2025

Airmate Sustainability Report

Airmate ESG Report

AIRMATE

Contents Table of Contents

Message from the Chairman

In 2025, the global political and economic landscape and the home appliance industry continued to undergo intense restructuring and turbulence. Unabated geopolitical risks, the lingering effects of global inflation, and volatility in foreign exchange markets made the export trade environment increasingly complex. In the domestic Chinese market, although government fiscal stimulus and consumer subsidy policies provided support, the harsh conditions of intense competition and competition for existing market share across the industry remained severe. In the face of the brutal market test in which "the winner is the one who remains," Airmate has consistently upheld its core philosophy of "prudent operations and innovative breakthroughs," transforming challenges into opportunities for refined management. In 2025, we fully implemented our asset-light strategy, deepened the integration of manufacturing base resources, and actively initiated organizational transformation to "turn manpower into talent." We comprehensively introduced AI-enabled tools to enhance operational resilience and lead the Group steadily and sustainably forward amid headwinds.

We firmly believe that sustainable development is the core defensive boundary that enables enterprises to withstand market storms, as well as the indispensable foundation for establishing long-term competitiveness. In 2025, Airmate continued to deepen its ESG practices across the three major dimensions with strength and resilience, implementing the green transition and social responsibility throughout our daily operations.

In the environmental dimension, we actively responded to the global trend of carbon reduction and comprehensively upgraded green smart manufacturing. The Company continued to deepen the operation of its ISO 14001 environmental management system and ISO 50001 energy management system, phase out inefficient older machinery, and implement highly effective space utilization optimization and energy-saving management. Compared with the base year, total greenhouse gas emissions in 2025 decreased by approximately 16.83% from 2023. In addition, the Group accelerated its low-carbon energy deployment, continued to assess the development of rooftop solar power generation facilities and the procurement of green electricity, and substantively reduced the carbon footprint of manufacturing through the transition to renewable energy.

In the social dimension, Airmate upholds a people-oriented spirit of shared prosperity and is committed to building a safe, open, and diverse workplace culture. The trusted "Deep Airmate Migratory Bird Station" has now warmly entered its 16th year, continuing to provide the children of frontline employees with comprehensive summer childcare and educational resources and effectively reducing the burden of childcare. The Company has also long been committed to equal access to education and care for remote communities, extending its corporate warmth to every corner of society. For our internal employees, we comprehensively strengthened occupational safety and health mechanisms and, through training agile response teams, empowered employees to master new technology tools and grow together with the Company.

In the corporate governance dimension, Airmate regards transparency, integrity, and compliant operations as its highest guiding principles. In 2025, we continued to promote professional development for the Board of Directors, deepen our internal control systems and digital governance mechanisms, and comprehensively improve decision-making quality. In response to the potential financial and operational impacts brought about by climate change, the Company formally adopted and followed the TCFD (Task Force on Climate-related Financial Disclosures) framework, establishing sound mechanisms for identifying climate-related risks and opportunities to ensure that the enterprise retains strong response capabilities and sustainable competitiveness amid a highly uncertain environment.

At the same time, our green product innovation achieved a milestone breakthrough in 2025. Our product development strategy shifted comprehensively toward "high added value" and a "new green aesthetic," overcoming the conventional appearance and functional limitations of air circulators. We successfully launched flagship products such as "air circulators" and "smart fans," integrating walnut-grain craftsmanship with intelligent purification functions. At the same time, we actively developed solar-powered fans, environmentally friendly coating-free materials, and recyclable modular packaging, implementing carbon reduction goals throughout the entire product life cycle. This commitment to functionality, aesthetics, and environmental protection also enabled Airmate to once again receive recognition through multiple international design awards in 2025.

Looking ahead to 2026, amid the steady advance of the global sustainability movement and industrial transformation, Airmate will continue to make ESG the core anchor of the Group’ s development. To create a "second growth curve," we established the R&D and Testing Department of the Jiujiang Company in April 2025 to invest in innovation targeting multiple price segments and emerging market demands. Without affecting our existing OEM customers, we also entered Costco channels to sell in overseas markets. The first phase covers South Korea and Canada, while the second phase covers France, Spain, Sweden, Japan, and other countries. In the future, we will comprehensively promote a green supply chain, deepen customer services across the entire value chain, and work with all stakeholders to create a low-carbon, mutually prosperous, and sustainable future.

We firmly believe that, relying on the robust and comprehensive strength of China's supply chain and leveraging flexible export strategies and a global footprint, Airmate continues to possess a strong competitive advantage in international markets. The long night is drawing to an end, and dawn is within reach. As the external environment gradually stabilizes and the Group's internal strategy of "asset-light operations and high investment in R&D" takes effect, the Group's operational momentum is expected to recover steadily. Airmate will continue to drive transformation and innovation, honor the expectations of all stakeholders through integrity-based management and sustainable practices, and work together toward a resilient and responsible corporate vision.

Chairman
Shih Jui-Pin

Annual Sustainability Highlights

The United Nations has proposed 17 core goals for improving global conditions and advancing sustainable development (SDGs), with the aim of progressively achieving sustainable development in the environment, economy, and society from 2015 to 2030, while providing countries, local governments, businesses, and civic organizations with direction for responding to initiatives and formulating policies.
To fulfill its social mission of achieving sustainable development, Airmate pursues economic growth while also taking into consideration natural resources such as water, air, and land, as well as the values of social equity and justice. The Company has formulated various policies and activities with reference to the direction of the SDGs initiatives, and presents below the highlights of its action performance for the current year.

Aspect	United Nations SDGs Indicators	Airmate SDGs Action Initiatives
Environmental Protection Environment		● In 2025, total waste amounted to 758.35 metric tons (557.58 metric tons of general industrial waste and 200.77 metric tons of hazardous industrial waste), all of which was treated off-site by outsourced contractors. ● In 2025, a total of 557.58 metric tons of general industrial waste was sold for treatment, of which recyclable packaging materials such as paper and cardboard amounted to 340.17 metric tons. ● In 2025, total greenhouse gas emissions amounted to 18,889.56 metric tons of CO_2 e, of which Scope 1 emissions were 299.65 metric tons and Scope 2 emissions were 18,589.91 metric tons. ● In 2025, the Company’ s total water consumption was 70.02 million liters, a decrease of 104.5 million liters compared with the previous year. ● Airmate conducts wastewater quality testing regularly each year through an impartial third-party organization, and all test results in 2025 complied with legal requirements. ● In 2025, Airmate had no incidents in which pollution leaks resulted in production suspension or residents surrounding the plant to protest, nor did it incur any major environmental fines. ● Airmate is committed to achieving its energy conservation and carbon reduction goals through energy-saving measures at its plants, improvements to production processes, upgrades to production equipment, and reductions in commuting-related carbon emissions. ● Airmate implements various waste reduction

		measures, including installing recycling bins, outsourcing the manual sorting of household waste, strengthening the recycling and treatment of hazardous waste, and conserving paper, to properly manage waste.
Social Responsibility Social		● In 2025, the Group's total training hours reached 121,279 hours, averaging 25.38 hours per person. ● In 2025, a total of 17,289 participants, including labor contractors, took part in occupational safety training across the Group, totaling 27,076 hours. ● In 2025, Airmate's Jiujiang Plant held 1 safety knowledge competition and 2 fire drills, while the Shenzhen Company held 1 safety knowledge competition and 6 fire drills.
Corporate Governance		● In 2025, R&D expenses amounted to RMB 157 million, accounting for 2.02% of annual revenue. ● The Company's consolidated revenue for 2025 was NT$7.79 billion. ● In 2025, 142 new products were developed and launched, and 176 patent certificates were obtained. ● The Board of Directors' attendance rate was 87.04%, and it reviewed the implementation of performance and the progress of improvement strategies. ● In 2025, the total training hours completed by the Board of Directors reached 60 hours, with an average of 6.67 hours of training per person. ● In 2025, Airmate provided a total of 35.5 hours of compliance training, with 7,920 participants. ● In 2025, 179 supplier audits were conducted, of which 156 suppliers were actually completed, achieving a completion rate of 87%. ● In 2025, 102 suppliers passed ISO 14001 Environmental Management System certification. ● Two distributor meetings were held, with suppliers participating simultaneously to discuss quality reviews, integrity education, and other topics. ● In 2025, Airmate conducted a customer satisfaction survey with 24,998 responses and a response rate of 100%; customer satisfaction was 99.98 points. ● 100% of all suppliers signed the "Business Anti-Bribery Commitment" and the "Ethical Procurement Policy."

About This Report

Report Overview and Publication Frequency

This is the fifth sustainability report publicly issued by Airmate (Cayman) International Co., Ltd. We will continue to publish this report annually in the future, regularly disclosing operating results beyond financial performance to the public and realizing our corporate vision of sustainable operations through action. This report was issued in August 2026, and the next report is expected to be issued in August 2027. This year, the denominator for energy and greenhouse gas emissions intensity was adjusted to "revenue of the Jiujiang Company and Shenzhen Company," and prior-period data were recalculated retrospectively. This adjustment affects only the intensity calculation results and does not affect energy consumption or greenhouse gas emissions.

Reporting Boundaries and Scope

The information disclosed in this report covers the period from January 1, 2025, to December 31, 2025. The financial data in this report are sourced from the "Consolidated Financial Reports of Airmate (Cayman) International Co., Ltd." The reporting scope includes the headquarters and all subsidiaries. For details of all entities included in the financial statements, please refer to "Chapter 1 About Us - Economic Performance." Information concerning the environmental and social aspects covers the headquarters and the subsidiaries Airmate Electrical Appliances (Shenzhen) Co., Ltd. and Airmate Electrical Appliances (Jiujiang) Co., Ltd. For more detailed information on affiliated enterprises, please refer to Airmate (Cayman) International Co., Ltd.' s "2025 Airmate Annual Report to Shareholders." There were no significant changes to the organizational scale, structure, ownership, or supply chain during the reporting period.

Compilation Guidelines

This report was prepared in accordance with the latest GRI Standards of the Global Reporting Initiative (GRI Sustainability Reporting Standards, GRI Standards), adopting the 2021 edition for the Universal Standards; GRI 303 and GRI 403 of the Topic Standards are referenced against the 2018 edition, GRI 306 against the 2020 edition, and the remaining Topic Standards against the 2016 edition. A GRI Content Index is also provided in the appendix. The report also discloses information in accordance with the climate-related financial disclosures recommended by the Financial Stability Board (FSB) (TCFD).

Main Responsible Unit and Quality Management Approach for the Report

To enhance the completeness and credibility of Airmate's sustainability reporting, the Company follows the "Regulations Governing the Preparation and Filing of Sustainability Reports by Listed Companies" and has established procedures for preparing sustainability reports and conducting internal reviews or external assurance. These procedures have also been incorporated into the Company's "Code of Practice for Sustainable

Development," and submitted to the Board of Directors for review and approval of the appropriateness of the system.

Operating Procedures	Approach	Responsible Unit (or Position)
Report Compilation	This report was coordinated and planned by the Sustainability Development Team. The data, strategic objectives, performance indicators, and other information disclosed in the report were provided by the respective responsible units, and then integrated, compiled, proofread, and revised by the Sustainability Development Team.	Sustainability Development Team and Relevant Responsible Departments
Internal Review	After the completed report was reconfirmed by each unit for the completeness and accuracy of its content, it was approved by the highest-ranking supervisors of the relevant units.	Relevant Responsible Departments and Their Highest-Level Supervisors
External Assurance	To enhance the accuracy and credibility of the information, the financial data disclosed in this report are derived from the consolidated financial statements audited and attested by PricewaterhouseCoopers Taiwan in accordance with the International Financial Reporting Standards, Standards, IFRS, with the New Taiwan dollar as the unit of measurement.	PricewaterhouseCoopers Taiwan
Approval of Final Draft	The complete final manuscript was submitted by the Sustainability Development Team to the Board of Directors and was publicly issued only after review and approval by the Board of Directors.	Board of Directors

Contact Information

If you have any suggestions or questions regarding the 2025 Airmate Sustainability Report, please feel free to contact us through the following channels. In fulfillment of our responsibility for corporate information disclosure, we have also published this report on our official website for ease of access.

Airmate (Cayman) International Co., Ltd.

Address: No. 11, Xinzhong Road, Anping Industrial Park, Tainan City

Official website: www.airmate-china.com

Contact person: Chuang Ya-Sung / Manager, Group Investor Relations Office

Telephone: +886-2-27003626

Email address:yasung@airmate-china.net

Sustainability Management

Airmate primarily refers to the sustainability topics listed in the GRI Standards and, in accordance with the AA1000 AccountAbility Principle (AA1000 AccountAbility Principle, 2018), identifies material topics through the four principles of inclusivity, materiality, responsiveness, and impact. It then ranks them in accordance with the requirements of the 2021 edition of the GRI Universal Standards and discloses, one by one, the impacts, management strategies, and practices related to each material topic. Based on these results, Airmate also calibrates its sustainability development goals and strategies to enhance the effectiveness of external communication.

Sustainability Topic Collection	● Sustainability topics highly relevant to Airmate's operational activities are collected based on national policy trends and various international standards, assessments, and initiatives.
Stakeholder Engagement	● A total of 7 major stakeholder groups were identified ● Collect stakeholders' concerns and focus them into 20 key issues.
Identification of Material Topics	● The Sustainability Development Team organized meetings and invited senior executives from various company departments to analyze and rank the issues based on internal considerations, industry conditions, industry chain practices, and stakeholder recommendations. ● A total of 5 material topics were identified in 2025.
Review and Confirmation of Material Topics	● External consultants were engaged to jointly review and examine the appropriateness of the relevant procedures and standards, cross-reference the degree of impact of the issues on the economy, environment, and society, and determine the appropriate ranking of the material topics in the report.

Stakeholder Engagement

Airmate applies the "Plan-Do-Check-Act" model. Through continuous interaction with stakeholders and inviting their actual participation in company activities, we continuously review and improve the effectiveness of our corporate social responsibility initiatives. Regarding the management of issues of concern to stakeholders, we have set the following objectives:

- Fully understand stakeholders' concerns and continuously improve performance related to corporate social responsibility.
- Earn stakeholders' respect and trust in Airmate.
- Demonstrate Airmate's efforts and performance, and maintain and enhance Airmate's reputation.

Stakeholder Identification and Selection

Based on our operational activities and industry characteristics, and with reference to the five principles of the 2015 edition of the AA1000 Stakeholder Engagement Standard (Stakeholder Engagement Standard, AA1000 SES 2015), the Company assessed stakeholders' dependence on, responsibility toward, level of concern for, influence on, and diversity of perspectives regarding the Company, and identified the seven major stakeholder groups for this year, including (1) investors/shareholders, (2) customers/consumers, (3) distributors/channel partners, (4) business partners, (5) suppliers, (6) employees, and (7) financial institutions.

To understand the issues of concern to stakeholders, including those that have caused or may cause actual or potential impacts on them, and to confirm the extent of such impacts, the Company actively communicates with various stakeholder groups through diverse, ongoing, two-way channels in its daily operations, while collecting and responding to the issues that concern them. The Company also refers to issues addressed in national policy trends and various international standards, assessments (the CDP Carbon Disclosure Project), and initiatives (the United Nations Sustainable Development Goals, SDGs; the United Nations Global Compact, UNGC; and the Responsible Business Alliance Code of Conduct, RBA). It focuses on 20 sustainability issues highly relevant to the Company across the economic, environmental, and social dimensions. The Sustainability Development Team organizes meetings to discuss these issues based on internal considerations, industry conditions, industry-chain practices, and expert recommendations, and confirms the extent of their impacts on the economy, environment, and society. Finally, the five material topics identified are incorporated into this report for disclosure, providing all stakeholders with information for evaluation and decision-making.

Responding to Stakeholder Concerns

Through business dealings, routine surveys, interview analyses, and other methods, the Company's departments communicate with stakeholders. Through diversified communication channels, we accurately identify stakeholders' needs and expectations, take their perspectives into account when adjusting operational management, and provide appropriate responses to their key concerns.

Collection of Stakeholder Concerns:

To accurately collect the categories of issues of concern to all stakeholders and conduct subsequent analysis and response, Airmate gathers information through meetings and discussions. This includes areas of concern identified through meetings and interviews, telephone interviews, suggestion mailboxes, and various forms of business interaction and communication with stakeholders, as well as specific topics that the GRI Standards expect organizations to disclose. Broad issues are consolidated into key issues covering the economic, environmental, and social dimensions for subsequent analysis and identification of material topics.

Obtaining Information on External Concern Trends from Experts and Professional Organizations:

We also engage appropriately qualified expert organizations, including lecturers on corporate social responsibility from National Sun Yat-sen University and a professional consulting team specializing in corporate management and leadership, to provide insights into the level of concern among external stakeholders regarding various issues based on the Company' s industry characteristics. By cross-referencing these issues with their impacts on the economy, environment, and society, we determine the appropriate order of material topics in the report.

Material Topics Determined after Careful Evaluation:

The Company confirmed a total of five material topics for 2025. For each material topic, this report discloses its importance to the organization' s operations and scope of impact, as well as the Company' s policies, commitments, objectives, responsibilities, resources, and specific actions relating to that material topic.

In addition to the standard procedures described above, we have also established a stakeholder section on our official website, providing a dedicated email address for communication and contact with stakeholders: yasung@airmate-china.net. Any questions, suggestions, or even complaints regarding information related to material topics may be submitted through this email address to maintain open and effective communication.

▼Table of Stakeholder Concerns, Communication Methods, Frequency, and Specific Procedures

Stakeholders	Issues of Concern	Communication methods	Communication frequency	Communication performance
Investors/shareholders	• Information security and customer privacy • Product quality and safety • Customer service • Operating performance • Innovative research and development	• Shareholders' meetings • Financial Reports • Material Information Announcements • Investor Conferences	• Once a year • Once per quarter • Irregularly • At least twice a year	• Shareholders' meeting held on May 29, 2025 • Four financial announcements in 2025 • One investor conference held on December 10

Customers/Consumers	• Occupational Safety, Health and Well-being • Customer service • Information security and customer privacy • Product quality and safety • Innovative research and development	• Communication of Innovative Product Requirements • Conduct regular business reviews with key customers • Satisfaction survey	• Based on customers' product development needs • Once per quarter/once every six months • Irregularly	• In 2025, a total of 142 new products were developed and launched, and 176 patent certificates were obtained • Two distributor conferences were held in 2025 • In 2025, Airmate conducted a customer satisfaction survey with 24,998 responses, achieving a 100% response rate and a customer satisfaction score of 99.98
Distributors/Channel Partners	• Customer service • Product quality and safety • Innovative research and development • Operating performance • Supplier Management • Product Life Cycle Management	• Regular business meetings and communication with distributors/channel partners • Personal visits and email	• Based on customers' product development needs • Once per quarter/once every six months • Irregularly	• 2 distributor meetings held in 2025
Business Partners	• Information security and customer privacy • Product quality and safety • Corporate Governance • Supplier Management • Innovative research and development	• On-site visits to business partners	• Once a year	• There were a total of 8 partner manufacturers in 2025, and the relevant management was conducted in accordance with the Supplier Management Regulations.
Supplier	• Supplier Management • Risk Management	• Supplier Visits • Supplier Management	• Irregularly • Once every 2 years; once a year	• In 2025, 179 suppliers were audited, of which 156 were

	• Product quality and safety • Information security and customer privacy • Corporate Governance • Innovative research and development	Evaluation	under special circumstances	actually completed, achieving a completion rate of 87 %
Financial Institutions	• Information security and customer privacy • Product quality and safety • Operating performance • Innovative research and development • Corporate Governance • Supplier Management • Risk Management	• Meetings, personal visits, and email	• Irregularly	• Maintaining stable cooperative relationships with financial institutions, communicating about loans and bank acceptance bill credit limits
Employees	• Employee Benefits and Compensation • Product quality and safety • Occupational Safety, Health and Well-being • Talent Development • Customer service	• Employee communication meetings: Employees express their opinions and communicate directly with senior management through the company's internal channels / grievance mailbox • Employee performance evaluations / training	• Irregularly • Monthly / quarterly / annually	● In 2025, a total of 11 grievances were received, all 11 of which were handled, achieving a resolution rate of 100% ● In 2025, month-end, quarterly, and annual evaluations were conducted in accordance with the regulations of each department. In 2025, 100% of employees underwent regular performance reviews.

Identification and Prioritization of Material Topics

After completing stakeholder engagement, we proceeded to assess operational impacts and identify, evaluate, and establish material topics. By collecting various issues of concern and referring to national policy trends as well as various international standards and initiatives, including the Sustainability Accounting Standards Board (SASB) industry standards, the Task Force on Climate-related Financial Disclosures (TCFD), and issues related to the United Nations Sustainable Development Goals (SDGs), we identified and prioritized the five material topics that should be disclosed as a priority in this report. All five material topics are economic topics. The Sustainability Development Team, senior managers from each department, and external consulting experts jointly discussed and reviewed the appropriateness of the relevant processes and standards. After confirming that no material topics had been omitted, the results were submitted to the Chairperson of the Sustainability Development Committee for approval, followed by the preparation of the report. Compared with the previous reporting period (the 2024 Sustainability Report), both the material topics and topic boundaries have changed in this reporting year. Please refer to the "2025 List of Material Topics" below for the material topics, and to the "2025 Material Topic Changes" on the following page for changes in the prioritization of material topics.

▼2025 List of Material Topics

Ranking	Material Topics	Positive and negative impacts	Significance and importance to Airmate	Value chain impacts			Corresponding section
				Upstream	Airmate	Downstream	
1	Product quality and safety	【Positive impacts】 ● Excellent product quality can enhance customer satisfaction and loyalty ● Stable quality control helps build brand trust and increase market share [Negative Impacts] ● Poor product quality may endanger users' health and environmental safety, potentially resulting in product recalls, reputational damage, or legal disputes.	Airmate regards product quality as the highest standard of corporate operations and hopes to become a reputable company trusted by consumers.	●	●	●	Chapter3 Sustainable Value Chain
2	Innovative research and development	【Positive impacts】 ● Product differentiation drives profitability ● Obtain green patents ● Meet consumers' needs for a healthy lifestyle [Negative Impacts] ● If technological research and development falls behind or fails to keep pace with environmental trends, market share will be lost and the risk of technological obsolescence will arise.	Invest resources in energy-saving technologies and intelligent control to develop market-leading air health products.	●	●	○	Chapter3 Sustainable Value Chain

3	Corporate Governance	【Positive impacts】 ● Implement integrity-based operations and an internal control system to help respond to shareholder expectations and enhance the company's reputation ● A fair, impartial, and transparent governance mechanism helps ensure sustainable corporate development and regulatory compliance [Negative Impacts] ● Any occurrence of corruption, fraud, or violations of integrity principles will damage the company's reputation, weaken the effectiveness of its systems, and affect operational stability	Airmate upholds the principles of anti-corruption and anti-bribery through an excellent corporate governance culture, thereby achieving its vision and goals for sustainable business operations.	●	●	○	Chapter2 Corporate Governance
4	Operating performance	【Positive impacts】 ● Continuously optimize operational efficiency, strengthen market competitiveness, and expand profit margins ● Achieve revenue growth and shareholder returns [Negative Impacts] ● Investment or decision-making errors will result in resource waste and operational difficulties, further affecting the rights and interests of employees and shareholders	Continued growth in financial performance serves as Airmate's operational driving force, creating a positive cycle in product research and development and quality standards through resource investment.	●	●	○	Chapter1 About Us
5	Supplier Management	【Positive impacts】 ● Good suppliers help provide high-quality products ● Effective supplier management ensures the safety of raw materials ● Suppliers with research and development capabilities can quickly provide materials at appropriate costs [Negative Impacts] ● Untrustworthy suppliers delay product delivery and increase operating costs ● Suppliers with poor quality management deliver lower-quality products, resulting in increased production costs	Effective supply chain management takes partners' ESG performance into consideration to enhance the resilience of the organization's overall operations.	●	●	○	Chapter3 Sustainable Value Chain

▼2025 Material Topic Changes

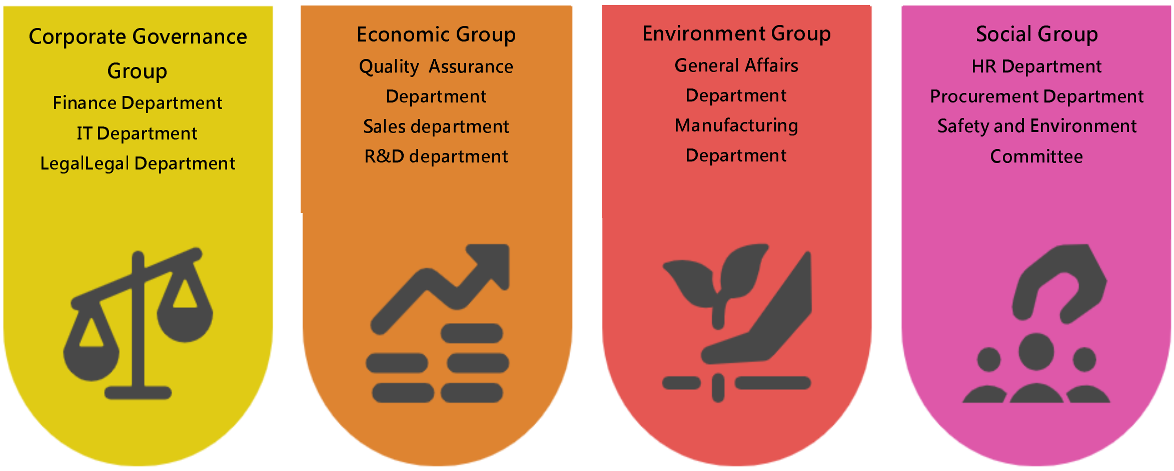
2025 Material Topic Ranking	2025 Material Topics	Changes	2024 Material Topics Ranking	2024 Material Topics
1	Product quality and safety	Increase	1	Corporate Governance
2	Innovative research and development	NEW	2	Product Quality
3	Corporate Governance	Decrease	3	Operating performance
4	Operating performance	Decrease	4	Talent Development
Excluded after internal discussion	Occupational Safety, Health and Well-being	Increase	5	Environmental Protection
5	Supplier Management	Increase	6	Social Participation
Excluded because it is not within the materiality boundary	Risk Management	NEW	7	Supplier Management
Excluded because it is not within the materiality boundary	Customer service	NEW	8	Occupational Safety, Health and Well-being

Sustainability Strategies and Vision

Sustainability Development Team

To strengthen the management of sustainable development and establish and promote a governance framework for sustainable development, Airmate follows the《Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies》to establish the Company's《Corporate Sustainable Development Best Practice Principles》. The Sustainability Development Team is composed of personnel from different companies and departments within the Group, and the Board of Directors appoints the Executive Assistant to the General Manager as the committee chairperson and convener. The Sustainability Development Team shall assist the Board of Directors in developing and operating sustainable development initiatives, and shall be responsible for proposing and implementing sustainable development policies, systems, relevant management guidelines, and specific action plans. It shall also report implementation performance to the Board of Directors regularly to enhance the practical implementation of the Company's overall sustainable management strategy.In 2025, the Sustainability Development Team held 8 meetings, with an average committee attendance rate of 95.6%.

▼ “Sustainability Development Team” Organizational Structure



Airmate regards sustainable development as an integral part of corporate operational decision-making and follows international human rights conventions, including the United Nations《Universal Declaration of Human Rights》and the《International Labour Organization Conventions》, to formulate management policies and procedures. All subsidiaries of the Company provide employee-related benefits and establish management procedures in accordance with the labor laws and regulations of their respective locations to protect employees' legal rights and interests. We have also established the “Business Partner Management Procedures,” which stipulate supplier management rules and regulations, and commit to complying with local labor laws and regulations and the BSCI corporate social responsibility standards. In addition, we have established the “Integrity Management Code,” through which we promote and encourage honest and ethical conduct at meetings from time to time, and Chapter 3 of the Company's employee code of conduct clearly sets out the business philosophy of “integrity, trust, fairness, and diligence.”

We review our corporate management practices through the ESG framework and have developed Airmate's sustainability strategy to achieve our sustainable management goals and fulfill our corporate social responsibility. Airmate's sustainable development strategy can be divided into 3 main parts:

The Company Cares for Its Employees, and Its Employees Care for the Company	Protecting the Ecological Environment, Sustaining Green Environmental Protection	Focus on children's education and improve the learning environment

- **Airmate and Its Employees - "The Company Cares for Its Employees, and Employees Care for the Company"**

  Airmate places great importance on talent training and development. In response to employees' requests for professional advancement, the Company engages renowned instructors to conduct training sessions from time to time. Team members are also encouraged to conduct internal technical exchanges and share knowledge. The Company provides employees with basketball courts, badminton courts, and fitness centers; organizes various sports and cultural competitions, parent-child lectures, and employee clubs; and creates open learning spaces, such as training classrooms, dance studios, table tennis facilities, karaoke centers, legal aid centers, model worker studios, libraries, and chess rooms. These initiatives enhance employees' capabilities and cultural awareness. By providing employees with a favorable working environment and benefits, the Company enables every employee to maintain a positive and proactive work attitude and an innovative team spirit, making talent an important resource for Airmate.

- **Airmate and the Environment - Protect the Ecological Environment and Promote Sustainable Green Environmental Protection**

  Airmate is committed to environmental protection and actively strives to build a green enterprise characterized by "energy conservation and emissions reduction." Upholding the goal of sustainable operations, the Company implements the concept of a low-carbon lifestyle. It maintains ecological balance through a green environmental protection system and actively promotes energy reuse. Airmate established an ISO 14001 Implementation Committee and incorporated the management of industrial wastewater, domestic wastewater, exhaust gases, noise, and waste sorting and recycling into its environmental governance projects. The Company also constructed wastewater treatment facilities to treat and recycle domestic and industrial wastewater from the entire plant, achieving both environmental protection and operational benefits, and successfully passed ISO 14001 environmental management system certification.

- **Airmate and Society - Focus on Children's Education and Improve the Learning Environment**

  Since the establishment of its Shenzhen company in 1991, Airmate has actively undertaken corporate social responsibility. It has built several Hope Primary Schools in Jiangxi, Yunnan, Sichuan, and other regions, and has provided these schools with ongoing care, attention, and support. The Company has also donated to and subsidized the Taiwan Fund for Children and Families, focusing on the living and developmental environments of children in Taiwan. In addition, Airmate established a support program for children who have gone astray, providing them with employment opportunities. The Company also cooperates with the Guangdong Maitian Education Foundation to implement a long-term donation program, donating electric fans, electric heaters, and air purifiers to schools with poor educational environments to improve the learning conditions of children in impoverished areas.

Chapter 1 About Us

- About Airmate
    - Airmate Milestones
    - Global Operating Locations
    - Business Activities
    - Economic Performance
- External Engagement
    - International Initiatives
    - Participation in Industry Associations

About Airmate

Airmate was founded in 1973. The brand name "Airmate" means "a good companion for the air." The company has long focused on household appliances related to air quality improvement and is committed to the research, development, and manufacturing of refined small appliances. Since 1997, Airmate has actively expanded into the Chinese market, systematically established distributor channels, and developed its own brand. It made its public offering in 2012 and was listed in 2013 (stock code: 1626). The company is jointly owned by all shareholders. As the market has changed and sales models have evolved, Airmate has transformed from traditional physical channels to e-commerce. It successively established Airmate E-Commerce (Shenzhen) Co., Ltd. (June 2020), Weiwute Technology (Foshan) Co., Ltd. (July 2023), Xiangdao Technology (Shenzhen) Co., Ltd. (September 2023), and Airmate Electrical Appliances (Hong Kong) Co., Ltd. (August 2024) to expand sales and technology research and development channels on e-commerce platforms, further strengthening the competitiveness of its own brand. The establishment of the above companies did not alter the company's ownership structure.

Over the past two years, Airmate has maintained its leading position in traditional fans through quality-focused output while also innovatively launching air circulation fans, targeting high-end customer groups through focused research and development and product offerings. At the same time, the company has been committed to technological breakthroughs in electric heaters, enabling users to experience warmth rather than merely heat. By engaging all five senses, Airmate provides an immersive product experience that extends from body to mind. These product innovations have benefited from forward-looking investments in technological innovation. By developing products around users' pain points, the company transforms those pain points into product highlights and provides a perfect experience that exceeds user expectations.

In 2025, Airmate aims to intelligently create high-quality air solutions for every household, enabling every user to enjoy a comfortable, convenient, healthy, and pleasant living environment! With user experience at the core, Airmate will continue to promote product upgrades and innovation, while providing design, development, and contract manufacturing services for major international small home appliance brands. Through WAON Development Limited, it handles export order transfer business, with contract manufacturing regions covering Japan, South Korea, France, Germany, Canada, Singapore, the United States, Australia, and other regions. Export sales account for approximately 34% of the Group's total sales, making Airmate one of the home appliance manufacturers with the largest number of internationally recognized certifications.

Leveraging highly efficient automated equipment, mature motor manufacturing technology, and continuously optimized assembly processes, Airmate will continue to deepen its core business, focus on innovative research and development and industrial design, and strive to lead industry trends. At the same time, intelligent production lines ensure the stable output of product quality and enhance manufacturing efficiency. In the future, we will continue to lead the development of the environmental home appliance industry, actively create value with stakeholders, and strive to become the preferred brand for consumers' high-quality lifestyles. Together, we will advance toward sustainable operations and lay a solid foundation for building a century-old brand.

Airmate Milestones

Year	Company and Group History
1973	Airmate's parent factory, Taiwan Tung Fu Electric Appliance Co., Ltd., was established in Taiwan.
1990	The management team and major shareholders established WAON Development Limited, with registered capital of HKD 13,510 thousand.
1991	Airmate (Shenzhen) was established with registered capital of USD 23,750 thousand, and a major production base was built in Shenzhen to launch the company's global expansion.
1994	Became the first foreign-funded enterprise to obtain China's CCEE safety certification for small home appliances. Began cooperating with Sanyo Electric Co., Ltd. of Japan to produce dedicated fan motors for Sanyo.
1996	Obtained international certification for the ISO 9002 quality control system.
1997	The Airmate brand expanded into the Chinese market and entered the electric heater market. Established Airmate France, a French subsidiary, with registered capital of FRF 50 thousand. Established Airmate China International Co., Ltd., with registered capital of US$20,000 thousand.
1998	Established Airmate International Holdings Limited, with registered capital of US$21,000 thousand.
1999	Obtained international certification for the ISO 9001 quality control system. Named a “National Dual-Excellence Foreign-Invested Enterprise” by the China Association of Foreign-Invested Enterprises. Made Weang Corporation a 100%-owned subsidiary of Airmate International through a share exchange.
2000	Established a sales network spanning more than 60 countries across the five continents, becoming the largest supplier of household electric fans in Japan.
2001	Weang Corporation and Airmate China signed an equity transfer agreement, transferring the equity interest in Shenzhen Airmate originally held 100% by Weang Corporation to Airmate China.
2002	Awarded the title of “National Enterprise with Dual Assurance of Product Quality and After-Sales Service Reputation” by the China Association for Quality Inspection. "Airmate" was awarded the title of Famous Trademark of Guangdong Province. Received both the Shenzhen Top 100 Industrial and Commercial Enterprises and the Top 100 Export Enterprises honors.
2003	AIRMATE (Shenzhen) expanded its factory facilities. AIRMATE electric fans passed the “National Product Quality Exemption from Inspection” certification. Received the title of “National Enterprise with Dual Guarantees for Product Quality and After-Sales Service Reputation.”
2004	The Company was established with issued share capital of HKD 16,000 thousand and became the ultimate parent company of the Group through a series of share exchanges.
2005	AIRMATE expanded extensively into other small household appliance markets. Was awarded the title of “China Famous Brand Product” by the General Administration of Quality Supervision, Inspection and Quarantine of the People’s Republic of China. Was rated as a “First Shenzhen Import and Export Integrity AAA Enterprise.” Was rated among the “Top 500 Enterprises Nationwide with the Highest Brand Value.”
2008	The AIRMATE trademark was awarded the title of “Well-Known Trademark.” Cash capital increase of HKD 40 thousand.

2009	Recognized as a "National High-Tech Enterprise." Received the title of "Guangdong Famous Brand Product." Selected as a "Quality and Integrity Member Enterprise of Shenzhen." Cash capital increase of HKD 1,050 thousand. Capital increase of HKD 4,820 thousand through the capitalization of earnings and employee bonuses.
2010	Honored as a "Shenzhen Intellectual Property Advantage Enterprise." Received the "Bao'an District Mayor's Award for Scientific and Technological Innovation." Capital increase of HKD 680 thousand through the capitalization of employee bonuses.
2011	Airmate electric fans have ranked among the top two domestic enterprises in terms of overall market share in China's domestic market for 10 consecutive years. Airmate electric heater's overall market share in China's domestic market has ranked among the top three in the industry for six consecutive years.
2012	Capitalizing HKD 203,310 thousand from the capital surplus. Cash capital increase of HKD 29,000 thousand. Conducted a comprehensive re-election of directors, electing 9 directors, including 4 independent directors, and established an audit committee. On July 26, 2012, the shareholders' meeting approved changing the Company's par value per share from HKD 1 to NTD 10, with paid-in capital of NTD 1,102,442.5 thousand.
2013	Cash capital increase of NTD 122,500 thousand. Listed on the Taiwan Stock Exchange Corporation on March 21.
2014	Established Airmate Electrical (Jiujiang) Co., Ltd., with registered capital of USD 35,000 thousand. Mass production officially commenced in October of the same year.
2015	Jointly established Airmate Technology Co., Ltd. with mainland Chinese investors, with registered capital of RMB 10,000 thousand. The Company holds a 51% stake, and the company specializes in the design, development, and market expansion of kitchen appliance products.
2016	Airmate Electrical (Jiujiang) Co., Ltd. conducted a cash capital increase of USD 23,000 thousand. On June 3, 2016, the Company entered into an agreement with Shenzhen Bao'an TCL Hi-Tech Valley Technology Park Development Co., Ltd. (TCL Hi-Tech Valley) and Shenzhen TCL Real Estate Co., Ltd. to jointly develop the old factory land in the Shenzhen Industrial Park. Airmate Europe LLC. completed its liquidation on June 8, 2016.
2017	Airmate Electrical Appliances (Jiujiang) Co., Ltd. increased its cash capital by US$3,300 thousand.
2018	Airmate Electrical Appliances (Jiujiang) Co., Ltd. increased its cash capital by US$1,850 thousand. The Airmate New Air Business Division was established on April 30, 2018. In October 2018, Airmate commenced joint development of the old factory land development project in the Shenzhen Industrial Zone after signing a cooperation agreement with Shenzhen Bao'an TCL Hitech Valley Technology Park Development Co., Ltd. (referred to as TCL Hitech Valley) and Shenzhen TCL Real Estate Co., Ltd.
2019	Airmate (Cayman) International Co., Ltd. conducted a cash capital increase of 120,000 thousand. Airmate's Air Black and White Swan series air circulators won the "TMIC Best New Category Award in the Air Circulator Category and Golden Wheat Quality Award in the Home Appliance and Digital Category." The Airmate brand was renewed and upgraded. The new logo design retains the core concept of "a good companion in the air" and elevates the brand positioning to "Technology · Aesthetics · Home Companion," integrating technology and aesthetics across disciplines.

2020	Airmate's high-end aesthetic series AIR2 air circulator, featuring industry-leading fashion design and innovative technology, won the "Outstanding Product Award" at the 2020 Apland Awards, once again affirming Airmate's unwavering commitment to continuously understanding user needs, enhancing the user experience, and creating outstanding products. In June 2020, Airmate E-commerce (Shenzhen) Co., Ltd. was established, primarily selling its own branded products on Chinese e-commerce platforms to expand sales channels.
2021	Airmate High-End Aesthetics AIR6 Series won the Smart Technology Innovative Product Award; the Aipulan Outstanding Product Award and the Outstanding Product Award at the Jiujiang Province Tiangong Cup Industrial Design Competition were awarded to AIR3; the AIR6 Series won the Outstanding Product Award at the China Home Appliance Industry Rock-Solid Award; Airmate Electric (Jiujiang) Co., Ltd. won the 2021 China Home Appliance Industry Rock-Solid Award - Rock-Solid Excellence Award.
2022	The Flame Air Humidifying Negative Ion Aromatherapy Fireplace won the 2024 China Home Appliance Rock-Solid Quality Award; AIR7 Pro won the Fifth Consumer Smart Technology Innovation Product Award; the FA20-RD70 Air Circulation Fan won the 2024 Top Ten Trendy Products Award; and the Shenzhen 12th Skills Competition—Advanced Manufacturing Industry (Product) Design Skills Competition won first and second place in the Elite Design Award. In July 2024, Weiwuke Technology (Foshan) Co., Ltd. was established, primarily selling its own branded products on Chinese e-commerce platforms to expand sales channels.
2023	In May 2023, Airmate Group's global headquarters building, located in the Shiyan Haigu Science and Innovation Park in Bao'an District, Shenzhen, Guangdong Province, was officially inaugurated. In September 2023, Xiangdao Technology (Shenzhen) Co., Ltd. was established, primarily selling its own branded products on Chinese e-commerce platforms to expand sales channels. AIR7 Pro won the AWE2023 Aipulan Outstanding Product Award; the Swan 5.0 Air Sterilizing Floor-Standing Circulation Fan and Multifunctional Clothes-Drying Baseboard won the China Home Appliance Industry Rock-Solid Award for Excellent Quality; and Airmate Electrical Appliances (Jiujiang) Co., Ltd. won the 2023 China Home Appliance Industry Rock-Solid Award for Rock-Solid Strength.
2024	In 2024, Airmate achieved repeated successes in the international design field, demonstrating its strong innovation, research and development, and aesthetic capabilities. It received multiple prestigious design awards, including the Platinum Award, the highest honor of the French Design Awards; the Gold Award of the French Good Design Award; the Platinum Award, the highest honor of the American Good Design Awards; the Gold Award of the American Good Design Award; the Gold Award of the MUSE Design Awards; the Outstanding Product Award of the International CMF Design Award; and the Golden Reed Product Design Award. In 2024, AIR7 Pro won the AWE2024 Aipulan Gold Reputation Award, and the "Multifunctional Little Magic Table for Gathering Around the Stove" won the China Home Appliance Industry Rock-Solid Award for New Quality Leadership; Airmate Electrical Appliances (Jiujiang) Co., Ltd. successively won the China Home Appliance Industry Rock-Solid Award for Rock-Solid Strength and the Industry Contribution Award. These awards not only demonstrate Airmate's strength in product development and market performance, but also reflect our firm commitment to continuously creating value for the home appliance industry and leading innovation.
2025	【Technological Innovation】Airmate's flagship circulation fan "Swan S" won the AWE 2025 Aipulan Innovation Award, highlighting the brand's advantages and innovation capabilities in air

	circulation technology. 【Market Leadership】Certified by AVC, Airmate's handheld fan category ranked first in the industry in sales growth, maintaining a leading position in its market segment. [Breaking Into the Youth Market] Becoming the official partner brand of the "Strawberry Music Festival 2025 (Changsha Station)," Airmate collaborated with handheld fans for the first time to conduct outdoor live broadcasts: the two-day livestream generated over 900,000 impressions; the Xiaohongshu UGC topic generated over 34,000 impressions, attracting a large number of young users and continuously amplifying brand influence.

Global Operating Locations

The primary sales (service provision) regions for the Company's current major products (services) are mainland China and overseas markets.

The market regions in which each subsidiary provides services are listed below:

Head Office		
Airmate (Cayman) International Co Limited	The Office of Codan Trust Company (Cayman) Limited Yard, Cricket Square, Hutchins Drive, P.0.BOX 2681 GT, George Town, Grand Cayman, British West Indies.	(86)-0755-27655988
Subsidiary		
Airmate International Holdings Limited	P0 Box 71, Craigmuir Chambers, Road Town, Tortola, British Virgin Islands	(86)-0755-27655988
Airmate China International Co., Ltd.	Palm Grave House, P.0, Box438, Road Town, Tortola, British Virgin Islands	(86)-0755-27655988
Airmate International Co., Ltd., Cayman Islands Business, Taiwan Branch	3rd Floor, No. 11, Xinzhong Road, South District, Tainan City	(886) 6-2645207
Weian Development Co., Ltd.	Rooms 1006-1007, 10th Floor, North Point Centre, 250 King's Road, North Point, Hong Kong	(852) 2578-3303
Weian Development Co., Ltd., Hong Kong Business, Taiwan Branch	3rd Floor, No. 11, Xinzhong Road, South District, Tainan City	(886) 6-2645207
Airmate Electrical Appliances (Shenzhen) Co., Ltd.	Building T2, Haigu Technology Building, Luozu Community, Shiyan Subdistrict, Bao'an District, Shenzhen, Guangdong Province	(86)-0755-27655988
Airmate Electrical (Jiujiang) Co., Ltd.	No. 1, Tonggang East Road, Chengxigang District, Jiujiang Economic and Technological Development Zone, Jiangxi Province	(86)-0792-2286888
Airmate Technology (Shenzhen) Co., Ltd.	Building T2, Haigu Technology Building, Luozu Community, Shiyan Subdistrict, Bao'an District, Shenzhen, Guangdong Province	(86)-0755-27655988
Airmate E-Commerce (Shenzhen) Co., Ltd.	Building T2, Haigu Technology Building, Luozu Community, Shiyan Subdistrict, Bao'an District, Shenzhen, Guangdong	(86)-0755-27655988

	Province	
Weivu Technology (Foshan) Co., Ltd.	Building T2, Haigu Technology Building, Luozu Community, Shiyan Subdistrict, Bao'an District, Shenzhen, Guangdong Province	(86)-0755-27655988
Xiandao Technology (Shenzhen) Co., Ltd.	Building T2, Haigu Technology Building, Luozu Community, Shiyan Subdistrict, Bao'an District, Shenzhen, Guangdong Province	(86)-0755-27655988
Airmate Electrical (Hong Kong) Co., Ltd.	Rooms 1006-1007, 10th Floor, North Point Centre, 250 King's Road, North Point, Hong Kong	(852) 2578-3303

Business Activities

Airmate specializes in the professional manufacture of electric fans, electric heaters, other small household appliances, complete sets of components, and molds. The company is committed to the research and development, production, and sale of a wide range of high-quality small household appliances, upholding the service philosophy of "Quality First, Customer Priority" and maintaining an uncompromising commitment to quality. Through rigorous quality inspection standards and methods, Airmate implements comprehensive quality management, including incoming quality control (IQC), 100% production line quality control (PQC), comprehensive quality assurance (QA), a product life testing laboratory, and a product laboratory equipped with precision measuring instruments. Products manufactured by Airmate have successively obtained certifications under the safety standards for household appliances of multiple countries and regions, including the United States UL, Canada CSA, Germany GS and VDE, Australia SAA, Singapore SISIR, Japan SHARK, and China 3C. In 1999, Airmate further obtained ISO 9001 international quality assurance certification, strengthening its quality requirements across every stage from exterior design, development, production, and installation to after-sales service. The factory's strict quality control system has also earned it the honors of a Class A quality-assured qualified factory, a factory qualified for Japanese JIS certification, and a factory qualified for Italy's IMQ certification. By implementing the concept of service-oriented manufacturing, Airmate ensures that the principles of quality control and quality assurance are truly reflected in the work of every employee.

In addition, the products are exported to more than 60 countries and regions worldwide, including Japan, South Korea, Europe, and the Americas. The Company is one of the world's major manufacturers and brand owners integrating the design, development, and production of small household appliances, and maintains long-term cooperation with numerous internationally renowned brands. From OEM and ODM to OBM, Airmate is committed to sustainable operations, while actively addressing environmental issues and social responsibility, and strives to provide consumers with a healthier and higher-quality lifestyle.

In 2025, Airmate adopted "Wind, Naturally Created" as its annual theme, focusing on the high-speed handheld fan market and taking the lead in launching an innovative product portfolio including the Pocket Air Cannon MATE1 PRO, ice-cooling handheld fans, umbrella-clip fans, and neck fans. With outstanding product strength and market performance, Airmate was certified by AVC, with the growth rate of handheld fan sales ranking first in the industry, while several niche product categories remained firmly at the forefront of the market.

The 2025 annual star product, the “Xiaojing Luxury Retro Air Circulator Fan,” set a new industry precedent with its innovative design. The product features artistic support legs made of natural oak and integrates the Eastern aesthetic concept of “a round heaven and a square earth” into the square air-guiding cover design, showcasing a sense of quiet luxury in every detail. With its highly distinctive original design, the product won two patents for appearance design and a quick-release front grille structure. Upon its initial launch, it won the “Double Hot-Selling Championships” on the JD.com platform, becoming a representative phenomenal product of the year.

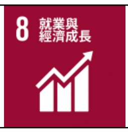
▼Overview of the sales markets for Airmate's major products over the past three years

(Unit: NT$ thousand; %)

Major product categories	Major sales regions	2023		2024		2025	
		Sales	Percentage	Sales	Percentage	Sales	Percentage
Electric fan	Mainland China, Japan, South Korea, Europe	5,505,685	65.53%	5,204,494	64.01%	4,898,207	62.85%
Electric heaters		1,650,145	19.64%	1,592,434	19.59%	1,662,336	21.33%
Small household appliances		494,543	5.89%	499,537	6.14%	489,628	6.28%
Electrical Products		481,805	5.73%	535,636	6.59%	473,230	6.07%
Other (spare parts and molds)		269,575	3.21%	298,675	3.67%	270,598	3.47%
Total		8,401,753	100%	8,130,776	100%	7,793,999	100%

Economic Performance

▼Airmate 2025 Material Topic "Operating Performance" Management

Material Topics	Operating performance
Impact Assessment	Continued growth in financial performance serves as Airmate's operational driving force, creating a positive cycle in product research and development and quality standards through resource investment. 【Positive impacts】 • Continuously optimize operational efficiency, strengthen market competitiveness, and increase profit margins • Achieve revenue growth and shareholder returns [Negative Impacts] • If investments or decisions are misguided, they may result in wasted resources and operational difficulties, further affecting the rights and interests of employees and shareholders
Corresponding GRI Indicators	Customized material topics GRI 201-1 Direct economic value generated and distributed by the organization GRI 201-3 Defined benefit plan obligations and other retirement plans
Linked SDGs	
Policies or commitments	1.Continue to focus on the core business, develop competitive high-gross-margin products, proactively understand market needs and changes, and respond to, explore, and satisfy the in-depth needs of end customers in the market, thereby generating profits through the company's operations. 2.Proactively control operating costs and expenses and strictly review the efficiency of fund utilization.
Indicators and targets	[Short-term targets] 1.Invest actively in R&D resources and continue to develop diversified product applications in response to customer and market trends, thereby enhancing product added value and overall profitability. 2.Actively participate in various R&D and technology seminars, keep abreast of the latest market trends and the direction of industry development, continue to launch innovative products, and strengthen market competitiveness. 3.The Company's core products are subject to seasonal constraints. We aim to balance production capacity and sales revenue during peak and off-peak seasons by developing new products that can be sold year-round. 4.Revenue growth rate ≥5% 5.Increase gross margin by 1% [Medium-term Goals] The Company will continue to expand its new product offerings and sales channels, with the expectation of achieving steady growth and sustained profitability. [Long-term Goals] The Company is actively maintaining a sound growth structure and establishing sustainable profit models through R&D and technological development, with the goal of becoming an industry-leading brand.

Monitoring and Management Mechanisms	1.Each month, the Finance Department distributes management reports to the major operating units, consolidating the financial performance, business execution, operational challenges, and improvement strategies of each business division to enhance decision-making transparency and feedback mechanisms. 2.The R&D Department holds regular weekly meetings to continuously track R&D progress, delivery schedules, and technical bottlenecks, facilitating cross-departmental collaboration and rapid adjustments. 3.The Human Resources Department and each unit establish bonus-related KPI performance indicators on an annual, quarterly, and monthly basis, and regularly evaluate performance. 4.Set annual, quarterly, and monthly sales targets; review progress monthly based on sales performance and current conditions; and continuously adjust sales methods to respond to rapidly changing market conditions.
Annual Actions and Results	1.Airmate regards technological innovation as a core corporate priority. In 2025, its R&D expenditure reached RMB 157 million, accounting for 2.02% of annual revenue, with an R&D workforce of 125 employees (including the engineering departments in Shenzhen and Jiujiang), continuing to support product innovation and technological development. 2.In 2025, a total of 142 new products were developed and launched. Continuous innovation was pursued based on feedback from customers and end users, and 176 patent certificates were obtained, demonstrating the company's technological capabilities and intellectual property portfolio management capabilities while enhancing product added value and market competitiveness. 3.To support future R&D needs and product development planning, the company has allocated an R&D budget of RMB 171 million for 2026, demonstrating its medium- and long-term commitment to strengthening innovation capabilities. 4.In 2025, Airmate received multiple product awards and recognitions. 5.Airmate Electrical Appliances (Jiujiang) Co., Ltd. once again received the 2025 China Home Appliance Industry Rock Award - User Reputation Award and the 2025 China Home Appliance Industry Rock Award - Breakthrough Innovation Award. 6.Airmate Electrical Appliances (Jiujiang) Co., Ltd. received the 2025 AWE Aipu Lan Innovation Award.

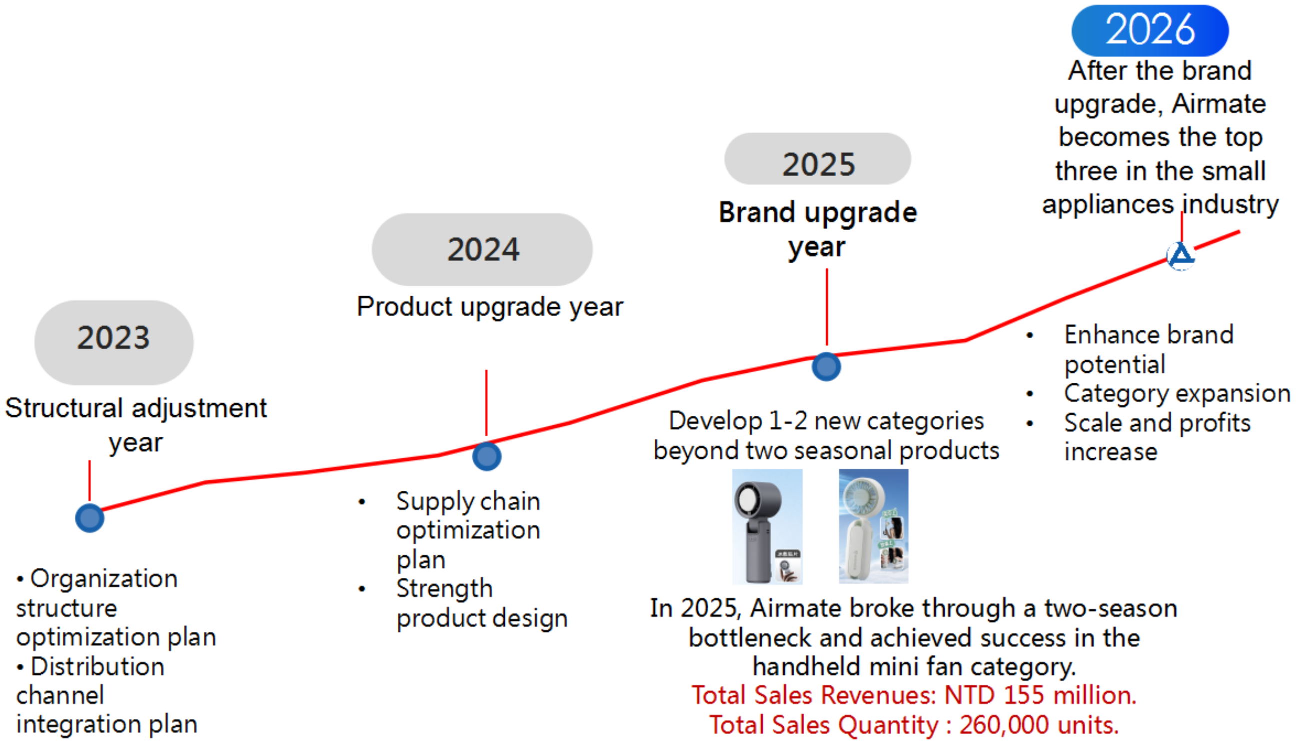
The Company's consolidated revenue for 2025 was NT$7.79 billion.The global home appliance industry faces intense competition, while sluggish consumer demand in China's first-tier markets has brought unprecedented challenges. In the face of such difficulties, the traditional home appliance industry can break through only through innovation and transformation. It must not only launch innovative products that move beyond the traditional home appliance framework, but also provide more intelligent and technology-driven products to meet market demand and win consumer favor. In addition, companies must actively implement internal transformation, continuously optimize production processes and costs, and improve employee skills and efficiency.

In 2025, the global market economy was unfavorable. Although the Chinese market faced severe challenges, it also presented opportunities. Intensifying competition and fierce price competition in China have prompted the Chinese government to place greater emphasis on domestic demand and introduce more relevant policies to support and subsidize enterprises. At the same time, cooperation among the BRICS countries has given Airmate more opportunities to reach consumer markets in East Asia. In response, Airmate has adopted the strategies of "optimizing the supply chain to ensure stable product quality," "investing in innovation to meet consumers' differentiated needs," and "deepening precision manufacturing" to actively enhance brand awareness and consumer loyalty.

In export markets, the overall economic environment in the export markets (Europe, the Americas, and Northeast Asia) was sluggish in 2025. The global energy crisis caused a severe consumption downgrade effect, with consumers making purchasing decisions based on price and choosing products that met only their basic needs. The inability to clear inventories of high-end products and other current conditions also affected sales activities. In response, Airmate focused on key sales initiatives to consolidate its basic product lines, increase the availability of lower-priced products, and implement high-quality service strategies to capture a larger market share. In addition, Airmate continued to strengthen product and market research to provide existing customers with more diverse choices and increase opportunities for cooperation. The company also made intensive visits to countries such as those in Southeast Asia, South America, and Russia to develop more new customers, adding several new customers this year. Finally, through cross-border e-commerce platforms, Airmate took its own brands into overseas markets.

In 2026, Airmate will focus on European distributors, expand online sales platform channels and the countries they serve, and emphasize the promotion of key searches in its marketing efforts. It will strengthen the number of online KOL reviews and highlight brand characteristics to build awareness of the Airmate brand among overseas consumers. Overseas omnichannel category expansion will include online social media, offline supermarkets and hypermarkets, distributors, and trade show exposure. Airmate will also closely monitor market conditions and the trade and customs policies of each country while assessing risks.

▼Overview of Airmate's Brand Planning in Recent Years



▼Airmate's Consolidated Financial Statements for the Past Three Years (Unit: NT$ thousand)

Item	2023	2024	2025
Operating Revenue	8,401,753	8,130,776	7,793,999
Operating Costs	6,574,707	6,506,439	6,266,199
Gross profit	1,827,046	1,624,337	1,527,800
Operating expenses	1,840,053	1,838,250	1,632,116
Operating income	(12,336)	(213,974)	(105,456)
Non-operating income and expenses	52,078	25,278	(49,238)
Net profit before tax	39,742	(188,696)	(154,694)
Income tax benefit (expense)	(13,163)	29,486	25,997
Net income for the period	26,579	(159,210)	(128,697)
Other comprehensive income for the period (net of tax)	(72,789)	116,309	(53,562)
Total comprehensive income	(46,210)	(42,901)	(182,259)
Net income attributable to owners of the parent	26,579	(159,210)	(128,697)
Comprehensive income attributable to owners of the parent	(46,210)	(42,901)	(182,259)
Earnings per share (before distribution) (Unit: NT$)	0.17	(1.05)	(0.86)

Note:

1. These consolidated financial statements include all subsidiaries within the reporting entity for the preparation of the consolidated financial report.
2. The entities included in the consolidated financial statements comprise the headquarters, Airmate (Cayman) International Co., Ltd., and its subsidiaries: Airmate International Holdings Co., Ltd., Airmate China International Co., Ltd., Weian Development Co., Ltd., Airmate Electrical Appliances (Shenzhen) Co., Ltd., Airmate Electrical Appliances (Jiujiang) Co., Ltd., Airmate Technology (Shenzhen) Co., Ltd., Airmate E-Commerce (Shenzhen) Co., Ltd., Xiangdao Technology (Shenzhen) Co., Ltd., Weiwux Technology (Foshan) Co., Ltd., and Airmate Electrical Appliances(Hong Kong)Co., Ltd.

▼Direct economic value generated and distributed by the organization (Unit: NT$ thousand)

Item		2023	2024	2025
Direct economic value generated	Operating Revenue	8,401,753	8,130,776	7,793,999
	Non-operating income	118,140	106,195	45,499
Economic value distributed	Operating costs	6,574,707	6,506,439	6,266,199
	Employee salaries and benefits	1,132,852	1,021,712	961,865
	Payments to capital providers	35,911	34,657	35,609
Retained economic value		776,423	674,163	575,825

Note: Retained economic value = Direct economic value generated–Economic value distributed

Received from government financial subsidies

The Chinese government subsidies currently applied for by Airmate are not fixed items granted every year. They are primarily determined based on the policies of the Chinese government and the locations of operations for the relevant year, and whether the Company meets the application criteria for each subsidy as assessed by the relevant departments. In 2025, Airmate received financial subsidies of NT$15,814 thousand from the People's Republic of China.

Subsidy Item	Subsidy Amount (Unit: NT$ thousand)
High-Level Talent Subsidy	3,120
Funding for the 2024 Enterprise Loan Interest Subsidy Program of the Bao'an District Enterprise Service Center	1,669
Reward Program for AEO Advanced Certified Enterprises by the Shenzhen Bao'an District Bureau of Industry and Commerce	433
Subsidy from the Commerce Bureau of Jiujiang Economic and Technological Development Zone for Foreign Trade Exports	4,541
Jiujiang Economic and Technological Development Zone Comprehensive Talent Service Center (Job Stabilization Subsidy, Social Insurance Subsidy for Employment Absorption)	1,451
Jiujiang Economic and Technological Development Zone Economic Development Bureau (R&D Investment Incentive Subsidy Funds/Reward and Subsidy Funds for Manufacturing Digital Transformation Project Applications)	1,108
Other Subsidies	3,492
Total	15,814

External Engagement

International Initiatives

In addition to issuing sustainability reports in accordance with the GRI Sustainability Reporting Standards, Airmate (Cayman) International Co., Ltd. also monitors the development of various international sustainability initiatives, actively responds to relevant goals, and uses them as the basis for formulating internal management procedures and policies. These serve as guiding principles for the Company's long-term promotion of sustainable development and constitute a concrete implementation of its commitment to society.

▼Airmate-Supported International Initiatives

ESG	Advocate the United Nations' 17 Sustainable Development Goals (SDGs), promote sustainable corporate operations, implement actions aligned with the Sustainable Development Goals, and contribute to building a peaceful, secure, prosperous, and just world.
Environmental	1. Implement the ISO 14001 environmental management system to improve the efficiency of production resource utilization and plan for and prevent negative environmental impacts or accidents. 2. Comply with international directives and regulations on restricted substances, including the Restriction of Hazardous Substances Directive (RoHS) and the EU Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), thereby reducing the environmental hazards and impacts arising from the product manufacturing process.
Social	1. Comply with the Universal Declaration of Human Rights, respect human rights and embrace diversity, and formulate relevant management policies and procedures covering workplace equality, labor-management relations, and other matters. 2. Comply with International Labour Organization conventions, strictly observe labor-related laws and regulations in the locations of each subsidiary, provide employee benefits, and establish management procedures to protect employees' legitimate rights and interests. 3. Implement the ISO 45001 occupational health and safety management system and actively build a safe working environment. Establish procedures and implement relevant safety measures to prevent occupational injuries and illnesses.
Governance	Implement the Business Social Compliance Initiative (BSCI) Code of Conduct to enhance human rights protection for employees and suppliers.

Participation in Industry Associations

Airmate actively participates in trade associations and symposiums, sharing its own experience and exchanging ideas with outstanding industry peers, with the goal of jointly enhancing industry competitiveness and contributing to society.

No.	Trade Associations Participated In	Membership Status
1	Indoor Air Purification Services Committee of the China Building Materials Circulation Association	Association Member
2	Technical Service Management Center for Building Fresh Air Systems of the China Association of Equipment Management	Association Member
3	China Household Electrical Appliances Association	Association Member
4	Chinese Trademark Association	Association Member
5	Bao'an District Top 100 Enterprises Federation	Association Member
6	Jiujiang Association of Taiwan-invested Enterprises	Association Member
7	Jiangsu Household Appliance Association	Association Member
8	Jiangxi Emergency Management Association	Association Member
9	Guangdong Shenzhen Bao'an District Small Household Appliance Enterprises Association	Association Member
10	Guangdong Household Appliance Industry Association	Association Member
11	Guangdong Household Appliance Chamber of Commerce	Vice President Organization
12	Guangdong Trademark Association	Association Member
13	Shenzhen Federation of Industry	Chairperson of the Presidium
14	Shenzhen Association of Taiwan Businesses	Association Member
15	Shenzhen Quality Inspection Association	Association Member
16	Shenzhen Industrial Manufacturing Industry Association	Association Member
17	Mission Hills Shenzhen Golf Club	Association Member

Chapter 2 Corporate Governance

- Governance Structure
    - Board Functions
        - Board Nomination and Selection
        - Conflict of Interest Recusal
    - Board Continuing Education
    - Board Performance Evaluation
    - Compensation Policy for Directors and Managers
        - Bonus Clawback Policy for Improper Benefits
- Functional Committees
    - Audit Committee
    - Remuneration Committee
- Internal Control and Internal Audit
- Ethical Business Conduct
    - Regulatory Compliance
    - Channels for Complaints and Suggestions
- Risk Management

▼Airmate’ s 2025 management of the material topic “Corporate Governance”

Material Topics	Corporate Governance
Impact Assessment	【Positive impacts】 • Corporate governance grounded in integrity, responding to shareholders’ trust and expectations • Fair, impartial, and transparent corporate systems, advancing toward sustainable business development [Negative Impacts] • A corporate environment characterized by corruption and bribery will make the company's systems rigid and unable to operate.
Corresponding GRI Indicators	GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016
Linked SDGs	
Policies or commitments	Protect shareholders’ rights and interests, strengthen the functions of the Board of Directors, enhance the effectiveness of committees, respect stakeholders’ rights and interests, and improve information transparency. 1.Established an Audit Committee, a Remuneration Committee, a Sustainability Development Group, and a corporate governance officer. 2.Establish performance evaluation procedures for the Board of Directors, conduct performance evaluations of the Board of Directors, individual board members, and each functional committee annually, and commission an external independent institution to conduct performance evaluations every three years. 3.Regularly communicate with the relevant responsible units on significant matters, including operating performance, operational policies, audit plans, and more. 4.Promote corporate governance evaluation initiatives. 5.The Company is committed to implementing integrity management and a sound corporate governance system to ensure that decision-making is transparent, fair, and compliant with relevant laws and regulations. The Corporate Governance Team is responsible for assisting the Board of Directors and management in formulating and supervising the implementation of integrity management policies and preventive measures, ensuring the implementation of the Code of Integrity Management, and reporting its implementation to the Board of Directors at least once a year.
Indicators and targets	[Short-term targets] 1.Maintain the Company's ranking in the top 50% in the corporate governance evaluation to gain investors' attention and trust. 2.Regularly update anti-corruption training materials through the Company's online training system to achieve the goal of a 100% anti-corruption training coverage rate. 3.The Company has no major violations. [Medium-term Goals] 1.Enhance the collective knowledge of the Board of Directors and increase the average annual continuing education hours per director to 10 hours.

	2.The proportion of ESG issues or reporting matters regularly included in Board of Directors discussions is ⩾ 80%. 3.Establish a risk management system. [Long-term Goals] 1.Implement corporate governance, facilitate communication and exchange between directors and senior executives, and improve the Board of Directors' attendance rate to ensure that all key and major operational events are properly discussed by the Board of Directors. 2.Maintain excellent performance evaluations for the Board of Directors and functional committees, and ensure the stable operation of the overall governance units. 3.Establish an internationally recognized governance framework and incorporate ESG into the core of decision-making.
Monitoring and Management Mechanisms	1.The company regularly publicly releases its annual report and sustainability report to explain the operation of the Board of Directors during the year to stakeholders. 2.A dedicated unit has been established to promote integrity management, and multiple complaint and whistleblowing channels are provided to regularly handle reported cases. 3.The Remuneration Committee uses the performance evaluation results of individual directors as a reference for determining their individual remuneration. 4.Ranking in the competent authority's corporate governance evaluation.
Annual Actions and Results	1.To review corporate operating performance and continuously track the progress of implementing company proposals, the Board of Directors' attendance rate in 2025 was 87.04%, ensuring decision-making quality and oversight functions. 2.In 2025, the Board of Directors' overall self-assessment averaged 4.63 points (out of 5); individual directors' self-assessments averaged 4.61 points (out of 5); the Remuneration Committee's performance self-assessment averaged 4.82 points (out of 5); and the Audit Committee's performance self-assessment averaged 4.83 points (out of 5), indicating that the company's corporate governance operations were sound. 3.To ensure sufficient professional expertise to fulfill leadership and oversight functions, the Board of Directors completed a total of 60 hours of continuing education in 2025, averaging 6.67 hours per person. 4.In 2025, there were no incidents in which the company violated laws or regulations or received complaints due to corruption, nor were there any incidents involving anti-competitive, antitrust, or monopolistic conduct. 5.In 2025, the company did not receive any sanctions or penalties due to major violations of laws or regulations. 6.The company regularly organizes integrity management training courses to strengthen employees' legal compliance and ethical awareness. In 2025, Airmate's compliance training totaled 35.5 hours, with 7,920 participants. 7.Airmate has established diverse grievance channels and encourages stakeholders to report relevant matters. In 2025, Airmate received a total of 11 complaints, all of which were satisfactorily resolved through effective communication, achieving a 100% case closure rate.

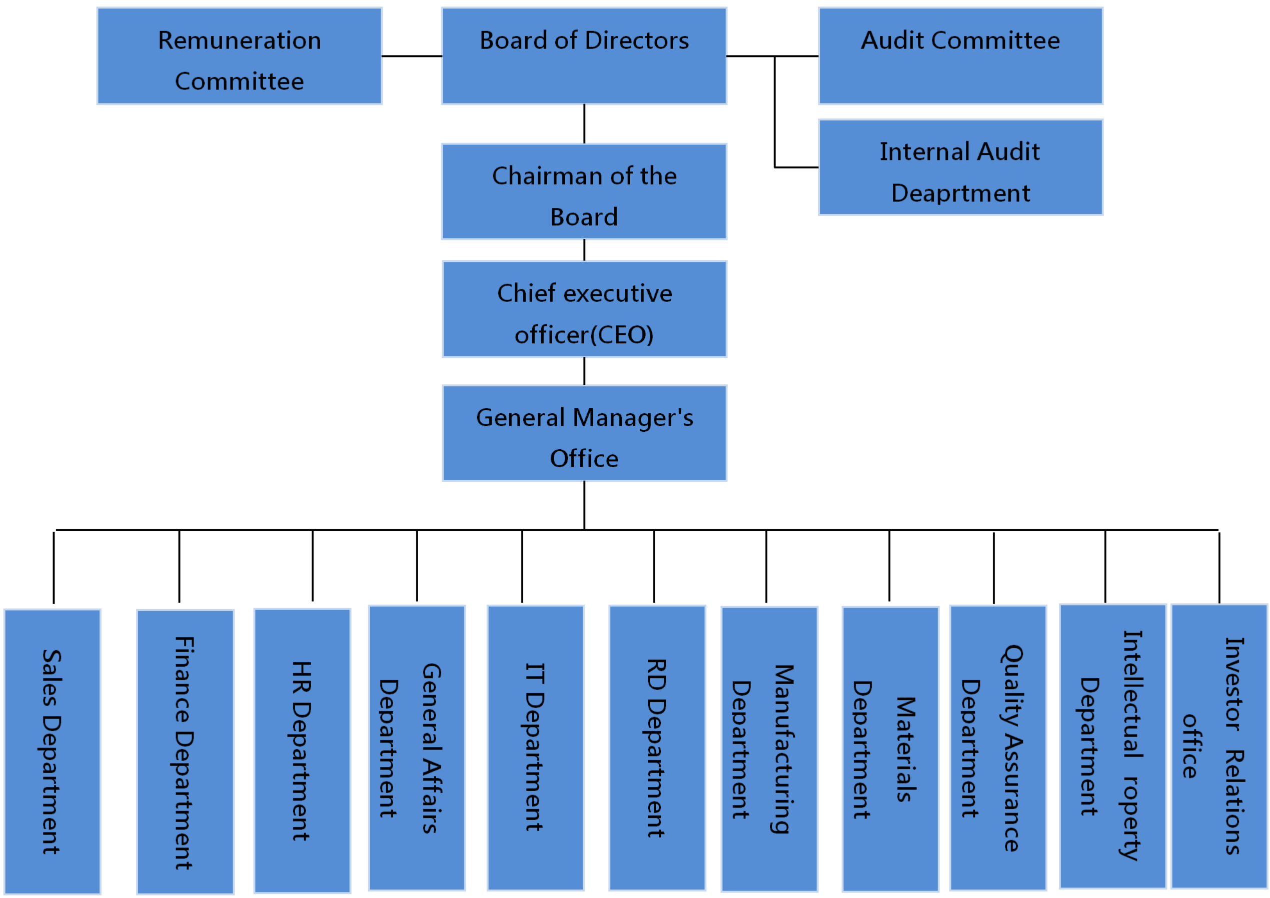
Governance Structure

Business Philosophy of Integrity	Principle of Credit as the Foundation	Fairness in Public and Private Matters, Harmony in Reason	Spirit of Diligence and Enterprise

AIRMATE operates under the business philosophy of integrity, pragmatism, and sustainable management to establish its corporate governance system. In addition to complying with laws and regulations, its articles of incorporation, and relevant requirements of the stock exchange or over-the-counter market, we uphold governance principles that protect shareholders' rights and interests, strengthen the functions of the Board of Directors, leverage the functions of the Audit Committee, respect the rights and interests of stakeholders, and enhance information transparency.

We understand the importance of corporate governance (Corporate Governance) and transparency in organizational composition. Therefore, since its establishment, AIRMATE has adopted "Integrity, Trust, Fairness, and Diligence" as its business philosophy for corporate operations and management. The Company has further formulated the "Code of Ethical Corporate Management" to clearly guide the conduct of its directors, managers, and others in compliance with ethical standards, while enabling the Company's customers, suppliers, and other external stakeholders to better understand its ethical standards.

▼AIRMATE Corporate Organizational Structure Chart



Functions of the Board of Directors

The highest governance body of AIRMATE is the Board of Directors, which is responsible for decision-making, supervision, and managing the Company's impacts on the economy, the environment, human rights (groups), and society. The current Board of Directors was re-elected at the shareholders' meeting in June 2024. Following the election, the Board consists of 9 directors, including 4 independent directors, with the current term running from June 2024 to its expiration in June 2027.
To promote diversity on the Board of Directors, the Company has set the goals that each gender account for at least one-third of Board seats and that directors with employee status account for no more than one-third of Board seats. Currently, directors aged 70 or above account for approximately 22%; those aged 61-70 account for approximately 11%; those aged 51-60 account for approximately 33%; and those aged 41-50 account for approximately 33%. Directors with employee status account for 33%, and independent directors account for 44%, in compliance with the regulations. However, female directors account for 11%, falling short of the specific target. The Company will gradually implement measures to achieve this goal in the future.

In 2025, the Board of Directors convened a total of 6 board meetings, with an average annual attendance rate of 87.04% for all directors.Board meetings primarily addressed matters reported on a regular basis and routinely tracked in accordance with laws and regulations and the Company's operational needs, reviewed corporate operating performance and internal controls, and assigned and confirmed the responsible units for relevant matters. The Board continued to track and oversee actual progress and handling status at subsequent meetings. In 2025, the Company had no critical or major events requiring communication with the Board of Directors.

At its meeting on March 15, 2023, the Company’s Board of Directors approved the appointment of the Chief Financial Officer to concurrently serve as the Company’s corporate governance officer, responsible for corporate governance-related matters. The officer’s primary duties include coordinating with relevant departments to provide directors with the information required to perform their duties in a timely manner, assisting directors in complying with laws and regulations, and handling matters related to board and shareholders’ meetings in accordance with the law.

In 2025, Airmate implemented corporate governance by completing assistance for directors in performing their duties, providing the required information, arranging continuing education, and revising regulations based on the latest laws and regulations related to the Company’s business areas and corporate governance. It also facilitated communication and exchanges between directors and senior executives. In addition to properly conducting self-assessment operations for the internal control system, Airmate’s Board of Directors and management annually review the self-assessment results of each department and examine the audit reports issued by the internal audit unit. Directors and members of the Audit Committee regularly meet with internal auditors to review deficiencies in the internal control system, prepare records, track and implement improvements, and report the results to the Board of Directors.

▼Members of Airmate’ s Board of Directors

Position	Name	Gender	Age Group	Major Education and Professional Experience	Attendance Number of Times	Number of Times Appointed to Attend	Actual Attendance Rate
Chairman, Chief Executive Officer, and General Manager	Shih Jui-Pin	Male	51–60 years old	Electronics Department, Affiliated Technical College of Chubu University, Aichi Prefecture, Japan Staff Member, Product Department, YUASA PRIMUS CO .,LTD, Japan Representative of Pearl Place Holdings Limited	6	0	100%
Director	Tsai Cheng-Fu	Male	71–80 years old	Master’ s degree, Department of Electronic Engineering, National Kaohsiung University of Science and Technology Person in charge of Zhan Wei Co., Ltd. (Hong Kong)	5	1	83%
Director	Cheng Li-Ping	Male	71–80 years old	Department of Statistics, Tamkang University Vice President of Dongfu Electrical Appliances Co., Ltd., Chairman of Airmate (Cayman) International Co., Ltd.	5	1	83%
Director	Shih Jui-Lin	Male	41–50 years old	Department of Business Administration, University of Mount Ida, USA Business Department Staff Member at DINGXIN COMPUTER CO., LTD. and MICROTECHNOLOGY CO., LTD.	6	0	100%
Director	Huang Ching-Shu	Male	61–70 years old	Chairman of Heng-Rui Co., Ltd. Chairman of Hengda Mold Co., Ltd. Chairman of Huisheng Optoelectronic Technology Co., Ltd.	1	5	17%
Independent Director	Yan Min-Ren	Male	41–50 years old	Visiting Scholar and Professor at Cornell University, USA; Postdoctoral Researcher at Northwestern University, USA; Doctor of Engineering Technology at National Kaohsiung University of Science and Technology Technology and Economic Policy Expert Consultant to the	6	0	100%

				United Nations Development Programme (UNDP).			
Independent Director	Lin Hui-Fen	Female	51–60 years old	Ph.D. in Accounting from National Cheng Kung University Taichung Office of Weiyang United Certified Public Accountants Firm	6	0	100%
Independent Director	HSU Shi-Wen	Male	61–70 years old	Bachelor of Laws from Fu Jen Catholic University Director of the Tainan Bar Association Xu Andeli Law Firm, Attorney	6	0	100%
Independent Director	Lin Chih-Lung	Male	51–60 years old	Master's Degree, Institute of Accounting, National Cheng Kung University Lecturer, Department of Finance and Taxation, National Taipei University of Business Lecturer, Department of Accounting and Information, Southern Taiwan University of Science and Technology Professional Assistant Professor, Graduate Institute of Business Administration, Tainan University of Technology Partner Accountant, Yushin United Certified Public Accountants Audit Department, Deloitte & Touche Tax Department, KPMG	6	0	100%

Note: None of the Board members belong to disadvantaged social groups, such as Indigenous peoples, immigrants, ethnic or racial minorities, individuals of diverse gender identities or sexual orientations, or persons with physical or mental disabilities.

Board Nomination and Selection AIMET re-elected 9 directors (including 4 independent directors) at the 2024 Annual General Meeting of Shareholders, which was approved on June 18, 2024. On March 15, 2024, following review by the Board of Directors and with the consent of all attending directors, Shih Jui-Pin was approved as a candidate for Chairman, while Lin Chih-Lung, Hsu Shih-Wen, Lin Hui-Fen, and Yen Min-Jen were approved as candidates for independent directors. In accordance with Article 21 of the "Code of Practice for Corporate Governance of Listed and OTC Companies," the Company established the "Regulations Governing the Election of Directors." Based on the diversity and independence of the candidates for Chairman and independent directors, as well as their education and experience, industry experience, professional backgrounds, professional skills, and capabilities related to organizational impact, including operational judgment, accounting and financial analysis, crisis management, industry knowledge, international market perspective, leadership, and decision-making, the Company reviewed and included them in its 2024 list of candidates for independent directors.

Mr. Shih Jui-Pin has served as Airmate's Chairman, Chief Executive Officer, and General Manager for many years, and possesses professional capabilities in operational judgment, business management, leadership decision-making, and crisis management. He not only provides professional and comprehensive guidance and recommendations on the Company's operational management and investment decisions, but also makes significant contributions to the Company's operational management. Therefore, he has been nominated again as Chairman. For more information on the core competency indicators for the diversity of the Board of Directors and its committees, please refer to the Company's annual report.

Conflict of Interest Recusal

The chair of Airmate's highest governance body is Chairman Shih Jui-Pin, who also serves concurrently as Group Chief Executive Officer and General Manager. In accordance with the Code of Practice for Corporate Governance of Listed and OTC Companies, the Company has established the Rules for the Election of Directors, under which all members of the Board of Directors are elected through a nomination system. The Company also stipulates the principle of directors' recusal in the Rules of Procedure for Board of Directors Meetings. Through a comprehensive recusal mechanism, Board members are required to fulfill their ethical duties as managers with a high degree of self-discipline and prudence, and to faithfully perform their duties and exercise their authority. Currently, the Company's conflicts-of-interest risks include directors serving on other boards and the Chairman concurrently serving as the General Manager and Group Chief Executive Officer. In accordance with the Company's Code of Practice for Corporate Governance, when the Chairman and the General Manager or another person of equivalent rank (the highest-ranking executive) is the same person, or when they are spouses or first-degree relatives, the number of independent directors should be increased, and more than half of the directors should not have employee or managerial status. The reasons, rationale, necessity, and corresponding measures should also be explained.

Reason	Rationale and Necessity	Measures to Mitigate Conflicts of Interest
● Comprehensive	● Strong familiarity with	● Actively Cultivating Professional

industry experience ● Understanding of the industry market ● Leadership capabilities	customers ● Thorough insight into market changes ● Possesses the capability for comprehensive corporate planning	Managers ● More than half of the Company's directors do not concurrently serve as employees or managers

To avoid and mitigate conflicts of interest arising from directors serving on other boards, a director who has an interest in an agenda item of the meeting due to the director's own interests or those of a legal entity represented by the director shall explain the material details of such interest at the relevant board meeting. If there is a possibility that the matter would harm the interests of the Company, the director shall not participate in the discussion or vote, shall recuse themselves during the discussion and voting, and shall not act on behalf of any other director in exercising voting rights.

Board Continuing Education

The members of Airmate's Board of Directors possess professional industry knowledge and extensive corporate governance experience. They also make extensive reference to international trend reports and continuously enhance their collective knowledge of environmental, social, and economic issues. To promptly monitor global risks and sustainability trends and strengthen risk response capabilities, Airmate's Board of Directors actively participates in continuing education to ensure that it has sufficient professional expertise to fulfill its leadership and supervisory functions. In 2025, the Board of Directors participated in continuing education on topics including finance, securities, ESG corporate management, and integrity management, totaling 60 hours, with an average of 6.67 hours per person.

▼2025 Continuing Education of Airmate Board Members

Position	Name	Continuing Education Date	Organizer	Course Title	Continuing Education Hours
Chairman	Shih Jui-Pin	2025/9/26	Securities and Futures Institute, R.O.C.	2025 Insider Trading Prevention Awareness Seminar	3
		2025/12/03	Corporate Governance Association, R.O.C.	Global Trend Analysis - Risks and Opportunities	3
Director	Tsai Cheng-Fu	2025/9/26	Securities and Futures Institute, R.O.C.	2025 Insider Trading Prevention Awareness Seminar	3
		2025/12/19	Corporate Governance Association, R.O.C.	International Trends in Corporate Integrity Management and Senior Executive Accountability Systems: Experience Sharing	3
Director	Cheng Li-Ping	2025/7/25	Securities and Futures Institute, R.O.C.	2025 Legal Compliance Awareness Briefing on Insider Equity Transactions	3
		2025/12/3	Corporate Governance Association, R.O.C.	Global Trend Analysis - Risks and Opportunities	3
Director	Shih Jui-Lin	2025/10/3	Securities and Futures Institute, R.O.C.	2025 Insider Trading Prevention Awareness Seminar	3
		2025/12/19	Corporate Governance Association, R.O.C.	International Trends in Corporate Integrity Management and Senior Executive Accountability Systems: Experience Sharing	3
Director	Huang Ching-Shu	2025/10/3	Securities and Futures Institute, R.O.C.	2025 Insider Trading Prevention Awareness	3

				Seminar	
		2025/12/03	Corporate Governance Association, R.O.C.	Global Trend Analysis - Risks and Opportunities	3
Independent Director	Yan Min-Ren	2025/9/26	Securities and Futures Institute, R.O.C.	2025 Insider Trading Prevention Awareness Seminar	3
		2025/12/9	Corporate Governance Association, R.O.C.	International Trends in Corporate Integrity Management and Senior Executive Accountability Systems: Experience Sharing	3
Independent Director	Lin Hui-Fen	2025/8/11	Corporate Governance Association, R.O.C.	Aspects of Corporate Legal Compliance	3
		2025/11/7	Corporate Governance Association, R.O.C.	Global Trend Analysis - Risks and Opportunities	3
Independent Director	HSU Shi-Wen	2025/9/26	Securities and Futures Institute, R.O.C.	2025 Insider Trading Prevention Awareness Seminar	3
		2025/11/13	Corporate Governance Association, R.O.C.	Impact of ESG Risks and Opportunities on Financial Performance	3
Independent Director	Lin Chih-Lung	2025/6/11	Taiwan Academy of Banking and Finance	Corporate Governance Forum	3
		2025/7/11	Taiwan Directors Academy	Practical Implementation of Cross-Generational Talent Management and the IFRS S1/S2 Sustainability Standards	6
		2025/11/13	Taiwan Academy of Banking and Finance	Corporate Governance Forum	3

Board Performance Evaluation

To implement corporate governance and enhance the functions of the Board of Directors, Airmate has established performance objectives to improve the Board's operational efficiency and has formulated the "Board Performance Evaluation Guidelines." Each year, performance evaluations are conducted for the Board as a whole, individual directors, and functional committees. Every three years, the Company's Board performance evaluation is conducted by an external professional independent institution or a team of external experts and scholars. Internal performance evaluations are conducted once a year and include the Board's internal self-evaluation, self-evaluations by individual directors, peer evaluations, and the engagement of external professional institutions or experts, or other appropriate methods.

▼ Airmate Board Performance Evaluation Metrics

Board of Directors	Directors	Functional Committees
1. Degree of participation in the Company's operations. 2. Improvement of the quality of the Board's decision-making. 3. Composition and structure of the Board. 4. Selection of directors and continuing education. 5. Internal control.	1. Understanding of the company's objectives and missions. 2. Awareness of directors' responsibilities. 3. Degree of participation in the company' s operations. 4. Management of internal relationships and communication. 5. Directors' professional expertise and continuing education. 6. Internal control.	1. Degree of participation in the Company's operations. 2. Awareness of the responsibilities of functional committees. 3. Enhancing the quality of functional committee decision-making. 4. Composition of functional committees and selection of members. 5. Internal control.

In 2025, the overall average score of Airmate' s Board of Directors' performance self-evaluation was 4.63 (out of 5), while the overall average score of the individual directors' performance self-evaluations was 4.61 (out of 5), indicating that the Board of Directors operated well overall. The performance self-evaluation results for the Compensation Committee averaged 4.82 (out of 5), and the performance self-evaluation results for the Audit Committee averaged 4.83 (out of 5), demonstrating that the committees operated effectively overall, complied with relevant corporate governance regulations, and effectively enhanced the functions of the Board of Directors. The 2025 Board of Directors' performance self-evaluation and assessment results will be submitted to the 2025 Board of Directors' meeting for reporting. The Company uses the Board of Directors' performance assessment results as a reference for selecting or nominating directors, and uses the individual directors' performance assessment results as a reference for determining individual compensation.

Compensation Policy for Directors and Managers

Directors' remuneration is determined by the Board of Directors with reference to the recommendations of the Compensation Committee and the general market levels of other companies in the same industry. The

Compensation Committee includes independent directors who provide diverse external perspectives and opinions, and it holds at least 2 meetings each year to review and ensure the competitiveness and reasonableness of remuneration.

Directors’ remuneration includes travel expenses, remuneration from profit distribution, and compensation for the performance of business duties. Remuneration from profit distribution is stipulated in the Company’s Articles of Incorporation. After payment of the required income taxes and offsetting losses from previous years, 10% of the remaining amount shall be appropriated to the statutory surplus reserve and special surplus reserve, after which an amount not exceeding 3% may be proposed by the Board of Directors for approval by the shareholders’ meeting. The remuneration of the General Manager and Deputy General Managers is determined in accordance with the Company’s personnel regulations, taking into consideration their positions, contributions to the Company, and industry standards, and is regularly disclosed each year in the Company’s annual report, <i>2025 Airmate Shareholders’ Meeting Annual Report</i>.

In addition to the provisions above, the compensation of the Company’s senior executives includes no other significant special benefits. Their retirement benefit system is also the same as that applicable to general employees and is administered in accordance with applicable laws and regulations.

Bonus Clawback Policy for Improper Benefits

To enhance the conduct, professional ethics, and professional capabilities of the Company and all its employees, Airmate has established the <i>Code of Professional Ethics</i>. In addition to requiring the recovery and return to the solicited party or the Company of all improper benefits obtained by any person violating the Code, disciplinary action shall be imposed according to the circumstances, including withholding performance bonuses, year-end bonuses, or dividends; dismissal; demotion; and even legal action. The Company expects all employees, including managers, to fulfill their management and supervisory responsibilities, strictly observe professional ethical standards, and ensure the Company’s sustainable growth and development.

Functional Committees

To effectively implement operational risk impact management, fulfill the Company’s responsibilities for impacts on the economy, the environment, and people, and supervise the relevant procedures, Airmate has established an Audit Committee and a Remuneration Committee under the Board of Directors and has formulated the <i>Integrity Management Procedures</i>. Through various questionnaires, document signing, and existing grievance mechanisms, each management unit conducts due diligence to prevent and control risks that may arise during business operations and management. It also collects feedback and recommendations from stakeholders regarding significant events involving positive or negative risk impacts arising from the Company’s operations, formulates relevant early-warning measures, and reports to the Board of Directors on a regular basis.

Audit Committee

To assist the Board of Directors in fulfilling its responsibility to oversee the quality and integrity of the Company’s accounting, auditing, financial reporting processes, and financial controls, Airmate formulated the <i>Organizational Regulations of the Audit Committee</i> in accordance with Article 3 of the <i>Regulations Governing the Exercise of Powers by Audit Committees of Public Companies</i>. The Audit Committee was established on June 8, 2012, and is composed of all independent directors. It must consist of at least 3 members and convene at least 1 meeting each quarter. Matters reviewed include financial statements; auditing and accounting policies and procedures; the internal control system; material transactions involving assets or derivatives; material loans of funds, endorsements, or guarantees; the raising or issuance of securities; legal and regulatory compliance; whether managers and directors have related-party transactions or potential conflicts of interest; employee grievance reports; fraud investigation reports; the Company's risk management; the appointment, dismissal, or remuneration of the certified public accountant; and the appointment or dismissal of the head of finance, accounting, or internal audit. During 2025, the Audit Committee held 6 meetings. The attendance of independent directors at Audit Committee meetings is shown in the table below.

▼2025 Airmate Audit Committee Members' Attendance at Audit Committee Meetings

Position	Name	Audit Committee Status	Number of Attendances	Number of Times Appointed to Attend	Actual Attendance Rate	Remarks
Independent Director	Lin Chih-Lung	Convener	6	-	100%	Reappointed as an independent director on 2024.06.18 and, in accordance with the Articles of Incorporation, also serves as a member of the Audit Committee; the required number of attendances is 6.
Independent Director	Yan Min-Ren	Member	6	-	100%	Newly appointed as an independent director on 2024.06.18 and, in accordance with the Articles of Incorporation, also serves as a member of the Audit Committee; the required number of attendances is 6.
Independent Director	Lin Hui-Fen	Member	6	-	100%	Newly appointed as an independent director on 2024.06.18 and, in accordance with the Articles of Incorporation, also serves as a member

						of the Audit Committee; the required number of attendances is 6.
Independent Director	HSU Shi-Wen	Member	6	-	100%	Reappointed as an independent director on 2024.06.18 and, in accordance with the Articles of Incorporation, also serves as a member of the Audit Committee; the required number of attendances is 6.

Remuneration Committee

To fulfill our duty of care as a prudent administrator, the Company established a Salary and Remuneration Committee. Each year, the convener convenes at least 2 Salary and Remuneration Committee meetings and submits the recommendations made therein to the Board of Directors for discussion. The Salary and Remuneration Committee is responsible for faithfully establishing and regularly reviewing policies concerning the performance evaluation and salary and remuneration of directors and managers, as well as regularly evaluating and determining the salary and remuneration of directors and managers. The table titled “Total Remuneration of Directors, the General Manager, and Deputy General Managers as a Percentage of Net Income After Tax in the Individual or Separate Financial Reports” is disclosed in the Company’s <i>2025 Airmate Annual Report</i>. In 2025, Airmate’s Salary and Remuneration Committee held 2 meetings. The qualifications and attendance of the committee members are shown in the table below.

▼Attendance of Airmate Salary and Remuneration Committee Members at Audit Committee Meetings in 2025

Position	Name	Position on the Salary and Remuneration Committee	Number of Attendances	Number of Times Appointed to Attend	Actual Attendance Rate
Independent Director	HSU Shi-Wen	Convener	2	-	100 %
Independent Director	Lin Chih-Lung	Member	2	-	100 %
Independent Director	Yan Min-Ren	Member	2	-	100 %
Independent Director	Lin Hui-Fen	Member	2	-	100 %

Internal Control and Internal Audit

Airmate attaches great importance to its internal audit unit and personnel and grants them sufficient authority to assist in thoroughly inspecting and evaluating deficiencies in the internal control system and measuring operational efficiency, thereby ensuring the continued effective implementation of the system, assisting the Board of Directors and management in fulfilling their responsibilities, and implementing the corporate governance system. Airmate’s internal audit function is an independent unit directly subordinate to the Board of Directors. It has dedicated audit personnel, including a total of 3 audit staff members. Their appointment, dismissal, performance evaluation, and salary and remuneration are submitted by the head of audit to the Chairperson for approval.

Airmate’s internal audit regulations stipulate that the internal audit function shall audit all operations of the Company and its subsidiaries, review the internal controls over the Company’s operating procedures, and report whether the design of the controls and routine operational practices are appropriate and whether the expected results and efficiency have been achieved. Audit work is primarily carried out in accordance with the audit plan approved by the Board of Directors. The audit plan is developed based on identified risks, and special audits or reviews are conducted as necessary. Through the implementation of the aforementioned general and special audits, the internal audit function provides management with information on the operation of internal control functions, offering an additional channel for understanding existing or potential deficiencies. The internal audit function reviews the self-inspections conducted by each unit, including checking whether the relevant operations have been performed and reviewing documents to ensure the quality of execution. Finally, it consolidates the self-inspection results and reports them to the Chief Executive Officer and the Board of Directors.

Ethical Business Conduct

Anti-Corruption and Anti-Bribery Policy

To establish a corporate culture of integrity, promote sound development, and ensure sound business operations, Airmate has specifically formulated the <i>Code of Ethical Conduct</i>. In accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies” and the relevant laws and regulations of the locations where it operates, Airmate has formulated the <i>Procedures for Ethical Management and Guidelines for Conduct</i> to specifically regulate matters that its personnel should observe when conducting business. We have also established the “Regulations Governing the Handling of Material Inside Information and the Management of Insider Trading,” which stipulate that the Company’ s directors, managers, and employees may not disclose material inside information known to them to others, may not inquire about or collect undisclosed material inside information of the Company unrelated to their personal duties from persons who know the Company’ s material inside information, and may not disclose to others any undisclosed material inside information of the Company learned through means unrelated to the performance of their duties.

The Company strictly prohibits dishonest conduct. Directors, managers, employees, or persons with substantial control may not, directly or indirectly, provide, promise, request, or accept any improper benefit, or engage in any other dishonest conduct that violates integrity, the law, or fiduciary duties in the course of conducting business, in order to obtain or maintain benefits. In 2025, we conducted corruption-related risk assessments at all of Airmate’ s operating locations, representing 100 % coverage. The assessment results showed that no incidents occurred involving violations of laws or regulations or complaints arising from corrupt practices. We also conduct business activities based on the principles of fairness, honesty, trustworthiness, and transparency, thereby implementing our ethical management policy.

Establishment of a dedicated unit

Our company has designated the Audit Office as the dedicated unit responsible for promoting integrity-based management, reporting to the Board of Directors. It is responsible for the revision, implementation, interpretation, and consultation services concerning the Procedures for Ethical Management and Guidelines for Conduct, as well as the registration and filing of reported matters and other related operations, and oversight of implementation. Its primary responsibilities include assisting in integrating integrity and ethical values into the Company's business strategies; establishing relevant anti-fraud measures in coordination with laws and regulations to ensure integrity-based management; formulating plans to prevent dishonest conduct and establishing standard operating procedures and guidelines for conduct related to business operations under each plan; promoting and coordinating training on integrity policies, and planning a whistleblowing system to ensure the effectiveness of implementation; assisting management in inspecting and evaluating whether the preventive measures established to implement integrity-based management are operating effectively; regularly evaluating relevant business processes; and preparing reports on the aforementioned compliance.

Whistleblowing channels for reporting misconduct

Our company encourages internal and external personnel to report dishonest or improper conduct. An independent internal whistleblowing mailbox and hotline have been established and announced on the Company's internal and external websites, or whistleblowing mailboxes and hotlines are provided through other independent external institutions, for use by internal and external personnel of the Company. Relevant matters are referred to the dedicated unit for handling in accordance with the prescribed procedures. Personnel responsible for handling whistleblowing matters shall provide a written statement undertaking to keep the whistleblower's identity and the contents of the report confidential, and shall undertake to protect the whistleblower from improper treatment as a result of the report.

▼ Airmate's Whistleblowing Procedures

Reports involving general employees shall be submitted to the department head, while reports involving directors or senior executives shall be submitted to the independent directors.

The dedicated unit and the supervisor or personnel receiving the report shall immediately ascertain the relevant facts. Where necessary, the legal compliance or other relevant departments shall provide assistance.

If it is confirmed that the reported person has indeed violated relevant laws and regulations or the Company's integrity-based management policies and regulations, the reported person shall immediately be required to cease the relevant conduct and shall be subject to appropriate disciplinary action. Where necessary, the Company may seek damages through legal proceedings to protect its reputation and rights and interests.

Written records shall be retained for the receipt, investigation process, and investigation results of whistleblowing matters and preserved for 5 years. The records may be preserved electronically. If litigation related to the reported matter occurs before the preservation period expires, the relevant materials shall continue to be preserved until the litigation is concluded.

Where a reported matter is verified as substantiated, the relevant units shall be instructed to review the internal control systems and operating procedures and propose improvement measures to prevent the same conduct from occurring again.

Regulatory Compliance

Our company complies with the Company Act, Securities and Exchange Act, Business Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Act on Recusal of Public Servants Due to Conflicts of Interest, relevant regulations governing listed and over-the-counter companies, and other laws and regulations related to business conduct, which serve as the basic prerequisites for implementing integrity-based management. Complying with regulatory requirements and operating lawfully and compliantly are the most fundamental responsibilities of an enterprise, as well as key to sustainable operations. To ensure that its operational activities comply with the laws and regulations of local governments, Airmate has established a dedicated legal affairs unit that closely monitors the formulation and latest amendments of laws and regulations that may affect the Company, thereby ensuring that the practical operations of all units comply with relevant requirements and standards. In 2025, the Company was not subject to any sanctions or penalties arising from major violations of laws or regulations. It was also not involved in any anticompetitive, antitrust, or monopolistic conduct. Airmate defines a major violation of laws or regulations as an incident involving a fatality or resulting in sanctions by an authority, work suspension, business suspension, an order to cease operations, revocation of a permit, or similar measures.

Compliance training

To provide timely legal and regulatory assistance and consultation services to all departments, our company regularly conducts integrity-based management education and training courses covering topics such as labor ethics, patent searches, and information security risks and practices. On the one hand, this ensures that relevant employees understand and keep abreast of the latest requirements so that they can review and update their practices and avoid inadvertently violating provisions due to unfamiliarity with the requirements. On the other hand, it strengthens employees' legal compliance and ethical awareness and fulfills the most fundamental social responsibility of an enterprise.

We conduct education and awareness training on the "Management Procedures for the Prevention of Insider Trading" and related laws and regulations for current directors, managers, and employees at least once a year. In 2025, the Company provided explanations of knowledge related to the prevention of insider trading, common deficiencies, regulatory analysis, and frequently encountered practical issues, as well as courses covering the scope of material internal information, confidentiality procedures, disclosure procedures, and handling of violations. A total of 7,920 attendances of current directors, managers, and employees participated in 35.5 hours of education and awareness training. After the courses concluded, the presentation files were uploaded to the internal employee system for reference by those who were unable to attend on the day. In the future, we will continue to conduct education and training on the theme of ethical business conduct to enhance employees' awareness of ethical business conduct.

▼Airmate's Compliance-Related Education and Training Over the Past Three Years

Year	Course Hours	Number of Participants
2023	24	14,638
2024	24	12,077
2025	35.5	7,920

▼Shenzhen Company 2025 Compliance-Related Training Courses

Serial No.	Training Course	Date	Number of trainees	Training hours	Person-hours
1	Training on the 13th Edition of the Employee Handbook	January	1,111	4	4,444
2	First ESG training	March	27	3	81
3	ESG Second Training Session	March	28	3	84
4	Integrity-based operations, lawful operations, and clean operations	June	1,098	1.5	1,647
5	Customs Laws and Regulations Training	August	43	2	86
6	Internal Controls, Prevention of Insider Trading, and Common Deficiencies, Analysis of Insider Trading Regulations,Insider Trading Supervision and Common Practical Issues	September	1,078	3	3,234
Total			3,385	16.5	9,576

▼Jiujiang Company 2025 Compliance-Related Training Courses

Serial No.	Training Course	Date	Number of trainees	Training hours	Person-hours
1	2025 Sustainability Report ESG REPORT-GRI Training Course	March	11	3	33
2	2025 ESG Sustainability Report Preparation Practical Course	March	11	3	33
3	Training on Knowledge Related to the Prevention of Insider Trading	June	1,172	3	3,516
4	2025 TCFD Climate Risk and Opportunity-Focused Workshop Training	June	8	1	8
5	Training on Knowledge Related to the Prevention of Insider Trading	June	10	3	30
6	Quality Improvement Pilot Program Training	September	842	2	1,684
7	Training on the 13th Edition of the Employee Handbook	January–December	2,481	4	9,924
Total			4,535	19	15,228

Channels for Complaints and Suggestions

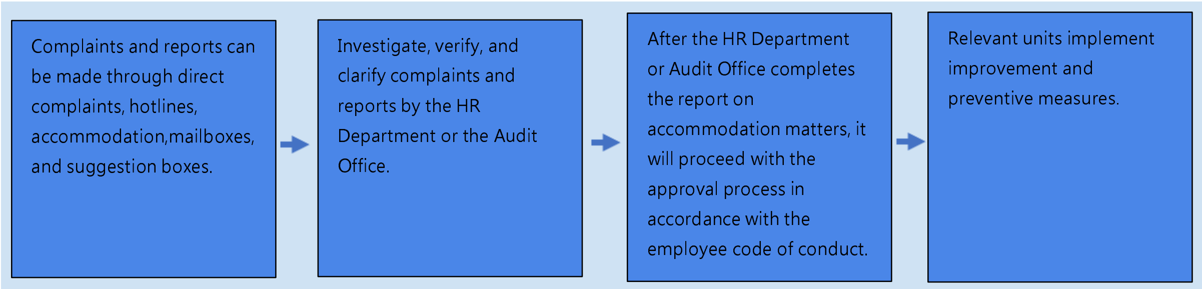
Integrity and responsible business conduct are the foundation of sustainable corporate operations. Therefore, we have established various channels for complaints, whistleblowing, and suggestions to encourage stakeholders to report or file complaints regarding dishonest or unethical conduct, or any impacts caused by operational activities on the environment, economy, society, or human rights, as well as to provide relevant suggestions. Aimate's accessible complaint and whistleblowing channels include direct complaints, the use of a complaint hotline and mailbox, and reporting misconduct via a QR code. Relevant suggestions may also be submitted to the suggestion box, which is handled regularly by designated personnel. We also provide the option of anonymous reporting. The receiving unit must keep the whistleblower's identity and the case confidential and may not provide relevant information to third parties unrelated to the investigation unless necessary for the investigation, thereby preventing the whistleblower from being subjected to unfair or adverse treatment. The relevant protection systems, case acceptance procedures, and standards for handling violations are stipulated in the <Integrity Management Operating Procedures and Guidelines for Conduct>. Reports and adjudications are handled through the <Employee Code of Conduct> and submitted for approval. Relevant units are required to internally review the causes of violations, submit improvement reports, revise internal and external management regulations, improve internal processes, and strengthen internal and external communications, publicity, and educational training to prevent similar incidents from occurring.

In 2025, Aimate received a total of 11 complaints. Through constructive communication and effective solutions, consensus was reached by both parties in all cases, resulting in a 100% case closure rate. Complaints concerning employee relations were also addressed through one-on-one discussions with employees and careful communication with department heads and frontline management personnel, assisting employees in developing a positive awareness of employee relationship management. Respect for others and personal integrity are emphasized, and improvement reports are submitted after the cases are handled.

▼Airmate provides multiple channels for reporting and filing complaints

Direct complaint	File a complaint directly with the head of the relevant department
Complaint hotline	Extension numbers: 8079 or 8035; external direct line: 27642417
Suggestion box	A suggestion box is placed in the employee cafeteria and is regularly opened and maintained by the head of the Human Resources Department
Complaint email	3253@airmate-china.net ; 0793@airmate-china.net
QR code complaint	Both internal and external personnel may report illegal conduct to the Company through public reporting channels.

▼Acceptance Process for Reports and Complaints



▼Statistics on Reports and Complaints at Airmate over the Past Three Years

Year	2023		2024		2025	
Case Type	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate
Employee Relations	15	100%	14	100%	11	100%

Risk Management

Airmate's operational risk management is handled by the relevant responsible units, which regularly discuss and assess risk matters, compile significant risk impacts and effects, and formulate corresponding response strategies and actions for prevention and control. After careful assessment by the Chairman and Chief Executive Officer, execution is authorized to safeguard the Company's assets and reduce various operational risks.

▼Airmate's Risk Management Response Measures in 2025

Risk Type	Risk Description	Future Response Measures	Responsible Department
Interest Rate and Exchange Rate Risks	In 2025, the Company's interest expense was RMB 35,609 thousand, accounting for 0.46% of net operating revenue for the year. This ratio was very low; therefore, changes in interest rates had limited impact on the Company. Although money market interest rates have risen gradually in recent years, they remain relatively low, and there has been no significant change in the Company's borrowing rates. Overall, the Company has no significant foreign exchange risk.	● If interest rates fluctuate substantially in the future while the Company continues to have ongoing borrowing needs, the Company will assess the adoption of other capital market financing instruments to meet its funding requirements. In addition, depending on interest rate trends, it will prudently select borrowing methods with fixed or floating interest rates to effectively mitigate the risks arising from interest rate fluctuations. ● To strengthen the management of its foreign exchange positions, in addition to continuously enhancing the awareness and training of finance personnel regarding foreign exchange hedging, the Finance Department will, wherever possible, match sales revenue and purchases and related expense payments in the same currency. It will also flexibly utilize derivative financial instruments with hedging characteristics according to operating conditions, thereby reducing the potential impact of exchange rate fluctuations on the Company's finances.	Finance Department
Investment Risk	The Company has always focused on its core business operations and has not expanded into other high-risk	● In the future, the Company will continue to focus on its core business operations and adopt a	Finance Department

	industries. Its financial policy is based on prudent and conservative principles, and it does not engage in high-risk, highly leveraged investments or transactions. Accordingly, the related risks should be limited.	prudent and conservative financial policy to reduce investment risks.	
R&D risks	In 2025, the Company's research and development expenses amounted to NT$157 million, accounting for 2.02% of annual revenue. In the future, the Company will continue to invest in R&D resources based on its product development plans, with total R&D expenses expected to reach NT$171 million in 2026. In addition to developing new products and core technologies, the R&D team continuously improves and refines existing products and technologies, and also develops new products in response to customer and market demands, thereby becoming a sustainable enterprise.	● Future R&D plans will focus on continuously innovating technologies related to small household appliances, while actively working toward energy conservation, carbon reduction, and smart home appliances. The Company aspires to become a world-class green solutions enterprise, providing customers with diversified product design applications and technical support. ● Leveraging its rapid response to market trends and mature production technologies, Airmate is committed to enhancing manufacturing capabilities, strengthening product functions, reducing manufacturing costs, and working with customers to jointly develop innovative products that meet market needs and embody sustainable value.	R&D Department
Market Risk	Most of the Company's major export customers are leading global manufacturers of small household appliances, and the parties currently maintain close cooperative relationships. The Company is also a well-known domestic brand in Mainland China. In recent years and during the reporting period, the Company has not experienced any significant adverse impact on its financial or business operations resulting from technological or industry changes.	● As consumer small household appliances continue to face increasing demands for technology, appearance, and structural design, coupled with growing global awareness of energy conservation and carbon reduction, the Company will continuously monitor market trends and assess their impact on its operations.	Sales Department
Regulatory Risk	The Company's country of registration is the Cayman Islands,	● All business operations of the Company are conducted in	Legal and Finance

	while its principal countries of operation are China and Hong Kong. The Cayman Islands' primary economic activity is financial services, and China is currently one of the world's major economies. In recent years, the Company has not experienced any significant impact on its financial or business operations as a result of major policy or legal changes in the Cayman Islands, China, or Hong Kong.	accordance with important domestic and international policies and laws and regulations. The Company also keeps abreast of trends in the development of important domestic and international policies and changes in laws. If any changes occur, the Company consults with lawyers, accountants, and other relevant parties, or engages them to assess the changes and formulate response measures, so as to respond promptly to changes in the market environment and adopt appropriate response measures.	Departments
Information Security Risks	The Company has established internal control systems for information management operations and personal data protection management operations to control network and information security. However, it cannot guarantee that network and computer systems can completely avoid attacks from third parties.	● For the Company's internal information security, the Information Technology Section is assigned to review the operational security of information systems, control employees' usage, configure daily scheduled backups of important data, and promote information security awareness and proper operating procedures.	Information Technology Department
Purchasing/ Sales Goods Concentration Risk	The Company has several thousand types of raw materials, with the main purchases consisting of plastic raw materials, Mainly copper wire, power cords, silicon steel sheets, printed circuit boards (PCB), paint, weight plates, and corrugated cardboard packaging materials, with no risk of excessive concentration in procurement. The Company's domestic sales network throughout China currently exceeds 10,000 outlets, covering 31 provinces, autonomous regions, and municipalities directly under the central government, with 200 existing distributors. Its overseas sales customers span 89 countries worldwide, with nearly 200	● For the procurement of major raw materials, the Company follows the principle of ● purchasing from several suppliers to appropriately diversify procurement risks and ensure an adequate supply of raw materials required for production, while completing inquiries and price negotiations in accordance with relevant procurement and payment procedures. ● The Company adopts a parallel domestic and overseas sales strategy: its own-brand products focus on the domestic market, while overseas sales primarily consist of ODM/OEM business.	Procurement Department Sales Department

	business partners, many of which are internationally renowned manufacturers; therefore, there is currently no risk of excessive concentration among sales customers.		

Chapter 3 Sustainable Value Chain

- Sustainable Procurement
- Supply Chain Management
    - Supply Chain Management Policy
    - Supplier Evaluation and Audits
    - Supplier Social Assessment
        - Supplier Social Responsibility Survey
- Green Innovation and Quality Commitment
    - Overview of Technology Research and Development
        - Core Technologies
        - Committed to Developing Low-Carbon, Green Small Home Appliances
- Quality Management
    - Product Labeling
    - Customer Satisfaction Survey

▼AIRMATE 2025 Material Topic "Supplier Management" Management Practices

Material Topics	Supplier Management
Impact Assessment	Incorporate suppliers' ESG performance into evaluation considerations to enhance the resilience of overall organizational operations. 【Positive impacts】 • Excellent suppliers can ensure product quality and stable delivery schedules. • Suppliers with research and development capabilities can quickly provide materials at appropriate costs. [Negative Impacts] • Poor-performing suppliers may cause delays in product delivery and increase operating costs. • Suppliers with inadequate quality management will increase production and rework costs.
Corresponding GRI Indicators	Customized material topics
Linked SDGs	
Policies or commitments	Procure raw materials according to internal standards to ensure that material quality complies with relevant certifications and maintain a stable supply, thereby supporting production efficiency and product quality requirements. 1.Regularly review defects in incoming materials from suppliers every month and make timely corrections and optimizations. 2.Require the sales department to provide annual budget order quantities, confirm them in advance, and establish a comprehensive response mechanism for supply material disruptions to reduce risks and losses. 3.Maintain sufficient safety stock of raw materials based on the business budget, and regularly evaluate material supplier performance.
Indicators and targets	[Short-term targets] 1.100% of critical suppliers have completed ESG assessments. 2.Supplier Code of Conduct signing rate >90%. [Medium- and Long-Term Goals] 1.90% of suppliers to implement green and environmentally friendly procurement. 2.Deepen the Scope 3 greenhouse gas inventory survey and establish a carbon inventory mechanism for the supply chain.
Management Tracking Mechanism	1.Implement the supplier management policy through the BSCI social responsibility standards and the Business Partner Management Procedures. 2.Arrange at least 1 on-site audit of business partners annually. 3.Compile monthly statistics on supplier delivery quality and provide feedback. 4.Supplier performance is assessed through monthly and annual evaluation mechanisms, covering quality, delivery, and ESG performance. 5.Supplier evaluations are conducted monthly. Suppliers receiving a monthly rating of Grade C are required to improve. Suppliers may also review and analyze the issues and submit a formal appeal by official letter. Suppliers whose improvement measures are recognized by Quality Assurance as

	effective may have their Grade C rating cancelled.
Annual Actions and Results	1.The supply chain policy incorporates human rights-related policies and complies with the "Business Social Compliance Initiative (BSCI)" to protect workers' rights and interests. 2.In 2025, two distributor meetings were held, with suppliers invited to participate. Topics included reviews of product purchasing and sales quality issues, communication of the company's business philosophy, and integrity management education and training. 3.Supplier management was implemented rigorously. Transactions with suppliers unable to comply with the company's requirements were suspended. In 2025, transactions with 125 suppliers were suspended, while 26 new suppliers were developed. 4.In 2025, a total of 257 suppliers were evaluated. Of these, 15 were rated Grade C, representing 5.8% of all evaluated suppliers. 5.To examine suppliers' compliance with local labor laws and BSCI social responsibility standards, 179 supplier audits were scheduled in 2025. Audits were actually completed for 156 suppliers, representing a completion rate of 87%. 6.100% of material suppliers signed the "Integrity and Anti-Corruption Clause" and the "Intellectual Property Rights and Confidentiality Clause."

Sustainable Procurement

At our important operating locations, including the operational boundaries mentioned in this report, we also make every effort to procure locally to reduce carbon emissions from long-distance transportation and support local business development. In 2025, local procurement accounted for approximately 95% or more of total expenditures. Airmate will continue to maintain this level in the future, further assess the feasibility of increasing the proportion of local procurement, and set specific targets.

In recent years, in addition to continuing to promote environmental protection and energy conservation policies, Airmate has encouraged all units to use energy-efficient and environmentally friendly products, such as energy-saving equipment (including variable-frequency drives, high-efficiency IE3 motors, explosion-proof LED lighting, air-conditioning units, and UPS uninterruptible power supply systems), as well as products bearing environmental protection, energy conservation, and water conservation labels.

▼Airmate's Local Green Procurement Proportion over the Past Three Years (Unit: NT$ thousand)

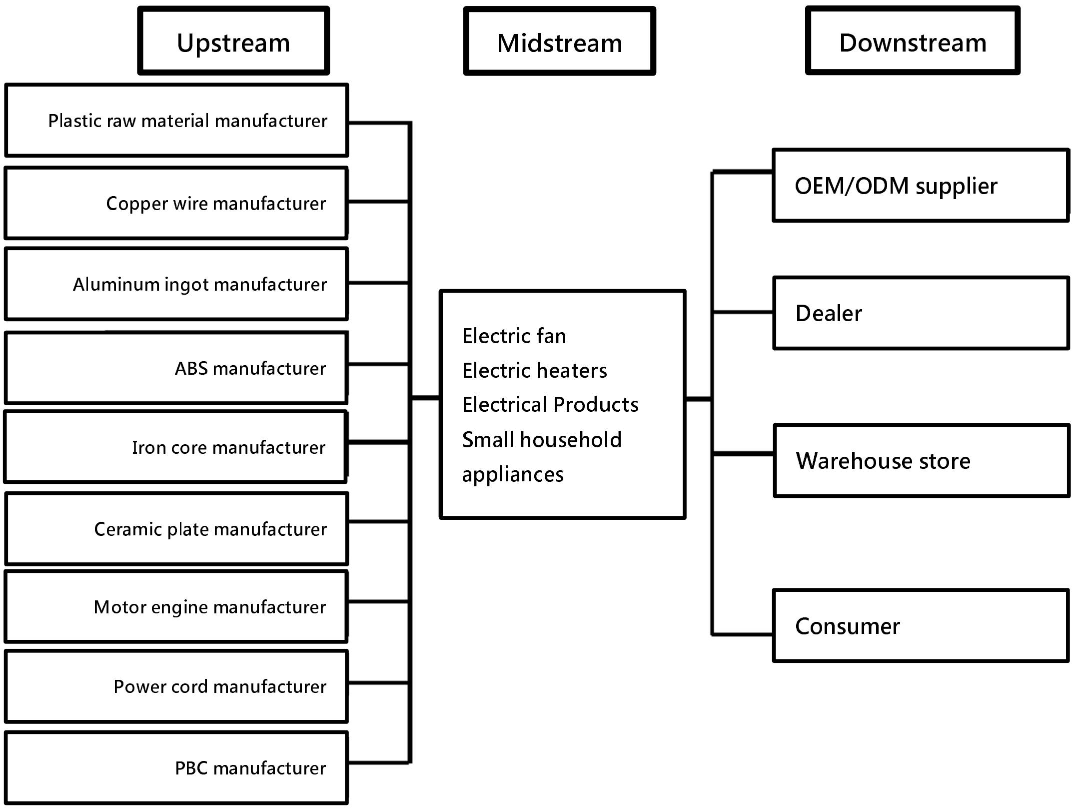
Year	2023	2024	2025
Local procurement amount	3,351,066	3,130,676	2,873,238
Total procurement amount	3,542,647	3,190,842	2,998,389
Proportion of local procurement amount	94.59%	98.11%	95.83%

Supply Chain Management

Airmate operates in the home appliance manufacturing industry. Upstream suppliers include various raw material suppliers such as plastic raw materials and copper wire; midstream participants include home appliance manufacturers such as Airmate, Midea Electric, Pioneer, Lianchuang, Haier, Joyoung, and Gree; downstream, products are sold to customers through retail distributors.In 2025, there were no significant changes in Airmate's supply chain compared with the previous year.

Our Company is primarily engaged in the research and development, design, manufacturing, and sales of small home appliances. It also operates its own branded distribution channels and is an integrated enterprise covering production and sales. Accordingly, it operates in the midstream and downstream segments of the industry. Airmate's primary marketing models are divided into export OEM/ODM and domestic sales under its own brand. For exports, our Company is committed to designing products in accordance with the requirements of customers of partner manufacturers, producing high-quality products, and then selling them to overseas partner-manufacturer customers through Hong Kong Weion. Our products are marketed in more than 100 countries and regions worldwide, including Japan, South Korea, France, Germany, Canada, Singapore, the United States, and Australia. For domestic sales, we adopt the OBM model, directly selling our own-brand small home appliance products to domestic distributor customers. Currently, our products are marketed through online and offline channels at more than 12,000 terminal shopping malls across 31 provinces and municipalities in China. Airmate is one of the world's major manufacturers and brand owners integrating the design, development, and production of small home appliances. We aspire to continue long-term cooperation with numerous internationally renowned brands, establish diverse partnerships, and achieve sustainable operations.

▼ Relationships among Airmate's upstream, midstream, and downstream industries



Supplier Management Policy

To strengthen sustainable supply chain management, ensure that Airmate's business partners, including suppliers, outsourced manufacturers, and recruitment agencies, implement social responsibility standards, and progressively improve their social responsibility performance, our Company has established the Business Partner Management Procedures. The Procurement Department is responsible for supplier management and takes actions to require and provide assistance. Airmate's Procurement Department and Human Resources Department select suppliers based on the social responsibility performance of business partners, choose high-performing business partners, and eliminate those with poor performance, thereby encouraging all suppliers to take measures to improve their social responsibility performance.

In addition, to communicate Airmate's relevant policies on integrity-based operations and provide related training to suppliers with which we conduct business, our Company also requires suppliers to sign relevant codes and commitment letters. We regularly invite suppliers to participate in company meetings to discuss matters including reviews of sales and procurement quality issues, communication of the Company's business philosophy, and education and training related to integrity-based operations. In 2025, Airmate held a total of 2 distributor meetings.

Environmental Risks	● 61.8% of major raw material suppliers have passed ISO 14001. To reduce the impact of environmental risks, Airmate continues to require its "major raw material suppliers" to obtain ISO 14001 environmental management system certification. In 2025, 102 suppliers had passed ISO 14001 environmental management system certification.For suppliers that have not yet passed verification, we will conduct a risk assessment and only qualify them as approved suppliers after confirming that there are no significant actual or potential negative environmental impacts. ● **95.5% of suppliers returned the signed Supplementary Agreement to the Purchase and Sales Contract** AIRMATE requires suppliers to sign the Supplementary Agreement to the Purchase and Sales Contract in compliance with the directives and regulatory requirements concerning environmentally hazardous substances, undertaking that all products or components they supply, including original products, product accessories, packaging materials, and other accessories related to product delivery, comply with these requirements to prevent products from affecting human health and environmental safety.The response rate for the 2025 Supplementary Agreement to the Purchase and Sales Contract reached 95.5%.
Social Risks	● **100% of suppliers returned the signed Conflict Minerals Information Survey** AIRMATE requires suppliers not to use Conflict Minerals to ensure that the minerals used in the Company's products, such as tantalum (Ta), tin (Sn), tungsten (W), and gold (Au), do not generate profits for armed conflicts. If suppliers use any of the above minerals, they must disclose their sources.In 2025, Airmate conducted a survey of 73 electronics suppliers, achieving a response rate of 100%; none faced the risk of using conflict minerals. ● **95.5% of suppliers returned the signed 《Business Partner-Specific Implementation Terms》** Through business partners' corporate commitments to social responsibility and their integration into corporate culture, due diligence and information management are carried out throughout the supply chain. Airmate requires suppliers with actual transactions to return the signed 《Business Partner-Specific Implementation Terms》 and comply with the 《BSCI Code of

	Conduct》 to ensure that labor rights, occupational safety and health, and other issues meet the requirements, thereby avoiding social risks related to violations of labor rights in the supply chain.In 2025, the response rate for the supplier 《Business Partner-Specific Implementation Terms》 reached 95.5%.
Governance Risks	● 100% of electronics and electrical suppliers signed the 《Commitment to Prevent Commercial Bribery》; 100% signed the 《Ethical Procurement Policy》. Airmate required 73 electronics and electrical suppliers to sign the 《Commitment to Prevent Commercial Bribery》 and the 《Ethical Procurement Policy》, achieving a return rate of 100 %; this prevents improper transactions at the source and promotes honest and trustworthy business operations. Airmate also confirmed that the procurement of raw materials by its partners complied with the ethical, environmental, and compliance standards specified in the Company's Ethical Procurement Policy.

Supplier Evaluation and Audits

Through supplier visits and communications, Airmate understands the status of commercial partners' implementation of regulations and follows up on or reminds them to ensure that all laws and regulations are properly implemented. Supplier delivery quality is assessed and information feedback is provided monthly, with suppliers graded A, B, or C. Annual statistics are compiled based on the average ratings of suppliers with actual monthly transactions. Suppliers rated A or B may apply for exemption from assessment and are considered to have excellent quality and good cooperation. Suppliers rated C receive a one-time deduction penalty; those rated C twice consecutively will have payment delayed and will be required to conduct a review, implement improvements, and provide specific corrective measures before being reassessed. Suppliers rated C three consecutive times will have their transactions suspended.In 2025, a total of 257 suppliers were assessed. Of these, 15 were rated C, representing 5.84% of the suppliers.

▼ Airmate 2025 Supplier Assessment Results

Supplier Grade	Number of companies	Percentage
Grade A suppliers	167	64.98%
Grade B suppliers	75	29.18%
Grade C suppliers	15	5.84%
Total	257	100%

All of Airmate's business partners should make a commitment and undergo on-site audits required by the Company before receiving orders or entering into contracts.In 2025, Airmate planned to conduct audits of 179 suppliers and completed audits of 156 suppliers, achieving a completion rate of 87%.The Procurement Department and Human Resources Department arrange at least one on-site audit of business partners each year. On-site and documentary reviews are conducted based on the items listed in the Supplier Evaluation Form, including quality management, engineering management, warehouse management, supplier management, design control, social responsibility, and anti-terrorism verification (C-TPAT). Only those assessed as qualified or qualified after improvement may become qualified business partners. In 2025, 26 new suppliers were developed.Conversely, for those who fail the on-site audit, Airmate will issue the "Supplier Social Responsibility Code of Conduct Audit Nonconformity Report" and require them to make improvements within a specified period. An on-site follow-up must then be conducted to verify whether the improvement measures are effective, and evidence of effective improvement must be retained to close the nonconformity report. If the improvement is found to be ineffective, measures must be reformulated and implemented until the improvements meet the requirements. Otherwise, the supplier may not continue cooperating as an approved supplier.In 2025, transactions with 125 partner suppliers were terminated.

Supplier Social Assessment

To align with the United Nations Sustainable Development Goals (SDGs) and help make our business environment more consistent with human rights and reflective of social responsibility, Airmate fulfills the responsibilities stipulated in the Business Social Compliance Initiative (BSCI) Code of Conduct of the global business association amfori, and collaborates with third-party partners to implement the amfori BSCI Code of Conduct. Airmate actively promotes the amfori BSCI Code of Conduct to its third-party partners and requires them to comply with it. If any partner violates the values or implementation provisions of the Code of Conduct, our Company may regard this as sufficient grounds for terminating the business relationship, with the aim of urging third-party partners to fulfill their social responsibilities and protect labor rights.

▼Airmate Follows the 11 BSCI Labor Principles

Freedom of Association and the Right to Collective Bargaining Our enterprise respects workers' right to form trade unions and participate in collective bargaining in a free and democratic manner.	**Ethical Business Conduct** Our enterprise does not engage in any form of corruption, extortion, embezzlement, or bribery.
Fair Remuneration Our enterprise respects workers' right to receive fair remuneration.	**No Discrimination** This enterprise provides equal opportunities and does not discriminate against workers.
Occupational Health and Safety This enterprise ensures a healthy and safe working environment, conducts risk assessments, and takes all necessary measures to eliminate or reduce risks.	**Respect for Working Hours** This enterprise complies with regulations concerning working hours.
	No Child Labor This enterprise does not employ workers below the legal working age.
Protection of Young Workers This enterprise provides special protection for underage workers.	**No Precarious Employment** Our company hires workers in accordance with the law.
No Forced Labor The enterprise shall not engage in any form of slavery, trafficking, or involuntary labor.	**Protecting the Environment** The enterprise shall take necessary measures to prevent environmental degradation.

Compliance BSCI Labor Code of Conduct

Airmate designates the Chief Financial Officer as the senior management representative responsible for BSCI and social responsibility, responsible for taking appropriate measures within the scope required by the regulations to fulfill the following relevant standards and regulations in a gradual and progressive manner.

1. Code Compliance: The company complies with all relevant laws and regulations, industry minimum standards, International Labour Organization and United Nations conventions, and any other relevant mandatory requirements with higher standards.
2. Supply Chain Management and Cascading Effect: The BSCI Code of Conduct and Terms of Implementation shall be communicated to suppliers, and management systems shall be established for other business partners.
3. Worker Involvement and Protection: Airmate has established a labor union and seeks to understand employee needs as much as possible through employee communication, protecting employees' legitimate rights and interests.
4. Freedom of Association and the Right to Collective Bargaining: All employees have the right to voluntarily organize and join labor unions for collective bargaining.
5. Non-Discrimination: No discrimination based on gender, age, religion, race, social background, disability, nationality, union membership, political position or opinion, sexual orientation, family responsibilities, marital status, or any other personal circumstance shall exist in hiring, paid employment, access to training opportunities, termination of employment, or retirement.
6. Fair Remuneration: The company complies with government laws and regulations regarding minimum wages and does not use wage deductions as a means of punishment.
7. Consideration for Working Hours: The company complies with legal requirements and industry standards, with working hours not exceeding 60 hours per week. Overtime is voluntary for employees, and overtime pay is no less than 1.5 times the wages for regular working hours. Every employee is entitled to at least one day of rest after working six consecutive days.
8. Occupational Health and Safety: The company provides all employees with a safe and healthy working environment, places emphasis on the provision of personal protective equipment, and takes measures to prevent any workplace-related personal safety hazards.
9. No Child Labor: To protect children from all forms of exploitation, the company prohibits the employment of child labor under the age of 16. If underage workers are employed, they are not assigned to night shifts or positions involving a certain degree of danger, and their working hours do not exceed 10 hours per day. In 2025, neither the company nor its suppliers committed any serious legal violations involving the use of child labor.
10. Protection of Young Workers: To avoid endangering the health or development of young people, the company avoids assigning them to night shifts whenever possible, ensures that their job duties and working hours do not affect their daily routines, and arranges for young people to participate in occupational training corresponding to their positions.
11. No Precarious Employment: The company provides workers with clear and easy-to-understand information regarding their rights, responsibilities, and terms of employment, and supports male and female workers in their roles as parents or caregivers.
12. No Forced Labor: The company has established management procedures for preventing forced labor and prohibiting mental and physical abuse. It does not withhold employees' identification cards or other documents, nor does it collect deposits. In 2025, neither the company nor its suppliers committed any serious legal violations involving forced labor.

13. Environmental Protection: The company's procedures and standards for waste treatment; the handling and disposal of chemicals and other hazardous substances; and emissions and wastewater treatment meet or exceed the minimum legal requirements.
14. Ethical Business Conduct: The company has established management regulations and documentation for preventing commercial corruption and bribery. It does not engage in any acts of corruption, extortion, or embezzlement, or in any form of bribery, including but not limited to promising, offering, giving, or receiving any improper money or other benefits.

Supplier Social Responsibility Survey

To review and assess the implementation of corporate social responsibility, Airmate requires suppliers to complete a supplier social responsibility survey once a year based on actual conditions. The survey covers nine categories and evaluates the actual implementation status through corporate self-assessment. Any item marked "non-compliant" must be improved within one week, with corresponding evidence provided. Any item marked "needs improvement" requires a long-term improvement plan to be provided within one month and implemented in accordance with the plan.

▼Airmate Supplier Social Responsibility Questionnaire

Child Labor	1. Does your company employ child labor? 2. If child labor currently exists or has existed in the past, how was it handled?
Forced Labor	1. Has your company signed an employment contract with every employee? 2. Are your company's employees free to use the restroom during working hours? Can they receive immediate medical attention when ill? Are they allowed to leave their workstations after working hours? 3. Does your company withhold deposits or personal documents? Are there any other practices that compel employees to work?
Health and Safety	1. Do new employees at your company receive appropriate health and safety training before starting work? Are employees who change positions retrained? 2. Has your company provided labor protection equipment and required employees to wear it? 3. Do your company's punching, shearing, pressing, and other hazardous equipment have corresponding safety guards? Are special operations personnel certified to work? 4. Are production equipment and fire-fighting equipment regularly inspected and maintained? Are fire exits and emergency exits clear and unobstructed? 5. Does your company provide employees with sufficient toilets and potable drinking water?
Freedom of Association and Collective Bargaining	1. Does your company have a trade union or other lawful organization freely formed by employees? If so, does the organization have the right to collective bargaining? 2. If there is a trade union, are its representatives subject to discrimination? Can they access workers at the workplace?
Discrimination	1. Does your company discriminate in employment, wages, opportunities, or other areas on the basis of race, class, religion, disability, gender, trade union membership, political affiliation, or other factors? 2. Does your company have the right to interfere with employees' beliefs and customs? 3. Does your company have any forced, threatening, or abusive sexual conduct?
Disciplinary	1. Does your company engage in or support physical punishment, mental or

Measures	physical coercion, or verbal abuse?
Working Hours	1. How many days per week do your company's employees work? What was the highest number of overtime hours this year? 2. For any working hours exceeding those stipulated by labor laws, is there relevant authorization documentation issued by the labor department? 3. Is all overtime worked by your company's employees voluntary?
Compensation	1. Is your company's minimum wage higher than the local minimum wage? 2. How does your company pay overtime compensation? 3. Does your publication company reduce employees' wages for disciplinary purposes? 4. Has your company purchased social insurance for its employees as required?
Management System	1. Has your company appointed a person responsible for social responsibility? 2. Has your company formulated policies related to social responsibility?

Note: This table is based onAT 8000:2014 standard.

Green Innovation and Quality Commitment

▼Management of Airmate’ s 2025 Material Topic “Innovative Research and Development”

Material Topics	Innovative research and development
Impact Assessment	Invest resources in energy-saving technologies and intelligent control to develop market-leading air health products. 【Positive impacts】 • Profit Driven by Product Differentiation • Obtain Green Patents • Meet Consumers’ Needs for a Healthy Lifestyle [Negative Impacts] • If technological research and development lags behind or environmental trends are not effectively addressed, the company will lose market share and face the risk of technological obsolescence.
Corresponding GRI Indicators	Customized material topics
Linked SDGs	
Policies or commitments	We will continue to invest in research and development resources, foster a culture of innovation, address customer pain points, meet market needs, and continuously enhance our research and development capabilities. The company is committed to placing sustainable innovation at its core by developing low-energy-consumption and health-oriented products to reduce environmental impacts and enhance consumer well-being. 1. Each year, the budget planning process continues to invest in technology research and development and innovation projects. 2. Promote technological innovation through industry-academia collaboration with universities and research institutions. 3. Strengthen patent applications and intellectual property protection to ensure the exclusivity and market advantages of research and development results.
Indicators and targets	[Short-term targets] Continue advancing new product development, with no fewer than 50 new products introduced into production each year. [Medium-term Goals] 1. Continue advancing the protection of product development technologies, apply for patent protection for relevant technologies, and apply annually for 100 utility model patents and 5 invention patents. 2. Establish a green product design system. 3. Increase the rate of patent commercialization. [Long-term Goals] 1. Become a leading low-carbon home appliance brand. 2. Implement Eco-design across all products. 3. Disclose carbon footprints.

Monitoring and Management Mechanisms	Manage performance through the BPM system, incorporating the following assessment mechanisms: 1. R&D KPIs (number of new products developed and number of patent applications). 2. Product energy efficiency and environmental indicators. 3. Customer satisfaction and product feedback analysis. 4. External evaluations and benchmarking analysis.
Annual Actions and Results	In 2025, we continued to promote innovative R&D, with the following specific achievements: 1. 285 new products were developed, helping to enhance product diversity and market competitiveness. 2. 176 patents were obtained, strengthening technology protection and innovation capabilities. 3. Three new technology research projects were advanced, focusing on energy-saving and health-oriented technologies.

Overview of Technology Research and Development

AIRMATE regards technological R&D as the core of its business and invests substantial resources every year in the development of emerging technologies. We design and develop products that are compact, lightweight, energy-efficient, quiet, and stylish, creating product value through differentiation and adding new functions that competitors do not offer. At the same time, we actively participate in discussions on new technology development through various R&D and technical associations, enabling us to launch products with new specifications ahead of the market, enhance our brand image, strengthen our technological leadership, and improve our products' market competitiveness. In 2025, R&D expenses amounted to NT$157 million, accounting for approximately 2.02% of annual revenue.

Our company has also established R&D and technology alliances with renowned academic institutions, including National Cheng Kung University, National Kaohsiung University of Applied Sciences, Fuzhou Institute of Technology, and Jiujiang University, providing additional advantages for our R&D efforts.In 2025, Airmate developed and launched 142 new products and obtained 176 patent certificates; in 2025, Airmate had a total of 125 R&D personnel (including the engineering departments in Shenzhen and Jiujiang), and operated a comprehensive product testing center in the industry to ensure its R&D capabilities.

▼Airmate's R&D expenses invested over the past three years (Unit: NT$ thousand)

	2023	2024	2025
R&D expenses	135,232	179,473	157,448
Net revenue	8,401,753	8,130,776	7,793,999
Percentage of net revenue	1.61%	2.21%	2.02%

▼Airmate 2025 Patent Certificate Acquisition Status

Operating Locations	**Shenzhen Company**		
Category	New Inventions	Utility Models	Designs
Number of Patent Certificates	0	134	42
Total	176		

In the future, Airmate's R&D plans will focus on continuously innovating technologies related to small household appliances, while actively working toward energy conservation, carbon reduction, and smart home appliances. Airmate aims to become a leading green solutions enterprise, providing customers with diverse product design applications and technologies. By responding promptly to market demand, Airmate will enhance production technologies and process capabilities, continuously strengthen product functions, and reduce costs.

▼Airmate's Long- and Short-Term Business Development Plans

Short-term	**Long-term**
1. Development and research of cordless steam cleaning	1. Development of a series of personal health,

machines, floor scrubbers, personal health and care products, and pet series products. 2. Continuously expanding research into the application of semiconductor cooling modules, radar, batteries, and cooling chips in mini refrigerators. 3. Design and development of high-humidification-capacity (2.5 liters/hour) humidifiers. 4. Research and development of new electric heaters (Flame Mountain, baseboard heaters with closable air outlets, and graphene heating elements). 5. Continuously expanding the development and application research of pin structures and high-power internally wound motors. 6. Continuously introducing and applying new technologies, including voice recognition, intelligent camera recognition (offline + online), motion monitoring, and gesture recognition, to various products. 7. Development of ceiling fans with hydrogen-oxygen ion air purification. 8. Development of products equipped with compressors. 9. Development and research of lightweight and portable heating products, as well as home appliances and kitchen and bathroom products. 10. Development and research of multifunctional combination products 11. Development and research of solar-powered fans.	care, and cleaning appliances (disinfection and sterilization). 2. Research and development of medical product series. 3. Application research on sensors and human-machine interaction (voice control) for smart appliances. 4. Research on various multifunctional air treatment appliances (cooling, heating, and humidification). 5. Research into the DIY direction for fresh air products. 6. Development and application research of high cost-performance external-rotor DC motors. 7. Development and application research of pet products. 8. Development of products equipped with compressors.

Core Technologies

Through its excellent R&D team, Airmate develops market-leading products every year, creating economic value for both products and the market. At the same time, it shares development costs with customers, jointly develops results, mutually provides the latest market information and technical data, and actively develops new products with relatively high risks to accumulate technological maturity and market advantages and enhance core capabilities in various design and application systems.

▼Airmate's Eight Competitive Advantages

Balanced development of domestic and overseas markets	Long-term, close cooperation with overseas market customers	Steady and healthy growth of proprietary brands in the mainland	Balanced, flexible production	Excellent product research and development capabilities	Capabilities in OBM, ODM, and OEM	Continuously launching energy-saving and carbon-reduction	Upstream and downstream integration capabilities

		market				products	

▼Airmate's Core Technologies and R&D Achievements

Airmate's Four Core Technologies			
Ultra-quiet, high-performance motor design	**Design of intelligent home appliance control systems**	**Research and application implementation systems for aerodynamics**	**Thermal materials and application systems in home appliances**
• Mature technical capabilities: Achieves the professional standards required by Japanese companies in component material selection, motor winding design, mechanical transmission design, precision component manufacturing, motor production processes, and other areas. • Industry and market reputation: The motor components produced are environmentally friendly and quiet, with high performance ratings. • Cost advantage: Effectively reduces costs by leveraging advanced technical capabilities.	• Industry first: Implements multi-level and variable-speed control for speed adjustment, adapting to different environments and pioneering intelligent wind-mode controls such as highland wind, sleep wind, and natural wind. • AI technology: Successfully developed intelligent automatic motor braking control in 2011, and is currently developing advanced controls such as automatic facial recognition control and motion-image control. • R&D personnel: The R&D center has an R&D team for electronic control systems with many years of experience in intelligent home appliance control systems and excellent capabilities in integrating cutting-edge technologies in	• Leading Position in Ventilation Equipment: The Company is one of the largest manufacturers of ventilation equipment in China, combining aerodynamics technology to manufacture a wide range of product series. • Extensive Design Experience: The Company's R&D department has conducted long-term research into aerodynamics-related topics and accumulated extensive design experience, particularly unique core technologies in the design of air ducts and air delivery parameters.	• Market Share Advantage: The Company's electric heaters and electric fans rank among the top three in market share in China. It has currently developed more than 1,000 electric heater and electric fan products and is one of the brands with the richest range of heat-source materials in the world. • Meeting Diverse Needs: Various thermal materials are fully applied to the electric heater product series to meet the needs of different consumer groups and accommodate use in different settings.

<table>
<tr><td></td><td>the industry and related industries.</td><td></td><td></td></tr>
<tr><td colspan="4">2025 R&D Achievements</td></tr>
<tr><td colspan="4">1. Fan Product Upgrade: Models with Stepless Speed Adjustment
2. Upgraded Pedestal Fans with DC Motors and Voice Control, Portable Rechargeable Models, and Solar-Charging Models
3. Research and Development of Multifunctional Tabletop Fan Heaters
4. Multifunctional Fans with Large, Senior-Friendly Buttons, Foot Controls, and Bluetooth Apps
5. Development of Solar Cell Application Products
6. Design and Development of Thin, Flat Fan Heaters with Detachable, Washable Fan Drums and Waterproof Covers to Expand Application Scenarios
7. Design and development of a PTC heater with human presence and ambient temperature sensing functions
8. Research on wall-mounted PTC heaters for bathrooms</td></tr>
</table>

Committed to Developing Low-Carbon, Green Small Home Appliances

Airmate is actively building a green enterprise focused on energy conservation and emissions reduction, implementing the concept of a low-carbon lifestyle. We have long been committed to incorporating green elements throughout the design, production, logistics, and sales processes to reduce carbon emissions and become a green small home appliance enterprise. We design products with greater durability in terms of appearance and application, preventing the need to replace them with similar products within a short period due to outdated styles or product wear and tear. This helps reduce the generation of electronic waste and manufacturing processes. We also draw on energy-efficient manufacturing experience, such as using energy-saving machinery and production equipment that enables material reuse, to meet the market's green requirements.

In the field of electric fans, the Company has successively launched a series of low-carbon innovative designs, particularly ultra-energy-efficient fans using innovative three-way DC motor brushless motor technology. In terms of product energy efficiency, these fans far exceed the national Grade 1 energy-efficiency standard. In China, we were also among the first to develop a range of high-tech electric heaters, including European-style rapid heaters, electrothermal film heaters, and compound rapid electric heaters. Compared with traditional electric heaters, these products offer significant advantages, including rapid heating, longer periods of constant temperature, energy efficiency, safety, and health.

In the future, we will continue to focus on innovative technologies related to small home appliances and actively work toward energy-efficient and smart home appliances. We aspire to become a world-leading green solutions enterprise, providing customers with diverse product design applications and technologies. Leveraging mature production technologies developed through rapid responses to market trends, we are committed to enhancing process capabilities, strengthening product functions, reducing costs, and jointly developing products that meet market demand.

Sustainable product packaging material selection and design

In response to sustainability issues, Airmate has changed the packaging of some products from PE bags to paper bags. Protective and cushioning materials have also been changed from expanded polystyrene and pearl cotton

(EPS, EPE) to paperboard designs and other measures to achieve recyclability, energy conservation, and carbon reduction. While maintaining the fundamental purpose of packaging, namely "protecting products," designing packaging to minimize material usage and adopting recyclable and reusable materials will be Airmate's future focus. The serialized and platform-based design of Airmate products, together with the use of common modules and reusable features, helps achieve the goal of reducing development costs while minimizing resource waste.

Green design products

This refers to systematically considering, in accordance with the life-cycle concept, the impacts of raw material selection, production, sales, use, recycling, processing, and other stages on resources and the environment during the product design and development stage. The aim is to minimize resource consumption throughout the product life cycle and thereby achieve environmental protection. Airmate currently has three products, including tower fans, air circulators, and electric heaters, that meet the requirements for obtaining green design product certificates.

Quality Management

▼ Airmate’s management of the 2025 material topic “Product Quality and Safety”

Material Topics	Product quality and safety
Impact Assessment	【Positive impacts】 • Excellent product quality can enhance customer satisfaction and loyalty • Stable quality control helps build brand trust and market share [Negative Impacts] • Poor product quality may harm users' health and environmental safety, potentially resulting in product recalls, reputational damage, or legal disputes.
Corresponding GRI Indicators	GRI 416: Customer Health and Safety 2016 GRI 417-1 Requirements for Product and Service Information and Labeling GRI 417-2 Incidents of Non-Compliance with Regulations Concerning Product and Service Information and Labeling
Linked SDGs	
Policies or commitments	1.The factory has established product recall and risk response mechanisms to reduce potential safety risks. 2.ISO 14001 and ISO 45001 have been implemented to strengthen environmental, occupational health, and safety management. 3.RoHS controls are introduced during the early stage of product development to ensure that products comply with environmental regulations such as RoHS and to reduce the use of hazardous substances. 4.Customer suggestions are continuously collected to improve products and achieve customer satisfaction.
Indicators and targets	[Continuous Goals] 1.Establish quality control throughout the entire product life cycle 2.Reduce the product defect rate by 10% 3.Complaint case improvement completion rate ≥ 98%
Management Tracking Mechanism	Customer satisfaction and product feedback analysis Internal assessment and evaluation
Annual Actions and Results	1.All products have continuously passed ISO 9001 Quality Management System certification. 2.No incidents involving violations of product health and safety regulations occurred. 3.No product labeling violations occurred, ensuring information transparency.

Airmate places great importance on product quality and users' health and safety. Therefore, from product research and development, production, transportation, and sales through to use, the Company has invested substantial resources in establishing a quality management system. As of the end of 2025, the Company had continuously passed and maintained the ISO 9001 Quality Management System certification, and all products had passed verification by the independent third-party certification and testing organization, Wika Certification Testing Co., Ltd., to ensure that the Company's primary small household appliances meet a certain level of quality control. In 2025, product inspections conducted by Airmate covered 100% of its primary products.

Furthermore, to ensure that all Airmate products pose no concerns regarding harm to users' health or environmental safety, the Company strictly prohibits the use of hazardous substances. All products comply with the control requirements of the EU Restriction of Hazardous Substances Directive (EU ROHS) and substances of very high concern under the EU Registration, Evaluation, Authorisation and Restriction of Chemicals regulation (EU REACH SVHC). They also comply with the Packaging and Packaging Waste Directive (Directive 94 / 62 / EC) and halogen-free product requirements. During 2025, none of Airmate's small household appliance products violated health and safety laws or self-regulatory covenants, thereby ensuring product safety.

Airmate's fans, electric heaters, humidifiers, air purifiers, and other small household appliances have passed certifications in various countries, including: China's CCC and CQC certifications; Germany's GS certification and the EU CE certification; Taiwan's BSMI certification; the United States' ETL and CETL certifications; South Korea's KC certification; and Japan's PSE certification. These products are also sold in markets within various countries, with the verification process assessing whether the products comply with local regulations, quality and performance requirements, environmental protection standards, and other matters related to consumer personal and property safety.

▼ Certification status of Airmate's primary products

Verification/License	Main Products		
China CCC / CQC	FA23-RDI92 (Fan)	HP20073-W (Electric Heater)	UM581 (Humidifier)
Germany GS / European Union CE	VU5450 (Electric Fan)	HC2038J-GA (Electric Heater)	U330 (Humidifier)
Taiwan BSMI	FB2393DR (Fan)	HP12202R (Electric Heater)	A818022000 (Bathroom Heating, Ventilation, and Drying Unit)
U.S. ETL / CETL	FB1562R (Fan)	HP15241-G-1, HP15241-G-2 (Electric Heater)	Kahham, Asham-1 (Air Purifier)
Korea KC	SIF-14RMC (Fan)	AR-100 (Electric Heater)	SUH-240ND (Humidifier)
Japan PSE	SF-A161 (Fan)	SH-LF151 (Electric Fan Heater)	KPC-07#1/* (Portable Air Conditioner)

Product Labeling

Airmate has obtained quality control system certification and implements safety management for small household appliance products. From product research and development, production, and storage to usage labeling, substantial resources are invested to oversee product safety. In addition to implementing different safety control measures for all products with different specifications, detailed and specific product information is labeled in accordance with the law. All labeling for small household appliance products also complies with the quality control system certification requirements of local laws and regulations regarding product information and labeling. During the reporting period, there were no incidents of violating laws or regulations concerning product and service information and labeling.

Customer Satisfaction Survey

Airmate regards customer feedback as an important foundation for improving and developing customer relationships, and uses multiple channels to understand customer needs. Customer opinions are regularly reviewed and analyzed each quarter, with appropriate improvement plans proposed to establish a comprehensive customer needs response and handling procedure. In 2025, Airmate conducted a customer satisfaction survey with 24,998 responses, achieving a response rate of 100% and a customer satisfaction score of 99.98.

▼Customer Satisfaction Survey Results for Airmate over the Past Three Years

Year	2023	2024	2025
Number of Responses	35,919	36,833	24,998
Response Rate	100%	100%	100%
Average Customer Satisfaction Score	99.95	99.94	99.98

▼ Airmate Customer Satisfaction Survey Items

Product Satisfaction Survey		
Product Appearance	Product Quality	Product Functionality
Service Satisfaction Survey		
Timeliness of Handling	Reasonableness of Charges	Service Attitude

Chapter 4 Environmental Protection

- Risks and Opportunities of Climate Change
    - Climate Risk Governance
    - Identification and Assessment of Climate Risks and Opportunities
    - Results of Climate Risk and Opportunity Identification
    - Climate-Related Risks and Financial Impacts
- Energy Management
- Greenhouse Gas Emissions
    - Energy Conservation and Carbon Reduction
- Air Pollution Prevention and Control
- Water Resources Management
- Waste Management

Airmate's Environmental Protection Philosophy

Committed to environmental protection while upholding the philosophy of sustainable operations
Focus on global environmental protection trends and regard it as one's own responsibility.
100% compliance with the environmental protection laws and regulations applicable at our operating locations, contributing to environmental protection.
Preventing and eliminating environmental pollution
Fully complying with and implementing the requirements of environmental protection laws and regulations
Committed to actively promoting environmental protection ideals and serving as a green ambassador for the environment

In 2019, Airmate implemented an environmental management system (ISO 14001) and follows the Plan-Do-Check-Action (PDCA) management cycle of planning, execution, inspection, and improvement. Through a product life cycle perspective, Airmate improves resource utilization efficiency throughout its operations and product manufacturing processes, implements necessary preventive measures to control environment-related risks, and minimizes environmental harm to continuously improve its environmental performance. There were no violations of environmental protection laws and regulations in 2025.

Our company actively invests in research and development to develop energy-saving products, while also investing in energy-saving and emissions-reduction equipment during production. We remain committed to environmental protection and uphold the philosophy of sustainable operations. In addition to focusing on environmental protection practices within our own corporate activities, we also require products provided by suppliers (including raw materials, packaging materials, supplementary materials, etc.) to comply with the requirements of directives and regulations governing restricted substances (such as EU RoHS and REACH). The use of hazardous substances is restricted, and suppliers must provide inspection reports. Airmate also periodically submits products to SGS for testing to minimize health and safety hazards to consumers.

▼ Airmate's Shenzhen and Jiujiang companies have both passed environmental management system (ISO 14001) certification, and are committed to building environmentally friendly green enterprises.

CERTIFICATE OF ENVIRONMENTAL MANAGEMENT SYSTEM

Airmate Electrical (Shenzhen) Co., Ltd.

CVC CERTIFICATION & TESTING CO., LTD.

CERTIFICATE OF ENVIRONMENTAL MANAGEMENT SYSTEM

Airmate Electrical (Jiujiang) Co., Ltd.

CVC CERTIFICATION & TESTING CO., LTD.

Risks and Opportunities of Climate Change

To address the operational risks that climate change brings to the industry, AIRMATE follows the "Task Force on Climate-related Financial Disclosures" (TCFD) framework and, through the four core elements of "Governance," "Strategy," "Risk Management," and "Metrics and Targets," identifies potential climate change risks and opportunities, understands their impacts on the Company's operations, and formulates relevant response strategies and measures in advance to prevent the risks and harm brought about by climate change.

AIRMATE follows the TCFD framework to establish a climate risk and opportunity management mechanism and conducts climate risk and opportunity identification once every two years to confirm that the identification results align with the Company's current operations, external regulatory trends, customer requirements, and market changes. To confirm the applicability and management maturity of existing risks and opportunities, in 2025 AIRMATE conducted a review based on the identification results of the previous year, taking stock of updated information such as risk and opportunity scores from each department, financial impact analyses, and response measures. The review results showed that issues including policies and regulations, technology, markets, extreme weather, high temperatures, and energy and product opportunities remain key areas of the Company's continued attention. At the same time, issues including supply chain carbon data, humidity/warehouse management, digital carbon reduction, and low-carbon collaboration across the supply chain are gradually becoming areas of focus and improvement for internal management.

Therefore, the assessment results for this year will primarily serve as the basis for optimizing internal management and designing subsequent action plans, including quantifying financial impacts, supplementing supporting data, establishing a KPI tracking mechanism, improving supply chain data management, and enhancing operational resilience to high temperatures, humidity, and extreme weather. In the next identification year, the Company will reassess the materiality of climate risks and opportunities based on the latest operating conditions, regulatory requirements, and market trends.

Climate Risk Governance

To identify and assess material impacts or risks related to climate change and operations, AIRMATE established a dedicated unit centered on the Sustainability Development Team. It regularly conducts internal meetings and assessments of climate change risks to understand their specific potential financial impacts, using the results as a basis for formulating climate risk management actions and targets, reducing the impacts of climate risks, establishing comprehensive climate management procedures, and regularly reviewing climate change response measures.

Climate risk management process

To strengthen climate-related financial risk management, Airmate, based on the four core elements of the TCFD, has established a comprehensive cross-departmental mechanism for risk identification, assessment, control, and communication. It also continues to implement on-site audits, factory inspections, and verification systems, incorporating climate risks into the core of corporate governance to ensure that business continuity is aligned with sustainability objectives.

I. Risk Identification and Assessment

1. Based on the TCFD framework, the Sustainability Development Team, together with the departments responsible for relevant functions, holds meetings and workshops from time to time on "physical risks," "transition risks," and "climate opportunities," inviting departmental representatives and external consultants to conduct joint reviews.
2. Through project interviews, data collection, and other methods, the company assesses major issues such as heat waves, extreme rainfall, CBAM, raw material price fluctuations, and international safety regulations, and prepares a "Climate Risk and Opportunity Matrix" as the basis for analyzing the probability of risk occurrence and financial impacts.

II. Risk Control and Supervision

1. Based on the "Climate Risk and Opportunity Matrix," each department prioritizes items for action, plans control measures, implements them, and regularly reviews their effectiveness.
2. The Sustainability Development Team consolidates and reviews the control effectiveness and self-assessment results, reports regularly to the Board of Directors each year, and continuously revises its management strategies and standard operating procedures.

III. Risk Communication and Disclosure

1. In accordance with the TCFD guidelines, the company regularly conducts financial impact assessments of the potential losses and possible benefits associated with identified climate risks and opportunities.
2. Material risks, response effectiveness, and departmental progress are proactively disclosed in the annual sustainability report. The company maintains ongoing communication with stakeholders, including shareholders, customers, and suppliers, to enhance corporate transparency and trust.

TCFD Climate-related financial disclosures

▼TCFD Core Elements and Financial Disclosures

Core Elements	Action Plan
Governance	The Sustainability Development Team is responsible for convening relevant departments. Each year, based on various risks, it reviews and confirms the potential internal and external impacts of each risk issue on the organization, including the identification and assessment of climate change risks and responses to climate impacts. Regular meetings are also held each year to determine priority initiatives for corporate sustainability development, including climate change-related issues, and to fulfill corporate social responsibility through concrete actions.
Strategy	Physical and transition risks and opportunities are identified based on business types and operating conditions, and environmental protection policies are actively promoted. To address the environmental impacts of global climate change and the greenhouse effect, energy conservation and carbon reduction measures and targets have been established. Energy conservation management is promoted in offices and public areas, waste reduction measures are implemented, and green procurement is carried out by purchasing products with energy-saving and environmental protection labels.
Risk Managemen t	To identify and assess major impacts and risks affecting the Company's operations, Airmate's Corporate Governance Department regularly evaluates climate change-related risks and comprehensively analyzes their potential financial impacts on the Company, including extreme climate events, international carbon regulations, and transition pressures. Based on the results of these assessments, the Company uses them as an important basis for policy formulation and target setting, and is gradually establishing comprehensive climate management procedures to ensure that risks are identified promptly and effectively controlled, while continuously enhancing operational resilience and sustainable competitiveness.
Metrics and Targets	To effectively manage the transition and physical risks brought about by climate change, Airmate integrates climate resilience into daily operations management and establishes multidimensional climate performance metrics covering "energy management, greenhouse gas reduction, renewable energy applications, water resources, and waste management." Through regular inventories, equipment upgrades, and transition policies, the Company systematically tracks resource use efficiency and carbon reduction performance, moving toward its low-carbon operations goals through concrete actions. Details of the targets for each metric are provided in the table below, "Airmate Climate-Related Metrics and Short-, Medium-, and Long-Term Target Planning Table." 1. Electricity Management: Airmate selects energy-saving products bearing environmental protection labels for its lighting equipment; air conditioning and lighting in unused meeting rooms are turned off; during lunch breaks, only necessary lighting is kept on in offices and public areas. 2. Carbon Reduction Performance: Airmate conducts greenhouse gas inventories every year and promotes electricity conservation in factory equipment. The Shenzhen company continues to apply to the power retailer for green electricity certificates, and 2 million

	kWh of green electricity was credited in 2025. 3. Waste Management: Waste management targets and paper conservation regulations have been established, and the waste reduction policy is actively promoted. 4. Water Resource Resilience: Airmate has adopted three strategies to strengthen water resource resilience: introducing water-saving-label equipment at the source to improve water-use efficiency, establishing a regular inspection and leak-prevention mechanism to reduce operational risks, and developing water pollutant control procedures. 5. Renewable Energy Optimization: To enhance the benefits of green electricity, Airmate actively optimizes its solar power equipment. The Shenzhen plant adjusts its internal wiring to improve solar power utilization, while the Jiujiang plant evaluates the replacement of outdated photovoltaic panels to continuously maximize power generation efficiency.

▼Airmate Climate-Related Indicators and Short-, Medium-, and Long-Term Target Planning Table

Item	2025 Results	Short-Term Targets (1–2 years)	Medium-Term Targets (2–5 years)	Long-Term Targets (more than 5 years)
Electricity Management	● In 2025, the Shenzhen company reduced electricity consumption by 2,547,898 kWh compared with 2024. ● The Jiujiang company has replaced approximately 300 inefficient lighting fixtures.	● Using 2023 as the base year, the Shenzhen company reduced electricity consumption by 1%. ● The Jiujiang company replaced some energy-consuming lighting fixtures; the air-conditioning temperature is set to 26℃ in summer and 20℃ in winter, and electricity conservation signs are posted as reminders.	● The company continues to replace old equipment with energy-efficient equipment to improve its energy-use structure. ● The company plans to gradually introduce an energy management system at the Jiujiang company to establish more precise energy policies and energy targets.	● Production capacity was transferred from the Shenzhen company to the Jiujiang company, enabling the Shenzhen company to reduce electricity consumption by approximately 50%. ● The Jiujiang company makes full use of grid-connected photovoltaic power generation to reduce the unit cost of electricity, increase the proportion of green electricity used, and phase out high-energy-consuming equipment.
Carbon Reduction Performance	● Airmate has completed its greenhouse gas emissions inventory. In 2025, greenhouse gas emissions decreased by 3,822.6 tons compared with the 2023 base year; greenhouse gas emissions intensity decreased by approximately 10.45%. ● The Jiujiang	● AIRMATETEK has implemented ISO 14064-1 greenhouse gas inventories at all locations, using 2023 as the base year and setting an annual target of reducing greenhouse gas emissions intensity by 1%.	● Completed the calculation of the “carbon emissions per unit of production” for all company products to establish baseline carbon emissions data for the in-plant manufacturing stage. ● Conducted a comprehensive inventory and phase-out of high-energy-consumption equipment to reduce	● Implemented product carbon footprints throughout the entire life cycle, extending the carbon emissions inventory to upstream raw materials and downstream transportation, completing product “carbon footprint” inventories, and obtaining

	company will replace its official vehicles with electric vehicles.		carbon emissions by 5%.	international certification. ●
Waste Management	● The total amount of hazardous industrial waste generated by the Shenzhen company in 2025 was 129.197 metric tons. ● The Shenzhen company promoted the BPM business process management system to increase the coverage of electronic operations. ● The Jiujiang company has completed waste classification, and hazardous industrial waste is collected by professional, legally compliant vendors.	● The Shenzhen company sets its annual reduction target based on the total amount of hazardous industrial waste generated in the previous year. ● The Shenzhen company implemented paperless operations and promoted paper recycling and reuse as well as double-sided printing. ● The Jiujiang company implemented waste classification, and the collection and treatment of hazardous industrial waste must be legal and compliant.	● Hazardous industrial waste at the Shenzhen company is reduced by 20% annually. ● The Shenzhen company increases paperless operations by 15% annually; the usage rate of recycled paper increases by 20% annually. ● The Jiujiang company reduces general industrial waste by 20% and implements paperless operations.	● The Shenzhen company achieves a 90% reduction in hazardous industrial waste. ● The Shenzhen company achieves 75% paperless operations; the usage rate of recycled paper reaches 85%. ● The Jiujiang company gives priority to recyclable and biodegradable materials to minimize waste generation.
Water Resource Resilience	● As tenants expanded their production scale, the Shenzhen company's water consumption in 2025 exceeded the target indicator. ● To reduce water resource waste, the Jiujiang company has adopted water-saving flush tanks.	● The Shenzhen company reduces its annual water consumption by 1%. ● The Jiujiang company eliminated some water-consuming facilities and regularly maintained and inspected pipelines to prevent running, leaking, dripping, and seepage.	● The Shenzhen Company continues to carry out water balance testing. ● The Jiujiang Company actively utilizes recycled water resources, promotes water conservation, and reduces water resource waste.	● The Shenzhen Company's production capacity transfer has been completed. It now uses domestic water only, and water consumption is estimated to decrease by approximately 30%. ● The Jiujiang Company applied to be recognized as a water-saving

				enterprise and completely phased out outdated water-use equipment.
Renewable Energy Optimization	● In 2025, the Shenzhen Company's photovoltaic power generation amounted to 2,016,906 kWh. ● In 2025, the Jiujiang Company's photovoltaic power generation amounted to 6,962,969 kWh.	● The Shenzhen Company's utilization rate reached more than 95%. ● The Jiujiang Company completed an assessment of achieving self-generation and self-consumption of photovoltaic power at the plant site and required the electricity sales company to provide green electricity certificates.	● The Shenzhen Company is gradually applying to have its photovoltaic power generation recognized as a green electricity indicator. ● Jiujiang Company completed the grid connection of its photovoltaic electricity system, achieving self-consumption of photovoltaic power generation.	● The Shenzhen Company applied to the competent authorities to have all photovoltaic power generation certified as green electricity indicators. ● Jiujiang Company assessed ways to maximize its use of green electricity.

Identification and Assessment of Climate Risks and Opportunities

Based on the TCFD framework, Airmate identified 11 climate risks and opportunities. The level of risk (likelihood of occurrence X financial impact) was used to assess significant risks and opportunities by multiplying the two dimensions of "likelihood of occurrence" and "financial impact." The scales for likelihood and financial impact are shown in the figure below. Medium- and high-risk items are classified as key items.

Category	Item	Description/Examples
Transition risks	Policy and legal risks	EU CBAM, China's carbon trading system, and packaging laws in European countries
Transition risks	Technology risks	Need to introduce energy-saving/clean processes and meet the ESG requirements of international customers
Transition risks	Market Risk	Changes in consumer preferences leading to a decline in demand for products and services
Transition risks	Reputational risk	Industry stigmatization leading to a decline in product demand
Physical risk	Acute risk	Extreme weather leading to reduced or disrupted production capacity (such as production suspension, transportation difficulties, and supply chain disruptions)
Physical risk	Chronic risk	Rising average temperatures leading to summer production trips, increased energy consumption and maintenance costs, and additional high-temperature salary subsidies
Climate opportunities	Resource use efficiency	Investment in energy-saving and carbon-reduction equipment; recycling of scrap materials
Climate opportunities	Energy Sources	Installation of energy storage equipment and solar power generation equipment
Climate opportunities	Products and Services	Promote new low-carbon products, obtain policy subsidies, and expand domestic orders
Climate opportunities	Market	Energy-saving subsidy-supported DC fan sales increased
Climate opportunities	Resilience	Establish emergency response SOPs and strengthen responses to extreme weather to ensure business continuity

(Based on the 2025 consolidated operating gross profit of NT$1.527 billion)

Score	Impact Level	Percentage	Amount Range (yuan)	Amount Range (ten thousand yuan)
1	Negligible	0	0	0
2	Relatively Low	<0.1%	<1,624,276	<162.4
3	Low	0.1%~0.5%	1,624,276~8,121,380	162.4~812.1
4	Medium	0.5%~1%	8,121,380~16,242,760	812.1~1,624.3
5	High	>1%	>16,242,760	>1,624.3

▼List of Climate-Related Risks and Opportunities

Transition risks	Physical risk	Climate opportunities
① Policies and Regulations (European Packaging Law) ② Technology (Carbon Emissions Policy) ③ Market (Higher Thresholds for Raw Material Acquisition) ④ Reputation (Changes in Consumer Preferences)	① Immediacy (Extreme Weather) ② Long-Term (Rising Average Temperatures)	① Resource Use Efficiency ② Energy Sources (Use of Low-Carbon Energy) ③ Products and Services (Increasing Revenue Through Low-Carbon Products and Services) ④ Market (Make effective use of public-sector incentive programs) ⑤ Resilience (Enhance operational capabilities through resilience planning)

▼Climate-Related Risk and Opportunity Matrix (Likelihood of Occurrence X Financial Impact)

Likelihood of Occurrence	3 Short Term		⑤	②	②①	①②③④
	2 Medium Term	①③				
	1 Long Term	④				
		Extremely Low 1	Relatively Low 2	Low 3	4 Chinese	5 High
		Financial Impact				

*●Transition risks ●Physical risks ●Opportunities

*Risk levels: High risk (10 points or above) with a red background; medium risk (6–9 points) with a blue background; low risk (1–5 points) with a yellow background.

Results of Climate Risk and Opportunity Identification

Based on the TCFD classification of risks and opportunities, Airmate completed its first climate-related risk and opportunity assessment in 2024. In 2025, it re-examined the 4 selected transition risks, 2 physical risks, and 5 climate opportunities as items for assessing climate materiality. The relevant risks and opportunities have been incorporated into the climate risk matrix to assist the company in systematically identifying and managing future climate change risks, formulating corresponding adaptation measures and sustainability strategies accordingly, and continuously enhancing the company's resilience.

According to the results of the climate risk matrix assessment, Airmate's major climate-related risks and opportunities are distributed across high-, medium-, and low-risk areas. Following discussions between the "Sustainability Development Team" and external professional consultants, 2 representative transition risks, 1 physical risk, and 4 major climate opportunities were ultimately identified. The company will subsequently conduct scenario analyses and disclose financial impact data for these issues, and formulate corresponding strategies based on the analysis results.

In principle, the "Sustainability Development Team" conducts a reassessment of major climate risks and opportunities every two years, while continuously collecting and reviewing relevant information at regular meetings each year. If emerging issues or signs of significant changes arise, the reassessment process may be initiated at any time to ensure that the company can respond dynamically to changes in the external environment and strengthen its sustainable operations and risk management capabilities.

▼ Climate Risk and Opportunity Assessment Results

Type	Risk and Opportunity Items	Risk Level	Whether Included	Description

Type	Risk and Opportunity Items	Risk Level	Whether Included	Description
Transition risks	Policy and legal risks	High	V	
Transition risks	Technology risks	High	V	
Transition risks	Market Risk	Low	X	No decline in demand for products and services due to changes in consumer preferences was identified.
Transition risks	Reputational risk	Low	X	No industry stigmatization occurred.
Physical risk	Acute risk	Low	X	The frequency of extreme weather increased, but no significant financial losses occurred. Production emergency SOPs and notification procedures have been established, and protection measures and drills continue to be strengthened.
Physical risk	Chronic risk	High	V	
Climate opportunities	Resource use efficiency	High	V	
Climate opportunities	Energy Sources	Medium	V	
Climate opportunities	Products and Services	High	V	
Climate opportunities	Market	High	V	
Climate opportunities	Resilience	Low	X	In 2024, RMB 144,640 was spent on procuring UPS backup equipment to strengthen production continuity capabilities, and maintenance costs were lower than expected.

Climate-Related Risks and Financial Impacts

In 2025, after reviewing climate change-related risks and opportunities, the Company promoted operational-level risk assessments based on the operating functions of each business unit, identifying potential transition risks and physical risks, and identifying appropriate scenarios to disclose their potential financial impacts. We have organized and disclosed the potential impacts of risks and opportunities on our business, strategy, and finances in the table below, and calculated the corresponding estimated financial impact amounts.

▼ Financial Impacts of Climate-Related Risks and Response Strategies

Type	Risk Item	Risk Description and Financial Impacts	Impact Period	Adaptation and Response Measures
Transition risks	Policy and legal risks	International carbon management and product environmental compliance requirements continue to tighten. The EU CBAM, carbon trading, packaging laws, RoHS/REACH, and customers' ESG data requirements will continue to affect export products, procurement, and certification costs. If supplier carbon data, product energy efficiency, and packaging compliance information cannot be obtained in a timely manner, certification, testing, packaging material conversion, supplier communication, and customer response costs may increase, placing medium- to long-term pressure on order fulfillment schedules and gross margins.	Medium- to Long-term	Establish a regulatory tracking and cost breakdown mechanism, incorporating requirements such as CBAM, packaging laws, RoHS/REACH, energy efficiency labels, and green product certifications into the annual compliance checklist. Export sales, procurement, R&D, and sustainability departments will jointly maintain customer requirements and supplier data. For key export products, establish supporting documentation for certification fees, testing fees, packaging material costs, and supplier data costs, and take these costs into consideration when adjusting quotations and product portfolios.
Transition risks	Technology risks	Energy-saving products, green design, product life-cycle assessments, and energy efficiency certifications will continue to drive R&D investment. In 2025, R&D expenses reached NT$157 million, accounting for 2.02% of annual revenue. At the same time, products including upright PTC heaters, box fans, and oscillating fans have passed green product certification. If the energy-saving product line, product carbon footprint, or energy efficiency labels	Medium-term	Establish a list of climate-related R&D projects, categorized into energy-saving products, green design certification, DC products, energy efficiency labels, and product carbon footprints. Track R&D material costs, testing fees, mold costs, certification fees, and R&D hours annually. Evaluate incorporating green product certification and product life-cycle concepts into the new product development process, with R&D, finance, and sales jointly confirming quantifiable product benefits.

		need to be expanded in the future, additional R&D hours, testing and certification fees, material substitution, and product design adjustment costs will be incurred.		
Transition risks	Market Risk	Demand for energy-saving and DC products in 2026 continues to present market opportunities, but market demand, channel structures, and customer orders may fluctuate. Revenue from DC energy-saving fans provided for export sales decreased from NT$1,099.68 million in 2024 to NT$990.22 million in 2025, representing an approximately 10% decline. However, data on summer electric fans provided for domestic sales, including fresh air systems, shows that revenue was NT$830.92 million in 2024, while the consolidated amount for DC products increased to NT$834.38 million in 2025, representing growth of approximately 0.4%. This indicates differentiated demand across markets. Failure to accurately capture demand for energy-saving products and implement appropriate pricing strategies may result in revenue, inventory, and production scheduling risks.	Medium-term	Establish tracking of revenue, gross margins, sales volume, and channel data for energy-saving products by domestic and export market. Review quarterly rolling changes in orders for DC fans, energy-saving home appliances, and green-certified products. Feed changes in market demand back into production scheduling, inventory management, and new product R&D planning to avoid excessive stocking or missing opportunities related to energy-saving subsidies and market windows.
Transition risks	Reputational risk	Customers’ and consumers’ concerns regarding product environmental performance, energy efficiency, low-carbon materials, and green certifications have increased. If the Company cannot clearly disclose product green design, energy-saving benefits, or supply-chain carbon data, this may affect brand trust, channel partnerships, and customer ratings. The current financial impact of this issue has not yet been directly quantified, but it will be linked to market risks, insufficient supply-chain	Short, medium, and long term	Strengthen communication on product ESG and green design, and establish product environmental data packages for external use, including green product certifications, energy-efficiency information, energy-saving definitions, product life-cycle descriptions, and supply-chain data response records. Business, R&D, and sustainability teams will align their responses to customer questionnaires and brand marketing messaging to reduce reputational risks arising from inconsistent information.

		carbon data, and product certification capabilities.		
Physical risk	Acute risk	In 2025, immediate climate events such as typhoons, heavy rainfall, power outages, and extreme heat may still cause work stoppages, logistics delays, shipment schedule adjustments, and personnel salary expenses. In 2025, the Shenzhen company incurred approximately NT$1.176 million in employee salary expenses due to one day of work stoppage caused by a typhoon or heavy rainfall, involving 1,144 employees who stopped work for 1 day and 150 employees who stopped work for 1.5 days.	Short term	Establish a record of extreme weather events, incorporating the number of days of work stoppages, number of people affected, salary expenditures, overtime work to make up for lost production, delayed shipments, logistics rerouting, and customer complaint data; follow the notification procedures and return-to-work mechanisms under the Emergency Preparedness and Response Control Procedures, and regularly conduct drills for handling typhoons, heavy rainfall, power outages, and high-temperature events.
Physical risk	Chronic risk	In 2025, persistently high-temperature and high-humidity conditions continued to drive up operating costs such as cooling, dehumidification, ventilation, electricity, and water consumption. For equipment operation and heat prevention and cooling measures, Jiujiang Company incurred approximately NT$2.106 million in related expenditures in 2025, including approximately NT$1.93 million in electricity costs for ventilation fans, approximately NT$94,000 in combined electricity and water charges for rooftop water storage, and approximately NT$142,000 in employee heat prevention, cooling, and health care expenses, including ice, cooling medicines, Chinese herbal drinks, and mung bean soup. In terms of high-temperature allowances, Airmate distributed approximately NT$2.959 million in total high-temperature subsidies in 2025, of which approximately	Medium- to Long-term	Continue tracking cooling costs during high-temperature months, equipment electricity and water consumption, maintenance expenses, shutdowns/trips, and high-temperature allowances; prioritize the introduction of energy-saving lighting, energy-efficient equipment, and automated equipment, and regularly evaluate the efficiency of ventilation, dehumidification, and water storage equipment. Assess linking high-temperature cooling costs with records of abnormal production capacity to establish a financial model for high-temperature risks and an annual improvement budget.

		NT$1.97 million was provided by Jiujiang Company and approximately NT$989,000 by Shenzhen Company. If the number of days with extreme high temperatures increases in the future, the costs of operating, maintaining, and repairing related equipment, as well as providing heat prevention care for employees, may continue to rise.		
Physical risk	Humidity/ Warehousing Risks	In 2025, the high-humidity environment increased the need for dehumidification, ventilation, and moisture-proof packaging, and may have caused quality risks and additional costs such as mold on outer cartons, rework, scrapping, and customer complaints. Jiujiang Company's 2025 operating data show that electricity expenses for dehumidification equipment were approximately NT$1.224 million and water expenses were approximately NT$41,000, totaling approximately NT$1.265 million, indicating that warehouse humidity and ventilation management have already had a tangible financial impact on the Company. If humidity continues to rise in the future while warehouse monitoring remains inadequate, operational risks such as product quality abnormalities and shipment delays will increase further.	Short term	Establish a warehouse humidity monitoring and abnormality reporting mechanism to track mold rates, scrapped product amounts, rework costs, the number of customer complaints, and dehumidification/ventilation equipment expenses; introduce point-based dehumidification, ventilation improvements, moisture-proof packaging materials, and FIFO management in high-humidity warehouse areas; and have the quality assurance, warehousing, general affairs, and production management departments jointly establish humidity KPIs and improvement completion rates.
Transition/ Operational Risks	Insufficient Carbon Data from the Supply Chain	In 2025, supply chain carbon data requirements will be linked to CBAM, product carbon footprints, customer ESG questionnaires, green product certification, and low-carbon material procurement. If major suppliers are unable to provide carbon emissions, energy, low-carbon material, or environmental certification data, this may increase the costs of internal data collection, supplier guidance,	Medium-term	Establish a carbon data collection mechanism for key suppliers, incorporating supplier carbon emissions, energy, recycled materials, environmental certificates, low-carbon materials, and product carbon footprint data into procurement management fields; prioritize inventories of suppliers with high procurement amounts, high-carbon materials, and critical export-related suppliers; and set KPIs for the

		and consulting/system development, and may result in delayed responses to export customers or order-taking risks. In response, the Company plans to evaluate the establishment of a supplier carbon inventory and management mechanism in 2026 to strengthen the climate resilience of the overall supply chain.		supplier carbon data collection rate, key supplier inventory rate, and deficiency improvement rate.

Note: Financial data is converted using the 2025 average exchange rate of 4.38.

▼ **Financial Impacts and Response Strategies of Climate-Related Opportunities**

Type	Opportunity Item	Opportunity Description and Financial Impact	Impact Period	Adaptation and Response Measures
Climate opportunities	Resource use efficiency	In 2025, the Company continued to improve overall resource use efficiency and generate economic benefits through the introduction of energy-saving equipment, recycling and reuse of waste materials, paperless initiatives, and the replacement of outdated equipment. In terms of resource circulation and waste management, in 2025 the Company generated approximately NT$2.48 million in recycling revenue through the recycling and reuse of waste materials such as waste plastic blocks/frames, scrap iron, waste cardboard, and PE bags. With no additional recycling and processing costs incurred, an equivalent net operating benefit was generated. In the future, the Company will continue to expand waste classification labeling and resource recovery management to reduce waste disposal costs and enhance the benefits of the circular economy.	Medium-term	Continue tracking the recycling weights and revenue of waste plastic blocks, scrap iron, waste cardboard, PE bags, and other materials; establish recycling revenue, processing costs, net benefits, and departmental responsibility allocation; promote energy-saving lighting, equipment replacement and upgrades, BPM paperless operations, and electronic processes, and convert resource efficiency benefits into annual KPIs and financial working papers.
Climate opportunities	Energy Sources	In 2025, the Company continued to expand its green energy and energy-saving transformation, creating long-term electricity savings, revenue, and carbon reduction benefits. In terms of renewable energy and energy storage benefits, the photovoltaic revenue of the Jiujiang Company was approximately NT$1.396 million; the energy storage savings revenue of the Shenzhen Company was approximately NT$621,000. Regarding energy-saving and automation investments, approximately NT$66,000 was invested to replace 300 sets of high-efficiency LED lighting fixtures; an additional approximately NT$5.221 million was invested to introduce four sets of automated assembly equipment, significantly improving production and energy efficiency.	Long term	Establish a benefit ledger for photovoltaics and energy storage to track power generation, electricity savings, peak and off-peak price differences, rent/revenue, maintenance costs, and the investment payback period; establish monthly revenue statements for newly added energy storage equipment; and have General Affairs, Finance, and Sustainability jointly evaluate the annual investment priorities for green electricity, solar energy, energy storage, and energy management systems.
Climate opportunities	Products and Services	Low-carbon new products, direct current (DC) energy-saving products, and green design certifications in 2026 will continue to drive product differentiation and create	Medium-term	Incorporate green product certifications, DC products, energy-saving new products, and policy subsidies into the

		opportunities for market orders. Regarding green certification and product research and development, in 2025 the Company successfully obtained green product certifications for a number of products, including upright PTC heaters, box fans, and air circulator fans, and completed the development and project planning of multiple DC products. In terms of market sales performance, the sales value of DC products for summer electric fans (including fresh air systems) in the China market increased slightly by 0.4%, from approximately NT$830.92 million in 2024 to approximately NT$834.38 million in 2025, demonstrating stable market demand for products undergoing low-carbon transformation.		annual product roadmap; establish tracking of revenue, gross profit, certification fees, R&D investment, and subsidy income by product; and use green design certificates and product life cycle data to support customer communications and market promotion.
Climate opportunities	Market	Demand for energy-efficient and direct current (DC) products in 2026 still presents market opportunities; however, demand in various regional markets, channel structures, and customer orders may continue to fluctuate. In export markets, revenue from DC energy-efficient fans decreased from approximately NT$1.09968 billion in 2024 to approximately NT$990.22 million in 2025, representing a decline of approximately 10%; in contrast, revenue from DC products for summer electric fans in the domestic market (including fresh air systems) grew slightly by 0.4%, from approximately NT$830.92 million in 2024 to approximately NT$834.38 million in 2025. The above data indicate significant divergence in demand across different markets. Failure to accurately grasp market demand trends for energy-efficient products and implement flexible pricing strategies may pose potential risks to the Company's revenue, inventory control, and production scheduling.	Medium-term	Strengthen separate tracking of domestic and export markets, and establish metrics for the sales volume, revenue, gross profit, subsidies, promotional expenses, and ROI of DC energy-efficient fans; strengthen channel development and subsidy applications for products showing domestic sales growth, and review product portfolios, pricing, certifications, and customer needs in export markets experiencing declines; have the sales, marketing, R&D, and finance departments jointly evaluate market opportunities.
Climate opportunities	Resilience	If high temperatures, humidity, typhoons and heavy rainfall, power outages, and warehouse abnormalities can be incorporated into operational resilience management in 2025, downtime, shipment delays, scrapping, and	Medium- to Long-term	Establish an extreme weather emergency response SOP, cross-department notification procedures, a backup equipment list, and return-to-

		additional repair costs can be reduced. Existing data already reflect items such as expenditures on high-temperature/humidity equipment, investments in energy-efficient equipment, and wages during downtime pending statistical compilation, indicating that resilience management can be translated into cost avoidance and operational continuity benefits.		work procedures; conduct annual drills for high temperatures, power outages, typhoons and torrential rain, and warehouse humidity events; incorporate high-temperature shutdown hours, abnormal recovery time, equipment maintenance completion rate, wages paid during work stoppages, and the number of shipment delays into KPIs.
Climate opportunities	Digital Carbon Reduction	In 2025, the Company continued to promote digital carbon reduction through BPM online approval, electronic contracts, printer reduction and lease termination, server replacement, and data governance, effectively reducing paper consumption, printing, mailing, operating hours, and electricity costs. In terms of paperless operations and carbon reduction benefits, the total number of BPM and electronic process documents throughout the year reached 274,966 (calculated based on saving 2 sheets of paper per approval, for a total annual saving of 549,932 sheets of paper), equivalent to reducing carbon emissions by approximately 2.75 metric tons of CO_2 e; at the same time, the leases of 20 printers were terminated, saving approximately NT$233,000 in rental and maintenance costs. In terms of energy conservation by information equipment, replacing high-energy-consumption servers saved approximately NT$90,000 in electricity costs throughout the year.	Medium-term	The Computer and Information Department established a digital carbon reduction ledger to track the number of BPM cases, paper saved, electronic contract cases, printer lease termination savings, electricity saved through server replacement, and energy monitoring data. In terms of data management, a process was established to incorporate data sources, calculation formulas, supporting documents, and system screenshots into the TCFD working papers, improving the traceability of future information disclosures.
Climate opportunities	Low-Carbon Cooperation in the Supply Chain	In 2025, the promotion of low-carbon cooperation in the supply chain effectively transformed the operational risks arising from insufficient supply chain carbon data into a market competitive advantage. If the Company can establish a comprehensive supplier carbon emissions database, expand the procurement of low-carbon materials, implement environmental certification management, and establish joint carbon reduction mechanisms, it	Medium- to Long-term	Prioritize the inventory of key suppliers and establish carbon data questionnaires and response-rate KPIs; promote pilot projects for low-carbon materials, recycled materials, or high-energy-efficiency components; incorporate supplier environmental data into procurement selection and

		will help comprehensively address the requirements of the European Union Carbon Border Adjustment Mechanism (CBAM), product carbon footprint inventories, green product certifications, and customer ESG questionnaire assessments, further consolidating the trust of export customers and deepening the strategic value of product differentiation.		annual supplier evaluations; and have the Procurement, R&D, Export Sales, and Sustainability departments establish joint carbon reduction projects, gradually developing low-carbon supply chain cooperation results that can be disclosed externally.

Note: Financial data is converted using the 2025 average exchange rate of 4.38.

Energy Management

AIRMATE Shenzhen Company continued to obtain ISO 50001：2018 Energy Management System certification and followed the PDCA principle to improve energy utilization and management. We also plan to gradually introduce an energy management system at the Jiujiang Company to establish more precise energy policies and energy objectives. To implement the energy management system, AIRMATE continued to carry out energy statistics and management activities at the Shenzhen and Jiujiang companies, analyze the energy-use structure of each plant, and promote energy conservation and carbon reduction measures accordingly.

In 2025, mainly due to unfavorable global market and economic conditions and the impact of declining revenue, total annual energy consumption was 71,186.57GJ, a decrease of 14.78% from total energy consumption in 2024, while annual energy intensity decreased by 11.20%. Electricity was the primary energy source, accounting for as much as 99%. To continuously optimize energy performance and respond to the global net-zero target, AIRMATE will gradually reduce energy consumption during operations and mitigate the negative environmental impact through the following actions.

- Actively invest in green technology research and development, and introduce high-performance equipment and energy-saving processes
- Expand the use of renewable and environmentally friendly raw materials, and extend the energy efficiency of product life cycles
- Implement energy-use data management and an annual review mechanism to strengthen the evaluation of energy-saving action outcomes

▼Energy use within Airmate’s organization (Scope 1 + Scope 2) (Unit: gigajoules, GJ)

Energy type		2023	2024	2025
Non-renewable energy	Purchased electricity	68,331.14	83,458.18	70,527.63
	Diesel	1,325.07	19.61	614.32
	Natural gas	10,084.18	55.65	44.62
Total energy consumption		79,740.39	83,533.44	71,186.57
Revenue (million dollars)		7,894.15	7,668.60	7,359.91
Energy Intensity		10.10	10.89	9.67
Year-on-Year Increase/Decrease Rate of Energy Intensity		14.90%	7.82%	-11.20%

Note

1. The energy conversion factors are sourced from the Greenhouse Gas Emission Factor Management Table published by the Ministry of Environment.
2. 1 kWh = 0.0036 GJ
3. Diesel lower heating value: 9,000 kcal/L; natural gas lower heating value: 9 kcal/L; 1 kcal = 4.1868×10^{-6} GJ
4. Energy intensity calculation formula: total energy consumption / revenue (in millions).
5. The denominator for greenhouse gas emissions intensity is calculated based on the combined main operating revenue of Shenzhen Company and Jiujiang Company, amounting to NT$7,668.60 million in 2024 and NT$7,359.91 million in 2025.

▼Airmate Shenzhen Company has obtained certification for its energy management system (ISO 50001), and plans to gradually implement and certify an energy management system at Jiujiang Company in the future.


GB/T23331

萬泰認證

Energy Management System Certificate

This is to certify that the Management System established by

Airmate Electrical (Shen Zhen) Co.,Ltd.
Address: Room 2-2103, T2 Building, Haigu Science and Technology Mansion, Luozu Community, Shiyan Street, Bao'an District, Shenzhen, Guangdong Province, China
(One License, Multiple Addresses Enterprise)
Unified Social Credit Code: 914403006188237549
has been assessed to comply with the requirements of the standard
GB/T23331-2020 /ISO50001:2018;RB/T 108-2013

Scope of certification

Energy mangement Activities Related to Design and Production of the Home Appliances (Fan, Air Purifier,Heater, Exhaust Fan ,Small Home Appliances)

The Certificate information can be inquired on the official website of CNCA (www.cnca.gov.cn).
(See the certificate attachment marked with the same certificate registration number for the comprehensive energy consumption per 10000 yuan output value, energy consumption per unit output and energy consumption accounting boundary within the audit cycle of the certified organization. The main certificate and the certificate attachment shall be used at the same time.)

Original Certification Date: Nov/25/2024
Issue Date: Dec/31/2025
Certificate No.: 15/24En0268R01
Valid Until: Nov/24/2027

GB/T23331

CNAS
MANAGEMENT SYSTEM
CNAS C015-M

Second Surveillance

Third Surveillance

General Manager,Wang Xiaodong

During the validity period of the certificate, a surveillance audit shall be conducted at least once a year, and the interval between the two audits shall not exceed 12 months.
The certification organization must conduct surveillance audit regulaly and the registration certificate continues effective after the eligible surveillance audit.The compliance label will be attached to the registration certificate after the eligible surveillance audit.
Where the scope of certification involves administrative licensing or national compulsory certification requirements, this certificate will become invalid with the invalidation of the relevant administrative license or national compulsory certification certificate.

Hangzhou WIT Assessment Co.,Ltd.
14 F, Building A, International Sunyard, No.1750 Jianghong Avenue, Binjiang District, Hangzhou

Greenhouse Gas Emissions

To fulfill its responsibility as a global citizen, Airmate continues to proactively disclose greenhouse gas emissions information. In 2025, in accordance with the methodology of the international standard ISO 14064-1:2018, Shenzhen Company and Jiujiang Company were defined as the organizational boundary, and a qualified third-party verification body was commissioned to conduct verification. A greenhouse gas verification statement was successfully obtained. Total greenhouse gas emissions in 2025 were 18,889.56 metric tons CO_2 e, of which Scope 1 emissions amounted to 299.65 metric tons and Scope 2 emissions amounted to 18,589.91 metric tons. In the future, 2023 will serve as the base year for emissions management, with continued monitoring of changes in carbon emissions intensity, optimization of carbon reduction strategies, and progress toward the goal of developing a green enterprise.

In addition, regarding air pollution prevention and control, Airmate has established the "Air Pollutant Control Procedure," installed waste gas treatment facilities at each operating site, clearly defined departmental management responsibilities, and implemented an online monitoring system. Emissions are reported every quarter in accordance with air pollution regulations. In 2025, there were no incidents of excessive or non-compliant emissions, demonstrating the Company's strong commitment to environmental risk management.

▼Airmate's greenhouse gas emissions and greenhouse gas emissions intensity over the past three years

	Year	2023	2024	2025
Emissions (metric tons CO2e)	Scope 1 (Direct Greenhouse Gas Emissions)	779.28	804.24	299.65
	Scope 2 (Indirect Greenhouse Gas Emissions)	21,932.88	27,117.96	18,589.91
	Total	22,712.16	27,922.21	18,889.56
Revenue (million dollars)		7,894.15	7,668.60	7,359.91
Greenhouse gas emissions intensity (tonnes CO2e/million dollars)		2.87	3.64	2.57

Note:

1. The source of the conversion factors is the <i>China Energy Statistical Yearbook</i>; the method used to consolidate greenhouse gas quantities is the operational control approach.
2. For the global warming potential (GWP) coefficients of various greenhouse gases, the values from the IPCC Sixth Assessment Report were selected.
3. Greenhouse gas emissions calculation method = energy consumption of each energy type x carbon emission factor of that energy source.
4. Carbon emissions intensity calculation formula: total greenhouse gas emissions (metric tonnes CO2 e) / revenue (million dollars).
5. The base year for greenhouse gas emissions is 2023, as that was the first year in which both the Jiujiang Company and Shenzhen Company outsourced their greenhouse gas inventories; greenhouse gas carbon emissions totaled 22,712.16 metric tonnes CO2e.
6. The conversion factor source primarily used to calculate emission sources for the Taiwan branch is Version 6.0.4 of the Greenhouse Gas Emission Factor Management Table announced by the Ministry of Environment.
7. Electricity carbon emission factors announced by the Energy Administration, Ministry of Economic Affairs: 2023: 0.494 kg CO2e/kWh; 2024: 0.474 kg CO2e／kWh;The calculation was based on 0.466 kg CO2e／kWh in 2025.
8. The denominator for greenhouse gas emissions intensity is calculated based on the combined main operating revenue of Shenzhen Company and Jiujiang Company, amounting to NT$7,668.60 million in 2024 and NT$7,359.91 million in 2025.

Energy Conservation and Carbon Reduction

As the global population continues to rise, environmental pollution and ecological damage are becoming increasingly severe, and global warming has gradually become a focal point of concern for the international community. Driven by the ESG corporate governance 理念, energy conservation and carbon reduction have become a shared global goal.

In addition to actively responding to relevant policy directions and launching a range of environmentally friendly home appliances with energy-saving and carbon-reduction benefits, Airmate has also established a comprehensive energy management system and implemented various energy-saving measures across its facilities to fulfill its commitment to low-carbon transformation through concrete actions.

To effectively plan greenhouse gas reduction strategies, the Company designated 2023 as the base year for greenhouse gas emissions management. Since then, it has set an annual target of reducing greenhouse gas emissions intensity (total emissions/revenue) by 1%, continuously tracking carbon-reduction results and regularly reviewing and adjusting reduction strategies to improve carbon management effectiveness and move toward its vision of becoming a green enterprise.
In 2025, Airmate's greenhouse gas emissions intensity decreased by approximately 29.4% compared with the previous year. This was mainly attributable to the unfavorable overall market environment, which led to substantial year-on-year decreases in the use of both direct and indirect energy. At the same time, energy-use efficiency continued to improve, resulting in a significant reduction in emissions intensity.In the future, Airmate will continue to optimize its energy-saving and carbon-reduction measures, strengthen data transparency and performance-tracking mechanisms, leverage innovative technologies to introduce green processes, and move toward a more resilient and sustainable operating model.

▼Airmate Energy-Saving and Carbon-Reduction Action Plan

Action Plan	Plan Details
Facility Energy-Saving Measures	Through internal management regulations such as saving electricity, water, and paper, we are gradually optimizing energy-use efficiency and achieving energy-saving targets.
Production Process Improvements	Strengthen the management of production operations and raw material usage, prevent losses caused by improper operations, and regularly analyze and update the loss indicators of each production unit to reduce waste.
Production Equipment Upgrades	Introduce production equipment with energy-saving, emissions-reduction, and material-reuse functions to improve energy-use efficiency, reduce waste generation, and implement green manufacturing.
Reducing Commuting-Related Carbon Emissions	Provide 1,086 employee dormitory rooms and housing subsidies to encourage employees to live nearby, effectively reducing commuting time and carbon emissions while taking into account employee well-being and environmental responsibility.

Air Pollution Prevention and Control

Airmate implements various air pollution improvement measures, monitors facilities, and reports air pollutant emissions every quarter in accordance with the relevant requirements of the Air Pollution Control Act. In 2025, there were no violations or instances of emissions exceeding standards.

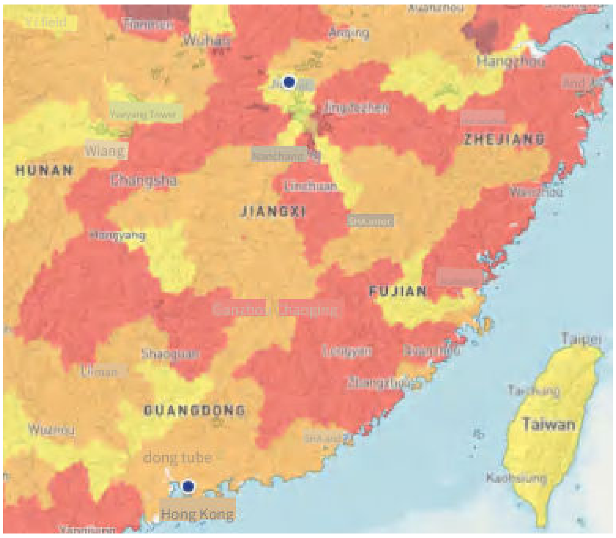
▼Emissions of Air Pollutants and Ozone-Depleting Substances (ODS) (Unit: kg)

	2023	2024	2025
Volatile Organic Compounds (VOC)	3,491.29	6,505.22	4,859.42

Note: Ozone-depleting substances (ODS) Emission factors are referenced from the annex to the Montreal Protocol.

Water Resources Management

According to the World Resources Institute's Aqueduct Water Risk Atlas, Airmate Jiujiang and Shenzhen are located in areas classified as Low to Medium (1-2). Airmate's primary production activities involve electrical appliances, and these production processes have relatively low water resource requirements. In 2025, the Company's total water consumption was 70.02 million liters. Due to the cancellation of the wastewater treatment station at the Shenzhen Company and the resulting discharge of wastewater into the local municipal or industrial zone systems in accordance with unified regulatory requirements, the Group's total water consumption decreased by 104.5 million liters compared with the previous year, while its discharge volume increased by 80.12 million liters compared with the previous year.



▼Summary Table of Water Resource Balance for All Airmate Locations over the Past Three Years (Unit: million liters)

Plant Area	Indicator	2023	2024	2025
Shenzhen Company	Water Withdrawal	164.44	113.74	108.59
	Discharge volume	1.71	1.32	81.44
	Water consumption	162.73	112.42	27.15
Jiujiang Company	Water Withdrawal	223.29	231.08	171.47
	Discharge volume	167.47	168.98	128.60
	Water consumption	55.82	62.10	42.87
Total (Total)	Total water withdrawal	387.73	344.82	280.06
	Total wastewater discharge	169.18	170.30	210.04
	Total water consumption	218.56	174.52	70.02

Note:

1. The water sources for the Shenzhen and Jiujiang companies are both third-party water (tap water).
2. Total water consumption = total water withdrawal - total water discharge.
3. Freshwater is water with a total dissolved solids (TDS) content of 1,000 mg/L or less.
4. Other water is water with a total dissolved solids (TDS) content of more than 1,000 mg/L.
5. Differences between subtotals and totals are due to rounding.

To reduce significant water-related impacts in the value chain, Airmate's Shenzhen and Jiujiang companies have wastewater treatment systems. Most of the treated wastewater is recycled for toilet flushing within the plants, while a small portion is discharged into municipal sewage networks.

In addition to establishing water pollutant control procedures that clearly define the responsibilities of each department regarding wastewater treatment, the Human Resources Department arranges for employees engaged in wastewater pollution control and treatment to undergo training and assessment by the Environmental Protection Department. In addition, Airmate's Jiujiang company conducts discharge water quality testing twice a year through an impartial third-party organization. Since 2025, the Shenzhen company has discontinued its wastewater treatment station, and related water quality monitoring has been uniformly regulated by the local municipality or industrial park; therefore, the monitored value at the plant is 0. In 2025, the test results for both Airmate sites complied with legal requirements. In the future, we will continue to reduce the environmental impact of discharged wastewater and maintain water quality to provide a certain degree of protection for ecosystems.

▼Airmate 2025 Discharge Water Quality Monitoring Results

Plant Area	Test item	Unit	Local sewer connection standard	Test Results
Shenzhen Company	pH	-	6~9	0
	Chemical Oxygen Demand	mg/L	80	0
	Petroleum	mg/L	2.0	0
	Total Phosphorus	mg/L	1.0	0
	Total nitrogen	mg/L	20	0
	Ammonia nitrogen	mg/L	15	0
	Total zinc	mg/L	1.0	0
Jiujiang Company	Chemical Oxygen Demand	mg/L	500	444
	Ammonia nitrogen	mg/L	25	2.96
	Total phosphorus (production wastewater)	mg/L	0.5	0.34
	Total phosphorus (domestic wastewater)	mg/L	-	0.58
	pH	mg/L	6~9	8.2
	Suspended solids	mg/L	400	10
	Five-day biochemical oxygen demand	mg/L	300	156
	Anionic surfactants	mg/L	5.0	/
	Petroleum	mg/L	5	0.63
	Zinc	mg/L	2.0	/
	Animal and vegetable oils	mg/L	100	0.37

Note:

1. The water quality data in the above table are the results of analyses conducted by qualified testing companies on water samples collected from the plant area. The discharge substance data are the average of the reported test results, rounded to two decimal places.
2. ND (detection limit) indicates that the test result is below the method detection limit or instrument detection limit.
3. For pollutant emissions testing at the Jiujiang Plant, total phosphorus in production wastewater is subject to the Class I limit requirements of the Integrated Wastewater Discharge Standard, while total phosphorus in domestic wastewater is subject to the Class III limit requirements of the Integrated Wastewater Discharge Standard. All other testing items adopt consistent water quality standards, and the statistics are based on average values.
4. Starting in 2025, the Shenzhen company discontinued its wastewater treatment station. The relevant water quality monitoring is now subject to unified regulations imposed by the local municipality or industrial park, and therefore the values at the monitoring points within the plant area are 0.

Waste Management

In 2025, Airmate's primary types of industrial waste included cardboard, metals (such as iron), plastics, and waste sludge. The total annual waste volume was 758.35 metric tons, comprising 557.58 metric tons of general industrial waste (73.53%) and 200.77 metric tons of hazardous industrial waste (26.47%). Among the general industrial waste, recyclable materials were recovered and sold; recyclable packaging materials such as corrugated cardboard totaled 340.17 metric tons.

The company has established a comprehensive Waste Management Procedure. All waste is classified, stored, and treated according to its category. One hundred percent of hazardous waste is entrusted to qualified institutions recognized by the local government for removal or recycling, and strict tracking controls and contractor audit mechanisms have been established to ensure that the treatment process is legal and environmentally sound.

We regularly conduct audits at the waste treatment contractors' facilities, reviewing and cross-checking actual receipt and treatment records. At the same time, we strengthen the effectiveness of waste collection and transportation tracking by requiring all waste haulers to install GPS global positioning systems, ensuring that the entire transportation process can be monitored and traced.

Adhering to the circular economy spirit of the 4R principles (Reduce, Reuse, Recycle, and Recovery), Airmate continues to promote source reduction and in-plant reuse programs. By introducing plastic crushing and processing equipment, plastic scraps generated during production are crushed and sorted, converting them into reusable recycled raw materials that are reintroduced into the product manufacturing process. In 2025, the recovery value reached approximately NT$12.3358 million (converted at the exchange rate applicable at the time). This measure not only significantly increased the resource recycling rate but also effectively reduced the amount of waste outsourced for treatment and the consumption of virgin materials, concretely demonstrating the company's substantial achievements in waste reduction at the manufacturing end.
In addition, the company has fully implemented relevant treatment facilities for wastewater and exhaust gas generated during the manufacturing process, effectively reducing potential environmental impacts. In 2025, Airmate experienced no pollution leakage incidents or significant environmental protection fines, demonstrating a high level of responsibility and execution in environmental risk management.

▼ Airmate's Waste Treatment in 2025

Company	Category	Output (metric tons)	Percentage
Shenzhen	Hazardous industrial waste	129.197	41.65%
	Non-hazardous industrial waste	180.99	58.35%
	Subtotal	310.187	100%
Jiujiang	Hazardous industrial waste	71.573	16%
	Non-hazardous industrial waste	376.59	84%
	Subtotal	448.163	100%
Total	Hazardous industrial waste	200.77	26.47%
	Non-hazardous industrial waste	557.58	73.53%
	Subtotal	758.35	100%
Total Recycled and Reused Volume/Circular Reuse Rate		100.35	13.23%

Note:
1. Recycling rate (%) = Total amount recycled / Total amount of waste *100%

2. The identification of hazardous industrial waste and general industrial waste is based on my country's Waste Disposal Act and Standards for the Identification of Hazardous Industrial Waste.

▼ Airmate Waste Reduction Measures

Measures	Methods
Set up recycling bins and outsource the manual sorting of household waste	Encourage and educate employees to implement office waste sorting
Strengthen the recycling and treatment of hazardous waste	Prevent leakage, discharge, and environmental pollution caused by toxic waste; establish management indicators; ensure that 100% of hazardous waste is transferred to qualified processing institutions for recycling and treatment; and strictly implement the requirements of environmental protection authorities. In production, strictly implement standardized safety production management and SOPs, eliminate production waste, and establish and strictly enforce KPIs for control.
Paper Conservation Regulations	Each department controls the use of paper for documents and forms, regularly compiles statistics on paper consumption, ensures that appropriate conservation measures are implemented, and promotes paper conservation education to raise employees' awareness of paper conservation. ERP and other management system software are also fully utilized to gradually move toward the goal of a "paperless office."

Chapter 5 Social Inclusion

- Diverse and Abundant Employment Opportunities
    - New Hires and Departing Employees
- Protection of Employee Rights and Interests
    - Human Rights Policy
    - Compensation Levels
- Comprehensive Benefits Protection
    - Retirement System
- Employee Career Development
    - Airmate Employee Training Six Major Policies
    - Enhancement of Educational Qualifications and Professional Skills
    - Performance and Career Development
- 安心 Workplace Environment
    - Occupational Safety and Health Committee
    - Occupational Safety and Health Education and Training
    - Occupational Safety Hazard Risk Control
- Workplace Health Services
    - Prevention and Management of Occupational Injuries and Illnesses
    - Health Promotion and Care
    - Maternal Health Protection
- Social Care
    - Family-Friendly Workplace: Little Migratory Birds and Summer Vacation Programs Fully Launched
    - Student Empowerment and Social Engagement
    - Lighting Up Lives with Love
    - Project-Based Free Medical Clinics Safeguarding Health
    - Building a Property Safety Net

Diverse and Abundant Employment Opportunities

Airmate is committed to creating a friendly workplace that brings employees a happy life, enabling them to develop their talents, continue to grow, and find passion and balance in both work and life. As of the end of 2025, Airmate's subsidiaries in Jiujiang and Shenzhen had a total of 2,111 employees, of whom 58.55% were male and approximately 41.45% were female. Among them, 1,105 were full-time employees under non-fixed-term contracts, accounting for 52.34%; the other 1,006 were dispatched employees under fixed-term contracts, accounting for 47.66%. By occupational category, the manufacturing department had the largest number of employees, with 1,172 people, accounting for 55.51%. Airmate is committed to providing employment opportunities for people with disabilities. In 2025, it employed a total of 14 people with disabilities, meeting the statutory employment requirement.

▼ Types of Employees Hired by Airmate in Each Region in 2025

Employee Classification (Unit: Number of Employees)		Shenzhen Company		Jiujiang Company		Total		
		Male	Female	Male	Female	Male	Female	Total
By Contract	Permanent Employees (Indefinite-Term Contracts)	468	260	227	150	695	410	1,105
	Contract Employees (Fixed-Term Contracts)	181	118	360	347	541	465	1,006
By Working Hours	Full-time employees (full-time)	649	378	587	497	1,236	875	2,111
	Part-time employees	0	0	0	0	0	0	0
	Employees with no guaranteed hours (temporary workers)	0	0	0	0	0	0	0
Total by gender in each region		649	378	587	497	1,236	875	2,111

▼Airmate 2025 Employee Job Category Distribution

Job category/Diversity category		Gender			Age			Other
		Male	Female	Other	Under 30 years old	Age 31–50	Age 51 and above	Persons with disabilities
Supervisors (Total: 79 persons)	Number of people	59	20	0	0	52	27	0
	Percentage	2.79%	0.95%	0.00%	0.00%	2.46%	1.28%	0.00%
General employees (Total: 2,032 people)	Number of people	1,177	855	0	367	1,343	322	14
	Percentage	55.76%	40.50%	0.00%	17.39%	63.62%	15.25%	0.66%
Number of employees in each diversity category		1,236	875	0	367	1,395	349	14
Percentage of total employees		58.55%	41.45%	0.00%	17.39%	66.08%	16.53%	0.66%

Note:
1. Other gender category: Gender is self-identified by employees.
2. Employee categories: Employees are classified by level (such as senior management and middle management) and function (such as technical, administrative, and production).

▼Changes in the Number of Workers at Airmate Over the Past Three Years

Worker Category	2023	2024	2025
Employees	2,360	2,251	2,111
Non-employees	83	85	42
Total	2,443	2,336	2,153

Note:
1. Employee numbers are calculated by headcount (or Full-Time Equivalent, FTE).
2. Based on the figures as of December 31, 2025.
3. Non-employee workers: The total number of workers who are not directly employed by the company but whose work is controlled by the company, including on-site security guards, medical personnel in the clinic, environmental cleaning personnel, catering staff, and others.

New Hires and Departing Employees

In 2025, there were 665 new employees, including 403 male employees and 262 female employees. Regarding employee retention, a total of 600 employees left the company in 2025, including 336 male employees and 264 female employees.

Due to the strategic adjustment of operating sites in 2024, production was shifted to the Jiujiang company, while the Shenzhen company was transformed into the operational sales headquarters. In 2025, the employee turnover rate gradually stabilized, but the company still faced challenges including some new employees' difficulty adapting to the factory environment and work intensity, as well as the impact of workforce structure adjustments and downsizing measures. In response to these workforce fluctuation challenges, Airmate has begun implementing several improvement initiatives, including:

- Strengthening leadership training for supervisors and organizational management capabilities;
- Gradually increasing the proportion of variable bonuses and linking them to the performance evaluation mechanism;
- Promoting career development and an internal rotation system to increase employees' willingness to remain with the company in the medium and long term;
- Continuously optimizing employee benefits and promoting work-life balance policies.

In the future, Airmate will continue to monitor trends in recruitment and turnover data, regularly review human resources strategies and organizational development needs, and ensure the resilience and stability of its human resources to support the company's overall sustainable development goals.

Category	Region	Jiujiang Company				Shenzhen Company				Subtotal	
	Gender	Male		Female		Male		Female		Number of people	%
	Age Group	Number of people	%	Number of people	%	Number of people	%	Number of people	%		
New hires	Under	141	13.01%	99	9.13%	33	3.21%	21	2.04%	294	13.93%

Employees	30 years old										
	Age 31–40	59	5.44%	40	3.69%	9	0.88%	6	0.58%	114	5.40%
	41–50 years old	82	7.56%	63	5.81%	0	0.00%	5	0.49%	150	7.11%
	Age 51 and above	79	7.29%	28	2.58%	0	0.00%	0	0.00%	107	5.07%
	Subtotal	361	33.30%	230	21.22%	42	4.09%	32	3.12%	665	31.50%
Resignation Employees	Under 30 years old	84	7.75%	54	4.98%	26	2.53%	16	1.56%	180	8.53%
	Age 31–40	45	4.15%	40	3.69%	27	2.63%	16	1.56%	128	6.06%
	41–50 years old	41	3.78%	59	5.44%	18	1.75%	32	3.12%	150	7.11%
	Age 51 and above	67	6.18%	42	3.87%	28	2.73%	5	0.49%	142	6.73%
	Subtotal	237	21.86%	195	17.99%	99	9.64%	69	6.72%	600	28.42%

Note:

1. Formula for calculating the percentage of employees: Number of employees in each category ÷ total number of employees at the end of the period.
2. New hire rate = Number of new employees in each category ÷ total number of employees at the end of the period.
3. Turnover rate = Number of employees who left in each category ÷ Total number of employees at the end of the period.
4. In 2025, the total number of employees at the end of the period was 1,027 at the Shenzhen Company and 1,084 at the Jiujiang Company, for a combined total of 2,111 employees at both plants.
5. Employees who left include those who departed the organization voluntarily or due to dismissal, retirement, or death resulting from work-related incidents.
6. New hires and employees who left, excluding employees who left during the probationary period before completing three months of employment in the current year.

Protection of Employee Rights and Interests

The Company complies with the regulations governing labor unions in the countries where it operates. After a labor union is established, meetings are held regularly in accordance with the law, and management representatives are invited to participate to promote labor-management communication. Management representatives listen and respond to employees' opinions and requests, care about their lives, help them resolve difficulties, and enable employees to participate in formulating welfare policies and rules and regulations. An opinion box is also provided as a channel for employee appeals and complaints and is managed by a designated person. Employees are encouraged to offer suggestions, which serve as a reference for the Company's continuous policy improvement.

In 2025, the proportion of total employees covered by collective agreements was 100%. The labor union treats all employees with a positive, proactive, and enthusiastic attitude, and urges employees to diligently complete production and work tasks based on the principles of protecting Company property and observing labor discipline. The labor union must maintain open communication with employees, listen and respond to their opinions and requests, care about their lives, and assist them in resolving difficulties. The labor union also organizes labor competitions among employees, collects reasonable employee suggestions, and promotes technological innovation and technical cooperation activities to improve labor productivity and economic efficiency and develop productive forces. To date, union personnel have been willing to devote themselves wholeheartedly and fully perform their functions, creating a win-win situation for employees and the Company.

▼ Description of Measures Related to Labor Rights at Airmate

Working Hours	● Full-time employees work 8 regular hours per day and 40 hours per week. ● If overtime is required due to special circumstances, the Jiujiang Company stipulates that total working hours per day may not exceed 12 hours, with a monthly overtime limit of 46 hours; the Shenzhen Company stipulates that total working hours per day may not exceed 11 hours, with a monthly overtime limit of 36 hours. ● In accordance with the Labor Standards Act, employees are paid overtime for work exceeding 8 hours in a day, and employees may not be forced to work overtime.
Severance Procedures	● In the event that it becomes necessary to terminate the employment relationship with an employee, the Company complies with Article 16 of the Labor Contract Law by providing advance notice of termination of the employment contract, as well as severance pay and job-search leave.
Labor-Management Agreements	● Aimer Shenzhen has established a trade union organization and, in accordance with Article 83 of the Labor Contract Law, holds labor-management meetings regularly each quarter. Temporary meetings may be convened when necessary to conduct two-way communication and consultation on issues including the promotion of labor-management cooperation, coordination of labor-management relations, improvement of working conditions, and planning of labor welfare. The collective agreement signed with the Trade Union Committee of Airmate Electrical (Shenzhen) Co., Ltd. covers 100% of the total workforce. The agreement stipulates provisions concerning employment contracts, labor remuneration, working hours, rest and leave, working conditions, insurance and welfare measures, consultation procedures, occupational safety and health, vocational and technical training, special protection for female employees and underage workers, and reward and disciplinary systems.

	• Aimer Jiujiang has established a trade union organization. Temporary meetings may be convened when necessary to conduct two-way communication and consultation on issues including the promotion of labor-management cooperation, coordination of labor-management relations, improvement of working conditions, and planning of labor welfare. A collective labor contract has been signed with the trade union, covering 100% of the total workforce. The agreement stipulates provisions concerning working conditions related to wages and leave, welfare measures, occupational safety and health, protection of the rights and interests of female employees, vocational training systems, and mediation of labor disputes.
Significant Operational Changes	● In 2025, in response to the operational and development needs of Airmate Jiujiang, a Research and Development Testing Department was established in April. In October, the organizational structure of the Motor Manufacturing Department was adjusted, including a workforce reduction and restructuring involving 9 management personnel. ● Due to organizational adjustments and operational management needs, the Shenzhen company downsized its logistics and administrative staff and support personnel, affecting 50 employees. ● The adjustments may affect employees' employment rights and result in changes to various employment conditions. The company actively complies with the Labor Standards Act, the Act for Worker Protection of Mass Layoffs, and relevant local laws and regulations, and implements advance notice prior to termination of employment contracts: employees who have worked continuously for more than 3 months but less than 1 year shall be given 10 days' advance notice; those who have worked continuously for 1 year or more but less than 3 years shall be given 20 days' advance notice; and those who have worked continuously for 3 years or more shall be given 30 days' advance notice. Other important operating sites comply with the labor laws and regulations applicable in their respective locations.

Human Rights Policy

Airmate fulfills its corporate social responsibility by safeguarding the basic human rights of all employees. It recognizes and follows various international human rights conventions, including the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization. The company prohibits any acts that infringe upon or violate human rights and clearly demonstrates its commitment to treating and respecting all employees with fairness and impartiality. Airmate's Human Rights Policy applies to all operating sites worldwide. The company complies with labor and gender equality laws and regulations in the locations where it operates and has established relevant human rights protection and labor policies, as well as corresponding implementation measures. In 2025, neither the company nor its suppliers experienced any major risks or incidents involving discrimination, child labor, forced labor, or other violations of workers' human rights.

▼ Airmate Human Rights Policy

1. Diversity, Inclusion, and Equal Opportunity:
   Provide employees with a gender-equal and diverse working environment and uphold the principles of openness and fairness. No differential treatment shall be given based on an individual's age, gender, physical or mental disability, race, religion, political orientation, or pregnancy. Eliminate all forms of forced labor and employment and workplace discrimination; prohibit harassment; respect privacy rights; and strive to create a workplace environment offering equal opportunities that is dignified, safe, and free from discrimination and harassment.

2. No Child Labor:
   Comply with local laws and regulations regarding the minimum legal working age and do not employ child labor.

3. Compliance with Basic Wages:
   Provide employees with wages and benefits that meet or exceed the minimum requirements stipulated by local laws and regulations.

4. Reasonable Working Hours:
   Establish a lawful and reasonable working-hours management plan, and regularly monitor and manage employee attendance.

5. Healthy and Safe Workplace:
   Place importance on workplace safety and hygiene, with the expectation that employees can work in a healthy, safe, and caring environment while maintaining physical and mental well-being. The company aims to establish a safe and healthy workplace and achieve zero occupational accidents.

6. Freedom of Association:
   Provided that local laws and regulations are not violated, the company respects employees' rights. Employees may freely associate in accordance with the law, establish diverse clubs and organizations, and are actively encouraged to join them.

7. **Labor-Management Consultation:**
   Airmate employees regularly hold employee communication meetings through the labor union to promote company policies, systems, welfare measures, and various activities. At the same time, these meetings provide employees with ample opportunities to express their opinions, which are conveyed to the company's management for timely responses and assistance.

Compensation Levels

Airmate provides competitive compensation. Salary levels are determined based on job responsibilities, professional capabilities, educational background, work experience, and years of service, and are adjusted with reference to market levels in the same industry. We value the principle of equal pay for equal work. Overall compensation does not vary by gender, and we are committed to creating an equal and inclusive work environment and promoting a gender-equal compensation policy.

▼Gender Pay Ratio by Employee Category at Airmate's Subsidiaries over the Past Three Years

Subsidiary	Year	2023		2024		2025	
Shenzhen	Employee Category	Male	Female	Male	Female	Male	Female
	Supervisors	1.2	1	1.1	1	1.2	1
	General employees	1.1	1	1.1	1	1.1	1
Subsidiary	Year	2023		2024		2025	
Jiujiang	Employee Category	Male	Female	Male	Female	Male	Female
	Supervisors	1.14	1	1.22	1	1.09	1
	General employees	1.17	1	1.09	1	1.04	1

Note:

1. Calculation method: Average salary of males in each category ÷ average salary of females in each category.
2. Compensation: Refers to annual remuneration, including base salary, meal allowance, year-end bonus, performance bonus, overtime pay, and income from stock allocations, etc. (base salary + position allowance + position subsidy + technical allowance + special allowance + perfect attendance bonus + seniority bonus + stage bonus + performance bonus + meal subsidy + other subsidies + overtime wages).
3. Managerial-level employees are management personnel at the level of (deputy) manager and above.
4. General employees are all other personnel apart from managerial-level employees.

▼ Salary levels of entry-level employees at Airmate subsidiaries' major operating locations over the past three years (Unit: New Taiwan dollars)

Subsidiary	Year	Average standard salary of entry-level employees		Average standard salary of entry-level employees / local minimum wage	
		Male	Female	Male	Female
Shenzhen	2023	21,595	19,633	2.08	1.90
	2024	23,437	20,622	2.25	1.98
	2025	28,577	26,680	2.59	2.42
Subsidiary	Year	Average standard salary of entry-level employees		Average standard salary of entry-level employees / local minimum wage	
		Male	Female	Male	Female
Jiujiang	2023	25,462	25,881	3.35	3.41

	2024	17,213	17,485	2.06	2.09
	2025	20,384	18,049	2.23	1.98

Note:

1. The "significant operating locations" defined by the Company refer to the operational boundary disclosed in this report.
2. The Company determines the salaries of employees and other workers with reference to the Ministry of Labor's announcement of the minimum wage for the relevant year, ensuring that they are not lower than the minimum wage.
3. Entry-level personnel: Direct personnel, including employees in technical positions, skilled workers, and dispatched operators (personnel whose basic salary is set at the minimum wage standard).
4. Standard salary: includes base salary, meal allowance, and other regular wages (base salary + perfect attendance bonus + meal subsidy).
5. Converted based on the annual average spot exchange rate of the Bank of Taiwan, the RMB exchange rates for 2023-2025 were 4.41, 4.47, and 4.38, respectively.
6. The monthly minimum wages in Shenzhen, where the subsidiary is located, for 2023–2025 were RMB 2,360 (NT$10,408), RMB 2,360 (NT$10,408), and RMB 2,520 (NT$11,038), respectively.
7. The local monthly minimum wages of the subsidiary in Jiujiang from 2023 to 2025 were RMB 1,730 yuan (NT$7,629), 1,870 yuan (NT$8,358), and 2,090 yuan (NT$9,154).

Comprehensive Benefits Protection

Talent is the company's most valued and important asset. Airmate carefully cultivates, cherishes, and cares for every employee, enabling employees to achieve balanced development in their work, daily lives, and leisure activities. The company also formulates its compensation policy based on profit sharing and a sound performance appraisal system, providing a comprehensive benefits system. The relevant benefits include five major categories: bonuses (including performance bonuses and gifts/bonuses for the three major festivals), insurance (pension insurance, unemployment insurance, medical insurance, maternity insurance, work-related injury insurance, and housing provident fund), leisure activities (including the company's annual meeting and trade union-organized activities), policies (including a five-day workweek with one regular day off and one flexible rest day, flexible working hours, special leave/annual leave, paternity leave, and parental leave), and subsidies (including gifts for weddings, funerals, and other celebrations, maternity allowances, health examinations, year-end bonuses, retirement benefits, and employee training).

▼Airmate Employee Welfare Measures

5 Major Benefit Categories	Welfare Measures
Bonus Category	1. Currently employed staff may receive a wedding cash gift of up to approximately NT$2,000. 2. Female employees giving birth to their first child are entitled to a nutritional subsidy of approximately NT$2,000. 3. When a currently employed employee's immediate family member passes away, the labor union provides condolence money of approximately NT$400. 4. During the birthday month of currently employed staff, a birthday cake is provided or a birthday celebration is held.
Insurance Category	1. Labor insurance in accordance with the requirements of the local government. 2. Social insurance, pension insurance, unemployment insurance, medical insurance,

	maternity insurance, work injury insurance, housing provident fund, and other benefits are provided.
Leisure Category	1. Organize regular employee trips to promote interaction and camaraderie among employees. 2. Basketball competitions, badminton competitions, table tennis competitions, fishing competitions, walking events, knowledge competitions, sports meets, Chinese New Year lucky draws, cultural performances and gala events, and the establishment of a large employee recreation facility, the "Workers' Home."
System Category	1. Provide employees with paid annual leave, marriage leave, maternity/paternity leave, parental leave, bereavement leave, sick leave, and other paid leave in accordance with applicable laws and regulations.
Subsidy Category	1. Provide employees with various subsidies for weddings, funerals, celebrations, and other occasions. 2. Provide employee dormitories and implement tiered management. The Shenzhen and Jiujiang companies have a total of 1,086 rooms. 3. Provide clean and hygienic meals, with local employee trade unions supervising and reviewing employee meal matters. 4. Provide various training channels, including new employee training, on-the-job training (OJT), management training, online training, and reserve management trainee development. 5. In 2025, expenditures for bereavement leave condolence payments, visits to sick employees, emergency assistance for employees in need, and other items totaled approximately NT$169,687 (converted using the 2025 average exchange rate of 4.38).

Retirement system

In accordance with local laws and regulations, Airmate applies the old pension system under the Labor Standards Act to eligible employees. The company makes monthly contributions to the retirement reserve fund in accordance with the Labor Standards Act. Supervision is carried out by the company's Labor Retirement Reserve Fund Supervisory Committee, and the funds are deposited in the name of the committee with Bank of Taiwan, which is responsible for handling receipts and disbursements, custody, and utilization. For employees covered by the new pension system under the Labor Pension Act, the company contributes 6% of each employee's monthly wages to the labor pension fund, based on the monthly contribution wage classification table approved by the Executive Yuan, and deposits the contributions into the employee's individual labor pension account established with the Bureau of Labor Insurance. Subsidiaries in China make contributions to pension insurance in accordance with the laws and regulations of their respective locations, based on a certain percentage of the total employee payroll, and pay the contributions to the relevant government authorities for deposit into each employee's individual account.

In 2025, the Airmate Group recognized approximately NT$51,635 thousand in expenses under defined contribution plans. Before the end of each year, Airmate estimates the balance of the aforementioned labor retirement reserve fund account. If the balance is insufficient to cover the estimated pension payments, calculated as described above, for employees expected to meet the retirement requirements during the following year, the company will make a one-time contribution for the shortfall by the end of March of the following year.

▼Comparison of Airmate's Pension Systems

Pension System	Labor Standards Act Old Pension System	Labor Pension Act New Pension System	China Social Security System Pension Insurance
Allocation Method	Retirement reserves are allocated monthly, supervised by the company's Labor Retirement Reserve Supervisory Committee, and deposited with the Bank of Taiwan in the name of the committee.	The company contributes 6% of the monthly labor pension contribution rate and makes contributions based on the monthly contribution wage classification table approved by the Executive Yuan, depositing them into individual labor pension accounts.	A certain proportion of employees' total salaries is allocated for pension insurance premiums, paid to the relevant government authorities, and saved in individual accounts for each employee.

Retirement Employee Farewell Ceremony

In addition to distributing retirement gifts to retired employees, Airmate also holds farewell ceremonies to thank employees for their dedicated service and extend its best wishes. After retirement, the company continues to show care for former employees by organizing relevant learning activities, such as "home management services," for employees planning to retire or who have already retired.

Airmate Has No Regrets About the Passing Years; Those Who Strive Remain Forever Young

▼ Employees are Airmate's greatest asset. They have no regrets about working hard and striving, and feel deeply gratified to have let their youth shine.

Employee Career Development

Employees are the most important cornerstone of an enterprise and the source of its competitiveness. Airmate continues to inspire employees' individual potential and enhance their knowledge through employee development policies and educational training. By cooperating with schools and training institutions, the company encourages employees to improve their academic qualifications and professional skills, fostering a positive learning atmosphere in the workplace, thereby enhancing the company's overall operating performance and achieving its operational goals.

Airmate's Six Major Employee Training Policies

Employee Training and Development	New Employee Training	On-the-Job Training	Management Training	Online Training	Management Trainee Development

The measures for implementing the employee training policy are as follows:

1. **Employee Training and Development:**In 2025, the Group's total education and training hours reached 121,279 hours, averaging 25.38 hours per person. Training topics included first aid and disaster prevention training, new employee onboarding training, on-the-job skills training, functional and professional skills training for various departments, and general management training.
2. **New Employee Training:**After reporting to the Company, new employees are guided by human resources specialists. In addition to becoming familiar with the work environment, they also develop a stronger identification with and understanding of the Company. Each department also plans relevant basic training courses for new employees to assist them in learning the knowledge required for their work. Training covers company introduction, the Company's organizational structure, the employee handbook, environmental protection knowledge, quality/environmental policies and company rules and regulations, compensation and benefits, education and training, performance evaluations, production safety and health, 6S, and explanations of various quality assurance-related systems.
3. **On-the-Job Training (OJT):**At the end of each year, the Human Resources Department develops the training course plan for the following year. The plan includes both internal and external company training courses. Internal training courses may be conducted by internal instructors or taught by external experts, covering topics such as professional skills and techniques and machine operation. For external training, professional organizations are commissioned to provide training as needed.
4. **Management Training:** The company arranges various management skills training programs for managers at all levels based on their characteristics, establishing a shared team vision and consensus on operations.
5. **Online Training:** The company has established an online training system on its WeChat office platform. All company employees can access online learning after registration. Various types of courses are provided according to job requirements, including management, technical, finance, information technology, quality control, and other categories.
6. **Management Trainee Development:** To meet the company's talent needs and continuously improve the overall quality of its personnel, the company aims to cultivate business pioneers who meet its requirements and professionals who identify with its corporate culture. Industry-academia collaboration and work-study programs will also provide the company with an adequate talent pipeline for its continued development in the future.

▼ Airmate 2025 Employee Training Status

Employee Category	Calculation Method	Male	Female	Subtotal
Supervisors	Total number of employees during the reporting period (A1)	64	21	85
	Training hours during the reporting period (B1)	2,116	858	2,974
	Average training hours during the reporting period (B1 / A1)	33.06	40.86	34.99
General employees	Total number of employees during the reporting period (A2)	2,844	1,850	4,694
	Training hours during the reporting period (B2)	73,325	44,980	118,305
	Average training hours during the reporting period (B2/A2)	25.78	24.31	25.20
Total	Hours during the reporting period (Q)	75,441	45,838	121,279
	Total number of employees at the end of the reporting period (R)	2,908	1,871	4,779
	Average training hours per employee (Q / R)	25.94	24.50	25.38

Note:

1. The total number of employees is calculated based on the number of employee training attendances during the reporting year (including training attendances by employees who left after becoming regular employees and newly hired employees who had just joined at the time of statistics).
2. Training hours during the reporting period include the educational training hours of newly hired employees.

▼Airmate Jiujiang Company 2025 Employee Training Courses

Training Category	Course Title	Number of Participants	Average training hours
New Employee Training	Training for new employees under the Employee Code (Third Edition) (including non-general operators and dispatched workers): Company rules and regulations (Employee Code), attendance-related systems, compensation-related systems, dormitory management regulations, regulations related to consumption cards, safety production education and training, fire safety knowledge training, etc.	2,454	4
Internal training	On-the-job training for employees (skills training/cross-training or certification)	0	0
External training	Electric forklift operator training	83	2
	First-aid responder training	68	2
Level 2 and Level 3 training	Internal departmental training courses for current employees, transferred employees, and personnel in special positions:	12,246	5
	Security Threat Awareness Training (Corporate Counter-Terrorism Awareness Training), Pest Contamination Identification Training, Integrated Pest Management Knowledge Training, 13-Point Inspection Training, Information Security Awareness Training, Quality, Environmental, and Occupational Health and Safety Management System Training, Social Responsibility Training (SA8000 Standard), Training on Knowledge Related to the Prevention of Insider Trading, etc.		

▼ Airmate Shenzhen Company 2025 Employee Training Courses: Implementation and Participation

Training Category	Course Title	Number of Participants	Average training hours
New Employee Training	A total of 21 training sessions were provided for new employees (including non-general operators and dispatched employees). The main training content included company rules and regulations (Employee Handbook), attendance-related policies, compensation-related policies, dormitory management regulations, work safety education and training, fire safety knowledge training, etc.	710	16
Internal training	Metrology Knowledge Training	9	1
	Safety Regulation Certification Training	35	4
	PFMEA Training	49	32.5
	Deepseek Training	58	1.5
	On-Site First-Aid Responder Training	90	1
	Objectives Management and Performance Evaluation	36	6
	New Apprenticeship Training	70	260
	First ESG Training	27	3

	Second ESG Training	28	3
	TCFD Climate Risks and Opportunities	19	1
	Talent Pool Training and File Operation Practices for All Company Departments	16	0.5
External training	Work-Related Injury Prevention and Occupational Health Training	3	6
	2025 Bao'an District Occupational Health Training for the Metal Products Industry	3	2.5
	Comprehensive Implementation and Practical Application of AI in the Enterprise	5	6.5
	User Insights and Product Innovation	2	16
	International Trade Compliance Management Exchange for Electronic Component Enterprises	1	3
	How to Develop Talent from Knowledge to Action	1	3.5
	Artificial Intelligence Training for the Human Resources Services Industry	1	3
	DeepSeek Applications in Enterprise Management and Production	5	2.5
	Best Practices in Project Management	4	16
Level 2 and Level 3 training	Internal Departmental Training for Employees in Current Positions, Transferred Positions, and Special Positions	18,590	18.52

For special occupations such as crane operation and battery-powered forklift operation, the plant conducts regular annual refresher training on safety awareness to reinforce operating procedures, eliminate the risk of occupational accidents, and comprehensively safeguard employee safety.

Each department uses pre-shift and post-shift meetings to promote safety awareness among all employees and promptly assess their psychological condition on the day. If any abnormal condition, such as a lack of concentration, is identified, supervisors will flexibly reassign work positions according to the circumstances and take measures such as personal discussions and psychological counseling to promptly eliminate safety hazards and ensure that employees are not injured during operations.

Enhancement of Educational Qualifications and Professional Skills

In response to market competition trends, highly qualified talent will be an important pillar of enterprise development. To enhance the company's competitiveness and employee capabilities, since 2009, Airmate has cooperated with schools and training institutions to encourage employees to participate in learning and improve their academic qualifications and professional skills. The company also awards bonuses to recognize outstanding employees, encouraging them to pursue further learning after work and enhance their knowledge and skills. This creates a positive learning atmosphere for the company, effectively develops highly qualified talent, and enhances the company's competitiveness.

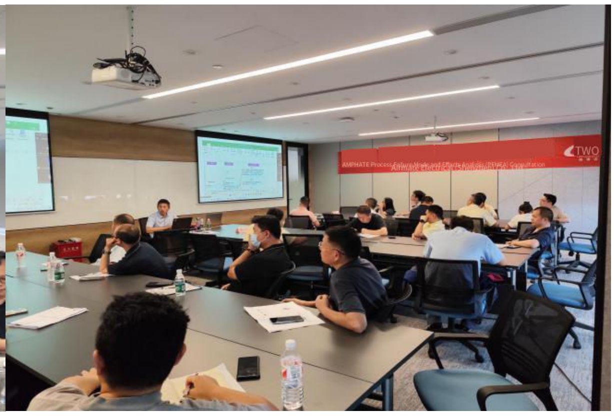
The company places great importance on talent training and application and has established a comprehensive three-level education and training system, with the Human Resources Department regularly inspecting the implementation of training and learning. For current employees, the company has planned the "Dream Fulfillment" program for improving academic qualifications, helping employees enhance their qualifications and realize their dreams while encouraging them to study diligently and improve themselves in their positions. Employees who obtain relevant certificates that are beneficial to their work are also provided with the corresponding certificates and skill allowances. Training, learning, and educational activities are conducted through multiple channels. Airmate provides training classrooms, reading rooms, multimedia computer classrooms, and other facilities, encouraging employees to take various training courses through online and offline channels. At the same time, knowledge and skills competitions are held for all employees to achieve the goals of learning through competition and improving capabilities through competition.

AI Training Courses

In 2025, Airmate conducted the "Comprehensive Corporate AI Implementation and Practical Application" course, as well as a DeepSeek application course, enabling employees to clearly understand its functions and scope of application and gain an in-depth understanding of the changes AI can bring to our work and lives, thereby improving work efficiency and empowering work.

PFMEA Training Course

In 2025, the company also conducted a "PFMEA Training Course," providing systematic instruction on the core content, regulatory requirements, internal logic, implementation procedures, and methods of "Process Failure Mode and Effects Analysis (PFMEA)." At the same time, PFMEA analyses were conducted using actual company product cases, ultimately establishing a complete manufacturing process control plan. This training helps participants quickly focus on manufacturing processes, thoroughly understand the requirements for analyzing potential process failures and their effects, ensure that all process-related failure modes and risks are comprehensively assessed, and achieve effective prevention and control. In particular, it enables robust management of "special characteristics," thereby achieving robust process design and supporting the company's sustainable operations.

New Apprenticeship Training

As a practitioner of a friendly workplace, and in response to industrial upgrading and the improvement of internal technical knowledge transfer, Airmate newly planned and implemented a "New Apprenticeship Training" system in 2025. Through systematic theoretical knowledge and practical operation training, the program helps new and frontline employees not only master "how to do" something but also gain a thorough understanding of "why to do" it. While substantially improving on-site practical skills, it achieves the simultaneous deepening of professional knowledge and core technologies, thereby creating a win-win situation in which employees achieve self-growth in their careers and the company achieves sustainable technological development.


Performance and Career Development

Our company places great importance on employee career development, has established comprehensive promotion and compensation systems, and regularly conducts employee performance evaluations. Employees who have been with the company for three months receive two interviews each year to discuss and assess work performance, personal career development or further education plans, and other job-related matters. Based on the evaluation results, the company links these outcomes to human resources management activities, such as salary adjustments, promotions, rewards, and transfers, to facilitate organizational competency management and human capital development.

▼ Airmate 2025 Employee Performance Review Status

Employee Category	Calculation Method	Male	Female	Subtotal
Supervisors	Total number of employees at the end of the reporting period (A1)	59	20	79
	Number of employees who regularly receive performance and career development reviews (B1)	59	20	79
	Percentage (B1/A1)	100%	100%	100%
General employees	Total number of employees at the end of the reporting period (A2)	1,177	855	2,032
	Number of employees who regularly receive performance and career development reviews (B2)	1,177	855	2,032
	Percentage (B2/A2)	100%	100%	100%
Total	Total number of employees at the end of the reporting period (R)	1,236	875	2,111
	Total number of employees who regularly receive performance and career development reviews (Q)	1,236	875	2,111
	Percentage of employees who regularly receive performance and career development reviews (Q/R)	100%	100%	100%

Safe Workplace Environment

To implement Airmate's occupational safety and health management framework, its major production bases in Shenzhen and Jiujiang, China, have obtained ISO 45001:2018 Occupational Health and Safety Management System certification. Through the management principles of planning, implementation, inspection, and action, Airmate aims to prevent accidents, promote employee occupational safety and health, and protect company assets. Airmate is committed to actively establishing a safe working environment, preventing occupational injuries and illnesses, safeguarding employees' physical and mental health, and deepening all employees' awareness of environmental protection, safety, and health, as well as their sense of responsibility and commitment to cultural development.

1. Safety and health management of hardware facilities: In addition to adopting regulations and internal standards that address environmental protection, safety, and health risks during plant construction and expansion, Airmate has also established safety control procedures for the use and approval of new machinery and raw materials, machinery installation, amendments to safety rules, and anti-seismic facilities.
2. General safety management, training, and audits: Airmate holds regular Environmental Protection, Safety, and Health Committee meetings every month and adopts various preventive measures, such as high-risk operation management, personal protective equipment requirements, and safety audit management. In addition, the Company continues to implement comprehensive disaster response procedures and conduct regular drills to minimize the social and environmental impacts of losses involving employees and company assets.

Airmate has established the Airmate Group Code of Conduct, setting standards for occupational safety, emergency preparedness, work-related injuries and occupational diseases, industrial hygiene, physically demanding work, machine safeguarding, and health and safety data. By identifying and assessing potential hazards and establishing preventive mechanisms, Airmate safeguards employees' health and workplace safety, while regularly providing training to enhance employees' safety awareness.

▼Airmate's environmental management was tested by Weikai Certification and Testing Company and passed ISO 45001:2018 Occupational Health and Safety Management System certification.

▼Workers covered by the Occupational Health and Safety Management System

Plant Area	Number of employees	Number of non-employees
Jiujiang Company	1,084	35
Shenzhen Company	1,027	7
Total	2,111	42
Percentage	98.05%	1.95%

▼Airmate Group Code of Conduct (an overview based on the company's internal occupational health and safety management system)

Occupational Safety	● Comply with regional workplace safety requirements. ● Identify, assess, and control workplace safety hazards through appropriate design, engineering and administrative controls, protective maintenance, safe operating procedures, and ongoing safety knowledge training. ● Provide employees with appropriate protective equipment. ● Take reasonable measures to keep pregnant employees or employees who need to breastfeed away from highly hazardous working environments.
Emergency Preparedness	Assess potential emergency situations and reduce their impact through emergency plans and response procedures, including emergency reporting, employee notification, evacuation procedures, employee training, drills, appropriate fire detection and firefighting equipment, unobstructed exits, adequate evacuation facilities, and post-disaster recovery plans.
Occupational Injuries and Illnesses	Establish procedures and systems to prevent, manage, track, and report occupational and work-related diseases, including encouraging employees to report cases, classifying and recording cases, providing necessary treatment, investigating cases, implementing corrective measures to eliminate them, and assisting employees in returning to work.
Industrial Hygiene	● Reduce potential hazards through design, engineering, and administrative controls, and assess and monitor the effects on employees resulting from exposure to chemical, biological, and physical agents. ● Provide employees with appropriate protective equipment.
Physical Labor	Identify, assess, and control the effects arising from employees performing physical labor.
Machine Safeguarding	Assess and prevent hazards caused by machinery and equipment, and provide employees with physical guards, interlocking devices, and safety barriers.
Health and Safety Information	● Conduct occupational health, safety, and health training, and identify workplace hazards. ● Post and place health and safety information in prominent locations in the workplace, and provide regular training before and after work.

Occupational Safety and Health Committee

The responsibilities of the Safety and Health Committee are to enhance the level of occupational safety and health management and achieve safety management objectives through the planning, implementation, evaluation, and improvement of the occupational safety and health environment. Twelve production safety work meetings are held regularly each month/year. Topics discussed at the meetings include how to identify and eliminate hazards, risk assessment, accident investigation and audits, and the formulation and management of audit standards for contractors and suppliers.

To protect employees' rights and interests, the Company has established a Safety and Health Committee in accordance with the regulatory requirements of the Occupational Safety and Health Management Measures. The Jiujiang Company Safety and Health Committee has a total of 13 members, including 2 medical personnel, 3 engineering and technical personnel related to occupational safety and health, and 7 department managers, supervisors, and commanding personnel. Among them, there are 6 labor representatives, accounting for more than one-third of the committee. The Shenzhen Company Safety and Health Committee has a total of 14 members, including 2 full-time administrators, 2 medical personnel, 3 engineering and technical personnel related to occupational safety and health, and 2 department managers, supervisors, and commanding personnel. Among them, there are 3 labor representatives, accounting for less than one-third of the committee.

Occupational Safety and Health Education and Training

To enable employees to work in a healthy and safe working environment, Airmate regularly organizes occupational safety training and refresher training for new employees, contractors, and current employees, enabling employees to learn the safety knowledge necessary for their work. To prevent similar accidents from recurring, the Company also regularly conducts accident education and training, and analyzes accident investigations to identify the root causes of accidents, thereby reducing occupational safety incidents and strengthening employee health and safety. In addition, we organize multiple safety knowledge competitions, fire evacuation and firefighting drills, and other fire safety training activities to enhance employees' self-protection capabilities, and have received regional Outstanding Enterprise Awards. In 2025, a total of 17,289 participants across the Group (including labor contractors) took part in occupational safety training, totaling 27,076 hours.

▼ In April 2025, training was provided in the IR Training Classroom for personnel from departments involving occupational health hazards.

▼ In March 2025, new employees received training in occupational health and safety knowledge.

▼ On June 30, 2025, occupational health management personnel received training in occupational health management knowledge.

▼ Airmate Shenzhen Company's 2025 Occupational Safety and Health Training

Worker Category	Training Category	2025 Annual Training Courses	Course Hours	Number of Participants	Total Training Hours
New Employees	General Training	Safety Production Education and Training	1	1,975	1,975
	General Training	Fire Safety Knowledge Training	1	1,975	1,975
	General Training	Production Safety and Occupational Health Education	2.5	1,975	4,937.5
	Specialized Training	Training for Special Types of Work	16	17	272
Current Employees	General Training	Quality, Environmental, and Occupational Health and Safety Management System Training	1	1,121	1,121
	Specialized Training	Training for Special Types of Work	16	45	720
	Specialized Training	Fire Drill Training	1	1,444	1,444
	Specialized Training	Traffic Safety Training	1	494	494
	Specialized Training	First-aid responder training	2	92	184
Labor Service Contractors	General Training	Production Safety and Occupational Health Education	2.5	189	472.5
	Specialized Training	Training for Special Types of Work	16	23	368
Total			60	9,350	13,963

▼Airmate Jiujiang Company 2025 Personnel Occupational Health and Safety Training

Worker Category	Training Category	2025 Annual Training Courses	Course Hours	Number of Participants	Total Training Hours
New Employees	General Training	Safety Production Education and Training	1	2,454	2,454
	General Training	Fire Safety Knowledge Training	1	2,454	2,454
Current Employees	General Training	Quality, Environmental, and Occupational Health and Safety Management System Training	2	741	1,482
	General Training	Production Safety and Occupational Health Education	2	79	158
	Specialized Training	Fire Escape and Firefighting Drill	3	1,713	5,139
	Specialized Training	First-aid responder training	2	68	136
Labor Service Contractors	Specialized Training	Fire Escape and Firefighting Drill	3	430	1,290
Total			14	7,939	13,113

Safety Knowledge Competition

To broadly promote laws and regulations related to production safety and emergency response skills, prevent major accidents, and comprehensively enhance employees’ safety awareness, Airmate Jiujiang held the seventh “Ankang Cup” Safety Knowledge Competition in 2025. In the same year, Airmate Shenzhen also held the sixth “Qiang’an Cup” Safety Knowledge Competition.Through competitions combined with diverse learning methods, the company broadly promoted production safety knowledge, enhanced employees’ self-protection awareness and emergency response capabilities, effectively promoted the development of a corporate safety culture, and strengthened the presentation of the brand’s intangible strengths.

▼Airmate Shenzhen’s sixth “Qiang’an Cup” Safety Knowledge Competition awarded prizes to the top three winners and recipients of the Excellence Award.


Certificate of Honor

Mr./Ms. Wang Jinming:

[redacted]

Firefighter Training

Fire safety is the top priority in enterprise production. Both full-time and part-time firefighters participate in the fire safety work of their respective units. By organizing training for part-time firefighters, the company has enhanced their fire safety awareness and emergency rescue skills, thereby achieving the goals of disaster prevention, disaster relief, and disaster elimination.

Fire Escape and Firefighting Drill

In accordance with the fire safety work policy of "safety first, prevention foremost, and combining fire prevention with firefighting," the Company has established the principles that "hidden hazards are more dangerous than open flames, prevention is better than disaster relief, and responsibility is heavier than Mount Tai." It has also established and improved disaster response mechanisms and deepened all employees' awareness of fire safety. In 2025, all plants under Airmate Company regularly conducted fire extinguishing and evacuation drills. At the Shenzhen company, "fire extinguishing drills" were held on April 11 and November 28, while "evacuation drills" were organized several times on June 19, June 26, November 13, and November 27. Through intensive hands-on practice, employees were ensured to become proficient in evacuation routes and the use of firefighting equipment. Meanwhile, the Jiujiang company comprehensively organized "integrated fire extinguishing and evacuation drills" for all employees on June 28 and December 19. These activities enabled all company employees to understand basic fire safety knowledge, raise their safety awareness, enhance their self-protection capabilities, master emergency response and escape skills in the event of a sudden fire, learn how to extinguish fires, and orderly evacuate personnel and property, thereby ensuring the safety of employees' lives and company property.

▼Jiujiang company conducts an integrated fire extinguishing and evacuation drill

▼Shenzhen company conducts fire extinguishing drills and organizes multiple evacuation drills

Occupational Safety Hazard Risk Control

Airmate Jiujiang company conducts hazard identification and analysis and establishes risk levels based on occupational accident records. Common types of occupational safety and health hazards include hazardous chemicals, dust, and noise. We provide special occupational hazard education and training for operators in the relevant positions, conduct emergency response drills for hazardous chemical leaks every six months, and provide occupational health examinations and personal protective measures. Occupational safety and health hazard risk factors are identified, and corresponding preventive and corrective measures are adopted.

When workers believe that the working environment may cause injury or illness, they may also apply to their direct supervisors for transfer to another position. In accordance with the Company' s Employee Code, workers are protected from intimidation, threats, termination of employment contracts, and other such circumstances.

Airmate Shenzhen company conducts hazard identification and analysis and establishes risk levels based on occupational accident records. Common types of occupational safety and health hazards include noise, dust and toxic substances, and radiation. We provide operators of injection molding machines and pelletizing machines with special training in occupational hygiene knowledge and occupational disease prevention, as well as emergency escape drills every six months. We also implement protective measures such as area isolation, dust and toxic substance collection and treatment, and regular testing of environmental hazard factors.

▼Hazard identification, analysis, and improvement measures for Airmate' s occupational safety and health management

Hazard identification	Hazard analysis	Risk level	Improvement Measures
Mechanical Hazards	● Pneumatic Press Operation/Maintenance ● Die Loading and Unloading Operations/Trial Run ● Injection Molding Machine Operation/Servicing and Maintenance	4	● Install protective barriers and operate with both hands simultaneously in accordance with operating procedures ● Wear earplugs, sleeve protectors, and gloves ● Crane operators must be certified and operate in accordance with regulations ● Wear a safety helmet and puncture-resistant safety shoes ● Use auxiliary tools during operation ● Overhead Crane Regular Maintenance ● Post safety signs in designated areas, and conduct safety education, training, and awareness campaigns

Chemical hazards	● Storage and use of hazardous chemicals	4	● Operate in accordance with the hazardous chemicals management system and control ignition sources ● Wear gas masks and chemical-resistant gloves ● Post safety signs in designated areas, and conduct safety education, training, and awareness campaigns
Physical hazards	● Hazards arising from high-temperature operations, noise, and repetitive work ● Eye injuries caused by foreign objects	4	● Implement isolation measures and wear earplugs ● Install protective barriers and operate in accordance with operating procedures ● Enhance protection and wear protective sunglasses ● Post safety signs in designated areas, and conduct safety education, training, and awareness campaigns
Human factors hazards	● Musculoskeletal injury hazards caused by repetitive work postures	4	

To reduce the harm to employees caused by noise, dust, and vibration in the work environment, Airmate carried out corrective actions for the identified occupational hazards, promptly corrected employees' improper use of personal protective equipment, strengthened production safety protection, and prevented the occurrence of occupational injuries and diseases. If workers believe that the work environment may cause injury or illness, they may also apply to their direct supervisors for reassignment to another position. In accordance with the relevant provisions of the company' s Occupational Health Management Regulations, workers are protected from intimidation, threats, termination of employment contracts, and other such circumstances.

▼2025 Airmate updated the following protective measures

Company	Work content	Protective measures
Jiujiang	The cylinder ejector of the wire-tying machine in the Motor Department may clamp and injure hands	The Engineering Technology Department installed an additional protective barrier
	Excessive noise and dust in the scrap room of the Plastics Factory, posing occupational health hazards	Improvements to the scrap room: creating an opening in the attic, storing waste materials above the attic, and keeping the scrap room door closed to reduce the risk of noise hazards.
	Mold pallets and wooden pallets used for transfer from Shenzhen to Jiujiang are crushed, posing a risk of tipping over and causing injuries.	The Materials Department is responsible for coordinating improvements. All items will be stored using metal pallets to reduce the risk of accident-related injuries.
	The cover plate of the outdoor treatment tank at the wastewater treatment station is severely corroded, posing a fall hazard.	Replace the cover plate and implement anti-corrosion measures.

	Organize the 7th Ankang Cup Safety Knowledge Competition at the Jiujiang Company to comprehensively improve safety knowledge and safety awareness.	Compile a competition question bank covering laws and regulations, safety management knowledge, operating procedures, and other topics. All employees will participate in learning, followed by an on-site competition.
	The locations of desks in the various receiving areas of the Materials Warehouse are at risk of being struck by forklifts.	Install protective railings throughout for isolation, reduce risks, and prevent accidents.
Shenzhen	Control noise hazards at the pneumatic screwdriver fastening and air-blowing positions in the Assembly Manufacturing Department.	1. Personnel operating pneumatic screwdrivers must wear earplugs; 2. Replace all pneumatic screwdrivers with electric screwdrivers.
	Safety Measures Following the Suspension of the Wastewater Tank at the Wastewater Treatment Station	After the wastewater tank at the wastewater treatment station was taken out of service, safety guardrails and protective netting were installed to provide full coverage.
	Fire and Explosion Prevention Safety Rectification in the Cleaning Room of the 3D Printing Room	Rectification and installation of smoke detectors and gas concentration alarm devices in the cleaning room of the 3D printing room.
	Maintenance of the Waste Gas Treatment Systems in the Plastics Workshop and Pelletizing Workshop	Outsourced Processing
	Annual Maintenance of the Waste Gas Treatment Systems in the Plastics Workshop and Pelletizing Workshop	The floor, walls, and door frames of the Injection Molding Workshop were deformed due to subway construction and were repaired.
	Aimet's 6th Qiang'an Cup All-Employee Safety Knowledge Competition	All employees participated and learned safety knowledge.
	The water pressure of the rooftop fire hydrant is insufficient; the aging fire protection piping needs to be replaced.	Insufficient water pressure in the rooftop fire hydrant; corrective action required following failure to pass the fire department inspection.

Noise reduction corrective action project for the scrap material shredding machines at the plastic factory

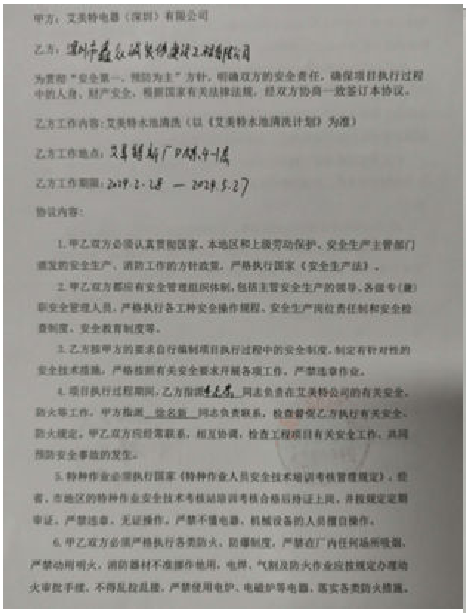
Airmate conducts regular inspections each year in all workshops that may involve occupational hazards. The inspection results found that "noise at the plastic factory exceeded the standard." To ensure employee safety and health, meet customer requirements, and comply with regulations, on September 20, 2025, the plastic factory leaders from the Production Department, the Safety Committee, and the expert team from the occupational hazard inspection company conducted an on-site review of the corrective action plan. The expert team proposed optimization measures, including installing a new opening in the attic above the machines so that operators could operate from the attic, away from the machines. This isolated and reduced the noise. After engineering and technical modifications were completed for all five shredding machines, they passed multiple inspection tests, and the noise level was within the acceptable standard at 73.6 decibels.

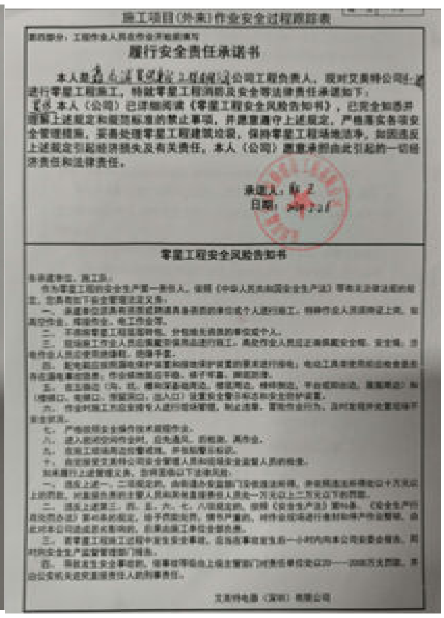
Organizing the Ankang Cup knowledge competition to comprehensively enhance safety awareness

To implement the development of a safety culture, the Jiujiang Company Safety Committee compiled a professional question bank in June 2025 containing a total of 398 questions covering laws and regulations, production safety, environmental protection knowledge, and operational skills, and actively promoted all units in the industrial park to organize company-wide study. In July of the same year, a total of 13 teams from the industrial park, with each unit selecting five people to form a team, enthusiastically participated in the "7th Ankang Cup Knowledge Competition." This activity not only comprehensively enhanced the on-site management capabilities of management personnel, but also played an active role in strengthening safety awareness among all employees and building a strong production safety defense line.

Contractor Occupational Safety and Health Management Regulations

Airmate supervises and manages contractors engaged in external operations. In accordance with the <to be translated>Safety Risk Notification for Minor Projects</to be translated>, contractors are required to sign safety management agreements such as the <to be translated>Safety Responsibility Fulfillment Commitment</to be translated>, clearly defining the safety responsibilities and obligations of both parties to ensure construction safety.





Occupational Accident Emergency Response

In 2025, four accidents occurred at Airmate: a fracture caused by stepping into empty space and falling down stairs at the workplace, a fracture caused by accidentally spraining an ankle while walking, and a foot fracture caused by dislodging material from a raw material stack. In response to occupational accidents, the Company follows the Level II enterprise standards under the <to be translated>Measures for the Grading of Enterprise Work Safety Standardization Development</to be translated>. After an accident occurs, the enterprise shall establish an accident investigation team in accordance with relevant regulations and clearly define its responsibilities and authority. We investigate the accident scene or cooperate with investigations conducted by higher-level departments to understand the cause and process of the accident and determine the allocation of responsibility. The accident investigation shall ascertain the time and circumstances of the accident, its causes, casualties, direct economic losses, and other relevant information. The accident investigation team shall also analyze the direct and indirect causes of the accident and the parties responsible based on relevant evidence and information, propose corrective actions and recommendations for handling the incident, and prepare an accident investigation report. Appropriate measures and improvements have been adopted for all accidents that occurred in 2025 to prevent similar accidents from recurring and to enhance safety awareness and protective measures.

▼ Accident Investigation Process

Accident occurs	After a major occupational disaster occurs, it shall be immediately reported to the Labor Safety Office and the superior supervisor. In addition, the contractor shall notify the supervising unit by telephone within 30 minutes and, in accordance with relevant regulations, notify the fire department, medical institutions, and other units to request assistance. If a major occupational disaster occurs, the local labor inspection authority shall

	be notified within 8 hours. We also comply with Article 18 of the Occupational Safety and Health Act to safeguard workers' right to withdraw, and strengthen the communication of these rights during new employee orientation and training, ensuring that personal health and safety are always given the highest priority under all circumstances.
Investigation into the Cause of the Incident	After a major occupational accident occurs, the Labor Safety Office shall establish a "Major Occupational Accident Investigation and Handling Task Force," with the supervisor of each unit or a designated person serving as the convener. The task force shall, together with the department supervisor, immediately proceed to the site for inspection and verification. After submitting the "Accident Prevention Report" to the General Manager, a review meeting for the major occupational accident investigation report shall be convened within 1 week. The meeting shall be convened by the person responsible for occupational safety and health affairs and shall consist of the supervisors of all departments, labor representatives, and others invited to participate. The Labor Safety Office shall explain the circumstances and handling of the major occupational accident.
Incident Review and Improvement Measures	Based on the improvement measures identified in the incident investigation and analysis report submitted by the "Occupational Accident Investigation and Handling Team," each unit shall track and control the measures until completion of the improvements, and conduct a comprehensive review and improvement to prevent similar incidents from recurring. For sites where major occupational accidents occur, photographic evidence shall be taken and submitted together with the investigation report to the Occupational Safety and Health Office as case-study material for education and training, in order to prevent similar incidents from recurring.

Statistics and Analysis of Occupational Injury Accidents

In 2025, the total working hours of Airmate employees and non-employees were 5,858,262 hours. A total of 4 recordable occupational injury incidents occurred during the year, with no fatalities resulting from occupational injuries. According to the statistics,In 2025, the occupational injury rate was approximately 0.68 per million working hours. Airmate is committed to creating a safe, healthy, and preventive work environment. In the future, it will continue to advance steadily toward the goal of a "zero-accident workplace" through the dual approach of lean management and employee participation.

▼ Occupational Injury Statistics for Airmate Workers over the Past Three Years

Year	2023		2024		2025	
Worker Type	Employees	Non-employees	Employees	Non-employees	Employees	Non-employees
Total Hours Worked	6,307,496	1,052,123	5,540,616	1,254,253	4,866,294	991,968
Number of deaths	0	0	0	0	0	0
Mortality rate	0	0	0	0	0	0
Number of serious occupational injuries	0	0	0	0	0	0
Rate of serious occupational injuries	0	0	0	0	0	0

Number of recordable occupational injuries	5	3	5	1	3	1
Rate of recordable occupational injuries	0.79	2.85	0.9	0.79	0.61	1.01
Injury Type	Mechanical Injury	Mechanical Injury/ Other Injury	Mechanical Injury/ Other Injury	Mechanical Injury	Ergonomic Injury/ Mechanical Injury	Fall Injury

Note:

1. Occupational injuries refer to accidental injuries that occur when workers perform their duties or are in the workplace. The statistical basis does not include commuting "commuting accidents." (However, accidents occurring during transportation arranged by the organization, such as in company vehicles or contracted shuttle buses, are included in the statistics.)
2. Total hours worked: the sum of the annual hours worked by all workers; employee hours are calculated based on the actual regular and overtime hours worked; for non-employees (contract workers and dispatched workers), the annual data is estimated as 8 hours per day × (the number of people entering the facility each month × the number of working days each month). (The calculation may be based on actual attendance records or estimated using a specific method; please explain the calculation method.)
3. Serious occupational injuries: injuries resulting in disability due to an occupational injury or injuries from which the worker cannot recover to their pre-injury state of health within 6 months (excluding fatalities). (In accordance with the GRI definition, "recovery time" rather than "lost work time" is used, as workers may return to work or have their employment contract terminated before fully recovering.)
4. Fatality rate = Number of fatalities caused by occupational injuries ÷ Total hours worked × 1,000,000
5. Serious occupational injury rate = Number of serious occupational injury cases ÷ Total hours worked × 1,000,000
6. Total Recordable Injury Frequency Rate (TRIFR) = Number of recordable occupational injury cases (including serious occupational injury cases, fatalities, and other recordable occupational injury cases) × 1,000,000 ÷ Total hours worked
7. Calculation method for the rates in points 4–6: calculate to 2 decimal places without rounding.
8. The rate per 1,000,000 hours worked refers to the number of occupational injuries per 500 full-time workers in one year, based on the assumption that a full-time worker works 2,000 hours per year (applicable to organizations with more than 500 workers).

▼Statistics on the frequency and severity rates of disabling injuries among Airmate workers over the past three years

Year	Worker Type	Due to disabling injuries and lost workdays	Disabling Injury Frequency Rate (FR)	Disabling Injury Severity Rate (SR)	Total Injury Index (FSI)
2023	Employees	827	0.79	131	0.32
	Non-employees	149	2.85	142	0.64
2024	Employees	323.5	0.9	47	0.20
	Non-employees	54	0.79	7	0.07
2025	Employees	199	0.61	40	0.15
	Non-employees	67	1.00	67	0.26

Note:

1. Lost workdays: Number of days unable to work (rest days); the calculation basis includes occupational injury leave, but excludes sick leave and menstrual leave.
2. Disabling Frequency Rate (FR) = Number of disabling injuries ÷ Total hours worked × 1,000,000 (calculated to 2 decimal places without rounding)

3. Disabling Severity Rate (SR) = Number of lost days due to disabling injuries ÷ Total hours worked × 1,000,000 (rounded down to an integer without rounding)
4. Frequency-Severity Indicator (FSI) = √【(FR × SR) ÷ 1,000】
5. The rate per 1,000,000 hours worked represents the number of occupational injuries per 500 full-time workers in one year, based on the assumption that full-time workers work 2,000 hours per year (applicable to organizations with more than 500 employees).

Workplace Health Services

Prevention and Management of Occupational Injuries and Illnesses

Airmate has long been actively committed to promoting and emphasizing a healthy workplace environment. To protect the physical and mental health of workers, the Company conducts regular annual health examinations for all employees, including general health examinations and health examinations for workers engaged in operations involving special hazards (examples of special examination items may be provided), and implements health management by level in accordance with the law. The examination results are followed by health education and health tracking examinations conducted by factory nurses and occupational medicine specialists. When necessary, on-site assessments of suspected work-related diseases may also be conducted. Employees classified as Level 3 or above in health management will receive follow-up examinations in the following year. Level 4 management personnel receive health consultations and guidance from professional physicians at the health center. As of the end of 2025, the Company had 0 employees under Level 4 health management due to abnormal examination items caused by special operations.

Occupational Hazards	Protective measures	Physical examination frequency
Noise	Earplugs or earmuffs	Once a year
Pneumoconiosis	Dust mask	Once a year
Welder's pneumoconiosis, lead poisoning, manganese poisoning, electro-ophthalmia, and radiation disease	Protective mask and protective clothing	Once a year
Neurasthenia, occupational asthma, liver damage, and peripheral nerve damage	Gas mask and protective gloves	Once a year
Chemical pneumonia and pulmonary edema, corrosive, irritating	Gas mask, acid- and alkali-resistant gloves, acid-resistant shoes, protective clothing	Once a year

▼Health management classification for special medical examinations over the past three years (unit: number of people)

Year	Total number of examinees	Level 1 health management	Level 2 health management	Level 3 health management	Level 4 health management
2023	102	101	0	0	0
2024	95	95	0	0	0
2025	76	76	0	0	0

Note:

1. Level 1 management: The examination results are comprehensively determined to show no abnormalities.
2. Level 2 management: The examination results are comprehensively determined to show abnormalities unrelated to work.
3. Level 3 management: Cases for which the inspection results are comprehensively determined to be abnormal, but work-relatedness cannot be established, and an assessment by an occupational medicine specialist must be scheduled.
4. Level 4 Management: The inspection results are comprehensively determined to be abnormal and work-related.

▼Airmate conducts regular health examinations for all employees every year. Employees may undergo a general health examination or a special occupational health examination free of charge.

Health Promotion and Care

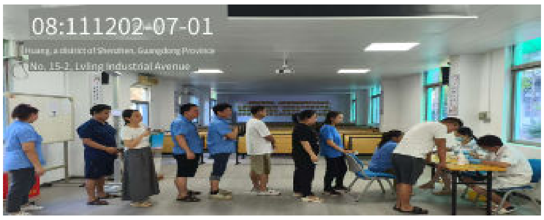
We expect employees to achieve a balance among work, health, and life. Following the principles of EAPs (Employee Assistance Programs), we have established a health center and an emergency response center, hired professional physicians, and set up multiple consultation channels. By integrating internal and external professional service resources, we assist employees in resolving issues related to health, family, legal, psychological, and other matters that affect work performance. Employee assistance includes:

Service System	● Health Centers: Haigu Community Health Station (Shenzhen Company); Airmate Medical Service Station, Qilihu Subdistrict Community Health Service Center, Qianjiang Economic and Technological Development Zone, a member hospital of the Medical Alliance of the Affiliated Hospital of Jiujiang University (Jiujiang Company) ● Emergency Response Center: Haigu Community Health Station
Professional Assistance	● Physician at Shenzhen Haigu Community Health Center: Jiang You ● Physician collaborating with Jiujiang Company: Yu Xuyong ● Psychological Counseling Services: Jiang You
Consultation Channels	● Health consultation hotline: Community Health Station hotline ● Hotline for unlawful workplace conduct, sexual harassment, and feedback: Complaint hotline ● Legal consultation: Legal Aid Center (Workers' Home)
Activities	● Healthy workplace and cohesion building: Organized the "Energized Walking in Zhuhai, Airmate Walks with You" employee hiking event, showcasing colleagues' vitality through outdoor hiking while promoting cross-departmental team cohesion in a relaxed atmosphere. ● Preventive medicine and health care: Collaborated with community health service centers to promote occupational health awareness and provided all employees with health examinations for the "three highs" (high blood pressure, high blood sugar, and high blood lipids), proactively following up on and providing comprehensive care for employees' physical and mental health. ● Rule-of-law awareness and workplace vitality: Joined forces with organizations in the park to organize "Rule of Law and Health" awareness activities, extensively promoting the Constitution and occupational health regulations, while simultaneously holding an entertaining sports meet to implement rule-of-law education through engaging activities and invigorate the workplace atmosphere. ● Department team building and employee motivation: Assisted the Quality Assurance Department in organizing a dedicated team-building sports meet, strengthening colleagues' sense of unity through team competitions and presenting material rewards to award-winning colleagues to establish a positive and proactive workplace incentive mechanism. ● Workplace stress relief and psychological resilience: Actively adopted diverse formats to conduct outdoor stress-relief activities, helping employees release work-related pressure and develop a positive outlook so they can devote themselves fully to their work with abundant energy and a healthy state of mind. ● Extreme Weather Care and Heatstroke Prevention: In response to the challenges of high summer temperatures, the labor union implements a heat-cooling and heatstroke

	prevention care mechanism, regularly distributing cooling beverages to frontline employees to prevent heat-related injuries and ensure operational safety and comfort in high-temperature environments. ● Family-Friendly Policies and Employee Care: To alleviate employees' childcare pressures, the Company offers a free "Summer Childcare Program" for employees' children every year. Through a comprehensive childcare support system, employees can work with peace of mind while maintaining a balance between work and family.

▼ On December 6, 2025, the labor union organized the "Energetic Walking in Zhuhai, Airmate Walks with You" walking event, demonstrating employees' vitality and promoting team cohesion.

▼ On July 4, 2025, the labor union collaborated with the community health center to conduct occupational health education and provide all employees with health screenings for the "three highs," comprehensively caring for employees' physical and mental health.



▼ On December 29, 2025, the Federation of Trade Unions joined forces with the industrial park to conduct education on the Constitution and the Occupational Health Law, while also holding fun sports activities to implement rule-of-law education and enliven the workplace atmosphere.


▼ On December 29, 2025, the labor union organized a team-building sports event for the Quality Assurance Department and presented physical prizes to the winning employees, effectively strengthening team cohesion.


▼ A variety of outdoor activities are conducted to help employees relieve stress and develop a positive mindset.

▼ Care for employees during periods of high temperatures is implemented, with cool beverages regularly distributed to employees to prevent heat-related injuries.

▼ A free summer childcare program for employees’ children is held every year to reduce childcare burdens and relieve employees of their worries.

Maternal Health Protection

To identify and assess occupational safety and health risks in the work environments of pregnant female employees and new mothers, and to take corresponding measures to control such risks and reduce or eliminate them, Airmate has assigned the Safety Committee to conduct risk assessments for the positions of pregnant and postpartum employees. Targeted preventive corrective measures are formulated to ensure that each department understands the physical conditions of pregnant and postpartum employees. Occupational health specialists also supervise and inspect the implementation of various preventive corrective measures and assess their effectiveness. In addition, the Human Resources Department conducts audits and supervision of the positions occupied by pregnant and postpartum employees in each department and requests corrective actions for any nonconforming items.

To implement its maternal health protection plan, Airmate actively identifies and assesses relevant occupational safety and health risks. It analyzes and reviews these risks according to categories such as "objects (unsafe conditions), people (unsafe behaviors), and the environment (adverse conditions)," using methods including checklists, interviews, direct inspections and measurements, previous audit results, hazard and operability analysis, what-if analysis, and failure mode and effects analysis. It also identifies existing or potential hazards in the production process, including hazardous equipment, hazardous substances, and hazardous occupations. In addition, for pregnant female employees and new mothers who may be harmed by hazardous factors, Airmate provides relevant safety training to enhance their safety awareness and teach them proper operating methods, supplies appropriate personal protective equipment, adds warning signs, and diligently implements corrective actions to eliminate, reduce, and limit potential hazards.

Shenzhen Company	Female employees are entitled to a RMB 500 nutritional subsidy upon giving birth to their first child after marriage.
	Breastfeeding time regulations: Female employees who have children under one year of age and need to personally breastfeed them are entitled to two breastfeeding periods per day, with each period not exceeding 30 minutes. The two breastfeeding periods may be combined. Breastfeeding time is regarded as working time. In the case of multiple births, breastfeeding time shall increase by 30 minutes for each additional infant breastfed per session.
	Maternity leave and paternity leave: For couples who give birth to children in compliance with laws and regulations, the female employee is entitled to 178 days of maternity leave; in the event of a difficult delivery (such as a cesarean section or III-degree perineal laceration), an additional 30 days of maternity leave may be granted; in the case of multiple births, maternity leave shall increase by 15 days for each additional infant. The male employee is entitled to 15 days of paternity leave.
Jiujiang Company	Female employees are entitled to a RMB 500 nutritional subsidy upon giving birth to their first child.
	Breastfeeding time regulations: Female employees who have children under one year of age and need to personally breastfeed them are entitled to two breastfeeding periods per day (the number of births must comply with family planning requirements), with each period not exceeding 30 minutes. The two breastfeeding periods may be combined.

	Breastfeeding time is regarded as working time. In the case of multiple births, breastfeeding time shall increase by 30 minutes for each additional infant breastfed per session. (The daily breastfeeding periods must be fixed.)
	Maternity leave and paternity leave: For couples who give birth to children in compliance with laws and regulations, the female employee is entitled to 188 days of maternity leave; in the event of dystocia or delivery by cesarean section, an additional 15 days of maternity leave shall be granted; for multiple births, an additional 15 days of maternity leave shall be granted for each additional baby. The male employee is entitled to 30 days of paternity leave.

▼Airmate Loving Mother’ s Room, providing mothers with a warm corner to rest

Parental Leave

Airmate continues to promote gender equality and a family-friendly workplace culture, implements the Gender Equality in Employment Act in accordance with the law, and upholds the core spirit of United Nations Sustainable Development Goal (SDG) 5, “Gender Equality.” The Company supports employees’ rights to raise the next generation and promotes a positive balance between work and family. Regarding the childcare leave policy:

- Jiujiang Company provides both spouses with 10 days of childcare leave per year during the period when their children are under three years old, in accordance with its internal regulations. Even when they are simultaneously raising two or more children under three years old, the number of childcare leave days is not accumulated and remains 10 days per year for each spouse.
- Shenzhen Company follows the relevant provisions on childcare leave issued by the Guangdong Provincial Department of Human Resources and Social Security and the Health Commission, providing employees who have children in compliance with laws and regulations with consistent arrangements: while their children are under three years old, both spouses are each entitled to 10 days of childcare leave per year. Even when they are simultaneously raising multiple children under three years old, childcare leave is not accumulated.

This system balances employee rights with human resources flexibility, safeguards the basic caregiving time of families raising children, and enhances employees’ sense of family well-being and belonging to the Company. In the future, the Company will continue to optimize its childbirth support mechanisms, promote a diverse and inclusive work environment for employees, and contribute to the long-term balanced development of the population and social well-being.

▼Statistics on the number of employees taking childcare leave at Shenzhen Company in 2025

Item	Male	Female	Total
Number of employees eligible to apply for childcare leave in 2025 (Note 1) (a)	25	13	38
Number of employees who actually applied for childcare leave in 2025 (b)	7	7	14
Childcare leave application rate (b/a)	28.00%	53.85%	36.84%
Number of employees expected to return to work in 2025 after parental leave (c)	7	7	14
Actual number of employees returning to work after parental leave in 2025 (d)	6	6	12
Return-to-work rate after parental leave (d/c)	85.71%	85.71%	85.71%
Actual number of employees returning to work after parental leave in 2024 (e)	12	6	18
Number of employees who continued working for one year after returning from parental leave in 2024 (Note 2) (f)	12	6	18
Retention rate after parental leave (f/e)	100.00%	100.00%	100.00%

▼ Jiujiang Company 2025 Statistics on the Number of Employees Taking Parental Leave

Item	Male	Female	Total
Number of employees eligible to apply for childcare leave in 2025 (Note 1) (a)	15	28	43
Number of employees who actually applied for childcare leave in 2025 (b)	14	26	40
Childcare leave application rate (b/a)	93.33%	92.86%	93.02%
Number of employees expected to return to work in 2025 after parental leave (c)	15	24	39
Actual number of employees returning to work after parental leave in 2025 (d)	15	23	38
Return-to-work rate after parental leave (d/c)	100.00%	95.83%	97.44%
Actual number of employees returning to work after parental leave in 2024 (e)	16	21	37
Number of employees who continued working for one year after returning from parental leave in 2024 (f) (Note 2)	15	18	33
Retention rate after parental leave (f/e)	93.75%	85.71%	89.19%

Note:

1. Estimated based on the number of employees who applied for maternity leave or paternity leave during the past three years (2023-2025).
2. The actual return-to-work date was in 2024, and the employee remained employed for one full year after returning to work.
3. Childcare leave application rate = Number of employees approved for childcare leave during the current period (number of employees on maternity leave and parental leave) / Total number of employees eligible to apply during the current period (active employees with children under 3 years of age at home)

Social Care

Fertility-Friendly Workplace: Little Migratory Birds and Summer Classes Fully Launched

To effectively reduce the pressure on employees regarding childcare and address their concerns, the two major plant areas have long promoted childcare and care benefits with distinctive corporate characteristics:

- **Shenzhen Plant Area**: Summer activities for employees' left-behind children continued to be held, and the "16th Little Migratory Birds Care Activity" was launched as scheduled in 2025, enabling children who are usually separated from their parents to receive proper care and companionship during the summer vacation and enjoy family time together. In addition, donations continued to be made to families with children living in poverty, putting social participation into practice and creating shared social benefits and prosperity.
- **Jiujiang Plant Area**: Following the pace of a friendly workplace, the "9th Summer Class" was launched in July 2025. Centered on "caring for children, nurturing the future, and retaining both hearts and talent," the program not only effectively strengthened employees' sense of belonging and built harmonious labor-management relations, but also responded to and promoted the development of a "fertility-friendly society" through concrete actions.



Student Empowerment and Social Engagement

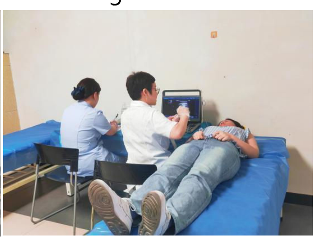
To implement education and safety awareness initiatives for the next generation, the Company specially organized a "study tour activity" for employees' children on July 29, 2025. Through educational and engaging field-based learning, the children were guided to gain an in-depth understanding of food safety knowledge and develop correct concepts of healthy eating and food safety awareness from an early age.

Lighting Up Lives with Love

To promote the spirit of selfless dedication and enhance awareness of caring for others, Airmate actively initiated voluntary blood donation activities. On August 29, 2025 (the Qixi Festival, or Chinese Valentine’s Day), the Shenzhen Plant Area specially organized a blood donation activity for employees, transforming the traditional festival into a public welfare day for spreading love. The Jiujiang Plant Area also comprehensively carried out voluntary blood donation activities in March 2025, saving more precious lives through blood donations and continuously infusing the Company’s sustainable development with the power of doing good.

Project-Based Free Medical Clinics Safeguarding Health

To care for the “thyroid gland” health of employees, the Jiujiang Plant Area specially invited a professional medical team in May 2025 to organize a “Thyroid Project Free Clinic” at the plant area. Upholding the preventive medicine concept of “early screening and early protection,” the activity safeguarded employees’ physical health and brought health benefits directly to the front line of work.



Building a Property Safety Net

To safeguard employees' property, the Company specially invited police officers from the Sai Chenghu Police Station in Jiujiang to visit the plant area in February 2025 and conduct comprehensive "Anti-Fraud Knowledge Training." Through analysis of real cases, the training effectively improved all employees' practical abilities to "identify, prevent, and reject fraud" when facing new forms of scams, helping them recognize potential risks and build a strong property-security defense for all colleagues through knowledge.

Appendix Appendix

- GRI Standards Index
- Climate-related Information of Listed Companies

GRI Standards Index

General Disclosures

Statement of Use: Airmate followsGRAYStandards, reporting 2025 year 1 month 1 day to 2025 year 12 month 31 content during the period.			
GRAYUniversal Standards Version:GRAYUniversal Standards 2021			
Applicable Sector Standard: None			
GRI 1: Foundation GRI 2021			
GRI 2: General Disclosures 2021			
GRAYCode	**Disclosure Item**	**Corresponding section**	**Page**
GRAY 2-1	Organizational Details	About This Report About Airmate	p.5 p.16
GRAY 2-2	Entities Included in the Organization's Sustainability Reporting	About This Report	p.5
GRAY 2-3	Reporting Period, Frequency, and Contact Person	About This Report	p.5
GRAY 2-4	Information Restatement	About This Report Energy Management Greenhouse Gas Emissions	p.5 p.73 p.74
GRAY 2-5	External Assurance	About This Report	p.5
GRAY 2-6	Activities, Value Chain, and Other Business Relationships	About Airmate Business Activities Supply Chain Management	p.16 p.20 p.49
GRAY 2-7	Employees	Diverse and Abundant Employment Opportunities	p.80
GRAY 2-8	Workers who are not employees	Diverse and Abundant Employment Opportunities	p.80
GRAY 2-9	Governance structure and composition	Functions of the Board of Directors Functional Committees	p.33 p.38
GRAY 2-10	Nomination and selection of the highest governance body	Board Nomination and Selection	p.35
GRAY 2-11	Chair of the highest governance body	Conflict of Interest Recusal	p.35
GRAY 2-12	Role of the highest governance body in overseeing impact management	Functional Committees	p.38
GRAY 2-13	Responsibility for impact management	Risk Management	p.44
GRAY 2-14	Role of the highest governance body in sustainability reporting	About This Report	p.5
GRAY 2-15	Conflicts of interest	Conflict of Interest Recusal	p.35
GRAY 2-16	Communication of Critical Concerns	Functions of the Board of Directors	p.33
GRAY 2-17	Collective Knowledge of the Highest Governance Body	Board Continuing Education	p.36

GRAY 2-18	Evaluation of the Performance of the Highest Governance Body	Board Performance Evaluation	p.37
GRAY 2-19	Remuneration Policies	Compensation Policy for Directors and Managers Remuneration Committee	p.37 p.38
GRAY 2-20	Remuneration determination process	Compensation Policy for Directors and Managers Remuneration Committee	p.37 p.38
GRAY 2-21	Annual total remuneration ratio	Reason for omission: Confidentiality restrictions The annual total remuneration ratio is an internal company secret and should not be disclosed publicly	-
GRAY 2-22	Statement on the sustainable development strategy	Message from the Chairman Sustainability strategy and vision	p.2 p.13
GRAY 2-23	Policy commitments	Message from the Chairman Sustainability strategy and vision Human Rights Policy	p.2 p.13 p.83
GRAY 2-24	Embedding policy commitments	Sustainability strategy and vision Human Rights Policy	p.13 p.83
GRAY 2-25	Processes to remediate negative impacts	Channels for Complaints and Suggestions	p.43
GRAY 2-26	Mechanisms for Seeking Advice and Raising Concerns	Channels for Complaints and Suggestions	p.43
GRAY 2-27	Regulatory Compliance	Regulatory Compliance	p.41 Reporting year No violations
GRAY 2-28	Membership in associations	Participation in Industry Associations	p.28
GRAY 2-29	Stakeholder engagement approach	Stakeholder Engagement	p.8
GRAY 2-30	Collective bargaining agreements	Protection of Employee Rights and Interests	p.82

Material Topic Disclosures

GRAYCode	Disclosure Item	Corresponding section	Page
GRI 3: Material topics 2021			
GRAY 3-1	Process to determine material topics	Sustainability management	p.7
GRAY 3-2	List of Material Topics	Identification and Prioritization of Material Topics	p.11
GRAY 3-3	Material Topic Management	Identification and Prioritization of Material Topics	p.11

I. Product Quality and Safety

GRAYCode	Disclosure Item	Corresponding section	Page
GRAY 3-3	Material Topic Management	Quality Management	p.59
GRAY 416: Customer Health and Safety 2016			
GRI 416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	Quality Management	p.60
GRI 416-2	Incidents of non-compliance with regulations concerning the health and safety impacts of products and services	Quality Management	p.60 Reporting year No violations
GRAY 417: Marketing and labeling 2016			
GRI 417-1	Requirements for product and service information and labeling	Product Labeling	p.61
GRI 417-2	Incidents of non-compliance with regulations concerning product and service information and labeling	Product Labeling	p.61 Reporting year No violations

II. Innovation and Research and Development

GRAYCode	Disclosure Item	Corresponding section	Page
GRAY 3-3	Material Topic Management	Green Innovation and Quality Commitment	p.55

III. Corporate Governance

GRAYCode	Disclosure Item	Corresponding section	Page
GRAY 3-3	Material Topic Management	Corporate Governance	p.30
GRAY 205: Anti-corruption 2016			
GRI 205-1	Operations assessed for risks related to corruption	Ethical Business Conduct	p.40
GRI 205-3	Confirmed incidents of corruption and actions taken	Ethical Business Conduct	p.40 Reporting year No violations
GRAY 206: Anti-competitive behavior 2016			
GRI 206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Regulatory Compliance	p.41 Reporting year No violations

IV. Operating Performance

GRAYCode	Disclosure Item	Corresponding section	Page
GRAY 3-3	Material Topic Management	Economic Performance	p.22
GRI 201: Economic performance 2016			
GRI 201-1	Direct economic value generated and distributed by the organization	Economic Performance	p.22
GRI 201-3	Defined benefit plan obligations and other retirement plans	Comprehensive Benefits Protection	p.85
GRI 201-4	Financial assistance received from the government	Received from government financial subsidies	p.26

V. Supplier Management

GRAYCode	Disclosure Item	Corresponding section	Page
GRAY 3-3	Material Topic Management	Sustainable Value Chain	p.47
GRAY 204: Procurement Practices 2016			
GRI 204-1	Proportion of procurement spending from local suppliers	Sustainable Procurement	p.48
GRAY 308: Supplier Environmental Assessment 2016			
GRI 308-1	New suppliers screened using environmental criteria	Supplier management policy	p.50
GRAY 414: Supplier Social Assessment 2016			
GRI 414-1	New suppliers screened using social criteria	Supplier management policy	p.50

Climate-related Information of Listed Companies

▼Disclosure Items in Appendix 2, "Climate-related Information of Listed and OTC Companies," under Article 4-1 of the "Regulations Governing the Preparation and Filing of Sustainability Reports by Listed Companies"

Item	Item	Implementation Status / Page Number
1	Describe the oversight and governance of the Board of Directors and management regarding climate-related risks and opportunities.	In response to the high degree of uncertainty surrounding climate change and the rapid changes in policies and markets, and to timely identify and estimate the potential impacts caused by climate change, the consolidated company regularly convenes senior executives from various departments to identify major climate-related risks and opportunities. At the same time, it further assesses the risks that floods, droughts, typhoons, and high temperatures may pose to various operating sites, with the aim of understanding climate changes and market dynamics in the external environment and taking the overall operational strategy and planning into more comprehensive consideration. In the future, the Company plans to establish a corporate sustainable development unit and allocate personnel under the Board of Directors in accordance with the Company's Sustainable Development Best Practice Principles. Meetings will be held quarterly to formulate, promote, and strengthen action plans and capital expenditures for major policies related to sustainable development (including climate-related issues) of the companies within the Group; review, track, and revise the implementation and effectiveness of sustainable development; and report to the Board of Directors. The relevant Sustainable Environment Team is responsible for the environmental management system, compliance with environmental regulations and international standards, assessment of sustainable transformation, improvement of resource utilization efficiency, climate change response mechanisms, and establishment of dedicated environmental management units or personnel. It also convenes cross-departmental meetings as needed for discussion and coordination to achieve environmental sustainability goals. The Risk Management Team is responsible for the risk management policies and procedures of the companies within the Group, including climate-related risk issues, the latest laws and regulations concerning industry climate risks, and updating the identification results for climate-related risks and opportunities. In addition, after the corporate sustainable development unit has been established, other functional committees will also be responsible for governing certain climate-related issues, including: ● The "Audit Committee" holds meetings quarterly to discuss relevant issues and regularly hears reports from the head of internal audit on the work performed by the internal audit department regarding the design and operating effectiveness of the internal control system for climate-related risks, as well as audit findings. ● The "Remuneration Committee" holds meetings semiannually to discuss,

		evaluate, and review the remuneration of managers based on ESG-related performance (including the management of climate change-related issues). Climate-related objectives and the degree of achievement of these objectives are incorporated into the performance evaluation and remuneration systems for senior executives to monitor the realization of climate-related objectives. By linking the remuneration system with the relevant outcomes of climate change management, management is encouraged to operate the Company’ s business in a manner that both generates profits and achieves sustainable operations. In this way, the Company’ s sustainability goals can be achieved, creating value for investors and stakeholders.
2	Describe how the identified climate-related risks and opportunities affect the Company’ s business, strategy, and finances (short term, medium term, and long term).	The Company is actively developing solutions in the hope of reducing the operational and financial impacts brought about by climate change and enhancing organizational climate resilience. It defines the short term as within 3 years, the medium term as 3 to 5 years, and the long term as more than 5 years, and assesses the potential operational and financial impacts of relevant climate-related risks and opportunities on the Company in order to plan actions to address them. SeeClimate Change Risks and Opportunities
3	Describe the financial impacts of extreme climate events and transition actions.	**Financial Impacts of Extreme Climate Events** Through internal discussions, inventory-taking, and assessments, the consolidated company has identified potential risks to the production or transportation stages arising from floods, droughts, changes in precipitation patterns, and extreme changes in climate patterns. Flooding caused by heavy rainfall may result in the suspension of operations at operating sites and temporary inability to ship products due to equipment damage. Drought and water shortages may affect the normal operation of production lines. During water shortages, supply must be maintained by reducing water consumption, transporting water across regions by water trucks, or transferring goods from other plants, thereby increasing operating costs. With respect to extreme changes in precipitation and climate patterns, the primary impact is on production bases in Southern China. These bases are located adjacent to the Yangtze River, where increased rainfall intensity and concentration during the rainy season will increase fluctuations in river transportation water levels and easily lead to flooding. These conditions are unfavorable to the transportation of raw materials and finished products, resulting in reduced efficiency and higher transportation costs. Regarding the risks of flooding caused by typhoons, changes in precipitation patterns, and extreme changes in climate patterns, the consolidated company's Sustainability and Environmental Team will refer to climate change-related indicators and data from research conducted by the Chinese Academy of Sciences at the main operating base in Mainland China, as well as those published by specialized United Nations agencies. It will analyze the impacts on the operations and finances of each site and formulate climate adaptation management measures

		and strategies for the consolidated company. **Financial Impacts of Transition Actions** Under transition risks, the transition to a low-carbon economy may involve extensive changes in policies and regulations, technologies, and markets. Based on the nature, pace, and focus of the aforementioned changes, within the period analyzed, carbon fees and total greenhouse gas emissions controls, renewable energy regulations, and changes in consumer preferences may increase operating costs or reduce sales volumes. Considering that the consolidated company currently sells certain low-carbon products and continues to conduct research and development, innovate, and expand the diversity of related products, market sales have not been materially affected under the various scenarios. Accordingly, the company focuses on analyzing operating costs. Under a low-carbon transition scenario, carbon pricing will affect the consolidated company's finances by increasing the costs of the company's own operations and its supply chain. In the future, the consolidated company plans to address these transition risks by introducing energy-saving and carbon-reduction projects, pursuing the greatest possible reduction in the climate impacts of energy consumption, water consumption, and waste in its operations and supply chain; improving energy efficiency and using green equipment, such as solar energy; and investing in the research, development, and innovation of green products that meet consumer needs. The financial impact of these projects on the consolidated company will result in increased capital investment and operating costs for the company's own operations.
4	Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	The Board of Directors is the highest decision-making body for risk control at each company within the Group and directly oversees the risk governance frameworks of all companies within the Group. To improve risk assessment and strengthen management functions, the Board of Directors approved the "Risk Management Code of Practice" and the "Risk Management Policy and Procedures" on March 15, 2024. The Risk Management Team reports to the Board of Directors and is responsible for identifying and managing risks arising from business operations, including the physical and transition risks that may result from climate change, and leading the planning of relevant response measures. Based on the scope of each department's business, the Risk Management Team conducts risk identification and analysis across the economic (including corporate governance), environmental, social, and other dimensions, and updates the annual major risk identification matrix. Based on the risk identification results, each department formulates response strategies and integrates and manages risks that may affect operations and profitability. At least once a year, the team submits a report to the Board of Directors on management implementation and risk control, and supervises, tracks, and reviews the implementation of risk management by the management team, with the aim of strengthening the company's resilience.
5	If scenario analysis is used to assess resilience in the face	The Company has not yet used scenario analysis to assess resilience in the face of climate change risks or to describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used. The Company will gradually

	of climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.	improve the disclosure of relevant information in future sustainability reports.
6	If there is a transition plan to address and manage climate-related risks, describe the content of the plan and the indicators and targets used to identify and manage physical risks and transition risks.	The Company does not yet have a transition plan to address and manage climate-related risks, nor does it have indicators and targets used to identify and manage physical risks and transition risks under such a plan.
7	If an internal carbon price is used as a planning tool, the basis for setting the price should be described.	The Company has not yet used an internal carbon price as a planning tool or established a basis for setting the price.
8	If climate-related targets have been established, information on the activities covered, greenhouse gas emission scopes, planning timeline, annual progress toward achievement, and other relevant matters should be disclosed; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve the relevant targets, the source	The Company has not yet established climate-related targets or disclosed information on the activities covered, greenhouse gas emission scopes, planning timeline, annual progress toward achievement, and other relevant matters.

	and amount of the carbon offsets or the quantity of Renewable Energy Certificates (RECs) should be disclosed.	
9	Greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans.	**Greenhouse Gas Inventory Information** The greenhouse gas inventory covers the Company's major operating subsidiaries, Airmate Electrical (Shenzhen) Co., Ltd. and Airmate Electrical (Jiujiang) Co., Ltd. As the construction dates of the major operating companies and the local governments' policy requirements for greenhouse gas inventories differ, the Company has outsourced the inventory of greenhouse gas emissions from Airmate Electrical (Jiujiang) Co., Ltd. since 2023 to effectively plan greenhouse gas reduction strategies, and has included the results in the Company's annual greenhouse gas emissions statistics. In accordance with the sustainability development roadmap, the Company will disclose the parent company's individual inventory information and assurance status for 2027 no later than 2028, and will conduct greenhouse gas verification and assurance procedures for the consolidated company for 2028 in 2029. **Greenhouse Gas Reduction Base Year and Reduction Targets** To plan greenhouse gas reduction strategies, 2023 will be used as Airmate's base year for greenhouse gas emissions management. Starting from the base year of 2023, annual gas emissions intensity (greenhouse gas emissions/revenue) will be reduced by 1%, and the effectiveness of annual carbon reduction efforts will be continuously tracked. Reduction targets will be appropriately evaluated and adjusted each year, while more effective carbon management measures will be optimized and planned, with the aim of developing toward the goal of becoming a green enterprise. The intensity decreased by approximately 1.07% compared with the previous year, mainly because the market environment was unfavorable this year, resulting in a decline in revenue compared with the same period last year. **Greenhouse Gas Reduction Strategies and Specific Action Plans** Airmate is committed to achieving its energy conservation and carbon reduction goals by implementing energy-saving measures at its plants, improving production processes, upgrading production equipment, reducing commuting-related carbon emissions, and assessing the feasibility of using solar power generation equipment at its major production subsidiaries.