

MOXA[®]

Sustainability Highlight Report 2025



Founder's Message

It Starts with Values — Helping Everyone Become Their Better Selves

Success is about the People We Aspire to Become

Last year, we reimagined what success means. Success goes beyond operational stability and employee well-being; it means recognizing our broader impact on society and the environment and leading with a responsible, future-focused approach. This reflection teaches us that success is not exclusive to this generation or just the company.

Over the past year, I have found myself repeatedly returning to a more fundamental question:

As a company committed to a responsible future, what kind of people should we cultivate — and what kind of company do we aspire to become?

A company is not merely a collection of systems, strategies, and products. It is a living entity made up of people. How people inside an organization see themselves, each other, and their world determines its ultimate character and influence. This insight has strengthened my belief that sustainability begins with individuals.

Values Are Where Everything Begins

Our choices and actions stem from our internal values.

When answers are elusive, our values guide our decisions about what to keep and what to let go. They guide us through uncertainty and change, pointing us toward the direction we choose to take.

When people have defined values, they are less likely to lose their way. Shared values help organizations maintain alignment and trust when facing difficulties.

At Moxa, our shared core values are integrity, customer focus, mutual respect, and execution. These values are not mere slogans. They serve as the principles that guide our decisions when we face trade-offs, conflicts, or pressure. They signify not just how we must behave, but also the boundaries we set.

As these values take root, behavior evolves—from simply following the rules to taking personal responsibility; and from self-focus to understanding others. At the same time, perspectives also expand, moving beyond individual viewpoints to a broader awareness of the world and our place within it.

From Professional Expertise to a Broader Perspective

At Moxa, professional capability is the foundation of our work and the functioning of the organization. However, relying only on existing expertise or functional goals can limit our perspectives, as specific roles and disciplines shape them.

Beyond expertise, an organization's sustainable advancement relies on interdepartmental connections and out-of-the-box thinking.

For this reason, our sustained investment in employee clubs and volunteer activities creates opportunities for colleagues to step beyond their usual roles and connect with one another. In these settings, titles and seniority temporarily fade into the background. People can freely exchange ideas, express their passions, and learn to listen to and respect diverse viewpoints.

Employees gain exposure to new viewpoints and enhance their understanding of people, situations, and complex challenges through involvement in varied communities, service endeavors, and cross-disciplinary exchanges.

When an organization builds up these kinds of perspectives, it's not just about being efficient or good at getting things done. It's about showing it's mature, stable, and reliable — able to tackle complex problems and make fair, responsible choices despite various opinions.

A People-centered Approach to Organizational Resilience

Our hope at Moxa is for each person to achieve self-improvement and growth in their own time.

We don't prescribe a singular destination, as everyone's concept of self-betterment varies. Instead, we strive to foster a safe, open, and trusting environment where people feel empowered to explore, experiment, and take responsibility.

Learning does not occur only in formal training programs. It takes place in everyday conversations, collaborations, and introspection. Over time, growth manifests as improved judgment, broader perspectives, and greater awareness of one's own actions and their consequences.

This awareness encourages us to think more deeply about the nature of technology and the role it should play in society. At Moxa, we see technology as a tool for meeting the world's needs. For industries such as energy, transportation, and other highly connected environments, the genuine challenge of sustainable transformation is not just about efficiency or rapid innovation, but about whether systems can remain stable, secure, and reliable over the long term.

We therefore focus on supporting the operation of critical infrastructure by integrating cybersecurity, reliability, and long-term availability into our product and system design. In doing so, we ensure that transformation is not only possible but also reliable.

A strong sense of organizational resilience emerges from the combined growth of employees and technology, guided by shared values. This resilience enables us, even in unpredictable environments, to rely on individuals across the organization to make decisions aligned with our long-term values. It allows us to continue contributing a steady and lasting impact to society and sustainable transformation.

A Path of Personal Growth, Organizational Empowerment, and Shared Good

If I were to summarize my vision of corporate sustainability in one sentence, it would be this:

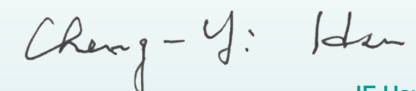
"Helping people become better versions of themselves, helping companies become better organizations, and ultimately making the world better as a result."

This is a path that requires patience, reflection, and continuous commitment. We choose to move in the right direction and devote our efforts to what truly matters—so that this path can be both long-lasting and steady.

This sustainability report records our learning, choices, and attempts along this journey. We are still moving forward, and we are still learning.

I sincerely invite all those who care about Moxa—our employees, customers, partners, and those who care about the future—to continue walking this path with us, allowing values to take root, people to grow, and the world to become better together.

Sincerely,



JE Hsu
Chairman and Founder

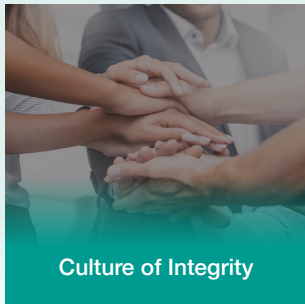
"Helping people become better versions of themselves, helping companies become better organizations, and ultimately making the world better as a result."

At Moxa, people are at the heart of everything we do. Guided by our values, we embed sustainability into corporate governance, low-carbon operations, product design, and collaboration across the value chain. By empowering each individual to grow, we move our business toward a more sustainable future—and work hand in hand with our partners to create a better tomorrow.

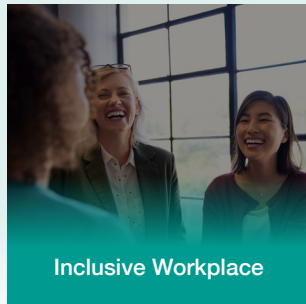


Better People

Moxa believes sustainability begins with people living our values in a respectful workplace. Through a culture of integrity, human rights protection, and a safe and healthy environment, we empower employees to grow, thrive, and become better versions of themselves. °



Culture of Integrity



Inclusive Workplace

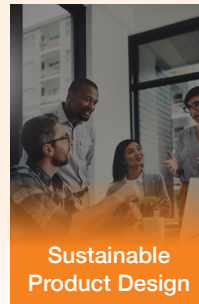


Better Company

Moxa embeds sustainability into business and product responsibility. Through climate action, sustainable product design, and cybersecurity management, we reduce lifecycle impacts, strengthen product trust, and create long-term value responsibly and resiliently.



Climate Action



Sustainable Product Design



Sustainable Cybersecurity

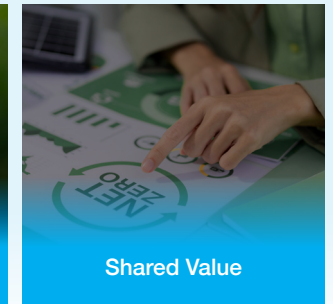


Better World

Moxa extends its sustainability impact through responsible supply chain management and educational initiatives, working with value chain and social partners to create positive impact and ensure business growth responds to the needs of society and the environment.



Sustainable Supply Chain



Shared Value

1

Better People

Helping people become better versions of themselves

1.1 Culture of Integrity

1.2 Inclusive Workplace

75 Workshops Conducted

75 Code of Conduct workshops had been conducted in 2025, with over 90% of employees completing the training.

Publishing Human Rights Policy

Published the Human Rights Policy and conducted human rights due diligence to strengthen Moxa's human rights management.

Zero Occupational Accidents

Zero occupational injuries, workplace safety incidents, or occupational safety and health regulatory violations occurred on or off site.

1.1 Culture of Integrity

Code of Conduct Advocacy and Training

The Moxa Code of Conduct is a concrete manifestation of our four core values, while promoting the 3B strategy to guide employees in making daily decisions aligned with laws, regulations, and company values.



Building platform

Moxa established Code of Conduct platforms on its internal and external websites, through internal case studies, employees can also learn about the experiences of others and that the Code of Conduct is not just a guide but also a daily practice.



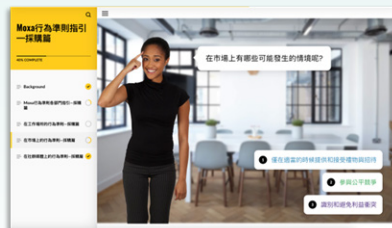
Building awareness

By the end of 2025, Moxa had conducted 75 Code of Conduct workshops across its global operations, covering Taiwan, Europe, the Americas, and the Asia-Pacific region. Refresher training was also held in the U.S. and China in 2025. Over 1,750 employees participated, with over 90% training completion and over 14,000 training hours. Moxa will continue working toward full training coverage for all employees.



Building sustaining approach

Moxa has begun developing the Code of Conduct—Department Guidelines for different units since 2023. By the end of 2025, Code of Conduct summaries and online training had been completed for the Procurement, R&D, General Affairs, and Indirect Procurement functions.



Whistleblower Communication Channels and Protection

Moxa encourages employees to raise questions and voice concerns under its Code of Conduct. Multiple channels are available for clarification or reporting. All reports are handled in accordance with the Code of Conduct Case Handling Procedure, which activates the whistleblower protection mechanism. The process follows principles of human rights protection, objectivity, fact-based investigation, cooperation, and checks and balances.

In 2025, Moxa received 4 reported cases related to discrimination and 2 reported cases related to corruption and bribery. All cases were investigated and handled in accordance with the Moxa Code of Conduct and relevant grievance handling procedures. Following the investigation, 3 cases were substantiated and 3 were unsubstantiated. Appropriate disciplinary actions and corrective measures were taken for the confirmed cases.



1.2 Inclusive Workplace

Building a Respectful and Inclusive Workplace

Moxa Human Rights Policy

Moxa regards human rights as a foundation of sustainable business. In 2025, Moxa established its Global [Human Rights Policy](#), applying the same standards across its operations and value chain partners, including suppliers, partners, contractors, and customers.

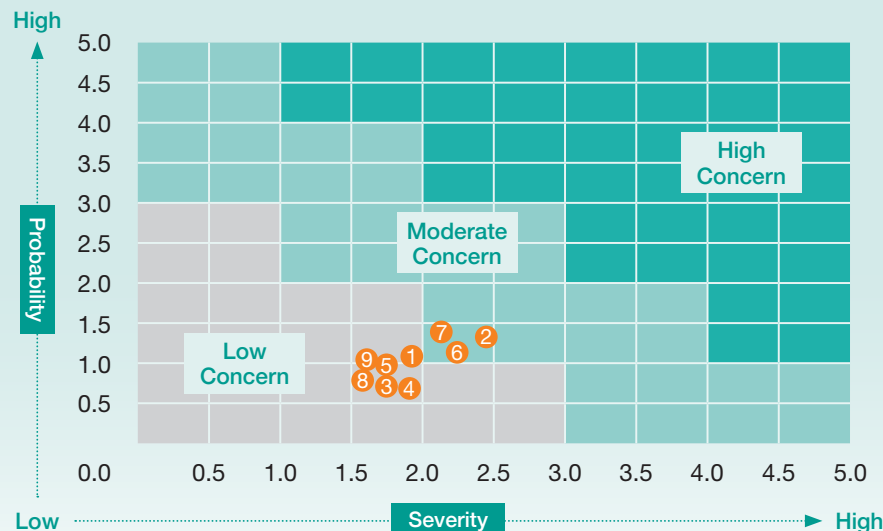


Education and Training on Human Rights Issues

To raise employees' awareness, Moxa promotes human rights education and training. In 2025, Moxa delivered 5,639 training hours¹ on human rights-related topics. Moxa will continue to enhance its training and management mechanisms to strengthen human rights awareness and foster a safe, respectful, and inclusive workplace environment.

Human Rights Risk Assessment

Moxa officially launched its Human Rights Due Diligence process in 2025, the initial implementation was conducted at the Taiwan headquarters. The assessment found no high-risk human rights issues. Based on prudent management, Moxa identified three relatively higher-risk topics—workplace misconduct, workplace health and safety, and privacy and personal data protection—as priority areas for further risk management.



Human Rights Risk Issues of Concern to Moxa (All Employees)

- 1 Discrimination and Unfair Treatment
- 2 Workplace Misconduct and Harassment
- 3 Illegal Employment of Child Labor
- 4 Forced Labor
- 5 Protection of Working Conditions
- 6 Workplace Health and Safety
- 7 Privacy and Personal Data Protection
- 8 Freedom of Association and Participation in Collective Activities
- 9 Diverse Communication Channels

Human Rights Incident Grievance Channel

Moxa has established a grievance channel (mccc@moxa.com) for employees to report any violations of human rights or personal grievances. Moxa is committed to ensuring the confidentiality and safety of whistleblowers and strictly prohibits any form of retaliation. Moxa will initiate an investigation based on the reported information and take necessary actions and corrective measures in accordance with the investigation results.

Building a Healthy and Safety Workplace

Occupational Health and Safety Management

Moxa is committed to providing a safe and healthy workplace, guided by its [EHS policy](#). Through its Occupational Safety and Health Committee, ISO 45001 management system, EHS seed personnel training, incident investigations, and contractor safety management, Moxa continues to strengthen the maturity of its workplace safety management. Both Moxa's headquarters and Bade site are [ISO 45001:2018 certified](#), with 100% employee coverage.



Occupational Health and Safety Training

Moxa integrates online and offline learning resources to strengthen employees' awareness of workplace risk prevention and safe behaviors.



Zero Injuries, Zero Accidents

In 2025, Moxa had **no** occupational injuries or workplace safety incidents on or off site, and recorded no violations of occupational safety and health regulations.

Worker Consultation and Participation in EHS

Moxa places strong emphasis on the role of workers in EHS management and has established diverse, transparent, and responsive consultation and participation mechanisms. Through institutionalized communication channels, workers are encouraged to provide feedback on workplace risks, safety management systems, and health promotion initiatives, and to actively participate in relevant management processes and improvement actions.

Occupational Safety and Health Committee
Regular meetings are held to discuss OSH issues and gather worker feedback.



EHS Meetings
Conduct briefings as needed to strengthen safety awareness and communication



Direct Contact with the EHS Team
Enable real-time communication and reporting through Teams, email, EHS Helpdesk, and other channels.



Diverse Engagement and Resource Channels



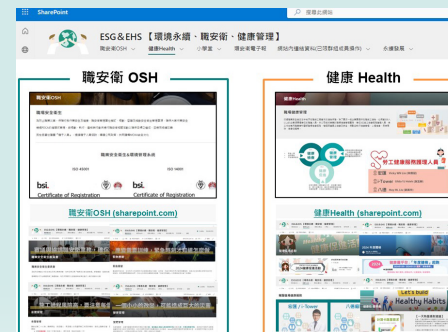
EHS Awareness and Communications
Continuously promote OSH information and preventive awareness through newsletters.



EHS Webpage
Provide access to OSH, health management, and related information.



Worker Representative Participation and Consultation
Labor representatives engage in meetings and policy discussions to voice worker feedback.



When you discover a workplace health and safety issue that you think can be improved,



scan the QR-CODE phone and enter the EHS Help. Dedicated personnel will respond and handle your request.

- 1 Deploy excellent suggestions parallelly
- 2 Strengthening workplace health and safety
- 3 Establish sound communication channels

Build the EHS department web page to share new health and safety knowledge

2 Better Company

Helping companies become better organizations

2.1 Climate Action

2.2 Sustainable Product Design

2.3 Sustainable Cybersecurity

The MOXA logo is displayed in a teal, sans-serif font on the side of a modern, multi-story office building. The building has a white facade with large glass windows and a prominent yellow architectural feature on the left side.

SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

THE NET
ZERO
STANDARD

APPROVED NET-ZERO TARGETS

↓ 25%

GHG emissions are reduced by 25% compared to 2022.

Establishing Green Index Framework

Integrating green design assessment into product development to incorporate environmental considerations in material evaluation and design decisions.

First to Achieve

Maritime products were certified to IACS UR E27 and IEC 61162-460, and 10 industrial networking devices obtained EN 18031 type examination certificates.

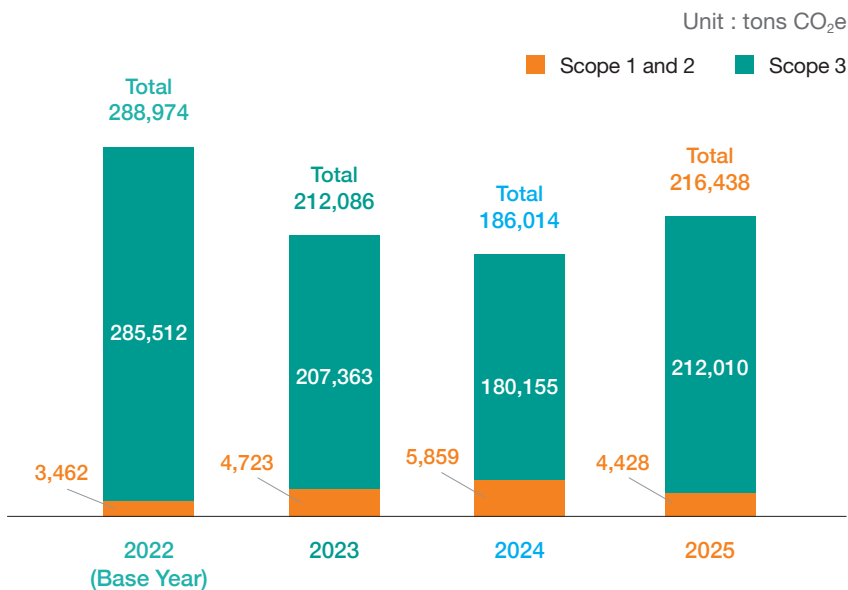
2.1 Climate Action

Using 2022 as the base year, Moxa set the Science-Based Targets (SBTs) for the near term (2034) and net-zero emissions (2050).

Moxa Net-zero SBT Setting

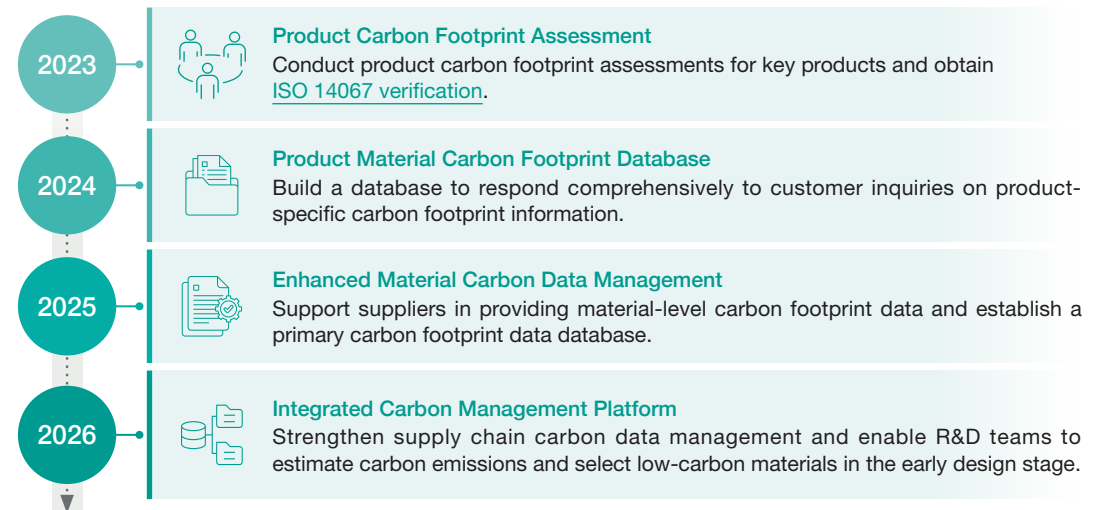
Base Year 2022	2025		Near-term Target (2034)	Net-zero Target (2050)
	Target	Performance		
Scope 1 and 2	Reduce absolute emissions by 15%	Increase absolute emissions by 28%	Reduce absolute emissions by 60%	Reduce absolute emissions by 90%
Scope 3	Reduce emissions by 23.08% per million NT dollars of gross profit	Reduce emissions by 38.2% per million NT dollars of gross profit	Reduce emissions by 65% per million NT dollars of gross profit	Reduce emissions by 97% per million NT dollars of gross profit

Moxa's GHG Emissions






Product Carbon Footprint Management

Moxa identifies product life cycle emission hotspots to develop targeted reduction strategies and support customers' decarbonization goals.



Moxa Net-zero Strategies and Actions

Moxa has identified three primary emission sources for their 2050 net-zero goal: purchased goods and services, the use of products they sell, and their electricity usage, based on GHG inventory assessments. To achieve net-zero emissions, Moxa has outlined three key strategies: low-carbon operations, low-carbon product design, and low-carbon value chain.

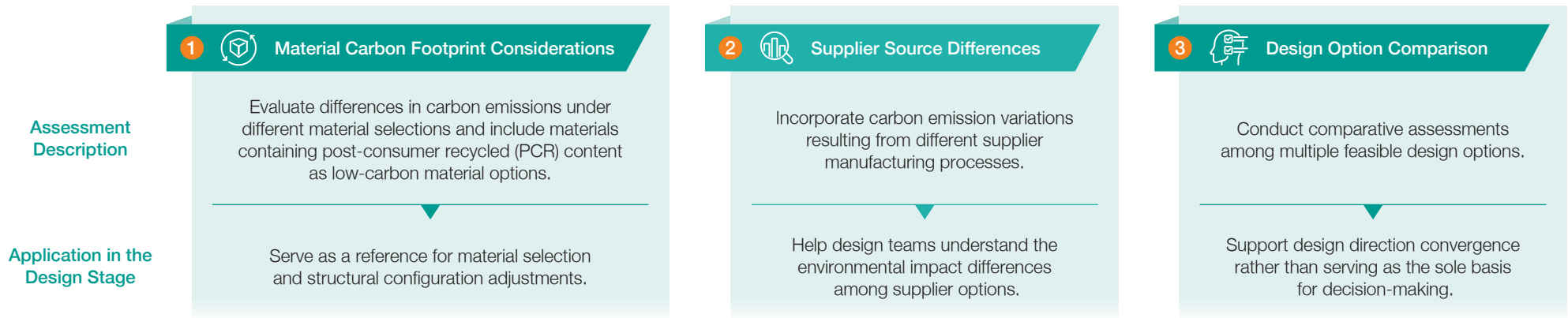
Key Strategy	Low-Carbon Action	2025 Implementation Results	2026 Implementation Goals
 <p>Low-carbon Operation</p>	<p>Improve the energy efficiency of equipment and optimize energy allocation, ensure maximum energy use, reduce unnecessary waste, and devise plans to adopt renewable energy to reduce carbon emissions in the operation process.</p>	<ul style="list-style-type: none"> Implemented six energy-saving initiatives, mainly targeting HVAC, exhaust, and lighting systems, saving 74,378 kWh Completed assessment of renewable energy demand and implementation timeline 	<ul style="list-style-type: none"> Focus on improving building HVAC efficiency and thermal energy management to enhance overall energy efficiency Complete the adoption of renewable energy
 <p>Low-carbon Product Design</p>	<p>By developing low-energy consumption products, selecting low carbon raw materials, optimizing green packaging, and promoting modular designs, we improve product energy efficiency, reduce environmental impact, and strengthen recycling and reuse to reduce carbon footprint since the design stage, promoting sustainable development.</p>	<ul style="list-style-type: none"> Established a power efficiency review process during the product verification stage Integrated green design evaluation methods into product development projects Formally introduced a Green Packaging Index into the packaging design process 	<ul style="list-style-type: none"> Revise power efficiency specifications based on the testing results Expand green design evaluation methods to more product models and build a more comprehensive database Strengthen principles for adopting recycled and renewable materials Promote alternative, eco-friendly packaging solutions Evaluate green labels for Moxa products
 <p>Low-carbon Value Chain</p>	<p>Reduce carbon emissions and improve resource recycling efficiency through low-carbon management of suppliers and energy efficiency improvement in logistics. Work with partners to build a sustainable supply chain and attain the goal of a low-carbon value chain.</p>	<ul style="list-style-type: none"> Implemented GHG inventory and product carbon footprint models for capable suppliers committed to decarbonization Completed carbon emission factor assessment for procured materials from global manufacturers 	<ul style="list-style-type: none"> Continue supporting suppliers with limited capabilities but strong decarbonization intentions to implement GHG inventories and product carbon footprint models Organize workshops on carbon reduction initiatives Require suppliers to set carbon reduction targets

2.2 Sustainable Product Design

Moxa integrates sustainability considerations into product design and material selection to reduce lifecycle carbon emissions and resource consumption. By helping customers lower energy use and operational emissions, Moxa supports the industry's transition toward low-carbon and green digital transformation.

Integrating Green Design into Product Development

Through modular design, Moxa streamlines product architecture, dimensions, structures, and manufacturing processes to reduce duplicate development, material use, and manufacturing resources. Its green design assessment method further integrates material carbon emissions, sourcing differences, and design comparisons into the design stage, helping R&D teams make informed trade-offs among functionality, cost, and environmental impact.



Green Design Driving Material Selection

28% of Project Designs used Recycled Aluminum Ingots

- ▶ Through green design assessments, material options can be evaluated early in the design stage. In 2025, around 28% of related projects incorporated recycled aluminum ingots, showing that low-carbon materials are becoming a practical and feasible choice in product design.

Next-generation Models Achieved up to 32% Energy Savings


- ▶ Moxa uses new-generation integrated circuits and semiconductor components when developing new models of existing products, so that customers can effectively lower product energy consumption in the same scenario.

Product	Energy Consumption of Original Model	Energy Consumption of New Model	Energy Saved
MGate MB3170 / 3270	5.22W		13%
MGate MB3170I	6.66W	4.52W	32%
MGate MB3270I	6.12W		26%

Promoting Green Packaging


In 2025, Moxa updated its packaging design specifications and introduced the Green Packaging Index, evaluating packaging volume utilization, fiber material selection, plastic reduction, and printing area optimization. Moxa also continues to replace single-use plastics with paper-based molded materials, corrugated paper, and recycled-content cushioning to reduce packaging-related environmental impacts.

Green Packaging Index




Color Box and Carton Optimization

Define volume utilization requirements for product color boxes and carton configurations to optimize packaging space efficiency.



Printing Area

Set requirements for the ratio of printed area to the total flattened packaging area.

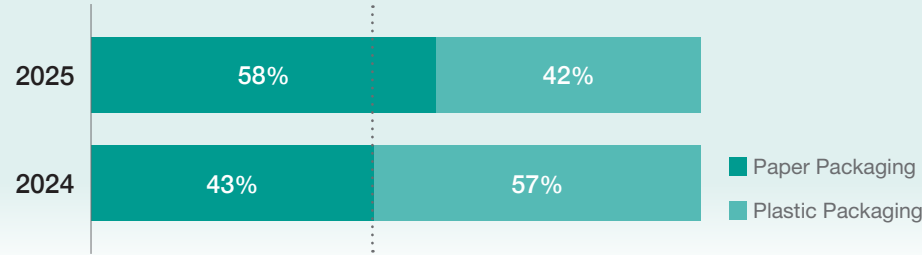


Packaging Material Selection

- Classify packaging cushioning materials into four levels based on whether they contain plastic, encouraging the use of non-plastic packaging materials.
- Include recycled content certification in the scoring criteria to encourage the use of certified packaging materials.

Plastic Packaging Usage ↓ 30 p.p.



Plastic Packaging Reduced to **42%**.
30 percentage points lower than 2022, replaced by paper packaging.



Year	Paper Packaging	Plastic Packaging
2025	58%	42%
2024	43%	57%


New paper tube cushioning materials fully adopted for the NPort 6000 series

For the NPort-6000 G2, which was officially launched and shipped in 2025, the cushioning design has been fully converted to paper tube cushioning materials, replacing EPE foam. Building on this progress, Moxa also completed the packaging evaluation and validation for rackmount models in 2025.


➔



Cushioning materials with 50% recycled content introduced

In 2025, Moxa completed the evaluation and validation of alternative materials for packaging filler materials (airbags). Starting in 2026, the company plans to gradually introduce materials with third-party recycled content certification, replacing the current 100% single-use plastic fillers with packaging materials containing 50% recycled content.



Full Replacement

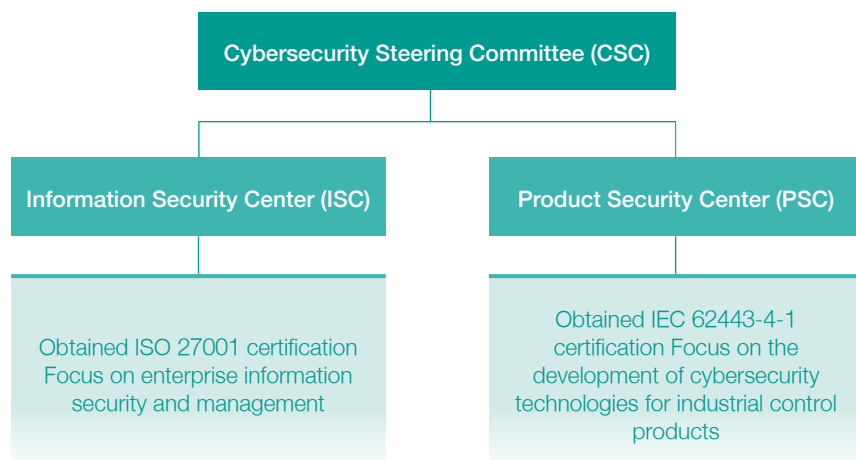
➔



↓ **30%** of carbon emissions per year

2.3 Sustainable Cybersecurity

Moxa aims to help customers effectively reduce cybersecurity risks, especially in next-generation industrial network protection and remote automation applications. Cybersecurity Steering Committee (CSC) leads company-wide cybersecurity governance, overseeing both enterprise information system security and product cybersecurity.



Implementing Cybersecurity Requirements

In response to the EU Cyber Resilience Act (CRA), Moxa established a product CRA compliance program in 2025 to identify applicable products and integrate CRA requirements into product lifecycle management. Through dedicated teams, international standards alignment, and secure lifecycle management, Moxa continues to strengthen product cybersecurity and regulatory compliance, aiming to complete CRA compliance for applicable products by December 2027.

CRA Compliance Strategy and Phased Action Roadmap

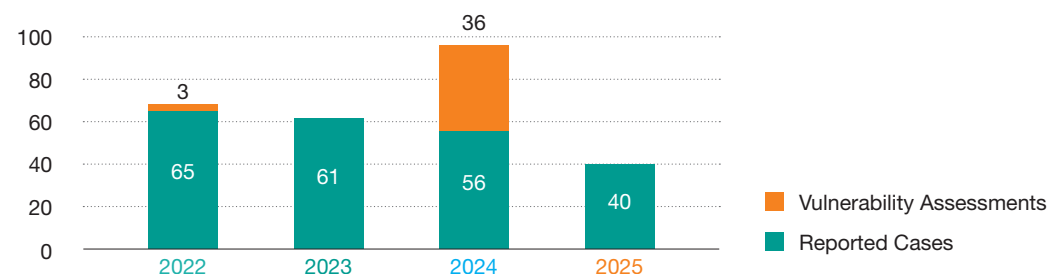


Strengthening Product Cybersecurity and Vulnerability Management

Moxa's Product Security Center (PSC) defines product cybersecurity strategies, advances management systems, and coordinates external vulnerability response and internal technical collaboration. In 2025, Moxa continued preparing for CRA compliance while strengthening international certifications, vulnerability management, and the Moxa Secure Development Lifecycle, embedding cybersecurity requirements into product design and development.

Moxa has been a CVE Numbering Authority (CNA) partner since 2023 and remained on the CNA Enrichment Recognition List in 2025, reflecting the quality of its vulnerability disclosures and governance maturity. In 2025, Moxa handled 40 vulnerability reports and issued 37 security advisories to help customers respond to risks promptly, with no customer-reported incidents causing significant impacts on operations or critical application environments.

Number of Product Vulnerability Cases in 2020-2025



International Cybersecurity Certification

Moxa places international cybersecurity regulations and industry standards at the core of its product security strategy. Through third-party certification mechanisms and the rigorous Moxa Secure Development Lifecycle (Moxa SDLC), the company systematically strengthens its cybersecurity governance and regulatory compliance capabilities.

In 2025, several Moxa products obtained internationally recognized cybersecurity certifications, including [EN 18031](#) under the EU Radio Equipment Directive (RED), [IEC 62443-4-2](#) for industrial cybersecurity, and maritime cybersecurity standards such as [IACS UR E27 and IEC 61162-460](#). These certifications ensure that Moxa products meet cybersecurity requirements across global markets and critical industries.

Implementing Information System Security

In response to the evolving cybersecurity landscape, Moxa continues to strengthen its information security capabilities and successfully obtained ISO 27001:2022 certification through an independent third-party audit in 2024. Moving forward, Moxa will continue to refine its cybersecurity capabilities and maintain ISO 27001 certification to ensure the security of its information systems, safeguard customer data, and enhance the company's overall competitiveness.

The external audit result of ISO 27001

	Noncompliance	Matters Requiring Observation	Improvement Opportunities
2022 ¹	0	5	0
2023	0	5	1
2024 ²	0	6 ³	0
2025	0	0	0

Note 1: Expand the scope of verification to include systems related to development, manufacturing, and aftersales service processes.

Note 2: ISO27001:2022 upgrade certification.

Note 3: Verification of matters requiring observation mentioned by Moxa focuses on the scope and depth of data loss prevention that needs continuous improvement.

To quantify external information security management indicators, Moxa proactively adopts an overall rating mechanism for information security. Through the rating system, Moxa's digital footprint is continuously reviewed, and its risk factors are analyzed according to the latest information security scoring standards. As cybersecurity threats and risk landscapes continue to evolve, Moxa proactively addresses newly identified issues to maintain an information security posture above industry benchmarks. In 2025, Moxa maintained a score of above 90 (Grade A) for 95% of the time and will continue to sustain this performance in 2026.

“

"Achieving EN 18031 certification represents not only regulatory compliance but also recognition of product quality and technological excellence. As cybersecurity requirements continue to tighten, companies that proactively pursue compliance will gain stronger competitive advantages and greater trust in procurement decisions."

According to Jason Chang, Managing Director of TÜV Rheinland Taiwan

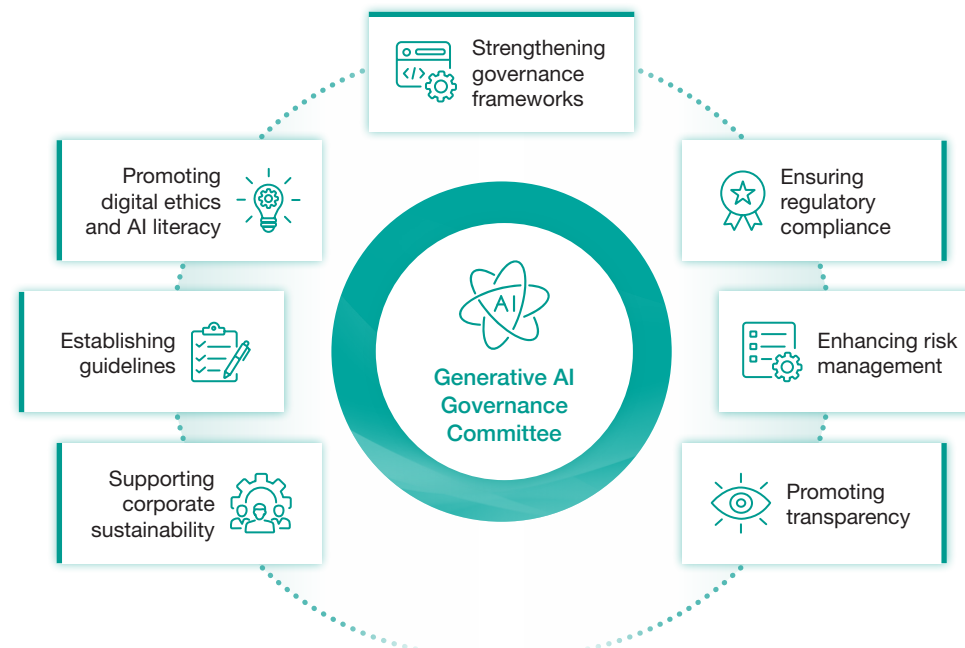


”

Generative AI Governance Committee

In response to the rapid development of generative artificial intelligence and its potential to enhance productivity, Moxa established the Generative AI Governance Committee in October 2025 under the Business Executive Committee (BEC). As a standing cross-functional team, the committee is responsible for strengthening governance, managing risks, ensuring regulatory compliance, and promoting the responsible and transparent use of generative AI technologies.

Generative AI Governance Committee's key responsibilities



3

Better World

Making the world a better place

3.1 Sustainable Supply Chain

3.2 Shared Value

摩莎山林

Publishing Sustainable Procurement Policy

Reinforcing ESG commitments and governance in procurement practices.

100%

GHG Inventory Introduced for Strategic Co-Creation Suppliers

Over 1,000 volunteers

Volunteer groups served over 900 people. Over 1,000 volunteers participated, contributing over 5,000 hours of service in 2025.

3.1 Sustainable Supply Chain

Publishing Sustainable Procurement Policy

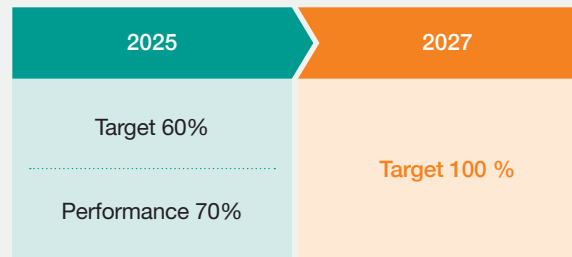
In 2025, Moxa officially released its Sustainable Procurement Policy to further strengthen the governance and transparency of procurement management. The policy also guides suppliers in implementing sustainability principles and supports the development of a resilient and responsible supply chain.



Publishing Supplier Code of Conduct

Moxa developed the Supplier Code of Conduct with reference to the RBA Code of Conduct and officially released it in 2025. Moxa also provided training for procurement personnel and suppliers, while requiring both existing and new suppliers to sign the Code.

Supplier Code of Conduct signing rate

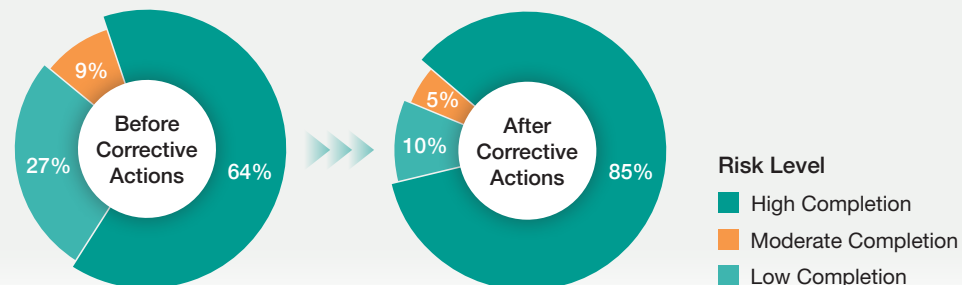
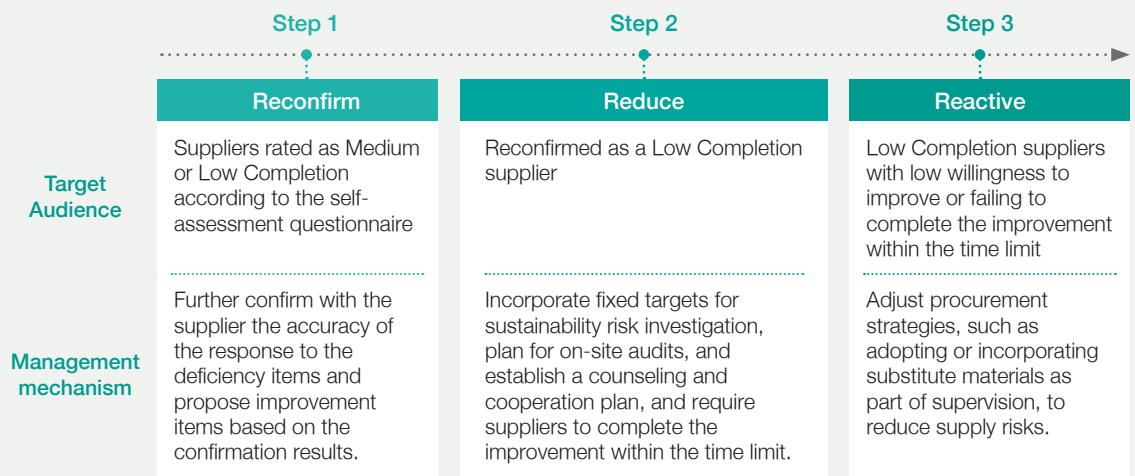


Supplier Sustainability Risk Assessment

Moxa conducts supplier sustainability risk assessments for all Tier 1 suppliers every three years and manages potential negative impacts through its 3R mechanism. Deficiencies identified in the assessments are addressed through improvement actions and guidance measures, then tracked through Moxa’s supplier sustainability management process.

After improvement measures were implemented in 2025, the weighted proportion of suppliers with low completion levels dropped significantly from 27% to 10%, demonstrating steady progress in supplier sustainability performance.

Moxa’s 3R Supplier Negative Impact Management Mechanism



Guidance and Training on GHG Inventory Assessment

To support the low-carbon transformation of its supply chain, Moxa identifies high-carbon-emitting suppliers each year based on procurement-related carbon emission data, prioritizing those that collectively account for the top 90% of supply chain carbon emissions for management and engagement. Based on suppliers’ carbon management capabilities and willingness to participate, Moxa classifies them into three groups—strategic co-creation, capability development, and basic compliance—and applies differentiated management strategies.

For strategic co-creation suppliers with both capabilities and willingness, Moxa engages in early communication and joint planning to advance greenhouse gas inventories, decarbonization target setting, and product carbon footprint assessment models. In 2025, 100% of these suppliers had implemented greenhouse gas inventory mechanisms and began introducing product carbon footprint assessment models, strengthening the foundation of primary carbon data for materials procured by Moxa.



Strategic Co-creation Suppliers

Supplier Type : Capable and willing

Carbon Management Strategy : Focus on early engagement and joint planning, working collaboratively with suppliers to implement greenhouse gas (GHG) inventories, set carbon reduction targets, and develop action plans, thereby establishing long-term carbon management partnerships.

2025 Performance :

- Achieving 100% suppliers to implement GHG inventory mechanisms.
- Supported suppliers in introducing product carbon footprint (PCF) accounting models.

2026 Actions :

- Organize decarbonization workshops for these suppliers to strengthen their long-term decarbonization planning capabilities.
- Encourage suppliers to promote carbon inventory practices among their upstream suppliers.
- Required suppliers to set future carbon reduction targets.



Capability Development Suppliers

Supplier Type : Requiring further capability development

Carbon Management Strategy : Focus on capacity building, providing training, tools, and access to consulting resources to help suppliers develop their GHG inventory and carbon management capabilities and reduce barriers to implementation.

2025 Performance :

- Moxa has assisted these suppliers in gradually establishing GHG inventory mechanisms.

2026 Actions :

- Complete the development of their basic inventory capabilities
- Access to consulting resources to help suppliers develop their GHG inventory and carbon management capabilities.



Baseline Compliance Suppliers

Supplier Type : Currently lacking capability with limited willingness to participate

Carbon Management Strategy : Based on minimum compliance requirements, prioritizing the collection of essential baseline carbon-related information to support supply chain risk assessment and future management adjustments.

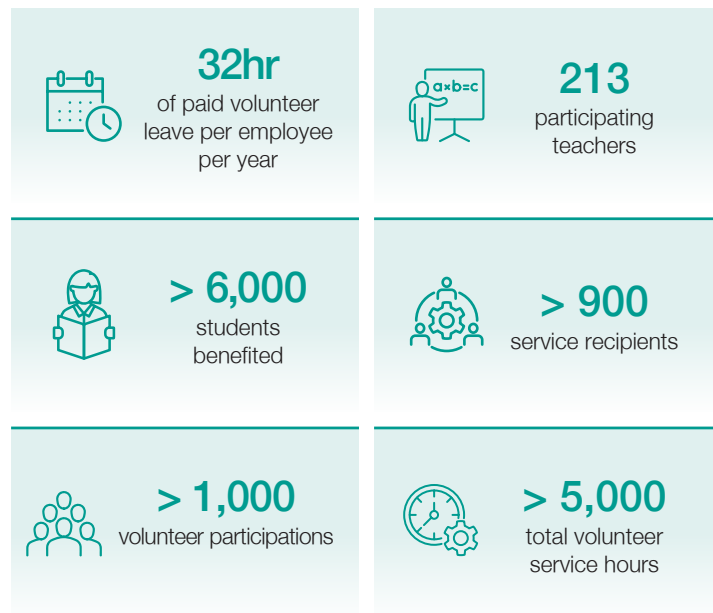
Future Action Plan : Gradually evaluate the introduction of further engagement or management mechanisms for these suppliers based on their risk levels and procurement strategies.

3.2 Shared Value

Shared Value

Established by Moxa in 2003, the MOXA Foundation embodies the company's people-oriented philosophy of starting from the heart. With the collective support of Moxa's corporate volunteers, the Foundation focuses on environmental and humanistic education through ten key programs, including six volunteer camps and four course initiatives. Its mission is to support the learning and growth of rural and disadvantaged children, deepen engagement with schools, and provide capacity-building courses for teachers to help improve education quality for the next generation.

Moxa encourages employees to give back through concrete actions by offering each employee 32 hours of paid volunteer leave per year and encouraging cross-departmental volunteer teams. Through programming courses and experiential environmental education activities, Moxa volunteers help children develop problem-solving skills while building a deeper connection with the land and the environment.



Natural Forests Education and Training Program

This program manages Moxa Forest in Beipu Township as an ecological education base, with progressive short-, medium-, and long-term goals.

Program Introduction

The Foundation established Moxa Forest as an ecological education base, using plant surveys and infrared camera monitoring to collect teaching resources and track ecological changes. In 2024, it launched the Nature Forest Education Training Program, a two-year plant-centered curriculum designed to help elementary school teachers strengthen their outdoor exploration skills and transform forest resources into teaching materials.

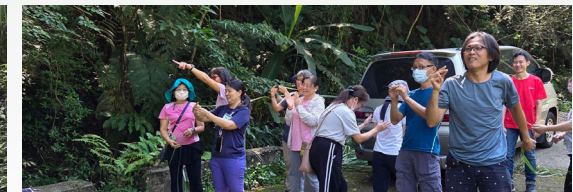
The Foundation also engages Moxa volunteers in environmental maintenance activities at Moxa Forest, working together to support nature-based forest education.

Social Impacts

- Environmental conservation and monitoring in the Moxa Forest identified protected species such as the pangolin, leopard cat, crab-eating mongoose, and Taiwan hill partridge.
- Teachers gained a better understanding of wild plants, helping them apply this knowledge in teaching and design school-based lesson plans.
- Teachers developed outdoor learning lesson plans based on Moxa Mountain Forest's natural resources for future student visits.
- The total course duration was 62.5 hours; 25 teachers and approximately 1,320 students benefited.



■ Working holiday at the Moxa



■ Training natural forest



Little Engineers Camp

Using programming materials co-created by volunteers, children are taught using Scratch and unplugged courses on how to design their own stories and games. The hands-on nature of these courses inspires students' interest in learning and fosters their problem-solving skills and thinking.

Program Introduction

The Little Engineers Camp is the first camp initiated and promoted by Moxa employees. Volunteers continuously refine the self-developed teaching materials and conduct programming lessons at Rui-Bin Elementary School and Gengliao Elementary School in the Wugu District. In 2024, for the first time, the camp was held for supporting disadvantaged students from intermediate/senior grades. The camp includes Scratch and unplugged courses, guiding children to design story animations and games. It is aimed to inspire students' interest in learning through programming content and cultivating their problem-solving skills and thinking.

Social Impacts

- The camp inspires students' interest in learning programming courses
- The camp cultivates students' logical thinking and problem-solving skills and mindset
- Approximately 40 students benefited in 2025



■ Complete tasks through group collaboratio



■ Micro : bit Course

Cover Story

A People-Centered Vision for a Shared and Sustainable Future

At Moxa, we believe the value of technology is not measured by how fast it advances, but by how deeply and reliably it connects people with one another and with nature. This belief guides our journey and shapes how we view the role of business in society.

In a rapidly changing world, technology should not focus solely on efficiency and scale, but also respond to people's expectations for safety, well-being, and trust. Moxa therefore continues to invest in employees' professional growth and well-being, fostering a culture of care and responsibility so that innovation is built on respect and trust.

This people-centered philosophy also extends to our relationship with society and the environment. Through connected technologies, Moxa enables the stable operation of critical infrastructure and industrial communication networks, while also paying close attention to natural ecosystems and environmental education. By integrating its dedication to advancing connectivity into the fabric of nature, Moxa fosters a harmonious coexistence between humanity and the environment.

Sustainability is Moxa's long-term commitment to empowering individual growth, strengthening businesses, and creating shared value for society. Moxa is committed to working hand in hand with employees, customers, and partners to build a connected ecosystem for the future—where the power of connection becomes a force to protect society and the world.



MOXA[®]