V5 Technologies 2026 Sustainability Action Plan

Technological Innovation × Sustainable Responsibility | Advancing ESG Governance & Net-Zero Blueprint

1. Purpose & Core Vision

Guided by the core philosophy of "Technological Innovation × Sustainable Responsibility," V5 Technologies deeply integrates Environmental (E), Social (S), and Governance (G) principles into our corporate strategy and daily operations. In response to global climate challenges and industry transformation, we have established the 2026 Sustainability Action Plan to define our mid-to-long-term strategic goals and cross-functional governance framework, building a resilient enterprise that delivers enduring value.

Environmental (E)

Advance GHG inventory and reduction, green product design, and sustainable supply chain management toward 2050 net-zero emissions.

Social (S)

Foster a zero-incident safe workplace, empower talent development and open communication, and deepen industry-academia collaboration.

Governance (G)

Strengthen board committee oversight, safeguard information security and intellectual property, and uphold ethical business compliance.

2. Sustainability Governance Organization & Responsibilities

To ensure effective execution of sustainability initiatives across all operational units, V5 Technologies has established the Sustainability Committee as our highest sustainability decision-making and supervisory body. Coordinated by the Corporate Governance Officer serving as Executive Secretary, three specialized task forces drive cross-departmental ESG programs:

Task Force	Core Sustainability Topics	Participating Departments
Corporate Governance Task Force	Corporate Governance, Business Ethics & Integrity, Risk Management, Operational Performance, Information Security, R&D Innovation, Product Responsibility / Safety, Customer Service	Finance, Internal Audit, Accounting, Occupational Safety & Health (OSH), Quality Assurance, Information Security, Sales, FAE, R&D
Green Sustainability Task Force	Raw Material Management, Sustainable Supply Chain (Supplier Environmental, OSH & Labor Rights Management), Energy Management, GHG Management, Green Products, Water & Wastewater Management, Waste Management, Climate Change, Occupational Health & Safety	OSH Office, Production, Manufacturing, Procurement, Quality Assurance

Social Care Task Force	Compensation & Benefits, Labor-Management Communication, Human Rights Protection, Talent Development, Anti-Discrimination, Local Community Engagement, Philanthropy & Public Welfare	Administration & Management Department

3. Corporate Governance, Compliance & Talent Development

3.1 Corporate Responsibility & Regulatory Compliance

Upholding the highest standards of integrity, we are committed to building a fair, transparent, and accountable operating environment:

- **Integrity & Anti-Corruption:** Reject unfair competition, fulfill tax obligations honestly, and strictly enforce anti-corruption and anti-bribery policies.
- **Environmental Compliance:** Strictly comply with environmental regulations and ensure all products are free from hazardous substances.
- **Workplace Health & Safety:** Prioritize employee health and workplace safety while maintaining harmonious labor-management relations.
- **Customer Rights & Quality:** Deliver high-quality products and services supported by a transparent and effective customer grievance mechanism.

3.2 Strengthening Governance & Internal Policies

- **Functional Board Committees:** Established the Audit Committee (overseeing financial reporting and internal controls) and the Remuneration Committee (ensuring fair and reasonable compensation policies), providing independent, professional strategic advice to elevate decision-making quality.
- **Institutionalized Policies:** Enacted the Work Rules defining professional ethics, rights and obligations, service standards, and performance evaluation, alongside the Code of Ethical Conduct to safeguard the interests of shareholders, employees, partners, and stakeholders.

3.3 Five Core Pillars of Employee Ethics

To cultivate high professional integrity and ethical standards across the organization, all employees adhere to five core ethical principles:

1. Code of Ethical Conduct: Uphold honesty, integrity, and professional conduct to protect corporate reputation and stakeholder trust.

2. Anti-Defamation & Conflict of Interest Avoidance: Treat colleagues and partners with respect, prohibit false or defamatory statements, and proactively avoid conflicts of interest.

3. Copyright & Intellectual Property Protection: Respect third-party intellectual property rights and rigorously safeguard company innovations and proprietary assets.

4. Confidentiality Obligation: Strictly protect trade secrets, customer information, and non-public corporate data.

5. Whistleblowing Mechanism & Dedicated Channels: Maintain dedicated reporting mailboxes and channels that protect whistleblowers and ensure thorough investigation.

3.4 Academic Collaboration & Next-Generation Talent Development

V5 Technologies actively invests in industry-academia partnerships to nurture next-generation tech talent through academic exchange and hands-on R&D experience:

- **University Internship Programs:** Since 2023, partnered with Chung Shan Medical University and National Tsing Hua University to offer corporate internship programs bridging academic theory with industry practice.
- **NCKU Joint R&D Initiative:** Since 2025, launched an industry-academia R&D collaboration with National Cheng Kung University (NCKU), where faculty advisors guide two graduate students embedded directly in corporate R&D projects.

4. Material Topics: Mid-Term (2026–2030) & Long-Term Strategic Goals

Based on stakeholder engagement and operational impact assessments, V5 Technologies has identified six material sustainability topics with clear mid-term targets (2026–2030) and long-term strategic goals to guide annual execution and performance tracking:

Material Topic	Mid-Term Targets (2026–2030)	Long-Term Strategic Goals
Information Security & Privacy Protection	• Maintain zero information security incidents • Maintain continuous ISO 27001 certification	• Conduct regular cybersecurity training and awareness programs • Maintain continuous ISO 27001 certification
Innovation & R&D	• Maintain leadership in specialized technologies • Accumulate patents and trade secrets	• Deploy long-term R&D technology roadmaps • Strengthen patent filings and trade secret incentives to enhance competitive advantage
Talent Development, Attraction & Retention	• Hold regular communication meetings • Achieve 100% employee feedback response rate • Achieve 95% training plan completion rate • Prioritize internal promotion for managerial vacancies	• Foster a friendly, open management culture • Conduct regular communication meetings • Implement an Employee Learning Passport program
Occupational Safety	• Achieve zero major occupational accidents • Reduce Disabling Injury Frequency Rate (DIFR)	• Conduct regular workplace risk assessments and mitigation • Provide comprehensive occupational safety and health protection

Sustainable Supply Chain	• Achieve Supplier Code of Conduct sign-off • Establish diversified sourcing and alternatives for key components	• Make Supplier Code of Conduct sign-off a mandatory requirement • Collaborate with suppliers on continuous process improvement and resource efficiency
Greenhouse Gas (GHG) Management	• Complete GHG inventory for parent company and subsidiaries • Achieve year-over-year reduction in GHG emission intensity	• Progress steadily toward the 2050 net-zero emissions target

5. 2026 Key Actions & Governance Review Mechanism

To ensure seamless launch and measurable progress across our 2026 sustainability initiatives, V5 Technologies implements a structured quarterly monitoring and annual review cycle:

- **Quarterly KPI Monitoring:** The Executive Secretary (Corporate Governance Officer) convenes quarterly Sustainability Committee meetings to review KPI progress across the Corporate Governance, Green Sustainability, and Social Care task forces.
- **2026 Annual Milestones:** Prioritize parent and subsidiary GHG inventories, maintain ISO 27001 certification and zero major workplace accidents, achieve the 95% employee training completion target, and advance the NCKU joint R&D project.
- **Continuous Improvement & Disclosure:** Regularly reassess internal and external stakeholder concerns to dynamically refine risk mitigation strategies, allocate resources effectively, and enhance ESG disclosure transparency.