste	Ton	3,852.57	3,798.03	–	54.54	5,116.17	4,095.40
	Non-hazardous waste		24,919.01	18,801.36	2,099.89	4,017.76	23,590.22	28,324.98
	Total waste		28,771.58	22,599.39	2,099.89	4,072.3	28,706.39	32,420.38
	Hazardous waste intensity	Ton/Million USD	0.77	NA	NA	NA	1.15	0.98
	Non-hazardous waste intensity		4.98	NA	NA	NA	5.30	6.75
Energy	Electricity	Thousand kWh	657,021.41	637,435.97	3,209.94	16,375.50	546,664.72	545,713.48
	Electricity intensity	Thousand kWh/ Million USD	131.33	NA	NA	NA	122.82	130.06
	Diesel (stationary combustion source)	Ton	79.40	35.87	–	43.54	81.68	53.95
	Diesel (mobile combustion source)		12.47	0.67	–	11.80	32.19	22.40
	Gasoline (stationary combustion source)		1.08	–	–	1.08	1.84	NA
	Gasoline (mobile combustion source)		303.08	277.56	–	25.52	387.49	241.46
	LPG (stationary combustion source)		25.00	25.00	–	–	0.03	NA
	LPG (mobile combustion source)		15.04	–	–	15.04	0.003	NA
	Natural Gas	m^3	4,075,227.96	3,872,027.11	124,777.80	78,423.05	5,837,168.41	4,115,600.32
	Steam	Ton	116,261.74	116,261.74	–	–	125,996.81	128,442.62
Water	Water consumption	Ton	4,909,624.68	4,802,837.28	1,529.11	105,258.29	4,520,972.81	5,104,230.53
	Water consumption intensity	Ton/Million USD	981.34	NA	NA	NA	1,015.72	1,216.45
Packaging Material	Paper	Ton	34,650.36	11,773.89	21,562.00	1,314.47	30,839.45	12,417.15
	Plastic		11,952.27	11,058.23	384.00	510.04	11,840.00	11,969.63
	Wood		5,542.22	4,889.35	–	652.87	4,784.51	4,505.80
	Metal		151.39	–	–	151.39	1.18	0.15
	Total packaging material		52,296.24	27,721.47	21,946.00	2,628.77	47,465.14	28,892.73
	Packaging material intensity	Ton/Million USD	10.45	NA	NA	NA	10.66	6.89

Social data

Category			Unit	2025 Total	FIT	Belkin	One Mobility*	2024 Total	2023 Total
Employee Structure	Total number of employees		Person	68,586	59,088	889	8,609	60,989	64,418
	Gender	Female	Person	34,497	28,959	373	5,165	32,196	34,683
		Male		34,089	30,129	516	3,444	28,793	29,735
	Ratio of female employees		%	50.30	49.01	41.96	60.00	52.79	53.84
	Full-time/part time	Full-time	Person	68,556	59,088	884	8,584	60,949	64,382
		Part-time		30	–	5	25	40	36
	Age	Below age 30	Person	27,133	23,842	76	3,215	23,879	25,910
		Age 30-50		39,006	34,195	577	4,234	34,767	36,746
		Age above 50		2,447	1,051	236	1,160	2,343	1,762
	Regional distribution	Mainland China	Person	24,912	24,006	156	750	24,134	24,462
		Taiwan		1,085	1,078	7	–	1,087	1,026
		Vietnam		34,361	32,711	–	1,650	31,176	34,110
		United States		472	–	429	43	673	1,073
		Others		7,756	1,293	297	6,166	3,919	3,747
	Rank	Senior Management	Person	1,336	1,021	22	293	978	1,280
		Middle Management		4,181	2,713	322	1,146	5,719	2,151
		Grassroot Staff		63,069	55,354	545	7,170	54,292	60,987
Employee Turnover Rate	Gender	Female	%	26.39	24.93	14.84	34.20	29.34	21.70
		Male		37.01	36.46	12.84	43.65	34.66	18.17
	Age	Below age 30	%	42.35	41.79	18.28	46.56	46.05	24.41
		Age 30-50		23.56	22.18	13.49	34.06	18.68	14.61
		Age above 50		15.42	4.28	12.59	23.93	10.47	0.50
	Regional distribution	Mainland China	%	20.74	17.58	9.83	64.79	23.76	29.14
		Taiwan		11.21	11.20	12.50	–	12.55	11.32
		Vietnam		39.10	39.51	–	29.76	38.08	37.26
		United States		14.95	–	15.88	4.44	8.56	9.22
		Others		31.69	18.01	12.39	34.67	30.66	29.82

* Wuhu and Hungary plants were closed during 2025.

Category			Unit	2025 Total	FIT	Belkin	One Mobility*	2024 Total	2023 Total
Health and Safety	Number of work-related death		Person	0	0	0	0	0	0
	Rate of work-related fatalities (200,000 work hours)		Per 100 fulltime workers	0	0	0	0	0	N/A
	Number of work-related injuries		Person	74.00	20.00	5.00	49.00	49.00	119.00
	Rate of work-related injuries (200,000 work hours)		Per 100 fulltime workers	0.06	1.28	0.59	0.12	0.04	N/A
	Number of working days lost due to work-related injuries		Workday loss	2,875.38	349.38	–	2,526.00	1,409.00	4,420.63
Employee Training	Total training hours		Hour	3,040,010	2,909,681	2,447	127,883	2,232,309	1,980,851
	Gender	Female	Hour	1,164,143	1,090,636	1,025	72,483	31,863	34,062
		Male	Hour	1,875,867	1,819,045	1,422	55,400	28,177	30,361
	Rank	Senior Management	Hour	65,453	58,076	77	7,301	42,553	53245
		Middle Management	Hour	78,083	65,837	1,082	11,164	173,978	54866
		Grassroot Staff	Hour	2,896,474	2,785,768	1,288	109,418	2,015,778	1872740
	Total number of trainees		Person	67,728	59,085	889	7,754	60,040	64423
	Gender	Female	Person	34,100	28,957	373	4,770	31,863	34062
		Male	Person	33,628	30,128	516	2,984	28,177	30361
	Rank	Senior Management	Person	1,331	1,021	22	288	1,082	1217
		Middle Management	Person	2,589	1,551	322	716	3,733	1948
		Grassroot Staff	Person	63,808	56,513	545	6,750	55,225	61258
	Average training hour		Hour/person	44.89	49.25	2.75	16.49	37.18	30.75
	Gender	Female	Hour/person	34.14	37.66	2.75	15.20	33.84	28.28
		Male		55.78	60.38	2.76	18.57	40.96	33.51
	Rank	Senior Management	Hour/person	49.18	56.88	3.50	25.35	39.33	43.75
		Middle Management		30.16	42.45	3.36	15.59	46.61	28.17
		Grassroot Staff		45.39	49.29	2.36	16.21	36.50	30.57
	Training Ratio – by Gender	Female	%	98.85	99.99	100.00	92.35	98.97	98.21
		Male		98.65	100.00	100.00	86.64	97.86	102.11
	Training Ratio – by Rank	Senior Management	%	99.63	100.00	100.00	98.29	110.63	95.08
		Middle Management		61.92	57.17	100.00	62.48	65.27	90.56
		Grassroot Staff		101.17	102.09	100.00	94.14	101.72	100.44

* Wuhu and Hungary plants were closed during 2025.

Category			Unit	2025 Total	FIT	Belkin	One Mobility*	2024 Total	2023 Total
Number of Suppliers	Total		Unit	3,587	1,726	102	1,759	4,602	4,640
	Region	Mainland China, Hong Kong, Macau and Taiwan	Unit	1,802	1,422	87	293	3,309	3,299
		Overseas		1,785	304	15	1,466	1,293	1,341
Public Welfare Contribution	Amount of Charitable Donations	Total amount	USD	46,342.00	11,000.00	27,921.00	7,421.00	108,863.92	24,471.00

GRI and HKEX ESG Content Index

GRI Standards	HKEX ESG Code	Description	Reference Chapters/Remarks
2-1	–	Organizational details (the legal name: the nature of ownership and legal form; the location of its headquarters; and the countries of operation)	About FIT
2-2	MDR 15	Entities included in the organization's sustainability reporting	About this Report
2-3	–	Reporting period, frequency and contact point	About this Report
2-4	–	Restatements of information	Appendix
2-5	9	External assurance	Assurance Certificate
2-6	–	Activities, value chain and other business relationships	About FIT
–	KPI B5.1	Number of suppliers by geographical region	Supply Chain Management Appendix
2-7	KPI B1.1	Employees	Human Capital Development Appendix
2-8	–	Workers who are not employees	Workers who are not employees are insignificant at FIT.
2-9	–	Governance structure and composition	Annual Report – Corporate Governance Report
2-10	–	Nomination and selection of the highest governance body	Annual Report – Corporate Governance Report
2-11	–	Chair of the highest governance body	Annual Report – Corporate Governance Report
2-12	MD13	Role of the highest governance body in overseeing the management of impacts	Annual Report – Corporate Governance Report
2-13	MD13	Delegation of responsibility for managing impacts	Sustainability Governance
2-14	MD13	Role of the highest governance body in sustainability reporting	Sustainability Governance
2-15	–	Conflicts of interest	Annual Report – Corporate Governance Report

* Wuhu and Hungary plants were closed during 2025.

GRI Standards	HKEX ESG Code	Description	Reference Chapters/Remarks
2-16	–	Communication of critical concerns	Stakeholder Engagement and Materiality Assessment
2-17	19 (a) (i)	Collective knowledge of the highest governance body	Annual Report – Corporate Governance Report Sustainability Governance
2-18	–	Evaluation of the performance of the highest governance body	Annual Report – Corporate Governance Report
2-19	–	Remuneration policies	Annual Report – Corporate Governance Report
2-20	–	Process to determine remuneration	Annual Report – Corporate Governance Report Annual Report – Management Discussion and Analysis
2-21	–	Annual total compensation ratio	–
2-22	MD 13 (ii)	Statement on sustainable development strategy	Chairman's Message Stakeholder Engagement and Materiality Assessment
2-23	12 (i)	Policy commitments	Sustainability Governance
2-24	12 (i)	Embedding policy commitments	Sustainability Governance
2-25	–	Processes to remediate negative impacts	Business Ethics
2-26	–	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement and Materiality Assessment
2-27	12 (ii)	Compliance with laws and regulations	Sustainability Governance FIT has complied with applicable environmental and social laws and regulations.
2-28	–	Membership associations	–
2-29	MD 14	Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment
2-30	–	Collective bargaining agreements	Human Capital Development
3-1	MD 14	Process to determine material topics	Stakeholder Engagement and Materiality Assessment
3-2	MD 14	List of material topics	Stakeholder Engagement and Materiality Assessment
3-3	MD 14	Management of material topics	Stakeholder Engagement and Materiality Assessment
GRI 205: Anti-corruption			
205-1	KPI B7.1	Operations assessed for risks related to corruption	Business Ethics During the year, there was no confirmed incident of corruption.
205-2	KPI B7.3	Communication and training about anti-corruption policies and procedures	
205-3	KPI B7.1	Confirmed incidents of corruption and actions taken	
–	KPI B7.2	Description of whistle-blowing procedures, how preventive measures and whistleblowing is implemented and monitored	
GRI 301: Materials			
301-1	KPI A2.5	Materials used by weight or volume	Appendix

GRI Standards	HKEX ESG Code	Description	Reference Chapters/Remarks
GRI 302: Energy			
302-1	KPI A2.1	Energy consumption within the organization	The Environment Appendix
302-3	KPI A2.1	Energy intensity	
302-4	KPI A2.3	Reduction of energy consumption	
302-5	–	Reductions in energy requirements of products and services	
GRI 303: Water and Effluents			
303-1	KPI A2.4	Interactions with water as a shared resource	The Environment – Water Resources Management Appendix
303-2	–	Management of water discharge-related impacts	
303-4	–	Water discharge	
303-5	KPI A2.2	Water consumption	
–	KPI A2.4	Water sourcing and water efficiency	
GRI 305: Emissions			
305-1	28 (a)	Direct (Scope 1) greenhouse gas emissions	The Environment Climate Change Appendix
305-2	28 (b)	Energy indirect (Scope 2) greenhouse gas emissions	
305-3	28 (c)	Other indirect (Scope 3) greenhouse gas emissions	
305-4	–	Greenhouse gas emissions intensity	
305-5	KPI A1.5	Reduction of greenhouse gas emissions	
305-7	KPI A1.1	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	
GRI 306: Waste			
306-1	KPI A1.6 KPI A3.1	Waste generation and significant waste-related impacts	The Environment Appendix
306-2		Management of significant waste-related impacts	
306-3	KPI A1.3 KPI A1.4	Waste generated	
306-4		Waste diverted from disposal	
306-5		Waste directed to disposal	
GRI 308: Supplier Environmental Assessment			
308-1	KPI B5.2	New suppliers that were screened using environmental criteria	Supply Chain Management Appendix
308-2		Negative environmental impacts in the supply chain and actions taken	
–	KPI B5.3	Practices used to identify environmental risks along the supply chain	
–	KPI B5.4	Practices used to promote environmentally preferable products and services when selecting suppliers	

GRI Standards	HKEX ESG Code	Description	Reference Chapters/Remarks
GRI 401: Employment			
401-1	KPI B1.2	New employee hires and employee turnover	Human Capital Development Appendix
401-2	Aspect B1 GD	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
401-3	–	Parental leave	
GRI 403: Occupational Health and Safety			
403-1	KPI B2.3	Occupational health and safety management system	Health and Safety Appendix
403-2		Hazard identification, risk assessment, and incident investigation	
403-3		Occupational health services	
403-4		Worker participation, consultation, and communication on occupational health and safety	
403-5		Workers training on occupational health and safety	
403-6		Promotion of worker health	
403-7		Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
403-8		Workers covered by an occupational health and safety management system	
403-9	KPI B2.1 KPI B2.2	Work-related fatalities and injuries	
GRI 404: Training and Education			
404-1	KPI B3.2	Average hours of training per year per employee	Human Capital Development Appendix
404-2	Aspect B3 GD	Programmes for upgrading employee skills and transition assistance programmes	
404-3	–	Percentage of employees receiving regular performance and career development reviews	Human Capital Development
GRI 405: Diversity and Equal Opportunities			
405-1	–	Diversity of governance bodies and employees	Annual Report – Corporate Governance Report Sustainability Governance Human Capital Development Appendix
GRI 408: Child Labor **GRI 409: Forced or Compulsory Labor**			
408-1 409-1	Aspect B4 GD	Operations and suppliers at significant risk for incidents of (i) forced or compulsory labour and (ii) child labor	Supply Chain Management Human Capital Development
–	KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	Human Capital Development
–	KPI B4.2	Description of steps taken to eliminate such practices when discovered	

GRI Standards	HKEX ESG Code	Description	Reference Chapters/Remarks
GRI 413: Local Community			
413-1	–	Operations with local community engagement, impact assessments, and development programmes	Community Engagement Appendix
413-2	–	Operations with significant actual and potential negative impacts on local communities	
–	KPI B8.1	Focus areas of contribution	
–	KPI B8.2	Resources contributed to the focus area	
GRI 414: Supplier Social Assessment			
414-1	KPI B5.2	New suppliers that were screened using social criteria	Supply Chain Management
414-2		Negative social impacts in the supply chain and actions taken	
GRI 416: Customer Health and Safety			
416-1		Assessment of the health and safety impacts of product and service categories	Product Responsibilities
416-2		Incidents of non-compliance concerning the health and safety impacts of products and services	Product Responsibilities During the Reporting Period, FIT had no instances of non-compliance concerning the health and safety impacts of its products and services.
–	KPI B6.1	Percentage of total products sold or shipped subject to recalls for health and safety reasons	Product Responsibilities
–	KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Business Ethics
–	KPI B6.4	Description of quality assurance process and recall procedures	Product Responsibilities
GRI 418: Customer Privacy			
418-1	–	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Business Ethics
–	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	The Group's information systems were subjected to an attack during the Reporting Period. Following this, FIT conducted thorough investigations and implemented protective measures to mitigate the risk.
–	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	

Part D: Climate-related Disclosures

For further details, please see Chapter 4: Sustainability Governance, Chapter 11: The Environment and Chapter 12: Climate Change of this Report.

Pillar	Disclosure Areas	Reference Chapters/Remarks
Governance	–	Sustainability Governance Climate Change
Strategy	Climate-related risks and opportunities	FIT has identified material climate-related physical and transition risks across upstream, operation to downstream with specified time horizons.
	Business model and value chain	FIT has assessed current and anticipated effects of climate-related risks and opportunities on its business model and value chain.
	Strategy and decision-making	Climate factors are incorporated into strategic and decision-making. FIT has also taken climate adaptation and mitigation measures in response to climate-related risks and opportunities. A climate transition plan has not yet been established at the FIT level. Several FIT's BUs have already undertaken planned environmental initiatives to address climate change. Going forward, FIT will enhance cross-collaboration to expand these initiatives to additional factory sites.
	Financial position, financial performance and cash flows	Building on the assessed potential financial impact, FIT continuously monitors the financial effects of climate change and sustainability. We may allocate appropriate financial resources to address climate-related risks and opportunities and to prepare for qualifications.
	Current financial effect	
	Anticipated financial effect	
	Climate resilience	In the climate assessment process, scenario analysis was applied to assess current and potential effects of climate-related physical and transition risks.
Risk Management	–	Climate Change FIT will integrate material sustainability – and climate-related risks and opportunities into FIT's enterprise risk management framework, enabling centralized monitoring, oversight, and proactive risk management.
Metrics and Targets	Greenhouse gas emissions	The Environment Climate Change Appendix
	Climate-related transition risks	A total of 24 sites across FIT's operations and supply chain were covered in the assessment of climate-related transition and physical risks and opportunities.
	Climate-related physical risks	
	Climate-related opportunities	
	Capital deployment	In "The Environment" chapter, FIT has disclosed capital deployment for significant environmental initiatives.
	Internal carbon prices	Internal carbon pricing has not been included into our strategic decision-making directions.
	Remuneration	FIT has linked its Board's and senior leaders' remuneration to relevant ESG performance indicators. We are working to include these clauses in our Remuneration Policy.
	Industry-based metrics	FIT is currently evaluating the feasibility of aligning with Hon Hai's environmental targets and will disclose its targets and performance tracking in the future. Several BUs have set own environmental targets and track progress.
	Climate-related targets	
	Applicability of cross-industry metrics and industry-based metrics	

Assurance Certificate

Independent Assurance Statement

FIT HON TENG LIMITED 2025 ESG REPORT

AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This assurance work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR ASIA LTD. and FIT Hon Teng Limited (incorporated in the Cayman Islands with limited liability under the name Foxconn Interconnect Technology Limited and carrying on business in Hong Kong as FIT Hon Teng Limited, hereinafter referred to as FIT) are independent entities. Except for the contents described in this independent assurance statement, AFNOR ASIA LTD. is not involved in the preparation process of the ESG Report of FIT.

RESPONSIBILITIES

FIT is responsible for reporting on the economic, environmental and social aspects of its operations and performance in Taiwan and overseas locations in its ESG Report (hereinafter referred to as "the Report") in accordance with its declared sustainability reporting standards.

AFNOR ASIA LTD. (hereinafter referred to as AFNOR ASIA) is responsible for providing an independent assurance statement to FIT and its stakeholders in accordance with the described scope and method. This statement is for FIT use only and is not responsible for any other purpose.

SCOPE AND CRITERIA

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

1. The scope of assurance operation is consistent with the scope disclosed in the "FIT HON TENG LIMITED 2025 ESG REPORT".
2. AFNOR ASIA performs assurance operation according to the TYPE 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating FIT's compliance with the AA1000 AccountAbility Principles (2018). The assurance operation includes reviewing and evaluating FIT's relevant processes, systems and controls and available performance information.

METHODOLOGY

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

CONCLUSION

◆ **AA1000 AccountAbility Principles**

Inclusivity

FIT has committed to creating a people-centered, open, inclusive, and mutually respectful environment that encourages diversity and integration. In the future, the organization can continue to follow the criteria of AA1000 Inclusivity Principle, presenting a complete sustainability framework so that all relevant stakeholders can clearly understand the key to improving overall performance.

Materiality

FIT has conducted its first double materiality assessment in the Report and has also commissioned an independent advisor to conduct a double materiality assessment (DMA) in accordance with the CSRD. In the future, the organization can sustainably demonstrate compliance and verifiable data and decision-making logic records that are appropriate for its operations and trends, in order to focus on the sustainable development and continued effectiveness of the double-value ecosystem.

Responsiveness

FIT has already demonstrated its response to operational sustainability in the Report. In the future, the organization can continue to refer to the AA1000 AccountAbility Principles to cover specific qualitative and quantitative management measures and objectives for the organization's operations and value chain (including upstream and downstream), and integrate various international reporting standards to present and disclose sustainability-related sustainability performances, which can help the organization meet the response needs of different national operating environments.

Impact

FIT has established short-, medium-, and long-term sustainability goals for issues deemed to have a significant impact after assessment. In the future, the organization can encompass a comprehensive sustainability strategy, set key objectives, and continuously plan, monitor, and summarize data to demonstrate management performance, thereby gaining recognition from different countries and markets for the organization's assessment and decision-making regarding sustainability impacts.

ASSURANCE OPINION

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

ASSURANCE LEVEL

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

For and on behalf of AFNOR：

AA1000
Licensed Report
000-84/V3-45RR1

Dr. August Tsai
The Director for Certification and Assessment
Apr.28.2026

Verification team: PEI TONG HUANG (Lead Verifier), WEN YI YEN (Verifier), YU TAI CHIANG(Verifier)

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