

DFI

2025

Corporate
Sustainability
Report



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About the Report

Scope of the Report

DFI Inc. is a privately held for-profit enterprise and a legal entity. This report covers DFI Inc. and its operational sites under direct control, including the headquarters in Xizhi, the factory in Taoyuan, and the R&D office in Xindian. For a detailed list of entities, please refer to the financial statements or the annual report.



You are welcome to download or access this information through DFI's Corporate Sustainability website: <https://www.dfi.com/tw/esg>

Geographical Scope

The Xizhi Headquarters, Taoyuan Plant, and Xindian R&D Office, which are within the scope of operational control.

- Xizhi Headquarters: 10F, No. 97, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City
- Taoyuan Plant: 1F and 3F, No.157, Shan Ying Rd, Guishan District, Taoyuan City
- Xindian R&D Office: 10F, No. 233-2, Baoqiao Road, Xindian District, New Taipei City

Report Scope

This report discloses content information related to the Company's primary operational sites, including the headquarters in Xizhi, the factory in Taoyuan, and the R&D office in Xindian. The scope of entities included in the consolidated financial statements differs slightly from that of the sustainability information disclosure, as subsidiaries are not included in the latter. For a complete company structure and list of entities, please refer to the Company's annual report. For more comprehensive information on the company structure and subsidiaries, please refer to DFI's annual report.



Annual report is available at: <https://www.dfi.com/tw/boardofdirector>

Reporting Period/Frequency

- Reporting Period: January 1, 2025, to December 31, 2025. This report is published in August 2025. The next edition of the report is scheduled for release in August 2026
- Frequency: Once a year

Management of the Report

- **Initial Setup of Reporting Process:** The Enterprise Risk Management Department is responsible for developing the framework and timeline for the annual report. They also conduct an initial kickoff meeting and provides sustainability-related training to relevant personnel.
- **Internal Management Process:** The report is drafted, planned, and coordinated by the Company's Enterprise Risk Management Department. Data collection, compilation, and preliminary verification are carried out by departmental secretaries. The Enterprise Risk Management Department then consolidates and edits the data. An internal review is conducted by designated personnel to ensure consistency, completeness, and accuracy. Any discrepancies or omissions are returned to the respective department heads for correction and confirmation.
- **External Verification Process:** An independent third-party verification organization, Bureau Veritas Certification, Taiwan Branch, was commissioned to verify the contents of this report. The verification ensures compliance with the comprehensive disclosure requirements of the GRI Standards and meets the Type 2/High Assurance level of the AA1000 Assurance Standard (AA1000AS v3). Through internal and external auditing mechanisms, ensure the quality and credibility of data disclosure. The confirmed results and related opinions will be compiled and submitted for review by senior management, and will be disclosed externally following final approval by the President.
- International standards such as ISO 9001, ISO 14001, ISO 14064-1, ISO 14067, ISO 50001, ISO 45001, ISO 27001, ISO 13485, and QC 080000 have all successfully passed verification or validation.
- This report does not revise or restate previously disclosed ESG data. All information is presented based on the current reporting year, with no adjustments made to historical data.

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This Report has been prepared in accordance with these standards

- GRI Universal Standards 2021
- Sustainable Development Goals (SDGs)
- Sustainability Assurance Standard AA1000AS V3
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)

Feedback and Contact Enterprise Risk Management Department

Amber Hsu/Verna Lin
Email: CSR@dfi.com
Tel: (02) 2697-2986 ext. 3636/2316

Links



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Sustainability Performance Highlights

Sustainability Recognition and Achievements

Awards and recognitions				
				
Awarded the 18th Taiwan Corporate Sustainability Awards (TCSA) - Gold Award for Corporate Sustainability Reporting	2025 Outstanding Enterprise for Voluntary Disclosure of Occupational Health and Safety Performance in Sustainability Reports	2025 Healthy Workforce Sustainability Leadership Award	34th Taiwan Excellence Award	The Company's first product successfully completed ISO 14067 carbon footprint verification and obtained third-party verification certification.

ESG Performance Highlights of the Year

E	S	G
- Greenhouse gas emissions per NT\$100 million of output value decreased by 7% year-over-year, water consumption per NT\$100 million of output value decreased by 9% year-over-year, and recyclable waste accounted for 69.5% of total waste. - The Company's first product successfully completed ISO 14067 carbon footprint verification and obtained third-party verification certification. - On-site solar power generation reached 86,736 kW, contributing to a 0.2% reduction in electricity consumption. - Air pollution monitoring was conducted in full compliance with regulatory requirements (100%), with zero violations of waste management regulations.	- A total of three community engagement and charitable events were held. - Overall employee engagement score reached 7.7 (out of 10). - Continued support for local smallholder farmers: 15 farmers supported, with an investment of NT\$240,000, including the cultivation of two certified organic crops. - One preventive vaccination program was conducted for employees.	- Ranked in the top 6-20% in the 12th Corporate Governance Evaluation. - Recognized as a 2025 Healthy Workforce Sustainability Leadership Enterprise. - Ranked in the top 10% in Occupational Health and Safety Performance Voluntary Assessment. - Awarded the Gold Award in the Taiwan Corporate Sustainability Report Awards for three consecutive years. - Achieved 100% completion of compliance training.

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Support from Leadership

From the Chairman

In 2025, consolidated revenue reached NT\$10.88 billion, representing a 15% year-over-year increase. Gross profit was NT\$2.83 billion, up 6% year over year. Operating income amounted to NT\$520 million, a decrease of 21% year over year, while income before tax was NT\$456 million, down 30% year over year. Earnings per share were NT\$2.49, compared with NT\$3.46 in 2024. Short-term profitability fluctuated due to investments in new market expansion, production line upgrades, and the operating performance of subsidiaries.

Looking ahead to 2025, DFI will continue to optimize its operational management, focusing on industrial automation, cybersecurity products, and embedded circuit boards. The Company will accelerate the development of edge AI applications in smart cities, automation, and energy sectors. By enhancing hardware value through value-added technologies, DFI aims to maintain a steady course and seek new opportunities amid industry transformation. By fully leveraging the group's resources and synergies, the company not only strengthens the core competitiveness of its existing businesses but also actively cultivates future growth momentum. This dual-track strategy drives the Company toward higher levels of development and long-term value creation.

AI and ESG have emerged as key drivers of global industrial transformation. DFI is actively advancing sustainable development strategies while simultaneously pursuing technological innovation and business growth. We have set clear ESG objectives, including a 30% reduction in supply chain carbon emissions by 2030, 100% renewable energy usage by 2040, and achieving net-zero emissions by 2050. We will strengthen green supply chain management, improve energy efficiency, develop innovative technologies that integrate AI with energy conservation, and collaborate with industry partners to create sustainable value. Through the integration of technology and corporate responsibility, we drive the low-carbon transformation of industries, generating long-term positive impacts on environmental, social, and economic development.

Looking ahead, we will comply with the core principles of prudent management, innovative growth, and sustainable development. By leveraging our corporate influence, we aim to collaborate with global partners to build a more resilient and sustainable future.



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From the President

Edge Intelligence Leadership and Sustainable Transformation: Co-creating a New Green AI Era

In 2025, the global economy has entered a critical phase of “resilience and transformation.” Artificial intelligence (AI) has officially moved from the technology adoption stage into a new era of full-scale application. Over the past year, we have observed the deep integration of Edge AI and ESG as a core driver of corporate competitiveness. This evolution represents not only an upgrade in digital transformation, but also a critical technological pathway toward achieving net-zero emissions.

In terms of climate governance, the 30th United Nations Climate Change Conference (COP30), held in Brazil at the end of 2025, once again emphasized the importance of achieving “computing efficiency through technological innovation.” With the rapid increase in AI computing demand, global data center electricity consumption is projected to grow significantly by 2030 (Note 1). This rising energy pressure is accelerating the industry’s shift of focus from centralized cloud computing to edge processing. According to research by the Market Intelligence & Consulting Institute (MIC) (Note 2), Edge AI—characterized by low latency, enhanced data privacy, and lower energy consumption—has become a key enabler of both digital transformation and carbon reduction strategies.

Core Strategic Positioning: Driving Ruggedized AI through “Right-Sizing AI”

In response to this structural industry shift, DFI does not pursue maximum computing power indiscriminately. Instead, we define our core product strategy around ruggedized design, Edge AI computing capabilities, and high efficiency with low power consumption. We recognize that the true essence of sustainable technology under ESG trends lies in precisely matching computing demand with energy consumption—what we define as “Right-Sizing AI.” By enhancing hardware with advanced technologies, we continue to integrate AI capabilities into industrial-grade motherboards and system modules, forming ruggedized systems capable of operating in harsh environments. These solutions have been deployed across smart transportation, industrial automation, and energy management applications, enabling real-time data processing at the edge. By improving energy efficiency and reducing long-term operational risks, we not only strengthen our competitiveness in the Edge AI market but also significantly reduce energy waste during computing processes.

In terms of product achievements, DFI’s 2025-launched “Rugged AI Edge Computer for Extreme Environments (ECX700-ADP)” was honored with the 34th Taiwan Excellence Award. This product integrates rugged reliability with an optimal energy efficiency balance, demonstrating our strong capabilities in R&D and quality management, and proving that high performance and low power consumption can be successfully achieved in industrial applications.

DFI



Claire Tien
President of DFI



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Excellence in Governance and Resilient Operations: Advancing TCSA Gold-Level Sustainability Commitment At the 18th

Taiwan Corporate Sustainability Awards (TCSA) in 2025, DFI was honored with the “Gold Level Corporate Sustainability Report Award,” marking three consecutive years of recognition. This achievement reflects our continuous commitment to ESG governance, the quality of our disclosure practices, and the steady progress of our sustainability initiatives. Looking ahead, DFI will further strengthen its carbon footprint inventory and environmental data management. We will also progressively evaluate the integration of AI technologies into ESG data collection, analysis, and risk management processes. This will enhance the efficiency of sustainability information management, improve decision-making accuracy, and increase governance transparency, thereby strengthening our long-term sustainable competitiveness.

Outlook 2026: Leading a New Chapter of Intelligent and Green Development

Amid the wave of AI-driven transformation, DFI will continue to advance both intelligence and sustainability in parallel. Through technological innovation, we aim to lead industry transformation by providing more efficient, low-carbon, and future-ready solutions. In doing so, we will further enhance long-term corporate resilience and jointly embrace a new era of intelligent and sustainable development.



1. Goldman Sachs, AI is expected to drive a 160% surge in data center power demand, May 2024 (Source: <https://www.goldmansachs.com/intelligence/pages/ai-is-expected-to-drive-a-160-percent-surge-in-data...>).
2. Market Intelligence & Consulting Institute (MIC), Current Status and Prospects of Edge AI Hardware Development, April 30, 2024 (Source: <https://mic.iii.org.tw/aisp/ReportS?docid=CDOC20240318006>).

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About DFI

Founded in 1981, DFI Inc. is a global leader in high-performance AI edge computing and embedded solutions. DFI is committed to innovative design and production of motherboard and system products, while strictly adhering to version control and long-term supply for embedded solutions. Through innovative design and quality management systems, DFI's industrial-grade solutions optimize customer device designs. We provide high reliability, long lifecycle, and all-weather rugged products and services for factory automation, healthcare, gaming, transportation, smart energy, retail, and many other areas.

DFI is actively responding to the implementation of the EU Cyber Resilience Act (CRA), with a strong commitment to enhancing product security and reliability. As regulatory requirements increasingly mandate more frequent over-the-air (OTA) updates for connected devices, hardware systems are expected to endure greater operational stress. Through the development of highly resilient hardware designs, we ensure that devices can withstand critical update processes without system failures or “bricking” risks, thereby establishing a robust security foundation at the hardware level. Only security architectures built upon reliable hardware can truly deliver long-term system stability and trustworthy product security.

From a product life-cycle perspective, DFI further evaluates the total cost of ownership (TCO) for Edge AI deployments. We recognize that hardware acquisition costs account for only approximately 20% of the total, while the remaining 80% consists largely of hidden operational costs, including revenue loss due to system downtime, labor expenses for remote and on-site maintenance, system instability caused by frequent OTA updates, as well as re-certification and management costs associated with hardware replacement. To address these challenges, DFI leverages high-reliability design, long product life-cycle support, and stable hardware-software integration capabilities to effectively reduce device failure rates and maintenance requirements. This approach enables our customers to improve overall operational efficiency and system stability.

DFI understands that a robust and adaptable supply chain is necessary to ensure a high quality product delivery. Therefore, our goal is to establish a reliable supply chain by improving our intelligent production management capabilities. This will enable us to meet the needs of our global customers in a timely and adaptive manner.

DFI's customized services offer reliable and comprehensive solutions. Over the past few decades, it has successfully assisted leading system integrators and equipment manufacturers across industries, delivering exceptional product performance and unparalleled quality. We are committed to corporate sustainability and will continue to create value for our customers, shareholders and society.

Core Value

DFI is a leading industrial computer manufacturer under the BenQ/Qisda Group, with global-scale operations and service capabilities, focusing on embedded, information security, and smart automation businesses. With years of experience in embedded applications, DFI adheres to the core mission of “stringent product testing to ensure perfection and reliability.” Products undergo multiple rigorous tests during development to ensure reliability and durability. These tests include comprehensive testing of all high-speed signals in the design stage, as well as stringent durability tests for extreme temperatures, impact, and vibrations, ensuring that DFI's products can operate reliably even in harsh environments. The Company's vision is to bring enjoyment and quality to life. When it comes to our products, quality is our guiding principle. We maintain complete control over the entire process, from design to manufacturing to service. In terms of operations, we not only demonstrate concern for environmental protection, public welfare, and the rights of customers and employees, but also consider corporate citizenship to be our responsibility. We maintain a proactive, positive and law-abiding attitude.

	
Establishment	1981
Global Headquarters	Taipei, Taiwan
Global Locations	Sales Base: United States, Netherlands, Japan, China, Taiwan, South Korea, India, Vietnam, Germany Manufacturing Center: Taipei, Taiwan and Suzhou, China
Global Workforce	Approximately 656 people (including over 180 R&D personnel)
Consolidated revenue in 2025	Consolidated revenue of NT\$ 108.76 billion

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DFI products

DFI Edge AIoT Platform and Service

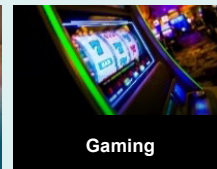
One-stop Edge AIoT platform with agile development and fast market entry

Global Expansion

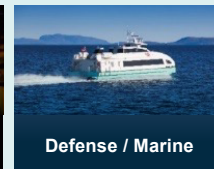
Boost edge AI computing for vertical applications



Factory Automation



Gaming



Defense / Marine



Smart Medical



Smart Transportation



Gas / Oil / Energy

► Embed in the market for a win-win partnership | BD & Sales: Insight into global edge AI needs, offering innovative solutions for customer growth.

High-Efficiency Drive

Focus on industrial Edge AI and embedded products innovation

Motherboards

Diverse & rich in size



From 1.8" to EATX & COMe to Q7

AIoT Systems

Fulfills Edge AI



Fanless, compact, and powerful

Edge AI Servers

Expandable Edge AI



Designed for AI acceleration and parallel computing

Panel PCs & Displays

Optimized HMI



Integration of advanced embedded and display tech.

Modules

Connect more



Remote mgnt. I/O Expansion

One Stop Edge AIoT Platform

AIoT + Edge Computing



CPU



MPU



NPU



GPU

Market Demands



Wide Temperature



Anti-Vibration / Shock



IP65/66 Rated Protection



Mission Critical



Conformal Coating



Wide Voltage



Marine Design



Agile Development



OOB



Virtualization

Value Added Services

► Insight into needs, offering diverse flexibility | Product development team: Versatile, high-quality solutions to meet diverse customer/application needs.

Comprehensive Support

Multi-platform for embedded tech. flexibility



► Integrated software and hardware with agile development | R&D team: Supporting x86/Arm platforms with virtualization, OOB management, and value-added tech.

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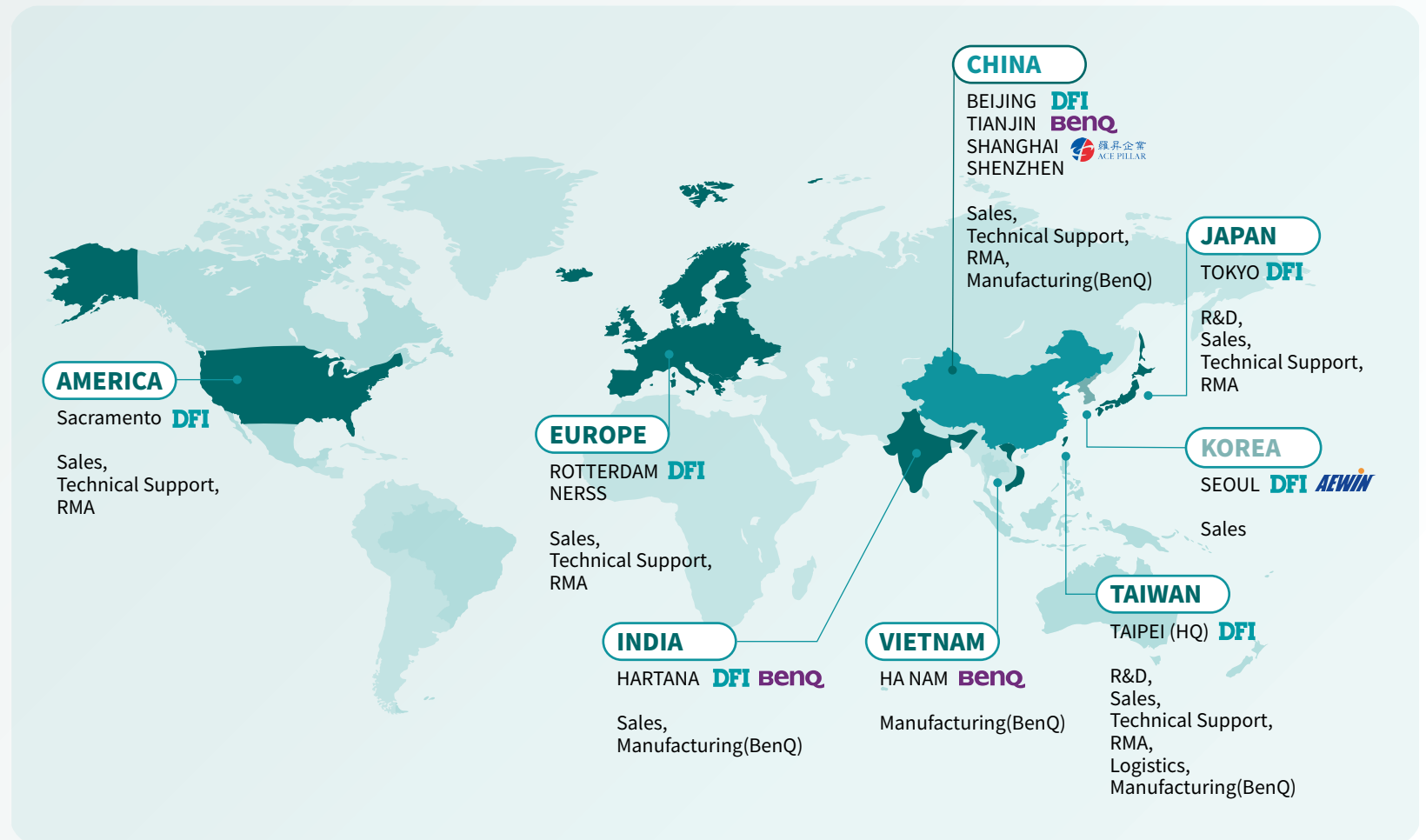
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Business overview and organizational structure

As a pioneer in industrial-grade embedded computing, DFI boasts over 40 years of hardware development experience and is committed to providing high-performance, reliable embedded and industrial computer systems. We are committed to the core business strategy of “Flexibility, Efficiency, and Localization.” By combining global supply chain integration with technological innovation, we address the diverse needs of multiple industries and empower enterprises on their path toward intelligent and sustainable development.



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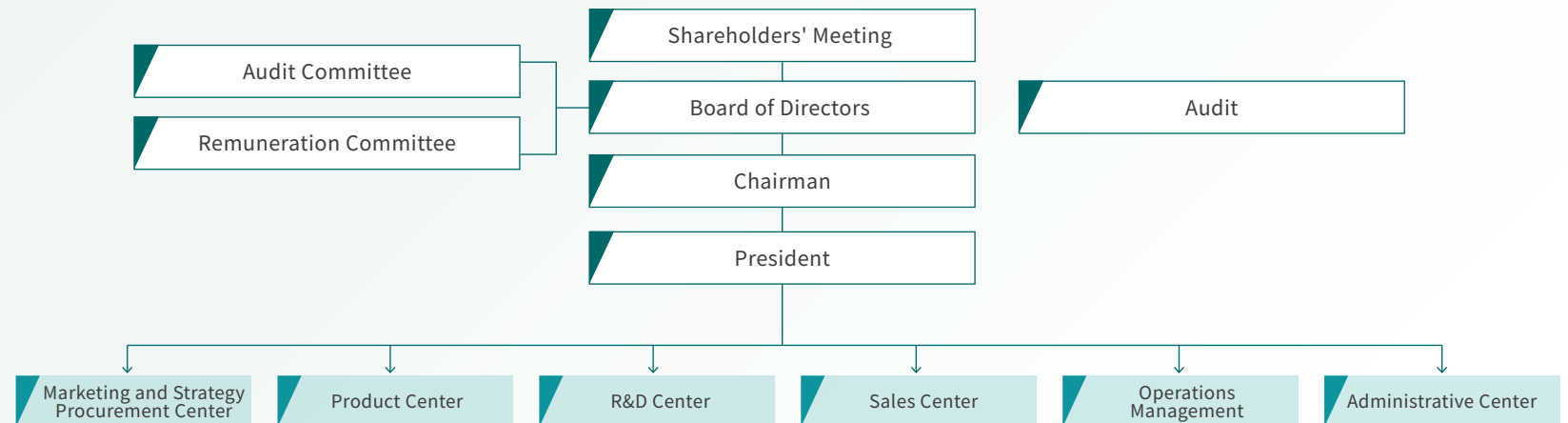
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Through our technology-driven hardware strategy, DFI continues to optimize product performance while improving energy efficiency, thereby strengthening its market competitiveness. By implementing Intel x86 architecture Slim Bootloader technology, which combines low-power standby and rapid recovery mechanisms, and significantly reduces boot time and energy consumption. This ensures stable device operation in extreme environments, making it suitable for applications in military, aerospace, intelligent transportation, industrial automation, and remote monitoring. Additionally, the Out-of-Band (OOB) remote management module independently developed by DFI provides up to 70% of server-grade Baseboard Management Controller (BMC) functionality and enables remote management and maintenance even if the primary network fails—further enhancing system stability and operational efficiency.

In 2024, DFI further integrated AI into sustainability by launching the “Multi-Functional Artificial Intelligence Retail Machine,” which earned the 33rd Taiwan Excellence Award by leveraging efficient AI edge computing and virtualization technology. This product leverages a single CPU to run multiple AI functions simultaneously, significantly reducing hardware costs and energy consumption. Equipped with an Out-of-Band (OOB) remote management module, it meets diverse edge computing needs—offering an optimal solution for smart retail and digital transformation.

DFI's operations span multiple global locations, including its headquarters in Taipei, Taiwan, as well as offices in China (Shenzhen, Shanghai, Beijing, Tianjin), the United States, Japan, the Netherlands, South Korea, India, Vietnam, and Germany. These sites support research and development, production, sales, and technical services. By leveraging a localized supply chain and on-site support, DFI ensures efficient manufacturing and fast delivery. We provide a flexible production model that accommodates both small-batch, diverse product lines and large-scale mass production, allowing us to meet the diverse needs of global markets while delivering dependable embedded computing solutions across industries.



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A full-page background image showing a person running in a park, overlaid with a semi-transparent red filter. The person is in mid-stride, and the focus is on their legs and feet. The text "Sustainable Journey" is written in white at the bottom.

Sustainable Journey

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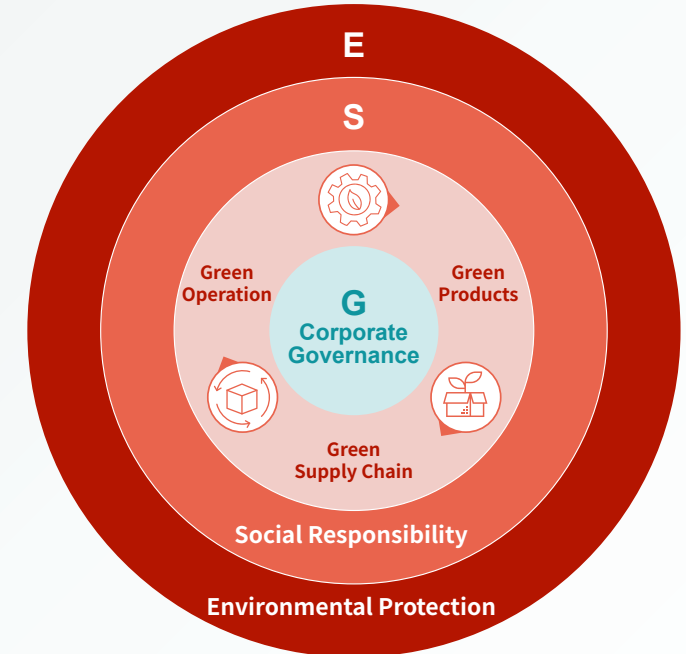
Corporate Sustainable Development

Vision	Bringing Enjoyment 'N' Quality to Life			
Core Values	 Integrity and Self-discipline	 Pursuit of Excellence	 Passionate Commitment	 Care and Contributions

Realizing the truth, goodness, and beauty of a technology-driven life is not only the corporate vision of DFI, but also the core mission we have long upheld. DFI adheres to the principle of integrity in business operations, regarding responsibility as the foundation of corporate development, and continuously invests in technological innovation, design refinement, manufacturing quality enhancement, and the deepening of service value. From an environmental perspective, DFI actively promotes sustainable development by integrating green design concepts and low-carbon production into its operations, thereby reducing the environmental impact of its business activities. From a social perspective, it gives back to society through public welfare participation and local community engagement, creating positive impact through concrete actions. DFI respects the rights of consumers and employees, viewing them as fundamental commitments of its business operations, and upholds fairness and justice as guiding principles to foster a safe, friendly, and inclusive working environment that supports employees' physical and mental well-being as well as career development. As a responsible corporate citizen, DFI continues to respond to global trends with innovative technologies and sustainable development strategies, creating long-term and stable value for both society and the environment.



Five major sustainable development goals



	Environmental Protection	Committed to environmental sustainability by implementing energy conservation and carbon reduction initiatives
E	Green Products	Driven by sustainability at the core, continuously enhancing the sustainable value of products
	Green Supply Chain	Strengthening a green operational culture and advancing supplier sustainability management
S	Social Responsibility	Fostering corporate citizenship internally and demonstrating positive societal impact through concrete actions
G	Corporate Governance	Continuously enhancing corporate governance practices to improve operational performance and profitability while safeguarding the rights and interests of stakeholders

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Short, medium, and long-term goals for DFI's sustainable development

Short term | 2027

- Achieve 60% compliance of product models with ErP Lot 3 standards
- Develop innovative products or technologies addressing climate transition risks
- Complete the "Supplier Sustainable Development Code of Conduct" & "Sustainable Risk Assessment Questionnaire"

Mid term | 2030

- Reach 60% renewable energy usage and carbon offset ratio
- Reduce water consumption intensity by 5%
- Achieve 90% recycling rate of resources
- Increase compliance of product models with ErP Lot 3 standards to 70%

Long term | 2040

- Achieve 100% renewable energy usage and carbon offset ratio
- Reduce water consumption intensity by 1%
- Reduce product carbon footprint by 10%

DFI sustainability/corporate social responsibility and environmental, safety, and health policies

DFI | Desire for Innovation

The Social Responsibility and Environment, Safety/ Health Policy for DFI Corporation

DFI Corporation has not only fulfilled its commitment by providing better products and services, but also devoted itself to the practice and promotion of social responsibility, energy management, environment, safety and health management, and Authorized Economic Operator (AEO) safety and security management. The goal is to contribute to the society, and to improve labor rights, safety and security performance, and quality of life. In order to fulfill our commitment of providing necessary resources and information to achieve organizational goals and objectives, from now on, DFI Corporation integrates social responsibility (SR), energy, environment, safety and health (ESH) management, and AEO safety and security management with business philosophy to efficiently execute the SR & ESH Policy.

DFI Corporation executes the SR & ESH Policy through upholding the following principles:

1. Operate with integrity and stringently abide by the ethical code of conduct.
2. Comply with regulations and customer requirements, and social responsibility and the environment, safety and health standards.
3. Continuously examine and improve the performances of pollution prevention, waste minimization, energy and water conservation, safety and health realization, and prevent risks in advance.
4. Respect consultation and participation of workers to protect labor rights, and continuously improve business management.
5. Enhance product eco-design to reduce product life cycle impacts.
6. Provide trainings for suppliers to meet designated standards
7. Lead group companies in achieving corporate sustainability.



President

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DFI Sustainability Development Committee

To further strengthen its commitment to sustainable development and fulfill its corporate social responsibility, while ensuring effective communication and responsiveness to stakeholder concerns related to its operations, DFI established the Sustainability Development Committee at the Board level in 2025. The Sustainability Development Committee serves as the Company's primary decision-making and oversight body for sustainability governance. Authorized by the Board of Directors, the Sustainability Development Committee is the highest-level body responsible for reviewing and supervising matters related to sustainability. Its scope encompasses the three core pillars of environmental, social, and governance, enabling the Board to effectively fulfill its strategic decision-making and oversight responsibilities while safeguarding the interests of the Company, its shareholders, employees, and all stakeholders.

The Sustainability Development Committee convenes on a regular basis, with at least one meeting held annually, to oversee and coordinate the Company's sustainability initiatives, environmental health and safety management, and corporate social responsibility programs. Through a cross-functional collaboration mechanism, the responsible departments regularly report key performance indicators and implementation progress to the Sustainability Development Committee, ensuring that sustainability strategies remain aligned with the Company's business objectives while continuously enhancing overall governance effectiveness.

Sustainability Development Committee Composition and Operations

The DFI Sustainability Development Committee is chaired by Chairman Chen Chi-Hong. The committee consists of five members, including Tien Chih-Yin, Yeh Te-Chang, Chu Chih-Hao, and Luo Bing-Kuan, of whom three are independent directors. The members' term of office runs from August 4, 2025, to May 30, 2026. In 2025, the committee held one meeting, with a 100% attendance rate.

ESG Committee

To strengthen internal management and execution of CSR and ESH initiatives, and to establish a cross-functional coordination and communication mechanism, DFI has integrated relevant departments to form an ESG Committee as its internal governance framework for driving sustainability-related efforts. The committee is chaired by the President, with senior executives from each functional center serving as members responsible for respective ESG dimensions. A Secretary-General is appointed to oversee and coordinate cross-departmental sustainability initiatives. Each functional member is responsible for regularly monitoring key performance indicators and reporting progress on CSR (sustainability) initiatives. This structure ensures that all sustainability actions are effectively embedded into daily operations and properly implemented across the organization.

Sustainability Development Committee Organizational and Management Structure



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Sustainable Value Creation Process

I. Inputs

DFI follows the Group's consistency principles and adopts the value creation framework established by Qisda. Using the Six Capitals as the foundation for its sustainable business strategy, DFI integrates financial capital, manufactured capital, intellectual capital, human resource capital, social capital, and natural capital. By effectively managing and leveraging these capitals, the Company builds a solid foundation for advancing sustainable development and creating long-term value for its stakeholders.

II. Value Creation

DFI places its corporate sustainability vision at the core of its strategy and has adopted the framework and recommendations of the SDG Compass Guide to systematically assess its existing practices and identify sustainability-related risks and opportunities across its value chain. In line with the implementation guidance for the United Nations Sustainable Development Goals (SDGs), DFI evaluates sustainability issues throughout the value chain from the perspective of a professional manufacturer of industrial computers and embedded solutions.

DFI's value chain assessment encompasses upstream raw material sourcing and supply chain management, midstream manufacturing operations and corporate activities, as well as downstream product sales, use, and end-of-life management. By identifying stakeholder priorities and areas where the Company can make the greatest contribution, DFI evaluates its impacts on the SDGs and establishes priority SDG management areas to guide its future sustainability initiatives.

To support effective implementation, DFI has established an internal sustainability management framework built upon the three pillars of sustainable development—Economic, Social, and Environmental. The Environmental pillar is further divided into Environmental Protection, Green Products, and Green Supply Chain, and is integrated with the Social pillar of Social Responsibility and the Economic pillar of Financial Performance, forming five key strategic dimensions for advancing the Company's priority SDG initiatives in a systematic manner.

These strategies and initiatives are coordinated and overseen by the Sustainability Development Committee, ensuring that sustainability considerations are embedded into the Company's operational decision-making and management processes. Through these ongoing efforts, DFI is committed to realizing the BenQ/Qisda Group corporate vision of "Bringing Enjoyment 'N' Quality to Life" while creating long-term shared value for both business and society.

III. Output

DFI's corporate sustainability management framework is built upon six major capitals, which serve as the foundation for advancing the Company's sustainable development strategy. Leveraging its core competencies, DFI establishes clear objectives for each capital to guide the implementation of related initiatives and action plans. Short-, medium-, and long-term performance indicators are also defined and are regularly reviewed by the Sustainability Development Committee to monitor progress and drive continuous improvement. Since 2019, DFI has systematically advanced its corporate sustainability initiatives, steadily progressing toward its established sustainability performance targets across the economic, social, and environmental dimensions. In addition, the Company sets annual objectives for the material topics identified through stakeholder engagement each year. These objectives are monitored through an annual review and reassessment process to ensure that DFI's sustainability strategy and actions remain aligned with stakeholder expectations.

Six Major Capitals



Financial Capital

Through prudent financial management, DFI enhances its overall economic value while effectively allocating and utilizing resources. The Company continues to invest in product development, technological innovation, manufacturing, and related services, providing a strong financial foundation to support its long-term operations and sustainable growth.



Manufacturing Capital

By maintaining advanced production equipment and robust manufacturing infrastructure, DFI ensures stable manufacturing processes and reliable product quality. This enables the Company to deliver high-quality products and services that meet customer needs, forming a solid foundation for operational excellence and customer trust.



Intellectual Capital

DFI upholds high standards in technology development and innovation, with a strong focus on continuously improving operational processes, product quality, and service excellence. Through ongoing investment in research and development, the Company strengthens its intellectual capital, enhancing its innovation capabilities and sustaining its competitive advantage.



Human Resource Capital

DFI is committed to attracting, developing, and retaining talented professionals through a comprehensive talent development framework. The Company provides a safe and supportive workplace where employees can continue to grow, while fostering a culture of integrity, self-discipline, passion, and pragmatism to create long-term value together.



Social Capital

DFI values its partnerships with all stakeholders. Through cross-sector collaboration and long-term commitment to social engagement and philanthropic initiatives, the Company continuously builds social trust and positive impact, fulfilling its corporate responsibilities and commitments to society.



Natural Capital

DFI integrates green design principles into its operations and product development processes, striving to minimize the environmental impact of its business activities and the full product life cycle. The Company continuously implements energy-saving and carbon-reduction initiatives, demonstrating its commitment to environmental sustainability.

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Sustainable Value through SDG Implementation in 2025

SDGs Goals	Approaches to Implementing SDGs
	- Continued to support sustainably and responsibly farmed agricultural products by establishing long-term partnerships with local farmers, helping facilitate agricultural transformation and sustainable livelihoods. - Participated in a one-day volunteer service at the Andrew Charity Association Food Bank, assisting with food sorting and packaging to support disadvantaged families' access to essential daily necessities and strengthen the social safety net.
	- Supported agricultural development and food production to promote sustainable agriculture and enhance food supply stability. - Participated in a one-day volunteer program at the Andrew Charity Association Food Bank, assisting with food sorting and packaging to improve access to basic food supplies for vulnerable populations and promote the efficient use of food resources.
	- Promoted employee health and well-being through health education e-newsletters, seasonal influenza vaccination services, blood donation drives, and on-site stress-relief massage sessions. - Organized community blood donation events to raise health awareness among employees and local residents, encourage public participation, and help meet medical blood supply needs through meaningful community engagement. - Partnered with the Huashan Social Welfare Foundation to conduct home visits for elderly residents in local communities and provide daily living supplies, contributing to improved elderly care and well-being. - Organized the Jiaobanshan Family Hiking Day, encouraging employees and their families to engage in outdoor activities, develop healthy lifestyles, and promote physical and mental well-being.

SDGs Goals	Approaches to Implementing SDGs
	- Promoted gender equality and workplace diversity by providing equal employment and career advancement opportunities while reducing gender disparities. - Implemented maternity protection measures.
	Focused on supporting older adults and disadvantaged groups through practical initiatives aimed at reducing disparities in access to social resources and fostering social inclusion and equity.
	Strengthened community support through local community care initiatives, promoting age-friendly communities and sustainable community development.
	Supported local agriculture through practical actions, helping reduce food losses across production and supply chains, including post-harvest losses.
	Collaborated with the Taipei Blood Center and affiliated companies to integrate resources and jointly promote public welfare initiatives, creating broader and more meaningful social impact.

Products Supporting the United Nations SDGs

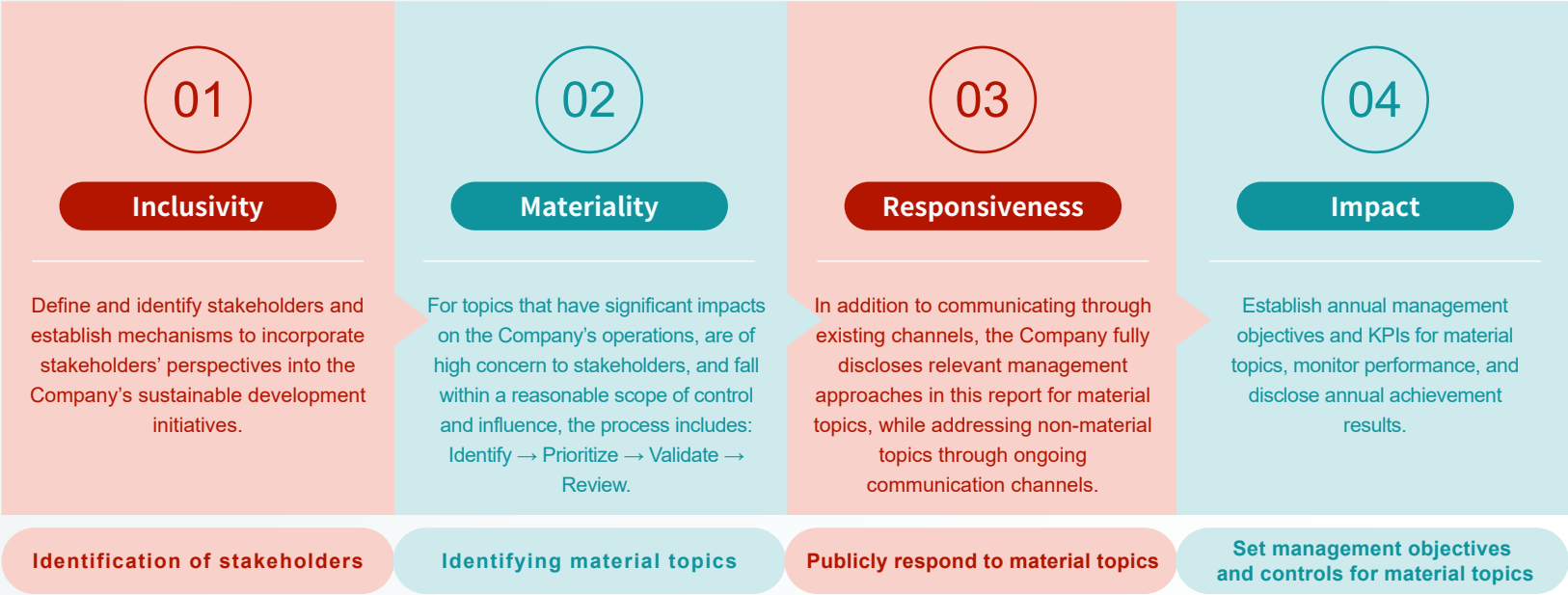
Proposal		Description	Product Application
Introduction	Sustainable Journey	Smart city As smart cities continue to evolve, transportation and energy management have become two of the most critical pillars. DFI is committed to helping customers enhance traffic management and transportation efficiency through optimized in-vehicle systems, traffic monitoring, fleet management, and station management solutions. By delivering high-performance, rugged computing platforms, DFI ensures reliable system operation even under heavy workloads and in harsh operating environments. At the same time, EVs are widely recognized as a key enabler of the transition toward net-zero emissions. In collaboration with ecosystem partners, DFI has developed intelligent EV charging solutions that integrate solar power with energy management systems. These solutions not only improve energy efficiency and environmental performance but also reduce charging time, enabling end users to save both time and operating costs while further advancing the sustainable development of smart cities.	- Smart train solution (RC300-CS) - DFI works with partners to develop electric vehicle fast charging solutions (EC800-CD, EC800-AL, EC70A-SU) 
I. Corporate Sustainable Development II. Stakeholder Communication		Smart healthcare In the advancement of smart healthcare, ensuring a safe and hygienic medical environment while delivering high-quality patient care is of paramount importance. DFI's oncology information system is a high-performance, fanless embedded computing solution specifically designed for healthcare environments, combining robust functionality with antimicrobial protection to meet stringent clinical requirements. The system supports a wide range of healthcare applications, including medical carts, operating rooms, hospital information systems, and OEM medical equipment integration. By enhancing operational efficiency and system reliability, it helps healthcare providers improve the overall quality of medical services while supporting the sustainable development of smart healthcare environments.	Tumor information system (MD711-SU medical-grade system) 
Smart Operations	Happy Growth	Smart energy and infrastructure DFI is actively advancing the development of smart energy and resilient infrastructure by delivering high-performance, cost-effective solutions for smart grid applications. Designed to operate reliably across a wide temperature range of -40°C to 85°C, its systems maintain stable performance even under extreme environmental conditions, helping improve energy efficiency while enhancing the resilience and reliability of energy infrastructure. In addition, DFI's offshore monitoring solutions provide real-time visibility into offshore assets and surrounding environmental conditions, enabling operators to proactively mitigate the risks of vessel collisions and environmental damage. Built with rugged industrial-grade designs for long-term durability, these solutions minimize equipment wear and replacement frequency, reducing resource consumption and waste while supporting the sustainable development of smart energy and infrastructure.	- Smart grid solution (BT700) - Maritime surveillance system (CS332-C246 paired with Guanghsing 2U chassis GHI-214) 
Cooperation and Mutual Prosperity			Smart plants Industry 4.0 marks a new era of intelligent manufacturing, where greater levels of automation and digitalization have become the foundation of smart factories. DFI is committed to developing customized industrial computing platforms and providing comprehensive System Integration (SI) services that help customers build highly efficient, reliable, and scalable smart manufacturing solutions. Through robust system design and integration capabilities, DFI enables the deployment of next-generation Autonomous Mobile Robots (AMRs), maximizing their operational performance and flexibility across manufacturing environments. These solutions streamline production processes, improve operational efficiency, and strengthen manufacturers' competitiveness while supporting long-term industrial growth and sustainable economic development.
Move Towards a Green Future	Rooted in Compassion	Smart safety As societal awareness of food quality and safety continues to rise, DFI provides a high-performance embedded computing platform for food safety inspection applications using X-ray analysis systems. The platform supports the stable operation of testing software and incorporates proprietary masking functions and pixel-merging algorithms. In addition, the system is designed with high resistance to vibration, efficient thermal management, and low power consumption, meeting the requirements of HACCP protocols for foreign object detection and control in food manufacturing. These capabilities help ensure food safety and enhance the quality of consumer food products. Moreover, to address the needs of firefighting and disaster response applications, DFI also delivers industrial-grade computing systems for firefighting robots, featuring explosion-proof, water-resistant, and dustproof designs. These systems are engineered for stable operation in all-weather and extreme environments, enabling deployment in high-risk scenarios such as flammable, explosive, toxic, oxygen-deficient, and smoke-filled disaster sites, thereby reducing the need for human entry into hazardous areas. The platform further supports high-speed mobility, mechanical transmission systems, superior climbing capability, and high payload capacity, making it suitable for urban firefighting and earthquake rescue missions. Through these innovations, DFI enhances public safety and strengthens disaster response capabilities.	- X-ray analysis device for detecting foreign objects in food (EC70A-SU, EC500-HD) - Firefighting Robots (SU253 single-board computer industrial motherboard) 
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Stakeholder Communication

To ensure timely and effective communication with stakeholders throughout the planning and decision-making processes for corporate sustainability, and to incorporate the material issues they identify into its sustainability policies, DFI has established an open and transparent engagement and response mechanism. Through this mechanism, the Company actively engages with stakeholders and integrates their perspectives into its sustainability management. DFI adopts the AA1000 Accountability Principles (AA1000AP) as the core framework for stakeholder engagement and materiality assessment. In accordance with its four guiding principles—Inclusivity, Materiality, Responsiveness, and Impact—the Company identifies, evaluates, and responds to sustainability-related issues while enhancing the completeness, transparency, and credibility of its sustainability disclosures.

In addition, DFI follows the GRI Universal Standards 2021 to further assess the significance of the impacts associated with each material topic across the economic, environmental, human rights, and other sustainability dimensions. The results serve as the foundation for the Company’s sustainability strategy and form the basis for the disclosures presented in this Sustainability Report.

In accordance with the AA1000 Accountability Principles (AA1000AP), DFI has established the following management approach for stakeholder engagement:



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Materiality Analysis Process

DFI integrates the expected outcomes of its environmental and occupational health and safety management systems, and horizontally consolidates the operational characteristics of each department to initially identify key stakeholder categories. The overall materiality analysis follows the nine steps outlined below in sequence:



In 2025, DFI continued to strengthen its stakeholder engagement mechanism by conducting questionnaire surveys and setting a target of a 10% increase in response rate, with the aim of expanding engagement coverage and enhancing the effectiveness of stakeholder feedback. The Company identified key stakeholder groups through the consolidation of business characteristics and risk focus areas across departments. These stakeholders were invited to assess the importance of various sustainability topics via questionnaires, which serve as a key input for sustainability strategy formulation and materiality prioritization. Stakeholders Identified by DFI Include: shareholders, employees, customers, suppliers, affiliated enterprises/subsidiaries, contractors, government agencies, labor unions/industry associations/non-governmental organizations (NGOs/ NPOs), academic research institutions/media reporters, as well as community/local groups/general public. A total of 236 questionnaires were collected in this survey, including 44 responses from internal stakeholders and 192 responses from external stakeholders. The overall response count increased by 17% compared with 2024, indicating a broadened scope of engagement and enhanced participation levels.

DFI follows 04 Risk/Opportunity Identification and Management Procedure and conducts an annual material topic review and analysis across Environmental (E), Social (S), and Governance (G) dimensions, establishing a complete assessment cycle. In alignment with Group consistency principles, DFI collaborates annually with the BenQ/Qisda Group to collect, review, and define material sustainability topics and determine their materiality. Topics ranked among the top concerns of stakeholders—at least the top two in each stakeholder category—are identified as material topics. In the following year, the Company reviews changes in material topics, analyzes causal relationships among them, and further examines the interconnections between material issues and action plans to ensure the effectiveness of implementation. DFI management and employees engaged in sustainability initiatives comprehensively consider stakeholder concerns and, in accordance with 04 Risk/Opportunity Identification and Management Procedure, define the impact level of each issue. After confirmation by the ESG Committee, the results are submitted to the Board of Directors. In addition to setting annual targets and tracking performance for material topics, the Company integrates the Enterprise Risk Management framework to identify risk factors, assess severity, and establish preventive measures. This enables the development of a comprehensive sustainability strategy roadmap from both opportunity and risk perspectives, thereby enhancing overall sustainability impact.

Regarding the completeness of indicator inclusion: Certain GRI standards were not included in the stakeholder questionnaire because internal impact assessments determined that their relevance to DFI's operations is limited or not applicable to the electronics assembly industry (e.g., GRI 305-6 Ozone-depleting substances, GRI 415-1 Political contributions). To ensure transparency, the Company discloses the management approach for these indicators in the appendix of this report under the "GRI Content Index," including clear explanations of their non-applicability.

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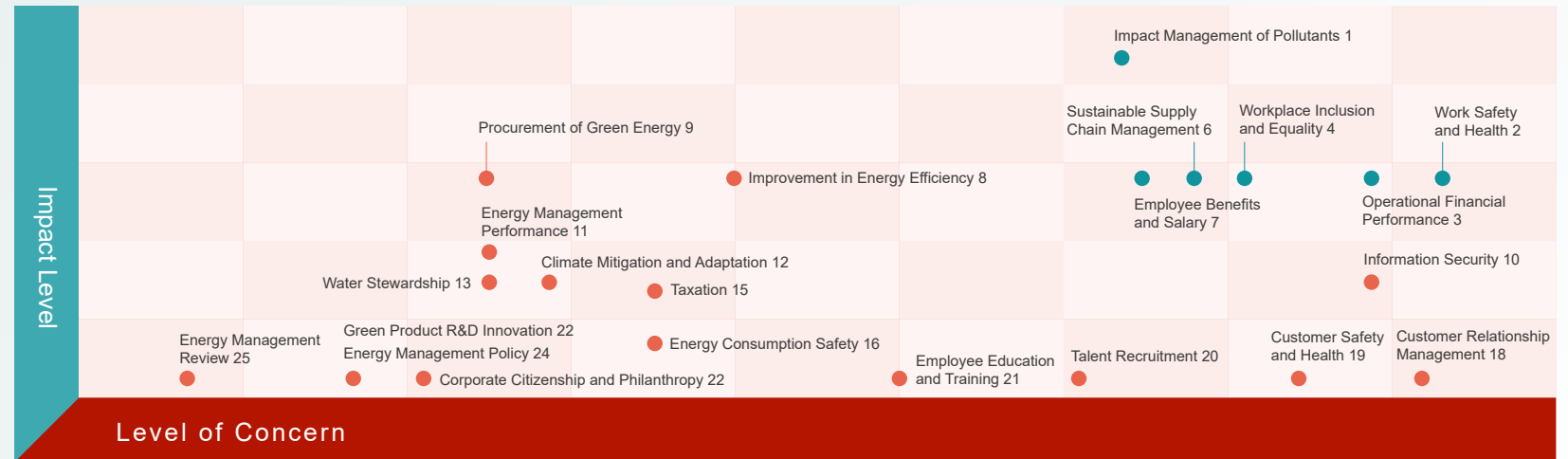
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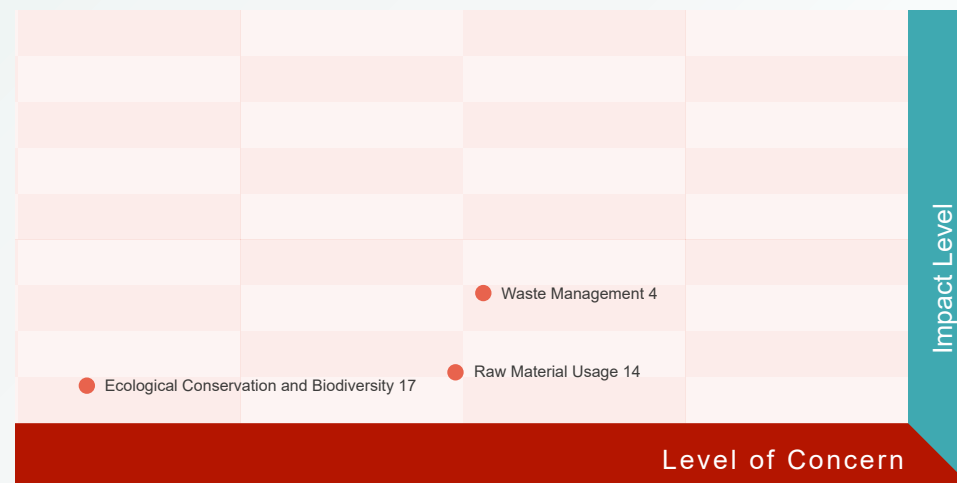
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Material Topic Matrix Positive Impact Negative Impact

Positive Impact



Negative Impact



Internal and external stakeholders assign scores to each topic based on their level of concern for each respective company, with higher scores indicating a greater degree of concern regarding the issue. The level of impact is quantitatively assessed based on the controllability (C), frequency (F), and severity (S) of each topic. The calculation is defined as: $I = (F \times C \times S \div 125) \times 10$. A higher score indicates a greater level of impact on the Company's operations and stakeholders.

Identification of Material Topics and their Relationship with the Value Chain

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Dimensions	Topics	Descriptions	Positive Impact	Negative Impact	Upstream	Operations	Downstream	2024 Material Topics	2025 Material Topics	Significance to DFI	GRI Standards	Corresponding Chapters
Environment	Raw Material Usage	The usage situation of various raw materials	○	●	●	○	○	○	○	Raw materials are a core component of product manufacturing and have a direct impact on resource efficiency, supply stability, and environmental burden. DFI strengthens its raw material management and utilization efficiency to reduce resource consumption risks and enhance operational resilience.	301-1 302-2	Green Operation
	Water Stewardship	Risk assessment, availability of water sources, water usage and recycling volume, effectiveness of water conservation measures, and management of wastewater treatment and discharge	●	○	○	●	○	○	○	DFI's overall operations have relatively limited demand for water resources and do not involve water-intensive manufacturing processes. Nevertheless, the Company continues to pay close attention to water-related issues by implementing routine management practices and water consumption monitoring mechanisms. These efforts ensure efficient water use and compliance with relevant regulatory requirements, thereby fulfilling its corporate environmental responsibility.	303-1~ 303-5 306-1 306-5	Green Operation
	Impact Management of Pollutants	Species, reduction methods, and effectiveness of air pollutants	●	○	●	●	●	○	●	The pollutants generated from DFI's operations are relatively limited, and the direct environmental impact is low. Nevertheless, the Company continues to implement monitoring and management of pollutant emissions to ensure compliance with regulatory requirements, and adopts continuous improvement measures to further reduce potential environmental impacts.	305-7	Climate Strategy and Carbon Management
	Waste Management	Types and volumes of waste, management strategies, waste reduction and recycling practices and their outcomes, and spill incident response	○	●	○	●	●	●	●	Waste generation and management are closely linked to environmental protection and resource circularity. DFI implements waste segregation, reduction, and reuse strategies to minimize environmental impact and improve resource utilization efficiency.	301-3 306-2~ 306-4	Green Operation
	Energy Management Policy	Policies and commitments established to promote the implementation of an energy management system and achieve energy management objectives	●	○	○	●	○	○	○	An energy management policy serves as the foundation for promoting energy conservation and carbon reduction. DFI has established an energy management system with clear objectives, continuously optimizing energy usage and fulfilling its commitment to sustainable development.	-	Green Operation, Climate Strategy and Carbon Management
	Energy Consumption Safety	To ensure the stability, reliability, and sustainability of corporate energy supply, and to reduce risks arising from energy supply disruptions or fluctuations	●	○	○	●	●	○	○	A stable and reliable energy supply is critical to business continuity. DFI places strong emphasis on energy supply risk management to reduce the potential operational impacts of energy disruptions or fluctuations.	-	Green Operation, Climate Strategy and Carbon Management

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Dimensions	Topics	Descriptions	Positive Impact	Negative Impact	Upstream	Operations	Downstream	2024 Material Topics	2025 Material Topics	Significance to DFI	GRI Standards	Corresponding Chapters
Environment	Improvement in Energy Efficiency	When managing energy use, the company takes into account the age and condition of equipment, which may affect overall efficiency	●	○	○	●	●	○	●	Improving energy efficiency helps reduce energy consumption and greenhouse gas emissions. DFI has implemented the ISO 50001 Energy Management System and, through equipment optimization and process improvement, continuously enhances overall energy performance while strengthening the institutionalization and continuous improvement of its energy management practices.	302-1~302-4	Green Operation, Climate Strategy and Carbon Management
	Procurement of Green Energy	To procure renewable and low-carbon energy, or to develop and install green energy systems	●	○	○	●	●	○	●	Assessing the feasibility of adopting renewable and low-carbon energy and establishing implementation mechanisms helps reduce greenhouse gas emissions and respond to global climate action trends. DFI continues to promote green energy procurement and gradually increases the share of renewable energy use, thereby strengthening its capability for low-carbon transformation.	-	Green Operation, Climate Strategy and Carbon Management
	Energy Management Review	The responsibilities and duties of the energy management team, including conducting energy reviews and carrying out monitoring and reporting activities	●	○	○	●	○	○	○	Through an annual energy review and monitoring mechanism, DFI continuously examines its energy consumption status and optimizes management measures to ensure the effectiveness of its energy management system.	302-4	Green Operation, Climate Strategy and Carbon Management
	Energy Management Performance	Monitoring and measurement of energy performance indicators to achieve the expected outcomes	●	○	○	●	●	○	○	Establishing energy performance indicators and conducting measurement and tracking helps the Company assess management effectiveness and supports continuous improvement, ensuring the achievement of energy-saving targets.	302-1~302-3	Green Operation, Climate Strategy and Carbon Management
	Ecological Conservation and Biodiversity	Significant impact of operations on biodiversity	○	●	○	●	○	○	○	DFI is attentive to the potential impacts of its operations on the surrounding ecological environment. Through risk assessment and management mechanisms, the Company continuously reduces its impact on biodiversity and strengthens its environmental protection management practices.	101-1~101-7	Friendly Environment

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Environment	Climate Mitigation and Adaptation	TCFD, Inventory and Calculation of Greenhouse Gas Emissions, and Various Carbon Reduction Measures	●	○	○	●	○	●	○	Climate change presents both risks and opportunities for businesses. DFI conducts greenhouse gas inventories and management in accordance with international frameworks and promotes carbon reduction initiatives to strengthen its climate resilience.	305-1~305-5	Climate Strategy and Carbon Management
	Sustainable Supply Chain Management	Green Supplier Management Regulations, Assessment/Audit Results of Supplier Environmental Performance	●	○	●	●	●	●	●	The supply chain is an important extension of business operations. DFI incorporates environmental and social requirements into its supplier evaluation and management mechanisms to reduce supply chain risks and enhance overall sustainability performance. The Company also continues to promote carbon reduction initiatives, working toward its goal of a 30% reduction in supply chain emissions by 2030.	308-1308-2414-1	Sustainable Supply Chains
Society	Talent Recruitment	Human Resource Policies, Employee Performance Evaluation, Compensation and Rewards System, Job Promotion and Rotation Methods	●	○	○	●	○	●	○	Talent is a key driver of corporate development. DFI attracts and retains outstanding talent through a robust human resources system and fair management practices, thereby supporting long-term operational growth.	404-3405-1405-2	Good Labor-Capital Relationship
	Employee Education and Training	Planning employee career development, educational training content, performance indicators, training effectiveness, and retirement competency management	●	○	○	●	○	○	○	Continuous development of employees' professional capabilities helps enhance organizational competitiveness. DFI has established a diversified and systematic training and development framework to address evolving industry needs and support employees' career growth. The Company also places emphasis on late-career development and retirement readiness, assisting employees in continuously strengthening their ability to adapt to future career transitions.	404-1~404-3	Learning and Development
	Work Safety and Health	Occupational safety and health management system, disaster prevention, disaster drills, incidence of work-related injuries and occupational diseases, fatality statistics	●	○	○	●	○	●	●	Ensuring employee safety and health is a fundamental corporate responsibility. DFI has established an occupational health and safety management system and continuously implements preventive measures, awareness campaigns, and training programs to strengthen a company-wide safety culture and effectively reduce occupational risk.	403-1~403-10	Employee Safety and Environment, Protecting Health and Well-being of Employees

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Dimensions	Topics	Descriptions	Positive Impact	Negative Impact	Upstream	Operations	Downstream	2024 Material Topics	2025 Material Topics	Significance to DFI	GRI Standards	Corresponding Chapters
Society	Employee Benefits and Salary	Various Welfare and Salary Systems	●	○	○	●	○	●	●	A competitive compensation structure and a comprehensive benefits system help enhance employee satisfaction and job stability, thereby improving overall organizational performance.	401-2401-3	Employee Status, Good Labor-Capital Relationship
	Workplace Inclusion and Equality	Demonstrating social diversity, protecting employees' human rights, prohibiting the use of child labor and forced or compulsory labor, respecting freedom of association, hiring minority groups, and ensuring non-discrimination and the prevention of harassment	●	○	○	●	○	○	●	DFI is committed to fostering a diverse, inclusive, equal, and respectful workplace that upholds human rights. The Company does not discriminate based on personal attributes such as gender or age, ensuring the protection of employees' fundamental rights and preventing any form of discrimination or improper treatment. At the same time, DFI continuously promotes an inclusive workplace culture that encourages mutual respect and collaboration among employees, creating a harmonious and diverse environment where all can thrive together.	405-1 412-1~412-3 406-1 407-1 408-1 409-1 2-23~2-26	Human Rights Management
	Corporate Citizenship and Philanthropy	Strategies for charity or community engagement, types of charitable activities, and the allocation of resources	●	○	○	●	○	○	○	Starting from small, everyday actions, DFI encourages employees to participate in public welfare initiatives and community engagement activities. By doing so, the Company expands its positive social impact, continuously gives back to society, and strengthens its connection with the community, thereby fostering a more sustainable and positively developing social environment.	203-1 413-1 413-2	Local Practice, Friendly Environment
	Customer Safety and Health	Product and service labeling, customer health and safety, and the legality of marketing promotions	●	○	○	●	○	○	○	Product and service safety is at the core of corporate responsibility. DFI ensures that its products comply with applicable regulations and safeguard user safety, thereby maintaining customer trust and protecting brand value.	416-1 416-2 417-1~417-3	Green Products

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Dimensions	Topics	Descriptions	Positive Impact	Negative Impact	Upstream	Operations	Downstream	2024 Material Topics	2025 Material Topics	Significance to DFI	GRI Standards	Corresponding Chapters
Governance	Taxation	The Company's tax strategy encompasses its tax management and practices, including tax information transparency and tax risk management	●	○	○	○	○	●	○	DFI complies with relevant tax regulations and promotes a transparent tax management framework to reduce tax risks and strengthen corporate governance.	207-1~207-4	Financial Performance
	Operational Financial Performance	Financial information related to revenue, expenses, profits, financial management, and market performance	●	○	○	●	○	○	●	Sound financial performance is the foundation of sustainable business operations and an important basis for stakeholders to assess a company's value.	201-1	Financial Performance
	Green Product R&D Innovation	Investment in R&D, product/process innovation, patent certification, uniqueness	●	○	○	●	○	●	○	Continuous investment in research and development and innovation helps develop environmentally beneficial products and technologies, enhancing market competitiveness and responding to sustainability needs.	302-5	Green Products
	Customer Relationship Management	Diverse practices in customer service management, customer complaints, communication platforms, and technical support	●	○	○	●	●	○	○	Stable customer relationships help strengthen DFI's competitive advantage in the market, while high-quality partnerships further drive innovation momentum and value creation across the industry.	-	Commitment to Clients
	Information Security	Employee cybersecurity awareness, supplier security, device and IT environment management, cybersecurity joint defense, continuous risk exposure management, and business continuity management plans	●	○	○	●	○	○	●	As a global leader in industrial computing and embedded solutions, DFI recognizes that information security is not only critical to operational stability and product reliability, but also has a direct impact on brand value. It is of key importance to stakeholders, including employees, customers, and investors.	418-1	Information Security

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Key Performance Indicators (KPIs) for Significant Stakeholder Issues in 2025

Dimensions	Item	Responsible Units	2025 KPI	Explanation of Executed Results	Achievement Rate	GRI Standards	Corresponding Chap
Environment	Impact Management of Pollutants	ERM	1. Conduct air pollutant testing and ensure compliance with regulatory standards > 1 2. Perform daily inspection and maintenance of air pollution control equipment with 100% compliance to operating requirements	1. Air pollutant testing was completed with official test reports maintained 2. Daily inspections were conducted with proper records retained	100%	305-7	Climate Strategy and Carbon Management
	Waste Management	ERM	1. Number of environmental legal violations resulting in a penalty < 1 2. Number of hazardous waste treatment tracking events > 4 3. Increase the recycling rate of R-category waste > 60% 4. Conduct organic solvent leakage drill > 1	1. No environmental regulatory violations recorded from 2025/01/01 to 2025/12/31 2. Conduct hazardous waste disposal tracking at least 4 times with proper documentation 3. Achieve an R-category waste recycling rate of 69.5% 4. Conduct at least one organic solvent leakage drill in July 2025, with records properly maintained	100%	301-3 306-2~306-4	Climate Strategy and Carbon Management
	Sustainable Supply Chain Management	Strategic Procurement	100% response rate from top 100 suppliers completing the updated Sustainable Self-Assessment Questionnaire Survey and Sustainability Risk Assessment Questionnaire	Achieve 100% completion rate from 100 suppliers (0 incomplete cases)	100%	308-1 308-2 414-1	Sustainable Supply Chains
	Improvement in Energy Efficiency	ER/ES	1. Conduct energy management training more than once 2. Achieve energy management training participation rate > 90%	1. Complete energy management training and maintain proper training records 2. Achieve a training participation rate of 91%	100%	302-1~302-4	Climate Strategy and Carbon Management
	Procurement of Green Energy	ER/ES	Plan to implement RE60 renewable energy certificate procurement in 2026	1. Use 2023 as the baseline year, and assume a 3% annual electricity growth rate from 2026 to 2030 for consumption forecasting purposes 2. Estimated cumulative demand for renewable energy certificates from 2026 to 2030 is 5,202 certificates (1 certificate = 1,000 kWh), with an estimated total cost of approximately NT\$18,206 thousand, serving as a mid- to long-term budget planning reference 3. Based on estimates, procurement of 300 renewable energy certificates is expected in 2026, with an estimated cost of NT\$1,048 thousand, subject to further discussion with the Group sustainability unit and approval by the responsible management unit	100%	-	Climate Strategy and Carbon Management

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Dimensions	Item	Responsible Units	2025 KPI	Explanation of Executed Results	Achievement Rate	GRI Standards	Corresponding Chap
Society	Work Safety and Health	ERM	1. Conduct emergency evacuation drills across all sites > 2 2. Achieve 100% completion rate for tiered health examination management 3. Complete ISO 45001 external certification (100%) 4. Maintain occupational safety violations at fewer than one case	1. Three emergency evacuation drills were conducted in 2025. Tiered health examination management was completed, with records properly maintained 3. ISO 45001 external audit certification was completed and obtained (Certificate No.: TW008193-005, valid until November 30, 2028) 4. One occupational safety and health regulatory violation penalty was recorded	Not achieved	403-1~10	Employee Safety and Environment
	Employee Benefits and Salary	ADM	Employee engagement score: 8.0	Achieve an overall employee engagement score of 7.7 for 2025, with continuous improvement in employee benefits and compensation	Not achieved	401-2 401-3	Good Labor-Capital Relationship
	Workplace Inclusion and Equality	ADM	1. Execution record completion rate of 100% for four major plans 2. Labor compliance obligations: 100% compliance	1. Maintain 100% documentation completion for four major plans 2. Two overtime labor compliance violations in August	Not achieved	405-1 412-1~412-3 408-1 409-1 407-1 406-1 2-23~2-26	Good Labor-Capital Relationship
Governance	Operational Financial Performance	FIN	1. Implement the arm's length principle in related-party transactions to ensure fair allocation of profits 2. Ensure timely tax filings in compliance with local regulations and tax treaties	1. Completed all statutory filings on schedule in accordance with the regulations of each operating location. 2. All related-party transactions were conducted on an arm's-length basis, with no arrangements intended to circumvent or reduce tax obligations through non-arm's-length transactions.	100%	201-1	Financial Performance
	Information Security	ITS	1. Conduct at least one annual professional information security training for security personnel, at least one company-wide information security awareness training, and at least one social engineering simulation per quarter 2. Complete at least one business impact analysis of information systems annually, and conduct at least two backup and recovery drills 3. Complete ISO 27001:2022 recertification audit	1. Complete company-wide cybersecurity training in May with 100% participation, including training for cybersecurity professionals and general employees; complete phishing simulations and achieve 100% retraining completion for non-compliant personnel 2. Complete business impact analysis and five critical system recovery drills 3. Successfully obtain ISO 27001:2022 recertification in September	100%	418-1	Information Management

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Stakeholder Categories, Communication Channels, and Conflict Resolution

Stakeholders	Channels for Collecting Feedback	Response Channels	Topic of Concern	Engagement Approach	Corresponding Chapters
Employees	- Internal information is distributed through emails and announcements on an irregular basis - Opinions can be sent to HR at hr.info@dfi.com or by contacting the ER&ES Department. Feedback can also be provided through departmental labor representatives and welfare committee members - Labor relations meetings are held quarterly, and performance evaluations are discussed twice a year - An annual employee engagement survey is conducted	- Education and training, practices, new employee training - Feedback is addressed in meetings and incorporated into resolutions or improvement actions - Annual health check-ups are offered with individual follow-ups - Analyze employee engagement survey results and implement corresponding improvement actions and feedback measures	Employee Benefits and Salary Work Safety and Health	- Senior executives provide updates on the operational status and future goals during business briefings - Effective communication through quarterly labor-management meetings - Establish multiple internal and external communication channels, such as the President's email, to gather employee feedback - Regular occupational safety, fire safety, and human rights training programs are conducted to strengthen employees' safety awareness. In addition, safety and environmental protection awareness campaigns are carried out on an irregular basis to continuously enhance safety consciousness	Learning and Development Good Labor-Capital Relationship Happy and Healthy Workplace Employee Safety and Environment
Clients	- Annual client satisfaction survey - Quarterly business feedback - Customer Grievance Management System (Ad hoc) - Customer Information Security Questionnaire Survey (Ad hoc) - Company's official website - Focus areas for the sustainability report - Social media - Online meeting for sales and engineers	- Customer satisfaction survey results are analyzed, and improvement measures are proposed - Supplier conference (Ad hoc) - Customer complaint handling - Response mechanisms for all official platforms - Sustainability-related concerns are addressed through disclosures and management policies	Sustainable Supply Chain Management Green Product R&D Innovation Customer Relationship Management	- By setting up a customer service unit, we facilitate effective two-way communication Proactively conduct customer satisfaction surveys - Establish strong partnerships through high-level exchanges - Regularly undergo audits to safeguard customer privacy	Commitment to Clients Green Products
Shareholders	- Spokesperson and proxy spokesperson system - Dedicated Investor Relations unit and investor email (IR@dfi.com) - The Investor Relations section of the Company's official website - Annual shareholders' meeting - Quarterly corporate briefings	- Respond to inquiries through the IR department - Disclose real-time information on the Company's official website - Immediate responses to questions raised during shareholders' meetings - Immediate responses to questions raised during investor conferences	Operational Financial Performance	- Regular and ad hoc shareholder meetings and reconciliation of interests with stakeholders: corporate governance status and future prospects - Investor feedback and suggestions regarding the Company's sustainability issues are collected and reported to the Board of Directors on a quarterly basis, serving as an important tool for sustainable development - Financial reports, annual reports and shareholder meeting information are provided to shareholders through public websites	Corporate Governance Financial Performance

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Stakeholders	Channels for Collecting Feedback	Response Channels	Topic of Concern	Engagement Approach	Corresponding Chapters
Suppliers, Contractors	- Supplier social responsibility and environmental health and safety surveys, supplier evaluations - On-site audits of suppliers	- Provide feedback on evaluation results and request corrective improvements - Share audit findings and follow up on corrective actions	Sustainable Supply Chain Management	- Regularly attending group meetings and supplier conferences - To achieve the goal through effective communication methods - Audit suppliers, both regularly and on an ad hoc basis - Encourage suppliers to reduce carbon emissions and contribute to sustainable value	Sustainable Supply Chains
Government	- Collect feedback and recommendations from regulators and evaluation bodies through the corporate governance evaluation process - Communicate with government authorities to gather policy directions and regulatory requirements - Stay informed of the latest regulations through the Market Observation Post System and relevant regulatory platforms	- Implement improvements and responses based on evaluation results and regulatory requirements - Respond to government and competent authority requirements through public disclosure - Adjust internal policies and practices in line with policy directions	Taxation	- Participate in government-mandated communications on a regular and ad hoc basis to gain an understanding of government initiatives - Regular compliance assessments are conducted to ensure adherence to laws and regulations through a management oversight cycle in accordance with new regulatory requirements	Corporate Governance Legal Compliance Employee Safety and Environment
General Public, Labor Unions/ Industry Associations/ Non-Governmental Organizations (NGOs/NPOs), Academic Research Institutions/Media Reporters	- Contact DFI project coordinators of by phone or email - Stakeholder survey	- The relevant departments provide responses and handle the matter - Continuously promote public welfare initiatives to address social concerns	Corporate Citizenship and Philanthropy	- Understand the Company's operations and public welfare efforts through public information provided by DFI - Communicate through the Company's website, social media platforms, and general hotline, or communicate with residents through neighborhood leaders	Local Practice Friendly Environment
Affiliated Enterprises/ Subsidiaries	- Stakeholder survey - Coordination through dedicated project contact personnel	- Sustainability-related concerns are addressed through disclosures and management policies - The relevant departments provide responses and handle the matter	Operational Financial Performance Sustainable Supply Chain Management Sustainability Management	- Understand the Company's operations through public information provided by DFI - Contact the Company via the official website and main switchboard channels	Corporate Governance Financial Performance Sustainable Supply Chains Move Towards a Green Future

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Corporate Governance

Organizational Structure of Corporate Governance

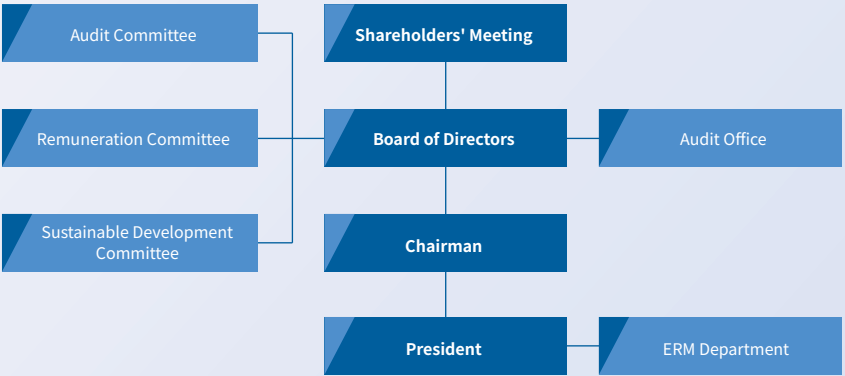
DFI created its corporate governance structure and practices in compliance with Company Act, Securities and Exchange Act, and other relevant R.O.C. laws and regulations. DFI's corporate governance framework consists of four governing bodies: the Board of Directors, the Audit Committee, the Remuneration Committee, and the Sustainable Development Committee. The Audit Committee and the Remuneration Committee are composed entirely of independent directors. All directors, including independent directors, are elected by shareholders and serve three-year terms. The organizational structure of DFI's corporate governance framework is illustrated in the figure on the right.

Safeguarding shareholder rights has always been a focus for DFI. Since the 2017 annual shareholders' meeting, DFI has started using electronic voting and conducting voting item-by-item. This aims to increase shareholder attendance at the meetings and ensure that shareholders can exercise their legal rights at the meetings. During shareholders' meetings, DFI also proactively explains the company's operations and financial standing and responds to shareholder inquiries. In addition to a management team composed of experienced professionals, DFI's Board members generally possess the necessary knowledge, skills, and qualities required for their roles. They are committed to maximizing shareholder value.

The Articles of Incorporation stipulates a nomination system for director elections, and Article 20 of the Corporate Governance Guidelines specifies that the composition of the Board should consider diversity. Except for directors concurrently serving as company executives, who should not exceed one-third of the total director seats, appropriate diversification policies are developed based on the Company's operations, business model, and development needs.

The Board has seven directors (including three independent directors), and the Chairman of the Board is elected by the directors. All directors have more than five years of relevant work experience in business, legal affairs, finance, accounting, or fields required by the Company. Each year, DFI organizes training programs for the Board of Directors and management team members to deepen their knowledge in economic, environmental, social, and other related issues. The details of personnel development are disclosed in the Corporate Governance section of the Company's annual report.

Organizational Structure of Corporate Governance



Organizations and Activities for Industry Development

Association	Purpose
TEEIA	Trade shows
New Taipei City Industrial Association	Industrial association for manufacturers
5G Smart Pole Standards Promotion Alliance	1. To formulate technical standards for 5G smart poles and related infrastructure 2. To assist the government in smart city development
Taiwan Computer Emergency Response Team/Coordination Center	To obtain the latest international cybersecurity intelligence and collaborative defense
Information Management Association	To acquire new industry knowledge and applications
Intelligent Computer & AIoT Association	To acquire new industry knowledge and applications
Taiwan Chief Information Security Officer Alliance	Exchange of new information security applications and intelligence

Inquiry of annual report : <https://www.dfi.com/tw/boardofdirector>

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Diversity Board members

DFI's Board of Directors currently comprises 7 members, including 1 female director, reflecting its commitment to a diverse and inclusive governance structure. The members of the Board of Directors possess professional expertise in risk management, technological development, and sustainability issues related to the Company's products and industry value chain. This collective knowledge enhances the quality of decision-making and strengthens the effectiveness of the Company's sustainable governance.

Background						Corporate management		Industry experience		
Title	Name	Gender	Term	Education	Primary experience	Management	Leadership	International Market	IT Industry	Finance
Chairman	Representative of Qisda Corporation: Chen Chi-Hong	Male	3	Global Business and Technology Management Program, National Chengchi UniversityMGM, ThunderbirdSchool of Global Management (US)	Chief Executive Officer of Qisda Corp. Chairman of BenQ Medical Technology Corp. Chairman of Partner Tech Corp. Vice Chairman of Alpha Networks Inc.	✓	✓	✓	✓	
Director	Representative of Qisda Corporation: Tseng Wen-Hsing	Male	3	Master of Electric Engineering, National Taiwan University	President of Intelligent Solutions Business Group, Qisda Corp. Chairman of Metaage Corp.Chairman of AEWIN Technologies Co., Ltd. Chairman of Ace Pillar Co., Ltd.	✓	✓	✓	✓	
Director & President	Representative of Qisda Corporation: Tien Chih-Yin	Female	3	MBA, National Chengchi University	Director of AEWIN Technologies Co., Ltd. Director of Ace Pillar Co., Ltd.	✓	✓	✓	✓	
Director	Wei Ren-Yu	Male	3	MBA, National Chengchi University	Chairman of Digital Idea Multi-Media Co., Ltd.Chairman of Qifu Capital Co., Ltd. Chairman of Noah Green Technology Capital Management Co., Ltd. Chairman of Dayu Capital Investment Management Consulting Co., Ltd. Director of TRANSPAK EQUIPMENT CORPORATION	✓	✓	✓	✓	✓
Independent Director	Chu Chih-Hao	Male	3	Master of Electrical Engineering, National Taiwan University	Independent Director of Simplo Technology Co., Ltd. Independent Director of INTUMIT INC.	✓	✓	✓	✓	✓
Independent Director	Yeh Te-Chang	Male	3	Master of Economics, National Chengchi University	Independent Director of KIAN SHEN CORP. Independent Director of CARNIVAL INDUSTRIAL CORP. Supervisor of Maxkit Technology Co., Ltd.	✓	✓	✓	✓	✓

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Background						Corporate management		Industry experience		
Title	Name	Gender	Term	Education	Primary experience	Management	Leadership	International Market	IT Industry	Finance
Independent Director	Luo Bing-Kuan	Male	3	Master of Laws, Fu Jen Catholic University	Founding Chairman of Taiwan Independent Director Association Chairman of Hua Xuan International Consultants Co., Ltd. Chairman of Kaida International Capital Corporation Independent Director of Hua Nan Commercial Bank, Ltd. Independent Director of Faraday Technology Corporation Director of the Taiwan M&A and Private Equity Council (MAPECT) Director of Monte Jade Science & Technology Association of Taiwan	✔	✔	✔		

Diversified Organizational Governance Unit

The proportion of directors who are employees of the Company is 14%, while independent directors account for 43%. As of the end of 2025, two independent directors have served for 6 to 9 years. In terms of age distribution, three directors are aged 60-69 (43%), and four directors are aged 50-59 (57%). The current Board composition includes six male directors (86%) and one female director (14%).

Board Member Distribution by Category		Number of directors	Proportion
Age	Below 30	0	0%
	30-50	1	14%
	Above 50	6	86%
	Total	7	100%

Operations of Corporate Governance

The DFI Board of Directors prioritizes the interests of the Company and its shareholders when conducting business evaluations and making material decisions. The Audit Committee plays a supervisory role in carefully examining the Company's and the Board's business operations.

Board of Directors' operations

5 meetings with 94% attendance rate

Per Article 2 of the “Regulations Governing Procedure for Board of Directors Meetings of Public Companies,” DFI has established the “Guidelines for Board of Directors Meeting,” which all relevant matters following in their handling. The Board of Directors of the Company convenes at least once every quarter, with an average attendance rate of 94% in 2025.

To further strengthen corporate governance and enhance the Board's effectiveness, the Company regularly provides directors with the latest updates on regulatory developments and corporate governance training courses in relevant business areas. These resources are made available for reference and elective participation. In 2025, all directors completed at least six continuing education credits.

The Board of Directors approved the “Board of Directors Performance Evaluation Guidelines” in 2019, stipulating that an internal performance evaluation shall be conducted annually, and that an external independent professional institution or expert team shall perform an external evaluation at least once every three years. The 2025 internal board performance evaluation was completed through a self-assessment process, and the results were reported to the Board on March 3, 2026. The evaluation score reached 90 points or above, classified as “Excellent,” demonstrating the Board's strong overall operational effectiveness. In 2025, the Company appointed an external independent evaluator, the Taiwan Corporate Governance Association, to assess the effectiveness of the Board of Directors. The evaluation covered five key dimensions: Board composition and structure, guidance and supervision, delegation and risk management, communication and collaboration, and self-discipline and continuous improvement. The assessment methodology included online self-evaluations and document reviews, followed by a virtual interview conducted on September 24, 2025. Interviewees included the Chairman, President, two independent directors (including chairpersons of functional committees), the Corporate Governance Officer, and the Head of Internal Audit. The evaluation results were reported to the Board of Directors on November 3, 2025. The reports on the results of the internal and external Board performance evaluations are also disclosed on DFI's official website.

DFI regularly reports to the Board of Directors on issues of concern to stakeholders. In 2025, there were no significant events regarding stakeholders' concerns.

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Audit Committee operations
5 meetings with 100% attendance rate

In 2017, in compliance with the Securities and Exchange Act and shareholder resolutions, DFI established the independent Board of Directors and Audit Committee. The Audit Committee consists of all independent directors and is governed by the “Audit Committee Organizational Regulations,” playing a supervisory role in carefully examining the Company’s and the Board’s business operations.

The Audit Committee shall hold meetings at least once every quarter and convene meetings as needed, inviting relevant department managers, accountants, internal auditors, or other personnel to attend and provide necessary information. This enables the audit committee to assist investors in ensuring the credibility of the Company in terms of corporate governance and information transparency, thereby safeguarding shareholder rights.

Remuneration Committee operations
2 meetings with 100% attendance rate

In 2013, DFI fully established the Remuneration Committee with the “Remuneration Committee Organizational Regulations” under the direction of the Board of Directors to strengthen corporate governance and enhance the remuneration system for directors and executives. The Remuneration Committee convenes at least twice each year and may hold additional meetings whenever necessary. In performing its duties, the committee exercises the care of a prudent administrator, faithfully fulfills its responsibilities, and submits its recommendations to the Board of Directors for discussion. When planning and reviewing the Company’s remuneration system, the committee also takes into consideration feedback from stakeholders—including employees who are also shareholders—as well as the Company’s overall operating performance, ensuring that remuneration decisions are based on a comprehensive evaluation.

To ensure members have a better understanding of laws and regulations and the actual operations of the Company, DFI holds meetings to brief committee members on the legal requirements related to the Remuneration Committee and the current remuneration and benefits for senior executives.

Furthermore, taking into account the industry risks associated with the Company, as well as the responsibilities of executives, directors, and independent directors, the scale of operations, and proportionality to responsibilities with a reasonable base salary, remuneration for employees and directors is subject to approval by the Remuneration Committee and the Board of Directors before being reported to the shareholders’ meeting. This serves as a measure of the performance of the highest management units of the Company.

Information regarding the remuneration of the Board of Directors and senior management is disclosed on the Company’s official website in accordance with applicable regulations, for stakeholders’ reference. The Company’s remuneration framework also incorporates multiple performance factors, including ESG performance, as part of its comprehensive evaluation process.

Sustainable Development Committee operations
1 meetings with 100% attendance rate

In 2025, the Company established the Sustainable Development Committee, composed of the Chairman, the President, and three independent directors. The Board of Directors has adopted the “Sustainable Development Committee Organizational Regulations.” This committee served as the decision-making and supervisory body for the Company’s sustainable development-related matters, covering the three major fields of Environmental (E), Social (S), and Governance (G), thereby enabling the Board of Directors to fulfill its duties in safeguarding the rights and interests of the Company, employees, shareholders, and stakeholders. The Sustainable Development Committee meets at least once a year and may convene additional meetings as needed. Directors, relevant management personnel, or other individuals may be invited to attend meetings and provide necessary information. With the committee’s approval, external professional advisors may also be invited to provide consultation on relevant matters, and may be asked to recuse themselves during discussions and voting. The Company’s “Sustainability Information Management Procedure” is implemented following approval by the Board of Directors. Sustainability information shall be reviewed and approved by the responsible unit for sustainability risk management prior to external disclosure. The Corporate Sustainability Report must be approved by the Board of Directors before being publicly released.

Conference Name	Board of Directors	Audit Committee	Remuneration Committee	Sustainable Development Committee
Number of Meetings	5	5	2	1
Attendance Rate	94%	100%	100%	100%

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Conflicts of Interest Management

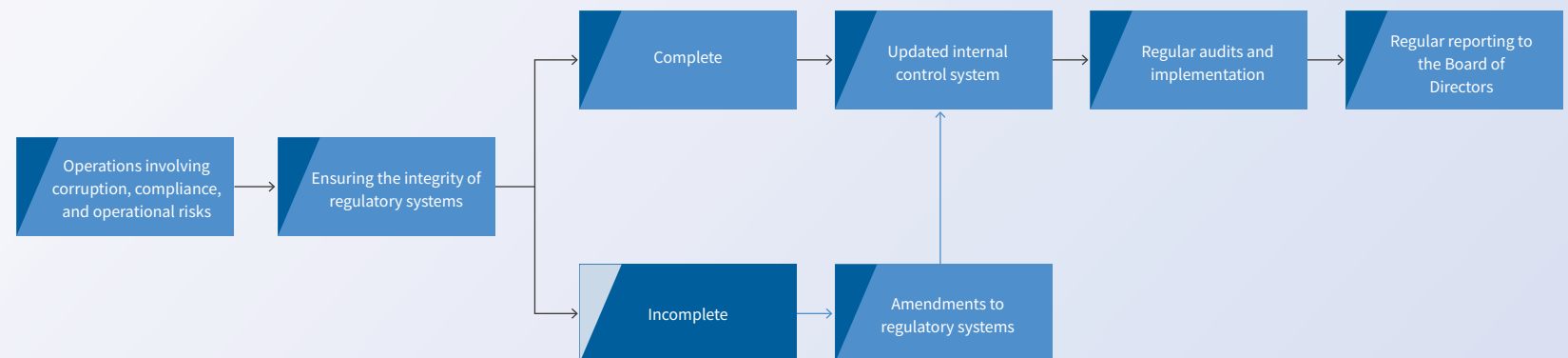
According to Article 208, paragraph 3 of the Company Act, Chairman Chen Chi-Hong, serves as the Chairman of the Board of Directors. In cases where directors have a personal conflict of interest that may harm the Company, as stipulated in Article 206, paragraph 2 of the Company Act, where clauses regarding conflict of interest in Article 178 applies, they shall abstain from participating in the discussion and voting on such matters. If necessary, the Chairman will designate another director to act as the presiding chairman. If conflicts of interest occur within the Board of Directors during a fiscal year, they are legally required be disclosed in the Corporate Governance section of the Company's annual report.

Internal Audit Mechanism

For day-to-day operational activities, the Company has established appropriate internal control mechanisms for procedures with potential corruption, compliance, and operation risks. To reduce and prevent such risks, the Risk Management Committee is responsible for identifying corruption risks, HR oversees training, and Audit ensures the implementation and establishment of mechanisms. The audit department conducts regular evaluations of the effectiveness of internal control mechanisms, gathers suggestions from senior executives in all departments regarding potential risks (including fraud and corruption), formulates appropriate audit plans, and carries out inspections.

The audit results are reported to the Audit Committee and the Board of Directors annually. This enables the management to understand the current state of corporate governance and achieve management objectives. Regular internal control risk assessments and substantive audits are conducted, covering three significant issues: financial reporting, procurement operations, and sales operations. No significant corruption risks or incidents have been identified. Audit was emphasized on key regulations in 2025 with continuous improvements to implementation plans to ensure legal compliance.

Internal Audit Process



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Financial Performance

Material Topic – Operational Financial Performance	
Management Policy/Guidelines	DFI places great importance on maintaining sound operational and financial performance. We are committed to establishing transparent, ethical, and compliant financial management practices to safeguard the interests of our shareholders and other stakeholders.
Commitment	We uphold integrity as the highest ethical principle in conducting business and strive to enhance long-term corporate value through sustainable business practices.
Implementation Approach	1. Corporate Governance: Strengthen internal control systems to mitigate potential risks and proactively prevent operational issues. 2. Information Disclosure: Ensure timely, accurate, and comprehensive disclosure of material information in accordance with applicable laws and regulations, promoting transparency. 3. Regulatory Compliance: Comply with all applicable financial laws and regulations to ensure lawful and compliant business operations.
Effectiveness Evaluation	The Company's financial statements are audited and certified by an independent external auditor. Audit results are reported quarterly to the Audit Committee and the Board of Directors.
2026 Targets	1. Ensure timely statutory filings in compliance with the regulatory requirements of each operating location. 2. Adhere to the arm's-length principle for related-party transactions to ensure appropriate profit allocation. 3. Conduct periodic internal control risk assessments and substantive audits.
2025 Performance	1. Completed all statutory filings on schedule in accordance with the regulations of each operating location. 2. All related-party transactions were conducted on an arm's-length basis, with no arrangements intended to circumvent or reduce tax obligations through non-arm's-length transactions. 3. Strengthened internal control reviews focusing on key regulatory requirements and continued implementing improvement initiatives to reinforce regulatory compliance.

In 2025, DFI's consolidated net revenue amounted to NT\$10.88 billion and grew by 15% compared to that of 2024. Consolidated operating income was NT\$0.519 billion and consolidated net profit after tax was NT\$0.329 billion, of which net profit attributable to the owners of the parent company was NT\$0.285 billion, with basic earnings per share of NT\$2.49.

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2025 Operation Plan Implementation Results

Most industry research institutions are gradually viewing 2026 as a key milestone for edge AI's transition from proof-of-concept to early-stage scaled deployment.

As AI applications accelerate their expansion from the cloud to on-site environments, use cases such as real-time video and data analytics are experiencing rapid growth. Market demand has risen significantly for systems with low latency, high reliability, local computing capabilities, and the ability to operate stably over extended periods in harsh environments.

Under this trend, the role of industrial PCs is evolving from traditional equipment control and data collection nodes to intelligent edge core platforms capable of hosting AI inference and field-level computing, making them indispensable infrastructure in industrial and mission-critical application settings.

In response to this structural transformation, DFI has established "rugged design, AI edge computing capability, and high efficiency with low power consumption" as the core direction for its product and system strategy. Leveraging a technology-enhanced hardware approach, the Company continues to integrate these capabilities into industrial-grade motherboards and system module platforms, further consolidating them into rugged AI systems designed to meet the demands of harsh environments, distributed deployment, and long-term stable operation.

These solutions have been progressively deployed in fields such as smart transportation, industrial automation, energy management, and remote monitoring; helping customers process data in real time at the edge, improve system stability and energy efficiency, reduce long-term maintenance risks, and strengthen the company's long-term competitive advantage in the industrial PC and Edge AI markets. In terms of product achievements, DFI was honored with the 34th Taiwan Excellence Award for its "Extreme Ruggedized AI

Edge Computing Computer (ECX700-ADP)," launched in 2025. This recognition demonstrated that the Company's overall performance in R&D innovation, quality and manufacturing management, application design, and market competitiveness was consistently acknowledged by both the market and professional reviewers.

The product combines rugged and reliable system design, AI edge inference capabilities, and a high-quality R&D and manufacturing framework, supporting a wide range of industrial and mission-critical applications, demonstrating the Company's long-term commitment to high-barrier markets.

Furthermore, DFI received the Gold Award for Corporate Sustainability Reports at the 18th Taiwan Corporate Sustainability Awards (TCSA) in 2025, marking the third consecutive year it has earned this distinction. This reflects the Company's steady progress in ESG governance structure, disclosure quality, and sustainability initiatives. Going forward, DFI will continue to deepen product carbon footprint assessments and environmental data management, and will progressively evaluate the adoption of AI technologies in ESG data collection, analysis, and risk management processes - aiming to enhance the efficiency of sustainability information management, decision-making precision, and governance transparency, further strengthening the Company's long-term operational resilience and competitiveness.



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DFI's performance over the past 5 years

The Company's operating results for the past five years are presented in the table on the left below and have been duly filed with the Market Observation Post System. The consolidated and parent-only financial statements are also available in DFI's 2025 Financial Statements published on the Company's official website.

Consolidated comprehensive income statement - International Financial Reporting Standards

(Unit: NT\$ millions)

Financial data over the past 5 years					
Item/Year	2025	2024	2023 (Note)	2022 (Note)	2021
Operating revenue	10,876	9,489	9,184	10,992	13,312
Gross profit	2,830	2,675	2,435	2,742	2,542
Operating income	520	658	545	840	527
Net profit attributable to owners of the parent company	285	397	362	528	616
Earnings per share (NT\$)	2.49	3.46	3.16	4.61	5.38

*The consolidated income statement presented here follows the International Financial Reporting Standards (IFRS) and includes all entities in DFI's consolidated financial statement.

(Note): In October 2023, the Brainstorm subsidiary was divested, resulting in a restatement of the 2022 and 2023 consolidated financial statements.

DFI Taiwan's distribution of economic value to the parent company

(Unit: NT\$)

Item		Amount	Note
A. Directly generated economic value			
a	Revenue of the Taiwanese parent company	NT\$3.761 billion	
B. Economic value distribution			
b	Operating cost	NT\$2.641 billion	
c	Employee salaries and benefits	NT\$0.670 billion	
d	Interest payments or dividend distribution	NT\$0.309 billion	Net interest expense payment of NT\$0.029 billion; dividend distribution to shareholders of NT\$0.280 billion
e	Tax amount	NT\$0.042 billion	Income taxes
f	Community investment	NT\$0.003 billion	Donated to the BenQ Foundation
A-B Retained economic value			
Total retained economic value		NT\$0.096 billion	



Inquiry of financial report: <https://www.dfi.com/tw/financialreport>

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Business policies and R&D plan

- (1) Continue to develop edge artificial intelligence platforms ranging from low to high-end performance capabilities in response to artificial intelligence (AI) trends and the on-premises computing trend of large language models (LLM).
- (2) Actively develop six major application areas, including intelligent automation, smart healthcare, transportation, energy, national defense and maritime affairs, gaming, and the development of vertical applications. Strategically position in the global smart application market to enhance product value and gross margin.
- (3) Continue to focus on developing high-performance, low-power micro-products.
- (4) Enhance the development of high-performance server-grade products.
- (5) Develop a remote management system and integrate it deeply with the products to meet the demands of the unmanned application market.
- (6) Collaborate with medical customers to meet needs with precise specification.
- (7) Cultivate the market for smart car-related applications.
- (8) Initiate green product development for ultra-low consumption, high-efficiency products in response to ESG demands.

Important Business Policies

- (1) Deepening technological capabilities in vertical market applications by providing tailored, customized solutions to meet the needs of customers across different industries. At the smart factory, we strive for real-time hardware data processing, multi-device integration, and industry standard compliance. In smart healthcare, we adhere to medical standards, safety, and integration of multiple devices to provide reliable medical solutions. In the Internet of Things, we emphasize low power consumption, multi-connectivity, and security to address the complexity of the IoT. Finally, in intelligent transportation, we focus on in-vehicle computing power, vibration and earthquake-resistant, and vehicle-to-vehicle network security to support the development of smart transportation. This is the core of our operational plan, aiming to become a leader in the vertical application market through continuous innovation and technological upgrades.
- (2) Accelerating the implementation of AI edge computing in professional sectors through strategic alliances to establish a comprehensive AI ecosystem. This streamlines project implementation through one-stop Edge AIoT hardware platforms and services, facilitating agile development to rapidly capture market share.
- (3) Focusing on global deployment, enhancing the development of edge AI vertical applications. We gain insights into global edge AI demands and provide innovative solutions to help clients grow.

In 2025, DFI further strengthened its R&D capabilities and industrial footprint, focusing on key markets including smart manufacturing, energy, transportation, healthcare, retail, defense, and intelligent automation. The Company also partnered with AI software and hardware ecosystem players to advance edge intelligence applications and expand its global market presence. DFI made its first appearance at the InnoTrans exhibition in Berlin, Germany, showcasing its 5G and AI-enabled edge computing platforms as well as rail-specific systems. The Company has designated Japan, India, and the United States as its core strategic markets, while simultaneously expanding into Germany, Spain, and Northern Europe as key growth regions to precisely attract and strengthen its customer base. Guided by its core strategies of “alliances,” “value addition,” and “operational optimization,” DFI continues to reinforce its competitiveness and accelerate the deployment of AI and edge computing applications. Through technological innovation, digital transformation, and sustainability-driven strategies, the Company aims to achieve steady revenue growth and create long-term value for all stakeholders. In 2025, DFI embraces challenges with a more proactive approach, pushing the boundaries of embedded technology applications and positioning itself as a key enabler and leader in the global market, delivering greater value to both shareholders and customers.

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Tax Policy

- Comply with all tax regulations and their legislative intent and meet tax obligations
- Intercompany transactions are subject to standard transaction principles and comply with the internationally recognized transfer pricing guidelines published by the Organization for Economic Cooperation and Development (OECD)
- Financial and tax information is disclosed in accordance with financial reporting standards and applicable regulations.
- Take advantage of legal and transparent tax incentives to achieve tax savings
- We strive to maintain a respectful communication relationship with tax authorities based on mutual trust and transparency of information
- Considering the tax implications is critical to making important operational decisions and adopting appropriate strategies
- Analyzing the operating environment and using management mechanisms to assess tax risk

Tax Governance

DFI implements tax governance and complies with the tax laws and regulations of each location in which it operates, following standard transactional principles. We do not engage in aggressive tax planning or use tax structures without legitimate business purpose to avoid or reduce taxes. We provide tax information to stakeholders through financial reports and local tax filings to promote transparency. The Financial Management Division is responsible for our Company's tax compliance. The accounting supervisor oversees day-to-day tax operations and tax planning. In addition, our major subsidiaries have finance departments responsible for tax compliance. All significant transactions and decisions are made in accordance with local tax laws and treaties, and regular reviews are conducted to ensure that day-to-day operations at each location are in compliance with local tax regulations. In addition, our Company pays close attention to tax updates and actively participates in government-sponsored promotional events and tax-related courses. We also enhance the professional knowledge of our colleagues by utilizing the professional services of external tax consulting firms.

Tax Risk Management

The Board of Directors is the highest governing body for tax matters. To promote the implementation of risk management mechanisms and ensure the sustainable operation of the Company, the Board of Directors has approved the "Risk Management Policy and Procedures" and established the Risk Management Committee in accordance with the Company's risk management policy. The Risk Management Committee consolidates the four main categories of risk: strategic, financial, operational, and hazard. Each year, it identifies, evaluates, manages, reports, and monitors risks that could adversely affect the Company's operational objectives. The committee reports annually to the Audit Committee and the Board of Directors on the progress of risk management. Tax risk management falls under the financial risk category. For more detailed information on risk management, please refer to our 2025 Annual Report titled "Risk Management."

DFI also engages a certified public accounting firm to review tax-related information and support annual tax filings. In the event of any tax litigation, unethical conduct, or illegal activities, such matters would be disclosed in the financial statements. As of 2025, no such incidents have occurred.

Tax Information Disclosure in the Past Two Years (Unit: NT\$)

Item/Year	2025	2024	Average Tax Rate in the Global Electronics Industry
Income before tax	NT\$0.347 billion	NT\$0.477 billion	
Income tax expenses	NT\$0.061 billion	NT\$0.080 billion	
Effective Tax Rate (%)	17.58	16.77	15.39
Income tax paid	NT\$0.042 billion	NT\$0.045 billion	
Cash Tax Rate (%)	12.10	9.43	15.09

* Effective Tax Rate = Income tax expenses ÷ income before tax
 * Cash Tax Rate = Income tax paid ÷ income before tax
 * The average tax rate for the global electronics industry is determined by the average effective tax rate and the average cash tax rate as stated in the S&P Global CSA Handbook for the Technology Hardware and Equipment sector.

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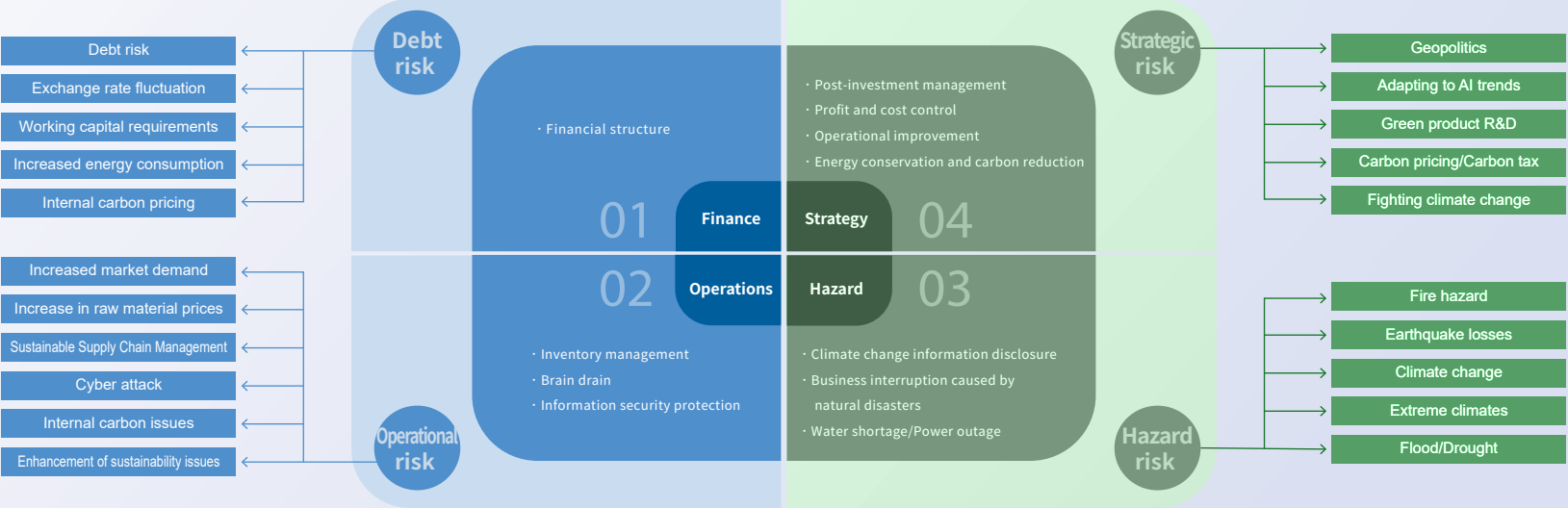
Risk Management

DFI has established a structured risk management framework and implemented internal control procedures, including the “Policies and Procedures for Risk Management,” the “Procedures of the Risk Management Committee,” and the “Social Responsibility, Environmental Safety, and Health Impact Sources and Risk Identification Management Procedures.” Risk management has been integrated into corporate governance and sustainable operations as a fundamental pillar to ensure business stability and support long-term sustainability objectives.

The primary purpose of these frameworks is to systematically identify potential risks arising from business operations, covering key areas such as environmental protection, occupational health and safety, labor management, and supply chain security. Through risk identification, analysis, and materiality assessment, the Company evaluates potential impacts on the environment, workplace safety, human resources, and supply chain stability. These assessments serve as a critical basis for continuously improving the Company’s social responsibility and environmental health and safety management systems.

The Risk Management Committee serves as the core governance body for enterprise risk management, responsible for overall coordination and oversight. The committee categorizes corporate risks into four main types: strategic, financial, operational, and hazard risks. Through a consistent and rigorous risk assessment process, it formulates corresponding preventive, control, and response strategies to minimize the impact of risks on business operations and sustainability objectives.

2025 Radar Chart



The Risk Management Committee holds regular meetings to review the effectiveness of risk management practices and adjusts risk control measures in response to changes in the internal and external environment, regulatory requirements, and industry trends. This ensures that the risk management system remains timely, forward-looking, and resilient, enabling the Company to maintain operational stability and long-term growth in a highly competitive market while fulfilling its responsibilities to stakeholders, society, and the environment.

I. Risk Management Operations

DFI convenes Risk Management Committee meetings on a quarterly basis to monitor progress toward risk management objectives and the implementation of improvement plans. The Company also conducts material risk scenario simulations to assess potential impacts and evaluate its response capabilities. For identified material risks, DFI has established corresponding Business Continuity Plans (BCPs) and continuously updates risk scenarios while conducting regular drills to ensure that critical business functions can be maintained in the event of unexpected incidents or operational disruptions.

In addition, DFI aligns its business continuity practices with the BenQ/Qisda Group’s Business Continuity Management System (BCMS). Through regular project discussions, cross-functional information integration, and the sharing of practical experience, the Company strengthens loss prevention resource coordination and emergency response capabilities, enhances overall organizational resilience, and advances systematic risk control to support sustainable business operations.

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II.Risk Management Committee Organization and Structure

DFI has established a Risk Management Committee and developed a clear organizational structure with well-defined roles and responsibilities to ensure the effective operation of its enterprise risk management framework and its integration into daily operational decision-making. The committee is chaired by the President, with the Chief Financial Officer serving as Vice Chair, and all first-level department heads acting as members. Through the direct participation of senior management, the committee is responsible for formulating the Company's overall risk management strategy and reviewing annual risk management objectives and risk assessments. This structure ensures that risk management practices are closely aligned with corporate strategy and sustainability direction, enabling the Company to maintain operational resilience and competitiveness in a rapidly changing market environment.

The Enterprise Risk Management (ERM) team serves as the Executive Secretariat and primary implementation unit of the Risk Management Committee. The team continuously monitors changes in the internal and external environment, industry trends, and significant events to proactively identify potential risks. It conducts systematic analyses to assess potential impacts on operations, financial performance, environmental aspects, and supply chain stability, providing critical insights for management decision-making and resource allocation.

In addition, the ERM team is responsible for coordinating the committee's meetings, ensuring sufficient discussion of key risk issues, and continuously tracking the progress and effectiveness of annual risk management objectives, improvement measures, and action plans. Each department conducts periodic risk self-assessments to identify and report high-risk items and develops corresponding mitigation measures based on risk significance to strengthen the overall risk control framework.

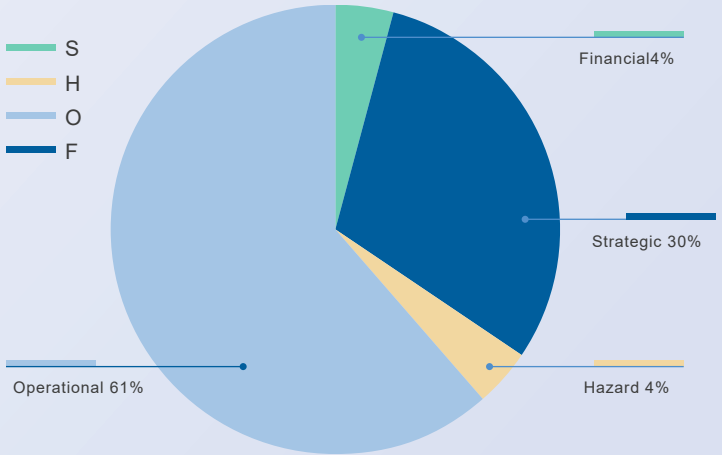
During regular committee meetings, department heads report on the status, achievements, and future plans of their respective risk areas, enabling management to maintain a real-time understanding of the Company's overall risk profile. Based on evolving risk conditions, the Company adjusts its risk response strategies and management measures in a timely manner to ensure a risk management system that is continuous, forward-looking, and resilient, thereby supporting the long-term sustainability of the organization.

Furthermore, the scope of risk management extends to key areas such as environmental health and safety, social responsibility, and supply chain security. Through the integrated operation of the BCP and the Group BCMS, the Company continues to enhance its capability to respond to and recover from disruptions caused by unforeseen events, climate change, and market volatility.

Top 3 Risks in 2025

Strategic risk	Post-merger and acquisition investment risk management
Operational risk	Supply chain disruption
Financial risk	Interest rate, exchange rate, and tax risks

2025 Risk Categories Pie Chart



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2025 Risk Categories Overview

No.	Members in charge	Risk item	Risk category	Before addressing	After addressing
1	ERM	Sustainability Oversight and Energy Management	S	Medium	Low
2	ERM	Product Carbon Footprint Inventory Management	H	Medium	Low
3	ADM	Brain Drain	O	Medium	Medium
4	ADM	Compliance Risks and Obligations	O	Medium	Medium
5	FIN	Interest Rates and Exchange Rates	F	High	Low
6	FIN	Customer Credit and Accounts Receivable/Payable Management	F	Medium	Low
7	FIN	Tax Risks	F	Medium	Low
8	ITS	ERP System Account Authorization and Permission Allocation	O	Medium	Low
9	ITS	Information Security - Information Awareness	O	Medium	Low
10	ITS	Information Security - Information Security Vulnerabilities	O	Medium	Low
11	MFG	Production Capacity and Workforce Variables	O	Medium	Medium
12	MFG	SMT Equipment Replacement Plan	O	Medium	Low
13	SCM	Raw Material Control	O	High	Low
14	SCM	Excess Material Disposal	O	Medium	Low
15	SCM	Warehouse Safety	O	Medium	Low
16	RD	Insufficient R&D Human Resources	O	Medium	Low
17	RD	Insufficient Green Products	O	Medium	Low
18	RD	Alternative Material Integration in Design	O	Medium	Low
19	PM	Low-Carbon Products	O	Medium	Low
20	Strategy Procurement	Supply Chain Audit	O	High	Low
21	MKT	AI Marketing Strategy	S	Medium	Low
22	MKT	Marketing Data Collection	S	Medium	Low
23	MKT	Insufficient Marketing Human Resources	S	Medium	Low
24	Sales Center	Expansion of Revenue Streams and Efficiency Improvements	S	High	Low
25	Sales Center	United States Tariff Barriers	S	High	Medium

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BCP

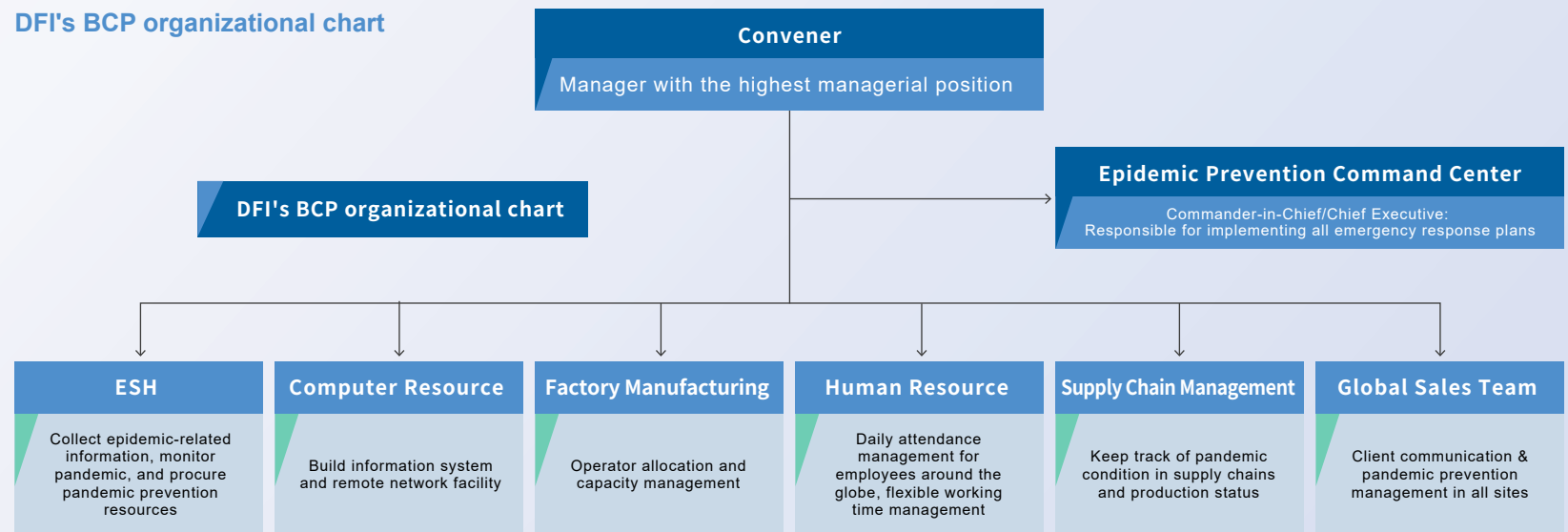
To ensure operational stability and support long-term sustainable development, DFI has established a BCP in accordance with the principles of Business Continuity Management (BCM). The BCP addresses major risk scenarios that could disrupt business operations, including natural disasters, energy supply interruptions, infectious disease outbreaks, and other unexpected events, providing a structured framework for managing operational disruption risks.

The BCP emphasizes proactive risk identification and the protection of critical business functions. Standard operating procedures (SOPs) and contingency measures have been established to address potential scenarios such as supply chain disruptions, critical equipment failures, and information system outages. In the event of a disruption, the Company can promptly activate its response procedures to maintain essential business operations and minimize the impact on overall operations.

DFI conducts BCP testing and emergency drills on an irregular basis to evaluate the effectiveness of its response procedures. The results are reviewed to identify opportunities for improvement, strengthen organizational resilience, and enhance emergency preparedness. Lessons learned from these exercises also serve as valuable references for internal management improvements and employee training programs.

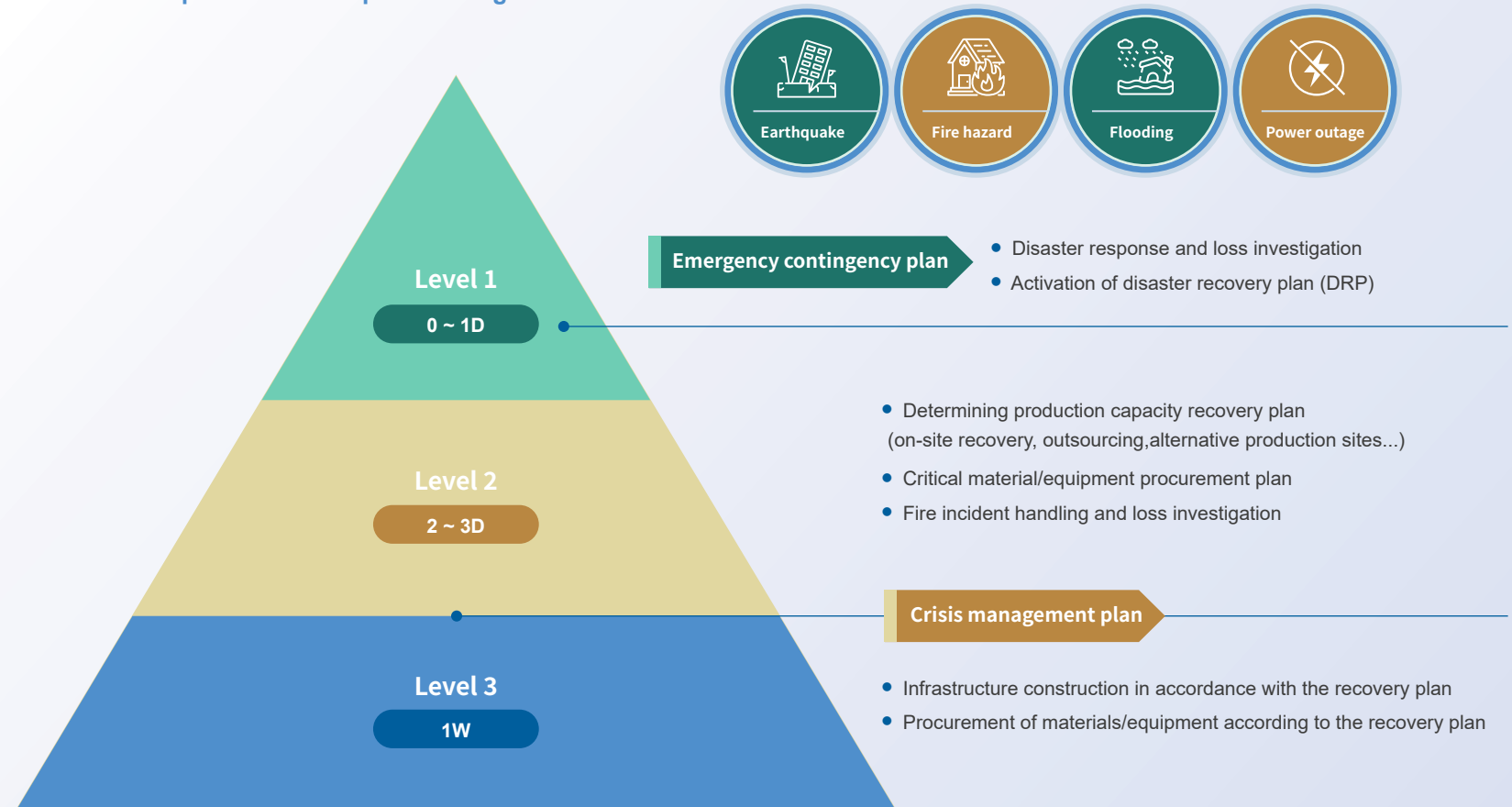
Furthermore, the BCP is integrated into the Company's overall risk management and corporate governance framework. Through regular reviews and continuous updates, DFI ensures that the BCP remains aligned with evolving business operations and changes in the external environment. Through these ongoing efforts, the Company strives to maintain operational resilience during unforeseen disruptions, safeguard employee well-being, and demonstrate its commitment to stakeholders and long-term sustainable business operations.

DFI's BCP organizational chart



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BCP for earthquake/fire/flood/power outage



Results of Business Continuity Management Plan Implementation

To enhance the Company's response capability in the event of unexpected incidents and ensure the rapid mobilization of resources to minimize potential losses, DFI participated in emergency incident notification drills jointly conducted with Qisda in 2025. A total of two drills were carried out, simulating various emergency scenarios. Each communication channel followed established emergency reporting procedures, thereby validating the effectiveness of the notification workflow and interdepartmental coordination efficiency.

Through structured and regularly conducted drills, employees' familiarity with emergency response procedures was strengthened, and cross-functional collaboration was further enhanced. This ensures that in the face of various unexpected situations, the Company can promptly activate response measures, maintain stable business operations, and further strengthen organizational resilience and business continuity.

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Code of Conduct

Integrity Handbook Training

Key stakeholders	Clients, Suppliers, Community, Employees
2025 management target	Achieve 100% training completion rate for the Employee Integrity Handbook
2026 management target	Maintain a 100% training completion rate for the Employee Integrity Handbook

Integrity management is the fundamental corporate responsibility that benefits corporate management and long-term development. If an incident of dishonesty occurs, it not only causes business losses but also leads to lower ethical standards among employees, a lack of trust between customers and business partners, and potentially involves illegal activities such as lobbying and bribery. It undermines corporate governance mechanisms and deteriorates the overall business environment. DFI is committed to operating with integrity, transparency, and responsibility. We have formulated a policy based on honesty, and it was revised and approved by the Board of Directors on November 10, 2020, under the title “Ethical Corporate Management Principles.” This policy replaces the previous “Ethical Corporate Management Procedure and Code of Conduct” and also establishes the “Integrity Handbook” as a guideline and framework for ethical conduct and moral standards for all employees. This serves as the basis for establishing good corporate governance and risk management mechanisms, aiming to create a sustainable operating environment.

The “Integrity Handbook” of DFI outlines guidelines for integrity, anti-corruption, non-discrimination and harassment, antitrust, intellectual property, data protection, political engagement, and other relevant areas. Each item is accompanied by clear behavioral standards, serving as the highest code of conduct for all members of the Company in their business activities.

The DFI Integrity Handbook (including the whistleblowing system) has been made publicly available on the Company’s internal website. To ensure the implementation of ethical business practices and behaviors, DFI conducts annual online training and assessments on the Integrity Handbook for all employees. The training and assessments cover the content of the Integrity Handbook (including the whistleblowing system), as well as anti-corruption, antitrust, intellectual property, data protection, political engagement and other relevant topics.

Training Outlines in 2025 :

I. Integrity Declaration

II. Description of Article

- Corruption and Bribery
- Conflict of Interest
- External Part-Time Employment
- Fair Trade and Antitrust
- Insider Trading and Money Laundering
- Political Donations and Activities
- Lobbying Activities
- Charitable Donations
- Information Security
- Privacy Rights
- Intellectual Property Rights
- Human Rights
- Health and Safety
- Environment
- Diverse, Equitable and Open Work Environment
- Alcohol and Drugs
- Negative Information Reporting
- Laws and Regulations Related to International Trade
- Media Interview
- Contract Signing and Electronic Signatures
- The Authenticity and Accuracy of Information Disclosure and Company Records
- Maintenance of Company Resources
- Whistleblowing Process (DFI)

The training results for 2025 are as follows: An online training session was conducted on December 15 to communicate the contents of the Integrity Handbook. A total of 656 employees completed the training (1-hour session) and all passed the assessment with a perfect score of 100. The participants included 475 indirect employees (including 63 overseas employees) and 181 direct employees.

Through the implementation and promotion of the Integrity Handbook training, employees’ awareness of integrity and compliance has been strengthened. No violations of integrity principles were reported in 2025. In the same year, political donations totaled NT\$0, continuously upholding the principles of ethical business conduct and political neutrality.

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Whistleblowing Process

DFI has established both physical reporting channels and a dedicated whistleblowing email, integrity@dfi.com, which is publicly disclosed on the Company's website and accessible to both internal and external stakeholders. The reporting mechanism is designed to address serious misconduct, including violations of integrity principles, conflicts of interest and recusal requirements, unfair competition, bribery and improper payments, as well as unlawful or inappropriate behaviors such as discrimination (including gender discrimination) and sexual harassment. A comprehensive grievance and whistleblowing procedure is in place to ensure that all reports are properly handled in accordance with established policies.

The following summarizes DFI's major regulatory non-compliance events in 2025: *A "major regulatory non-compliance event" is defined in accordance with the Financial Supervisory Commission of Taiwan as violations listed under material disclosures.

2025 Significant regulatory non-compliance events

(including fines and non-monetary sanctions)

- Corruption and bribery incidents: 0 cases
- Discrimination and harassment incidents: 0 cases
- Customer privacy data leakage incidents: 0 cases
- Conflict of interest incidents: 0 cases
- Fraud, money laundering, and insider trading incidents: 0 cases
- Anti-competitive behavior, antitrust, monopoly, and market manipulation incidents: 0 cases
- Other integrity-related or material regulatory violations: 0 cases
- Total financial losses from legal litigation and penalties in 2025: NT\$0 (including both current and prior reporting periods)
- Total anti-competitive/antitrust/monopoly-related incidents in 2025: 0 cases; financial loss from litigation: NT\$0 (including both current and prior reporting periods)

- Political contributions in 2025: NT\$0

① The following information shall be provided by the whistleblower:	• Confidentiality of the whistleblower's identity and the reported content. The anonymous report is allowed. • The name or any other identifiable information of the reported individual. • Specific evidence that can be investigated.
② The personnel responsible for handling reported matters in our company are required to provide a written statement affirming the confidentiality of the whistleblower's identity and the reported content. We assure the whistleblower that they will be protected from any improper treatment as a result of the report. The reported matters will be handled by our internal audit department according to the following procedures:	• If the reported matter involves employees, the case shall be reported to the supervisor; if the reported matter involves directors or senior managers, it shall be reported to the individual directors. • Our internal audit department and the notified supervisors or personnel are required to promptly investigate the relevant facts. If necessary, they may seek assistance from regulatory compliance or other relevant departments to ensure compliance with regulations. • If it is confirmed that the reported individual has indeed violated relevant laws or the Company's policies and regulations regarding integrity in business operations, immediate action should be taken to request the cessation of the related behavior and implement appropriate measures. If necessary, legal procedures may be pursued to seek compensation for damages in order to safeguard the reputation and rights of the Company. • The acceptance of reports, investigation processes, and investigation results should all be documented in written form and preserved for a period of five years. These records can be stored electronically if deemed appropriate. If any litigation related to the reported content arises before the expiration of the preservation period, the relevant information should continue to be preserved until the litigation is concluded. • Upon verifying the validity of a reported matter, the Company should require the relevant departments to review internal control systems and operational procedures. They should also propose improvement measures to prevent the recurrence of similar behavior. • In the event of discovering a significant violation or when there is a risk of significant harm to the Company during the investigation, the internal audit department should promptly prepare a report and notify the independent directors in writing.
③ Reward Policy:	• After conducting an investigation, if a reported case is verified to be true and beneficial to the company by eliminating wrongdoing, or if the whistleblower provides significant leads or evidence in a reported case, the responsible personnel should report to the President. Appropriate rewards should be given to the whistleblower or individuals who have made a significant contribution.

DFI ensures strict confidentiality of the whistleblower's identity, guaranteeing their safety and protection from retaliation. DFI did not receive reporting cases in 2025.

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Legal Compliance

Item	Description
Policy and Commitment	Diversity and inclusion are key drivers of sustainable talent development. DFI adheres to international human rights principles, including the International Convention on the Elimination of All Forms of Racial Discrimination and the Convention on the Elimination of All Forms of Discrimination Against Women. The Company also complies with applicable local labor regulations, such as the Labor Standards Act, the Gender Equality in Employment Act, and the Employment Service Act. DFI has established policies and practices to eliminate any form of unlawful discrimination and to ensure equal employment opportunities for all. The Company strictly prohibits the use of child labor and forced labor, and is committed to maintaining a workplace that is fair, respectful, and safe. Employees from diverse backgrounds and with different characteristics are encouraged to express their perspectives and ideas.
Impact Description	DFI is committed to helping managers and employees gain a comprehensive understanding of the Company's strategic direction while supporting their individual career development. Through this approach, we effectively identify competency gaps and development needs and provide the necessary resources and support to foster professional growth. We promote employee development through structured promotion opportunities, job rotation programs, and a diverse range of training courses designed to enhance professional expertise and practical experience. Our training curriculum covers new employee orientation, professional skills development, leadership training, and business management programs, enabling every employee to maximize their potential, grow alongside the Company, and strengthen our overall organizational competitiveness. At present, DFI's talent development strategy has not resulted in any negative impacts on the economy, the environment, or people, including human rights. However, insufficient investment in talent development may give rise to the following risks: • Brain drain — Decline in corporate competitiveness and difficulty attracting and retaining high-quality talent. • Reduced productivity and quality — Employees' professional skills failing to keep pace with evolving requirements, affecting work performance. • Talent shortages and increased recruitment costs — Difficulty filling key positions, leading to higher labor costs. • Limited innovation capability — Lack of innovative thinking and problem-solving skills among employees, impacting long-term business development.
2026 Targets	Implementation of a new Training Management System (DTMS) to expand the breadth and depth of online learning content, and to deliver a more efficient mobile learning experience through an APP.

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Item	Description
2025 Performance	• Implementation of the Ethical Business Conduct Compliance Program: 100% training completion rate • Implementation of the Insider Trading Prohibition and Prevention Compliance Program: 100% training completion rate • Implementation of the Antitrust Compliance Program: 100% training completion rate • Implementation of the Prevention of Gender Discrimination and Sexual Harassment Program: 100% training completion rate • Implementation of the Prevention of Workplace Harassment Program: 100% training completion rate In 2025, there were no lawsuits related to insider trading, antitrust violations, sexual harassment, or gender discrimination. In the same year, there were no fines or penalties for violations of environmental protection regulations.
Short-term Targets	• Continue the Integrity Management Compliance Program; maintain a 100% training completion rate • Continue the Insider Trading Prohibition and Prevention Compliance Program; maintain a 100% training completion rate • Continue the Antitrust Compliance Program; maintain a 100% training completion rate • Continue the Gender Discrimination and Sexual Harassment Prevention Compliance Program; maintain a 100% training completion rate • Continue the Prevention of Workplace Illegal Harassment Program; maintain a 100% training completion rate
Action Plan or Program	To ensure long-term competitiveness, DFI actively advances talent development through the following strategic initiatives: • Comprehensive Learning and Development Programs • DFI develops annual training plans to help managers and employees align with the Company's strategic direction while supporting individual career development goals. These programs identify development needs and provide structured learning pathways to foster continuous professional growth. Build a comprehensive training system The Company continuously enhances its training framework, offering programs that cover new employee onboarding, professional skills development, leadership cultivation, and business management. This comprehensive approach enables employees to continuously strengthen their capabilities while enhancing the organization's overall competitiveness. • Encourage internal promotion and career development Through promotion opportunities, cross-functional job rotations, and continuing education and training programs, DFI strengthens employees' capabilities and practical experience, ensuring the steady development of internal talent. Talent development is a key driver of corporate competitiveness. It not only supports organizational growth, optimizes operational efficiency, and enhances market competitiveness, but also helps shape a strong and positive corporate image. Accordingly, DFI has identified talent development as one of its core strategic priorities and continues to refine related systems and initiatives to cultivate a competitive and high-performing corporate culture.

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Main Target

Main Target	Clients, Suppliers, Community, Employees
2025 Management Objectives: All targets were fully achieved	• Implementation of the Ethical Business Conduct Compliance Program: 100% training completion rate • Implementation of the Insider Trading Prohibition and Prevention Compliance Program: 100% training completion rate • Implementation of the Antitrust Compliance Program: 100% training completion rate • Implementation of the Prevention of Gender Discrimination and Sexual Harassment Program: 100% training completion rate • Implementation of the Prevention of Workplace Illegal Harassment Program: 100% training completion rate • In 2025, there were no lawsuits related to insider trading, antitrust laws, sexual harassment, or gender discrimination • There were no fines or penalties for violations of environmental protection regulations in 2025
2026 Management Objectives	• Continue the Integrity Management Compliance Program; maintain a 100% training completion rate • Continue the Insider Trading Prohibition and Prevention Compliance Program; maintain a 100% training completion rate • Continue the Antitrust Compliance Program; maintain a 100% training completion rate • Continue the Gender Discrimination and Sexual Harassment Prevention Compliance Program; maintain a 100% training completion rate • Continue the Prevention of Workplace Illegal Harassment Program; maintain a 100% training completion rate
Management Methods	Responsible Unit • Administration Division
	Resources • Continuous introduction of training resources, with cross-departmental collaboration to arrange, implement, and strengthen training and awareness programs
	Actions • Conduct Integrity Handbook training courses • Conduct Insider Trading Prohibition and Prevention training courses • Conduct Antitrust Law training courses • Conduct Gender Discrimination and Sexual Harassment Prevention training courses • Conduct Workplace Harassment Prevention training courses
	Evaluation • Training schedules are arranged and implemented in accordance with the annual training plan

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DFI formulates relevant policies and procedures in accordance with laws and regulations in Taiwan and other countries. On November 10, 2020, the Board of Directors approved the revision of the “Ethical Corporate Management Principles” and the repeal of the “Ethical Corporate Management Procedure and Code of Conduct.” In addition, the Company established an “Integrity Handbook” as the guiding principles and code of ethics for all employees. The handbook covers personal data protection, confidentiality, anti-bribery, anti-corruption, anti-discrimination, environmental protection, intellectual property protection, insider trading prevention, fair competition, and labor protection.

DFI designates the Administration Division as the primary unit responsible for promoting corporate integrity management. Compliance-related training programs are conducted annually. Among them, the “Integrity Handbook Training Program” was completed on December 15, 2025, with all 656 employees receiving a 1-hour training session and achieving a 100% pass rate in the post-training assessment. Regarding privacy protection, DFI complies with the Personal Data Protection Act and has established strict data privacy security management and protection measures to ensure proper governance and safeguarding of data access and sharing. This includes the collection and use of personal data during recruitment and hiring processes, covering all job applicants and newly hired employees. In 2025, DFI did not encounter any instances of personal data protection violations. In response to the #MeToo movement, we have implemented gender discrimination and sexual harassment prevention training. We also actively promote awareness of gender discrimination and sexual harassment prevention in the workplace.

These courses cover topics such as understanding the law, recognizing common types of discrimination and harassment, identifying problematic situations and behaviors, and providing practical examples. In addition, we offer guidance on prevention measures and provide both internal and external complaint channels to demonstrate our unwavering commitment to preventing any incidents of gender discrimination or sexual harassment at DFI. In 2025, there were no reported cases of gender discrimination or sexual harassment. In addition, to prevent employees from being subjected to inappropriate behavior (such as workplace bullying, workplace violence, sexual harassment, and employment discrimination) by supervisors, colleagues, or customers that could harm their physical and mental well-being, the Company has implemented Workplace Harassment Prevention training. This program further explains definitions and common types of workplace harassment and provides internal and external reporting channels to ensure that all employees are protected from such harm.

DFI ensures that all employees participate in regulatory compliance policies, with the scope covering all branches, operational sites, subsidiaries, customers, and suppliers. Through cross-departmental collaboration, execution effectiveness is enhanced. Internally, we ask our employees to actively follow integrity rules, and provide a safe and healthy workplace which prevents contamination and boosts labor safety. Regarding product lifecycle, we actively decrease the use of materials that impact the environment. Other than compliance with the environmental regulations, we mitigate the impacts on the environment. In 2025, there were no material fines* resulting from regulatory violations.

*A material fine is defined as a penalty amounting to or exceeding NT\$200,000.



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Human Rights Management

Human Rights Policies

To fulfill corporate social responsibility and implement human rights protection, DFI declares its commitment to safeguarding employees' rights. In human rights management, the Company complies with domestic labor laws as well as the principles set forth in international human rights conventions, including the Universal Declaration of Human Rights and International Labour Organization conventions. The Company is dedicated to providing a reasonably safe workplace and fostering an inclusive and friendly working environment.

To further fulfill corporate social responsibility and strengthen human rights protection, DFI has established a Human Rights Policy and Management Program, which has been reviewed and approved by the President to protect the fundamental human rights of all employees, suppliers, customers, and stakeholders.



Human Rights Policy: <https://www.dfi.com/tw/investorrelations/majorinternalpolicy>

Human Rights Concerns and Management

Provide a Safe and Healthy Work Environment

- The Company has obtained certification and passed audits for the Environmental Management System ISO 14001 (valid from November 2025 to November 2028) and the Occupational Health and Safety Management System ISO 45001 (valid from November 2025 to November 2028), providing a safe working environment for employees.
- The Company has established a lactation room to meet the needs of employees with maternal care requirements. In accordance with labor health protection regulations, the Company employs dedicated nursing staff to provide on-site occupational health services, and retains contracted physicians to support on-site medical services.
- Provide annual employee health check-ups and workplace health promotion lectures on an ad-hoc basis.

Eliminate Illegal Discrimination and Ensure Equal Employment Opportunities

- According to the Employment Service Act and the Company's hiring principles, recruitment is conducted openly with a focus on matching the right talent to the right positions. Recruitment processes and decisions will not be influenced by race, class, language, ideology, religion, political affiliation, place of origin, place of birth, gender, sexual orientation, age, marital status, physical appearance, facial features, physical or mental disability, zodiac sign, blood type, or prior union membership.

Prohibition of Forced Labor and Compliance with Local Labor Laws

- Under the Labor Standards Act and the Employment Service Act, it is prohibited to employ persons under the age of 15, and any form of slavery or coercion is also prohibited.
- Implement the vacation system to encourage colleagues to pay attention to work-life balance.

Support Employees in Maintaining Physical and Mental Well-being and Achieving Work-life Balance

- The Company has established various clubs, such as the Badminton Club, Basketball Club, Love Meow Planet Club, Handicraft Club, DFI Slow Living Club, and Succulent Plant Club, and provides appropriate subsidies to support their smooth operation. Encourage employees to participate in club activities to promote emotional exchange.
- Regularly organize various employee activities, such as year-end parties, family days, hiking trips, beach cleanups, and birthday celebrations. Seasonal and festive events are also designed to encourage participation from employees and their families, promoting physical and mental well-being as well as workplace harmony.
- The new employee benefits leave is designed to give newly hired staff additional time to adjust to the work environment and achieve a better work-life balance.

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Human Rights Protection Training Practices

Orientation

Compliance awareness training is provided to all new employees, covering topics such as sexual harassment prevention, anti-discrimination, anti-harassment, working hours management, and the protection of humane treatment. Through onboarding training, employees are equipped with a solid understanding of legal compliance and workplace rights from the very beginning of their careers, fostering a strong foundation for responsible and ethical conduct.

Preventing Workplace Misconduct and Violence

In accordance with the Company's internal procedures and through ongoing communication via the corporate intranet, DFI fully implements workplace violence and sexual harassment prevention programs. These initiatives clearly define the shared responsibility of all employees to maintain a work environment free from threats while performing their duties. To prevent unlawful workplace misconduct, DFI has established a cross-functional prevention mechanism integrated into its occupational safety and health management system. Through the continuous operation of this system, the Company enhances workplace conditions, strengthens employees' awareness of self-protection, and fosters a collective commitment to maintaining a safe and secure working environment. To ensure that workplace concerns and disputes are addressed appropriately, DFI has established a dedicated grievance channel (hr.info@dfi.com). All reported cases are handled

in accordance with established procedures, with legal and psychological support provided when appropriate. Through these measures, DFI is committed to creating a workplace where every employee is treated with dignity and respect, free from unlawful harassment, violence, and other forms of workplace misconduct.

Occupational Safety Series Training

The Company provides tailored safety training for employees across different job categories and workplace scenarios, including occupational health and safety education, fire safety training, emergency response training, and first aid training.

In 2025, the Company conducted human rights protection and regulatory compliance awareness programs for all employees (including in-person and online onboarding training as well as external training), totaling 4,153 participants and 4,790.5 training hours. All training materials are stored in the online learning system and made accessible to all employees to ensure completion of human rights-related training. The training content covers, but is not limited to: prohibition of forced labor, prohibition of child labor, anti-discrimination, anti-harassment, prevention of insider trading, antitrust compliance, code of ethical conduct, prevention of unlawful workplace harassment, and occupational safety-related courses.

Future Outlook

In the future, we will continue to pay attention to human rights protection issues, promote and implement relevant education and training to raise awareness of human rights protection and reduce the possibility of related risks occurring.



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Information Management

Information Policies

Management Policy	To ensure the security of information and communication operations and to prevent internal and external threats as well as potential risks, DFI has established an Information Security Policy and adopts a PDCA cycle to continuously enhance its management mechanism. The overall cybersecurity management framework is based on the Cybersecurity Framework (CSF 2.0) developed by the U.S. National Institute of Standards and Technology (NIST). It promotes information security measures across five dimensions: "Governance," "Protect," "Detect," "Respond," and "Recover," comprehensively strengthening cybersecurity capabilities and ensuring the confidentiality, integrity, availability, and compliance of information and communication operations.
Commitment	DFI is committed to maintaining information security and continuously enhancing the quality of cybersecurity and digital resilience to safeguard information assets and protect the rights and interests of customers and stakeholders.
Implementation Approach	• Strengthen the information security governance framework by integrating information security into the overall operational management system • Enhance employees' information security awareness and training to reduce risks associated with human error • Implement information asset protection mechanisms to ensure confidentiality, integrity, and availability • Establish information security management systems for the supply chain and external vendors to mitigate external risks • Introduce continuous monitoring and third-party assessment mechanisms to enable real-time visibility of information security exposure • Strengthen incident response capabilities and recovery mechanisms to enhance overall information security resilience • Aim to achieve information security maturity levels exceeding industry benchmarks, and continuously improve information security management practices
Effectiveness Evaluation	• The Company has implemented an information security risk rating tool and continuously monitors information security risk status, taking corrective and improvement actions to progressively enhance its security risk rating • The Company continues to pass external audits conducted by third-party certification bodies and maintains compliance with ISO 27001:2022 standards within the scope of its implementation
2025 Targets	1. Conduct at least one annual professional information security training for security personnel, at least one company-wide information security awareness training, and at least one social engineering simulation per quarter 2. Complete at least one business impact analysis of information systems annually, and conduct at least two backup and recovery drills 3. Complete ISO 27001:2022 recertification audit
2025 Performance	1. Company-wide information security training was completed in May with a 100% training completion rate. Training for both information security professionals and general IT personnel was conducted, and social engineering simulation exercises were completed; retraining for non-compliant personnel achieved a 100% completion rate 2. A total of five business impact assessments and critical system recovery drills were completed 3. ISO 27001:2022 recertification was successfully passed in September

To ensure the security of our information and communication operations and prevent internal and external disturbances and threats, our Company has established an information and communication security policy. We follow the PDCA cycle and adopt the Cybersecurity Framework 2.0 (CSF) developed by the National Institute of Standards and Technology (NIST) in the United States. We have defined various security implementation tasks in the areas of security governance, security detection, defense in depth, and recovery and response, to ensure the confidentiality, integrity, availability, and legality of our information and communication operations. Our management is committed to maintaining information security and continuously improving the quality of information security and digital resilience to protect the rights of our customers.

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Information Security Management

Information Security Management Committee:

The Information Security Management Committee will be established by the end of 2024, chaired by the President, and composed of the heads of various centers and the IT Supervisor. Responsible for reviewing overall information security policies, approving major information security operations, and facilitating cross-departmental communication and resource coordination. The committee shall convene at least once a year and may hold additional meetings as needed. In 2025, DFI successfully executed its established plan by convening the annual Information Security Management Committee meeting as scheduled. During the meeting, the Company presented the year's key information security achievements and outlined its strategic initiatives and development plans for the coming year.



Committee Authority

Committee Authority:

- Review the information security policy and evaluate the development and implementation of the Company's overall information security management system
- Review and response measures for major information security incidents
- Approval of major information security maintenance matters
- Coordination of responsibilities and authority for cross-departmental information security matters
- The supervisory authority, the Board of Directors, and various cybersecurity policies contain additional regulations or requirements that necessitate reporting to the Board of Directors

Information Security Implementation Direction:

- Through regular internal education and practical exercises, we aim to enhance employees' awareness of information security.
- **External Vendor Security Management:** To safeguard the Company's interests and information security, DFI has established a pre-engagement third-party vendor risk assessment process. All external vendors are required to sign a Non-Disclosure Agreement (NDA) to protect the Company's confidential information and prevent unauthorized use or disclosure.

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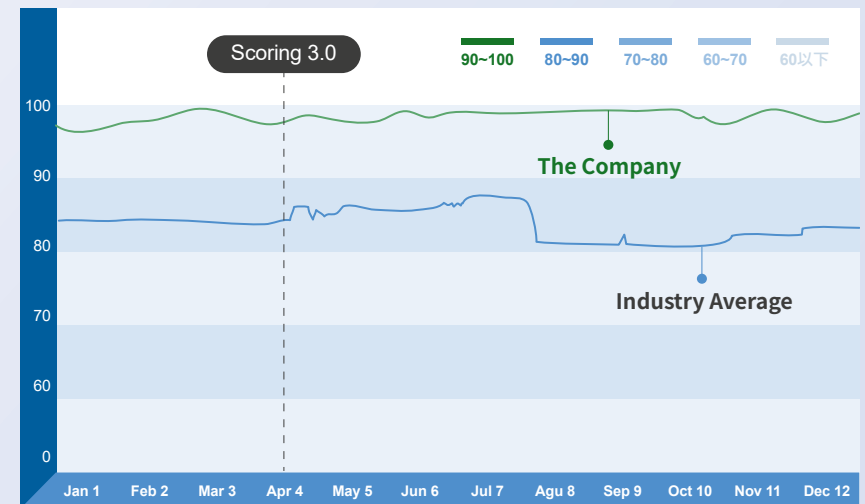
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- **Information Asset and Access Environment Management:** DFI's data centers are equipped with fire protection and environmental control systems, real-time video surveillance, and physical access control mechanisms to ensure a secure operating environment. The Company has also implemented a Network Access Control (NAC) solution to proactively block unauthorized devices from accessing the internal network, thereby strengthening network security.
- **Access Privilege Management:** DFI adopts the Zero Trust principle of least privilege to govern user access. All access requests are subject to formal approval workflows, while access to sensitive information requires additional authorization from the responsible business unit. Privileged accounts are managed through segregation of duties and supported by a Privileged Access Management (PAM) system, automated account deprovisioning controls, and automated audit reports for periodic access reviews, ensuring that privileged access remains appropriate, secure, and effective.
- **Cybersecurity Threat Intelligence and Collaborative Defense:** In addition to subscribing to real-time vulnerability and threat intelligence services provided by cybersecurity solution vendors, DFI is a member of the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC), enabling the Company to receive timely alerts on emerging global cyber threats. DFI also partners with a leading cybersecurity service provider to operate a Security Operations Center (SOC), integrating real-time threat intelligence with continuous monitoring of network activities. This enables rapid vulnerability remediation and prompt response to cybersecurity threats. Monthly SOC reports are reviewed to continuously strengthen cybersecurity governance and enhance the overall security of the Company's operations.
- **Continuous Exposure Management:** DFI has implemented endpoint antivirus protection, Managed Detection and Response (MDR) services, and host vulnerability scanning systems to continuously monitor and manage cybersecurity risks. Regularly perform the following risk management tracking tasks.

1. Real-time monitoring and detection of abnormal activities through antivirus solutions and MDR services.
 2. Weekly vulnerability scans of all endpoint devices, with automated reports generated to facilitate remediation and follow-up.
 3. Monthly operating system security patch updates, together with immediate deployment of patches for critical zero-day vulnerabilities, while tracking patch compliance across all endpoints.
 4. In addition to maintaining internal security controls, DFI has implemented a third-party external cybersecurity rating platform for continuous security posture monitoring. The system automatically generates weekly cybersecurity ratings and industry benchmarking reports, enabling the Company to promptly identify and remediate potential risks. As a result, DFI maintained an annual average cybersecurity rating of Grade A, outperforming the industry average.
- **BCP :** DFI conducts Business Impact Analyses (BIA) for its information systems and classifies information services based on criticality. The Company has established and implemented comprehensive data backup procedures and disaster recovery simulation exercises to ensure business continuity. Disaster recovery drills are conducted and documented for all critical information systems, achieving a 100% completion rate.



Note: The score for DFI falls between 96 and 99, while the average score for the industry is between 80 and 85.

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Ongoing Investment in Information Security Management:

Information security is an important issue for the Company's operations. The corresponding information security management matters and resource allocation are as follows:

Dedicated Personnel:

The Computer Information Department has established dedicated cybersecurity leadership and specialist positions responsible for information security planning, policy implementation, and the deployment of cybersecurity technologies. The Director of the Information Department oversees the planning, execution, and continuous improvement of all cybersecurity initiatives.

Education and Training:

DFI conducts ongoing cybersecurity awareness and professional training programs throughout the year, including:

Mandatory cybersecurity orientation training for all new employees upon onboarding.

- Irregular distribution of cybersecurity alerts, best practices, and awareness communications to reinforce key security policies, emerging threats, and safe operating practices.
- Quarterly Social Engineering Tests for all employees. Personnel who fail to meet security requirements are required to complete additional cybersecurity training, while significant violations are addressed through an individual Security Improvement Program subject to management approval.
- Annual cybersecurity awareness training for all employees to strengthen organization-wide security awareness. In addition, IT and dedicated cybersecurity personnel are required to complete at least one professional cybersecurity training program each year, and three technical guidance documents are developed annually to enhance the technical capabilities of the Company's information security professionals.
- Cybersecurity Continuous Development Plan: DFI is committed to continuously strengthening the security of its information systems and ensuring the protection of customer interests. The Company has established a comprehensive short-, medium-, and long-term cybersecurity roadmap. Going forward, DFI will continue to develop a Zero Trust secure access architecture, advance system cloudification and strengthen cloud security controls, enhance Data Loss Prevention (DLP) capabilities, and reinforce the protection of

Operational Technology (OT) environments. In response to the evolving external threat landscape, the Company continuously evaluates and adopts tools and solutions that can effectively enhance or strengthen its cybersecurity infrastructure.

Cybersecurity Continuous Development Plan:

DFI is committed to continuously strengthening the security of its information systems and ensuring the protection of customer interests. The Company has established a comprehensive short-, medium-, and long-term cybersecurity roadmap. Going forward, DFI will continue to develop a Zero Trust secure access architecture, advance system cloudification and strengthen cloud security controls, enhance Data Loss Prevention (DLP) capabilities, and reinforce the protection of Operational Technology (OT) environments. In response to the evolving external threat landscape, the Company continuously evaluates and adopts tools and solutions that can effectively enhance or strengthen its cybersecurity infrastructure.

Information Security Management System Certification:

The Company has established an information security management system to enhance overall operational security and has successfully obtained ISO 27001:2022 certification. Moving forward, we will continue to reinforce the implementation of information security measures across systems, technology, and regulatory compliance.

Energy Conservation Measures:

In the era of digital transformation, information technology serves not only as a key driver of business growth but also as a vital enabler of corporate social responsibility and sustainable development. In line with the global trend toward energy conservation and carbon reduction—and to uphold the Company's commitment to environmental sustainability—we are actively implementing the following energy-saving initiatives:

- Virtualization to Reduce Hardware Energy Consumption: By leveraging virtualization technologies to consolidate physical servers, DFI reduces the number of hardware devices required, thereby lowering electricity consumption and cooling demand.
- Leveraging Cloud Services to Reduce On-Premises Infrastructure: Gradually migrating selected business operations to cloud platforms, utilizing the

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economies of scale and advanced technologies of cloud service providers to reduce energy consumption from on-premises IT equipment.

- Equipment Replacement and Energy Efficiency Improvement: DFI regularly reviews its existing IT equipment, including servers, computers, and printers, and gradually replaces outdated and energy-intensive devices. The Company also adopts new equipment with higher energy efficiency, such as computers equipped with energy-saving processors, solid-state drives, and LED displays, as well as printers with automatic sleep mode and duplex printing functionality. Through continuous equipment renewal, DFI effectively reduces overall energy consumption while enhancing system performance and operational stability.

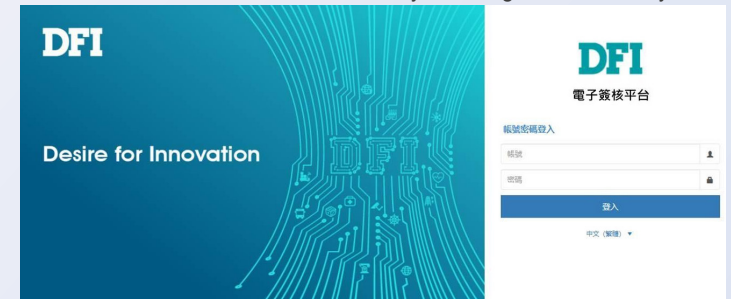
Establishing an Environmental Control System for the Data Center to Precisely Manage Energy Consumption: The implementation of an environmental control system in the data center involves setting precise temperature and humidity ranges, coupled with real-time monitoring to ensure air conditioning equipment operates under optimal conditions. By maintaining precise control, energy consumption of air conditioning equipment can be effectively reduced, unnecessary energy waste minimized, and equipment lifespan extended simultaneously.

Adopting an Electronic Signature Platform:

By establishing an electronic signature platform, the company enables online signing, transmission, and archiving, significantly reducing the need for printing and photocopying paper documents. At the same time, it accelerates document processing efficiency, reducing the time and energy typically spent on traditional paper-based delivery. Through electronic document management, the processing progress of official documents can be tracked more effectively, boosting office efficiency while simultaneously reducing the risk of document loss.

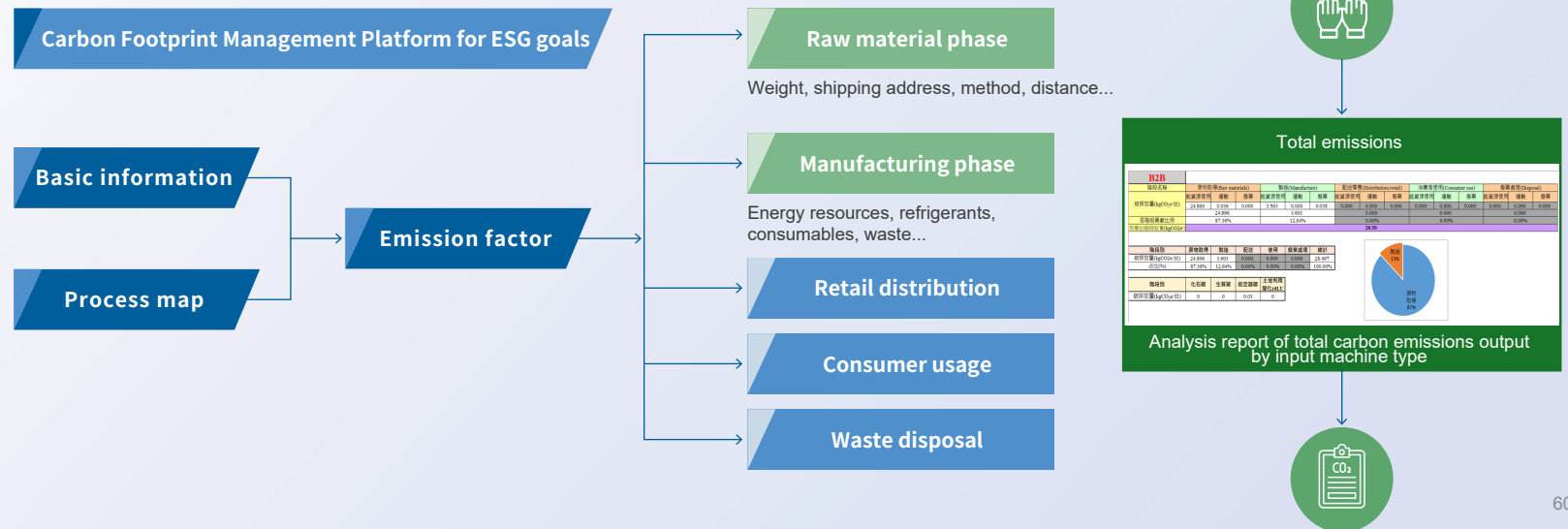
Strengthening IT Asset Disposal Management and Advancing Circular Economy Practices:

DFI has established a standardized IT asset disposal process. Prior to disposal, all information equipment undergoes secure data sanitization to eliminate the risk of data leakage. The Company collaborates with certified recycling vendors to ensure that IT waste is handled in full compliance with environmental regulations and in an environmentally responsible manner. In addition, DFI explores opportunities for the reuse of IT equipment to further promote resource circularity and sustainable resource utilization.



Deploying a Carbon Footprint Management Platform to Support ESG Goals:

Enable the system to calculate the Company's greenhouse gas emissions by importing daily carbon emission activities and presenting real-time carbon emission data to help the Company achieve sustainable transformation.



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Item	Description
Policy and Commitment	Diversity and inclusion are key drivers of sustainable talent development. DFI adheres to international human rights principles, including the International Convention on the Elimination of All Forms of Racial Discrimination and the Convention on the Elimination of All Forms of Discrimination Against Women. The Company also complies with applicable local labor regulations, such as the Labor Standards Act, the Gender Equality in Employment Act, and the Employment Service Act. DFI has established policies and practices to eliminate any form of unlawful discrimination and to ensure equal employment opportunities for all. The Company strictly prohibits the use of child labor and forced labor, and is committed to maintaining a workplace that is fair, respectful, and safe. Employees from diverse backgrounds and with different characteristics are encouraged to express their perspectives and ideas.
Impact Description	DFI is committed to helping managers and employees gain a comprehensive understanding of the Company's strategic direction while supporting their individual career development. Through this approach, we effectively identify competency gaps and development needs and provide the necessary resources and support to foster professional growth. We promote employee development through structured promotion opportunities, job rotation programs, and a diverse range of training courses designed to enhance professional expertise and practical experience. Our training curriculum covers new employee orientation, professional skills development, leadership training, and business management programs, enabling every employee to maximize their potential, grow alongside the Company, and strengthen our overall organizational competitiveness. At present, DFI's talent development strategy has not resulted in any negative impacts on the economy, the environment, or people, including human rights. • However, insufficient investment in talent development may give rise to the following risks: • Brain drain — Decline in corporate competitiveness and difficulty attracting and retaining high-quality talent. • Reduced productivity and quality — Employees’ professional skills failing to keep pace with evolving requirements, affecting work performance. • Talent shortages and increased recruitment costs — Difficulty filling key positions, leading to higher labor costs. • Limited innovation capability — Lack of innovative thinking and problem-solving skills among employees, impacting long-term business development.
2026 Targets	Through the Training Management System (DTMS), further expand the breadth and depth of online learning content, and deliver a high-performance mobile learning experience through an APP.
2025 Performance	1. Implementation of a new Training Management System (DTMS) to expand the breadth and depth of online learning content, and to deliver a more efficient mobile learning experience through an APP. The compliance training completion rate in 2025 reached 100% (see Compliance section for details). 2. The average annual training hours for all employees (including overseas employees) reached 18.22 hours, successfully achieving the short-term target of 18 hours per employee per year. 3. A total of 517 self-directed learning participations were recorded (196 by female employees and 321 by male employees), with a cumulative 1,214.58 hours of self-directed learning. 4. The employee health examination attendance rate reached 98%, with four on-site health check events conducted. High- and medium-risk cases were followed up at a 100% completion rate.
Short-term Targets	Establish diverse and effective recruitment channels to attract outstanding talent and enhance employees’ organizational identification and retention rate.
Action Plan or Program	To ensure long-term competitiveness, DFI actively advances talent development through the following strategic initiatives: • Comprehensive Learning and Development Programs: DFI develops annual training plans to help managers and employees align with the Company's strategic direction while supporting individual career development goals. These programs identify development needs and provide structured learning pathways to foster continuous professional growth. • A Well-Structured Training System: The Company continuously enhances its training framework, offering programs that cover new employee onboarding, professional skills development, leadership cultivation, and business management. This comprehensive approach enables employees to continuously strengthen their capabilities while enhancing the organization's overall competitiveness. • Encouraging Internal Promotion and Career Development: Through promotion opportunities, cross-functional job rotations, and continuing education and training programs, DFI strengthens employees’ capabilities and practical experience, ensuring the steady development of internal talent. Talent development is a key driver of corporate competitiveness. It not only supports organizational growth, optimizes operational efficiency, and enhances market competitiveness, but also helps shape a strong and positive corporate image. Accordingly, DFI has identified talent development as one of its core strategic priorities and continues to refine related systems and initiatives to cultivate a competitive and high-performing corporate culture.

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Employee Status

An Inclusive and Equitable Workplace

Diversity and inclusion are essential for sustainable talent development. Accordingly, DFI has established a work environment free from all forms of unlawful discrimination to ensure equal employment opportunities. This commitment aligns with international human rights conventions, such as the "International Convention on the Elimination of All Forms of Racial Discrimination" (ICERD) and the "Convention on the Elimination of All Forms of Discrimination Against Women" (CEDAW), as well as national laws including the Labor Standards Act, the Gender Equality in Employment Act, and the Employment Service Act. The Company strictly prohibits child labor and forced labor, actively fostering an equal, respectful, and safe workplace that encourages employees of diverse backgrounds and characteristics to freely express their perspectives.

Talent Recruitment

DFI conducts recruitment through open and transparent hiring processes based on business needs while continuously expanding diversified recruitment channels. The Company follows the principles of placing the right talent in the right position and giving priority to internal candidates whenever appropriate. DFI respects every employee and provides equal employment opportunities regardless of gender, age, disability, or other protected characteristics. Employee management policies and practices are regularly reviewed and updated in accordance with applicable laws and regulations in each operating location and the Company's business needs. By providing a positive working environment and favorable employment conditions, DFI strives to enhance employee engagement and organizational performance. As of the end of 2025, DFI employed 656 people across its operations in Taiwan and overseas.

Workforce Profile

DFI places great importance on cultivating a corporate culture of Diversity, Equity, and Inclusion (DEI) and is committed to providing a fair, respectful, and discrimination-free workplace. Guided by its people-centric philosophy, the Company regards its employees as one of its most valuable assets and a key driver of long-term sustainable development. DFI believes that the diverse perspectives, professional expertise, and experiences contributed by employees from different backgrounds enhance decision-making, foster innovation, and strengthen long-term competitiveness. With employees representing a wide range of nationalities and cultural backgrounds, the Company promotes an inclusive organizational culture that supports cross-cultural collaboration and knowledge sharing. In recruitment, DFI gives priority to hiring local talent in the regions where it operates, reinforcing its commitment to corporate social responsibility while strengthening relationships with local communities. The workforce profile is presented below:

Distribution of Human Resources by Operational Region

Total Workforce Distribution		Taiwan		China		Japan		USA		Europe	
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Type of Contract	No fixed term	314	279	13	8	5	8	7	8	3	4
	Fixed term	0	0	0	0	1	2	0	0	3	1
	Total	314	279	13	8	6	10	7	8	6	5
Type of Employment	Full-time	314	279	13	8	5	8	7	8	3	4
	Part-time	0	0	0	0	1	2	0	0	3	1
	Total	314	279	13	8	6	10	7	8	6	5
Job Grade	Managerial position	15	56	0	1	0	3	2	2	2	0
	Non-managerial position	299	223	13	7	6	7	5	6	4	5
	Total	314	279	13	8	6	10	7	8	6	5
Employee Type	Indirect employees	161	251	13	8	6	10	7	8	6	5
	Direct employees	153	28	0	0	0	0	0	0	0	0
	Total	314	279	13	8	6	10	7	8	6	5
Non-employee workers		0	0	0	0	0	0	0	0	0	0

*Note: Headcount statistics include both domestic and overseas operational sites.

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Distribution of workforce by gender, age, and employment type across regions

Year		2025				2024				2023			
Total Number of Employees		656				665				629			
Gender		Male		Female		Male		Female		Male		Female	
Employee Distribution		Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion
		310	47.3%	346	52.7%	316	47.5%	349	52.5%	286	45.5%	343	54.5%
Age	Below 30	26	4.0%	72	11.0%	24	3.6%	60	9.1%	4.1%	67	10.7%	12.5%
	31-50	230	35.1%	218	33.2%	245	36.8%	237	35.6%	35.1%	231	36.7%	36.1%
	Above 51	54	8.2%	56	8.5%	47	7.1%	52	7.8%	6.2%	45	7.2%	6.2%
Type of Employment	Direct employees	28	4.3%	153	23.3%	27	4.1%	154	23.2%	4.8%	168	26.7%	28.6%
	Indirect employees	282	43.0%	193	29.4%	289	43.4%	195	29.3%	40.7%	175	27.8%	26.2%
Regions	Taiwan	279	42.5%	314	47.9%	286	43.0%	317	47.6%	-	-	-	-
	China	8	1.2%	13	2.0%	7	1.1%	14	2.1%	-	-	-	-
	Japan	10	1.5%	6	0.9%	10	1.5%	6	0.9%	-	-	-	-
	USA	8	1.2%	7	1.1%	9	1.4%	7	1.1%	-	-	-	-
	Europe	5	0.8%	6	0.9%	4	0.6%	5	0.7%	-	-	-	-

*Note: Headcount statistics include both domestic and overseas operational sites.

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Distribution of employee nationalities and number of employees with disabilities

Employee Nationality	Indirect employees		Direct employees		Total	Nationality Percentage
	Male	Female	Male	Female		
Taiwan	254	168	17	46	485	73.9%
China	9	13	-	-	22	3.4%
Japan	8	-	-	-	8	1.2%
USA	7	6	-	-	13	2.0%
Europe	4	5	-	-	9	1.4%
The Philippines	-	1	11	107	119	18.1%
Total	282	193	28	153	656	100.0%
Employees with disability	3	-	-	-	3	0.5%

*Note: Headcount statistics include both domestic and overseas operational sites.

Employee Diversity Structure – Gender Distribution by Job Function

(This disclosure is prepared in accordance with the SASB “Employee Diversity & Inclusion” metrics, presenting the gender distribution across different job levels.)

Gender	Male		Female		Total	
Employee Category	Number	Percentage	Number	Percentage	Number	Percentage
(A) Senior Management	13	72.2%	5	27.8%	18	2.7%
(B) Non-senior Management	49	77.8%	14	22.2%	63	9.6%
(C) Technical Staff	164	82.0%	36	18.0%	200	30.5%
(D) All Other Employees	84	22.4%	291	77.6%	375	57.2%

Statistical Notes:

- (A) Senior Management is defined as managerial personnel at Director level (M7) and above.
- (B) Non-senior Management is defined as managerial personnel at Assistant Manager level (M4) and above.
- (C) Technical Staff includes personnel in engineering R&D, process engineering, product testing, information systems, software development, and firmware development.
- (D) All Other Employees refer to personnel not included in categories A, B, and C.
- (E) Note: Headcount statistics include both domestic and overseas operational sites.



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Proportion of Local Residents in Senior Management

Proportion of Local Residents in Senior Management /Year		2025		2024		2023	
		Number	Percentage	Number	Percentage	Number	Percentage
Senior management headcount ratio	Taiwan	17	3.0%	79	13.1%	19	3.0%
	China	0	0.0%	0	0.0%	-	-
	Japan	0	0.0%	3	18.8%	-	-
	USA	1	6.7%	3	18.8%	-	-
	Europe	0	0.0%	2	22.2%	-	-
Localization ratio of senior management personnel	Taiwan	17	100.0%	78	12.9%	19	100.0%
	China	0	0.0%	0	0.0%	-	-
	Japan	0	0.0%	2	12.5%	-	-
	USA	0	0.0%	3	18.8%	-	-
	Europe	0	0.0%	2	22.2%	-	-

Note 1: Senior Management is defined as managerial personnel at Director level (M7) and above.

Note 2: Calculation of senior management headcount ratio: Local senior management headcount/Total local headcount

Note 3: Calculation of senior management localization ratio: Local senior management headcount/Total senior management headcount at the site

Note 4: “Local” refers to the location of operations.

Note 5: In the previous year (2024), this indicator was calculated based on “local employment within mid-to-senior management.” To align with GRI standards and Group headquarters disclosure definitions, starting from 2025 the scope has been adjusted to only include “local employment within senior management.” Therefore, the 2025 data is not directly comparable with that of the previous year.

Note 6: Due to the nature of operations and streamlined organizational scale, overseas sites of DFI had a total of 63 employees as of the end of 2025. These sites adopt a flat organizational structure without dedicated local senior management positions. Operational management, internal control systems, and major decision-making are centrally coordinated by the Taiwan headquarters. Expatriate personnel with relevant expertise and management experience are assigned to oversee daily operations to ensure consistency with headquarters in business direction, corporate governance, and internal control systems. Going forward, the Company will evaluate potential adjustments to the management structure based on the scale and operational needs of overseas business development.

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Employee Turnover Rate

In terms of talent retention and resignation management, the Company has established a comprehensive interview mechanism. When an employee submits a resignation request, the system immediately notifies the relevant department supervisor to arrange an exit interview, with the aim of gaining an in-depth understanding of the employee's reasons for leaving and actively pursuing retention. In addition, in response to global economic fluctuations and changes in the industry environment, we maintain an appropriate level of organizational turnover to ensure the Company can continuously attract diverse new talent, thereby fostering organizational renewal and enhancing innovation vitality.

Employee Turnover Rate

Year		2025						2024						2023					
Turnover Rate		Male		Female		Total		Male		Female		Total		Male		Female		Total	
		Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion
Age	Below 30	6	0.91%	18	2.73%	24	3.63%	5	0.70%	6	0.90%	11	1.60%	14	2.20%	14	2.20%	28	4.30%
	31-50	41	6.20%	47	7.10%	88	13.32%	14	2.10%	35	5.10%	49	7.20%	32	5.00%	44	6.80%	76	11.80%
	Above 51	4	0.61%	2	0.30%	6	0.91%	7	1.00%	4	0.60%	11	1.60%	8	1.20%	4	0.60%	12	1.90%
	Total	51	7.72%	67	10.13%	118	17.87%	26	3.80%	45	6.60%	71	10.40%	54	8.40%	62	9.60%	116	18.00%
Nationality	Taiwan	46	6.97%	30	4.54%	76	11.51%	21	3.10%	24	3.50%	45	6.60%	54	8.40%	36	5.60%	90	14.00%
	China	0	0.00%	3	0.45%	3	0.45%	2	0.30%	0	0.00%	2	0.30%	-	-	-	-	-	-
	USA	2	0.30%	1	0.15%	3	0.45%	2	0.30%	0	0.00%	2	0.30%	-	-	-	-	-	-
	Netherlands	1	0.15%	0	0.00%	1	0.15%	1	0.10%	1	0.10%	2	0.30%	-	-	-	-	-	-
	The Philippines	0	0.00%	31	4.68%	31	4.69%	0	0.00%	20	2.90%	20	2.90%	0	0.00%	25	3.90%	25	3.90%
	Indonesia	1	0.15%	0	0.00%	1	0.15%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.20%	1	0.20%
	India	0	0.00%	1	0.15%	1	0.15%	-	-	-	-	-	-	-	-	-	-	-	-
	Malaysia	1	0.15%	1	0.15%	2	0.30%	-	-	-	-	-	-	-	-	-	-	-	-
	Total	51	7.72%	67	10.13%	118	17.87%	26	3.80%	45	6.60%	71	10.40%	54	8.40%	62	9.60%	116	18.00%

Formula for calculating the turnover rate: Number of employees who left/((number of employees at the beginning of the year + number of employees at the end of the year) /2).

- The calculation of the number of resignations includes full-time employees, interns and foreign workers
- The calculation of the turnover rate includes voluntary resignations, involuntary terminations, and retirements

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Employee Hiring Rate

Year		2025						2024						2023					
Hiring Rate		Male		Female		Total		Male		Female		Total		Male		Female		Total	
		Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion
Age	Below 30	13	1.97%	41	6.21%	54	8.18%	3	0.40%	3	0.40%	6	0.80%	13	2.00%	16	2.50%	29	4.50%
	31-50	32	4.84%	23	3.48%	55	8.32%	17	2.50%	14	2.10%	31	4.60%	27	4.20%	23	3.60%	50	7.80%
	Above 51	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	0.60%	0	0.00%	4	0.60%
	Total	45	6.81%	64	9.69%	109	16.50%	20	2.90%	17	2.50%	37	5.40%	44	6.80%	39	6.10%	83	12.90%
Nationality	Taiwan	39	5.91%	30	4.55%	69	10.45%	17	2.50%	10	1.50%	27	4.00%	39	6.10%	17	2.60%	56	8.70%
	China	1	0.15%	0	0.00%	1	0.15%	2	0.30%	0	0.00%	2	0.30%	-	-	-	-	-	-
	Japan	0	0.00%	0	0.00%	0	0.00%	1	0.10%	0	0.00%	1	0.10%	-	-	-	-	-	-
	USA	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.10%	1	0.10%	-	-	-	-	-	-
	Netherlands	1	0.15%	2	0.30%	3	0.45%	0	0.00%	1	0.10%	1	0.10%	-	-	-	-	-	-
	The Philippines	2	0.30%	31	4.69%	33	5.00%	0	0.00%	5	0.80%	5	0.80%	5	0.80%	21	3.30%	26	4.00%
	Malaysia	1	0.15%	0	0.00%	1	0.15%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.20%	1	0.20%
	Indonesia	1	0.15%	0	0.00%	1	0.15%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	India	0	0.00%	1	0.15%	1	0.15%	-	-	-	-	-	-	-	-	-	-	-	-
	Total	45	6.81%	64	9.69%	109	16.50%	20	2.90%	17	2.50%	37	5.40%	44	6.80%	39	6.10%	83	12.90%

Formula for calculating the newly hired rate: Number of new employees/((number of employees at the beginning of the year + number of employees at the end of the year) /2)

• The calculation of the number of new employees includes full-time employees, interns, and foreign workers

Care for Migrant Workers

DFI's workforce reflects a rich diversity of backgrounds, nationalities, and cultures. In 2025, there were a total of 120 foreign employees in Taiwan, accounting for 20.2% of the overall workforce. Among them, female foreign employees made up 18.2% of all staff. We uphold the spirit of diversity and inclusion and are committed to building a friendly and inclusive workplace.

Introduction	Encouraging the Development of Learning	We actively encourage the learning and professional development of our foreign employees by providing additional career advancement opportunities, salary increases, and performance-based incentives to motivate them to continuously enhance their skills and capabilities. Through these initiatives, we strive to foster a supportive environment where every employee can achieve greater career fulfillment and professional growth while creating greater value for the Company.
Sustainable Journey	D	Safe and Healthy Accommodation Environment and Diverse Recreational Spaces
Smart Operations		The enhancement of personal space includes buffet-style lunch and dinner services, along with dedicated leisure rooms and kitchens, providing foreign colleagues with a comfortable and welcoming environment. Annual evacuation drills will be conducted in the dormitories to ensure safety preparedness. Additionally, regular electrical inspections and disinfections will be performed to maintain a safe and hygienic living environment. These measures are designed to enhance the quality of life for our foreign colleagues, helping them feel the comfort and warmth of home during their time here.
Happy Growth	E	Using Licensed Intermediaries
I. Employee Status		We work with licensed foreign employment service agencies to ensure compliance with relevant regulations and to attract exceptional foreign talent, thereby improving the overall quality and efficiency of our team.
II. Learning and Development		Proper Medical Assistance
III. Good Labor-Capital Relationship		We provide dedicated transportation to and from medical appointments and assign designated staff to assist foreign employees throughout the healthcare process, ensuring they receive the support and care they need. In addition, nurses and physicians are available to provide health consultations, helping employees better understand and manage their health. Annual health examinations are also arranged to ensure their well-being is continuously monitored and supported. Through these initiatives, we aim to enhance health awareness among our foreign employees and help them maintain good health in both their professional and personal lives.
IV. Employee Safety and Environment		Contract Renewal and Continued Employment
V. Protecting Health and Well-being of Employees		We encourage high-performing foreign employees to continue their careers with the Company after their employment contracts expire. Before a contract reaches its expiration date, we proactively discuss employees' intentions to remain with the Company and assist them throughout the contract renewal process. This approach eliminates the need for employees to undergo the lengthy hiring process again while reducing recruitment costs and minimizing workforce gaps for the Company, creating a mutually beneficial outcome. Contract renewals also strengthen employees' sense of commitment, pride, and belonging, further enhancing their engagement and loyalty to the Company.
Cooperation and Mutual Prosperity	I	Effective Communication Pathways
Move Towards a Green Future		We provide a 24/7 service hotline and communication platform to ensure that foreign employees can communicate at any time and from any location without barriers. The dormitory is staffed with 24-hour life counselors fluent in the native language, offering comprehensive support to foreign colleagues living alone in a new country. The Company and the intermediary regularly conduct information sharing on legal regulations, health care, and related measures, and encourage employees to provide feedback to promote two-way communication. Through these measures, we aim to create a more welcoming and supportive living environment for our foreign colleagues, helping them feel cared for and supported while living abroad.
Rooted in Compassion		Thoughtful On-Site Service
Appendix		Diverse Activities
		Recognizing that foreign employees may be unfamiliar with their new surroundings and may face language barriers when traveling independently, we provide dedicated airport pick-up and drop-off services with designated staff to ensure a safe and smooth arrival. This support not only enhances personal safety but also helps reduce the anxiety associated with adapting to an unfamiliar environment. We also assist foreign employees with opening local bank accounts, enabling them to conveniently manage their finances and transfer earnings to family members in their home countries. Based on each employee's individual needs, we provide practical assistance to help them settle into their new environment as quickly as possible and feel welcomed and supported in both their work and daily lives. Through these initiatives, we aim to help foreign employees establish a strong foundation for living and working in Taiwan, allowing them to integrate more smoothly into their new community.
		To promote cultural integration, we actively organize various activities, including the annual year-end banquet, departmental gatherings, family day, and festive celebrations, inviting all colleagues and their families to participate. These activities not only offer an excellent platform for communication but also foster emotional connections among participants, enabling everyone to understand each other and build friendships in a relaxed and enjoyable atmosphere. Through these diverse activities, we aim to foster a harmonious work environment where every colleague feels supported and cared for, thereby strengthening our collective cohesion.

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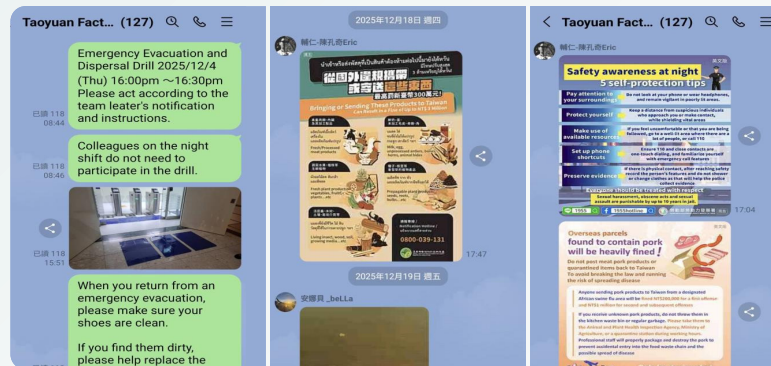
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Dormitory Bulletin Board



24/7 Service Hotline and Communication Platform (Line Group)



Activity Photos



Education and training



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Learning and Development

DFI has deeply engaged in talent cultivation and development, is committed to building sustainable value of talents, and had established a "three-in-one" training system coordinated by the human resources unit, planned by the dedicated training center, and implemented collaboratively by all departments. Through the annual "Training Needs Survey", the training center precisely identifies competency gaps in each unit. Following an assessment of course suitability, the training center consolidates and compiles the courses into the "Annual Training Plan", ensuring that education and training resources were precisely aligned with the Company's operational target.

In addition to implementing internal training programs, DFI actively encourages employees, in line with organizational growth, competency requirements, and individual performance, to proactively participate in external training to broaden their professional horizons. At the same time, through the introduction of the new "Training Management System (DTMS)", we have integrated diverse online learning resources to overcome the constraints of time and location. This establishes a flexible and agile digital learning ecosystem, further driving continuous improvements in work-related performance. Furthermore, employees are encouraged to participate in cross-domain seminars organized by the Qisda Group on an ad hoc basis, covering technology, lifestyle, and social welfare.

These seminars are designed to inspire cross-domain thinking and equip employees with the relevant skills to balance work and life. Furthermore, to demonstrate DFI's commitment to corporate social responsibility and product quality, DFI has included the "Hazardous Substance Process Management System (IECQ QC 080000)" as mandatory training programs for all employees.

To ensure the tangible effectiveness of investments in training resources, DFI implemented the "Four-Level Evaluation Model" proposed by American scholar Donald L. Kirkpatrick and validate effectiveness across the four dimensions: reaction, learning, behavior, and results. DFI adopts a differentiated assessment mechanism based on the attributes of the courses and the competency target, ensuring that the content of the training not only met the learning target but is translated into employees' professional behavior, thereby enhancing overall operational performance.

In 2025, DFI demonstrated concrete achievements in talent development. The average annual training hours for all employees (including overseas employees), totaling 656 personnel, reached 18.22 hours, successfully achieving the short-term target of 18 hours per employee per year. Looking ahead, DFI will continue to develop multiple forward-looking courses in strategy fields such as key components, healthcare, and the Internet of Things. We will continue to implement the previously established short-, medium to long-term development target (please refer to the table below) to maintain learning momentum of the talents and strengthen the competitive advantages of the Company.

Target indicators	1.Average hours of training per employee 2.The completion rate of courses with policy relevance (compliance) is 100%
Short-term Targets(by 2027)	1.The average hours increased by 7%, reaching 18 hours per year 2.The completion rate of courses with policy relevance (compliance) is 100%
Medium-term targets(by 2032)	1.The average hours increased by 13%, reaching 19 hours per year 2.The completion rate of courses with policy relevance (compliance) is 100%
Long-term targets(by 2040)	1.The average hours increased by 19%, reaching 20 hours per year 2.The completion rate of courses with policy relevance (compliance) is 100%

*Note:The increase in average training hours (16.89 hours) for short-, medium-, and long-term goals is calculated based on the 2024 average.

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In 2025, DFI continued to follow its “Employee Learning and Development Strategy” by systematically expanding its learning scope through four key dimensions: “Managerial Competency,” “Professional Skills,” “Self Development,” and “Orientation.” The Company aims to encourage continuous learning among all employees and support ongoing self-improvement. The key training programs and highlight courses under each dimension are as follows:

Managerial Competency:

DFI continues to introduce group supervisors training programs (SLP, ALP), with themes covering "Situational Leadership," "Influence and Persuasion", "Building High-Performance Teams," and "Team Communication Skills."

Key Training Courses	Group Supervisors Training (SLP, ALP)
Training Participants	Each Department Supervisors
Training Target	Enhance the management and leadership skills, interpersonal communication skills, and efficiency of each department supervisors at all levels
Quantitative Data	In 2025, a total of 12 training sessions were held a total, with 104 participants completing the program, resulting in a total training duration of 728 hours.

Professional Skills:

DFI continues to collaborate closely with suppliers and customers to arrange seminars and courses, enabling all employees to understand industry and product development trends. Various internal training (knowledge sharing) courses were organized by each department in hopes of enhancing the diverse competencies of all employees. Meanwhile, a series of legal compliance training courses were conducted to ensure that employees fully understand applicable regulations and avoid potential violations. Additionally, by participating in external training programs to acquire new skills, employees can enhance their job performance while also applying these skills in their daily lives, thereby creating a positive impact on society.

Key Training Courses	Cross-departmental professional courses, such as seminars, specialized seminars, legal compliance, and external training
Training Participants	All Employees
Training Target	Enhance the diverse competencies of all employees
Quantitative Data	In 2025, a total of 7,336 participants completed training, accumulating 9,551 training hours.

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Self Development:

DFI introduces the "Self-Learning and Diverse Development" training project, with course categories covering artificial intelligence, organizational development, sales, personal development, software development, information security, foreign languages for business, cloud technologies, and digital marketing, totaling nine major fields available for registration and learning.

Key Training Courses	Project on Self Learning and Diverse Development Training Courses
Training Participants	All Employees
Training Target	Enhance the diverse competencies of all employees
Quantitative Data	In 2025, a total of 86 courses were offered with a total of 517 participants completed training, accumulating 1,214.58 training hours.

Orientation:

In addition to conducting in-person introductory courses for new employees, the "New Employee Online Training Courses" was introduced through the Company's education training system. By leveraging the advantages of the management system, cross-regional employees can access relevant orientation courses (including legal compliance) in real-time.

Key Training Courses	Online Training Course for New Employees
Training Participants	New Indirect Employees
Training Target	In accordance with ISO management procedures, DFI ensures that new employees follow the regulations
Quantitative Data	In 2025, a total of 53 participants completed training, accumulating 159 training hours.

In line with its aforementioned "Employee Learning and Development Strategy," DFI has systematically expands its training landscape through four key areas—"Managerial Competency," "Professional Skills," "Self Development," and "Orientation." DFI firmly believes that learning is the cornerstone of progress. It remains committed to fostering a corporate culture of lifelong learning, supporting its employees in continuously breaking through their limits and pursuing excellence.

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DFI is also committed to implementing fairness and depth in talent development, providing differentiated training pathways tailored to the diverse categories of its employees. Categorized by job attributes, direct labor recorded an average of 10.56 training hours, with a core focus on "Professional Skills" such as courses on production quality, occupational safety, and relevant legal compliance to ensure operational excellence. Meanwhile, indirect staff reached an average of 21.14 training hours, emphasizing "Professional Skills" in digital tool applications and product development trends, complemented by "Self Development" courses on diverse and cross-domain knowledge to strengthen the resilience of the support system. Classified by managerial responsibility, employees in managerial positions recorded an average of 30.79 training hours, primarily investing in the "Managerial Competency" dimension; through courses such as leadership and strategy communication mindset, they guide the organization in responding to change. Employees in non-managerial positions recorded an average of 16.40 training hours; in addition to rapidly integrating into the corporate culture through orientation, they participated extensively in training related to self development and professional skills. The relevant data are as follows:

Average total training hours per employee at DFI (Unit: Hours/person)

Categories	Direct employees (DL)		Indirect employees (IDL)	
	Male	Female	Male	Female
Average training hours	17.79	9.24	23.55	17.61
Total	10.56		21.14	

Average training hours per employee based on different functions (Unit: Hours/person)

Categories	Managerial position		Non-managerial position	
	Male	Female	Male	Female
Average training hours	32.71	24.31	20.51	13.30
Total	30.79		16.40	

*Note:All values are rounded to two decimal place.

2025 Management Key Points & 2026 Plans

Employee Learning

In 2025, we continued to follow the "Employee Learning and Development Strategy" by focusing on four key areas: Managerial Competency, Professional Skills, Self Development, and Orientation. We are committed to consistently building and expanding the learning scope at DFI, hoping all employees continue to learn and enhance themselves.

In 2026, DFI will further expand the breadth and depth of online learning content through the Training Management System (DTMS), and deliver a high-performance mobile learning experience via an APP.

Managerial Competency	A. SLP_Situational Leadership (In-person)
	B. SLP_Influence and Persuasion (In-person)
	C. ALP_Building High-Performance Teams (In-person)
	D. ALP_Team Communication Skills (In-person)
Professional Skills	E. Production/Testing Technology Transfer (In-person)
	F. PM/RD Lecture Course (In-person/Online)
	G. Cross-Department Compliance Training (Online)
Self Development	H. Project on Self Learning and Diverse Development Training Courses (Online)
Orientation	I. IDL Online Courses 5+1
	J. OMC Training (In-person)

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- Employee Career Development
- Introduce the competency model roadmap to define the qualifications and criteria for promotion, appointment to managerial positions, or other job positions.
 - The performance evaluation of employees is conducted through a two-step process: initial assessment by the supervisor followed by a secondary review. This process aims to clearly identify and define the performance scores for core job competencies, professional competencies, and managerial competencies.
 - Managerial competency includes result orientation, problem solving, subordinate management, integrity leadership, and communication. In conjunction with the introduction of the group's leadership training programs such as "SLP" and "ALP," we provide learning opportunities for supervisors at all levels to develop and enhance their management skills.

Online Learning: DFI has implemented a new online learning Training Management System

With the goal of establishing a learning environment in which employees could grow at any time and from any location, DFI comprehensively optimized the learning experience. By introducing the new Training Management System (DTMS), diverse digital resources were successfully integrated, physical boundaries were broken down, and a flexible, agile learning environment was realized.

The "Self-Learning and Diverse Development" training project, which officially launched in March 2025, represented an important milestone in advancing talent empowerment. It enables employees to access new knowledge in the most timely and convenient manner, continuously improve their professional skills, and thereby bolster the Company's competitive strength in meeting future challenges. In 2025, the cumulative number of self learning participants reached 517 (196 female participants and 321 male participants), with a combined total of 1,214.58 hours of self learning. The average self learning hour per participant was 2.35 hours (2.39 hours for females and 2.32 hours for males).

The relevant data are as follows:

Female Colleagues	Managerial position	Non-managerial position	Total
Training attendances	40	156	196
Hours	81.80	386.57	468.37
Average	2.05	2.48	2.39

Male Colleagues	Managerial position	Non-managerial position	Total
Training attendances	136	185	321
Hours	304.70	441.51	746.21
Average	2.24	2.39	2.32

Furthermore, DFI leverages digital collaboration tools to their fullest potential. For specialized seminars where suppliers, clients, and industry experts are invited, DFI has fully implemented a "virtual and physical (Hybrid)" model. By recording and uploading the shared content to the system, these resources are made available for employees to learn and review it multiple times. This initiative substantially improves the convenience of learning and the coverage of employee participation.

Looking ahead to 2026, DFI will further dedicate efforts to deepening the digitalization of its training curriculum and broadening content diversity. DFI's goal is to construct a more precise and comprehensive knowledge repository, ensuring that every employee can easily access the learning resources best suited to their individual career needs.

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Problem Solving: Continuous Improvement Program (CIP)

Since 2018, DFI has been implementing management mindset of the Six Sigma in collaboration with the group, and has established the Continuous Improvement Program (CIP) to empower employees with systematic improvement tools and methodologies. By holding the "DMAIC Awareness" training course, employees gain a command of precise understanding of the core concepts of continuous improvement and the five major techniques of DMAIC: Define, Measure, Analyze, Improve, and Control. From 2018 to 2025, a total of 379 participants completed training. (36 participants in 2025)

Furthermore, through a curriculum designed for "learning by doing", we guide employees in transforming their acquired knowledge into the execution of practical projects. From 2018 to 2025, a total of 82 projects were implemented and executed, generating a cumulative financial benefits of NT\$76.54 million. By scientifically applying the five major techniques of DMAIC, the application scope of multiple projects had been comprehensively expanded from research and development units to systems such as manufacturing, supply chain, and administration, thoroughly embedding a culture of improvement across individuals, departments, and the Company as a whole, and significantly improving organization operational efficiency.

Year	2018	2018	2019	2019	2020	2020	2021	2022	2024	2025	2025	Total
Dept.	1H	2H	1H	2H	1H	2H	1H	1H	2H	1H	2H	
OMC	3	4	4	5	4	4	1	1	3	3	4	36
RD	4	4	4	2	2	2	2	0	0	0	0	20
PC	0	0	2	1	1	1	1	1	0	1	1	9
MSSC	1	1	1	0	1	1	0	0	0	2	2	9
AC&Q	0	0	0	2	2	2	0	0	0	0	0	6
SC	0	0	0	1	1	0	0	0	0	0	0	2
Total	8	9	11	11	11	10	4	2	3	6	7	82

In 2025, DFI actively deepened its "continuous improvement" culture and implemented a total of 13 improvement projects: six in the first half of the year and seven in the second half. By guiding employees to review and optimize workflows through the DMAIC scientific framework, the Company has not only significantly enhanced operational efficiency but also generated a cumulative annual financial benefit of NT\$18.71 million. This achievement fully demonstrates the tangible value of transforming talent empowerment into operating results. From the perspective of the historical benefit structure, DFI, through long term knowledge accumulation and project implementation, achieved significant results in 2025: the financial benefit for that single year accounted for nearly 1/4 of the historical cumulative benefits, with a contribution ratio of 24.4%. The data fully substantiated that the "Continuous Improvement Program (CIP)" possessed a high degree of sustainability and growth potential, and had become one of the core skills driving growth in the Company's financial benefits.

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Good Labor-Capital Relationship

Material Topic – Employee Benefits and Salary	
Management Policy	Diversity and inclusion are key drivers of sustainable talent development. DFI adheres to international human rights principles, including the International Convention on the Elimination of All Forms of Racial Discrimination and the Convention on the Elimination of All Forms of Discrimination Against Women. The Company also complies with applicable local labor regulations, such as the Labor Standards Act, the Gender Equality in Employment Act, and the Employment Service Act. DFI has established policies and practices to eliminate any form of unlawful discrimination and to ensure equal employment opportunities for all.
Commitment	DFI ensures compliance with local labor laws in all operating locations by paying salaries not less than the legal minimum wage. There should be no salary differentiation based on gender, religion, race, nationality or political affiliation. To offer employees a competitive compensation policy, salaries are adjusted based on individual qualifications, professional skills, and performance evaluations to ensure fairness and market competitiveness.
Implementation Approach	• Regularly review starting salary standards by referencing labor market trends and recruitment compensation benchmarks across peer companies to ensure external competitiveness of the compensation system, while maintaining a stable fixed-salary structure. • In alignment with annual business objectives and management decisions, flexibly adjust incentive and reward allocation, prioritizing high-performing and key talent to strengthen retention of critical employees. • Hold labor-management meetings in accordance with regulations to maintain transparency, and continuously provide employee benefits that exceed legal requirements (e.g., flexible working hours, leave policies beyond statutory requirements, full group insurance coverage, and enhanced annual health checkups), thereby enhancing employees' sense of workplace belonging.
Effectiveness Evaluation	• Assess internal compensation competitiveness through multiple channels, such as recruitment market feedback and publicly available statistical data. • Execute annual salary adjustments and bonus distributions in a timely manner in line with corporate management decisions. • Hold quarterly labor-management meetings and ensure smooth communication of benefit-related information to maintain fairness in employee access to welfare resources.
2026 Targets	• Maintain overall employee turnover rate below 20%. • Hold regular labor-management meetings (once per quarter) to ensure smooth communication of employee benefits information.
2025 Performance	Achieved.

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Remuneration Policy and Pensions

DFI ensures compliance with local labor laws in all operating locations by paying salaries not less than the legal minimum wage. There should be no salary differentiation based on gender, religion, race, nationality or political affiliation. To offer employees a competitive compensation policy, salaries are adjusted based on individual qualifications, professional skills, and performance evaluations to ensure fairness and market competitiveness. DFI annually references salary survey reports from independent third-party compensation consulting firms, as well as its own business performance, to review whether compensation objectives have been achieved at year-end. For senior executives, the Remuneration Committee evaluates the achievement of annual compensation-related performance indicators and determines annual compensation accordingly. The relevant compensation data are as follows:

Taiwan Region Female to Male Basic Salary and Total Compensation Ratio

Basic salary	2025		2024		2023	
	Median	Average	Median	Average	Median	Average
Direct employees	0.86 : 1	0.87 : 1	0.81 : 1	0.86 : 1	0.80 : 1	0.85 : 1
Indirect employees	0.74 : 1	0.76 : 1	0.75 : 1	0.78 : 1	0.74 : 1	0.73 : 1
All employees	0.71 : 1	0.61 : 1	0.57 : 1	0.62 : 1	0.55 : 1	0.59 : 1
Average Salary	2025		2024		2023	
	Median	Average	Median	Average	Median	Average
Direct employees	0.87 : 1	0.92 : 1	0.87 : 1	0.87 : 1	0.88 : 1	0.84 : 1
Indirect employees	0.68 : 1	0.71 : 1	0.70 : 1	0.73 : 1	0.70 : 1	0.71 : 1
All employees	0.56 : 1	0.59 : 1	0.54 : 1	0.58 : 1	0.49 : 1	0.56 : 1

- The ratio of standard salary for entry-level employees to the local minimum wage in Taiwan is 1:1.
- The gender pay analysis in this table is based on the scope defined by the Taiwan Stock Exchange, specifically “full-time employees who are not in managerial positions.”

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The indicators that affect the highest individual salary and overall salary structure changes

Item/Year	2025	2024	2023
Annual Total Compensation Rate = Highest annual individual compensation/Median annual total compensation of all employees	8.34	7.07	9.02
Annual total remuneration change rate = Percentage increase in the annual total remuneration of the highest-paid individual in the organization /Percentage increase in the median annual total remuneration of all employees	2.30	-1.56	-0.86

- The annual total compensation of the highest individual should not be included when calculating annual total compensation of all employees.
- According to the review by the Remuneration Committee, the compensation structure for DFI’ s senior executives has a relatively high proportion of variable pay. As a result, their total remuneration is more significantly influenced by the Company’ s profitability and overall operating performance. In contrast, the compensation structure for mid- and entry-level employees is primarily based on fixed salary, making it less sensitive to fluctuations in business performance. In addition, taking into account that the overall market positioning of senior executives’ compensation has been gradually declining since 2023, DFI launched a compensation adjustment mechanism in 2025 to maintain management team stability and respond to talent competition trends in the industry. As a result, the compensation market positioning was moderately adjusted, leading to a higher year-on-year increase in total annual compensation changes compared with previous periods.

Taiwan Region Salary of Non-Managerial Employees (NT\$ thousand)

Item/Year	2025	2024	2023
Total salary of non-managerial employees (NT\$Thousand)	535,681	515,002	512,831
Average salary of non-managerial employees (NT\$Thousand)	935	863	819
Median salary of non-managerial employees (NT\$Thousand)	735	683	644

- According to the definition provided by the Directorate-General of Budget, Accounting, and Statistics (DGBAS), full-time employees refer to those whose working hours meet the Company's designated normal working hours or statutory working hours. In the case of DFI, the normal working hours are defined as 40 hours per week. Therefore, all of the Company's employees are full-time employees.
- Total compensation includes base salary, overtime pay, various allowances and bonuses, and employee remuneration.
- Average salary of the employee = Total salary of full-time employees not in supervisory positions ÷ total number of full-time employees

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Long-Term Incentive Plan

Incentive Item	Target Employees	Implementation Method	Amount
Employee Stock Ownership Trust	Full-time indirect employees in Taiwan who have passed the probation period (i.e., eligible after three months of employment) may voluntarily enroll in the employee stock ownership trust	A matching contribution, job-grade-linked, and deferred compensation stock trust mechanism is adopted to enhance talent attraction. Participating employees contribute a fixed amount from their salary based on job grade, and the Company provides a 100% matching incentive to jointly purchase DFI Inc. shares. A tiered incentive design is implemented where higher job grades receive higher matching contributions, encouraging employees to pursue promotion and achieve performance synergy between individual and corporate results. The trust assets are strictly segregated for designated use only, with no hedging or reinvestment activities, and are distributed upon resignation or retirement as deferred compensation, establishing a sustainable talent retention model that shares value between the Company and employees.	In 2025, the Company's incentive contribution amounted to NT\$36,755 thousand, with an employee participation rate of approximately 80.7%.
Long-Term Incentive Plan for Senior Executives	Senior executives at the center division manager level and above	The "Long-Term Incentive Plan for Senior Executives" is scheduled to be implemented starting in 2026. The plan links executive compensation with ESG performance targets and adopts Phantom Stocks as the incentive instrument, with a 5-year deferred payout mechanism deposited into the employee stock ownership trust. The actual annual incentive amount is calculated based on the year-end closing stock price. After ESG performance evaluation is completed in January of the following year, the settlement amount will be deposited into individual trust accounts, reinforcing sustainable management commitments and strengthening talent retention.	The plan is scheduled to officially launch in 2026. In 2025, the system design was completed. The actual payout amount and ESG linkage outcomes will be disclosed in the 2026 ESG report as the first-year implementation results.

Retirement System

Regarding the employee retirement system, DFI operates in accordance with the Labor Standards Act (Old Labor Retirement System, Defined Benefit Plan) and the Labor Pension Act (New Labor Retirement System, Defined Contribution Plan) established by the government. For employees reassigned to affiliates due to organizational restructuring, their years of service are recognized and combined. By offering multi-layered protection, the Company ensures peace of mind for its employees and facilitates talent mobility within the Group. Meanwhile, pensions for overseas subsidiaries follow a defined contribution plan, with monthly contributions to various social security funds, including pension and medical, in accordance with local government regulations. DFI ensures the rights and benefits of its employees upon retirement. We also provide a voluntary retirement plan to offer our employees the option of early and flexible retirement arrangements, allowing them to enjoy a fulfilling post-retirement life.

- Retirement Fund System under the Labor Standards Act: In accordance with the Old Labor Retirement System regulations, DFI contributes 5% of the total monthly salary of eligible employees under the old labor retirement system to a retirement reserve fund, which is held at the Bank of Taiwan. At the end of each year, we regularly review the balance of this dedicated account. If the balance is assessed to be insufficient to cover the retirement payments for employees who meet the statutory requirements for retirement in the following year, we will make the top-up and contributions according to the regulations by the end of March of the subsequent year to ensure the rights and interests of employees under the old labor retirement system are protected. As of the end of 2025, the fair value of plan assets amounted to NT\$67,902 thousand. The retirement expense recognized in 2025 was NT\$285 thousand, which is sufficient to cover obligations under the old pension system. Retirement Pension System under the Labor Pension Act: The Company contributes 6% of employees' salaries to their individual accounts at the Labor Insurance Bureau on a monthly basis. The retirement expense recognized in 2025 amounted to NT\$22,791 thousand.
- Negotiated Extension of Retirement Age: In accordance with the relevant amendments to the Labor Standards Act, a system for extending the retirement age has been established by the Company. Employees who reach the age of 65 and have completed service tenure may, upon mutual agreement between employer and employee, defer retirement. This policy was officially filed with and approved by the competent authority (New Taipei City Government, Labor Affairs Department, under document No. 1131920474), dated September 2024 and has been implemented accordingly.

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Diversity and Equal Opportunity

Material Topic – Workplace Inclusion and Equality	
Management Policy	DFI is committed to providing employees with a respectful and safe working environment. We uphold the principles of diversity in employment, fairness in compensation and promotion opportunities, and ensure that employees are not discriminated against, harassed, or treated unfairly based on race, gender, religion, age, political beliefs, or any other protected status under applicable laws and regulations.
Commitment	Build good relationship and communication approach between employers and employees
Implementation Approach	All employees undergo regular performance and career development assessments
Effectiveness Evaluation	Conduct an annual employee engagement survey to identify employees’ key concerns and develop corresponding improvement actions
2026 Targets	Achieve an employee engagement survey score of above 8
2025 Performance	The employee engagement survey score was 7.7, slightly below the target of 8. Improvement measures have been developed to address the survey findings.

DFI is committed to providing employees with a respectful and safe working environment. We uphold the principles of diversity in employment, fairness in compensation and promotion opportunities, and ensure that employees are not discriminated against, harassed, or treated unfairly based on race, gender, religion, age, political beliefs, or any other protected status under applicable laws and regulations.

Indicators of employment equality	2025		2024		2023	
	Number	%	Number	%	Number	%
Women as a percentage of total workforce	346	52.7	349	52.5	343	54.5
Women as a percentage of all managers	19	23.5	23	26.4	17	22.4
Women as a percentage of senior management	5	27.8	6	31.6	5	26.3

All employees undergo regular performance and career development assessments

Categories	Direct employees (DL)		Indirect employees (IDL)	
Ratio of employees under assessment	Male	Female	Male	Female
	100%	100%	100%	99%

Note:Only includes employees with Taiwanese citizenship

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Build good relationship and communication approach between employers and employees

Employee Relations and Communication

To maintain a good relationship between the company and its employees, we have established effective communication channels within the company. These include welfare committee meetings, and labor-management meetings. These channels enable employees to stay updated on company information and encourage them to provide suggestions regarding the overall operations and development of the company, which can be considered by decision-making units. In the event of significant operational changes that may affect employee rights, a notice will be given at least 4 weeks in advance. These well-established communication channels not only foster labor-management relations but also allow the company to understand the needs of its employees better, thereby providing a more conducive work environment. According to labor laws, DFI has selected 12 employees to serve as members of the Welfare Committee, representing their respective business units. The Welfare Committee holds regular meetings to discuss related matters. Additionally, 5 employees are chosen as labor representatives for the Labor-Management Meeting, with another 5 representatives selected from the management side. Regular labor-management meetings are held to facilitate communication between employee representatives and company management. The quarterly meetings allow the labor representatives to raise relevant issues regarding labor relations, working conditions, employee welfare, and other topics. They engage in communication with the management representatives and jointly make decisions on labor-related matters. After evaluating the feasibility of the proposals, the company incorporates them into the improvement process. To further strengthen positive labor-management relations and foster open communication with employees, DFI continuously reviews and enhances its employee welfare programs through ongoing discussions and the exchange of feedback. These efforts help ensure more comprehensive employee protection and benefits. For example, the Company provides annual group insurance coverage for all employees, including life insurance, critical illness insurance, hospitalization and surgical coverage, and cancer medical insurance.

Proportion of Employees Who Returned to Work after Taking Parental Leave

Item	2025			2024			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
(a).Number of eligible applicants for parental leave in the current year	10	15	25	12	19	31	5	10	15
(b)Number of employees who actually applied for parental leave in the current year	0	2	2	1	0	1	0	7	7
(c)Number of employees returning to work after taking parental leave in the current year	0	1	1	1	4	5	0	6	6
(d)Number of employees who actually returned to work after applying for parental leave in the current year	0	1	1	1	3	4	0	6	6
(e).Number of employees who actually returned to work from parental leave in the previous year	1	0	1	0	4	4	0	3	3
(f).Number of employees who continued working for one year after returning from parental leave in the previous year	1	0	1	0	4	4	0	3	3
Maternity Leave Application Rate b/a	0%	13%	8%	8%	0%	3%	-	70%	47%
Maternity Leave Return-to-Work Rate d/c	-	100%	100%	100%	75%	80%	-	100%	100%
Parental Leave Retention Rate f/e	100%	-	100%	-	100%	100%	-	100%	100%

Note 1:The "number of eligible applicants for parental leave" is estimated based on the number of employees who applied for maternity leave, paternity leave and accompanying leave in the last three years.

Note 2:Correction to the data on the number of employees eligible for parental leave and the parental leave application rate in 2024.

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Employee Engagement Survey

Management Philosophy and Commitment

Employees are the Company's most important asset. Their engagement and level of work involvement directly affect organizational innovation, service quality, and the resilience of sustainable operations. DFI is committed to building a competitive compensation system, a diverse and inclusive workplace, and a comprehensive talent development framework. Through transparent performance management and open communication channels, the Company supports employees in enhancing their professional capabilities and leveraging their strengths, enabling mutual growth between employees and the organization while fostering a culture of trust and reciprocity. Employee engagement is treated as a core human capital indicator and is incorporated into the annual business review and sustainability strategy as a key pillar of ESG social initiatives.

Engagement Survey Mechanism

Since 2022, DFI has conducted an annual employee engagement survey using an anonymous questionnaire to collect feedback on work engagement, organizational identification, managerial support, physical and mental well-being, and employee benefits. The 2025 survey covered the U-TOWN headquarters, the Xindian office, and the Taoyuan plant, and was conducted online. A total of 108 valid responses were collected, with a response rate of approximately 23%. After consolidation and analysis, the results are reported to management and used to develop improvement actions, forming a continuous management cycle of "collection – analysis – response – follow-up," ensuring that employee feedback is translated into concrete actions.

2025 Engagement Performance

The overall engagement score in 2025 reached 7.7 out of 10, showing steady growth compared with 7.2 in 2022 and a slight increase of 0.1 compared with 2024. Historical trends indicate that measures such as flexible working arrangements, health and wellness support, and managerial capability development have delivered positive outcomes, helping improve retention intention and organizational identification.

To understand DFI's relative position in the Taiwan labor market, the Company referenced the Ministry of Labor's "Survey on Working Conditions and Employment Status (2024-2025)." While overall employee satisfaction in Taiwan has declined due to environmental fluctuations, DFI has achieved an upward trend in engagement through concrete initiatives such as flexible work policies, comprehensive health management, and leadership development programs.

It should be noted that the Company's survey and the Ministry of Labor's survey differ in questionnaire design and measurement scales; therefore, this comparison is intended as a reference for trend and level benchmarking to support strategic planning.

Organizational Climate and Management Strengths

The results show a high level of employee recognition of organizational culture and team interaction, with the top three areas as follows:

1. Direct supervisor management
2. Work conditions
3. Collaboration relationships

Within the benefits dimension, flexible working hours achieved an 87% approval rate, making it a key factor in talent attraction and retention. Health check satisfaction reached 70%, representing the strongest performance in employee care initiatives. However, areas such as "physical and mental well-being support" and "personalized benefits perception" still have room for improvement and have been identified as priorities for future enhancement.

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2025 Improvement Measures and Future Directions

Based on the consolidated results of historical employee engagement surveys, DFI has centered its efforts on “talent sustainability” and “organizational resilience,” implementing the following initiatives in 2025:

(I) Strengthening Dynamic Adjustment Mechanisms for Work and Learning

The Company regularly reviews job responsibilities in alignment with employees’ career development needs. It introduces diversified learning opportunities and job rotation programs, and establishes structured career dialogue mechanisms to enhance job challenge and growth opportunities while preventing role stagnation.

(II) Continuous Optimization of Internal Processes

The Company conducts ongoing reviews of operational workflows and digital tools to reduce repetitive, low-value-added tasks, thereby improving operational efficiency and overall employee experience.

(III) Enhancing Management Quality

Frontline supervisors’ leadership and feedback capabilities are strengthened. A standardized performance appraisal interview mechanism is established to ensure fairness, consistency, and effective communication across the organization.

(IV) Benefits Centered on Employee Experience

The Company continues to promote electronic gift vouchers, birthday leave, and diversified bonus programs, while evaluating more personalized benefit options to enhance employee trust and organizational identification.

(V) Operational Environment Risk Management

In response to environmental concerns at the Xindian site, the Company has planned improvement initiatives and communication mechanisms to ensure workplace stability and uninterrupted operations.

Future Outlook

DFI is committed to continuously strengthening its people-centric management approach by enhancing mental health support and providing diversified communication channels. The Company also references government guidelines and international standards to refine its measurement tools. Through system optimization and resource investment, DFI aims to transform human capital into a core driver of innovation and sustainable development.

Survey results indicate that employees express a high level of recognition of the organizational culture and team collaboration:

- DFI’s Talent Policy, Commitment, and Management System
- Establish and maintain a competitive compensation structure, employee benefits, and retirement benefit schemes.
- Build a comprehensive, transparent, and communicable performance management and promotion system.
- Provide a complete employee development and continuous growth training mechanism.



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Employee Safety and Environment

Material Topic – Work Safety and Health	
Management Policy	Establish a comprehensive CSR framework integrated with EHS management systems
Commitment	We are committed to further strengthening a people-oriented management approach by enhancing mental health support and providing diverse communication channels. A systematic methodology is adopted to identify potential hazards across operational sites. Qualified internal auditors regularly conduct hazard identification and risk assessments. Based on the assessment results, the Company implements engineering improvements, operational optimization, and professional training to mitigate occupational risks at the source.
Implementation Approach	The ISO 45001 occupational health and safety management system is adopted, with continuous improvement carried out through the PDCA cycle.
Effectiveness Evaluation	Performance and effectiveness are regularly assessed and validated through the ISO 45001 management system.
2026 Targets	Conduct emergency evacuation drills across all sites more than 2 times in total; conduct organic solvent leakage drills more than 1 time; strengthen safety awareness training frequency to more than 4 sessions; achieve 100% completion of high and medium occupational overwork risk management; maintain 100% external ISO 45001 certification coverage; maintain compliance with occupational safety regulations, with fewer than 1 major violation resulting in penalties (*defined as fines exceeding NT\$200,000)
2025 Performance	1. Completed 3 drills with proper documentation 2. Completed three-tier health examination management with records 3. Successfully completed ISO 45001 external audit and obtained certification 4. Maintained compliance with occupational safety regulations, with fewer than 1 major violation (*defined as fines exceeding NT\$200,000)

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Building a “Low-Risk, High-Quality” Operational Foundation

DFI believes that employee safety and health are the foundation of sustainable operations. The Company has established a comprehensive CSR and EHS governance framework. The Chief Financial Officer serves as the management representative, overseeing occupational safety, health, and environmental management strategies across the Xizhi headquarters, Taoyuan plant, and Xindian R&D center. Through cross-functional working groups, these policies are translated into actionable procedures and performance indicators, ensuring effective implementation across all operating sites and daily operations.

Since 2018, DFI has formally implemented the ISO 45001 Occupational Health and Safety Management System. The Company systematically identifies potential hazards within operational environments and conducts regular hazard identification and risk assessments performed by qualified internal auditors. Based on assessment results, DFI drives engineering improvements, operational optimization, and professional training to reduce occupational risks at the source.

As of 2025, the Company employed a total of 596 workers, including 593 full-time employees and 3 outsourced cleaning personnel under supervisory control. All workers are covered under the same occupational health and safety management and protection system. DFI ensures 100% participation in new-hire and ongoing occupational safety training and regularly organizes health checkups and wellness programs, fully implementing a preventive management philosophy that emphasizes “prevention over correction.”



In terms of environmental management, DFI has established an environmental management system in accordance with ISO 14001. The system systematically identifies the environmental aspects of its operations and regulatory compliance obligations. Through waste management, improved resource efficiency, and pollution prevention measures, the Company reduces its environmental impact. The environmental management system is integrated with the occupational health and safety management system, forming an integrated management framework that serves as an important foundation for the Company’s sustainable operations.

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2025 implementation status of ISO 14001/ISO 45001 objectives and targets

System category	Target objective	KPI	Achievement rate for 2025	Performance description	Remarks
ISO45001	Compliance with occupational safety and health regulations	1. Number of Emergency Response Drills > 2	100%	Emergency evacuation drills have been conducted once at each site, including Xizhi, Xindian, and Taoyuan	Response to Stakeholder Issues for 2025
		2. 100% Completion of ISO 45001 External Verification	100%	Certificate No.: TW008193-005 Expiry Date: 2028/11/30	Response to Stakeholder Issues for 2025
		3. Number of OSH Legal Violations Resulting in Fines < 1	Not achieved	The following item has not been achieved: handrails have not been installed on staircases used for employee access, which is in violation of Article 29, Paragraph 4 of the Occupational Safety and Health Facility Regulations	Response to Stakeholder Issues for 2025
ISO14001	Comply with environmental protection laws and regulations	1. Number of environmental legal violations resulting in a penalty < 1	100%	There were no recorded penalties or fines for violations of environmental protection regulations during the year. No records of fines for legal regulations	Response to Stakeholder Issues for 2025
		2. Number of hazardous waste treatment tracking events > 4	100%	In 2025, a total of four hazardous waste streams were generated. All were properly declared in accordance with regulations, and valid triplicate-manifest documentation and proper treatment certificates have been obtained.	Response to Stakeholder Issues for 2025



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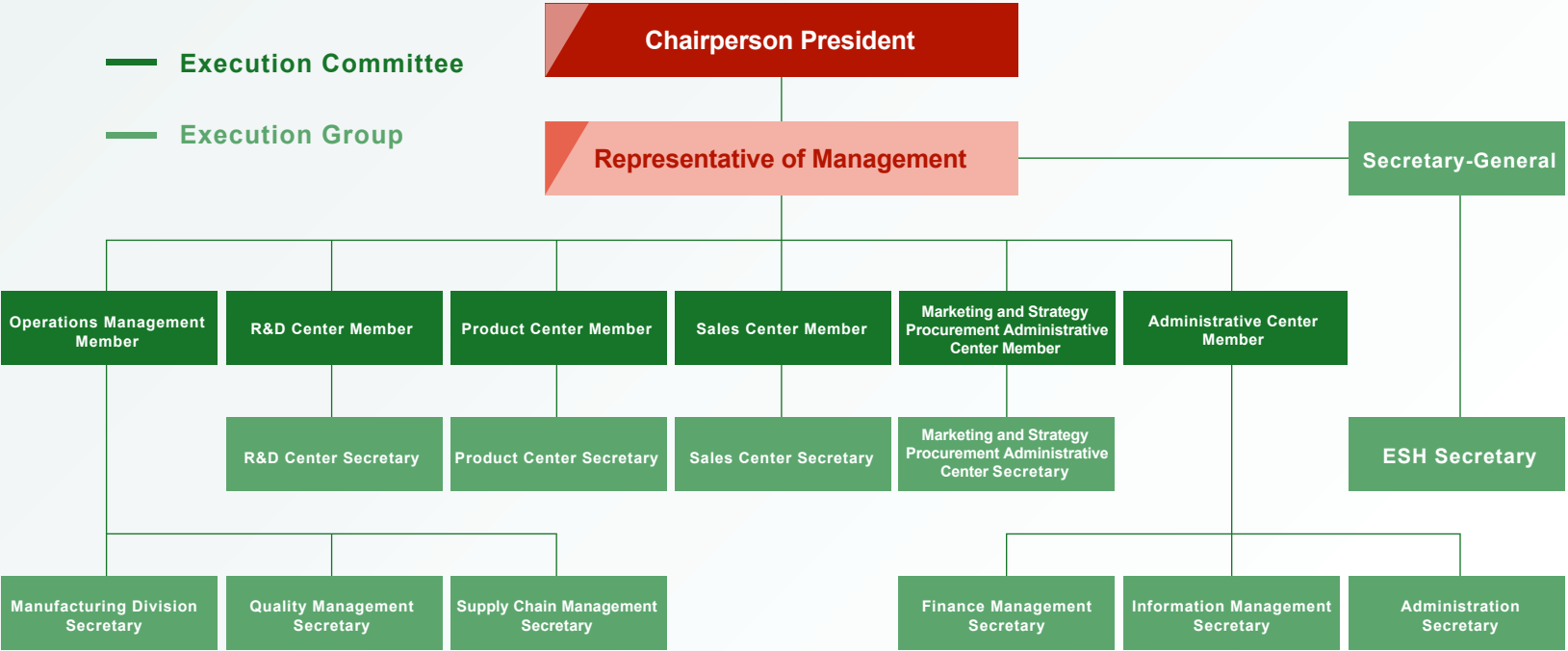
Occupational Safety and Health Committee

The Occupational Safety and Health Committee is composed of the President, management representatives, and heads of each business unit, forming a steering committee. Under this structure, labor representatives from each unit and a secretary-general form an implementation team. The committee holds quarterly meetings, and a management review meeting is conducted annually to facilitate communication and coordination on occupational safety and health issues, as well as to review the implementation progress and effectiveness of occupational safety measures.

DFI has established an Occupational Safety and Health Committee as the core governance platform for promoting occupational safety and health policies and management systems. The committee consists of the President, management representatives, heads of each business unit, and labor representatives, jointly responsible for overseeing the Company's overall occupational safety and health direction and strategic implementation. In addition, representatives from each unit and a secretary-general form the implementation team, responsible for implementing safety and health measures and coordinating cross-departmental efforts.

The committee holds regular meetings at least once per quarter, chaired by the President, with the occupational safety unit responsible for documentation and reporting. These meetings are used to communicate and discuss major safety and health issues, and to review the implementation status and improvement progress of occupational safety and health measures. In addition, an annual management review meeting is held to comprehensively evaluate the effectiveness of the occupational safety and health management system, risk control performance, and regulatory compliance status, serving as an important basis for continuous improvement and resource allocation.

Through this governance structure, the Company strengthens management-level participation and accountability in occupational safety and health matters, ensuring that safety and health policies are effectively implemented across all operational units and continuously enhancing overall workplace safety and health performance.



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Occupational Safety and Health Management and Performance

Management Area	Implementation Performance
Regulatory Compliance Review	Regulatory reviews were conducted on both a scheduled quarterly basis and as needed to identify newly enacted or revised occupational safety and health regulations. The applicability and compliance status for each site were evaluated, and corrective actions were tracked until completion. A total of four regulatory reviews were completed in 2025.
Occupational Injury Reporting	With the goal of achieving zero workplace accidents, occupational injury cases were reported and filed with the competent authority on a monthly basis. In 2025, one occupational injury (excluding commuting accidents) was reported. An internal incident investigation was completed within two months, and the necessary corrective actions were implemented.
Internal and External Audits	Internal audits identified six minor nonconformities during the year. The external audit identified one minor nonconformity and 28 observations. Responsible departments have continued to implement corrective actions to address all findings and observations.
Work Environment Monitoring	Working environment monitoring was conducted semiannually to assess workplace conditions and employee exposure levels. Monitoring covered chemical hazards, including isopropyl alcohol, carbon dioxide, and lead, as well as physical hazards such as noise and illumination. No nonconformities were identified in 2025. Monitoring results were reported to the Occupational Safety and Health Committee and published on the Company's intranet for employee reference.
Contractor Safety Management	Standard operating procedures and inspection records were established for all contractor activities, including site entry applications, hazard communication, and permits for high-risk operations. No workplace accidents involving contractor personnel were reported during 2025. No false alarm incidents occurred.
Environment, Safety, and Health Training	The validity of certifications held by supervisors and qualified personnel was regularly verified, including Occupational Safety and Health personnel, occupational health professionals, first aid responders, organic solvent operation supervisors, and fire safety managers. Safety and health training programs were provided for both new hires and existing employees. The training completion rate for all employees, including both domestic and foreign employees in Taiwan, reached 100%.
Occupational Safety and Health Management Review	Management review meetings were held regularly in accordance with the ISO 45001 Occupational Safety and Health Management System. Occupational safety and health performance, management results, and improvement initiatives were reported to senior management. In 2025, the Company held four Occupational Safety and Health Committee meetings and one Management Review Meeting.

Occupational Safety and Health Management System and Occupational Injury Risk Classification

Incident Management and Worker Protection Mechanism

Any incident occurring during DFI's business operations or work processes that results in personal injury, fatality, or property damage is classified as an occupational incident. Such incidents are managed in accordance with the Company's Accidental Incident Management Policy, which governs reporting, investigation, and corrective actions. Through a standardized incident management process, the Company ensures that all incidents are reported in a timely manner, properly addressed, and used as a key basis for risk improvement and prevention of recurrence.

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Within the incident management system, DFI emphasizes employees' rights to be informed of occupational hazards and to participate in safety-related matters. Through safety training programs and standardized operating procedures, employees are enabled to clearly understand incident reporting, handling, and improvement processes. Employees are also encouraged to proactively report potential risks in order to jointly maintain a safe workplace.

DFI explicitly ensures that employees have the right to remove themselves from work situations that they reasonably believe pose an imminent risk of harm. Employees are also required to report such conditions to their supervisors or relevant departments. The Company guarantees that employees exercising this right will not be subject to any form of retaliation or adverse treatment, thereby ensuring that safety and health take priority without fear of reprisal.

Through the implementation of the incident management and worker protection mechanisms described above, DFI continues to strengthen the effectiveness of its Occupational Safety and Health Management System. By incorporating incident learnings into continuous improvement actions, the Company reduces occupational risk and fosters a safe, healthy, and trust-based working environment.

The procedure of managing unexpected incidents is as follows:

	 Accident Occurrences Near-miss Incidences	Division-level Manager	Unit Manager	Unit Personnel	Environmental Safety Unit	Infirmiry
Emergency response			Report to managers, medical personnel, and environmental safety units		Report major occupational accidents to the competent authorities	Assist victims of disasters
Implementation of Investigation and Analysis			·Complete the Occupational Safety and Health Accident Report Form and conduct an accident investigation analysis in cooperation with the labor representative within 24 hours of the incident ·Complete the AEO Incident Report and Supporting Documentation		·Assist in conducting accident investigation and analysis ·Statistical disaster types, FR, SR ·Provide the data and information needed for disaster prevention measures ·Monthly statistics on occupational accidents report	
Statistics, Report						
Drafting accident prevention measures			Drafting accident prevention measures	Decide on accident prevention measures		
Implementation of Countermeasures	Sign and acknowledge the accident report form for injuries	·Sign and acknowledge the accident report form for injuries ·Addressing issues for improvements ·Education and training	Communicate the results to the relevant personnel	·Save ·Education and training		

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Occupational Safety and Health Training and Emergency Response Drills

DFI strictly adheres to the Occupational Safety and Health Act and related training regulations, regularly conducting all necessary training programs with certifications that surpass minimum legal requirements.

DFI complies with the Occupational Safety and Health Act and relevant training regulations by regularly providing mandatory occupational safety and health training programs to enhance employees' ability to identify occupational hazards and strengthen safety awareness. In response to operational needs, the Company assigns personnel with relevant professional qualifications and certifications. The overall level of certified personnel exceeds the minimum regulatory requirements, serving as a critical foundation for ensuring safe operations and the effective implementation of the safety management system.

In terms of emergency response management, DFI continues to strengthen its emergency preparedness and evacuation drill mechanisms. Since 2024, the Company has further enhanced its practical evacuation training by incorporating on-site evacuation route drills and assembly point roll-call procedures, thereby improving the realism and applicability of emergency exercises. These drills are conducted across all operating sites to ensure that employees at each location are familiar with evacuation procedures and designated assembly points. The objective is to enable employees to respond promptly in accordance with established procedures during emergencies, safely evacuate to designated assembly areas, reduce personnel risk, and improve overall emergency response efficiency.



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Deployment of Qualified Personnel and Capability Development

DFI has established a dedicated team of qualified professionals at its operating sites, including Class A Occupational Safety and Health Supervisors, Occupational Safety Managers, Occupational Safety and Health Management Personnel, Occupational Health Service Nurses, Fire Prevention Managers, First Aid Personnel, and Energy Management Personnel. These professionals serve as key pillars in promoting occupational safety and health initiatives and implementing related management systems.

All designated personnel have obtained the required qualifications in accordance with applicable regulations and regularly participate in legally mandated or professional refresher training programs to continuously enhance their occupational safety and health expertise and hazard identification capabilities. Through a systematic competency development mechanism, DFI strengthens employees' awareness of occupational safety issues across all departments and improves the overall professionalism and effectiveness of safety management implementation.

In addition, for operations involving specific risks, such as organic solvent handling and radiation-related activities, DFI assigns personnel with the appropriate professional certifications to perform such tasks in compliance with relevant regulatory requirements. The Company also implements work permits, safety training, and protective measures to ensure that operations meet safety standards and minimize occupational hazard risks.

Through the deployment of qualified professionals and continuous capability enhancement, DFI continues to strengthen the stable operation of its occupational safety and health management system, ensuring the effective implementation of safety and health measures while supporting the creation of a safe and healthy workplace.



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Preventing and Mitigating Occupational Health and Safety Impacts on Direct Stakeholders

DFI is committed to preventing and reducing occupational health and safety risks for employees, contractors, and all stakeholders directly involved in its operations, ensuring that employees, contractors, and visitors can carry out their activities in a safe and secure environment. To prevent work-related injuries, ill health, diseases, and incidents, the Company has established the Contractor Safety and Health Management Procedures. External personnel entering the facilities for construction, maintenance, or repair work are subject to qualification review and pre-job hazard communication. Depending on the nature of the work, they are required to sign work permits and wear appropriate personal protective equipment.

In 2025, in line with organizational expansion, DFI initiated the development of its Taoyuan Plant Phase II project. Prior to construction, coordination meetings were held with contractors to confirm relevant safety requirements, ensuring full compliance with safety regulations during execution. Contractor personnel are required to perform their duties under safe conditions, and high-risk activities are subject to prior permit approval to ensure all work procedures meet regulatory and internal safety standards.

For customer visits, audits, and guest entry activities, the Company has established strict application and approval procedures. Responsible departments plan site routes and implement safety measures in advance to prevent exposure to hazardous areas. Through access control management, work classification controls, and on-site inspection mechanisms, DFI ensures that all personnel entering the facilities comply with safety requirements, thereby minimizing the risk of occupational accidents.

Work-related Injuries Statistics and Case Analysis

2025	Taiwan
Total Hours Worked	1,167,024
Total Number of Occupational Injuries	1
Type of Occupational Injury	跌倒
Lost Days Due to Occupational Injuries	118
Disabling Injury Frequency Rate (FR)	0.86
Disabling Injury Severity Rate (SR)	101
Occupational Injury Fatality Rate	0
Occupational Disease Fatality Rate	0
Rate of Severe Occupational Injuries	0

- ※ Note:
1. Total Hours Worked: Calculated based on the total number of working hours of employees in Taiwan (excluding three contracted cleaning personnel under the Company’ s direction and supervision), multiplied by the annual working days and daily working hours
 2. Disabling Injury Frequency Rate (FR): (Total number of occupational injuries resulting in lost time × 1,000,000) ÷ Total hours worked (Rounded to two decimal places)
 3. Disabling Injury Severity Rate (SR): (Total number of lost days due to occupational injuries × 1,000,000) ÷ Total hours worked (Decimal places are truncated)
 4. Occupational Injury Fatality Rate: Number of fatalities resulting from occupational injuries ÷ Total number of occupational injuries
 5. Occupational Disease Fatality Rate: Number of fatalities resulting from occupational diseases ÷ Total number of occupational disease cases
 6. Occupational Disease: Defined as a disease identified by an occupational medicine physician, recognized by the local labor authority, or determined by the Occupational Safety and Health Administration, Ministry of Labor.
 7. Occupational Injury and Illness Absentee Rate: (Total days of absence due to occupational injuries and illnesses ÷ Total working person-days) × 100%
 8. Rate of Severe Occupational Injuries: Refers to injuries where workers are unable to recover to their pre-injury health condition within six months, excluding fatalities.
 9. The above data exclude commuting accidents.
 - 10.Workforce statistics are reported as of December 31, 2025.

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Incident Investigation and Preventive Corrective Actions

Incident Investigation and Preventive Corrective Actions

Incident No. 20250804-01: During a product handover with a contractor, an employee slipped and fell while using a staircase, resulting in a compression fracture of the second lumbar vertebra. The incident resulted in 944 lost work hours.

Direct cause: Slip and fall while ascending or descending the staircase.

Indirect causes: The employee was not fully attentive while using the staircase, and the staircase was not equipped with a permanent handrail.

Corrective and preventive actions:

To prevent recurrence and immediately eliminate the identified hazard, the staircase involved in the incident was replaced with a permanently installed staircase equipped to provide safer access, thereby improving employee safety when ascending and descending. The corrective actions were reviewed and approved by the Occupational Safety and Health Committee and employee representatives prior to implementation. Workplace safety awareness was further reinforced through safety posters to reduce the likelihood of occupational accidents. Annual occupational safety inspections and Group-wide loss prevention initiatives have been incorporated into the Company's ongoing safety management program to continuously reduce workplace risks and advance toward the goal of zero occupational injuries.

Improvement investment: NT\$56 thousand.



Management of Work-Related Diseases

In 2025, no work-related occupational disease fatalities were reported. There were also no cases of occupational diseases confirmed by an occupational medicine specialist, nor any Category 4 findings from special health examinations that required regulatory reporting. The only special health examination conducted during the year was for employees engaged in ionizing radiation work. All abnormal health examination results have been determined to be unrelated to work. Occupational health nurses and physicians will provide follow-up health guidance and education accordingly.

Health Promotion and Occupational Safety Culture

DFI has established a cross-functional team comprising occupational safety personnel, occupational health nurses, contracted occupational physicians, the Human Resources Department, and supervisors from various departments to jointly implement employee health protection and health promotion programs. Each year, employee health conditions and their relationship to workload are evaluated through health examination questionnaires and one-on-one consultations. Based on the assessment results, individualized counseling and improvement recommendations are provided to employees identified as being at higher risk. The Company also continues to enhance its workplace environmental monitoring and occupational health management programs to better safeguard employee well-being.

In addition, DFI regularly promotes occupational safety awareness through safety training programs and electronic newsletters to strengthen employees' knowledge of hazard identification, emergency response, and the proper use of protective measures. Management also reinforces workplace supervision and safety inspections to further reduce the risk of workplace incidents. With zero occupational injuries as its long-term objective, DFI regards occupational safety and health as a fundamental commitment to its employees and all stakeholders. Through systematic management and continual improvement, the Company strives to minimize the impact of its operations on employee health and safety while fostering a safe and healthy workplace that supports employee well-being and the Company's sustainable development.

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Protecting Health and Well-being of Employees

Material Topic – Employee Benefits and Salary	
Management Policy	Implement employee care initiatives and establish competitive and comprehensive compensation and benefits programs to enhance employee satisfaction and organizational engagement.
Commitment	The Company is committed to providing diverse benefits that exceed regulatory requirements, including the establishment of recreational and social spaces, regular employee health examinations, team-building competitions, and cultural and recreational activities. In addition, the Company plans and implements various employee facilities and engagement programs to create a friendly, supportive, and inclusive workplace environment.
Implementation Approach	1. Promote diverse employee care activities to enhance employees' physical and mental well-being and job satisfaction 2. Establish effective communication mechanisms to foster harmonious labor-management relations 3. Regularly review and optimize employee benefits programs to address employees' needs
Effectiveness Evaluation	Employee engagement surveys are conducted annually to identify key employee concerns, based on which improvement initiatives are developed, implemented, and tracked.
2026 Targets	Achieve an employee engagement survey score of above 8 points
2025 Performance	The employee engagement survey score was 7.7 points. *Please refer to the Employee Engagement Survey section for improvement measures.

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Comprehensive Employee Benefits

DFI believes that its employees are the Company's most valuable asset and demonstrates its commitment to employee well-being through a comprehensive benefits program designed to foster a positive, inclusive, and supportive workplace. The Company continues to invest in talent development, enabling every employee to maximize their potential while ensuring they receive meaningful care and support beyond the workplace. To promote employees' physical and mental well-being, DFI offers a wide range of benefits that exceed statutory requirements. These include employee lounges and recreational areas, periodic health examinations, team-building and recreational competitions, arts and leisure activities, as well as various employee facilities and engagement programs. Together, these initiatives help enhance employee well-being, strengthen team cohesion, and foster a positive workplace culture. To ensure the long-term sustainability of its employee benefits program, the Welfare Committee allocates welfare funds each month based on 0.15% of the Company's monthly revenue and 0.5% of total employee payroll. These funds are used to provide marriage, maternity, and bereavement benefits, support employee clubs and recreational activities, and offer holiday and birthday benefit points. The Welfare Committee also convenes regularly to review and enhance employee welfare initiatives. Through continuously expanding its employee care programs, DFI is committed to creating a workplace where employees can thrive, attracting and retaining outstanding talent, and supporting the Company's long-term growth while fostering a healthy, engaging, and fulfilling work environment.

01	02	03	04	05	06
Competitive Compensations	Flexible Leave System	Comprehensive Insurance Planning	Comprehensive Employee Care	Diverse Employee Activities	High-quality Work Environment
					
Holiday gift allowance/gifts for the three major festivals* Birthday gift allowance* Marriage gift allowance* Long-service award bonus* Patent award bonus* Employee stock ownership incentive*	New employee benefit leave* Flexible working hours* Paternity leave for male employees Family care leave Menstrual leave	Labor insurance Health insurance Group insurance* Business Travel and Overseas Assignment Safety Insurance* SOS Overseas Medical Assistance and Personal Safety Insurance*	Establishment of lactation rooms* Health check* Stress relief massage services* Parental leave system Health seminars* Parking subsidies* Meal allowances* Partner store discounts*	Celebrations* Birthday celebration* Movie appreciation events* Department dinner* Club activities* Health Promotion Competitions* (e.g., Sports and Walking Activities)	Fitness area* Snack and beverage supply area* Recreational area*

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Comprehensive Healthy Workplace

DFI places strong emphasis on the overall physical, mental, and emotional well-being of its employees, firmly believing that only a healthy workforce can sustain high-quality performance. The Company is committed to creating a healthy and supportive workplace environment. Through regular health examinations, wellness promotion activities, and continuous improvements to the office environment, it supports employees in relieving physical and psychological stress from multiple dimensions, fostering a comfortable, safe, and energetic workplace.



Three Key Health Guidance and Management Measures:

- In 2025, the employee health check-up rate reached 98%, and a total of 4 mobile health checks were conducted.

Health Check:

All employees undergo annual health checks

- DFI places a strong emphasis on employee health and provides health care measures that go beyond statutory requirements, regardless of age. Each year, the Company offers all active employees a free annual health examination. For employees with abnormal findings or questions regarding their medical reports, professional healthcare personnel are available to provide health guidance and individual consultations. This supports employees in gaining an early and accurate understanding of their health conditions and further strengthens overall workplace health management.

Health Promotion Program:

- In 2025, DFI issued a total of 22 health education EDMs and provided a range of employee wellness initiatives, including influenza vaccination services, blood donation activities, free oral mucosal screenings, and on-site stress-relief massage services, to comprehensively support employees' physical and mental well-being.
- In 2025, a total of 12 on-site health care services were provided by contracted physicians, with a total of 84 consultations.
- Based on the results of the health examination assessment data, the following improvement plans related to the prevention and control of the three-highs (high blood pressure, high blood sugar, high cholesterol) and obesity have been initiated:

Health Education Consultation	1. For employees with metabolic syndrome risk factors exceeding the standard, DFI has arranged for contracted on-site physicians to provide health education and consultation services. 2. Continuously monitor the subsequent medical treatment status of colleagues who require referral to medical care.
Dietary Management	1. Provide health-conscious group meal choices that are low in oil and low in salt. 2. Supply seasonal fruits weekly to promote the healthy dietary concept of consuming five servings of fruits and vegetables daily.
Exercise Planning	A small-scale sports ball game competition is held annually, aiming to motivate teammates to engage in physical exercise through team formation.

Prevention Program for Diseases Induced by Abnormal Workload

To prevent employees from developing illnesses due to excessive work-related stress, appropriate health management measures will be provided for those workers who may be at risk of such conditions. This initiative aims to prevent workers from suffering from brain and cardiovascular diseases due to overexertion, and to achieve early detection and early treatment, thereby ensuring the physical and mental well-being of the relevant employees.

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- **Overwork-related Coronary Heart Disease Risk Assessment using ATPIII Framingham Model (Framingham Risk Score):**

100% follow-up rate for individuals classified as medium-high risk in 2025 (total of 28 medium-high risk individuals identified; 28 have received health education consultations, 34 have been placed under observation and follow-up).

	2023	2024	2025
Achievement Rate	92%	88%	100%

- **Human Factors Hazard Prevention Program:** To prevent musculoskeletal disorders caused by improper postures, excessive force exertion, and high-frequency repetitive tasks, DFI has implemented a human factors hazard prevention program to ensure that employees can work in a safe, comfortable, and productive environment. Each year, occupational health nurses distribute musculoskeletal symptom questionnaires to assess employees' physical conditions and identify potential ergonomic risks. Through regular monitoring and preventive measures, DFI is committed to safeguarding employees' health and well-being while enhancing workplace efficiency. In 2025, a total of 9 employees who self-reported symptoms scoring above 3 on the musculoskeletal questionnaire received care consultations.
- **Work Fitness Assessment for Middle-Aged and Older Workers:** Based on the health risk assessment results for middle-aged and older employees, health management is conducted by occupational health service professionals. In 2025, a total of 30 employees received health consultations.
- **Respiratory Protection Program – Medical Evaluation:** For employees required to use respiratory protective equipment when working in hazardous environments, appropriate respiratory protection measures are implemented based on the characteristics of airborne hazardous substances in the workplace to safeguard employees' health. In 2025, a total of 5 employees completed the medical evaluation survey.
- **Workplace Violence Prevention Program:** The Workplace Violence Prevention Program aims to establish a safe working environment and protect employees' physical and mental well-being by preventing unlawful or inappropriate incidents that may occur during work duties. Each year, occupational safety personnel conduct workplace environmental inspections and require each unit to carry out self-assessments of their internal management practices. Additionally, the Company regularly provides all employees with training on the prevention of unlawful infringements, aiming to enhance their awareness and response capabilities. This proactive approach helps prevent incidents in the workplace, mitigates potential risks, and ensures a safe and secure working environment for all employees.



- In July 2025, the Company hosted the DFI Sports Fest, organizing internal sports competitions featuring regular events such as volleyball, badminton, basketball, table tennis and bowling. A total of 15 teams participated, with 65 individuals taking part in the activities.
- DFI is dedicated to supporting employee health and has partnered with massage therapists from the Eden Social Welfare Foundation, who are visually impaired professionals. This collaboration not only provides employees with stress relief and relaxation through massage but also empowers the therapists to utilize their skills in serving the community and giving back to society.

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Health and Maternity Protection

Maternal Care and Concern

- Nursery room: DFI has established a convenient, comfortable, and private lactation environment to support colleagues in providing breastfeeding for newborns. The room is designed to meet the needs of mothers as well as equipment standards and is staffed by an occupational nurse who provides care and consultations. This allows working mothers to express milk in the workplace with peace of mind.
- Maternal health: Provide essential maternal health protection and care for female colleagues who are pregnant or within one year of giving birth. Implement necessary health protection and care management. In 2025, a total of one female employee was included in the maternal health protection and care program.
- Maternity allowance: A huge congratulations on the new addition to the family. To acknowledge the dedication of new parents, a maternity allowance of NT\$6,000 per birth is granted.
- Statistics on parental leave applications and retention after returning to work: Employees with childcare needs may apply for parental leave. DFI adheres to legal regulations regarding the parental leave system and also encourages colleagues to return to work after their maternity leave ends. (Related statistics on parental leave are detailed in the section on good labor relations.)



Creating a Happy and Friendly Work Environment

- DFI has installed coffee machines in the office and provides a variety of snacks, fruits, and beverages for employees to enjoy freely.
- A fitness center is available for employees to exercise during their break time, encouraging healthy lifestyles and promoting personal well-being.



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Company Welfare Activities

In addition to organizing social activities for various holidays and employee birthday celebrations, DFI also plans a variety of competitions and team-building activities to encourage employee participation, create opportunities for shared enjoyment, strengthen colleague relationships, and enhance organizational cohesion.



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Diverse Clubs and Activities

- DFI respects employees' freedom of assembly and association, encouraging them to actively pursue healthy interests and lifestyles. The Company supports the formation of diverse clubs, including animal volunteering, botany and floral arts, handicrafts, photography, and sports. These initiatives provide employees with greater opportunities for social interaction and personal development, fostering physical and mental well-being as well as strengthening team cohesion.
- There is a social and leisure area where colleagues can interact, relax, and relieve stress during work.



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DFI Recognized for Excellence in Occupational Health and Safety in 2025

In 2025, DFI received two prestigious awards from the Occupational Safety and Health Administration (OSHA), Ministry of Labor: the “2025 Healthy Workforce Sustainability Leadership Award” and the “2025 Outstanding Enterprise for Voluntary Disclosure of Occupational Health and Safety Performance in Sustainability Reports.” These recognitions not only demonstrate DFI's professionalism and maturity in workplace safety management and health promotion systems but also represent OSHA's high recognition of DFI's long-term commitment to employee well-being and sustainable governance achievements. Standing out among numerous enterprises nationwide reflects DFI's benchmark performance in areas including executive commitment, management system development, performance achievement, and transparency of information disclosure.

For DFI, these awards represent not only an honor but also a responsibility. DFI firmly believes that employee safety and health are the fundamental pillars of sustainable corporate development. By creating a safe, inclusive, and supportive workplace environment, employees are empowered to realize their professional potential while maintaining physical and mental well-being in their daily lives. Looking ahead, DFI will continue to strengthen its healthy workforce strategies, optimize workplace safety management mechanisms, and enhance health promotion and preventive healthcare initiatives. Protecting employee well-being and health will remain not only a commitment but also a core and enduring force embedded within DFI's corporate culture. Through these efforts, DFI aims to support every employee in working with confidence, growing sustainably, and advancing together toward a sustainable future.



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Item	Description
Policy and Commitment	As a professional manufacturer and service provider in the field of industrial computers, DFI is committed to responsible procurement. We leverage our influence to lead both upstream and downstream suppliers in continuous improvement across various aspects such as technology, quality, delivery, environmental protection, human rights, safety, and health. Our goal is to create a green and sustainable supply chain within DFI, where all stakeholders work together to promote responsible practices and contribute to a better future. Consistently uphold the highest ethical standards and the latest environmental protection regulations in all supply chain and production practices. In addition to regular assessments of supplier product quality, on-time delivery, cooperation, occupational health and safety management, and sustainable management, we also maintain ongoing communication with our suppliers. "Corporate social responsibility and sustainable supply chain management" is incorporated into our supply chain assessment criteria. We actively engage with our suppliers to promote sustainable development within the supply chain, ensuring a safe working environment, dignified labor relations, ethical operations, and environmental protection. With a goal of sustainable business operations, we aim to implement our existing supplier management system and lead our suppliers in practicing corporate social responsibility. Through collaboration between suppliers and our Company, we strive to achieve the highest product quality, service, and sustainable value at the lowest cost.
Impact Description	DFI regards green design and product sustainability responsibilities as key risks and opportunities, actively responding to market trends and regulatory requirements. As global stakeholders—including customers—place growing emphasis on environmental sustainability, and as countries implement regulations on carbon reduction and resource recycling, such as energy-efficient product design, the use of recycled materials, and eco-friendly packaging, businesses will face increasingly stringent standards and requirements. In the short term, DFI must allocate additional research and development resources and funding to overcome the technical challenges of green design. However, from a medium- to long-term perspective, actively advancing green design not only reinforces the Company's commitment to environmental sustainability but also generates positive impacts on both the environment and the economy. By implementing green design, DFI is not only able to promote sustainable transformation among its internal research and development teams and suppliers, but also enhance the overall competitiveness and market influence of the enterprise. Potential Risks and Challenges Although green transformation brings long-term benefits, companies that fail to respond promptly to evolving market demands and regulatory changes may face the following negative impacts: Decline in Market Competitiveness — If products fail to meet customers' expectations and requirements for low-carbon and sustainable solutions, the company's competitive advantage may gradually diminish. Obstructed Supply Chain Decarbonization — If carbon reduction initiatives are not advanced in coordination with supply chain partners, the overall sustainability of the supply chain will be hindered, impacting the company's long-term competitiveness. Therefore, DFI considers green design and product sustainability as core strategies, consistently investing in innovation and R&D to ensure that both the Company and its supply chain advance steadily on the path toward low-carbon transformation, jointly promoting environmental sustainability
2026 Targets	● Achieve a 100% response rate for the sustainability self-assessment questionnaires from the top 200 key suppliers ● Achieve a 100% response rate for the Supplier Sustainable Development Code of Conduct questionnaires from the top 200 key suppliers ● Implement the product carbon footprint system for 70 BOMs
2025 Performance	● Achieved a 100% response rate for the sustainability self-assessment questionnaires from the top 100 key suppliers ● Achieved a 100% response rate for the Supplier Sustainable Development Code of Conduct questionnaires from the top 100 key suppliers ● Implemented the product carbon footprint system for 5 BOMs and completed carbon footprint inventories
Short-term Targets	● Annual Procurement Strategy Review (Based on the procurement performance of the previous year, this year's procurement strategy is formulated) ● Continue increasing the response rates of sustainability self-assessment questionnaires and Supplier Sustainable Development Code of Conduct questionnaires among key suppliers
Action Plan or Program	DFI requires new suppliers to sign procurement contracts and supply quality assurance letters during the supplier approval stage to ensure adherence to delivery schedules, quality standards, and warranty requirements. In the event of delivery delays caused by natural disasters or other unforeseen circumstances, suppliers are obligated to provide immediate notification. For electronic components with high commonality, DFI has established a second-source management mechanism for substitute parts. Safety stock is maintained for critical materials to mitigate risks associated with shortages or quality issues. DFI classifies materials and assigns dedicated procurement personnel to analyze market information. Through regular meetings and periodic market reviews, a centralized procurement strategy is implemented to establish a Preferred Vendor List (PVL). This approach streamlines and improves cooperation efficiency, resulting in high-quality materials and stable delivery schedules. DFI's supplier selection and evaluation criteria incorporate key sustainability indicators, including RoHS (HSF), QC 080000, ISO 14001, ISO 45001, and supplier localization considerations, as well as other corporate social responsibility requirements. DFI requires all suppliers to uphold fundamental human rights and comply with applicable labor standards.

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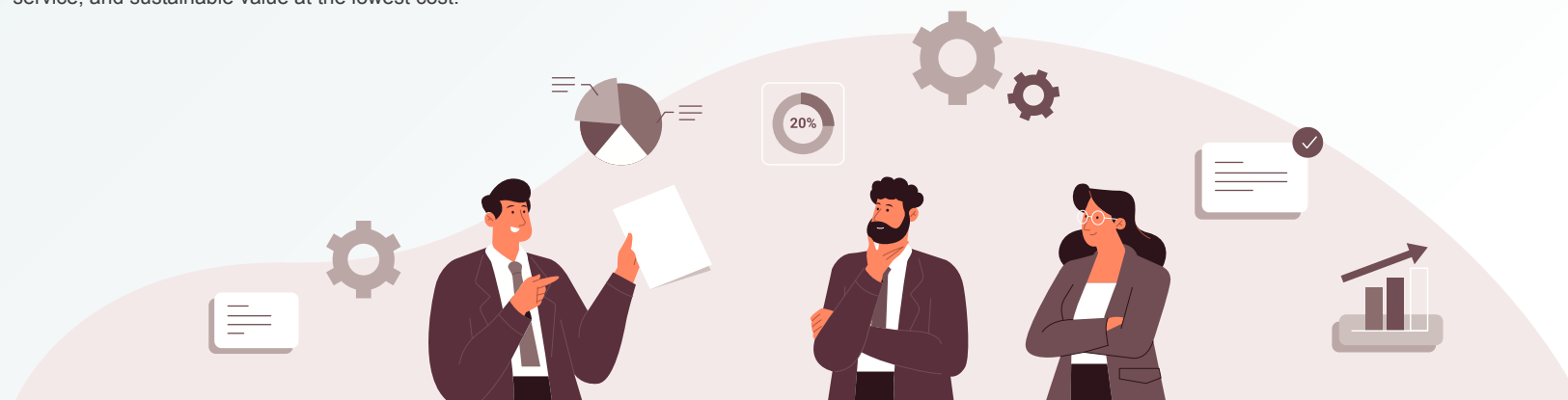
Sustainable Supply Chains

Responsible Procurement

As a professional manufacturer and service provider in the field of industrial computers, DFI is committed to responsible procurement. We leverage our influence to lead both upstream and downstream suppliers in continuous improvement across various aspects such as technology, quality, delivery, environmental protection, human rights, safety, and health. Our goal is to create a green and sustainable supply chain within DFI, where all stakeholders work together to promote responsible practices and contribute to a better future.

Goals & Strategies

DFI is committed to driving a positive cycle within the industry and supply chain. Our business philosophy is centered around creating win-win situations with both suppliers and customers, and establishing a sustainable ecosystem within the IoT supply chain. We constantly ensure that our supply chain and production processes adhere to the highest ethical standards and comply with the latest environmental regulations. As an industrial IoT service provider, our Company follows a model where we purchase components from upstream component manufacturers and assemble them in our own facilities before delivering the finished products to our customers. Due to the nature of our industry, our Company deals with a wide range of products and highly customized solutions. Currently, our supplier database consists of tens of thousands of items. We regularly conduct supplier evaluations and assessments through our procurement and quality assurance departments to ensure the stability of our supply chain and the quality of the supplied products. These evaluations also help us understand the capabilities of our suppliers in terms of their manufacturing processes. In addition to regular assessments of supplier product quality, on-time delivery, cooperation, occupational health and safety management, and sustainable management, we also maintain ongoing communication with our suppliers. "Corporate social responsibility and sustainable supply chain management" is incorporated into our supply chain assessment criteria. We actively engage with our suppliers to promote sustainable development within the supply chain, ensuring a safe working environment, dignified labor relations, ethical operations, and environmental protection. With a goal of sustainable business operations, we aim to implement our existing supplier management system and lead our suppliers in practicing corporate social responsibility. Through collaboration between suppliers and our Company, we strive to achieve the highest product quality, service, and sustainable value at the lowest cost.



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	Short-term (2025-2027)	Midterm (2030)	Long-term (2040)
Supply Chain Management	1. Conduct annual procurement strategy reviews and establish procurement strategies based on the previous year's procurement performance 2. Achieve a 100% response rate for sustainability self-assessment questionnaires from the top 100 key suppliers in 2025 and the top 200 key suppliers in 2026 3. Achieve a 100% response rate for Supplier Sustainable Development Code of Conduct questionnaires from the top 100 key suppliers in 2025 and the top 200 key suppliers in 2026 4. Implement packaging material recycling and circular utilization between DFI's Taoyuan plant and suppliers 5. Continue comprehensive recycling of electronic material auxiliary materials and carton packaging materials across DFI 6. Implement finished product packaging material reduction initiatives	1. Supplier audits will focus on sustainable suppliers by selecting qualified suppliers that meet sustainability requirements while ensuring reasonable pricing 2. Achieve an 80% response rate in the Suppliers' Sustainable Self-Assessment Questionnaire Survey 3. Achieve an 80% response rate in the Suppliers' Sustainable Development Code of Conduct Survey 4. Implement product carbon footprint management and complete carbon footprint assessments for 400 BOMs 5. Continue packaging material recycling and circular utilization between DFI's Taoyuan plant and suppliers 6. Continue finished product packaging material reduction initiatives 7. Continue optimizing EPE packaging design by replacing it with environmentally friendly folded paper materials 8. Continue optimizing EPE packaging design by replacing it with environmentally friendly paper-plastic composite materials	1. New suppliers shall obtain ISO 14001 and ISO 14064-1 certifications 2. Achieve a 100% response rate in the Suppliers' Sustainable Self-Assessment Questionnaire Survey 3. Achieve a 100% response rate in the Suppliers' Sustainable Development Code of Conduct Survey 4. Fully implement carbon footprint management for product BOMs 5. Continue packaging material recycling and circular utilization between DFI's Taoyuan plant and suppliers 6. Continue finished product packaging material reduction initiatives 7. Continue optimizing EPE packaging design by replacing it with environmentally friendly folded paper materials 8. Continue optimizing EPE packaging design by replacing it with environmentally friendly paper-plastic composite materials
2025 Performance Highlights	1. Achieved a 100% response rate for supplier sustainability self-assessment questionnaires. 2. Achieved a 100% response rate for Supplier Sustainable Development Code of Conduct questionnaires. 3. Completed the implementation of the product carbon footprint management system for 53 BOMs. 4. A total of five mechanical suppliers agreed to participate in packaging material recycling initiatives, with one supplier having completed the implementation. 5. Completed EPE packaging optimization design using environmentally friendly folded paper materials for a total of 17 product models. 6. Completed EPE packaging optimization design using environmentally friendly paper-plastic composite materials for a total of 3 product models.		

Note: EPE (Expanded Polyethylene) refers to expanded polyethylene, also known as pearl cotton or Techron, a cushioning material commonly used in packaging.

Note: BOM (Bill of Materials) refers to the complete list of materials, components, and product structures required for manufacturing.

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Supplier Composition

DFI's products and services cover a wide range of fields, including the Internet of Things (IoT), automation, and embedded computing. As a result, DFI collaborates with more than a thousand suppliers worldwide. DFI's major supplier categories include raw material suppliers, packaging material suppliers, processing partners, engineering service providers, transportation providers, security service providers, cleaning service providers, and other contractors. Among these, raw material suppliers have a significant impact on DFI's operations and manufacturing processes. Therefore, raw material suppliers are categorized into two groups based on their characteristics: direct material suppliers (materials directly related to production) and packaging material suppliers (materials not directly related to production or packaging materials). To effectively manage raw material suppliers and optimize resource allocation, DFI identifies key suppliers through an integrated management approach by selecting suppliers based on factors such as annual procurement volume, critical raw materials supplied, and the availability of alternative sources. This process enables DFI to identify and manage critical material suppliers while strengthening supply chain stability and resilience.

Collaborates With Local Suppliers

To establish close partnerships with local domestic partners, create local employment opportunities, and reduce carbon dioxide emissions generated during manufacturing and transportation, DFI continuously promotes a localization procurement strategy. The company prioritizes the use of local suppliers in Taiwan and requires their products to comply with environmental regulations such as RoHS/HSF, gradually increasing the proportion of local procurement. Among the top 100 key suppliers in 2025, a total of 94 suppliers were local suppliers, accounting for 89.99% of the annual total procurement amount. As of now, DFI has a total of 446 key suppliers.

Item	Description
Top 100 suppliers	100 Companies
Among them, local suppliers	94 Companies
Proportion of local supplier procurement	89.99%
Total number of all major suppliers	446 Companies
Key points for promoting local procurement	Prioritize collaboration with domestic suppliers

DFI's Supplier Management Strategies



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DFI Supplier Code of Conduct

DFI requires new suppliers, starting from the supplier qualification and approval stage, to sign the DFI Supplier Sustainable Development Code of Conduct and the Supplier Quality Assurance Agreement to ensure compliance with delivery schedules, quality requirements, and warranty specifications. In the event of delivery delays caused by natural disasters or other unforeseen circumstances, suppliers are obligated to provide immediate notification. For commonly used electronic components, DFI has established an alternative component management mechanism to enhance supply flexibility. Safety stock levels are maintained for critical materials to prevent risks arising from material shortages or quality issues. DFI assigns dedicated procurement personnel according to material categories to analyze market information, regularly reviews market trends through weekly and monthly meetings, and adopts centralized procurement strategies. By establishing a Preferred Vendor List, DFI improves collaboration efficiency through supplier consolidation and strategic partnerships, thereby securing high-quality materials and stable delivery performance.

DFI's supplier management strategy focuses on managing suppliers through product quality excellence and sustainable service practices while actively developing an ESG-oriented sustainable supply chain. Through these efforts, DFI aims to work collaboratively with suppliers to achieve long-term sustainability goals. DFI's procurement strategy adopts a dual-sourcing approach, requiring supplies from two or more suppliers whenever applicable to enhance substitutability and competitiveness, diversify procurement risks, and reduce costs. In addition to evaluating suppliers based on cost, quality, delivery performance, and continuity of supply, DFI has established the Supplier Sustainable Development Code of Conduct to require suppliers to jointly uphold sustainability principles. The Company encourages suppliers to actively participate in corporate social responsibility initiatives, including compliance with Conflict Minerals requirements. Starting in 2040, DFI will further incorporate comprehensive sustainability criteria into supplier evaluation and selection processes, including RoHS (HSF), QC 080000, ISO 14001, ISO 45001, supplier localization, and other corporate social responsibility indicators. DFI requires suppliers to uphold fundamental human rights, comply with labor standards, and continuously improve their sustainability practices.

DFI Supplier Code of Conduct

Suppliers are required to sign the "Supplier Sustainable Development Code of Conduct," which entails full compliance with the laws and regulations of their respective operating countries/regions. The codes set the standards for business conduct in areas such as labor rights, health and safety, environment, corporate ethics, and management systems to establish a sustainable procurement system. At the same time, suppliers are required to communicate these requirements to their next-tier suppliers and ensure ongoing compliance monitoring.

Since 2022, DFI has required raw material suppliers to complete an ESG sustainability risk assessment questionnaire covering legal compliance, sustainability management, supplier management, conflict minerals management, environmental protection, health and safety, labor rights, and human rights. This enables DFI to monitor suppliers' sustainability risks and ensure their performance meets Company standards.

In 2025, no suppliers within the scope of supplier assessments were identified as having caused significant adverse environmental impacts.

To enhance overall supply chain sustainability performance, DFI continues to require and encourage both existing and new suppliers to obtain international standard certifications, including ISO 9001, IATF 16949, ISO 14001, ISO 45001, and ISO 14064-1. In 2025, among all suppliers, 51 suppliers obtained ISO 14001 certification, accounting for 11.43% of the total 446 suppliers; 16 suppliers obtained ISO 14064-1 certification, accounting for 3.59%; and 23 suppliers obtained ISO 45001 certification, accounting for 5.16%.

This result demonstrates the Company's continued efforts to promote high-level sustainable management throughout the supply chain by implementing institutional requirements and fostering collaborative mechanisms, while strengthening responsibility coordination and risk resilience between upstream and downstream partners.

Certification Item	Number of companies approved	Proportion of total suppliers
ISO 14001	51 Companies	11.43%
ISO 14064-1	16 Companies	3.59%
ISO 45001	23 Companies	5.16%

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DFI Sustainable Supply Chains

Through a globally unified brand, DFI deepens relationships with global customers and partners, striving to create sustainable corporate value. DFI requires its supply chain partners to comply with applicable laws and regulations in the countries where they operate, while encouraging suppliers to enhance their self-management capabilities, jointly build a green supply chain, and promote sustainable supply chain development. DFI prohibits suppliers from engaging in forced labor or employing child labor. In cases involving serious violations, DFI reserves the right to terminate business relationships with the suppliers concerned. To date, no supplier relationships have been terminated due to forced labor or child labor issues.

DFI Sustainable Supply Chain Architecture

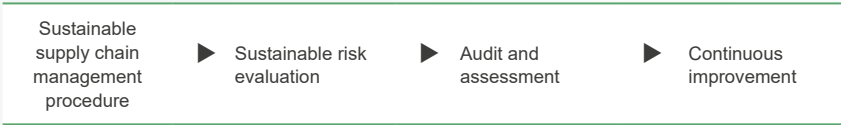
Sustainability Regulations	• Suppliers' Sustainable Development Code of Conduct • Green Products Prohibited Substance Regulations • Zero Tolerance to Conflict Minerals
Management Mechanism	• Procedures for Supplier Promotion • Supplier Assessment • Supplier Sustainability Risk Assessment Questionnaire • Supplier Audit and Guidance • Periodic evaluation on supplier risk

DFI's supplier development and operational procedures require suppliers to possess valid company registration, factory registration, or business registration certificates, as well as ISO 9001 certification. Supplier evaluation is conducted across multiple dimensions, including quality, price, innovative technology, manufacturing capability, and service performance. During the onboarding stage, new suppliers are required to sign a Quality Assurance Agreement, a Supplier Sustainable Development Code of Conduct, and a Sustainable Risk Assessment Questionnaire. Upon completion of the evaluation process and approval, qualified suppliers are added to the approved supplier list and subject to ongoing management. To implement DFI's procurement and supply chain policies, the Company has established a structured, stage-gated sustainable supply chain management process. This process is continuously refined on an annual rolling basis to ensure suppliers meet DFI's standards and to enhance their

overall sustainability performance.

In addition, to better understand the sustainability status of its supply chain and manage related risks, DFI has enhanced its supplier evaluation framework since 2024. All suppliers are now required to complete and sign the updated Supplier Sustainable Development Code of Conduct and Sustainable Risk Assessment Questionnaire. This initiative enables the Company to assess suppliers' performance across economic, environmental, and social dimensions, ensure risks are effectively identified and controlled, and maintain alignment with DFI's sustainability requirements.

Supplier Sustainable Management Process



Quality Management Operations Procedures

To implement DFI's purchasing and supply chain policies and ensure that suppliers meet our standards, DFI has established the "Supplier Quality Management Work Process." Through clear management and operational procedures, we ensure that suppliers' delivery schedules, product quality, technology, and hazardous substances meet DFI's expectations and customer requirements. Currently, DFI manages and supports raw material suppliers through the following three stages: According to DFI's supplier management guidelines based on the procurement procedures, DFI conducts periodic on-site audits for suppliers with high-risk profiles. These audits include assessing the vendor's processes, quality control, environmental health and safety practices, labor conditions, and ESG management. Supplier evaluations are conducted based on the audit findings, including assessments of quality, delivery, and cooperation. Corresponding measures are implemented based on the evaluation results. For suppliers receiving a rating below Grade C in the areas of pricing or delivery performance, DFI requires the submission and implementation of corrective action plans until improvements are verified. If satisfactory improvements are not achieved within one year, the procurement unit initiates the process of identifying and qualifying alternative suppliers. For high-risk component manufacturers, DFI performs focused audits to verify compliance with applicable product safety standards. In addition, the Company has established a second-source supplier management mechanism and maintains safety

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stock for key materials to mitigate the risks of material shortages and quality-related supply disruptions.

- Supplier evaluations are conducted either quarterly or semi-annually, with both periodic and ad hoc assessments of raw material suppliers
- Supplier performance is assessed across multiple dimensions, including incoming material quality, delivery performance, responsiveness, and customer complaints
- Suppliers are managed and subject to appropriate actions based on their evaluation scores

Once a supplier is qualified as a DFI approved supplier, it is further subject to regular evaluations across five key dimensions: innovation/technology, quality, delivery, cost leadership, and speed/response.

The evaluation results play a crucial role in determining the procurement strategy. For key component suppliers, specific strategies are formulated for each product line. Suppliers who are not included in the strategic supplier list are referred to as general qualified suppliers. Being designated as a strategic supplier means they will receive priority usage or increased procurement volume from DFI.

Risk Evaluation Identification

Category	Regular basis	Non-routine
Frequency	Every quarter or every 6 months	Ad hoc basis (on-site audit and visit)
Assessment level	Grade A: 95 ≤ Score ≤ 100 Grade B: 75 ≤ Score < 94 Grade C: 60 ≤ Score < 74 Grade D: Score < 60	

*Outstanding suppliers will be selected and awarded based on the periodic assessment (quarterly/half-year)

Supplier Assessment Aspects

Regular/ad-hoc audit is carried out every year based on the material quality. Audit covers quality system, manufacturing process, hazardous substances, and corporate social responsibility. Follow-up guidance and post-audit will be conducted based on the audit result.

Periodic evaluation on supplier risk

Periodic evaluation on supplier risk	• Risk evaluation on continuous operation • Company status, customer status • Production and facility status • Investment and continuous planning of the product • Financial status
Material risk survey	• Natural disaster and pandemic • International Economic Issues (Oil, Currency, Public Debt, etc.) • Military issues, • Law issues
Account payable survey	• Vendor payment status • Adjusting the terms of vendor payments

Supplier Risk Management

The five major risks facing global supply chains include: shorter supply chain lead times and increased localization requirements, potential bankruptcy of small and specialized suppliers, risks related to production locations, air freight limitations in multimodal transportation, and cyberattacks. Companies must maintain supply chain resilience and establish flexibility and agility to mitigate the impacts of external environmental changes and various supply chain risks on business operations. Regarding existing qualified suppliers, DFI also conducts careful supplier risk assessments. This includes regular and ad hoc investigations into suppliers' operations and financial conditions, with a focus on high-risk groups. The purpose is to prevent unforeseen closures that may impact deliveries or result in disputes. In addition, major risk investigations are conducted on suppliers, particularly during periods of high influenza outbreaks, labor shortages, exposure of European countries' public debt, and global military tensions. Suppliers in those regions are thoroughly investigated to assess their ability to cope with such situations. Effective communication with suppliers is established to determine appropriate contingency measures. This enables DFI to implement the most suitable preventive measures along the supply chain and avoid operational risks.

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Management Policy of Conflict Minerals

DFI implements a green supply chain in alignment with customer requirements and internationally recognized ethical practices. The Company conducts due diligence on suppliers' management of conflict minerals and adheres to the "Three No" principles—No support, No acceptance, and No use. In addition to its own commitment not to procure or use metals sourced from conflict-affected or high-risk areas, DFI requires its suppliers to comply with and formally commit to the same standards. This ensures that the Company's supply chain upholds respect for human rights and does not contribute to or participate in conflict-related activities.

Since 2024, DFI has established delivery commitment agreements with its suppliers. The Company must comply with the U.S. Conflict Minerals regulations, as well as import and export control, sanctions, and forced labor prohibition laws applicable in the EU and other relevant jurisdictions. DFI communicates its policy and requirements regarding the non-use of conflict minerals to suppliers through its green procurement initiatives. Key suppliers are required to comply with this policy and cascade it to their respective lower-tier suppliers. We ask suppliers to conduct a reasonable country of origin inquiry (RCOI) to identify and verify the sources of conflict minerals (3TG*) used in the manufacturing and servicing of products, ensuring they are not from conflict-affected regions. The RCOI investigation includes the following steps:

1. Conducting supplier mineral source investigations and obtaining signatures through the Conflict Minerals Reporting Template (CMRT) to identify the sources of 3TG minerals and smelters.
2. Suppliers are required to sign a commitment letter confirming their adherence to the conflict minerals policy of DFI and ensuring the accurate and complete disclosure of the sources of their smelters.

*Note: 3TG refers to minerals sourced from the Democratic Republic of Congo and neighboring countries, including Cobalt (Co), Gold (Au), Palladium (Pd), Tantalum (Ta), Tin (Sn), and Tungsten (W)

Hazardous Substance Management Policy

DFI will continue to ensure that all processes comply with international regulations and customer environmental requirements. We will periodically update the regulations on the restriction of hazardous substances and establish a "Hazardous Substance Restriction Management" verification department. We will define clear standards for the use of hazardous substances in products and ensure compliance with environmental control requirements.

DFI complies with the following regulatory requirements: the European Union Restriction of Hazardous Substances Directive (EU RoHS 2.0) (Recast) 2011/65/EU. This directive restricts the concentration levels of hazardous substances in products, including lead (Pb) (<1,000 ppm), cadmium (Cd) (<100 ppm), mercury (Hg) (<1,000 ppm), hexavalent chromium (Cr6+) (<1,000 ppm), polybrominated biphenyls (PBBs) (<1,000 ppm), polybrominated diphenyl ethers (PBDEs) (<1,000 ppm), di(2-ethylhexyl) phthalate (DEHP) (<1,000 ppm), benzyl butyl phthalate (BBP) (<1,000 ppm), dibutyl phthalate (DBP) (<1,000 ppm), and diisobutyl phthalate (DIBP) (<1,000 ppm). All DFI products comply with the above requirements. DFI will continue to strengthen its product development efforts and sustainability practices to meet customer expectations and fulfill evolving regulatory requirements.

EU REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) Regulation: DFI's products comply with the requirements of the EU REACH regulation, which pertains to the hazardous substances listed under REACH and the Substances of Very High Concern (SVHC) subsequently announced by the EU.

EU WEEE (Waste Electrical and Electronic Equipment) Directive (2012/19/EU): The directive requires manufacturers to take responsibility for the collection, treatment, and proper disposal of waste electrical and electronic equipment. The objective is to reduce electronic waste, protect human health, and prevent environmental harm from hazardous substances.

EU Regulation (EU) No. 757/2010 and its updated regulation (EC) No. 850/2004 on Persistent Organic Pollutants (POPs), textiles and other coated materials (1g/m²), finished products, semi-finished products, and components (1,000 ppm), as well as substances or preparations (10 ppm).

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Customer to Commitment

DFI, founded in 1981, has over 40 years of experience in high-performance computing and industrial-grade computer systems. Its products feature comprehensive version control management, long product life cycles, and high reliability, and are widely applied in medical diagnostics, industrial automation, transportation, retail, cybersecurity surveillance, and digital signage applications.

DFI upholds the core values of “Innovation, Quality, and Sustainability,” and is committed to delivering value to customers throughout every stage of the product lifecycle, from design and manufacturing to testing and service operations. In response to the rapid evolution of AI technologies and evolving industry trends, DFI continuously enhances product performance and stability to help customers improve system efficiency, reduce operational risks, and strengthen industrial competitiveness. Furthermore, DFI integrates sustainability principles into product lifecycle management and ensures that customers receive stable, reliable, and sustainable solutions through standardized processes, quality governance, supply chain collaboration, and information security management.

Sustainability-Oriented Products and Lifecycle Management

Aligned with Intel platform generation synchronization strategies, DFI provides long-life-cycle supply support and ensures product durability and reliability through industrial-grade quality validation.

- **PCN:** Ensures customers are informed in advance of any design, component, or manufacturing process changes, reducing the risk of operational disruption.
- **EOL:** Provides sufficient transition periods to help customers proactively plan system migration and inventory preparation strategies in advance.
- **Product Version Management and Traceability:** Enhances transparency in technology and supply, enabling customers to effectively manage deployed environments.

TOP 3 IPC LEADER

A Leading Provider of Embedded Solutions Our Commitment is to Provide High-Valued Products for You

PRODUCT	MANUFACTURE	SERVICE
In-Depth & Fast Development	Large & Small-Scale Capacity	Quick & Dedicated Support
40+ CPU Platforms Designs 2 Weeks8 Months Product DeviationODM Development	300% Picking Increased 30%99% Capacity EnhancedInspection Accuracy	20+ Global Sites Support 5 Days8 Hours Draft ReportIssues Solved

15 years of product and service support

40 service locations around the world

Over 300 R&D talented engineers

Over 10 millions of embedded motherboard sold globally

Embedded solutions were established in 1981

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DFI One-Stop Edge AIoT Products & Services

Expertise × Collaboration: Driving the New Wave of Edge AI Applications

AI Alliance for Edge Solutions

- Full Edge AI portfolios
- Key verticals: smart factory, defense, entertainment, medical, smart city...
- 3-in-1 solutions powered by global AI partners (HW+SW+Service)



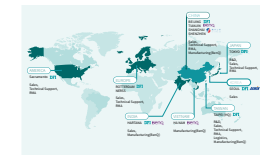
Value-added Technology

- 40+ years of experience in power, signal, thermal, and FW/BIOS/OS customization on x86 & ARM platforms
- Value-added Technology (eg. OOB)



Global Reach, Local Agility

- Integrated supply chain
- Local manufacturing & service
- Non-China key components



Custom Fast, Scale Faster

- 70% custom builds start from standard platforms
- Agile, market-tuned development
- Scalable AI via DFM & flexible form factors

Target Application Examples:

INDUSTRIAL COMPUTERS

- Advanced Mechanical & ID Design
- Premium Thermal Solution
- Flexible & Customizable I/O
- Multiple Embedded Applications



APPLICATION FOCUS



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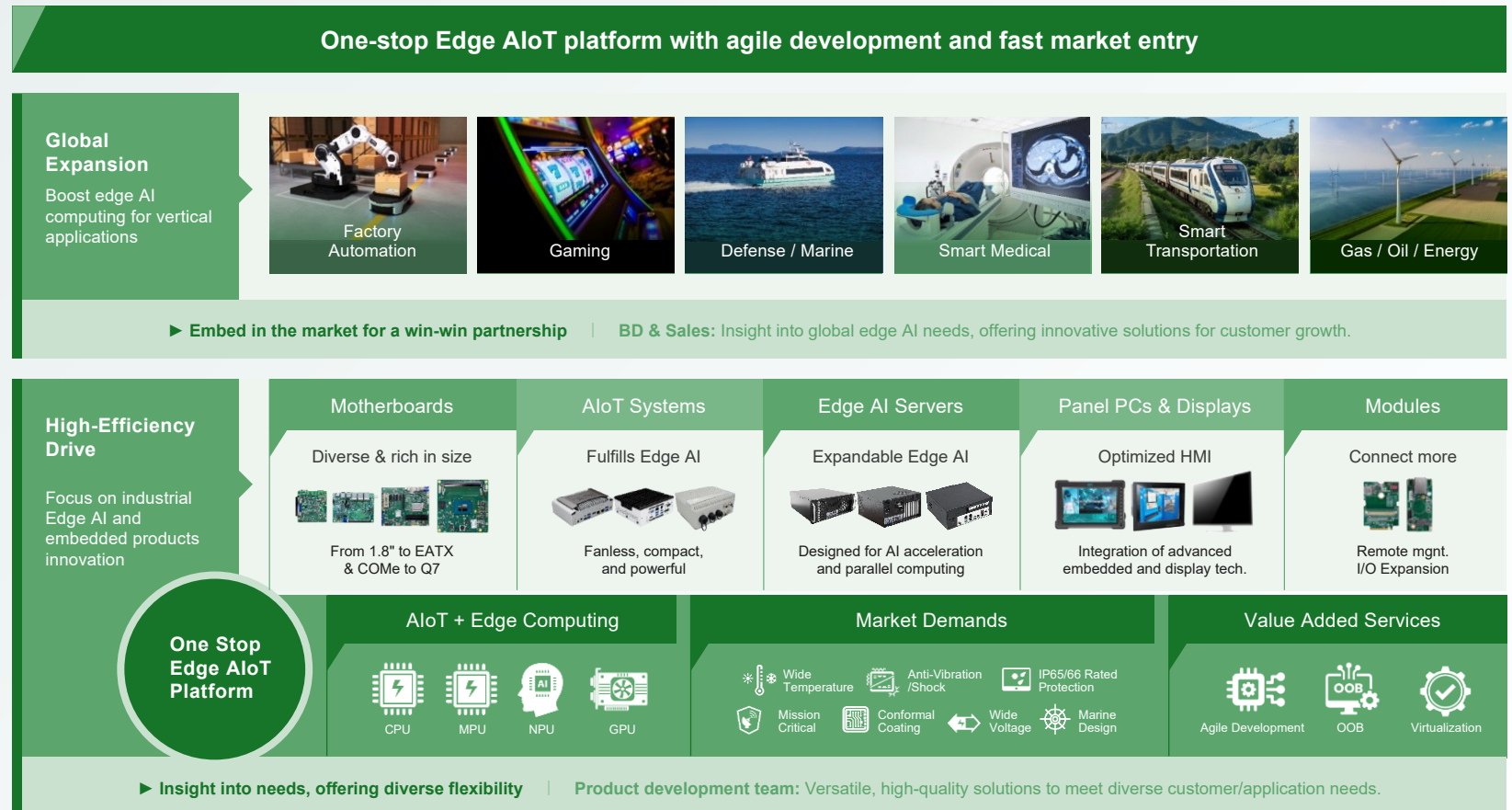
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Industry Application Examples



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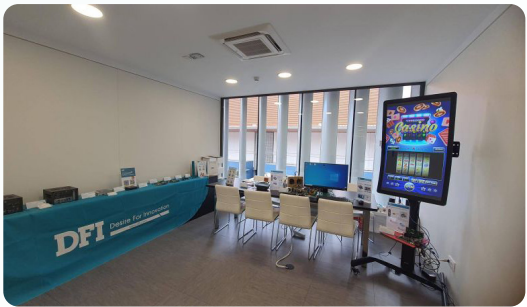
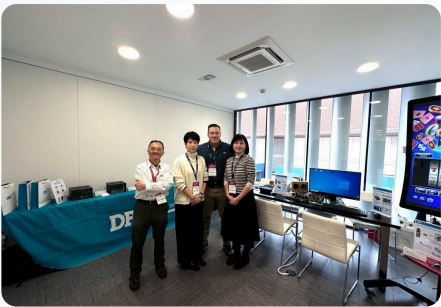
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2025 Exhibition & Conference



ICE	EW	Japan IT Week	Computex	Automation Expo India	DSEI	G2E
20 th -21 st January 2025	11 th -13 th March 2025	23 rd -25 th April 2025	20 th -23 rd May 2025	11 th -14 th August 2025	9 th -12 th September 2025	6 th -9 th October 2025

ICE



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EMBEDDED WORLD



Japan IT Week



COMPUTEX



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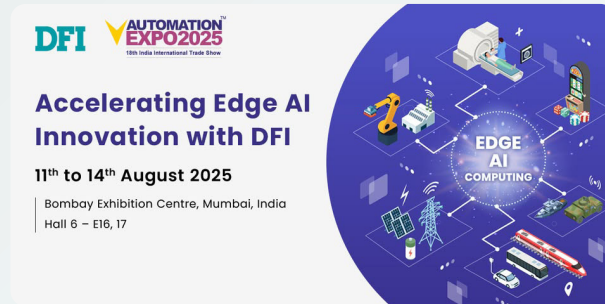
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Automation Expo India



DSEI



G2E



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Software and Services

DFI has established a comprehensive technical support system covering the entire product lifecycle from early-stage design, integration validation, and mass production to post-deployment support and maintenance helping customers enhance product performance and system reliability. We integrate core technologies including BIOS, firmware, hardware design, and system tuning, and through Design Customization Services (DCS), DFI helps customers shorten development cycles and project implementation success rates.

Guided by a customer-centric philosophy, DFI leverages rigorous quality validation processes, a global logistics network, and technical support mechanisms to deliver a consistent, high-quality service experience. The Company is committed to establishing long-term, mutually beneficial partnerships with customers to deliver sustainable value.



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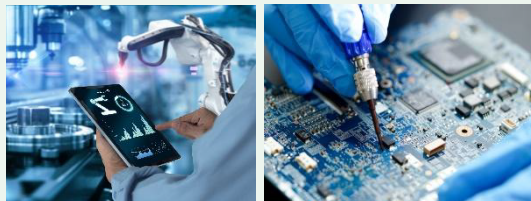
PRODUCT FAST DEVELOPMENT

Rapid development backed by 40+ years of experience

8 - 12 months

Pure ODM

DFI provides Pure ODM services to customize industrial motherboards, system-on-modules, computers, and displays, enhancing performance while reducing costs. As a turnkey manufacturer, DFI handles design, validation, prototyping, customization, and system integration. With 100% owned advanced SMT assembly lines, DFI ensures fast production, quality control, and on-time delivery. From planning to after-sales support, DFI guarantees high-quality service for global customers.



6 - 8 months

Semi ODM

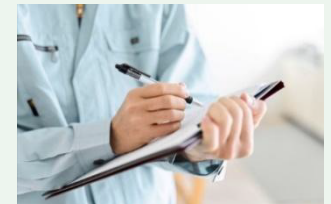
DFI offers a wide range of Commercial Off-The-Shelf (COTS) products, developed to help customers reduce implementation and validation times. We also provide Semi-ODM services to quickly customize COTS solutions based on specific customer needs.



4 weeks

Rapid POC Delivery

We can also offer robust, customized POC development services based on our customers' urgent needs, helping them test hardware for commercial hypotheses in the most cost-effective way and within the shortest possible time, thereby reducing innovation risks.



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DFI Customizable Engagement Models

PCBA, Sub-Assembly, Full System Level Programs

	CM / CEM / EMS	ODM DFI Spec.	JD/JDM	ODM Cust. Defined
Development Time	Short (4 months)	Quick (6-8months)	As Needed	As Needed
Offerings	- Customer designs, DFI NPI & ramp - Supply chain sourcing or support for customer model - DFX, manufacturing test/fixture design & development - MfgTeam includes R&D for RCCA - Strong group support from Qisda, a Top 100 Global Tech Leader	- By using DFI's COTS products with semi customization, we can create a DFI-designed product based on internal specifications or reference designs - Offers products to customers to complete roadmaps or fill gaps	- Hybrid model - Map program plans to existing product development status - Leverages engineering expertise & resource availability to optimize efficiencies + program outcomes - DFI produced JD/JDM designs	- DFI-designed products based on Customer specifications and/or reference designs and/or design databases - DFI produced ODM designs
Flexibility- Ruggedized & Custom Design	 Wide Temperature  Wide Voltage  IP65/PI66/PI67 Rated Protection  Anti-Vibration/ Shock  Conformal Coating AND MORE...			
Industry Experience	40+ Years			

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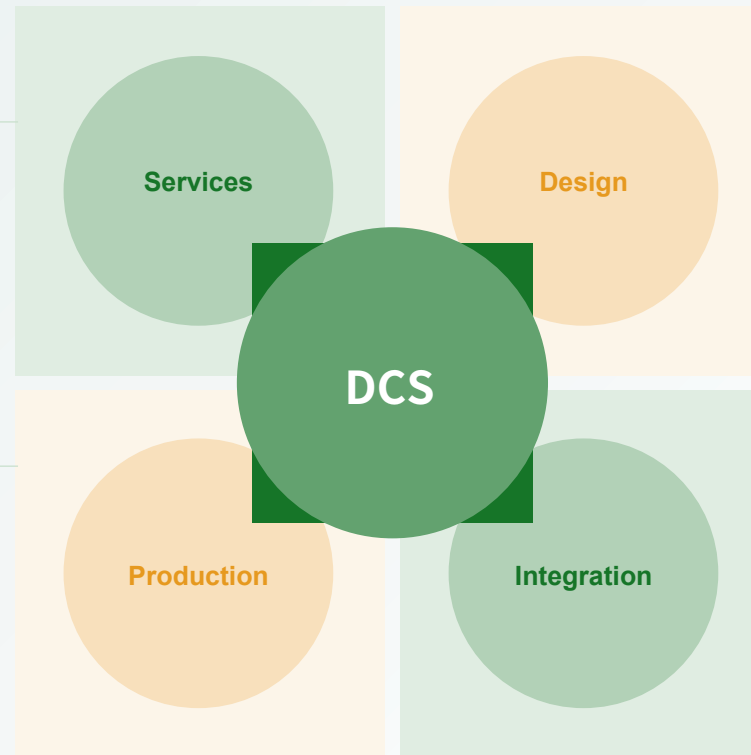
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- Excellent Revision Control
- After-Sales Services
- Worldwide Onsite Technical Support

- Strict Product Validation
- Small-Volume, Large-Variety Production
- 100% Product Inspection



- Embedded Boards with Requested Features and Form Factors
- Various Peripheral Modules (M.2 / PoE / COM)

- Desired System Enclosure, Panel and Mechanical / ID Design
- Customized BIOS / OS / Software

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Product Reliability and Rigorous Quality Validation

DFI products undergo a multi-stage quality control process and a series of stringent tests during the development process to ensure stable and reliable operation under a wide range of harsh conditions. These tests include high-speed signal integrity verification, extreme temperature tolerance testing, shock and vibration testing, and long-duration burn-in and stress testing. To meet diverse industry application requirements, DFI delivers industrial-grade durable product designs with enhanced durability that ensure continuous operation even in extreme environments, fulfilling the high-reliability requirements of mission-critical applications.

Flexibility-ruggedized & Custom Design for Extreme Applications						
						
Wide Temperature	Wide Voltage	IP65/IP66 Rated Protection	Anti-Vibration / Shock	Conformal Coating	Marine Design	Mission Critical
-40°C - 85°C Durability	9-36V DC Input	Dust / Particles Protection	Stable / Reliable Performance	Parylene / Conformal Coating	IEC60945	3s after booting into OS image
Optimized Thermal Solution HALT Test	Over Current Protection	Water Protection	IEC60068 Frequent Vibration / Shock Resistance	Excellent Adhesion Corrosion Resistance	Power isolation Anti-noisy High radiation	VPX development capability

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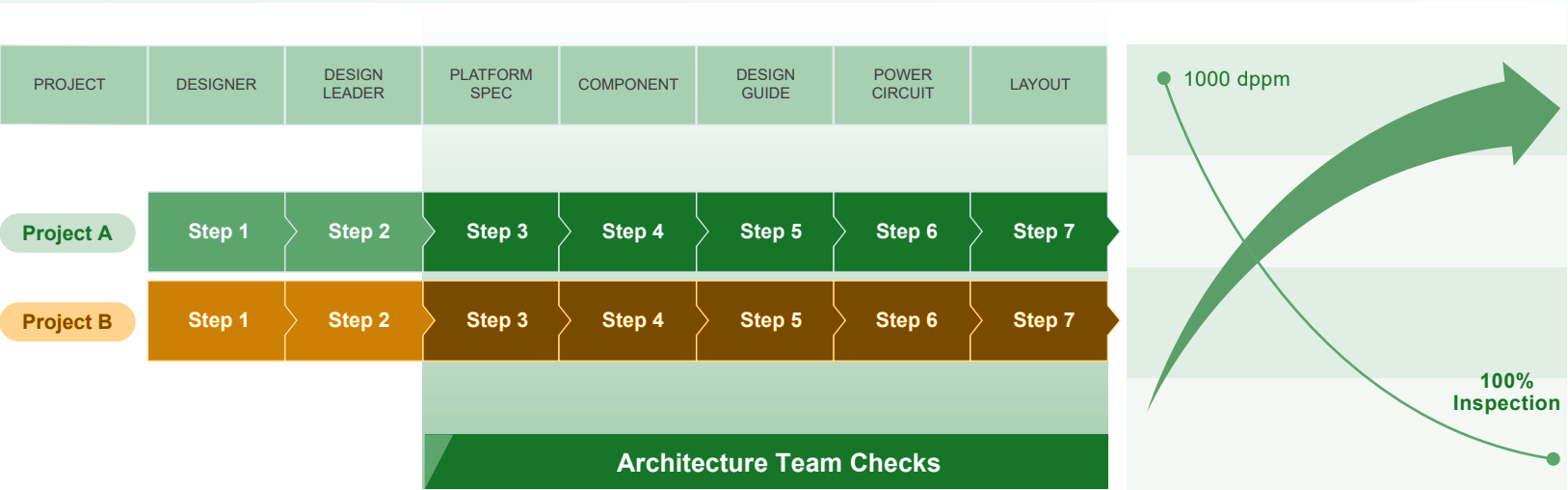
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100% Quality Management from Design to Production

DFI follows a Total Quality Management (TQM) system, strictly adhering to quality policies across all stages from design, mechanical engineering, and material selection to manufacturing.

- Design stage: A professional team conducts comprehensive testing and validation of circuits, mechanical designs, and components to ensure high performance and reliability from the early stages of product development.

Production stage: All products must pass a complete internal inspection process before shipment to ensure functionality, performance, and durability meet established standards. This significantly reduces rework rates and reduces additional maintenance costs and time.



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Manufacturing Facilities Certified to International Standards

With extensive expertise in the embedded systems industry, DFI is committed to delivering high-quality products as its core mission and highest responsibility. DFI ensures that all products comply with stringent regulatory standards and international certifications, fully meeting customer requirements.

Qualified Certificates | DFI is Renowned for Its Quality and Top-tier Business Services

DFI is capable of implementing small-volume and large-variety production with high flexibility and efficiency. We conform to international ISO, safety and security certifications with 100% quality management and complete electrical validation.



Quality

- ISO 9001
- IPC J-STD-001
- IPC-A-610
- UL-60950 / UL-62368*
- UL-61010*
- UL-60601*
- CCC China
- IEC 62443-4-1 (covers the entire product lifecycle, focusing on security requirements, design implementation, testing, validation, and select management)



ESG

- ISO 14001
- ISO 45001
- IECQ QC080000
- RoHS-10 Compliant
- ISO 14064-1 (Greenhouse Gas Inventory Certification)



Medical

- ISO 13485
- EN 60601-2:2015



Grand Transportation

- IATF 16949**
- ISO 7637-2 / E-Mark*
- MIL-STD-810F*
- EN 50155*, EN 45545*, EN 61373*

Disclaimers:

*Not all DFI products are UL, E-Mark, MIL-STD, or EN certified. However, certifications can be requested as needed. With extensive expertise in compliance qualifications, DFI supports factory automation, smart medical, transportation, and IoT applications. Certification availability varies by product and is provided upon request.

**Applicable to Suzhou factory only.

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Focus Case

DFI was honored at the 34th Taiwan Excellence Award for its outstanding industrial-grade R&D capabilities. The award winning ECX700-ADP Rugged AI Edge Computer was recognized for its high-performance architecture, exceptional durability, and purpose-built design for operation in extreme environments.

The ECX700-ADP is built around the principle of durability, low maintenance, and high efficiency, enabling customers to maintain long-term stable equipment operation in demanding environments while effectively reducing maintenance costs. It supports customers in achieving highly reliable operations and advancing toward sustainable business goals.

With its rugged system design, AI edge computing capabilities, and industrial-grade reliability, the ECX700-ADP demonstrates DFI's leading position in the fields of rugged computing solutions and sustainable technology. The product not only enhances equipment safety and reliability but also extends the product lifecycle, reduces maintenance requirements and downtime risks, and effectively addresses customers' needs for high stability, high performance, and sustainable value.



Press Release: [DFI Achieves Significant Profit Growth in the First Three Quarters and Expands Taiwan Production Capacity Expansion to Strengthen Manufacturing Resilience](#)



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Client Satisfaction Survey

To ensure DFI continues to deliver high-quality products and services with a strong customer commitment, the Company conducts an annual overall customer satisfaction survey among different customer segments. The results serve as a key reference for continuous improvement by understanding customer feedback of DFI's products and services, thereby better aligning with customer needs, enhancing customer experience and trust, and fostering long-term partnerships.

Building on previous surveys, the current questionnaire continues to cover satisfaction dimensions including products, sales services, technical support and repair/maintenance services.

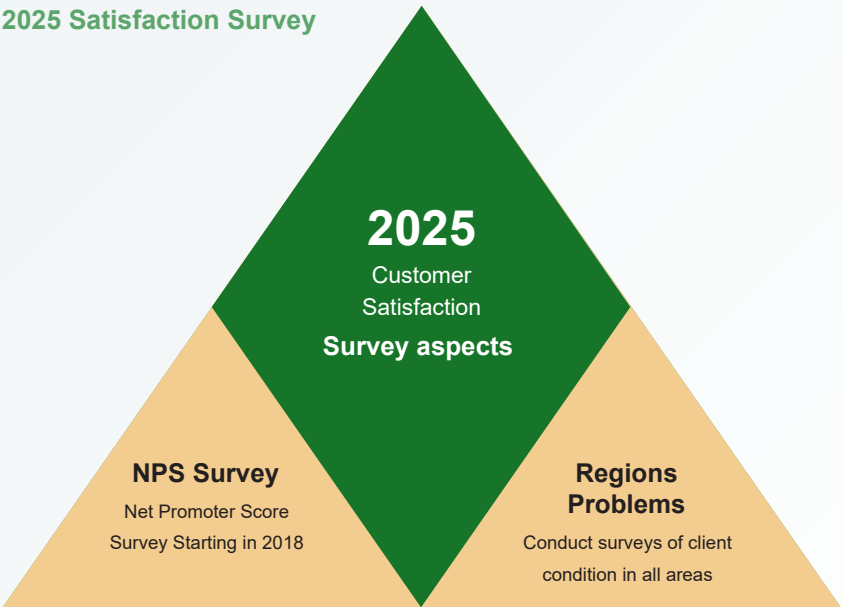
In 2025, DFI introduced a new Customer Experience survey which includes:

- Procurement and supply chain management processes
- Accessibility of product documentation and information
- Overall after-sales service experience
- Product quality

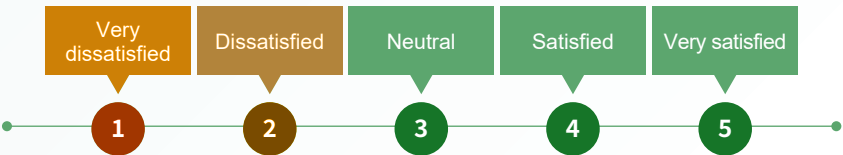
Survey frequency and timing: The survey is conducted annually in principle, with the survey schedule scheduled for December. Starting from 2025, a symmetric five-point Likert scale is adopted.

Improvement and corrective actions: For items rated as “dissatisfied” or “very dissatisfied” in customer feedback, a corrective action report will be provided as part of the customer satisfaction survey process. The sales department further analyzes customer need and trends and reports he findings during management review meetings to assess alignment with the Company’s quality policy. These findings also serve as a basis for subsequent optimization and discussion.

2025 Satisfaction Survey



This customer satisfaction survey was conducted based on the customer list covering the period from 2018 to 2025, with a total of 1,482 email invitations distributed. To accurately reflect customer feedback on DFI, no sample selection or filtering was performed. Customer satisfaction was measured by assigning corresponding scores to each satisfaction level and calculating the overall satisfaction level through a weighted average approach.



*To enhance assessment accuracy and consistency in comparisons, a symmetric five-point Likert scale was adopted this year.

The scoring criteria are defined as follows: Very Satisfied = 5 points, Satisfied = 4 points, Neutral = 3 points, Dissatisfied = 2 points, and Very Dissatisfied = 1 point.

The overall satisfaction score is calculated using a weighted average method, enabling the results to better reflect differences in satisfaction levels while improving data comparability and objectivity.

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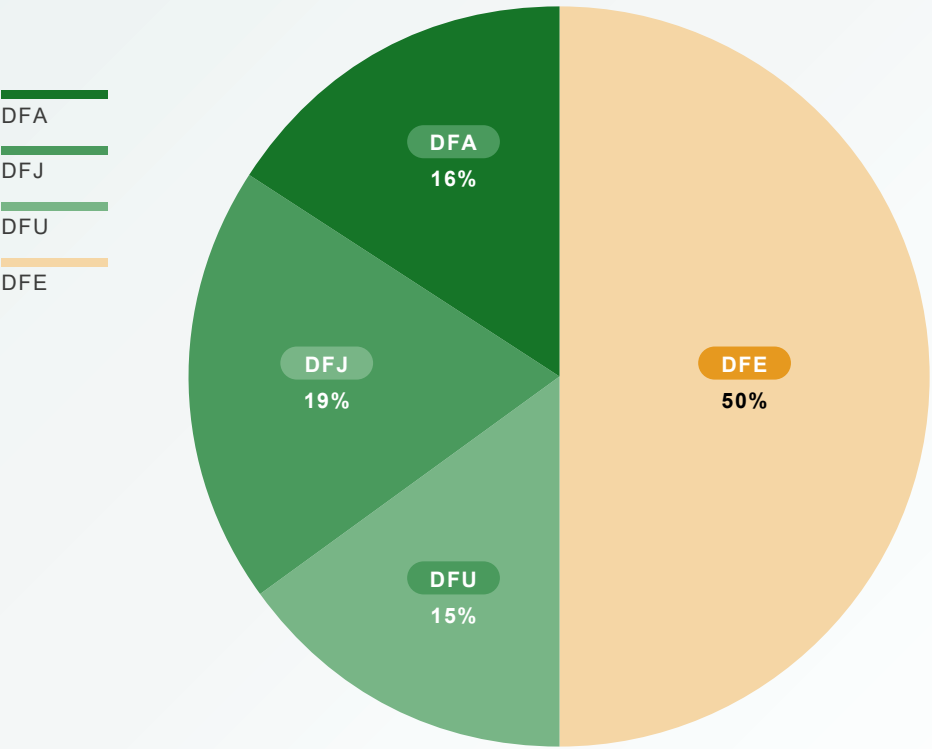
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Questionnaire Collection in 2025

	2023	2024	2025
Number of Respondents	97	64	62
Number of Responding Companies	64	50	55

2025 Customer Survey Response Rate by RO



- Survey Scope: The survey covered all customers who had business transactions with DFI during the period from 2018 to 2025.
- Number of Responses by RO: DFE: 31 responses, DFJ: 12 responses, DFA: 10 responses, DFU: 9 responses
- Response Rate: The overall response rate was 4.18%. Compared with 2024, the number of respondents decreased by 2 individuals (-3.2%), while the number of responding companies increased by 5 companies (+10%).
- Benefit Assessment: Although the number of respondents slightly decreased, the increase in the number of responding companies resulted in a more diversified sample base, which helps better reflect the diversity and representativeness of customer feedback collected through the survey.



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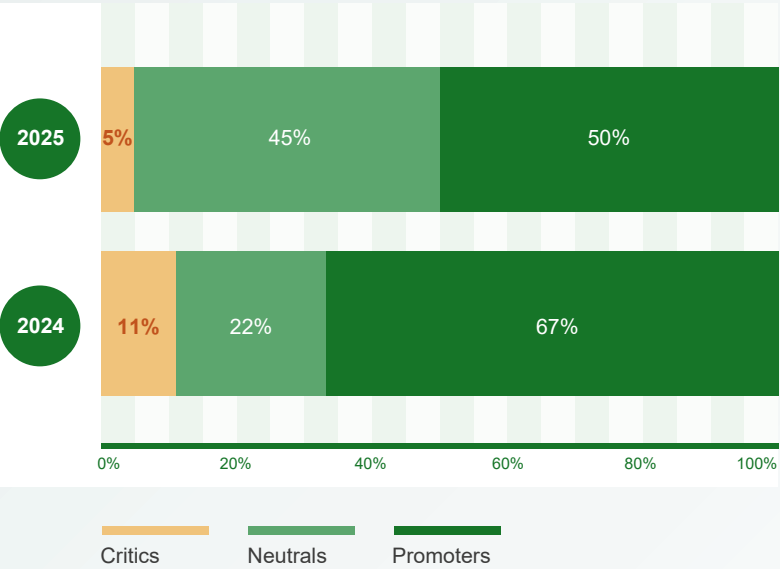
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NPS 2024 - 2025 Net Promoter Score

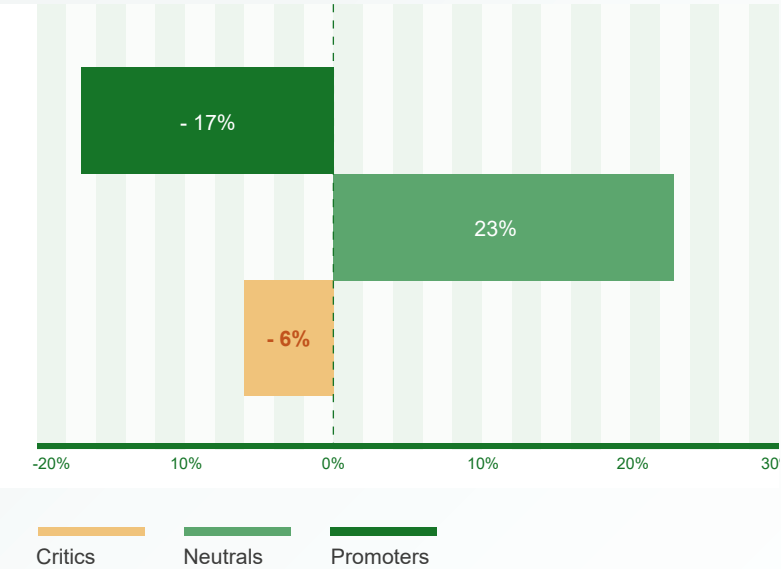
NPS Analysis Over the Past Two Years



The 2025 NPS was 45 points, representing an overall decrease of 11 points compared with 2024 (56 points).

- Critics (Score 0-6): Accounted for 5% of total survey responses, a decrease of 6 percentage points compared with 2024.
- Neutrals (Score 7-8): Accounted for 45% of total survey responses, an increase of 23 percentage points compared with 2024.
- Promoters (Score 9-10): Accounted for 50% of total survey responses, a decrease of 17 percentage points compared with 2024.

2025 NPS Analysis by Customer Tenure



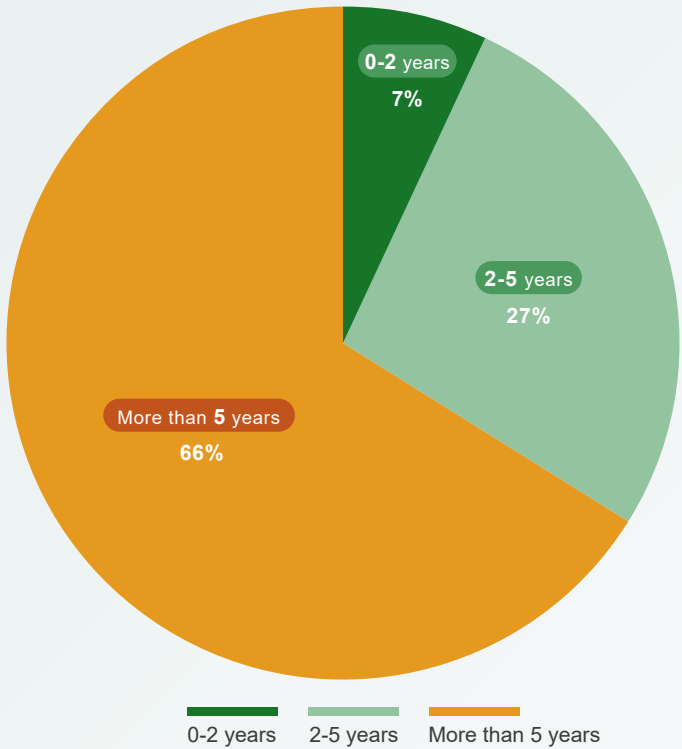
2025 Customer Segment Structure Trend Analysis

- Compared with 2024, DFI’ s customer NPS declined in 2025. Further analysis of the three customer segments—Promoters, Neutrals, and Critics—indicates significant changes in their proportion distribution. The percentage of Critics decreased by 6 percentage points, the percentage of Promoters decreased by 17 percentage points, while the percentage of Neutrals increased by 23 percentage points.
- Overall, the reduction in the proportion of Critics represents a positive trend. However, the significant decline in Promoters, with many customers shifting toward a Neutral stance, resulted in a decrease in the overall NPS. This indicates that customer sentiment has become more neutral, highlighting the need for improvement initiatives to further engage Neutral customers and convert them into Promoters.

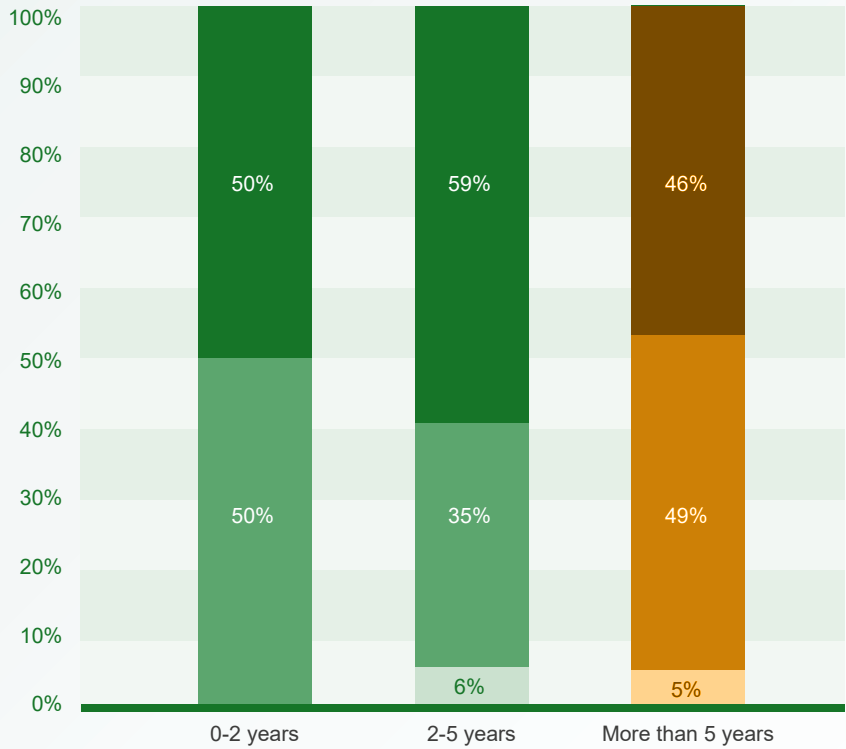
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NPS Analysis by Customer Tenure

Customer Tenure Distribution



NPS Distribution by Customer Tenure



- Customers are categorized into three groups based on their business relationship duration: New Customers (0-2 years), Mid-Term Customers (2-5 years), and Long-Term Customers (more than 5 years).
- Long-term customers represent the largest proportion of survey respondents, accounting for 66% of the sample base. As the primary source of feedback, this group has the greatest influence on the overall NPS.
- New customers demonstrate highly positive sentiment: Among customers with less than two years of relationship tenure, there were no Critics, indicating a positive initial customer experience during the early stage of collaboration.
- Customers with 2-5 years of tenure show the highest promoter ratio: The Promoter ratio reached 59%, significantly higher than other customer groups. This indicates that after successful project implementation and technical issue integration, customer satisfaction and trust reach a peak.
- Long-term customers tend to adopt a more rational and neutral perspective: Among customers with more than five years of tenure, the proportion of Neutrals reached 49%, exceeding the Promoter ratio (46%). After long-term use of DFI products, customers’ expectations increase, resulting in more cautious and neutral evaluations.
- Based on the above analysis, customer willingness to recommend demonstrates a “rising then stabilizing” trend across different tenure groups.
- Customer recommendation willingness reaches its highest point among the 2-5 year customer segment and gradually shifts toward a stable and neutral attitude as tenure increases. Moving forward, enhancing the long-term customer experience will help convert Neutrals into Promoters.

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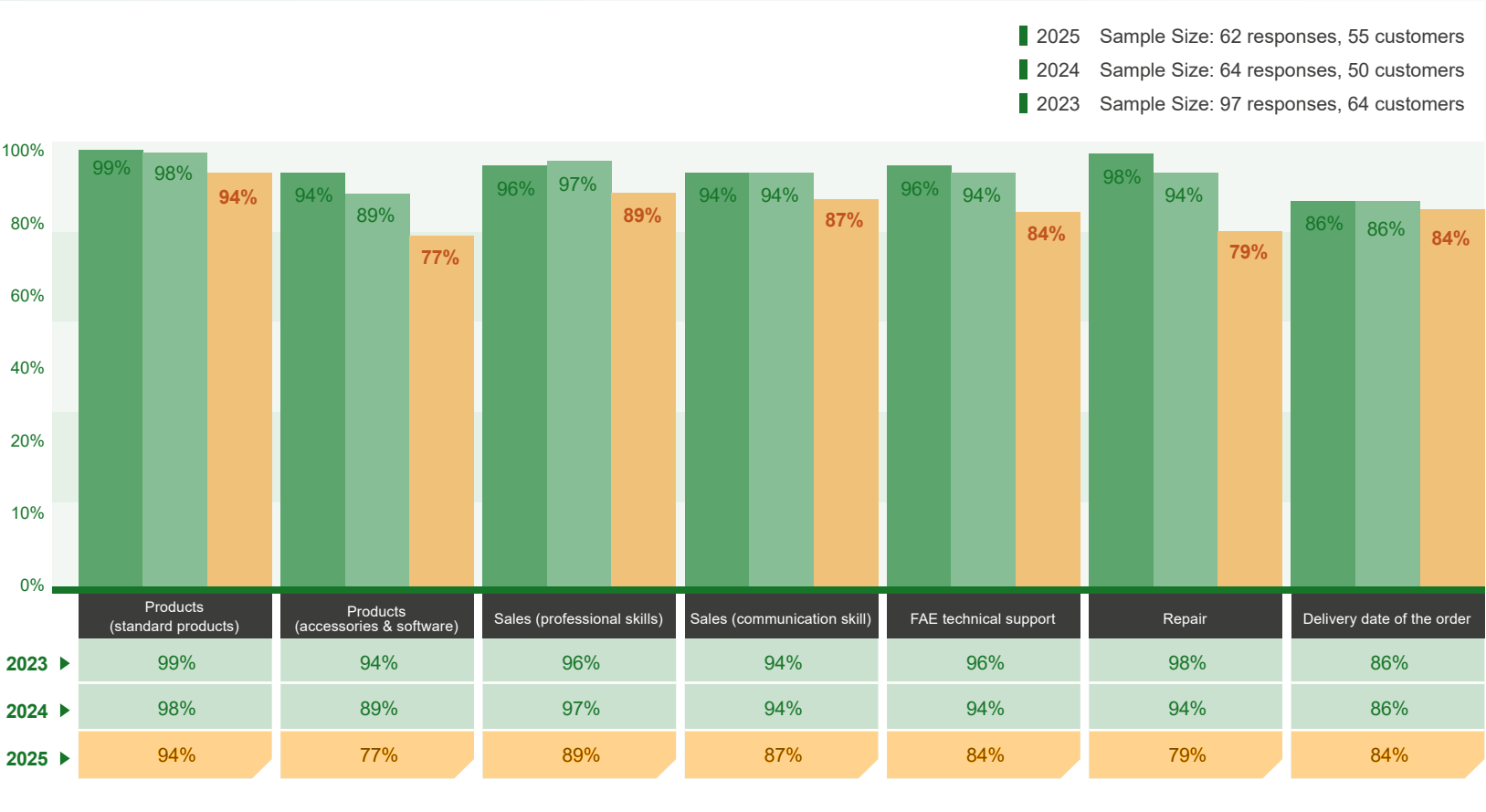
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Year-over-Year Satisfaction Comparison by Indicator (2023-2025)

Year-over-Year Satisfaction Comparison by Indicator (2023-2025)



▶ The satisfaction percentages of DFI' s key evaluation indicators have remained relatively stable, with no significant changes over the past three years.

2023 2024 2025

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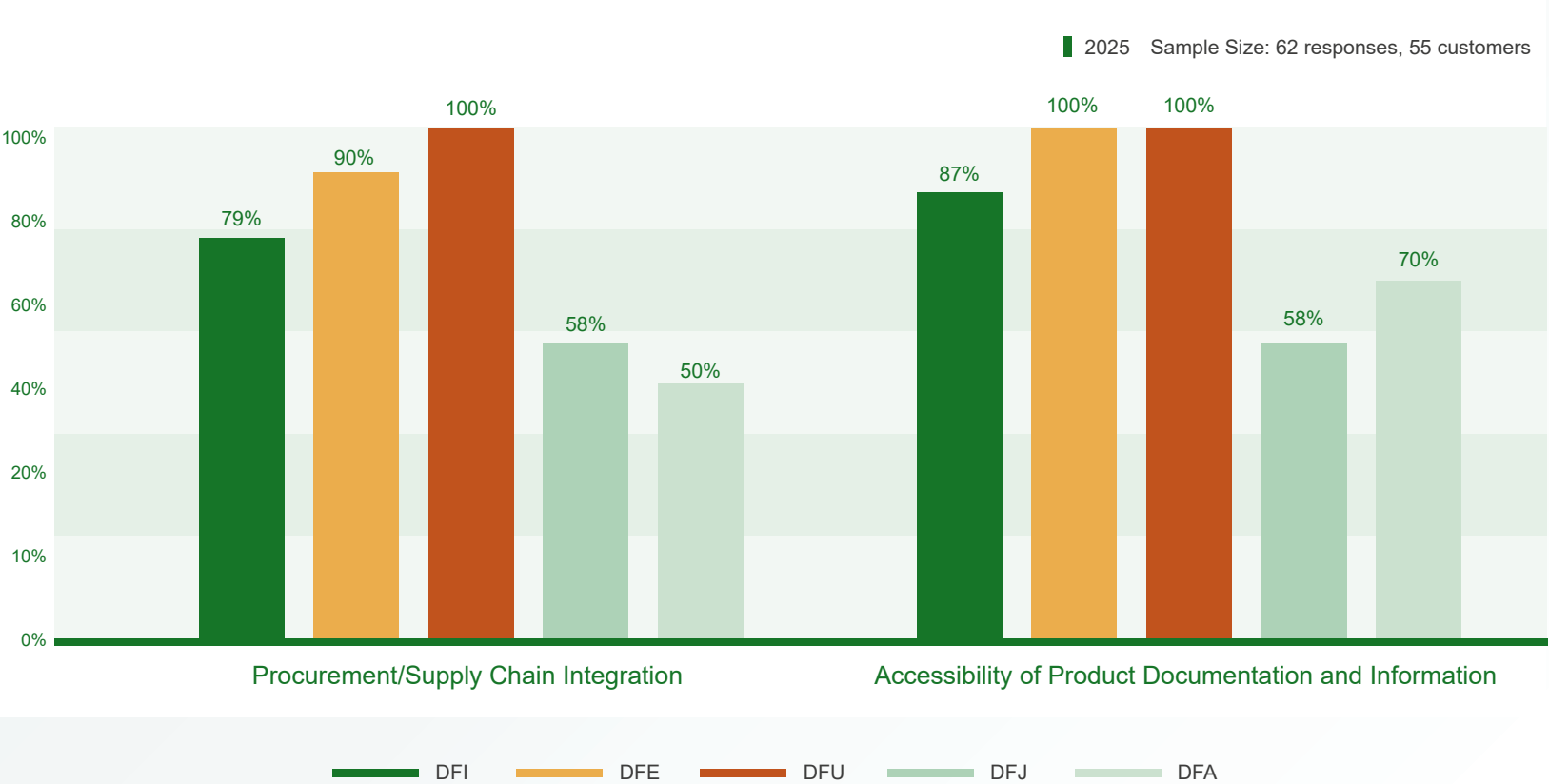
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New CS Evaluation Items Added in 2025

Customer Experience Satisfaction Percentage



• New overall customer experience indicators were introduced in 2025 to present the overall satisfaction levels of DFI (and each RO). The indicators cover “Procurement/Supply Chain Integration” and “Accessibility of Product Documentation and Information” , serving as a basis for future service enhancement and process optimization.

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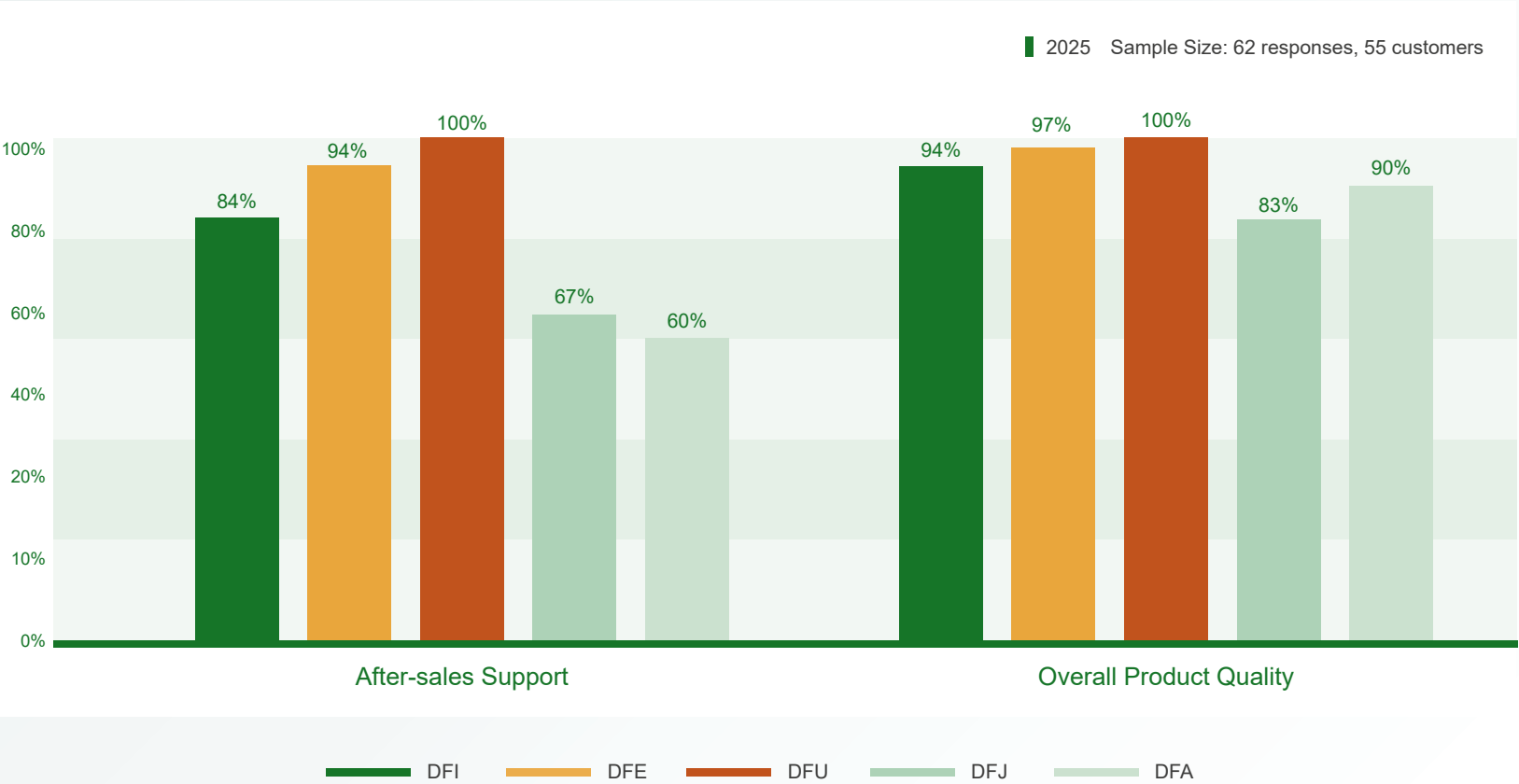
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New CS Evaluation Items Added in 2025

Customer Experience Satisfaction Percentage



• New overall customer experience indicators were introduced in 2025 to present the overall satisfaction levels of DFI (and each RO). The indicators cover “After-Sales Support” and “Overall Product Quality”, serving as a basis for future service enhancement and process optimization.

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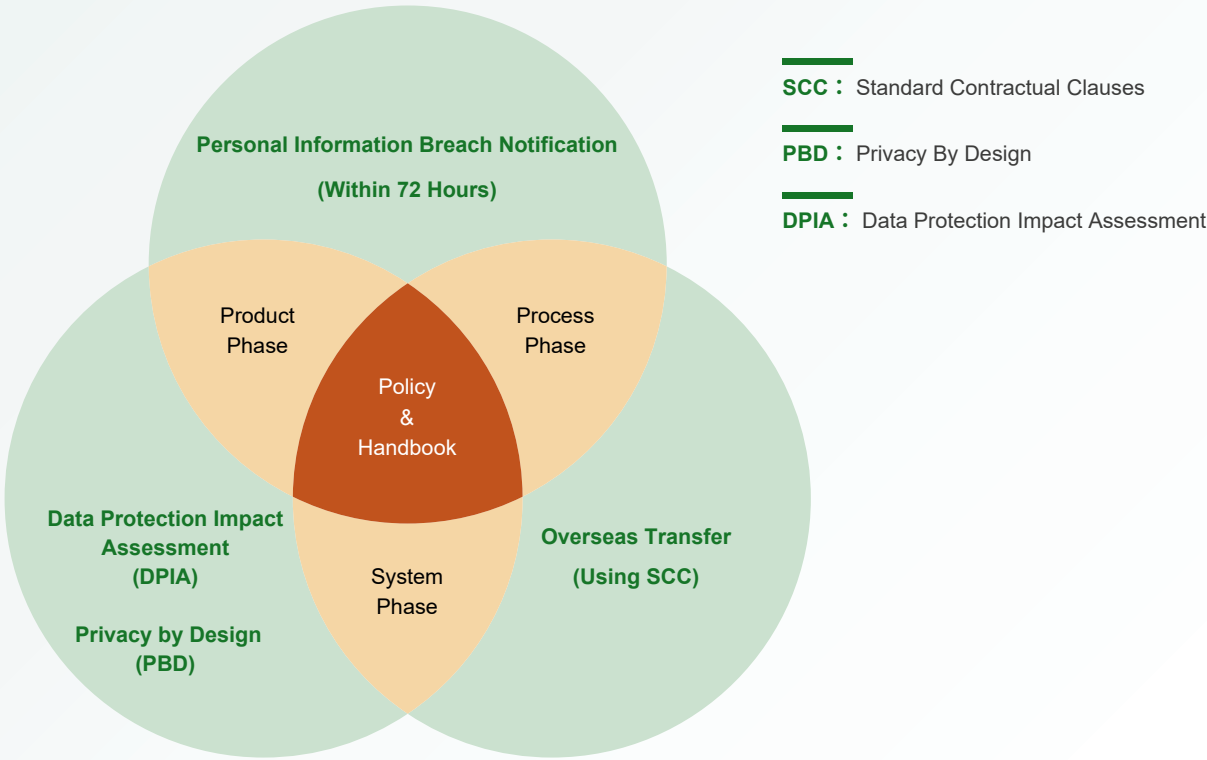
Data Protection and Customer Privacy Management

At DFI, integrity and the highest ethical standards form the foundation of our business operations. Protecting customer data and personal privacy is regarded as one of our foremost responsibilities. To ensure the security of personal data throughout its collection, processing, and storage, we comply with applicable regulations in every region where we operate, as well as the requirements of the EU General Data Protection Regulation (GDPR). We have established and implemented a comprehensive privacy policy that serves as the Company's highest-level guiding principle for personal data management.

The policy applies to DFI, its overseas branches, and joint ventures in which DFI exercises significant influence. It covers all employees, suppliers, contractors, external consultants, and other business partners. The collection, use, retention, and transfer of personal data are governed by clearly defined requirements to ensure data security and safeguard the rights of data subjects.

To further strengthen data protection, DFI has established dedicated reporting and complaint channels. Any concerns regarding the misuse of personal data or potential violations of privacy rights may be reported via email at inquiry@dfi.com. We also conduct regular cybersecurity and privacy protection training, accompanied by effectiveness assessments, to ensure that all employees understand and comply with applicable policies and requirements.

DFI adopts a zero-tolerance approach toward any violations related to personal data protection and privacy. All reported incidents are investigated and addressed in accordance with the Company's Code of Conduct. We are also committed to prohibiting the secondary use of personal data, maintaining a 0% secondary use of personal data rate. From 2018 to 2025, DFI recorded no data breaches or privacy-related complaints, demonstrating the effectiveness of our data protection governance and our unwavering commitment to safeguarding personal information.



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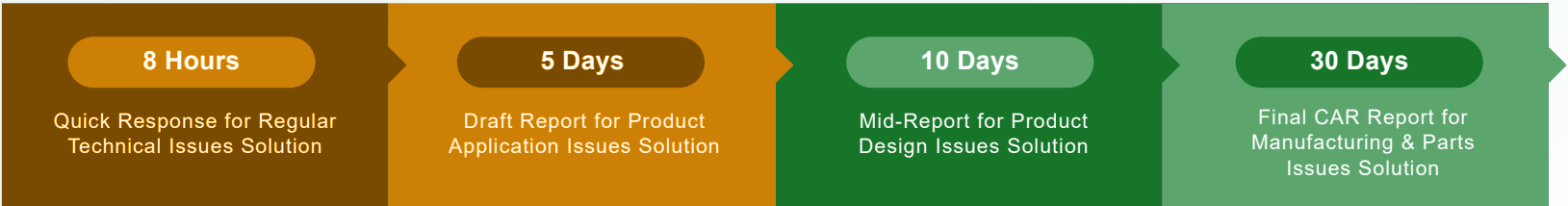
Customer Relationship Management

2025 KPI Objective: Ensure that no incidents of customer data leakage, loss, or theft occur.

Execution Results: As of the reporting period, DFI has not experienced any incidents of customer data leakage or data loss. The Company continues to collaborate with its parent group to regularly review and update data protection processes, while closely monitoring changes in global data privacy regulations to ensure ongoing compliance with the latest requirements.

Achievement Rate: 100%

SERVICE | RESPONSIVE TECHNICAL AFTER SALES SUPPORT



We offer comprehensive issues analysis include:



What DFI Offers for Clients

	Know-how of vertical market top 10 customers and offer reasonable prices
	Professional product consultation and fast response within 24 hours
	Quickly find the best solution for customers within 7 days
	Global 20+ sites for timely or on-spot sales service

“Whether in reliability for high-end solution, product performance, or responsive services, DFI always stays one-step ahead of customers!.”

Thomas Wollesky, CEO of OCL

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Customer Intellectual Property Protection

DFI has established a comprehensive asset management system covering hardware, software, and documentation. The system includes asset identification and coding, inventory management, Document Control Center (DCC) document control, Non-Disclosure Agreement (NDA) requirements, and the protection of confidential information.

File Verification and Distribution:

- Customer -provided software, source code, and files are verified, tested, and approved by the Engineering or R&D departments. Upon approval, the Document Control Center (DCC) manages document distribution, version control, and recordkeeping to ensure full traceability and document integrity.

Intellectual Property Protection:

DFI safeguards all forms of intellectual property, including patents, copyrights, trademarks, integrated circuit layout rights, and trade secrets. These intangible assets are managed under established management procedures to prevent unauthorized use or disclosure and to protect the rights and interests of our customers.

Transfer and Protection of Client Assets

1.Customer Hardware Asset Management Workflow

- Prior to Mass Production: Customer-provided hardware assets are managed by designated units and stored appropriately or used for project-related purposes as required.
- Post Mass Production Launch: Assets are transferred from the Engineering or R&D departments to the Manufacturing department for production use. All release and control activities are conducted in accordance with the New Product Design and Development Procedure and the OEM Products Document Control Procedure.

2.Review of Damage and Suitability

In the event that customer-provided hardware or software assets are damaged or become unsuitable for use, the Engineering or R&D departments are responsible for evaluation, handling, and any necessary repair or adjustment to ensure smooth project execution.

3.Asset Confidentiality and Sharing Restrictions

To safeguard customer interests, DFI strictly enforces confidentiality protection measures:

Customer assets may not be disclosed to or shared with other customers or third parties without explicit authorization. Where assets must be shared with suppliers for production purposes, a Non-Disclosure Agreement (NDA) must be executed in advance, and all related records must be properly documented and retained.

4.Confidential Information Protection

All materials, data, and technologies provided by customers are treated as confidential information. All employees are required to comply with the Company's confidentiality obligations and are strictly prohibited from any form of unauthorized disclosure or use, ensuring the protection of customer intellectual property rights.



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Item	説明
Policy and Commitment	DFI recognizes climate change and greenhouse gas management as critical sustainability priorities and has publicly committed to advancing energy conservation, carbon reduction, and low-carbon operations. To strengthen its environmental and sustainability performance, DFI has established an integrated management framework by implementing the ISO 14001 Environmental Management System, ISO 14064-1 Greenhouse Gas Inventory and Verification, ISO 45001 Occupational Health and Safety Management System, and ISO 50001 Energy Management System. Through this systematic management approach, DFI continuously improves energy efficiency, reduces greenhouse gas emissions, and incorporates climate- and environment-related considerations into its business operations and decision-making processes. These efforts support the Company's decarbonization objectives and reinforce its long-term commitment to sustainable business development.
Impact Description	DFI's Climate Change Management Strategy: Managing Risks and Opportunities DFI recognizes climate change as both a critical business risk and an opportunity and adopts a comprehensive management approach based on two key dimensions: mitigation and adaptation. As global attention toward climate change continues to grow, stakeholders (including customers) are increasingly demanding low-carbon product designs, including product carbon footprint assessments and the use of renewable energy within corporate operations. In response, DFI actively implements green design and commits to using renewable energy to meet market demands and align with sustainability goals. Strategies and Actions Continued Investment in Renewable Energy — Gradually increase the proportion of renewable energy usage to reduce operational carbon emissions. Development of Energy-Saving Products and Solutions — Integrate the Company's core business to drive energy-efficient and sustainable technologies, fulfilling market demand for low-carbon products. Transforming Risks into Competitive Advantages — Through innovation and technological breakthroughs, transform climate change challenges into new business opportunities to enhance the Company's market competitiveness. Through these actions, DFI not only reduces climate-related risks but also enhances its sustainability capabilities, securing a leading position in the green economy.
2025 Targets	Complete ISO 14067 product carbon footprint verification for one product.
2025 Goal Achievement and Results	- Completed DFI's first ISO 14067 product carbon footprint verification for CMS6301-200G. - Reduced carbon emissions by 6% compared with the baseline year (2021), exceeding the original reduction target of 3%. The actual reduction performance was 50% higher than the target. - Increased tin slag recycling volume by 5.9% compared with 2024.
Short-term Targets	- Continue implementing energy-saving and carbon reduction initiatives, with an annual reduction target of 4%. - Achieve 100% greenhouse gas inventory and verification coverage for major overseas operational sites. - Complete product carbon footprint assessments for approximately 70 BOMs in 2026.
Action Plan or Program	- Through clear policy objectives, targeted action plans, regular performance evaluations, and a commitment to continuous improvement, we ensure that our energy usage complies with regulatory standards and aligns with customer and market expectations. Furthermore, DFI has identified major sources of energy consumption based on the operational characteristics of each facility and developed targeted improvement plans to ensure the effective implementation of energy-saving strategies. - DFI continues to optimize energy management and environmental sustainability strategies, deepen low-carbon transformation, and actively collaborate with supply chain partners to jointly promote green supply chain management, contributing greater value toward global carbon reduction goals and sustainable business development. - DFI conducts annual assessments of the environmental impacts of product components, taking into consideration current and future product design specifications and manufacturing processes. The Company evaluates potential environmental impacts and risks throughout each stage of the product life cycle, compares results with previous-generation models and industry benchmark products, identifies high-risk components and processes, and develops economically feasible improvement solutions to reduce environmental burdens. Combined with carbon footprint assessments, DFI selects lower-carbon materials for product design and incorporates these improvements into next-generation products.

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Climate Strategy and Carbon Management

Systematic Carbon Management Cycle and Low-Carbon Transition Driven by Energy Efficiency

In response to the challenges of climate change, energy transition, and sustainability requirements across the supply chain, DFI places energy consumption—accounting for over 99% of its operational energy use—and greenhouse gas management at the core of its sustainability governance. With a long-term vision of achieving RE100 by 2040 and net-zero emissions by 2050, DFI is progressively building a comprehensive carbon management pathway that spans energy management, organizational carbon inventory, and product carbon footprint assessment. Guided by a “from internal operations outward, continuous improvement” management philosophy, carbon management is gradually integrated into operational decision-making systems. Through a structured governance framework, DFI continuously strengthens its decarbonization resilience and develops long-term transformation capabilities that can adapt to regulatory and market changes.

Energy Management as the Starting Point of Decarbonization

Given the characteristics of the IPC industry, DFI's decarbonization journey begins with a strong focus on energy efficiency. The Company has established a foundational framework in accordance with the **ISO 50001 Energy Management System**, translating energy-saving initiatives into routine management practices through defined energy policies and performance indicators. Through regular energy reviews, DFI identifies major energy-consuming equipment and implements targeted improvement measures such as equipment upgrades and energy consumption monitoring systems. These efforts aim to enhance energy efficiency per unit of output and improve overall operational performance. DFI's energy boundary primarily consists of electricity supplied by Taiwan Power Company, supplemented by self-generated solar power used for self-consumption to reduce external electricity demand. It also includes fuel consumption from company vehicles (gasoline and diesel), ensuring that energy management fully reflects actual operational conditions. All related data are supported by consistent measurement methodologies and robust quality control mechanisms. As a result, energy management not only focuses on cost and efficiency but also serves as a leading driver of greenhouse gas reduction.

Quantification of Energy and Emission Performance through Inventory

Building on its energy management foundation, DFI conducts an annual organizational greenhouse gas inventory in accordance with the ISO 14064-1 standard. This systematically quantifies emissions generated from operational activities. Consistent boundary definitions, activity data collection, and emission factor selection ensure that inventory results are comparable and traceable.

- Data credibility: All inventory results are externally verified by independent third-party assurance providers to ensure transparency and accuracy.
- Feedback mechanism: Inventory data is used not only for external disclosure but also as a key reference for evaluating energy management effectiveness and optimizing resource allocation. Through this feedback loop, DFI is able to more precisely identify major emission sources and adjust energy-saving targets and decarbonization pathways accordingly.

Through this data-driven feedback system, DFI effectively links ISO 50001 energy management with ISO 14064-1 greenhouse gas accounting, translating energy efficiency improvements into actual emission reductions. This enables continuous refinement of decarbonization strategies and annual targets, strengthens climate governance and risk management capabilities, and lays a quantitative foundation for achieving RE100 and net-zero emissions goals.

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Material Topic – Procurement of Green Energy	
Management Policy	In response to climate change and to reduce greenhouse gas emissions, the Company is committed to increasing the share of renewable energy use. Through a systematic green energy procurement mechanism, DFI actively implements its corporate sustainability strategy and progresses toward its net-zero emissions target.
Commitment	2030 RE60 2040 RE100
Implementation Approach	Through the operation and management of ISO 50001 Energy Management System, DFI prioritizes energy reduction measures before leveraging group procurement synergies to further reduce environmental impacts.
Effectiveness Evaluation	ISO 50001 Energy Management System certification
2026 Targets	Reduce externally purchased electricity consumption by 4%.
2025 Performance	Reduced energy consumption through management initiatives. In 2025, total energy performance improvement reached 10,408 kWh/year, achieving a 0.2% energy saving compared with the baseline year (2022).

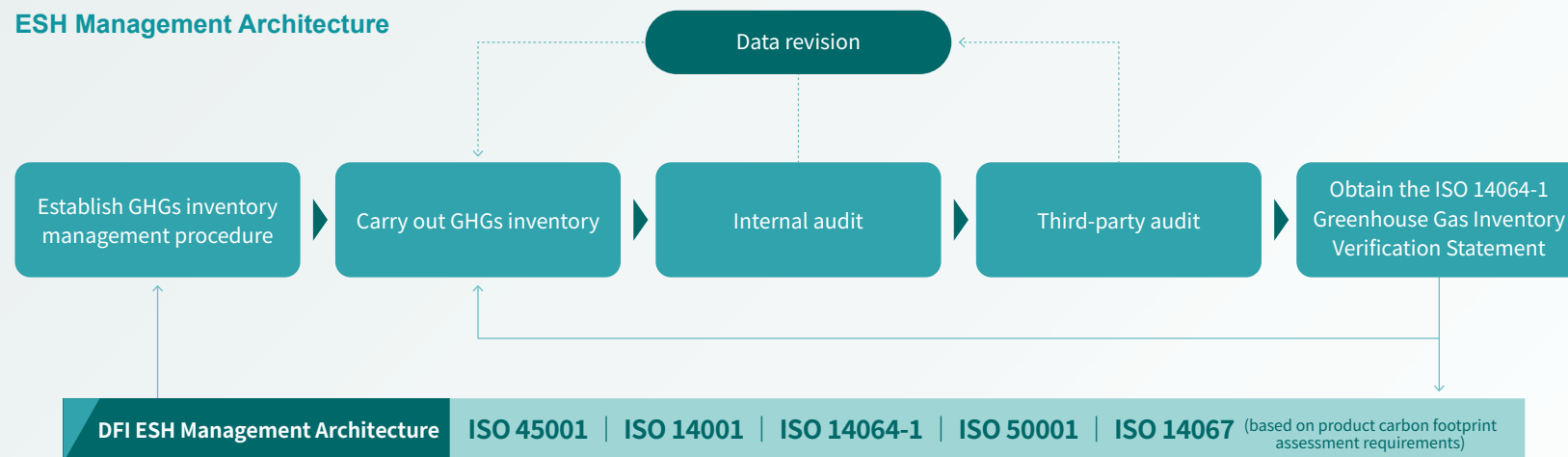
Extending Carbon Management to the Product Level to Create Low-Carbon Value

Building on its experience in organizational-level carbon management, DFI is actively expanding its carbon management efforts to the product level. In accordance with the ISO 14067 Product Carbon Footprint standard, the Company is progressively developing its capability to quantify product-level carbon emissions. This initiative not only responds to customers' growing expectations for greater carbon transparency but also represents an important step in DFI's low-carbon transformation and its ongoing pursuit of environmental value creation. DFI has established a medium-term target of reducing product carbon footprints by 6% by 2030. To support this goal, the Company plans to complete product carbon footprint assessments for approximately 70 BOMs by 2026. DFI will continue to expand the scope of assessment and enhance the depth of data collection, enabling product-level carbon information to be integrated with both energy management and organizational greenhouse gas inventory results.

Overall, DFI adopts a progressive and systematic approach to carbon management. The Company uses the ISO 50001 Energy Management System as the starting point for decarbonization and combines it with ISO 14064-1 organizational greenhouse gas inventories to quantify emissions and evaluate performance. Through a robust data feedback mechanism, DFI continuously improves energy management effectiveness and refines its decarbonization initiatives. Building on this foundation, DFI is gradually extending its management framework to the product level through ISO 14067, creating an integrated, scalable, and continuously improving carbon management system. Looking ahead, the Company will also evaluate the adoption of renewable energy certificates and diversified renewable energy solutions to align with its RE100 commitment by 2040, while continuing to strengthen its capabilities to achieve net-zero emissions by 2050. Through systematic management tools and target-driven governance, DFI is steadily advancing its environmental stewardship, enhancing organizational resilience, and strengthening its long-term sustainability competitiveness amid the global transition to a low-carbon economy.

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ESH Management Architecture



Climate Risks and Opportunities

DFI proactively addresses international climate change management trends by establishing a comprehensive climate risk management framework in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The Company comprehensively discloses the impact of climate change on its financial and operational performance across four core areas: Governance, Strategy, Risk Management, and Metrics & Targets. It evaluates potential risks and opportunities over the short, medium, and long term to strengthen climate resilience and maintain robust business operations.

From a governance perspective, the Company has established a dedicated climate governance team led by senior management to oversee climate change-related risks and opportunities, ensuring that relevant decisions are aligned with the Company's overall business development strategy. From a strategy perspective, the Company conducts scenario analyses covering factors such as extreme weather events, policy and regulatory changes, and technological advancements to assess their potential operational and financial impacts. The insights gained are incorporated into business strategy adjustments to

strengthen market competitiveness and enhance long-term resilience. From a risk management perspective, the Company employs internal monitoring and assessment mechanisms to identify, evaluate, and mitigate potential climate-related risks, including supply chain disruptions and increased carbon-related costs, thereby safeguarding operational stability and business continuity. From a metrics and targets perspective, the Company has established specific greenhouse gas emissions reduction targets and regularly monitors progress in areas such as improving energy efficiency and increasing the use of renewable energy. These efforts ensure that the Company's decarbonization performance remains aligned with international standards and stakeholder expectations.

DFI regularly communicates its latest climate governance achievements through its sustainability report, ensuring transparency and proactively addressing the concerns of the market and investors. Going forward, the Company will continue to enhance its climate risk management, adopt innovative low-carbon technologies, and advance its green business model to align with global sustainability trends and achieve long-term sustainable operations.

Climate risk identification and response

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Risk item	Impact descriptions	Risk response	Financial impact
Low-carbon technology transition	1. Decreased demand for products and services resulting in order losses 2. Expenditure on the development of new and alternative products 3. Capital investment in technology development	Proxy Carbon Emission Data AI Platform integrates innovative ideas for carbon reduction, assisting businesses in improving their production environment and processes. Innovation IT solutions enable businesses to operate more sustainably, achieving the goal of a green supply chain with net-zero emissions.	Policy and regulatory risks: Governments continue to introduce regulations aimed at reducing energy consumption and improving energy efficiency. To comply with these requirements, the Company may need to invest in energy-saving and carbon reduction initiatives, resulting in higher operating costs. Examples include implementing ISO 50001 energy management systems, investing in self-owned power generation facilities, and purchasing carbon credits. Technology risks: As market expectations for product performance and technological capabilities continue to rise, failure to keep pace with evolving customer and industry demands may result in the Company's products being replaced by alternatives that offer greater energy efficiency, a lower environmental footprint, or more advanced technologies. This could adversely affect order volumes and market share.
Market changes	1. Changes in consumer preferences leading to a decrease in demand for goods and services 2. Fluctuations in input costs (such as energy, water) and changes in output requirements (such as waste management) leading to higher production costs 3. Unexpected changes in energy costs - revenue composition and source changes 4. Repricing of assets (such as petrochemical fuel reserves, land valuation, securities valuation)	In the process of assisting companies in low-carbon digitization, we keep optimizing carbon reduction solutions, including comprehensive services such as initial implementation, mid-term application, and consultation in later stages, to enhance our opportunities and competitiveness in the green market. Furthermore, we track customer evaluations and feedback to develop well-rounded, comprehensive solutions that combine marketing strategies.	Market risks: To enhance their brand image and corporate reputation, customers may impose increasingly stringent sustainability requirements on products, including: 1. Continuously improving energy efficiency; 2. Using environmentally friendly raw materials and packaging materials; 3. Increasing investment in research and development or incurring additional operating costs
Concerns and negative feedback from stakeholders	1. Decrease in demand for goods/services 2. Decline in production capacity (e.g. production stoppage, delayed planning agreement, supply chain disruption) 3. Impact on labor management and planning (e.g. recruitment and retention of employees) - reduced available capital	1. Externally: Actively monitoring ESG trends and updating international standards, guiding suppliers towards a greener and lower-carbon path, maintaining the Company's good reputation. 2. Internally: The Company not only complies with environmental regulations but also keeps up with international trends. In addition to the greenhouse gas inventory for Categories 1 and 2 required by the FSC, the Company has already begun the inventory for Categories 3 and 4, preparing for the inventory scope to be completed in six years later, meeting stakeholders' expectations for environmental protection.	Reputational risks: 1. Customers or stakeholders may perceive the organization as insufficiently committed to low-carbon transition, which could lead to a decline in demand for its products and services. 2. In response to stakeholder expectations regarding environmental protection, the Company actively implements ESG initiatives and conducts greenhouse gas inventories in accordance with ISO 14064-1 (Categories 1-4).
Extreme climates	1. Decrease or disruption in production capacity (e.g. production stoppage, transportation difficulties, supply chain disruption) 2. Impact on labor management and planning (e.g. health, safety, absenteeism) 3. Write-off and premature retirement of existing assets (e.g. property and asset damage in "high-risk" areas) 4. Increase in operating costs (e.g. insufficient water supply for hydroelectric power plants or cooling water for nuclear and thermal power plants) 5. Increase in infrastructure costs (e.g. facility damage) 6. Decrease in sales/output resulting in decreased revenue 7. Increased premiums and difficulty in insuring assets located in "high-risk" areas	1. Short-term: In response to the continued increase in annual average temperature, the Company has included climate risks as a discussion item in the Risk Management Committee. 2. Mid-term: Establishing appropriate flood prevention facilities and planning an emergency response team to cope with future extreme rainfall. Future site planning will also consider whether the geographical location is in the most vulnerable risk areas. Enhancing digitalization of climate risk data and improving online data management to reduce the probability of employees encountering extreme weather hazards. 3. Long-term: Improving water efficiency, introducing green energy systems, and promoting water and energy habits. Collecting water usage data from subsidiaries and integrating external information to develop a Water Intelligence Center platform, providing timely water supply and water conditions data for companies.	Physical Impact – Extreme Rainfall 1. Extreme rainfall resulting in employees unable to attend work, leading to a decrease or interruption in production capacity 2. Inventory items affected by extreme rainfall, resulting in scrapping or the inability to deliver shipments 3. Potential increase in insurance costs for production bases

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Reduction measures and performance

DFI embraces the principles of caring for the earth and protecting the environment. The Company actively engages in various environmental protection initiatives and is committed to managing greenhouse gas emissions as part of its corporate social responsibility. Since 2021, the Company has engaged an independent third-party verification body each year to verify its greenhouse gas inventory in accordance with ISO 14064-1, ensuring the accuracy, reliability, and credibility of the disclosed data. These inspection results serve as a vital foundation for the Company's greenhouse gas reduction strategies and help prepare for increasingly stringent carbon regulations. Additionally, they support continuous monitoring of emissions reductions to achieve long-term carbon goals.

According to the latest greenhouse gas inventory results, the majority of the Company's emissions come from Category 2 (indirect energy emissions), primarily due to procured electricity. Therefore, DFI continues to advance various energy-saving initiatives based on inventory results, aiming to improve energy efficiency, reduce carbon emissions, and implement a green business model. For many years, the Company has successfully reduced greenhouse gas emissions through systematic energy-saving initiatives and energy management programs, ensuring that business growth aligns with environmental sustainability.

To continuously advance greenhouse gas emission reductions, DFI has implemented a range of energy-saving and carbon-reduction measures, including but not limited to:

- **Energy Efficiency Improvement:** Deploying high-efficiency lighting, smart energy management systems, and energy-saving air conditioning technologies to reduce energy consumption.
- **Renewable Energy Application:** Actively evaluating and promoting the procurement of green electricity to increase renewable energy usage and reduce dependence on conventional energy sources.
- **Equipment and Process Optimization:** Upgrading outdated equipment and implementing automated management systems to minimize energy waste and improve production efficiency.
- **Employee Participation and Education:** Promoting internal energy-saving awareness and training to boost employees' environmental consciousness and foster collective low-carbon practices.

Moving forward, DFI will continue to strengthen its greenhouse gas management systems, advance energy-saving and carbon reduction strategies, and actively align with global carbon reduction goals to achieve its vision of sustainable development.

Material Topic – Improvement in Energy Efficiency	
Management Policy	Enhance energy efficiency, reduce operating costs, and lower greenhouse gas emissions through a systematic energy management framework. DFI is committed to continuously improving energy performance while progressively replacing high-energy-consuming production equipment.
Commitment	2030 RE60 2040 RE100
Implementation Approach	Continuously optimize energy performance to support DFI's transition toward low-carbon operations and long-term sustainable development.
Effectiveness Evaluation	ISO 50001 Energy Management System certification
2026 Targets	Achieve an annual electricity savings rate of ≥ 4%. Maintain 100% energy data coverage.
2025 Performance	Implemented four self-initiated energy-saving projects, and completed the phased replacement of high-energy-consuming reflow ovens through quarterly implementation. Total investment amounted to NT\$5.4 million.

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DFI uses the ISO 50001 Energy Management System as the core foundation of its environmental and climate governance framework. Through a systematic cycle of energy planning, implementation, monitoring, and continuous improvement, the Company has established a quantifiable and traceable energy performance management mechanism. Based on energy reviews, each operating site defines energy baselines and performance indicators, and continuously enhances electricity efficiency and energy intensity performance through equipment upgrades, process optimization, and behavioral energy-saving initiatives. The Company also actively promotes renewable energy adoption. Solar photovoltaic systems have been installed at its facilities, gradually increasing the share of green electricity used and reducing greenhouse gas emissions associated with purchased electricity.

In terms of management practices, DFI conducts annual energy reviews in accordance with ISO 50001 requirements to identify high-energy-consuming equipment and key energy uses. Annual energy management objectives and targets are established accordingly. Energy-saving initiatives include optimization of air-conditioning systems, replacement of lighting with high-efficiency equipment, reduction of standby energy consumption in production processes, and employee energy-saving awareness programs. Energy performance indicators are used to track and evaluate improvement effectiveness. Electricity consumption, renewable energy generation, and energy-saving results are regularly collected, analyzed, and incorporated into management reviews for continuous improvement.

DFI's energy consumption structure is primarily based on electricity supplied by Taiwan Power Company, supplemented by self-generated solar power operated under a self-consumption model, gradually reducing reliance on grid electricity. In addition, fuel consumption

from company-owned vehicles is included within the energy and greenhouse gas inventory boundary to ensure comprehensive coverage of operational emissions. Through the standardized implementation of ISO 50001, the Company has established consistent methodologies for energy measurement, data collection procedures, and data quality controls, enabling traceable and comparable energy usage information across electricity, renewable energy, and transportation fuels. This system provides a solid foundation for the accuracy of the ISO 14064-1 organizational greenhouse gas inventory.

From a governance perspective, energy management has evolved from a cost and efficiency-oriented function into a core driver of the Company's low-carbon transition. Energy efficiency improvements, renewable energy usage, and fuel management outcomes are directly linked to greenhouse gas emission reductions. These results are further integrated into product-level carbon footprint calculations through the carbon inventory system, creating a strong linkage between energy performance and product decarbonization goals. Going forward, the Company will continue to expand renewable energy usage and evaluate the feasibility of renewable energy certificates to further optimize its energy mix and support both corporate carbon reduction commitments and product carbon footprint improvements.

At the system integration level, energy-related data and performance outcomes are incorporated into the quantitative basis of the ISO 14064-1 organizational greenhouse gas inventory, serving as a key input for Category 2 emissions. Through the integration of ISO 50001 and ISO 14064-1, DFI ensures a continuous cycle linking energy management, carbon accounting, and emission reduction actions, supported by a consistent methodology and full traceability.

For other environmental aspects such as air emissions,

water resources, and waste management, DFI applies the ISO 14001 Environmental Management System. Indirect greenhouse gas impacts arising from these operational activities are quantified and disclosed under the ISO 14064-1 organizational inventory framework. This division of responsibilities enables energy management to focus on efficiency improvement and renewable energy deployment, environmental management to emphasize pollution prevention and resource circulation, and carbon management to integrate emissions boundaries and quantification results, forming a three-layer governance structure that is mutually reinforcing.

Looking ahead, DFI will continue to expand renewable energy adoption, enhance energy monitoring digitalization, and improve equipment energy efficiency. Employee engagement will also be strengthened to further embed an energy-saving culture. ISO 50001 will continue to serve as the starting point of climate governance, providing a stable and reliable data



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Energy Management Practices and Performance

Under the framework of the ISO 50001 Energy Management System, DFI continues to invest in equipment upgrades and intelligent monitoring technologies to maximize energy efficiency across its operations.

Key Energy-Saving Initiatives:

Initiative	Key Performance Indicators	Responsible Department	2025											
			Q1			Q2			Q3			Q4		
			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Taoyuan - Energy-saving improvement for the air compressor	1. Conduct energy-saving tests by optimizing air compressor pressure settings 2. Perform preventive maintenance every 3,000 operating hours	Engineering Department	1. Conducted pressure adjustment energy-saving tests on February 3 2. Completed scheduled maintenance on January 22			Completed scheduled maintenance on June 27			Completed scheduled maintenance on July 16			Completed scheduled maintenance in December		
Taoyuan - Energy-saving improvement for the dessiccant wheel	1. Promote the desiccant wheel energy-saving initiative 2. Perform quarterly preventive maintenance	Administration Department	1. Held the 2025 RE100 Electricity Planning and Energy Conservation Meeting on March 28, during which the desiccant wheel energy-saving proposal was presented (project temporarily postponed) 2. Scheduled maintenance completed on March 27			Maintenance completed on June 13			Maintenance completed on September 8			Maintenance completed on December 8		
Server Virtualization Energy-Saving Program	1. Convert physical servers into virtual machines (VMs) to reduce electricity consumption 2. Begin implementation in Q1	Information Technology Department	1. Based on performance evaluations, the initiative achieved an estimated energy saving of 2,602 kWh per quarter 2. Energy-saving measures were implemented on January 2			Based on performance evaluations, the initiative achieved an estimated energy saving of 2,602 kWh per quarter			Based on performance evaluations, the initiative achieved an estimated energy saving of 2,602 kWh per quarter			Based on performance evaluations, the initiative achieved an estimated energy saving of 2,602 kWh per quarter		
Taoyuan – Energy-saving Improvement for Reflow Oven	1. Replace aging reflow ovens with new energy-efficient models, targeting an estimated 1% energy saving 2. Complete implementation in Q4	Engineering Department	Submitted the equipment replacement evaluation proposal on February 3			Continued the feasibility assessment			Completed the evaluation report and procurement justification			Installation was completed by the end of November, followed by energy performance verification. The energy-saving benefits are expected to be reflected in 2026		

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Energy Performance Results:

Site	Initiative	Action Plan	Performance Results	Energy Saving Benefit (kWh)				Resources	Responsible Department
				Q1	Q2	Q3	Q4		
Taoyuan	Server Decommissioning Energy-Saving Program	1. Convert physical servers into a virtual environment (VM) to reduce electricity consumption 2. Specific actions: Decommission four server units	Before adjustment: 10,408 kWh/year After adjustment: Reduced energy consumption through equipment decommissioning Estimated energy savings: 10,408 kWh/year Estimated cost savings: NT\$36,428/year	2,602	2,602	2,602	2,602	Management measures	Information Technology Department
Taoyuan	Energy-saving Improvement for Reflow Oven	1. Evaluate the current capacity of SMT reflow oven equipment (S4): 111 kW 2. Specific action: Replace the existing reflow oven with a new unit; adjusted capacity: 138 kW	Before adjustment: 79,860 kWh/year After adjustment: 75,372 kWh/year Estimated energy savings: 4,488 kWh/year Estimated cost savings: NT\$15,708/year	Equipment evaluation	Equipment procurement	Material preparation	Testing and verification	NT\$5,400,000	Engineering Department

In 2025, total energy performance improvement reached 10,408 kWh/year, achieving a 0.2% energy saving compared with the baseline year (2022).

Three-Year Electricity and Energy Consumption Overview (Including Grid Electricity, Solar Energy, Gasoline, and Diesel)

Energy and Resource Consumption			
Year	2023	2024	2025
Direct energy consumption	38.36 GJ	370.22GJ	102.414GJ
Gasoline	1.016 kL (33.16 GJ)	11.246 kL (367.20 GJ)	3.1377 kL (102.414 GJ)
Diesel	0.148 kL (5.20 GJ)	0.086 kL (3.02 GJ)	0
Indirect energy consumption	6,093,556 kWh(21,936.80 GJ)	5,720,056 kWh (20,592.2GJ)	6,287,109kwh(22,633.5924GJ)
Solar power generation	4319.4 kWh (15.55 GJ)	85,269 KWh (306.97 GJ)	86,736 kWh (312.2496GJ)
Total energy consumption	5,816,366.13 kWh (21,269.39 GJ)	5,816,366.13 kWh (21,269.39 GJ)	23048.256 GJ

*Energy Conversion Factors: Electricity: 1 kWh = 0.0036 GJ; Gasoline: 1 L = 0.03264 GJ; Diesel: 1 L = 0.0359 GJ *Total energy consumption is calculated as: Gasoline + Diesel + Indirect Energy Consumption + Solar Power Generation

*In 2025, externally purchased electricity accounted for 98.53% of total energy consumption.

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Greenhouse Gas Inventory Linking Environmental Performance and Emission Reduction Cycle

Building upon the energy data and management foundation established under ISO 50001, DFI has developed an organizational greenhouse gas inventory system in accordance with the ISO 14064-1 international standard. The system clearly defines organizational boundaries, emission categories, and quantification methodologies, and is governed by the principles of consistency, traceability, and verifiability to ensure the accuracy and reliability of inventory data. Through a standardized inventory process, emissions generated from various operational activities are converted into quantifiable indicators, serving as a critical basis for emission reduction strategy development, resource allocation, and management decision-making. The inventory covers direct emissions, energy indirect emissions, and other indirect emissions. In alignment with actual operational characteristics, energy use, resource consumption, and waste management activities are incorporated into emission source identification. This approach enables the Company to evaluate its overall carbon structure from an organizational perspective while establishing data interconnectivity and management synergy with the ISO 50001 energy management system. As a result, energy efficiency improvements can be translated into verifiable carbon reduction performance and further serve as upstream input for product carbon footprint assessments.

DFI incorporates air emissions management, water resource usage, and waste disposal into the indirect emissions category under the ISO 14064-1 framework. Although these environmental aspects are not direct emissions from fuel combustion, they may still generate greenhouse gas impacts through electricity consumption or outsourced treatment processes. Therefore, they are quantified and disclosed under the Category 4 framework as follows:

Air Pollution Management:

Material Topic – Pollutant Management	
Management Policy	To effectively manage various types of pollutants generated during operations, reduce environmental impact, and ensure regulatory compliance, the Company has established a pollutant management system. This system focuses on pollution prevention, emission reduction, and continuous improvement, thereby promoting environmental sustainability.
Commitment	In line with a preventive management approach, the Company continuously implements self-management measures. Annual inspections and necessary monitoring of relevant process equipment and operating environments are conducted to ensure that business activities do not have adverse impacts on air quality.
Implementation Approach	Daily inspections and maintenance of air pollution control equipment are performed to ensure compliance with operational requirements.
Effectiveness Evaluation	Air pollutant testing is completed, and corresponding test reports are properly documented and retained.
2026 Targets	Maintain equipment downtime caused by unexpected equipment failures to less than 4 hours. Complete air pollutant emission inspections and conduct daily operational inspections, with inspection records and reports properly maintained. Maintain zero environmental regulatory violations resulting in fines.
2025 Performance	1. Completed air pollutant testing and daily inspections, with full documentation of test reports 2. No environmental regulatory violations or penalties recorded

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DFI's manufacturing processes do not use or generate ozone-depleting substances (ODS); therefore, no ODS emissions are produced. The Taoyuan plant primarily engages in electronic product assembly processes, which are characterized as low air pollution-intensive operations. As such, the Company does not involve significant emissions of major air pollutants such as nitrogen oxides (NOx), sulfur oxides (SOx), or volatile organic compounds (VOCs). Although DFI is not subject to Taiwan's Ministry of Environment air pollution regulatory listing or stationary source permitting requirements, the Company adopts a precautionary management approach and continues to implement internal self-management measures. Annual inspections and necessary monitoring of relevant production equipment and operating environments are conducted to ensure that business activities do not adversely impact the atmospheric environment.

From a management perspective, DFI performs routine equipment maintenance and workplace environmental inspections to ensure that assembly and testing processes comply with environmental protection requirements. An abnormality reporting mechanism has also been established. In the event of equipment changes or modifications in operating conditions, potential air emission risks are promptly assessed and corrective measures are implemented as needed. In addition to physical controls, DFI places strong emphasis on environmental awareness among employees. Regular training and awareness programs are conducted on air pollution prevention and environmental protection, including recognition of the Air Quality Index (AQI) and promotion of daily energy-saving and emission-reduction behaviors. Employees are encouraged to integrate air pollution prevention practices into both workplace operations and daily life, thereby strengthening overall environmental responsibility.

Overall, DFI's air pollution management is guided by the principles of "low emissions, preventive control, and strong awareness." Beyond regulatory compliance, the Company implements proactive self-management and education initiatives to ensure that its operational impact on the surrounding atmospheric environment remains minimal, while continuously enhancing its environmental practices to meet corporate sustainability goals and stakeholder expectations.



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Water Resource Management

Building upon the preventive governance approach adopted in air pollution management, DFI applies the same principles to water resource management, guided by “low environmental impact, self-regulation, and risk assessment.” The Company evaluates the potential impacts of its operations on water environments through a structured management system and data monitoring to ensure the sustainable use of water resources.

Due to the nature of its industry, DFI’s production processes require minimal water usage and do not generate industrial wastewater. As a result, the overall impact of its operations on water resources is limited. All operating sites obtain water from municipal water supply systems without additional extraction from rivers, lakes, or groundwater sources, thereby ensuring the sustainable use of water resources. In addition, the Company does not own, lease, or operate facilities located within ecological conservation areas or water resource protection zones, and its operations do not adversely affect local aquatic ecosystems.

At the Taoyuan plant, wastewater treatment facilities are operated and maintained by professional personnel from the BenQ/Qisda Group. The facility utilizes the activated sludge process for domestic wastewater treatment to improve treatment efficiency and reduce environmental impact. Treated wastewater is discharged into the government-managed sewer system in compliance with applicable regulatory requirements. Regular inspections and maintenance are conducted to ensure stable system operation and to minimize potential impacts on local water resources and community water use. Internal assessments indicate that the Company’s operations have a minimal impact on water environments, in alignment with environmental protection and sustainability objectives.

In terms of water resource governance, DFI integrates water management into its broader environmental management framework, closely linking it with energy management. The Company utilizes the World Resources Institute (WRI) Aqueduct Water Risk Atlas to assess water stress risks across its operating sites and production facilities, identifying water risk levels as well as intake sources and discharge pathways. The assessment indicates that most sites are located

in low to moderate water-risk regions. Accordingly, water resource planning and management are implemented based on risk classification to ensure stable and sustainable water availability.

Water usage analysis has been incorporated into daily management practices to monitor consumption structures and trends across operating sites. Water-saving equipment is actively introduced, and efficiency improvement measures are promoted. In addition, employee awareness of water conservation is strengthened through training programs and behavioral guidance, encouraging optimized daily water use and reduction of unnecessary consumption.

Looking ahead, DFI will continue to monitor international trends and innovations in water resource management, enhance data monitoring and smart management capabilities, and progressively improve water use efficiency and resilience. The Company will also collaborate with group partners to promote best practices, reduce water footprint, and develop a low-impact operational model, striving to achieve coexistence and mutual prosperity between business operations and the natural environment.

Water Resource Usage			
Water consumption (in thousand cubic meters)/year	2023	2024	2025
Tap water	23.421	20.074	21.246
Surface water	0	0	0
Groundwater	0	0	0
Others	0	0	0
Total	23.421	20.074	21.246

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Waste Management

Material Topic – Waste Management	
Management Policy	To effectively manage various types of pollutants generated during operations, reduce environmental impact, and ensure regulatory compliance, the Company has established a pollutant management system. This system focuses on pollution prevention, emission reduction, and continuous improvement, thereby promoting environmental sustainability.
Commitment	Through the “Reduce–Reuse–Recycle” management framework, DFI not only effectively reduces resource consumption but also lowers the energy use and costs associated with waste treatment, thereby enhancing overall operational efficiency and environmental performance.
Implementation Approach	DFI continues to optimize waste management performance, with Zero Waste as its long-term vision. Waste reduction and resource recovery rates are incorporated into environmental performance indicators. Based on regulatory compliance, DFI aims to maximize resource utilization efficiency and minimize the environmental impacts arising from operational activities.
Effectiveness Evaluation	Performance management through ISO 14001 Environmental Management System objectives and targets
2026 Targets	1. Maintain fewer than one violation resulting in fines for major environmental regulations 2. Conduct hazardous waste treatment tracking at least four times annually 3. Increase the recycling volume of R-category waste by 5% compared with 2025
2025 Performance	1. No violations of environmental regulations were identified during the period from January 1, 2025 to December 31, 2025 2. Completed four hazardous waste treatment tracking activities, with records properly maintained 3. The Taoyuan Plant achieved a 69.5% recycling rate for R-category waste

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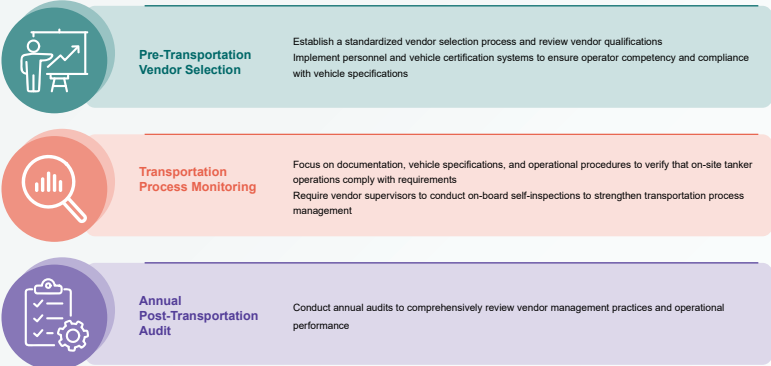
I. Waste Management Policy and Circular Economy Approach

DFI adopts a proactive waste management strategy, placing “resource circularity” and “source reduction” at the core of its environmental management approach. The Company continues to promote energy-saving and waste-reduction initiatives as well as resource recycling measures. Through process optimization, material efficiency improvements, and waste segregation and flow management, DFI reduces waste generation while enhancing the value of resource reuse. DFI upholds a long-term vision of “Zero Waste” and incorporates waste reduction and resource recovery ratios into its environmental performance indicators. Within the boundaries of regulatory compliance, the Company aims to maximize resource utilization efficiency and minimize the environmental impact of its operations.

DFI collaborates with licensed waste collection and treatment vendors through a structured evaluation and partnership mechanism. Suppliers are first screened through document review and on-site inspections. Qualified vendors are then subject to annual audits and escort inspections during waste transportation processes. Finally, their operations are evaluated from a legal compliance perspective as part of the criteria for continued qualification or replacement decisions.

In 2025, DFI conducted four hazardous waste treatment operations, achieving a 100% tracking rate for hazardous waste. The primary focus was placed on Category C and Category D waste streams. Going forward, the Company aims to develop an intelligent waste management system to enhance operational efficiency through digital transformation and further strengthen its commitment to environmental sustainability.

To implement source-level management, DFI proactively integrates waste reduction principles into its procurement and manufacturing processes. The Company prioritizes the use of recyclable or reusable packaging materials and raw materials, and actively promotes cross-functional recycling and reuse mechanisms. These initiatives include the reuse of packaging materials, recycling and reuse of IT equipment and metal components, as well as the recovery and regeneration of valuable production by-products such as solder dross generated during manufacturing processes. These efforts progressively replace single-use disposal practices. Through the “Reduce–Reuse–Recycle” management framework, DFI not only effectively reduces resource consumption but also lowers the energy use and costs associated with waste treatment, thereby enhancing



overall operational efficiency and environmental performance.

II. Waste Types and Treatment Mechanisms

DFI has established a comprehensive waste classification system based on waste characteristics. The system covers general industrial waste generated from manufacturing processes, including PCB frame scrap, electronic components, waste sponges, and adhesive tapes, as well as hazardous industrial waste such as solder dross and chemical waste liquids. It also includes waste electronic components that cannot be further classified. All waste streams are assessed according to their properties to determine the most appropriate treatment methods and are fully entrusted to qualified licensed waste collection and treatment contractors for final disposal.

DFI's waste treatment flow is guided by the principle of “reuse first, incineration as a supplementary measure.” Materials with recycling value, such as metals and electronic components, are actively directed to resource recovery channels. Residual waste that cannot be further reused is primarily treated through high-efficiency incineration to reduce reliance on landfilling and minimize long-term environmental burdens. General domestic-type waste, including paper, plastics, glass, batteries, and toner cartridges, is handled through dedicated recycling systems. The Company has also established a qualification review and audit mechanism for waste transportation contractors. Through contractual management and documentation verification of waste flow, DFI ensures that all treatment processes comply with environmental regulations and local authority requirements, while maintaining full traceability.

III. 2025 Performance

In 2025, DFI generated a total of 160.193 metric tons of waste. This included 89.320 metric tons of recyclable waste, 66.670 metric tons of general industrial waste (including domestic-type waste), 2.62 metric tons of hazardous waste, and 1.580 metric tons of non-hazardous industrial waste. The waste recycling rate at the Taoyuan plant reached 69.5%. For hazardous waste, DFI implements stringent control measures, ensuring that all hazardous waste is fully treated by qualified contractors and tracked through an electronic documentation system to guarantee transparency and regulatory compliance. In 2025, the Company did not incur any significant penalties related to improper waste management, demonstrating the effectiveness of its waste management system.

2025 Waste Generation				
Waste Generated		Transferred for Treatment: Recycling	Direct Disposal: Incineration	Direct Disposal: Landfill
Hazardous Industrial Waste (metric tons)	2.62	1.58	0	1.04
Non-Hazardous Industrial Waste (metric tons)	157.573	89.320	68.253	-

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Emission Reduction Applications and Governance Integration

Through greenhouse gas inventory outcomes, DFI actively applies carbon emission data to its climate strategy and operational decision-making processes, while progressively integrating energy management and environmental management systems. Based on inventory results, the Company identifies major emission sources and hotspots and implements a series of mitigation and resource management measures, including energy and equipment improvements, green operational practices, water efficiency enhancement, and resource circularity initiatives. In energy management, high-energy-consuming equipment upgrades and process optimization are implemented based on identified emission hotspots. In operational management, employees are encouraged to use public transportation, and initiatives such as virtual meetings and business travel management are promoted to reduce indirect emissions from business activities. In water resource management, water-saving measures and efficiency improvements help reduce both water consumption and associated energy use in water treatment processes. In addition, waste reduction and resource reuse initiatives are continuously promoted to lower overall carbon emissions through circular resource utilization.

Through these integrated management mechanisms, DFI translates the performance outcomes of its ISO 50001 Energy Management System into quantifiable greenhouse gas reduction results. Environmental aspects under the ISO 14001 Environmental Management System—including air emissions, water resources, and waste management—are also incorporated into the carbon governance framework, gradually forming an integrated governance model across energy, environmental, and carbon management systems.

In 2025, following the implementation of various energy-saving and carbon reduction initiatives, total greenhouse gas emissions from Category 1 (direct emissions) and Category 2 (indirect emissions from purchased energy) decreased by 194 metric tons compared to the Group's 2021 baseline. This achievement meets the Company's target of a 3% reduction, with an actual reduction of 6%, demonstrating tangible progress from implemented initiatives. In addition, water consumption also decreased compared to the baseline year, indicating that DFI has achieved comprehensive progress in both resource management and carbon reduction efforts.

Carbon Emissions			
Carbon Emissions (Metric Tons)/Year	2023	2024	2025
Category 1+2	3,264.69	2,851.54	3,107.1872
Categories 3 to 6	1,108.62	2,187.65	2,928.9966
Total carbon emissions	4,373.31	5,039.19	6,036.1838

Capability Maturity and Outlook

Through continuous greenhouse gas inventory implementation and management improvements, DFI has progressively evolved from a basic compliance stage toward an applied management stage. Carbon emissions data is now effectively utilized to support the setting of corporate decarbonization targets, climate risk assessments, and external disclosures. Looking ahead, the Company will further strengthen carbon management mechanisms across its operations and supply chain. Building upon its organizational greenhouse gas inventory system, DFI will gradually align with product carbon footprint management (ISO 14067), extending the scope of carbon governance from operational boundaries to product-level and value-chain management. This transition aims to better respond to customer expectations and stakeholder requirements regarding low-carbon transformation and climate governance.

DFI

Desire for Innovation

2025/08/15

【2025為地球共好】外出租公搭大眾運輸 放電、省錢、減碳一次滿足

外出辦公，不想開車自行開車或打交通路況，大眾運輸讓您輕鬆上路，搭乘大眾運輸，可以讓你輕鬆小憩、聽音樂、看報資料，讓下一場的業務更見效。
 通勤方式也是為地球帶來改變，減量地讓讓也共同保護「綠色辦公行動」，將搭乘大眾運輸成為您外出辦公與日常通勤的習慣，開車或搭計程車或許方便，但每趟旅程所排放的碳，都讓地球的負擔更重一分，選擇大眾運輸，就能有效減少個人的碳足跡，為減碳貢獻您的一份心力。
 您的選擇，決定我們的未來。
 每一次的選擇，都是累積改變世界的巨大力量，讓我們以最簡單的通勤方式做起，讓愛地球不再只是一句口號，而是您每天都能實踐的生活方式，從現在開始，讓您的每一趟行程，都成為地球的承諾。
 *根據美國交通部資料，大眾運輸每人每公里碳排放量比私家車低 76%，火車可減少高達 80% 的污染，不僅能減碳，也減省您的交通成本，為減碳貢獻您的一份力量！

資料來源：美國交通部聯邦運輸管理局

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Green Operation

Green Business

Short term (2025-2027)		Mid term (2030)	Long term (2040)
Green materials	Introduce materials that are both environmentally friendly and energy-efficient, accounting for 50%	Introduce materials that are both environmentally friendly and energy-efficient, accounting for 70%	Introduce materials that are both environmentally friendly and energy-efficient, accounting for 80%
Green energy-saving manufacturing	1. Control the air conditioner between 24-26 degrees, and reduce air conditioner use in winter 2. Reassessing the power consumption of the new and old machines	Feasibility of reevaluating and replacing materials or equipment for high energy consuming machines	Replace energy-efficient devices
Waste recycling	The recycling of tin dross is ongoing	Introduce nitrogen gas into selected SMT equipment to reduce the generation of solder dross, with a target reduction rate of approximately 20%.	Incorporate nitrogen gas during the SMT process to reduce solder dross generation, with a target reduction rate of approximately 50%.
Green packaging	1. Designing to increase the sharing of packaging materials at the source, reducing the development of new packaging materials 2. Supplier packaging recycling, reducing waste	Reduce packaging materials and increase the recycling rate to 50%	Reduce packaging materials and increase the recycling rate to 80%

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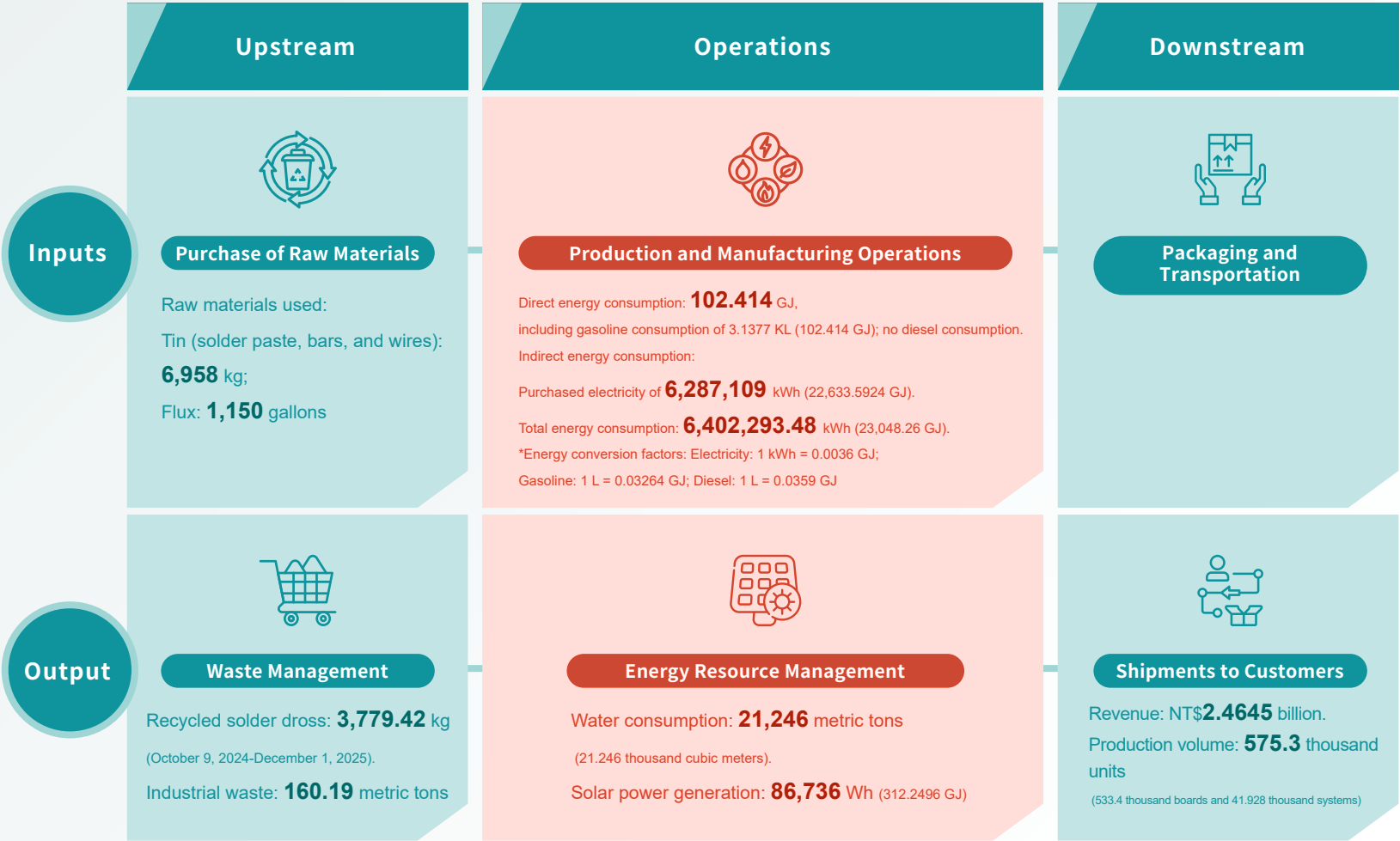
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Environmental resource inputs and outputs

As a manufacturer of embedded motherboards and industrial computers, DFI procures all of its raw materials from external suppliers. Applying a life cycle perspective, the Company inventories data on raw material inputs, energy and resource consumption, waste generation, and wastewater discharge across all manufacturing sites to support future environmental impact assessments and identify opportunities for continuous improvement.

Waste emissions generated from raw material procurement, operational activities, and production processes in 2025



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Green Products

In order to sustain and implement the Corporate Sustainable Development (CSD) vision of being an innovator in electronic product design and manufacturing, improving the quality of human life while being environmentally friendly, several stages can be identified in promoting green and sustainable products. These stages extend from organizational to product environment, focusing on the environmental impact of products throughout their life cycle post-shipment.

Tracing the product environment back to its design, attention should be given to incorporating green design elements at the source to minimize the product's impact on the environment across its life cycle. The techniques of green design are combined with quality processes and tightly integrated with the product design and development process. The effect is maximized through reviews and adjustments at each stage of the design.

After joining the BenQ/Qisda Group, DFI has implemented the ISO 14001:2015 Environmental Management System and incorporated environmental considerations into product development planning. By optimizing product design and manufacturing processes, DFI strives to achieve environmental protection goals and continuously improve environmental performance. DFI has established new product design and development procedures to promote the implementation of green design across its entire product portfolio. In addition, DFI has established procedures for managing environmentally controlled substances in components. Through the PGC module within the Product Lifecycle Management (PLM) system, DFI conducts hazardous substance management and Green Product (GP) approval processes, effectively preventing the use of environmentally hazardous substances in its products.

DFI integrates life cycle thinking into its product design processes by incorporating green design principles from the early stages of product development and conducting reviews throughout each design phase. This ensures that products not only comply with customer requirements and regulations in target markets, but also continuously enhance energy efficiency, reduce resource consumption, minimize environmental impacts, and improve overall product performance. Through these efforts, DFI provides customers with higher-quality products while creating long-term sustainable value.



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Integrated design thinking

I. Ecological design guidelines/directions

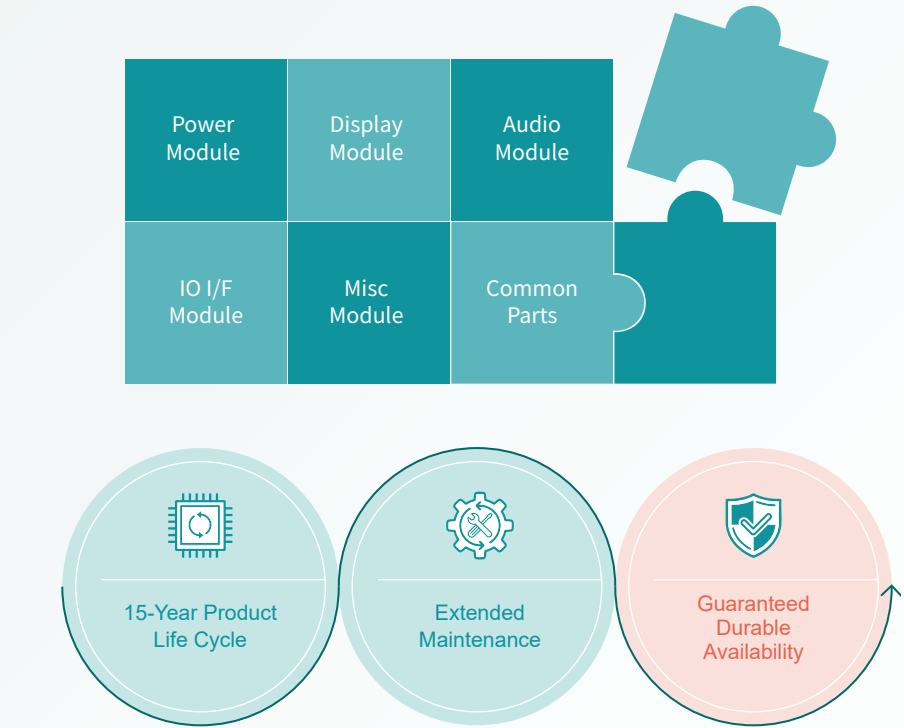
DFI is committed to precise product design that meets the majority of market demands, aiming to reduce environmental burdens caused by excessive products. Our methods include:

- Circuit Design: Modular design is adopted to enable reuse of developed modules across different product lines and generations.
- System Products: DFI utilizes common components, including riser cards, I/O expansion cards, power modules, and LCD/touch modules. By adopting standardized board designs, DFI reduces development resources and improves product scalability.
- DFI leverages electronic and mechanical modules developed by partners or within the Group to avoid redundant development efforts and reduce associated environmental impacts.
- DFI designs products with a service life of more than 10 years, extending replacement cycles, reducing product waste generation, and promoting sustainable product value.

Using local suppliers to reduce transportation-related carbon emissions

Number of Projects Over the Past Three Years

Year	System	MB	Sub-total
2023	10	18	28
2024	10	18	28
2025	13	19	32



Beginning in the second half of 2025, the market gradually entered a transition period marked by the replacement of next- and previous-generation critical components. The reduction in production of CPUs and DDR memory had a particularly significant impact on the overall supply chain, indirectly accelerating the generational transition of DFI's own products. To enhance product scalability, accelerate new product development cycles, and strengthen responsiveness to rapid changes in market supply conditions, the Company will continue to advance relevant product strategies and strategic positioning going forward.

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Use environmentally friendly, non-toxic, and harmless materials

For potential chemicals in products or in production processes that have an impact on environmental safety, we have established the "Procedure for Environmental Management of Components" based on international regulations and customer requirements. The requirements for general prohibited/limited substances should comply with the EU RoHS Directive and REACH regulations. If there are Substances of Very High Concern (SVHC) used in quantities exceeding 1000 ppm, it should be noted in the declaration.

DFI requires suppliers to ensure that the substances they provide comply with EU's hazardous substance regulations starting from the component end. Upon receipt of materials from suppliers, the incoming inspection unit uses XRF to sample components for excessive hazardous substances. Components with excessive lead (Pb) are checked for applicability to exemption clauses. The revenue percentage of products requiring substance declaration in 2025 is 0%.

Requirements for general prohibited/limited substances

Substance	Limit (mg substance/kg homogeneous material = ppm)	Scope of Application	Basis
Cadmium (Cd) and cadmium compounds	100ppm	All products, parts, and components	RoHS Directive (2011/65/EU)
Lead (Pb) and lead compounds	1000ppm	All products, parts, and components	RoHS Directive (2011/65/EU)
Mercury (Hg) and mercury compounds	1000ppm	All products, parts, and components	RoHS Directive (2011/65/EU)
Hexavalent cadmium compounds (Cr+6)	1000ppm	All products, parts, and components	RoHS Directive (2011/65/EU)
Polybrominated biphenyls (PBBs)	1000ppm	All products, parts, and components	RoHS Directive (2011/65/EU)
Polybrominated diphenyl ethers (PBDEs)	1000ppm	All products, parts, and components	RoHS Directive (2011/65/EU)
Di (2-ethylhexyl) phthalate (DEHP)	1000ppm	All products, parts, and components	RoHS Directive (2011/65/EU) (2015/863)
Butyl benzyl phthalate (BBP)	1000ppm	All products, parts, and components	RoHS Directive (2011/65/EU) (2015/863)
Dibutyl phthalate (DBP)	1000ppm	All products, parts, and components	RoHS Directive (2011/65/EU) (2015/863)
Diisobutyl phthalate (DIBP)	1000ppm	All products, parts, and components	RoHS Directive (2011/65/EU) (2015/863)
Substance of Very High Concern (SVHC)	Quantities over 1000 ppm must be noted in the declaration.	All products, parts, and components	REACH (EC)1907/2006
Substances listed in Annex XIVof REACH	Following REACH requirements	Following REACH requirements	REACH (EC)1907/2006
Hazardous materials listed in Annex XVIIof REACH	Following REACH requirements	Following REACH requirements	REACH (EC)1907/2006
Cadmium + Hexavalent Cadmium + Lead + Mercury	100ppm	Packaging materials	EU Packaging and Packaging Waste Directive (EU 94/62/EC)

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Requirements for prohibited/restricted substances in batteries are governed by the EU Directive on Batteries and Accumulators, Waste Batteries and Accumulators ((EU) 2023/1542).

Substance	Limit (mg substance/kg homogeneous material = ppm)	Restrictions Clause	Basis
Cadmium (Cd) and cadmium compounds	20 ppm	Regardless of whether they are installed in equipment, portable batteries, LMT batteries, and other automotive batteries must not contain more than 0.002% cadmium by weight (expressed as cadmium metal)	EU Directive on Batteries and Accumulators, Waste Batteries and Accumulators (EU) 2023/1542
Lead (Pb) and lead compounds	100 ppm	1. Starting from August 18, 2024, portable batteries—regardless of whether they are installed in electrical equipment—must not contain more than 0.01% lead by weight (expressed as lead metal). 2. The restriction outlined in point 1 does not apply to portable zinc-air button cells until August 18, 2028.	EU Directive on Batteries and Accumulators, Waste Batteries and Accumulators (EU) 2023/1542
Mercury (Hg) and mercury compounds	5 ppm	Regardless of whether they are installed in equipment, batteries, LMT batteries, and other automotive batteries must not contain more than 0.0005% mercury by weight (expressed as mercury metal)	EU Directive on Batteries and Accumulators, Waste Batteries and Accumulators (EU) 2023/1542

Conflict mineral policy

Controlled substances	Policy	List of smelters	Remarks
Gold (Au),Tantalum (Ta),Tin (Sn),Tungsten (W),Cobalt (Co),Mica, Copper, Nickel, Lithium, Graphite	All parts provided by suppliers shall be sourced from smelters certified by the Responsible Minerals Assurance Process (RMAP) and shall complete the CMRT/EMRT developed by RMI in accordance with the latest versions published by RMI	RMI Eligible Facilities List	RMI : Responsible Minerals Initiative RMAP : Responsible Minerals Assurance Process

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Energy Conservation

Product Design: DFI's power design incorporates synchronous switching ICs to lower switching frequency under light load conditions, thereby improving power efficiency. Additionally, a deep standby mode is implemented to minimize energy consumption during both active operation and idle periods. At the same time, unnecessary power sources are disabled during both shutdown and standby modes, ensuring the product complies with international energy-saving standards (e.g., ErP, Energy Star, etc.).

Usage Context: DFI is dedicated to the application of industrial products, assisting various fields in achieving energy-saving goals. In addition, we are developing smart city application products that incorporate intelligent gateways and integrated HMIs to consolidate and optimize household electricity usage, minimizing unnecessary waste and progressively reducing carbon emissions year over year.



The proportion of standard mass-production models and models compliant with the ErP Lot 3 requirements over the past three years is shown in the table below:

Year	Standard model production quantity	Approval of the Quantity of ErP Lot3 compliant models (percentage)
2023	57	23 (40.35%)
2024	26	12 (46%)
2025	40	21 (53%)

Since 2024, DFI has established annual targets in collaboration with the BenQ/Qisda Group. For 2025, DFI set an energy-saving certification target of 50% and plans to increase the proportion of products certified under ErP Lot 3 or Energy Star 9.0 by 5% annually thereafter. In 2025, among DFI's standard product sales revenue, energy-efficient products compliant with the ErP Lot 3 (EU 617/2013) requirements accounted for 24.70% of standard product sales revenue, representing a significant increase from 14.41% in 2024. DFI continues to make steady progress toward its annual targets, and the expansion of energy-efficient product sales and revenue growth is expected to continue in the future.



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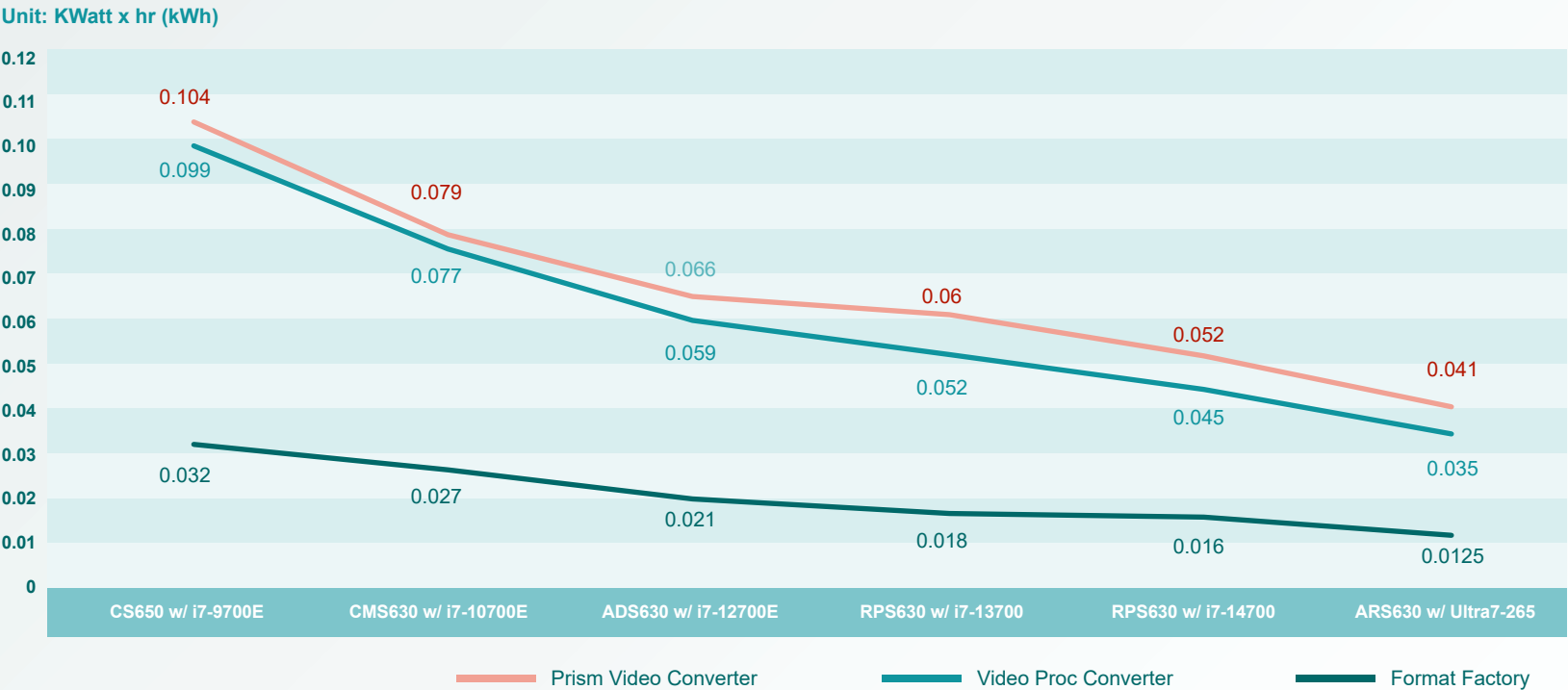
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DFI IMB latest 6 Gen Models Consumption

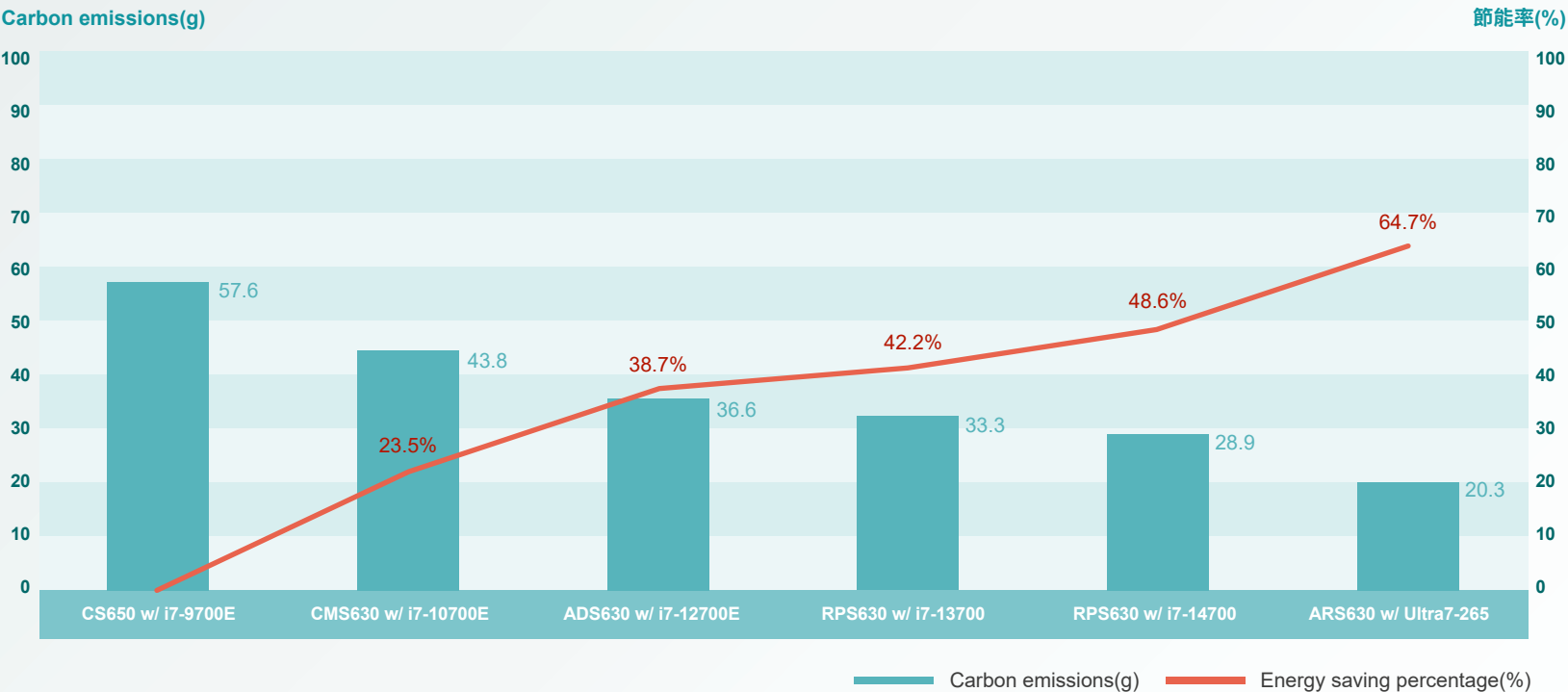


DFI Model	CS650 w/ i7-9700E	CMS630 w/ i7-10700E	ADS630 w/ i7-12700E	RPS630 w/ i7-13700	RPS630 w/ i7-14700	ARS630 w/ Ultra7-265
10GB File for Test Tool (KWatt*hr)						
Prism Video Converter	0.104	0.079	0.066	0.06	0.052	0.041
Video Proc Converter	0.099	0.077	0.059	0.052	0.045	0.035
Format Factory	0.032	0.027	0.021	0.018	0.016	0.0125

After calculating the carbon emissions (g) and energy-saving rate (%) based on the above A, the results are shown in the following figure

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DFI IMB latest 6 Gen Models Consumption



10GB File for Test Tool (KWatt*hr)	DFI Model	CS650 w/ i7-9700E	CMS630 w/ i7-10700E	ADS630 w/ i7-12700E	RPS630 w/ i7-13700	RPS630 w/ i7-14700	ARS630 w/ Ultra7-265
KWatt*hr(Wh)		0.104	0.079	0.066	0.06	0.052	0.041
Carbon emissions(g)		57.6	43.8	36.6	33.3	28.9	20.3
Energy saving percentage(%)			23.5%	38.7%	42.2%	48.6%	64.7%

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Product Disposal

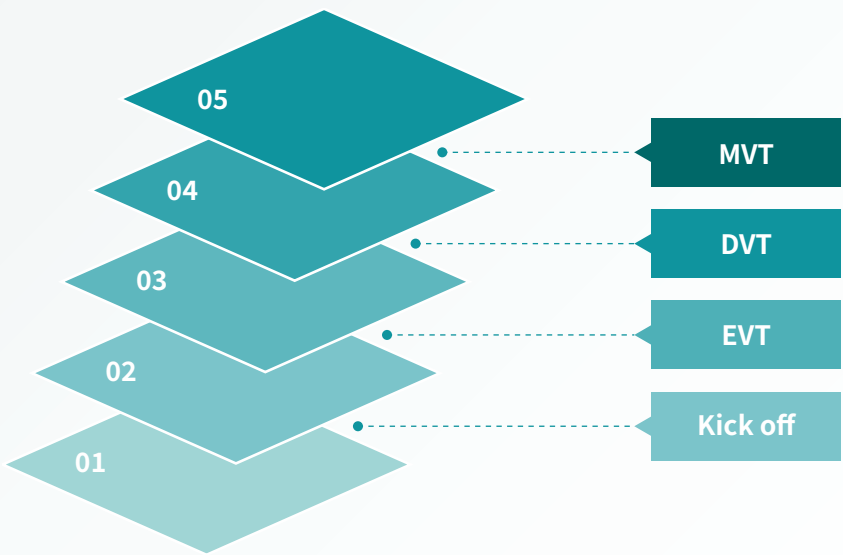
During the early design stage, DFI focuses on incorporating recyclability and ease of disassembly considerations into product design. The product connection methods are evaluated at the initial design phase to avoid the use of adhesives, welding, embedding processes, or other materials and manufacturing methods that hinder disassembly. These design practices enable more efficient recycling processes and enhance the overall sustainability of products. Over 80% of the system standard designs utilize recyclable steel plates and aluminum components. Aluminum die-castings come from directly smelting and casting waste aluminum components of the same nature in a high-temperature furnace. Waste steel can also be reprocessed in a simplified manner and smelted in a furnace, which is more environmentally friendly compared to recycling processes involving strong acid treatment required for other precious metals.

Model	Total Weight (grams)	Weight of Recyclable Materials (grams)	Recycling rate
VC700-ASL	1461	1211	82.89%
EC70A-HPT	1189	981	82.51%
EB100-MTU	720	600	83.33%
EC633D-RPS	7600	6903	90.83%
WM343-RPS	6440	5790	89.91%

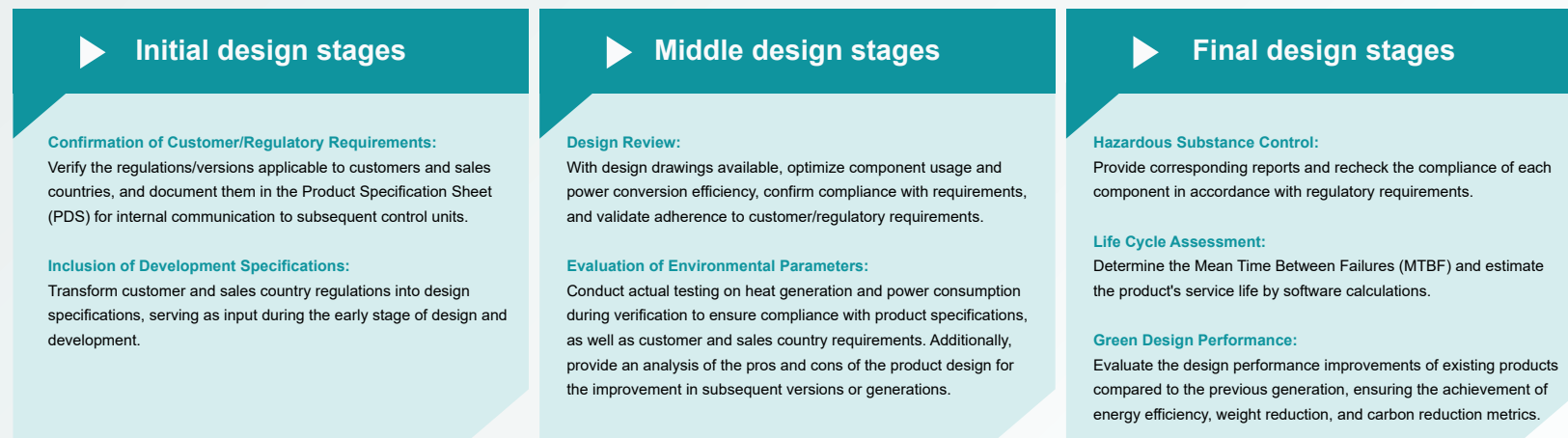
II. Product Eco-design process

To ensure ecodesign across all models, meeting customer/sales country requirements, and continuously promoting weight reduction, energy efficiency, and emissions reduction, the design process for models can be broadly divided into three stages, as shown in the table on the right:

Product Eco-design process



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III. Green talents

Development of R&D talents

The Group also recognizes that no single company can achieve net-zero alone, so germane dialogues will be engaged through GRD (abbreviation for Group RD platform). For example, courses on international standard awareness and interpretation, life cycle inventory, eco-design, design techniques, product disassembly analysis, software platform applications.

The Group arranges annual exchange activities, to help us understand the concepts of net-zero emissions and the circular economy. We look forward to bringing together upstream and downstream companies in brainstorming from different perspectives on new proposals for circular technology, in order to accelerate the initiation of R&D towards a circular economy and net-zero emissions.

Additionally, suitable courses and mentoring will be arranged for R&D personnel with different levels of experience. R&D employees, during their training, will be introduced by mentors to the elements and direction of green design, starting from product functionality design, gradually towards the Company's design process and case studies of green products. Senior R&D personnel are offered professional courses that cater to the requirements of the product department or project. Once the knowledge and techniques are internalized into internal documents and SOPs, they will be communicated to R&D personnel on the knowledge management platforms. R&D managers at the managerial level are encourage to participate in industry green management courses. This will help them understand the latest in product management and identify areas to improve management. Suitable management approaches will be determined for each product line.

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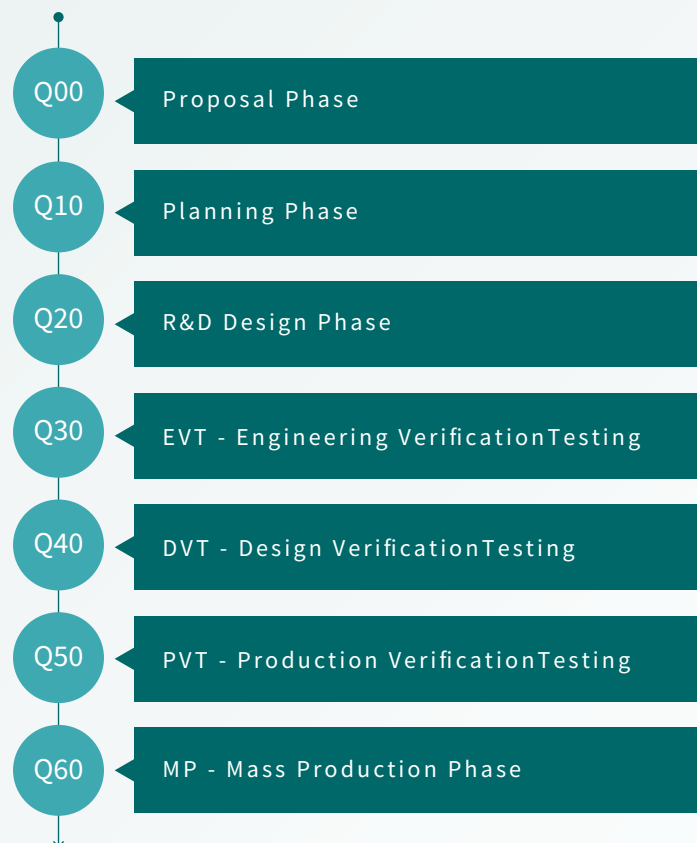
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IV. Product environmental risk assessment

In addition to the requirements in the product specifications, DFI takes initiatives in assessing whether products can achieve further streamlined design, eliminating unnecessary processes and components. DFI conducts annual assessments of the environmental impacts of product components, taking into consideration current and future product design specifications and manufacturing processes. The Company evaluates potential environmental impacts and risks throughout each stage of the product life cycle, compares results with previous-generation models and industry benchmark products, identifies high-risk components and processes, and develops economically feasible improvement solutions to reduce environmental burdens. Combined with carbon footprint assessments, DFI selects lower-carbon materials for product design and incorporates these improvements into next-generation products.



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Quality Management

2025 Management Objectives		Achievements in 2026
Quality	To maintain the effectiveness of the new version certificates for quality-related management systems (ISO 9001, ISO 13485, IECQ QC080000).	All third-party verification has been completed
Hazardous Substance Management	100% compliance with EU RoHS regulations and customer requirements	100% Compliance
2026 Management Objectives		
Quality	To maintain the effectiveness of the new version certificates for quality-related management systems (ISO 9001, ISO 13485, IECQ QC080000).	
Hazardous Substance Management	100% compliance with EU RoHS regulations and customer requirements	

DFI is committed to quality management systems (ISO 9001), medical device quality management systems (ISO 13485), and hazardous substance process management systems (IECQ QC 080000). We design and manufacture products that comply with regulations and meet customer health and safety requirements. Our "Quality and Hazardous Substance Manual" clearly discloses DFI's quality/non-hazardous substance policy, which has also been verified by third parties.

The President serves as the top executive responsible for DFI's quality/non-hazardous substance management systems. We have established quality assurance organizations and designated personnel at different levels to supervise and ensure the implementation of quality/non-hazardous substance policies throughout the Company and among employees. By communicating through training, intranet announcements, and awareness campaigns, we ensure that all members of the Company understand the importance of compliance, our quality policies, quality objectives, and customer requirements. We review the suitability of the management systems and resource availability at management review meetings. We aim for continuous improvement and problem prevention in the most cost-

effective manner to enhance processes, reduce defects, minimize waste, bolster quality and productivity, and comply with the EU RoHS Directive and customer requirements. This will enable our products to meet societal expectations and reduce their impact on the natural environment.

In 2025, there were no violations of laws or voluntary standards related to health and safety impacts during product lifecycles, and there were no violations of regulations or voluntary agreements regarding product and service information and labeling.

Product Non-Compliance Table:

Year	Violations of laws or voluntary standards related to health and safety impacts during product lifecycles	Violations of regulations or voluntary agreements regarding product and service information and labeling
2023	0	0
2024	0	0
2025	0	0

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I. Products must undergo product safety testing

To ensure product safety for our customers, DFI subjects its products to the following tests in accordance with customer requirements and obtain relevant product certifications before entering mass production. For example:

1. Product Safety: Reducing and preventing hazards such as electric leakage, short circuits, fire, heat generated during operation, and chemical and radiation risks. For example: Taiwan BSMI, US UL standards (IEC62368-1 / UL62368-1 / IEC60601 / UL60601 / IEC61010 / UL61010), China CCC standards (GB4943.1-2022 / GB/T 9254.1-2021), EU Low Voltage Directive (2014/35/EU)...
2. Electromagnetic Compatibility (EMC): Testing the impact of electromagnetic radiation generated by electronic products on human health, public power grids, and the proper functioning of other electronic products, as well as assessing whether electronic products can operate stably in electromagnetic environments without interference. For example: Taiwan BSMI, US FCC Part15/Part18, Canada ICES-003 issue 7, EU CE Marking (EMC Directive 2014/30/EU)...

II. Products must comply with the requirements of the "Management Procedure for Hazardous Substance Processes"

1. DFI Information Quality/Hazardous Substance Policy: "We are committed to ensuring that our products and services meet the highest standards of quality, specification, cost and delivery. Customer satisfaction is our number one priority and we strive to meet all of our commitments to our customers. Our product design and manufacturing should be dedicated to energy conservation, and environmental protection, and consistent with the Company's social responsibility." Under our quality/non-hazardous substance policy, we are actively promoting the establishment of the ISO 9001 Quality Management Systems and the IECQ QC 080000 Hazardous Substance Process Management Systems in accordance with international quality standards. By engaging in cost-effective activities and pursuing continuous improvement and problem prevention, we aim to achieve sustained process enhancement, reduce defects, minimize waste, and enhance quality and productivity, while complying with hazardous substance regulations (such as EU RoHS and REACH (annex XIV, XVII and SVHC)) and customer requirements. Through these efforts, we aim to meet societal expectations and mitigate our impact on the natural environment with our products.
2. Relevant quality certificates are also available on the internal and official website.
3. Before mass production, DFI ensures that products comply with the EU Restriction of Hazardous Substances Directive (RoHS) and specific customer requirements regarding the prohibition and limitation of hazardous substances. Regular audits of all suppliers are conducted, and strict control and inspection of incoming materials ensure systematic management that guarantee the safety of the products we provide to our customers.

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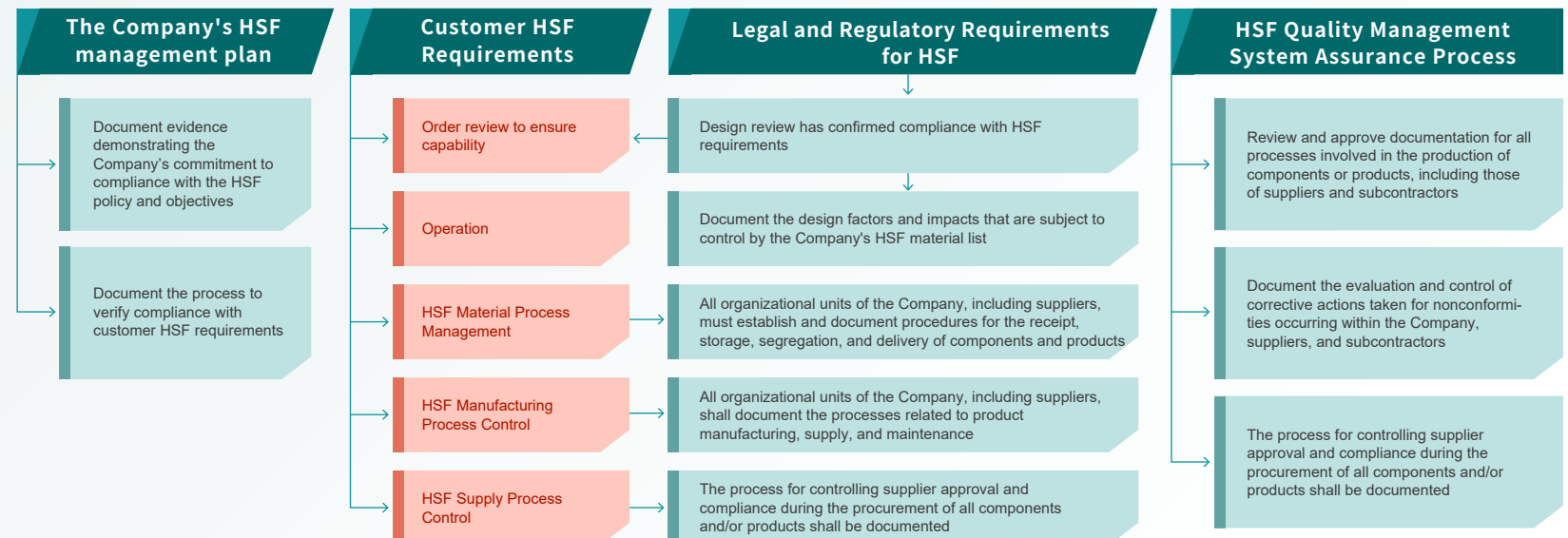
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ISO 9001:2015 Quality Management System Diagram:



IECQ QC 080000:2017 Quality Management System Diagram:



Carbon Footprint

Transition from Organizational Carbon Management to Product-Level Disclosure

Following the establishment and stable operation of its organizational greenhouse gas inventory system, DFI is further extending its carbon management perspective from the organizational level to the product level. The Company is progressively advancing product carbon footprint management and has formally initiated ISO 14067 Product Carbon Footprint accounting to respond to global decarbonization trends and increasing customer expectations for transparency in product-level carbon information. Leveraging the experience accumulated through ISO 14064-1, including energy consumption data, emission factors, and activity data management, DFI has developed a strong foundation to support product-level carbon quantification and analysis. The Company regards product carbon footprint management as a key tool for deepening its low-carbon transition and enhancing market competitiveness, while also integrating green design, supply chain management, and business competitiveness. In this way, “carbon” is gradually embedded as a core management language throughout the product life cycle.

DFI’s product carbon footprint strategy primarily aims to support the carbon disclosure requirements of business-to-business (B2B) customers. By progressively establishing product-level carbon emission data and management mechanisms, the Company assists customers in addressing supply chain carbon management and sustainability compliance requirements. At the same time, this framework serves as a reference for medium- to long-term product decarbonization and design optimization, and functions as a key decision-making tool for material selection, process configuration, and supply chain collaboration. The relevant outcomes are also aligned with DFI’s green product design and green procurement policies, forming an integrated low-carbon management structure spanning from design to the supply chain.

Establishment of Inventory and Verification Mechanisms

Building on the aforementioned strategic direction, DFI follows the ISO 14067 Product Carbon Footprint international standard, focusing on the quantification and analysis of key emission sources across the product life cycle. The inventory process adopts a cradle-to-gate approach, covering raw material acquisition and manufacturing stages. In accordance with the standard requirements, the inventory process includes boundary setting, functional unit definition, activity data collection, emission calculation, and documentation management. A data quality control and version traceability mechanism has also been established to ensure process integrity and consistency.

In 2025, DFI completed the carbon footprint inventory of its first product and successfully obtained third-party verification from Bureau Veritas Certification (Taiwan), confirming that the inventory boundary setting, data quality, and calculation methodologies comply with international standards. This marks the formal establishment of DFI’s capability in product carbon footprint inventory and verification, laying a solid foundation for future systematic implementation. The verified product is CMS630-1-200G, with a declared life cycle carbon emission of 29.244 kg CO2 per unit.

The verification results indicate a highly concentrated emissions structure. Approximately 81.15% of emissions are generated during the raw material acquisition stage, of which 98.8% is closely associated with upstream energy and resource consumption. The manufacturing stage accounts for 18.85% of total emissions, with approximately 99.5% originating from in-house energy use. This structural insight highlights that the primary decarbonization levers lie in material carbon intensity and energy structure, thereby forming a quantifiable pathway for improvement.

Based on hotspot analysis, DFI has integrated product carbon footprint data into its green product and green procurement management framework. At the design stage, carbon intensity is gradually being incorporated as an evaluation factor for material selection and structural design. By comparing functional performance, cost, and carbon emissions across different materials, the R&D team is enabled to identify low-carbon alternatives at an early stage. A BOM-based “carbon hotspot map” has been developed to support modular design, part consolidation, and product platformization. At the manufacturing stage, the system is integrated with the ISO 50001 Energy Management System, linking unit product energy consumption with carbon intensity to assess improvement potential in high-energy processes. In addition, scenarios involving on-site solar self-consumption and future renewable electricity procurement are incorporated into long-term emission factor planning, enabling energy strategies to be directly reflected in product-level decarbonization outcomes.

Given that emissions are primarily concentrated in the upstream material stage, DFI treats product carbon footprinting as a common language for supplier engagement. Without imposing mandatory requirements, the Company gradually collects primary activity data for key materials, identifies high-carbon components, and establishes prioritization for improvement. This serves as a reference framework for future green procurement and supplier collaboration. This approach extends carbon management beyond internal operations to the upstream supply chain, complementing existing green product development and supply chain sustainability policies.

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From Single-Point Inventory to System-Based Management

In terms of systemization, DFI adopts the BOM as the core management unit to establish a product carbon emissions database and plans to expand the inventory scope in phased stages. By 2026, the Company aims to complete carbon footprint assessments for 70 BOM items, with adjustments made dynamically based on production volumes and customer requirements. DFI has set a medium-term target to reduce product carbon footprints by 6% by 2030. The corresponding measures include the introduction of low-carbon materials, improvements in manufacturing energy efficiency, logistics optimization, and progressive implementation through collaboration with supply chain partners.

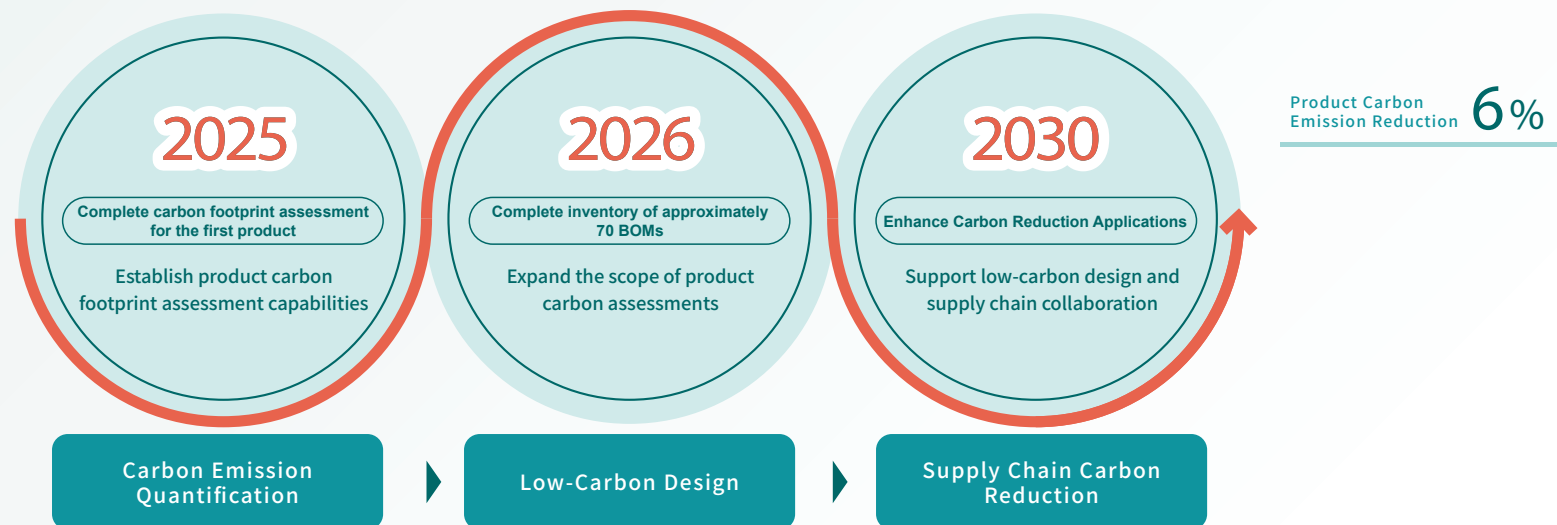
Looking ahead, the Company is also evaluating the feasibility of international product carbon label certification to enhance market communication effectiveness. Although its products are not currently subject to CBAM requirements, the inventory methodology has been designed with sufficient flexibility to align with future international regulatory frameworks. Product carbon footprinting has



evolved from a compliance-oriented tool into a strategic foundation supporting green design, green procurement, and energy transition, becoming a key driver of DFI's low-carbon competitiveness.

It should be noted that the actual carbon emission proportions of each product may vary depending on material composition, manufacturing conditions, and supply chain configurations. All quantitative results are subject to verification through inventory assessment and third-party assurance.

Product Carbon Reduction Roadmap (2025-2030)



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Item	Description
 Policy and Commitment	"Bringing Enjoyment 'N' Quality to Life" is DFI's corporate vision. In addition to pursuing revenue growth and profitability, DFI firmly believes that sustainable business practices are the foundation for long-term corporate development. Guided by its core value of "Caring and Contribution," DFI actively engages in various charitable and social responsibility initiatives. By integrating corporate community engagement programs with employees' voluntary participation, DFI works collaboratively to promote overall social development and create greater positive social impact.
 Driving Force	Dedicated to integrating technology with compassion, we continuously engage in public welfare activities to create a better life, give back to society, and fulfill a sustainable vision of truth, goodness, and beauty
 2025 Implementation Plan	• Donations to charitable foundations • Visually Impaired Massages and Healthcare - Eden Foundation • Volunteer club - Xizhi Cat Lovers' Planet • Care initiatives for elderly residents in local communities • Volunteer activities with the Andrew Charity Association • Blood Donation for Happiness Campaign • Supporting Small-Scale Farming • Cultivating a Vegetable Garden Project - Yue Guang Rice, Jujube (Supporting biodiversity cultivation)
 Benefits and Outcomes	• In 2025, a total of 117 participants took part in the health massage activity for the visually impaired • By caring for stray cats or cat shelters, we not only promote animal welfare but also help reduce the potential impact of stray animals on the ecological environment. • Actively participated in blood donation campaigns to demonstrate care and contribution to society through concrete actions. • Supported 25 local producers and purchased 2,030 kg of locally produced agricultural products • Care initiatives for elderly residents in local communities • Blood donation activities
 ESG Scope Performance	1 NO POVERTY 2 ZERO HUNGER 3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 15 LIFE ON LAND 17 PARTNERSHIPS FOR THE GOALS
 Area of Focus	• Genuine support for small farmers/Disadvantage social groups • Giving back to local communities

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Local Practice

"Bringing Enjoyment 'N' Quality to Life" has long been DFI's corporate vision. DFI believes that the value of an enterprise extends beyond revenue and profitability; it also lies in leading long-term growth through a commitment to sustainability. Guided by its core values of "Caring and Contribution," DFI continues to invest in social responsibility initiatives. Through local community engagement programs and employees' voluntary participation in charitable activities, DFI connects internal and external resources to promote a positive social cycle and create deeper, long-lasting value for society.



Charitable Sponsorship – Supporting Public Welfare Activities Organized by the BenQ Foundation

DFI is committed to giving back to society. In 2025, DFI invested NT\$2.5 million in social welfare initiatives to support the BenQ Foundation. By integrating the Foundation's core values with the Company's internal resources, DFI works to bridge the urban-rural gap, promote ecological conservation, and actively care for communities in need. Through these efforts, DFI fulfills its corporate social responsibility commitment of "giving back to society what it has received from society." Visually Impaired Massages and Healthcare - Eden Foundation

Visually Impaired Massages and Healthcare - Eden Foundation

With a commitment to employee care and social responsibility, DFI actively fulfills its role as a corporate citizen. Through collaboration with the Eden

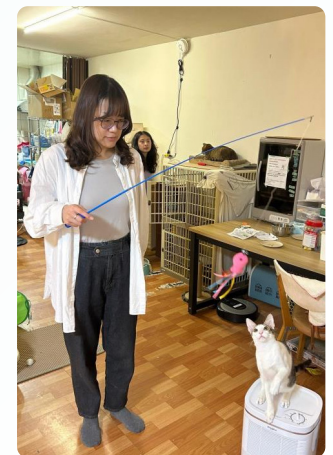
Foundation, DFI organizes health massage and wellness programs that not only provide stable employment opportunities for people with disabilities but also allow employees to relax their muscles and relieve stress during their workday. This initiative enhances employees' physical and mental well-being while promoting the independence and social inclusion of disadvantaged groups. By fostering a positive cycle of social and economic development, the program demonstrates DFI's concrete actions and long-term commitment to social responsibility.



▲ In 2025, a total of 117 participants took part in the health massage activity for the visually impaired

Volunteer club - Xizhi Cat Lovers' Planet

DFI actively encourages employees to engage in public welfare initiatives and supports colleagues in establishing volunteer groups based on their interests and areas of concern. Among these initiatives, the "DFI Xizhi Cat Lovers' Planet Volunteer Club" was founded by a group of employees dedicated to animal protection. The group has partnered with the Xizhi animal shelter "Feliformia" to jointly safeguard animal lives. The volunteer group regularly organizes volunteer days, during which employees visit the cat shelter to assist with environmental cleaning, cat socialization training, adoption promotion, and other related services. Through their active involvement in stray cat care and shelter management, these efforts not only enhance animal welfare but also help reduce the potential impact of stray animals on local communities and ecosystems. This initiative demonstrates DFI's commitment to transforming employee engagement into positive social impact.



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Volunteer Activities – Caring for Senior Citizens in the Local Community

We continue to focus on elderly-friendly initiatives and community care, taking concrete actions to support and engage with the local community. In 2025, our employees participated in senior care volunteer activities, working together with nonprofit partners to visit elderly individuals living alone and senior citizens in the community. Through the delivery of care packages and meaningful companionship, we demonstrated our commitment to promoting the well-being of older adults. During the activities, employees personally delivered care supplies to seniors' homes and provided companionship through listening, conversation, and interaction, while gaining a better understanding of their daily lives and physical and emotional well-being. Many seniors live alone for extended periods and have limited opportunities for social interaction. In addition to providing essential material support, this initiative offered emotional encouragement and psychological comfort through personal connection and care. Through continued community engagement initiatives, we aim to strengthen our connection with local communities, encourage employees to participate in volunteer services, fulfill our corporate social responsibility, and contribute to building a more inclusive, age-friendly society.



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Volunteer Activities – Andrew Food Bank Volunteer Service

The Company continues to promote employee volunteer services and encourages colleagues to actively contribute to social welfare through meaningful actions. In 2025, our employees, together with affiliated companies, participated in food bank volunteer activities, providing hands-on support at a local food bank by assisting with the organization and preparation of donated supplies for distribution. Through direct labor support, the initiative helped ensure that vulnerable families could receive stable and safe access to essential resources. The volunteer activities included inspecting and categorizing donated items, carefully verifying food expiration dates and packaging conditions to ensure the safety and quality of supplies. Employees also worked together to pack, box, and transport materials, organizing them into designated storage areas. These efforts helped establish a more systematic storage process and improved the efficiency of subsequent distribution operations. Through this volunteer service, employees gained firsthand insight into the operational processes of food banks and a deeper understanding of the importance of supply organization and distribution for vulnerable families. The Company remains committed to continuously promoting employee volunteer initiatives, leveraging corporate resources and employee participation to give back to society, strengthen community connections, and fulfill our corporate social responsibility.



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Blood Donation for Happiness Campaign

Donate a bag of blood, save a life.” In addition to responding to the corporate social responsibility initiatives of the BenQ/Qisda Group, DFI independently launched and organized its first blood donation campaign in 2025 as a concrete effort to care for society. The event received strong support from employees, successfully collecting 71 bags of blood, helping to supplement medical resources and provide timely assistance to patients in urgent need. Through this blood donation initiative, the Company not only enhanced employees’ awareness of their own health but also extended hope for life by sharing the gift of health. The activity fostered a culture of care within the organization and demonstrated DFI’s genuine commitment to fulfilling its corporate social responsibility.



Supporting Small-Scale Farming

To encourage local farmers to adopt organic and natural farming practices and promote the sustainable development of Taiwan's agriculture, DFI has partnered with Direct Purchase from Farmers since 2022 to support small-scale farmers through concrete actions and promote locally produced agricultural products cultivated through environmentally friendly farming methods. Through ongoing procurement, support for local production, and the promotion of sustainable farming practices, DFI not only enhances employees’ appreciation and recognition of locally grown agricultural products but also contributes to the sustainable development of small-scale farming communities and the agricultural environment. DFI hopes that these continued efforts will inspire more people to support Taiwan's agriculture through action and help gradually realize a sustainable vision in which people and the land thrive together.

	2023	2024	2025
Assisted producers and collaborating producers	24	27	15
Quantity of Purchase (kg)	869.8	915	870
Purchase Amount (in NT\$)	139,483	141,479	141,370



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Friendly Environment

I.No Significant Impact on Biodiversity

DFI does not own, lease, or operate any facilities located within ecological conservation areas or water resource protection zones within its operational scope. During its operations, the Company strictly adheres to environmental protection principles and does not engage in any activities that would cause adverse impacts on biodiversity. In addition, its product manufacturing and service processes do not result in significant environmental or ecological damage.

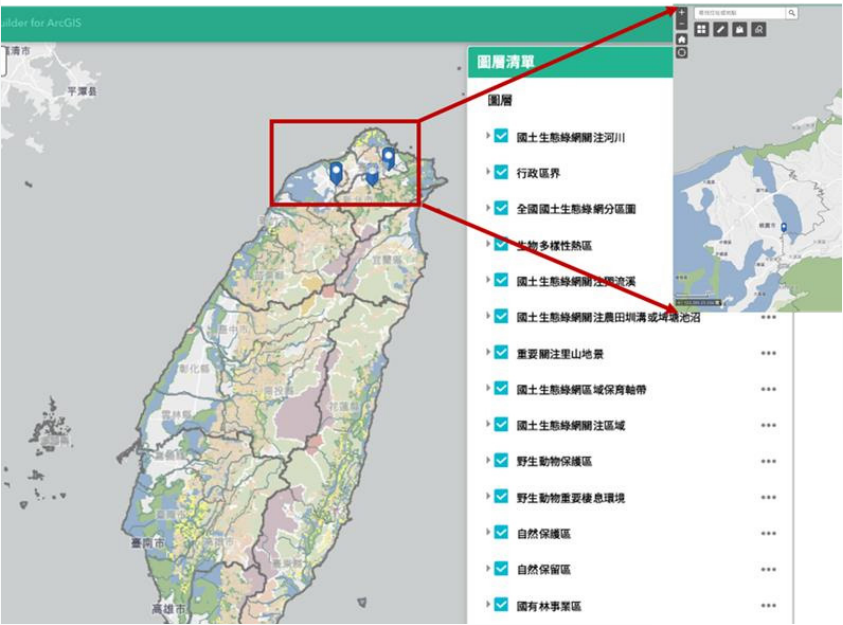
① Deepening Local Natural Capital — From Scientific Monitoring to Environmental Awareness

DFI regards biodiversity as a cornerstone of sustainable operations. Beyond implementing risk identification at its operating sites, the Company integrates environmental conservation awareness into its corporate culture through three key dimensions: scientific localization, low-impact management, and social awareness, thereby fulfilling its commitment to protecting natural capital.

- Ecological corridors: The Company has identified nearby low-elevation green corridors and river blue corridors around its Xizhi and Xindian sites to ensure that operations do not disrupt habitat connectivity or species migration routes.
- Habitat patches: For scattered ponds (irrigation ponds) surrounding the Taoyuan plant, the Company recognizes their critical value as urban biodiversity refuges and strengthens spatial risk monitoring and early warning mechanisms.

[Site and Ecological Interface Mapping Table]

Site Name	Operational Attribute	Interface with Taiwan Ecological Green Network	Description of Biodiversity Importance
Factory in Taoyuan	Manufacturing Facility	Located near the “Taoyuan Pond and Irrigation Canal Ecological Corridor”	Provides urban microclimate regulation and serves as a habitat patch for waterbirds
HQ in Xizhi	Corporate Headquarters Office	Located near the “Keelung River and Wuzhishan Mountain Conservation Corridor”	Serves as a transitional buffer zone between urban ecosystems and low-elevation mountain ecosystems
R&D in Xindian	R&D Center	Located near the “Xindian River Basin Conservation Priority Area”	Provides high water resource conservation value and significant potential for biodiversity preservation



② Current Management Status: Implementing Low-Impact Operations

DFI's current operating model is centered on green R&D and sustainable operations. Through established management mechanisms, the Company strives to minimize environmental impacts:

- **Integration of Environmental Considerations:** Environmental management is embedded within the ISO 14001 management system. Through stringent control of wastewater, waste management, and resource utilization, DFI indirectly contributes to maintaining the ecological quality of surrounding areas.

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- **Low Resource Dependency:** DFI operates in a low water-intensive industry. In 2025, the Company’s water withdrawal did not impose significant pressure on regional ecological base flows.
- **Zero Habitat Conversion:** All DFI sites are located within existing industrial parks or commercial office buildings, with 100% of operations involving no development or expansion into natural habitats.

② Social Awareness: Connecting Biodiversity with Cultural Diversity

DFI firmly believes that fostering employees’ awareness and appreciation is essential to protecting nature. In 2025, through the “Group Family Day” and “Employee Family Day” activities, we guided employees and their families to explore local landscapes in Taoyuan and experience the diverse ecosystem services provided by natural environments.

- **Semi-Natural Landscape Experience:** Pushin Ranch Through the Group Family Day activity, employees were encouraged to connect with Taoyuan’s unique agricultural and pastoral green spaces. While enjoying outdoor recreational activities, participants also gained a deeper appreciation for the value of urban green resources and the ecological functions provided by semi-natural habitats.
- **Forest, Water, and Cultural Exploration: One-Day Taoyuan Journey**
 - **Jiaobanshan Forest Experience:** Through mountain exploration, employees experienced the regulating services provided by low-elevation forests, including microclimate regulation and water conservation. This activity helped cultivate a more direct understanding of the importance of forest conservation.
 - During the lunch activity in the Shimen area, employees learned about local freshwater fish culture. By exploring ecology through food and daily life, participants gained a better understanding of the importance of healthy aquatic ecosystems to local provisioning services and economic development.
 - **Taiwan Hakka Tea Culture Museum:** Recognizing Taoyuan’s rich Hakka cultural heritage, DFI specially arranged a tea culture experience. Through tea appreciation and tea-picking activities, employees learned how the Hakka community has utilized the local plateau environment to develop tea-growing ecosystems, strengthening their understanding and appreciation of biocultural diversity.

II.Cultivating a Vegetable Garden Project

DFI continues to deepen its commitment to social care and land-friendly practices. Building on the “Cultivating a Vegetable Garden Project” launched in 2023, we support local sustainable farming practices and small-scale farmers, promoting

a sustainable vision in which people and the land thrive together. Due to climate and environmental conditions, cultivating Taiwan’s Yue Guang rice is challenging. Through stable procurement and concrete support, DFI encourages farmers to continue growing this specialty rice variety, promotes crop diversity, and helps ensure the continued supply of high-quality locally produced ingredients.

This year, the originally planned Gongguan jujube volunteer experience activity was canceled due to typhoon impacts. Nevertheless, DFI continued to support farmers through action by launching the Gongguan Jujube Adoption Program. Through procurement support for farmers practicing environmentally friendly cultivation, the program helps fruit growers maintain agricultural production and livelihoods amid the challenges of extreme weather while promoting the sustainable value of domestically grown jujubes.

The adoption program represents more than procurement support; it establishes a collaborative model based on shared risks and shared benefits. When favorable climate conditions lead to abundant harvests, we share the fruits of the land’s cultivation. When adverse weather affects production, we stand alongside farmers and share the risks, becoming a stable source of support for their continued farming efforts. Through this mechanism, farmers are empowered with greater confidence to continue cultivation in the face of climate change, while enterprises can participate more meaningfully in the development of sustainable agriculture.

“Food is no longer merely a product on a shelf; it represents the dedication and hard work of farmers and their families, as well as a gift from nature.” Through the continued implementation of the “Cultivating a Vegetable Garden Project” and the Jujube Adoption Program, DFI strengthens the connection among the company, employees, farmers, and the land. By taking practical actions, we advance environmental sustainability, food security, and shared prosperity within local communities, transforming the story behind every ingredient into a meaningful journey of collective care and stewardship.

	Yue Guang Rice	Jujube
2024	960 (kg)	-
2025	480 (kg)	200 (kg)



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Sustainable Development Key
Quantitative Performance Metrics

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SASB Comparison Table

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Sustainable Development Key Quantitative Performance Metrics

Sustainable development key quantitative performance metrics 2023-2025

Corresponding Chapters	Topics	Item	2023	2024	2025	Note	GRI disclosure
Corresponding Chapters	Economic value	Consolidated revenue (in NT\$ thousands)	9,184,172	9,489,486	10,875,946	in NTD	201-1
		Earnings after tax attributable to owners of the parent company (in NT\$ thousands)	388,016	396,611	285,365		201-1
Green Products	Number of patents	Cumulative number of patents acquired	27	10	10	According to the Taiwan Patent Search System	-
Green Operation	Total raw material usage	Tin (paste, bar, wire) (kg)	5,052	5,224	6,958		301-1
		Tin paste (kg)	1,750	1,660	1,010		301-1
		Tin bar (kg)	3,242	3,504	5,888		301-1
		Tin wire (kg)	60	60	60		301-1
		Soldering flux (gallons)	670	710	1,150		301-1
	Direct energy consumption	Gasoline (kL)	1.0160	11.2460	3.1377		302-1
			(33.1600 GJ)	(367.200 GJ)	(102.414GJ)		
		Diesel (kL)	0.1480	0.0860	0		302-1
			(5.20GJ)	(3.11GJ)			
	Indirect energy consumption	Procured electricity (kWh)	6,093,556	5,720,056	6,287,109		302-2
			(21,936.80GJ)	(2,059.20GJ)	(22,633.59GJ)		
		Solar power generation (kWh)	4,319.4 kWh	85,269 KWh	86,736 kWh		
			(15.55 GJ)	(306.97 GJ)	(312.2496GJ)		
	Total water consumption	Domestic water usage (thousands of cubic meters)	23.4210	20.0740	21.2460		303-2

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Corresponding Chapters	Topics	Item	2023	2024	2025	Note	GRI disclosure
Carbon Management	GHG emissions	Direct GHG emissions (metric tons of CO2e) (Scope 1)	150.2631	140.2321	127.0973		305-2
		Indirect GHG emissions (metric tons of CO2e) (Scope 2)	3,114.4308	2,711.3064	2,980.0899		305-2
		Total GHG emissions (metric tons of CO2e)	4,373.3103	5,039.1888	6,036.1838		305
		Indirect GHG emissions (metric tons of CO2e) (Scope 3)	1,108.6164	2,187.6503	2,928.9966		305-3
Green Operation	Environmental performance in protection and management	Water intensity	5.84	6.23	5.65	Metric tons per million in revenue	-
		Electricity intensity	1,519.97	1,775.31	1,671.66	kWh per million in revenue	
		Greenhouse gas intensity	0.81	0.89	0.83	kWh per million in revenue	
		Production value (in NT\$100 millions)	48.7052 (NT\$4,870.52 million)	21.0943 (NT\$2,109.43 million)	24.6452 (NT\$2,464.52 million)	in NTD	
		Production quantity (1000 units)	748	602	575		-
		Electricity consumption per NT\$100 millions output (MWh)	125.1202 (1.2512 thousand kWh per million in production value)	271.166 (2.7116 thousand kWh per million in production value)	255.1 (2.551 thousand kWh per million in production value)		305-4
		Water consumption per NT\$100 millions output (liters)	480.8727 (4.8087 liters per NT\$ million of production value)	951.6315 (9.5163 liters per NT\$ million of production value)	862.08 (8.6208 liters per NT\$ million of production value)		305-4
		GHG emission intensity per NT\$100 million output (metric tons)	67.0297 (0.6703 metric tons per NT\$ million of production value)	140.0635 (1.4006 metric tons per NT\$ million of production value)	125.9044 (1.2590 metric tons per NT\$ million of production value)	Calculation of category 1 + 2 GHG emissions	305-4
	Waste	Total waste (metric tons)	127.1333	159.47	160.19		306-3~5
		Total recyclable waste (metric tons)	45.483	82.552	89.320	Recycle waste disposal in 2025: R-2408 activated carbon waste: 1.96 metric tons 2025 material usage for recycling: R-0601 waste paper: 56.964 metric tons, R-0201 waste plastic: 30.396 metric tons	306-3~5

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Corresponding Chapters	Topics	Item	2023	2024	2025	Note	GRI disclosure
Green Operation	Waste	General waste - domestic solid waste (metric tons)	73.13	68.49	66.67	Incineration	306-3~5
		Total hazardous waste (metric tons)	6.119	4.828	2.620	Thermal treatment in 2025 (excluding incineration): C-0301 Waste liquid with flash point below 60°C (excluding alcoholic waste with ethanol concentration below 24%): 1.04 metric tons Physical treatment in 2025: E-0217 waste electronic components, offcuts, and defective products: 0.79 metric tons E-0221 waste printed circuit boards with metal and their scraps:0.79 metric tons	306-3~5
		Non-hazardous waste (metric tons)	2.40	3.60	1.58	Overseas disposal in 2024: D-2527 does not include 079 metric tons of mixed metal waste that meets the criteria for hazardous industrial waste in Appendix 2. D-0299 does not include 0.79 metric tons of plastic waste or mixtures thereof that are not eligible for recycling or reuse as specified.	306-3~5
Employee Safety and Environment	Chemical and substance spills	Total number of spills and volumes of chemical spills	0	0	0		-
	Violations of environmental regulations	Fines and numbers of violations of environmental regulations	0	0	0		307-1
-	Eco-friendly investments	Total environmental investment/ expenditure (NTD)	8,926,309	2,330,830	2,779,518		-
Employee Status	Total number of employees	Taiwan	629	665	656		401-1
Employee Safety and Environment	Safety and health management performance	Disabling injury frequency rate (FR)	1.6	3.07	0.86	FR = (Total number of disabling injuries * 10^6)/Total work hours, rounded to the third decimal place. In 2025, total hours worked were calculated based on the total number of employees across all Taiwan operations.	403-2
		Disabling injury severity rate (SR)	2	0.16	101	SR = (Total lost workdays due to disabling injuries * 10^6)/Total work hours, rounded to the nearest whole number The total hours worked in 2025 were calculated based on the total number of employees across all Taiwan operations.	403-2

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Corresponding Chapters	Topics	Item	2023	2024	2025	Note	GRI disclosure
Employee Safety and Environment	Safety and health management performance	Total injury frequency-severity index (FSI)	0.05	0.02	0.294	FSI = $\sqrt{((SR \times FR)/1000)}$, rounded to the third decimal place	403-2
Learning and Development	Average training hours per employee (hours/person)	Direct labor (DL, Taiwan)	25.52	7.58	10.56		404-1
		Indirect labor (IDL, Taiwan)	32.45	20.37	21.14		
Human Rights Management	Human Rights Management	Discrimination incidents	0	0	0		406-1
		Number of human rights complaints	0	0	0		103-2
Legal Compliance	Percentage of employees trained on the code of conduct	Direct labor (DL, Taiwan) (%)	100	100	100		205-2
		Indirect labor (IDL, Taiwan) (%)	100	100	100		205-2
Financial Performance	Political contributions, violations of laws related to the social dimension	Amount of political contributions	0	0	0		415-1
		Significant fines and number of legal violations	0	0	0		419-1
Commitment to Clients	Customer satisfaction survey results	Overall satisfaction (scale)	3.48	3.44	4.16	In 2025, a five-point rating scale was adopted, with ratings defined as follows: Very Satisfied (5 points), Satisfied (4 points), Neutral (3 points), Dissatisfied (2 points), and Very Dissatisfied (1 point). (A four-point rating scale was used from 2023 to 2024.)	N/A
Legal Compliance	Violations of marketing regulations	Number of cases violating marketing regulations	0	0	0		417-3
Commitment to Clients	Customer privacy	Number of customer privacy infringement complaints	0	0	0		418-1
Sustainable Supply Chains	Supply chain investigation	Supplier screening (number of companies)	47	12	9		-

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* Statement of Use: This Sustainability Report of DFI Inc. has been prepared in accordance with the GRI Standards. The reporting period covers January 1, 2025 to December 31, 2025.

GRI Standards	Disclosures	Corresponding Chapters	Material topic	Remarks
General Disclosure				
2-1	Organization information	About the Report About DFI		
2-2	Entities included in organizational sustainability reporting	About the Report		
2-3	Reporting period, reporting frequency and contacts	About the Report		
2-4	Information reorganization	About the Report		
2-5	External assurance/verification	About the Report		
2-6	Activities, value chains and other business relationships	About DFI		
2-7	Employees	Employee Status		
2-8	Non-employee workers	Employee Status		
2-9	Governance structure and composition	Corporate Governance		
2-10	Nomination and selection of the highest governance body	Corporate Governance		
2-11	Chairman of the highest governance body	Corporate Governance		
2-12	Role of the highest governance body in overseeing the management of impacts	Risk Management		
2-13	Person in charge for impact management	Risk Management		
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance		
2-15	Conflict of Interest	Corporate Governance		
2-16	Communication of key significant events	Corporate Governance		
2-17	Collective intelligence of the highest governance body	Corporate Governance		
2-18	Performance assessment of the highest governance body	Corporate Governance		

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GRI Standards	Disclosures	Corresponding Chapters	Material topic	Remarks
2-19	Remuneration policy	Corporate Governance		
2-20	Remuneration determination process	Corporate Governance		
2-21	Annual total compensation ratio	Good Labor-Capital Relationship		
2-22	Statement on sustainability strategies	Support from Leadership, Corporate Sustainable Development		
2-23	Policy commitment	Support from Leadership, Corporate Sustainable Development, Human Rights Management (*Note: The Company has not entered into a collective bargaining agreement with employees.)		
2-24	Included in policy commitment	Support from Leadership, Risk Management, Corporate Sustainable Development, Stakeholder Communication, Sustainable Supply Chains, Legal Compliance, Human Rights Management		
2-25	Procedures for addressing negative impacts	Corporate Sustainable Development, Risk Management, Stakeholder Communication, Human Rights Management, Code of Conduct, Employee Safety and Environment		
2-26	Mechanisms for seeking advice and raising concerns	Corporate Sustainable Development, Stakeholder Communication, Human Rights Management, Code of Conduct, Employee Safety and Environment		
2-27	Regulatory compliance	Legal Compliance, Code of Conduct		
2-28	Membership qualification of unions and associations	Corporate Governance		
2-29	Stakeholder engagement policy	Stakeholder Communication		
2-30	Group agreements	No group agreements		

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GRI Standards	Disclosures	Corresponding Chapters	Material topic	Remarks
Material Topic Disclosure				
3-1	Process to determine material topics	Stakeholder Communication	●	
3-2	List of material topics	Stakeholder Communication	●	
3-3	Management of material topics	Stakeholder Communication	●	
Thematic Disclosure				
201-1	Direct economic value generated and distributed by the organization	Financial Performance	●	
201-2	Financial impacts of climate change and other risks and opportunities	Risk Management, Climate Strategy and Carbon Management	●	
202-1	Ratio of standard wages for non-managerial staff of different genders to the local minimum wage	Good Labor-Capital Relationship		
202-2	Percentage of local residents employed in senior management positions	Employee Status		
203-1	Investment in infrastructure and development and impact of support services	Local Practice, Friendly Environment		
203-2	Significant indirect economic impacts	Stakeholder Communication		
204	Procurement practices	Sustainable Supply Chains		
205-2	Communication and training on anti-corruption policies and procedures	Code of Conduct, Legal Compliance		
207	Taxation	Financial Performance		
301-3	Utilization of recycled materials	Green Operation	●	※ Note: The Company primarily operates under a business-to-business (B2B) business model. Due to the nature of the industry's supply chain and division of responsibilities, the Company is currently unable to obtain reliable data on end-of-life product recovery rates. Based on its internal materiality assessment, the Company has determined that this topic is not material to its business and has therefore excluded it from the scope of key disclosures in this report.

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GRI Standards	Disclosures	Corresponding Chapters	Material topic	Remarks
302-1	Energy consumption within the organization	Climate Strategy and Carbon Management		
302-2	Energy consumption outside of the organization	Green Operation, Climate Strategy and Carbon Management	●	Energy consumption outside the organization has not yet been quantified or disclosed due to the lack of available statistical data.
302-3	Energy intensity	Climate Strategy and Carbon Management	●	
302-4	Reduce energy consumption	Climate Strategy and Carbon Management	●	
303-4	Water discharge	Climate Strategy and Carbon Management		
303-5	Water consumption	Climate Strategy and Carbon Management		
305-1	Direct (Scope 1) GHG emissions	Climate Strategy and Carbon Management	●	
305-2	Energy indirect (Scope 2) GHG emissions	Climate Strategy and Carbon Management	●	
305-3	Other indirect (Scope 3) GHG emissions	Climate Strategy and Carbon Management	●	
305-4	GHG emissions intensity	Climate Strategy and Carbon Management	●	
305-5	Reduction of GHG emissions	Climate Strategy and Carbon Management	●	
305-6	Emissions of ozone-depleting substances (ODS)	Climate Strategy and Carbon Management	●	Note: Ozone-depleting substances are not used in the manufacturing processes or products.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate Strategy and Carbon Management	●	
306-2	Management of significant waste-related impacts	Energy Resource Management	●	
306-3	Waste generation	Energy Resource Management, Sustainable Development Key Quantitative Performance Metrics	●	
306-4	Disposal and transfer of waste adopting environmental standards for screening new suppliers	Energy Resource Management, Sustainable Development Key Quantitative Performance Metrics	●	
306-5	Direct disposal of waste	Energy Resource Management, Sustainable Development Key Quantitative Performance Metrics	●	
308-1	Adopting environmental standards to screen new suppliers	Sustainable Supply Chains	●	
308-2	Environmental impact of the supply chain and actions taken	Sustainable Supply Chains	●	

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GRI Standards	Disclosures	Corresponding Chapters	Material topic	Remarks
401-1	New hires and employee turnover	Employee Status	●	
401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	Protecting Health and Well-being of Employees	●	
401-3	Parental leave	Good Labor-Capital Relationship	●	
402-1	Minimum notice periods regarding operational changes	Good Labor-Capital Relationship		
403-1	Occupational health and safety	Employee Safety and Environment	●	
403-2	Hazard identification, risk assessment, and incident investigation	Employee Safety and Environment	●	
403-3	Occupational health services	Protecting Health and Well-being of Employees	●	
403-4	Involvement, consultation, and communication of workers in occupational health and safety	Employee Safety and Environment	●	
403-5	Working training on occupational health and safety	Employee Safety and Environment	●	
403-6	Health promotion for workers	Protecting Health and Well-being of Employees	●	
403-7	Prevention and mitigation of occupational health and safety impacts directly related to business operations	Employee Safety and Environment	●	
403-8	Workers covered by the occupational health and safety management system	Employee Safety and Environment	●	
403-9	Occupational injuries	Employee Safety and Environment	●	
403-10	Occupational diseases	Employee Safety and Environment	●	
404-1	Average hours of training per employee per year	Learning and Development	●	
404-3	Percentage of employees undergoing regular performance and career development reviews	Good Labor-Capital Relationship	●	
405-1	Diversification of governance body and employees	Employee Status	●	
405-2	Ratio of female to male in basic salary and remuneration	Good Labor-Capital Relationship	●	

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GRI Standards	Disclosures	Corresponding Chapters	Material topic	Remarks
406-1	Incidents of discrimination and corrective actions taken	Human Rights Management	●	
407-1	Freedom of association and collective bargaining	Human Rights Management	●	
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Management	●	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Management	●	
412-1	Operations that have been subject to human rights reviews or impact assessments		●	
412-2	Employee training on human rights policies or procedures		●	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		●	
414-1	Screening of new suppliers using social standards	Sustainable Supply Chains	●	
416-2	Incidents of non-compliance with health and safety regulations related to products and services	Green Products		
417-1	Requirements for product and service information and labeling	Green Products		
417-2	Incidents of non-compliance with regulations on information and labeling of products and services	Green Products		
417-3	Incidents of non-compliance concerning marketing communications	Green Products		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Commitment to Clients	●	

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SDGs	Description of Implementation	Corresponding Chapters
	DFI provides employees with fair and reasonable compensation as well as a variety of allowances, aiming to help reduce income inequality and contribute to a more equitable society.	Good Labor-Capital Relationship, Local Practice
	DFI supports local small-scale farmers by sourcing local agricultural products, offering employees high-quality meals while promoting shared community prosperity.	Local Practice
	DFI offers its employees comprehensive health services and benefits, as well as develops products suitable for improving medical environments.	Protecting Health and Well-being of Employees
	DFI offers structured on-the-job training and diverse learning resources, while encouraging employee participation and development through various internal clubs and activities.	Learning and Development
	DFI actively promotes gender equality and workplace diversity by ensuring equal employment and promotion opportunities, and is committed to narrowing gender gaps within the organization.	Good Labor-Capital Relationship, Legal Compliance, Human Rights Management
	DFI does not use groundwater in its manufacturing sites and has established comprehensive wastewater treatment systems, continuously implementing water-saving measures in daily operations.	Green Operation
	DFI has installed solar photovoltaic systems to promote renewable energy development and continues to implement energy-saving and carbon reduction initiatives.	Green Operation, Climate Strategy and Carbon Management
	DFI provides a safe and fair working environment, contributes to job creation, and supports sustainable economic growth.	Financial performance, human rights management, employee profile, employee safety environment, green operations
	DFI has established fair employment and compensation systems, and continuously works to reduce social and economic disparities.	Human Rights Management, Good Labor-Capital Relationship, Protecting Health and Well-being of Employees

SDGs	Description of Implementation	Corresponding Chapters
	In addressing urban sustainability challenges, DFI applies its technical expertise to develop and promote smart factory solutions, contributing to sustainable urban development and improving overall quality of life.	Corporate Sustainable Development, Green Products, Green Operation
	DFI promotes green design and circular economy principles, striving to reduce resource consumption and environmental impacts throughout product manufacturing and usage.	Green Operation, Quality Management, Green Products, Sustainable Supply Chains
	DFI continues to expand the scope of greenhouse gas inventories and product carbon footprint verification systems, using the results as a basis for energy-saving and carbon reduction targets, while also collaborating with its parent group to advance the RE100 initiative.	Support from Leadership, Corporate Sustainable Development, Climate Strategy and Carbon Management, Carbon Footprint
	DFI provides marine monitoring system products to protect vessels at sea and reduce marine waste generation.	Corporate Sustainable Development
	DFI places strong emphasis on environmental protection, requiring its supply chain partners to avoid hazardous substances in materials and R&D processes. It also supports local small-scale farmers and applies scientific monitoring alongside low-impact management practices to protect ecological corridors and urban habitats near its operating sites, thereby contributing to biodiversity conservation.	Sustainable Supply Chains, Friendly Environment
	Guided by principles of social justice and the rule of law, DFI strictly prevents corruption and illegal activities, ensuring effective governance and organizational accountability.	Code of Conduct, Legal Compliance, Human Rights Policy, Sustainable Supply Chains
	DFI provides products to multinational partners and collaborates with its group to achieve sustainable development goals, promoting the sharing of knowledge and resources.	Commitment to Clients, Sustainable Supply Chains

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Technology and Communication - Hardware disclosure metrics

Disclosure themes	Metric numbering	Nature	Disclosure metrics	Remarks	Corresponding Chapters										
Product Security	TC-HW230a.1	Qualitative	Methods for identifying and addressing data security risks in products.	Establish information security management system, implement information security policies, protect customer data and corporate intellectual property, tracked quarterly by the Risk Management Committee.	Information Management, Risk Management										
Employee Diversity & Inclusion	TC-HW-330a.1	Qualitative	Percentage representation of gender and racial/ethnic groups among management, technical personnel, and all other employees.	Please refer to section for distribution of employee demographics.	Employee Status										
Product Lifecycle Management	TC-HW-410a.1	Qualitative	Percentage of revenue from products that require declaring in IEC 62474.	In 2025, the revenue percentage from products requiring declaring was 0%.	Green Products										
	TC-HW-410a.3	Qualitative	Percentage of qualified products (by revenue) that comply with ENERGY STAR® standards or equivalent requirements.	Revenue from sales of energy-saving products that comply with ErP Lot3 (EU 617/2013) accounts for 24.7% of standard product sales.											
Materials Sourcing	TC-HW440a.1	Qualitative	Description of risk management related to the use of critical materials.	Please refer to section for supplier management strategy and supply chain risk management.	Sustainable Supply Chains										
Activity Metrics	TR-AP-000.A	Quantitative	Number of units produced by product category.	<table><tr><td>Company</td><td>Board</td><td>System</td><td>Others</td><td>Total</td></tr><tr><td>DFI</td><td>533</td><td>42</td><td>0</td><td>575</td></tr></table>	Company	Board	System	Others	Total	DFI	533	42	0	575	Sustainable Development Key Quantitative Performance Metrics
	Company	Board	System	Others	Total										
	DFI	533	42	0	575										
TR-AP-000.B	Quantitative	Total area of manufacturing facilities.	7567.3 m ² (including 3800 m ² on the third floor of the headquarters, 2123.6 m ² on the first floor of the headquarters, 203.6 m ² mezzanine on the second floor of the headquarters, and 1440 m ² on the second to fourth floors of the interview building)												
TR-AP-000.C	Quantitative	Percentage of production from owned facilities.	All production comes from owned facilities.												

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	Governance	Strategy	RiskManagement	MetricsandTargets
Description	Discloses how the organization manages climate-related risks and opportunities	Discloses existing and potential climate-related risks that may impact the organization's financial planning	Discloses the process for assessing, evaluating, and managing climate-related risks within the organization	Discloses key metrics and targets for assessing and managing climate-related risks and opportunities for the organization
Corporate Governance	- Describes the Board's supervision of climate-related risks and opportunities - Describes the role of management in assessing and managing climate-related risks and opportunities	- Describes the organization's awareness of short, medium, and long-term climate-related risks and opportunities - Describes the potential impacts of climate-related risks and opportunities on the organization's operations, strategies, and financial planning - Describes the organization's flexible strategies in response to different climate scenarios	- Describes the process for reviewing and evaluating climate-related risks within the organization - Describes the procedures for managing climate-related risks within the organization - Describes how the organization integrates the mechanisms for reviewing, evaluating, and managing climate-related risks into the overall risk management system	- Discloses the metrics used to assess climate-related risks and opportunities in the organization's strategy and risk control processes - Discloses GHG emissions and related risks in Scope 1, Scope 2, and Scope 3 - Describes the organization's goals and achievement levels in managing climate-related risks and opportunities
Corresponding Chapters	Corporate Sustainable DevelopmentCorporate Governance	Support from LeadershipDFI corporate sustainable developmentClimate Strategy and Carbon Management	Risk Management	Corporate Sustainable DevelopmentClimate Strategy and Carbon Management

Note: For the climate risk and opportunity correlation diagram and details on climate risk identification and response, please refer to the Risk Management section (P.OO).
Page numbers will be added after the final layout has been completed.

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Dimensions	Recommended Disclosure Items by TCFD	The Company's Response Measures		
Governance	Board oversight of climate-related risks and opportunities	The Risk Management Committee focuses on identifying and assessing the Company's relevant risks on an annual basis. Risk management decisions are implemented following approval by the Board of Directors and the Audit Committee. The President, the Head of the Sustainable Risk Management Department, and other senior executives will track and discuss matters during quarterly meetings, and will report to the Board of Directors annually.		
	The role of management in assessing and managing climate-related risks and opportunities	The Risk Management Committee of DFI is chaired by the President, with the Deputy Chairman being the CFO. Departmental senior managers serve as committee members and are responsible for determining DFI's risk management strategies, setting annual targets, and establishing risk performance indicators. In addition, the ERM team serves as the Secretary-General and primary point of contact, responsible for monitoring internal and external events to identify potential risks, coordinating risk management meetings, tracking risk indicators, and overseeing the progress of mitigation plans. Each department actively monitors risks through self-assessment reports, identification of high-risk areas, and the development of targeted risk improvement plans. These efforts are regularly reported to the Risk Management Committee during scheduled meetings.		
Strategy	Identified short-, medium-, and long-term climate-related risks and opportunities	Short-term	Mid-term	Long-term
		Physical Risk: In response to rising ambient temperatures, maintaining stable factory operations and a comfortable office environment requires increased energy consumption and greater utilization of cooling and refrigerant systems. Transition Risk: Changes in climate-related policies and regulations are expected to increase demand for low-carbon products, resulting in shifts in industry demand structure. Market Risk: Adoption of low-emission energy sources and the research, development, and innovation of new products and services.	Market Risk: Emerging carbon reduction policies and regulations may restrict the Company's ability to export products to target markets unless compliance requirements are met. In addition, to align with customers' decarbonization objectives, the Company conducts organization-wide greenhouse gas emissions inventories and obtains relevant certifications. Transition Opportunity: The Company continues to develop energy-efficient products that comply with the ErP Lot 3 requirements and is actively implementing its renewable energy strategy. In 2023, a solar photovoltaic system was installed at the Taoyuan facility. Increased use of renewable energy is expected to reduce greenhouse gas emissions and associated carbon-related costs, generating positive long-term financial benefits for the Company.	Financial Risk: Business interruptions or supply chain disruptions may result in additional costs, including fixed operating expenses, equipment repair and replacement costs, employee wages and other fixed labor costs. Financial impacts may also include the opportunity cost associated with production downtime, as well as penalties arising from delayed deliveries. The development of low-carbon products may also increase operating costs, including expenditures related to research and development, product design, and the adoption of new technologies.
	Impacts of climate-related risks and opportunities on business, strategy, and financial planning	The Company conducts a comprehensive assessment of the actual and potential impacts of climate change on its business, operations, and financial planning, following the disclosure recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and commits to transparent reporting. The major climate risks faced by the Company primarily stem from stakeholders' demands for the reduction of greenhouse gas emissions and compliance with product energy efficiency standards. Due to the nature of the IPC industry, over 99% of resource consumption comes from electricity use. Nevertheless, we maintain a strong focus on environmental and climate issues. Failing to keep pace with advancements in net-zero emissions, water resource management, and energy efficiency could threaten our industry standing and lead to significant consequences. Therefore, gradually adopting these initiatives not only mitigates risks but also creates new opportunities. To effectively address these risks and opportunities, the company has implemented a series of management policies. These include enhancing climate risk management frameworks, optimizing resource allocation, and pursuing innovative solutions for green development. The goal is to simultaneously mitigate risks and capitalize on opportunities, ensuring the Company's sustainable growth.		

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Dimensions	Recommended Disclosure Items by TCFD	The Company's Response Measures		
		Key Transition Risks/Opportunities	Key Transition Risks/Opportunities	Key Climate Risks
		Risks: - Changes in consumer preferences leading to a decrease in demand for goods and services - Fluctuations in input costs (such as energy, water) and changes in output requirements (such as waste management) leading to higher production costs - Changes in energy costs - Revenue composition and source changes - Repricing of assets (such as petrochemical fuel reserves, land valuation, securities valuation)	Risks: - Decreased demand for products and services resulting in order losses - Expenditure on the development of new and alternative products - Capital investment in technology development	Risks: - Decrease or disruption in production capacity (e.g. production stoppage, supply chain disruption) - Impact on labor management and planning (e.g. health, safety, absenteeism) - Write-off and premature retirement of existing assets (e.g. property and asset damage in "high-risk" areas) - Increase in operating costs (e.g. insufficient water supply for hydroelectric power plants or cooling water for nuclear and thermal power plants) - Increase in infrastructure costs (e.g. facility damage) - Decrease in sales/output resulting in decreased revenue
Strategy	Impacts of climate-related risks and opportunities on business, strategy, and financial planning	Opportunities: During the development of the carbon emissions data platform, the Company continues to optimize decarbonization solutions, including early-stage implementation, mid-stage applications, and subsequent consulting and verification services. These efforts aim to enhance the Company's opportunities and competitiveness in the green market for low-carbon products. Furthermore, we track customer evaluations and feedback to develop well-rounded, comprehensive solutions that combine marketing strategies.	Opportunities: The Company is establishing a carbon emissions data platform to integrate innovative decarbonization initiatives, identify opportunities for improving production environments and processes, and develop technology-driven solutions. Through the deployment of low-carbon and low-energy-consumption equipment platforms, the Company aims to enhance operational sustainability and achieve its green goal of net-zero carbon emissions.	
	Strategic resilience, taking into account different climate-related scenarios	The Company is headquartered in Xizhi District, New Taipei City, with its factory located in Guishan District, Taoyuan City. According to the 3D Disaster Potential Map from the National Science and Technology Center for Disaster Reduction, neither the headquarters nor the Taoyuan factory is directly situated in areas prone to heavy rainfall or rockfalls. However, there are zones nearby with landslide risks, including debris flow streams and steep slopes. Therefore, the risk of flooding or landslides disrupting the Company's operations is minimal. However, for risk management purposes, the Company continues to assess the potential financial losses associated with property damage in the unfortunate event of climate-related incidents that lead to work stoppages in the short term. Given that our products are produced based on customer demand, any work stoppage would primarily result in losses concentrated in fixed costs and financial expenses.		

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SDGs Comparison Table

SASB Comparison Table

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Certificate

Dimensions	Recommended Disclosure Items by TCFD	The Company's Response Measures		
Risk Management	Identification and assessment process of climate-related risks	Through collaboration between the Group's large fleet and relevant internal units, we gather information on external market, regulatory, technological, and physical climate trends. This enables us to identify the climate-related risks and opportunities the Company may encounter. By assessing both the potential impact and likelihood of these factors, we prioritize the most significant climate risks and opportunities. In the simulated scenarios, both financial risks and opportunities, as well as their impacts on finances, are taken into account and converted into financial figures. In accordance with the Group's RE100 phased target of RE60, which aims to achieve 60% renewable energy usage by 2030, it is estimated that the demand for renewable energy certificates will reach as high as NT\$37,292 thousand. This calculation is based on the cost of renewable energy certificates in China at NT\$3 thousand per 10,000 kWh and in Taiwan at NT\$60 thousand per 10,000 kWh, resulting in a demand of NT\$66 thousand for China and NT\$37,226 thousand for Taiwan.		
Risk Management	Within the climate-related risk management framework	To promote the implementation of risk management mechanisms and ensure the sustainable operation of the Company, the Board of Directors has approved the "Risk Management Policy and Procedures" and established the Risk Management Committee in accordance with the Company's risk management policy. The Risk Management Committee consolidates the four main categories of risk: strategic, financial, operational, and hazard. Each year, it identifies, evaluates, manages, reports, and monitors risks that could adversely affect the Company's operational objectives. The committee reports annually to the Audit Committee and the Board of Directors on the progress of risk management.		
	How the identification, assessment, and management of climate-related risks are integrated into the Company's overall risk management system	Climate change is incorporated as a key issue in sustainable development and included as a key item in stakeholder engagement surveys. Based on the Risk Management Committee's RA factor assessments for each unit, risk factors are incorporated into the management system and monitored on a quarterly basis. Through the committee's implementation plans, response measures are developed across areas such as operations, products, and supply chain management.		
Metrics and Targets	Description of the indicators used by the Company to assess climate-related risks and opportunities in accordance with its strategy and risk management processes	Financial performance, green products, carbon management, green operation are used as the primary key indicators for quantitative assessment. Energy management focuses on renewable energy utilization, as well as operational indicators related to electricity consumption, water usage, and other energy and resource consumption at the Company's major operating sites.		
	Risks related to Scope 1, Scope 2, and Scope 3 GHG emissions	Since 2021, greenhouse gas inventories have been conducted in accordance with the ISO 14064-1 standard, with verification statements obtained. The greenhouse gas emissions for 2025 (measured in metric tons of CO ₂ e) are as follows:		
		Scope 1: 127.0973	Scope 2: 2980.0899	Scope 3: 2928.9966
	The targets used to manage climate-related risks and opportunities, and the performance in achieving those targets	Carbon management and energy management objectives	Product energy efficiency improvement management objectives	Waste management objectives
		- Using 2021 as the base year, reduce Scope 1 and Scope 2 greenhouse gas emissions by 3% - Complete phased self-assessments of product carbon footprints for 35 models by 2026	Achieve more than 55% of standard product models compliant with the ErP Lot 3 requirements by 2025	Increase the recycling volume of Category R waste by 5%

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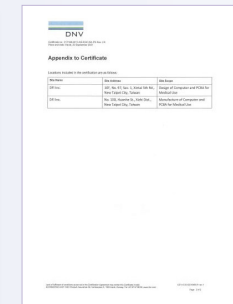
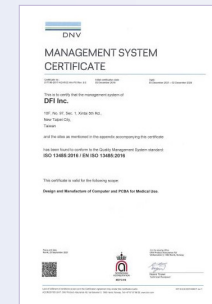


Please refer to the latest certificate on the official DFI website: <https://www.dfi.com/tw/about/companyinformation>

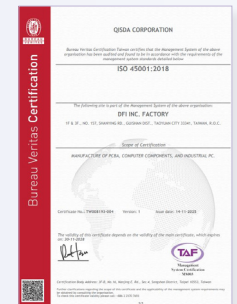
ISO 9001 Certification



ISO 13485 Certification



ISO 14001 & ISO 45001 Certification



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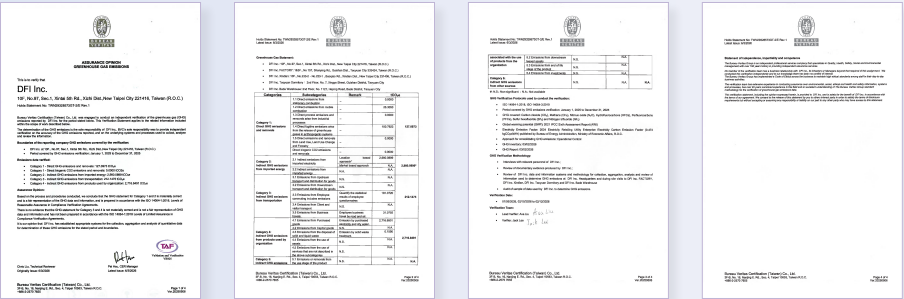
SDGs Comparison Table

SASB Comparison Table

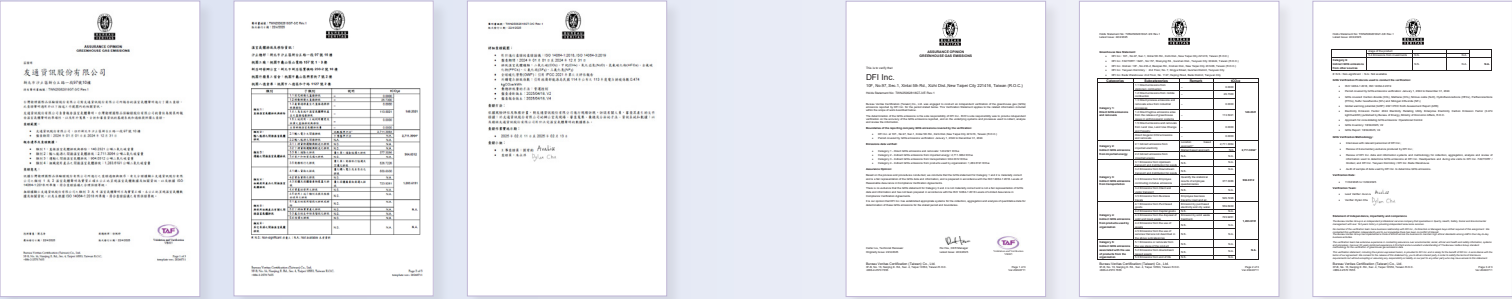
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ISO14064-1 Certification | 2025



ISO14064-1 Certification | 2024



Organization GHG Assurance Opinion | 2025

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ISO14067 Certification

ISO 50001 Certification

ISO 27001

QC080000 Certification

GRI

Sustainable Development Key Quantitative Performance Metrics

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