

# 2023

**Interactive Digital Technologies Inc.**

**Sustainability Report**

***idt***

# About the Report

## Release Date & Reporting Period

Interactive Digital Technologies (IDT) Inc. issued its first CSR report in 2019 and renamed it the Sustainability Report in 2021. This is the fifth edition of our annual report, published every June, covering financial and non-financial data from the previous year, including corporate governance, key issues, operational performance, environmental sustainability, and social inclusion. Relevant information is also available on our website.

- Previous report publication date: June 2023
- Current report publication date: June 2024
- Next report estimated publication date: June 2025

Our company's Sustainability Report covers the same reporting period as the consolidated financial statements. To ensure the completeness and comparability of the report, some disclosure content includes statistical information from previous years, with relevant notes provided in the report.

## Report Scope & Boundary

The information disclosed in our Sustainability Report covers IDT and its subsidiary, Hwa Chi Technologies (Shanghai) Inc. The financial data related to operational performance is derived from IDT's consolidated financial statements, which have been audited by an accountant. For details on the entities included in these consolidated financial statements, such as individual companies, affiliated enterprises, and investee companies, please refer to the 2022 annual report.

If there are any changes in the scope or methodology of data calculations in this Sustainability Report, these will be noted in the relevant sections, and past data records will be revised accordingly.

## Report Management and Auditing

Our Sustainability Report is prepared in accordance with the "Rules Governing the Preparation and Filing of Sustainability Reports by OTC-Listed Companies" established by the Taipei Exchange, as well as our internal "Sustainability Report Preparation and Verification Procedures." The management office is responsible for the overall compilation of the annual Sustainability Report. The content of the report is reviewed by the heads of relevant internal departments and is ultimately approved for publication by the General Manager.

## **Contact Information for the Report**

- Address: No. 38-1, Wugong 5th Road, Wugu Dist., New Taipei City
- Phone: +886-2-2298-3456
- Email: [nickhsu@idtech.com.tw](mailto:nickhsu@idtech.com.tw)

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## Message from the Chairman

Reflecting on 2023, IDT navigated a complex global environment characterized by geopolitical shifts, rising interest rates, inflation, and trade tensions. Despite these challenges, we successfully completed major projects and expanded our core businesses in 5G, mobile networks, cloud computing, digital media, and geographic information systems, resulting in growth in both revenue and profitability.

IDT to corporate social responsibility and sustainable development is unwavering. We have accelerated our ESG (Environmental, Social, Governance) initiatives to align with global trends, enhance our economic contributions, and improve the quality of life for employees, communities, and society. By focusing on these principles, we aim to build sustainable competitive advantages and foster a win-win scenario with our customers.

Addressing climate change remains a critical global issue. IDT, a key system integrator for domestic telecom operators and corporate clients, continues to prioritize regulatory compliance and environmental sustainability. We maintained a position in the top 6%-20% for corporate governance for seven consecutive years. In 2023, we achieved a 7.10% reduction in carbon emissions compared to our 2022 baseline, working towards our goal of a 10% reduction by 2030.

We were honored as a "Gold Level Certified Supplier" by Chunghwa Telecom at the 2023 ESG Supplier Partner Exchange Conference. Moving forward, IDT will continue to advance in ESG areas, ensure transparency, and collaborate with the Qisda Group to enhance our sustainable practices and societal impact.

Chairman : 吳文壽



# CH1 Corporate Governance

## I. Introduction to IDT

### Company Profile and History

Interactive Digital Technologies (IDT) Inc. established in 2003, initially focused on digital media business. In 2012, Hitron Technologies Inc. transferred its System Integration (SI) business to IDT, allowing IDT to concentrate on four core areas: communication networks, information cloud, digital media, and geographic information. IDT provides professional consulting and implementation services in these areas, represents numerous leading brands of software and hardware from both domestic and international markets, and offers the latest, highest-quality integrated services. They are capable of developing and integrating application platforms independently, delivering comprehensive solutions, system integration planning, consulting, and after-sales maintenance services.

On September 13, 2016, IDT successfully listed on the Taipei Over-the-Counter Stock Exchange, marking a new milestone. The service team, in addition to the original members, primarily consists of professionals from Jhong Chi Technology and related industry fields, possessing extensive experience in sales, technology, and services. As a result, IDT provides diversified integrated services and comprehensive solutions, achieving remarkable performance and success, earning long-term trust and cooperation from clients. Adhering to the principles of "Customer First, Service Priority, Innovative Development, and Promoting Applications," IDT has service points in Northern, Central, and Southern Taiwan as well as Shanghai, ensuring a quick response service network for its clients.

### IDT Information ▼

<b>Company name :</b>	Interactive Digital Technologies (IDT) Inc.
<b>Business items :</b>	Telecommunications Transmission, Digital Media, Cloud Computing, and Geographic Information System Integration Services
<b>Headquarter location :</b>	No. 38-1, Wugong 5th Road, Wugu Dist., New Taipei City
<b>Chairman :</b>	Wen-Fang Huang (April)
<b>Stock code :</b>	6486
<b>Capital :</b>	NT\$459 million

## Service Locations ▼



## Participating Association

IDT complies with international conventions and standards at the operational level. While not currently involved in any advocacy actions, IDT actively participates in relevant national and international professional associations to stay informed about cutting-edge technologies and future industry trends. The participating organizations and associations are listed below.

### IDT Participating association ▼

Association nature	Association name
<b>Industrial Association</b>	Taiwan Telecommunications Engineering Industry Association
	Taiwan Electrical Engineering Industry Association
	Taiwan Electrical and Electronic Manufacturers' Association
<b>New Technology Development Alliance</b>	TEEMA- Information and Communication Technology Industry Alliance
	TEEMA- 5G Industry Innovation and Development Alliance

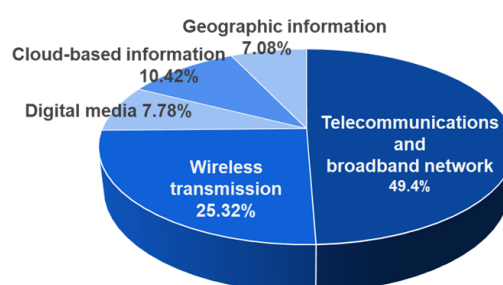
## The Proportion of Main Business

In 2023, IDT achieved impressive revenue figures. Among these, revenue from telecommunications and broadband network services accounted for 49.40%. Following this, revenue was distributed as follows: wireless transmission services at 25.32%, cloud-based information services at 10.42%, digital media services at 7.78%, and geographic information services at 7.08%.

### 2023 Proportion of Main Business ▼

Unit: NT\$ Thousand

Business contents	Net operating revenue
Telecommunications and broadband network services	1,107,780
Wireless transmission service	567,860
Digital media service	174,559
Cloud-based information service	233,656
Geographic information service	158,705
<b>Total</b>	<b>2,242,560</b>



## 2023 Operational Performance

In 2023, IDT's consolidated revenue was NT\$2,242,560 thousand, a 9.49% increase from NT\$2,048,203 thousand the previous year. Pre-tax net profit was NT\$326,831 thousand, with earnings per share of NT\$6.26, reflecting growth of 20.02% and 15.29% respectively. The investment in Hwa chi Communication Equipment (Shanghai) Co., Ltd. had minimal impact on the financial statements.

In 2023, IDT's total assets were NT\$3,037,399 thousand, up 15.39% from NT\$2,632,242 thousand the previous year, a four-year high. Total liabilities were NT\$1,297,668 thousand, down 1.42%, marking four consecutive years of reduced liabilities since 2020.

In the year, shareholders' equity totaled NT\$1,739,731 thousand, up NT\$423,910 thousand or 32.22% from NT\$1,315,821 thousand in 2022, mainly due to the second domestic issuance of guaranteed convertible bonds and increased net profit.

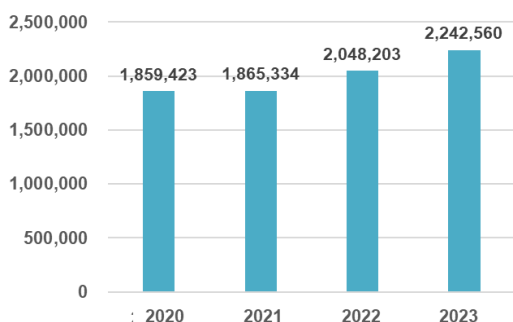
### Operational performance ▼

Unit: NT\$ Thousand

Year	2020	2021	2022	2023
<b>Operating revenue</b>	1,859,423	1,865,334	2,048,203	2,242,560
<b>Operating profit (loss)</b>	272,559	299,060	279,663	312,505
<b>Net income before tax</b>	290,009	323,706	272,306	326,831
<b>Total assets</b>	2,966,296	2,876,265	2,632,242	3,037,399
<b>Total liabilities</b>	1,810,575	1,619,400	1,316,421	1,297,668
<b>Total equity</b>	1,155,721	1,256,865	1,315,821	1,739,731

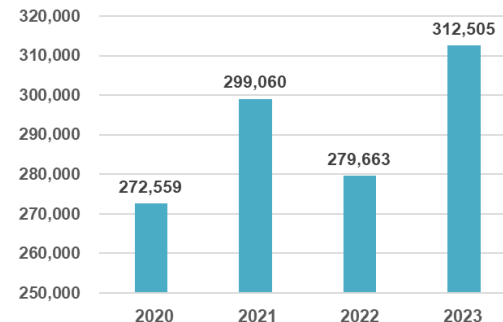
### Operating revenue ▼

NT\$ Thousand



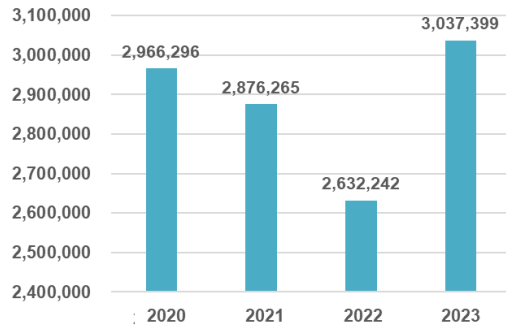
### Operating profit (loss) ▼

NT\$ Thousand



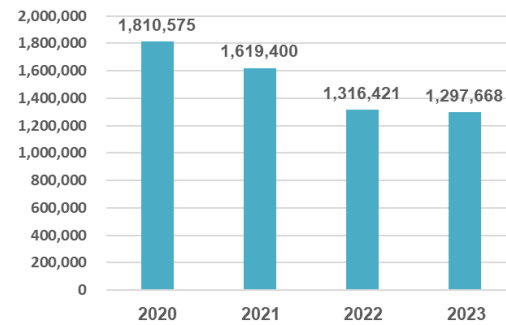
## Total assets ▼

NT\$ Thousand



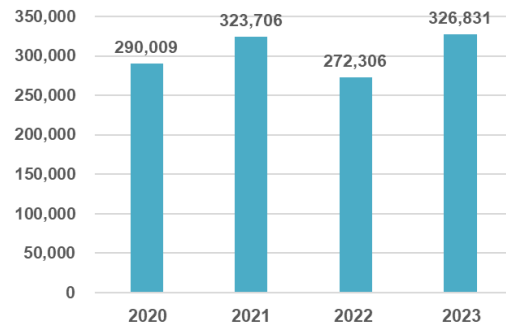
## Total liabilities ▼

NT\$ Thousand



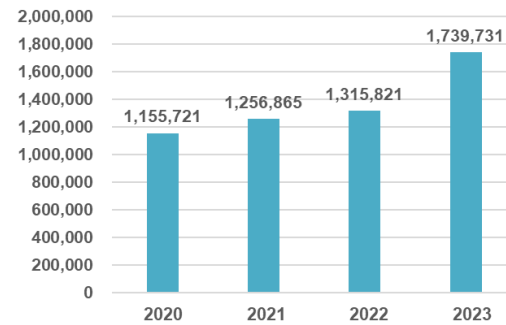
## Net income before tax ▼

NT\$ Thousand



## Total equity ▼

NT\$ Thousand

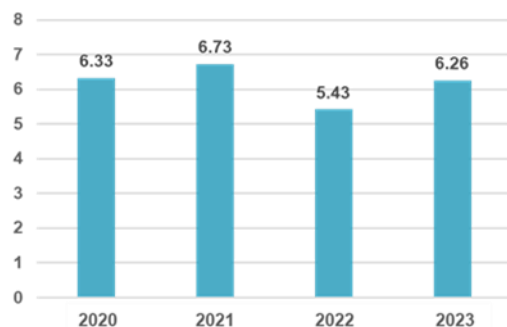


## Value distribution

IDT continues to grow steadily while returning value to stakeholders. Its dividend policy considers future capital needs and long-term financial planning for sustainability. Dividends are distributed according to IDT's articles, with total annual dividends at least 50% of distributable earnings, and cash dividends at least 10% of the total cash and stock dividends issued. This year, earnings per share were NT\$6.26, up 5.29% from NT\$5.43 the previous year.

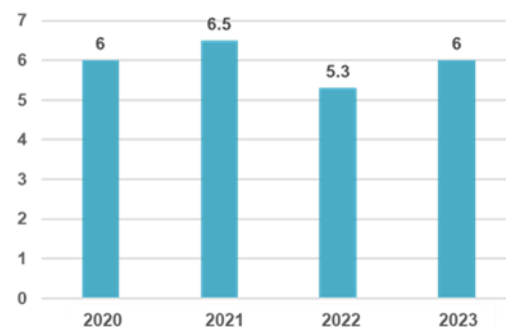
## Earnings per share ▼

NT\$ Thousand



## Cash dividend ▼

NT\$ Thousand



## II. Internal Governance

IDT adheres to integrity, implements corporate governance principles, and provides customers with the best products and services. It maintains service quality, improves operational efficiency, and upholds employee welfare and shareholder rights. Since its listing, IDT has rigorously adhered to and executed corporate governance, financial disclosure, and regulatory compliance. It has been ranked in the top 6% to 20% for information disclosure evaluation for six consecutive years and has received recognition from telecom operators, consistently achieving excellent evaluations and awards annually.

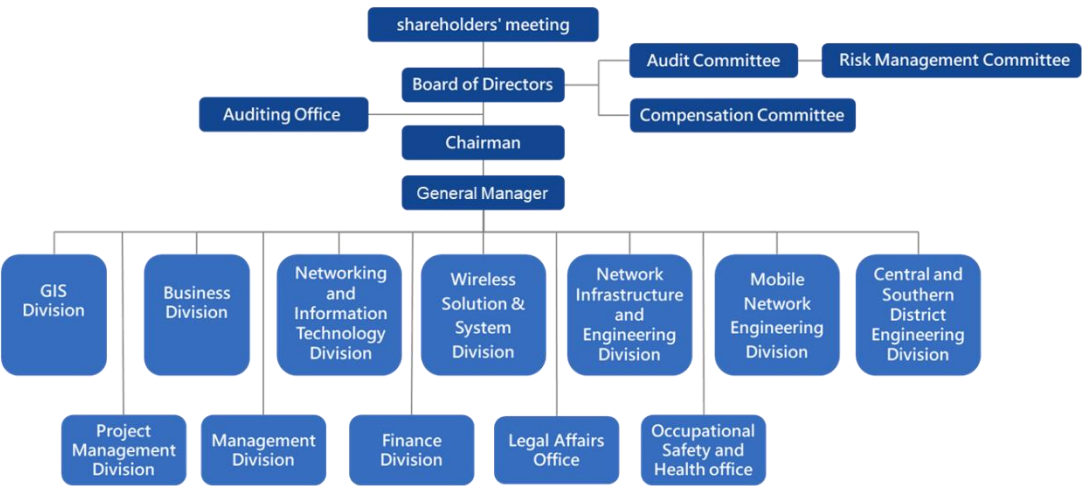
### Corporate Governance Structure

The Board of Directors is the highest level of governance within IDT. It appoints and supervises management personnel, monitors operational performance, prevents conflicts of interest, and ensures adherence to government regulations and company bylaws.

To implement corporate governance, IDT's Board of Directors has established two functional committees: the "Audit Committee" and the "Compensation Committee." Additionally, to manage risks beyond IDT's operational tolerance, the "Risk Management Committee" was created to oversee risk transfer planning and regularly reports to the "Audit Committee."

In response to sustainability issues, the "Corporate Social Responsibility Committee" was renamed the "Sustainability Committee" in 2022 and reports its activities and decisions to the Chairman. IDT's corporate governance structure is organized under the General Manager, with various units segmented by function. For details on each unit's responsibilities, please refer to the 2023 annual report.

### Governance Organization ▼



## Board of Directors Composition and Operation

The current Board of Directors at IDT consists of 7 members, including 4 directors and 3 independent directors. Board members are appointed for a three-year term, from May 30, 2023, to May 29, 2026. To ensure a diverse range of professional expertise, the board includes individuals with extensive experience in management or academia. The board members possess rich industry experience and expertise in areas such as industry knowledge, management, accounting and financial analysis, operational judgment, crisis management, leadership decision-making, and risk management.

### Board of Directors Members and Experience ▼

Title	Name	Professional qualifications and experience
<b>Chairman</b>	Wen-Fang Huang (April)	More than five years' work experience required by the Company's finance and business, who was the former President of Qisda Communication Business Group, and is the current Chairman of the Company and HITRON TECHNOLOGIES INC., and Chairman and CEO of Alpha Networks Inc..
<b>Vice Chairman</b>	Mei-Lang Liu (Amy)	More than five years' work experience required by the Company's finance and business, who was the former Vice Chairman of HITRON TECHNOLOGIES INC. and is the current Vice Chairman and President of the Company.
<b>Director</b>	Pei-Shun Chiu (Patrick)	More than five years' work experience required by the Company's finance and business, who has extensive experience in the fields of R&D and manufacturing and was the former President of HITRON TECHNOLOGIES INC., and is the current Vice President of R&D Dept. of Alpha Networks Inc..
<b>Director</b>	Jung-Huang Wang	More than five years' work experience required by the Company's finance and business, who is the current director of the Company and . He is currently a director of the Company and a director of Sports Gear Co., Ltd..
<b>Independent Director</b>	Hsiao-Chen Chuang	More than five years' work experience required by the Company's finance and business, who has the expertise in accounting and finance, and is the current convener of the Company's Audit Committee and Remuneration Committee. He is the current independent director of FORMOSA ADVANCED TECHNOLOGIES CO., LTD., the current director of HUXEN CORPORATION, and the current director and President of EARN WEALTH INTERNATIONAL INVESTMENT LIMITED.
<b>Independent Director</b>	Chao-Fu Shih	More than 5 years' work experience required by the company's finance and business, who was the former director of served as director of HIWAY BROADBAND CO., LTD., the former Vice President of Vice President of EMC, and the former President of Yun Zhong Broadcasting.
<b>Independent Director</b>	Ching-Ying Wang	More than five years' work experience required by the Company's finance and business, who was the Motorola Market Global Team Leader and Siemens Director.

The nomination and selection of IDT's Board of Directors follow IDT's bylaws, with all board elections conducted via a candidate nomination system. This process includes evaluating candidates' academic and professional backgrounds and considering stakeholder opinions, adhering to the "Board Election Measures" and "Corporate Governance Best Practice Principles" to ensure diversity and independence. Among the board members, only one is a company manager, representing 14% of the board seats, and women (including independent directors) make up 43% of the board. Regarding age distribution, there are 2 members aged 51-60, 3 members aged 61-70, and 2 members aged 71-75. Independent directors account for 43% of the board, with all three serving less than three terms. The independent directors meet the Financial Supervisory Commission's criteria and there are no issues under Article 26-3, Sections 3 and 4 of the Securities and Exchange Act regarding conflicts of interest between directors and independent directors.

#### Diversity of Board Members ▼

Title	Name	Gender	Age	Industry experience			Professional knowledge and skills				
				Professional background	Company industry experience	Business management	Accounting and financial analysis	Operational judgment	Crisis management	Leadership decision making	Risk management
<b>Chairman</b>	Wen-Fang Huang (April)	Female	51~60	Management	V	V	V	V	V	V	V
<b>Vice Chairman</b>	Mei-Lang Liu (Amy)	Female	61~70	Management	V	V		V	V	V	V
<b>Director</b>	Pei-Shun Chiu (Patrick)	Male	51~60	Management	V	V		V	V	V	V
<b>Director</b>	Jung-Huang Wang	Male	61~70	Investment		V	V	V	V	V	V
<b>Independent Director</b>	Hsiao-Chen Chuang	Male	71~75	Business operations	V			V	V	V	V
	Chao-Fu Shih	Male	71~75	Telecommunications	V			V	V	V	V
	Ching-Ying Wang	Female	61~70	Information			V		V	V	V

To prevent conflicts of interest within the highest governance body of IDT, the Board of Directors' meeting rules stipulate that directors must practice high self-discipline. If a proposal involves a director or their affiliated entity and poses a potential conflict of interest that could harm IDT's interests, the director must recuse themselves. Any votes cast by a director who violates this recusal requirement will be considered invalid. All IDT directors adhere to these self-discipline principles and practice conflict of interest avoidance. The adherence to conflict of interest principles in 2023 is as follows:

### 2023 Compliance with Conflict of Interest Principles by the Board of Directors ▼

Board meeting date	Director's name	Contents of the motions	Reason for recusal	Participation in voting
02/22	Wen-Fang Huang, Mei-Lang Liu, Jung-Huang Wang, Hsiao-Chen Chuang, Chao-Fu Shih	Proposal for nomination of candidates for directors and independent directors	Involving the personal interests of directors	Not to participate in the discussion and voting
	Wen-Fang Huang, Mei-Lang Liu, Jung-Huang Wang, Hsiao-Chen Chuang	Proposal for lifting the non-competition restrictions imposed on the new directors and their representatives		
	Yen-Wei Cheng, Mei-Lang Liu	Proposal for distribution of 2022 employee remuneration to senior managers	As the Company's manager, involving the personal interest of the director.	
	Yen-Wei Cheng, Mei-Lang Liu	Proposal for 2023 senior manager bonus and raise policy		
05/30	Hsiao-Chen Chuang, Chao-Fu Shih, Ching-Ying Wang	Proposal for appointment of the Remuneration Committee members	Involving the personal interests of directors	

## Audit Committee

To ensure robust corporate governance, IDT's Audit Committee is composed of 3 independent directors, following the "Regulations Governing the Exercise of Powers by Audit Committees of Public Companies." The committee meets at least four times a year and addresses key issues including:

- Regular communication with external auditors regarding financial statement reviews or audits.
- Periodic discussions with internal auditors based on the annual audit plan.
- Review of financial reports.
- Assessment of the effectiveness of internal control systems.
- Oversight of significant asset transactions.
- Monitoring of securities issuance.
- Ensuring regulatory compliance.
- Appointment, dismissal, independence, and suitability of external auditors.
- Execution of the Audit Committee's responsibilities.

In 2023, the Audit Committee held 4 meetings with a 100% attendance rate by independent directors. Meetings included sessions before and after the board re-election at the shareholder meeting on May 30.

### 2023 Audit Committee Attendance Rate ▼

Job Title	Name	Actual attendance rate (B)	Frequency of attendance by proxy	Attendance rate in person (%) [B/A]	Remark (Note)
Independent Director (Convener)	Hsiao-Chen Chuang	4	0	100%	Re-elected
Independent Director	Chao-Fu Shih	4	0	100%	Re-elected
Independent Director	Ching-Ying Wang	2	0	100%	New

Note: A full re-election of directors was held at the annual general meeting on May 30, 2023. Before the re-election, the Audit Committee has convened 2 meetings. After the re-election, the Audit Committee convened 2 meetings.

## Compensation Committee

Under the Board of Directors, IDT has established a "Compensation Committee" to enhance salary and compensation management. The committee regularly evaluates director and executive compensation and reviews related policies, systems, standards, and structures. Directors' compensation follows the "Compensation Guidelines for Directors and Functional Committee Members," while executive compensation adheres to the "Executive Compensation and Performance Management Guidelines.

The Compensation Committee is composed of 3 members and is required to hold at least 2 meetings annually. Members are appointed by the Board of Directors, and their term aligns with the board's term.

In 2023, the Compensation Committee held 2 meetings with a 100% attendance rate. Meeting attendance details are as follows:

#### 2023 Compensation Committee Attendance Rate ▼

Job Title	Name	Actual attendance rate (B)	Frequency of attendance by proxy	Attendance rate in person (%) [B/A]	Remarks
Convener	Hsiao-Chen Chuang	2	0	100	-
Committee Member	Chao-Fu Shih	2	0	100	-
Committee Member	Ching-Ying Wang	2	0	100	2023/5/30 Reelection of Directors

### Audit Responsibilities

IDT's internal audit unit reports directly to the Board of Directors and is primarily responsible for assisting management in establishing internal control systems to reasonably ensure the achievement of the following objectives:

- Reliability and Transparency: Reporting that is reliable, timely, transparent, and compliant with relevant regulations.
- Regulatory Compliance: Adherence to applicable laws and regulations.
- Operational Effectiveness and Efficiency: Ensuring the effectiveness and efficiency of operations.

The unit is staffed with a sufficient number of qualified internal auditors based on operational scale. It includes one dedicated internal audit manager who performs duties with independence and objectivity, along with an acting manager.

The dedicated internal auditors and their acting manager meet regulatory qualifications and engage in ongoing training to enhance audit quality. The internal audit manager's appointment and dismissal follow IDT's "Internal Audit Implementation Rules," requiring Audit Committee approval and Board resolution. Their appointment, evaluation, and compensation follow the same process as other employees, with the audit manager reporting to the Chairman of the Board.

Based on risk assessments, the internal audit unit prepares an annual audit plan covering operational cycles and management controls of both the parent company and subsidiaries. Audit findings are compiled into reports for the Chairman and independent directors. Deficiencies are tracked until resolved. The internal audit manager reports significant violations or potential major damage directly to the independent directors, in addition to attending regular board meetings.

To ensure effective internal control, each department and subsidiary evaluates their controls annually. The internal audit unit reviews these self-assessments to help the Board and management identify deficiencies, assess operational effectiveness, and provide improvement recommendations for refining the internal control systems.

## Risk Management Committee

To ensure that IDT's operational risks remain within acceptable limits and to effectively manage governance and sustainability risks, IDT's management reported the "Risk Management Policies and Procedures" and associated timelines to the Audit Committee in February 2023. The Board of Directors approved these policies on the same day.

According to IDT's "Risk Management Policy," the Risk Management Committee is required to annually identify, assess, address, report, and monitor risks that could negatively impact IDT's operational goals. The committee consolidates risks into four major categories—strategic, financial, operational, and hazard risks—creates an annual risk radar chart, and uses risk management tools to optimize the total cost of risk management.

### Risk Radar Matrix ▼

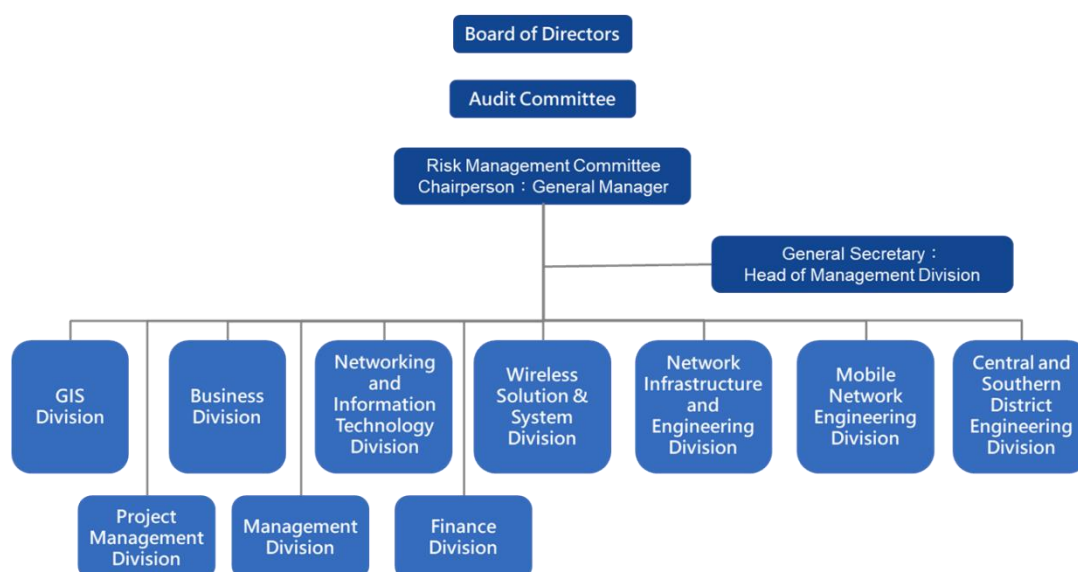


In accordance with its risk management policies and procedures, IDT established the Risk Management Committee in April 2023. The committee meets regularly to report on the annual risk management implementation. It is chaired by the General Manager, who oversees the identification of major company-level risks, while the Secretary General, appointed from the management team, is responsible for promoting and operating risk management mechanisms and handling administrative tasks. All senior managers are committee members.

### Risk Management Operating Procedures ▼

Operational Mechanism	Explanation
<b>Organization</b>	Risk Management Committee was established In April 2023. The committee holds regular meetings and reports on the annual risk management implementation status. The committee is composed of a Chairman and a Secretary-General, with each head of the company's first-level units included as committee members.
<b>Policy and Procedures</b>	Approved by the Board of Directors, the 'Risk Management Policies and Procedures' serve as the basis for the operation of risk management.
<b>Principle</b>	<ol style="list-style-type: none"> <li><b>1. Integration</b> : Treat risk management as an integral part of all activities.</li> <li><b>2. Structured and Comprehensive</b> : Implement risk management in a structured and comprehensive manner to achieve consistent and comparable results.</li> <li><b>3. Customization</b> : Develop appropriate risk management frameworks and processes based on the organization's environment, size, business characteristics, risk nature, and operational activities.</li> <li><b>4. Inclusiveness</b> : Consider the needs and expectations of stakeholders to enhance and meet their understanding and expectations of the organization's risk management.</li> <li><b>5. Dynamic</b> : Appropriately and timely forecast, monitor, grasp, and respond to changes in both internal and external environments.</li> <li><b>6. Effective Use of Information</b> : Utilize past, current, and future information as the foundation for risk management and provide timely and clear information to stakeholders for reference.</li> <li><b>7. Personnel and Culture</b> : Enhance the emphasis on risk management by governance and management units, and improve risk awareness and culture throughout the organization by implementing training mechanisms at all levels, integrating risk management into corporate governance and daily operations.</li> <li><b>8. Continuous Improvement</b> : Continuously improve risk management and related processes through iterative learning and experience accumulation.</li> </ol>
<b>Assessment Tools</b>	Utilize the 'Risk Analysis Matrix' as an assessment tool to evaluate various types of risks, including strategic, financial, operational, and hazard risks. Additionally, employ risk management tools to optimize the overall cost of risk management.
<b>Oversight</b>	Annually, a report on the status of risk management operations should be presented to the Audit Committee and the Board of Directors.

## Risk Management Committee ▼



## 2023 Risk Management Operational Results ▼

Year	Explanation
2023	<ol style="list-style-type: none"> <li>1. In February, the Head of the Management Office reported the "Risk Management Policies and Procedures" and the schedule for various planned activities to the Audit Committee. On the same day, the Board of Directors passed the "Risk Management Policies and Procedures" as the basis for risk management operations.</li> <li>2. In April, the Risk Management Committee was established, and an initial meeting was held. The meeting primarily explained the importance of risk management and the operational procedures.</li> <li>3. In May, the first Risk Management Committee meeting was held to conduct risk identification. This included completing the risk assessment checklist, establishing the risk radar chart, identifying the company's Top 3 Risks, and formulating risk mitigation strategies.</li> <li>4. The Top 3 Risks identified are: [Significant Project Delays], [Product Distributor Risks], and [Decline in the Telecommunications Industry].</li> <li>5. In September, the company tracked the progress of managing the Top 3 Risks to ensure that they are under control. At the end of the year, a final meeting was held to review the effectiveness of the risk management of the Top 3 Risks and to discuss the planning for the 2024 RMC.</li> </ol>

## Integrity Management

Integrity is a fundamental ethical responsibility for any business and crucial to its operation and development. Unethical behavior can lead to commercial losses, diminished employee morale, and loss of trust among customers and partners. It may also involve illegal activities such as bribery or insider trading, ultimately worsening the business environment and potentially leading to IDT's collapse.

IDT recognizes the importance of integrity in business operations. To ensure that managers and employees conduct themselves ethically with clients,

suppliers, shareholders, and stakeholders, IDT established the "Code of Ethics for Directors and Managers" and the "Integrity Management Code" in March 2016, approved by the Board of Directors.

IDT has set up an Integrity Management Promotion Team, chaired by the General Manager or their designate, with the Head of Management as the Secretary General, and department heads, including the Legal Affairs Supervisor, as members. This team promotes and enforces integrity practices, including anti-corruption, anti-bribery, legal compliance, and prohibition of insider trading. Each unit is responsible for supporting the Board and management in implementing and monitoring these codes. The Promotion Team reports regularly to the Board on its activities and compliance.

### Integrity in Business Operations ▼

#### Legal Compliance

Establish the 'Code of Ethics for Directors and Managers' and the 'Code of Integrity in Business Practices,' and include integrity clauses in procurement contracts, requiring vendors to adhere to them.

#### Training and Publicity

Training sessions on 'Prohibition and Prevention of Insider Trading' and 'Integrity in Business Practices and Legal Training' were held in 2023, achieving a 100% completion rate with a total of 741 person-hours.

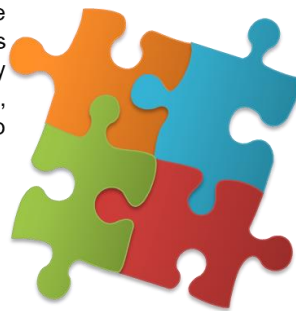
#### Audit and Reporting

Each year, the Auditing Office conducts regular checks to prevent issues, and the promotion team is required to report its implementation status to the Board of Directors periodically. In 2022, there were no reports of violations, complaints, or incidents.

#### Reporting Channel

**Physical Document Counter :** Legal Affairs Office

**Email :** [report@idtech.com.tw](mailto:report@idtech.com.tw)



## III. Information Security Risk Management

### Information Security Policy

To strengthen information security management and ensure the confidentiality, integrity, and availability of information assets, IDT has established an "Information Security Policy." This policy aims to create a culture where "information security is everyone's responsibility," safeguarding customer and employee data. It ensures that data processing is secure throughout, providing a stable and efficient information service environment while complying with relevant regulations and protecting against intentional or accidental internal and external threats.

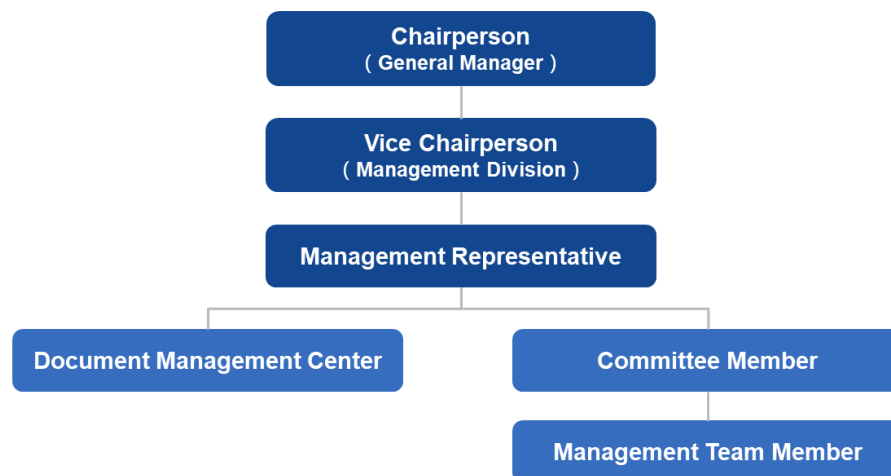
## Information Security Risk Management

IDT's information security strategy focuses on governance, compliance, and technology. It enhances security across systems, technology, personnel, and organization. To strengthen management, IDT designs network architectures in line with security requirements and implements prevention and detection systems to identify and address potential issues early. IDT adheres to security development standards to minimize risks during design and development.

In addition, IDT manages information operations according to security policies and performs asset evaluations and disaster recovery drills to enhance stability. The information security management unit conducts annual audits, organizes training, and issues security awareness communications. Regular reports on security matters are provided to the Board of Directors to mitigate risks and support sustainable operations.

## Information Security Management Framework

### Information Security Management Committee ▼



## ISO/IEC 27001 Information Security Certification

To implement IDT's information security policy and enhance management, aligning with international standards, IDT established an Information Security Management Committee in August 2021. ISO 27001 was introduced, and in January 2022, IDT completed on-site verification. After recommendations from SGS and a UKAS review, IDT received the ISO 27001 certificate in April 2022, valid from April 7, 2022, to April 7, 2025, for three years.

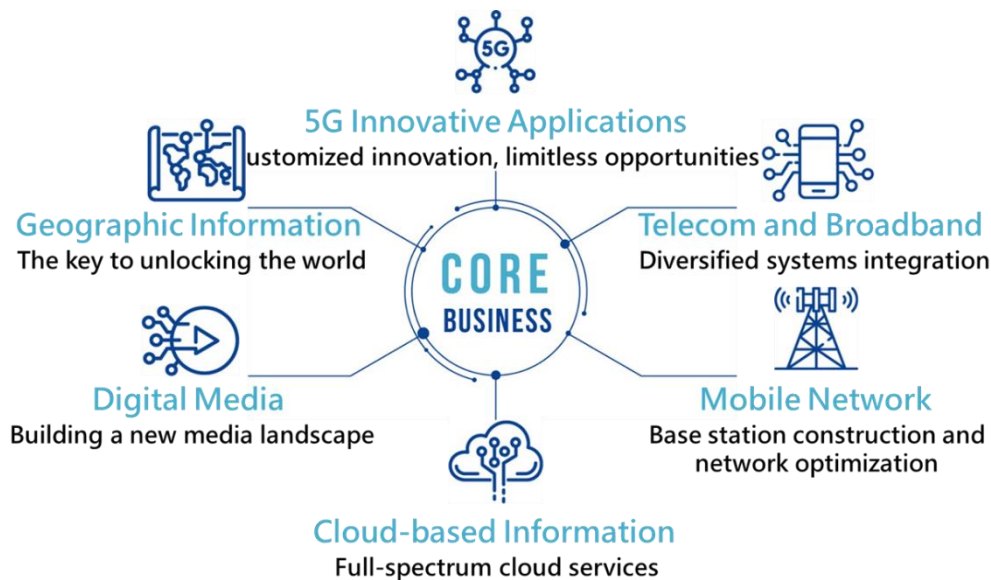
## ISO 27001 Information Security Certificate ▼



## IV. Products and Services

IDT offers six core services in the field of information and communications, including 5G innovative applications, telecommunications and broadband, mobile networks, cloud-based information, digital media, and geographic information. They provide clients with relevant solutions and professional services.

### core business ▼



IDT also acts as an exclusive distributor and midstream dealer for many well-known brands, significantly enhancing its business development. The upstream mainly consists of hardware and software manufacturers, which are leading brands with no technical barriers for supply. Hardware and software are provided through midstream distributors and suppliers. Downstream system integrators develop application software and complete hardware-software integration based on market demands, offering comprehensive solutions to meet client needs and investment return expectations. IDT plays a crucial role in the industry, as illustrated in the related industry positioning diagram below.

### IDT's Industry Positioning ▼



## 5G Innovative Applications

IDT's main products for 5G innovative applications include: 5G core network, 5G integration platform, heterogeneous network management platform, smart terminals, smart applications, VR smart devices, All in One/ORAN, suitcase-style 5G equipment, unmanned vehicle control systems, unmanned aerial vehicles, and AR/VR/MR smart applications. They offer customers the following 5G solutions:

- 5G core network base station equipment solutions
- 5G innovative application solutions
- End-to-end customized 5G solutions
- Customized 5G dedicated frequency network solutions

## **Telecommunications and Broadband**

In telecom and broadband services, IDT's main products include: IP core network, CMTS, MPLS, Cable Modem, Home Gateway, RPHY, bandwidth management systems, analytics and defense systems, IMS-AS, C5 NGN, OpenShift, OpenStack, telecom and broadband network service assurance platforms, SMS systems, IP SMS gateways, SBC, PCRF, ENUM, SS7 FW, OTN/ROADM Networks, PTN Networks, IP Optical Networks, Cloud and Edge (Media Gateways, NFV, SBC...), High Capacity OTN Solutions, DCI/Single Fiber Applications, Atomic Clock, GNSS Firewall. They offer customers the following solutions:

- Cable TV network systems
- Fiber broadband network transmission systems
- IP network communication and value-added application systems
- Bandwidth management application systems

## **Mobile Networks**

IDT has been a key supplier for major telecom operators in the mobile network sector and represents a range of products, including: antennas, splitters, filters & combiners, hybrid cables, and fiber optic cables. They provide the following services to telecom operators:

- 4G/5G base station mobile network construction
- Indoor/outdoor coverage
- Electromagnetic wave measurement/interference detection services
- Solar-powered base station network systems for remote locations

## **Digital Media**

In the industry, Interactive is one of the few providers offering complete digital media system integration services. They exclusively represent a wide range of products, providing television platforms with diverse and ample options. Their products include nonlinear editing, news automation, master control signal centers, smart broadcast graphics, virtual studios, slow-motion systems, broadcast servers, news document systems, encoders, transcoders, service monitoring systems, cameras, video switchers, high-performance shared storage systems, media asset systems, network switches, and cable TV network service equipment. Interactive has successfully completed planning and implementation for many TV stations and can offer digital media clients the following services:

- News digital production and broadcasting system integration
- Master and backup control automation systems
- Virtual studios/broadcast animation systems

- Media program post-production systems
- News document systems
- Digital TV head-end systems
- OTT video service platforms
- UHD (4K) production/broadcasting/transmission solutions
- Full IP production environment equipment

## **Cloud-based Information**

To meet the cloud information needs of large enterprises, IDT represents products such as IP core and infrastructure networks, NGFW, servers, storage devices, Cloud Wi-Fi, Poe switches, load balancers, WAF, enterprise and financial network service assurance platforms, analytics and defense systems, IPS, and more. These products come from internationally renowned manufacturers. IDT provides full cloud information services for large enterprises, including:

- Enterprise network planning and implementation
- Cybersecurity system planning and implementation
- Information system equipment virtualization
- Multimedia video conferencing

## **Geographic Information**

IDT has established a branch in the Neihu Science Park, focusing on the development and integration of Geographic Information Systems (GIS) and representing internationally renowned GIS software and indoor object tracking systems (BiDaE Object Tracker). They offer full GIS integration services, including:

- GIS-related hardware and software sales and consulting services
- IoT, Digital Twin, and GeoAI innovative application integration solutions
- Geographic information storage and common platforms for county and city governments, municipal information cloud
- Commercial space analysis and business intelligence
- Geographic education solutions for colleges and high schools
- Customized GIS systems and training courses

# CH2 Sustainable Governance and Performance

## I. Sustainable Governance

Sustainable development is a top priority for most companies today. The issues related to sustainability are broad and diverse. To address these topics and stay updated on global trends, IDT has established a "Sustainability Development Committee" and created policies to guide its activities.

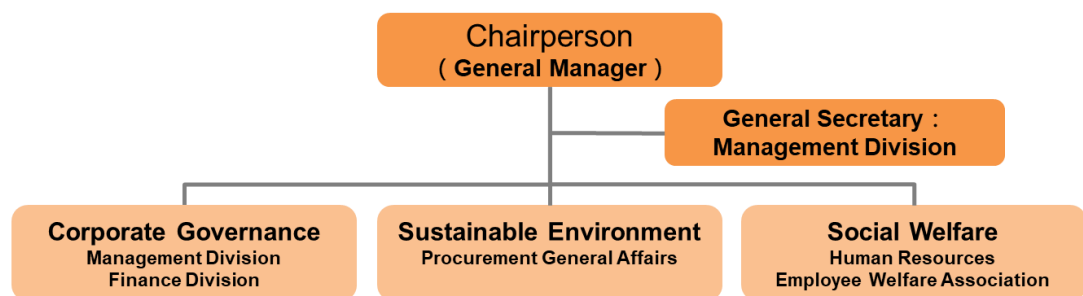
### Sustainability Development Practice Code

IDT's board approved the "Corporate Social Responsibility Practice Code" in March 2016, revised to the "Sustainability Development Practice Code" in 2022. This code serves as IDT's highest principle for sustainable development. The Sustainability Development Committee will implement governance based on principles like effective corporate governance, environmental sustainability, social inclusiveness, and improved disclosure of sustainability information.

### Sustainability Development Organizational

Based on the Corporate Social Responsibility Practice Code, IDT established the Corporate Social Responsibility Committee in 2017, chaired by the Chairman, and tasked the management office with forming a part-time team led by the office head to handle all operations. In July 2022, aligning with the Sustainability Development Practice Code, the committee was renamed the Sustainability Development Committee, chaired by the General Manager. The committee focuses on corporate governance, sustainable environment, and social inclusiveness, promoting sustainability through daily operations and balancing shareholder and stakeholder interests. In February 2024, the committee reported to the board on the 2023 sustainability initiatives and performance, including (1) stakeholder concerns and (2) ESG performance, and received suggestions for improvements from the board.

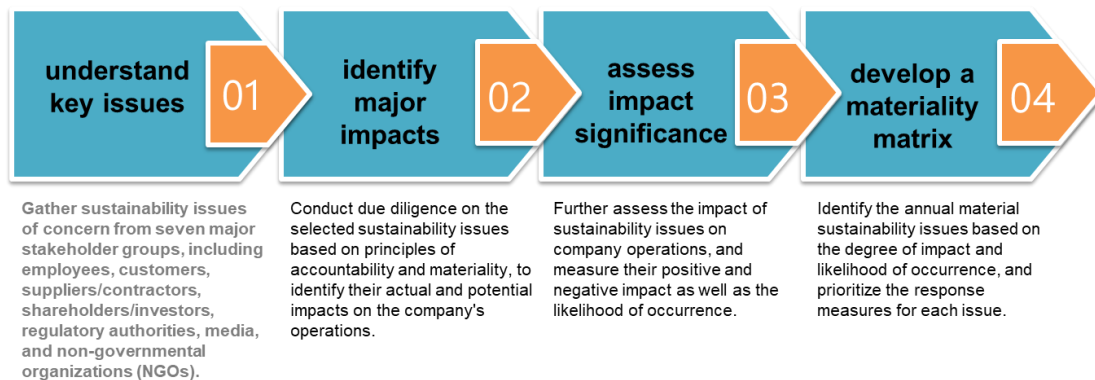
### Sustainable Development Organizational ▼



## Material Sustainability Issue

IDT's Sustainability Development Committee, based on the current state of IDT's sustainability governance, refers to international sustainability evaluation criteria and questionnaires, such as the GRI Standards introduced by the Global Reporting Initiative and the Sustainable Development Goals (SDGs) announced by the United Nations in 2015. By leveraging practical experience from company operations, the committee gathers sustainability concerns from seven key stakeholder groups—employees, customers, suppliers/contractors, shareholders/investors, regulatory agencies, media, and NGOs/public welfare organizations. The committee identifies and prioritizes significant issues for the year through a structured process. In 2023, the seven stakeholder groups highlighted a total of 21 issues of concern.

### Material Sustainability Issue Assessment Process ▼



## Stakeholder Engagement

In promoting corporate sustainability activities, IDT highly respects the interests of both internal and external stakeholders. IDT has established a dedicated stakeholder section on its website to facilitate appropriate communication, understand the reasonable expectations and needs of various stakeholders, and ensure that IDT effectively addresses the diverse demands and expectations of stakeholders in its daily operations.

### Stakeholder Communication Mechanism, Frequency, and Performance ▼

ESG dimension	Key issues	Employees	Customers	Suppliers/Contractors	Shareholders/Investors	Competent authority	Media	welfare groups/NGO	Communication channel	Communication frequency	2023 performance
Corporate governance	Operational performance	●	●		●		●		<ul style="list-style-type: none"> <li>Hold the annual general meeting of shareholders and publish the ESG report and annual report</li> <li>Disclose financial reports.</li> <li>Disclose operational conditions</li> <li>Conduct compliance and integrity training</li> <li>Company website, major announcements, and disclosures</li> <li>Establish a contact point</li> </ul>	<ul style="list-style-type: none"> <li>Every year</li> <li>Every quarter</li> <li>every month</li> <li>Irregular</li> <li>Irregular</li> <li>Irregular</li> </ul>	<ul style="list-style-type: none"> <li>Hold one annual general meeting of shareholders and publish one 2023 ESG report and one annual report.</li> <li>Disclose financial reports four times.</li> <li>Disclose revenue and profitability status twelve times.</li> <li>Release major information eighteen times.</li> <li>Conduct two compliance training sessions with 741 participants.</li> <li>Conduct one integrity training session with 384 participants.</li> </ul>
	Corporate governance		●		●	●					
	Sustainable development strategy		●		●		●				
	Integrity in business	●	●	●	●	●					
	Regulatory compliance	●	●		●	●	●				
	shareholder engagement/ rights				●	●	●				
	Products and services		●		●				<ul style="list-style-type: none"> <li>Participate in exhibitions, technical forums, conferences, and presentations.</li> </ul>	<ul style="list-style-type: none"> <li>Irregular</li> </ul>	<ul style="list-style-type: none"> <li>Participated in the Taipei International Computer Show from May 30 to June 2, showcasing new GIS solutions for carbon footprint assessment, carbon reduction planning, and emission monitoring to help businesses create effective carbon reduction strategies.</li> </ul>
	Risk management		●						<ul style="list-style-type: none"> <li>Convene the Risk Management Committee</li> </ul>	<ul style="list-style-type: none"> <li>Every quarter</li> </ul>	<ul style="list-style-type: none"> <li>Held four Risk Management Committee meetings.</li> </ul>
	Information security protection and management	●	●	●					<ul style="list-style-type: none"> <li>ISO 27001 internal and external audit verification</li> <li>ESG sustainability report</li> </ul>	<ul style="list-style-type: none"> <li>Every year</li> <li>Every year</li> </ul>	<ul style="list-style-type: none"> <li>One internal and one external audit for ISO 27001.</li> </ul>
	Customer ESG audit		●						<ul style="list-style-type: none"> <li>Customer satisfaction survey</li> </ul>	<ul style="list-style-type: none"> <li>Irregular</li> </ul>	<ul style="list-style-type: none"> <li>Completed ESG assessments for 5 clients with a 100% pass rate.</li> <li>Selected as a Gold-Level Supplier in the CHT sustainable supply chain.</li> </ul>
	Suppliers/Contractors management		●	●					<ul style="list-style-type: none"> <li>Supplier/Contractor conference</li> <li>Safety and health awareness activities</li> <li>Letters, phone communication, and project meetings</li> </ul>	<ul style="list-style-type: none"> <li>Every year</li> <li>Irregular</li> <li>Irregular</li> </ul>	<ul style="list-style-type: none"> <li>Completed 51 annual vendor evaluation forms with a 100% response rate.</li> <li>Conducted audits for 7 construction vendors annually.</li> <li>Held 4 safety and health training sessions for contractors, with 64 contractors and 86 participants.</li> </ul>




## Stakeholder Communication Mechanism, Frequency, and Performance ▼

ESG dimension	Key issues	Employees	Customers	Suppliers/ Contractors	Shareholders/ Investors	Competent authority	Media	welfare groups/ NGO	Communication channel	Communication frequency	2023 performance
Sustainable environment	Energy management		●			●		●	■ ESG sustainability report Establish an "Environmental Sustainability" section on the company website	■ Every year ■ Irregular	■ Obtained a third-party greenhouse gas emissions and removals verification statement on May 29, 2023.
	GHG inventory and emissions		●			●		●			
	wastewater and waste		●	●		●		●			
Social inclusion	Human rights equality	●	●	●				●	■ Company website announcements	■ Irregular	■ Amended and announced the "Labor Rights Protection Policy" by the end of November.
	Talent recruitment and development	●							■ Professional training ■ Management courses ■ Occupational health and safety seminars and courses ■ Employee grievance and feedback mailbox ■ Labor-management meetings ■ Office repair and maintenance hotline	■ Irregular ■ Irregular ■ Irregular ■ Irregular ■ Every quarter ■ Irregular ■ Irregular ■ Every year ■ Every year	■ Conducted 82 professional training sessions, training 216 participants. ■ Held 131 management courses, training 2,004 participants. ■ Provided safety education training for 65 new employees, with a 100% completion rate. ■ Organized 1 employee health seminar. ■ Held 4 labor-management meetings. ■ Addressed 21 office repair issues with a 100% completion rate.
	Compensation and benefits	●							■ Employee welfare committee activities ■ Employee performance evaluations ■ ESG sustainability report and annual report		■ Hosted 4 afternoon tea sessions to relieve employee work stress.
	Training and education	●									■ Completed annual performance evaluations for all employees.
	Labor rights protection	●	●			●		●	■ Occupational Health and Safety committee	■ Every quarter	■ Regularly held occupational health and safety meetings as required by law.
	Health and safety	●	●	●		●			■ ESG activities or project collaboration	■ Irregular	■ Participated in 2 client ESG activities, including sponsoring golf tournaments to support sports development and assisting with repair projects for rural care classrooms to improve education in underserved areas. ■ Participated in 2 ESG activities by the parent company or independently, including participating beach cleanups and tree planting events to actively support environmental conservation.
	Social responsibility and engagement		●		●		●	●			






## II. Sustainable Development Performance

To integrate and advance its sustainability strategies, IDT not only communicates with stakeholders to actively address their concerns and gather feedback but also strives for mutual understanding with them. Additionally, IDT emphasizes whether its sustainability initiatives align with the United Nations' 2015 "2030 Sustainable Development Goals" (SDGs). IDT's sustainability strategy is benchmarked against the 17 core SDGs, and action plans are developed to align with these goals, ensuring that IDT's sustainability policies and values are realized.

### 2023 Sustainability Performance ▼

Chapter	Content	SDGs	2023 Goals/Outcomes
<b>Corporate governance</b>	<ul style="list-style-type: none"> <li>About IDT</li> <li>Internal Governance</li> <li>Information Security Risk Management</li> <li>Products and Services</li> </ul>	 <b>5 GENDER EQUALITY</b>	<b>Gender equality</b> Achieve gender equality and empower all women and girls. <ol style="list-style-type: none"> <li>The board of directors consists of 7 members, with 3 female directors, representing 43% of the board seats.</li> <li>Continuously maintain gender diversity and equality among board members.</li> </ol>
		 <b>8 DECENT WORK AND ECONOMIC GROWTH</b>	<b>Decent work and economic growth</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. <ol style="list-style-type: none"> <li>In 2023, the company's governance evaluation remains in the top 6%-20%.</li> <li>Consistently maintain a ranking in the top 6%-20% for information disclosure evaluation among listed companies.</li> </ol>
<b>Sustainable Governance and Performance</b>	<ul style="list-style-type: none"> <li>Sustainable Governance</li> <li>Sustainable Development Performance</li> <li>Sustainable Innovation</li> </ul>	 <b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b>	<b>Industry, Innovation and Infrastructure</b> Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation. <ol style="list-style-type: none"> <li>At the 2023 Taipei International Computer Show, showcased GIS solutions for carbon inventory, reduction planning, and monitoring to help businesses improve their carbon reduction strategies.</li> </ol>

## 2023 Sustainability Performance ▼

Chapter	Content	SDGs	2023 Goals/Outcomes
Sustainable environment	<ul style="list-style-type: none"> <li>Greenhouse Gases</li> <li>Energy Management</li> <li>Overview of Environmental Footprint</li> </ul>	 <b>Affordable and clean energy</b> Ensure access to affordable, reliable, sustainable and modern energy for all.	1. In 2023, the carbon reduction measures for transportation included replacing fuel-powered public vehicles, cutting annual fuel consumption to 43,298 liters. This represents a reduction of 7,756 liters from 2022, or a 15.2% decrease.
		 <b>Responsible consumption and production</b> Ensure sustainable consumption and production patterns.	1. In 2022, the electricity intensity was 557.23 kWh per million revenue. By 2023, it decreased to 516.87 kWh per million revenue, representing a 7.24% reduction.
		 <b>Climate action</b> Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy.	1. In 2023, IDT's total GHG emissions were 1,032.9935 metric tons CO <sub>2</sub> e, a 78.9998 metric tons CO <sub>2</sub> e reduction from the baseline year, achieving a 7.10% decrease. 2. Using 2022 as the baseline, set a 10% total reduction in greenhouse gas emissions by 2030, aiming for "Net Zero" emissions by 2050.
Social inclusion	<ul style="list-style-type: none"> <li>Human Resources Development</li> <li>Care and Benefits</li> <li>Employee Health and Workplace Safety</li> <li>Human Rights Management</li> <li>Charity Care</li> </ul>	 <b>No Poverty</b> End poverty in all its forms everywhere	1. Adjust salary annually based on the Consumer Price Index and average wage policies, with regular reviews each year.
		 <b>Good health and well-being</b> Ensure healthy lives and promote well-being for all at all ages.	1. In 2023, health consultation services were provided to 104 individuals, with 8 hours of occupational physician services and 96 hours of nursing services.

## 2023 Sustainability Performance ▼

Chapter	Content	SDGs		2023 Goals/Outcomes
Social inclusion	<ul style="list-style-type: none"><li>● Human Resources Development</li><li>● Care and Benefits</li><li>● Employee Health and Workplace Safety</li><li>● Human Rights Management</li><li>● Charity Care</li></ul>	<div><div>4</div><div>QUALITY EDUCATION</div><div></div></div>	<b>Quality education</b> Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	<ol style="list-style-type: none"><li>1. In 2023, IDT's training performance was:</li><li>2. External training (management): 43 participants, 301 hours</li><li>3. External training (non-management): 194 participants, 2,003 hours</li><li>4. Internal training: 2,796 participants, 3,426 hours</li></ol>
		<div><div>5</div><div>GENDER EQUALITY</div><div></div></div>	<b>Gender equality</b> Achieve gender equality and empower all women and girls.	<ol style="list-style-type: none"><li>1. In 2023, IDT did not have any incidents of sexual harassment internally.</li><li>2. Women comprise 26% of management positions.</li></ol>
		<div><div>10</div><div>REDUCED INEQUALITIES</div><div></div></div>	<b>Reduced inequality</b> Reduce inequality within and among countries.	<ol style="list-style-type: none"><li>1. In line with the "Labor Standards Act" and "Gender Equality in Employment Act," we promote job gender equality and work fairness, and reject workplace sexual harassment, gender discrimination, and pregnancy discrimination.</li></ol>

### III. Sustainable Innovation

#### Sustainable Innovation Services

Currently, ESG and net-zero emissions are prominent in corporate governance. IDT advances in niche markets by showcasing Geographic Information System (GIS) solutions at the 2023 Taipei International Computer Show. These solutions feature carbon emission inventory, negative carbon planning, and emission monitoring, helping companies track emissions and develop effective reduction plans. The ESRI ArcGIS platform's dashboard enables real-time monitoring and adjustment of emissions, aligning with SDG "Climate Action" goals.

Using the Solar Radiation Analysis method in ESRI ArcGIS Urban Impact Analysis, accurate data on solar radiation, solar energy yield, and shading analysis is provided to assess solar energy potential. This method integrates with climate data such as wind energy, temperature, humidity, and rainfall, extending to green energy potential assessments. It helps companies implement environmental sustainability early and supports green technology development.

To achieve the 2050 net-zero emissions goal, IDT is collaborating with government departments to develop a "National Land Afforestation Matching Platform." This platform uses location science to present data on tree species, quantities, and CO2 reduction, helping companies assess these factors. The new GIS service includes spatial analysis to identify priority planting areas and facilitates land matching for afforestation. It supports companies in carbon reduction through reforestation and allows leasing national forest land for tree planting, aiding the net-zero carbon emissions goal.



## **CH3 Sustainable Environment**

### **I. Greenhouse Gases**

Global warming is causing abnormal climate phenomena that threaten our environment. At the 28th United Nations Climate Change Conference (COP28) in November 2023 in the United Arab Emirates, the World Meteorological Organization (WMO) announced that 2023 would be the warmest year on record, with temperatures rising by 1.4°C compared to pre-industrial levels. Given the severe climate challenges and impacts, it is urgent to limit global warming to 1.5°C, requiring international cooperation and active emission reduction measures.

Additionally, in March 2023, the Financial Supervisory Commission (FSC) issued the "Sustainability Development Action Plan for Listed Companies," and the Environmental Protection Administration (EPA) introduced the "Climate Change Response Act." IDT, with paid-in capital of less than 5 billion NT dollars, falls under the third phase of greenhouse gas inventory requirements (i.e., inventory by 2026 and verification by 2028). However, since IDT's ultimate parent company is a listed company with paid-in capital exceeding 10 billion NT dollars, its subsidiaries must complete the inventory by 2025 and verification by 2027.

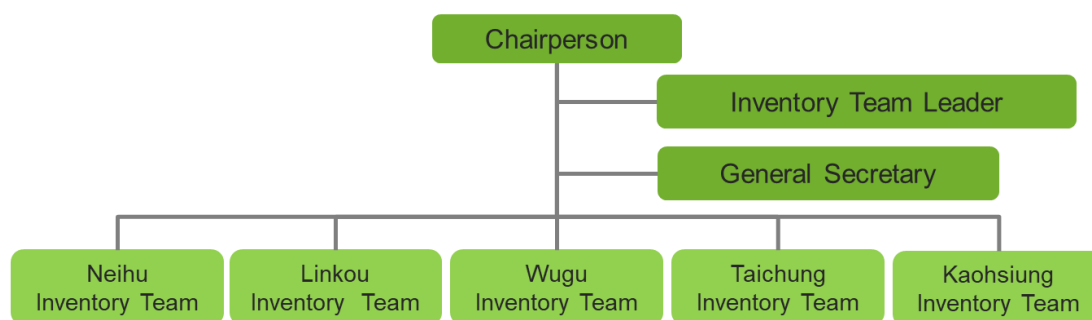
As a responsible global citizen, IDT places great importance on relevant issues. Addressing potential operational risks and taking proactive measures are key to our growth. Therefore, we conducted a greenhouse gas inventory ahead of schedule in 2023. Following regulatory guidance and the "ISO 14064-1:2018" standard, we obtained third-party verification by the end of May 2023.

By standardizing and systematically inventorying direct and indirect greenhouse gas emissions, we analyze the results to guide future planning and improvements. We aim to reduce emissions and mitigate the environmental impact of climate change. Using 2022 as the baseline, we target a 10% reduction by 2030, with a long-term goal of "Net Zero" emissions by 2050.

#### **GHG Inventory Execution Organizational**

In 2022, IDT adopted the ISO 14064-1:2018 standard for greenhouse gas inventory and conducted an independent assessment. We also established a "Greenhouse Gas Inventory Implementation Committee" to achieve our reduction targets. By conducting annual inventories and implementing energy-saving measures, we aim to minimize the environmental impact of climate change.

## GHG Inventory Execution Organizational ▼

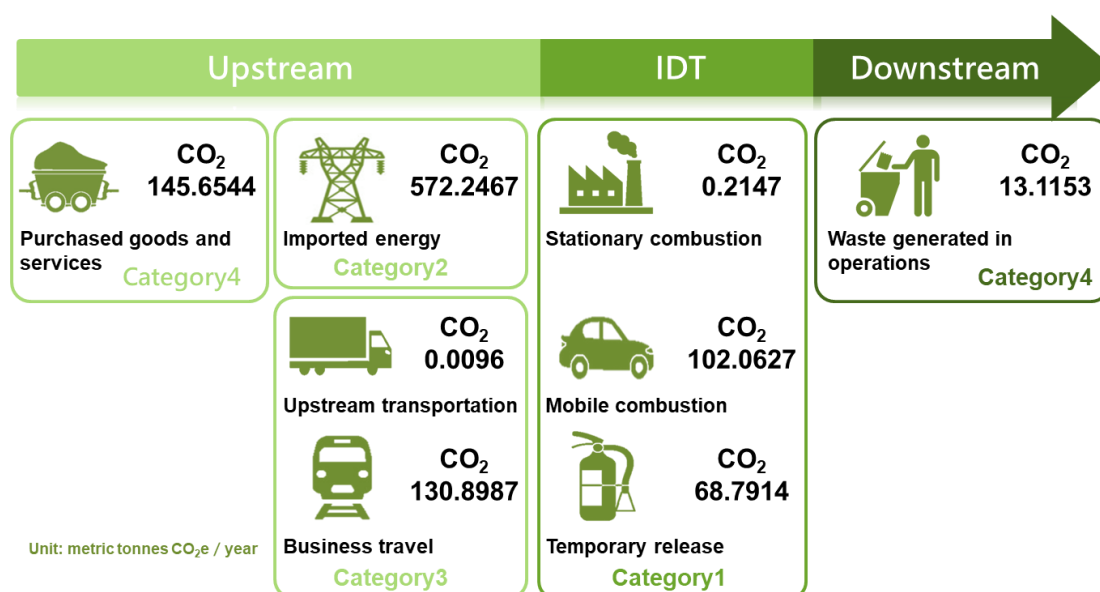


## GHG Emissions

IDT conducts greenhouse gas emissions inventory following the guidelines of the Intergovernmental Panel on Climate Change (IPCC) and the Environmental Protection Administration's "Greenhouse Gas Reduction and Management Act." This includes verifying emissions of seven greenhouse gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>), in line with the Kyoto Protocol.

In the 2023 greenhouse gas inventory, following ISO 14064-1:2018 guidelines, we used the operational control approach. The inventory includes IDT's offices and warehouses in Taiwan, and our subsidiary Hwa chi Communications Equipment (Shanghai) Co., Ltd. The total emissions were 1,032.9935 metric tons CO<sub>2</sub>e, a reduction of 78.9998 metric tons CO<sub>2</sub>e compared to 1,111.9933 metric tons CO<sub>2</sub>e in 2022, representing a 7.10% annual decrease.

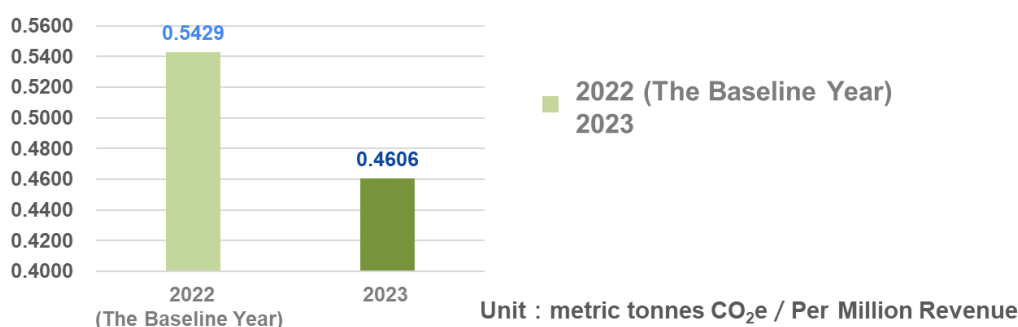
## 2023 GHG Emissions ▼



Based on greenhouse gas emissions per million dollars of revenue, the emission intensity for 2023 is 0.4606 metric tons CO<sub>2</sub>e per million revenue, a 15.16% decrease compared to the baseline year's intensity of 0.5429 metric tons CO<sub>2</sub>e per million revenue.

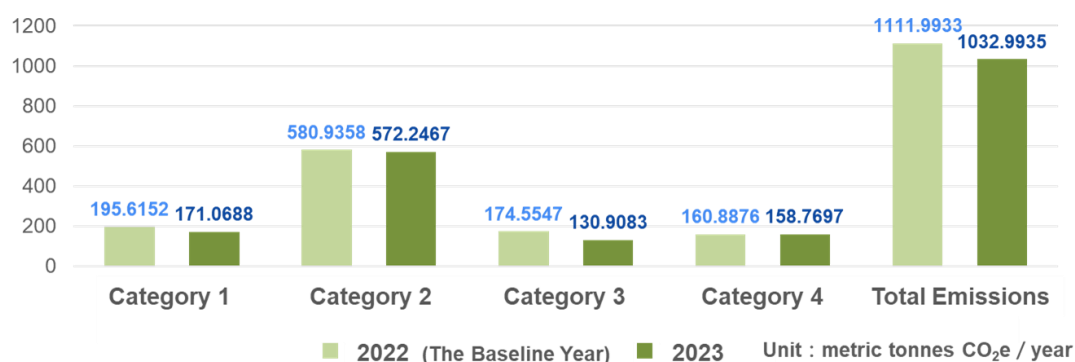
### GHG Emission Intensity for 2023 and the Baseline Year ▼

	2022	2023
<b>Operating revenue</b> ( Unit: NT\$ Million )	2048.20	2242.56
<b>GHG emission intensity</b> ( metric tonnes CO <sub>2</sub> e / Per Million Revenue )	0.5429	0.4606



In 2023, the largest source of greenhouse gas emissions was electricity use, accounting for 55.4% of the total annual emissions. This is primarily due to IDT's focus on system integration services, with office electricity being the main energy consumption. The second-largest source was transportation emissions, including employee travel and fuel combustion from company vehicles, totaling 232.9614 metric tons CO<sub>2</sub>e, or 22.55% of the total emissions. Thanks to the carbon reduction efforts in 2023, the greatest reduction was in indirect emissions from transportation (Category 3), with a decrease of 43.6464 metric tons CO<sub>2</sub>e, while indirect emissions from product use (Category 4) saw the smallest reduction, with a decrease of 2.1179 metric tons CO<sub>2</sub>e.


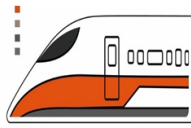

### GHG Emission for 2023 and the Baseline Year ▼



## Carbon Reduction Measures

To achieve the goal of net zero emissions by 2050, energy conservation to reduce greenhouse gas emissions is our top priority. However, as an integrated systems service provider, IDT's primary source of emissions is from electricity consumption. The secondary source comes from transportation activities, including upstream transportation from procurement, employee travel by personal cars, and company vehicles. Therefore, in 2023, we implemented several carbon reduction measures related to transportation. These include reducing the transportation of procured paper, encouraging public transportation for business trips, and replacing fuel-powered company cars with hybrids. These measures reduced greenhouse gas emissions by 64.3265 metric tons of CO<sub>2</sub>e, accounting for 81.42% of the annual reduction, and a 5.78% reduction compared to the baseline year.





### Carbon Reduction Measures for Transportation ▼

Action Plan	Measures and Performance												
<div>Reduce transportation</div> <div></div>	<div>Measures : The General Affairs Department estimates annual paper needs, increases order size, and reduces transport trips.</div> <div>Performance :</div> <table><tr><th></th><th>2022</th><th>2023</th></tr><tr><td>Number of Transportation :</td><td>31</td><td>20</td></tr><tr><td>Transportation Distance ( km ) :</td><td>16.15</td><td>14.13</td></tr><tr><td>GHG Emissions ( metric tonnes CO<sub>2</sub>e ) :</td><td>0.0110</td><td>0.0096</td></tr></table>		2022	2023	Number of Transportation :	31	20	Transportation Distance ( km ) :	16.15	14.13	GHG Emissions ( metric tonnes CO <sub>2</sub> e ) :	0.0110	0.0096
	2022	2023											
Number of Transportation :	31	20											
Transportation Distance ( km ) :	16.15	14.13											
GHG Emissions ( metric tonnes CO <sub>2</sub> e ) :	0.0110	0.0096											
<div>Use public transportation for business trips</div> <div></div>	<div>Measures : Encourage employees to use public transport for business trips to cut direct greenhouse gas emissions from driving.</div> <div>Performance :</div> <table><tr><th></th><th>2022</th><th>2023</th></tr><tr><td>Total Mileage Driven ( km ) :</td><td>1,446,506</td><td>1,048,937</td></tr><tr><td>GHG Emissions ( metric tonnes CO<sub>2</sub>e ) :</td><td>166.3482</td><td>120.6277</td></tr></table>		2022	2023	Total Mileage Driven ( km ) :	1,446,506	1,048,937	GHG Emissions ( metric tonnes CO <sub>2</sub> e ) :	166.3482	120.6277			
	2022	2023											
Total Mileage Driven ( km ) :	1,446,506	1,048,937											
GHG Emissions ( metric tonnes CO <sub>2</sub> e ) :	166.3482	120.6277											
<div>Replace fuel-powered official vehicles</div> <div></div>	<div>Measures : When the rental contract ends, replace gasoline cars with hybrids to reduce gasoline-related greenhouse gas emissions.</div> <div>Performance :</div> <table><tr><th></th><th>2022</th><th>2023</th></tr><tr><td>Annual Gasoline Usage ( L ) :</td><td>51,054</td><td>43,298</td></tr><tr><td>GHG Emissions ( metric tonnes CO<sub>2</sub>e ) :</td><td>120.6673</td><td>102.0627</td></tr></table>		2022	2023	Annual Gasoline Usage ( L ) :	51,054	43,298	GHG Emissions ( metric tonnes CO <sub>2</sub> e ) :	120.6673	102.0627			
	2022	2023											
Annual Gasoline Usage ( L ) :	51,054	43,298											
GHG Emissions ( metric tonnes CO <sub>2</sub> e ) :	120.6673	102.0627											

## II. Energy Management

IDT's primary business is system integration services. Apart from electricity and water consumption, we do not manufacture products, so our operations do not significantly impact the environment or contribute to climate change. However, despite not being a major energy consumer, we are responsible global citizens. In response to energy management and environmental protection, IDT has established the "Corporate Environmental Protection and Energy Conservation Management Measures" to regulate energy use, carbon reduction for systems, and to encourage employees towards energy-saving goals. IDT's main energy-saving measures include:

### Energy Efficiency Management Measures ▼

Energy-Consuming Systems or Equipment	Management Approaches or Measures
<b>Distribution system</b> 	<ol style="list-style-type: none"> <li>1. The power supply voltage should remain within the rated voltage range.</li> <li>2. The transformer's secondary voltage must match the equipment's rated voltage.</li> <li>3. Transformers should be installed in well-ventilated areas to prevent excessive temperature rise, which could increase ineffective power loss. Install fans or air conditioning if needed.</li> <li>4. For power factor control, use an automatic power factor corrector. Capacitors should be installed on the low-voltage side, as close to the load as possible, to minimize line losses.</li> </ol>
<b>Air conditioning system</b> 	<ol style="list-style-type: none"> <li>1. Use high-energy-efficiency air conditioning units, including split-type, packaged units, and central chiller systems.</li> <li>2. Increase the chilled water outlet temperature moderately without affecting cooling, and turn off the chiller during off-hours.</li> <li>3. Regularly clean air conditioning equipment to maintain efficiency, and perform annual system checks. Immediately address any damage or reduced efficiency in components like pumps or fans.</li> <li>4. Turn off central air conditioning during non-working hours or holidays.</li> </ol>
<b>Transaction machine</b> 	<ol style="list-style-type: none"> <li>1. Prioritize using office equipment with energy-saving or eco-friendly certifications.</li> <li>2. Set office equipment to automatically enter sleep mode when not in use, and ensure power is turned off after hours.</li> <li>3. Verify paper size and quantity before copying or printing to avoid waste.</li> <li>4. During meetings, use computers and projectors instead of providing printed materials.</li> <li>5. Collaborate with IT and relevant departments to develop paperless data storage solutions.</li> </ol>
<b>Lighting system</b> 	<ol style="list-style-type: none"> <li>1. Promote the habit of turning off lights when not in use.</li> <li>2. Turn public area lights on and off according to break times.</li> <li>3. Purchase high-efficiency lighting and gradually replace low-efficiency fixtures.</li> <li>4. Maintain and regularly service lights, replacing them as needed to ensure proper brightness.</li> <li>5. Lighting standards will comply with occupational safety and health regulations.</li> </ol>

During its operations, IDT primarily uses electricity provided by Taiwan Power Company. This is managed monthly by dedicated personnel, who continuously propose improvements to enhance energy efficiency, thereby mitigating and adapting to climate change. In 2023, the electricity intensity was 516.872 kWh per million revenue, a 7.24% decrease from 2022.

### The Statistic of Electricity Consumption from 2022-2023 ▼

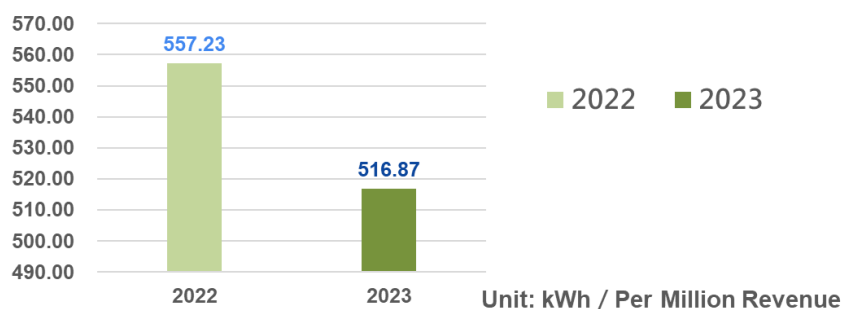
Unit : kWh

Locations	2022	2023
Wugong headquarter	870,417	878,952
Neihu branch office	109,033	113,231
Linkou warehouse	40,016	37,298
Taichung office	50,515	53,931
Xilin warehouse	15,831	15,115
Kaohsiung office	45,688	43,178
Jinling warehouse	9,828	12,571
Hwa Chi (Shanghai)	-	4,844

Note : The electricity consumption for Wugu headquarters excludes the power used by rented server rooms.  
 LinKou warehouse includes the warehouse at No. 216, Ren Ai street, Lu Zhou district.  
 Xilin warehouse includes No. 30-32 and No. 30-37, Xilin lane.  
 Kaohsiung office includes the GIS Kaohsiung office.  
 JinLing warehouse includes the warehouse at No. 40, Lane 80, Jinshan road, up until November 2022.  
 Hwachai started participating in the GHG emissions inventory in 2023, so there is no data for 2022.

### The Statistic of Energy Intensity from 2022-2023 ▼

	2022	2023
Operating revenue ( Unit: NT\$ Million )	2048.20	2242.56
Electricity Statistics ( kWh )	1,141,328	1,159,120
Electricity Intensity ( kWh / Per Million Revenue )	557.23	516.87



### III. Overview of Environmental Footprint

#### Water and Wastewater

IDT is a technology service-oriented system integrator. During its operations, IDT does not generate industrial wastewater, only general domestic sewage from office activities, directed into public sewer lines or septic tanks.

The water used in our offices and warehouses is supplied by Taiwan Water Corporation, distributed through pipelines from water tanks, and regularly cleaned by contractors to ensure a clean supply. Notably, the Linkou warehouse saw increased consumption due to leakage from the water pipeline in May 2022. After repairs, usage returned to normal in February 2023. Additionally, the Xilin office uses legally permitted groundwater due to the landlord's inability to provide tap water. The amount used is minimal and does not pose risks such as land subsidence.

#### Three-Year Regional Office and Warehouse Water Statistics ▼

Unit : kL

Locations	2021	2022	2023
<b>Wugong headquarter</b>	4,071	4,141	4,687
<b>Neihu branch office</b>	396	336	348
<b>Linkou warehouse</b>	321	1,221	147
<b>Kaohsiung office</b>	371	268	286
<b>Jinling warehouse</b>	66	116	76

Note : Neihu branch shares a water meter with other companies on the same floor. Usage is calculated as total floor consumption divided by the number of companies.  
 Linkou warehouse data includes the Luzhou warehouse (No. 216, Ren'ai Street, Luzhou District) as of May 2022.  
 Taichung office is in a commercial building with water costs included in management fees; no water usage data available.  
 Xilin warehouse cannot provide water usage data due to the landlord's inability to supply tap water.  
 Kaohsiung office data includes GIS Kaohsiung office.  
 Jinling warehouse data includes the Jinshan warehouse (No. 40, Lane 80, Jinshan Road) before November 2022.  
 Hwa Chi (Shanghai) is in a commercial building with water costs included in management fees; no water usage data available.

#### Waste Management

IDT has been implementing waste segregation for many years and promotes the use of personal cups and utensils to reduce single-use waste. IDT works with government-approved waste management vendors and third-party oversight organizations to handle and transport its general waste, which is sent directly to the incineration plant in Bali District, New Taipei City, for processing.

## CH4 Social Inclusion

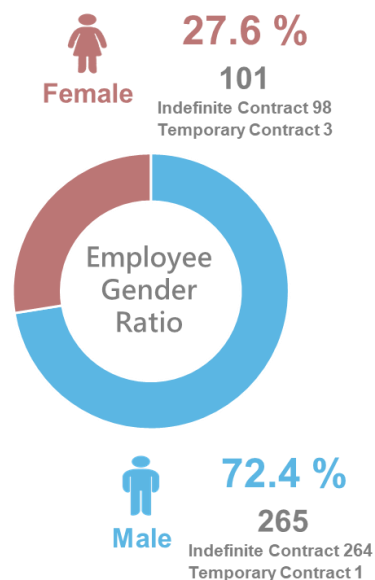
### I. Overview of Environmental Footprint

#### Employee Structure

In 2023, IDT had 366 employees, with 265 male and 101 female. The proportions were 72.4% male and 27.6% female. The number of male employees exceeds female employees by 44.8%. The significant gender disparity is due to IDT's focus on telecommunications and communications engineering, sectors that typically have more male workers, resulting in a noticeable imbalance.

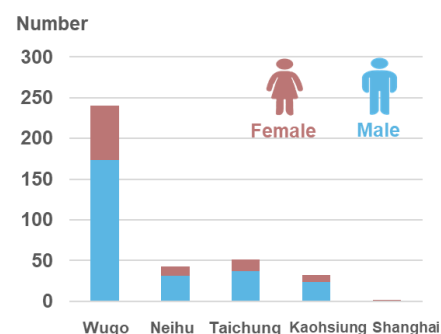
#### 2023 Employee Structure ▼

	Gender	Number of Employees
Indefinite Contract	Male	264
	Female	98
	Others	0
Number of Employees with Indefinite Contract		362
Temporary Contract	Male	1
	Female	3
	Others	0
Number of Employees with Temporary Contract		4
Definitions : Indefinite Contract: Employment contract with non-fixed term (indefinite contract). Temporary Contract: Employment contract with fixed term (fixed-term contract).		



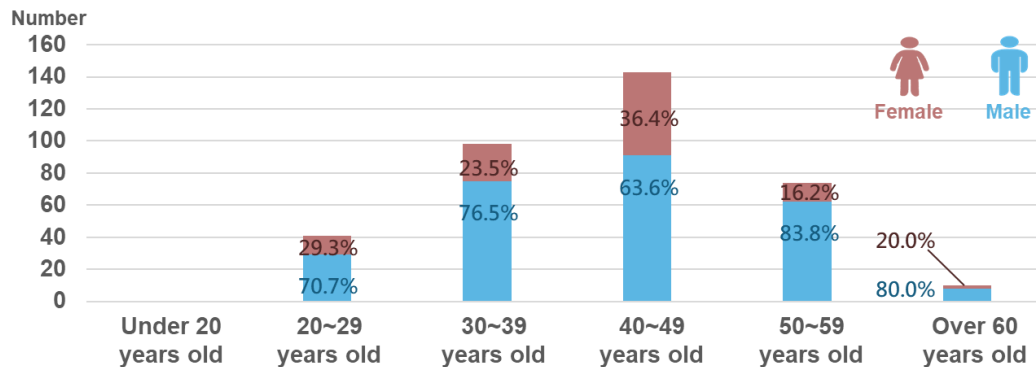
#### 2023 Employee Structure by Regional Service Locations ▼

	Wugu	Neihu	Taichung	Kaohsiung	Shanghai
Male	173	31	37	24	1
Female	67	12	14	8	1
Others	0	0	0	0	0
Total	240	43	51	32	2
Definitions : Wugu: Includes Wugu headquarters and Linkou warehouse Neihu: Refers to Neihu branch office Taichung: Includes Taichung office and Xilin warehouse Kaohsiung: Includes Kaohsiung Office, GIS Kaohsiung office, and Jinling warehouse					



## 2023 Employee Structure by Age Group ▼

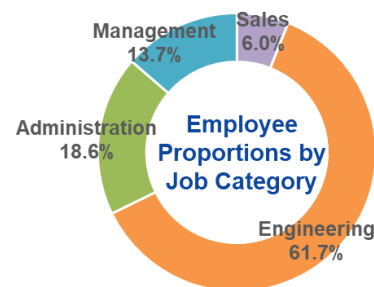
	Under 20 years old	20~29 years old	30~39 years old	40~49 years old	50~59 years old	Over 60 years old
<b>Male</b>	0	29	75	91	62	8
<b>Female</b>	0	12	23	52	12	2
<b>Total</b>	0	41	98	143	74	10



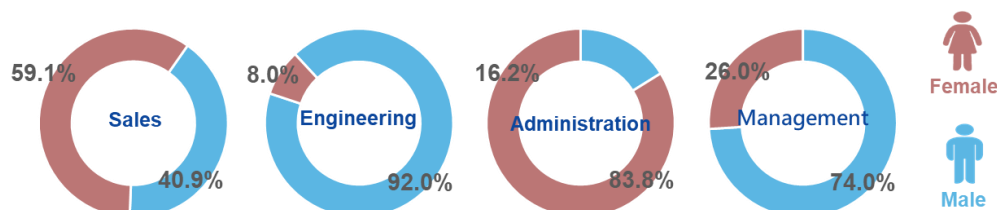
The business is divided into Sales, Engineering, Administration, and Management. Engineering and technical service personnel account for about 61.7% of the workforce. The overall distribution is shown in the table below:

## 2023 Employee Proportions by Job Category ▼

	Sales	Engineering	Administration	Management
<b>Male</b>	9	208	11	37
<b>Female</b>	13	18	57	13
<b>Total</b>	22	226	68	50



## 2023 Employee Structure by Job Category ▼



## Gender Equality and Diversity

IDT is committed to a gender-equal and inclusive workplace, adhering to the "Labor Standards Act" and the "Gender Equality in Employment Act." We promote gender equality in job roles and workplace fairness while rejecting harassment, gender discrimination, and pregnancy discrimination. According to our "Leave and Absence Policy," female employees can apply for menstrual, prenatal check-up, and maternity leave. Male employees can apply for paternity leave and leave to

accompany prenatal check-ups. Employees needing to care for infants or young children can also apply for unpaid parental leave. Details on leave applications are in the Employee Care and Benefits section. IDT has established a "Workplace Sexual Harassment Prevention, Complaint, and Discipline Procedure" with channels for complaints and a "Sexual Harassment Complaint Handling Committee" if needed. In 2023, IDT had no sexual harassment incidents.

We advocate that compensation and promotion for all positions are based solely on individual ability and performance, without influence from nationality, race, age, gender, marital status, gender identity, physical or mental condition, religion, or political stance. We offer equal and diverse opportunities in hiring and advancement.

### 2023 Employees Proportion by Diverse Groups ▼

		Number	Proportion	Management
Ethnicity / Nationality	Foreign Employee	0	0%	0
	Local Employee ( Indigenous )	1	0.3%	0
	Local Employee ( Non-Indigenous )	365	99.7%	0
Physical and Mental Condition	Disabled Employee	3	0.8%	0

## Salary Information

IDT understands that offering competitive salaries is crucial for attracting top talent. Each year, we review salary adjustments based on the Consumer Price Index and average wage policies, maintaining a stable adjustment mechanism to retain excellent employees. Our compensation system adjusts salaries based on education, expertise, work experience, and certifications. IDT upholds merit-based pay and equal pay for equal work, ensuring no discrimination by ethnicity or gender, with all salaries meeting legal minimum wage requirements.

In addition to monthly salaries, we provide annual bonuses, performance bonuses, sales incentives, employee rewards, and special awards based on company performance, to recognize outstanding employees and foster a high-performance culture.

### Salaries of Non-Managerial Full-Time Employees ▼

	2022	2023
Number of Non-Managerial Full-Time Employees ( Unit : Persons )	358	343
Average Salary of Non-Managerial Full-Time Employees ( Unit: NT\$ Thousand )	987	1,081
Median Salary of Non-Managerial Full-Time Employees ( Unit: NT\$ Thousand )	762	889

## II. Care and Benefits

### Leave Benefits Exceeding Legal Requirements

We believe employees should have the freedom to set their own work pace, so we offer flexible working hours, allowing employees to manage their time according to their work rhythm and personal needs, which enhances efficiency and satisfaction. Additionally, to support new employees without concerns about taking leave after changing jobs, we provide special leave exceeding the Labor Standards Act requirements. New hires receive 7 days of special leave starting from their first day, so they can focus on work without leave issues.

For family-friendly policies, we offer paternity and prenatal check-up leave for male employees, ensuring they can be present when welcoming a new family member. We also promote childcare-friendly benefits, including child care services, family care leave, unpaid parental leave, and flexible work shifts, to support employees with young children.

### Joyful Workplace

Employees are key to IDT's growth and competitiveness. We actively create a happy workplace to retain top talent. IDT utilizes extra space to build a gym, basketball court, and rooftop garden for relaxation and well-being. Additionally, unlimited coffee, tea, and snacks are available in all offices.

IDT values work-life balance and hosts an annual Family Day, inviting employees to bring their families for a day of fun. In 2023, we, with our parent company Accton Technology, held the "SUPER Q Happiness Day" at Taichung's Lihpao Land, providing a large-scale event for employees and their families to enjoy and recharge, boosting motivation.



## Effective Communication Channels

IDT has established communication channels to ensure employees can convey their needs and suggestions. Employees who discover violations or illegal activities can use these channels for anonymous complaints. We are committed to protecting whistleblowers with strict confidentiality. IDT will not take adverse actions such as dismissal or demotion against them. We provide legal protection and a formal mechanism for anonymous reporting. In 2023, no complaints or reports were received. Additionally, we hold quarterly labor-management meetings to maintain communication and protect employee rights.

### Internal Communication Channels ▼



## Employee Insurance

In addition to providing government-mandated labor and health insurance, IDT offers a comprehensive group insurance plan, including life, critical illness, hospitalization, cancer, and accident insurance, to enhance employee protection and ensure greater peace of mind at work and in life. IDT also purchases manager liability insurance to cover legal responsibilities arising from business operations.

## Retirement Security

In retirement, IDT follows the "Labor Standards Act" and applies the "Labor Pension Act" system. IDT contributes at least 6% of monthly wages to the employee's labor pension account with the Ministry of Labor.

To claim new pension benefits: Employees who are 60 years old and have worked for 15 years can choose a lump sum or monthly payments; those with less than 15 years can only receive a lump sum.

Retirement conditions per Article 53 of the Labor Standards Act: (1) Employees aged 55 with 15 years of service, (2) Employees with 25 years of service, (3) Employees aged 60 with 10 years of service can retire upon request.

## Training and Development

IDT has implemented the Learning Management System since 2019 to offer more flexible class schedules for employees. The LMS includes various training courses, categorized as follows: external courses such as occupational safety and health education, OEM product certification, accounting auditing, and leadership; and internal courses such as legal training, information security, new employee training, occupational safety and health, equipment operation, and 5G system architecture. The number of participants and training hours in 2023 were:

### 2023 Internal and External Training Participants and Hours ▼

	Participants	Hours
External Training ( Management )	43	301
External Training ( Non-Managerial )	194	2003
Internal Training	2796	3426

## III. Employee Health and Workplace Safety

### Occupational Health and Safety Policy

IDT places great importance on the safety of employees, contractors, and stakeholders in the workplace. We have established an "Occupational Health and Safety Policy," approved and signed by the General Manager. We understand that with the principle of "people-oriented, safety first," we can reduce workplace safety and health risks and achieve sustainable development. In pursuing operational performance, we commit to providing a safe working environment and make the following commitments:

### Commitment to Health and Safety Policy ▼



## Health and Safety Management

IDT has established a dedicated first-level management unit for occupational safety and health to implement and manage workplace safety and health improvements and to assist departments in enforcing safety matters. Through a systematic approach, including implementation, auditing, and effectiveness evaluation of safety management plans, the unit identifies hazards, uses risk control procedures, and provides measures to prevent occupational accidents. By managing contractor safety through a contractor management program, the unit oversees contractor behaviors, assists contractors, and conducts regular audits of safety operations, eliminating non-compliant contractors. To promote disaster prevention and safety, the unit organized one occupational safety and health training session in 2023, attended by 363 employees, and four contractor safety and health sessions, with 75 participants from 63 companies.

IDT has established an Occupational Safety and Health Committee in accordance with legal requirements. The committee meets quarterly to provide recommendations on safety and health policies and management plans, and to review, coordinate, and advise on related safety and health matters. The committee is composed of 8 members as mandated by law, including 3 labor representatives, who make up 38% of the committee.

## Professional Certifications

IDT is committed to creating a safe workplace and encourages all employees to actively participate in their own safety and health responsibilities. IDT actively trains employees to obtain relevant safety and health certifications. In 2023, a total of 104 certifications related to safety, health, and first aid were issued.

### Number of OSH Certifications ▼

Certifications	Number of Legal Requirements	Number of IDT Obtained
OSH management specialist	0	2
OSH management personnel	1	5
OSH affair managers	1	63
First aid responder	9	14
Forklift technician	As needed	9
Oxygen deficiency operation chief	As needed	2
Roof operation chief	As needed	9

## Occupational Injury Statistics

We understand the importance of workplace safety, with both management and employees prioritizing personal safety. Since IDT was established in 2003, and up to this report, there have been only a few commuting accidents involving employees, with no major occupational injuries as defined by regulations. We are committed to maintaining this record and striving for zero incidents.

### List of Employee Occupational Injuries and Diseases ▼

		2022	2023
<b>Injury Rate (IR)</b>	Major types of occupational Injuries	Traffic accidents,fall, tumble, Electric Shock	
	Number of hours worked (hr)	672,560	699,904
	Number of recordable occupational Injuries ( persons )	0	0
	Recordable occupational injuries rate	0	0
	Number of deaths caused by occupational injuries ( persons )	0	0
	Deaths caused by occupational injuries rate	0	0
	Number of high-consequence occupational injuries (number of fatalities excluded)	0	0
<b>Occupational Disease Rate (ODR)</b>	Main types of occupational ill health	None	
	Number of recordable occupational ill health	0	0
	Number of deaths caused by occupational ill health ( persons )	0	0
	Deaths caused by occupational ill health rate	0	0

## Healthy Workplace

To provide employees with a healthy workplace, IDT offers health checks that exceed legal requirements. Every two years, a professional health check center or medical institution conducts examinations for employees, covering more than legally required items. Employees with abnormal results are managed with health classifications, and a contracted occupational health service provides monthly follow-ups and care. The health management and promotion results for 2023 are as follows:

### 2023 Healthy Workplace Achievements ▼



Number of health consultations:104



Physician on-site service: 8 hours  
Nurse on-site service: 96 hours



Health Seminar: 1 Session



Survey Analysis: 625 Responses

## **IV. Human Rights Management**

### **Human Rights Protection Policy**

IDT is committed to upholding fundamental human rights and has established a "Labor Human Rights Protection Policy." We support and adhere to international human rights conventions, including the "Universal Declaration of Human Rights," "UN Global Compact," "UN Guiding Principles on Business and Human Rights," and the "ILO Declaration on Fundamental Principles and Rights at Work." We comply with local regulations at all operational sites, protect labor rights, reject human rights violations, and uphold these as our highest principles. IDT believes that protecting human rights and creating a positive work environment are crucial for our employees and supply chain partners. We include "Corporate Social Responsibility" clauses in procurement contracts, requiring partners to follow these standards. Our human rights policy includes:

- Prohibiting forced labor, debt bondage, human trafficking, and child labor.
- Ensuring equal employment opportunities for all individuals and groups, free from discrimination.
- Banning sexual harassment and workplace violence, and maintaining a safe and healthy work environment.
- Complying with wage and working condition regulations, and respecting employees' rights to associate freely.
- Protecting employees' freedom of expression, and establishing open communication channels for harmonious labor relations.
- Providing independent grievance mechanisms, investigating issues, and protecting employees from retaliation.
- Regularly reviewing and assessing risks and measures, improving human rights protections, and tracking effectiveness.
- Valuing employees as key partners and developing a comprehensive compensation and benefits system.

### **Human Rights Risk Assessment**

IDT conducts annual human rights risk assessments, covering areas such as "non-discrimination and harassment-free workplaces," "freedom of association," "legal employment," "working hours and leave," and "labor-management communication." For 2023, the goals included "no discrimination or harassment incidents," "no restrictions on freedom of association, encouragement of employee clubs," "prohibition of child labor," "no forced labor," and "effective communication channels." The annual assessment results show full compliance.

## 2023 Human Rights Risk Assessment ▼

Items	Target	2023 Assessment Results
<b>Discrimination and sexual harassment</b>	No Discrimination or Harassment Incidents	2023 non-discrimination and harassment incidents, with legal requirements for posting anti-sexual harassment notices in public.
<b>Freedom of association</b>	Freedom of association is allowed; employees are encouraged to form clubs.	IDT allows freedom of association and has a club subsidy policy.
<b>Legal employment</b>	Prohibits the use of child labor. Hired employees must provide identification for verification.	Child labor is not employed.
<b>working hours and rest</b>	Complies with labor laws on working hours and rest, with no forced or compulsory labor.	Not penalized by authorities for violating labor laws on working hours and rest.
<b>Labor-management communication</b>	Establish communication channels and set up a mailbox for direct employee feedback.	No labor disputes.

## V. Philanthropic Care

Although IDT is not among the largest enterprises, we have long been actively involved in social welfare activities. Beyond financial donations, we place great importance on hands-on participation, hoping that involvement in various charitable activities allows employees to experience and understand IDT's commitment to social good, and to genuinely engage in these efforts.

IDT has consistently supported environmental and educational equity initiatives. Environmental activities include beach cleanups and tree planting, while educational equity efforts involve supporting education in remote areas and industry-academia collaborations. Through these activities, we aim to gradually fulfill our ESG commitments.

### College Graduate Pre-Employment Program

IDT, a professional services provider specializing in IT and communication system integration, aims to nurture talent in the IT and communication industries through our expertise and industry-academia collaboration. In March 2023, we participated in the Ministry of Labor's "College Graduate Pre-Employment Program" and signed an internship agreement with Ming Chuan University. We provided workplace internship opportunities for students and had senior IT and communication executives lead sessions on campus, explaining industry characteristics, future developments, IDT's market positioning, competitive advantages, and company benefits. The program received positive feedback from both students and faculty.



## flipped education

Education is a key way to transform living environments and is highly effective. However, in Taiwan's rural areas, educational resources lag significantly behind those in urban areas. Many rural schools need repair, and the lack of internet access worsens the situation, making it hard for students to find information online when facing learning challenges. To address this gap, we joined FETs "Sustainable Vanguard Team." Besides providing financial support, we participated in renovating the Lukye Children's Care Classroom in Taitung's rural area. We were honored to receive FET's "Flipped Education Contribution Award" and hope to promote educational equity through our actions.



## Promote Sports Events

This year, Taiwanese golfers have shone brightly in international competitions, becoming a source of pride for Taiwan. To provide players with a platform for competition and skill development, IDT continues its long-standing commitment to golf by sponsoring the Taiwan Mobile Women's Open, the year-

end highlight of the Taiwan Tour, co-hosted with Taiwan Mobile and the Taiwan Ladies Professional Golf Association. With the total prize money increased to 5 million NTD, 102 professional and amateur female golfers from around the world will compete, setting a new record over the past three years and elevating the event to a top-tier tournament level on the Taiwan Tour.

## Environmental Friendly Activities



As a responsible global citizen, IDT actively supports its parent company, Qisda Corporation, in organizing the 2023 [Green Party] Tree Planting Event. Team members, along with their families, participated in a tree planting activity in Yilan, symbolizing their commitment to reducing carbon emissions and fostering environmental consciousness. This Green Party event held special significance as it reflected the collective determination to care for the planet.

In addition to environmental-friendly activities, IDT employees have been involved in various eco-conscious public service events. They participated in IDT's touring beach cleanup campaign, [Ocean Guardian Beach Cleanup Train], by actively engaging in a cleanup event in Zhuwei, Taoyuan. On the day of the event, both adults and children rolled up their sleeves to pick up trash from the beach, helping to protect the marine environment. In just one day, over 1,400 kilograms of marine debris were collected, demonstrating a strong commitment to ocean conservation.



# GRI Content Index

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