Groundhog Technologies 2025 ESG Report

Contents

About This Report

This report is prepared to communicate sustainability matters of concern to shareholders, employees, customers, suppliers, and other stakeholders. In addition to addressing their interests, this report aims to appropriately disclose the company's actual efforts in advancing key issues such as corporate governance, environmental protection, and social engagement.

Reporting Guidelines

This report has been prepared in accordance with the latest Global Reporting Initiative (GRI) Sustainability Reporting Standards, as well as the most recent indicators issued by the Sustainability Accounting Standards Board (SASB). For detailed mapping of the report content against GRI Standards and SASB indicators, please refer to the appendix.

Reporting Period

January 1 to December 31, 2025.

Reporting Cycle

This report is published annually. The previous report was released on May 14, 2025.

Reporting Scope and Boundary

Unless otherwise noted within specific sections, the scope of this report primarily covers Groundhog Technologies' Taiwan headquarters operations. Financial data and Scope 3 greenhouse gas emissions disclosures follow the boundary of Groundhog Technologies and its consolidated subsidiaries. There were no significant changes to the organization's structure, ownership, or supplier relationships during the reporting period.

External Verification

This report has not yet undergone assurance or verification by an independent third-party assurance body.

Contact Information

If you have any questions regarding the Company's report or require further information, please contact us:

Email: ir@ghtinc.com
Tel: +886-2-8369-1018

Messages From CEO

At Groundhog Technologies, we believe that true innovation lies not only in advancing technology but also in embracing our responsibility to society and the environment. As pioneers in mobile network optimization and advanced analytics, we are committed to building a low-carbon, sustainable future - one solution at a time.

Sustainability is not a destination, but an evolving journey. It requires the dedication of our people and the trust of our stakeholders. From product design to customer service, we integrate energy efficiency, carbon reduction, and operational excellence into every aspect of our work.

Our technologies help telecom operators streamline base station deployment, reducing the need for resource-intensive fieldwork and minimizing greenhouse gas emissions. In response to global challenges, we have transformed our services to remote support models - cutting travel, lowering our carbon footprint, and enhancing efficiency.

Strong governance, information security, and client trust are the cornerstones of our resilience. Through continuous improvement and alignment with international ESG standards, we strengthen our internal processes, enhance transparency, and elevate our impact.

This report highlights our efforts in innovation, sustainability, and responsible governance. We invite you to join us on this shared journey toward a greener, more resilient future.

“Technology-Driven for a Sustainable Future”

David Chiou.

Intro

Groundhog is committed to addressing some of the biggest challenges in the telecommunications industry through innovative and sustainable solutions, giving back to our society, and enhancing the mobile communications and digital industry.

About Groundhog →

Our Solutions →

Financial Results →

Customer Service →

Material Topics Overview

Material Topic :	2. Economic Performance
Significance	Continuously optimize financial and operational performance to enhance resource allocation efficiency and support long-term sustainability goals
Commitment	Strengthen relationships with existing clients and actively expand new customer sources to increase revenue and profitability
Strategy & Actions	Continue investing in R&D and expand the customer base
Performance Goals	The Board of Directors, as the highest decision-making body, oversees overall operations and policy implementation
Responsible Unit	All Departments

Material Topic :	17. Customer Service
Significance	Deliver efficient and professional services to strengthen customer relationships, enhance market competitiveness, and increase loyalty
Commitment	Establish a customer-oriented mindset and quality management system; gather feedback for continuous service improvement
Strategy & Actions	• Analyze customer feedback monthly to review and enhance service • Maintain customer engagement and retention
Performance Goals	No major customer complaints
Responsible Unit	All Business Departments

Performance Highlights

In 2025, Groundhog Technologies continued its presence in the global telecommunications industry, securing new customer orders in Indonesia, Thailand, North America, and Switzerland.

About Groundhog

Founded in 2001, starting from the Massachusetts Institute of Technology (MIT). Groundhog Group is a global leader in big data analytics for mobile networks, even before its establishment, it won the semi-final prize in the MIT Entrepreneurship Competition. It is one of the earliest high-tech companies in the world to base its research on the behavioral patterns of mobile phone users and to develop massive data analysis techniques for mobile communications. With many years of experience in telecom data research and approximately forty patents in telecom data analysis, the company has a unique competitive advantage and is actively developing various innovative applications.

Groundhog Technologies has independently developed specialized platforms for the telecommunications industry, including the mobile network optimization and positioning platform (CovMo™), the mobile intelligent advertising platform (Mobility Intelligence™), and RealMotion™. These platforms , integrated with a user-facing interface for generative AI large language models, assist telecom operators in tracking all mobile user locations and network quality in real-time across the entire network. They provide multi-dimensional insights into mobile users' movement patterns and usage behaviors, transforming vast amounts of telecom data into valuable solutions.

Clients span across all five continents, primarily serving global telecom operators and international advertising agencies. These include the world's third-largest telecommunications giant, Bharti Airtel; Saudi Arabia's top two operators, STC and Mobily; Canada’s second-largest telecommunications company, Bell; Thailand’s largest telecommunications operator; Japan's Rakuten Mobile; Asia's telecommunications powerhouse, Singtel Group; Indonesia's top two telecommunications leaders, Telkomsel and Indosat Ooredoo Hutchison: the telecom giant Ooredoo Group spanning across the Middle East, Africa, and Asia; and Japan's large multinational advertising agency, Dentsu Group …etc. Groundhog Technologies derives over 80% of its annual revenue from overseas markets, making it one of the few Taiwanese wireless communication software companies focused primarily on the international market.

Groundhog Footprints with Our Partners

Grounding Our Roots in Taiwan

Based on the concept of growing up in Taiwan and contributing to Taiwan, Groundhog Group planned to be listed in Taiwan. Therefore, Groundhog Inc. was established in 2019. The operation and R&D headquarters are both set in Taiwan, and it was successfully listed on the Taiwan Stock Exchange on January 15, 2024. Listed on the exchange, stock code 6906, industry category is digital & cloud services. The following is the organizational chart of Groundhog Group:

Groundhog Inc.

Groundhog Pte. Ltd.

Groundhog Technologies Inc.

Our Solutions

CovMo™ Mobile Network Optimization Positioning Platform

CovMo™ is the flagship product of Groundhog Technologies. Currently, CovMo™ revenue accounts for more than 90% of the total revenue. Customers are from five continents, and the platforms deployed around the world simultaneously analyze big data from more than 800 million mobile phones.

CovMo™ is a mobile network optimization and positioning platform independently developed by Groundhog, the first launched in the world, and continuing to have a leading market share. It analyzes, decodes and compiles network signaling data into meaningful information to help mobile operators optimize and troubleshoot the networks.

This is not only different from the simple use of conventional triangulation positioning and multi-dimension positioning methods, but also more efficient and effective than traditional drive test. The positioning accuracy is the first in the industry. In the 5G era, there will be more and different data. Products that can convert this additional data into system parameters will be able to more accurately locate and solve problems, and to be more competitive. Furthermore, it is planned that CovMo™ will be enhanced with drone-related positioning capabilities, thereby further strengthening its AI-driven decision-making functions.

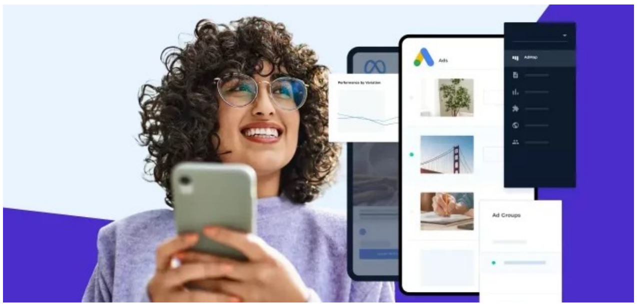
The main features of CovMo™ are as follows:

I. Integrate a proprietary large language model (LLM) AI interface to provide customers with a comprehensive telecommunications intelligence and expert system.
II. More than 150 mobile network key performance indicators (KPIs), covering network coverage and quality, accessibility, continuity, mobility, traffic and other analysis aspects, assisting telecom operators in network deployment. In each stage, CovMo™ can quickly identify the root cause for poor user communication experience for better network management and user experience optimization tasks.
III. Multiple advanced filtering fields clearly distinguish between indoor, outdoor, moving and stationary modes.
IV. Mobile phone user-centered geolocation services ensure a comprehensive review of communication quality from the subscriber's perspective.
V. User friendly interface design and intuitive user experience, multiple map window presentation and comparison, quick view and deep-dive analysis of network problems in specific locations.
VI. Base station automatic optimization function, including improving interference among adjacent base stations, antenna orientation and tilt azimuth, etc.
VII. End-to-end signaling call trace support from various equipment manufacturers and network management equipment suppliers.

CovMo™ presents signal strength using color coding in 3D images, clearly showing the number of users in each area. It helps telecom operators improve signal quality, optimize base station performance, and provides recommendations for future deployment of base stations and small cells.

Mobility Intelligence™ Mobile Smart Advertising Platform

Data Monetization is a growth opportunity that companies with large amounts of behavioral or consumption data are paying great attention to. Under the premise of protecting the privacy of telecomsubscribers, Groundhog Technologies uses anonymized telecom user data, uses base station positioning algorithms, and incorporate with Big Data, Artificial Intelligence (AI), and Machine Learning, we successfully developed the Mobility Intelligence™ solution, which provides telecom operators with a complete picture of mobile phone users.



Transforming rich telecom data assets into new economic business opportunities also allows brand owners and advertisers to use telecom data to carry out customer analysis, marketing planning, digital advertising and other marketing and promotion work.

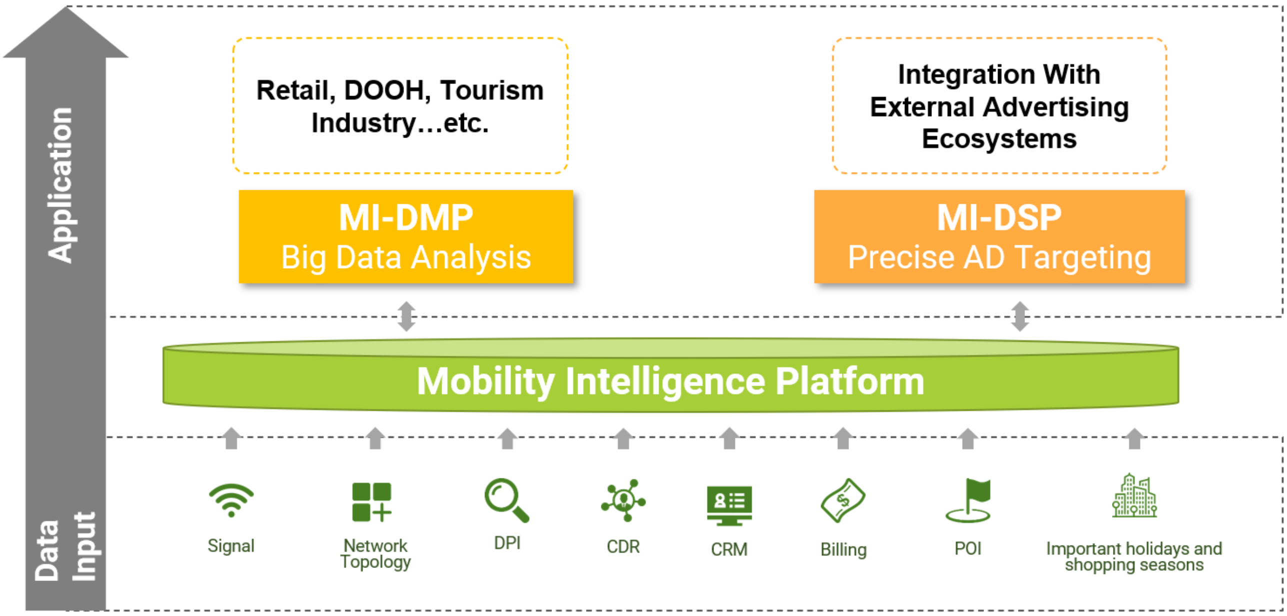
Mobility Intelligence™ (hereinafter referred to as MI) is mainly divided into two sub-products:

I. Mobile Intelligence Data Analysis Platform (MI-DMP™)

MI-DMP™ helps telecom operators diversify the applications and monetize data. The data sources include users' online and offline behaviors, combined with interpersonal communication records and offline transaction information, and converted into mobile user behavior patterns and business wisdom. It helps telecom operators to provide better services and quality. MI-DMP™ uses a variety of algorithms such as exclusive patented deep learning and topology analysis to analyze and predict the behavior patterns of subscribers in all locations, so that the subscriber's profile can be comprehensively and specifically analyzed so as to reach a scale that only telecom operators can achieve. We work with leading brands in digital technology to provide innovative end-to-end solutions for telecom operators.

II. Mobile Intelligent Real-time Bidding Platform (MI-DSP™)

MI-DSP™ combines de-personalized encryption technology and uses massive telecom data to support real-time bidding advertising services while ensuring the security of user data and privacy, allowing telecom operators to use the most advanced technology to launch programmatic advertising services to marketers and advertisers, allowing telecom operators to quickly occupy a place in the advertising industry.



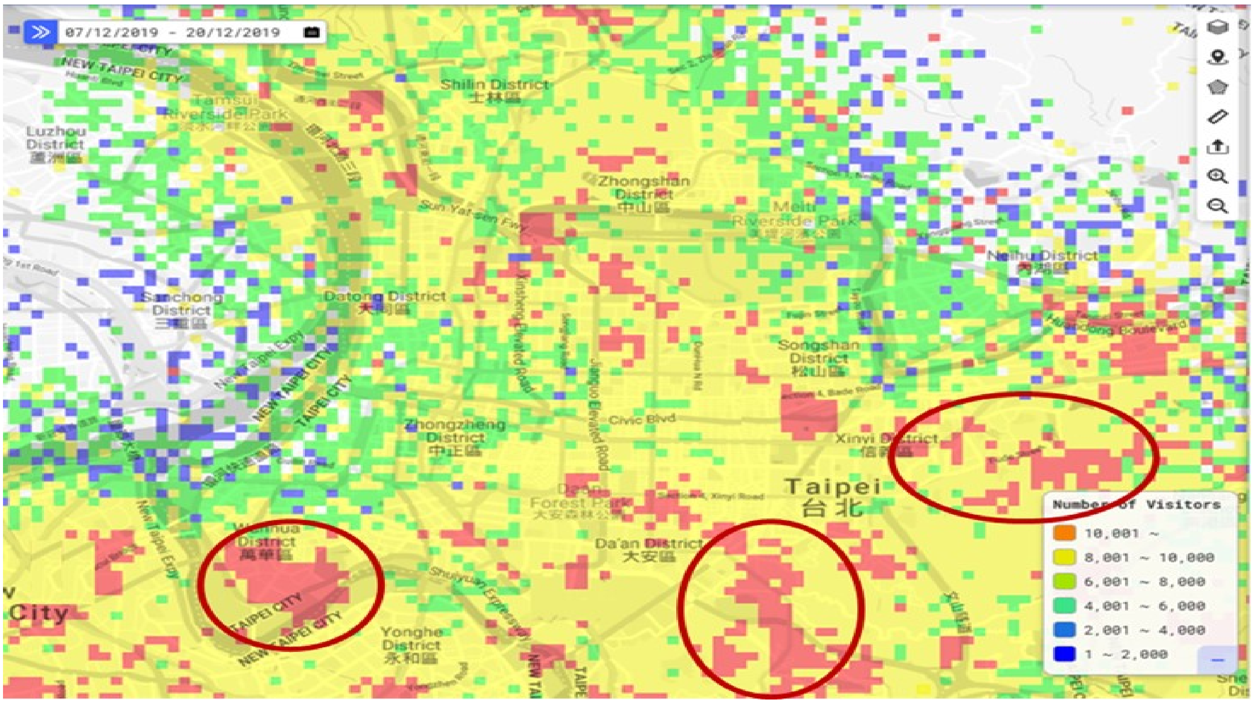
RealMotion™

The movement behavior of the crowd has an important impact on urban planning and even epidemic control. Groundhog Technologies uses its self-developed geo-positioning technology to successfully develop the value-added application product RealMotion™.

During the COVID-19 epidemic, our team successfully used telecom big data with its precise positioning technology to provide mobility analysis of virus infected persons and contacts, assist in contact tracing management operations, and effectively help government and private epidemic prevention work aids agencies, public health experts and researchers in controlling the spread of the coronavirus (COVID-19), and taking the social responsibility and being a good citizen.

In addition, the company also uses precise geolocation technology to assist in the construction of smart cities in Saudi Arabia, infrastructure planning for the UAE World Expo, World Cup football matches, and pilgrimage flow planning in Mecca, etc. The company is increasingly investing in the development of drone swarm systems, allowing RealMotion™ to transition from Cyber AI to Physical AI capabilities.

By analyzing local telecommunications signaling with the aids of big data and AI prediction, it can assist the local government in planning public transportation routes and bus schedules before and after the event, and can monitor the flow of people in each district in real time during the event. The system platform will automatically send out a warning to notify the local police force when there is too much flow of people, helping to reduce stampedes events, improving life qualities, and maintaining citizens safety. In the future, the company plans to further integrate drone applications to enhance the accuracy and completeness of people flow analysis.



RealMotion™ is capable of analyzing population density in specific areas, assisting in identifying high-risk locations during the pandemic.

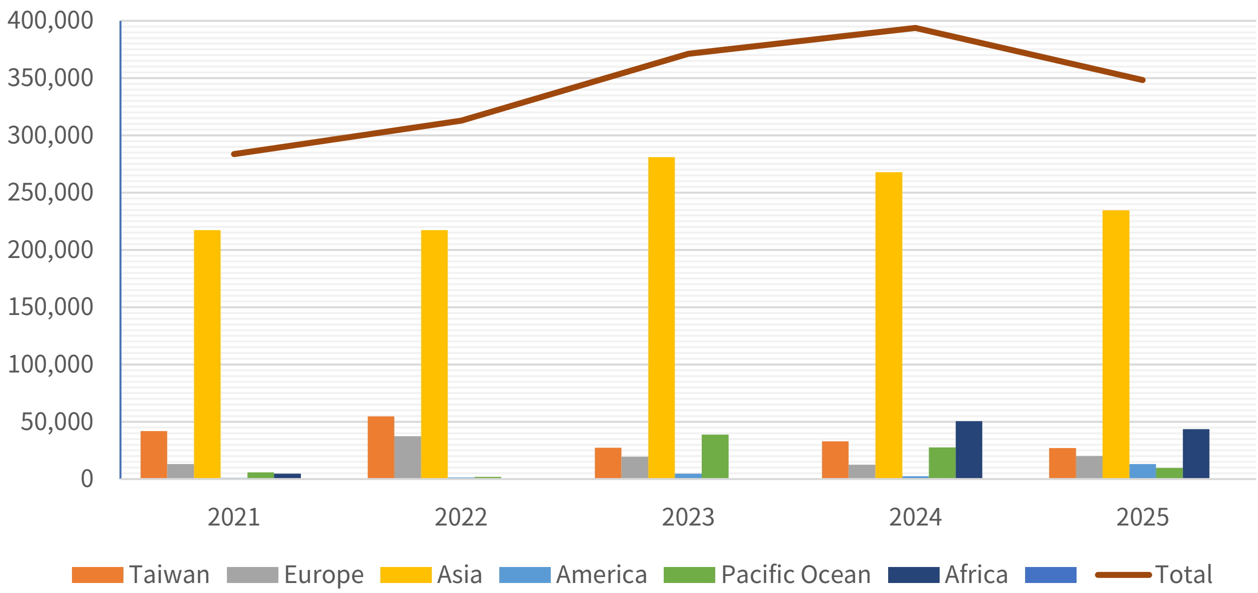
Fraud has become a major global issue, with profound impacts on economies, businesses, and individuals. As technology evolves, fraudsters continually exploit new vulnerabilities, leading to financial losses, reputational damage, and a growing crisis of public trust. The severity of this issue extends further to include illicit financial flows, market instability, and challenges to the rule of law.

RealMotion ™ is capable of identifying phone numbers that appear repeatedly within known fraud hotspot areas. By cross-referencing devices that were once present in those locations but later left, the system can help pinpoint potential suspects linked to fraudulent activities. Additionally, Real™ can map driver movement patterns to determine overlaps with known criminal routes—providing actionable intelligence that supports investigations.

Financial Results

The revenues in the past two years by locations are as follows:

Area		2024 Value	2024 Ratio	2025 Value	2025 Ratio
Taiwan		33,023	8.39%	27,046	7.77%
Overseas	Europe	12,594	3.2%	20,022	5.75%
	Asia	267,710	67.99%	234,621	67.39%
	America	2,476	0.63%	13,108	3.76%
	Oceania	27,533	6.99%	9,867	2.83%
	Africa	50,442	12.81%	43,514	12.50%
	Total	360,755	91.61%	321,132	93.23%
Grand Total		393,778	100.00%	348,178	100.00%



Unit: Thousands NTD (New Taiwan Dollars); %

Customer Service

Groundhog Technologies serves exclusively enterprise clients, each supported by dedicated business and project managers to ensure timely and expert responses to all product-related inquiries.

We also maintain open communication through our official website, where clients can submit feedback or requests. These are promptly handled by the appropriate internal teams. Our flagship products have consistently been delivered on time—demonstrating our commitment to operational reliability and client trust.

Sustainability

Through a robust governance framework, we monitor our ESG performance and uphold our sustainability commitments, ensuring that every employee's actions align with our vision of becoming a global leader in building a sustainable world.

Sustainability Vision

Groundhog Technologies has grown alongside the evolution of wireless communications, from early mobile networks to the era of 5G and AI. By continuously strengthening our expertise in wireless technologies and AI-powered drone solutions, we are advancing our vision of "creating high-efficiency wireless communication network application value with positioning technology."

We believe long-term business success depends not only on technological innovation and competitive advantage, but also on creating value for our stakeholders. We are committed to integrating environmental, social, and governance (ESG) principles into our business strategy while building trusted relationships with employees, customers, investors, and business partners.

Internally, we cultivate an inclusive workplace that respects employee rights and supports professional development, health, and well-being. Externally, we work closely with customers to understand their evolving needs and deliver innovative solutions that create shared value.

We regularly review our sustainability priorities and strengthen our ESG management framework to ensure responsible business practices across our operations. Leveraging telecommunications data analytics and high-precision positioning technologies, we help customers optimize mobile network performance, improve operational efficiency, and reduce energy consumption. Through these efforts, we aim to create long-term value for our stakeholders while contributing to a more sustainable digital future.

Ambition and Blueprint

Our sustainability blueprint aligns business strategy with ESG priorities through clear objectives and regular performance reviews. We disclose our progress annually through the Enterprise Value Enhancement Report and Sustainability Report, providing investors with transparent information on our governance and sustainability performance. A dedicated investor relations function further ensures open communication and timely disclosure to stakeholders..

Perspective	Short-term goals (before the end of 2026)	Medium-term goals (from 2027 to 2028)	Long-term goals (after 2030)
Environmental	Regularly monitor employees' public transportation commuting patterns to help reduce carbon emissions.	Improve suppliers' awareness of environmental protection	Reduce electricity consumption per unit of revenue by 1% compared with the previous year
	Use energy-saving equipment when replacing old equipment	Maintain a high rate of local procurement	Continue to increase the local procurement rate
Social	Increase the proportion of internal training for employees	Strengthen international talent training	Increase the proportion of external training for employees
	Continue to participate in charity-related associations	Continue to improve the retention rate of existing employees	Continue to improve the retention rate of new hires
Governance	Dedicated stakeholder communication channel	Improving the diversity of the Board of Directors	Continuously improving customer stickiness and stable overall profit growth
	Strengthen the publicity of insider equity laws	Improve employees' awareness of legal compliance	Continue to improve the diversity of directors
	Increase the revenue contribution of existing customers and continue to add new customers	Continue to strengthen information transparency	Implement the brand review mechanism to achieve responsible marketing

ESG Enhancement Units

In response to the increasingly severe global climate change, and to mitigate risks while fulfilling corporate social responsibility, we formulated the "Corporate Sustainable Development Promotion Guidelines" on December 30, 2022. We also established a ESG Enhancement Units composed of various departments to jointly promote related matters. The general manager ensures the implementation of corporate social responsibility and regularly reviews and revises the plans. The ESG Promotion Units report the execution status of sustainable development work to the Board of Directors annually. The board listens to the management's report on the company's operations and sustainable development execution. The management presents the company's planned strategies to the board, which assesses the feasibility of the strategies and provides recommendations to the management as necessary.

Since the establishment, in addition to focusing on core business, the management has diligently established ESG management system. The system ensures that company employees and suppliers adhere to the standards set forth and continuously track and improve compliance. We maintain good interactions with stakeholders, including shareholders, employees, customers, suppliers, the government, and society with fair treatment. The company aspires not only to fulfill its responsibility as a global citizen but also to firmly implement the concept of sustainable operation.

The ESG Promotion Units is convened by the general manager, with representatives from various departments including human resources, administrative management, research and development, and business units. They hold regular meetings to promote related activities. To ensure the smooth operation of the promotion team, the general manager regularly reports significant sustainability topics and improvements to the Board of Directors.

The data and information in the Sustainability Report are provided by the respective responsible departments, compiled and edited by the Sustainability Development Task Force, reviewed and revised by management, and subsequently approved by the Board of Directors prior to publication.
The organization chart and responsibilities of the ESG Enhancement Units are as follows:

ESG Enhancement Units

Sustainable management • Corporate governance • Integrity management • Risk control • Law compliance and internal control	General Manager's Office Administrative Division
Business commitment • Quality management • Customer service • Sustainable Research & Development	Business Operations Division Research & Development Division Mobile Intelligence Division
Employee care • Staff caring • Employee relations • Professional training • Welfare Benefits	Human Resources Division
Environmental sustainability • Energy saving & carbon reduction • Resource recycling • Environmental sustainability	Administrative Division

Materiality Assessment

Groundhog Technologies defines stakeholders as internal or external individuals or groups that have a direct or indirect impact on, or are impacted by, the company's operations, products, and services. Based on this definition, we have identified seven key stakeholder groups: employees, shareholders/investors, media, non-profit organizations (NPOs), suppliers, customers, and government agencies.

Linking Stakeholders to Material Topics

By analyzing stakeholder responses via surveys, we assess both the impact and level of concern related to sustainability issues. This helps identify shared priorities between the company and its stakeholders, serving as the basis for our sustainability reporting. After validation by the Sustainability Committee, relevant strategies, disclosures, and actions are outlined in the overview tables at the beginning of each chapter.

The materiality assessment consists of three steps: identification, data collection and prioritization, and confirmation. A full analysis is conducted biennially. If a significant issue emerges in a non-assessment year, the process will be activated to ensure a timely response.

Step 1 : Topic Identification

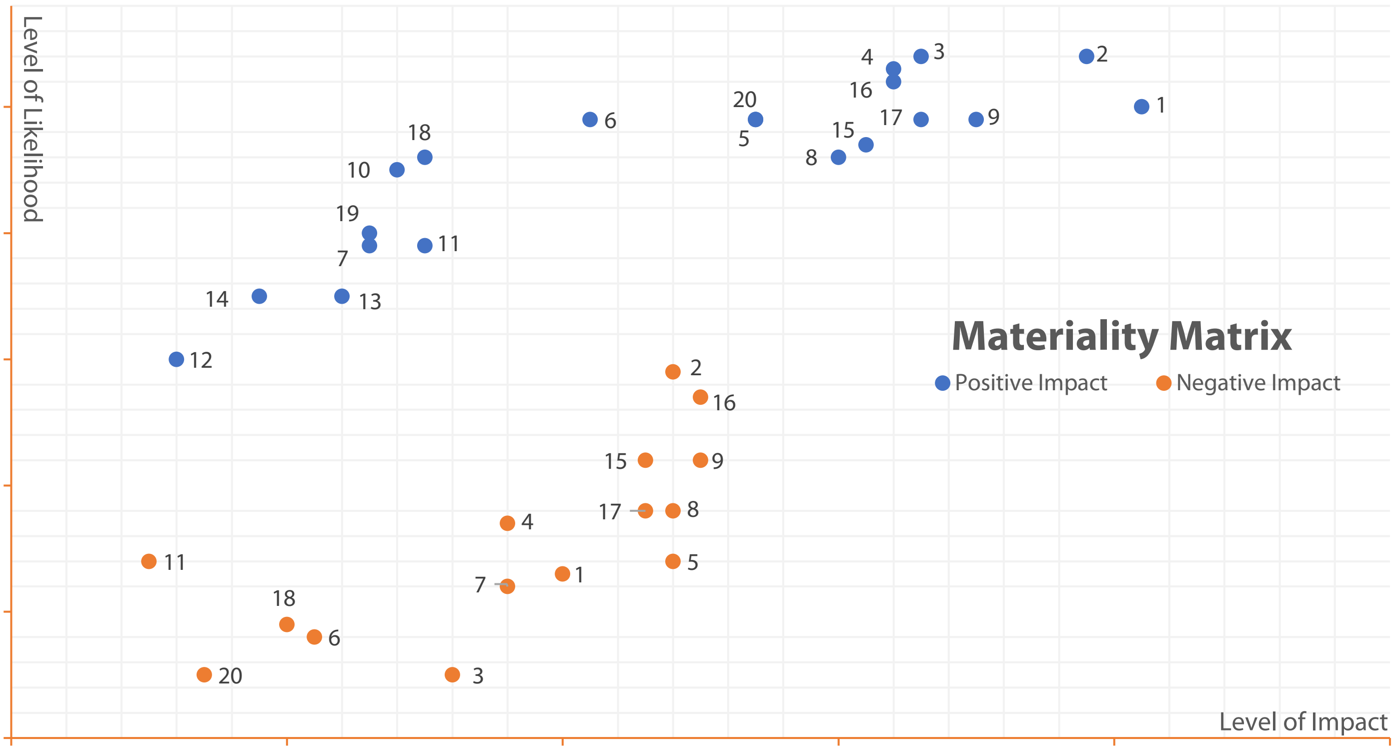
Drawing from GRI Standards, SASB, internal goals, and stakeholder input, the Sustainability Committee identified 20 sustainability topics: 9 governance, 5 environmental, and 6 social issues.

Aspects	Sustainability Issues
Governance	1. Innovative R&D 2. Economic Performance 3. Corporate Governance 4. Risk Management 5. Information Security & Privacy 6. Legal Compliance 7. Supplier Management 8. Business Continuity Management 9. Product Safety & Quality
Environmental	10. Climate Change 11. Energy Management 12. Air Pollution Management 13. Water Resource Management 14. Waste and Recycling
Social	15. Talent Attraction and Retention 16. Career Development 17. Customer Service 18. Diversity and Human Rights 19. Social Participation 20. Occupational Safety and Health

Step 2 : Prioritization and Analysis

In accordance with GRI 3: Material Topics 2021, we analyzed each topic's **impact** and **stakeholder concern**:

Impact Analysis: Employees rated the 20 topics based on positive/negative impact, opportunities, risks, and likelihood. Based on existing risk frameworks, seven high-impact topics were identified: Innovative R&D, Economic Performance, Corporate Governance, Risk Management, Product Quality & Safety, Career Development, and Customer Service.



* Please refer to the Topic List on the previous page

Concern Analysis: During 2024–2025, external stakeholders evaluated concern levels via an online survey. The top five concerns were: Legal Compliance, Product Quality & Safety, Information Security & Privacy, Innovative R&D, and Talent Attraction & Retention.

Step 3 : Topic Confirmation

Based on the combined analysis, similar topics were merged to form 10 final material topics, which were reviewed and confirmed by the Sustainability Committee.

Material Topic Boundaries

Following the identification of material topics, cross-functional ESG working groups further evaluated the completeness of each topic—assessing their internal and external impact boundaries, and mapping them to relevant GRI specific topics and SASB standards. Management approaches and governance mechanisms for each topic are summarized at the beginning of the respective chapters in this report.

<table>
<tr><th>Material Topic</th><th>GRI / SASB Related</th><th>Section Disclosed</th><th rowspan="2">Impact Boundary</th></tr>
<tr><th colspan="3">Risk Analysis</th></tr>
<tr><td>1. Innovative R&D</td><td>TC-SI-520a.1</td><td>Intellectual Property Management</td><td rowspan="2">Direct: Investors, Supplier, Customer, Government
Indriect: NPOs</td></tr>
<tr><td colspan="3">⚠ Lack of innovation may result in technological lag, lower customer satisfaction, increased data security risks, and potential legal disputes.</td></tr>
</table>

<table>
<tr><th>Material Topic</th><th>GRI / SASB Related</th><th>Section Disclosed</th><th rowspan="2">Impact Boundary</th></tr>
<tr><th colspan="3">Risk Analysis</th></tr>
<tr><td>2. Economic Performance</td><td>GRI 201</td><td>About Groundhog</td><td rowspan="2">Direct: Employees, Customer, Government
Indirect: Investors</td></tr>
<tr><td colspan="3">⚠ Low operational efficiency or poor management may increase costs, reduce revenue, and weaken market competitiveness.</td></tr>
<tr><td>3. Corporate Governance</td><td>GRI 2-17
GRI 2-18</td><td>Governance</td><td rowspan="2">Direct: Investors
Indirect: Employees, Customer, Government</td></tr>
<tr><td colspan="3">⚠ Ineffective corporate governance may cause internal disorder, poor decision-making, and higher financial risks, harming long-term growth.</td></tr>
<tr><td>4. Risk Management</td><td>GRI 201-2</td><td>Risk Management</td><td rowspan="2">Direct: Employees, Investors, Supplier, Government
Indirect: NPOs, Customer</td></tr>
<tr><td colspan="3">⚠ Poor risk management may lead to order loss, reputational damage, legal liabilities, and operational instability.</td></tr>
<tr><td>5.Information Security & Privacy</td><td>TC-SI-230a.1</td><td>Information Security</td><td rowspan="2">Direct: Employees, Investors, Supplier, Customer, Government
Indirect: NPOs, Customer</td></tr>
<tr><td colspan="3">⚠ Data breaches, cyberattacks, or malware infections may cause financial loss, brand damage, and reduced customer trust.</td></tr>
<tr><td>6. Legal Compliance</td><td>GRI 2-27</td><td>Social Responsibility and Legal Compliance</td><td rowspan="2">Direct: Investors
Indirect: Government</td></tr>
<tr><td colspan="3">⚠ Non-compliance with regulations may result in fines, lawsuits, business disruption, and reputational harm.</td></tr>
<tr><td>9. Product Safety & Quality</td><td>GRI 416</td><td>Product Safety</td><td rowspan="2">Direct: Customer, Government
Indirect: Investors, NPOs</td></tr>
<tr><td colspan="3">⚠ Poor product quality may disrupt customer operations, cause order loss, and damage corporate reputation.</td></tr>
<tr><td>15.Talent Attraction and Retention</td><td>GRI 414-2</td><td>Employee Benefits</td><td rowspan="2">Direct: Employees
Indirect: Investors, NPOs</td></tr>
<tr><td colspan="3">⚠ An unfavorable workplace environment may hinder talent attraction and long-term development.</td></tr>
<tr><td>16. Career Development</td><td>GRI 404-1</td><td>Talent Development and Training</td><td rowspan="2">Direct: Employees
Indirect: Investors, NPOs</td></tr>
<tr><td colspan="3">⚠ Lack of career development systems may reduce talent retention and negatively impact operations.</td></tr>
<tr><td>17. Customer Services</td><td>GRI 2-6</td><td>Customer Service</td><td rowspan="2">Direct: Customer
Indirect: Employees, Investors</td></tr>
<tr><td colspan="3">⚠ Poor relationship management may reduce customer loyalty, cause order loss, and weaken market position and revenue.</td></tr>
</table>

Stakeholders' Engagement

The Company maintains a "**Stakeholder Section**" and a "**Sustainability Section**" on our official website. The former allows stakeholders to find appropriate contact points or submit feedback to the Audit Committee via email. The latter provides detailed disclosures of our sustainability policies and implementation progress, ensuring stakeholders stay informed of our commitments and developments. Tailored communication channels are established for each stakeholder group, specifying response mechanisms, communication frequency, and responsible contacts — ensuring meaningful dialogue and responsiveness to stakeholder concerns.

This ESG report serves as one of our key stakeholder communication tools. Additionally, through our bilingual website, email, telephone, and fax, domestic and international stakeholders can access up-to-date company information and directly reach responsible personnel for specific concerns. This section outlines the key concerns of each stakeholder group, our corresponding response strategies, the frequency of engagement, and relevant contact information.

Role	Relationship	Issues Concerned	Respond Channels
Customer	Customers are key partners, and we deliver tailored services.	Business Integrity Legal Compliance Risk Management Innovative R&D Information Security & Privacy	Phone / Fax E-mail Sales Meeting Our Website
Supplier	The driving force behind our daily operations.	Information Security & Privacy Legal Compliance Supplier Management Career Development	Phone / Fax E-mail Our Website
NPOs	We give back through donations and community engagement.	Innovative R&D Legal Compliance Product Safety & Quality	Phone / Fax E-mail Our Website
Investors	Shareholder and investor support drive stable growth.	Information Security & Privacy Product Safety & Quality Customer Services	Shareholders Meeting Investor Forum Our Website MOPS
Press	Public attention fuels our continuous improvement.	Information Security & Privacy Innovative R&D Legal Compliance Career Development Talent Attraction and Retention	Phone / Fax E-mail Our Website
Employees	Our services build on proven technology with constant innovation.	Information Security & Privacy Occupational Safety and Health Legal Compliance	Labor Management Meeting Monthly Meeting Anonymous Mail Box
Government	As a listed company, Groundhog complies with regulations.	Corporate Governance Legal Compliance Innovative R&D Diversity and Human Rights	Regular Declaration Order Issuing Official Document Promotional Meeting

Governance

Integrity lies at the heart of Groundhog Technologies. We strengthen board functions and risk management through sound governance, regulatory compliance, and transparent operations - paving the way for responsible and sustainable growth.

Material Topics Overview

Material Topic :	1. Innovative R&D
Significance	Drive technological innovation and R&D to enhance product competitiveness and respond to market needs and technological shifts
Commitment	• Aim to be the best sustainable partner for clients • Proactively develop next-generation energy-saving solutions • Support clients in sustainable data utilization and management
Strategy & Actions	Invest in R&D and file patents to boost product and service competitiveness and drive revenue
Performance Goals	• Continuously innovate and commercialize new technologies • Expand patent portfolio, build a resilient supply chain & ecosystem thru innovation • Patent filing, innovation tracking, R&D investments
Responsible Unit	R&D Division, Legal Affairs

Material Topic :	3. Corporate Governance
Significance	Establish sound governance mechanisms to enhance operational transparency, stakeholder trust, and corporate accountability
Commitment	• Conduct regular board performance evaluations • Ensure board diversity and independent decision-making
Strategy & Actions	• Establish Audit Committee and Compensation Committee • Appoint a Corporate Governance Officer • Regularly monitor corporate governance regulations
Performance Goals	The Board of Directors serves as the highest decision-making body, overseeing company operations and policy implementation
Responsible Unit	Administrative Division, Internal Audit, General Manager Office, ESG enhancement Unit

Material Topic :	4. Risk Management
Significance	Establish a comprehensive risk identification and control mechanism to reduce operational disruptions and protect intellectual property
Commitment	Leverage internal audit plans, risk management frameworks, and control measures to mitigate impacts on operations and safeguard shareholder and employee interests
Strategy & Actions	• Expand new technologies to mitigate risks • Implement procedures to protect intellectual property and patent assets
Performance Goals	• Identify risks and develop response measures • Conduct internal and external audits annually • Continuously track and improve audit findings
Responsible Unit	Internal Audit, ESG enhancement Unit

Material Topic :	5. Information Security & Privacy
Significance	Strengthen information security and privacy protection through secure design to ensure operational stability and market trust
Commitment	Establish information security regulations and operational procedures; conduct regular crisis drills and enhance employee training to reinforce cybersecurity defense
Strategy & Actions	Designate a dedicated team to plan information security policies and training; perform regular annual audits
Performance Goals	Zero incidents of financial loss due to information security breaches
Responsible Unit	Information Security Team

Material Topic :	6. Legal Compliance
Significance	Ensure full compliance with laws and regulations to reduce legal risks and strengthen compliant operations and corporate sustainability
Commitment	Monitor regulatory changes in real time, foster a culture of compliance, and develop proactive response measures to ensure lawful, ongoing operations
Strategy & Actions	Comply with all applicable laws; establish mechanisms for legal tracking and procedures for handling regulatory matters
Performance Goals	Zero major legal violations
Responsible Unit	Legal Affairs, Human Resources, General Manager Office

Material Topic :	9. Product Quality & Safety
Significance	Continuously improve product quality and safety standards to enhance customer satisfaction, brand trust, and market competitiveness
Commitment	Deliver high-quality software products with software safety as the top priority
Strategy & Actions	Conduct quality inspections before, during, and after software delivery, as well as during customer use, to ensure optimal product performance and implementation of software security
Performance Goals	Zero incidents of total data center outages caused by product quality issues
Responsible Unit	R&D Division

Performance Highlights

1. No incidents of bribery, corruption, or regulatory penalties occurred during the reporting year.
2. Zero information security breaches, customer data leaks, or fines were reported. No complaints were received from third parties or authorities regarding data protection violations.
3. No operational disruptions occurred during the reporting period.

Governance Structure

Our company, in accordance with the "Sustainable Development Practices Principles," has established an ESG Enhancement Unit composed of cross-departmental personals. It promotes related matters with the joint efforts of various departments, and the general manager ensures the implementation of corporate social responsibility. Regular reviews and plan adjustments are conducted.

Corporate governance affairs are led and coordinated by the corporate governance officer, with each department responsible for their respective duties: the financial and accounting department handles the operations of the Board of Directors, audit committee, and compensation committee; the investor relations department manages the operations of shareholder meetings; the general manager office oversees and executes the company's integrity management and corporate social responsibility.

Board, Committee Functions and Audit

Board Diversity and Independence

Board Diversity

The company has established a "Corporate Governance Code," which stipulates that the composition of the Board of Directors should consider diversity. Based on its own operations, business model, and development needs, the company should formulate appropriate diversity policies.

These policies should include, but are not limited to, basic criteria and values (such as gender, age, nationality, and culture) as well as professional expertise and skills (such as law, accounting, industry, finance, marketing, or technology). Board members should generally possess the necessary knowledge, skills, and qualities required to perform their duties.

To achieve the ideal goals of corporate governance, the Board of Directors should collectively possess the following capabilities:

I. Operational judgment
II. Accounting and financial analysis
III. Management skills
IV. Crisis management
V. Industry knowledge
VI. International market perspective
VII. Leadership
VIII. Decision-making skills

Composition of the Board Members

The third term board of members of Groundhog Technologies consists of seven directors, all of whom have diverse professional backgrounds in both industry and academia. They have expertise in various fields such as operational management, leadership and decision-making, industry knowledge, and financial sectors, providing professional opinions from different perspectives. This significantly enhances the company's operational performance and management efficiency. To promote board diversity, the company has appointed one female director, accounting for 14.29% of the board. In terms of age, two directors are between 71-80 years old, four are between 61-70 years old, and one is between 41-50 years old. The board has a wide age distribution, balancing experience and execution capabilities.

For details on the implementation of board diversity, please refer to the table below:

Diversity / Elements / Directors	Composition							Capabilities							
				Age											
	Nationality	Gender	Serving as company officers	Between 41 and 50	Between 51 and 60	Between 61 and 70	71 and above	Operational judgment	Accounting and financial analysis	Management skills	Crisis management	Industry knowledge	International market perspective	Leadership	Decision making
Ta-Gang Chiou	Taiwan	Male	✓	✓				✓		✓	✓	✓	✓	✓	✓
Jyh-Feng, Horng	Taiwan	Male				✓		✓	✓	✓	✓	✓	✓	✓	✓
Chiann Liu	Taiwan	Female					✓	✓		✓	✓	✓	✓	✓	✓
Tan Ho-Chen	Taiwan	Male					✓	✓		✓	✓	✓	✓	✓	✓
Chin-Lung Tseng	Taiwan	Male					✓	✓	✓	✓	✓	✓	✓	✓	✓
Tsung-Lin Tseng	Taiwan	Male				✓		✓	✓	✓	✓	✓	✓	✓	✓
Yi-Bing Lin	Taiwan	Male				✓		✓		✓	✓	✓	✓	✓	✓

Based on the Board of Directors' operations, business model, and development needs, the company has formulated the following goals to achieve greater board diversity and strengthen corporate governance. As of the submission date of this report, the progress is as follows:

Management Goals	Status
Directors concurrently serving as company officers not exceed one-third of the total number of the board members	✓
Board of directors contains at least one director of different genders	✓

Board Independence

The Board of Directors comprises seven members, including four independent directors (57.14%). One director concurrently serves as Chairman and President (14.29%). All independent directors have served between three and six years and satisfy the independence requirements under the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.

The Company's Rules and Procedures of Board of Directors Meetings require directors to avoid conflicts of interest. Directors with a personal or represented interest in a proposal that may affect the Company's interests must abstain from deliberation and voting and may not exercise voting rights by proxy.

Functional Committee and Internal Audit

Audit Committee

Composed exclusively of independent directors, the Audit Committee oversees financial reporting, internal controls, accounting, auditing, and risk oversight. The Committee consists of at least three members, including one with accounting or financial expertise, and meets at least quarterly. In 2025, it convened six meetings with an average attendance rate of 95.83%.

Remuneration Committee

The Remuneration Committee assists the Board in reviewing remuneration policies and compensation for directors and senior management. The Committee comprises at least three members, including at least one independent director, with an independent director serving as convener.

Under the Company's Articles of Incorporation, directors' remuneration is capped at 1% of annual pre-tax profit (after offsetting accumulated losses and before employee and director remuneration). Compensation is determined based on directors' responsibilities, contributions to corporate governance, and oversight of sustainability performance. Established on August 4, 2022, the Committee held three meetings in 2025, achieving an average attendance rate of 83.33%.

Internal Audit

The Company maintains an internal control system in accordance with the Regulations Governing the Establishment of Internal Control Systems by Public Companies. The Internal Audit Division conducts risk-based audits across the Company and its subsidiaries under annual audit plans approved by the Board.

Audit results are reported regularly to the Audit Committee, with identified issues tracked through to remediation. The head of Internal Audit reports quarterly to the Committee. In 2025, no material deficiencies in internal controls were identified.

Management performs an annual self-assessment of internal controls, which is reviewed by Internal Audit and forms the basis for the Chairman and President's Internal Control System Statement. The internal control framework covers related-party transactions, subsidiary oversight, and the governance procedures of the Board of Directors, Audit Committee, and Remuneration Committee.

Board Operations Enhancement

To achieve effective governance, improve the company's operational efficiency, reduce risks, and protect the interests of stakeholders, our directors participate in corporate governance, professional knowledge, and sustainable development related courses each year and obtain certifications. This helps board members continuously update industry knowledge, understand trends, and adopt best practices. The training covers topics such as corporate law, financial reporting standards, risk management, strategic planning, climate change, circular economy, and social responsibility to help directors perform their duties more efficiently. Additionally, the company has purchased liability insurance for all directors.

Below is the training status of board members during the reporting year:

Title	Name	Date	Organizer	Course name	Hours
Chairman	Ta-Gang Chiou	2025.03.20	Taiwan Academy of Banking and Finance (TABF)	Corporate Governance Seminar	3
		2025.09.25	Securities and Futures Institute (SFI Taiwan)	International Economic Trends and Taiwan’s Industry Dynamics Under Trump 2.0	3
Director	Jyh-Feng Horng	2024.08.07	Accounting Research and Development Foundation	Corporate Sustainability and Legal Compliance Practice – Insider Trading	3
		2024.11.06	Accounting Research and Development Foundation	Non-Arm's Length Trans-actions: Legal Liabilities and Case Studies	3
Director	Chiann, Liu	2024.06.03	Securities and Futures Institute (SFI Taiwan)	International Economic Trends and Taiwan’s Industry Dynamics Under Trump 2.0	3
Independent director	Tan, Ho-Chen	2025.09.25	Securities and Futures Institute (SFI Taiwan)	International Economic Trends and Taiwan’s Industry Dynamics Under Trump 2.0	3
		2025.11.13	Importers and Exporters Association of Taipei (IEAT)	The New Foundation of Global Finance: Strategic Value of Stablecoins in Business Ecosystems	3
		2025.11.13	Importers and Exporters Association of Taipei (IEAT)	Understanding Gender Equality Laws from the Perspective of Directors and Supervisors	3
Independent director	Chin-Lung, Tseng	2025.09.18	Securities and Futures Institute (SFI Taiwan)	Trends and Risk Management of Digital Technology and Artificial Intelligence	3
		2025.09.25	Securities and Futures Institute (SFI Taiwan)	International Economic Trends and Taiwan’s Industry Dynamics Under Trump 2.0	3
Independent director	Tsung-Lin, Tseng	2025.12.19	Taipei Foundation of Finance (TFF)	Outlook 2026: Analysis of Key Indicators and Trends in the International Political and Economic Landscape	3
Independent director	Yi-Bing, Lin	2025.09.16	Corporate Governance Association (CGA)	Corporate Governance Officer Professional Program – Corporate Governance Officers and Board Members	3
		2025.10.17	Corporate Governance Association (CGA)	Corporate Governance Officer Professional Program – Corporate Governance Officers and Sustainable Governance	3

The Company Board passed the "Rules for Performance Evaluation of Board of Directors" at the meeting on December 27, 2022. Annual performance evaluations are conducted for the members of board, audit committee, and Salary and Remuneration Committee. According to Article 9 of the aforementioned method, the evaluation results are reported to Salary and Remuneration Committee and Board of Directors, and are used as a reference for individual directors' compensation and reappointment nominations.

Period	Target	Method	Assessments
2025.01.01 To 2025.12.31	Individual Board members	Director self-assessment	Performance evaluation for each board members: 1. Comprehension of the Company's targets and missions 2. Awareness of the director's duties 3. Level of participation in the Company's operations 4. Management and communication of internal relations 5. Professionalism and continuing education of the director 6. Internal control
	Board of Directors	Board of Directors internal self-assessment	Performance evaluation for Board of Directors: 1. Level of participation in the Company's operations 2. Quality of decisions made by the board of directors 3. Composition of the Board of Directors 4. Election and continuing education of directors 5. Internal control
	Functional committees	Functional committee internal self-assessment	Performance evaluation for functional committees (include audit committee & remuneration committee): 1. Level of participation in the Company's operations 2. Awareness of the functional committee's duties 3. Quality of decisions made by the functional Committee 4. Composition of the functional committee and selection of committee members 5. Internal control

Overall, the directors highly agreed with the operation of various evaluation indicators. The evaluation indicated that the overall operation of the board and each functional committee was good, meeting corporate governance requirements, effectively enhancing board functions, and protecting shareholders' rights.

Business Integrity

To strengthen a culture of ethical business conduct, Groundhog Technologies has adopted a "Code of Ethical Conduct" and a "Code of Integrity," both approved by the Board of Directors. All employees are required to understand and comply with the company's integrity policies. The company's "Work Rules" clearly state that all employees must uphold honesty and avoid misconduct such as accepting bribes, inappropriate hospitality, illicit benefits, unverified assets, improper exchanges of interests, or kickbacks.

Before entering external business relationships, we assess the counterparty's legal compliance, ethical policies, and any record of misconduct or litigation. All contracts include clauses on confidentiality and intellectual property protection.

ESG Enhancement Units, led by the CEO, is responsible for assisting the Board and management in promoting and monitoring the execution of ethical conduct policies. Progress is reported to the Board in Q4 each year.

The Code of Ethical Conduct outlines conflict-of-interest prevention policies, requiring employees to recuse themselves and proactively report any potential conflicts to their supervisor or the HR department.

Annual self-assessments of internal controls are conducted by all departments using standardized questionnaires. Results are reviewed by the audit team and serve as the basis for the Board's internal control effectiveness statement.

The company provides ethics training courses, including principles of professional integrity, trade secret protection, and insider trading regulations. In the most recent session, 32 employees participated in a total of 3 training hours.

Information Security & Privacy Protection

Protecting information security and confidential data is a core commitment Groundhog Technologies makes to our customers, partners, and investors. Strengthening cybersecurity resilience and management systems remains a top priority.

In 2025, the company officially obtained the ISO/IEC 27001:2022 Information Security Management System (ISMS) certification, marking that its information security management system is fully aligned with international standards. The system demonstrates enhanced defensive capabilities across organizational governance, physical environments, and technical controls.

The company has established a dedicated information security unit, led by a responsible executive who oversees the planning and execution of cybersecurity strategies. The unit continuously promotes risk assessment, enhancement of technical measures, and monitoring effectiveness. During the reporting year, members of the information security unit actively participated in relevant seminars and external training programs, effectively keeping abreast of the latest cybersecurity management approaches and global threat intelligence, thereby strengthening operational security. The company's information security policies and implementation results are as follows:

Strengthening Information Security Governance and International Alignment

The company has established and improved its internal control system for computerized information systems, "Information Security Management Regulations," and "Information Security Incident Reporting and Response Procedures," in accordance with the "Guidelines for Cybersecurity Management of Listed Companies" and the ISO 27001 international standard.

Through both managerial and technical controls, information security is integrated into daily development and operations (DevSecOps). During the reporting year, the information security unit continuously promoted training programs and awareness campaigns, providing diversified cybersecurity learning materials for employees, and conducted structured onboarding training for new hires. Through the implementation of the PDCA (Plan–Do–Check–Act) cycle, the company has successfully fostered a security-oriented corporate culture.

Strengthening Operational Resilience and Risk Reduction

To ensure business continuity (BCP), the Company has established comprehensive disaster recovery plans for core operations and conducts regular recovery drills. These drills cover backup mechanisms, personnel responsibilities, response procedures, and resource allocation, aiming to minimize the impact of unexpected incidents.

To enhance employees' ability to respond to emerging threats, the Company regularly conducts social engineering simulation exercises and multiple physical security training programs. In addition, annual information system disaster recovery drills are performed to validate the effectiveness of business continuity plans, ensuring stable operation of core business functions even under extreme scenarios.

Enhancing Cybersecurity Protection and Asset Management

The company conducts regular risk assessments to identify potential risks in core systems and operations, analyzing their impact on confidentiality, integrity, and availability (CIA), and strengthening protective measures accordingly. In addition, strict physical access control is implemented in accordance with ISO 27001 requirements for data centers, and continuous server security hardening is performed.

For personnel handling sensitive information, the company provides dedicated working environments and strictly controls access rights as well as data input/output processes, ensuring the security of core technological assets and protecting the company's operational reputation.

Implementation Results

In summary, Groundhog Technologies' information security policy is built upon the principles of "adherence to international standards, reduction of operational risks, and strengthening of technical defenses." During the reporting period, the following achievements were recorded:

- **Compliance record:** No deficiencies were identified in internal or external audits during the year, and no major cybersecurity incidents involving information breaches, customer data leakage, or regulatory penalties occurred.
- **Zero litigation and complaints:** There were no complaints from third parties or regulators regarding customer data protection violations that resulted in legal proceedings.
- **Certification: The company successfully obtained ISO/IEC 27001:2022 certification**, ensuring its cybersecurity framework remains aligned with the latest global standards and continuously fulfilling its commitment to stakeholder security.

Risk Management

By establishing, implementing, and maintaining a proactive risk management framework, Groundhog Technologies continuously monitors internal and external issues and environmental changes. We conduct regular business impact analyses and enhance our adaptive capabilities to uphold operational continuity and protect stakeholder interests. Below are key identified risks and our corresponding strategies.

Environmental Protection and Resource Efficiency

As a non-manufacturing software company, we generate minimal environmental impact. Energy-saving practices include lights-off during lunch breaks, air conditioning set above 26°C in summer, and unplugging devices during extended holidays.

Other measures include individual AC controls for meeting rooms, office-wide recycling, the use of recycled paper, and the reuse of supplier packaging, all aimed at reducing our environmental footprint.

Climate Change Impact

While our business model does not produce pollutants or trigger regulatory risks, climate change may increase the difficulty of physical field testing for telecom clients. This creates an opportunity for our network optimization solutions to reduce clients' operational risks.

Workplace Safety and Employee Well-being

We are ISO 45001:2018 certified and comply with the Occupational Safety and Health Act. Our safety and hygiene protocols aim to create a secure and healthy work environment.

Preventive policies cover sexual harassment, ergonomic hazards, overwork-related illnesses, and unlawful acts against employees, safeguarding mental and physical well-being.

Benefits include group insurance, lactation rooms, periodic health checks, and on-site wellness programs. Nurses provide bi-monthly consultations, and doctors offer annual health analytics and advice. We promote work-life balance via flexible hours and remote work. Fire drills are conducted biannually, and building safety inspections are completed every two years.

As of December 2025, no occupational incidents occurred, demonstrating the effectiveness of our occupational safety protocols. Improvements will continue to ensure employee health and dignity.

Product Safety

We are certified under ISO 9001:2015 and ensure our products comply with all applicable marketing, labeling, privacy, and data protection standards.

Ethical conduct is guided by internal codes and operational procedures. We integrate privacy by design and comply with Taiwan's Personal Data Protection Act and the EU GDPR.

Social Responsibility and Legal Compliance

We uphold corporate social responsibility and labor rights while ensuring legal compliance through internal audits and timely policy updates. No legal or regulatory violations occurred in 2025.

We remain committed to enhancing compliance and creating sustainable value through transparency and stakeholder engagement.

Intellectual Property Management

Groundhog Technologies places strong emphasis on intellectual property (IP) management to protect R&D resources, sustain innovation, and enhance competitive advantage. By integrating IP strategies with business objectives, the company has implemented a comprehensive IP management plan to ensure effective portfolio development, risk mitigation, and long-term value creation.

Patents

Groundhog monitors industry patent approvals and market trends to guide its innovation strategy. Internally, employees are encouraged to propose inventive ideas through incentive mechanisms, data analysis, and project discussions, fostering a culture of innovation. R&D teams are required to document their development processes meticulously. The patent application process — from search and scope design, to drafting, filing strategies, office action responses, and appeals — is executed via standardized procedures, with support from professional patent firms. As of 2025, the company has been granted 42 patents, with an additional 2 applications under review.

Area	Patents Obtained	In Process Application
Taiwan	8	1
US	15	1
UK	5	0
EU	8	0
Others	6	0
Total	**42**	**2**

Trademarks

Recognizing that trademarks represent the value of products and services, Groundhog has established a structured trademark management system to protect brand identity. Trademarks are filed in alignment with business development needs. In 2025, five trademark applications were successfully approved.

Intellectual Property Protection

To safeguard trade secrets and confidential information, Groundhog has implemented strict protection measures. Confidentiality obligations are clearly stipulated in employment contracts. Physical access control is enforced through employee ID cards; visitors must register and be escorted at all times. Computers require individual login credentials, and access to pending or upcoming patent materials is restricted. These measures not only preserve the company's competitive edge but also uphold client interests and data security.

Regular Training and Education

Groundhog conducts internal training sessions and sends email communications to promote awareness of IP policies and trade secret regulations. Employees are required to complete an online assessment after participating in the training.

Implementation Review

The company has established an "Intellectual Property Management Policy" and reports its implementation status to the Board of Directors annually in Q4. In 2025, the following initiatives were carried out:Annual review and inventory of granted patents

1. Annual review and inventory of granted patents
2. 3 onboarding training sessions titled "Introduction to IP Rights and Management Framework"
3. 4 newly granted patents, bringing the company's proprietary patent portfolio to 42, with 2 additional applications in progress.

Supplier Management

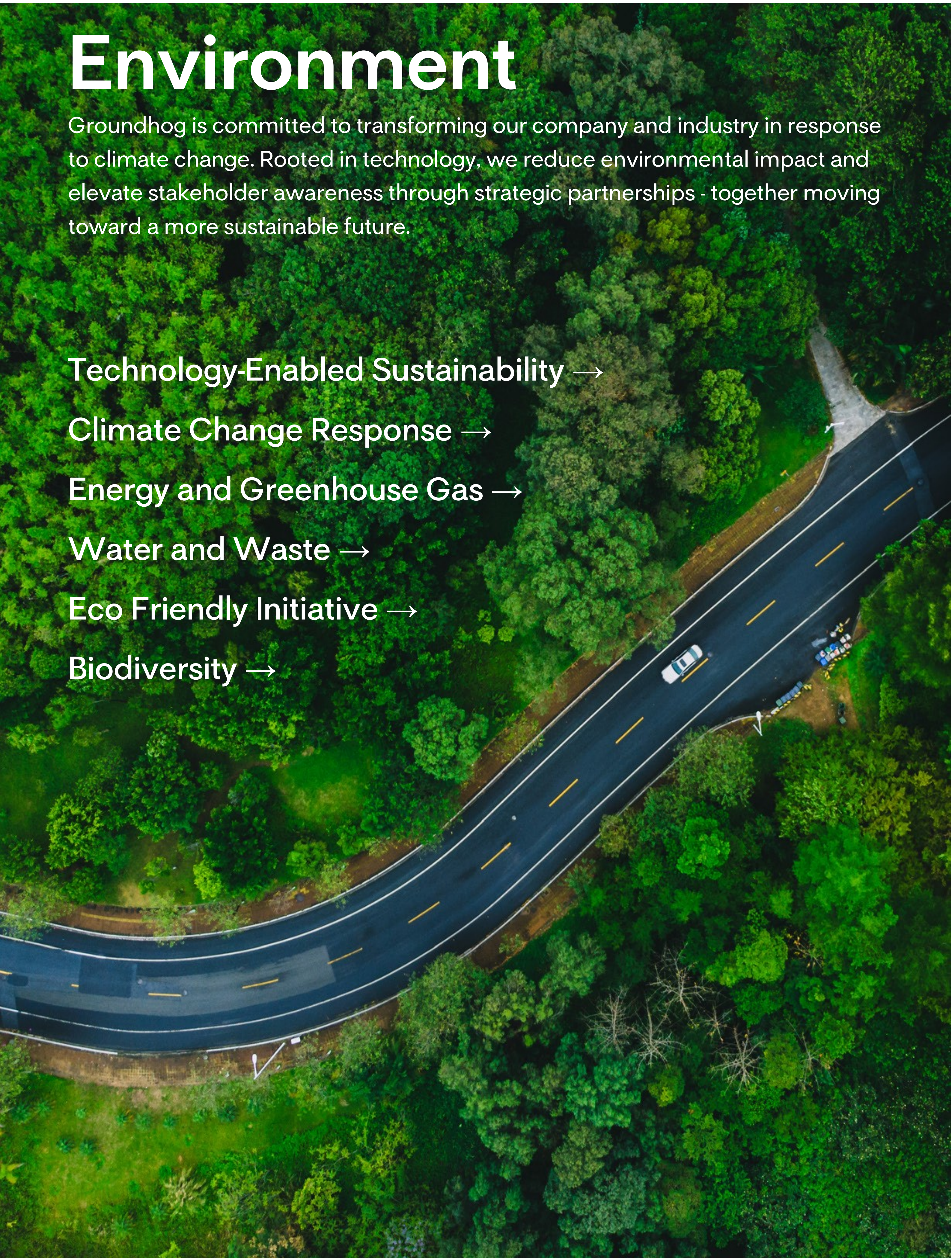
Groundhog Technologies is committed to environmental sustainability by integrating responsible practices into our operations and encouraging suppliers to do the same. We expect suppliers to pursue sustainable growth while minimizing their environmental impact.

Suppliers are expected to adopt environmentally responsible practices across their operations and logistics, including using recycled materials, reducing packaging, and minimizing cardboard consumption. To reinforce these expectations, Groundhog Technologies has established a Supplier Sustainability Management Policy covering environmental protection, labor and human rights, occupational health and safety, privacy protection, and sustainable development.

New suppliers are required to sign the Supplier ESG Commitment Letter and Supplier Code of Conduct before commencing business. In 2025, 85.71% of new suppliers completed both commitments.

Each year, key existing suppliers are invited to complete the Supplier ESG Self-Assessment Questionnaire to evaluate their sustainability performance. In 2025, three completed questionnaires were received. Suppliers with unsatisfactory results are required to implement corrective actions with the Company's support.

All suppliers are expected to comply with applicable laws and regulations while upholding high standards of occupational health and safety, labor and human rights, business integrity, environmental stewardship, and social responsibility. Together, these efforts strengthen a resilient and responsible supply chain.



Environment

Groundhog is committed to transforming our company and industry in response to climate change. Rooted in technology, we reduce environmental impact and elevate stakeholder awareness through strategic partnerships - together moving toward a more sustainable future.

Technology-Enabled Sustainability

When telecom operators provide services across multiple technologies (e.g., 4G LTE, 5G NR), they face the challenge of balancing precise base station deployment to avoid coverage gaps while controlling costs. Groundhog Technologies' expertise in wireless technology and software development helps operators overcome differences in technology, terrain, and environment to achieve optimal network performance at the most efficient cost.

The installation and operation of base stations consume water, electricity, and fossil fuels, contributing to carbon emissions. Traditional methods such as drive tests and field tests to improve wireless coverage and RF module performance further increase carbon footprints.

Our software collects signaling trace logs from base stations within mobile networks and applies telecom expert-designed big data and AI analytics to assist operators in troubleshooting network issues and optimizing daily network maintenance. By optimizing base station configurations — through relocation, consolidation, or reduction—energy consumption and carbon emissions are effectively decreased.

To mitigate greenhouse effects and support clients' environmental responsibilities, Groundhog Technologies helps customers achieve energy saving, carbon reduction, and environmental protection goals through three key approaches:

Precise Deployment Planning

By analyzing base station traffic and coverage patterns, our system enables the strategic deployment of the minimum number of base stations required to ensure high-quality network performance. This optimized planning reduces the total number of deployed sites, helping telecom operators' lower energy consumption and carbon emissions — contributing directly to environmental sustainability goals.

Once a base station is deployed, telecom providers must conduct validation tests to confirm performance before the site goes live. Traditionally, this involves road-based field testing by technical personnel. Groundhog Technologies offers an alternative: automated validation through passive data collection from nearby devices.

This approach offers multiple advantages:

1. **24/7 data collection**: far exceeding the data volume of manual drive tests.
2. **Broader geographic coverage**: including areas inaccessible by vehicles, beyond roadways.
3. **Lower operational and environmental costs**: significantly reducing manpower needs and eliminating the carbon emissions associated with drive testing.

Virtual Drive Test for Network Optimization

Traditionally, mobile network optimization has relied on dispatching engineers to perform on-site and drive tests using specialized equipment. These field tests are conducted to gather key performance indicators (KPIs) related to network coverage and quality, which are then used to guide optimization strategies.

The standard optimization process typically includes:

1. Data collection, analysis, and report generation
2. Setting KPI targets and corresponding strategies
3. Developing implementation plans and pre-deployment simulations
4. Deployment and real-time adjustment to achieve optimal network performance

Our solution offers a more sustainable alternative through features such as Minimization of Drive Test (MDT), Virtual Drive Test (VDT), Swap Feeder Detection. These functions allow remote data collection and analysis of network performance, reducing the need for personnel to conduct field tests. In doing so, our solution helps operators cut down on labor, equipment usage, and transportation—lowering both energy consumption and carbon emissions.

Intelligent Energy-Saving Support for Base Stations

Within mobile network operations, the Radio Access Network (RAN) accounts for a significant share of both power consumption and carbon emissions. Among RAN components, base stations are the primary contributors to energy usage and environmental impact.

As the global momentum toward net-zero emissions accelerates, mobile network operators and equipment providers are increasingly aligning their sustainability strategies with energy optimization at the RAN level—now a widely recognized and actively pursued priority.

Groundhog Technologies' software leverages big data analytics to monitor and interpret the real-time performance of mobile networks. By analyzing the distribution of user traffic and base station activity across the network, the system generates operational insights, such as traffic peaks and off-peak periods, for each base station.

Based on this intelligence, our solution enables intelligent energy-saving functions that dynamically adjust the radio frequency (RF) output of base stations. During low or zero traffic demand periods, the system can temporarily reduce or shut down RF modules, significantly lowering power consumption. When demand resumes, the system automatically reactivates the base station's RF signals to maintain service continuity and quality.

This intelligent power management function strikes a critical balance—achieving carbon and energy reduction while safeguarding the quality of network service. In doing so, it supports both environmental protection and operational excellence.

Climate Change Response

Faced with climate change and low-carbon energy-saving imperatives as key to corporate sustainability, Groundhog Technologies prioritizes developing products that help customers enhance hardware performance and achieve energy saving and carbon reduction. Climate change response is an integral part of our corporate sustainability efforts. The "Corporate Sustainability Promotion Committee" convenes relevant departments to identify climate risks and opportunities, analyze short-, medium-, and long-term risks, and evaluate their financial impacts. The Board of Directors is responsible for the practical oversight of climate risk and opportunity management. Management integrates scenario analyses, strategy formulation, and target achievements and reports to the Board.

Risks and Opportunities

Groundhog actively researches countermeasures to mitigate operational and financial impacts from climate change. Short-term is defined as 1-3 years, medium-term as 3-5 years, and long-term as over 5 years. We assess climate-related risks and their operational and financial impacts across these horizons and plan response strategies accordingly.

The identified short- term, medium- term, and long-term risks and opportunities are summarized as follows:

Aspects		Timeline	Impacts
Risk	Transitional	Mid-term	Shifts in customer needs and preferences; insufficient climate actions leading to reputational decline.
	Physical	Short-term	Increasing frequency of extreme weather patterns, heavy rainfall events, and large-scale flooding.
		Long-term	Rising average temperatures.
Climate Opportunities		Mid-term	Enhancing resource efficiency.
		Mid-term	Developing and innovating new low-carbon products and services.
		Long-term	Strengthening corporate reputation.

Based on the above analysis of climate-related risks and opportunities, we have identified three scenarios with higher likelihoods of occurrence to assess their potential impacts on business, strategy, and financial performance. The results are as follows:

Scenario 1: (Mid-term) Shifts in customer needs and preferences; development and innovation of new low-carbon products and services	
Aspects	**Impact**
Financial	Risk: Decline in market share. Opportunity: Increase in the sales share of low-carbon products, leading to higher revenue.
Strategical	Continue investing in R&D for next-generation low-carbon products and services while enhancing energy-saving and carbon-reduction benefits.
Business	Target telecom operators and related industries by highlighting how our products deliver energy efficiency, carbon reduction, and cost savings, thereby expanding market reach and capturing new business opportunities.

Scenario 2: (Mid-term) Insufficient climate actions leading to reputational decline	
Aspects	**Impact**
Financial	Risk: Stakeholders may be dissatisfied with the company's limited response to climate change, resulting in reputational damage and declining sales.
Strategical	By actively addressing climate-related events and rising online discussions, the company can strengthen its public image and gain customer recognition.
Business	Communicate externally that the company continues to develop energy-saving products, demonstrating concrete actions in response to climate change.

Scenario 3: (Long-term) Enhancing corporate reputation	
Aspects	**Impact**
Financial	Opportunity: Higher fundraising success rate and lower capital costs.
Strategical	Strengthen the company's green and sustainable image through transparent disclosure. Foster a corporate culture that values climate-related issues and takes concrete actions. Strive to improve corporate governance evaluations and establish a strong reputation.
Business	Highlight the green and sustainable attributes of our products to expand business opportunities.

Extreme Weather

Extreme weather events such as severe typhoons and major floods may cause power outages and transportation disruptions, affecting our operations, employee attendance, and data center functionality. While there is a risk of revenue loss, the likelihood and financial impact are minimal. The effects of rising average temperatures and sea levels on our office locations are also assessed as low.

Financial Impact of Transition Actions

Our products focus on helping customers save energy and reduce carbon emissions, with a low likelihood of being subject to carbon tax. Transition actions mainly involve carbon offsetting and the use of renewable energy certificates to reduce Scope 2 indirect emissions. Overall, the financial impact of these transition actions is limited.

Energy and Greenhouse Gas

Internal Organizational Energy Consumption

Groundhog Technologies' main business is the development and sale of software platforms and does not engage in manufacturing. Electricity consumption mainly consists of the company's share of the public electricity usage in the office building. All electricity (100%) is purchased from Taiwan Power Company's grid, and no renewable energy is currently used.

Energy Management Goal →

1% reduction in unit revenue electricity consumption per year

Despite this, we strive to reduce energy consumption and operating costs. To improve energy efficiency, the company promotes setting the air conditioning temperature at or above 26°C during summer, encourages departments to turn off unnecessary lights during lunch breaks, mandates shutting down personal computers outside of working hours to reduce standby power, promotes walking instead of using elevators, reminds employees to turn off lights, air conditioning, and screens after meetings, sets water dispensers to enter sleep mode during off-peak hours to save electricity, and equips each meeting room with an independent air conditioning controller to reduce energy waste.

Year	Power Usage*	Usage per Revenue Unit*	YoY
2025	269,505 kWh	774.04 kWh	11.14%
2024	274,246 kWh	696.45 kWh	

*Notes:
1. Revenue Unit: 1 million NTD (New Taiwan Dollars)
2. Energy consumption of purchased electricity was calculated using a calorific value of 860 kcal/kWh, based on the Energy Product Calorific Value Table published by the Bureau of Energy, Ministry of Economic Affairs. Energy units were converted using the factor of 1 cal = 4.184 J. Total energy consumption for the reporting year was 970.22 GJ.

Compared with 2024, the company's revenue decreased in 2025, and total electricity consumption also declined. Electricity consumption per NT$1 million of revenue was 774.04 kWh, representing an increase of 11.14% compared with 2024.

Greenhouse Gas Management

The Greenhouse Gas Protocol (GHG Protocol) defines scopes of greenhouse gas emissions as follows:

Scope 1: Direct emissions from sources owned or controlled by the company, such as combustion from boilers, furnaces, vehicles, or chemical processes in production equipment.

Scope 2: Indirect emissions from the consumption of purchased electricity, steam, heating, or cooling.

Greenhouse Gas Management Goal →

1% reduction in Greenhouse Gas emissions intensity per year

Scope 3: All other indirect emissions not included in Scope 2 that occur in the company's value chain, including upstream suppliers and downstream customers (e.g., raw material extraction and production, transportation of purchased fuels, and use of products or services sold). Emissions from leased assets, investments, and products partially or wholly owned or controlled by the company but outside organizational boundaries also fall under Scope 3.

As Groundhog's primary business involves software platform development and sales without manufacturing processes, there are no direct Scope 1 emissions. Scope 2 emissions are calculated based on electricity purchased from Taiwan Power Company and allocated by the building management center. Scope 3 emissions inventory began in 2024, including retrospective calculation for 2023. Detailed Scope 3 inventory can be found in the appendix.

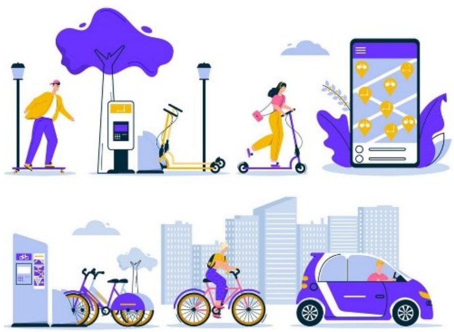
The company completed a greenhouse gas inventory based on the boundary of its consolidated financial statements in 2024. Accordingly, 2024 was designated as the baseline year for greenhouse gas reduction management. The company has established a target to reduce greenhouse gas emission intensity by 1% year-over-year.

Below is our carbon emission inventory for the past 2 years:

Year	Scope 1 Emission	Scope 2 Emission*	Scope 3 Emission	Emission Intensity*	YoY
2025	0	125.59	7,156.44	20.91	**14.73%**
2024	0	129.99	7,048.49	18.24	

* Based on the annual electricity emission factors announced by the Bureau of Energy, with the emission amount measured in metric tons of CO_2e. The Greenhouse Gas (GHG) emission intensity is expressed in tCO_2e/NT$1 million.

We promote energy-saving awareness among employees by encouraging use of public transportation or carpooling for domestic business trips and commuting. For international travel, we advise selecting hotels where walking, shared transport, or public transportation is feasible, and avoiding rental cars to reduce carbon emissions. The procurement of renewable energy, carbon credits, and related trading and offset mechanisms are under evaluation as tools for further greenhouse gas reduction.



In 2025, greenhouse gas emission intensity was 20.91 metric tons CO2e per NT$1 million revenue, an 14.73% increase from 2024.

Water and Waste

Water Resource Management

Cherishing water and protecting water resources is one of the important responsibilities of Groundhog. During the operation, the water source comes from the Taipei City Water Utility Department. We do not use groundwater or other sources. We only produce general domestic sewage without generating any business wastewater.

Water Management Goal →

1% reduction in water usage per capita per year

We continue to promote the concept of water conservation and turning off water to our employees. To achieve water management goals, here are what to do:

1. Promoting water conservation awareness and encouraging employees to turn off water taps after use.

2. Reminding employees to promptly report any damaged water supply equipment to the general affairs team, which then contacts maintenance vendors or the building management center to prevent water waste.
3. Conducting regular inspections and maintenance of drinking water dispensers, replacing filters as needed, and arranging prompt repairs when malfunctions occur to maintain water supply efficiency.

Year	Water Usage	Staff Count*	Usage per person*	YoY
2025	1268 kℓ	150	8.4533 kℓ	0.85%
2024	1207 kℓ	144	8.3819 kℓ	

* Usage per person indicates yearly water consumption; staff count at the end of the year

In 2025, total water consumption increased compared to the previous year. The per capita water consumption was 8.4533 kiloliters, representing a 0.85% increase from 2024.

Waste Management

Our office primarily generates general waste from daily operations, which is classified into general garbage (including food waste) and recyclables. Employees deposit their waste into designated sorting areas. The building management company's janitorial staff collects and consolidates waste from each floor, which is then transferred by certified waste disposal vendors to incineration facilities.

The building management center has a contract with a waste disposal provider to handle waste collection for the entire building. The agreement includes a fixed service package that allows for up to ±20% variation from a baseline of 7 metric tons per month without additional charges or deductions. Under this system, the average daily waste output per floor is below 30 kilograms. Since the building management has not implemented per-floor tenant waste weighing, and Groundhog only leases one floor out of twelve, our daily waste output is minimal.

Additionally, Groundhog has established the "Greenhouse Gas and Waste Management Policy," which outlines specific measures and management strategies for reducing water, electricity, and waste. Annual reduction targets for water and electricity usage are also included in this policy.

Eco Friendly Initiative

Groundhog Technologies primarily engages in the development and sales of software platforms and does not operate in manufacturing activities; therefore, it is not subject to conventional environmental management system certifications. The company generates no industrial waste, with the total volume of such waste being zero. Only general waste is produced from office operations, and all waste disposal complies with relevant government regulations.

We conduct annual inventories of greenhouse gas emissions and water consumption. Our environmental protection goal is to progressively reduce CO_2 emissions, water usage, and total waste output each year.

The company's operations are primarily office-based and supported by self-built data centers; therefore, its direct environmental impact is relatively low. Nevertheless, the company upholds "carbon reduction, energy saving, waste minimization, and circularity" as the core principles of its environmental management approach. It evaluates the establishment of a management framework aligned with the spirit of ISO 14001, and continuously improves through the PDCA (Plan–Do–Check–Act) cycle to enhance energy efficiency, reduce waste generation, ensure responsible recycling of equipment, and prevent adverse impacts on natural ecosystems.

The company is committed to:

- Complying with all applicable environmental, waste management, and ecological protection regulations.
- Monitoring energy consumption and greenhouse gas emissions, and improving efficiency year by year.
- Promoting waste reduction, segregation, and responsible recycling of IT equipment.
- Ensuring that its operating sites and supply chain do not cause significant ecological impacts.

Groundhog does not use any packaging materials in the delivery of its products or services. Internally, the company actively promotes recycling and waste segregation within the office. We aim to minimize environmental impact by extending the life cycle of products through equipment maintenance and component replacement, reusing scrap paper, and repurposing packaging boxes from suppliers. These actions enhance resource efficiency and reduce environmental footprint.

Biodiversity

With the ongoing advancement of digital transformation and 5G applications, the company focuses on the interaction between its operational value chain and the natural environment, and progressively identifies its dependencies on and potential impacts to ecosystems. While promoting industrial digitalization and enhancing digital service capabilities, the company also places strong emphasis on biodiversity conservation and a no-deforestation principle, recognizing their importance to ecological balance and climate stability, and commits to reducing its environmental impact in a responsible manner.

To fulfill these commitments, the company signed the “Biodiversity and No-Deforestation Commitment” in April 2026 and has incorporated related principles into its operations and supply chain management. The company works with suppliers and partners to jointly avoid deforestation activities and pays close attention to ecological conservation and environmental restoration. Going forward, the company will continue to strengthen its management mechanisms, progressively engage the supply chain, and align with the United Nations Sustainable Development Goals (SDGs) 6, 12, 13, 14, 15, and 17, advancing toward the long-term goal of promoting environmental sustainability and harmonious coexistence between humans and nature.

Biodiversity Commitment of the company:

1. Ensure compliance with international, national, and local biodiversity laws in operational activities.
2. Avoid activities that harm endangered or protected species and their habitats.
3. Do not develop or construct in legally protected critical biodiversity areas.
4. Actively participate in the conservation of legally protected biodiversity areas.
5. Do not convert high conservation value areas.
6. Ensure that services or products do not use species listed in the IUCN Red List or CITES-listed threatened species.
7. Do not knowingly source from suppliers associated with biodiversity loss or illegal logging.
8. Support biodiversity conservation actions or initiatives.
9. Explore opportunities to invest in natural carbon sinks (including forests, soils, and oceans).
10. Promote biodiversity risk assessment and management using appropriate tools, such as the mitigation hierarchy (avoid, minimize, restore, offset), to achieve net positive impact or no net loss.
11. Respect the principle of free, prior, and informed consent (FPIC) of Indigenous peoples.
12. Encourage suppliers to adopt this commitment and jointly protect biodiversity.

Engagement Approach for Employees and Their Families

The company strengthens environmental awareness through diverse activities and integrates sustainability into corporate culture. To enhance employees' understanding of nature and biodiversity, the company incorporates environmental education elements into employee travel programs, including cruises and overseas destinations such as Malaysia and Chiang Mai, Thailand, promoting awareness of local natural environments and cultures and encouraging responsible travel behavior.

During employee travel programs, the company integrates local ecological features into environmental education. For example, in Chiang Mai, Thailand, employees are introduced to elephant conservation and human–elephant coexistence issues, enhancing understanding of wildlife protection. In Malaysia, employees observe local ecosystems and wildlife (such as monkeys), and learn about natural spices derived from plants and their diversity of colors, gaining insight into the richness of tropical rainforest ecosystems and biodiversity. These experiences help foster respect for nature and ecological conservation awareness.

Low Environmental Impact Travel Practices

1. Reduce the use of single-use items and implement plastic reduction measures.
2. Respect local natural habitats and wildlife.
3. Comply with local environmental protection regulations.
4. Select environmentally friendly travel arrangements.

Ecological Experience and Environmental Education

- Understand local ecosystems and biodiversity characteristics.
- Learn about environmental protection issues in different regions.
- Cultivate awareness of respect for nature and sustainable travel.

To further strengthen employees' understanding of biodiversity, the company has incorporated related topics into new employee onboarding training and internal communications, enabling employees to understand the company's environmental commitments and practices from the outset and encouraging environmentally responsible behavior in daily operations.

Engagement Approach for Suppliers

The company has incorporated biodiversity and environmental protection requirements into its supplier management policy as a key evaluation criterion. Suppliers are required to comply with relevant environmental regulations and avoid negative impacts on natural habitats and ecosystems. Through communication and management mechanisms, new suppliers are required to sign the "Supplier ESG Commitment Letter" and the "Supplier Code of Conduct." Existing suppliers are evaluated annually through a "Supplier ESG Self-Assessment Questionnaire" to assess sustainability performance and continuously improve supply chain sustainability.

LEAP Approach Description

The company applies the LEAP (Locate, Evaluate, Assess, Prepare) framework developed by the Taskforce on Nature-related Financial Disclosures (TNFD) to assess and manage its impacts on local biodiversity.

1. Locate
   As a digital cloud and information services provider, the company's operational site is a Taipei office, with relatively low direct land use and natural resource development. However, the value chain involves data center operations, cloud service providers, hardware manufacturing, and logistics, which are indirectly associated with energy use, water consumption, and electronic waste management
2. Evaluate
   The company's operations depend on stable electricity supply and IT infrastructure, creating reliance on energy stability. Cloud computing and data processing activities also generate indirect impacts in terms of electricity consumption and carbon emissions. In the supply chain, server and electronic equipment manufacturing may involve raw material extraction and environmental burdens, as well as electronic waste management.
3. Assess
   Climate change may lead to rising energy costs and unstable power supply, resulting in operational cost and resilience risks. In addition, increasingly stringent carbon and energy efficiency regulations may raise compliance requirements. However, the low-carbon digital transformation trend presents opportunities, including carbon reduction benefits from cloud-based solutions replacing traditional IT infrastructure, and market growth potential for sustainable data management and digital transformation services.
4. Prepare
   In 2025, the company further strengthened governance mechanisms for climate- and nature-related risks and opportunities, building upon its 2024 sustainability foundation. Related strategies have been systematized and integrated into the corporate risk management framework. The company adopts the AR3T (Avoid, Reduce, Replace, Restore/Transform) framework as its core environmental management methodology and establishes a cross-functional action management structure with annual plans and quantitative KPIs.

   I. Avoid
   Continue expanding digitalization and paperless operations, enhancing internal workflow digitalization, including approval processes, document management, and cross-department collaboration systems, to reduce resource consumption and environmental impact.

   II. Reduce
   Continue energy efficiency improvement initiatives by systematically monitoring electricity consumption in offices and IT equipment. Energy-saving equipment and optimized computing resource allocation are gradually introduced. Energy use and carbon emissions are incorporated into annual operational KPIs with year-over-year reduction targets to enhance Scope 2 emissions management.

   III. Replace
   Gradually increase the use of low-carbon energy and adopt renewable or low-carbon energy solutions. In supply chain management, prioritize suppliers with environmental certifications or carbon management capabilities to reduce overall value chain emissions and strengthen supply chain resilience.

   IV. Restore / Transform
   Continue to enhance supply chain sustainability capacity through carbon inventory disclosure and collaborative management mechanisms, improving transparency and environmental performance across the value chain. At the same time, leverage digital cloud services to improve operational efficiency and resource utilization, embedding sustainability into product and service design, and transforming the company from a technology service provider into a low-carbon digital solutions provider.

Annual Planning and Governance Integration Mechanism

The company has established a sustainability governance structure overseen by the Board of Directors, with a cross-functional ESG task force responsible for annual target setting, execution, and performance tracking. Starting in 2025, the company further strengthened its target management system by incorporating environmental KPIs into departmental performance evaluation and management cycles. Annual reviews and rolling adjustments are implemented to ensure the achievement and continuous improvement of medium- to long-term carbon reduction and sustainability transformation goals.

Social

We value every team member and recognize that diverse backgrounds and perspectives enrich our business. That’s why we foster an inspiring culture where individuals thrive and grow together.

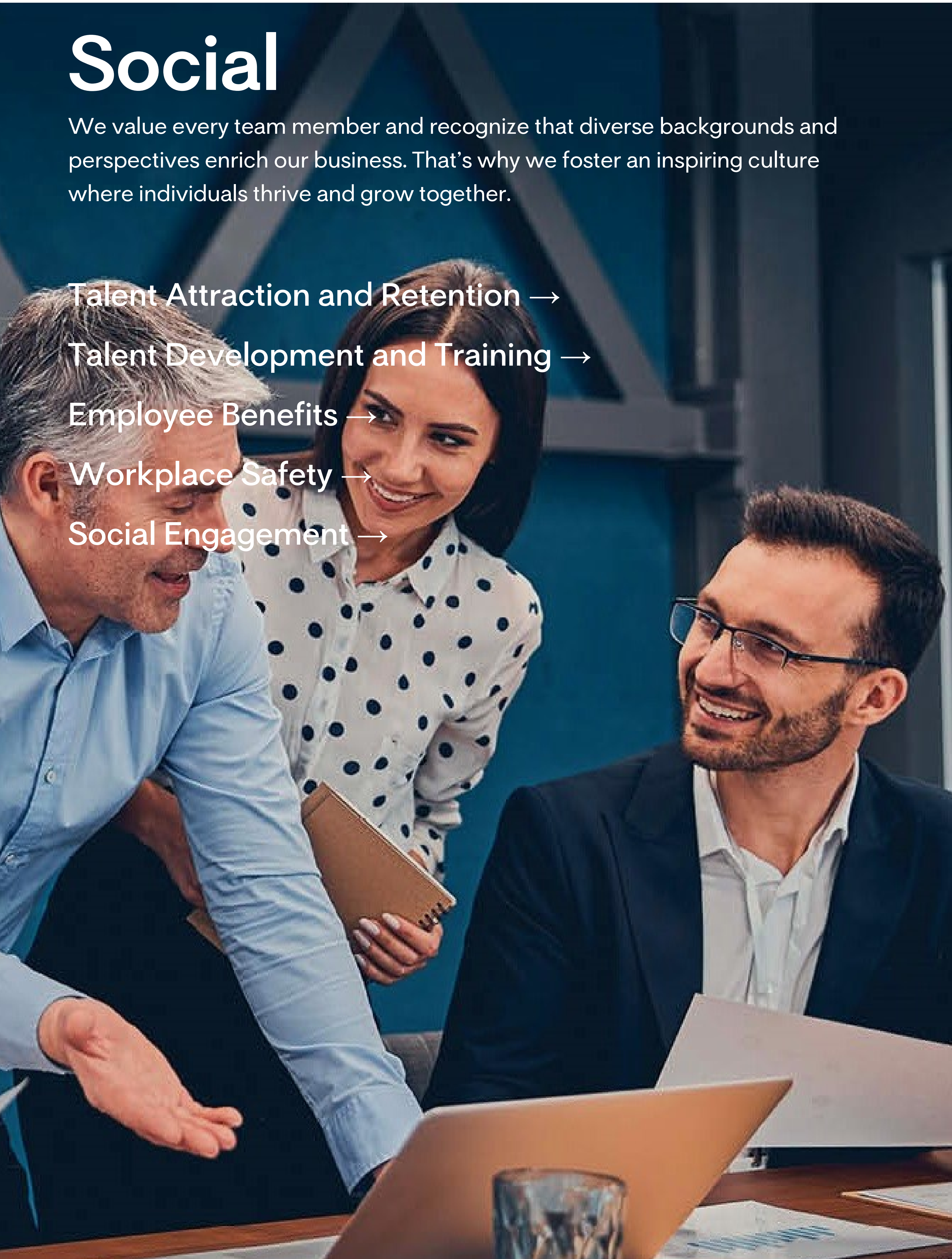
Talent Attraction and Retention →

Talent Development and Training →

Employee Benefits →

Workplace Safety →

Social Engagement →



Material Topics Overview

Material Topic :	15. Talent Attraction and Retention
Significance	Create a quality workplace environment, provide development opportunities, attract and retain high-potential talent to drive corporate growth
Commitment	Offer competitive salaries and rewards, participate in various recruitment and training programs, maintain ongoing communication with talent, and foster an equal-opportunity workplace that attracts and retains high-potential employees
Strategy & Actions	Conduct regular performance evaluations and provide channels for employee feedback
Performance Goals	Employee turnover rate below industry average
Responsible Unit	Human Resources Division

Material Topic :	16. Career Development
Significance	Promote continuous learning and professional growth to enhance employee skills, strengthen team capability, and improve overall corporate competitiveness
Commitment	To improve employees' technical skills, efficiency, and quality awareness, we continuously conduct internal and external training to strengthen professional capabilities across all functions
Strategy & Actions	Identify skill gaps in each department and provide external training subsidies; organize internal training sessions and general education courses
Performance Goals	Digitalized performance evaluation process; develop professional and managerial training programs to enhance employee capabilities
Responsible Unit	Human Resources Division

Performance Highlights

1. Groundhog Technologies' team spans 8 nationalities, with 15% foreign professionals, reflecting our commitment to diversity and inclusion.
2. We respect and support employees' religious beliefs, offering Muslim colleagues flexible time every Friday to attend prayers at the mosque.
3. We encourage new parents to take parental leave and provide the necessary support and stipends to help them balance family and career.

Talent Attraction and Retention

To support its strategic development and globalization, Groundhog Technologies actively recruits and cultivates elite talent from around the world. The company not only offers a competitive salary structure that ranks above average in the digital cloud industry and outperforms most companies in Taiwan, but also spares no effort in retaining and promoting outstanding talent. Given that software professionals place greater emphasis on skills development, career progression, and cross-border residency compared to traditional industries, Groundhog is committed to building an equitable workplace and fostering a diverse workforce to promote international cultural exchange and broaden employees' global perspectives.

Attracting Global Talent

As an internationally recognized software enterprise, Groundhog has a workforce composed of over 15% foreign software professionals. The company proactively supports foreign employees in applying for permanent residency or even naturalization in Taiwan by offering the necessary resources. Depending on business needs and individual work performance, international employees may be granted the flexibility to work remotely to accommodate their living circumstances abroad, enabling them to contribute without concerns over relocation or logistics.

Groundhog also prioritizes the well-being of its global talent - both emotionally and practically - allowing employees from around the world to feel welcomed and supported.

This inclusive and considerate culture helps the company attract software professionals worldwide to join in building a better future together.

Gender	Nationality Diversity on Staffs						
Female (27%)	38	3	1				
Male (73%)	90	10	2	4	1	1	1

* The proportion of foreign employees at the company's headquarters is 15%, with 9% requiring a work permit.

Workforce Diversity

Groundhog Technologies is committed to diversity, inclusion, and workplace rights, actively promoting workforce diversification and equal opportunity. The company has implemented a robust code of conduct to prohibit any discrimination based on gender, race, religion, political affiliation, sexual orientation, social status, nationality, or age. It also ensures a safe and healthy work environment free from harassment, intimidation, or violence.

These measures guarantee equal employment and career development opportunities for all employees. The following tables illustrate the distribution of employees by gender, age group, and job category in 2025::

Age Group	Male	Female	Percentage
Below 30	23	9	21%
30 to 39	40	23	42%
40 to 49	28	4	21%
Above 50	17	6	11%
Total	**108**	**42**	**159**

Job category	Male	Female	Total
General Staff	14	11	25
Technician	24	9	33
R&D Engineer	70	22	92
Total	**108**	**42**	**150**

The company's total number of employees was 150 in 2025, compared with 151 in 2024, indicating no significant fluctuation.

Empowering Women in Tech

In a field often dominated by male leadership, Groundhog stands out as a company that strives to increase the representation of women in the software industry. Special efforts are made to nurture female middle managers by providing professional training opportunities and hands-on experience beyond theoretical instruction. Recognizing the caregiving responsibilities many women undertake, the company offers family care leave and remote work flexibility on a case-by-case basis.

The company's proportion of female managers has consistently remained above 20%, increasing slightly by 1% compared with 2024. Compared with typical software companies, which are generally male-dominated, this reflects initial progress in promoting gender diversity. While not yet equal, the company values the unique strengths women bring to leadership — especially their attention to detail and ability to support team well-being. Promotions and compensation for female managers are awarded on par with male counterparts when performance benchmarks are met. Groundhog will continue to cultivate female talent as future pillars of the organization.

The table on the right summarizes 2025 gender-based compensation distribution by job category.

Gender	Ratio	Role	Ratio
Female	25%	Management	34%
		Non-management	66%
Male	75%	Management	39%
		Non-Management	61%

Employee Engagement and Employee Opinion Survey

Although the company has not established a labor union and does not have a collective bargaining agreement, it holds regular labor-management meetings on a quarterly basis and maintains transparent communication channels. The resolutions of the labor-management meetings apply to all employees.

Groundhog values employee voices and aims to create a transparent, communicative, and inclusive work environment. Regular labor-management meetings are held to enhance dialogue between employees and management. An anonymous suggestion box is also provided to ensure employees can safely share their opinions and ideas.

Management training programs are implemented to strengthen supervisors' communication, leadership, and emotional intelligence skills, further supporting a positive workplace culture. These efforts align with the three pillars of the employee engagement model: Say (willingness to recommend the company), Stay (desire to remain with the company long-term), and Strive (motivation to perform at their best). Through these institutionalized and continuous initiatives, the company aims to strengthen employees' sense of belonging and engagement, thereby supporting overall operational performance and sustainability objectives.

The employee survey results consistently scored above 80 points, indicating the company's commitment to employee-related policies. Employees have generally recognized these efforts; however, as the scores have not yet reached 90 points, there remains room for improvement. Going forward, the company will continue to deepen employee engagement through more frequent interactions and internal activities to enhance mutual understanding.

Regarding diversity, non-discrimination, anti-harassment, and workplace safety and health, the company operates in an environment where global talent is well integrated. Although cultural differences exist, employees have built strong relationships and mutual respect through collaboration and daily work interactions. In addition, the company provides annual health check-up benefits to encourage employees to prioritize their health beyond work, and a licensed nurse visits the office on a monthly basis to provide professional health consultations.

In terms of employee personal data management and privacy protection, the company stores employee personal data in designated systems and secured cabinets. Access is restricted to employees with specific job responsibilities, while general employees have limited access. In response to energy-saving and carbon reduction initiatives, as well as to prevent data leakage, the company has minimized the use of paper-based documents and gradually transitioned to electronic document management.

Regarding the prohibition of child labor, employee compensation and benefits, as well as labor relations and employee rights, the company complies with the Labor Standards Act and also provides benefits that exceed legal requirements within the scope of its financial performance. For example, in addition to existing flexible working hours, the company allows leave such as personal leave and family care leave to be taken in minutes, providing employees with greater flexibility in time management. For sick leave, employees are not required to provide medical certificates for absences not exceeding 16 hours, enabling them to rest at home without additional pressure when feeling unwell.

Survey Item		Score
Diversity, Non-discrimination, and Anti-harassment (Equal Workplace Environment)	Level of concern regarding employee diversity, gender equality, anti-discrimination, human rights issues (e.g., indigenous peoples, persons with disabilities), and workplace harassment prevention.	85
Occupational Safety and Health	Level of concern regarding the company's occupational safety management, including injury rate, occupational diseases, and employee health promotion.	85
Forced Labor and Excessive Working Hours	Level of concern regarding potential risks of forced labor and excessive working hours, as well as the effectiveness of measures to eliminate such risks.	81
Prohibition of Child Labor	Level of concern regarding potential risks of child labor and the effectiveness of measures to eliminate child labor.	80
Employee Compensation and Benefits	Level of concern regarding employee training and development programs, competitive compensation and benefits, and performance evaluation systems.	80
Labor Relations and Employee Rights	Level of concern regarding the effectiveness of communication channels and labor-management dialogue mechanisms to ensure harmonious labor relations.	80
Employee Personal Data Management and Privacy Protection	Level of concern regarding the company's policies and practices for protecting employee personal data.	83

Friendly Workplace

Groundhog Technologies upholds the philosophy that "a stable family enables a stable workplace." The company strives to provide employees with flexibility and support in areas such as marriage, childbirth, and childcare.

In addition to statutory leave entitlements under the Labor Standards Act, the Employee Welfare Committee provides additional subsidies upon submission of relevant supporting documents. For employees who need to care for their spouse or children while continuing to perform their duties, the company also offers work-from-home arrangements to help balance family and work responsibilities.

These measures have contributed to improved employee retention. Some employees who initially intended to resign have instead chosen to remain with the company by applying for parental leave or unpaid leave, thereby continuing their employment relationship with the company.

Performance Evaluation

Groundhog has established a comprehensive performance management system to support employee growth and career development. Annual evaluations begin in December, with initial assessments completed by February of the following year. One-on-one feedback sessions are held between managers and team members to review the year's performance and challenges, and to set personalized development goals and training plans for the upcoming year.

Evaluation results are used as a key reference for decisions on promotions, salary adjustments, and role assignments. This dialogue-centric approach strengthens employees' sense of achievement and motivation, reflecting the company's strong commitment to talent development and sustainable growth.

Leave of Absence and Turnover Rate

Despite Taiwan's declining birth rate and fierce talent competition — particularly from the booming gaming industry in 2022 — Groundhog remained committed to talent development and competitive benefits. Using the standard formula for calculating turnover rate:

Turnover Rate = Number of Leavers / (End-of-Year Headcount + Number of Leavers)

The company's turnover rate slightly increased from 15% in 2023 to 18% in 2024, due to three long-term employees transitioning to consultancy roles and another three taking parental leave under government-backed family support policies.

The company's turnover rate slightly decreased from 18% in 2024 to 17% in 2025.

As the company's recruitment system has matured and each department's development direction has become clearer, employee turnover reflects a combination of organizational and personal factors. Approximately half of the departing employees were assessed as not fully aligned with the company's evolving development pace, and their departure is considered part of natural talent alignment and organizational optimization.

In addition, a significant proportion of resignations were concentrated in the 30–39 age group, mainly due to employees seeking to explore new career opportunities and industries while still at a suitable stage for career transition. Furthermore, 3 employees took parental leave without pay in alignment with the company's support for government policies encouraging childbirth and family care.

The following presents the company's employee turnover rates for 2024 and 2025:

Age Group	Male	Female	Percentage
Below 30	3	2	15%
30 to 39	14	2	49%
40 to 49	7	1	24%
Above 50	2	2	12%
Total	**26**	**7**	**100%**

Year 2024

Age Group	Male	Female	Percentage
Below 30	5	3	26%
30 to 39	14	2	52%
40 to 49	4	1	16%
Above 50	1	1	6%
Total	**24**	**7**	**100%**

Year 2025

Talent Development and Training

To promote sustainable operations and long-term growth, Groundhog Technologies is committed to cultivating outstanding talent and advanced professional skills. Our training programs are closely aligned with the company's sustainability strategy, offering both internal and external learning opportunities tailored to different job levels, departments, and roles — including both general staff and management. These initiatives are designed to strengthen employees' professional capabilities, support their career development goals, and empower the company to maintain its industry leadership while advancing sustainable growth.

Groundhog provides competency-based training programs for employees at all levels. This includes quarterly onboarding programs for new hires, occasional professional training sessions, and at least two internal management training programs per year. We also respond to specific development needs raised by managers or employees by arranging external training through professional institutions to acquire specialized knowledge or critical skills.

The company's training statistics for 2025 is shown on the right.

Statistics	Counts
Trainings Held	53 sessions
Staff Attendance	374 people
Training Hours	419.5 hours

Employee Benefits

Employees are Groundhog Technologies' most valuable asset and the cornerstone of our sustainable development. We view our employees as family, and it is our responsibility to provide comprehensive benefits and create opportunities for personal growth and fulfillment. To strengthen employees' sense of belonging and engagement, the company holds quarterly labor-management meetings and has set up an anonymous feedback mailbox. The Human Resources Department is tasked with collecting and responding to employee feedback on a monthly basis. Additionally, an Employee Welfare Committee, composed of staff representatives, is responsible for organizing events such as company trips and year-end parties.

In addition to established systems for personnel management, performance evaluations, and work rules, Groundhog provides a range of employee benefits, including but not limited to the following:

1. Equity plan: In January 2024, the company will apply for an initial public offering (IPO) with a cash capital increase, reserving 13.86% of the issued shares, totaling 415,000 shares, for employees to subscribe, thereby fostering unity between labor and management and attracting and retaining outstanding talent.
2. According to the Company's Articles of Incorporation, if the Company has earnings in a given fiscal year, at least 5% of the annual profit shall be allocated as employee remuneration, with no less than 1% specifically allocated to non-executive (rank-and-file) employees, and no more than 1% allocated as director remuneration.

   The recipients of such remuneration may also include qualified employees from subsidiaries. This mechanism is designed to reflect the Company's operational performance in employee compensation. However, if the Company has accumulated losses, such losses must be covered first before any allocation of profit.
3. Compensation and employee bonuses: According to the company's articles of association, if the company makes a profit for the year, no less than 5% should be allocated as employee compensation. This includes employees of affiliated companies who meet certain conditions, reflecting business performance in employee remuneration. The company guarantees an annual salary equivalent to 14 months (including three holiday bonuses: Dragon Boat Festival, Mid-Autumn Festival, and Chinese New Year), with additional performance bonuses based on operational conditions.
4. Salary adjustment system: Annual assessments based on actual performance be conducted, and regular external salary surveys are carried out to understand industry salary standards. Fixed salary adjustments are made every March.
5. Labor insurance, health insurance, Labor Pension Contributions, and Group Insurance: To ensure a stable life for employees after retirement, the company has established a retirement plan in accordance with the Labor Standards Act, providing retirement benefits. Details of the retirement system and its implementation are as follows:

- Old system: For employees covered by the Labor Standards Act, the company contributes 2% of the wages to a special account at the Bank of Taiwan supervised by the Labor Pension Reserve Supervisory Committee. Pension payments are based on years of service and the average wage for the six months prior to the approved retirement date to protect employees' rights.
- New system: For employees covered by the Labor Pension Act, the company contributes 6% of the total monthly salary to the employee's individual pension account. Employees who voluntarily contribute to their pension can have their

voluntary contribution rate deducted from their monthly salary and transferred to their personal pension account at the Bureau of Labor Insurance.

- In addition to statutory labor and health insurance, the company also provides group comprehensive insurance, superior to the requirements of the Labor Standards Act, including cancer insurance, to ensure employees' health and share medical expenses.

6. An annual travel allowance is provided.
7. A monthly meal allowance is allocated to support team dining activities.
8. Annual health check-up subsidy of NT$3,000 is provided, with the company covering 50% of the cost for any additional check-up items selected by employees.
9. The Employee Welfare Committee is responsible for distributing three annual holiday gift vouchers, birthday gifts, and financial support for weddings, funerals, and other life events.
10. Club activity subsidies are offered, including quarterly funding for employee clubs and interest groups.
11. Training and education support: Internal training is conducted quarterly and on an as-needed basis to meet professional development needs. Employees are encouraged to pursue self-directed learning, with the company offering subsidies for job-related external training programs.
12. Monthly snack provisions and weekly beverages are provided, along with unlimited access to a complimentary coffee machine.

13. Team building activities, year-end banquets, and seasonal celebrations are held on an irregular but regular basis to promote workplace camaraderie.

Workplace Safety

Groundhog Technologies considers its employees to be the company’s most valuable asset and a cornerstone of sustainable corporate development. In line with the ISO 45001:2018 certification scope (which covers the entire company) and the Occupational Safety and Health Act, the company has established internal Occupational Health and Safety Guidelines, forming a comprehensive process for planning, implementing, evaluating, and improving its occupational health and safety management system. In compliance with the law and its implementation regulations, Groundhog has also developed specific policies to address workplace sexual harassment, human-factor-related hazards, unlawful conduct during the execution of duties, and illness prevention associated with abnormal workloads. These measures are designed to actively promote a safe and healthy work environment for all employees.

To support employee well-being, the company provides group insurance, dedicated lactation rooms for female employees, regular health checkups for employees and their family members, and has signed service agreements with affiliated medical institutions to provide on-site health promotion services. A nurse visits the office twice a month to offer health consultations, and physicians visit twice a year to analyze health reports and provide individual health counseling. Furthermore, the company implements flexible working hours and a remote work policy to support employees in balancing their professional and personal lives.

Groundhog is firmly committed to maintaining a safe working environment. In accordance with fire safety regulations, the company conducts annual fire safety inspections, organizes two fire drills per year for employees, and cooperates with the building management office to carry out public safety inspections of the office building every two years as required by construction-related laws. These efforts ensure that all employees are well-trained and equipped with the knowledge necessary to respond effectively to emergencies.

As part of its proactive health strategy, Groundhog engages medical professionals to provide on-site health services. Nurses provide bi-monthly support, while doctors offer semiannual consultations and health education. As of the end of December 2025, the company reported no occupational injuries or incidents, demonstrating the effectiveness of its safety management systems. Additionally, to promote adequate rest, an internal system automatically reminds employees to use any remaining annual leave on their work anniversary, further encouraging work-life balance and reinforcing the company’s people-centered values.

Social Engagement

Groundhog Technologies firmly believes that a corporation’s mission extends beyond maximizing revenue—it must also contribute meaningfully to the sustainable development of the environment, society, and economy. During the COVID-19 pandemic, the company leveraged its industry-leading positioning accuracy and core AI algorithms, along with big data analytics capabilities, to assist governments and private entities in Taiwan, Indonesia, India, Saudi Arabia, and the United Arab Emirates in implementing effective epidemic prevention measures. Through the use of precise location tracking technologies, Groundhog enabled accurate contact tracing and quarantine monitoring, helping to slow the spread of the virus.

Beyond pandemic-related support, the company also applied its geo-location technologies to major public events and urban planning projects, including smart city development in Saudi Arabia, infrastructure planning for Expo 2020 Dubai, the 2022 FIFA World Cup in Qatar, and the Hajj pilgrimage in Mecca. By analyzing telecom signaling big data and utilizing AI-powered predictions, the company aided local governments in designing transportation routes and schedules before events, and provided real-time monitoring of crowd densities during the events. The Groundhog platform automatically alerts local authorities when overcrowding is detected, helping prevent stampedes and enhancing public safety and quality of life.

Groundhog positions itself as a pioneer in mobility data, using its core expertise to promote a sustainable and safe society. In addition to contributing to the public good through its technologies, the company also remains committed to advancing education, cultural preservation, and the inclusion of underprivileged communities, thereby fostering social harmony. In line with its technological mission, the company has initiated the development of a crime-tracking system based on location data, which can be used to identify fraud operation hubs, monitor the movement of criminal suspects, and issue alerts in cases of restraining order violations. By helping to establish a robust social safety net, Groundhog aims to create a stable environment where people can live and work with peace of mind—an essential foundation for long-term corporate development and a reflection of its social responsibility in combating fraud and crime.

Social Goods

To promote equal education, cultural development, and support for disadvantaged groups, Groundhog Technologies allocates resources annually to public welfare initiatives. These include donations to the Ministry of Education's school savings accounts to provide financial support for low-income students, contributions to the Border Action Association to support the education of children in remote areas, and donations to the New Taipei City Gong-Hao Charity Association, which provides food, healthcare, and household services to underprivileged families and elderly individuals living alone.

In 2025, in addition to continuing its support for education and vulnerable communities, the company also participated in a client-led ESG initiative, the "Sustainability Vanguard Project," establishing microgrid facilities to serve as a disaster resilience backup for rural communities. Groundhog also made donations to the Taiwan Breast Cancer Foundation to improve women's health and quality of life, to the Buddhist Electronic Buddhist Scripture Foundation to support digital preservation of cultural texts, and to the NTU Alumni Association to provide scholarships to academically outstanding but financially disadvantaged students.

Table on the right presents Groundhog's social donation activities over the past year.

Year	Organization Donated
2025	• Ministry of Education School Education Savings Account • Global Action Association • New Taipei City Gonghao Charity Association, Luzhou Care Center • Join hands with the Sustainability Vanguard Project • Breast Cancer Academic Research Foundation • Buddhist Electronic Buddhist Scripture Foundation • NTU Alumni Association Scholarship

Community Development

Groundhog Technologies is headquartered in Taipei City and actively supports local employment. In 2025, the company hired 8 new employees who were registered residents of Taipei, accounting for 5.16% of the total workforce by the end of the year. Cumulatively, 48 employees - representing 30.97% of total staff - were Taipei residents, demonstrating the company's commitment to supporting local community development through job creation.

Appendix

GRI Content Index

GRI 1 : Foundation 2021

Statement of Use: Groundhog Technologies has reported in accordance with the GRI Standards for the period January 01, 2025 – December 31, 2025.

GRI 1 used: GRI 1 Foundation 2021

Applicable GRI Sector Standard(s): Not applicable

GRI 2 : General Disclosures 2021

Standard	Disclosure	Our Response / Reference
Section 1: The Organization and Its Reporting Practices		
GRI 2-1	Organizational details	About Groundhog
GRI 2-2	Entities included in the organization's sustainability reporting	About This Report
GRI 2-3	Reporting period, frequency and contact point	About This Report
GRI 2-4	Restatements of information	No Restatements
GRI 2-5	External assurance	About This Report
Section 2: Activities and Workers		
GRI 2-6	Activities, value chain and other business relationships	About Groundhog Our Solutions
GRI 2-7	Employees	Talent Attraction and Retention
GRI 2-8	Workers who are not employees	3 part-time consultants were hired during the reporting year
Section 3: Governance		
GRI 2-9	Governance structure and composition	Governance Structure Board, Committee Functions and Audit
GRI 2-10	Nomination and selection of the highest governance body	Governance Structure Board, Committee Functions and Audit
GRI 2-11	Chair of the highest governance body	Governance Structure Board Independence
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	ESG Enhancement Units
GRI 2-13	Delegation of responsibility for managing impacts	ESG Enhancement Units
GRI 2-14	Role of the highest governance body in sustainability reporting	ESG Enhancement Units
GRI 2-15	Conflicts of interest	Board Independence
GRI 2-16	Communication of critical concerns	Stakeholders' Engagement
GRI 2-17	Collective knowledge of the highest governance body	Board Members' Training Status
GRI 2-18	Evaluation of the performance of the highest governance body	Board Assessment
GRI 2-19	Remuneration policies	Remuneration Committee

Standard	Disclosure	Our Response / Reference
Section 3: Governance		
GRI 2-20	Process to determine remuneration	Remuneration Committee
GRI 2-21	Annual total compensation ratio	Omitted due to confidentiality
Section 4: Strategy, Policies and Practices		
GRI 2-22	Statement on sustainable development strategy	Ambition and Blueprint
GRI 2-23	Policy commitments	Business Integrity Talent Attraction and Retention
GRI 2-24	Embedding policy commitments	Business Integrity
GRI 2-25	Processes to remediate negative impacts	Business Integrity Social Responsibility and Legal Compliance Risk Management Stakeholders' Engagement
GRI 2-26	Mechanisms for seeking advice and raising concerns	Stakeholders' Engagement Employee Engagement & Employee Opinion Survey
GRI 2-27	Compliance with laws and regulations	Social Responsibility and Legal Compliance
GRI 2-28	Membership associations	Groundhog is a member of O-RAN alliance
Section 5: Stakeholder Engagement		
GRI 2-29	Approach to stakeholder engagement	Stakeholders' Engagement
GRI 2-30	Collective bargaining agreements	Employee Engagement & Employee Opinion Survey

GRI 3 : Material Topics 2021

Standard	Disclosure	Our Response / Reference
GRI 3-1	Process to determine material topics	Materiality Assessment
GRI 3-2	List of material topics	Material Topic Boundaries
GRI 3-3	Management of material topics	Material Topics Overview

GRI 200 : Economic Series

Topic	Standard	Disclosure	Our Response / Reference
GRI 201: Economic Performance 2016	GRI 201-1	Direct economic value generated and distributed	Employee Benefits
	GRI 201-2	Financial implications and other risks and opportunities due to climate change	Climate Change Response
	GRI 201-3	Defined benefit plan obligations and other retirement plans	Employee Benefits

GRI 300 : Environmental Series

Topic	Standard	Disclosure	Our Response / Reference
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organization	Energy and Greenhouse Gas
	GRI 302-3	Energy intensity	Energy and Greenhouse Gas
	GRI 302-4	Reduction of energy consumption	Energy and Greenhouse Gas
GRI 305: Emissions 2016	GRI 305-2	Energy indirect (Scope 2) GHG emissions	Energy and Greenhouse Gas
	GRI 305-3	Other indirect (Scope 3) GHG emissions	Energy and Greenhouse Gas
	GRI 305-4	GHG emissions intensity	Energy and Greenhouse Gas
	GRI 305-5	Reduction of GHG emissions	Energy and Greenhouse Gas

GRI 400 : Social Series

Topic	Standard	Disclosure	Our Response / Reference
GRI 401: Employment 2016	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits
GRI 403: Occupational Health and Safety 2018	GRI 403-1	Occupational health and safety management system	Workplace Safety
	GRI 403-3	Occupational health services	Workplace Safety
	GRI 403-6	Promotion of worker health	Workplace Safety
GRI 414: Supplier Social Assessment 2016	GRI 414-1	New suppliers that were screened using social criteria	Supplier Management

SASB Index

Applicable
Industry Standard: Software & IT Services (Version 2023-12)

Sustainability Disclosure Topics & Metrics

Topic	Code	Metric	Our Response / Reference
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	970.22 GJ of electricity consumed, all from the Taiwan Power Company grid with no renewable energy used.
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Water and Waste
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Servers and standalone air conditioning systems in our data center will be gradually replaced with more energy-efficient models in the future.
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	Please refer to the Privacy Policy on the company's official website.
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	No such incidents occurred during the reporting year.
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Information Security
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	No such incidents occurred during the reporting year.
	TC-SI-220a.5	List of countries where core products or services are subject to government required monitoring, blocking, content filtering, or censoring	No such incidents occurred during the reporting year.
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	Information Security & Privacy Protection
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Information Security & Privacy Protection
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that require a work visa	Attracting Global Talent
	TC-SI-330a.2	Employee engagement as a percentage	Employee Engagement & Employee Opinion Survey
	TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Board Diversity and Independence Workforce Diversity
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	No such incidents occurred during the reporting year.
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	No such incidents occurred during the reporting year.
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Information Security & Privacy Protection

Activity Metrics

Code		Reference
TC-SI-000.A	(1) Number of licenses or subscriptions; (2) percentage cloud-based	The company recognizes that failure to provide reliable, effective, and secure services to customers and business partners may expose it to significant business risks, including additional development and remediation costs, potential customer attrition, negative publicity (reputational damage), and possible legal claims and litigation. Given the nature of its customers' industries and the highly sensitive nature of the data they handle, and in accordance with contractual obligations, the company is not able to disclose externally the number of product licenses delivered, subscription volumes, or whether hosting arrangements are in place.
TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	The company recognizes that failure to provide reliable, effective, and secure services to customers and business partners may expose it to significant business risks, including additional development and remediation costs, potential customer loss, reputational damage, and potential legal claims and litigation. Given the nature of its customers' industries and the highly sensitive nature of the data they handle, and in accordance with contractual obligations, the company is unable to disclose externally information related to the data processing capabilities (computing infrastructure capacity) of products delivered, controlled and/or maintained by the company, as well as any outsourcing arrangements or their respective proportions.
TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	The company recognizes that failure to provide reliable, effective, and secure services to customers and business partners may expose it to significant business risks, including additional development and remediation costs, potential customer loss, reputational damage, and potential legal claims and litigation. Given the nature of its customers' industries and the highly sensitive nature of the data they handle, and in accordance with contractual obligations, the company is unable to disclose externally information related to server capacity for data processing of products delivered, controlled and/or maintained by the company, as well as any outsourcing arrangements and their respective proportions.

ESG Report Index for Public Listed Company in Taiwan

Regulation	Reference
Article 3 The ESG report shall include relevant environmental, social and corporate governance risk assessments and lay out the performance indicators to manage the material topics identified.	Please refer to Material Topics Overview in each chapter
Article 4-1 A listed company shall dedicate a specific section of the report to the disclosure of climate-related information.	Please refer to the table below
Article 4-2 The ESG report of a public listed company must disclose the average and median salaries of full-time employees who do not hold supervisory positions, as well as their changes compared to the previous year.	Please refer to MOPS website

Climate-related information

	Item	Current Status
1	Supervision and Governance of Climate-Related Risks and Opportunities by the Board of Directors and Management	Please refer to Climate Change Response section
2	Describe how the identified climate risks and opportunities impact the company's business, strategy, and finance (short-term, medium-term, and long-term)	Please refer to Climate Change Response section
3	Describe the Impact of Extreme Climate Events and Transition Actions on Finance	Please refer to Climate Change Response section
4	Describe how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system	Please refer to Climate Change Response section
5	When assessing resilience to climate change risks using scenario analysis, the scenario, parameters, assumptions, analysis factors, and significant financial impacts should be described	Assessment program planning underway
6	If there is a transformation plan in place to address climate-related risks, please provide the details of the plan, including the indicators and goals used to identify and manage both physical and transition risks	Not applicable
7	If internal carbon pricing is used as a planning tool, the basis for determining the price should be explained	Not applicable
8	If climate-related targets are set, information on the activities covered, scope of GHG emissions, the planning schedule, and the annual progress of achievement should be stated; if carbon offsetting or renewable energy certificates (RECs) are used to achieve the targets, the source and quantity of carbon offsetting or the quantity of RECs should be stated	The company will replace equipment with energy-efficient ones soon to lower energy use and cut greenhouse gas emissions. There are no plans to use carbon offsets or RECs at this time. See section Energy and Greenhouse Gas for more details
9	Inventory and Confirmation Status of Greenhouse Gas Emissions, Reduction Targets, Strategies, and Specific Action Plans	Please refer to the table below.
1. Greenhouse Gas Inventory and Assurance Status for the Past Two Years		
1	GHG Emission Inventory	The scope of the assessment covers the headquarters and subsidiaries included in the consolidated financial statements.
2	GHG Emission Assurance	Relevant data has not yet been assured by a third-party organization.
2. Greenhouse Gas Reduction Targets, Strategies, and Action Plans		
Please refer to Energy and Greenhouse Gas section of this report		

Greenhouse Gas Scope 3 Inventory

Unit of emissions: tCO_2e

Category	Emissions factors	2024 Emissions	2025 Emissions	YoY
	Reasons for Not Applicable or Unable to Calculate			
1. Purchased goods and services	USEEIO Scope 3 Calculator	361.97	559.99	54.71%
2. Capital goods	USEEIO Scope 3 Calculator	2.18	7.99	266.51%
3. Fuel- and energy-related activities	EPA Carbon Footprint Database	24.19	23.77	-1.73%
4. Upstream transportation and distribution	USEEIO Scope 3 Calculator	1.40	2.39	70.71%
5. Waste generated in operations	Our operations only generate general waste, which is collected and removed by a qualified waste disposal contractor engaged by the building management. The contractor is unable to provide GHG emissions data from waste disposal, and neither the weight nor the volume is categorized for calculation. Therefore, this category cannot be inventoried or calculated.			
6. Business travel	EPA Carbon Footprint Database ICAO Carbon Emissions Calculator	25.37	35.16	38.60%
7. Employee commuting	EPA Carbon Footprint Database	50.21	45.30	-9.77%
8. Upstream leased assets	Water-related emissions: Scope 3, Category 1 Electricity-related emissions: Scope 2 and Scope 3, Category 3 GHG data for building staff commuting and suppliers' goods/services cannot be provided by the lessor; thus, emissions for these items cannot be calculated.			
9. Downstream transportation and distribution	Products are delivered electronically, requiring no transportation or logistics services; thus, this category is not applicable. Employee travel to client sites is included in Scope 3, Category 6.			
10. Processing of sold products	No outsourcing for further processing; not applicable.			
11. Use of sold products	Low carbon power website	6,583.17	6,481.84	-1.54%
12. End-of-life treatment of sold products	As products are software and platforms, no end-of-life treatment is required; not applicable.			
13. Downstream leased assets	No assets leased to third parties; not applicable.			
14. Franchises	No franchise operations; not applicable.			
15. Investments	No equity or debt investments in other companies; not applicable. Subsidiaries' Scope 3 emissions are already included under Category 1 and Category 6.			
Scope 3 Emission Total		**7,048.49**	**7,156.44**	**1.53%**