

Annual report of Forced Labor and Child Labor

Feb5, 2026

1. General introduction

Galtronics is a 47-year-old antenna company which continuously provide innovation to the wireless marketplace in mobile, small cell, DAS and BSA /infrastructure and embedded antenna solutions.

Supply Chain introduction

Galtronics China total has 75 active vendors, we conducted online/offline audit regarding to the Forced Labor and Child Labor to make sure the activities in business comply with the law and regulations.

Performance of forced labor and Child labor in 2025

There is zero case of Forced Labor and Child Labor in Galtronics and its supply chain.

2. Company Policy

Child labor is not to be used in any stage of manufacturing in Galtronics and its supply chain.

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There are no restrictions on workers' freedom of movement in the facility and entering or exiting company. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment. Workers may not be required to surrender any government-issued identification card, passport, or work permit as a condition of employment. It is prohibited to charge workers any handling fees and deposits such as employment referral fees. The company prohibits any form of forced labor.

Galtronics is committed to fully and consistently supporting our suppliers/partners who provide transparency on conditions and practices, report any discoveries within their own or their supplier's operations, and actively engage with us in the process of developing and delivering agreed, time bound improvement plans where necessary. Galtronics protects the welfare and living conditions of all suspected or confirmed child labors.

3. Measures taken to avoid Child Labor and Forced Labor

3.1 Due diligence Process

Galtronics adheres to the requirements of <the Act against Forced and Child Labor in the Supply Chain> and developed a due diligence process as following:

- a. HR department conducted the training of Forced & Child labor Policy to supply chain team & suppliers.
- b. HR department monitored and managed the implementation of forced labor and child labor policy within the company and coordinated due diligence implementation. The risk assessment of child labor and forced labor carried out to report any warning signs and potential risks identified.

c. The supply chain department communicated to suppliers the relevant requirements of <the Act Against Forced Labor and Child Labor in the Supply Chain>, and suppliers signed <Declaration of compliance with Galtronics’s Supplier Code of Conduct, Anti-Corruption Policy, and Child Labor & Forced Labor Reporting Policy >. Supply chain Dept. completed annual due diligence investigation to review their compliance situation regarding forced labor and child labor, then to adjust procurement policies based on the results of due diligence investigations.

3.2 Risk assessment and steps have taken to manage the risk of forced labor or child labor

HR department conducted risk assessment of Child Labor and Forced Labor implementation in in order to identify potential risks and develop appropriate management measures.

Supply chain dept. coordinated with key suppliers to complete the annual risk assessment and submitted the results to company.

Both the company and its supply chain have good performances with low risk of Forced Labor and Child Labor according to the assessment result.

3.3 Company conducted internal audit process to monitor and evaluate the effectiveness of policy implementation for both company and its supply chain. The result submitted to the management review for continuously improvement.

Items	Completion/Compliance %
1. Due diligence	100%
a. Forced & Child labor policy training within company and all suppliers.	100%
b. annual forced/child labor self-assessment within company and all suppliers	100%
c. Compliance declaration -all suppliers signed the compliance declaration.	100%
2. Annual risk assessment -Key suppliers	100%

3.4 Measures taken to remediate any forced labor or child labor

3.4.1 Child labor

To prevent the recruitment of "child labor", the human resources department takes the following precautions:

- 1) The labor will be recruited in strict accordance with the law; it is forbidden to collect any handling fees and deposits such as employment referral fees from workers.
- 2) When recruiting, applicants must present a valid ID card or birth certificate or passport to prove their age.
- 3) For the applicants, the Human Resources Department uses Identity verification process: the applicant's ID card is identified and confirmed through the ID card verification machines and face recognition machine recognized by government agencies. Or verification through available third parties such as internet sources or government agencies.

3.4.2 Forced Labor

3.4.2.1 Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted to use in any stage of manufacturing in company and its supply chain. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

3.4.2.2 The employment of an employee shall not be conditioned on the payment of a debt to a third party or to the employer.

- 1) Employees are paid directly in cash for their labor.
- 2) A loan to an employee shall not exceed the lesser of three months' salary or legal range. No additional interest shall be charged on the repayment of the loan.
- 3) Employees may not be employed through the intermediary of family members, relatives or friends of the employee in order to prevent their family members, relatives and friends from continuously receiving remuneration, compensation or other rewards from the employer.
- 4) The Supply Chain Department shall not purchase any parts produced by forced labor.

3.4.2.3 All work must be voluntary, and workers have the right to leave or terminate their employment contracts as prescribed by Local Labor law.

- 1) The terms of employment must be voluntarily agreed to by the employee.
- 2) Workers shall not be required to surrender any government-issued ID card, passport, or work permit as a condition of employment.
- 3) Employees shall keep their own personal belongings or keep their passports, ID cards, travel documents or any other private legal documents, and the Human Resources Department shall keep a copy of the original document as a file.
- 4) Employees may not be penalized by company in any way if their employment is terminated.
- 5) No recruitment fees can be deducted from the employee's earnings.

3.4.2.4 Employees have the freedom of movement during their employment.

The Company prohibits restricting employees' freedom of movement, including not restricting basic needs such as going to the restroom or drinking water. Employees are free to go out at any time.

3.4.2.5 Measures taken regarding communications and feedback

- 1) Employees may report the matters of coercion to the grievance handling committee or the labor union (union representative).
- 2) The company has a "suggestion box" and a third-party anonymous reporting website(<http://www.clearviewconnects.com>) where employees/suppliers can report their complaints of coercion in writing;
- 3) The management representative is responsible for investigating the whole matter and informing the employee/supplier of the result within 7 days of receiving the complaint.
- 4) The management representative shall analyze the cause of the matter and take measures to prevent similar things from happening again.

3.5 Company made the policy of measures taken to remediate the income loss to the most vulnerable families that results from any measure taken to eliminate the use of forced labor or child labor in activities and supply chain

If child labor is found, the following remedial measures should be taken:

- 1) Immediately remove the child from work and ensure suitable housing and meals are provided, then send them to the hospital for a medical examination to ensure their health is not affected by their work.

The medical examination fee shall be borne by the company.

- 2) Explain the legal and policy requirements, and the restrictions on working ages to the child clearly, and in a language they fully understand. And send someone to escort them home and hand them over to their guardians, and all travel expenses will be borne by the company.
- 3) Company will work in partnership with the child, the employer, the parents/guardian, and local NGO/experts in providing appropriate welfare and a safe transition back to education.

Company

- 4) Collaborate to ensure there is no financial detriment to the child, or their dependants and no breach of their human rights.
- 5) Require the family to commit and connect closely with the local authorities to carry out monitoring and prevent the family from sending their children back to work before he/she completes education.
- 6) To ensure their right to receive compulsory education, the company will track their completion of compulsory education and provide appropriate economic assistance based on the country's economic situation, and maintain contact with child laborers or local governments until they complete their junior school education.

If forced labor is found, it should be immediately stopped and investigated the cause, work out the improvement actions to prevent similar incidents from happening again.

3.6 Company conducted annual training on child labor and forced labor for all employees and its supply chain in 2025.

3.7 All new suppliers signed the <Declaration of compliance with company's Supplier Code of Conduct, Anti-Corruption Policy, and Child Labor & Forced Labor Reporting Policy > before their first supply, Key suppliers updated the declaration annually.

3.8 Effective assessment of the prohibition of forced labor and child labor in the company and its supply chains.

According to the check list of <Forced/Child labor self-assessment>, company conducted annual assessment of child labor and forced labor.

4. ALL audit information and reports are stored in HR Dept. of each location. Any questions about this annual report, please feel free to contact our SVP Mr. Mark J Waddell (mark.waddell@galtronics.com).

ACCEPTED:



Leighton Carroll,
CEO, Galtronics