

Illuminating the Path to Cycling

Sustainability Insights 2025

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1 | General Information

About the Sustainability Insights

This report is published by LITEMOVE Technology Co., Ltd. (hereinafter referred to as “LITEMOVE”) and covers the 2025 reporting year. As a design-led innovator in the e-bike lighting industry, LITEMOVE continues to embed sustainability principles across product design, quality management, operational processes, supply chain collaboration, and market communications.

In 2024, LITEMOVE published its first Sustainability Report, establishing the reporting scope, governance structure, material topics, and an initial data baseline. Building on this foundation, we advanced further

product and system improvements in 2025, extending our sustainability efforts beyond principles and initial disclosure into concrete actions relating to product carbon footprints, packaging reduction, repairable and replaceable design, digital information transparency, and supply chain engagement.

For LITEMOVE, sustainability is not a one-year showcase of achievements, but an ongoing management journey that requires continuous progress and refinement. We continue to strengthen our structured sustainability management and disclosure mechanisms, using our actual progress in

2025 to respond to international sustainability reporting standards on transparency and accountability. This reflects not only LITEMOVE's deepening commitment to sustainable business practices, but also our long-term vision for urban cycling lighting solutions and responsible design. By presenting our core strategies, annual progress, and systematic actions, this report sets out our continuously evolving sustainability roadmap.

This report is dedicated to all our stakeholders, including partners, customers, suppliers, employees, and industry peers. We thank all

those who share LITEMOVE's commitment to energy-efficient technology, responsible design, and sustainable innovation, and who work with us to advance a safer, more efficient, and more environmentally responsible future for micromobility.

Scope and Methodology

This report covers the operations and data of LITEMOVE (LITEMOVE Technology Co., Ltd.) in Taiwan. References in this report to our production partner in mainland China and our market partner in Germany describe supply chain and market relationships; their operational data is not included within this report's consolidated disclosure boundary.

The reporting period runs from 1 January to 31 December 2025, with historical data included where relevant to provide a more complete view of our sustainability progress. All information is drawn from internally reviewed company records, internal statistical reports, and operational records, and has not been externally assured by a third party.

Reference Standards

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and draws on the EU Voluntary SME Sustainability Reporting Standard (VSME); it follows the disclosure structure established in the 2024 report.

It covers practices across all stages, from product design to operational management, to maintain comparability between reporting years. Guided by the principle of integrity, we strive to ensure that our disclosures are transparent and accurate, providing a comprehensive account of LITEMOVE's commitments, achievements, and challenges in sustainable business practices, as well as how sustainability is integrated into our day-to-day operations.

Acquisition and Feedback

This report is available on the official LITEMOVE website
<https://www.lite-move.com/sustainability>

If you have any comments or suggestions regarding this report or LITEMOVE's sustainability practices, please contact us as follows:

Headquarters: Litemove Technology Co., Ltd. 3F.-2, No. 168, Fuke Road, Xitun District, Taichung City, Taiwan

Email: info@lite-move.com

Contact number: +886 4 2462 1080



Managing Director Message

Practical Progress Building Sustainability into Our Products

Dear Stakeholders,

As the management teams of LITEMOVE Technology and LITEMOVE Germany, we have long been engaged in bicycle engineering, optical technologies, and electronic solutions for micromobility. LITEMOVE's cross-regional operating model enables us to combine Asia's research, development, and manufacturing capabilities with Europe's cycling culture, customer needs, and user feedback. This structure allows us not only to focus on product performance, but also to consider continuously how lighting products can achieve a better balance between safety, efficiency, durability, and environmental responsibility.

2024 marked the baseline year for LITEMOVE's sustainability disclosures. We systematically reviewed the company's foundational work in product design, quality management, operating practices, employee care, supply chain management, and business ethics. In 2025, we advanced sustainability management into more specific product and operational areas. During the

year, we expanded product carbon footprint assessments across more core products, advanced replaceable-battery and product life-extension designs, and initiated upgrades to our website and digital information infrastructure. Together, these efforts have established a stronger foundation for clearer product information, repair guidance, and future sustainability communications.

We recognise that, for a small and medium-sized international brand, sustainability cannot remain a matter of aspiration alone. What truly matters is transitioning external market requirements, customer expectations, and the company's capabilities into practical improvements. These improvements may not all deliver visible results within the same year, but over time they can help us build more reliable products, more transparent information, a more resilient supply chain, and stronger organisational capabilities to respond to future challenges.

In 2025, LITEMOVE also formally joined the SME Climate Hub, making a public commitment to advance towards emissions reductions by 2030 and net zero by 2050. This commitment reminds us that climate action is not an issue for large companies alone. As a participant in the micromobility industry, we also have a responsibility to reduce our environmental impact continuously through product efficiency, material selection, packaging reduction and operational management.

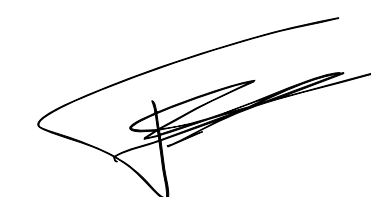
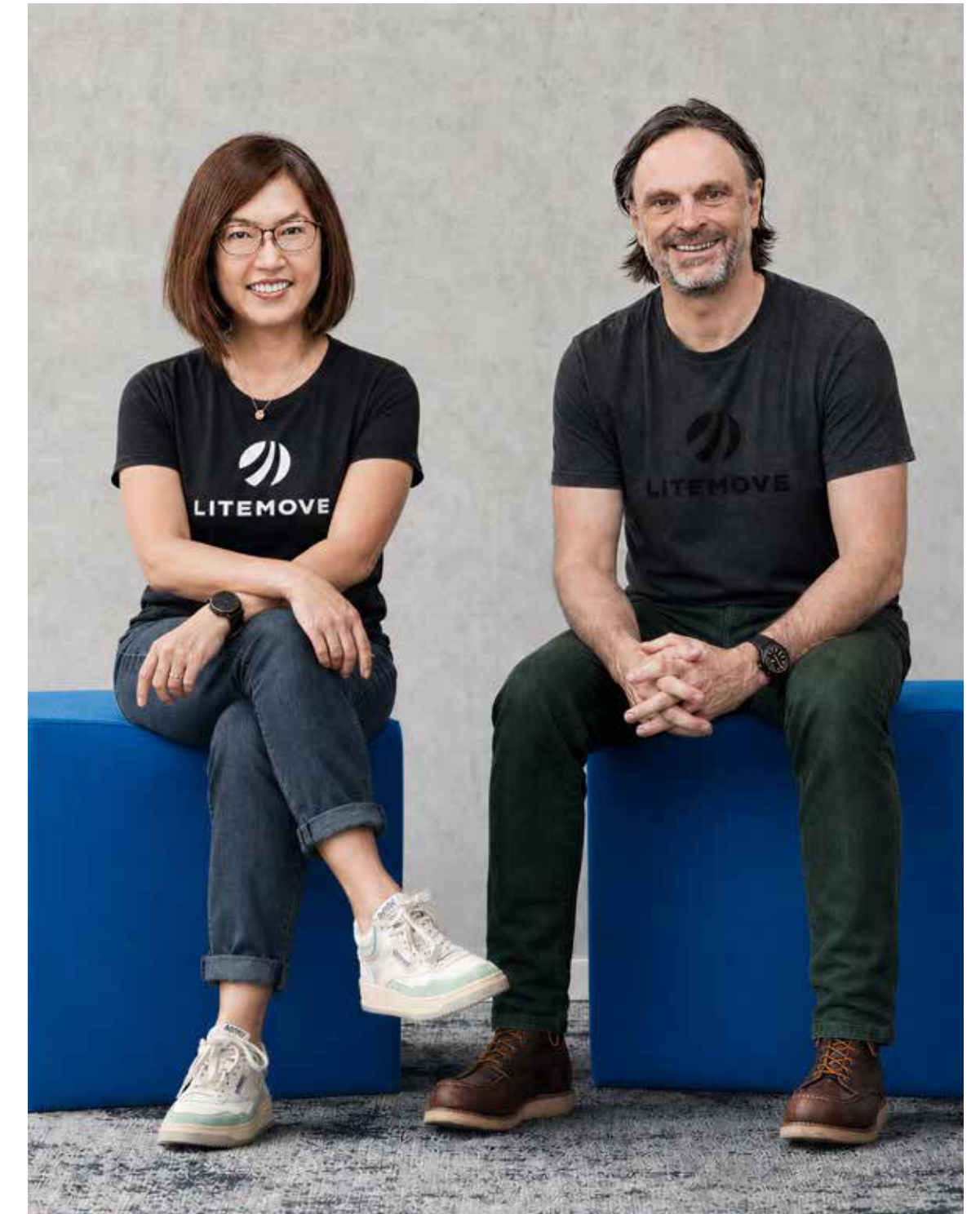
In the coming years, European market requirements relating to product responsibility,

packaging, batteries, repairability, recycling, and environmental claims will become increasingly defined. LITEMOVE will continue to move forward in a prudent, practical, and verifiable manner. We are grateful for the support and feedback of our customers, suppliers, partners, employees, and riders. Their views and expectations are what drive us to refine our products and processes continuously, enabling a small company to build meaningful change in the right direction.

Sincerely,
Ning-Hsin Wei
Managing Director,
LITEMOVE TECHNOLOGY



Chris Treugut
Managing Director,
LITEMOVE GERMANY

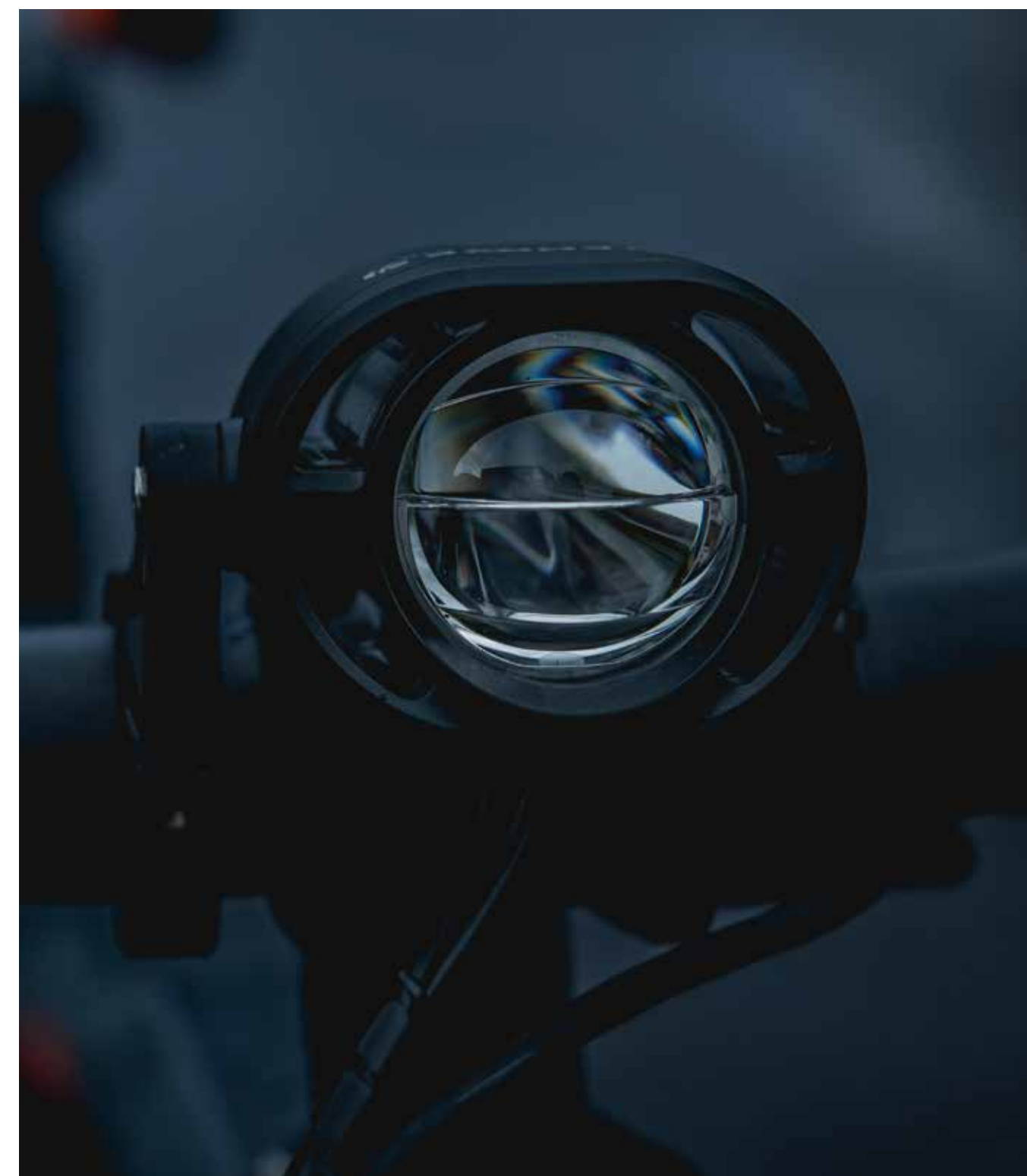
About Us

LITEMOVE was founded with a clear vision: to make micromobility safer, smarter, and more sustainable. We are committed to developing next-generation lighting solutions specifically designed for bicycles and micromobility applications. For us, lighting is more than a technical function; it is fundamental to riders' visibility, sense of safety, and confidence on the road.

Every LITEMOVE product is designed to balance performance with long-term responsibility. From advanced optical engineering and energy efficiency to modular and repairable structures, we continually explore ways to reduce unnecessary material waste and avoid premature replacement of entire products throughout the product lifecycle. LITEMOVE's sustainable

design approach encompasses material selection, packaging methods, product repairability, efficiency during use, and greater information transparency going forward.

With teams in Taiwan, Germany, and China, LITEMOVE combines a global perspective with local insight. We connect technical capabilities, market needs, and user feedback to continuously improve our products and services. Working with leading bicycle and e-bike brands worldwide, we jointly develop innovative lighting solutions and help shape the future of sustainable mobility. Our aim is not merely to meet industry standards, but to redefine them through innovation, collaboration, and shared responsibility.



History

LITEMOVE was co-founded in 2019 by bicycle and optical technology professionals from Taiwan and Germany. From the outset, the team embraced the vision of “redefining lighting innovation for the future of micromobility”, with safety, efficiency, and responsible design forming the foundation of product development.

LITEMOVE operates across regions, with research and development, design, and operational management based in Taiwan, and its production base located in Dongguan, China. In the European market, we collaborate with Futurelectric GmbH on product mar-

keting, sales, and after-sales services. This structure enables LITEMOVE to respond simultaneously to product performance expectations, regulatory requirements, customer needs, and sustainability trends in the rapidly evolving e-bike and micromobility markets, while building an international business ecosystem.

Guided by our mission to deliver “a safer, smarter, and more sustainable cycling experience”, LITEMOVE continues to develop its Cycling Smart Lighting Ecosystem. Through enhanced optical efficiency, responsible energy use, visibility, and product integration,

our solutions help riders achieve a more consistent and safer lighting experience across a wide range of riding environments.



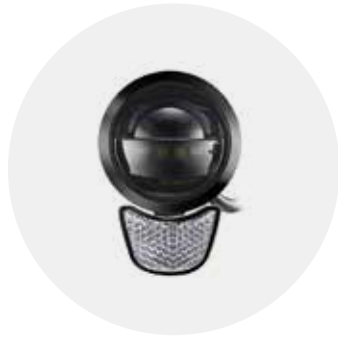
Products and Services

LITEMOVE offers an advanced portfolio of lighting products for bicycles and micromobility applications, including headlights, tail lights, auxiliary lights, reflectors, lighting modules, mounting brackets, and integrated lighting systems. These products are designed for urban commuting, long-distance riding, and off-road exploration.

Our design philosophy is rooted in optical innovation and modular thinking, with product development focused on visibility, safety, user experience, durability, repairability, and energy efficiency. Our proprietary lens systems effectively reduce glare and optimise beam distribution, enhancing riders' confidence across a wide range of conditions. Every product is developed with durability and repairability in mind, while also prioritising energy efficiency and the use of more sustainable materials.

In addition to our standard product range, LITEMOVE works closely with international bicycle and e-bike brands to develop customised lighting solutions tailored to specific product requirements. We provide flexible end-to-end services spanning design and development, engineering implementation, and production integration, helping global partners bring distinctive and innovative branded lighting products to market. This capability enables us to support both independent brands and strategic industry partners by combining innovation with practical scalability.

Headlights
(E|K)



Tail Lights
(E|K)



AUX Lights
(E)



Lights Module
(E)



Reflectors
(E|K|Z)



Brackets &
Mounts



Awards

Since its establishment, LITEMOVE has continued to earn international recognition for its optical innovation and responsible design.

2020



In 2020, the company became the world's first to apply the MTi optical architecture (aspheric lens technology) to bicycle-specific headlights, earning the 2020 TPE CYCLE d&i awards by iF, Gold.

2021



In 2021, the company continued to launch innovative taillight products, earning the Gold award at the 2021 TPE CYCLE d&i awards by iF. The AE-series headlight, featuring a 3D lenticular lens design, also received recognition as a winner of the same award.

2022



In 2022, the TA Series product won the German Design & Innovation Award (DI. A) . In the same year, the MTi optical architecture was optimized, leading to the introduction of the high-brightness long-range AEW headlight, which was recognized by the German professional magazine "World of MTB" as the best of 2022.

2023



In 2023, the company focused on developing sustainable products, receiving the Top Green Supplier certification from the Greenly organization. The LITEMOVE brand also won the 2023 German Design Award in the Brand Communication category. Additionally, the TL portable light received the 2023 TPE CYCLE d&i awards by iF.

Awards

Since its establishment, LITEMOVE has continued to earn international recognition for its optical innovation and responsible design.

2025



In 2025, our efforts in intelligent lighting and sustainable design continued to receive significant international recognition. The flagship RXW-2900 e-mountain bike headlight and TX301 integrated tail light both received the German Design & Innovation Award (DI.A) for their outstanding safety performance. The TX3 Series tail light also received the German Design Award in recognition of its seamlessly integrated aesthetics and commitment to environmentally responsible packaging and more sustainable materials.

In the same year, our innovative design stood out from more than one hundred entries worldwide and received a TAIPEI CYCLE d&i Award. In addition, the RXW-2900 was selected by the respected German magazine World of MTB as one of its “Best of 2025” products, recognising its powerful lighting performance specifically engineered for demanding off-road

terrain. These honours continue to affirm LITEMOVE’s steadfast commitment to advancing micromobility safety and fulfilling its environmental responsibilities.

These awards represent more than achievements in product design; they also reflect LITEMOVE’s continued direction in advancing lighting innovation for micromobility through safety performance, optical efficiency, thoughtful material choices, and responsible design.

RXW-2900



German Design & Innovation Award (DI.A) 2025

German magazine World of MTB Best of 2025

TX301



German Design & Innovation Award (DI.A) 2025

German Design Award 2025



2 Sustainability Management

Sustainability Pathway 2024–2026

2024

2024 marked LITEMOVE's sustainability baseline year. During the year, we published our first Sustainability Report and established the reporting scope, GRI reference framework, ESG management structure, and foundations for stakeholder engagement. We also began developing a more systematic approach to sustainability management through product carbon footprint assessments, plastic-free packaging, modular design, and product responsibility disclosures.

2025

2025 was LITEMOVE's year of product and system improvement. We translated the baseline established in the previous year into more tangible product and operational enhancements. These included expanding the scope of product carbon footprint assessments, advancing replaceable-battery and product life-extension designs, further embedding paperless office processes, and initiating website and digital information infrastructure projects. Together, these actions serve a common objective: to ensure that sustainability is not confined to principles, but embedded in our products, processes, and data.

2026

2026 will be a key year for LITEMOVE to continue strengthening market transparency and product responsibility. As European market requirements relating to packaging reduction, repairability, battery management, product information, and the transparency of environmental claims continue to evolve, LITEMOVE will build on the data and processes established in 2025. We will further improve product information, repair and after-sales guidance, recycling-related content, and our sustainability communications.

2024 Establishing the Baseline

From Zero to One: Building a Solid Foundation for LITEMOVE's Sustainability Governance

2024 marked the beginning of LITEMOVE's sustainability journey. During the year, we published our first Sustainability Report, establishing a compliant and evidence-based baseline for the company's medium- and long-term ESG management.

- Establishing the governance structure: We aligned our reporting approach with the international GRI reference framework for the first time, clearly defined the reporting scope, and formally established an internal ESG management structure and stakeholder engagement mechanism.
- Defining three strategic pillars: With "Illuminating the Path to Cycling" as our central vision, we established three sustainability pillars: Innovation-Driven, Customer Satisfaction, and Low-Carbon Life.
- Sustainable product design: We established the 3R design principles – Reduce, Reuse, and Recycle – and began reducing plastic use in our products. We also launched the first round of ISO 14067 product carbon footprint (PCF) assessments for selected core products.

2025 Product-Side System Improvement

Aligning with International Initiatives to Advance Full Product-Lifecycle Management

2025 was a pivotal year in which LITEMOVE's sustainability actions became more data-driven and systematic. Rather than remaining at the level of internal commitments, we proactively upgraded our products, packaging, and logistics systems in preparation for increasingly stringent European market regulations.

- Advancing our climate commitment: We formally joined the international SME Climate Hub initiative and publicly committed to aligning with international emissions-reduction pathways, embedding climate resilience into the DNA of the LITEMOVE brand.
- Extending product lifecycles: We developed new, award-winning lighting products featuring, for the first time, a removable and replaceable battery module, extending overall product life and anticipating European market requirements on the reparability of electrical, electronic and battery products.
- Deepening product carbon footprint management across the portfolio: We significantly expanded the scope of our ISO 14067 assessments and completed detailed carbon footprint calculations for 20 core products. This marked a transition from disclosure at the individual-product level towards baseline carbon management across a broader product portfolio.

2026 Regulatory Readiness and Market Implementation

Bringing Digital Infrastructure Online and Giving Consumers Greater Access to Sustainability Information

2026 will be a key year for the application of international sustainability regulations, including the EU Packaging and Packaging Waste Regulation (PPWR) and the Empowering Consumers for the Green Transition Directive (EmpCo). Building on the system improvements completed in 2025, LITEMOVE expects to bring these outcomes more fully into market-facing operations during 2026.

- Green logistics and warehousing optimisation: In 2026, LITEMOVE plans to launch an Export Carton Standardisation Project, consolidating export carton sizes into four standard specifications. The project targets pallet volumetric utilisation of around 90% for both EPAL pallets, up from about 73%, and GMA pallets, up from about 72%, while also increasing the load carried per pallet. This is expected to reduce wasted space in transport and the associated carbon emissions.
- Delivering digital compliance and transparency: The Website and Cross-Border E-Commerce Function Upgrade Project began in 2025 and is scheduled to go live in 2026. It will establish a digital sustainability platform for the German and wider EU markets, providing transparent product carbon footprint data, disassembly and repair guidance, and LUCID and WEEE recycling compliance information. This also prepares the ground for the EU Digital Product Passport.
- Expanding Social Engagement: Planned areas of focus include child welfare support (in partnership with World Vision Taiwan's child sponsorship programs), access to clean water (World Vision's "Water Equation" initiative), and elderly care (in partnership with the Hondao Senior Citizen's Welfare Foundation), aligning with UN Sustainable Development Goals 3 (Good Health and Well-being), 6 (Clean Water and Sanitation), and 10 (Reduced Inequalities).

Company Philosophy

In 2025, building on the foundation established through our first sustainability report in 2024, LITEMOVE advanced its sustainability efforts further into product and system improvements. For us, sustainability management extends beyond reporting and disclosure; it is a continuous management process encompassing product research and development, material selection, packaging design, supply chain collaboration, and information transparency.

In 2025, LITEMOVE joined the SME Climate Hub and made the SME Climate Commitment, marking an important step in advancing climate action and the company's long-term transition towards net zero. The SME Climate Hub is an international initiative jointly established by the We Mean Business Coalition (WMBC), the Exponential Roadmap Initiative (ERI), and Race to Zero under the United Nations Framework Convention on Climate Change. As a global initiative supporting climate action among small and medium-sized enterprises, it provides tools and resources to help businesses progres-

sively develop their capabilities in emissions reduction, performance tracking, and progress disclosure. For LITEMOVE, joining the initiative does not mean that our climate transition is complete. Rather, it marks the beginning of a more systematic approach to reviewing our operational emissions, product carbon footprint data, supply chain engagement, and feasible improvement actions.

As LITEMOVE is primarily a brand owner and product developer, certain manufacturing-related data must be established progressively on the basis of information that suppliers are able to provide and that can be verified and confirmed. We will therefore advance the management of climate-related data in a prudent, transparent, and traceable manner, prioritising the development of a credible foundation for action across our own operations, product design, packaging improvements, product carbon footprint assessments, and supplier engagement.



Illuminating the Path to Cycling

“Illuminating the Path to Cycling” is the central concept underpinning LITEMOVE’s sustainability strategy. As a design-led innovator in micromobility lighting, we are committed to advancing safer, more reliable, and more sustainable urban micromobility through intelligent, efficient, and responsible product solutions. Our long-term strategy is structured around three interconnected pillars.

Innovation-Driven

Innovation at LITEMOVE focuses on enhancing energy efficiency, rider safety, product durability, and design adaptability. By applying automotive-grade optical technologies and modular engineering, we improve rider safety while minimizing material use. Sustainability considerations are embedded from the early design stage, ensuring each product balances performance with long-term environmental responsibility.

Customer Satisfaction

We see customer satisfaction as a key driver of sustainable value. Through repairable product design, streamlined service systems, and structured feedback integration, we extend product life, reduce resource waste, and reinforce long-term trust. Our goal is to deliver not only reliable lighting, but a responsible and transparent user experience. In 2025, we plan to further integrate customer service with greater transparency in product information, laying the foundation for more comprehensive digital services and clearer communication with the European market.

Low-Carbon Life

We integrate low-carbon principles and resource efficiency into product design, material selection, packaging improvements, and day-to-day operations. Following our accession to the SME Climate Hub in 2025, we will adopt a more systematic approach to reviewing our operational emissions, product carbon footprint data, and feasible improvement actions, progressively strengthening our capacity to respond to climate change and evolving market sustainability requirements.



Management Structure

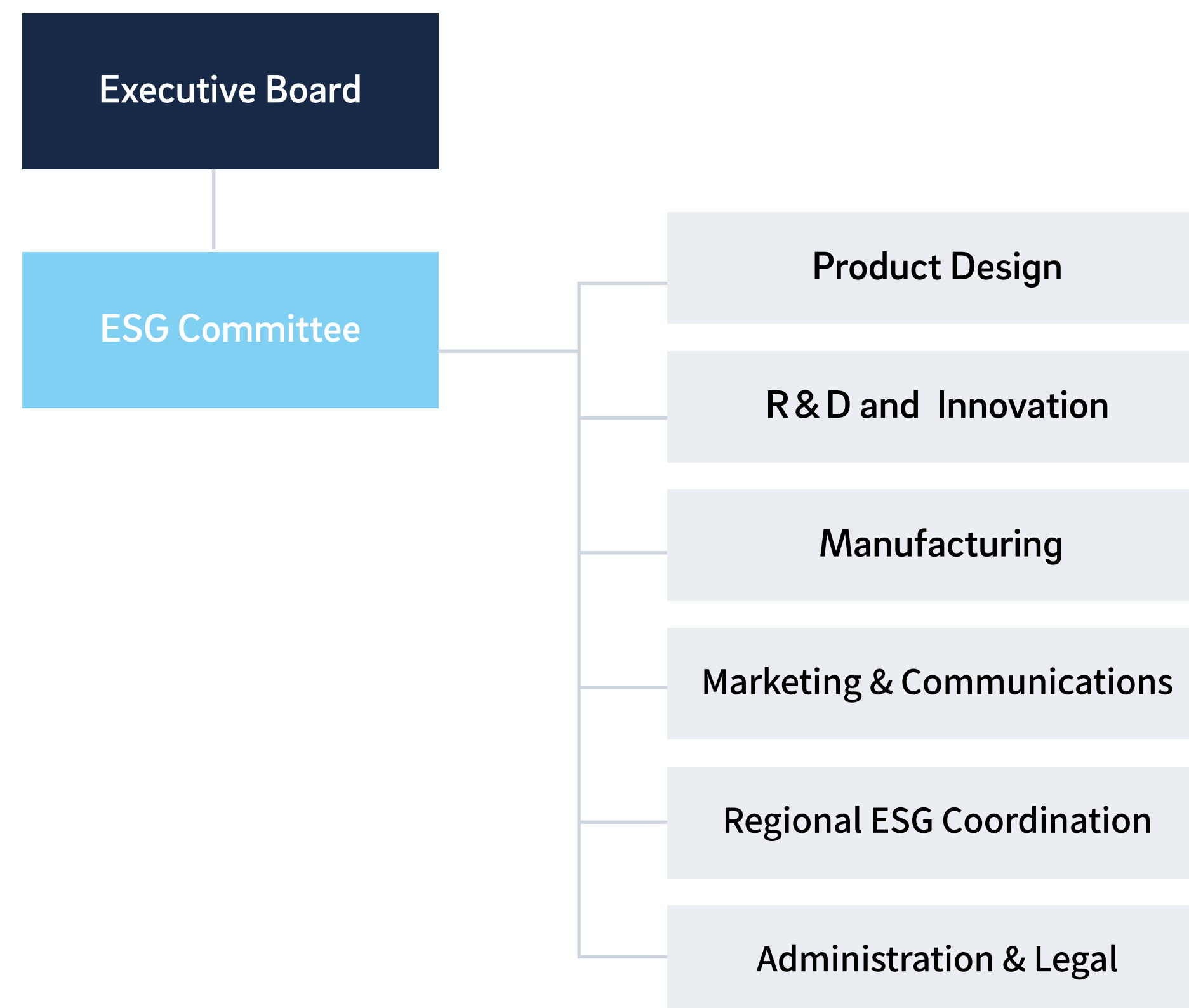
Sustainability governance at LITEMOVE rests with the ESG Management Committee, which reports directly to the Executive Board and is chaired by one of the company's Managing Directors. Its six core members, two women and four men, lead the functions that are central to how the business runs, spanning product design, technology and R&D, manufacturing, marketing and communications, administration and legal affairs, and regional ESG coordination. With members based in both the Taiwan and Germany offices, the committee keeps ESG work aligned across the group while remaining responsive to conditions in each market. Regular meetings allow it to coordinate planning company-wide, sustain continuous improvement, and uphold transparent reporting.

The committee sets the direction for LITEMOVE's sustainability management, which is then carried out jointly across the product, operations, market, supply chain, and administrative functions. As a small and

medium-sized enterprise operating across regions, we take a practical approach, embedding specific responsibilities directly into everyday decisions and working processes.

The Product and R&D Team handles optical technology, product performance, material selection, repairability, and product life-extension design. The Operations Team manages packaging, logistics, office digitalisation, and operational data. The German Market Team looks after European customer service, market feedback, and user communication. The Supply Chain Team works closely with key manufacturing partners to hold quality, delivery, material management, and compliance to a consistent standard.

As work advanced in 2025 on product carbon footprinting, replaceable-battery design, and the website and digital information infrastructure, cross-functional collaboration became more central to how LITEMOVE operates. These projects depend on product data, operational metrics, customer feedback, and supply chain information coming together. Through that process, sustainability has moved from a single reporting exercise into a working part of how the company manages itself.



Materiality Analysis

To address sustainability comprehensively and to identify which of our business activities affect society, the environment, and governance, we conducted a materiality analysis in three stages.

Step 1

Identification of ESG Issues

We built a comprehensive database of sustainability issues by reviewing global trends, regulatory priorities, and stakeholder concerns, benchmarking against industry leaders, and assessing our own stage of development and position in the value chain. Our principal stakeholders include government regulators, customers, employees, partners, and local communities.

Step 2

Screening and Selection of Material Topics

Drawing on our industry's stage of development, our business model, and our position in the value chain, we screened this database to arrive at a shortlist of material topics. The result reflects both our operational priorities and the expectations of our stakeholders.

Step 3

Prioritization through Dual-Axis Assessment

For 2025, we retained the materiality matrix established in 2024 as our management baseline and reviewed it dynamically against the year's latest EU regulatory developments. Consulting both internal and external experts, we weighed each topic along two dimensions: its financial importance to the company and the significance of its impact on external stakeholders. This assessment produced LITEMOVE's 2025 materiality ranking, which guides the disclosure priorities in this report and the improvements we pursue in sustainability management.

The table below groups the material topics by their assessed level of materiality for this reporting period; the icons denote each topic's ESG dimension.

Degree	Topics
Material topics with top priority	■ Innovation and R&D ■ Product Quality and Safety ■ Customer Service and Information Transparency ● Carbon Footprint Management
Material topics with priority	● Circular Economy and Product Lifecycle Responsibility ■ Supply chain management ◆ Business Compliance and Sustainability Claims Management ■ Employee Responsibility
Material topics	● Green Office Practices ■ Intellectual Property Protection ◆ Community Contribution

■

 Social

●

 Environment

◆

 Governance

The list is unchanged from 2024, comprising the same eleven topics, though we have reprioritised them in light of developments in EU sustainability regulation. Business Compliance and Sustainability Claims Management and Customer Service and Information Transparency have risen in importance, Circular Economy and Product Lifecycle Responsibility has broadened in scope, and Employee Responsibility and Green Office Practices have moved down the list.

These topics form the baseline for our current ESG disclosure. As our business evolves and stakeholder dialogue deepens, we will keep reviewing and refining this list to stay in step with shifting stakeholder priorities, regulatory expectations, and our long-term development strategy.

3 Reliable Products



For LITEMOVE, a trustworthy product means more than stable lighting performance and reliable safety. It also means designing products that respond to user needs, customer expectations, and Europe's steadily rising expectations for product responsibility. In 2025, we built on our established strengths in optical technology, quality management, and sustainable design, and widened the scope of product responsibility beyond performance and safety to include carbon footprint, material selection, replaceable design, packaging systems, and transparency in the information we present to the market.

As the EU has tightened its requirements in recent years on packaging, batteries, electrical and electronic products, product-information disclosure, and the management of sustainability claims, we need to build these capabilities earlier, across product design, material management, supply chain data, packaging, and after-sales information. As a brand owner and product developer, LITEMOVE works to turn these regulatory trends from isolated compliance tasks into a direction for product improvement and systematic management, through actions that are traceable, verifiable, and able to build up over time, to earn lasting trust in the market.

International Regulation or Market Trend

EU Packaging and Packaging Waste Regulation (PPWR)

Regulatory Requirements

Empty-Space Ratio Limit

The PPWR will replace the existing Packaging Directive and become fully applicable from 12 August 2026. It also imposes a general obligation on economic operators to minimise the weight and volume of packaging. For e-commerce, grouped, and transport packaging, the specific maximum empty-space ratio of 50% will apply from 1 January 2030.

Our Approach

- LITEMOVE is getting ahead of the PPWR's direction on packaging efficiency and waste reduction, through packaging reduction, material simplification, and export-carton standardisation.
- In 2026, we plan to launch an Export Carton Standardisation Project. By standardising carton dimensions, we aim to improve pallet-space utilisation and cut wasted space in certain loading configurations, thereby reducing the carbon footprint of logistics and transport.

German Packaging Act (VerpackG) and LUCID Registration

Extended Producer Responsibility (EPR)

Any company placing packaged goods on the German market must register with the LUCID system, enter into an agreement with a dual waste collection system, declare packaging material weights, and assume the associated financial responsibility for recovery and recycling.

- Across our full product range, we apply a 100% plastic-free approach to packaging and logistics materials, using FSC-certified corrugated board, single-ply paper bags, paper tape, and soy-based inks.
- By keeping packaging structures simple, we help our European B2B customers streamline material sorting and weight reporting, easing the EPR financial burden they carry.

EU Battery Regulation

Removability and Replaceability Requirements

Applicable from 18 February 2027, the Regulation requires portable batteries, in principle, to be removable and replaceable by end users. Batteries for light means of transport (LMT) must be removable and replaceable by independent professionals throughout the product's lifetime.

- We are upgrading our product technology to extend product life and improve rider safety. Moving away from the conventional practice of replacing an entire electronic unit, we have for the first time introduced a design built around replaceable battery modules and components, meeting the regulation's lifecycle-responsibility requirements ahead of time.

EU Ecodesign for Sustainable Products Regulation (ESPR) / Digital Product Passport (DPP)

Transparency of Product Environmental Information

The framework requires products to demonstrate greater durability and upgradability and provides for the introduction of Digital Product Passports, through which carbon footprint and supply chain traceability information may be disclosed electronically.

- We widened the scope of our ISO 14067 product carbon footprint (PCF) work, completing carbon-data calculations for 20 core products in 2025. This moves us from disclosing single products toward managing a baseline across our whole product range, and lays an initial foundation of product-environmental data for the digital product passports to come.

EU Directive on Empowering Consumers for the Green Transition (EmpCo)

Environmental Claims and Consumer Information Transparency
Environmental claims, sustainability labels, and information relating to product durability and repairability must be clear, substantiated, and not misleading to consumers.

- In 2025, we continued to strengthen the foundations for product carbon footprint disclosure, packaging material information, repairable and replaceable design, and sustainability communications. We avoid replacing specific evidence with broad environmental language, in response to increasingly stringent EU requirements on consumer protection and environmental claims.

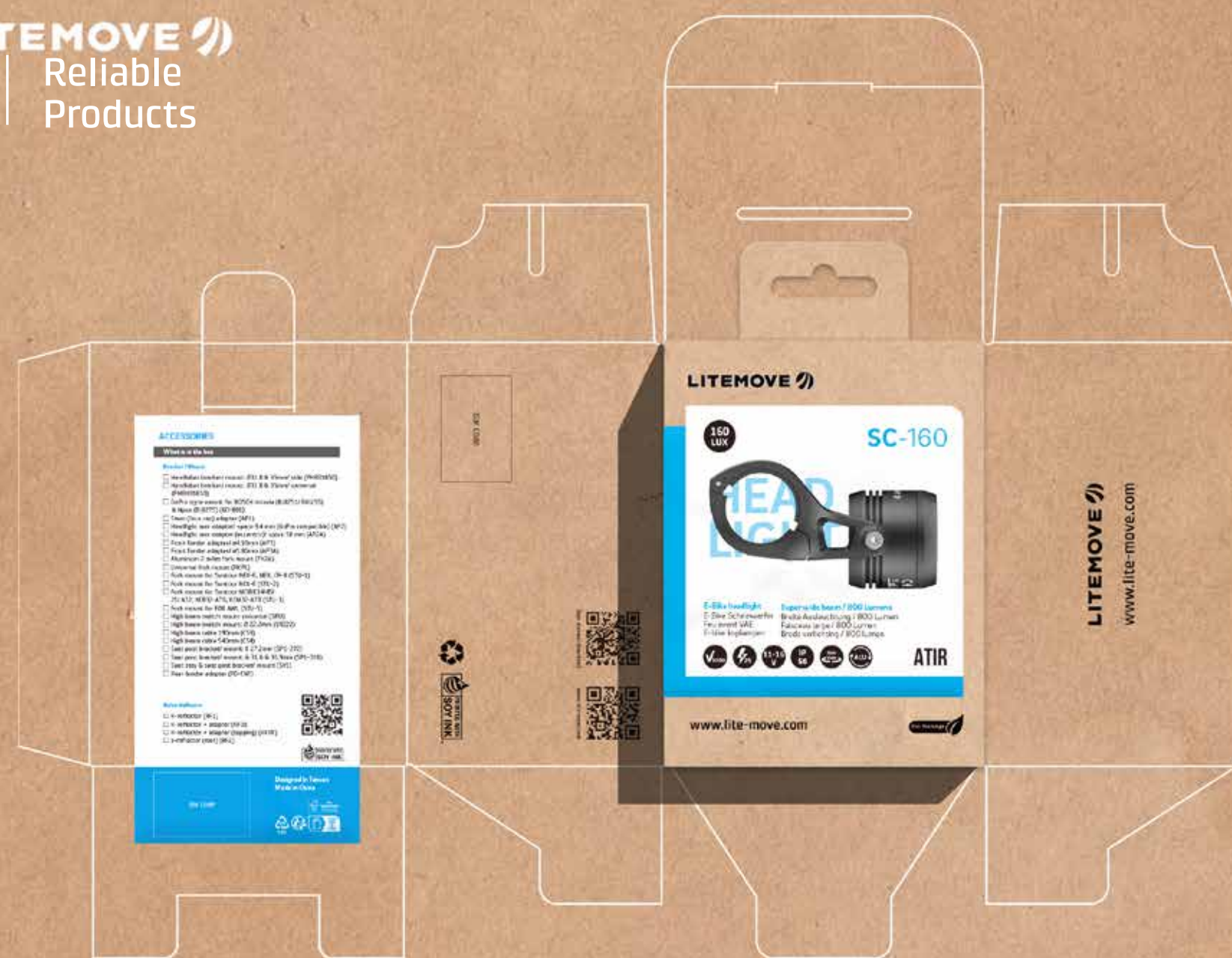
Research and Development

Innovation is the force that drives the reliable, sustainable lighting we make for bicycles and micromobility. Our R&D follows three core principles: performance, safety, and environmental responsibility. We develop products that both meet the applicable performance, quality, and safety requirements and respond to environmental challenges, contributing to a greener future.

Our approach to R&D rests on the integration of fresh thinking, operational efficiency, and sustainable value. By combining advanced technology with ecologically minded design, we continue to introduce forward-looking lighting solutions that redefine the industry standard for bicycle lighting.

We invest continuously in product innovation. Our R&D team combines expertise in optics, engineering, and industrial design to improve performance, strengthen durability, and give riders a better experience.





A Comprehensive Upgrade in Intelligent Safety and Plastic-Free Packaging

In 2025, LITEMOVE continued to advance intelligent safety protection and sustainable product design. Through our participation in TAIPEI CYCLE and Eurobike, we presented the RXW-2900's intelligent ambient light sensing technology and the TX3 Series taillights' active emergency braking warning function to the global market.

In addition, all newly launched products in 2025 adopted 100% plastic-free packaging using environmentally responsible paper-based materials. We also introduced more sustainable wiring materials and innovative energy-saving technologies. Through these tangible green R&D outcomes, we aim to support the low-carbon development of the wider micromobility value chain.

all newly launched products
in 2025 adopted

100%

plastic-free packaging



Optical Technology

We focus on developing advanced headlights and taillights with outstanding optical performance that improve rider safety and visibility across a range of riding conditions. Our proprietary optical technologies span ATIR™ (Advanced Total Internal Reflection), MTi™ (Multi-beam Integration), RX (wide-angle reflector), and LTi™ (lenticular taillight technology), delivering excellent light output for uses that range from urban commuting to rural roads and off-road exploration.

These technologies are built into our full product range, meeting demanding safety standards including ISO, StVZO (K-Mark), and UNECE (E-Mark). They significantly improve energy efficiency, control glare effectively, and extend product life. At LITEMOVE, optical innovation is never a matter of technical specifications alone; it is a strategic driver of our long-term vision for sustainability and responsible design.

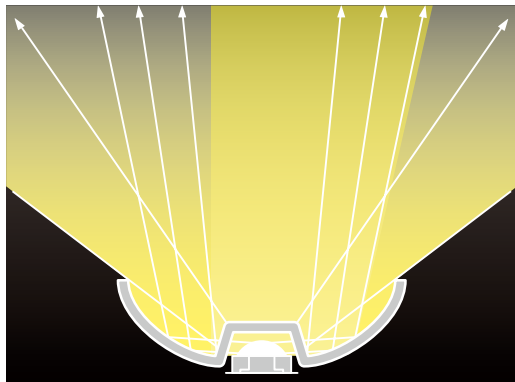




ATIR™ Advanced Total Internal Reflection Technology

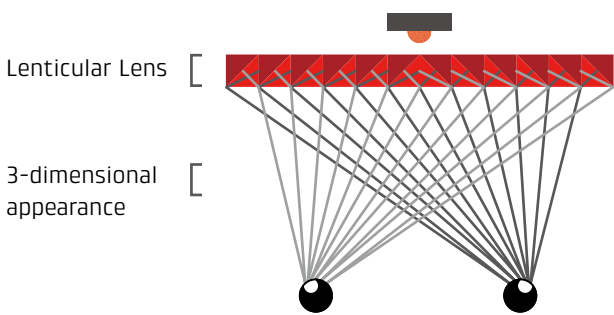
ATIR™ is LITEMOVE's latest advance in cycling optics, pairing reflector precision with lens efficiency in a compound optical system inspired by automotive-grade design. This next-generation total internal reflection technology delivers high-intensity, even illumination while keeping glare and dark spots to a minimum, giving riders safer, clearer vision in any conditions.

Built with high-transparency materials and specialized coatings, ATIR™ maximizes light transmission and slows light decay, combining lasting brightness, a compact form, and strong durability. Its rugged, weather-resistant design extends product life and reflects how we tie optical innovation to sustainable performance and long-term value.



LTi™ Lenticular Rear Light Technology

Inspired by automotive tail-light design, LTi™ uses a lens-array technology that markedly improves a rider's rear visibility. Its three-dimensional beam pattern creates a distinctive, eye-catching signature that stays legible from many angles, adding a clear margin of road safety in urban and nighttime riding.

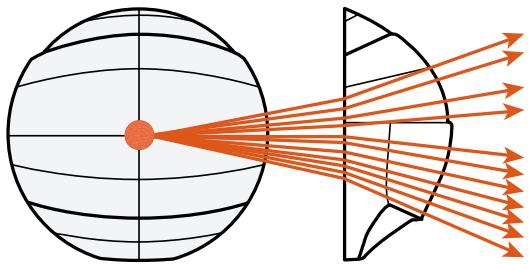


MTi™ Multi-Beam Integration Technology

LITEMOVE's MTi™ series uses advanced aspheric lens technology inspired by automotive headlights to achieve an efficient multi-beam distribution. Made through high-precision injection moulding and diamond cutting, it improves both brightness and visibility.

Its precise optical design keeps refining light efficiency, protecting rider safety while sharply reducing light loss for energy-efficient operation, in keeping with our commitment to sustainable, high-performance mobility.

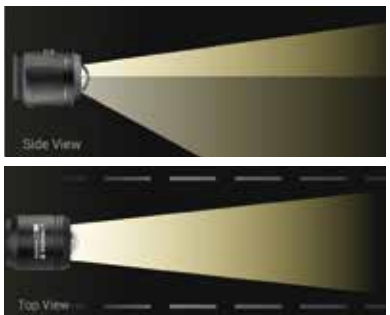
The dual-beam MTi™ Plus and MTi™ Pro versions strengthen lighting for high-speed riding, low-light settings, and off-road terrain; the Pro adds wider coverage for greater nighttime safety.



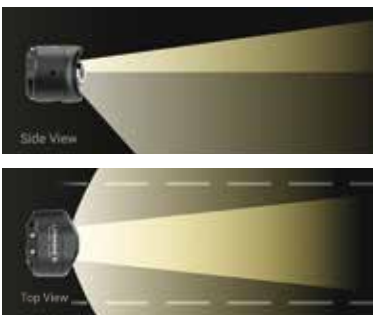
MTi



MTi Plus



MTi Pro

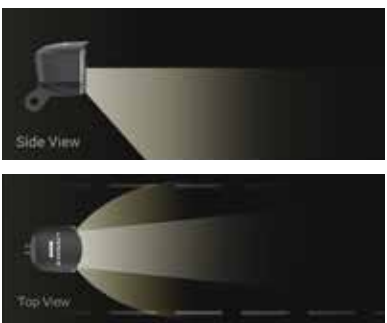


RX™ Wide-Angle Reflector Technology

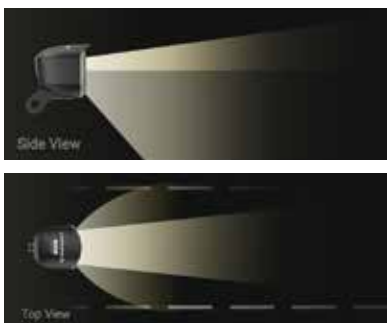
LITEMOVE's RX™ series uses a mirrored-reflector design that delivers wide-angle, long-distance illumination, making it well suited to urban and rural riding by day or night. The RX™ Plus adds a dual-beam function that further improves visibility and warning safety, giving riders fuller protection.

For off-road use, the RX™ Pro is designed with a wider, more concentrated beam that keeps vision clear and performance reliable on rough trails. Across the series, RX™ carries through our three core values of safety, durability, and adaptability across riding environments, along with our continued drive to develop innovative lighting solutions.

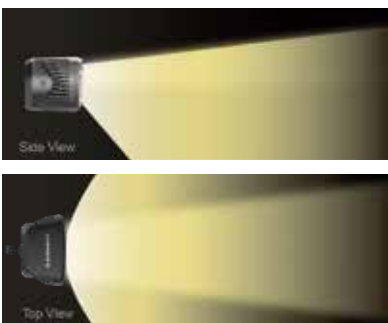
RX



RX Plus



RX Pro



Energy-Efficient Technologies

At Litemove, we are committed to maximizing energy efficiency through precise optical engineering. Our lighting systems leverage high-performance LEDs and refined secondary optical design – including lenses and reflectors – to minimize energy loss and deliver optimal illumination across diverse riding conditions.

In the lighting industry, secondary optical systems typically result in a 10–30% loss of luminous efficiency due to reflection, absorption, and diffusion. However, Litemove's integrated optical design significantly reduces this loss. As a result, our products achieve up to **85% Photometric Efficiency**, a level that reflects both outstanding light output and responsible energy use.

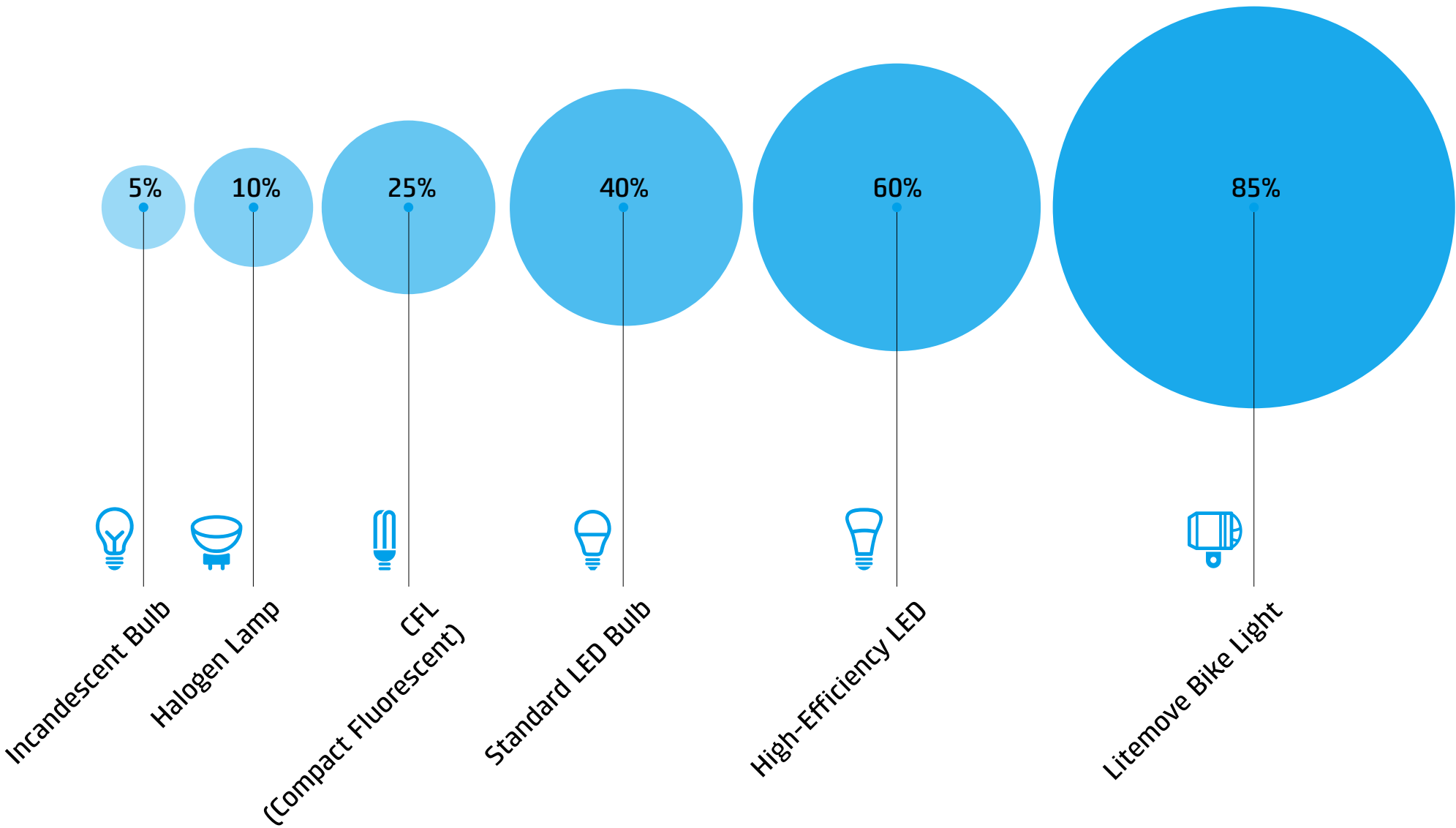
This high efficiency not only enhances battery runtime for e-bike users, but also supports our broader sustainability strategy by reducing power consumption, minimizing heat waste, and contributing to longer product lifecycles.

85%

Photometric Efficiency

Comparative Photometric Efficiency of Lighting Technologies

Photometric Efficiency (%)



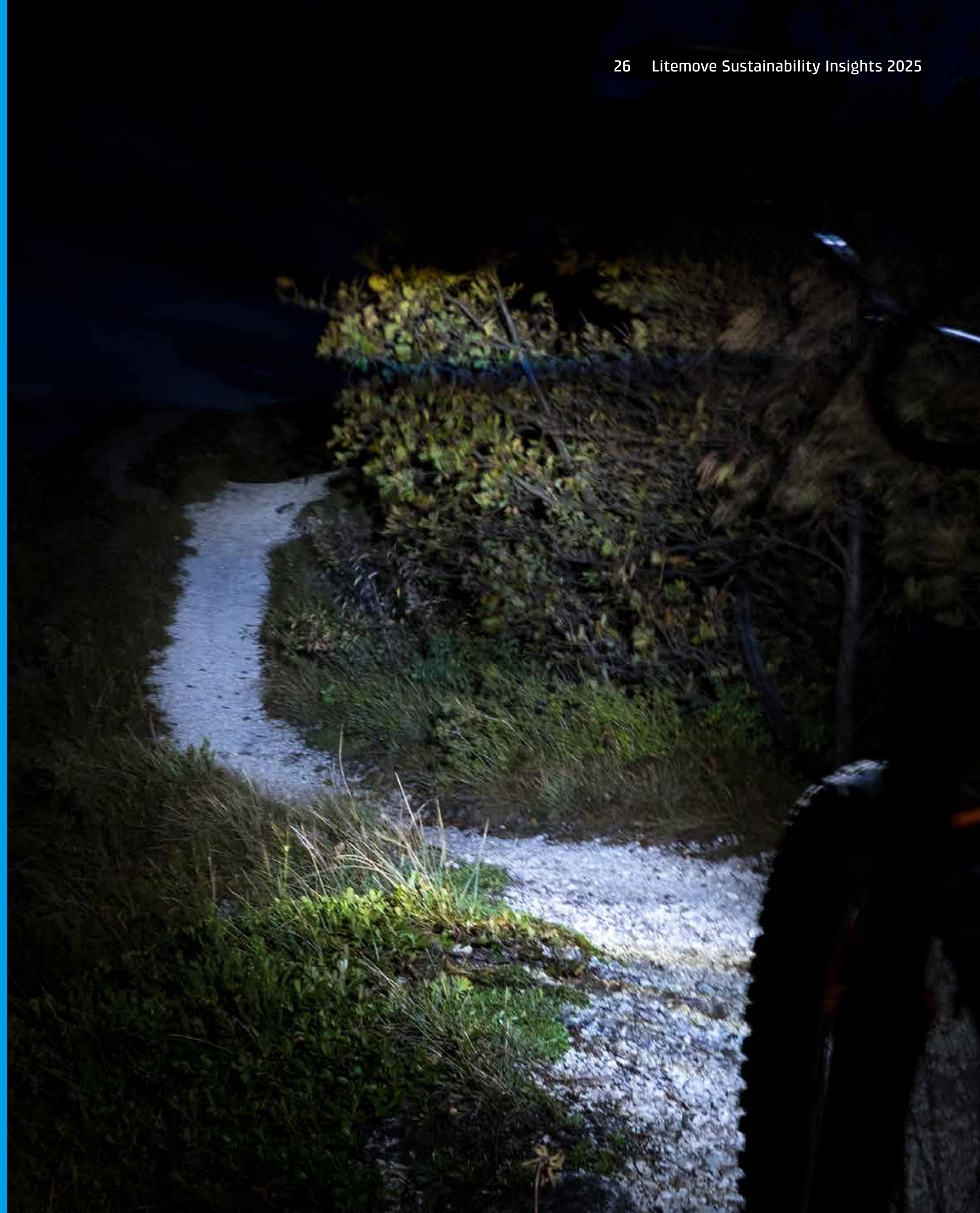
SC-160

The SC-160 features our latest ATIR™ optical technology, achieving 95% photometric efficiency – exceeding standard brightness requirements while minimizing energy loss.



Photometric Efficiency
SC-160 Headlight

95%



Quality and Safety

LITEMOVE is devoted to delivering products that meet the highest standards of quality and safety. We understand that reliable lighting is essential to cyclist safety, especially in low-visibility conditions. Safety and durability are therefore non-negotiable in our product design.

Product Safety

To translate our commitment to quality and safety into practical measures, we have implemented the following:

Internal Electronics and Mechanical Design

All products undergo CE testing for transport vehicles, so they are unaffected by external electromagnetic interference and integrate smoothly with various vehicle systems, staying stable in operation.

The design also focuses on long-term durability and incorporates efficient heat dissipation, preventing the sudden failures that overheating can cause.

External Design

The lights use a sturdy, durable housing that guards against vandalism and environmental factors, keeping them stable in variable weather and demanding conditions and extending their service life.

Additional Measures

For higher-wattage lights, we add warning labels reminding users not to touch the light's surface during operation, to avoid burns.

Quality Management

LITEMOVE maintains strict control across the entire manufacturing process, so that every stage, from raw-material sourcing to final assembly, meets international quality standards. Thorough inspection and monitoring run under clearly defined procedures to keep our products consistent and reliable, at a level that matches industry benchmarks.

Certified

Our manufacturing management system is built to the ISO 9001 international quality standard and the IATF 16949 requirements for the automotive industry. Using a process-based approach, we oversee the implementation and continuous improvement of a full quality-management framework, ensuring our products are reliable and durable, meet customer expectations, and comply with the relevant quality regulations.



ISO 9001

international quality
management standard

IATF 16949

requirements specific to
the automotive industry

Test

All our products undergo rigorous testing to confirm they meet international safety and quality standards. Our lights are built to withstand harsh conditions, including rain, snow, and extreme temperatures; they are tested for function and durability across -30°C to 80°C and achieve IPX6/IPX7 waterproof performance. We also run product-aging tests to verify durability.

95.7%

In 2025, LITEMOVE continued to manage product quality through standardised manufacturing processes, pre-shipment inspections, and quality tracking mechanisms. The annual product pass rate was 95.7%, helping to ensure that our lighting products met customer and market requirements for safety, stability, and durability.

User-Centric Safety Features

Building on our foundational commitment to cyclist safety and durable design, we integrate user-focused innovations that prioritize both adaptability and hazard prevention. These features include:

Adjustable Lighting

Our lights offer multiple brightness settings and an adaptive lighting mode, so cyclists can adjust the intensity to the ambient light and riding conditions, improving visibility and safety.

Halogen-Free Wiring

All electrical components use halogen-free materials, which release far less toxic smoke than conventional halogen-based materials in the event of a fire, improving overall safety.

Certifications

Our bicycle lighting products comply with CE, REACH, and RoHS standards, with select models also complying with California Proposition 65. These certifications collectively ensure product safety, environmental responsibility, and consumer health:

CE confirms compliance with EU regulations on product safety, health, and environmental protection.

REACH ensures products do not contain hazardous chemical substances above regulatory limits.

RoHS restricts the use of specific heavy metals and harmful substances in electronic components.

Proposition 65 indicates compliance with California standards on limiting exposure to toxic chemicals.

Sustainability-Driven Design

LITEMOVE's product design is guided by sustainability principles, prioritising eco-friendly materials across the product's entire life cycle. We put this into practice through the following:

Material Use

To reduce the potential environmental impact of our products, LITEMOVE carefully selects materials that offer durability, recyclability, and safety, building in product responsibility from the outset. Material choice shapes not just product performance but also product lifespan, repairability, and how products are handled at end of life.

Plastics

We have been progressively replacing traditional polyvinyl chloride (PVC) with thermoplastic polyurethane (TPU) as the main material for cables, switches, and control components.

TPU offers several advantages:

Eco-Friendly	Durability	Recyclability
TPU contains no toxic or hazardous chemicals and does not release harmful substances during use or disposal. Compared with PVC, it has a lower environmental impact in manufacturing and recycling, making it more environmentally responsible overall, and also reduces potential risks to human health, giving users greater safety and confidence.	TPU is highly flexible and abrasion-resistant, keeping its structure intact and its performance stable even under repeated bending, pulling, or frequent use. Its resistance to oil, weather, and low temperatures suits it to demanding outdoor and industrial environments, extending product life and reducing repair and replacement, which further supports our sustainability goals.	TPU is a thermoplastic that can be re-processed under appropriate recycling conditions, in line with our commitment to the circular economy. For non-critical components, we build recycled plastics into our product designs; for example, recycled materials make up as much as 20% of external casings and non-optical parts.

20%
recycled content up to

Extending Product Lifecycles through Green Design

In 2025, LITEMOVE further embedded product lifecycle responsibility into product design improvements. Moving beyond the conventional limitation of replacing an entire electronic product, we carried out a systematic technical upgrade of the TL03 tail light, which featured a non-replaceable battery structure, and introduced the next-generation TB03 and TB04 tail lights with replaceable batteries.

This design increased battery capacity by 33%, from 300 mAh in the previous generation to 400 mAh, and through circuit and energy-efficiency optimization extended standard-mode operating time by more than 100%, reaching up to 11.5 hours. The replaceable battery structure lets users keep using the product without replacing the entire unit, extending product life and improving repairability, in line with the European market's direction on repairability, replaceability, and battery responsibility.

For LITEMOVE, this innovative replaceable-battery design goes beyond an update to a single product feature — it marks an important step in extending our approach to product design, from performance during use to responsibility beyond the use phase. Going forward, we will keep assessing opportunities for improvement across product lines in repair, component replacement, and user information, progressively strengthening our product lifecycle management capabilities.

increased battery
capacity by

33%

Operating time
was extended by

100%



Aluminum

Aluminum is a key material in the housings and structural components of our products, valued for its light weight, durability, recyclability, and ability to maintain stable performance under extreme conditions.

Our products are made mainly through die-casting. This process delivers strong material efficiency, thanks to its high precision and low material loss, reusable molds, the ability to form thin-walled complex structures, and the recyclability of the material itself.

Other Materials

Optical lenses require the use of other raw materials to ensure sufficient clarity. However, we also ensure that these materials comply with strict environmental and safety standards, such as RoHS and REACH regulations.



3R Design Philosophy

The 3R principles – Reduce, Reuse, and Recycle – form the foundation of LITEMOVE's sustainable product design approach, guiding our decisions throughout every stage of the product lifecycle, from initial concept development to end-of-life management. By integrating 3R thinking into product design, development, and production, we seek to minimise environmental impacts, conserve resources by reducing unnecessary material use, extend product service life, and improve the feasibility of repair, reuse, and recycling.



Reduce

We focus on reducing waste and inefficiency at the source, avoiding repetitive manufacturing and material waste through innovative design and material optimisation.

"Pre-routing" is one of our key practices: through innovations in technology and design, wires and related components can be pre-installed on the frame during manufacturing, with the lamps assembled only when the bicycle leaves the factory, significantly reducing wear on LED components.

Our modular design philosophy also ensures that components can be easily repaired, upgraded, or reused. This extends product lifespan and reduces our reliance on new materials. For example, the replaceable battery modules in our lights let users upgrade without replacing the entire unit, substantially cutting waste.

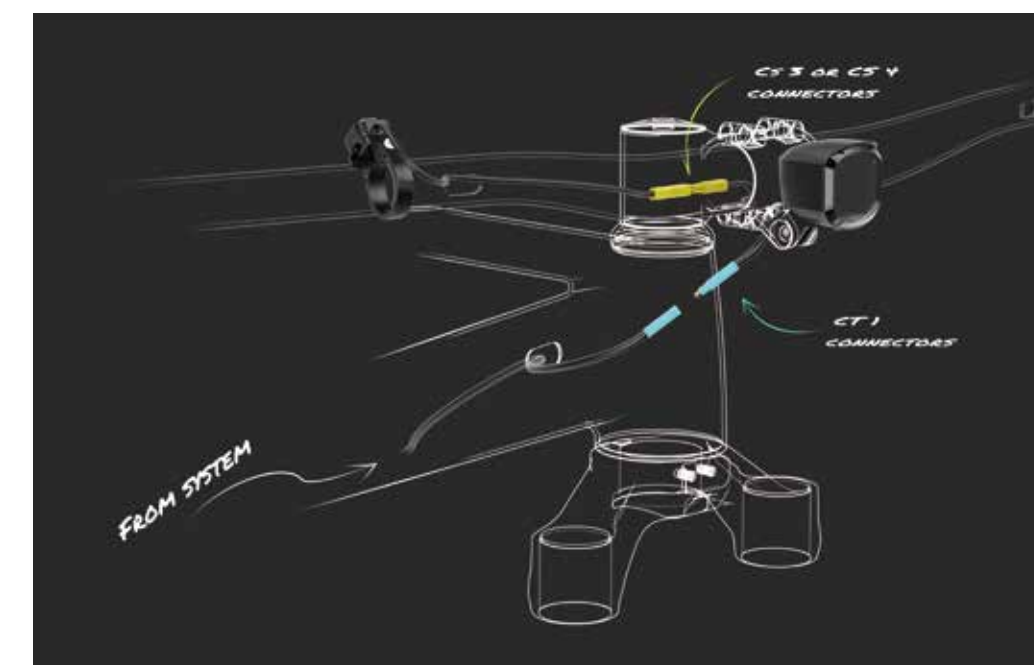
Reuse

We follow a "zero-waste" repair and testing policy to keep resources circulating efficiently. Components replaced during repairs undergo professional recycling and refurbishment, with some redirected straight to R&D testing. Returned bicycle lights are rigorously inspected: functional parts are refurbished for reuse, while the remaining materials are handled responsibly, achieving optimal resource use. This approach ensures that no material goes to waste, further reinforcing our commitment to sustainable development and resource conservation.

Recycle

We prioritise materials that can be recycled at the end of their lifecycle, keeping environmental impact to a minimum. These efforts support the circular economy by reducing our reliance on virgin materials and minimising waste.

The Circular Economy Action Plan, part of the EU Green Deal, aims to promote a circular economy that extends product lifecycles and makes products easier to repair and recycle.



-25%

the TX3 model simplifies wiring complexity from 4 lines to 2, cutting material use and assembly time by 25%.

This not only minimizes resource consumption but also reduces the potential for e-waste generation.

Plastic-Free Packaging

We are committed to reducing the environmental impact of our packaging by adopting a plastic-free approach wherever possible. Our packaging strategy is guided by a clear management logic: unless absolutely necessary for critical functions such as protecting from moisture or safeguarding optical components, all packaging materials are paper-based, recyclable, and biodegradable. This ensures that our packaging is not only eco-friendly but also easy to recycle and manage after use.



Lightweight and Simplified Packaging Design

- **Reduction in Complexity:** We eliminated small plastic bags for minor components, significantly reducing the overall complexity and quantity of packaging materials.
- **Flattenable Design:** Our packaging is designed to be easily disassembled and flattened, ensuring convenience for recycling and waste management.

Renewable and Recyclable Packaging Initiatives

- **Single-Layer Paper Bags:** Bicycle lights and components are packaged in single-layer paper bags, which are easy to handle and recycle.
- **Plastic-Free Adhesives:** All packaging is sealed with plastic-free paper tape, further minimizing the use of non-recyclable materials.

Sustainable Materials

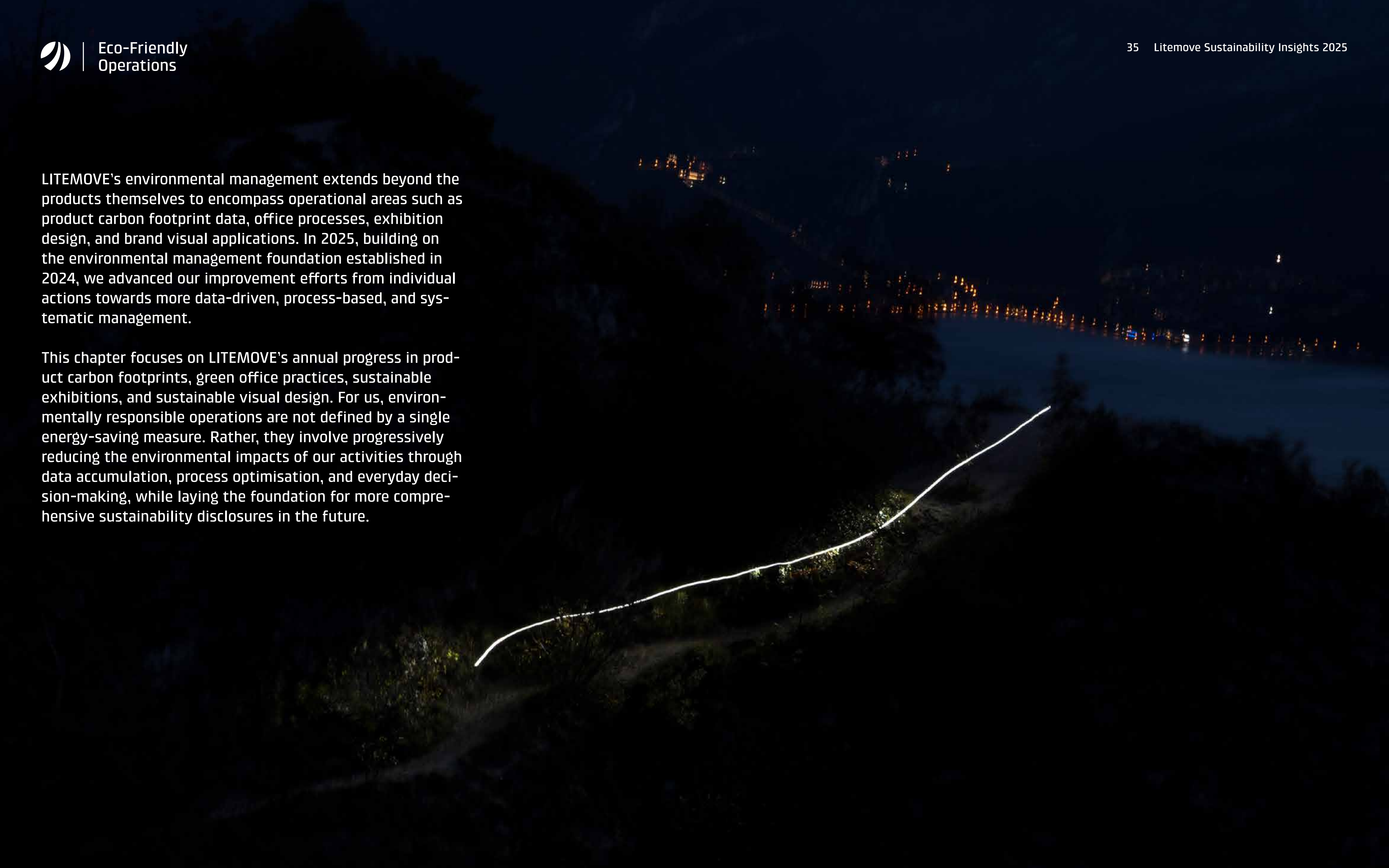
- **Small Components and Light Units:** Small parts and bicycle light units are packaged in plastic-free oil paper bags.
- **Cable Ties and User Manuals:** Cable ties and user manuals are wrapped in plastic-free paper materials printed with soy-based ink.
- **Dividers and Cushioning Materials:** To protect products during transportation, we use corrugated cardboard and paper-based structures instead of plastic foam or bubble wrap. These materials are lightweight, durable, FSC certified and 100% recyclable.
- **Printing on Color Boxes:** All printings on packaging boxes use soy-based ink, which is environmentally friendly and helps reduce the harmful chemicals that may be released during recycling.



4 | Eco-Friendly Operations

LITEMOVE's environmental management extends beyond the products themselves to encompass operational areas such as product carbon footprint data, office processes, exhibition design, and brand visual applications. In 2025, building on the environmental management foundation established in 2024, we advanced our improvement efforts from individual actions towards more data-driven, process-based, and systematic management.

This chapter focuses on LITEMOVE's annual progress in product carbon footprints, green office practices, sustainable exhibitions, and sustainable visual design. For us, environmentally responsible operations are not defined by a single energy-saving measure. Rather, they involve progressively reducing the environmental impacts of our activities through data accumulation, process optimisation, and everyday decision-making, while laying the foundation for more comprehensive sustainability disclosures in the future.



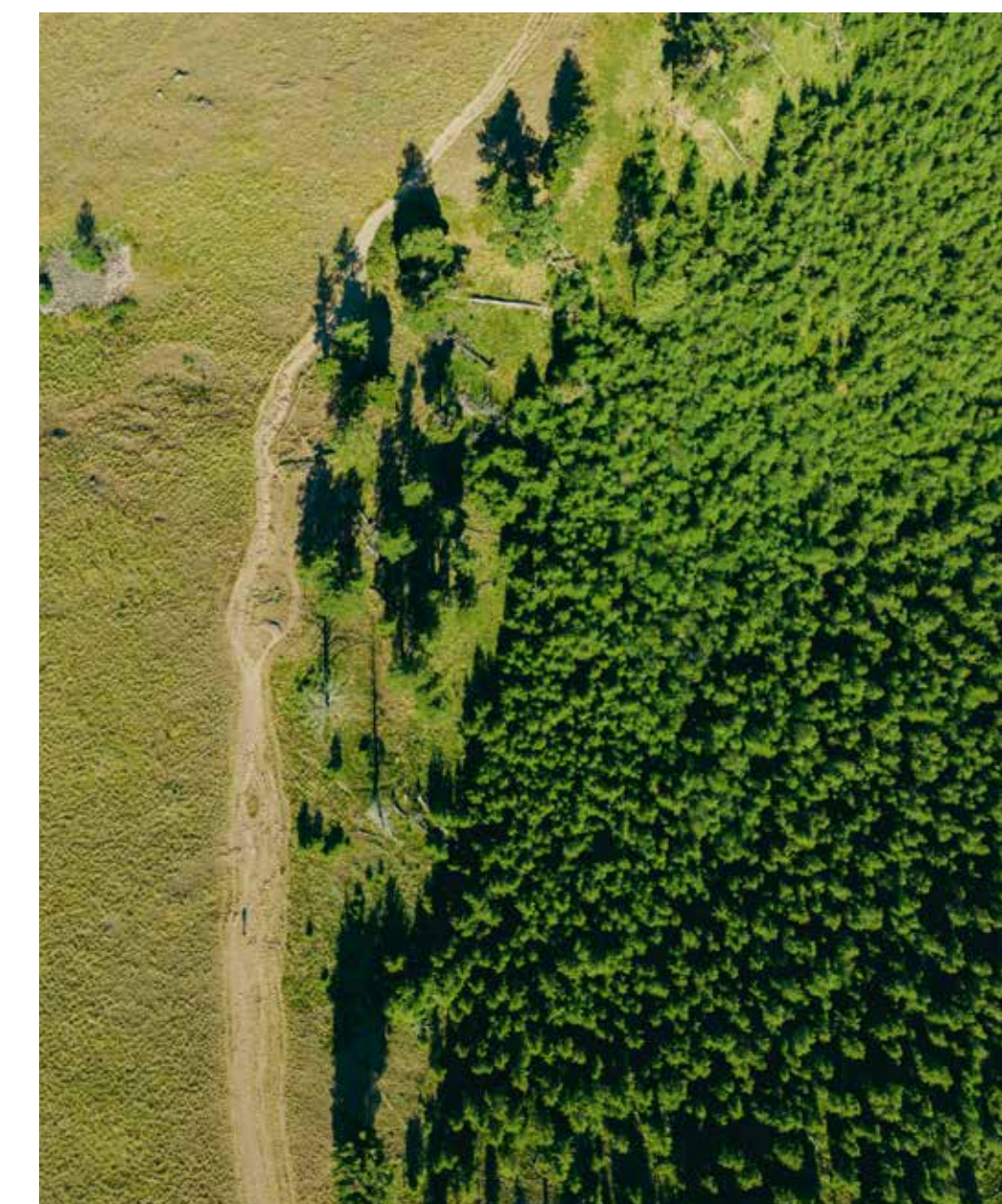
Product Carbon Footprint (PCF)

In response to climate change and growing customer demand for product environmental information, product carbon footprint management has become an important foundation of LITEMOVE's sustainability efforts. As a micromobility lighting brand centred on design and product development, we recognise that establishing product environmental information cannot be limited to individual products or one-off disclosures. It must be progressively expanded across a broader product portfolio to support future customer communications, supply chain collaboration, and greater market transparency.

In 2024, LITEMOVE introduced ISO 14067:2018 product carbon footprint assessments for selected key products, establishing an initial baseline for product-level carbon management. During 2025, LITEMOVE broadened the scope of its ISO 14067 product carbon footprint assessments to cover bicycle lights, mounting brackets, and other core products. The assessment boundary covered the sourcing and processing of raw materials and components, the transportation of raw materials and packaging, and the electricity, energy consumption, and process waste generated during manufacturing. By accumulating product-level data, we can gain a clearer understanding of the sources of

environmental impact across raw materials, components, packaging, manufacturing, and transportation. This information also provides a reference point for future improvements in product design, material selection, packaging optimisation, and responses to customer data requests.

As LITEMOVE is primarily a brand owner and product developer, certain manufacturing and supply chain data must still be established progressively based on information that suppliers are able to provide and that can be verified and confirmed. The product carbon footprint information disclosed in this report is therefore based on available data that has undergone internal review. We will continue to strengthen the relevant data boundaries, methodologies, and tracking mechanisms. The detailed assessment data have been compiled into an internal technical report. A verified public version will be provided where required by customers, certification bodies, or applicable regulations.



Published

ISO 14067: 2018

The Product Carbon Footprint (PCF) is calculated by TÜV in accordance with ISO 14067:2018, covering cradle-to-gate emissions.

In 2025, LITEMOVE completed product carbon footprint assessments for 20 core products. The assessments were conducted in accordance with ISO 14067:2018 and provide a foundation for future product portfolio carbon footprint management, responses to customer sustainability data requests, and product information disclosure.

In 2024 carbon footprint screening completed for

01

product: SE-90A

In 2025 carbon footprint screening completed for

20

core products

Series	Product Name	Carbon Footprint (kgCO ₂ e)
RX	RX-E50	0.759
RX	RX-E90	0.812
RLX	RLX-60	0.732
RLX	RLX-100	0.732
SE	SE-70	1.730
SE	SE-90	1.730
SE	SE-90A	1.730
SEC	SEC-110	1.724
SEC	SEC-150	1.723
SC	SC-160	2.304
AE	AE-200	1.872
AC	AC-150	1.877
RXW	RXW-2900	2.520
TS	TS-SP	0.797
TS	TS-RK	0.770
TS	TS-RK	0.741
TS	TS-FD	0.769
TL	TL01	0.689
TL	TL03	0.568
TL	TL-FD	0.743

* This year’s shared electricity allocation basis was adjusted to a product-category boundary (based on value and volume), better reflecting the actual production structure of each category; this adjustment is the primary driver of the change in reported figures.

Green Offices

LITEMOVE regards green office practices as an integral part of its day-to-day operational management. In 2024, we established foundational practices including electronic document management, double-sided printing, energy-efficient equipment, environmentally responsible procurement, and employee sustainability awareness. In 2025, we further advanced the digitalisation of office processes through measures such as online attendance management, electronic accounting and tax administration, and electronic invoicing. These initiatives reduced paper use in routine administrative work while improving operational efficiency.

Paperless Office Initiatives

We continue to promote paperless office processes, including electronic document management, electronic signatures, electronic contracts, and default double-sided printer settings, to reduce paper consumption in daily operations. In 2025, LITEMOVE further introduced online attendance management, electronic filing for accounting and tax matters, and electronic invoicing. These measures improved the efficiency of administrative, human resources, and financial processes while reducing the need for paper forms, printed documents, and internally circulated hard-copy materials.

Based on internal estimates, the digitalisation of office processes reduced A4 paper consumption by approximately 500 to 1,000 sheets per month in 2025.

Culture Cultivation

We regularly organise training and awareness-raising programmes to help employees understand sustainability practices and their environmental impacts. We also encourage employees to adopt lower-carbon commuting options, such as cycling, car-sharing, and public transport, extending sustainability awareness into their everyday work and personal choices.

Energy-Efficient Equipment

Our offices are equipped with energy-saving devices, such as LED lighting and first-class energy-efficient air conditioners. Regular maintenance is conducted to optimize energy efficiency.

Indoor Environment Optimization

We use green building materials and incorporate indoor plants to improve air quality and create a more pleasant workspace.



-1K

Based on internal estimates, the digitalisation of office processes reduced A4 paper consumption by approximately 500 to 1,000 sheets per month in 2025.



7.86
tCO₂e

In 2025, the electricity consumption in the office area (scope 2) generated 7.86 tCO₂e.

Green Exhibition

Participation in large-scale trade exhibitions often involves substantial use of single-use materials, including timber-built stands, plastic decorations, and display structures that are difficult to recycle. Additional environmental impacts may also arise from transporting exhibits, constructing exhibition stands, and producing printed promotional materials. To reduce the environmental impact of exhibition activities, LITEMOVE continues to optimise its displays and brand communications through recyclable materials, modular structures, and digital communication methods.

LITEMOVE's exhibition furniture and display stands are made from high-strength, recyclable corrugated cardboard. Their modular design allows them to be quickly dismantled, transported, and reused, reducing the need for single-use exhibition materials. In 2025, LITEMOVE also used new-energy vehicles to transport products and exhibition materials, helping to reduce the environmental impact associated with exhibition logistics.

At the same time, LITEMOVE digitalised its promotional materials for exhibition activities in 2025, replacing printed materials with electronic catalogues, online product information, and digital display content. This reduced printing requirements and paper consumption. Through material selection, modular exhibition structures, optimised transportation arrangements, and digital communications, LITEMOVE has transformed exhibition participation from a one-off brand presentation into an integral part of its day-to-day environmental management.





5 | Developing People

LITEMOVE's sustainable development is driven not only by its products and technologies, but also by the people who grow alongside the company. Employees, customers, and communities all play an important role in supporting LITEMOVE's long-term development. In 2025, building on the foundations established in 2024 in employee care, customer service, and community engagement, we placed greater emphasis on strengthening talent development, team cohesion, service feedback, and social care.

For LITEMOVE, supporting people in their development means continuing to help employees grow, improving the quality of customer service, and engaging with communities in a steady and practical manner amid the rapidly evolving micromobility sector and European market environment. Together, these efforts form the foundation of LITEMOVE's social management approach and reflect our commitment to long-term trust, responsible business practices, and mutually beneficial relationships.



Employee Well-Being and Safety

We regard our employees as our most important asset and are committed to creating a workplace that is safe, equitable, supportive of growth, and built on trust. LITEMOVE encourages employees to continuously strengthen their professional capabilities, while ensuring that colleagues with different roles, backgrounds, and levels of experience can collaborate and develop in a fair working environment.

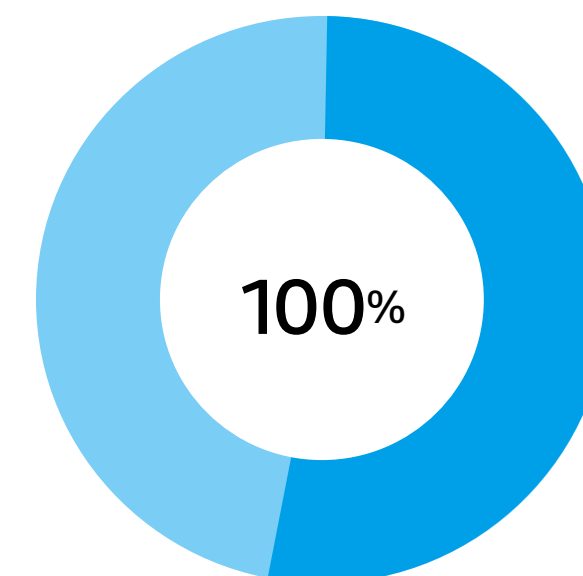
In 2025, as the company continued to respond to changes in products, digital tools, regulatory requirements, and international market demand, we placed greater emphasis on the continuous development of employee capabilities. Through external training resources, internal learning mechanisms, and team-building activities, LITEMOVE continued to support employees in developing their professional skills, regulatory knowledge, digital capabilities, and cross-functional collaboration.

Number of workplace injuries, injury-related fatalities, and injury rate all remain at

Zero

Human Rights

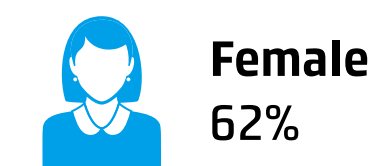
The company strictly adheres to international labor standards and the legal requirements of all operating locations, ensuring the prohibition of child labor, forced labor, and any violations of human rights. We are devoted to a fair and inclusive workplace, where no employee faces discrimination based on race, social status, nationality, religion, age, gender, marital status, pregnancy, sexual orientation, or any other factors in recruitment, training, promotion, compensation, or employment conditions.



Diversity, Equity and Inclusion (DEI)

We uphold the principle of voluntary employment to ensure that every employee joins the company on a voluntary basis and is treated fairly. We guarantee equal pay for equal work and respect employees' rights to freedom of association and collective bargaining. We ensure that every employee is treated fairly in terms of salary, career development and professional opportunities.

We are dedicated to respecting and protecting the dignity of every employee, fostering a healthy, equal, and positive work environment. As of 2025, LITEMOVE's workforce was 62% female and 38% male (8 employees in total), with an annual turnover rate of 0%.



Health and Safety

We advocate for creating a safe and healthy work environment, ensuring zero workplace accidents. We provide a safe and comfortable workplace by conducting regular safety risk assessments to identify potential hazards and implement preventive measures. Safety equipment, including fire extinguishers, fire doors, smoke detectors, and emergency alert systems, are routinely inspected and maintained. Clear emergency evacuation routes and signage are in place to ensure employees can quickly and safely evacuate in case of an emergency.

To support employee well-being, we offer a comprehensive medical insurance plan, covering statutory labor insurance, national health insurance, and additional commercial insurance. Employees also receive free annual health check to ensure their continued health and safety.

In 2025, LITEMOVE recorded zero workplace injuries: the number of incidents, injury-related fatalities, and the injury rate were all 0. Through regular safety risk assessments, inspection and maintenance of safety equipment, and clear emergency evacuation routes and drills, we continue to maintain a workplace free of occupational accidents.

Employee Development

Education & Training

LITEMOVE regards employee development as an essential foundation for sustained organizational growth. In response to technological changes in the micromobility sector, regulatory requirements in European markets, and the increasing use of digital tools in daily work, we continue to integrate external training resources with internal learning opportunities to help employees strengthen their professional expertise, management capabilities, and cross-functional collaboration skills.

In 2025, LITEMOVE employees averaged 6.3 hours of training per person. By gender, this averaged 6.0 hours for female employees and 6.7 hours for male employees; by rank, 7.5 hours for management-level employees and 5.0 hours for general staff.



Training content covered business management, information and technology applications, R&D management, customer service, human resources, legal compliance, and finance, helping employees across different functions continue to build professional and cross-functional collaboration skills. We recognise that employees are the core driving force behind the company's continuous innovation and sustainable development. Through the SME Workforce Development Programme administered by the Workforce Development Agency under Taiwan's Ministry of Labor, we have translated government policy resources into a substantive investment in our talent capital.

In 2025, we partnered with the China Productivity Center (CPC) and the Taiwan Management Consultants Industry Union, among other authoritative external organisations, to introduce a range of high-quality professional development courses tailored to different functional needs.

Career Development

We have a flat management structure and have established two career pathways: a management track and a professional track. Within these pathways, we have defined three tiers and six job titles that provide clear and structured career development opportunities.

Our transparent and well-structured development framework ensures that all employees receive fair treatment in promotions and career advancement, fostering an open and equitable work environment.

Job Level	Title
Leadership	Managing Director
	Associate Manager
Management	Department Manager
	Supervisor
Professional	Specialist
	Assistant

Employee Care

To help employees achieve a better balance between work and personal life, LITEMOVE provides flexible working arrangements, including flexible working hours, enabling colleagues to accommodate family and personal needs. We also value employee feedback and maintain open and transparent communication channels through which employees are encouraged to share suggestions. Their input serves as an important reference for the continuous improvement of our management and collaboration practices.

In addition to institutional support, LITEMOVE promotes employee interaction and team cohesion through a range of activities. In 2025, we organised the Yilan Green Cycling event, enabling colleagues to connect with the micromobility sector in which our brand operates through a shared cycling experience, while appreciating the value of low-carbon mobility and healthy living in a natural environment. During the same year, we held a HADO augmented reality dodgeball team activity, using technology-enabled interaction and team competition to strengthen cross-functional collaboration, responsiveness, and team coordination.

These activities are occasions for employee leisure and team building, and they reflect LITEMOVE's emphasis on workplace vitality, employee engagement, and organisational culture. Through continued employee care and team activities, we seek to foster a working environment that is more supportive, participatory, and conducive to growth.

Employee Vitality and Team Cohesion

Beyond their commitment to daily work, our employees' physical and mental well-being and sense of belonging are among LITEMOVE's most valued sustainability assets. In 2025, we stepped away from our busy routines to create shared team experiences combining healthy living with technology-enabled enjoyment.

Yilan Cycling Event

During the annual Yilan Cycling Event, colleagues rode together through the natural landscape. The activity provided an opportunity to relax and recharge amid scenic surroundings while putting the principles of low-carbon mobility into practice.



HADO AR Dodgeball

The innovative HADO augmented reality dodgeball team activity offered a distinctly different technology-based experience. Through energetic competition, colleagues from different departments broke down barriers and demonstrated strong teamwork, agility, and coordination. These valuable shared experiences not only strengthened team cohesion, but also brought greater warmth and energy to our positive workplace culture.



Customer Satisfaction

Stable, long-term customer relationships are an important foundation of LITEMOVE's sustainable development. We value long-term collaboration, technical communication, and after-sales support, and regard customer feedback as an important source of continuous improvement in our products and services.

LITEMOVE's customer service extends beyond resolving individual issues. It connects product quality, technical support, installation and application guidance, and subsequent improvements. Through clearly defined service processes, technical support resources, and customer complaint handling mechanisms, we continue to enhance service transparency and response efficiency, supporting customers throughout product integration, use, and maintenance.

Customer Service

We have established comprehensive customer communication channels to ensure close collaboration and timely responses. As most LITEMOVE customers are business clients, the cooperation process often involves multiple considerations, including product specifications, application scenarios, technical integration, quality requirements, and delivery schedules. We therefore place importance on a complete service process covering initial requirements discussions, product implementation, after-sales support, and issue feedback, supporting customer success through long-term relationships built on mutual trust.



After Sales Support

We provide customers with efficient and professional after-sales service, ensuring that any issues arising during product use can be addressed through clear procedures and appropriate support. Our after-sales service management is divided into two main areas: after-sales technical support and customer complaint handling.

Technical / assembly Support

We assist customers with product installation, use, and maintenance through component support solutions, instructional videos, operating manuals, spare parts, and conversion options. Our product design emphasizes durability, modularity, and repairability, and our after-sales support is aligned with these principles by providing customers with more comprehensive product information and technical assistance.

In addition to routine after-sales support, we also provide technical consultations, maintenance recommendations, customised application guidance, and one-to-one professional assistance based on customer needs, helping customers use LITEMOVE lighting products more effectively across different application scenarios.

Handling of Customer Complaints

We highly value customer feedback (complaints) and regard them as an important opportunity to improve our products and services. Every complaint solution is part of our effort to enhance customer satisfaction and optimize product quality. In handling customer complaints, we follow the company's DOA/RMA guidelines. The general process is as follows:

1. Prompt Response

Upon receiving a complaint, our customer service team provides an initial response within three working days. As part of our standard procedure, customers are asked to fill out a defect report to facilitate issue tracking. At this stage, we confirm the details of the complaint and inform the customer that the issue is being processed.

2. Issue Classification & Analysis

To manage various complaints efficiently, we categorize the issues into the following types:

Technical Issues: Problems related to product functionality and quality, such as a light not turning on or a battery that is not charging. These cases are handled by our technical team, who diagnose the issue and provide professional solutions.

Non-Technical Issues: Issues related to shortages in received materials or logistics problems are handled directly by the customer service department.

3. Solution Proposal

We will offer the most appropriate solution and communicate with the customer to reach a consensus. Generic solutions include:

Product Return/Replacement: In case of a quality issue with the product, we provide return or replacement services according to DOA/RMA guidelines.

Technical Support: In case of product installation or operation, we provide technical assistance.

Issue Review: For recurring issues, we perform root cause analysis and initiate product enhancements where required. This proactive approach not only resolves the immediate concern but drives continuous quality improvement across our product line.

4. Follow-Up

Once the issue is resolved, we follow up to ensure customer satisfaction and collect feedback for the continuous improvement.

Social Commitment

A company's growth is closely connected to its social environment, community support, and access to public resources. LITEMOVE is attentive to community development and participates in social care initiatives in a practical manner. We believe that corporate social responsibility is reflected not only in one-off charitable activities, but also in building long-term relationships, providing sustained support to disadvantaged groups, and incorporating care and social responsibility into everyday procurement, donation, and partnership decisions.

Supporting the Visually Impaired

We continue to support the employment and well-being of people with visual impairments by participating in charitable initiatives organised by relevant organisations in Taiwan. Through socially responsible procurement, we give preference to products made by sheltered workshops for use as corporate gifts, thereby supporting employment opportunities and greater economic independence for people with visual impairments. We also provide donations to help relevant organisations deliver daily living assistance, training, and social participation programmes.

Caring for Children from Single-Parent Families

Through donations, we support educational programmes for children from single-parent families, helping them gain access to essential learning resources and development opportunities. Through this support, we hope that children facing family-related challenges can continue to access education and have the space to grow, gradually building the capabilities and confidence needed for the future.

Assisting Underprivileged Families

We support disadvantaged families in local communities through regular financial assistance, helping those in need through difficult periods. Although these initiatives are modest in scale, they reflect our commitment to supporting the community within our means and working with local stakeholders to foster a more inclusive living environment.



LITEMOVE Social Impact Programme Planning

At the end of 2025, LITEMOVE began planning a medium- to long-term social impact programme, which is expected to be formally implemented in 2026. Going forward, we will continue to explore collaboration with charitable organisations that have international service experience, gradually extending our social engagement beyond existing local support towards more sustained and long-term participation.

Supporting Children's Growth

LITEMOVE plans to participate in child sponsorship-related programmes organised by World Vision Taiwan, helping disadvantaged children gain more stable support in areas including daily care, educational resources, health promotion, and family assistance. Through this initiative, we hope to help children retain access to learning opportunities and confidence in their development, even in resource-constrained environments. It also allows LITEMOVE's brand spirit of "Illuminating the Path to Cycling" to extend into a broader social context.

Protecting Access to Clean Water

LITEMOVE plans to support World Vision Taiwan's "Water Equation" programme, which addresses inadequate access to safe drinking water and sanitation resources in vulnerable communities. Clean water is essential not only to basic living conditions, but also to children's health, regular school attendance, and the care burden placed on families.

By supporting initiatives related to clean water and sanitation, we hope to contribute to improvements in basic community living conditions while responding to the United Nations Sustainable Development Goals, including SDG 3: Good Health and Well-being, SDG 6: Clean Water and Sanitation, and SDG 10: Reduced Inequalities.

Supporting Active and Dignified Ageing

In addition to initiatives concerning children and international humanitarian needs, LITEMOVE also plans to participate in charitable programmes organised by the Hondao Senior Citizen's Welfare Foundation, supporting the development of an age-friendly society. The Foundation has long been engaged in services relating to older-person care, healthy ageing, social participation, and age-friendly environments.

Through this initiative, LITEMOVE seeks to address older people's needs for companionship, care, and dignity in an ageing society, ensuring that our social impact activities support not only the next generation, but also older people's needs for daily assistance and social connection.





6 Business Conduct

Compliance and business ethics are essential foundations for maintaining LITEMOVE's long-term trust. As a micromobility lighting brand operating across Taiwan, mainland China, and Germany, LITEMOVE focuses on product quality and market demand, and also places emphasis on corporate governance, business ethics, data security, intellectual property rights, and supply chain responsibility.

In 2025, as European markets placed greater emphasis on product responsibility, transparency in sustainability information, supply chain data, and evidence supporting environmental claims, compliance management extended beyond internal policies and became increasingly connected with products, customers, suppliers, and market communications. LITEMOVE will continue to strengthen the foundations of business ethics, supplier collaboration, and responsible governance through a prudent, transparent, and traceable approach.



Upholding Ethics and Compliance

Compliance Operation

We comply with the applicable laws, regulations, and industry standards in the jurisdictions where we operate. Through external professional support and internal management mechanisms, we continue to ensure that our operations meet legal requirements and uphold the principles of business ethics.

To maintain the effectiveness of our compliance management, we regularly review corporate policies, contract management practices, tax filings, and financial information, making adjustments in response to the latest legal requirements and evolving business needs.

Compliance Assessment

We conduct regular evaluations of our compliance management system to ensure its effectiveness and make adjustments and improvements based on the latest legal requirements and business needs.

Legal Advisory

We engage external legal advisors to provide legal advice and review contractual details to ensure that our compliance decisions are accurate and legal.

Tax Advisory

We retain accountants and tax experts on a long-term basis to regularly file tax reports, update tax information, and provide accurate and timely financial statements.

Intellectual Property Protection

We place strong emphasis on protecting intellectual property rights relating to our brand, technologies, and product designs. We have established and implemented trademark and patent management mechanisms covering the application, registration, maintenance, and use of our trademarks and patents. We also regularly review the status of these rights to maintain the effectiveness of their legal protection.

At the same time, LITEMOVE has developed a Trademark Usage Guidelines Manual, which clearly defines the brand identity, permitted scope of trademark use, application standards, and correct usage methods. This helps ensure that brand assets are used consistently and in compliance with applicable requirements across different markets and communication contexts.

In addition to actively protecting our own intellectual property rights, we place equal importance on respecting the intellectual property rights of others and seek to prevent infringement risks during product development, brand design, and market communications.

We have cumulatively obtained over 50 patents including invention patents and design patents in regions such as China, the United States, Taiwan and the European Union.

Data and Information Security

We place a high priority on data and information security and regard the protection of customer data, trade secrets, and technical documents as an essential foundation for maintaining customer trust and operational stability. Through information security protection systems, access controls, file encryption, and data transmission controls, we seek to reduce the risks of unauthorised access, data breaches, and the unauthorised disclosure of confidential business information.

In terms of internal management, LITEMOVE clearly sets out employees' confidentiality obligations in its Employee Handbook and requires employees in relevant roles to sign Confidentiality Agreements. Employees are required to comply with applicable data protection and information security requirements when handling customer data, technical documents, product designs, and commercial information.

Going forward, we will continue to review our information security management measures in line with business development and market requirements, further strengthening our data governance and risk prevention capabilities.

Intellectual Property

50+
Patents

Responsible Supply Chain

Our supply chain management affects not only product quality, delivery efficiency, and operational resilience, but also our ability to manage product responsibility, sustainability information, materials, and compliance risks. Stable, transparent, and responsible supplier relationships therefore form an important foundation for advancing sustainable products and maintaining market trust.

In 2025, LITEMOVE continued to optimise its supply chain structure and strengthen strategic communication with key suppliers. In addition to monitoring supplier performance in quality, delivery schedules, and production capacity, we gradually expanded our areas of focus to include environmental management, labour rights, business ethics, data traceability, and the ability to respond to sustainability information requests.

Local Sourcing

Our Tier 1 suppliers are primarily located in Dongguan, Guangdong Province, China. To support regional supply efficiency and reduce the burden associated with cross-regional transportation, we encourage the preferential sourcing of local raw materials and components, provided that they meet our quality, technical, and responsible procurement requirements. This approach helps improve supply chain collaboration and can also reduce the environmental impact associated with logistics and transportation to a certain extent.

Supplier Commitment

To ensure supply chain stability and sustainable development, we require suppliers to complete a Supplier Qualification Self-Assessment Form, which serves as an important basis for supplier onboarding and ongoing management. We are committed to building a supply chain system that combines quality resilience, compliance, and social responsibility. The assessment covers the following key areas:

- **Basic Requirements:** Core indicators including product quality, on-time delivery performance, production capacity, and service responsiveness.
- **Environmental Requirements:** Requirements relating to environmental monitoring, energy management, carbon emissions control, and resource use management.
- **Social Responsibility Requirements:** Provisions concerning labour rights, occupational health and safety, anti-bribery, and business ethics.

2025 Supplier Anti-Corruption
Agreement Signing Rate

100%



Supplier Review

We have introduced regular quality inspections and supplier review mechanisms. Through on-site audits, document reviews, and records of ongoing cooperation, we assess whether suppliers meet our management requirements in areas including production capacity, quality performance, environmental management, and occupational health and safety.

At the same time, we continue to focus on upstream supply chain management, verifying that raw material procurement complies with responsible sourcing standards and seeking to prevent the use of conflict minerals or other practices inconsistent with responsible procurement principles. As customers place greater emphasis on product sustainability data and supply chain transparency, LITEMOVE will progressively strengthen supplier data collection, material record-keeping, and its capacity to respond to sustainability information requests.

Development & Communication

We value long-term relationships with our suppliers and use regular training sessions and communication meetings to share industry trends, technical requirements, market developments, and sustainability management priorities. These exchanges not only help suppliers understand customer needs and technical standards, but also enable both parties to establish a more consistent understanding of quality management, delivery coordination, material information, and sustainability requirements.

Advancing Together to Build a Resilient Supply Chain

In February 2025, the LITEMOVE team travelled to Dongguan, China, to attend the 2025 Supplier Strategic Communication Meeting hosted by our strategic partner, GOBAO High-Tech.

Through an on-site visit and in-depth discussions, both parties exchanged views on supply chain collaboration, quality stability, and delivery efficiency, and aligned on approaches to compliance management, product responsibility, sustainability data, and long-term co-operation. This exchange strengthened mutual trust between the two parties and laid the foundation for continued collaboration on quality and sustainability management.



LITEMOVE 



YOUR CONTACT

Acquisition and Feedback

We are committed to the authenticity and accuracy of information disclosure. This report has been approved by the meeting of LITEMOVE's top management body, and is issued in electronic form in Chinese and English, with the disclosure available at www.lite-move.com/sustainability

If you have any suggestions for the sustainable development of this report or LITEMOVE, welcome to contact us in the following ways:

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