



2024

Airmate Sustainability Report

Airmate ESG Report



AIRMATE Airmate

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| Message from the Chairman

In 2024, the global political and economic landscape remains volatile. Geopolitical conflicts, inflationary pressures, exchange rate fluctuations, and weak end-market demand have posed severe challenges to export markets. Meanwhile, China's domestic demand market is constrained by insufficient consumer confidence and industry overcompetition, intensifying the overall competition in the home appliance industry. Facing these internal and external pressures, Airmate steadfastly adheres to the core philosophy of "stable operation and innovative breakthrough," flexibly adjusting strategies by integrating manufacturing base resources, optimizing product lines, restructuring distribution channels, and revitalizing the brand, continuously strengthening corporate resilience and steadily promoting operational development.

We firmly believe that sustainable development is the foundation of long-term corporate competitiveness. In 2024, Airmate continues to deepen its practice across the three ESG dimensions, demonstrating a comprehensive commitment to sustainability responsibilities from environmental governance, social care, to corporate governance. On the environmental front, the company actively promotes low-carbon manufacturing and energy-saving management, continuously implementing the ISO 14001 Environmental Management System, upgrading energy-saving equipment, and optimizing energy efficiency. Compared to the baseline year, we have successfully achieved a 12% reduction in electricity consumption, while actively advancing the installation of solar energy equipment and green power procurement, moving towards renewable energy transformation.

On the social dimension, Airmate upholds the value of "people-oriented," dedicating itself to employee welfare and community well-being. The "Airmate Little Migratory Bird Station" has entered its 16th year, providing summer childcare and educational resources for employees' children to alleviate parenting burdens, while continuously focusing on educational equity and rural care issues. At the same time, the company strengthens occupational safety and health training and fosters a safe, open, and growth-oriented workplace culture through diverse communication channels and regular training.

In terms of governance, Airmate strengthens transparency, integrity, compliance management, and risk control capabilities. In 2024, we actively promote professional development for the Board of Directors and continuously enhance internal control systems and digital governance mechanisms to improve decision-making quality and operational efficiency. Regarding the potential impacts of climate change, the company has adopted the TCFD framework to identify and manage climate risks and opportunities, enhancing corporate resilience and sustainable competitiveness amid uncertain conditions.

Meanwhile, our product R&D direction has fully shifted towards "high added value" and "green innovation." The company has successively launched solar-powered fans, uncoated eco-friendly material home appliances, and green packaging products, incorporating modular design and recyclable materials to achieve full life cycle carbon reduction goals. In 2024, multiple products received international design awards from the United States, France, and other countries, demonstrating Airmate's outstanding achievements in integrating design, functionality, and sustainability concepts.

Looking ahead to 2025, in the face of the global sustainability wave and industry upheaval, Airmate will continue to take ESG as the core strategy, promoting green supply chains, smart manufacturing, and full-process carbon management. We will steadily advance group resource integration and digital transformation, strengthen operational efficiency and risk resilience, actively expand new markets and strategic partnerships, deepen customer full-process value chain services, and co-create a sustainable future with stakeholders.

We firmly believe that, based on China's vast consumer market and leveraging its robust supply chain strength, Airmate still holds a strong competitive advantage in the global market. Even amid the interplay of favorable and adverse trends, we will continue to improve product quality, flexibly adjust market strategies, strengthen brand influence, and seize transformation opportunities. As the external environment eases and internal strategies are gradually implemented, operational momentum is expected to steadily recover.

Since its listing, Airmate has always adhered to integrity management and sustainability principles, committed to creating win-win value for shareholders, employees, and society. The long night will end, and dawn is in sight. We will continue to drive transformation and innovation, moving towards a resilient and responsible corporate vision, living up to the expectations of all stakeholders.

**Chairman
Shirui Bin**

Annual Sustainability Highlights and Performance

The United Nations has proposed 17 core goals to improve the global situation and advance sustainable development (SDGs), aiming to progressively achieve sustainability in the environment, economy, and society from 2015 to 2030. These goals provide guidance for countries, local governments, enterprises, and civil society organizations in their advocacy and policy-making efforts.

To fulfill its social mission of sustainable development, Airmate pursues economic growth while also considering natural resources such as water, air, and land, as well as the values of social equity and justice.

The company formulates various policies and activities based on the SDGs initiatives and presents the highlights of this year' s performance as follows.

Aspect	United Nations SDGs Indicators	Airmate SDGs Action Initiatives
Environmental Protection		● Total waste in 2024 amounted to 698.50 tons (hazardous waste 155.49 tons, non-hazardous waste 543.01 tons), all outsourced for off-site disposal. ● Greenhouse gas emissions in 2024 were: Scope 1 emissions of 804.24 tons; Scope 2 emissions of 27,117.96 tons, totaling 27,922.21 tons. ● The company' s total water consumption in 2024 is 174.52 million liters, compared to Reduced by 44.04 million liters compared to the previous year. ● In 2024, Airmate conducts discharged water testing through a third-party impartial organization Quality inspection, and all test values comply with the requirements of the regulations. ● In 2024, Airmate had no pollution leaks that caused company shutdowns or residence There have been no incidents of factory protests by residents, nor any major environmental fines. ● Airmate implements energy-saving measures in its plants, improves production processes, and production equipment Update and reduce commuting carbon emissions, committed to achieving energy saving and carbon reduction goals. ● Airmate implements various waste reduction measures, including the establishment of recycling bins Bins, outsourced manual sorting of household waste,

		strengthening hazardous waste recycling Properly manage waste, including handling and saving paper.
Social Responsibility Social		● The total group training hours in 2024 reached 84,567 hours, with an average of 37.56 hours per person. ● In 2024, a total of 26,524 participants attended occupational safety training, accumulating 30,443 hours. ● In 2024, Airmate's Jiujiang Factory held 1 safety knowledge competition and 2 fire drills, and the Shenzhen Factory held 1 safety knowledge competition and 2 fire drills. ● In 2024, through the organization of various departments, "diligently studying technology and striving for excellence in positions Talent development activities to create a positive working atmosphere. ● Shenzhen and Jiujiang hold regular summer classes every year. In 2024, Shenzhen's "Airmate Little Migratory Bird Station" has been held for the 16th session, and Jiujiang has held the 8th session. Participants come from 18 provinces, with a total of 197 children of Airmate employees attending, aiming to reduce the burden of summer childcare for employees. ● Since 2017, continuous annual donations have been made to families of impoverished children, in 2024 A total donation of 693,044 yuan.
Corporate Governance		● R&D investment in 2024 is NT\$179 million, accounting for approximately 2.21% of the total consolidated revenue for the year. ● The consolidated revenue for 2024 is NT\$8.13 billion. ● In 2024, a total of 204 new products were developed, and 183 patents were obtained. ● The board attendance rate was 87.5%, overseeing audit performance execution and progress in improvement strategies. ● The total board training hours amounted to 63 hours, averaging 7 hours per director. ● Compliance training totaled 24 hours, with 12,077 participants. ● In 2024, 91 suppliers underwent on-site audits, achieving a completion rate of 92% with no major deficiencies. ● 62 main raw material suppliers have obtained ISO 14001 certification. ● Two distributor meetings were held, with suppliers participating simultaneously to discuss quality reviews

		and integrity education. ● In 2024, 36,833 customer satisfaction surveys were distributed, with a 100% response rate and an average satisfaction score of 99.94. ● All suppliers 100% signed the "Anti-Bribery Commitment Letter" and the "Ethical Procurement Policy."
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About the Report

Report Overview and Issuance Frequency

This is the 4th sustainability report publicly issued by Airmate (Cayman) International Limited. We will continue to publish this report annually to regularly disclose operational results beyond financial performance and to realize our corporate vision of sustainable management through action.

This report was issued in August 2025, with the next report scheduled for August 2026. No restatement has been made to any information provided in previous reports.

Report Boundary and Scope

The information disclosed in this report covers the period from January 1, 2024, to December 31, 2024. Financial data in the report are sourced from the "Airmate (Cayman) International Limited Consolidated Financial Report," covering the headquarters and all subsidiaries. For details on all entities included in the financial statements, please refer to "Chapter 1 About Us – Economic Performance." Environmental and social information covers the headquarters and subsidiaries Airmate Electric (Shenzhen) Co., Ltd. and Airmate Electric (Jiujiang) Co., Ltd. For more detailed information on affiliated companies, please see the "2024 Airmate Shareholders' Annual Report" of Airmate (Cayman) International Limited. There were no significant changes in organizational scale, structure, ownership, or supply chain during the reporting period.

Compilation Guide

This report is prepared in accordance with the latest version of the GRI Sustainability Reporting Standards (GRI Standards) issued by the Global Reporting Initiative, specifically adopting the 2021 edition of the Universal Standards. The topic-specific standards GRI 303 and GRI 403 correspond to the 2018 edition, GRI 306 corresponds to the 2020 edition, and the remaining topic-specific standards are based on the 2016 edition. A GRI content index is provided in the appendix. The report also discloses information related to the Task Force on Climate-related Financial Disclosures (TCFD) recommendations from the Financial Stability Board (FSB).

Main Responsible Units and Quality Management Methods of the Report

To enhance the completeness and credibility of Airmate's sustainability reporting, the company follows the "Operational Procedures for the Preparation and Submission of Sustainability Reports by Listed Companies," establishing processes for preparing the sustainability report and implementing internal audits or external verification procedures. These processes are incorporated into the company's "Corporate Sustainability Practice Code," and the procedures are submitted to the Board of Directors for review and approval of their appropriateness.

Operational Procedures	Approach	Responsible Unit (or Position)

Report Compilation	This report is coordinated and planned by the Sustainability Development Team. The data, strategic goals, performance indicators, and other disclosed information are provided by the respective responsible units, and then integrated, compiled, proofread, and revised by the Sustainability Development Team.	Sustainability Development Team, Relevant Responsible Departments
Internal Review	After the completed report is reviewed again by each unit to confirm its completeness and accuracy, it is approved by the highest supervisor of the relevant unit.	Relevant Responsible Departments and Their Highest Supervisors
External Assurance	To enhance the accuracy and credibility of the information, the financial data disclosed in this report come from PwC Taiwan, based on the audited consolidated financial statements certified under the International Financial Reporting Standards (IFRS), and are calculated in New Taiwan Dollars.	PwC Taiwan
Final Approval	The final complete version is submitted by the Sustainability Development Team to the Board of Directors, and is publicly released only after review and approval by the Board.	Board of Directors

Contact Information

If you have any suggestions or questions regarding the "2024 Airmate Sustainability Report," please feel free to contact us through the following methods. To fulfill our corporate information disclosure responsibilities, we have also published this report on our official website for easy access.

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Sustainable Management

Airmate mainly refers to the sustainability topics listed in the GRI Standards and, according to the AA1000 AccountAbility Principles (2018), identifies significant issues through four major principles: inclusivity, materiality, responsiveness, and impact. It then ranks these topics following the requirements of the GRI Universal Standards 2021 edition, disclosing the impact, management strategies, and practical status of each significant topic. Based on these results, Airmate calibrates its sustainability development goals and strategies to enhance the effectiveness of external communication.

Collection of Sustainability Topics	● Collect sustainability topics highly relevant to Airmate' s operational activities based on national policy trends and various international standards, evaluations, and initiatives.
Stakeholder Engagement	● A total of 7 major stakeholders were identified. ● Collected stakeholder concerns and focused on 9 key issues.
Identification of material topics	● The Sustainability Development Team organized meetings, inviting senior executives from various company departments to analyze and prioritize based on internal considerations, industry conditions, industry chain practices, and stakeholder recommendations. ● A total of 8 material topics were identified for 2024.
Verification and confirmation of material topics	● Engaged external consultants to jointly review and verify the appropriateness of related procedures and standards, cross-referencing the impact of issues on the economy, environment, and society, resulting in the appropriate ranking of material topics in the report.

Stakeholder Engagement

Airmate applies the "Plan-Do-Check-Act" model, continuously interacting with stakeholders and inviting their active participation in company activities to constantly verify and improve the effectiveness of corporate social responsibility initiatives. Our goals for managing stakeholder concerns are as follows:

- Fully understand stakeholder concerns and continuously improve corporate social responsibility performance.
- Earn the respect and trust of stakeholders towards Airmate.
- Demonstrate Airmate's efforts and performance to maintain and enhance Airmate's reputation.

Stakeholder Identification and Selection

Based on operational activities and industry characteristics, and referring to the five principles of the AA1000 Stakeholder Engagement Standard 2015 (AA1000 SES 2015), the company evaluates stakeholders from dimensions such as dependence, responsibility, concern, influence, and diverse perspectives, identifying seven major stakeholders for this year, including (1) Employees, (2) Investors, (3) Government Agencies, (4) Customers, (5) Suppliers, (6) Community/Non-Profit Organizations, and (7) Media.

To understand the issues stakeholders are concerned about, as well as those that cause actual or potential impacts and to confirm the degree of impact, the company actively communicates with various stakeholders through diverse, two-way, and continuous channels in daily practice, while collecting and responding to the issues they care about.

Additionally, by referencing national policy trends and various international standards, assessments (such as the CDP Carbon Disclosure Project), and initiatives (including the SDGs United Nations Sustainable Development Goals, UNGC United Nations Global Compact, and RBA Responsible Business Alliance Code of Conduct), the company focuses on nine sustainability issues highly relevant to its operations across economic, environmental, and social dimensions. The Sustainability Development Team organizes meetings to discuss these issues based on internal considerations, industry conditions, supply chain practices, and expert recommendations, confirming the impact levels of these concerns on the economy, environment, and society. Finally, the identified major topics are incorporated into this report for information disclosure to facilitate evaluation and decision-making by all stakeholders.

Responding to Stakeholder Concerns

Each department of the company communicates with stakeholders through business interactions, routine surveys, interview analyses, and other methods. Through diversified communication channels, we accurately grasp stakeholders' needs and expectations, consider their perspectives to adjust operational management, and provide appropriate responses to the key concerns of stakeholders.

Collecting Stakeholder Concerns:

Airmate ensures the comprehensive collection of all stakeholder concern categories regarding the company and conducts subsequent analysis and responses. Through meetings and discussions, it gathers concern directions obtained from regular interactions with stakeholders via meetings, interviews, telephone surveys, suggestion boxes, or various business interactions and exchanges. At the same time, it references specific topics expected to be disclosed by organizations under the GRI Standards, focusing the

broad range of issues into key topics covering economic, environmental, and social aspects for subsequent analysis and identification of major topics.

Obtaining External Trend Information through Experts and Professional Organizations:

We have also commissioned qualified expert groups, including CSR lecturers from National Sun Yat-sen University and leadership and management professional consulting teams, to provide the level of concern external stakeholders have on various issues based on the company's industry attributes. By cross-referencing the impact levels of these issues on the economy, environment, and society, an appropriate prioritization of major topics is derived for inclusion in the report.

Resolution of Major Topics after Careful Evaluation:

Confirmed a total of 8 major topics for Airmate in 2024, and disclosed in this report the importance to organizational operations, scope of impact, as well as the company's policies, commitments, goals, responsibilities, resources, and specific actions related to each major topic.

In addition to the above standard procedures, we have also established a dedicated stakeholder section on the official website, providing an exclusive email for communication and contact with stakeholders: yasung@airmate-china.net. For any questions, suggestions, or even complaints related to major topics, this email ensures smooth and effective interaction. yasung@airmate-china.net

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

Stakeholders	Concerns	Communication Methods	Communication Frequency	Communication Performance
Employees	● Regulatory Compliance ● Integrity Management / Honesty ● Human Rights and Employee Welfare ● Occupational Safety and Health ● Talent Development and Retention	● Employee Communication Meetings: Employees directly provide feedback and communicate with senior management through internal company channels / Complaint mailbox ● Employee Performance Evaluation / Training	● Irregular ● Monthly / Quarterly / Annual	● In 2024, a total of 14 complaints were received, all 14 have been addressed, achieving a 100% resolution rate ● In 2024, performance evaluations were conducted at the end of each month, quarter, and year according to departmental regulations; 100% of employees underwent regular performance assessments in 2024
Investors	● Operating Performance	● Shareholders' Meeting	● Once a Year	● The shareholders' meeting was held on June

	● Corporate Governance ● Product Innovation	● Financial Report ● Material Information Announcement ● Investor Conference	● Once a Quarter ● Irregular ● At Least Twice a Year	18, 2024 ● 2024 Financial Announcements 4 Times ● Investor Conference Held Once on December 16
Gover nmen t Agenc y	● Operating Performance ● Compliance with Laws and Regulations	● Company Website ● Disclosure and Reporting Operations Related to the Market Observation Post System ● Official Documents and Correspondence ● Participation in Promotional Meetings of Competent Authorities	● Regular and Irregular	● In 2024, all announcements and declarations will be made in accordance with the regulations of the competent authorities.
Custo mer	● Product Innovation ● Product Quality	● Communication of Innovative Product Needs ● Regular Business Reviews with Key Customers ● Satisfaction Survey	● According to Customer Product Development Needs ● Once per Quarter / Once every Six Months ● Irregular	● 204 New Products Launched in 2024 ● Two Distributor Meetings in 2024 ● 2024 Customer Satisfaction Survey: 36,833 responses, 100% response rate
Suppli er	● Product Quality ● Continuous and Stable Supply ● Occupational Safety and	● Supplier Visits ● Supplier Management Evaluation	● Irregular ● Once every 2 years, once a year under special	● 325 Supplier Visits in 2024

	Health ● Supplier Management		circumstances	
Community / Non-Profit Organizations	● Environmental and Energy Management ● Pollution Prevention ● Waste Disposal ● Water Resource Management	● Community Meetings/Lectures ● Email/Phone	● Irregular	● 5 Community Meetings/Lectures Held in 2024 ● 5 Phone/Correspondence Exchanges in 2024 ● Disclosure of Relevant Information in the Annual Report and Company Website
Media	● Product Innovation and Technology Development ● Operating Performance ● Sustainability Strategy ● Environmental and Energy Management	● Product Launch ● Press Release Publication ● Material Information Announcement ● Financial Report ● Company Website	● Irregular ● Irregular ● Irregular ● Once per quarter ● Irregular	● 6 press releases were issued in 2024 ● 60 major announcements in 2024 ● 204 new products launched in 2024

Identification and Prioritization of Major Topics

After completing stakeholder engagement, we proceed to assess operational impacts and identify, verify, and establish major topics. We collect various concerns and also refer to national policy trends and various international standards and initiatives, including the Sustainability Accounting Standards Board (SASB) industry standards, Task Force on Climate-related Financial Disclosures (TCFD), and United Nations Sustainable Development Goals (SDGs) topics. We identify and prioritize eight major topics to be disclosed in this report, including one environmental topic, three social topics, and four economic topics. The Sustainability Development Team, senior management from various departments, and external expert consultants jointly discuss and review the appropriateness of related processes and standards. After verifying that no major topics are omitted, the list is submitted to the Chairperson of the Sustainability Development Committee for approval, followed by the report preparation process. Compared to the previous reporting period (2023 Sustainability Report), there are no changes in the major topics and topic boundaries for this reporting year.

▼ List of Major Topics

Ranking	Major Topics	Positive and Negative Impacts	Significance and Importance to Airmate	Value Chain Impact			Corresponding Section
				Upstream	Airmate	Downstream	
1	Corporate Governance	Positive Impact: ● Implementing integrity management and internal control systems helps respond to shareholder expectations and enhances corporate reputation ● Fair, just, and transparent governance mechanisms contribute to sustainable business development and regulatory compliance Negative Impact: ● Occurrence of corruption, fraud, or violation of integrity principles will damage the company's reputation, weaken system effectiveness, and affect operational stability	Airmate upholds an excellent corporate governance culture, adhering to anti-corruption and anti-bribery principles to achieve the vision and goals of sustainable business operations.	●	●	●	Chapter 2 Corporate Governance
2	Product Quality	Positive Impact: ● Excellent product quality can enhance customer satisfaction and loyalty ● Stable quality control helps	Airmate regards product quality as the highest standard in corporate management, aspiring to become a trustworthy and excellent	●	●	●	Chapter 3 Sustainable Value Chain

		build brand trust and market share Negative Impact: ● Poor product quality may harm user health and environmental safety, leading to product recalls, reputation damage, or legal disputes	company for consumers.				
3	Operating Performance	Positive Impact: ● Continuously optimize operational efficiency, strengthen market competitiveness, and increase profit margins ● Achieve revenue growth and shareholder returns Negative Impact: ● Investment or decision-making errors may lead to resource waste and operational difficulties, further affecting the rights and interests of employees and shareholders	Continuous financial performance growth is the driving force behind Airmate's operations, creating a positive cycle where resource investment enhances product research and development as well as quality standards.	●	●	●	Chapter 1 About Us
4	Talent Development	Positive Impact: ● Actively cultivating and retaining talent can enhance organizational innovation and execution capabilities ● Establish a learning organization to promote mutual growth of employees and the company Negative Impact: ● Talent loss or insufficient development will cause critical knowledge gaps, weakening the company's competitive advantage	Talent is a vital asset of Airmate. Airmate regards talent development as the foundation of the company, aiming to provide employees with professional training courses and encourage them to share and exchange internal and external knowledge to accumulate their own knowledge capital.		●		Chapter5 Social Inclusion
5	Environmental Protection	Positive Impact: ● Create an environment for effective resource utilization to reduce waste ● Environmental protection management to ensure the sustainability of Earth's resources	Airmate focuses on environmental protection issues by changing internal value chain processes to reduce environmental impact.	●	●	●	Chapter 4 Environmental Protection

		Negative Impact: ● Lack of environmental protection measures and management may lead to excessive emissions, resource waste, and potential fines					
6	Social Participation	Positive Impact: ● Actively participate in public welfare and local inclusion to strengthen corporate positive image and social trust ● Support community development to help build a favorable operating environment and social capital Negative Impact: ● Lack of external interaction or social feedback may lead to a corporate image of indifference or deterioration of local relationships.	Actively engage in social participation and give back to the local community to achieve the vision of social prosperity.		●		Chapter5 Social Inclusion
7	Supplier Management	Positive Impact: ● Good suppliers can help provide high-quality products. ● Proper supplier management ensures the safety of raw materials. ● Suppliers with R&D capabilities can quickly provide materials at appropriate costs. Negative Impact: ● Untrustworthy suppliers cause delays in product delivery, increasing operational costs. ● Suppliers with poor quality management deliver lower-quality goods, resulting in increased production costs.	Good supply chain management considers the ESG performance of partners to enhance the overall organizational operational resilience.	●	●	●	Chapter 3 Sustainable Value Chain
8	Occupatio	Positive Impact:	Protect employees' physical	●	●		Chapter5

	nal Safety, Health, and Hygiene ● A safe and healthy workplace environment encourages the retention of outstanding talent. ● A secure working environment to enhance employee job satisfaction Negative Impact: ● If occupational safety and health are not properly managed, it will lead to accidents, labor disputes, and even affect the company's reputation and regulatory risks.	and mental health, create a happy and healthy workplace environment, enabling the company to sustain its operations.				Social Inclusion
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Sustainability Strategy and Vision

Sustainability Development Team

To ensure sound management of sustainable development and establish and promote a governance framework for sustainability, Airmate follows the "Practical Code of Sustainable Development for Listed Companies" to establish the company's "Corporate Sustainable Development Practical Code." The Sustainability Development Team is composed of cross-company and cross-department personnel within the group, and the Board of Directors appoints the Assistant to the General Manager as the Committee Chairperson and Convener. The Sustainability Development Team assists the Board in development and operations, is responsible for proposing and implementing sustainability policies, systems, related management guidelines, and concrete promotion plans, and regularly reports execution performance to the Board to enhance the overall practice of the company's sustainable management strategy. In 2024, the Sustainability Development Team held 1 meeting with an average attendance rate of 100% among members.

▼ "Sustainability Development Team" Organizational Structure



Airmate regards sustainable development as an integral part of corporate operational decision-making, adhering to international human rights conventions, including the United Nations "Universal Declaration of Human Rights" and the International Labour Organization conventions, to formulate management policies and procedures. All subsidiaries of the company comply with local labor laws to handle employee-related benefits and establish management procedures to protect employees' legal rights. We have also established a "Business Partner Management Procedure" that specifies supplier management rules and commits to complying with local labor laws and the BSCI corporate social responsibility standards; furthermore, we have formulated a "Code of Integrity Management," which is promoted and encouraged during meetings to foster honest and ethical behavior. Additionally, the company's Employee Code of Conduct clearly states the management philosophy of "Honesty, Trust, Fairness, and Diligence" in Chapter 3.

We review corporate management practices through the ESG framework and develop Airmate's sustainability strategy to achieve sustainable operational goals and fulfill corporate social responsibility. Airmate's sustainability development strategy can be mainly divided into three parts:

Company loves employees, employees love the company	Protect the ecological environment, sustain green environmental protection	Focus on Children's Education, Improve Learning Environment
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- **Airmate and Employees – "The Company Loves Employees, Employees Love the Company"**
Airmate emphasizes talent training and application, periodically inviting renowned instructors to provide training based on employees' professional development needs. The company also encourages team members to engage in internal technical exchange and sharing. Facilities such as basketball courts, badminton courts, and fitness centers are provided for employees, along with organizing various sports and cultural competitions, parent-child lectures, establishing employee clubs, and creating open learning spaces (e.g., training classrooms, dance rooms, table tennis, karaoke centers, legal aid centers, model worker studios, libraries, chess rooms), all aimed at enhancing employee quality and cultural atmosphere. By offering a good working environment and benefits, every employee is encouraged to maintain a positive and proactive work attitude and innovative team spirit, making talent an important resource for Airmate.
- **Airmate and the Environment – Protecting the Ecological Environment, Sustainable Green Environmental Protection**
Airmate is committed to environmental protection, actively building an energy-saving and emission-reducing green enterprise, adhering to the goal of sustainable operation and implementing a low-carbon lifestyle concept. The company maintains ecological balance through a green environmental protection system and actively promotes energy reuse. An ISO 14001 implementation committee has been established to manage industrial wastewater, domestic

sewage, exhaust gases, noise, and waste classification and recycling. Sewage treatment facilities have been constructed to treat and recycle all domestic and industrial wastewater from the plant, achieving a win-win situation for environmental protection and efficiency, and successfully passing the ISO 14001 Environmental Management System certification.

- **Airmate and Society – Focus on Children’s Education, Improve Learning Environment**
Since the establishment of its Shenzhen company in 1991, Airmate has actively undertaken corporate social responsibility by building multiple Hope Primary Schools in Jiangxi, Yunnan, Sichuan, and other regions, providing continuous care, attention, and support to these schools. The company has also donated funds to the Taiwan Fund for Children and Families, focusing on the living and growth environment of children in Taiwan. Additionally, Airmate has created assistance programs for disadvantaged children, offering employment opportunities. Furthermore, it collaborates with the Guangdong Wheat Field Education Foundation to implement long-term donation plans, providing electric fans, heaters, and air purifiers to schools with poor learning environments, thereby improving the learning conditions for children in impoverished areas.

Chapter 1 About Us

- **About Airmate**
 - Airmate Milestones
 - Global Operation Locations
 - Business Items
 - Economic Performance
- **External Engagement**
 - International Initiatives
 - Participation in Public Associations

About Airmate

Airmate was established in 1973. The brand name "Airmate" means "Good Air Companion." The company has long focused on household appliances related to air quality improvement, dedicating itself to the research, development, and manufacturing of refined small home appliances. Since 1997, Airmate has actively expanded into the Chinese market, systematically establishing distributor channels, developing its own brand, and went public in 2012, with a stock listing in 2013 (stock code: 1626). The company ownership is collectively held by all shareholders. With market changes and the evolution of sales models, transitioning from traditional physical channels to e-commerce, Airmate has successively established Airmate E-commerce (Shenzhen) Co., Ltd. (June 2020), Weimu Technology (Foshan) Co., Ltd. (July 2023), Xiangdao Technology (Shenzhen) Co., Ltd. (September 2023), and Airmate Electric (Hong Kong) Co., Ltd. (August 2024) to expand e-commerce platform sales and technology R&D channels, further strengthening the competitiveness of its own brand. However, these establishments have not changed the company's ownership structure.

In the past two years, Airmate has maintained its leading position in traditional fans through quality output, while innovatively launching air circulation fans targeting high-end customers for focused R&D and output. At the same time, it is committed to technological breakthroughs in electric heaters, allowing users to feel "warmth" rather than just "heat," creating an immersive product experience from body to mind through the five senses. These product innovations benefit from advanced technology deployment, developing products around user pain points, turning these pain points into product highlights, and providing a perfect experience that exceeds user expectations.

In 2024, Airmate aims to intelligently create high-quality air solutions for every family, enabling every user to enjoy a comfortable, convenient, healthy, and pleasant living environment! Centered on user experience, the company will continue to promote product upgrades and innovation, and undertake design, development, and OEM production for various international small appliance brands. Through Weiang Development Co., Ltd., responsible for export order transfers, the OEM regions cover Japan, South Korea, France, Germany, Canada, Singapore, the United States, Australia, and other areas. Export sales account for approximately 34% of the group's total sales, making Airmate one of the home appliance industry's manufacturers with the most internationally recognized certifications.

With efficient automated equipment, mature motor manufacturing technology, and continuously optimized assembly processes, Airmate will continue to deepen its core business, focusing on innovative R&D and industrial design, striving to lead industry trends. At the same time, intelligent production lines ensure stable product quality output and enhance manufacturing efficiency. In the future, we will continue to lead the development of the environmental electrical industry, actively co-create value with stakeholders, and strive to become the preferred brand for consumers' high-quality lives, jointly moving toward sustainable operation and laying a solid foundation for building a century-old brand.

Airmate Milestones

Year	Company and Group History
1973	The parent factory of Airmate (Taiwan Dongfu Electric Co., Ltd.) was established in Taiwan.

1990	The management team and major shareholders established Weiang Development Limited, with a registered capital of HKD 13,510 thousand.
1991	Established Airmate (Shenzhen), with a registered capital of USD 23,750 thousand, and set up the main production base in Shenzhen to initiate global expansion.
1994	Became the first foreign-invested enterprise to obtain the China Small Home Appliance CCEE safety certification. Started cooperation with Japan's Sanyo Electric Co., Ltd. to produce fan motors exclusively for Sanyo.
1996	Obtained the ISO 9002 international certification for quality control systems.
1997	The Airmate brand expanded into the Chinese market and entered the electric heater market. Established Airmate's French subsidiary, with a registered capital of 50 thousand French francs. Established Airmate China International Limited, with a registered capital of USD 20,000 thousand.
1998	Established Airmate International Holdings Limited, with a registered capital of USD 21,000 thousand.
1999	Obtained ISO 9001 international certification for the quality management system. Rated as a "National Double Excellence Foreign-Invested Enterprise" by the China Foreign-Invested Enterprises Association. Through share conversion, Weiang Company was incorporated as a 100% subsidiary of Airmate International.
2000	Established a sales network covering over 60 countries across 5 continents, becoming the largest supplier of household fans in Japan.
2001	Weiang Company signed an equity transfer agreement with Airmate China, transferring the 100% equity of Shenzhen Airmate originally held by Weiang Company to Airmate China.
2002	Granted the title of "National Product Quality and After-Sales Service Double Guarantee Enterprise" by the China Quality Inspection Association. "Airmate" was awarded the Guangdong Province Famous Trademark. Received the dual honors of Top 100 Industrial and Commercial Enterprises and Top 100 Exporters in Shenzhen.
2003	Airmate (Shenzhen) expanded its factory facilities. Airmate electric fans passed the "National Product Quality Exemption from Inspection". Received the "National Product Quality and After-Sales Service Double Guarantee Enterprise" award.
2004	The company was established with a registered capital of HKD 16,000,000 and became the ultimate parent company of the group through a series of share exchange processes.
2005	Airmate has extensively entered other small home appliance markets. Granted the title of "China Famous Brand Product" by the General Administration of Quality Supervision, Inspection and Quarantine of the People's Republic of China. Rated as a "First Shenzhen Import and Export Integrity AAA Enterprise". Rated as one of the "Top 500 Most Valuable Brand Enterprises Nationwide".
2008	The Airmate trademark was awarded the title of "Well-known Trademark". Cash capital increase of HKD 40,000.
2009	Awarded the title of "National High-tech Enterprise". Granted the title of "Guangdong Province Famous Brand Product". Selected as a "Shenzhen Quality Integrity Member Enterprise". Cash capital increase of HKD 1,050 thousand. Handled the capital increase by transferring earnings and employee bonuses amounting to HKD 4,820 thousand.

2010	Received the honor of "Shenzhen Intellectual Property Advantage Enterprise". Received the "Bao'an District Science and Technology Innovation District Chief Award". Handled the capital increase by transferring employee bonuses amounting to HKD 680 thousand.
2011	Airmate electric fans have ranked among the top 2 domestic companies in China's domestic market share for 10 consecutive years. Airmate electric heaters have ranked among the top 3 in the industry in China's domestic market share for 6 consecutive years.
2012	Handled the capital increase by transferring capital surplus amounting to HKD 203,310 thousand. Cash capital increase of HKD 29,000 thousand. Comprehensive re-election of directors, appointing 9 directors including 4 independent directors, and establishing an audit committee. On July 26, 2012, the shareholders' meeting approved changing the company's par value per share from HKD 1 to TWD 10, with a paid-in capital of 1,102,442.5 thousand.
2013	Completed a cash capital increase of NT\$122,500 thousand. Listed on the Taiwan Stock Exchange Corporation on March 21.
2014	Established Airmate Electric (Jiujiang) Co., Ltd. with a registered capital of USD 35,000 thousand. Official mass production commenced in October of the same year.
2015	Jointly established Airmate Technology Co., Ltd. with mainland Chinese partners, with a registered capital of RMB 10,000 thousand. Our company holds 51% of the shares, specializing in the design, development, and market expansion of kitchen appliance products.
2016	Airmate Electric (Jiujiang) Co., Ltd. completed a cash capital increase of USD 23,000 thousand. On June 3, 2016, the company signed a joint development agreement with Shenzhen Bao'an TCL Haichuang Valley Technology Park Development Co., Ltd. (abbreviated as TCL Haichuang Valley) and Shenzhen TCL Real Estate Co., Ltd. for the redevelopment of old factory land in the Shenzhen industrial zone. Airmate Europe LLC. completed liquidation on June 8, 2016.
2017	Airmate Electric (Jiujiang) Co., Ltd. completed a cash capital increase of USD 3,300 thousand.
2018	Airmate Electric (Jiujiang) Co., Ltd. completed a cash capital increase of USD 1,850 thousand. Established the Airmate Fresh Air Business Unit on April 30, 2018. In October 2018, a joint development and construction agreement was signed with Shenzhen Bao'an TCL HaichuangValleyTechnology Park Development Co., Ltd. (abbreviated as TCL HaichuangValley) and Shenzhen TCL Real Estate Co., Ltd. for the redevelopment of the old factory land in Shenzhen Industrial Zone.
2019	Airmate (Cayman) International Limited completed a cash capital increase of 120,000 thousand yuan. The Airmate Air Black and White Swan Series Circulation Fans won the "TMIC Best New Category in Circulation Fans and Gold Wheat Quality Award in Home Appliances and Digital Category". The Airmate brand has been upgraded with a new logo design, continuing the core concept of "AirGood Companion" and upgrading the brand positioning to "Technology·美学·Home Companion", blending technology and aesthetics across fields.
2020	The Airmate high-end aesthetic series AIR2 air circulation fan, with its industry-leading fashion design and innovative technology, won the 2020 Aipulan Award for "Excellent Product", once again affirming Airmate's relentless pursuit of understanding user needs, enhancing user experience, and creating outstanding products. In June 2020, Airmate E-commerce (Shenzhen) Co., Ltd. was established, mainly selling self-owned

	brand products on Chinese e-commerce platforms to expand sales channels.
2021	The Airmate high-end aesthetic AIR6 series won the Smart Technology Innovation Product Award; the Aipulan Excellent Product Award and the Jiujiang Tian Gong Cup Industrial Design Competition Excellent Product Award for AIR3; the AIR6 series won the China Home Appliance Industry Rock Award for Excellent Product; Airmate Electric (Jiujiang) Co., Ltd. won the 2021 China Home Appliance Industry Rock Award – Rock Solid Award.
2022	The Flame Air Humidifying Negative Ion Aromatherapy Fireplace won the 2024 China Home Appliance Rock Quality Award; AIR7 Pro won the 5th Consumer Intelligent Technology Innovation Product Award; FA20-RD70 air circulation fan won the 2024 Top Ten Trendy Products; Shenzhen' s 12th Skills Competition – Advanced Manufacturing Industry (Product) Design Skills Competition awarded first and second place Elite Design Awards. In July 2024, Weimu Technology (Foshan) Co., Ltd. was established, mainly selling self-owned brand products on Chinese e-commerce platforms to expand sales channels.
2023	In May 2023, the Airmate Group' s global headquarters building located in the Shiyan Haigu Science and Innovation Park, Bao' an District, Shenzhen City, Guangdong Province, was officially put into use. In September 2023, Xiangdao Technology (Shenzhen) Co., Ltd. was established, mainly selling self-owned brand products on Chinese e-commerce platforms to expand sales channels. AIR7 Pro won the AWE2023 Aipulan Excellent Product Award; Swan 5.0 air sterilization floor circulation fan and multifunctional clothes drying skirting board won the China National Rock Solid Award for Excellence in the Electrical Industry; Airmate Electric (Jiujiang) Co., Ltd. received the 2023 China Home Appliance Industry Rock Solid Award – Rock Solid Prize.
2024	In 2024, Airmate achieved outstanding results in the international design field, demonstrating profound innovation, research and development, and aesthetic strength. The company won multiple prestigious design awards, including the French Platinum Award, the French Good Design Gold Award, the American Good Design Platinum Award, the American Good Design Gold Award, the American MUSE Design Gold Award, the International CMF Design Award for Excellent Products, and the Golden Reed Product Design Award. In 2024, the AIR7 Pro won the AWE2024 Aipulan Golden Reputation Award, and the "Versatile Little Magic Table" received the China Home Appliance Industry Rock Award – New Quality Leadership Award; Airmate Electric (Jiujiang) Co., Ltd. consecutively won the China Home Appliance Industry Rock Award – Rock Solid Award and Industry Contribution Award. These awards not only highlight Airmate's strength in product research and development and market performance but also reflect our steadfast commitment to continuously creating value and leading innovation in the home appliance industry.

Global Operation Locations

The company's main product (service) sales (provision) markets are currently Mainland China and overseas regions. The market areas served by each subsidiary are listed as follows:

Headquarters		
Airmate (Cayman) International Co Limited	The Office of Codan Trust Company (Cayman) Limited Yard, Cricket Square, Hutchins Drive, P.O. BOX 2681 GT, George Town, Grand Cayman, British West Indies.	(86)-0755-27655988
Subsidiary		
Airmate International Holdings Limited	P0 Box 71, Craigmuir Chambers, Road Town, Tortola, British Virgin Islands	(86)-0755-27655988
Airmate China International Co., Ltd.	Palm Grove House, P.O. Box 438, Road Town, Tortola, British Virgin Islands	(86)-0755-27655988
Airmate International Co., Ltd. Cayman Islands Branch Taiwan	3rd Floor, No. 11, Xinzhong Road, South District, Tainan City	(886) 6-2645207
Weiang Development Co., Ltd.	Room 1006-1007, 10th Floor, North Point City Center, 250 King's Road, North Point, Hong Kong	(852) 2578-3303
Weiang Development Co., Ltd. Hong Kong Branch Taiwan	3rd Floor, No. 11, Xinzhong Road, South District, Tainan City	(886) 6-2645207
Airmate Electric (Shenzhen) Co., Ltd.	Building T2, Haigu Technology Building, Luozu Community, Shiyan Street, Bao'an District, Shenzhen City, Guangdong Province	(86)-0755-27655988
Airmate Electric (Jiujiang) Co., Ltd.	No. 1, Tonggang East Road, Chengxi Port Area, Jiujiang Economic and Technological Development Zone,	(86)-0792-2286888

	Jiangxi Province	
Airmate Technology (Shenzhen) Co., Ltd.	Building T2, Haigu Technology Building, Luoqu Community, Shiyan Street, Bao'an District, Shenzhen City, Guangdong Province	(86)-0755-27655988
Airmate E-commerce (Shenzhen) Co., Ltd.	Building T2, Haigu Technology Building, Luoqu Community, Shiyan Street, Bao'an District, Shenzhen City, Guangdong Province	(86)-0755-27655988
Material Technology (Foshan) Co., Ltd.	Building T2, Haigu Technology Building, Luoqu Community, Shiyan Street, Bao'an District, Shenzhen City, Guangdong Province	(86)-0755-27655988
Xiangdao Technology (Shenzhen) Co., Ltd.	Building T2, Haigu Technology Building, Luoqu Community, Shiyan Street, Bao'an District, Shenzhen City, Guangdong Province	(86)-0755-27655988
Airmate Electric (Hong Kong) Co., Ltd.	Room 1006-1007, 10th Floor, North Point City Center, 250 King's Road, North Point, Hong Kong	(852) 2578-3303

Business Items

Airmate specializes in manufacturing electric fans, electric heaters, other small household appliances, complete sets of components, and molds. The company is dedicated to the research, development, production, and sales of various high-quality small household appliances, adhering to the service philosophy of "Quality First, Customer Priority." It maintains an absolute commitment to quality by implementing rigorous quality inspection standards and methods to achieve comprehensive quality management, including Incoming Quality Control (IQC), 100% Production Quality Control (PQC), thorough Quality Assurance (QA), a product lifespan testing room, and a product laboratory equipped with precision measuring instruments. Products manufactured by Airmate have successively obtained certifications for household appliance safety standards from multiple countries, including the United States UL, Canada CSA, Germany GS and VDE, Australia SAA, Singapore SISIR, Japan SHARK, and China 3C. In 1999, Airmate was further certified with the ISO 9001 international quality assurance standard, enhancing the company's quality requirements across all stages from appearance design, development, production, installation to after-sales service. The factory's strict quality control system has also earned honors as a Grade A quality assurance factory, a factory certified by Japan JIS, and a factory certified by Italy IMQ. By implementing the

concept of service-oriented manufacturing, the spirit of quality control and quality assurance is firmly embedded in the work of every employee.

Additionally, the products are exported to more than 60 countries and regions worldwide, including Japan, South Korea, Europe, and the Americas. Airmate is one of the leading global manufacturers and brand owners integrating design, development, and production of small household appliances. The company maintains long-term cooperative relationships with many internationally renowned brands. From OEM and ODM to OBM, Airmate aspires to sustainable operations and actively focuses on environmental issues and social responsibility, striving to provide consumers with a healthier and higher-quality lifestyle.

In 2024, Airmate centers its core philosophy on "Technology Empowering Life Aesthetics," continuously making breakthroughs in the high-end home appliance sector. Its flagship product, the Air11 Dolphin Circulation Fan, leverages innovative "Ocean Breeze" technology to deeply integrate air circulation, ambiance creation, and purification functions. Through biomimetic design and intelligent algorithms, it achieves 32 levels of stepless speed adjustment and ultra-quiet operation at 21.6 dB, creating the "Ocean Series" that combines functionality with home aesthetics. This product redefines the high-end circulation fan market and has become a benchmark for technological innovation in the industry.

At the same time, Airmate's versatile Magic Table has won dual honors in 2024 from the China Home Appliance Industry "Rock Award," receiving both the New Quality Leadership Award and the Rock Solid Award, thanks to its disruptive "Charcoal-Free Hearth Tea Brewing" technology and multi-scenario "Cook, Grill, Warm" applications. This product creatively combines an electric ceramic stove with far-infrared heating technology, supporting multifunctional integration for tea brewing, hot pot, and heating. Equipped with intelligent voice control and adjustable height design, it provides a safe, convenient, and immersive experience for family gatherings and daily home use.

As one of the most credible awards in the Chinese home appliance industry, the "Rock Award" selects brands and products that excel in technological innovation, market influence, and user reputation through a dual mechanism of online voting and expert review. Airmate's dual win this time not only validates its leading strength in product research and development and user demand insight but also highlights the brand's development philosophy centered on "Fashion, Innovation, and Health." In the future, Airmate will continue to drive industry upgrades through technological innovation, bringing smarter and more comfortable quality living experiences to families worldwide.



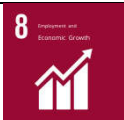
▼ Overview of Airmate's Major Product Sales Markets in the Past Three Years

(Unit: New Taiwan Dollar Thousand; %)

Main Product Categories	Main Sales Regions	Year 2022		Year 2023		Year 2024	
		Sales Revenue	Proportion	Sales Revenue	Proportion	Sales Revenue	Proportion
Electric Fan	Mainland China,	5,878,253	63.75%	5,505,685	65.53%	5,204,494	64.01%
Electric Heater	Japan, South	1,831,760	19.87%	1,650,145	19.64%	1,592,434	19.59%
Small Home Appliances	Korea, Europe	750,639	8.14%	494,543	5.89%	499,537	6.14%
Electrical Products		519,259	5.63%	481,805	5.73%	535,636	6.59%
Others (Spare Parts and Molds)		240,952	2.61%	269,575	3.21%	298,675	3.67%
Total		9,220,863	100%	8,401,753	100%	8,130,776	100.00%

Economic Performance

▼Airmate 2024 Major Topic "Operational Performance" Management Status

Major Topics	Operating Performance
Impact Assessment	Positive Impact: ● Actively develop new products to increase Airmate's market share, enhance the company's competitiveness, and increase revenue and profits, giving back to relevant stakeholders Negative Impact: ● Without actively promoting the company's operational performance and assessing the financial status, investment failures will lead to difficulties in operation
Corresponding GRI Indicators	Customized Material Topics GRI 201-1 Direct Economic Value Generated and Distributed by the Organization GRI 201-3 Defined Benefit Plan Obligations and Other Retirement Plans
Linked SDGs	
Policies or Commitments	(Vision setting for the topic and planned strategies to be implemented) Continuously focus on core business development, develop competitive high gross margin products, while actively responding to, discovering, and satisfying the deep needs of end-market customers, thereby achieving profitable business operations.
Indicators and Targets	● Actively invest in R&D resources to continuously develop diversified product applications, respond to customer and market trends, and enhance product added value and overall profitability. ● Actively participate in various R&D and technical seminars to grasp the latest market trends and industry development directions, continuously launch innovative products, and strengthen market competitive advantages.
Tracking and Management Mechanism	● Monthly operational management meetings are held to consolidate the financial performance, business execution, operational challenges, and improvement strategies of each business unit, enhancing decision-making transparency and feedback mechanisms. ● The R&D department holds weekly routine meetings to continuously track research progress, delivery status, and technical bottlenecks, promoting cross-departmental collaboration and rapid adjustments.

Annual Actions and Achievements	● Airmate regards technological innovation as a corporate core. In 2024, R&D expenditure reached NT\$179 million, accounting for 2.21% of annual revenue, with an R&D workforce of 118 personnel. ● In 2024, a total of 204 new products were launched, continuously innovating based on feedback from customers and end-users, and obtaining 183 patent certificates, demonstrating technological strength and intellectual property layout capabilities. ● To support future R&D needs and product deployment, the company has budgeted NT\$190 million for R&D in 2025, reflecting a medium- to long-term commitment to strengthening innovation. ● In 2024, the company received multiple product awards and recognitions: Airmate Electric (Jiujiang) Co., Ltd. was once again awarded the 2024 China Home Appliance Industry Rock Award — Rock Solid Award
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In 2024, the company' s consolidated revenue was NT\$8.13 billion. The global home appliance industry faces intense competition, coupled with sluggish consumer demand in China' s first-tier markets, bringing unprecedented challenges. In the face of such difficulties, the traditional home appliance industry can only break through by innovation and transformation. It is necessary not only to launch innovative products that break away from the traditional home appliance framework but also to meet market demands with smarter and more technological products to win consumer favor. Additionally, internal corporate transformation must be actively pursued, continuously optimizing processes and costs while improving employee skills and efficiency. These will be important goals toward 2025.

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

Item	Year 2022	Year 2023	Year 2024
Operating Revenue	9,220,863	8,401,753	8,130,776
Operating Costs	7,777,614	6,574,707	6,506,439
Gross Profit from Operations	1,443,249	1,827,046	1,624,337
Operating Expenses	1,686,220	1,840,053	1,838,250
Operating Profit	(242,971)	(12,336)	(213,974)
Non-operating Income and Expenses	781,677	52,078	25,278
Profit Before Tax	538,706	39,742	(188,696)
Income Tax Benefit (Expense)	(65,509)	(13,163)	29,486
Net Profit for the Period	473,197	26,579	(159,210)
Other comprehensive income for the period (net of tax)	(12,317)	(72,789)	116,309
Total comprehensive income for the period	460,880	(46,210)	(42,901)
Net Profit Attributable to Owners of the Parent Company	473,197	26,579	(159,210)
Comprehensive Income Attributable to Owners of the Parent Company	460,880	(46,210)	(42,901)
Earnings Per Share (Before Distribution)	3.25	0.17	(1.05)

(Unit: TWD)			
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Note:

1. This consolidated financial statement includes all subsidiaries as consolidated reporting entities.
2. The entities included in the consolidated financial statements comprise the head office Airmate (Cayman) International Limited, and subsidiaries Airmate International Holdings Limited, Airmate China International Limited, Weiang Development Limited, Airmate Electric (Shenzhen) Co., Ltd., Airmate Electric (Jiujiang) Co., Ltd., Airmate Technology (Shenzhen) Co., Ltd., Airmate E-commerce (Shenzhen) Co., Ltd., Xiangdao Technology (Shenzhen) Co., Ltd., Weimu Technology (Foshan) Co., Ltd., and Airmate Electric (Hong Kong) Limited.

▼Direct Economic Value Generated and Distributed by the Organization

Item (Unit: Thousand NT Dollars)		Year 2022	Year 2023	Year 2024
Generated Direct Economic Value	Operating Revenue	9,220,863	8,401,753	8,130,776
	Non-operating Income	841,290	118,140	106,195
Distributed Economic Value	Operating Costs	7,777,614	6,574,707	6,506,439
	Employee Salaries and Benefits	1,278,674	1,132,852	1,021,712
	Payments to	29,890	35,911	34,657

	investors			
Retained economic value		975,975	776,423	674,163

Note: Retained economic value = Generated direct economic value – Distributed economic value

Financial Subsidies from the Government

Airmate's current applications for Chinese government subsidies are not fixed annual items. They mainly depend on the policies of the Chinese government and local operations in the respective year, and are determined based on evaluations by the company's relevant departments on whether the subsidy application criteria are met. In 2024, Airmate received financial subsidies amounting to NT\$48,327 thousand from the People's Republic of China.

Subsidy Item	Subsidy Amount (Unit: Thousand)
High-Level Talent Fund	1,784
Guangdong Province Manufacturing Center Talent Subsidy Fund	1,427
Shenzhen Bao'an District Finance Bureau 2024 Enterprise Standard Leader Award	892
Shenzhen Bao'an District Industry and Information Technology Bureau 2024 Provincial Green and Beautiful Guangdong Ecological Construction Key Task Guarantee Special Fund (Green Circular Development)	223
Subsidies for Foreign Trade Exports by the Jiujiang Economic Development Zone Commerce Bureau	2,064
Jiujiang Economic and Technological Development Zone Commerce Bureau (Support for loan interest of processing trade enterprises / Support for quality control system certification fees / Support for other product certification fees)	1,180
Jiujiang Economic Development Zone Talent Comprehensive Service Center (Stabilization subsidy, social insurance subsidy for employment absorption)	679
Value-added tax input tax additional deduction 5% subsidy	35,201

Jiujiang Economic Development Zone Economic Development Bureau corporate income tax refund	1,057
Others	3,820

External Engagement

International Initiatives

Airmate (Cayman) International Co., Ltd., in addition to issuing sustainability reports in accordance with the GRI sustainability principles, also pays attention to the development of various international sustainability initiatives, actively responding to related goals. Based on these, the company formulates internal management procedures and policies, which serve as guiding principles for the company's long-term promotion of sustainable development and concrete practices of its social commitments.

▼International Initiatives Supported by Airmate

ESG	1. Advocates the United Nations 17 Sustainable Development Goals (SDGs), promotes sustainable corporate management, and implements actions toward sustainable development goals, contributing to the establishment of a peaceful, safe, prosperous, and just world.
Environmental Aspect	1. Implements the ISO 14001 Environmental Management System to improve the efficiency of production resource use, planning and preventing negative environmental impacts or accidents. 2. Complies with international restricted substances directives and regulations, including the Restriction of Hazardous Substances Directive (RoHS) and the European Union's Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), reducing the environmental harm caused by the product manufacturing process.
Social Aspect	1. Follows the Universal Declaration of Human Rights, respects human rights and embraces diversity, establishing related management policies and procedures, including workplace equality and labor relations. 2. In accordance with the International Labour Organization conventions, strictly complies with labor-related laws and regulations in the locations of its subsidiaries, manages employee welfare, and establishes management procedures to protect employees' legal rights and interests. 3. Introduced the ISO 45001 Occupational Health and Safety Management System, actively building a safe working environment. Established procedures and implemented related safety measures to prevent occupational injuries and illnesses.
Governance Aspect	1. Implement the Business Social Compliance Initiative (BSCI) to enhance the protection of human rights for employees and suppliers.

Participation in Public Associations

Airmate actively participates in public associations and forums, sharing its own experiences and exchanging ideas with excellent peers in the industry, aiming to jointly improve industry competitiveness and contribute to society.

Item No.	Participated Public Associations	Membership Status
1	China Building Materials Circulation Association Indoor Purification Service Committee	Association Member
2	China Equipment Management Association Building Fresh Air System Technology Service Management Center	Association Member
3	China Household Electrical Appliances Association	Association Member
4	China Trademark Association	Association Member
5	Bao'an District Top 100 Enterprises Federation	Association Member
6	Jiujiang Taiwan Compatriots Investment Enterprises Association	Association Member
7	Jiangsu Household Appliances Association	Association Member
8	Jiangxi Emergency Management Association	Association Member
9	Guangdong Shenzhen Bao'an District Small Home Appliances Enterprises Association	Association Member
10	Guangdong Household Appliances Industry Association	Association Member
11	Guangdong Home Appliance Chamber of Commerce	Vice President Unit
12	Guangdong Trademark Association	Association Member
13	Shenzhen Industrial Association	Chairman of the Presidium
14	Shenzhen Taiwanese Business Association	Association Member
15	Shenzhen Quality Inspection Association	Association Member
16	Shenzhen Industrial Manufacturing Industry Association	Association Member

17	Mission Hills Shenzhen Golf Club	Association Member
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Chapter 2 Corporate Governance

- Governance Structure
 - Board of Directors Functions
 - Board Nomination and Selection
 - Conflict of Interest Avoidance
 - Board Continuing Education
 - Board Performance Evaluation
 - Remuneration Policy for Directors and Managers
- Functional Committee
 - Audit Committee
 - Compensation Committee
- Internal Control and Internal Audit
- Integrity Management
 - Regulatory Compliance
 - Channels for Complaints and Suggestions
- Risk Management

▼Airmate' s Management of the Major 2024 Topic: "Corporate Governance"

Major Topics	Corporate Governance
Impact Assessment	Positive Impact: ● Corporate governance based on integrity, responding to shareholders' trust and expectations ● Fair, just, and transparent corporate systems, moving towards sustainable development Negative Impact: ● A corporate environment of corruption and bribery will cause institutional rigidity, making operations impossible
Corresponding GRI Indicators	GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016
Linked SDGs	
Policies or Commitments	Adhering to the principle of integrity in operation, enhancing the functions of the governance level, with the highest guiding principle being the protection of stakeholders' rights and interests.
Indicators and Targets	Mid-to-Long Term Goals: ● Increase the proportion of female directors to one-third, implementing board diversity. ● Enhance the collective intelligence of the board by increasing the average training hours per director to 10 hours. Sustainability Goals: ● Implement corporate governance to facilitate smooth communication and interaction between directors and senior executives, and improve board attendance to ensure that all key operational and significant matters are thoroughly discussed by the board. ● Maintain excellent performance evaluations for the board and functional committees, ensuring stable operation of the overall governance units.
Tracking and Management Mechanism	● Regularly publish the company' s annual report and sustainability report to inform stakeholders about the board' s operations during the year. ● Establish a dedicated unit to promote integrity management, provide multiple channels for complaints and reports, and regularly handle grievance cases. ● The Remuneration Committee uses individual director performance evaluations as a reference basis for determining each director' s compensation.
Annual Actions and Achievements	● To review corporate performance and continuously track the progress of company proposals, the board attendance rate in 2024 is 100%. ● In 2024, the Board of Directors' self-assessment average score was 4.81 out of 5; individual board members' self-assessment average score was 4.84 out of 5; the functional committees' self-assessment average score was 4.74 out

	of 5. Overall, the governance units operated well. ● To ensure sufficient professionalism in leadership and supervisory functions, the Board of Directors completed a total of 63 hours of continuing education in 2024, averaging 7 hours per person. ● In 2024, there were no incidents of violations or complaints related to corruption, nor any involvement in anti-competitive behavior, antitrust, or monopolistic practices. ● In 2024, the company did not incur any penalties or sanctions due to major legal or regulatory violations. ● The company regularly conducts integrity management training courses to strengthen employees' compliance and ethical awareness. In 2024, Airmate provided a total of 24 hours of compliance training, with 12,077 participant attendances. ● Airmate has established multiple complaint channels to encourage stakeholders to report relevant issues. In 2024, Airmate received 14 complaints, all of which were effectively communicated and properly resolved, achieving a 100% closure rate.
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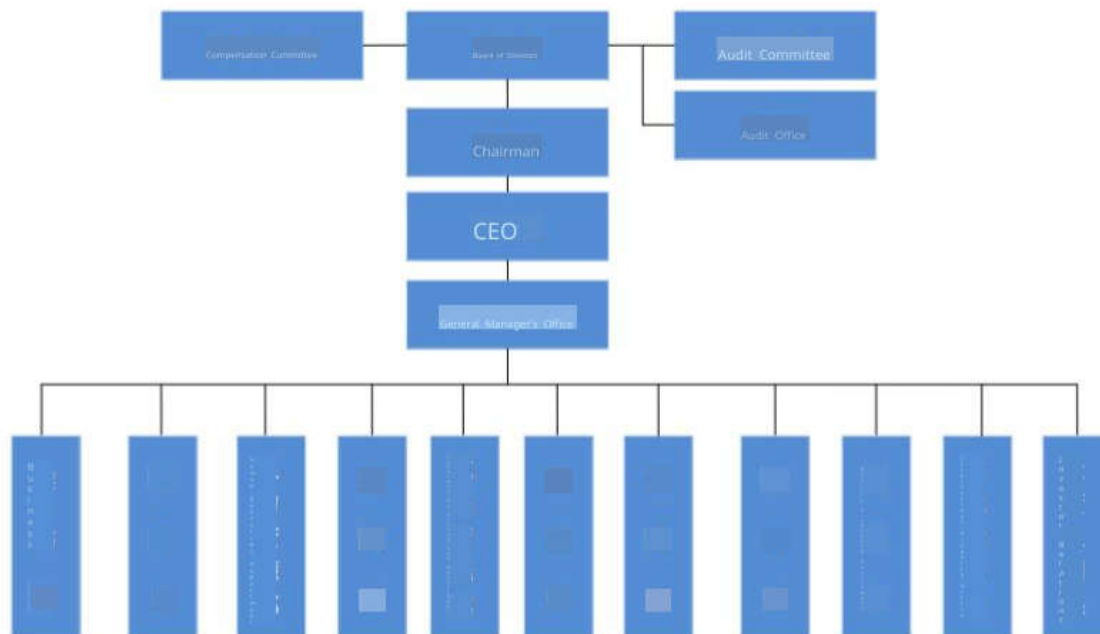
Governance Structure

IntegrityManagement Philosophy	CreditBased Principle	Fairnessand Reasonableness	Diligenceand Ambition
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Airmate establishes its corporate governance system based on the management philosophy of integrity, pragmatism, and sustainable operation. In addition to complying with laws, regulations, articles of incorporation, and relevant rules of the stock exchange or over-the-counter trading center, we also adhere to governance principles that protect shareholders' rights and interests, strengthen the functions of the Board of Directors, enhance the role of the Audit Committee, respect the rights and interests of stakeholders, and improve information transparency.

We understand the importance of Corporate Governance and organizational transparency. Since its establishment, Airmate has adopted the management philosophy of "Integrity, Trust, Fairness, and Diligence." Furthermore, the company has formulated the "Code of Integrity Management" to clearly guide the behavior of the company's directors and managers to comply with ethical standards, enabling customers, suppliers, and other external stakeholders to better understand the company's ethical standards.

▼ Airmate Company Organizational Chart



Board of Directors' Functions

The highest governance body of Airmate is the Board of Directors, responsible for decision-making, supervision, and managing the company's impacts on the economy, environment, human rights (groups), and society. The current Board was re-elected at the shareholders' meeting in June 2024. After the re-election, the Board consists of 9 directors, including 4 independent directors, with terms running from June 2024 to June 2027.

To promote Board diversity, the goal is to have at least one-third of the Board seats held by each gender and no more than one-third of the seats held by employee directors. The current implementation status is approximately 22% of directors aged over 70; 11% aged 61-70; 33% aged 51-60; and 33% aged 41-50. Employee directors account for 33%, and independent directors account for 44%, meeting the regulations.

However, female directors represent only 11%, which does not meet the specific target, and gradual improvement will be pursued in the future.

In 2024, the Board of Directors held a total of 6 meetings, with an average attendance rate of 87.5% among all directors. Board meetings primarily focus on regular reporting, routine tracking of compliance with laws and company operational needs, reviewing corporate performance and internal controls, assigning and confirming responsibilities of relevant units, and continuously monitoring and supervising actual progress and handling in subsequent meetings. In 2024, the company had no critical major events requiring communication with the Board.

The company appointed the Chief Financial Officer as the Corporate Governance Officer, approved by the Board on March 15, 2023, responsible for governance-related affairs. The main duties include coordinating relevant departments to timely provide information needed by directors to perform their duties, assisting directors in complying with laws, and handling matters related to Board and shareholders' meetings in accordance with regulations.

In 2024, to implement corporate governance, Airmate has completed assisting directors in performing their duties, providing necessary information, and arranging further training. The company has also revised regulations related to the latest laws in business operations and corporate governance to facilitate smooth communication and interaction between directors and senior executives. Additionally, besides conducting internal control self-assessments, the Board and management annually review departmental self-assessment results and audit reports from the audit unit. Directors and Audit Committee members regularly discuss internal control deficiencies with internal auditors, document the discussions, track and implement improvements, and report to the Board.

▼ Airmate Board Members

Title	Name	Gender	Age Group	Major Education and Experience	Attendance Number of Times	Number of Proxy Attendances	Actual Attendance Rate
Chairman concurrently serving as CEO and General Manager	Shirui Bin	Male	41-50 years old	Chubu University Affiliated Vocational School, Department of Electronics, Aichi Prefecture, Japan Yuasa Primus Co., Ltd., Product Department Staff, Yuasa, Japan Representative of Pearl Place Holdings Limited	6	-	100%
Director	Cai Zhengfu	Male	71-80 years old	Master's Degree in Electronic Engineering, National Kaohsiung University of Science and Technology Zhanwei Limited (Hong Kong) Responsible Person	6	-	100%
Director	Cheng Liping	Male	71-80 years old	Department of Statistics, Tamkang University	6	-	100%

				Deputy General Manager, Tung Fu Electric Co., Ltd., Chairman, Airmate (Cayman) International Limited			
Director	Shi Ruilin	Male	41-50 years old	Department of Business Administration, Idaho State University, USA Staff, Business Department, Dingxin Computer Co., Ltd. and Micro Technology Co., Ltd.	4	-	100%
Director	Huang Qingshu	Male	61-70 years old	Chairman of Heng Rui Co., Ltd. Chairman of Heng Da Mould Co., Ltd. Chairman of Hui Sheng Optoelectronics Technology Co., Ltd.	0	4	0%
Independent Director	Yan Minren	Male	41-50 years old	Visiting Scholar Professor at Cornell University, USA, Postdoctoral Researcher at Northwestern University, USA, PhD in Engineering Technology from National Kaohsiung University of Science and Technology Technology and Economic Policy Expert Consultant for the United Nations Development Programme (UNDP).	4	0	100%
Independent Director	Lin Huifen	Female	51-60 years old	PhD in Accounting, National Cheng Kung University Wei Yang United CPA Firm, Taichung Branch	4	0	100%
Independent Director	Shih-Wen Hsu	Male	51-60 years old	Bachelor of Law, Fu Jen Catholic University Director, Tainan Bar Association Lawyer, Hsu Andeli Law Firm	6	0	100%
Independent Director	Chih-Long Lin	Male	51-60 years old	Master's Degree, Graduate Institute of Accounting, National Cheng Kung University Lecturer, Department of Finance and Taxation, Taipei College of Business and Technology Lecturer, Department of Accounting Information, Southern Taiwan University of Science and Technology Assistant Professor, Graduate Institute of Business, Tainan University of Technology Partner Accountant, Uxin Certified Public Accountants Audit Department, Zhiyuan Certified	6	0	100%

				Public Accountants Tax Department, KPMG Accounting Firm			
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Note:

1. None of the board members belong to disadvantaged social groups, such as indigenous peoples, immigrants, ethnic or racial minorities, gender identity or sexual orientation minorities, or persons with disabilities.

Board Nomination and Selection: Airmate passed at the shareholders' meeting on June 18, 2024, the re-election of 9 directors (including 4 independent directors) at the 2024 annual shareholders' meeting. On March 15, 2024, after nomination review by the board and unanimous consent of all attending directors, Mr. Rui-bin Shi was approved as the candidate for Chairman; Zhi-long Lin, Shi-wen Xu, Hui-fen Lin, and Min-ren Yan were approved as candidates for independent directors. The company has established the "Director Election Procedures" in accordance with Article 21 of the "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies." The selection of chairman and independent director candidates is based on diversity, independence, academic and professional background, industry experience, professional expertise, and organizational impact-related abilities, including operational judgment, accounting and financial analysis skills, crisis management capabilities, industry knowledge, international market perspective, leadership, and decision-making skills, to review and include candidates in the company's 2024 independent director list.

Mr. Rui-bin Shi has served as Chairman, CEO, and General Manager of Airmate for many years, possessing professional capabilities in operational judgment, business management, leadership decision-making, and crisis management. He not only provides professional and comprehensive guidance on company operations and investment decisions but also significantly contributes to the company's operational management. Therefore, he continues to be nominated as Chairman. For more information on the board and its committees' diversity core competency indicators, please refer to the company's annual report.

Conflict of Interest Avoidance

The highest governance authority of Airmate is chaired by Chairman Rui-bin Shi, who concurrently serves as the Group CEO and General Manager. The company follows the "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies" to establish the "Director Election Procedures," and all board

members are appointed through a nomination system. The "Board Meeting Rules" regulate the principle of conflict of interest avoidance for directors. Through comprehensive conflict of interest avoidance principles, board members are required to exercise high self-discipline and prudence to fulfill their fiduciary duties and faithfully perform their business and authority. Current conflict of interest risks include directors serving on other boards and the Chairman concurrently holding the positions of CEO and Group General Manager. According to the company's "Corporate Governance Best Practice Principles," if the Chairman and CEO or other equivalent senior executives (top management) are the same person or spouses or first-degree relatives, the number of independent directors should be increased, with more than half of the directors not holding employee or managerial status. The reasons, rationality, necessity, and countermeasures should be explained.

Reason	Rationality and Necessity	Measures to Mitigate Conflicts of Interest
● Complete Industry Experience ● Understanding of Industry Market ● Possess Leadership Ability	● Good Familiarity with Customers ● Adequate Insight into Market Changes ● Possess Overall Corporate Planning Ability	● Actively Cultivate Professional Managers ● More than half of the company's directors do not concurrently serve as employees or managers

To avoid and mitigate conflicts of interest arising from directors serving on other boards, directors who have a stake in the matters discussed at the meeting, either personally or on behalf of the entities they represent, must disclose the important details of their interests during the board meeting. If there is a risk of harm to the company's interests, they shall not participate in the discussion or voting, must recuse themselves during the discussion and voting, and are prohibited from acting as proxies for other directors to exercise voting rights.

Board of Directors Continuing Education

Airmate's board members possess industry expertise and extensive corporate governance experience, and they continuously enhance their collective intelligence on environmental, social, and economic matters by extensively referencing international trend reports. To promptly grasp global risks and sustainability development trends and improve risk response capabilities, Airmate's board actively participates in continuing education to ensure sufficient professionalism in fulfilling leadership and supervisory functions. In 2024, the board undertook continuing education on topics including finance, securities, ESG corporate management, and integrity management, totaling 63 hours, with an average of 7 hours per person.

▼ Continuing Education Status of Airmate Board Members in 2024

Title	Name	Training Date	Organizer	Course Title	Training Hours
Chairman	Shirui Bin	2024.08.16	Accounting Research and Development Foundation, Republic of China	ESG Development Trends and Related Regulations on Sustainability Information Disclosure	3
		2024.09.06	Securities and Futures Market Development Foundation, Republic of China	2024 Insider Trading Prevention Seminar	3
Director	Cheng Liping	2024.08.16	Accounting Research and Development Foundation, Republic of China	ESG Development Trends and Related Regulations on Sustainability Information Disclosure	3

		2024.09.20	Securities and Futures Market Development Foundation, Republic of China	2024 Insider Trading Prevention Seminar	3
Direct or	Cai Zhengf u	2024.10.18	Securities and Futures Market Development Foundation, Republic of China	2024 Insider Trading Prevention Seminar	3
		2024.12.28	Accounting Research and Development Foundation, Republic of China	Common Deficiencies in Financial Statement Reviews and Frequent Issues in Acquisition/Dispos al of Assets	3
Direct or	Shi Ruilin	2024.07.29	Accounting Research and Development Foundation, Republic of China	Latest Compilation of Laws and Regulations on Annual Reports/Sustainabil ity Information/Financi al Statement Preparation and Internal Control Management Practices	6

Direct or	Huang Qingshu	2024.09.06	Securities and Futures Market Development Foundation, Republic of China	2024 Insider Trading Prevention Seminar	3
		2024.12.26	Accounting Research and Development Foundation, Republic of China	How to Apply "Robotic Process Automation" (RPA) to Enhance Internal Control Effectiveness	6
Indepe ndent Direct or	Chih- Long Lin	2024.06.19	Taiwan Investor Relations Association	Carbon Exchange Support and Outlook & Data- Driven Precise Carbon Reduction, Driving Operational Management Upgrade	3
		2024.06.19	Taiwan Investor Relations Association	Practical Sharing on Sustainability Report Preparation	3
Indepe ndent Direct or	Shi- Wen Hsu	2024.09.06	Securities and Futures Market Development Foundation, Republic of China	2024 Insider Trading Prevention Seminar	3
		2024.12.28	Accounting Research and Development Foundation, Republic	Common Deficiencies in Financial Statement	3

			of China	Reviews and Frequent Issues in Acquisition/Disposal of Assets	
Independent Direct or	Yan Minren	2024.09.20	Securities and Futures Market Development Foundation, Republic of China	2024 Insider Trading Prevention Seminar	3
		2024.12.09	Taipei Financial Research and Development Foundation	Information Security - Personal Data Security Audit	3
		2024.12.23	Project Management Institute Taiwan Chapter	Corporate Sustainability Development and ESG, SDGs Action Plans and Strategy Formulation	3
		2024.12.24	Project Management Institute Taiwan Chapter	Succession Team Building and Talent Development	3
Independent Direct or	Lin Huifen	2024.05.06	Chinese Corporate Governance Association	Corporate Governance Trends and Responses from the	3

				Perspective of Sustainable Development Action Plans (Corporate Governance 4.0)	
		2024.06.21	Chinese Corporate Governance Association	Principles of Corporate Integrity Management	3

Board Performance Evaluation

Airmate, in order to implement corporate governance and enhance the functionality of the Board of Directors, has established performance targets to strengthen the operational efficiency of the Board. Specifically, the "Board Performance Evaluation Measures" have been formulated, conducting annual performance evaluations for the overall Board, individual board members, and functional committees. The company's Board performance evaluation is conducted every three years by an external professional independent organization or a team of external experts and scholars. Internal performance evaluations include internal self-assessments by the Board, self-assessments by board members, peer evaluations, and the appointment of external professional organizations, experts, or other appropriate methods, carried out once annually.

▼ Airmate Board of Directors Performance Evaluation Metrics

Board of Directors	Board Members	Functional Committee
1. Level of participation in company operations. 2. Improvement of board decision-making quality. 3. Board composition and structure. 4. Appointment and continuous education of directors. 5. Internal control.	1. Understanding of company goals and missions. 2. Awareness of directors' responsibilities. 3. Level of participation in company operations. 4. Internal Relationship Management and Communication. 5. Directors' Professionalism and Continuing Education. 6. Internal Control.	1. Level of participation in company operations. 2. Understanding the Responsibilities of Functional Committees. 3. Enhancing the Decision-Making Quality of Functional Committees. 4. Composition and Member Selection of Functional Committees. 5. Internal control.

The 2024 Airmate Board of Directors' overall average self-assessment score was 4.81 out of 5, and the individual directors' overall average self-assessment score was 4.84 out of 5, indicating good overall board operation; the Compensation Committee's self-assessment average score was 4.79 out of 5, and the Audit Committee's self-assessment average score was 4.69 out of 5, demonstrating that the overall committee operations are sound, comply with corporate governance regulations, and effectively enhance board functions. The 2024 board performance self-assessment and evaluation results will be submitted in the 2024 Board Report. The company uses the board performance evaluation results as a reference for selecting or nominating directors and uses individual director performance evaluation results as a basis for determining individual compensation.

Remuneration Policy for Directors and Managers

Directors' remuneration is determined by the Board of Directors with reference to the recommendations of the Compensation Committee and the general industry standards. The Compensation Committee includes independent directors who provide diverse external perspectives and opinions, and holds at least two

meetings annually to review and ensure the competitiveness and reasonableness of compensation.

Directors' remuneration includes travel expenses, profit distribution rewards, and business execution compensation. The profit distribution rewards are stipulated in the company's Articles of Incorporation. After paying the required income taxes and covering previous years' losses, 10% of the remaining balance is allocated to the statutory surplus reserve and special surplus reserve. Within a limit of no more than 3%, the Board of Directors proposes the amount for approval by the shareholders' meeting. The remuneration of the General Manager and Deputy General Manager is handled according to their positions, contributions to the company, and industry standards, in accordance with the company's personnel regulations, and is regularly disclosed annually in the company's annual report, "2024 Airmate Shareholders' Meeting Annual Report."

Besides the above regulations, the company's senior executives do not receive any other significant special benefits; the retirement welfare system is the same as that for general employees and is handled in accordance with legal requirements.

Policy on the Recovery of Bonuses from Improper Benefits

To enhance the behavioral literacy, professional ethics, and professional capabilities of the company and all employees, Airmate has established the "Code of Professional Ethics." Those who violate the code shall return all improperly obtained benefits to the claimant or the company and be subject to disciplinary actions depending on the severity of the violation, including withholding performance bonuses, year-end bonuses, dividends, dismissal, demotion, or even legal actions. It is expected that all employees, including managers, diligently fulfill their management and supervisory responsibilities and strictly adhere to professional ethical standards to ensure the company's sustainable growth and development.

Functional Committee

To effectively implement operational risk impact management and enforce the company's procedures for economic, environmental, and social impacts and supervision, Airmate has established the Audit Committee and the Compensation Committee under the Board of Directors and formulated the "Integrity Management Measures." Various management units conduct due diligence through questionnaires, document signings, and existing complaint mechanisms to prevent and control potential risks during business management. They also collect significant events or feedback from stakeholders regarding positive and negative risk impacts arising from operations, develop relevant early warning measures, and regularly report to the Board of Directors.

Audit Committee

To assist the Board of Directors in supervising the quality and integrity of the company's accounting, auditing, financial reporting processes, and financial controls, Airmate has established the "Audit

Committee Organizational Rules" in accordance with Article 3 of the "Regulations Governing the Exercise of Powers by Audit Committees of Public Companies." The Audit Committee was established on June 8, 2012, composed entirely of independent directors, with no fewer than three members, and holds at least one meeting per quarter. Matters reviewed include financial statements, auditing and accounting policies and procedures, internal control systems, significant asset or derivative transactions, major loans, endorsements or guarantees, securities issuance or fundraising, regulatory compliance, related party transactions and potential conflicts of interest involving managers and directors, employee complaint reports, fraud investigation reports, company risk management, appointment, dismissal, or remuneration of certified public accountants, and the appointment or removal of financial, accounting, or internal audit supervisors. In 2024, the Audit Committee held five meetings, and the attendance of independent directors at these meetings is shown in the table below.

▼ Attendance of Airmate Audit Committee Members at Audit Committee Meetings in 2024

Title	Name	Audit Committee Position	Number of Attendances	Number of Proxy Attendances	Actual Attendance Rate	Remarks
Independent Director	Chih-Long Lin	Convener	4	1	80%	On 2024.06.18, reappointed as Independent Director, also serving as a member of the Audit Committee according to the Articles of Association, with 5 required attendances.
Independent Director	Yan Minren	Member	3	-	100%	On 2024.06.18, newly appointed as Independent Director, also serving as a member of the Audit Committee according to the Articles of Association, with 3 required attendances.
Independent Director	Lin Hui-Fen	Member	3	-	100%	On 2024.06.18, newly appointed as Independent Director, also serving as a member of the Audit Committee according to the Articles of Association, with 3 required attendances.
Independent Director	Shih-Wen Hsu	Member	5	-	100%	On 2024.06.18, reappointed as Independent Director, also serving as a member of the Audit Committee according to the Articles of Association, with 5 required attendances.

Compensation Committee

To fulfill the duty of a prudent manager, the Company has established a Compensation Committee, which is convened at least twice annually by the convener, and the proposals are submitted to the Board of Directors for discussion. The Compensation Committee is responsible for faithfully establishing and regularly reviewing the policies on performance evaluation and compensation for directors and managers, as well as regularly assessing and determining their remuneration. The table of "Total Remuneration of Directors, General Manager, and Deputy General Manager as a Proportion of the Individual or Separate Financial Report' s Net Profit After Tax" is disclosed in the Company' s 2024 Airmate Annual Report. The Airmate Compensation Committee held 2 meetings in 2024, with the qualifications and attendance of members shown in the table below.

▼ 2024 Airmate Compensation Committee Members' Attendance at Audit Committee Meetings

Title	Name	Compensation Committee Position	Number of Attendances	Number of Proxy Attendances	Actual Attendance Rate
Independent Director	Shih-Wen Hsu	Convener	2	-	100%
Independent Director	Chih-Long Lin	Member	2	-	100%
Independent Director	Yan Minren	Member	2	-	100%
Independent Director	Lin Hui-Fen	Member	2	-	100%

Internal Control and Internal Audit

Airmate values its internal audit unit and personnel, granting them full authority to assist in thoroughly inspecting and evaluating deficiencies in the internal control system and measuring operational efficiency. This ensures the system's continuous and effective implementation and helps the Board of Directors and management fulfill their responsibilities, thereby solidifying the company's governance system. The internal audit department of Airmate is an independent unit directly under the Board of Directors, staffed

with full-time audit personnel, including a total of 4 audit members. Their appointment, evaluation, and remuneration are reported by the audit supervisor and approved by the Chairman.

The Airmate Internal Audit Regulations clearly define the internal controls over all company operations and subsidiaries' internal audits, as well as the review of company operational procedures. They report whether the design of controls and routine practical operations are appropriate, and whether the expected effects and efficiencies have been achieved. Audit work is primarily conducted according to the audit plan approved by the Board of Directors, which is formulated based on identified risks, with additional project audits or reviews performed as needed. By integrating the execution of general audits and special projects, the internal control function's operational status is provided to management to help them understand existing or potential deficiencies through an additional channel. Internal audit reviews the self-inspections conducted by each unit, including verifying whether the operations are carried out and reviewing documents to ensure the quality of execution. Finally, the consolidated results of the self-inspections are reported to the CEO and the Board of Directors.

Integrity Management

Anti-Corruption and Anti-Bribery Policy

To establish a corporate culture of integrity, sound development, and proper business operations, Airmate has formulated the "Code of Integrity Management." In accordance with the "Code of Integrity Management for Listed Companies" and relevant laws in the organization's operating locations, the "Integrity Management Operating Procedures and Behavioral Guidelines" have been established to specifically regulate matters that company personnel should pay attention to when performing their duties. We have also established the "Internal Material Information Handling and Insider Trading Management Measures," which clearly stipulate that the company's directors, managers, and employees must not disclose internal material information they are aware of to others, nor inquire or collect unpublished internal material information unrelated to their duties from those who know such information. Furthermore, any unpublished internal material information obtained not through business execution must not be disclosed to others.

The company strictly prohibits dishonest conduct. Directors, managers, employees, or those with substantial control must not directly or indirectly offer, promise, request, or accept any improper benefits, nor engage in other dishonest acts that violate integrity, laws, or fiduciary duties in the course of business activities to obtain or maintain benefits. In 2024, we conducted a 100% corruption-related risk assessment

across all Airmate operational sites. The assessment results showed no incidents of legal violations or complaints due to corruption. We also conduct business activities based on principles of fairness, honesty, trustworthiness, and transparency, thereby implementing the integrity management policy.

Establishment of a Dedicated Unit

The company designates the Audit Office as the dedicated unit for promoting integrity management, which is subordinate to the Board of Directors. It is responsible for revising, implementing, interpreting, and providing consultation services regarding the "Integrity Management Operating Procedures and Behavioral Guidelines," as well as related tasks such as reporting content registration and supervision of execution. Its main role is to assist in integrating integrity and ethical values into the company's business strategy, coordinating with legal systems to establish anti-fraud measures ensuring integrity management; formulating programs to prevent dishonest conduct, including setting standard operating procedures and behavioral guidelines within each program; promoting and coordinating integrity policy advocacy and training, and planning whistleblowing systems to ensure effective implementation; assisting management in auditing and evaluating whether the preventive measures established for integrity management are effectively operating, and regularly assessing related business processes, compiling reports on compliance status.

Channels for Reporting Dishonest Conduct

The company encourages internal and external personnel to report dishonest or improper conduct. Independent internal reporting mailboxes and hotlines are established and announced on the company's internal and external websites, or entrusted to other external independent organizations to provide reporting mailboxes and hotlines for use by both internal and external personnel. Relevant matters are handled by the dedicated unit according to prescribed procedures. Personnel handling reports must provide written statements to keep the identity of the whistleblower and the content of the report confidential and commit to protecting whistleblowers from improper treatment due to their reports.

▼ Airmate's Procedures for Handling Reports

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

The dedicated unit and the supervisors or personnel to whom the report is submitted shall immediately ascertain the relevant facts, and if necessary, seek assistance from the Compliance or other related departments.

If it is confirmed that the reported person has indeed violated relevant laws or the company's integrity management policies and regulations, the reported person shall be immediately required to stop the related behavior and be subject to appropriate disposition. If necessary, legal procedures may be initiated to claim damages in order to protect the company's reputation and rights.

The acceptance of reports, investigation process, and investigation results shall all be documented in writing and retained for 5 years. The retention may be done electronically. If litigation related to the

report content occurs before the retention period expires, the relevant materials shall continue to be preserved until the litigation concludes.

For verified reports, the responsible units shall be instructed to review internal control systems and operational procedures, and propose improvement measures to prevent recurrence of the same behavior.

Regulatory Compliance

The company complies with the Company Act, Securities and Exchange Act, Business Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Public Officials Conflict of Interest Avoidance Act, regulations related to listed and OTC companies, and other laws related to commercial conduct as the fundamental premise for implementing integrity management. Compliance with legal requirements and operating legally and compliantly is the most basic responsibility of an enterprise and also the key to sustainable operation. Airmate has established a dedicated legal unit to closely monitor the formulation and latest amendments of regulations that may affect the company, ensuring that all units' practical operations fully comply with relevant requirements and standards. In 2024, the company has not been subject to any penalties or sanctions due to major violations or non-compliance. There have also been no involvements in anti-competitive behavior, antitrust, or monopoly activities. Airmate defines major violations or non-compliance as incidents involving fatal accidents, or penalties such as fines, suspension of work or business, orders to cease operations, or revocation of licenses.

Compliance Training

To provide timely legal and regulatory assistance and consultation to various departments, the company regularly holds integrity management education and training courses. Topics include labor ethics standards, patent searches, information security risks and practices, among others. On one hand, this ensures that relevant colleagues are aware of and grasp the latest regulations to review and update their practical operations, avoiding inadvertent violations due to unfamiliarity with rules; on the other hand, it also strengthens employees' compliance and ethical awareness, implementing the company's most basic social responsibility.

We also conduct at least one annual educational campaign on the "Insider Trading Prevention Management Measures" and related laws for current directors, managers, and employees. In 2024, the company provided courses on confidentiality of material information, causes and identification of insider trading, examples of transactions, scope of internal material information, confidentiality operations, disclosure procedures, and violation handling. A total of 12,077 participants among current directors, managers, and employees received 24 hours of education and promotion. After the courses, presentation files were uploaded to the internal employee system for reference by those who were absent. We will continue to carry out integrity management themed education and training to enhance employees' awareness of integrity management.

▼ Airmate's Compliance-Related Education and Training Status in the Past 3 Years

Year	Course Hours	Number of Class Attendees
Year 2022	24	27,878
Year 2023	24	14,638
Year 2024	24	12,077

Channels for Complaints and Suggestions

Integrity and responsible business conduct are the foundation of sustainable corporate management. Therefore, we have established various channels for complaints, reports, and suggestions, encouraging stakeholders to report or complain about dishonest, unethical behavior, or any operational activities that impact the environment, economy, society, and human rights, or to provide related suggestions.

Airmate's accessible complaint and reporting channels include direct complaints, the use of complaint hotlines, mailboxes, and QR codes for reporting illegal activities. Suggestions can also be submitted into suggestion boxes, which are regularly handled by dedicated personnel. We also offer an option for anonymous reporting. The receiving units must keep the identity of the whistleblower and the incident confidential and shall not provide related information to unrelated third parties unless necessary for investigation, to prevent unfair or adverse treatment of the whistleblower. The related protection system, case acceptance procedures, and standards for handling violations are clearly defined in the "Integrity Management Procedures and Code of Conduct." Reports and rulings are conducted through the "Employee Code," with approvals and processing accordingly. Relevant units are required to internally review the causes of violations, submit improvement reports, revise internal and external management regulations, improve internal processes, and strengthen internal and external promotion and training to prevent similar incidents from occurring.

In 2024, Airmate received a total of 14 complaints, all of which were resolved with mutual consensus through good communication and effective solutions, achieving a 100% case closure rate. Among them, 10 complaints related to employee relations were addressed through one-on-one conversations with employees and careful communication with department supervisors and frontline managers, helping employees establish a proactive awareness of employee relations management. Respect for others and attention to personal cultivation were emphasized, and improvement reports were submitted after the resolution.

▼ Airmate provides multiple channels for reporting and complaints

Direct Complaints	Direct complaints to the relevant department leaders
Complaint Hotline	Internal phone 8079 or 8035 External live phone: 27642417
Suggestion Box	A suggestion box is placed in the staff cafeteria and is regularly opened and maintained by the Human Resources Department supervisor.
Complaint Email	3253@airmate-china.net ; 0793@airmate-china.net
QR Code Complaints	Both internal and external personnel can report illegal activities to the  company through public whistleblowing channels.

▼ Process for Handling Whistleblowing and Complaint Cases



▼Airmate's Complaint and Whistleblowing Case Statistics for the Past 3 Years

Year	Year 2022		Year 2023		Year 2024	
Case Type	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate
Employee Relations	52	100%	15	100%	14	100%

Risk Management

Airmate's operational risk management involves regular discussions and evaluations of risk matters by respective responsible units. Significant risk impacts and effects are consolidated, and corresponding response strategies and actions are formulated for prevention and control. After careful assessment by the Chairman and CEO, execution is authorized to safeguard company assets and reduce various operational risks.

▼ Airmate Risk Management Response Measures for 2024

Risk Type	Risk Description	Future Response Measures	Responsible Unit
Interest Rate and Exchange Rate Risk	For the fiscal year 2024, the company's interest expenses amount to 34,657 thousand NTD, accounting for 0.43% of the net operating revenue for the year, which is a very small ratio. Therefore, interest rate fluctuations have minimal impact on the company. Although money market interest rates have gradually risen in recent years, they remain relatively low, and the company's borrowing interest rates have not changed significantly. Overall, there is no major foreign exchange risk.	If future interest rate trends show significant fluctuations and the company still requires ongoing borrowing, in addition to evaluating the adoption of other capital market financing instruments to meet funding needs, the company will also prudently choose between fixed or floating rate borrowing methods based on interest rate trends to effectively hedge against risks caused by interest rate volatility. To strengthen the control of foreign exchange positions, the Finance Department not only continuously enhances the awareness and training of financial personnel on the concept of exchange rate hedging but also strives to match sales revenue and related procurement and expense payments in	Finance Department

		the same currency. Additionally, depending on operational conditions, it flexibly utilizes derivative financial instruments with hedging characteristics to reduce the potential impact of exchange rate fluctuations on the company's finances.	
Investment Risk	The company has always focused on its core business operations and has not ventured into other high-risk industries. Its financial policy is based on prudence and conservatism, avoiding high-risk and highly leveraged investments and transactions. Therefore, the related risks should be limited.	In the future, the company will continue to focus on its core business and adopt prudent and conservative financial policies to reduce investment risks.	Finance Department
R&D Risk	The company's R&D expenditure for the 2024 fiscal year is 179 million NTD, accounting for 2.121% of the annual revenue. Future R&D resource investments will continue based on product development plans, with a total R&D expenditure expected to reach 190 million NTD in 2025. In addition to developing new products and core technologies, the R&D team continuously improves and refines existing ones, while also developing new products in response to customer and market demands, aiming to become a sustainable operator.	Future R&D plans will focus on continuous innovation in small household appliance technologies, actively striving towards energy saving, carbon reduction, and smart home appliances. The company aspires to become a world-leading green solutions provider, offering customers diversified product design applications and technical support. Leveraging rapid responses to market trends and mature production technologies, Airmate is committed to enhancing process capabilities, strengthening product functions, and reducing manufacturing costs, working together with customers to develop innovative products that meet market demands and sustainability values.	Research and Development Department
Market Risk	Our company's key export customers are mostly leading manufacturers of small household appliances worldwide, and both parties currently maintain a close cooperative relationship; additionally, we are also a well-known domestic brand in Mainland China. In recent years and during the reporting period, our company has not experienced any significant adverse impact on its financial operations due to technological changes or industry shifts.	As consumer small household appliances increasingly demand advancements in technology and design structure, coupled with the global rise in energy-saving and carbon reduction awareness, our company will continuously monitor market trends and assess their impact on our operations.	Sales Department
Regulatory Risk	Our company is registered in the Cayman Islands, with primary operations in China and	All of our company's business operations are conducted in accordance	Legal and Finance

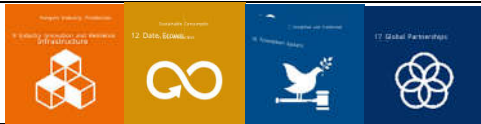
	Hong Kong; the Cayman Islands mainly engage in financial services as their economic activity, while China is currently one of the world's major economies. In recent years, our company has not been significantly affected in its financial operations by important policy or legal changes in the Cayman Islands, China, or Hong Kong.	with important domestic and international policies and legal regulations. We continuously monitor the development trends of key policies and legal changes both domestically and abroad. In the event of any changes, we consult with lawyers, accountants, and other relevant parties, or commission them to evaluate and plan response measures to promptly adapt to market environment changes and take appropriate actions.	Departments
Information Security Risk	Our company has established internal control systems for information management operations and personal data protection management to control network and information security; however, it cannot guarantee that the network and computer systems are completely immune to attacks from third parties.	The company has an Information Department dedicated to reviewing the operational security of information systems, controlling employee usage, setting up daily scheduled backups of important data, and promoting relevant information security concepts and correct operating procedures.	Information Department
Purchasing/Sales Concentration Risk Risk	The company's raw materials amount to several thousand items, with main purchasing items including plastic raw materials, copper wire, power cables, silicon steel sheets, printed circuit boards (PCB), paint, weighted plates, and carton packaging materials, with no risk of excessive concentration in purchasing. The company currently has a domestic sales network in China exceeding 10,000 outlets, covering 31 provinces, autonomous regions, and municipalities, with 200 existing distributors, and export customers spanning 89 countries worldwide, nearly 200 customers in total, and many As an internationally renowned major manufacturer, there is currently no risk of excessive concentration of sales customers.	For the procurement of major raw materials, multiple suppliers are engaged. Procurement principles involve appropriately diversifying purchasing risks to ensure a stable supply of raw materials required for production, while following relevant procurement and payment procedures to complete inquiries and price negotiations. The sales strategy combines domestic and export sales; proprietary brand products focus on the domestic market, while exports mainly rely on ODM/OEM.	Procurement Department Sales Department

Chapter 3 Sustainable Value Chain

- Sustainable Procurement
- Supply Chain Management
 - Supply Chain Management Policy
 - Supplier Evaluation and Audit
 - Supplier Social Assessment
- Product Responsibility
 - Overview of Technology Research and Development
 - Core Technology
 - Committed to Creating Low-Carbon Green Small Appliances
 - Quality Management

- Product Labeling
- Customer Satisfaction Survey

▼Airmate 2024 Major Topic "Supplier Management" Management Status

Major Topics	Supplier Management
Impact Assessment	Positive: ● Good suppliers can help provide good product quality ● Effective supplier management ensures raw material safety Negative: ● Unreliable suppliers cause delays in product delivery, increasing operating costs ● Suppliers with poor quality capabilities deliver defective materials, increasing rework costs.
Corresponding GRI Indicators	Customized Material Topics
Linked SDGs	
Policies or Commitments	(Vision setting for the topic and planned strategies to be implemented) In addition to incorporating Quality, Delivery, Cost, and Service (QCDS) into supplier management requirements, suppliers are also encouraged to meet certain standards in Environmental, Social, and Corporate Governance (ESG) areas to achieve a positive cycle within the industry and supply chain.
Indicators and Targets	Short-term Goals: ● Plan to incorporate ESG evaluation items into supplier management policies and include governance-related risks and commitments in purchase and sales contracts. Mid-to-Long Term Goals: ● Assess ethical and environmental responsibilities, increase the ratio of recyclable material suppliers, and promote the development of a sustainable supply chain. ● Include the return rate of signed documents such as supplier risk assessment agreements, clauses, and commitment letters into the qualified supplier evaluation criteria to strengthen sustainable supply chain management.
Management Tracking Mechanism	● Implement supplier management policies through BSCI social responsibility standards and business partner management procedures. ● Arrange at least one on-site audit of business partners annually. ● Provide monthly statistical feedback on supplier delivery quality.
Annual Actions and Achievements	● The supply chain policy incorporates human rights-related policies and complies with the "Business Social Compliance Initiative (BSCI)" to protect labor rights. ● In 2024, two distributor meetings were held, inviting suppliers to

	participate together to discuss issues including the review of purchase and sales quality, promotion of the company's management philosophy, and integrity management training. ● Supplier management was implemented by terminating transactions with suppliers who could not comply with company regulations; in 2024, transactions with 143 suppliers were stopped, and 44 new suppliers were developed. ● In 2024, a total of 280 suppliers were evaluated, with 23 rated as grade C, accounting for 8.2% of the suppliers. ● To review suppliers' compliance with local labor laws and BSCI social responsibility standards, audits were conducted on 99 suppliers in 2024, with 91 suppliers actually completed, achieving a completion rate of 92%. ● Material suppliers signed purchase and sales contracts including "Integrity and Anti-corruption Clauses" and "Intellectual Property and Confidentiality Clauses" at 100% coverage.
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Sustainable Procurement

At our key operational sites (including the operational boundaries mentioned in this report), local procurement is prioritized to reduce carbon emissions from long-distance transportation and support local business development. In 2024, local procurement accounted for approximately 98% or more of total expenditures. In the future, Airmate will continue to maintain this level and further evaluate the feasibility of expanding the proportion of local procurement and set specific targets.

In recent years, besides continuously promoting environmental protection and energy-saving policies, Airmate also encourages all units to use energy-saving and environmentally friendly products, such as energy-saving equipment (including inverters, high-efficiency IE3 motors, explosion-proof LED lights, air conditioning units, UPS uninterruptible power systems), as well as products with environmental labels, energy-saving labels, and water-saving labels.

▼ Airmate's local green procurement ratio in the past 3 years (Unit: TWD thousand)

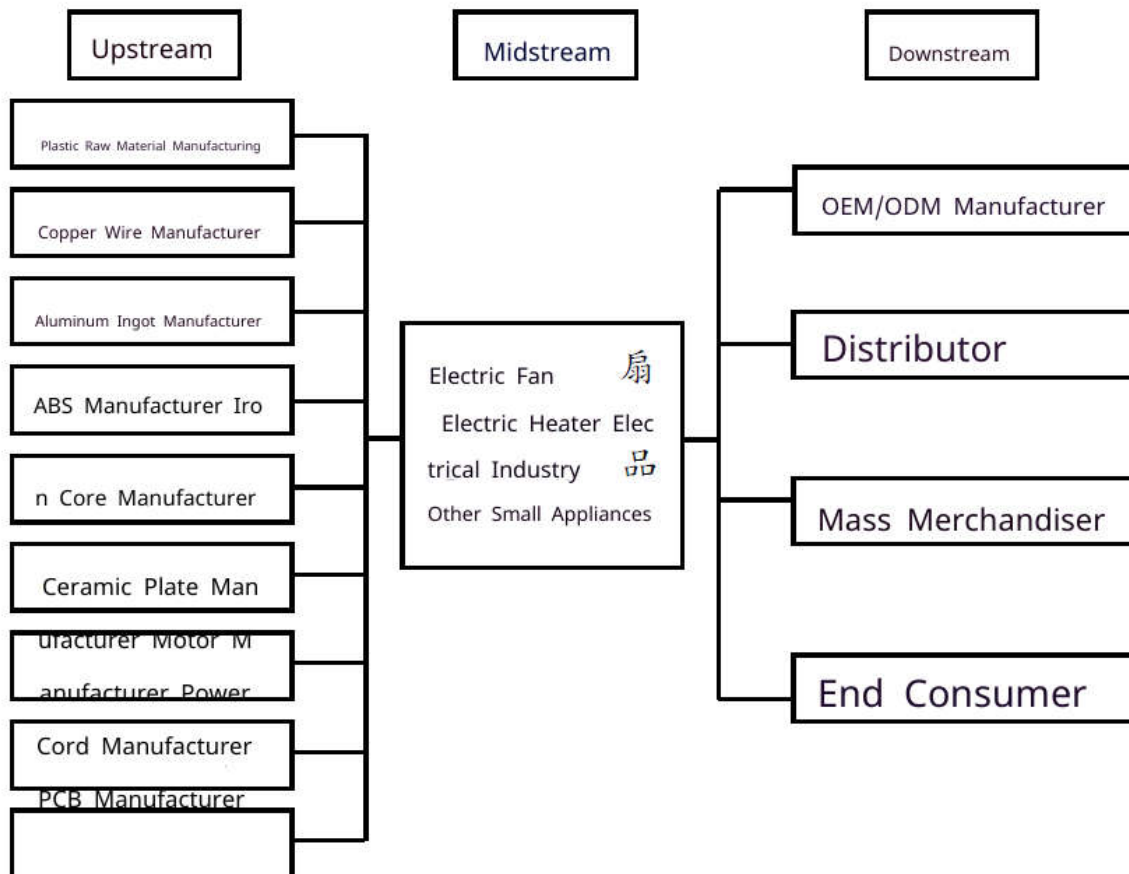
Year	Year 2022	Year 2023	Year 2024
Local Procurement Amount	4,180,377	3,351,066	3,130,676
Total Procurement Amount	4,429,719	3,542,647	3,190,842
Local Procurement Amount Ratio	94.37%	94.59%	98.11%

Supply Chain Management

Airmate belongs to the home appliance manufacturing industry. Its upstream includes various raw material suppliers such as plastic raw materials and copper wire; the midstream includes home appliance manufacturers such as Airmate, Midea Electric, Pioneer, Lianchuang, Haier, Joyoung, and Gree; the downstream consists of retail channels selling to customers. In 2024, Airmate's supply chain has no significant changes compared to last year.

The company mainly engages in the research and development, design, manufacturing, and sales of small home appliances, and owns its own brand channels, making it an integrated production and sales enterprise. Therefore, its industry position is in the midstream and downstream sectors. Airmate's main marketing models are divided into two categories: export OEM/ODM and domestic sales of its own brand. For exports, the company strives to meet the design requirements of partner clients, producing high-quality products which are then sold through Hong Kong Vion to overseas partner clients. The products are marketed to more than 100 countries and regions worldwide, including Japan, South Korea, France, Germany, Canada, Singapore, the United States, and Australia. For domestic sales, the OBM model is used, directly selling small home appliance products under its own brand to domestic distributors. Currently, the products are sold across 31 provinces and cities in China, reaching over 12,000 terminal stores through both online and offline channels. Airmate is one of the world's leading manufacturers and brand owners integrating design, development, and production of small home appliances, aiming to continue long-term cooperation with many well-known international brands, establish diverse partnerships, and achieve sustainable operation.

▼The Upstream, Midstream, and Downstream Relationships of Airmate's Industry



Supplier Management Policy

In order to strengthen sustainable supply chain management and ensure that Airmate's business partners (including suppliers, subcontractors, and recruitment agencies) comply with social responsibility standards and gradually improve their social responsibility performance, the company has established the "Business Partner Management Procedure." The Purchasing Department is responsible for managing suppliers and takes actions to require and assist them. Airmate's Purchasing Department and Human Resources Department screen suppliers based on the social responsibility performance of business partners, selecting excellent partners and eliminating poorly performing ones, thereby encouraging all suppliers to take measures to improve their social responsibility performance.

In addition, to promote Airmate's integrity management policies and provide related training to suppliers, the company requires vendors to sign relevant codes and commitment letters. Suppliers are also invited irregularly to participate in company meetings to discuss issues such as review of purchase and sales quality problems, promotion of corporate management philosophy, and integrity management training. Airmate will hold a total of two distributor meetings in 2024.

Environmental Risks	(GRI 308-1 Environmental Criteria for Screening New Suppliers) ● 47% of the main raw material suppliers have passed ISO 14001 certification. To reduce environmental risk impacts, Airmate continuously requires "main raw material suppliers" to obtain ISO 14001 Environmental Management System certification. In 2024, 62 suppliers have passed the ISO 14001 certification. For suppliers who have not yet passed the certification, we will conduct risk identification and, after evaluation confirms no significant actual or potential negative environmental impact, they will be accepted as qualified suppliers. ● Suppliers 100% countersign the "Supplementary Agreement to the Purchase and Sales Contract" Airmate requires suppliers to sign the "Supplementary Agreement to the Purchase and Sales Contract" to comply with directives and regulatory requirements on environmentally friendly substances, committing that all products or components supplied, including original products, product accessories, packaging materials, and other attachments related to product delivery, do not adversely affect human health and environmental safety. The response rate in 2024 is 100%.
Social Risks	(GRI 414-1 New suppliers screened using social criteria) ● Suppliers 100% returned the "Conflict Minerals Information Survey Form" Airmate requires suppliers not to use conflict minerals to ensure that the minerals used in the company's products, such as tantalum (Ta), tin (Sn), tungsten (W), and gold (Au), do not finance armed conflicts. If suppliers use the above minerals, they must disclose the source of these minerals. In 2024, Airmate conducted a survey of 67 electronic suppliers, with a 100% response rate, and found no risk of using conflict minerals. ● Suppliers 97% returned the "Business Partner Exclusive Implementation Terms" Through corporate commitments to social responsibility and embedding it into corporate

	culture via business partners, due diligence and information management are conducted within the supply chain. Airmate requires actual trading suppliers to return the signed "Business Partner Exclusive Implementation Terms," complying with the "BSCI Code of Conduct" to ensure labor rights, occupational safety and health issues meet requirements, thereby avoiding social risks related to labor rights violations in the supply chain. The response rate in 2024 is 97%.
Governance Risks	● 100% of electronic and electrical suppliers signed the "Anti-Bribery Commitment Letter"; 100% signed the "Ethical Procurement Policy." Airmate requires 67 electronic and electrical suppliers to sign the "Anti-Bribery Commitment Letter" and the "Ethical Procurement Policy," achieving a 100% return rate; this prevents improper transactions from the source and ensures honest and trustworthy business operations. It also confirms that the procurement of various raw materials by partners complies with the company's ethical procurement policy standards regarding ethics, environmental standards, and compliance.

Supplier Evaluation and Auditing

Airmate communicates with suppliers through visits to understand the compliance status of business partners with regulations, tracking or reminding them to ensure proper implementation of various laws. Monthly statistics on supplier delivery quality are collected and feedback is provided, with evaluations conducted using A, B, and C grades. Annual statistics are compiled based on the average scores of suppliers involved in actual transactions each month. Suppliers rated as A or B can apply for exemption from evaluation, being considered of excellent quality and cooperative. Suppliers rated as C will receive a one-time penalty deduction; if rated C consecutively twice, payment for goods will be delayed, and the supplier will be required to review and improve, providing specific corrective measures for re-evaluation. If rated C three times consecutively, transactions with that supplier will be terminated. In 2024, a total of 280 suppliers were evaluated, with 23 suppliers rated as C, accounting for 8.2% of the total.

▼ Airmate 2024 Supplier Evaluation Results

Supplier	Grade	2024
Supplier	Grade A	175
	Grade B	82
	Grade C	23

All business partners of Airmate must commit to and accept on-site audits required by the company before receiving orders or contracts. In 2024, Airmate planned to survey 99 suppliers and actually completed audits for 91 suppliers, achieving a completion rate of 92%. The Purchasing Department and Human Resources Department arrange at least one on-site audit annually for business partners, conducting both on-site and document reviews based on items listed in the "Supplier Evaluation Form." These items include quality management, engineering management, warehouse management, supplier management, design control, social responsibility, and anti-terrorism verification (C-TPAT). Only those evaluated as qualified or qualified after improvement can become approved business partners. In 2024, 44 new suppliers were developed. Conversely, for those failing the on-site audit, Airmate will issue a "Supplier Social Responsibility Ethical Standards Audit Failure Report," requiring them to make improvements within a deadline. Follow-up on-site inspections will verify the effectiveness of corrective actions, and evidence of effective improvement must be retained to close the failure report. If improvements are found ineffective, new measures must be formulated and implemented until passing the audit. Otherwise, they cannot continue as qualified suppliers. In 2024, transactions with 143 cooperative suppliers were terminated.

Supplier Social Assessment

To align with the United Nations Sustainable Development Goals (SDGs) and help create a business environment that better respects human rights and embodies social responsibility, Airmate undertakes the responsibilities stipulated in the Business Social Compliance Initiative (BSCI) Code of Conduct by the global trade association amfori. Airmate collaborates with partner suppliers to implement the amfori BSCI Code of Conduct. The company actively promotes the amfori BSCI Code of Conduct to partner suppliers and requires their compliance. Any violation of the code's values or implementation terms may be sufficient grounds for terminating the business relationship. This approach aims to encourage partner suppliers to fulfill social responsibility and protect workers' rights.

▼ Airmate follows the 11 labor codes of BSCI

	Freedom of Association and Collective Bargaining Rights The company respects workers' rights to freely and democratically form unions and participate in collective bargaining.		Ethical Business Conduct The company does not engage in any corruption, extortion, or bribery in any form.
	Fair Remuneration The company respects workers' rights to receive fair remuneration.		Non-Discrimination The company provides equal opportunities and does not discriminate against workers.
	Occupational Health and Safety The company ensures a healthy and safe working environment by assessing risks and taking all necessary measures to eliminate or reduce them.		Considerate Working Hours The company complies with relevant regulations on working hours
			No Child Labor The company does not employ workers under the legal working age

	Protection of Young Workers The company provides special protection for underage workers		No Lack of Employment Security The company hires workers in accordance with the law
	No Forced Labor The company does not engage in any form of slavery, trafficking, or involuntary labor		Protect the Environment The company will take necessary measures to prevent environmental degradation.

Comply with the BSCI Labor Code of Conduct

Airmate appoints the Chief Financial Officer as the senior management representative responsible for BSCI and social responsibility, tasked with taking appropriate measures within the scope of regulatory requirements to progressively fulfill the following relevant standards and regulations.

1. Code Compliance: The company complies with all relevant laws and regulations, industry minimum standards, International Labour Organization and United Nations conventions, as well as any other mandatory requirements with higher standards.
2. Supply Chain Management and Cascade Effect: Communicate the BSCI Code of Conduct and implementation clauses to suppliers and establish management systems for other business partners.
3. Worker Participation and Protection: Airmate has established a labor union, aiming to understand employee needs as much as possible through communication and to protect employees' legitimate rights and interests.
4. Freedom of Association and Collective Bargaining Rights: All employees have the right to voluntarily organize and join labor unions for collective bargaining.
5. Non-Discrimination: There is no discrimination based on gender, age, religion, race, social background, disability, nationality, union membership, political stance or opinion, sexual orientation, family responsibilities, marital status, or any other personal circumstances in employment, paid labor,

access to training opportunities, termination, or retirement.

6. Fair Remuneration: The company complies with government laws regarding minimum wage and does not use wage deductions as a form of punishment.

7. Considerate Working Hours: The company complies with laws and industry standards, limiting work to no more than 60 hours per week. Overtime is voluntary, with overtime pay not less than 1.5 times the regular hourly wage. Each employee is entitled to at least one day off after six consecutive working days.

8. Occupational Health and Safety: The company provides a safe and healthy working environment for all employees, emphasizes the provision of personal protective equipment, and takes measures to prevent any occupational safety hazards.

9. No Child Labor: To protect children from any form of exploitation, the company prohibits the employment of child labor under the age of 16. If minors are employed, they are not assigned night shifts or positions with certain hazards, and their working hours do not exceed 10 hours per day. In 2024, neither the company nor its suppliers had any major violations involving the use of child labor.

10. Protection of Young Workers: To avoid harm to the health or development of young workers, the company minimizes their assignment to night shifts, ensures that job types and working hours do not affect their rest, and arranges vocational training corresponding to their job positions.

11. Employment Security: The company provides workers with clear and understandable information regarding their rights, responsibilities, and employment conditions, and supports both male and female workers in their roles as parents or caregivers.

12. No Forced Labor: The company has established management procedures prohibiting forced labor and mental or physical abuse, does not withhold employees' identification documents, and does not charge deposits. In 2024, neither the company nor its suppliers had any major violations related to forced labor incidents.

13. Environmental Protection: The company's procedures and standards for waste disposal, handling and destruction of chemicals and other hazardous substances, as well as emissions and sewage treatment, meet or exceed the minimum legal requirements.

14. Ethical Business Conduct: The company has established documented management measures to prevent commercial corruption and bribery, does not engage in any corrupt, extortionate, or fraudulent behavior, or any form of bribery, including but not limited to promising, offering, giving, or receiving any improper money or other benefits.

Supplier Social Responsibility Survey

To review and assess the implementation of corporate social responsibility, Airmate requires suppliers to complete a Supplier Social Responsibility Survey once a year based on actual conditions. The survey includes nine categories. Through self-assessment, companies evaluate their actual implementation status. If “non-compliance” is identified, improvements must be made within one week with corresponding evidence provided. If “improvements needed” is indicated, a long-term improvement plan must be submitted within one month and implemented accordingly.

▼ Airmate Supplier Social Responsibility Survey Form

Child Labor	1. Does your company employ child labor? 2. If there are or have been child laborers, how has this been handled?
Forced labor	1. Does your company sign labor contracts with every employee? 2. Are your employees allowed to freely use the restroom during working hours? Can they seek immediate medical treatment when sick? Are they allowed to leave their workstations after work? 3. Does your company withhold deposits or confiscate identification documents? Are there any other forms of forced labor?
Health and Safety	1. Do new employees receive appropriate health and safety training before starting work? Are employees who change positions retrained? 2. Does your company provide labor supplies and require employees to wear them? 3. Do your punching, shearing, pressing, and other hazardous machines have appropriate safety protection devices? Are special operation personnel certified to work? 4. Are production equipment and fire-fighting equipment regularly maintained and serviced? Are fire passages and emergency exits unobstructed? 5. Does your company provide sufficient restrooms and potable water for employees?
Freedom of association and collective bargaining	1. Does your company have a labor union or other legally recognized employee organizations? If so, does the organization have the right to collective bargaining? 2. If there is a labor union, are union representatives subject to discrimination? Are they able to access workers at the workplace?
Discrimination	1. Does your company discriminate in employment, wages, opportunities, etc., based on race, class, religion, disability, gender, union membership, political affiliation, or other factors? 2. Does your company interfere with employees' beliefs and customs? 3. Does your company have any coercive, threatening, or humiliating sexual behavior?

Disciplinary measures	1. Does your company engage in or support physical punishment, mental or physical coercion, or verbal abuse?
Working Hours	1. How many days per week does your company work? What is the maximum overtime hours this year? 2. If exceeding the labor law regulations, is there any relevant permit issued by the labor department? 3. Is overtime work by your employees voluntary?
Compensation	1. Is your company' s minimum wage higher than the local minimum wage? 2. How is overtime pay handled in your company? 3. Does your company have any practice of deducting employees' wages for disciplinary purposes? 4. Does your company purchase social insurance for employees as required by regulations?
Management System	1. Has your company appointed a person responsible for social responsibility? 2. Has your company established policies regarding social responsibility?

Note: This table is prepared based on the SA 8000:2014 standard.

Product Responsibility

▼ Airmate 2024 Major Topic "Product Quality" Management Status

Major Topics	Product Quality
Impact Assessment	(+) Positive Impact: Good product quality increases customer satisfaction Stable product quality enhances the company' s brand image (-) Negative Impact: Poor product quality may harm user health and environmental safety
Corresponding GRI Indicators	GRI 416: Customer Health and Safety 2016 GRI 417-1 Requirements for Product and Service Information and Labeling GRI 417-2 Incidents of Non-compliance with Regulations Concerning Information and Labeling of Products and Services
Linked SDGs	 
Policies or Commitments	(Vision setting for the topic and planned strategies to be implemented) Focus on product research and development and customer needs, emphasizing quality management of the product manufacturing process, aiming to become the most trusted home appliance brand by consumers and

	thus establish a flagship brand in the small home appliance market.
Indicators and Targets	Sustainability Goals: ● Increase the R&D budget year by year, continuously improving and refining products and core technologies, strengthening product functions and maintaining product quality. ● All product series continuously pass certifications from various countries, such as CCC, GS, BSMI, ETL, KC, and PSE. ● Main products continuously obtain electrical appliance safety standard certifications from various countries, such as UL, CSA, GS, VDE, SAA, SISIR, SHARK, and 3C. ● Regularly pass management system certifications to continuously improve and enhance product quality, ensuring health and safety for customers using the products, thereby increasing customer satisfaction.
Management Tracking Mechanism	● Continuously maintain and pass the ISO 9001 quality management system for effective quality control. ● Evaluate future product improvements and R&D directions through customer satisfaction surveys. ● Assess compliance with local regulations and various performance criteria through inspections for different product certification marks. ● Implement comprehensive quality management with rigorous quality inspection standards and methods, including IQC, PQC, and QA.
Annual Actions and Achievements	● Continuously maintain and implement the quality management system ISO9001. ● In 2024, none of Airmate's small household appliance products violated health and safety laws or voluntary regulations. ● All Airmate products are legally labeled with detailed and specific product information. In 2024, there were no incidents of violations related to product and service information and labeling regulations. ● In 2024, product inspections conducted by Airmate covered 100% of the main products. ● In 2024, Airmate conducted a customer satisfaction survey with 36,833 responses, achieving a 100% response rate and an average customer satisfaction score of 99.94.

Overview of Technology Research and Development

Airmate regards technological research and development as the core of its business, investing considerable resources annually in emerging technology development. It designs and develops products that are

compact, lightweight, energy-saving, quiet, and stylish, creating product value to differentiate by adding new functions not available from competitors. We also actively participate in various R&D and technical association discussions on new technology development to lead the launch of new specification products, enhance brand image, strengthen technological leadership, and improve product market competitiveness. The R&D expenditure in 2024 was NT\$179 million, accounting for approximately 2.21% of the annual revenue.

The company has also established R&D and technical alliances with well-known academic institutions such as National Cheng Kung University, National Kaohsiung University of Applied Sciences, Fuzhou University of Engineering, and Jiujiang University to provide more advantages for R&D work. In 2024, Airmate launched 204 new products and obtained 183 patent certificates. The total number of R&D personnel at Airmate in 2024 was 118, and the company possesses a comprehensive industry-standard product testing center to ensure product quality.

▼ Airmate's R&D expenditure in the past 3 years (Unit: NT\$ thousand)

	Year 2022	Year 2023	Year 2024
R&D Expenditure	109,238	135,232	179,473
Net Revenue	9,220,863	8,401,753	8,130,776
Percentage of Net Revenue	1.18%	1.61%	2.21%

▼ Airmate 2024 Patent Certificate Acquisition Status

Operating Locations	Shenzhen Company		
Category	New Invention	Utility Model	Design
Number of Patent Certificates	0	135	48
Total	183		

In the future, Airmate's R&D plans will focus on continuous innovation in small household appliance technologies, actively striving towards energy saving, carbon reduction, and smart home appliances. The company aims to become a leading green solutions enterprise, providing customers with diversified product design applications and technologies. By responding promptly to market demand conditions, it will enhance production technology and process capabilities, continuously strengthen product functions, and reduce costs.

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

Short-Term	Long-Term
1. Development and research of wireless steam cleaning machines, floor scrubbers, personal health and care products, and pet series products. 2. Continuously increasing research on semiconductor	1. Development of personal health, care, and cleaning household appliances (disinfection, sterilization) series. 2. Research and development of medical

cooling chips and the applications of radar, batteries, and cooling chip mini refrigerators. 3. Design and development of high-capacity humidifiers (2.5 liters/hour). 4. Research and development of new electric heaters (Flame Mountain, closable air outletkickbaseboard; graphene heating element). 5. Continuous enhancement of pin structure, development and applied research of high-power internal winding motors. 6. Continuous integration of new technologies such as voice and video intelligent recognition (offline + online), motion monitoring, and gesture recognition into various products. 7. Development of hydrogen-oxygen ion air-purifying ceiling fans. 8. Development of products with compressors. 9. Development and research of lightweight, portable heating products and household kitchen and bathroom appliances. 10. Development and research of composite multifunctional combination products. 11. Development and research of solar-powered fans.	product series. 3. Application research on sensors and human-machine interaction (voice control) for smart home appliances. 4. Research on various composite air handlers (cooling, heating, humidifying). 5. Research on DIY direction for fresh air products. 6. Development and application research of cost-effective external rotor DC motors. 7. Development and application research of pet products. 8. Development of products with compressors.
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Core Technology

Airmate, through its excellent R&D team, develops market-leading products annually, creating product and market economic value. At the same time, it shares development costs with customers, co-develops results, mutually provides the latest market information and technical data, and boldly develops new products with higher risks, increasing mature technology and market advantages, thereby enhancing the core capabilities of various design and application systems.

▼ Airmate's Eight Major Competitive Advantages

Balanced development of domestic and international markets	Long-term close cooperation with export market customers	Own brand achieves steady and healthy growth in the Mainland	Balanced and flexible production	Excellent product research and development capabilities	Possesses OBM, ODM, and OEM capabilities simultaneously	Continuously launching energy-saving and carbon-reducing products	Upstream and downstream integration capabilities
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		China market					
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▼Airmate Core Technologies and R&D Achievements

Airmate' s Four Core Technologies			
Ultra-quiet, high-efficiency motor design	Design of intelligent home appliance control systems	Research and Application Implementation System of Aerodynamics	Thermal Materials and Application Systems in Home Appliances
● Mature Technical Capability: Achieves professional standards required by Japanese companies in component material selection, motor winding design, mechanical transmission design, precision manufacturing of components, and motor production processes. ● Industry and Market Reputation: Produced motor components are environmentally friendly, quiet, and have high performance ratings. ● Cost Advantage: Effectively reduces costs by leveraging excellent technical capabilities.	● Industry First: Achieved multi-level and variable speed control for adaptability to different environments, pioneering intelligent wind controls such as plateau wind, sleep wind, and natural wind. ● AI Technology: Successfully developed intelligent automatic motor braking control in 2011, and is currently developing advanced controls such as facial recognition automatic control and motion image control. ● R&D Talent: The R&D center has a	● Leading Position in Ventilation Equipment: Our company is one of the largest ventilation equipment manufacturers in China, producing multiple series of products by integrating aerodynamic technology. ● Rich Design Experience: The company' s R&D department has long conducted research on aerodynamic-related topics and accumulated extensive design experience, especially possessing unique core technologies in the design of air ducts and air supply	● Market Share Advantage: Our company's electric heatersand electric fansrank among the top three in market share within China. Currently, we have developed over a thousand models of electric heatersand electric fansproducts, making us one of the brands with the richest heat source materials in the world. ● Meeting Diverse Needs: Fully applying various heating materials in the electric heater product series to satisfy the demands of different consumer groups, suitable for use in various locations.

	team specializing in electronic control systems with many years of experience in smart home appliance control systems, possessing excellent integration capabilities for cutting-edge technologies in the industry or related fields.	parameters.	
2024 R&D Achievements			
1. Development of High Airflow PTC Electric Heater 2. Design and Development of Water-Cooled Fan with Cooling Chip Component (Replacing Ice Crystals) 3. Design and Development of Inverter Window Air Conditioner 4. Application of Electrolyzed Water Sterilization Technology 5. Application of Hydrophilic Humidifying Plate Natural Humidification Technology 6. Integrated Clothes Drying and Heating Electric Heater 7. Superconducting Cooling and Heating Circulation Fan 8. Research on Sterilization Function of Fresh Air Products 9. Research on Sterilization Function of Bathroom Heater Products 10. Light-Sensing Touch 11. Development of Internal Rotor Motor		12. Development of Flame Skirting Board Series Electric Heater 13. Development of Flame (Colorful) Humidifier 14. Development of Heated Vaporization Humidifier 15. Development of Heated Clothes Steamer 16. Development of Small Mobile Air Conditioner (Compressor) 17. Development of Small Split-Type Mobile Air Conditioner (Compressor) 18. Development of Cooling Chip Beer Machine 19. Fruit Dryer 20. Development of Smart Sugar Control Cup 21. Development of Products with Smart Cameras 22. Pet Dryer	

Committed to Creating Low-Carbon Green Small Appliances

Airmate actively builds a "energy-saving and emission-reducing" green enterprise, implementing the concept of low-carbon living. It has consistently committed to incorporating green elements throughout

the design, production, logistics, and sales processes to reduce carbon emissions, striving to become a green small home appliance company. Products are designed with higher durability in both appearance and application, preventing the need to replace similar products within a short period due to outdated styles or wear, thereby reducing electronic waste and manufacturing steps. By installing energy-saving machinery and production equipment that reuses materials, Airmate meets the market's green requirements.

The company has successively launched a series of low-carbon creative designs in the electric fan field, especially ultra-energy-saving fans using innovative three-way brushless DC motor technology, whose energy efficiency performance far exceeds the national first-level energy efficiency standard. Additionally, Airmate was the first in China to develop several high-tech electric heater products, including European-style fast heaters, electric film heaters, and composite fast heaters. Compared with traditional electric heaters, these products have significant advantages such as rapid heating, long constant temperature duration, energy saving, and safety and health benefits.

In the future, we will continue to focus on innovative small home appliance technologies, actively striving toward energy-saving and smart home appliances, aspiring to become a world-leading green solutions company. We aim to provide customers with diversified product design applications and technologies. Leveraging rapid market trend responses and mature production techniques, we are committed to enhancing process capabilities, strengthening product functions, and reducing costs, jointly developing products that meet market demands.

Sustainable Product Packaging Material Selection and Design:

In response to sustainability issues, Airmate has changed the packaging of some products from PE bags to paper bags; protective and cushioning materials have been replaced from polystyrene foam and pearl cotton (EPS, EPE) to cardboard designs, aiming to achieve recyclability and energy saving with carbon reduction. Based on the fundamental purpose of packaging to "protect products," minimizing packaging volume and using recyclable materials will be Airmate's future focus. Airmate's product series design, platform design, universal modules, and reusable characteristics aim to reduce development costs while minimizing resource waste.

Green Design Products

Refers to systematically considering the selection of raw materials, production, sales, use, recycling, and disposal stages in the product design and development phase according to the whole life cycle concept, striving to minimize resource consumption throughout the entire life cycle to achieve environmental protection goals. Currently, Airmate has three products, including room fans, circulation fans, and electric heaters, that have obtained green design product certification.



Quality Management

Airmate values product quality and the health and safety of users. Therefore, from product research and development, production, transportation, sales to usage, the company invests substantial resources in establishing a quality management system. As of the end of 2024, the company continues to maintain and pass the ISO 9001 quality management system certification, and all have passed verification by the independent third-party certification body, V-Check Certification & Testing Co., Ltd., to ensure that the company's main small household appliances meet a certain level of quality control. In 2024, product inspections conducted by Airmate accounted for 100% of the main products.

Additionally, to ensure that all Airmate products do not pose any health or environmental safety concerns to users, the company strictly prohibits the use of harmful substances. All products comply with the European Union's Restriction of Hazardous Substances Directive (EU RoHS), the Registration, Evaluation, Authorization and Restriction of Chemicals (EU REACH SVHC) regulations on substances of very high concern, as well as the Packaging and Packaging Waste Directive (Directive 94/62/EC) and the requirement for halogen-free products. Throughout 2024, none of Airmate's small household appliances violated health and safety laws or self-regulatory agreements, effectively ensuring product safety control.

Airmate's various small household appliances, including fans, electric heaters, humidifiers, and air purifiers, have passed certifications from multiple countries, such as China CCC and CQC certifications; Germany GS certification; European Union CE verification; Taiwan BSMI certification; United States ETL and CETL certifications; South Korea KC certification; and Japan PSE certification. These products are sold in domestic markets of these countries, and the certification assessments evaluate whether the products comply with local regulations, quality performance, environmental protection, and matters related to consumer personal and property safety.

▼ Certification Status of Airmate's Main Products

Certification / License	Main Products		
China CCC / CQC 	FA23-RDI92 (Fan)	HP20073-W (Electric Heater)	UM581 (Humidifier)

Germany GS / EU CE 	VU5450 (Electric Fan)	HC2038J-GA (Electric Heater)	U330 (Humidifier)
Taiwan BSMI 	FB2393DR (Fan)	HP12202R (Electric Heater)	A818022000 (Bathroom Heater Multifunctional Dryer)
USA ETL / CETL 	FB1562R (Fan)	HP15241-G-1, HP15241-G-2 (Electric Heater)	AC72M, AC72M-1 (Air Purifier)
Korea KC 	SIF-14RMC (Fan)	AR-100 (Electric Heater)	SUH-240ND (Humidifier)
Japan PSE 	SF-A161 (Electric Fan)	SH-LF151 (Electric Warm Air Fan)	KPC-07#1/* (Portable Air Conditioner)

Product Labeling

Airmate has obtained quality control system certification and implements safety management for small household appliances. Significant resources are invested in ensuring product safety throughout the processes of product research and development, production, storage, and usage labeling. In addition to applying different safety control measures for all product specifications, the products are labeled with detailed and specific information in accordance with legal requirements. All labeling of small household appliances complies with local laws regarding product information and labeling quality control system certification requirements. During the reporting period, there were no incidents of violations related to product and service information and labeling regulations.

Customer Satisfaction Survey

Airmate regards customer feedback as a crucial foundation for enhancing customer relationship development. We understand customer needs through multiple channels. Customer opinions are regularly reviewed, analyzed, and appropriate improvement plans are proposed quarterly, establishing a comprehensive customer demand response handling procedure. In 2024, Airmate conducted a customer satisfaction survey with 36,833 responses and a 100% response rate. The customer satisfaction score was 99.94points.

▼Airmate Customer Satisfaction Survey Results for the Past 3 Years

Year	Year	Year	2024
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	2022	2023	
Number of Responses	33,409	35,919	36,833
Response Rate	100%	100%	100%
Average Customer Satisfaction Score	99.98	99.95	99.94

▼ Airmate Customer Satisfaction Survey Items

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

Chapter 4 Environmental Protection

- Risks and Opportunities of Climate Change
- Energy Management
- Greenhouse Gas Emissions
- Energy Saving and Carbon Reduction
- Water Resource Management
- Waste Management

▼Airmate 2024 Major Topic "Environmental Protection" Management Status

Major Topics	Environmental Protection
Environmental Protection	Positive: ● Create an environment for effective resource utilization to reduce waste ● Environmental protection management to ensure the sustainability of Earth's resources Negative: ● Failure to implement various environmental protection measures increases environmental costs
Corresponding GRI Indicators	GRI 302-1 Energy consumption within the organization GRI 303-2 Management of impacts related to effluents and waste water GRI 303-5 Water withdrawal GRI 305-1 Direct (Scope 1) greenhouse gas emissions GRI 305-2 Energy indirect (Scope 2) greenhouse gas emissions GRI 306-3 Waste generated
Linked SDGs	   
Policies or Commitments	(Vision setting for the topic and planned strategies to be implemented) ● Actively build an energy-saving and carbon-reducing green enterprise, implement the concept of low-carbon living, eliminate and prevent environmental pollution, and fully comply with and enforce environmental laws and regulations
Indicators and Targets	Short-term Goals: ● Energy Intensity Reduction Target: Achieve a 1% reduction in overall electricity intensity by 2026 compared to 2023. ● Greenhouse Gas Reduction Target: The year 2023 is set as the baseline year for greenhouse gas emission management, with an annual target of reducing greenhouse gas emission intensity (greenhouse gas emissions/revenue) by 1% each year thereafter. Mid-to-Long Term Goals: ● To accurately analyze and manage Airmate's overall energy consumption, the Jiujiang company plans to gradually implement the ISO 50001 Energy Management System and obtain relevant certification. Sustainability Goals: ● Continue to obtain greenhouse gas inventory verification and regularly track water resource usage and wastewater discharge data at each plant to achieve continuous reduction. ● Continuously ensure that the quality of discharged water meets local regulatory standards, with no significant environmental fines incurred. ● Maintain annual certification of the environmental management system ISO 14001.
Tracking and Management Mechanism	Commission third-party impartial organizations annually to conduct discharged water quality testing; Shenzhen company conducts tests once a month; Jiujiang company conducts tests twice a year.

	● Regularly compile annual data on greenhouse gas emissions, water usage, energy consumption, and total waste weight to formulate policies for energy saving and carbon reduction, greenhouse gas reduction, water usage reduction, or other waste management. ● Supplier policies incorporate restricted substance management regulations (RoHS, REACH) to reduce environmental pollution from the product source. ● Conduct an annual financial assessment of risks and opportunities related to climate change, and proactively establish corresponding response strategies and measures.
Annual Actions and Achievements	● The total energy consumption in 2024 was 83,533.4425 GJ, an increase of 1.68% compared to the previous year; the main reasons were increased orders and a commitment to innovative product development, resulting in higher process energy consumption. ● The total waste volume in 2024 was 698.50 tons, including 155.49 tons of hazardous waste and 543.01 tons of non-hazardous waste. ● The greenhouse gas emissions in 2024 were: Scope 1 emissions of 804.24 metric tons; Scope 2 emissions of 27,117.96 metric tons, totaling 27,922.21 metric tons. ● The company's total water consumption in 2024 was 174.52 million liters, a decrease of 44 million liters compared to the previous year, mainly due to process improvements that reduced water usage. ● In 2024, Airmate conducted effluent water quality testing through a third-party impartial organization, and all test values complied with regulatory requirements. ● In 2024, Airmate had no pollution leaks causing production stoppages or community protests, nor any major environmental fines. ● Airmate reports air pollution emissions quarterly in accordance with the Air Pollution Control Act. In 2024, there were no violations or exceedances of emission standards. ● Airmate is committed to achieving energy saving and carbon reduction goals through plant energy-saving measures, production process improvements, equipment upgrades, and reducing commuting carbon emissions. ● Airmate implements various waste reduction measures, including setting up recycling bins, outsourcing manual sorting of domestic waste, strengthening hazardous waste recycling and treatment, and conserving paper, to properly manage waste.

Airmate's Environmental Protection Philosophy

Committed to environmental protection business, adhering to the concept of sustainable operation
Focusing on global environmental protection trends and regarding them as its own responsibility,
100% compliance with environmental protection regulations at operational sites, contributing to
environmental protection.

Eliminate and prevent environmental pollution

Fully comply with and implement the requirements of environmental protection laws and
regulations

Committed to actively promoting environmental protection concepts and acting as a green ambassador for the environment

Airmate introduced the Environmental Management System (ISO 14001) in 2019, following the Plan-Do-Check-Action (PDCA) management cycle. Through a life cycle perspective, it improves resource use efficiency in operations and product processes, implements necessary preventive measures to control environment-related risks, and minimizes environmental harm to continuously enhance environmental performance. No violations of environmental regulations occurred in 2024.

The company actively invests in research and development to develop energy-saving products and also invests in energy-saving and emission reduction equipment in production. It is always committed to environmental protection business, adhering to the concept of sustainable operation. Besides focusing on environmental protection measures within its own corporate activities, it also requires suppliers to provide products (raw materials, packaging materials, replenishments, etc.) that comply with restricted substance directives and regulatory requirements (EU RoHS, REACH, etc.), limiting the use of hazardous substances. Suppliers must submit test reports, and Airmate periodically sends samples to SGS for inspection to minimize health and safety hazards to consumers caused by the products.

▼Airmate's Shenzhen and Jiujiang plants have both passed the Environmental Management System (ISO 14001) certification, committed to building environmentally friendly green enterprises.



Risks and opportunities of climate change

To address the operational risks that climate change brings to the industry, referring to the Task Force on Climate-related Financial Disclosures (TCFD) framework, through the four core elements of "Governance," "Strategy," "Risk Management," and "Metrics and Targets," potential climate change risks and opportunities are identified to grasp the impacts on Airmate's operations. Relevant response strategies and measures are formulated in advance to prevent the risks and damages caused by climate change.

Airmate 2024 TCFD Climate-Related Financial Disclosures

▼ TCFD Core Elements and Financial Disclosures

Core Elements	Action Plan
Governance	The Sustainability Development Team is responsible for convening relevant units annually to inventory and confirm the potential impacts of various risk issues on both internal and external aspects of the organization, including the identification, assessment, and response to climate change risks and climate impacts. Regular meetings are held each year to select corporate sustainability priority initiatives, including climate change-related topics, to fulfill corporate social responsibility through concrete actions.
Strategy	Based on business types and operational conditions, physical and transition risks and opportunities are identified, actively promoting environmental protection policies. To address the environmental impacts of global climate change and the greenhouse effect, energy-saving and carbon reduction measures and targets are established, promoting energy management in offices and public areas, waste reduction, and implementing green procurement by purchasing products with energy-saving and environmental protection labels.
Risk Management	To identify and assess significant impacts and risks affecting company operations, Airmate's Corporate Governance Office regularly evaluates climate change-related risks. It comprehensively analyzes the potential financial impacts of extreme weather events, international carbon regulations, and transition pressures. These evaluation results serve as important bases for policy formulation and target setting. The company is gradually establishing a sound climate management process to ensure timely risk identification, effective control, and continuous enhancement of operational resilience and sustainable competitiveness.
Metrics and Targets	In response to reducing the impacts and risks caused by climate change, and to achieve green energy and carbon reduction-related goals, indicators are used to manage climate change-related risks and opportunities: Airmate has long promoted "energy-saving and carbon reduction measures," with the main measures as follows: <u>(electricity saving, energy-efficient product targets, implementation of greenhouse gas inventory, etc.)</u> 1. Electricity: Lighting equipment is selected with energy-saving and eco-label products; air conditioning and lighting in meeting rooms without attendees are turned off; during lunch breaks, only necessary lighting remains in offices and public areas. 2. Water Resources: Promote water conservation, control the water flow of public restroom sinks, and prioritize replacing old equipment with faucets and toilets bearing the "Water Saving Label." Regular inspections are conducted on water pumps, water towers, faucets, or other pipe joints to check for leaks in walls or underground pipelines; additionally, water pollutant control procedures are established to reduce the negative environmental

	impact of wastewater discharge. 3. Waste: Toxic waste management indicators and paper-saving regulations are established, and waste reduction policies are actively promoted. Short-term Goals (1–2 years) ● Using 2023 as the base year, set carbon reduction targets to reduce greenhouse gas emission intensity by 1% annually. ● Implement ISO 14064-1 greenhouse gas verification standards at all sites, gradually expanding the scope of inventory to comply with regulations of various countries. Medium-term Goals (2–5 years) ● Purchase energy-saving equipment, improve the energy usage structure, and promote continuous energy-saving and carbon reduction measures. ● Plan to gradually implement an energy management system at Jiujiang Company to establish more precise energy policies and energy targets. Long-term Goals (Over 5 Years) By 2030, the sales volume of energy-saving products will reach 20% of total sales.
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Climate Risk Governance

To identify and assess significant impacts or risks related to climate change and operations, Airmate has established a dedicated unit centered on the Sustainability Development Team. This unit regularly conducts internal meetings to investigate and evaluate climate change risks, aiming to understand specific potential financial impacts. This serves as the basis for formulating climate risk management actions and targets, reducing the impact of climate risks, establishing a comprehensive climate management procedure, and regularly reviewing climate change response measures.

Climate Risk Management Process

To strengthen the management of climate-related financial risks, Airmate, based on the four core elements of TCFD, has established a comprehensive cross-departmental mechanism for risk identification, assessment, control, and communication. The company continuously implements on-site audits, factory inspections, and verification systems, integrating climate risk into the core of corporate governance to ensure operational continuity aligns with sustainability goals.

1. Risk Identification and Assessment

- According to the TCFD framework, the Sustainability Development Team, together with relevant departments, regularly holds meetings and workshops to inventory "physical risks," "transition risks," and "climate opportunities," inviting department representatives and external consultants to participate.
- Using project interviews, data collection, and other methods, major issues such as heatwaves, extreme rainfall, CBAM, raw material price fluctuations, and international safety regulations are evaluated. A "Climate Risk and Opportunity Matrix" is produced as the basis for analyzing the probability of risk occurrence and financial impact.

2. Risk Control and Supervision

- Each department prioritizes items for handling based on the "Climate Risk and Opportunity Matrix," plans control measures, implements them, and conducts regular effectiveness reviews.
- The control effectiveness and self-assessment results are compiled and reviewed by the Sustainability Development Team, reported regularly to the Board of Directors annually, and management strategies and standard operating procedures are revised on a rolling basis.

3. Risk Communication and Disclosure

- According to the TCFD guidelines, financial impact assessments are regularly conducted on the potential losses and possible benefits of identified climate risks and opportunities.
- Major risks, response effectiveness, and departmental progress are proactively disclosed in the annual sustainability report, maintaining continuous communication with stakeholders such as shareholders, customers, and suppliers to enhance corporate transparency and trust.

Identification and Assessment of Climate Risks and Opportunities

Airmate identifies 11 climate risks and opportunities based on the TCFD framework. The risk level is assessed by multiplying two major dimensions: "likelihood of occurrence" and "financial impact" (Likelihood × Financial Impact). The ranges for likelihood and financial impact are shown in the figure below. Medium and high risks are classified as key items.

Category	Item	Description / Example
Transition Risk	Policy and Regulatory Risks	EU CBAM, China Carbon Trading, Packaging Laws in Various European Countries
Transition Risk	Technical Risk	Need to Implement Energy-saving/Clean Processes, International Customers' ESG Requirements
Transition Risk	Market Risk	Decline in Demand for Goods and Services Due to Changes in Consumer Preferences
Transition Risk	Reputation Risk	Industry Stigmatization Leading to Decreased Demand for Products
Physical Risk	Immediate Risk	Extreme Weather Causing Production Capacity Decline or Interruption (e.g., Production Halt, Transportation Difficulties, Supply Chain Disruption)
Physical Risk	Long-term Risks	Average temperature rise causes production shutdowns in summer, increased energy consumption and maintenance costs, and increased high-temperature wage subsidies
Climate Opportunities	Resource Usage Efficiency	Investment in energy-saving and carbon-reduction equipment, recycling of scraps
Climate Opportunities	Energy Source	Installation of energy storage equipment and solar power generation equipment
Climate Opportunities	Products and Services	Promote low-carbon new products, obtain policy subsidies, and expand domestic orders
Climate Opportunities	Market	Obtain energy-saving subsidies Increase in sales volume of DC fans
Climate Opportunities	Resilience	Establish contingency SOPs and strengthen responses to extreme climate events to ensure operational continuity

(Based on the consolidated operating gross profit of 1.624 billion yuan in 2024)

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

▼ List of Climate-Related Risks and Opportunities

Transition Risk	Physical Risk	Climate Opportunities
① Policy and Regulation (European Packaging Law) ② Technology (Carbon Emission Policy) ③ Market (Increased Threshold for Raw Material Acquisition) ④ Reputation (Change in Consumer Preferences)	① Immediacy (Extreme Climate) ② Long-term (Average Temperature Increase)	① Resource Usage Efficiency ② Energy Source (Use of Low-Carbon Energy) ③ Products and Services (Increasing Revenue through Demand for Low-Carbon Products and Services) ④ Market (Utilizing Public Sector Incentive Programs) ⑤ Resilience (Enhancing Operational Capability through Resilience Planning)

▼ Climate-Related Risks and Opportunities Matrix (Likelihood X Financial Impact)

Likelihood	3 Short		⑤	②	②①	①②③④
	2 Medium	①③				
	1 Length	④				
		Extremely Low 1	Relatively Low 2	Low 3	4 Medium	5 High
		Financial Impact				

*●Transition Risk●Physical Risk●Opportunity

Risk Level: High Risk: Red Background: 10 and above; Medium Risk: Blue Background: 6~9; Low Risk / Yellow Background: 1~5.

Climate Risk and Opportunity Identification Results

According to the TCFD risk and opportunity classification, Airmate completed its first climate-related risk and opportunity inventory in 2024. A total of 4 transition risks, 2 physical risks, and 5 climate opportunities were selected as key climate materiality identification items. The related risks and opportunities have been incorporated into the climate risk matrix to assist the company in systematically identifying and managing future climate change risks, formulating corresponding adaptation measures and sustainability strategies, and continuously enhancing the company's resilience.

Based on the climate risk matrix assessment results, Airmate's main climate-related risks and opportunities are distributed across high, medium, and low risk zones. After discussions between the Sustainability Development Team and external professional consultants, 2 representative transition risks, 1 physical risk, and 4 major climate opportunities were ultimately identified. Subsequent scenario analyses and financial impact disclosures will be conducted on these issues, and corresponding strategies will be formulated based on the analysis results.

In principle, the Sustainability Development Team re-identifies major climate risks and opportunities every two years, while continuously collecting and reviewing relevant information during routine annual meetings. If there are emerging issues or significant signs of change, the re-identification process can be initiated at any time to ensure the company can dynamically respond to external environmental changes, strengthening sustainable management and risk management capabilities.

▼ Climate Risk and Opportunity Identification Results

Type	Risk and Opportunity Items	Risk Level	Included or Not	Explanation
Transition Risk	Policy and	High	V	

Type	Risk and Opportunity Items	Risk Level	Included or Not	Explanation
	Regulatory Risks			
Transition Risk	Technical Risk	High	V	
Transition Risk	Market Risk	Low	X	No decline in demand for goods and services due to changes in consumer preferences was found
Transition Risk	Reputation Risk	Low	X	No industry stigmatization
Physical Risk	Immediate Risk	Low	X	The frequency of extreme weather has increased, but no major financial losses have occurred; production contingency SOPs and reporting procedures have been established, with continuous strengthening of protection and drills.
Physical Risk	Long-term Risks	High	V	
Climate Opportunities	Resource Use Efficiency	High	V	
Climate Opportunities	Energy Sources	Medium	V	
Climate Opportunities	Products and Services	High	V	
Climate Opportunities	Market	High	V	
Climate Opportunities	Resilience	Low	X	In 2024, UPS backup equipment worth RMB 144,640 was procured to enhance uninterrupted production capability, with maintenance costs lower than expected.

Climate-Related Risks and Financial Impacts

In 2024, after reviewing climate change-related risks and opportunities, the company promotes risk assessments at the operational level according to the functions of each business unit. Potential transition risks and physical risks are identified, and appropriate scenarios are selected to disclose possible financial impacts. We disclose and organize the potential impacts of risks and opportunities on potential business, strategy, and finance in the table below, and calculate the corresponding estimated financial impact amounts.

Financial Impacts of Climate-Related Risks and Response Strategies

Type	Risk Factors	Risk Description and Financial Impact	Impact Period	Adaptation and Response Measures
Transition Risk	Policies and Regulations	In response to international regulatory requirements such as CBAM, carbon tax, RoHS/Reach, the company' s compliant procurement investment in 2024 is approximately NT\$150 million. With the global tightening of carbon taxes, carbon fees, and environmental standards, related compliance costs are expected to continue increasing annually, exerting medium- to long-term pressure on operating gross margin.	Medium to Long Term	Proactively track regulations, carbon footprint certification, strengthen supply chain data integration, maintain close communication with customers, estimate costs, and continuously adjust the product portfolio.
Transition Risk	Technical Risk	Energy-saving new materials and process technology upgrades, with actual R&D and implementation expenditures reaching NT\$22.476 million in 2024. Facing continuous improvements in product performance and market regulations, there is a growth trend in technology investment and R&D expenses.	Mid-term	Enhance R&D capabilities, phase out high-energy-consuming processes, obtain product carbon certification, and advance the introduction of clean and digital process technologies ahead of

Type	Risk Factors	Risk Description and Financial Impact	Impact Period	Adaptation and Response Measures
				schedule.
Physical Risk	Long-term Risks	Total expenditures for high-temperature cooling facilities (construction, maintenance, operation) in Jiujiang and Shenzhen reached NT\$8.05 million in 2024; simultaneously, new dehumidification and ventilation equipment investments in Jiujiang amounted to NT\$16.324 million. If extreme high temperature and high humidity climates worsen, future related maintenance and protection investment costs are expected to continue increasing, exerting long-term pressure on process and storage costs.	Medium to Long Term	Continue investment in cooling engineering, regularly evaluate facility performance, replace outdated equipment early, and enhance automatic monitoring and remote management capabilities.

Type	Opportunity Factors	Opportunity Description and Financial Impact	Impact Period	Adaptation and Response Measures
Climate Opportunities	Resource Use Efficiency	Completion of PC and virtualization server replacements in 2024 is expected to save approximately NT\$145,000 annually in electricity costs; the comprehensive promotion of the intelligent BPM paperless system will save about 476,000 sheets of paper in 2024, significantly improving office efficiency and energy-saving effectiveness. Additionally, the combined amount from secondary material recycling in Jiujiang and Shenzhen exceeds NT\$10 million, effectively strengthening the circular economy and operational resilience.	Mid-term	Promote plant-wide energy-saving technologies, digital processes, continuous implementation of BPM and electronic contracts, and equipment upgrades.
Climate Opportunities	Energy	The energy storage system at the Shenzhen	Long-	Preliminary

Type	Opportunity Factors	Opportunity Description and Financial Impact	Impact Period	Adaptation and Response Measures
	Sources	plant achieved annual electricity savings of NT\$4.78 million, saving about NT\$1.62 million in electricity costs; rental income from the Jiujiang site is approximately NT\$1.67 million, with related revenues exceeding NT\$6.5 million in 2024.	Term	evaluation and selection of qualified suppliers, gradually introducing green electricity and distributed energy
Climate Opportunities	Products and Services	Low-carbon new products drive revenue growth, with new products such as DC energy-saving fans leading to a 5% revenue increase in 2024	Mid-term	Continuously investing in the development of carbon footprint certified new products, strengthening international marketing, and participating in government subsidy programs
Climate Opportunities	Market	DC energy-saving fans will drive a 5% increase in annual revenue in 2024, significantly enhancing the company's market share of green products and its international brand image.	Mid-term	Consolidate channels, strengthen brand ESG image promotion, and implement flexible pricing strategies

Energy Management

Airmate Shenzhen continues to maintain ISO 50001:2018 Energy Management System certification, improving energy use and management following the PDCA principle. We also plan to gradually introduce the energy management system at the Jiujiang facility to establish more precise energy policies and targets. In 2024, Airmate will conduct energy statistics and management operations for the Shenzhen and Jiujiang plants, analyzing the energy usage structure of each facility and promoting energy-saving and carbon reduction measures accordingly. The total annual energy consumption is 83,533.44 GJ, with electricity accounting for as much as 99%, serving as the primary energy source.

Compared to 2023, total energy usage increased by 4%, mainly benefiting from the rebound in orders after the easing of domestic and international pandemic conditions, as well as the production expansion and process complexity required to meet smart technology trends, resulting in a slight increase in energy consumption.

To continuously optimize energy performance and respond to global net-zero goals, Airmate will:

- Actively invest in green technology research and development, introducing high-efficiency equipment and energy-saving processes
- Expand the use of renewable and environmentally friendly raw materials to extend the energy efficiency of the product life cycle
- Implement energy usage data management and annual review mechanisms to strengthen the evaluation of energy-saving action results

Through the above measures, we are committed to gradually reducing the energy intensity during operations and mitigating environmental impacts.

▼ Airmate Internal Energy Usage (Scope 1 + Scope 2) (Unit: Billion Joules GJ)

Energy Type		Year 2022	Year 2023	Year 2024
Non-renewable Energy	Purchased Electricity	64,442.43	68,331.14	83,458.1812
	Diesel	1,662.32	1,325.07	19.6113
	Natural Gas	10,429.47	10,084.18	55.65
Total Energy Consumption		76,534.23	79,740.39	83,533.4425
Revenue (Million NT\$)		8,700.77	7,894.15	8,130
Energy Intensity		8.79	10.10	10.27
Annual Change Rate of Energy Intensity		8.51%	14.90%	1.68%

Note 1: The source of the energy conversion factor is the Environmental Protection Administration's announced Greenhouse Gas Emission Factor Management Table, version 6.0.4.

Note 2: Energy intensity calculation formula: Energy consumption / Annual total revenue.

▼ Airmate Shenzhen Factory has obtained certification for the Energy Management System (ISO 50001), and plans to gradually implement and obtain certification for the Energy Management System at the Jiujiang Factory in the future.



Greenhouse Gas Emissions

To fulfill its responsibility as a global citizen, Airmate continuously discloses greenhouse gas emission information proactively. For the year 2024, based on the international standard ISO 14064-1:2018 methodology, with Shenzhen and Jiujiang factories as boundaries, a qualified third-party verification organization was commissioned to conduct verification and successfully obtained the greenhouse gas verification statement. The total greenhouse gas emissions in 2024 amounted to 27,922.21 metric tons CO₂e, with Scope 1 emissions at 804.24 metric tons and Scope 2 emissions at 27,117.96 metric tons. Going forward, 2023 will be used as the baseline year for emission management, continuously tracking changes in carbon intensity, optimizing carbon reduction strategies, and advancing towards green enterprise development goals.

In addition, regarding air pollution prevention and control, Airmate has established the "Air Pollutant Control Procedure," installed exhaust gas treatment facilities at all operational sites, clearly defined departmental management responsibilities, and introduced an online monitoring system. Emission volumes are reported quarterly in accordance with air pollution regulations. In 2024, no records of exceedances or violations were reported, demonstrating the company's strong commitment to environmental risk management.

▼ Airmate's Greenhouse Gas Emissions and Emission Intensity in the Past 2 Years

	Fiscal Year 2023		Fiscal Year 2024	
	Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e/million revenue)	Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e/million revenue)
Scope 1 Direct greenhouse gas emissions	779.28		804.24	

Scope 2 Indirect greenhouse gas emissions	21,932.88		27,117.96	
Total	22,712.16	2.87	27,922.21	3.64

Note:

1. The source of the conversion factors is the "China Energy Statistical Yearbook," and the method for compiling greenhouse gas quantities is the operational control approach.
2. Greenhouse gas emissions calculation method = energy consumption of each type × the carbon emission factor of that energy.
3. The global warming potential (GWP) of various greenhouse gases is selected based on the valuation from the IPCC Sixth Assessment Report.
4. Carbon intensity calculation formula: total greenhouse gas emissions (metric tons CO₂e) / revenue (million NT dollars).
5. The combined revenue of Airmate Shenzhen Company and Jiujiang Company in 2024 is NT\$8,130 million.
6. The baseline year for greenhouse gas emissions is 2023, as this year marks the first time that both the Jiujiang and Shenzhen company regions outsourced their greenhouse gas inventories. The greenhouse gas carbon emissions amounted to 27,922.21 metric tons of CO₂e.

Energy Saving and Carbon Reduction

With the global population continuously rising, environmental pollution and ecological destruction have become increasingly severe, and global warming has gradually become a focal point of international concern. Under the ESG corporate governance concept, energy saving and carbon reduction have become common global goals.

In addition to actively responding to relevant policy directions and launching multiple environmentally friendly home appliance products with energy-saving and carbon-reducing benefits, Airmate has also established a comprehensive energy management system and promoted various energy-saving measures within its factories to practically fulfill its commitment to low-carbon transformation.

To effectively plan greenhouse gas reduction strategies, the company has designated 2023 as the baseline year for greenhouse gas emission management. From then on, it aims to reduce the greenhouse gas emission intensity (total emissions/revenue) by 1% annually, continuously tracking carbon reduction results and regularly reviewing and adjusting reduction strategies to enhance carbon management effectiveness and move toward the vision of a green enterprise.

In 2024, Airmate's greenhouse gas emission intensity slightly increased by approximately 0.77% compared to the previous year, mainly due to the overall unfavorable market environment and a decline in revenue compared to the same period last year, which led to a relative increase in emission intensity.

In the future, Airmate will continue to optimize energy-saving and carbon-reduction measures, strengthen data transparency and performance tracking mechanisms, and leverage innovative technologies to introduce green processes, advancing toward a more resilient and sustainable operational model.

▼ Airmate Energy Saving and Carbon Reduction Action Plan

Action Plan	Plan Content
Factory Energy-saving Measures	Through internal management regulations such as electricity saving, water saving, and paper saving, the optimization of energy use efficiency will be gradually implemented to achieve energy-saving goals.
Production Process Improvement	Strengthen production operations and raw material usage management to prevent losses caused by improper handling, and regularly analyze and update loss indicators for each production unit to reduce waste.
Production Equipment Renewal	Introduce production equipment with energy-saving, emission reduction, and material reuse functions to improve energy utilization efficiency, while reducing waste output and implementing green manufacturing.
Reduce Commuting Carbon Emissions	Provide 251 employee dormitories and issue housing subsidies to encourage living nearby, effectively reducing commuting time and carbon emissions, balancing employee welfare and environmental responsibility.

Air Pollution Control

Airmate implements various air pollution improvement measures through facility monitoring and reports air pollution emissions quarterly in accordance with the Air Pollution Control Act. There were no violations or exceedances in 2024.

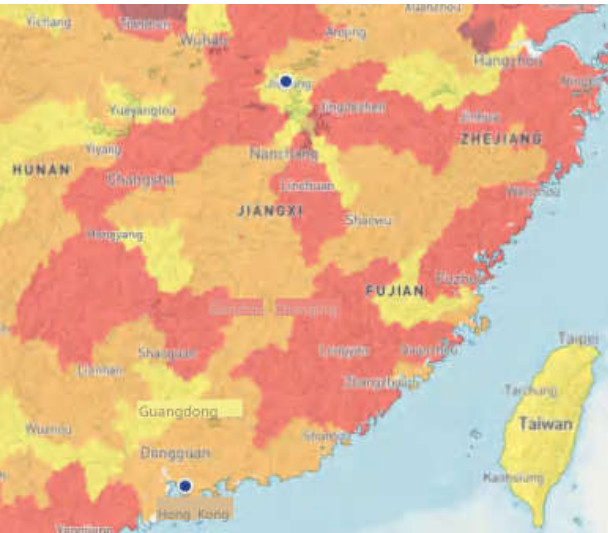
▼ Emission Status of Air Pollutants and Ozone-Depleting Substances (ODS)

	Year 2022	Year 2023	Year 2024
Volatile Organic Compounds (VOC)	36,194.58	3,491.29	6,505.22

Note: The emission factors for ozone-depleting substances (ODS) are referenced from the Montreal Protocol Annex.

Water Resource Management

According to the World Resources Institute's "Aqueduct Water Risk Atlas," the regions where Airmate Jiujiang Company and Shenzhen Company are located are classified as Low to Medium (1-2). Airmate's main production activities involve electrical equipment, which generally requires relatively less water resources. In 2024, the company's total water consumption was 174.52 million liters, a decrease of 44 million liters compared to the previous year, mainly due to process improvements that reduced water usage.



Water Withdrawal

▼Airmate Total Water Withdrawal in All Regions Over the Past 3 Years (Unit: Million Liters)

Factory Site	Water Source	Year 2022	Year 2023	Year 2024
Shenzhen	Third-party Water (Tap Water)	109.581	164.444	113.74
Jiujiang		195.157	223.294	231.078
Total Water Intake		304.738	387.738	344.818

Note 1: Freshwater refers to water with a total dissolved solids (TDS) content equal to or less than 1,000 mg/L.

Note 2: Other water refers to water with a total dissolved solids (TDS) content greater than 1,000 mg/L

Discharge Volume

▼Airmate Total Discharge Volume Across All Regions in the Past 3 Years (Unit: Million Liters)

Factory Site	Year 2022	Year 2023	Year 2024
Shenzhen	1.015	1.708	1.32
Jiujiang	146.367	167.470	168.978
Total Discharge Volume	147.382	169.178	170.298

Water Consumption

▼Airmate Total Water Consumption Across All Regions in the Past 3 Years (Unit: Million Liters)

Year	Annual Water Consumption
Year 2022	157.356
Year 2023	218.560
Year 2024	174.52

Note: Data Source for Water Consumption = Total Water Intake - Total Water Discharge

To reduce significant water-related impacts in the value chain, Airmate Shenzhen Company and Jiujiang Company have both established wastewater treatment systems. Most of the treated wastewater is recycled for toilet flushing within the plant area, while a small portion is discharged into the municipal sewage network.

In addition to formulating water pollutant control procedures that clearly define the responsibilities of each department regarding wastewater treatment, the Human Resources Department arranges training and assessments for employees engaged in wastewater pollution control and management at the Environmental Protection Department. Furthermore, Airmate Jiujiang Company conducts outsourced effluent water quality testing twice a year through a third-party impartial organization, while the Shenzhen Company conducts such testing monthly. The 2024 test results all comply with legal requirements. In the future, we will continue to reduce the impact of discharged wastewater on the environment to maintain water quality and ensure a certain level of protection for the ecosystem.

▼ Airmate 2024 Effluent Water Quality Monitoring Results

Factory Site	Test Item	Unit	Local Regulatory Standard	Test Result
Shenzhen Plant	pH	-	6~9	8.7
	Chemical Oxygen Demand	mg/L	80	5
	Petroleum	mg/L	2.0	0.16

	Total Phosphorus	mg/L	1.0	0.01
	Total Nitrogen	mg/L	20	0.7
	Ammonia Nitrogen	mg/L	15	0.056
	Total Zinc	mg/L	1.0	0.041
Jiujiang Plant	Chemical Oxygen Demand	mg/L	500	24
	Ammonia Nitrogen	mg/L	25	0.152
	Total Phosphorus (Production Wastewater)	mg/L	0.5	0.03
	Total Phosphorus (Domestic Wastewater)	mg/L	-	0.18
	pH	mg/L	6~9	7.8-8.0
	Suspended Solids	mg/L	400	7
	Five-day Biochemical Oxygen Demand	mg/L	300	10.6
	Anionic Surfactants	mg/L	5.0	ND
	Petroleum	mg/L	5	ND
	Zinc	mg/L	2.0	0.07
	Animal and Vegetable Oils	mg/L	100	5.72

Note:

1. The water quality data in the above table were all analyzed from plant water samples collected by qualified inspection companies. The discharged substances are averaged based on the reported test data and rounded to two decimal places using the rounding half up method.
2. ND (Detection Limit) indicates that the test result is below the method detection limit or instrument detection limit.
3. For the Jiujiang Plant, the testing of discharged substances follows the Class 1 limit for total phosphorus in production wastewater and the Class 3 limit for total phosphorus in domestic sewage according to the "Comprehensive Wastewater Discharge Standard." All other tested items adhere to consistent water quality standard requirements, with averages calculated.

Waste Management

In 2024, Airmate's main types of industrial waste include cardboard, metals (such as iron), plastics, and waste sludge, with a total annual output of 698.50 metric tons, among which:

- Hazardous waste accounted for 155.49 metric tons (22.4%).
- General industrial waste accounted for 543.01 metric tons (77.6%).

The company has established a comprehensive "Waste Management Procedure," whereby all waste is classified, stored, and handled according to category. One hundred percent of hazardous waste is entrusted to qualified institutions approved by the local government for disposal or recycling, with strict flow control and vendor audit mechanisms in place to ensure legal and environmentally friendly processing.

We conduct regular audits at the handlers' sites to review and verify actual receipt and processing records. At the same time, we enhance transportation tracking efficiency by requiring all waste transporters to install GPS global positioning systems, ensuring full monitoring and traceability throughout the transportation process.

Adhering to the 4R principles (Reduce, Reuse, Recycle, Recovery) of the circular economy, Airmate continuously promotes source reduction and in-plant reuse programs. Through collaboration with the supply chain, the company reduces raw material usage and the environmental burden of production waste, while implementing innovative technologies to maximize resource circulation.

In addition, regarding the wastewater and exhaust gas generated during the manufacturing process, the company has fully implemented relevant treatment facilities to effectively reduce potential environmental impacts. In 2024, Airmate did not experience any pollution leakage incidents or major environmental fines, demonstrating a high level of responsibility and execution in environmental risk management.

▼ Airmate's Waste Disposal Status in 2024

2024		
Category	Output Volume (metric tons)	Proportion (%)
Hazardous Industrial Waste	155.49	22.4
General Industrial Waste	543.01	77.6
Total Waste Volume	698.50	

▼ Airmate Waste Reduction Measures

Measures	Methods
Set up recycling bins and outsource manual sorting of household waste	Encourage and promote employees to implement office waste sorting
Strengthen the recycling and treatment of hazardous waste	Prevent toxic waste leakage and emissions that pollute the environment by establishing management indicators. Hazardous waste is 100% handed over to qualified treatment agencies for recycling and disposal, strictly complying with environmental protection authority requirements. In production, strictly implement standardized safety production management and SOPs to eliminate production waste, and rigorously set KPIs for control.

Paper Saving Regulations	Each department controls the use of document and form paper, regularly statistics paper usage to ensure appropriate saving measures are taken, and cooperates with paper-saving publicity and education to raise employees' awareness of paper conservation. Additionally, fully utilize ERP and other management system software to gradually move towards the goal of "paperless office."
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Chapter 5 Social Inclusion

- Diverse and Abundant Employment Opportunities
 - New Employees and Departing Employees
- Employee Rights Protection
 - Human Rights Policy
 - Compensation Levels
- Comprehensive Welfare Protection
 - Retirement System
 - Farewell Ceremony for Retired Employees
- Training and Education
 - Airmate Employee TrainingSixMajor Policies
 - Enhancing Academic Qualifications and Professional Skills
 - Performance and Career Development
- Occupational Safety and Health
 - Occupational Safety and Health Committee
 - Occupational Safety and Health Education and Training
 - Occupational Safety Hazard Risk Control
 - Workplace Health Services
 - Occupational Injury and Illness Prevention Management
 - Health Promotion and Care
 - Maternity Health Protection
 - Parental Leave
- Social Care
 - 2024 Airmate Little Migratory Bird Station
 - Caring for the Next Generation | Airmate Organizes Factory Visit and Study Activities for Employees' Children
 - Friendly Society Volunteer Service

Diverse and Abundant Employment Opportunities

Employees are the company's most valuable asset. Airmate is committed to creating a friendly workplace that brings happiness to employees, enabling them to utilize their talents, continuously improve, and find passion and balance between work and life within the company.

As of the end of 2024, the total number of employees at Airmate's subsidiaries (Jiujiang and Shenzhen) was 2,251, with males accounting for 58.55% and females approximately 41.45%. Among them, 1,231 are full-time employees with indefinite contracts, representing 54.69%, while 1,020 are dispatched employees with fixed-term contracts, accounting for 45.31%. The largest occupational category is the manufacturing department, with 1,294 employees, making up 57.48%. Airmate is committed to providing employment opportunities for people with disabilities, having employed 15 individuals with disabilities in 2024, meeting the legally required hiring quota.

▼ Distribution of Airmate Employees by Job Category (405-1 Diversity of Governance Units and Employees) — Percentage of employees in diverse categories within each employee classification. (The classification method is consistent with the categories used in the training and employee performance evaluation tables.)

▼ Types of Employees Employed by Airmate in Various Regions in 2024

Employee Classification (Unit: Number of People)		Shenzhen Company		Jiujiang Company		Total		
		Male	Female	Male	Female	Male	Female	Total
According to the contract type	Permanent employees (indefinite contract)	555	308	220	148	775	456	1231
	Contract employees (fixed-term contract)	151	107	392	370	543	477	1020
By working hours	Full-time employees (full-time)	706	415	612	518	1318	833	2251
	Part-time employees (part-time)	0	0	0	0	0	0	0
	No hours guaranteed employees (temporary)	0	0	0	0	0	0	0

	workers)							
Gender totals by region		706	415	612	518	1318	933	2251

1. Gender classification Other: Gender is self-identified by employees.

2. Employee categories: Classification of employees by level (such as senior management, middle management, etc.) and function (such as technical, administrative, production, etc.)

Category. It is recommended to refer to the employee number disclosure categories in the company's annual report for the "employees in the last two years," or at least distinguish between managerial and non-managerial positions. The job classification here should be consistent with the employee classifications in the sections of compensation, training, and performance.

▼ Airmate Employee Job Category Distribution

Job Category \ Diverse Categories		Gender			Age			Others
		Male	Female	Others	Under 30 years old	31-50 years old	Over 51 years old	Persons with Disabilities
Managerial (Total 63 persons)	Number of People	46	17	0	0	45	18	0
	Ratio	73%	27%	0.00%	0.00%	71%	29%	0.00%
General Employees (Total 2,188 persons)	Number of People	1,272	916	0	385	1,480	323	15
	Ratio	58.13%	41.87%	0.00%	17.59%	67.64	14.76%	0.06%
Number of People in Various Categories		1,318	933	0	385	1,525	341	15
Proportion of total employees		58.55%	41.45%	0.00%	17.10%	67.74%	15.16%	0.06%

▼ Airmate Worker Number Changes in the Past 3 Years

Worker Categories	Year 2022	Year 2023	Year 2024
Employees	2,737	2,360	2,251
Non-Employees	63	83	85
Total	2,800	2,443	2,336

Note: 1. Employee numbers are calculated by headcount (or Full-Time Equivalent, FTE).

2. Based on the figures as of December 31, 2024.

3. Non-employee workers: total labor not directly employed by the company but whose work is controlled by the company, including on-site managers, medical staff in the clinic, environmental cleaning personnel, and meal suppliers.

New Employees and Departing Employees

In 2024, there were a total of 3,665 new employees, including 2,539 male employees and 1,126 female employees. Regarding employee retention, 3,640 employees left in 2024, including 2,520 males and 1,120 females.

The higher turnover rate this year is mainly due to strategic adjustments at operational sites: the production focus shifted to the Jiujiang Plant, resulting in rapid local expansion that caused some new employees to struggle with the factory environment and labor intensity. Limited salary competitiveness further affected workforce stability. Meanwhile, the Shenzhen Plant transformed into an operations and sales headquarters, accompanied by workforce restructuring and downsizing measures.

In response to the above workforce fluctuation challenges, Airmate has begun implementing multiple improvement measures, including:

- Strengthen leadership training and organizational management capabilities for supervisors;
- Gradually increase the proportion of variable bonuses linked to the performance appraisal mechanism;
- Promote career development and internal rotation systems to encourage employees' medium- to long-term retention willingness;
- Continuously optimize employee welfare measures and promote work-life balance policies.

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

	Region	Jiujiang Company				Shenzhen Company				Subtotal	
	Gender	Male		Female		Male		Female		Number of People	Proportion
	Age Group	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion		
	Under 30 years old	1,324	38.51%	528	15.36%	68	29.95%	30	13.21%	1950	53.2%
	31-40 years old	277	8.06%	137	3.98%	59	25.99%	41	18.06%	514	14%
	41-50 years old	323	9.39%	309	8.99%	16	7.04%	13	5.72%	661	18%
	Over 51 years old	472	13.73%	68	1.98%	0	0	0	0%	540	14.7%
Subtotal of New Employees		2,396	69.69%	1,042	30.31%	143	62.99%	84	37.01%	3665	100%
	Under 30 years old	1,292	37.58%	519	15.10%	33	16.34%	21	10.4%	1865	51.24%
	31-40 years old	279	8.12%	127	3.69%	62	30.69%	38	18.81%	506	13.91%
	41-50 years old	323	9.39%	316	9.19%	28	13.86%	19	9.41%	686	18.85%
	Over 51 years old	503	14.63%	79	2.30%	0	0%	1	0.5%	583	16.60%
Subtotal of Resigned Employees		2,397	69.72%	1,041	30.28%	123	60.89%	79	39.11%	3640	100%

Note:

1. Employee Percentage Calculation Formula = Number of employees in each category ÷ Total number of employees at the end of the period.

2. New Entry Rate = Number of new employees in each category ÷ Total number of employees at the end of the period (The total number of employees at the end of 2024 is x).

3. Turnover rate = Number of employees who left in each category ÷ Total number of employees at the end of the period (the total number of employees at the end of 2024 is x). 4. Employees who left include those who voluntarily resigned or left due to dismissal, retirement, or work-related death.

Employee Rights Protection

The company complies with the regulations regarding labor unions in the countries where it operates. After the establishment of the union, meetings are held regularly according to the law, with the employer invited to participate to promote labor-management communication. Employer representatives listen to and respond to employees' opinions and requests, care about employees' lives, assist employees in solving difficulties, and involve employees in the formulation of welfare policies and regulations. At the same time, a suggestion box is set up as a channel for employee complaints and grievances, managed by dedicated personnel, encouraging employees to provide suggestions as a reference for the continuous improvement of company policies.

The collective agreement for 2024 covers 100% of the total number of employees. The union treats all employees with a positive, proactive, and enthusiastic attitude, adhering to principles of protecting company property and complying with labor discipline, urging employees to strive to complete production and work tasks. The union must maintain smooth communication with employees, listen to and respond to their opinions and requests, care about employees' lives, and assist them in solving difficulties. The union also organizes labor competitions among employees, gathers reasonable suggestions, promotes technological innovation and technical collaboration activities to improve labor productivity and economic efficiency, and develop productivity. So far, union members are willing to fully commit themselves, fully exert their functions, and create a win-win situation for both employees and the company.

▼Explanation of Airmate's Labor Rights Related Measures

Working Hours	● Full-time employees work 8 hours per day and 40 hours per week under normal conditions. ● In case of special circumstances requiring overtime, the Jiujiang company stipulates that the total working hours per day shall not exceed 12 hours, with a monthly overtime limit of 46 hours; the Shenzhen company stipulates that the total working hours per day shall not exceed 11 hours, with a monthly overtime limit of 36 hours. ● According to the Labor Standards Act, overtime pay is given for work exceeding 8 hours per day, and employees shall not be forced to work overtime.
Termination and Retirement Procedures	● In the event of termination of the labor relationship with an employee, the company complies with Article 16 of the Labor Contract Law, providing advance notice of contract termination, severance pay, and job-seeking leave.
Labor-	● Airmate Shenzhen Company has established a labor union organization and, in

Management Agreement	accordance with Article 83 of the Labor Contract Law, holds regular labor-management meetings quarterly, with the possibility of convening extraordinary meetings when necessary. These meetings facilitate two-way communication and negotiation on topics such as promoting labor-management cooperation, coordinating labor relations, improving working conditions, and planning employee welfare. The collective agreement signed with the Airmate Electric (Shenzhen) Co., Ltd. Union Committee covers 100% of the total workforce. The agreement regulates labor contracts, labor remuneration, working hours and rest periods, working conditions, insurance and welfare measures, negotiation procedures, labor safety and hygiene, vocational training, special protections for female and underage workers, and reward and punishment systems. ● Airmate Jiujiang Company has established a labor union organization, which can convene temporary meetings when necessary to conduct two-way communication and negotiation on topics such as promoting labor-management cooperation, coordinating labor relations, improving working conditions, and planning employee welfare. A collective labor contract has been signed with the union, covering 100% of the total workforce. The contract stipulates labor conditions regarding wages and leave, welfare measures, occupational safety and health, protection of female employees' rights, vocational training systems, and labor dispute mediation.
Significant Operational Changes	In 2024, due to organizational adjustments and operational management needs, Airmate will transfer the spray painting production work from Shenzhen to the Jiujiang plant. Starting from August 1, 2024, the original Shenzhen site will be adjusted to serve as the operations and sales headquarters, with personnel downsizing. Given this personnel adjustment, which may affect employees' employment rights and various labor conditions, the company actively complies with the Labor Standards Act, the Mass Layoff Protection Act, and relevant local regulations, implementing prior notice before terminating labor contracts as follows: for employees who have worked continuously for more than 3 months but less than 1 year, a 10-day notice; for those who have worked more than 1 year but less than 3 years, a 20-day notice; and for those who have worked more than 3 years, a 30-day notice. Other major operational sites will follow local labor laws accordingly.

Human Rights Policy

Airmate fulfills its corporate social responsibility by safeguarding the basic human rights of all employees, recognizing and adhering to international human rights conventions such as the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization. The company strictly prohibits

any acts that infringe or violate human rights and clearly demonstrates a fair and just attitude in treating and respecting all employees. Airmate's human rights policy applies to all global operational sites, complying with labor and gender equality laws at each location, and establishes relevant human rights protections, labor policies, and implements related measures. In 2024, neither the company nor its suppliers encountered significant risks or incidents related to discrimination, child labor, forced labor, or other violations of labor rights.

▼ Airmate Human Rights Policy

1. Diversity, Inclusion, and Equal Opportunity:

Provide employees with a gender-equal and diverse working environment, adhering to principles of openness and fairness, without discrimination based on age, gender, physical or mental disabilities, race, religion, political affiliation, or pregnancy. Eliminate all forms of forced labor and employment discrimination, prohibit harassment, respect privacy rights, and strive to create a work environment that is equal-opportunity, dignified, safe, fair, and free from discrimination and harassment.

2. No Child Labor:

Comply with local minimum age laws and regulations, and do not employ child labor.

3. Compliance with Basic Wages:

Provide employees with wages and benefits that meet or exceed the minimum requirements mandated by local laws.

4. Reasonable Working Hours:

Establish lawful and reasonable working hour management plans, and regularly monitor and manage employee attendance.

5. Healthy and Safe Workplace:

Prioritize workplace safety and hygiene, expecting employees to work in a healthy, safe, and humane environment, while maintaining physical and mental health, aiming to build a safe and healthy workplace with zero occupational accidents.

6. Freedom of Association:

Provided that local laws are not violated, the company respects employees' rights. Employees are free to associate according to the law, establish diverse groups, and the company actively encourages colleagues to join these groups.

7.

Labor-Management Negotiation: Airmate employees regularly hold communication meetings through the labor union to promote company policies, systems, welfare measures, and various activities, while allowing employees' opinions to be fully expressed and timely feedback and assistance to be provided to the company's management.

Compensation Levels

Airmate offers competitive compensation, with salary standards determined based on position, professional ability, education and experience, and years of service, and adjusted with reference to industry market levels. We emphasize the value of equal pay for equal work, ensuring no gender-based salary gaps. We are committed to creating an equal and inclusive work environment and promoting gender-equal compensation policies.

▼ Gender Pay Ratio by Employee Category at Airmate Subsidiaries Over the Past 3 Years

Subsidiary	Year	Year 2022		Year 2023		Year 2024	
Shenzhen	Employee Category	Male	Female	Male	Female	Male	Female
	Managerial	2.63	1	1.2	1	1.1	1
	General Employees	1.56	1	1.1	1	1.1	1
Subsidiary	Year	Year 2022		Year 2023		Year 2024	
Jiujiang	Employee Category	Male	Female	Male	Female	Male	Female
	Managerial	1.11	1	1.14	1	1.22	1
	General Employees	1.13	1	1.17	1	1.09	1

Note: 1. Calculation method: Average male salary in each category ÷ Average female salary in each category.

2. Salary: Annual salary including base salary, meal allowance, year-end bonus, performance bonus, overtime pay, and stock allocation income, etc. (basic salary + position allowance + job allowance + technical allowance + special allowance + full attendance bonus + seniority bonus + stage bonus + performance bonus + meal subsidy + other subsidies + overtime wages).

3. Managerial level refers to (deputy) managers (inclusive) and above management personnel.

4. General employees refer to all personnel other than managerial level.

▼ Airmate Subsidiaries' Base-level Staff Salary Levels at Key Operating Locations in the Past 3 Years
(Unit: New Taiwan Dollar)

Subsidiary	Year	Average Standard Salary of Base-level Staff		Average Standard Salary of Grassroots Employees / Local Minimum Wage	
		Male	Female	Male	Female
Shenzhen	Year 2022	22,619	19,977	2.17	1.92
	Year 2023	21,595	19,633	2.08	1.90
	Year 2024	23,437	20,622	2.25	1.98
Subsidiary	Year	Average Standard Salary of Base-level Staff		Average Standard Salary of Grassroots Employees / Local Minimum Wage	
		Male	Female	Male	Female
Jiujiang	Year 2022	22,681	20,255	2.97	2.65
	Year 2023	25,462	25,881	3.35	3.41
	Year 2024	17,213	17,485	2.06	2.09

Note: 1. The "Key Operating Sites" defined by the Company refer to the operational boundaries disclosed in this report.

2. The Company sets the salaries of employees and other workers with reference to the Basic Wage Announcement by the Ministry of Labor for the respective year, ensuring that wages are not lower than the basic wage.

3. Frontline personnel: including direct staff with job titles such as Technicians, Skilled Workers, and Dispatched Operators (with basic salary at the minimum wage standard).

4. Standard salary: includes base salary, meal allowances, and other regular wages (basic salary + full attendance bonus + meal subsidy).

5. According to the annual average central exchange rate published by Bank of Taiwan, the RMB exchange rates for 2022-2024 are 4.32, 4.41, and 4.4698 respectively.

6. The monthly minimum wages for the subsidiary in Shenzhen from 2022 to 2024 are RMB 2,360 (NTD 10,408), RMB 2,360 (NTD 10,408), and RMB 2,360 (NTD 10,408) respectively.

7. The monthly minimum wages for the subsidiary in Jiujiang from 2022 to 2024 are RMB 1,730 (NTD 7,474), RMB 1,730 (NTD 7,629), and RMB 1,870 (NTD 8,358) respectively.

Comprehensive Welfare Protection

Talent is the company's most valued important asset. Airmate carefully cultivates, cherishes, and cares for every employee, enabling them to achieve balanced development in work, life, and leisure. The company also adheres to a profit-sharing and sound performance appraisal system to formulate its compensation policy, providing a comprehensive welfare system. The related welfare measures include five major categories: bonuses (including performance bonuses and bonuses/gifts for the three major festivals), insurance (pension insurance, unemployment insurance, medical insurance, maternity insurance, work injury insurance, housing provident fund), leisure (including the company annual meeting and union-organized activities), systems (including one rest day per week, flexible working hours, special leave/annual leave, paternity leave, parental leave), and subsidies (including wedding and funeral gift packages, maternity allowance, health checkups, year-end bonuses, retirement benefits, and employee training).

▼ Airmate Employee Welfare Measures

Five Major Welfare Categories	Welfare Measures
Bonus Category	1. Active employees can receive a wedding gift of up to approximately NT\$2,000. 2. Female employees giving birth to their first child receive a nutritional subsidy of approximately NT\$2,000. 3. When an active employee's immediate family member passes away, they receive a condolence payment of approximately NT\$400 from the union. 4. Active employees receive a birthday cake or have a birthday party held during their birthday month.
Insurance Category	1. Complies with the local government's labor insurance. 2. Provide social insurance, pension insurance, unemployment insurance, medical insurance, maternity insurance, work injury insurance, housing provident fund, etc.
Recreational Category	1. Organize regular employee trips to promote interpersonal communication among staff. 2. Basketball competitions, badminton competitions, table tennis competitions, fishing contests, walking events, knowledge contests, sports meets, Chinese New Year lotteries, and cultural program evening events, etc., as well as the establishment of a large employee recreational facility called "Staff Home".
System Category	1. Provide employees with paid annual leave, marriage leave, (paternity) maternity leave, parental leave, bereavement leave, sick leave, and other paid leaves in accordance with relevant laws and regulations.
Subsidy Category	1. Provide employees with various subsidies for marriage, bereavement, celebrations, and festivities. 2. Provide employee dormitories with hierarchical management implemented, totaling 3 buildings and 251 rooms. 3. Provide clean and hygienic meals, supervised and reviewed by a local employee-organized labor union regarding employee meal matters. 4. Provide various training channels including new employee training, on-the-job training (OJT), management training, online training, and reserve cadre development. 5. In 2024, expenditures such as subsidies for bereavement condolence money, visiting patients, and emergency relief funds for employees in difficulty totaled approximately NT\$430,000.

Employee Birthday Party Activities

In October 2024, the "One Year One Gift, One Inch of Joy" birthday party will be held.

Airmate regularly holds collective birthday banquets for employees, allowing them to feel the love and warmth from the company, wishing employees a more beautiful life posture. At Airmate, happiness is created through labor, cherishing the years with Airmate, and writing the most important day of the birthday with struggle and passion to enhance employee cohesion.



Retirement System

Airmate follows local regulations. For those subject to the old retirement pension system under the Labor Standards Act, retirement reserves are allocated monthly according to the Labor Standards Act. The company's Labor Retirement Reserve Supervisory Committee is responsible for supervision, and funds are deposited in the Taiwan Bank under the committee's name, which handles income, custody, and utilization. For those subject to the new retirement pension system under the Labor Pension Act, the company contributes a monthly 6% labor pension contribution rate and deposits it into the individual labor pension accounts established at the Bureau of Labor Insurance according to the monthly wage contribution scale approved by the Executive Yuan. Subsidiaries within China allocate pension insurance funds based on a certain proportion of total employee salaries according to local laws, paying the relevant government departments, with funds saved in individual employee accounts.

▼ Comparison of Airmate's Retirement Pension Systems

Retirement Pension System	Labor Standards Act Old System Pension	Labor Pension Act New Pension System Participants	China Social Security System Pension Insurance
Contribution Method	Retirement reserve funds are contributed monthly, supervised by the company's Labor Pension Reserve Supervisory Committee, and deposited in Taiwan Bank under the name of the committee.	The company contributes a monthly labor pension at a rate of 6% of the employee's salary, according to the wage tier table approved by the Executive Yuan, and deposits it into the individual labor pension accounts.	A certain proportion of the total employee salary is contributed as pension insurance premiums, paid to the relevant government departments, and saved in individual employee accounts.

Airmate Group recognized an estimated expense of approximately NT\$480.08 million for the defined contribution plan in 2024; before the end of each fiscal year, Airmate estimates the balance of the aforementioned labor pension reserve account. If the balance is insufficient to pay the estimated pension

amounts for employees meeting retirement conditions in the following year, the company will make a one-time contribution to cover the shortfall before the end of March of the next year.

Farewell Ceremony for Retired Employees

In addition to distributing retirement gratuities to retired employees, Airmate also holds farewell ceremonies to thank employees for their hard work and extend best wishes. After retirement, the company continues to provide care for senior employees by organizing related learning activities such as "housekeeping services" for those who are about to retire or have already retired.

Airmate cherishes the years without regrets; those who strive remain forever young.

▼Employees are Airmate's greatest asset, having strived without regrets and feeling deeply gratified for their youthful dedication.



Employee Career Development

Employees are the most important foundation of a company and the source of its competitiveness. Airmate continuously stimulates employees' personal potential and enhances their knowledge through employee development policies and training. By collaborating with educational institutions and training organizations, the company encourages employees to improve their academic qualifications and professional skills, fostering a positive learning atmosphere in the workplace, thereby improving overall business performance and achieving corporate operational goals.

▼Management Status of Airmate's Major 2024 Theme: "Talent Development"

Major Topics	Talent Development
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Impact Assessment	Positive: ● Effective talent development strengthens the company' s capacity for expansion. ● Outstanding talents will stimulate workplace harmony and growth. Negative: ● The loss of outstanding talents causes the company to lose market competitiveness.
Corresponding GRI Indicators	Customized Material Topics
Linked SDGs	
Policies or Commitments	Airmate regards talent development as the foundation of the enterprise, providing employees with functional continuing education courses irregularly, encouraging internal and external knowledge sharing and exchange, and creating a positive working environment.
Indicators and Targets	Gradually increase the average overall training hours year by year, and provide internal and external training courses each year that meet the different functions of employees. ● Short-term goal: Plan and provide internal and external training courses each year that meet the different functions of employees. ● Mid-term goal: Gradually increase the average training hours of the group year by year according to market changes and employee needs. ● Long-term goal: Gradually increase the average training hours of the group year by year according to market changes and employee needs.
Tracking and Management Mechanism	Promote on-the-job training (OJT), with the Human Resources Department formulating annual training course plans to enhance talent competitiveness.
Annual Actions and Achievements	● In 2024, the total group training hours reached 84,567 hours, averaging 37.56 hours per person. ● In 2024, various departments organized the "Diligently Study Technology, Strive for Excellence in Positions" activities to create a positive working atmosphere. ● We highly value employee career development and have planned a comprehensive employee performance appraisal system. In 2024, the company achieved a 100% employee performance evaluation rate.

Airmate Employee Training Six Major Policies

Employee Training and Development	New Employee Training	On-the-Job Training	Management Training	Online Training	Reserve Cadre Development
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The measures for implementing the employee training policy are as follows:

1. **Employee Development and Growth:** In 2024, the Group's total education and training hours reached 84,567 hours, averaging 37.56 hours per person. Training topics include first aid and disaster prevention training, new employee onboarding training, on-the-job skills training, departmental functional professional skills, and general management training content.
2. **New Employee Training:** After new employees report to the company, they are guided by specialists from the Human Resources Department. Besides familiarizing themselves with the work environment, this process also strengthens their recognition and understanding of the company. Each department also plans basic training courses for new employees to assist them in learning relevant job knowledge. This includes company introduction, organizational structure, employee handbook, environmental knowledge, quality/environment policies and company regulations, compensation and benefits, education and training, performance evaluation, production safety and health, 6S, and explanations of various quality assurance systems.
3. **On-the-Job Training (OJT):** At the end of each year, the Human Resources Department formulates the training course plan for the following year. This plan includes both internal training courses and external company training courses. Internal training can be conducted by internal instructors or by hiring external experts, covering professional skills, techniques, machine operation, and more. External training is commissioned to professional organizations as needed to assist with training.
4. **Management Training:** The company arranges various management skill trainings tailored to the characteristics of supervisors at all levels, aiming to establish a shared team vision and consensus on management.
5. **Online Training:** The company has established an online training system on the WeChat office platform. All employees can register and access online learning. Courses are categorized according to job requirements, including management, technical, financial, information technology, and quality control categories, among others.
6. **Reserve Cadre Training:** To meet the company's talent needs and continuously improve the overall quality of personnel, the goal is to cultivate business pioneers who meet the company's requirements and professionals who identify with the company culture. Industry-academia collaboration also serves as a sufficient talent reserve channel for the company's sustainable development in the future.

▼ Airmate 2024 Employee Training Status

Employee Category	Calculation Method	Male	Female	Subtotal
Managerial	Total Number of Employees During the Reporting Period (A1)	46	17	63
	Total Training Hours During the Reporting Period (B1)	2,500	919	3,419
	Average Training Hours During the Reporting Period (B1/A1)	54.3	54	54.2
General Employees	Total Number of Employees During the Reporting Period (A2)	1272	916	2,198
	Training hours during the reporting period (B2)	51,933	29,215	81,148
	Average training hours during the reporting period (B2/A2)	40.82	31.89	36.91
Total	Hours during the reporting period (Q)	54,433	30,134	84,567
	Total Number of Employees at the End of the Reporting Period (R)	1,318	933	2,251
	Average Training Hours per Employee (Q/R)	41.29	32.29	37.56

Note: 1. The total number of employees is calculated based on the total training sessions attended by all employees during the reporting year (including those who have left after becoming official employees and new employees who just joined at the time of statistics).

2. The training hours during the reporting period include the education and training hours of new employees.

▼ Airmate Jiujiang Company 2024 Employee Training Courses

Training Category	Course Title	Number of Participants	Average Training Hours
New Employee Training	Employee Code of Conduct (Third Edition) Training for New Employees (Including Non-Regular Operators and Dispatched Workers): Company rules and regulations (Employee Code of Conduct), attendance-related policies, compensation-related policies, dormitory management regulations, consumption card-related regulations, safety production education training, fire safety knowledge training, etc.	3,438	16
Internal Training	On-the-Job Employee Training (Skill Training / Cross-Training or Certification)	26	1
External Training	Electric Forklift Operator Training	12	1
	First Aid Responder Training	56	2

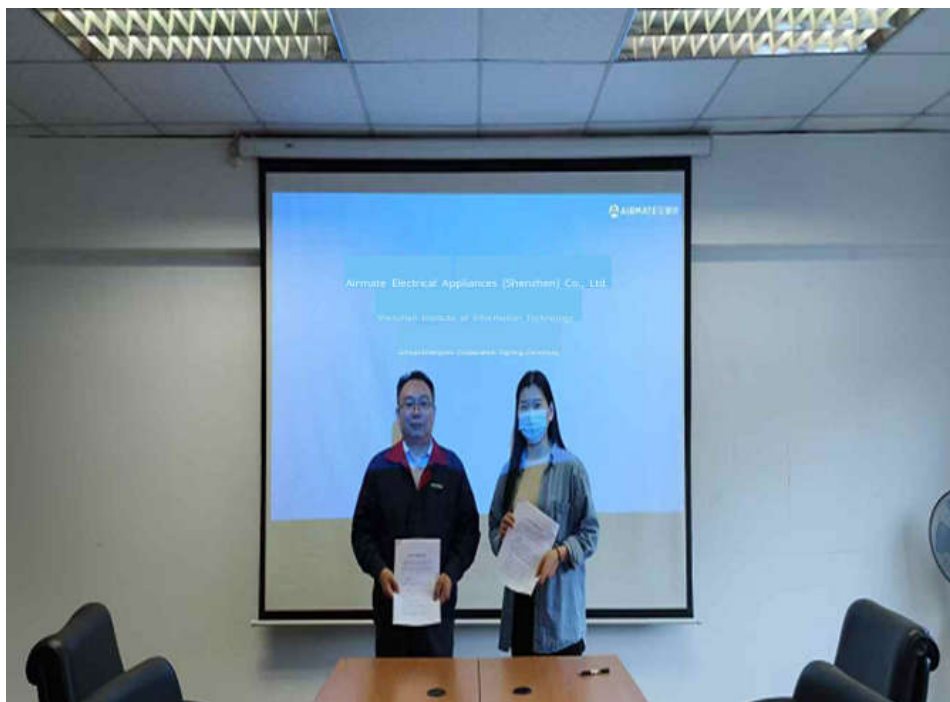
Level 2 and Level 3 Training	Internal Departmental Training Courses for On-the-Job, Job Transfer, and Special Position Personnel in Each Department:	13,308	12
	Security Threat Awareness Training (Corporate Anti-Terrorism Awareness Training), Pest Contamination Identification Training, Integrated Pest Management Knowledge Training, 13-Point Inspection Training, Information Security Awareness Training, Quality, Environmental, and Occupational Health and Safety Management System Training, Social Responsibility Training (SA8000 Standard), Training on Insider Trading Prevention Knowledge, etc.		

▼Airmate Shenzhen Company 2024 Employee Training Course Implementation and Participation Status

Training Category	Course Title	Number of Participants	Average Training Hours
New Employee Training	There were a total of 34 training sessions for new employees (including non-regular operators and dispatched staff). The main training content included: company rules and regulations (employee code of conduct), attendance-related policies, compensation-related policies, dormitory management regulations, consumption card regulations, safety production education training, and fire safety knowledge training, among others.	1,975	16.7
Internal Training	Metrology Knowledge Training	11	8
	ESG Training	39	8
	Corporate Strategic Planning Training	46	6
	Product Manager Role Training	40	4
	On-site First Responder Training	92	2
	Electric Fan Product Knowledge Training	38	4
External Training	APQP Product Quality Advanced Planning (Phase 3) Training	6	6
	Technology Business Incubator Staff Training	12	8
	Interpretation of Delayed Retirement Policy and Corporate Response Techniques	2	8
	Refrigeration and Air Conditioning Operations	2	78
	Hearing Protection Training for Enterprises with Severe Noise Hazards in Shenzhen	1	9.5
	Grain Warehouse New Domestic Products Innovation Summit	1	24
	Measurement External Training and Certification	1	40
	Personnel Optimization Strategies and Negotiation Implementation	2	16

	Skills		
Level 2 and Level 3 Training	Internal Training for On-Duty, Job-Transfer, and Special-Position Personnel in Various Departments	19,250	18.8

In March 2024, a "School-Enterprise Cooperation" was conducted with Shenzhen Institute of Information Technology to enhance the company's skilled talents



On November 7, 2024, Professor Yan from Taiwan was specially invited to provide training on "ESG Development and Related Regulations on Sustainability Report Disclosure" to the "Sustainable Development Team" members of Shenzhen and Jiujiang companies, deepening the company's ESG concept, integrating ESG into corporate strategic planning, and promoting the company to reach new heights in social responsibility, environmental protection, and governance optimization



On October 28, 2024, Mr. Lai Fengyan was specially invited to conduct "Corporate Strategic Planning" training for department heads, enabling them to master methods and skills for analyzing internal organizational conditions and external environments, scientifically formulate company goals and strategies, better prepare the 2025 budget, and more accurately achieve the company' s and organization' s operational objectives



Enhancing Academic Qualifications and Professional Skills

In response to market competition trends, high-quality talents will be an important pillar for enterprise development. To enhance the company's competitiveness and employee quality, since 2009, Airmate has cooperated with schools and training institutions to encourage employees to participate in learning, improving their academic qualifications and professional skills. The company also awards bonuses to outstanding employees, encouraging them to study more in their spare time and improve their knowledge and skills. This creates a positive learning atmosphere within the company, effectively cultivating high-quality talents and enhancing the company's competitiveness.

The company emphasizes talent training and application, establishing a comprehensive three-level education and training system, with the Human Resources Department regularly inspecting the implementation of training and learning. For on-the-job employees, the "Dream Fulfillment" program is planned to help employees improve their academic qualifications and realize their dreams, encouraging them to study diligently and improve themselves in their positions. For those who obtain relevant certificates beneficial to their work, corresponding certificates and skill allowances are issued. Training and educational activities are carried out through multiple channels. Airmate is equipped with training classrooms, reading rooms, multimedia computer classrooms, etc., encouraging employees to participate in various training courses both online and offline. At the same time, company-wide knowledge and skill competitions are held to achieve the purpose of learning through competition and improving quality through competition.

▼ Deputy Manager Li of the Human Resources Department presents awards to outstanding employees of 2024



▼ In 2024, various departments of the company organize the activity "Diligently Study Technology, Strive for Excellence in Positions," fostering a work atmosphere of dedication and professional growth.



Performance and Career Development

The company values employee career development, planning a complete promotion and compensation system and regularly conducting employee performance evaluations. Employees who have been with the company for more than three months undergo two interviews annually to discuss and assess work performance, personal career plans, or further education plans. Based on the evaluation results, human resource management operations such as salary adjustments, promotions, rewards, and transfers are linked to facilitate organizational function management and human capital development.

▼ Airmate 2024 Employee Performance Evaluation Status

Employee Category	Calculation Method	Male	Female	Subtotal
Managerial	Total Number of Employees at the End of the Reporting Period (A1)	46	17	63
	Number of Employees Regularly Receiving Performance and Career Development Reviews (B1)	46	17	63
	Percentage (B1/A1)	100%	100%	100%
General Employees	Total Number of Employees at the End of the Reporting Period (A2)	1272	916	2188
	Number of Employees Regularly Receiving Performance and Career Development Reviews (B2)	1037	747	1784
	Percentage (B2/A2)	81%	81%	81%
Total	Total Number of Employees at the End of the Reporting Period (R)	1318	933	2251
	Total number of employees regularly receiving performance and career development reviews (Q)	1083	764	1847
	Proportion of employees regularly receiving performance and career development reviews (Q/R)	82%	81%	82%

Safe Workplace Environment

▼ Airmate 2024 Major Topic "Occupational Safety, Health, and Well-being" Management Status

Major Topics	Occupational Safety, Health, and Hygiene
Impact Assessment	Positive: ● A safe and healthy workplace environment promotes retention of outstanding talent ● A secure working environment enhances employee job satisfaction Negative: ● Inadequate occupational safety and health management causes environmental and community impacts
Corresponding GRI Indicators	GRI 403-1 Occupational Health and Safety Management System GRI 403-5 Worker Training on Occupational Health and Safety GRI 403-6 Worker Health Promotion
Linked SDGs	 
Policies or Commitments	(Vision setting for the topic and planned strategies to be implemented) Airmate follows the principles of the Occupational Health and Safety Management System, strictly complies with occupational safety regulations, reduces employee occupational accident risks, and creates the best workplace environment.
Indicators and Targets	Short-term Goals: ● Continuously maintain certification of the Occupational Health and Safety Management System (ISO 45001). Mid-term Goals: ● Expand the number of participants and training hours in occupational safety training to effectively reduce the frequency of occupational accidents. Long-term Goals:

	● Continuously hold safety knowledge competitions, fire drills, evacuation exercises, and other related activities annually to increase employees' awareness of prevention.
Tracking and Management Mechanism	● Implement the Occupational Health and Safety Management System (ISO 45001) ● Identify and assess potential crises and establish preventive mechanisms through the "Airmate Group Code of Conduct" ● Establish a daily inspection and tracking management mechanism to improve and adjust
Annual Actions and Achievements	● In 2024, a total of 26,524 participants attended occupational safety training across the entire group, totaling 30,443 hours. ● In 2024, Airmate Jiujiang Company and Shenzhen Company each held one safety knowledge competition to enhance employees' safety awareness and self-protection abilities. ● In 2024, Airmate Jiujiang Company and Shenzhen Company each conducted two fire extinguishing drills and evacuation exercises to improve employees' safety prevention awareness. ● In 2024, the company had no cases of occupational diseases among level 4 health managers with abnormal physical examination items caused by special operations. There were no occupational disease-related cases. ● In 2024, Airmate provided cervical cancer and breast cancer screenings for female employees, showing care for women's health. ● In 2024, Airmate Shenzhen Company launched the "Full Support for Employee Health" medical examination campaign, providing health check-ups for all employees, caring for their health, and establishing personal health records for employees.

To implement the company's occupational safety and health management framework, Airmate has obtained ISO 45001:2018 Occupational Health and Safety Management System certification at its main production bases in Shenzhen and Jiujiang, China. Through the management spirit of planning, execution, inspection, and action, the company aims to prevent accidents, promote employee safety and health, and protect company assets. Airmate is committed to actively building a safe working environment, preventing occupational injuries and diseases, maintaining employees' physical and mental health, and deepening all employees' awareness, responsibility, and culture regarding environmental protection, safety, and health.

1. Hardware Facility Safety and Health Management: In addition to complying with environmental, safety, and health risk regulations and internal standards during plant construction and expansion, Airmate has established safety control procedures for new machinery and raw materials, machine installation approval, safety rule modifications, and seismic protection facilities.

2. General Safety Management, Training, and Auditing: Airmate holds regular monthly meetings of the Environmental, Safety, and Health Committee and implements multiple preventive measures such as high-risk operation management, personal protective equipment requirements, and safety audit management.

Furthermore, the company continuously conducts comprehensive disaster response procedures and regular drills to minimize the social and environmental impacts of employee and company asset losses. Airmate has established the "Airmate Group Code of Conduct," setting standards for occupational safety, emergency preparedness, work injuries and occupational diseases, industrial hygiene, physical labor, machine protection, and health and safety data. By identifying and assessing potential risks and establishing preventive mechanisms, the company safeguards employee health and workplace safety, while enhancing employee safety awareness through regular training.

▼ Workers Covered by the Occupational Health and Safety Management System

Factory Site	Number of Employees	Number of Non-employees
Jiujiang Company	29	74
Shenzhen Company	1,121	23
Total	1,150	100
Ratio	Number of employees / (Number of employees + Number of non-employees)	Number of Non-employees / (Employees + Number of Non- employees)

▼Airmate Group Code of Conduct (Brief Introduction Based on the Company's Internal Occupational Safety and Health Management System)

Occupational Safety	● Comply with Regional Workplace Safety Requirements. ● Identify, assess, and control workplace safety hazards through appropriate design, engineering and administrative controls, protective maintenance, safe operating procedures, and continuous safety knowledge training. ● Provide Employees with Appropriate Protective Equipment. ● Take Reasonable Measures to Keep Pregnant or Nursing Employees Away from Highly Hazardous Work Environments.
Emergency Preparedness	Assess Potential Emergency Situations and Mitigate Impacts through Emergency Plans and Response Procedures, Including Emergency Reporting, Employee Notifications, Evacuation Procedures, Employee Training, Drills, Proper Fire Detection and Extinguishing Equipment, Unobstructed Exits, Adequate Evacuation Facilities, and Post-Disaster Recovery Plans.
Work-related Injuries and Occupational Diseases	Establish procedures and systems to prevent, manage, track, and report industrial and occupational diseases, including encouraging employees to report, classify and record cases, provide necessary treatment, investigate cases, implement corrective actions to eliminate issues, and assist employees in returning to their work positions.
Industrial Hygiene	● Reduce potential hazards through design, engineering, and administrative controls, and assess and monitor the effects on employees caused by exposure to chemical, biological, and physical agents.

	● Provide Employees with Appropriate Protective Equipment.
Physical Labor Work	Identify, assess, and control the impacts arising from employees performing physical labor work.
Machine Protection	Evaluate and prevent hazards caused by machinery and equipment, providing employees with physical protective devices, interlock devices, and safety barriers.
Health and Safety Information	● Conduct occupational health, safety training, and identify hazard conditions in the workplace. ● Post and place health and safety-related information in prominent locations at the workplace, and provide regular training before and after work.

Occupational Safety and Health Committee

The responsibility of the Safety and Health Committee is to improve the safety and health management level and achieve safety management goals through planning, implementation, evaluation, and improvement of the occupational safety and health environment. Twelve production safety work meetings are regularly held monthly/annually. The meeting topics include how to identify and eliminate hazards, risk assessment, accident investigation and audits, and the formulation and management of audit standards for contractors and suppliers.

To protect employee rights, the company has established a Safety and Health Committee in accordance with the regulations of the "Occupational Safety and Health Management Measures." The Safety and Health Committee of the Jiujiang Company consists of a total of 13 members: 2 medical personnel, 3 engineering and technical personnel related to occupational safety and health, and 7 department supervisors, overseers, and commanders. Among them, there are 6 labor representatives, accounting for more than one-third of the committee. The Safety and Health Committee of the Shenzhen Company consists of 14 members: 2 full-time managers, 2 medical personnel, 3 engineering and technical personnel related to occupational safety and health, and 2 department supervisors, overseers, and commanders. Among them, there are 3 labor representatives, accounting for less than one-third of the committee.

Occupational Safety and Health Education and Training

To ensure employees work in a healthy and safe environment, Airmate regularly conducts occupational safety training for new employees and contractors, as well as refresher training for current employees,

enabling them to acquire necessary safety knowledge for their work. To prevent the recurrence of similar accidents, the company also regularly organizes accident education training and conducts accident investigation and analysis to understand the root causes, thereby reducing occupational safety incidents and enhancing employee health and safety. Additionally, we hold multiple safety knowledge competitions, fire escape drills, and fire extinguishing exercises as part of fire safety training to improve employees' self-protection abilities. These efforts have earned us regional outstanding enterprise awards. In 2024, the entire group's occupational safety training involved 26,524 participants, totaling 30,443 hours.

▼Airmate Shenzhen 2024 Occupational Safety and Health Training for Personnel

Worker Categories	Training Category	2024 Training Courses	Course Hours	Number of Participants	Total Training Hours
New Employees	General Training	Safety Production Education and Training	1	1,975	1,975
	General Training	Fire Safety Knowledge Training	1	1,975	1,975
	General Training	Production Safety and Occupational Health Education	2.5	1,975	4,938
	Specific Training	Specialized Occupation Training	16	17	272
On-the-Job Employees	General Training	Quality, Environmental, and Occupational Health and Safety Management System Training	1	1,121	1,121
	Specific Training	Specialized Occupation Training	16	45	720
	Specific Training	Fire Drill Training	1	1,444	1,444
	Specific Training	Traffic Safety Training	1	494	494
	Specific Training	First Aid Responder Training	2	92	184
Labor Contractors	General Training	Production Safety and Occupational Health Education	2.5	189	473

	Specific Training	Specialized Occupation Training	16	23	368
Total			60	9,350	13,963

▼ Airmate Jiujiang 2024 Personnel Occupational Safety and Health Training

Worker Categories	Training Category	2024 Training Courses	Course Hours	Number of Participants	Total Training Hours
New Employees	General Training	Safety Production Education and Training	1	3,438	3,438
	General Training	Fire Safety Knowledge Training	1	3,438	3,438
On-the-Job Employees	General Training	Quality, Environmental, and Occupational Health and Safety Management System Training	1	1,146	1,146
	General Training	Production Safety and Occupational Health Education	1	4,158	4,158
	Specific Training	Fire Escape and Firefighting Drill	0.5	1,150	575
	Specific Training	First Aid Responder Training	2	56	112
Labor Contractors	Specific Training	Fire Escape and Firefighting Drill	0.5	350	175
Total			8	17,174	16,480

Safety Knowledge Competition

To widely promote laws and regulations related to safe production and emergency response skills, prevent major accidents, and comprehensively enhance employees' safety awareness, Airmate Jiujiang Company held the 7th "Ankang Cup" Safety Knowledge Competition in 2024. Airmate Shenzhen Company also held the 5th "Qiang'an Cup" Safety Knowledge Competition in the same year. Through competition activities combined with diverse learning methods, safety production knowledge is broadly promoted, enhancing employees' self-protection awareness and response capabilities, effectively advancing the construction of corporate safety culture and strengthening the demonstration of the brand's soft power.

▼ Airmate Shenzhen Company's 5th "Qiang'an Cup" Safety Knowledge Competition awarded the top three prizes and excellence awards as recognition.



Fire Escape and Firefighting Drill

Adhering to the fire safety work policy of "Safety First, Prevention-Oriented, and Integration of Prevention and Firefighting," and establishing the philosophy that "Hidden dangers are more dangerous than open flames, prevention is better than disaster relief, and responsibility is heavier than Mount Tai," Airmate Shenzhen Company organized employees to conduct fire extinguishing drills and fire evacuation exercises on June 27, June 28, November 28, and November 29, 2024. Airmate Jiujiang Company organized similar fire extinguishing drills and fire evacuation exercises on July 11 and December 20, 2024. These activities enable all employees to understand basic fire safety knowledge, improve safety awareness, enhance self-protection abilities, master emergency response and escape skills for sudden fires, learn fire extinguishing techniques, and orderly evacuate personnel and property, ensuring the safety of employees' lives and company assets.





Fire Safety Training

Fire safety work is the top priority in enterprise production. Both full-time and part-time firefighters participate in the unit's fire safety work. By organizing training for part-time firefighters, their fire safety awareness and emergency rescue skills are enhanced, achieving the goals of disaster reduction, disaster relief, and disaster elimination.



Occupational Safety Hazard Risk Control

Airmate Jiujiang Company conducts hazard identification analysis and sets risk levels based on occupational accident records. Common occupational safety hazard risk types include hazardous chemicals, dust, and noise. We provide specialized occupational hazard education and training for operators in relevant positions and conduct emergency response drills for hazardous chemical spills every six months. Additionally, occupational health examinations and personal protective measures are implemented. Hazardous occupational safety risk factors are identified, and corresponding preventive and corrective measures are taken.

If a worker believes that the work environment may cause injury or illness, they may also apply to their direct supervisor for a transfer to another position, and according to the company's established "Employee Code of Conduct," workers are protected from intimidation, threats, or termination of employment contracts.

Airmate Shenzhen Company conducts hazard identification analysis and sets risk levels based on occupational accident records. Common occupational safety and health hazard risk types include noise, dust toxicity, radiation, etc. We provide special occupational hygiene knowledge, occupational disease prevention education and training, and emergency evacuation drills every six months for operators of injection molding machines and granulators. Protective measures such as area isolation, dust toxicity collection and treatment, and regular environmental hazard factor inspections are also implemented.

▼Hazard Identification, Analysis, and Improvement Measures in Airmate Occupational Safety and Health Management (The following are examples; please provide relevant information according to the company's situation)

Hazard Identification	Hazard Analysis	Risk Level	Improvement Measures
Mechanical Hazards	• Pneumatic Press Operation/Maintenance • Mold Loading/Unloading Operations/Trial Molding • Injection Molding Machine Operation/Maintenance and Upkeep	4	● Install protective guards and operate both hands synchronously according to operating procedures ● Wear earplugs, sleeves, and gloves ● Crane operators must be certified and operate according to regulations ● Wear safety helmets and anti-smash safety shoes ● Use auxiliary tools during operation ● Regular maintenance of cranes ● Post safety signs in the area and conduct safety education, training, and promotion
Chemical hazards	• Storage and use of hazardous chemicals	4	● Operate according to hazardous chemical management system and control fire sources ● Wear gas masks and anti-corrosion gloves ● Post safety signs in the area and conduct safety education, training, and promotion
Physical Hazards	• Hazards caused by high-temperature operations, noise, and repetitive tasks • Foreign Object Eye Injuries	4	● Use isolation measures and wear earplugs ● Install protective shields and operate according to procedures ● Enhance protection and wear safety goggles ● Post safety signs in the area and conduct safety education, training, and promotion
Human Factor	• Musculoskeletal injury hazards caused by repetitive	4	

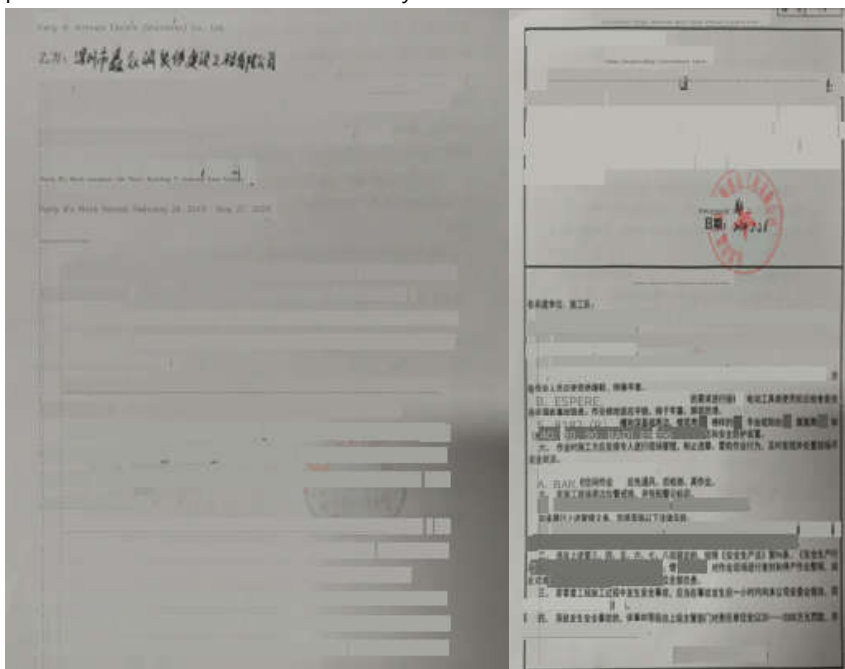
Hazards	working postures		
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To reduce harm to employees from noise, dust, and vibration in the work environment, Airmate has implemented corrective measures for identified occupational hazards, promptly rectified improper use of protective equipment by employees, strengthened production safety protections, and prevented work-related injuries and occupational diseases. If workers believe the work environment may cause injury or illness, they may apply to their direct supervisor for reassignment to another position. According to the company's established "Occupational Health Management System" regulations, workers are protected from intimidation, threats, or termination of employment contracts.

▼ Airmate will implement the following protective measure updates in 2024	Please assist the Safety Committee with the update
Work Content	Protective Measures
Replacement of aging safety nets in the sewage treatment station's sewage pool	Replace the original aging safety nets with new nets
Rectification of dust collection systems in the crushing room and mixing room to improve the working environment	Repair the dust settling tank or connect it to the workshop gas treatment system.
Implementation of rectification works for the hazardous chemical warehouse	Convert the hoisting equipment incineration room into a hazardous chemical warehouse.
Maintenance of exhaust gas treatment systems in the plastic workshop and pelletizing workshop	Outsourcing
Implementation of Sewage Treatment Station Operation Supervision and Closed Management of Hazardous Work Areas	Supervision of Poolside Operations Installation of Guardrails and Identification Systems
The 5th Airmate Qiang'an Cup Safety Knowledge Competition	Full Participation, Learning Safety Knowledge

Contractor Occupational Safety and Health Management Measures

Airmate supervises and manages external contractors. According to the "Minor Project Safety Risk Notification," contractors are required to sign safety management agreements such as the "Safety Responsibility Commitment Letter," clearly defining the safety responsibilities and obligations of both parties to ensure construction safety.



Occupational Accident Emergency Response

In 2024, Airmate experienced six accidents, including fractures caused by misstepping and falling down stairs at the workplace, ankle fractures from careless walking, and foot fractures from falling off raw material stacks. In response to occupational accidents, the company follows the Level 2 enterprise standards outlined in the "Enterprise Safety Production Standardization Grading Measures." When an accident occurs, an accident investigation team must be established according to regulations, with clearly defined responsibilities and authority. We conduct accident investigations at the scene or cooperate with higher-level departments' investigations to understand the causes and processes of the accidents and determine accountability. The investigation should clarify the time, course, causes, casualties, and direct economic losses of the accident. The investigation team analyzes the direct and indirect causes and accident responsibilities based on relevant evidence and data, proposes corrective actions and handling recommendations, and prepares an accident investigation report. Appropriate measures and

improvements have been implemented for the accidents that occurred in 2024 to prevent recurrence and enhance safety awareness and protective measures.

▼ Accident Investigation Process

Accident Occurrence	After a major occupational accident occurs, it should be immediately reported to the Labor Safety Office and the superior supervisors. Additionally, contractors must notify the supervising unit by phone within 30 minutes and, according to relevant regulations, inform the fire department, medical units, and other support agencies. In the event of a major occupational accident, the local labor inspection agency must be notified within 8 hours. We also comply with Article 18 of the Occupational Safety and Health Act to protect workers' right to withdraw from dangerous situations. This right is emphasized during new employee training to ensure that personal health and safety are always the top priority under any circumstances.
Investigation of Incident Causes	After a major occupational accident occurs, the Labor Safety Office shall establish an "Occupational Accident Investigation and Handling Team," with supervisors or designated personnel from each unit serving as conveners. Together with department supervisors, they shall promptly inspect and verify the scene. After submitting the "Accident Prevention Report" to the General Manager, a review meeting for the major occupational accident investigation report shall be held within one week. The Occupational Safety and Health Manager will serve as the convener, inviting department supervisors, labor representatives, and others to participate. The Labor Safety Office will explain the occurrence and handling of the major occupational accident.
Incident Review and Improvement Measures	Based on the improvement measures proposed in the investigation and analysis report by the "Occupational Accident Investigation and Handling Team," each unit shall track and control the implementation until completion, conducting a comprehensive review and improvement to prevent similar incidents from recurring. The site of a major occupational accident should be photographed for evidence and submitted along with the investigation report to the Labor Safety Office as case study material for training, aiming to prevent similar incidents from happening again.

Occupational Injury Accident Statistics and Analysis

In 2024, Airmate's Shenzhen plant employees logged a total of 6,794,869 working hours, with 6 recordable occupational injury incidents throughout the year and no fatalities caused by occupational injuries.

According to statistics, the occupational injury incidence rate in 2024 was approximately 0.088 (per million working hours), representing a decrease of about 21.4% compared to 8 incidents in 2023 with 7,172,610 total working hours and an injury rate of 0.112. Airmate is committed to creating a safe, healthy, and preventive work environment and will continue to advance steadily toward the goal of a "zero-accident workplace" through lean management and employee participation.

▼ Occupational Injury Statistics of Airmate Workers in the Past 3 Years

Year	Year 2022	Year 2023	Year 2024
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Worker Type	Employees	Non-Employees	Employees	Non-Employees	Employees	Non-Employees
Total Working Hours	7,079,731	1,791,993	6,307,496	1,052,123	5540616	1254253
Number of Deaths	0	0	0	0	0	0
Fatality Rate	0	0	0	0	0	0
Number of Serious Occupational Injuries	0	0	0	0	0	0
Serious Occupational Injury Rate	0	0	0	0	0	0
Recordable Occupational Injury Cases	9	4	5	3	5	1
Recordable Occupational Injury Rate	1.27	2.32	0.79	2.85	0.9	0.79
Injury Types	Human Factor Injury/ Mechanical Injury	Human Factor Injury/ Other Injuries	Mechanical Injury	Mechanical Injury/ Other Injuries	Mechanical Injury/ Other Injuries	Mechanical Injury

Note:

1. Occupational injury refers to accidental injuries occurring while workers perform their duties or within the workplace. The statistical criteria exclude commuting accidents during travel to and from work. (However, accidents occurring during transportation arranged by the organization, such as official vehicles or contracted shuttle buses, are included in the statistics.)
2. Total experienced working hours: the sum of all workers' annual working hours; employees' hours are calculated by adding actual working and overtime hours; non-employees (contractors and dispatched workers) are estimated annually by multiplying 8 hours per day × (monthly number of entrants × monthly working days). (Calculation can be based on actual attendance records or estimated by specific methods; please specify the calculation method.)
3. Serious occupational injury: refers to injuries caused by occupational accidents that result in disability or failure to recover to the pre-injury health status within 6 months (excluding death). (According to the GRI definition, "recovery time" is used instead of "lost work time," as workers may return to work or terminate their labor contract before full recovery.)
4. Fatality rate = Number of deaths caused by occupational injuries ÷ Total experienced working hours × 1,000,000
5. Serious occupational injury rate = Number of serious occupational injuries ÷ Total experienced working hours × 1,000,000
6. Total Recordable Injury Frequency Rate (TRIFR) = Number of recordable occupational injuries (including serious occupational injuries, fatalities, and other recordable occupational injuries) × 1,000,000 ÷ Total experienced working hours
7. Calculation method for rates between 4 and 6 points: calculated to two decimal places without rounding up at 5.

8. The rate per 1,000,000 working hours represents the number of occupational injuries per 500 full-time workers annually, assuming each full-time worker works 2,000 hours per year (suitable for organizations with more than 500 employees).

▼Statistics of Disability Injury Frequency and Severity Rates of Airmate Workers in the Past 3 Years

Year	Worker Type	Due to disabling injuries Lost workdays	Disabling Injury Frequency (FR)	Disabling Injury Severity Rate (SR)	Frequency-Severity Index (FSI)
Year 2022	Employees	1,347	5.02	752	1.94
	Non-Employees	22	0.45	2	0.03
Year 2023	Employees	827	0.79	131	0.32
	Non-Employees	149	2.85	142	0.64
Year 2024	Employees	323.5	0.9	47	0.20
	Non-Employees	54	0.79	7	0.07

Note:

1. Lost Workdays: Days unable to work (rest days); the calculation basis includes occupational injury leave but excludes sick leave and menstrual leave.
2. Disabling Frequency Rate (FR) = Number of disabling injury cases ÷ Total hours worked × 1,000,000 (calculated to two decimal places, no rounding up)
3. Disabling Severity Rate (SR) = Lost days due to disabling injuries ÷ Total hours worked × 1,000,000 (rounded down to an integer, no rounding up)
4. Total Disabling Injury Index (Frequency-Severity Indicator, FSI) = $\sqrt{[(FR \times SR) \div 1,000]}$
5. The rate per 1,000,000 hours represents the number of occupational injuries per 500 full-time workers annually, based on the assumption that a full-time worker works 2,000 hours per year (suitable for organizations with more than 500 employees).

Workplace Health Services

Occupational Injury and Illness Prevention Management

Airmate has long been actively committed to promoting and emphasizing a healthy workplace environment. To protect the physical and mental health of workers, the company conducts annual health examinations for all employees, including general health check-ups and special health examinations for workers engaged in hazardous operations (examples of special examination items can be provided). Graded health management is implemented in accordance with the law. The results of the physical examinations are followed up with health education and health tracking by factory nurses and occupational medicine specialists. When necessary, on-site assessments for suspected work-related diseases are conducted. Employees classified at health management level three or above are followed up the following year; level four managers receive health consultation and guidance from professional physicians at the health center. As of the end of 2024, the company has zero level four health management cases due to abnormalities caused by special operations.

Occupational Hazards	Protective Measures	Number of Health Examinations
Noise	Earplugs or Earmuffs	Once a Year
Pneumoconiosis	Dust Masks	Once a Year
Welders' Pneumoconiosis, Lead Poisoning, Manganese Poisoning, Photokeratitis, Radiation	Protective Face Shields, Protective Clothing	Once a Year

Diseases		
Neurasthenia, occupational asthma, accompanying liver damage, peripheral nerve damage	Gas masks, protective gloves	Once a Year
Chemical pneumonia and pulmonary edema, corrosive, irritating	Gas masks, acid-alkali resistant gloves, acid-resistant shoes and protective clothing	Once a Year

▼ Special health check-up health management grading status in the past 3 years (Unit: Number of people)

Year	Total number of examinees	Level 1 health managers	Level 2 health managers	Level 3 health managers	Level 4 health managers
Year 2022	143	143	0	0	0
Year 2023	102	101	0	0	0
2024	95	95	0	0	0

Note: 1. Level 1 management: Comprehensive judgment of examination results as no abnormalities.

2. Level 2 Management: The comprehensive assessment of the examination results is abnormal but unrelated to work.

3. Level 3 Management: The comprehensive assessment of the examination results is abnormal, and the work-relatedness cannot be determined; further evaluation by an occupational medicine specialist is required.

4. Level 4 Management: The comprehensive assessment of the examination results is abnormal and related to work.

Health Promotion and Care

We expect employees to achieve a balance among work, health, and life by introducing the spirit of EAPs (Employee Assistance Programs), establishing health centers and emergency response centers, hiring professional physicians, and setting up multiple consultation channels. By integrating internal and external specialized service resources, we assist employees in resolving issues affecting work performance due to health, family, legal, psychological, and other factors. The employee assistance aspects include:

Service System	● Health Centers: Airmate Community Health Station (Shenzhen Company); Airmate Medical Service Station at Xiangyang Hospital, Affiliated Hospital of Jiujiang University (Jiujiang Company) ● Emergency Response Center: Airmate Community Health Station
Professional Assistance	● On-site Physicians at Shenzhen Company: Peng Shubiao, Li Huiqin ● Cooperating Physician at Jiujiang Company: Yu Xuyong ● Counseling Services: Peng Shubiao
Consultation Channels	● Health Consultation Hotline: Community Health Station Hotline ● Workplace Illegal Harassment, Sexual Harassment, and Feedback Hotline: Complaint Hotline ● Legal Consultation: Legal Aid Center (Workers' Home)
Event Organization	Jiujiang Company: ● Badminton Competition and Health Run Activities. ● To protect employees' health and achieve early prevention, early detection, and early control of diseases, the labor union conducted employee heart rate and blood pressure screening activities in July 2024, with a total of 934 employees participating in this screening. ● In September 2024, the Women and Children's Health Hospital of Chaisang District, Jiujiang City, was invited to the company to provide free cervical cancer screening for female employees, with a total of 176 female employees participating. Shenzhen Company: ● Female employee fitness training classes, employee reading corners, holiday celebration activities, gift giving, and employee care. ● In August 2024, a comprehensive health check-up was organized for employees aged 35 and above. A total of 972 employees participated in this check-up, helping them gain a deeper understanding of their health status and

enabling them to work with better physical and mental conditions. This initiative aims to protect employee health by achieving early prevention, early detection, and early control of diseases.

▼ Airmate Jiujiang Company held a health run event to enrich employees' leisure exercise and enhance team cohesion.



▼ Airmate Shenzhen Company organized an employee reading corner to encourage employees to continuously practice the spirit of loving to read, reading well, and reading good books in their daily lives.



▼ Airmate Shenzhen Company held Dragon Boat Festival and Father's Day activities to celebrate the holidays with employees and create a harmonious corporate atmosphere.



▼ Airmate Shenzhen Company distributed gifts and held lottery activities during the Spring Festival and Labor Day to express care for employees.



Maternity Health Protection

To identify and assess the occupational health and safety risks in the work environment for pregnant female employees and new mothers, and to take corresponding measures to control, reduce, and eliminate these risks, Airmate has assigned the Safety Committee to conduct risk assessments for positions held by pregnant and postpartum women. Targeted preventive and corrective measures are formulated to ensure that all departments understand the physical conditions of pregnant and postpartum employees. Occupational health specialists supervise and inspect the implementation of these preventive and corrective measures and evaluate their effectiveness. Additionally, the Human Resources Department audits and supervises the positions of pregnant and postpartum employees in each department and issues rectification requests for non-compliant items.

To implement the maternal health protection plan, Airmate actively identifies and assesses related occupational safety and health risks. Following categories such as "object (unsafe conditions), person (unsafe behaviors), and environment (adverse conditions)," the company employs checklists, interviews, direct inspections and measurements, past audit results, hazard and operability analysis, hypothetical scenario analysis, and failure mode and effects analysis for review and analysis. It identifies existing or potential hazards in the production process, including dangerous equipment, hazardous substances, and hazardous job types. Furthermore, for pregnant female employees and new mothers who may be exposed to these hazards, Airmate provides relevant safety training to enhance their safety awareness and operational skills, supplies appropriate personal protective equipment, and increases warning signs. The company diligently implements corrective actions to eliminate, reduce, and limit potential hazards.

Shenzhen	Female employees who give birth to their first child after marriage are entitled to a nutrition subsidy of RMB 500.
	Nursing time regulations: Female employees who need to personally breastfeed children under one year old are entitled to two nursing periods per day, each not exceeding thirty minutes. The two nursing periods may be combined. Nursing time is considered working hours. For multiple births, an additional thirty minutes of nursing time is granted for each additional infant per nursing session.
	Maternity and Paternity Leave: Couples who give birth in accordance with laws and regulations are entitled to maternity leave of 178 days for the mother; in cases of difficult labor (such as cesarean section or third-degree perineal rupture), an additional 30 days of maternity leave may be granted; for multiple births, an additional 15 days of maternity leave is granted for each additional baby. The father is entitled to 15 days of paternity leave.
Jiujiang	Female employees giving birth to their first child are entitled to a RMB 500 nutritional subsidy.
	Nursing time regulations: Female employees who need to personally breastfeed children

	under one year old are entitled to two nursing breaks per day (in accordance with family planning birth order), each not exceeding 30 minutes. The two nursing breaks may be combined. Nursing time is considered working hours. For multiple births, an additional 30 minutes of nursing time is granted for each additional infant per nursing session. (Daily nursing periods must be fixed.)
	Maternity and paternity leave: Couples who give birth in accordance with laws and regulations, the female employee is entitled to 188 days of maternity leave; in cases of difficult labor or cesarean section, an additional 15 days of maternity leave is granted; for multiple births, an additional 15 days of maternity leave is granted for each additional infant. Male employees are entitled to 30 days of paternity leave.

▼ Airmate Loving Mothers' Room, providing a warm resting corner for mothers



Parental Leave

Airmate continuously promotes gender equality and a family-friendly workplace culture, implementing the Gender Equality in Employment Act in accordance with the law, and practicing the core spirit of the United Nations Sustainable Development Goal (SDG) 5 "Gender Equality." The company supports employees' rights to raise the next generation and fosters a positive balance between work and family. Regarding parental leave policies:

- Jiujiang Company, according to internal regulations, provides each spouse with 10 days of parental leave per year during the period when their children are under three years old. Even if they have two

or more children under three years old simultaneously, the parental leave days are not cumulative and remain 10 days per year for each spouse.

- Shenzhen Company, in accordance with the "Guangdong Provincial Department of Human Resources and Social Security and Health Commission Regulations on Parental Leave," provides consistent regulations for employees who legally give birth: both spouses are entitled to 10 days of parental leave per year while their children are under three years old. Even if they have multiple children under three years old simultaneously, parental leave days are not cumulative.

This system design balances employee rights and human resource flexibility, ensuring basic caregiving time for families with children, enhancing employees' family happiness and sense of belonging to the company. In the future, the company will continue to optimize childbirth support mechanisms, promote a diverse and inclusive work environment, and contribute to long-term balanced population development and social welfare.

Chapter 6 Social Care

Airmate starts from its employees and local communities, actively responding to community care activities. In addition to continuously holding summer classes every year for the children of Airmate employees left behind, to alleviate the pressure of child care, the company also continues to donate to families of impoverished children, implementing social participation and creating shared social benefits.

▼Airmate 2024 Major Topic "Social Participation" Management Status

Major Topics	Social Participation
Impact Assessment	Positive: ● Giving back to society, caring for the disadvantaged, and increasing corporate influence ● Promoting local economy and community development Negative: ● Poor interaction with external parties leading to rigid local relationships
Corresponding GRI Indicators	GRI 203-1 Infrastructure investments and support services development and impacts
Linked SDGs	
Policies or Commitments	(Vision setting for the topic and planned strategies to be implemented) Airmate actively assumes social responsibility, continuously cooperates with various public welfare organizations, leverages corporate capabilities to exert influence, and is committed to improving education issues and regional health and well-being.
Indicators and Targets	(If there are annual work goals and execution results, they can be supplemented) Short-term Goals: Every year, the Little Migratory Birds Station summer class is held to help left-behind children, and donations continue to be made to assist impoverished children's families. Mid-term Goals: ● Continuously enhancing the diversity of summer courses to reduce the urban-rural gap in learning resources for left-behind children. ● Continuously investing manpower and resources in social participation, exerting influence through cooperation with public welfare organizations, giving back locally, and contributing to the community.
Effectiveness Tracking Mechanism	By inventorying corporate resources, plan the annual input of manpower and resources, and evaluate the impact and effectiveness of the output.

Annual Actions and Achievements	● Airmate continues to care for employees' family needs by simultaneously holding the "Shen Ai Little Migratory Bird Station" summer classes in Shenzhen and Jiujiang during the summer of 2024, helping employees solve the problem of child care during the summer vacation. The Shenzhen area has entered its 16th session, with a total of 112 employees' children participating; the Jiujiang area has held its 8th session, serving 85 employees' children. This activity, through comprehensive childcare arrangements and diverse learning courses, is dedicated to alleviating employees' childcare pressure during the summer vacation, demonstrating the company's emphasis on and support for employee welfare. ● There are a total of 7 university student volunteers, who are children of Airmate employees, serving as teachers for the 2024 summer classes. ● Since 2017, donations have been continuously made annually to families of impoverished children, with 693,044 yuan donated to social welfare organizations in 2024.
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2024 Shen "Ai" Little Migratory Bird Station

Guides for children's growth, guardians of children's rights, and builders of children's futures

Led by the Airmate Labor Union and supported by the Shiyan Street Labor Union, the one-stop childcare and education service—Shen "Ai" Little Migratory Bird Station—has been running since 2008. It started with security personnel simply teaching martial arts and has now reached its 16th year. The program has continuously innovated and improved in terms of service scale, content, and management systems, forming a comprehensive model of "art specialty training + homework tutoring + moral education + unified meals + parent-child services + social worker case counseling." The summer classes run from 8 a.m. to 5 p.m., with courses covering solid subjects such as classical literature appreciation, English, and human geography, as well as soft courses including board games, animation screenings, table tennis, and painting. The service area has expanded to cover the entire Huangfengling Industrial Zone in Shiyan Street, reducing the childcare burden for workers' children in the park.

It is worth mentioning that some teachers are children of Airmate employees, and some have previously participated in the summer classes during their elementary school years. Now, they take care of the younger generation, providing more care to the next generation and jointly alleviating the "secondary left-behind" problem of left-behind children.

Airmate Jiujiang Company holds summer classes regularly every year. The 2024 summer class for employees' children has reached its 8th session. By organizing these summer classes, the company has solved the problem of children being unattended during the summer vacation, reduced employees' childcare burdens, balanced employees' family life through practical actions, strengthened labor-management relations, and conveyed the company's care and warmth.



Caring for the Next Generation | Airmate Organizes Factory Visit and Study Activities for Employees' Children

To enhance employees' families' understanding of the company culture and allow the next generation to experience social and workplace realities early, Airmate held the "Employees' Children Factory Visit and Study Activity" on July 25, 2024. Several employees' children were invited to enter the factory frontline to understand the real working environment of their parents, and through guided tours and experiential sessions, children were led to observe and learn about modern manufacturing processes.



Friendly Society Volunteer Service

Airmate encourages employees to participate in social activities together, supporting social friendliness and care through actions. Rolling up their sleeves to volunteer for blood donation, they enthusiastically support helping others; through voluntary actions, they show love for the environment by removing species harmful to the land environment, protecting and maintaining ecological balance, and contributing their part to society.

Airmate has participated in voluntary blood donation activities for more than ten years. In 2024, the total cumulative number of participants exceeded 200, with a total blood donation volume of over 80,000 milliliters. This event is carefully organized by the company's labor union, with enthusiastic employee participation, demonstrating passion and care for public welfare. The spirit of voluntary blood donation has become an important part of corporate culture development.

▼Airmate Shenzhen Company Organizes Employee Voluntary Blood Donation Activity



▼On November 26, 2024, Airmate Chairman Shi Ruibin entered the blood donation vehicle, leading by example in donating blood and actively participating in public welfare activities



Appendix

- GRI Standards Index

GRI Standards Index

General Disclosure

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