

2022 Sustainability Report

Interactive Digital Technologies

ESG



Table of Contents

1.	Letter from the Chairman	2
2.	Corporate Governance	3
2.1	Company Profile	3
2.2	Business Performance.....	6
2.3	Products & Services.....	8
2.4	Internal Governance	19
2.5	Risk Management	31
3.	Information Security Risk Management.....	32
3.1	Information Security Policies	32
3.2	Information Security Risk Management.....	33
3.3	ISO27001 Information Security Certification	35
3.4	Information Security Management Committee	36
4.	Sustainable Environment.....	37
4.1	Energy Management.....	39
4.2	Sewers and Waste	43
5.	Social Responsibility.....	45
5.1	Staff information	45
5.2	Employee benefits.....	47
5.3	Education and Training.....	52
5.4	Occupational Safety and Health	54
5.5	Social Participation	58
6.	Appendix	61

1. Letter from the Chairman

Through dimensions such as 5G communication, digital media, cloud information, and geographic mapping, Interact expands into broader integration applications. We strengthen new product applications, value-added services, and corporate governance, keeping pace with the global technology industry trends. We collaborate with customers to advance in the digital technology arena, fostering mutual growth and creating a win-win situation.

Furthermore, Interact adheres to the principles of sincere operation and pragmatic corporate governance. In corporate governance assessments, we consistently rank among the top 6-20%, demonstrating excellent performance. Year after year, we are recognized as an outstanding supplier and a sustainable excellent company by domestic telecom evaluators.

In the future, we will actively engage in research and development, innovation, and commit to the sustainable operation of the company. ESG indicators will be implemented to address environmental, social, and corporate governance aspects, enhancing the company's industry competitiveness and operational performance. We aim to continue achieving outstanding results for the company while contributing to society.

Chairman

Handwritten signature in Chinese characters, likely reading '鄭英存' (Zheng Yingcun).


2. Corporate Governance

2.1 Company Profile

Interactive Digital Technologies Inc. (idt) was established in 2003, initially focusing on digital media businesses. In 2012, the System Integration (SI) business of Hitron Technologies Inc. was transferred to idt. Currently, idt has a workforce of approximately 360 employees, with its core business centered around professional consulting and deployment services in the fields of communication networks, information cloud, digital media, and geographic information. idt has successfully represented the latest professional technologies in software and hardware from leading domestic and international brands. The company integrates and develops application platforms, providing complete solutions, system integration planning, consulting, and after-sales maintenance services.

On September 13, 2016, idt was officially listed on the Taipei Exchange, marking a significant milestone in its journey.

The main team members of idt include the original Interactive International team, as well as professionals from Hitron and related industries with extensive experience in sales, technology, and service.



Consequently, idt has achieved outstanding performance and success in providing customers with diversified integrated services and comprehensive solutions, earning long-term trust and collaboration from clients. Adhering to the spirit of "customer first, service foremost, innovation and development, application promotion," idt has service locations in northern, central, and southern Taiwan, as well as Shanghai, establishing a responsive customer service network.

idt Basic information

Chairman	Davis Cheng
Date of Establishment	2003/5/14
Listed on OTC	2016/9/13(Stock Ticker Symbol : 6486)
Headquarter	No.38-1,Wugong 5th Rd., Wugu Dist., New Taipei City, Taiwan
Number of employees	361 people
Paid-up Capital in 2022	NT 4.02 Billion
Operating Revenue in 2022	NT 20.4 Billion (Consolidated)
Earnings Per Share in 2022	NT 5.43

2.2 Business Performance



In 2022, idt reported consolidated operating revenue of NT\$2,048,203 (k), representing a growth of approximately 9.80% compared to the previous fiscal year's NT\$1,865,334 (k). The consolidated after-tax net profit was NT\$215,007 (k), with earnings per share of NT\$5.43. This is a decrease of 17.51% in consolidated after-tax net profit (from NT\$260,654 (k)) and a 19.31% decline in earnings per share (from NT\$6.73) compared to the preceding year.

In 2022, idt's individual operating revenue amounted to NT\$2,043,363 (k), showing a growth of about 9.86% from the NT\$1,859,895 (k) reported in the previous year. The inclusion of the invested company Hwa Chi Technologies Shanghai Inc., with a capital of only USD 200,000, in the consolidated financial statements of the company did not have a significant impact on idt's financial statements.

Concise Consolidated Income Statement (Unit: NT\$ thousands)

	2022	2021	2020
Operating Revenue	2,048,203	1,865,334	1,859,423
Operating Profit (Loss)	279,663	299,060	272,559
Profit (Loss) Before Tax	272,306	323,706	290,009
Basic Earnings Per Share (NTD)	5.43	6.73	6.33

Concise Balance Sheet (Unit: NT\$ thousands)

	2022	2021	2020
Total Assets	2,632,421	2,876,390	2,966,479
Total Liabilities	1,316,600	1,619,525	1,810,758
Total Equity	1,315,821	1,256,865	1,155,721
Net Asset Value Per Share (NTD)	32.69	32.43	30.64

2.3 Products & Services

idt provides comprehensive 5G innovative applications, telecommunications, and broadband solutions, mobile networks, cloud information, digital media, and geographic information solutions, along with professional services. Here's a brief description of the 5G innovative applications:

5G Innovative Applications:



- 5G Core Network Base Station Equipment Solutions
- 5G Innovative Application Solutions
- 5G End-to-End Customized Solutions
- 5G Dedicated Frequency and Private Network Customized Solutions

Key represented products include:

5G Core Network, gNB (5G New Radio Base Station), 5G

Integration Platforms, Heterogeneous Network Management
Platforms, Smart Terminals, Smart Applications, VR Smart Devices,
All In One / ORAN gNB, One-Card Suitcase 5G Equipment,
Unmanned Vehicle Control Systems, Unmanned Aerial Vehicles,
and AR/VR/MR Augmented/Virtual/Mixed Reality Smart
Applications.



Telecom:



- Cable Television Network Systems
- Fiber Broadband Network Transmission Systems
- IP Network Communication and Value-Added Application Systems
- Bandwidth Management Application Systems

Key represented products include:

IP Core Networks, CMTS (Cable Modem Termination System), MPLS (Multiprotocol Label Switching), Cable Modem, Home Gateway, RPHY (Remote PHY), Bandwidth Management Systems, Analysis and Defense Systems, IMS-AS (IP Multimedia Subsystem - Application Server), C5 NGN (Next Generation Network), Open Shift, OpenStack, Telecommunication and Broadband Network Service Assurance Platforms, SMS (Short Message Service) Systems, IP SMS Gateways, SBC

(Session Border Controller), PCRF (Policy and Charging Rules Function), ENUM (Telephone Number Mapping), SS7 FW (Signaling System 7 Firewall), OTN/ROADM Networks, PTN Networks (Packet Transport Network), IP Optical Networks, Cloud and Edge (Media Gateways, NFV, SBC...), High Capacity OTN Solutions, DCI (Data Center Interconnect)/Single Fiber Applications, Atomic Clock, and GNSS (Global Navigation Satellite System) Firewall.



Mobile Networks:



- 4G/5G Base Station Mobile Network Deployment
- Indoor/Outdoor Coverage
- Electromagnetic Wave Measurement/Interference Detection Services
- Mountain Solar-powered Base Station Network Systems

Key represented products include:

Antenna, Splitter, Filter & Combiner, Hybrid Cable, and Fiber Optic

Cable.



Media:



- News Digital Production and Broadcasting System Integration
- Master Control and Sub-Control Automation Systems
- Virtual Studios / Broadcast Animation Systems
- Media Program Post-Production Systems
- News Scripting Systems
- Digital TV Headend Systems
- OTT (Over-the-Top) Video Service Platforms
- UHD (4K) Production / Broadcasting / Transmission Solutions
- All-IP Broadcasting Environment Equipment

Key represented products include:

Non-linear Post-Production Editing, News Automation, Master Control, Signal Centers, Intelligent Broadcast , Graphics, Virtual Studios,

Slow-motion Systems, Broadcast Servers, News Scripting Systems, Encoders, Transcoders, Service Monitoring Systems, Cameras, Video Switchers, High-Efficiency Shared Storage Systems, Media Asset Management Systems, Network Switchers, and Cable TV Network Service Equipment.



IT & Cloud:



- Enterprise Network Planning and Deployment
- Cybersecurity System Planning and Deployment
- Virtualization of Information System Equipment
- Multimedia Video Conferencing

Key represented products include:

IP Core and Infrastructure Networks, NGFW (Next-Generation Firewall), Servers, Storage Devices, Cloud WiFi, PoE Switches (Power over Ethernet), Load Balancers, WAF (Web Application Firewall), Enterprise and Financial Network Service Assurance Platforms, Analysis and Defense Systems, IPS (Intrusion Prevention System), and WAF (Web Application Firewall).





Geographical information system:



- Sales and Consulting Services for Geographic Information-related Software and Hardware
- Integration Solutions for Innovative Applications in the Internet of Things (IoT), Digital Twin, and GeoAI
- Geographic Information Warehousing and Common Platforms for County and City Governments, Municipal Information Cloud
- Business Space Analysis and Business Intelligence
- Geographic Education Solutions for Colleges and High Schools
- Customized Geographic Information Systems and Training Courses

Key represented products include:

Geographic Information System (GIS) Software and Indoor Object
Tracking System (BiDaE Object Tracker).



2.4 Internal Governance



idt adheres to integrity, implements the spirit of corporate governance, provides customers with the most comprehensive product services, upholds service quality, enhances operational efficiency, and safeguards the welfare of employees and shareholders' interests. Since being listed on the Taipei Exchange, the company has rigorously adhered to and implemented corporate governance, financial information disclosure, and regulatory compliance. For six consecutive years, idt has consistently ranked among the top 6% to 20% in the Information Disclosure Evaluation for listed companies, receiving recognition from the telecommunications industry and annual awards for outstanding performance in industry evaluations.

Internally, idt has established various related measures to effectively implement the functions of the Board of Directors, Audit Committee, and Compensation Committee to protect shareholder rights. These measures

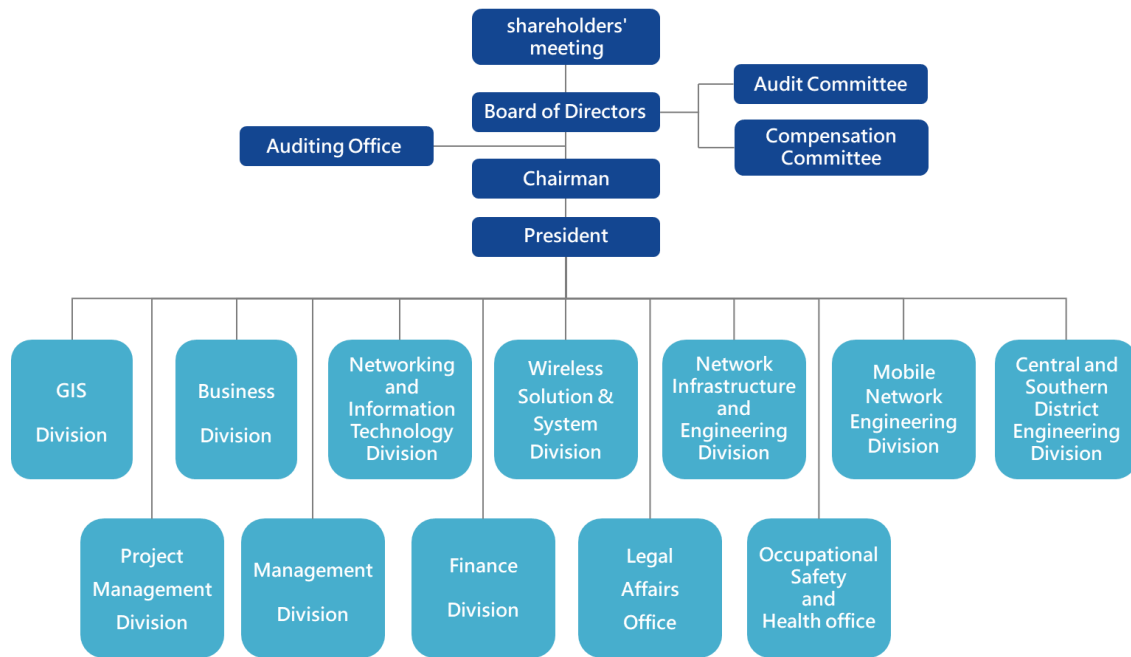
include:

- Corporate Sustainability Development Practices
- Code of Ethics for Business Conduct
- Code of Conduct and Operational Procedures for Integrity in Business
- Employee Integrity and Ethical Standards
- Procedures for Handling Reports of Violations of the Code of Ethics for Business Conduct

To safeguard labor rights, Interactive Legal and relevant units have formulated corresponding operating procedures, including:

- Labor Rights Protection Policy
- Measures for Prevention, Complaints, and Disciplinary Actions Against Workplace Harassment
- Personal Data Protection Management Measures
- Employment rules approved by the New Taipei City Government and regular labor-management meetings to facilitate effective communication between employers and employees.

Organization Chart



Management team members

Job Title	Name	Education	Primary Experience
Chairman	Davis Cheng	Department of Electrical Engineering, National Taipei Institute of Technology	Hitron Technologies Inc. Chairman
President	Amy Liu	EMBA, National Chengchi University	Hitron Technologies Inc. Vice President
Excutive Vice President	Jeffrey Lee	Syracuse University ,NY. Master of Science Electrical Engineering MSEE	Hitron Technologies Inc. Vice President
Excutive Vice President	YS Cheng	Department of Electronic Engineering, Tamkang University	Siemens Telecommunication Systems Ltd. Senior Director Sim2Travel Inc. Chief Technology Officer
Vice President	Andrew Chang	Department of Applied Mathematics, Tatung University	Hitron Technologies Inc. Director
Vice President	Tim Kuo	Department of Mechanical Engineering, National Taiwan University of Science and Technology Mechanical Engineering	Hitron Technologies Inc. Director
Vice President	Mickey Chen	Department of Accounting, Feng Chia University	Hitron Technologies Inc. Financial Director
Vice President	Eric Wu	Department of Commerce Automation & Management, National Taipei University of Technology	Hitron Technologies Inc. Senior Manager
Vice President	Barry Lin	Department of Electronic Engineering, National Kaohsiung University of Applied Sciences	Hitron Technologies Inc. Senior Manager
Vice President	Justin Chang	Department of Electronic Engineering, National Chin-Yi University of Technology	Hitron Technologies Inc. Advanced Manager

Board of Directors:

In 2022, our board of directors was composed of 6 members. The original board had 7 members, but Director Zheng You, an independent director, resigned on April 1, 2022, due to personal career planning. The current board consists of 4 directors and 2 independent directors. The members possess rich industry experience and professional knowledge and skills in areas such as corporate industry, management, accounting and financial analysis, operational judgment, crisis management, leadership decision-making, and risk management.

Of the current 4 directors and 3 independent directors (including the resignation of Director Zheng You on April 1, 2022), 29% hold employee positions, 43% are independent directors, and 29% are female directors. In terms of age distribution, there is 1 director aged 51-61, 3 directors aged 61-70, and 2 directors aged 71-75.

Detailed Management Goals and Achievement Status of the Diverse Policy for the Composition of the Board of Directors

Management Goals	Achieve situation
The number of directors concurrently serving as executives should not exceed one-third of the total board seats.	Achieved
Independent directors' tenure should not exceed three terms.	Achieved
Ensure a sufficient diversity of professional knowledge and skills.	Achieved
Include at least one female director on the board.	Achieved

Audit Committee:

To enhance the functionality of corporate governance, an Audit Committee has been established in accordance with the "Regulations Governing the Exercise of Powers by Audit Committees of Public Companies."

The Audit Committee consists of three members, and it convenes meetings at least four times a year.

The committee's operations involve deliberations on the following matters:

- Regular communication and exchanges with the company's signing auditors regarding the review or audit of financial statements.
- Regular communication with internal audit to discuss the results of audit reports based on the annual audit plan.
- Review of financial reports.
- Assessment of the effectiveness of internal control systems.
- Significant asset transactions.
- Issuance of securities.
- Regulatory compliance.
- Appointment, dismissal, independence, and competency

assessment of signing auditors.

- Fulfillment of the responsibilities of the Audit Committee.

Attendance Record of the Audit Committee for the Year 2022

Job Title	Name	Actual Attendance	Number of Delegated Attendances	Actual Attendance Rate	Notes
Independent Directors (Convener)	Zhuang Jie Zhen	5	0	100%	On April 1, 2022, Independent Director Zheng You resigned, and Independent Director Zhuang Jie Zhen took over as the convener.
Independent Directors	Shi Chao Fu	5	0	100%	
Independent Directors	Zheng You	2	0	100%	

Remuneration Committee:

To enhance corporate governance and strengthen the functionality of salary and compensation management, the company has established a Compensation Committee in accordance with the "Regulations Governing the Establishment and Exercise of Powers of Remuneration Committees of Companies Whose Stock is Listed on the Stock Exchange or Traded Over-the-Counter."

The Compensation Committee consists of three members and holds meetings at least twice a year. The members are appointed by resolution of the board of directors, and the term of office for committee members corresponds to the term of office of the appointing board of directors.

Attendance Record of the Remuneration Committee for the Year 2022

Job Title	Name	Actual Attendance	Number of Delegated Attendances	Actual Attendance Rate	Notes
Convener	Zhuang Jie Zhen	2	0	100%	
Committee member	Shi Chao Fu	2	0	100%	
Committee member	Zheng You	1	0	100%	Resigned on April 1, 2022


Audit responsibilities:

The internal audit unit of our company is directly subordinate to the board of directors. Its main responsibility is to assist the management in establishing internal control systems to reasonably ensure the achievement of the following objectives:

- Reliable, timely, transparent, and compliant reporting.
- Compliance with relevant laws and regulations.
- Effectiveness and efficiency of operations.

The unit has dedicated internal audit personnel allocated based on the scale of operations. Currently, there is one full-time internal audit manager who executes duties with an independent and impartial stance. A deputy is also appointed to act on behalf of the internal audit manager. The internal audit personnel and their deputies not only meet the qualification requirements set by regulatory authorities but also undergo continuous training and participate in internal audit seminars organized by designated institutions, aiming to enhance audit quality and capabilities.

The appointment and removal of the internal audit manager follow the regulations stipulated in the company's "Internal Audit



Implementation Rules," requiring approval from the Audit Committee and a resolution from the board of directors. The appointment and removal of other internal audit personnel are reported by the audit manager to the chairman and follow the standard approval process for regular employees.

Performance evaluations and compensation for the internal audit manager and personnel are reported by the audit manager to the chairman and follow the standard approval process for regular employees.

Based on the results of risk assessments, the internal audit unit develops an annual audit plan covering the operational cycles and management controls of both the parent company and its subsidiaries. The internal audit personnel compile audit findings and results into audit reports and follow-up reports for review by the chairman. These reports are then submitted to independent directors. Any identified deficiencies and abnormal conditions are continuously tracked until rectified. The internal audit manager not only attends regular board meetings to report on audit activities but also promptly reports to independent directors in the event of significant violations or potential major damages to the



company.

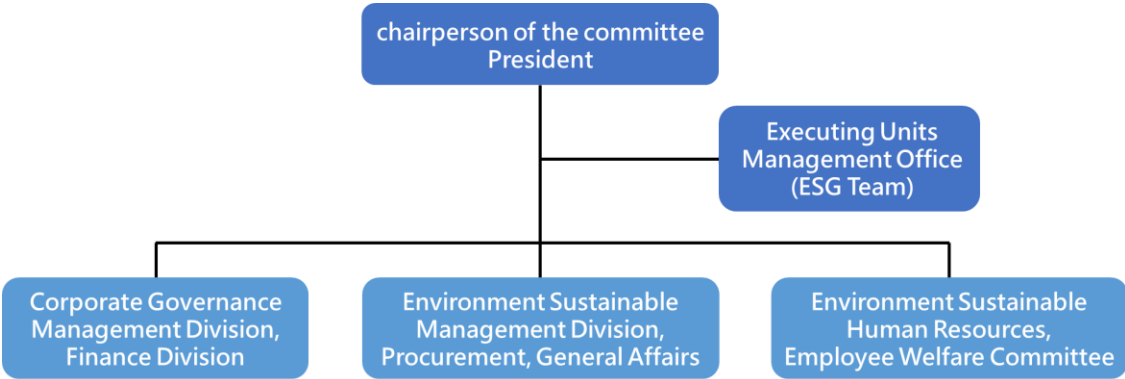
Furthermore, to implement a mechanism for self-supervision and ensure the continuous and effective implementation of internal control systems, each department and subsidiary conducts self-assessments of their internal control systems annually. The internal audit unit then reviews these self-assessment reports to assist the board of directors and management in examining and verifying deficiencies in internal control systems, measuring the effectiveness and efficiency of operations, and providing timely improvement suggestions as a basis for reviewing and amending internal control systems.

Sustainable Development Committee:

In 2017, our company established the Corporate Social Responsibility (CSR) Committee, with the Chairman serving as the Chairperson. The committee mandated the establishment of a part-time unit, the Corporate Social Responsibility Team, under the management department. The comprehensive business operations are overseen by the Director of the Management Department. In July of the year 2022, in alignment with the Corporate Social Responsibility Practitioner's Guidelines, the committee was renamed the Sustainable Development Committee, with the General Manager assuming the role of Chairperson.

The company fulfills its corporate social responsibility through daily operational activities, and the results of CSR initiatives are regularly reported to the board of directors. The board reviews the team's reports, examines the results of the initiatives, and provides recommendations. In 2022, one meeting was held, covering topics such as stakeholder concerns and the company's performance in sustainable development.

Committee Organization Chart



2.5 Risk Management

The company plans to establish a Risk Management Committee in the first quarter of the 2023. The governance of the company's risk management system and risk transfer planning, covering strategic, financial, operational, and hazard risks, will be overseen by the Risk Management Committee. The company will explicitly formulate risk management policies and procedures to effectively manage risks exceeding the company's risk tolerance. It will also utilize risk management tools to optimize the overall cost of risk management.

Unit	Authority
Board of Directors	Approval of Risk Management Policies and Procedures
Audit Committee	Approval of Prioritization and Risk Levels for Risk Control
Risk Management Committee	Implementing Policies and Resolutions Regarding Risk Management in the Audit Committee
Risk Management Unit	Formulating Risk Management Policies and Procedures

3. Information Security Risk Management




3.1 Information Security Policies

To strengthen information security management and ensure the confidentiality, integrity, and availability of owned information assets, providing a business continuity environment for the company and complying with relevant regulatory requirements to safeguard against intentional or accidental threats, the "Information Security Policy" has been established.

The Information Security Policy is designed to instill the concept of "Information Security, Everyone's Responsibility," ensuring the confidentiality, integrity, and availability of customer and colleague data. The goal is to secure the entire process of data handling, providing secure, stable, and efficient information services for the company.

3.2 Information Security Risk Management

- The company's cybersecurity strategy focuses on cybersecurity governance, regulatory compliance, and technological applications. From systems to technology, from personnel to organization, it comprehensively enhances cybersecurity defenses.
- To strengthen information security management, in addition to planning network architecture according to information security requirements, relevant prevention and detection systems are established to identify potential issues early and address them. In system design and development, compliance with information security development standards is followed to reduce cybersecurity risks.
- In accordance with the information security policy, control is exercised over information operation processes, and operations such as asset assessments and disaster recovery drills are implemented to enhance the stability of information asset security. Regular information security check-ups are conducted annually, information security-related courses are

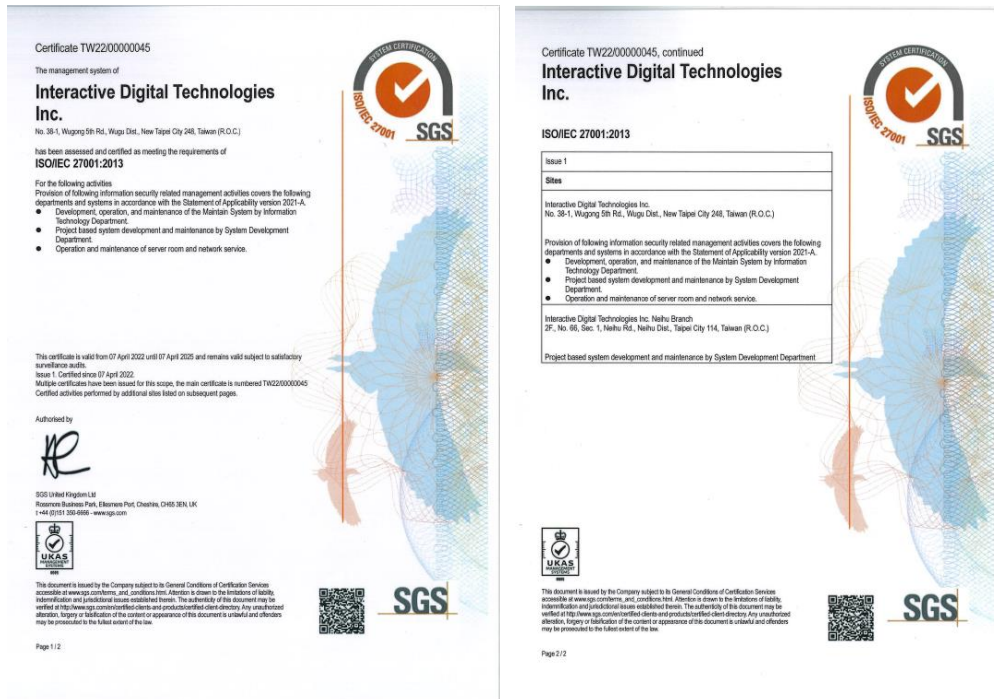


held annually, and periodic information security awareness campaigns are launched. Information security matters are reported to the board of directors regularly each year.

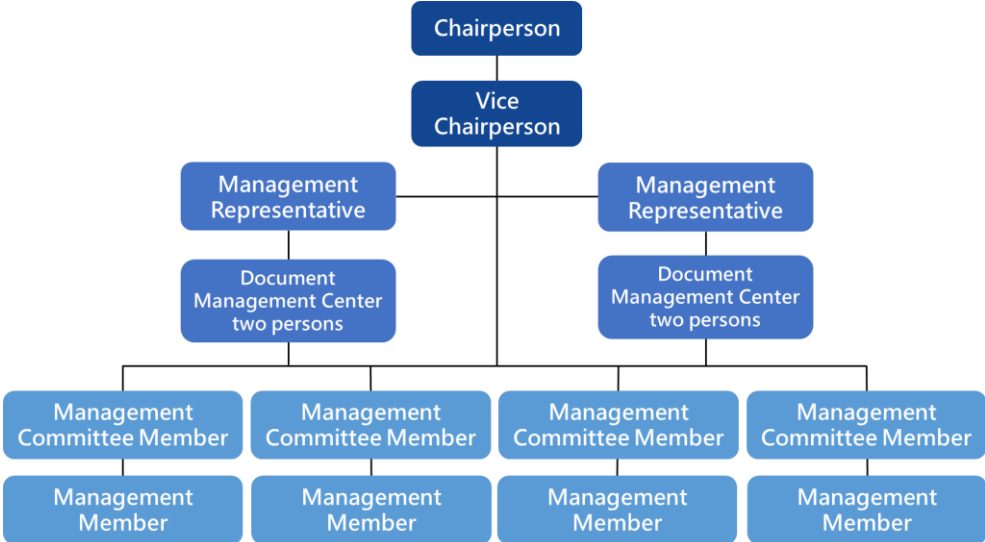
- Aligning with the information security policy and its execution, the company aims to reduce the occurrence of cybersecurity risks, achieving the goal of sustainable business operations.

3.3 ISO27001 Information Security Certification

To implement the company's information security policy, strengthen information security management, and align with internationally recognized information security systems, the company established the Information Security Management Committee in August 2022. The company formally adopted ISO 27001 and completed on-site verification in January 2022. After being recommended by SGS and audited by the UK accreditation body UKAS, the company was officially awarded the ISO 27001 certificate in April 2022.



3.4 Information Security Management Committee



4. Sustainable Environment



The company is a system integration service provider. In terms of industry characteristics, the company does not have severe environmental pollution issues, except for the generation of domestic wastewater and sewage from daily tap water use. The treatment of related domestic wastewater and waste follows the regulations of the New Taipei Industrial Park.

In addition, the company actively promotes energy-saving and carbon reduction measures as follows to enhance resource utilization and reduce environmental pollution:

- Encouraging field employees to use public transportation or carpooling.
- Implementing paper reuse and paperless operations in the office.
- Completely replacing energy-saving lighting fixtures.

- Managing air conditioning with scheduled usage and promoting temperature control during the summer.
- Turning off power in unused areas.
- Regularly maintaining power equipment to reduce power consumption.
- Installing a rainwater collection system in the rooftop garden for irrigation and cooling of sunshades.

4.1 Energy Management

idt's main business is to provide technical services. Apart from purchasing electric power from the Taiwan Power Company and general water usage from the Taiwan Water Corporation, idt does not produce products with manufacturing production lines. Therefore, its environmental impact is significantly less than many other industries. However, as a responsible member of the global community, idt still shoulders the responsibility and obligation of environmental sustainability.

Addressing issues related to energy management and environmental protection, the company has established the "Corporate Environmental Maintenance and Energy Conservation Management Measures." This not only clearly specifies the use of energy consumption but also advocates moving towards energy conservation and carbon reduction goals. For the company's internal major energy consumption components, such as electricity and tap water, monthly records are compared to track the amount consumed and to actively and effectively manage carbon emissions.

Annual Electricity Consumption Chart

	Total electricity consumption	Sub-metered electricity consumption by tenant	idt Actual Electricity Consumption
2019	1,000,500	184,009	816,491
2020	1,025,559	189,687	835,872
2021	1,066,900	215,812	851,088
2022	1,085,800	215,383	870,417

Carbon dioxide emissions with kilogram from purchased electrical energy

	Carbon dioxide emissions with kilogram from purchased electrical energy
2019	533,277
2020	533,434
2021	541,179
2022	548,485

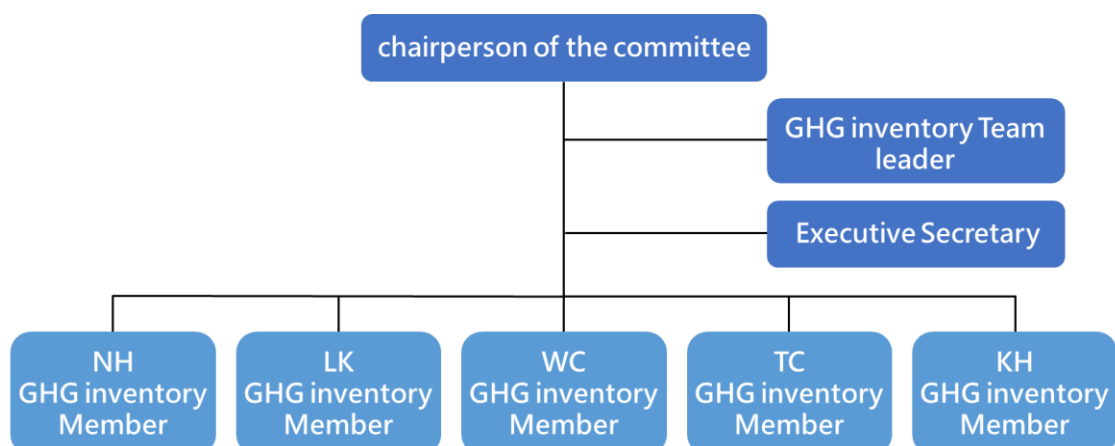
Annual Water Consumption Chart and Carbon dioxide emissions per kilogram of tap water consumption

	Total water consumption with cubic meters	idt Carbon dioxide emissions with kilogram from using tap water
108年	3,488	555
109年	4,184	660
110年	4,071	615
111年	4,141	621

Greenhouse Gas Inventory:

The company is well aware of the Earth's climate and environment, which are gradually deteriorating due to the impact of greenhouse gases. As a responsible member of the global community, the company has taken steps to fulfill its corporate responsibility. Starting from the year 2022, it has implemented the ISO 14064-1:2018 Greenhouse Gas Inventory System. The company has established the Greenhouse Gas Inventory Implementation Committee and used the year 2022 as the base year to conduct greenhouse gas inventory operations. The goal is to achieve greenhouse gas reduction through annual inventory operations supplemented by energy-saving measures, ultimately reducing the negative impact of the environment on climate change. (Expected completion of third-party certification in the second quarter of 2023).

Implementation Committee Organization Chart



Chairperson	Report and manage greenhouse gas inventory affairs and report to the board of directors.
Inspection Team Leader	Review and verify personnel, consolidate data, track project progress, and report back to the chairperson.
Executive Secretary	Assist team members in collecting and consolidating data, producing inspection lists, and preparing report documents.
Inspection Committee Member	Provide greenhouse gas inventory data for the region and conduct internal and external audit operations.


4.2 Sewers and Waste



idt is a technology service-oriented systems integration company.

The wastewater generated by the company is general domestic wastewater and not process-generated wastewater.

The company is located in the New Taipei City New Taipei Industrial Park. Therefore, the New Taipei Industrial Park Service Center regularly or irregularly dispatches personnel to inspect the company's wastewater discharge to maintain the quality of wastewater discharge in the park. If abnormal water quality is found in wastewater discharge, besides issuing improvement orders, additional fees are charged for the sewage treatment due to abnormal water quality discharged into the sewer.



idt has implemented waste classification for many years and advocates for the use of personal cups and utensils to reduce the production of disposable waste. The company works with government-registered qualified business waste collection companies and cooperates with third-party supervisory organizations to transport the company's domestic waste for disposal at the New Taipei City Bali District incineration plant.

5. Social Responsibility

5.1 Staff information

As of the end of 2022, idt had a total of 381 employees, consisting of 282 males and 99 females. The nature of the business is categorized into business, engineering, administration, and management. Among these, engineering and technical service personnel account for approximately 69% of the total workforce. The overall distribution of manpower is shown in the following table:

idt Employee Employment Status as of the End of 2022

		WK	NH	TC	KH	SH,China	Total
Full-time	Male	166	27	38	25	1	257
	Female	61	12	14	8	0	95
Contract	Male	0	0	0	0	0	0
	Female	0	1	0	0	0	1
Project-based contract	Male	13	0	6	6	0	25
	Female	3	0	0	0	0	3
Total		243	40	58	39	1	381

idt Age Structure Table as of the End of 2022

Gender/ Age	Under 20 years old	20-29	30-39	40-49	50-59	60 years and older	Total
Male	0	26	86	100	63	7	282
Female	0	16	25	48	8	2	99
Total	0	42	111	148	71	9	381

Percentage of Employees Engaged in Business Nature as of the End of 2022

	Business	Engineering	Administration	Management
Headcount	26	255	77	23
Percentage	7%	67%	20%	6%

Number of Full-time Non-Supervisory Employees and Average employees (Unit: \$NTD 1,000)

Year	Non-supervisory full-time employees	Average annual salary of non-supervisory full-time employees (Unit: \$NTD 1,000)	Average length of service
2018	282	1,030	7.78
2019	291	1,066	7.84
2020	337	1,007	7.87
2021	332	1,087	8.49
2022	358	987	8.77

5.2 Employee benefits

The company has a Workers' Welfare Committee, with members elected by employees through an open vote. Funds are allocated according to the law to be used for welfare benefits, promoting various employee welfare activities. The company also implements measures to enhance employee welfare and aims to provide a workplace environment that promotes gender equality and family friendliness.

Employee-related benefits include:

- Year-end bonuses, performance bonuses, employee stock trust, and remuneration distribution.
- Labor Day, Mid-Autumn Festival, Dragon Boat Festival bonuses, parking subsidies, mobile phone allowance, official duty fuel subsidies, etc.
- Subsidies for marriage, funerals, celebrations, and employee children's scholarships.

Employee care measures include:

- Regular biennial health check-ups, monthly on-site nursing interviews and consultations. For employees with abnormal health check data, follow-up management and care are

provided.

- Facilities such as a fitness room, breastfeeding room, and a rooftop relaxation station are provided for employees' use.
- Regularly organize health promotion activities, competitions, and lectures to focus on employees' physical and mental well-being.
- Conduct regular labor-management meetings to facilitate effective communication between labor and management.
- Employees can express opinions through the internal employee mailbox (Chairman's mailbox) to address and solve problems promptly.

Family-friendly measures include:

- Family-related measures such as paternity leave, accompanying prenatal examination leave, childcare services, family care leave, parental leave without pay, and flexible working hours.
- Non-work-related family-friendly measures such as annual trips and family day activities.

Other relevant measures include:

- Annual salary adjustments based on the consumer price index and average wage policy, with gender equality in salary adjustments based on performance.
- Formulation of a certification subsidy management method, providing incentives for professional certifications such as Cisco certifications and occupational safety and health management personnel through fixed or monthly rewards.

Family day activities photos



Employee insurance:

In addition to government-mandated labor insurance and health insurance, the company provides comprehensive group insurance plans, including life insurance, critical illness insurance, group hospitalization medical insurance, cancer insurance, and accident insurance, to enhance employee protection and provide peace of mind in both life and work.

Management liability insurance is purchased to cover the company's executives for the compensation liability they should bear within the scope of their business operations.

Retirement system and implementation:

The company follows the regulations of the Labor Standards Act and applies the Retirement Pension Act. The company contributes a retirement pension not less than 6% of the monthly salary to each employee's individual retirement account established by the Labor Insurance Bureau, following the provisions of the Retirement Pension Act.

Conditions for receiving the new retirement pension:

Employees who are 60 years old or older and have worked for 15

years or more can choose to receive the retirement pension as a lump sum or monthly. If the seniority is less than 15 years, they can only receive a lump sum.

Retirement conditions:

According to Article 53 of the Labor Standards Act, employees (1) who are 55 years old or older and have worked for 15 years or more, (2) who have worked for 25 years or more, or (3) who are 60 years old or older and have worked for 10 years or more can voluntarily retire.

5.3 Education and Training

In 2019, idt implemented the Learning Management System (LMS) to provide employees with more flexible options for attending training sessions. The LMS system includes various regularly scheduled training courses, categorized into external courses, such as occupational safety and health refresher courses, original equipment manufacturer product exam certifications, professional courses in accounting audit, leadership and governance, and internal courses, such as legal courses, information security, new employee education and training, occupational safety and health training, equipment operation, and 5G system architecture courses.

The training statistics for the year 2022 are as follows:

- External training attendees: 107 individuals
- External training hours: 856 hours
- Internal training attendees: 2,316 individuals
- Internal training hours: 3,276 hours

Internal and external education training photos



5.4 Occupational Safety and Health

Through the systematic procedures of occupational safety and health, the implementation, audit, and effectiveness evaluation of the safety and health management plan, hazards around employees are identified.

Utilizing a risk control process and implementing corresponding measures help prevent occupational accidents. Additionally, through the contract management plan, the safety and health behavior of contractors are effectively managed. The company proactively assists contractors by conducting regular or irregular audits of their safety operations, eliminating contractors who do not comply with safety and health regulations.

- Develop an occupational safety and health management plan and implement it according to the schedule outlined in the plan.
- Develop risk assessment management plans, human factor hazard prevention plans, abnormal workload-induced disease prevention plans, prevention plans for unlawful acts against job duties, and refer to the guidelines for maternal health protection in the workplace from the Occupational Safety and

Health Administration, among other relevant prevention plans based on the work environment or operational hazards, to prevent the possibility of occupational accidents.

- Conduct semi-annual monitoring of the concentration of carbon dioxide in buildings with centrally managed air conditioning equipment.
- Provide on-site health services and promotion for two hours every Tuesday by contracted nurses and every three months by contracted occupational safety and health physicians.
- Conduct fire and emergency response drills every six months.

Professional Certifications:

idt holds a total of 98 certifications, including 63 occupational safety and health management and business supervisor-related certifications, 14 first aid certifications, 9 forklift operation certifications, 9 roof operation supervisor certifications, and 3 electrician certifications.

Occupational Injury Statistics:

idt prioritizes workplace safety, and since its establishment on May 14, 2003, excluding commuting accidents, as of the disclosure time of

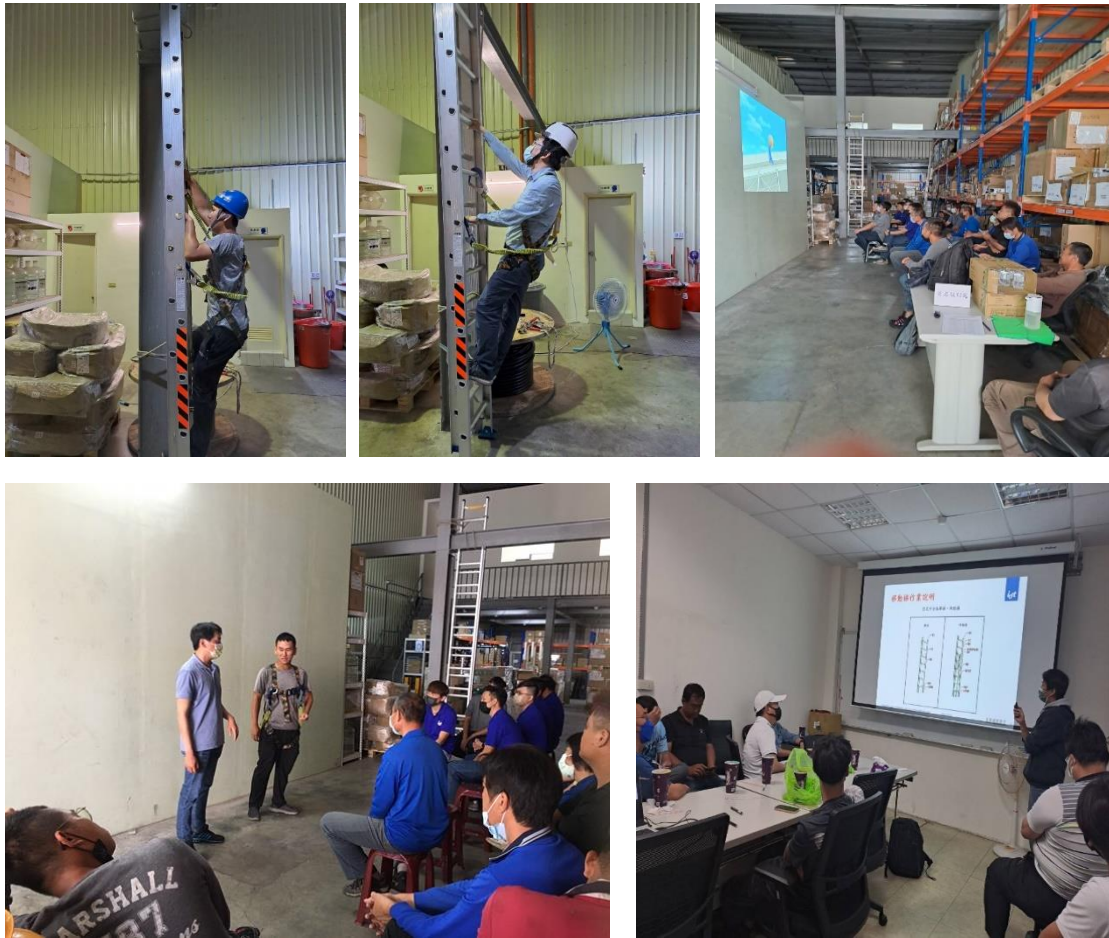
this report, no occupational injuries have occurred. The company maintains a goal of zero accidents and continues its efforts.

Furthermore, for collaborating contractors, in addition to hazard notification and inspection supervision, emphasis is placed on educating and training contractors and conducting operational exercises.

Health education, health check-ups, and fire drill photos



Contractor education and training photos



5.5 Social Participation

Although our company is not large in scale, we spare no effort and contribute within our means to participate in social responsibility and public welfare activities, including sponsoring sports events and making charitable donations.

Sponsorship of the 2022 Taiwan Mobile Ladies Open

Taiwan Mobile
— Ladies Open —
2022台灣大哥大女子公開賽

5G OPEN POSSIBLE
能所不能

2022.12.21~23
比賽球場：東華高爾夫球場
總獎金：新台幣500萬元
免費入場

如何前往東華球場

賽事直播：台灣大哥大YouTube頻道及博斯高球二台

12/22(四) 12:00-16:00 LIVE播出 12/23(五) 10:00-14:00 LIVE播出



賽事重播：博斯高球二台 (12/22及12/23 20:00重播)

陳昱璇 徐麗潔 李潔 陳宇茹

OPEN POSSIBLE

Donations to the Taiwan Children and Family Assistance Foundation

收 據 號 碼	捐 款 日 期	捐 款 金 額	用 途	備 註
E3620220029077 **以下空白**	2022/10/19	12,000	扶幼捐款	
			合計: *****12,000元整	98110.

<p>► 地址：90085 屏東縣屏東市大武路 303 號</p> <p>► 電話：08-753-7123 ► 傳真：08-753-0899</p> <p>申報所得稅之相關注意事項，請詳閱背面說明。</p> <p>住 址：248 新北市五股區 五工五路38-1號</p> <p>姓 名：互動國際數位有限股份有限公司</p>	<p>財團法人</p> <p>台灣兒童暨家庭扶助基金會</p> <p>— 屏東分事務所 —</p> <p>捐 款 收 據</p>	<p style="text-align: center;">WaWaE條碼</p> <p>► 統一編號：90767519 號</p> <p>► 本會立案證書字號：台管社字第006號 3</p> <p>► 九十屏府社福字第59444號</p> <p>► 法人登記證書登記簿扉面附錄玖頁第壹玖壹號 1/1</p> <div style="text-align: right;">   <small>本收據須經中心主任簽章始為有效</small> </div> <p>簽 蓋 4788517</p> <p style="border: 1px solid black; display: inline-block; padding: 2px;">捐款人編號</p>
--	--	---

Provision of goods to the Yucheng Social Welfare Foundation



感謝狀

茲承 互動國際數位
股份有限公司

鼎力支持本會嘉惠心智
障礙者及家庭散播愛心
無任欽敬特藉此狀表達
感佩之忱至祈存念並祝
福澤綿長為頌無量

財團法人育成社會福利基金會

董事長

陳節如

中華民國二



6. Appendix

GRI Standards

Disclosure Title		Chapter	Page
102-1	Name of the organization	Internal Governance	P19
102-2	Activities, brands, products, and services	Products & Services	P8
102-3	Location of headquarters	Company Profile	P3
102-4	Location of operations	Company Profile	P3
102-6	Markets served	Products & Services	P8~18
102-7	Scale of the organization	Internal Governance	P19
102-8	Information on employees and other workers	Staff information	P45
102-9	Supply chain	Products & Services	P8~18
102-14	Statement from senior decision-maker	Letter from the Chairman	P2
102-16	Values, principles, standards, and norms of behavior	Internal Governance	P19
102-18	Governance structure	Internal Governance	P19
102-23	Chair of the highest governance body	Internal Governance	P19
102-45	Entities included in the consolidated financial statements	Business Performance	P6
102-55	GRI content index	Appendix	P61

302-1	Energy consumption within the organization	Sustainable Environment	P37
302-4	Reduction of energy consumption	Greenhouse Gas Inventory	P41
303-2	Management of water discharge-related impacts	Sewers and Waste	P43
303-3	Water withdrawal	Energy Management	P39
305-2	Energy indirect (Scope 2) GHG emissions	Energy Management	P39
403-1	Occupational health and safety management system	Occupational Safety and Health	P54
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health	P54
403-3	Occupational health services	Occupational Safety and Health	P54
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety and Health	P54
403-5	Worker training on occupational health and safety	Occupational Safety and Health	P54
403-6	Promotion of worker health	Occupational Safety and Health	P54
403-8	Workers covered by an occupational health and safety management system	Occupational Safety and Health	P54
404-1	Average hours of training per year per employee	Education and Training	P52