Stock Code: 6166

2025 Annual Report

Publication Date: April 20, 2026

Check the annual report at:
http://mops.twse.com.tw/mops/web/index

http://www.adlinktech.com

I. Spokesperson of the Company

Name: Shu-Fen (Iris) Chen

Title: Director

Tel:（03）216-5088

Email：iris.chen@adlinktech.com

Acting Spokesperson

Name: Yu-Ting (Samantha) Lin

Title: Senior Manager

Tel:（03）216-5088

Email：samantha.lin@adlinktech.com

II. Address and Telephone Number of the Company

Head Office: No. 66, Huaya 1st Road, Guishan District, Taoyuan City

Tel:（03）216-5088

Plant: No. 68, Huaya 1st Road, Guishan District, Taoyuan City

Tel:（03）216-5088

III. Contact Information of Stock Transfer Agency

Name: Taishin Securities Co., Ltd. Stock Agency Department

Address: No. 96, Sec. 1, Jianguo N. Rd., Zhongshan Dist., Taipei City

Website: https://www.tssco.com.tw/stocktransfer

Tel:（02）2504-8125

IV. Contact Information of the CPAs for the Most Recent Financial Statements

Name of CPA: Chien-Liang Liu and Yi-Wen Wang

CPA Firm: Deloitte & Touche

Address: 20F, No. 100, Songren Rd., Xinyi Dist., Taipei City

Website: http://www.deloitte.com.tw

Tel:（02）2725-9988

V. The Name of Any Exchanges Where the Company's Securities are Traded Offshore and the Method by Which to Access Information on the Said Offshore Securities: None

VI. The Company's website: http://www.adlinktech.com

TABLE OF CONTENTS

Chapter 1. Letter to Shareholders....................1

Chapter 2. Corporate Governance Report....................4

Chapter3. Funding Status....................51

Chapter 4. Operational Highlights....................65

Chpater 5. Review of Financial Conditions, Operating Results, and Risk Management....................91

Chapter 6. Special Disclosure Items....................98

Chapter 1. Letter to Shareholders

Amid the rapidly evolving industry landscape and the accelerating adoption of AI and edge computing, ADLINK successfully established a solid foundation for growth in 2025 and clearly outlined a three-year growth roadmap. With "Accelerate Growth, Maximize Profit" as our core strategy, we aim to enhance the Company's overall influence in terms of revenue scale, profitability, and the Edge AI market. Full-year revenue for 2025 reached NT$11.8 billion, a growth of 17% compared to 2024. Pre-tax net profit was NT$643 million, with earnings per share (EPS) of NT$2.35, representing a tenfold increase compared to the previous year, demonstrating significant improvements in operational efficiency and financial health.

Financial Revenue, Expenditure, and Profitability Analysis

Unit: NT$ thousand

Item		2025	2024
Revenue and Expenditure	Consolidated Operating Revenue	11,801,217	10,078,338
	Consolidated Profit before-Income tax	643,140	25,810
Profitability	Consolidated Return on Assets	3.92%	0.11%
	Consolidated Return on Equity	9.06%	0.25%
	Consolidated Profit from operations to Paid-in Capital Ratio	30.21%	2.84%
	Consolidated Pre-tax Net Profit to Paid-in Capital Ratio	29.54%	1.19%
	Consolidated Net Profit Margin	4.23%	0.13%
	Earnings Per Share (NT$)	2.35	0.23

Dual-Engine Growth: Platform Strategy and Vertical Markets Drive the Next Stage

EAAP (Edge AI Apps Platform) will serve as ADLINK's core technology and business growth engine over the next three years, accelerating the Company's transition from a product-oriented model to a platform and ecosystem-driven operating model. Through our platform strategy, we enable AI applications to integrate with ADLINK's hardware more quickly and seamlessly, significantly shortening time-to-market, improving customer adoption speed and success rates. Through a unified platform architecture, we can collaborate with ecosystem partners to go-to-market faster, forming scalable, replicable joint solutions that can be rapidly validated and deployed at the market front line, accelerating business growth.

In terms of market positioning, the Company will focus on four core vertical industries: MedTech, Infotainment, Smart Manufacturing, and Rugged & Mobility. These sectors will serve as the foundation of the Company's stable operations and, together with EAAP, form a "4+1" strategic framework: the four vertical markets provide long-term stable growth momentum, while the AI platform serves as a key driver of high-growth opportunities. Looking ahead, the Company is optimistic about market demand and industry trends in these sectors and expects both its core vertical markets and AI-related business to offer strong growth potential. These will become key drivers of the Company's continued business growth, propelling ADLINK into the next stage of its growth trajectory. Customer-Centric Growth: Building a Resilient, Diversified, and Sustainable Market Presence

In 2025, we fully implemented a more systematic, customer-centric market and sales strategy, committed to becoming the most trusted partner for global customers. We began by "selecting the right customers," identifying the most influential target accounts and key ecosystem partners through three criteria: market potential, strategic value, and long-term contribution, focusing on collaborators who can truly drive growth and build market competitiveness alongside us.

Building on this foundation, we gained a deeper understanding of customer needs and challenges, addressing their core pain points and crafting clear, differentiated value propositions. At the same time, through top-down engagement led by senior executives, we deepened our connections with customer decision-makers, ensuring clarity on "who makes the final decision," and establishing long-term, solid partnerships built on trust, insight, and strategic thinking.

This customer-centric strategy enables ADLINK to build a more resilient, diversified, and sustainable growth presence in the global market, and gives us greater confidence in expanding our market influence over the next three years while laying the critical foundation for the Company's long-term growth.

An Execution Culture Driven by Results

Under our new operating framework, we place greater emphasis on the discipline of "defining the target before taking the shot." All projects, activities, and resource investments must align with the Company's overall strategy, ensuring that every effort translates into tangible operational contributions rather than mere surface-level activity.

Starting this year, we have defined "the right opportunity" with clearer standards. Led by Marketing and in collaboration with Business Units (BU) and Regional Business Units (RBU), we classify opportunities into three categories: Target Account (TA), Partner, and Quick Sell, evaluated through a consistent framework to ensure resources are concentrated on the most impactful markets and customers.

But setting targets is only the beginning — what truly matters is execution. Each team is accountable for its commitments, continuously tracking progress; when results fall short of expectations, immediate review and rapid adjustment keep the organization agile. We also recognize that results depend on cross-functional collaboration. Marketing, BU, RBU, supply chain, and technical teams must work in close coordination to advance each opportunity from identification to real-world value creation.

This goal-oriented, data-driven, and collaboration-centered operating approach will enable ADLINK to execute its strategy more efficiently and precisely, continuously expanding growth and competitive advantage in an intensely competitive market.

Toward a New Chapter at 30: Embracing the Next Stage with Sustainability and Innovation

2025 also marks an important milestone — ADLINK Technology's 30th anniversary. From our beginnings in embedded product design to becoming a significant force in global edge computing, these achievements are the result of the support of our shareholders, customers, partners, and global team. We extend the most sincere gratitude to all of you. Standing at this milestone of our 30th anniversary, ADLINK recognizes that sustainable operations have evolved from passive compliance into a core strategy that influences corporate competitiveness. In response to the global shift in climate action from "mitigation" to "resilience," we have reviewed and raised our carbon reduction targets, while also introducing the ISO 50001 Energy Management System to improve operational efficiency and emissions reduction through precise data.

Talent and innovation remain the key driving forces behind ADLINK's continued growth. We launched the AI Work Hack learning program to help employees develop the capabilities needed in the AI era, and conducted our first employee engagement survey as an important foundation for building a more cohesive, efficient, and competitive workplace culture. On the product front, ADLINK has officially obtained IEC 62443-4-1 product security development certification, ensuring that industrial edge computing products are built with the most rigorous cybersecurity protections from the design stage, further strengthening our technical credibility and trustworthiness in the global market.

Looking ahead, ADLINK Technology will seize the opportunities presented by AI and edge computing with a clearer strategy, more agile execution, and a longer-term vision. Not only pursuing short-term results, but striving to become a sustainable enterprise that creates long-term value for shareholders. Thirty years of accumulated experience have laid a solid foundation. In the next thirty years, we will advance with integrity, innovation, and resilience, moving toward a more growth-oriented and globally competitive future together with all our partners.

ADLINK Technology Inc.

Chairman: Chun (Jim) Liu

President: I-Tun (Stephen) Huang

Accounting Manager: Hsin-Yu Kuo

Chapter 2. Corporate Governance Report

I. Information on Directors, President, Vice President, Directors and Heads of Departments and Branches

(1) Information of Directors

April 20, 2026; Number of Shares Unit: thousand shares

Title	Nationality/Place of Incorporation	Name	Gender Age	Date of Election (Appointment)	Term	Date First Elected	Shareholding When Elected		Shares Currently Held		Spouse & Minor Shareholding		Shares Held in Others' Names		Major Working (Education) Experience	Current Major Positions Concurrently Held at the Company and Other Companies (Note 1)	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Remark
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
Director	R.O.C.	AUO Corp.	-	2025.06.20	Three years	2020.06.22	42,310	19.45%	42,310	19.43%	0	0	0	0	-	• Darwin Precisions Corp., Chairman • ENNOSTAR Inc., Director • SINTRONES Technology Corp., Director	None	None	None	None
Director Representative and Chairman	R.O.C.	Chun (Jim) Liu	Male 61~70	2025.06.20	Three years	2001.05.07			10,143	4.66%	3,888	1.79%	0	0	• Master of Institute of Computer Management Decision Making, National Tsinghua University • Institute for Information Industry	• CEO, ADLINK Technology Inc.	Executive Consultant	Han-Fen Ni	Spouse	Note 2
Director Representative	R.O.C.	Fu-Jen (Frank) Ko	Male 51~60	2025.06.20	Three years	2020.06.22			0	0	0	0	0	0	• PhD, Photoelectric (Science) Engineering, National Chiao Tung University • Chairman and CEO, E Ink Holdings Inc. • Vice President of Strategic Planning Division, AUO Corp. • Vice President of TV Business Group, AUO Corp.	• President and COO of AUO Corp.	None	None	None	None
Director Representative	R.O.C.	I-Fang, Wu	Female 51~60	2025.06.20	Three years	2022.06.22			0	0	0	0	0	0	• Master, Industrial Management, Waseda University, Japan • Associate Vice President, Sales Business Unit, AUO Corp. • Vice President, Supply Chain Headquarters, AUO Corp.	• Vice President, AUO Corp.	None	None	None	None
Director	R.O.C.	ADLINK Education Foundation	-	2025.06.20	Three years	2025.06.20	1,555	0.71%	1,575	0.72%	0	0	0	0	-	-	None	None	None	None
Director Representative	R.O.C.	I-Tun (Stephen) Huang	Male 51~60	2025.06.20	Three years	2025.06.20			105	0.05%	0	0	0	0	• M.S., Institute of Aerospace Engineering, National Cheng Kung University • Executive Vice President, Intelligent Computing Business Group, ADLINK Technology Inc. • Associate Vice President, Advantech	• President and COO, ADLINK Technology Inc.	None	None	None	None

Title	Nationality/Place of Incorporation	Name	Gender Age	Date of Election (Appointment)	Term	Date First Elected	Shareholding When Elected		Shares Currently Held		Spouse & Minor Shareholding		Shares Held in Others' Names		Major Working (Education) Experience	Current Major Positions Concurrently Held at the Company and Other Companies (Note 1)	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Remark
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
Independent Director	R.O.C.	Wei-Chien Li	Female 51~60	2025.06.20	Three years	2016.06.20	0	0	0	0	0	0	0	0	• Master's degree, Institute of Sociology, National Taiwan University • Director Representative of Etron Technology Inc. • Director of Kai Chun Investment Co., Ltd.	• Vice President, Human Resource Department of Coretronic Corporation • Independent Director, Zenitron Corporation	None	None	None	None
Independent Director	R.O.C.	Hsing-Hai Wei	Male 61~70	2025.06.20	Three years	2022.06.22	0	0	0	0	0	0	0	0	• NYCU Executive Master of Business Administration • Accounting Division, Department of Commerce, National Taiwan University • CPA of KPMG, Advisor	• Independent Director, TKK • Independent Director, ZYXEL Group	None	None	None	None
Independent Director	R.O.C.	Chih-Kuang Tseng	Male 41~50	2025.06.20	Three years	2022.06.22	0	0	0	0	0	0	0	0	• Institute of Electrical Engineering, National Taiwan University • Department of Math, National Taiwan University • Vice President of Global Business and Marketing, M2COMM • President, ARM	• Head of Global Automotive and Robotics Business & Vice President of North America Sales, ARM	None	None	None	None
Independent Director	R.O.C.	Yung-Hao Yu	Male 61~70	2025.06.20	Three years	2022.06.22	0	0	0	0	0	0	0	0	• Master, Industrial Engineering, Northeastern University, USA • Head of Ecosystem Development, Faurecia • Executive Consultant, Forvia • Strategic Consultant of Azumo, Inc.	• Executive Consultant of Ubiqconn Technology Inc., North America	None	None	None	None
Independent Director	R.O.C.	Shih-Chia Cheng	Male 41~50	2025.06.20	Three years	2025.06.20	0	0	0	0	0	0	0	0	• Master of Science in Computer Science, Stanford University, USA • Department of Information Management, National Taiwan University • Software Engineer, Google LLC	• iKala Interactive Media Inc., CEO	None	None	None	None

Note1: Only positions held concurrently at public companies are listed. For information on directors concurrently holding positions at affiliated companies of the Company, please refer to the Consolidated Business Report of Affiliated Enterprises — Directors, Supervisors, and General Managers section, available at the Market Observation Post System (MOPS) / E-Book / Affiliated Enterprises Three Documents Zone.

Note2: The Chairman of the Company concurrently holds the equivalent post and was to increase the number of independent directors in the re-election of directors in 2025 to intensify the independence of the board of directors.

1. Major shareholders of the corporate shareholders

Name of Corporate Shareholder	Major shareholders of the corporate shareholders
AUO Corp.	Qisda Corporation (6.90%), Trust Holding for Employees for AUO (5.33%), Quanta Computer Inc. (4.61%), Taiwan Cooperative Bank, Ltd.(2.99%), ADR of AUO (2.33%), New Labor Pension Fund (1.67%), Nan Shan Life Insurance Co., Ltd. (1.55%), Vanguard Emerging Markets Stock Index Fund, a series of Vanguard International Equity Index Funds (0.96%), HSBC Bank (Taiwan) Limited as Custodian for Goldman Sachs International (0.96%), HSBC Bank (Taiwan) Limited as Custodian for Merrill Lynch International Limited (0.92%)
ADLINK Education Foundation	Lingxiang Technology Co., Ltd. (100%)

2. Major Shareholders of the Corporation listed above

Name of Corporation	Major Shareholders of the Corporation
Qisda Corporation	AUO Corp. (12.20%), Acer Inc. (4.21%), Taishin International Bank entrusted with the Qisda Corporation Employee Stock Ownership Trust Account (3.89%), Konley Venture Corp. (2.60%), Darfon Electronics Corp. (2.07%), Chunghwa Post Co., Ltd. (1.39%), Standard Chartered Bank (Taiwan) Ltd., Main Branch, Custodian for Advanced Series Fund – Advanced Total International Stock Index Fund (0.99%), Polunin Developing Countries Fund, LLC (0.95%), Vanguard Emerging Markets Stock Index Fund, a series of Vanguard International Equity Index Funds (0.92%), Dongmu Association (0.89%) Note: The data source is based on the company's book closure date as of March 31, 2025
Quanta Computer Inc.	Chien-Yu Investment Co., Ltd. (14.82%), Barry Lam (10.76%), Cathay Life Insurance Co., Ltd. (2.36%), C.C. Leung (2.14%), New Labor Pension Fund (2.13%), Yi Chia Xin Investment Company Ltd. (1.47%), Fubon Life Insurance Co., Ltd. (1.46%), Xing Ming Investment Company Limited (1.27%), Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF (Custodian: TaiShin Bank) (1.22%), Liang Hsin-Min (1.15%) Note: The data source is based on the company's book closure date as of April 15, 2025.
Taiwan Cooperative Bank, Ltd.	Taiwan Cooperative Financial Holding Co.,Ltd. (Shareholding 100%)
Nan Shan Life Insurance Co., Ltd.	Ruen Chen Investment Holding Co., Ltd (89.55%), Ruen Hua Dyeing& Weaving Co., Ltd (1.34%), Ying-Tsung, Tu (1.16%), RuenTex Co., Ltd. (0.97%), RuenTex Development Co., Ltd. (0.23%), RuenTex Industries Co., Ltd. (0.21%), Yuan Hsin Investment Co., Ltd. (0.16%), Ruentex Leasing Co., Ltd. (0.12%), Chi Pin Investment Co., Ltd.(0.11%), PAN CITY CO., LTD. (0.09%) Note: The data source is based on the company's book closure date as of March 31, 2025
Lingxiang Technology Co., Ltd.	Kai Liu (15%), Chun (Jim) Liu (58.77%), Han-Fen Ni (25%), Hsiang-Hsiang Liu (1.23%)

Disclosure of information on professional qualifications of directors and independence of independent directors:

Qualifications / Name	Professional Qualification and Work Experience	Independence Criteria	Number of other public companies where the member concurrently serves as Independence Directors
Director AUO Corp. Representative: Chun (Jim) Liu	Founder of the Company, having working experience in business, legal, finance, accounting or in the area the Company needed.	Non Independent Director	0
Director AUO Corp. Representative: Fu-Jen (Frank) Ko	Currently CEO and Chief Operating Officer of AU Optronics Corporation, having working experience in business, legal, finance, accounting or in the area the Company needed.		0
Director AUO Corp. Representative: I-Fang, Wu	Currently serving as the Director Representative as Chairman of AUO Display Plus Corporation, having working experience in business, legal, finance, accounting, or in areas required by the Company's operations.		0
Director ADLINK Education Foundation Representative: I-Tun (Stephen) Huang	Currently CEO and Chief Operating Officer of the Company, having working experience in business, legal, finance, accounting or in the area the Company needed.		0
Independent Director Wei-Chien Li	Currently HR Vice President of Coretronic Corp, having working experience in business, legal, finance, accounting or in the area the Company needed.	During the two years prior to being elected and during the term of office, all independent directors have met the qualification requirements set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act.	1
Independent Director Hsing-Hai Wei	Currently Certified Public Accountant at Chuan-Chih CPA Firm, having working experience in business, legal, finance, accounting or in the area the Company needed.		2
Independent Director Chih-Kuang Tseng	Currently serving as Head of Global Automotive and Robotics Business and Vice President of North America Sales at ARM, having working experience in business, legal, finance, accounting, or in areas required by the Company's operations.		0
Independent Director Yung-Hao Yu	Currently Strategic Consultant for Ubiqconn, having working experience in business, legal, finance, accounting or in the area the Company needed.		0
Independent Director Shih-Chia Cheng	Currently Chief Executive Officer of iKala Interactive Media Inc, having working experience in business, legal, finance, accounting or in the area the Company needed.		0

Note: All directors of the company have been examined and currently do not have any of the circumstances specified in Article 30 of the Company Act.

Board Diversity and Independence

- Board Diversity

  To ensure fair, impartial, and open selection of directors, ADLINK Technology has established the "Director Election Regulations" in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies", which require candidates to possess various capabilities such as operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, global market perspective, leadership, and decision-making.

  The current Board of Directors consists of nine directors with the necessary professional expertise required for their duties, possessing rich academic and professional backgrounds, as well as diverse knowledge and skills across different fields. As the highest governance body, the Board of Directors is responsible for establishing an effective corporate governance system, appointing, supervising, and guiding the company's managers, enhancing overall management capabilities, and ensuring that ADLINK Technology continues to progress on the path of sustainable development, maximizing the interests of all stakeholders.

  The proportion of female directors of the Company has not yet reached one-third, primarily due to the characteristics of the Company's industry. The selection of Board members has long prioritized industry practical experience, professional background, and the diverse expertise required for corporate governance. At present, qualified female candidates with extensive experience in the relevant fields who meet the Company's director qualification criteria are relatively limited. At this stage, the Company's Board of Directors has appointed at least one female director among both the general directors and the independent directors. Going forward, the Company will continue to balance the professional composition and gender diversity of the Board during future director re-elections or by-elections, and will periodically review the gender structure of the Board to implement sound corporate governance.

Title	**Chairman**	**Director and Director Representative**			**Independent Director**				
Name	Chun (Jim) Liu	Fu-Jen (Frank) Ko	I-Fang, Wu	I-Tun (Stephen) Huang	Wei-Chien Li	Hsing-Hai Wei	Chih-Kuang Tseng	Yung-Hao Yu	Shih-Chia Cheng
Gender/Age	Male/ 61~70	Male/ 51~60	Female/ 51~60	Male/ 51~60	Female/ 51~60	Male/ 61~70	Male/ 41~50	Male/ 61~70	Male/ 41~50
Professional Background									
Industry knowledge	V	V	V	V	V		V	V	V
Financial Accounting						V			
Technology R&D	V	V		V			V	V	V
Management Expertise and Skills									
Business Judgment	V	V	V	V			V	V	V
Business Management	V	V	V	V	V		V		V
Crisis Management	V	V	V	V	V	V	V	V	V
International Market View	V	V	V	V	V	V	V	V	V
Leadership and Decision Making	V	V	V	V	V	V	V	V	V

The management objectives of the board diversity policy and the goals achieved regarding the diversity policy are listed below:

Management objectives	Progress
Independent directors shall account for more than one-half of the total seats on the Board.	Achieved
Directors who concurrently serve as managers of the Company have not been more than one-third.	Achieved
Half of the independent directors should not serve more than three consecutive terms.	Achieved
Directors' professional capabilities encompass industry knowledge, financial accounting, technology R&D, operational judgment, business management, crisis management, an international market perspective, and leadership and decision-making capabilities.	Achieved

- Independence of the Board of Directors

ADLINK Technology has nine directors, including five independent directors (56%), in compliance with Article 17 of the Articles of Incorporation: "The Company shall have five to nine directors, elected by the shareholders from among the nominees listed in the roster of director candidates in accordance with the candidate nomination system. They shall serve for a term of three years and shall be eligible for re-election. Among the seats of Directors, the number of Independent Directors shall not be less than two and shall not be less than one-fifth of the total number of Director seats."

The Company regularly reviews the written statements of each independent director to confirm that they continue to meet the independence requirements. There are no circumstances as stipulated in Paragraph 3, Article 26-3 of the Securities and Exchange Act among the directors.

(2) Information on President, Vice Presidents, Directors and Heads of Departments and Branches

April 20, 2026; Number of Shares Unit: thousand shares

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shareholding		Shares held by spouse and minor children		Shares Held in Others' Names		Major Working (Education) Experience	Other Position Concurrently Held at the Other Companies	Managerwho Are Spouses or within the Second Degree of Kinship			Remark
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
Chief Executive Officer	R.O.C.	Chun (Jim) Liu	Male	2001.05.07	10,143	4.66%	3,888	1.79%	0	0	• Master of Institute of Computer Management Decision Making, National Tsinghua University • Institute for Information Industry	Director, AUO Foundation, Note 1	Executive Consultant	Han-Fen Ni	Spouse	Note 2
President and COO	R.O.C.	I-Tun (Stephen) Huang	Male	2021.10.18	105	0.05%	0	0	0	0	• M.S., Institute of Aerospace Engineering, National Cheng Kung University • Associate Vice President, Advantech • Executive Vice President, Intelligent Computing Business Group, ADLINK Technology Inc.	Director, FARobot Inc., Note 1	None	None	None	None
Vice President and Global CFO	R.O.C.	Ta-Chih (Jeff) Chou	Male	2006.06.01	312	0.14%	4	0	0	0	• Master, State University of New York at Albany, USA • Vice President, RITI Technology Inc.	Note 1	None	None	None	None
Director	R.O.C.	Shu-Fen (Iris) Chen	Female	2021.05.06	64	0.03%	0	0	0	0	• Master of Business Administration, University of Illinois, United States • Manager of Investment Research Department, Taiwan Life Asset Investment	Note 1	None	None	None	None
Director	R.O.C.	Hsin-Yu Kuo	Female	2022.06.01	0	0	0	0	0	0	• MSc Accounting and Finance, University of Exeter, UK • Associate Manager, CENPRO Technology Co. Ltd.	Supervisor, FARobot Inc.	None	None	None	None

Note 1: For information on directors concurrently holding positions at affiliated companies of the Company, please refer to the Consolidated Business Report of Affiliated Enterprises — Directors, Supervisors, and General Managers section, available at the Market Observation Post System (MOPS) / E-Book / Affiliated Enterprises Three Documents Zone.

Note 2: The CEO and the Chairman of the Board are the same person. To strengthen the independence of the Board of Directors, the number of Independent Director seats was increased during the re-election of Directors in 2025.

II. Compensations to Directors, President and Vice Presidents in the Most Recent Year

(1) Remuneration of Directors

Unit: NT$ thousand

Title	Name	Remuneration Paid to Directors								Total Amount of Remuneration (A+B+C+D) (Note 9)		Relevant Remuneration Received by Directors who Are Also Employees								Total Amount of Remuneration (A+B+C+D+E+F+G) (Note 9)		Remuneration Paid to Directors from an Reinvested Company Other than the Company's Subsidiary or From the Parent Company
		Remuneration (A) (Note 1)		Severance and Retirement Pension (B)		Directors' Remuneration(C) (Note 2)		Business Execution Fees (D) (Note 3)				Salary, Bonuses, and Allowances (E) (Note 4)		Severance Pay and Pension (F)		Employee Remuneration (G) (Note 5)						
																The Company		All Companies in the Financial Report (Note 6)				
		The Company	All Companies in the Financial Report (Note 6)	The Company	All Companies in the Financial Report (Note 6)	The Company	All Companies in the Financial Report (Note 6)	The Company	All Companies in the Financial Report (Note 6)	The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report (Note 6)	The Company	All Companies in the Financial Report (Note 6)	Cash Amount	Stock Amount	Cash Amount	Stock Amount	The Company	All Companies in the Financial Report (Note 6)	
Director	AUO Corp. Corporation Representative: Chun (Jim) Liu (Note 10)	480	480	0	0	1,604	1,604	50	50	2,134 0.42%	2,134 0.42%	11,620	12,440	57	57	0	0	0	0	17,594 3.44%	18,414 3.60%	14,493
	Yeou-Yih Chou (Note 10)	113	113	0	0	373	373	20	20	506 0.10%	506 0.10%											
	Chroma ATE Inc. Representative: Hsiu-Miao Huang (Note 10)	113	113	0	0	373	373	20	20	506 0.10%	506 0.10%											
	AU Optronics Corporation Representative: Fu-Jen (Frank) Ko	240	240	0	0	802	802	50	50	1,092 0.215%	1,092 0.215%											
	AU Optronics Corporation Representative: I-Fang, Wu	240	240	0	0	802	802	50	50	1,092 0.215%	1,092 0.215%											
	ADLINK Education Foundation Representative: I-Tun (Stephen) Huang (Note 10)	127	127	0	0	429	429	30	30	586 0.11%	586 0.11%											
Independent Director	Wei-Chien Li	985	985	0	0	242	242	50	50	1,276 0.25%	1,276 0.25%	0	0	0	0	0	0	0	0	5,549 1.08%	5,549 1.08%	0
	Hsing-Hai Wei	1,094	1,094	0	0	242	242	50	50	1,386 0.27%	1,386 0.27%											
	Chih-Kuang Tseng	875	875	0	0	242	242	30	30	1,147 0.22%	1,147 0.22%											
	Yung-Hao Yu	875	875	0	0	242	242	50	50	1,167 0.23%	1,167 0.23%											
	Cheng, Shih-Chia (Note 10)	424	424	0	0	129	129	20	20	573 0.11%	573 0.11%											
Total		5,566	5,566	0	0	5,480	5,480	420	420	11,466 2.24%	11,466 2.24%	11,620	12,440	57	57	0	0	0	0	23,143 4.52%	23,963 4.68%	14,493

1. Please explain the independent director remuneration policy, system, standard, and structure, and the connection between the amount of remuneration and the considered factors such as their job responsibilities, risks, and working time:
   The remuneration for the Company's independent directors is based on a fixed amount plus a weight ratio based on their roles and responsibilities. It is paid quarterly. In addition, considering the risks and time commitment undertaken by independent directors, they are allocated compensation appropriated according to Article 26 of the Articles of Incorporation, and each director and functional committee member is subsidized for meeting attendance expenses.
2. In addition to the disclosures in the table above, the remuneration received for services rendered by directors of the Company in the most recent year (e.g. acting as consultants to non-employees of the parent company/all companies in the financial statements/reinvestment business, etc.): None.

Range of Remuneration Paid to Directors	Name of Director			
	Total Amount of Remuneration (A+B+C+D)		Total Amount of Remuneration (A+B+C+D+E+F+G)	
	The Company (Note 7)	All Companies in the Financial Report (Note 8)	The Company (Note 7)	All Companies in the Financial Report (Note 8)
Less than NT$1,000,000	Yeou-Yih Chou, Chroma ATE, Inc., Hsiu-Miao Huang, Fu-Jen (Frank) Ko, I-Fang Wu, ADLINK Education Foundation, I-Tun (Stephen) Huang, Shih-Chia Cheng	Yeou-Yih Chou, Chroma ATE, Inc., Hsiu-Miao Huang, Fu-Jen (Frank) Ko, I-Fang Wu, ADLINK Education Foundation, I-Tun (Stephen) Huang, Shih-Chia Cheng	Yeou-Yih Chou, Chroma ATE, Inc., Hsiu-Miao Huang, Fu-Jen (Frank) Ko, I-Fang Wu, ADLINK Education Foundation, Shih-Chia Cheng	Yeou-Yih Chou, Chroma ATE, Inc., Hsiu-Miao Huang, Fu-Jen (Frank) Ko, I-Fang Wu, ADLINK Education Foundation, Shih-Chia Cheng
NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)	Wei-Chien Li, Hsing-Hai Wei, Chih-Kuang Tseng, Yung-Hao Yu	Wei-Chien Li, Hsing-Hai Wei, Chih-Kuang Tseng, Yung-Hao Yu	Wei-Chien Li, Hsing-Hai Wei, Chih-Kuang Tseng, Yung-Hao Yu	Wei-Chien Li, Hsing-Hai Wei, Chih-Kuang Tseng, Yung-Hao Yu
NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)	Chun (Jim) Liu, AUO Corp.	Chun (Jim) Liu, AUO Corp.	AUO Corp.	AUO Corp.
NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)	None	None	None	None
NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)	None	None	Chun (Jim) Liu, I-Tun (Stephen) Huang	Chun (Jim) Liu, I-Tun (Stephen) Huang
Over NT$10,000,000	None	None	None	None
Total	14 (including 5 legal representative)	14 (including 5 legal representative)	14 (including 5 legal representative)	14 (including 5 legal representative)

Note1： Refers to remuneration of directors for the most recent year (includes director's salary, additional compensation, severance pay, various bonuses, incentive pay).

Note2： Refers to remuneration provided to directors as approved by the Board of Directors for the most recent year.

Note3： Refers to relevant business expenses incurred by Directors (including travel expenses).

Note4： It refers to the remuneration received by directors who are also employees in the most recent year, including salaries, job allowances, severance pay, various bonuses, rewards, transportation allowances, special allowances, various allowances, dormitories, company cars, and other in-kind benefits provided. In addition, salary expenses, including employee stock options, recognized in accordance with IFRS 2 "Share-based Payment" should also be included in the remuneration.

Note5： It refers to directors concurrently serving as employees who received employees' compensation in the most recent fiscal year.

Note6： The total remuneration provided by all the companies (including the Company) to the Company's Directors must be disclosed in the Consolidated Financial Report.

Note7： The remuneration provided by the Company to each Director shall be disclosed as a range and the names of directors are disclosed by range of remuneration received.

Note8： The total amount of various remuneration paid by all companies (including the Company) in the consolidated report to each director of the Company should be disclosed, and the names of the directors should be disclosed in the corresponding range.

Note9： It refers to the net income after tax in the most recent individual financial report.

Note10： At the Annual General Meeting held on June 20, 2025, a full re-election of directors was conducted. Former directors Yeou-Yih Chou and Hsiu-Miao Huang, representative of Chroma ATE Inc., completed their terms and stepped down. All other directors were re-elected, with Director Chun (Jim) Liu re-elected as the representative of AUO Corp.. In addition, I-Tun (Stephen) Huang, representative of ADLINK Education Foundation, and independent director Shih-Chia Cheng were newly elected.

* The disclosure of remuneration in this table differs in concept with Income Tax Act, thus is provided for the purpose of information disclosure, not tax purposes.

(2) Compensation for President and Vice Presidents Unit:

NT$ thousand

Title	Name	Salary (A) (Note 1)		Severance and Retirement Pension (B)		Bonus and Special Expenses, etc. (C) (Note 2)		Employee Remuneration (D) (Note 3)				Ratio of Total Remuneration (A+B+C+D) to Net Income (%) (Note 7)		Remuneration Paid to Directors from and Reinvested Company Other than the Company's Subsidiary or From the Parent Company
		The Company	All Companies in the Financial Report (Note 4)	The Company	All Companies in the Financial Report (Note 4)	The Company	All Companies in the Financial Report (Note 4)	The Company		All Companies in the Financial Report (Note 4)		The Company	All Companies in the Financial Report (Note 4)	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Chief Executive Officer	Chun (Jim) Liu	14,436	16,456	216	216	15,126	15,126	0	0	0	0	29,778 5.82%	31,798 6.22%	None
President and COO	I-Tun (Stephen) Huang													
Vice President and Global CFO	Ta-Chih (Jeff) Chou													

Paid to the President and Vice Presidents Range of Remuneration	Name of President and Vice President	
	The Company (Note 5)	All Companies in the Financial Report (Note 6)
Less than NT$1,000,000	None	None
NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)	None	None
NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)	Chun (Jim) Liu	None
NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)	None	Chun (Jim) Liu
NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)	None	None
NT$10,000,000 (inclusive) to NT$15,000,000 (exclusive)	Ta-Chih (Jeff) Chou	Ta-Chih (Jeff) Chou
Over NT$15,000,000	I-Tun (Stephen) Huang	I-Tun (Stephen) Huang
Total	3	3

Note1： It refers to the salaries, position allowances, and severance pay for the President and Vice Presidents in the most recent year.

Note2： It refers to various bonuses, incentives, transportation allowances, special disbursements, various subsidies, housing, company cars, and other remuneration amounts given to the President and Vice Presidents in the most recent fiscal year. In addition, salary expenses, including employee stock options, recognized in accordance with IFRS 2 "Share-based Payment" should also be included in the remuneration.

Note3： It refers to the amount of employee compensation for the President and Vice Presidents approved by the Board of Directors in the most recent year.

Note4： The total amount of various compensation paid to the Company's President and Vice Presidents by all companies (including the Company) in the consolidated report should be disclosed.

Note5： The Company discloses the names of the President and Vice Presidents in the range corresponding to the total amount of various remuneration paid by the Company to each President and Vice President.

Note6： All companies in the consolidated report (including the Company itself) should disclose the names of the President and Vice Presidents in the range corresponding to the total amount of various remuneration paid to each President and Vice President of the Company.

Note7： It refers to the net income after tax in the most recent individual financial report.

* The disclosure of remuneration in this table differs in concept with Income Tax Act, thus is provided for the purpose of information disclosure, not tax purposes.

(3) Names of the managerial officer receiving employee remuneration and status of allocation

Unit: NT$ thousand

	Title	Name	Stock Amount	Cash Amount	Total	Ratio of Total Compensations to NIAT
Managers	Chief Executive Officer	Chun (Jim) Liu	0	0	0	0%
	President and COO	I-Tun (Stephen) Huang				
	Vice President and Global CFO	Ta-Chih (Jeff) Chou				
	Director	Shu-Fen (Iris) Chen				
	Director	Hsin-Yu Kuo				

(4) Separately Compare and Describe Total Remuneration, as A Percentage of Net Income Stated in the Parent Company only Financial Reports, as Paid by the Company and by All Companies Included in the Consolidated Financial Statements during the Most Recent Two Fiscal Years to Directors, Supervisors, President, and Vice President, and Analyze and Describe Remuneration Policies, Standards, and Packages, the Procedure for Determining Remuneration, and Its Linkage to Operating Performance and Future Risk Exposure.

1. Analysis of Total Remuneration, as a Percentage of Net Income Stated in the Parent Company Only Financial Statements, Paid by the Company during the Past Two Fiscal Years to the Directors, President, and Vice Presidents Analysis

Title	Ratio of Total Compensation to net Profit After Tax			
	2024		2025	
	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements
Director	19.66%	21.31%	4.52%	4.68%
President and Vice President	46.31%	49.73%	5.82%	6.22%

2. Policies, Standards and Packages for Payment of Remuneration, the Procedures for Determining Remuneration, and Its Linkage to Business Performance and Future Risk Exposure:

Policies, Standards and Composition for Granting Compensation, Procedures for Determining Compensation

(1) To establish a competitive and reasonable compensation system, ADLINK Technology has set up the Remuneration Committee to regularly review the performance evaluation results and compensation policies, systems, standards, and structures for directors and managers. After deliberation by the Remuneration Committee, the proposals are submitted to the Board of Directors for resolution.

(2) According to Article 5, Paragraph 2 of the "Organizational Rules of the Remuneration Committee" of the Company, the composition of the remuneration paid by the Company includes cash compensation, stock options, profit sharing, retirement benefits or severance pay, various allowances, and other substantive incentive measures. Its scope is consistent with the remuneration of directors and managers as required in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

(3) Remuneration Paid to Directors:

According to Article 23 of the Company's Articles of Incorporation, "The remuneration for directors' execution of their duties shall be determined by the Board of Directors based on each director's level of participation in the Company's operations and value of contribution, with reference to industry standards in Taiwan"; additionally, if the Company has pre-tax net profit in the current year, no more than 3% shall be allocated as director compensation in accordance with Article 26 of the Company's Articles of Incorporation. The key evaluation items for director remuneration are as follows:

- Extent of participation in and contribution to operations: Consideration is given to whether the director serves as the Chairman, convener or member of functional committees.
- Comprehensive consideration is given to the average director remuneration of listed companies in the same industry or other companies in the same industry.

(4) Managerial officer remuneration:

The Company's "Salary Management Regulations" clearly stipulate the items and payment standards for basic salary, allowances, subsidies, and bonuses. When appointing managers, the Company takes into consideration the payment levels for similar positions in the same industry, determines fixed salaries to be paid monthly, and the variable portion is performance-based remuneration. The following manager performance evaluation items are used as a reference for payment:

- Individual indicators: Implementation of company core values, management capabilities, and achievement rate of personal goals.
- Company indicators: Distribution is based on the Company’s revenue and operating profit indicators, with reference to the managers’ profit contribution.

Correlation with Business Performance and Future Risks

(1) Based on the actual business conditions, future industry risks, and corporate governance trends, the Company reviews the remuneration system in a timely manner to seek a balance between sustainable operations and risk control.

(2) Important decisions made by the management take into account various risk factors. The performance of these decisions is reflected in the Company's profitability, and the management's remuneration is related to the performance of risk control.

(3) In 2025, the remuneration paid by the Company and its subsidiaries to managers includes long-term incentives in the form of employee stock options, the actual value of which is related to the future stock price. In other words, the managers share future business risks with the Company.

III. CORPORATE GOVERNANCE OPERATION

(1) Operation of the Board Of Directors

The Board of Directors has held 5 meetings in 2025, and the attendance of Directors is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Actual attendance	Remark
Chairman	AU Optronics Corporation Representative: Chun (Jim) Liu	5	0	100 %	
Director	Yeou-Yih Chou	2	0	100 %	Term expired on June 20, 2025
Director	Chroma ATE Inc. Representative: Hsiu-Miao Huang	2	0	100 %	Term expired on June 20, 2025
Director	AUO Corp. Representative: Fu-Jen (Frank) Ko	5	0	100 %	
Director	AUO Corp. Representative: I-Fang, Wu	5	0	100 %	
Director	ADLINK Education Foundation Representative: I-Tun (Stephen) Huang	3	0	100%	Newly appointed on June 20, 2025
Title	**Name**	**Attendance in Person**	**Attendance by Proxy**	**Actual attendance**	**Remark**
Independent Director	Wei-Chien Li	5	0	100 %	
Independent Director	Hsing-Hai Wei	5	0	100 %	
Independent Director	Chih-Kuang Tseng	2	3	40 %	
Independent Director	Yung-Hao Yu	5	0	100 %	
Independent Director	Shih-Chia Cheng	2	1	67%	Newly appointed on June 20, 2025

Other subjects to be recorded:

1. In the operation of the Board of Directors, should one of the below situations occur, the Board meeting date, session, content of the resolution, opinions of all Independent Directors, and the Company's response to

said opinions shall be recorded:

(1) Matters listed in Article 14-3 of the Securities and Exchange Act: The Company has established an Audit Committee, so the provisions of Article 14-3 are not applicable.
For the description of matters listed in Article 14-5 of the Securities and Exchange Act, please refer to the Operation of the Audit Committee.

(2) In addition to the aforementioned matters, other matters resolved by the Board of Directors to which Independent Directors have objection or qualified opinions and which are recorded or stated in writing: None.

2. In regard to the recusal of Directors from voting due to conflict of interests, the name of the Directors, the proposal, reasons for recusal due to conflict of interests and voting outcomes should be stated

Date of Board Meeting	Name of Director	Contents of Proposal	Reason for Recusal	Participation in Voting
2025.05.07	AUO Corp., Representatives: Chun (Jim) Liu, Fu-Jen (Frank) Ko, I-Fang Wu; ADLINK Education Foundation, Representative: I-Tun (Stephen) Huang; Wei-Chien Li; Hsing-Hai Wei; Chih-Kuang Tseng; Yung-Hao Yu; Shih-Chia Cheng	Proposal to lift non-competition restrictions for directors	As the party to the proposal for lifting non-competition restrictions	Did not participate in discussion and voting

3. Information such as the evaluation period, scope, method and content of self-assessment by the Board of Directors of the Company, and the execution of the assessment by the Board of Directors:

(1) On May 5, 2022, the Company's Board of Directors approved the "Board of Directors Performance Evaluation Measures," which clearly stipulate that an internal performance evaluation of the Board of Directors and each functional committee shall be conducted at least once a year, and that an external professional independent institution shall be engaged to conduct an evaluation at least once every three years. In principle, the evaluation period is from January 1 to December 31 of each year. If a director re-election takes place during the year, the evaluation period shall be the actual term of service following the re-election.

(2) In 2025, the Company engaged CHAINYE Management Consulting Co., Ltd. to conduct an external Board effectiveness evaluation. The result of the evaluation was "Excellent," indicating that the Company's Board operates soundly, that its members possess diverse expertise, and that the Board effectively performs its functions.

(3) The results of the 2025 internal and external board performance evaluations were reported to the Board of Directors at its 5th meeting of the 12th Board on March 12, 2026.

Category	Evaluation Cycle	Period of Evaluation	Scope of Evaluation	Evaluation Method	Content of Evaluation
Internal Evaluation	Conducted annually	2025.06.20~ 2025.12.31	Board of Directors, functional committee (including Audit Committee and Remuneration Committee) and their individual members	Self-evaluation by members	(1) Evaluation content of the Board of Directors: Participation in company operations, quality of decision-making, composition and structure, director selection and continuing education, internal control. (2) Evaluation content of functional committees: Participation in company operations,

					awareness of responsibilities, quality of decision-making, composition and member selection, internal control. (3) Evaluation content for individual board members: Understanding of company goals and missions, awareness of responsibilities, participation in company operations, management of internal relationships and communication, professionalism and continuing education, internal control.
External Evaluation	Conducted once every three years	2025.01.01~ 2025.12.31	Board of Directors, functional committee (including Audit Committee and Remuneration Committee) and their individual members	An external independent institution was engaged to conduct the evaluation through data analysis (including 2025 Market Observation Post System data and self-evaluation questionnaires of the Board of Directors, directors, and each functional committee) and meeting observation, supplemented by interviews with independent directors, the Global CFO, and the Corporate Governance Director.	(1) Board Operations and Systems (2) Board Composition and Division of Duties (3) Director Participation and Contributions (4) Information Disclosure and Decision Support (5) Internal Control and Risk Management

4. Evaluation of the goals and implementation of strengthening the functions of the Board of Directors in the current year and the most recent year:
   (1) Established the Remuneration Committee and Audit Committee composed of independent directors in 2011 and 2019, respectively.
   (2) Supervised risk management by the Audit Committee and reported risk management matters to the Board of Directors at least once a year.
   (3) Prior to each quarterly Board of Directors meeting, key meeting-related audio-visual materials or briefing materials are provided to directors in advance for review, to enhance the completeness and efficiency of communication.

(2) Operations of the Audit Committee

The Audit Committee has held 4 meetings in 2025. The attendance of Independent Directors were as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Actual attendance	Remark
Independent Director	Wei-Chien Li	4	0	100 %	
Independent Director	Hsing-Hai Wei	4	0	100 %	
Independent Director	Chih-Kuang Tseng	3	1	75%	
Independent Director	Yung-Hao Yu	4	0	100 %	
Independent Director	Shih-Chia Cheng	1	1	50%	Newly appointed on June 20, 2025

Other subjects to be recorded:

1. With regard to the implementation of the Audit Committee, if any of the following circumstances occur, the dates, terms of the meetings, contents of motions, all Audit Committee resolutions, and the Company's response to such resolutions shall be specified:

   (1) Matters referred to in Article 14-5 of the Securities and Exchange Act:

Date	Term	Contents of Proposal	Independent Directors' Opinions and the Company's Response to Such Opinions
2025.03.06	The 11th Meeting of the second term	Case 1：Proposal for Approval Internal Audit Manager's Internal Audit Report. Case 2：Proposal for Approval the Company's 2024 Business Report and Financial Statements. Case 3：Proposal for Approval of the Company's 2024 Statement of Internal Control. Case 4：Change of Appointment of CPAs and Assessment of Independence and Suitability Case 5：Proposal for the Company's 2024 Earnings Distribution Plan. Case 6：Motion regarding the Company's bank credit lines	Approved by all Independent Directors
2025.05.07	The 12th Meeting of the second term	Case 1：Motion regarding personnel changes of the Company's Internal Audit Manager Case 2：Proposal for Approval Internal Audit Manager's Internal Audit Report. Case 3：Proposal for Approval of the Consolidated Financial Report of the Company for the first quarter of 2025. Case 4：Proposal for Approval of the Company's Bank Credit Facility Limit and Foreign Exchange and Derivative Financial Instruments Transaction Limit. Case 5：Proposal for Approval of the Company's re-invested subsidiaries for working capital needs to apply to financial institutions for credit financing proposals, which the Company guarantees. Case 6：Motion regarding the Company providing a guarantee to the subsidiary ADLINK Technology (China) Co., Ltd.	All Independent Director Approved

2025.08.06	The 1st Meeting of the third term	Case 1： Proposal for Approval Internal Audit Manager's Internal Audit Report. Case 2： The Consolidated Financial Report of the Company for the First Half-Year Case 3： Proposal for ADLINK and Its Subsidiaries to Provide Loans to 100% Owned Foreign Subsidiaries Case 4： Proposal for Approval of the Company's re-invested subsidiaries for working capital needs to apply to financial institutions for credit financing proposals, which the Company guarantees. Case 5： Matters concerning the Company's reduction of the guarantee provided to the subsidiary ADLINK Technology (China) Co., Ltd.	All Independent Director Approved
2025.11.06	The 2nd Meeting of the third term	Case 1： Proposal for Approval Internal Audit Manager's Internal Audit Report. Case 2： Proposal for Approval of the Company's Audit Plan for 2026. Case 3： Proposal for Approval of the Consolidated Financial Report of the Company for the third quarter of 2025. Case 4： Proposal for Approval of the Loan of Funds between Foreign Subsidiaries held 100% by the Company. Case 5： Proposal for Approval of the Company's Bank Credit Facility Limit and Foreign Exchange and Derivative Financial Instruments Transaction Limit. Case 6： Proposal for Approval of the Company's re-invested subsidiaries for working capital needs to apply to financial institutions for credit financing proposals, which the Company guarantees. Case 7： Motion to amend the Company's "Operating Standards for Financial and Business Affairs among Affiliated Enterprises" Case 8： Motion to amend the Company's "Internal Control System for Salary Operations"	All Independent Director Approved

(2) In addition to the items in the preceding paragraphs, other resolutions passed by the majority of all Directors but yet to be approved by the Audit Committee: None.

2. In regards to the recusal of Independent Directors from voting due to conflict of interests, the name of the Independent Directors, the proposal, reasons for recusal due to conflict of interests and voting outcomes should be stated: None.
3. Communication between Independent Directors, the internal Chief Audit Officer , and the CPAs:
   (1) Hold at least one separate meeting per year with independent directors, accountants, and internal audit manager to fully communicate relevant issues.
   (2) Submit monthly audit reports to independent directors, and regularly report the execution of internal audit operations to the Audit Committee. If there are any doubts, provide sufficient explanations immediately.

Date	Attendees	Communication Matters	Communication Results
2025/11/06	Independent Director Hsing-Hai Wei, Independent Director Wei-Chien Li, Independent Director Chih-Kuang Tseng, Independent Director Yung-Hao Yu, Independent Director Shih-Chia Cheng CPA Chien-Liang Liu Audit Manager Tsai, Chia-Ying	Review results of the consolidated financial report for the third quarter of 2025 and key audit matters for 2025, and discussed the review findings.	Deliberated and Approved by all Independent Directors

2025/03/06	Independent Director Hsing-Hai Wei, Independent Director Wei-Chien Li, Independent Director Chih-Kuang Tseng, Independent Director Yung-Hao Yu, CPA Wen-Chin Lin and Audit Manager Yu-Ting (Jessica) Lin	Review results and key audit matters of the 2024 standalone and consolidated financial reports, with discussions on the review findings	Deliberated and Approved by all Independent Directors

(3) Operations of Remuneration Committee

1. Information regarding members of the Remuneration Committee

Role	Qualifications / Name	Professional Qualification and Work Experience	Independence Criteria	Number of other public companies where the member concurrently serves as member in Remuneration Committee
Independent Director (Convener)	Wei-Chien Li	Currently HR Vice President of Coretronic Corporation, having working experience in business, legal, finance, accounting or in the area the Company needed.	During the two years prior to being elected and during the term of office, all independent directors have met the qualification requirements set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act.	1
Independent Director	Hsing-Hai Wei	Currently Certified Public Accountant at Chuan-Chih CPA Firm, having working experience in business, legal, finance, accounting or in the area the Company needed.		1
Independent Director	Chih-Kuang Tseng	Currently serving as Head of Global Automotive and Robotics Business and Vice President of North America Sales at ARM, having working experience in business, legal, finance, accounting, or in areas required by the Company's operations.		0
Independent Director	Yung-Hao Yu	Currently Strategic Consultant for Ubiqconn, having working experience in business, legal, finance, accounting or in the area the Company needed.		0
Independent Director	Shih-Chia Cheng	Currently Chief Executive Officer of iKala Interactive Media Inc, having working experience in business, legal, finance, accounting or in the area the Company needed.		0

2. Information on the operations of the Remuneration Committee:

(1) There are five members of Remuneration Committee in the corporation.

(2) The term of office of the committee members: From June 20, 2025 to June 19, 2028. The 2025 Remuneration Committee held three meetings, and committee members' qualifications and attendance are as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Actual attendance	Remark
Convener	Wei-Chien Li	3	0	100 %	
Committee Member	Hsing-Hai Wei	3	0	100 %	
Committee Member	Chih-Kuang Tseng	2	1	66.67 %	
Committee Member	Yung-Hao Yu	3	0	100 %	
Committee Member	Shih-Chia Cheng	1	0	100%	Newly appointed on June 20, 2025

Other subjects to be recorded:

1. he date of the meeting, session, content of the motion, resolution by the board of directors and the Company's response to the remuneration committee's opinion shall be documented : None.
2. Resolutions of the Remuneration Committee include dissenting or qualified opinion which is on record or stated in a written statement. The date, session, proposal contents, opinions from every member, and actions in response to the opinions of the members shall be stated: None.
3. Discussions and Resolutions of the Remuneration Committee

Date	Contents of Proposal	Resolution	The Company's response to the opinion of the Remuneration Committee
2025/03/07	Case 1： Motion regarding the 2024 managerial officer remuneration structure and the actual total amount paid Case 2： Motion regarding salary adjustments for managerial officers from April 2025 to the end of March 2026 Case 3： Motion to stipulate the ratio of compensation distributable to grassroots employees and amend the Articles of Incorporation Case 4： Motion regarding the 2024 annual bonus and the proposed additional retention bonus Case 5： Motion to amend the 2025 performance structure for managerial officers at the level of Vice President and above Case 6： Motion regarding the internal performance evaluation results of the Board of Directors and functional committees Case 7： Motion regarding the 2024 distribution of employee and director compensation Case 8： 2025 Directors' Compensation, Remuneration, and Transportation Allowance	Adopted with the approval of all members of the Committee	Proposals are submitted to the board of directors and approved by all Directors present.
2025/06/20	Case 1： Motion regarding the proposal on the remuneration, compensation, and transportation allowances applicable to newly elected directors from June 20, 2025	Adopted with the approval of all members of the Committee	Proposals are submitted to the board of directors and approved by all Directors present.

2025/11/06	Case 1： Estimated Salary Structure and Annual Compensation for Managers in 2025 Case 2： Performance Evaluation System for Managers in 2026	Adopted with the approval of all members of the Committee	Proposals are submitted to the board of directors and approved by all Directors present.

(4) Implementation of Corporate Governance and the Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and the Reasons

Evaluation Items	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
1. Does the Company establish and disclose its Corporate Governance Best Practice Principles in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies?	V		The Company has established the "Corporate Governance Best Practice Principles" and disclosed the relevant content on the Company's website and the Market Observation Post System.	No discrepancy
2. Equity structure and shareholders' rights of the Company (1) Does the company establish and implement internal operating procedures to deal with shareholders' suggestions, doubts, disputes, and litigations?	V		The Company has formulated and followed the "Rules of Procedure of the Shareholders' Meeting" and established a sound governance system of the Shareholders Meeting; The Company has established a spokesperson and acting spokesperson system in accordance with the regulations, and has an e-mail and a dedicated person to deal with shareholders' suggestions, doubts, disputes and litigation matters.	
(2) Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	V		The Company has designated personnel responsible for stock affairs and has engaged the "Stock Agency Department of Taishin Securities Co., Ltd." to assist in periodically reporting changes in the shareholdings of insiders in accordance with the law, keeping abreast of the list of major shareholders that actually control the Company and the ultimate controlling parties of such major shareholders, and maintaining good relationships with major shareholders.	
(3) Does the company establish and execute a risk management and firewall system within its	V		The company has established and followed the "Subsidiary Supervision Operations Regulations" to ensure that subsidiaries have clear strategies and concrete operational standards in their operations, as well as a comprehensive	

Evaluation Items	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
affiliated companies?			risk control and firewall mechanism between the subsidiaries.	
(4) Does the Company establish internal rules against insiders using undisclosed information to trade in securities?	V		1. The Company has established and complied with the Code of Ethical Conduct to guide the conduct of internal personnel of the Company to comply with ethical standards, prevent conflicts of interest, avoid self-interest and exercise due care in maintaining confidentiality. 2. Additionally, in 2024, the Board of Directors approved amendments to the "Procedures for Handling Material Internal Information and Preventing Insider Trading," adding Article 8-1 "In accordance with Article 157-1 of the Securities and Exchange Act, insiders are prohibited from using non-public market information to trade securities. The Company's stock trading control measures regarding the date of obtaining financial reports or related performance information prohibit company insiders from trading its stocks during the blackout period of thirty days before the announcement of annual financial reports and fifteen days before the announcement of quarterly financial reports.	
3. Composition and Responsibilities of the Board of Directors (1) Does the Board of Directors have a diversification policy, and what are the specific management objectives and implementation plan?	V		The Company has established the "Corporate Governance Best Practice Principles," which stipulate that the composition of the Board of Directors shall take diversity into consideration. For detailed implementation status, please refer to the annual report (pages 5 to 6).	
(2) Does the Company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	V		The Company has established the Remuneration Committee and Audit Committee in accordance with the law; other functional committees of various types will be established as required by laws and regulations or by practical needs.	
(3) Does the Company establish standards and methods to evaluate the performance of the Board of Directors, conduct the	V		On May 5, 2022, the Company's Board of Directors established the Board of Directors Performance Evaluation Measures, which stipulate that an internal performance evaluation of the Board of Directors and each functional committee shall be conducted at least once a year. In	

Evaluation Items	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
evaluation annually and regularly, report the results of evaluations to the Board of Directors, and use them as a reference for individual directors' remuneration and nomination and renewal?			addition, the Remuneration Committee formulates and periodically reviews the policies, systems, standards, and structures for the directors' performance evaluation and remuneration, and submits them to the Board of Directors for deliberation.	
(4) Does the company regularly evaluate the independence of the CPAs?	V		The company annually evaluates the independence and suitability of accountants. In addition to requesting the accountants to provide audit quality indicators (AQI) data and independence statements, we also conduct a comprehensive evaluation based on the "Note: Criteria for Evaluating Accountant Independence" and AQI indicators. After being discussed and approved by the Audit Committee on March 12, 2026, the recent annual evaluation results were reported to and passed by the Board of Directors on the same day.	

<table>
<tr><th rowspan="2">Evaluation Items</th><th colspan="3">Implementation Status</th><th rowspan="2">Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary Description</th></tr>
<tr><td>4. Is the TWSE/TPEX listed company equipped with qualified and appropriate number of corporate governance personnel, and appointed a corporate governance director to be in charge of corporate governance affairs including, but not limited to, providing Directors and Supervisors with required information for business execution, assisting Directors and Supervisors to follow Decrees, for business execution, handling relevant matters with Board meetings and shareholders' meetings according to the laws, processing corporate registration and amendment registration, and preparing minutes of Board meetings and Shareholders' meetings?</td><td>V</td><td></td><td>1. The Board of Directors of the Company appointed Shu-Fen (Iris) Chen as Corporate Governance Director to be responsible for the supervision and planning of the Company's corporate governance. Her qualifications meet the requirements of the first paragraph of Article 3-1 of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.
2. Corporate Governance Director's functions include: Providing the information required by the Directors and the Audit Committee for the conduct of their business and the latest regulatory developments relating to the operations of the Company, assisting the Directors and the Audit Committee in complying with the laws and regulations, reporting periodically to the Board of Directors on the operation of corporate governance on an annual basis, handling matters relating to the meetings of the Board of Directors and the Shareholders' Meeting in accordance with the law, preparing minutes of the meetings of the Board of Directors and the Shareholders' Meeting, and assisting the Directors and the members of the Audit Committee in taking office and continuing their training, etc.
3. The 2025 implementation priorities of corporate governance affairs are as follows:
➢ Convened five meetings of the Board of Directors and four meetings of the Audit Committee
➢ One annual shareholders' meeting was convened.
➢ Board members all completed a minimum of 6 credits for continuing education.
➢ Conduct performance evaluations for the board of directors and functional committees.</td><td></td></tr>
</table>

Evaluation Items	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
5. Does the company establish communication channels with stakeholders (including but not limited to shareholders, employees, customers and suppliers), set up stakeholder sections on the company's website, and respond appropriately to important corporate social responsibility issues of concern to stakeholders?	V		1. The Company values feedback from stakeholders and has established a dedicated section on the Company's website providing an accessible contact mailbox to build effective communication channels. Material information that may have a significant impact on stakeholders is also released in real time. 2. To respond to the increasingly concerning issues of stakeholders, ADLINK Technology has established three main sustainable development strategies: "Operational Resilience", "Environmental Responsibility", and "Inclusive Talent Cultivation". It is actively planning corresponding short-, medium-, and long-term goals. 3. The company has established diverse communication channels with various stakeholders. For more details, please refer to the "Sustainable Vision and Goals - Stakeholder Communication" section in the sustainability report.	No discrepancy
6. Does the Company appoint a professional shareholding agency to handle shareholders' affairs?	V		The Company has appointed the Stock Agency Department of Taishin Securities Co., Ltd., to handle the affairs of shareholder meeting.	
7. Information Disclosure (1) Does the company have a website to disclose financial, business and corporate governance information?	V		Financial, business and corporate governance information is regularly updated in the Investor section of the Company's website in English and Chinese.	
(2) Does the company have other method for disclosure of information (such as developing English website, appointing designated people to be responsible for collection and disclosure of its information, implementing spokesman system, and placing investors conference procedures on its website)?	V		1. The Company's financial and business information, corporate governance, and information from institutional investor conferences are disclosed in detail in the "Investor Relations" section of the Company's website, with dedicated personnel responsible for maintaining and updating the information. 2. The Company has established websites in both Chinese and English and has designated one spokesperson and one acting spokesperson to consistently release Company-related information externally.	

Evaluation Items	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
(3) Does the Company publish and report its annual financial report within two months after the end of a fiscal year, and publish and report its financial reports for the first, second and third quarters as well as its operating status for each month before the specified deadline?	V		The company announces and files annual and quarterly financial reports before the specified deadlines.	The company has announced and filed its annual and quarterly financial reports prior to the specified deadlines.
8. Does the Company have any other important information (including but not limited to employee rights, employee care, investor relations, supplier relationships, stakeholder rights, directors and supervisors' further training, implementation of risk management policies and risk measurement standards, implementation of customer policies, purchase of liability insurance for directors and supervisors, etc.) that can help to understand the operation of corporate governance?	V		1. In addition to providing the employees basic benefits under the Labor Standards Act, the Company holds quarterly labor-management meetings to care for employees, and details are explained at Labor Relations in Operational Highlights of the Annual Report. 2. In addition to setting up a dedicated email for investors and assigning a spokesperson, the company also regularly holds investor conferences and maintains good relationships with major investors. 3. The company has long-term and stable cooperative relationships with its suppliers. 4. Considering the significant responsibilities borne by directors, the Company purchases liability insurance for them, and reports the renewal matters — including the insured amount, scope of coverage, and other key contents — to the Board of Directors during the fourth-quarter Board meeting each year. 5. The company values the interaction between corporate operations and social responsibility. It has established the ADLINK Education Foundation and actively participates in activities organized by local government agencies in cooperation, giving back to society. 6. Please refer to the table below: "Training of Directors and Corporate Governance Director".	No discrepancy

Evaluation Items	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
9. Please specify the measures adopted by the Company to improve the items listed in the corporate governance review result from Taiwan Stock Exchange's Corporate Governance Center and the improvement plans for items yet to be improved	1. In the 12th Corporate Governance Evaluation conducted by the Taiwan Stock Exchange, the Company's evaluation result was within the top 21% to 35% percentile range among TWSE-listed companies. 2. Improved matters in the most recent year: (1) Amended the "Operating Standards for Financial and Business Affairs among Affiliated Enterprises" to clearly stipulate that related-party transactions of a material nature shall be submitted to the Board of Directors for resolution. (2) Formulated the Company's "Plan to Enhance Corporate Value," which was submitted to the third-quarter Board of Directors meeting and disclosed on the Market Observation Post System, in active communication with shareholders. (3) Incorporated an employee engagement survey into the annual employee performance evaluation, establishing a regular communication and dialogue mechanism with employees and safeguarding employees' right to express their opinions. 3. Priority items for future enhancement: Plan to establish a Board-level Sustainable Development Committee. 4. Going forward, the Company will continue to keep pace with the development trends of ESG ratings and refine its corporate governance practices.			

Note: Evaluation standards for CPA independence.

<table>
<tr><td colspan="2">CPA Firm:</td><td colspan="3">Deloitte & Touche</td></tr>
<tr><td colspan="2">Certifying CPAs:</td><td colspan="3">CPAs :Chien-Liang Liu and Yi-Wen Wang</td></tr>
<tr><td colspan="3" rowspan="2">Evaluation Matters</td><td colspan="2">Whether meeting the criteria of independence</td></tr>
<tr><td>Yes</td><td>No</td></tr>
<tr><td>1</td><td colspan="2">The appointed CPAs have no significant financial interest in the Company.</td><td>V</td><td></td></tr>
<tr><td>2</td><td colspan="2">The appointed CPAs have no inappropriate relationship with the Company.</td><td>V</td><td></td></tr>
<tr><td>3</td><td colspan="2">The appointed CPAs and their assistants are honest, impartial and independent.</td><td>V</td><td></td></tr>
<tr><td>4</td><td colspan="2">The appointed CPAs have not served as Directors, Supervisors or managers of the Company or have a significant impact on audit at present or within the last two years; It is also determined that they will not hold the above-mentioned relevant positions in the future audit period.</td><td>V</td><td></td></tr>
<tr><td>5</td><td colspan="2">During the audit, the appointed CPA himself or herself and his or her spouse or dependants did not act as a Director, Supervisor or manager of the Company or have a direct and significant influence on the audit. During the audit, any close relatives within the fourth degree of kinship of the appointed CPA who are Directors, Supervisors, managers of the Company or have a direct and significant influence on the audit shall have the violation of independence procedures reduced to an acceptable level.</td><td>V</td><td></td></tr>
<tr><td>6</td><td colspan="2">Did not accept any significant gifts from the Company and its Directors and managers (the value of which exceeded the standard of social etiquette).</td><td>V</td><td></td></tr>
<tr><td>7</td><td colspan="2">The name of the appointed CPA must not be used by others.</td><td>V</td><td></td></tr>
<tr><td>8</td><td colspan="2">The appointed CPA must not borrow money from the Company.</td><td>V</td><td></td></tr>
<tr><td>9</td><td colspan="2">The appointed CPAs must not be concurrent with other undertakings that may lose their independence.</td><td>V</td><td></td></tr>
<tr><td>10</td><td colspan="2">The appointed CPAs must not be subject to any commission in connection with the business.</td><td>V</td><td></td></tr>
<tr><td>11</td><td colspan="2">The appointed CPAs must not hold shares in the Company.</td><td>V</td><td></td></tr>
<tr><td>12</td><td colspan="2">The appointed CPAs must not concurrently serve as a regular worker of the Company and receive a fixed salary.</td><td>V</td><td></td></tr>
<tr><td>13</td><td colspan="2">The appointed CPAs must not be made in the context of a joint investment or benefit-sharing relationship with the Company.</td><td>V</td><td></td></tr>
<tr><td>14</td><td colspan="2">The appointed CPAs must not be involved in the management functions of the Company in making decisions.</td><td>V</td><td></td></tr>
<tr><td>Result of Assessment</td><td colspan="4">After evaluation, the CPAs meet the independence assessment standards of the Company and are qualified to serve as the CPAs for the Company.</td></tr>
</table>

Note: Training of Directors

Title	Name	Date	Organizer	Name of program	Training hours
Chairman	AUO Corp. Representative: Chun (Jim) Liu	2025.07.09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
Director	AUO Corp. Representative: Fu-Jen (Frank) Ko	2025.05.29	Independent Director Association Taiwan	U.S.-China New Order — Impacts on Taiwan's Financial and Economic Landscape under New Trumpism and Global Economic and Industrial Responses	3
				Key Corporate Strategies for Global Deployment	3
Director	AUO Corp. Representative: I-Fang Wu	2025.05.29	Independent Director Association Taiwan	U.S.-China New Order — Impacts on Taiwan's Financial and Economic Landscape under New Trumpism and Global Economic and Industrial Responses	3
				Key Corporate Strategies for Global Deployment	3
Director	ADLINK Education Foundation Representative: I-Tun (Stephen) Huang	2025.05.29	Independent Director Association Taiwan	U.S.-China New Order — Impacts on Taiwan's Financial and Economic Landscape under New Trumpism and Global Economic and Industrial Responses	3
				Key Corporate Strategies for Global Deployment	3
		2025.07.09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
		2025.10.03	Securities and Futures Institute	2025 Insider Trading Prevention Promotion Conference	3
Independent Director	Wei-Chien Li	2025.05.08	Taiwan Corporate Governance Association	Awareness and Prevention of Workplace Unlawful Infringement	3
		2025.11.10	Taiwan Corporate Governance Association	Key Analysis of Tax Burdens in Corporate Mergers and Acquisitions	3
		2025.11.21	Securities and Futures Institute	2025 Insider Trading Prevention Promotion Conference	3
Independent Director	Hsing-Hai Wei	2025.02.24	Chinese Finance and Economics Development Association	Trump's New Tariff Policy and Global Economic Changes	3
		2025.07.09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
		2025.10.03	Securities and Futures Institute	2025 Insider Trading Prevention Promotion Conference	3
Independent Director	Chih-Kuang Tseng	2025.12.17	Taiwan Project Management Association	Operation and Evaluation of the Corporate Governance Project Performance Management System	3
		2025.12.23	Taiwan Project Management Association	Stakeholder Analysis and Integrated Project Management in Corporate Governance	3
Independent Director	Yung-Hao Yu	2025.07.09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	3
Independent Director	Shih-Chia Cheng	2025.09.26	Securities and Futures Institute	2025 Insider Trading Prevention Promotion Conference	3
		2025.11.14	Taiwan Project Management Association	Business Value and Digital Risk Insights of Generative AI	3
		2025.11.28		Analysis of Artificial Intelligence Trends and Corporate Risk Management Strategies	3
		2025.12.02		Board of Directors Performance Indicators and Measurement	3

Note: Training of Corporate Governance Director

Name	Date	Organizer	Name of program	Training hours
Shu-Fen (Iris) Chen	2025.07.09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
	2025.07.31	Taiwan Stock Exchange	2025 Summit on Strengthening Taiwan's Capital Market	3
	2025.09.08	Taiwan Stock Exchange	CDP Aligned with IFRS S2 Question Analysis Awareness Course — Taipei Session	6

(5) Implementation of the Promotion of Sustainable Development and the Circumstances and Reasons for Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies:

Evaluation Items	Implementation Status			Deviations from the Corporate Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
1. Does the company established a governance structure to promote sustainable development, set up a dedicated (or concurrent) unit to promote sustainable development, and been authorized by the board of directors for senior management to handle it, as well as the supervisory status of the board of directors?	V		1. The company has established a "Code of Practice for Sustainable Development", and has compiled an annual Sustainability Report since 2023. In 2022, it established an ESG Sustainable Development Committee chaired by the CEO, who delegated authority to the Global CFO to manage the Sustainability Secretariat, leading the ESG promotion team to coordinate and operate. Five functional teams were established: "Sustainable Product", "Sustainable Environment", "Sustainable Care", "Sustainable Supply Chain" and "Risk Governance". 2. The committee convenes meetings irregularly to set goals and review implementation effectiveness, and consolidates the sustainable development implementation results of various departments to provide an annual report to the Board of Directors. 3. The Board of Directors also listens to reports from the management team every quarter, responsible for evaluating whether the strategies of the managers comply with the principles of sustainable development, and regularly reviews the implementation. If necessary, the management team will be urged to make corresponding adjustments.	No discrepancy
2. Does the company conduct risk assessment on environmental, social and corporate governance issues related to the company's operations in accordance with the principle of materiality, and determine relevant risk management policies or	V		1. The risk assessment boundary of our company is primarily focused on the parent company, but also includes other locations and subsidiaries in Asia, the Americas, and Europe. In addition, through diverse communication channels, we systematically discussed and identified 8 categories of stakeholders: shareholders, employees, customers, suppliers, communities, government agencies, business partners, and professional consultants. 2. The Sustainability Development Committee,	No discrepancy

Evaluation Items	Implementation Status			Deviations from the Corporate Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
strategies?			referencing GRI standards, SASB standards, and relevant industry requirements, compiled 19 sustainability concern topics. Through questionnaires, the ESG Sustainability Development Committee and department heads were asked to evaluate the impact level (scale, scope) and probability of occurrence for each topic, resulting in a statistical significance level for each sustainability issue. 3. The results show that 9 major items are the material topics that the Company will focus on in 2025: "Green Products" and "Greenhouse Gas Inventory" related to E (Environmental); "Employee Diversity and Inclusion" and "Talent Development and Training" related to S (Social); as well as "Customer Relationship Management," "Business Performance," "Information Security Management," "Innovative Technology and Patents," and "Supply Chain Management" related to G (Governance). 4. The Sustainability Development Committee also instructed the Risk Management Task Force to formulate effective policies and programs for identifying, analyzing, assessing, monitoring, and controlling the aforementioned issues in accordance with the risk management process.	
3. Environmental Issues (1) Has the Company set up an appropriate environmental management system as per its industrial characteristics?	V		1. The parent company and ADLINK China have both obtained ISO 14001 Environmental Management System certification, effectively implementing an environmental management system. The Company's current ISO 14001 certificate is valid from January 26, 2024 to January 25, 2027. 2. To ensure that the company complies with the relevant provisions of the environmental management system and that its activities conform to local regulations and customer requirements, an "Environmental, Safety and Health Management Committee" has been established to formulate environmental policies, set management goals, implement management plans, track improvement measures, and promote environmental policies through education and training.	No discrepancy
(2) Is the company committed to improving energy efficiency and using renewable materials with low environmental impact?	V		1. In accordance with the company's environmental, safety, and health management policy of "conserving energy resources and establishing resource recycling," the following achievements have been made: ➢ Resource and energy conservation: Adopted energy-saving equipment and measures (including the use of water- and energy-saving equipment or devices, implementation of energy-saving measures, sharing of product paper packaging specifications, reduction of product plastic	

Evaluation Items	Implementation Status			Deviations from the Corporate Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
			packaging, optimization of thermal design, and reduction of aluminum alloy usage in heat sinks). In 2025, the Company obtained ISO 50001 Energy Management System certification, established mechanisms for the identification, analysis, and replacement of major energy-consuming equipment, and continues to improve energy efficiency. ➢ Establishment of resource recycling: Promoted waste recycling and reuse, introduced solar power generation and rainwater recovery systems, increased the proportion of eco-friendly packaging materials used, and planned green electricity procurement. The Company also provides sustainable fertilizer to local stakeholders, practicing resource circularity and the circular economy. 2. In 2025, the company was awarded the "Green Procurement Outstanding Unit" by the Taoyuan Environmental Protection Bureau.	
(3) Does the company assess the potential risks and opportunities of climate change for the enterprise now and in the future, and take relevant countermeasures?	V		Please refer to the following table "Implementation of Climate-Related Information"	
(4) Does the Company add up the amount of greenhouse gas emissions, water consumption and total weight of waste in the past two years, and formulate policies on energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction or other waste management?	V		1. The parent company's greenhouse gas emissions, water consumption and total waste weight over the past two years: (1) For greenhouse gas emissions, please refer to the table below "Implementation of Climate-Related Information." (2) Water consumption in 2024 was 43.03 million liters; in 2025 was 37.86 million liters. (3) Total waste weight in 2024 was 4.50 tonnes; in 2025 was 10.47 tonnes (all non-hazardous waste). 2. With the base year of 2023, the carbon reduction targets are: (1) Short-term goals: 9.2% reduction in carbon emissions by 2026, with green electricity accounting for 6%. (2) Medium-term goals: 17% reduction in carbon emissions from 2027 to 2028, with green electricity accounting for 6%. (3) Long-term goals: 30.2% reduction in carbon emissions after 2029, with a goal of net-zero carbon emissions by 2050.	No discrepancy

Evaluation Items	Implementation Status			Deviations from the Corporate Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
			3. Implementation Measures and Achievement Status in 2025 (1) Packaging waste reduction, plastic reduction, and improving the eco-friendliness of packaging lining materials ▪ Actual shared usage rate of cardboard boxes and cartons: 84.50%. ▪ Introduction of air column cushioning material: 13 items. (2) Energy-saving design and product performance optimization ▪ Volume optimization of internal aluminum alloy thermal conductive blocks for new product model introduction: 9 items. ▪ 66.67% of new product models adopted low-power design, with the no-load power consumption of external power adapters reduced from 0.21 W to 0.15 W. (3) Product compliance and quality improvement ▪ Products meet the safety certification requirements of the sales region: 100%. ▪ Obtained IEC 62443-4-1 certification. (4) Solar photovoltaic • Solar power generation is 567,394 kWh, producing 568 green energy certificates. (5) Introduced and completed ISO 50001 Energy Management System verification.	
4. Social Issues (1) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	V		The company complies with relevant labor laws and regulations, and comprehensively refers to international standards, such as the International Labour Organization (ILO) regulations and the Responsible Business Alliance Code of Conduct introduced to the Company in 2022. We have established and implemented a human rights management system that meets the requirements of various laws and regulations, including free choice of employment, humane treatment, prohibition of improper discrimination, and protection of employee health and safety. We have also established diverse communication channels and employee grievance channels to safeguard the rights and interests of employees. This policy applies to all employees of the Company and is overseen and implemented by the Human Resources Department.	No discrepancy
(2) Does the Company established and offered proper employee benefits (including compensation, leave, and other benefits) and reflected the business performance or results	V		1. Employee Compensation: Established "Salary Management Regulations", "Project Performance Evaluation and Assessment", and "Performance Bonus Management Regulations" to provide employees with reasonable compensation, and establish clear and effective reward and punishment systems. In addition, in accordance with the Articles of Incorporation, 3% to 20% of pre-tax net income is	

Evaluation Items	Implementation Status			Deviations from the Corporate Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
in employee compensation appropriately?			appropriated as employee compensation, of which no less than 10% is distributed to grassroots employees, sharing the operating results with employees based on departmental work targets and individual performance achievement rates. 2. Employee Leave: In addition to statutory leave, the company provides additional special leave better than the Labor Standards Act, and employees are entitled to one day of birthday leave and five days of fully paid sick leave each year (calculated based on the ratio of employment for the year). 3. Workplace Diversity and Equality: Equal opportunities are provided for talent recruitment and development, respecting diversity and not being affected by gender, nationality, religion, age, disability, political stance, marital status, etc. in terms of employment, compensation, and promotion. In 2025, female employees accounted for 46.23%, and female managers accounted for 25.35%. 4. For a detailed description of employee welfare measures, please refer to Chapter 5. "Labor Relations" of this annual report.	
(3) Does the Company provide a healthy and safe work environment and organize health and safety training for its employees on a regular basis?	V		1. The Company is committed to create a safe, friendly, and healthy workplace environment, having obtained the ISO 45001 Occupational Health and Safety Management System certificate, currently valid from December 6, 2024, to December 5, 2027, and regularly implements relevant promotion and training. 2. In 2025, there were two occupational injury cases, none of which were severe occupational injuries, and no fires occurred The company analyzes the causes of all occupational accident cases and implements improvement plans accordingly. Progress is tracked during occupational safety and health meetings to prevent similar incidents from occurring again.	
(4) Does the Company establish effective career development and training plans for its employees?	V		ADLINK plans various types of courses according to the learning needs of different job types and job levels, such as: new employee training, general education courses, management courses, professional skills courses, production line professional courses, and special employee courses, etc., and provides diverse physical and online learning channels to implement on-the-job training and enhance employee work efficiency.	
(5) Regarding issues related to customer health and safety, customer privacy, marketing, and labeling of products and services, does the	V		1. The company has established a "Customer Service Management Procedure" to govern the management procedures for defective products, returns, customer complaints, and customer satisfaction surveys to protect consumer rights. The company has also established a global customer service center to respond to customer issues and feedback with	

Evaluation Items	Implementation Status			Deviations from the Corporate Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	
company comply with relevant laws and regulations and international standards, and formulate relevant policies and complaint procedures to protect consumer or customer rights?			effective solutions. 2. For the initial evaluation of new products and the introduction of new services, the company refers to relevant laws and regulations as well as international standards, and has established a "Privacy and Confidentiality Management Procedure" and an "Advertising and Fair Trade Management Procedure" to ensure the protection of customer privacy and prevent false marketing or labeling.	
(6) Does the company formulate and implement supplier management policies that require suppliers to follow relevant regulations on environmental protection, occupational safety and health or labor human rights?	V		1. The company has formulated specific supplier sustainability management measures and goals. Implementation of the signing and review of the "Supplier Sustainability and Corporate Social Responsibility Promotion and Commitment Statement" and the "Supplier Social Responsibility Risk Assessment and Review Form" for new suppliers. 2. The implementation in 2025 is as follows: 100% of new suppliers who underwent review have completed signing and review; existing suppliers must participate in ESG continuous assessment and annual RBA supplier audits. If a supplier's assessment total score is below 70 points, they must make concrete improvements and pass a reassessment before collaboration can begin.	
5. Does the company prepare sustainability reports or other reports disclosing non-financial information with reference to internationally accepted reporting standards or guidelines? Has the aforementioned report obtained assurance or verification opinion from a third-party verification unit?	V		The company uses the Global Reporting Initiative (GRI) Standards to compile its sustainability report. The 2025 Sustainability Report has also been assured under ISAE 3000 by the third-party organization Deloitte & Touche.	No discrepancy
6. If the company has established its own Code of Practice for Sustainable Development in accordance with the "Listed Companies' Code of Practice for Sustainable Development," please describe any differences between its operations and the established code: ADLINK's "Code of Practice for Sustainable Development" complies with regulatory requirements, covering aspects of corporate governance, sustainable environment, social welfare, information disclosure, etc. Please refer to: https://www.adlinktech.com/tw/Management-Approach?_gl=1*n476pu*_gcl_au*MTc0MzQ5MTQ1OC4xNzQ3MTg5MDE3				
7. Other important information that helps understand the implementation of sustainable development: 1. Long-term sponsorship of the ADLINK Education Foundation, cooperating with local governments, non-profit organizations, etc., to give back to society. 2. Starting from 2023, a sustainability report is published annually. Please refer to: https://www.adlinktech.com/tw/CorporateSocialResponsibility.aspx 3. By adopting the Responsible Business Alliance (RBA) Code of Conduct, the Company conducts periodic human rights due diligence to implement human rights risk management and uphold its responsibility. • The process is as follows:				

Evaluation Items	Implementation Status			Deviations from the Corporate Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary Description	

(1) Risk assessment: Based on the RBA standardized risk assessment template (SAQ), identify risks within the systems related to "Labor," "Health and Safety," "Environment," "Ethics," "Management Systems," and "Supplier Management."
(2) Management: Discuss high-risk matters and review whether existing rules and measures effectively protect employees' rights.
(3) Mitigation: Through annual training, ensure that employees clearly understand the relevant regulations and rights; and through grassroots communication, collect opinions for incorporation into decision-making.
(4) Monitoring: Conduct on-site audits, document reviews, and employee interviews in accordance with RBA standards to verify the implementation status of systems and the working environment. Multiple internal and external grievance channels have been established to monitor and respond to risks in a timely manner.

- For the 2025 survey covering stakeholders including employees and suppliers on the topic of "Labor and Human Rights," an overview of the identified human rights issues and the implementation status of measures is as follows:

Risk Topic	Mitigation Measures
Working Hours	• Periodically promote the prohibition of overtime exceeding statutory limits. • Periodically monitor overtime hours and consecutive workdays. • Established an overtime control system for supervisors to monitor and manage. • Conduct company-wide annual RBA refresher training for all employees to strengthen awareness.
Young Workers	• Established the "Labor and Human Rights Management Program" and disclosed it on the Company's official website. • Implemented the policy of not employing child labor and incorporated a dual-ID verification mechanism into the management procedures for new hires to strengthen recruitment review.
Prohibition of Forced Labor	• Established the "Labor and Human Rights Management Program" and disclosed it on the Company's official website. • Signed contracts with medical institutions for health examinations, with the Company paying the examination fees to the medical institutions on a monthly basis. • The Company has established preventive repayment protection rules. For various types of education-related advance payments, clear limits on repayment caps and an interest-free policy have been stipulated to prevent the risk of economic coercion and implement the protection of labor rights under RBA. • Allows foreign migrant workers to freely choose their accommodation, safeguarding their right to independent choice.
Occupational Health and Safety	• Identifying and reducing various operational hazards through the ISO 45001 system. • Conducting health examinations for employees in special positions and providing periodic health care and follow-up on employees' health status.

Implementation Status of Climate-related Information

<table>
<tr><th>Item</th><th>Implementation Status (Note)</th></tr>
<tr><td>1. Describe how the board of directors and management oversee and govern climate-related risks and opportunities.
2. Describe how the identified climate risks and opportunities affect the company's business, strategy, and finances (short-term, medium-term, long-term).
3. Describe the financial impact of extreme climate events and transition actions.
4. Describe how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.
5. If scenario analysis is used to assess resilience to climate change risks, explain the scenarios, parameters, assumptions, analysis factors, and key financial impacts used.
6. If there is a transition plan for managing climate-related risks, describe the plan, and the indicators and targets used to identify and manage entity risks and transition risks.
7. If an internal carbon price is used as a planning tool, explain the basis for setting the price.
8. If climate-related targets have been set, provide information on the activities covered, greenhouse gas emission scopes, planning period, and annual progress; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these targets, state the source and amount of offsets or number of RECs.
9. Greenhouse gas inventory and verification status, and reduction targets, strategies, and specific action plans.</td>
<td>1. In accordance with the official letter from the Taiwan Stock Exchange, the Company has carried out its greenhouse gas inventory and verification schedule planning, submitted it to the Board of Directors for ratification, and reports the implementation progress to the Board of Directors on a quarterly basis for monitoring purposes.
2. The risks and opportunities, impact timeline, and financial impacts of climate change have been identified and described.
3. To address the climate-related risks facing the company, the company has proposed adaptation and mitigation measures, and has gradually implemented relevant mitigation measures or actions, including carbon platforms, ISO certifications, introduction of renewable energy or purchase of green energy certificates, resulting in increased financial expenditures for the company.
4. The "Climate Risk Identification and Assessment Process" complies with the structure and implementation methods of the company's "Enterprise Risk Management Process," enabling comprehensive control of climate risks.
5. Referring to the TCCIP future projection model, simulating the changes in average temperature and rainfall at the company's location under the impact of physical disasters.
6. No plan yet.
7. No plan yet.
8.
<table>
<tr><td colspan="3">The company uses 2023 as the baseline year to set greenhouse gas reduction targets for 2025:</td></tr>
<tr><th>Boundary</th><th>Coverage Rate</th><th>Status of Achievement for Scope 1 and Scope 2 Greenhouse Gas Reduction Targets</th></tr>
<tr><td>Headquarters and Huaya Plant</td><td>100%</td><td>Target reduction: 5%, actual reduction: 4.76%</td></tr>
<tr><td colspan="3">Main reason for not meeting the target: Due to the adoption of the latest published energy product calorific values, the calculated Scope 1 emissions increased, which is an impact attributable to the adjustment of the calculation basis.</td></tr>
</table>
<table>
<tr><td colspan="3">Historical Renewable Energy Certificate Recognition:</td></tr>
<tr><th>Year</th><th>2024</th><th>2025</th></tr>
<tr><td>Renewable Energy Certificate (T-REC)</td><td>465 certificates</td><td>568 certificates</td></tr>
</table>
9.
<table>
<tr><td colspan="3">(1) Greenhouse Gas Inventory and Verification Status for the Past Two Years
(1-1) Greenhouse Gas Inventory Information
Statistics of Greenhouse Gas Emissions for the Past Two Years (Unit: Metric Tons CO2e):</td></tr>
<tr><th>Year
Item</th><th>2024</th><th>2025</th></tr>
<tr><td>Scope 1</td><td>690.778</td><td>769.722</td></tr>
<tr><td>Scope 2</td><td>4,778.204</td><td>4,717.975</td></tr>
</table>
</td></tr>
</table>

Scope 3	1,037.140	1,167.47
Greenhouse Gas Emission Intensity (Note) (Metric Tons CO 2/NT$ Thousand)	0.000820	0.000673

Note: Greenhouse gas emission intensity is calculated based on Scope 1 and Scope 2.

(1-2) Greenhouse Gas Verification Information: Complete assurance information will be disclosed in the Sustainability Report

(2) 2025 Greenhouse gas reduction targets, strategies, and specific action plans.

Item	Content
Greenhouse Gas Reduction Base Year	2023
Scope	Scope 1, Scope 2
Reduction Target	1. Greenhouse gas reduction of 9.2% compared to the base year 2. Green electricity accounts for 6% of the total electricity generation used
Reduction Target Achievement Status	1. Greenhouse gas reduction of 4.76% compared to the base year 2. Green electricity accounts for 5.71% of the total electricity generation used
Strategy	Environmental Responsibility
Concrete Actions	・ Installation of solar panels for self-generation and self-use ・ Introduction and completion of ISO 50001 Energy Management System verification ・ Assessment of renewable energy use and establishment of a green electricity procurement plan

Note: For detailed information, please refer to Chapter 4 "Environmental Care" in the company's Sustainability Report.

(6) Implementation Status of the Company's Ethical Corporate Management and Deviations from "the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons:

Evaluation Items	**Implementation Status**			**Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof**
	Yes	**No**	**Summary Description**	
1. Establishing Corporate Code of Conduct and Ethics Policy and implementation measures (1) Does the Company establish the ethical corporate management policies approved by the Board of Directors and declare its ethical corporate management policies and procedures in its guidelines and external documents, as well as the commitment from its Board to implement the policies? (2) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include those specified in Article 7, Paragraph 2 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"? (3) Does the Company specify in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implement them and review the prevention programs on a regular basis?	V		1. The company has established a "Code of Ethical Conduct" and an "Ethical Corporate Management Best Practice Principles" approved by the Board of Directors. Directors and senior executives have signed the "Ethical Corporate Management Statement" and the Chairman has signed the "Labor Rights and Business Ethics Declaration and Policy", demonstrating our ethical management policies, practices, and our commitment to actively implementing them. 2. Combining risk management and internal control mechanisms, we regularly analyze and assess the risks of unethical behavior, and accordingly formulate preventive measures such as avoiding conflicts of interest, eliminating opportunities for personal gain, confidentiality responsibilities, fair trade, and prohibiting insider trading. 3. We have also established management procedures such as "Business Ethics Management Procedures", "Privacy and Confidentiality Management Procedures", and "Advertising and Fair Trade Management Procedures" to ensure compliance. These procedures outline relevant codes of conduct, disciplinary actions for violations, and complaint procedures, and are reviewed and revised by responsible units as needed.	No discrepancy
2. Implementation of Ethical Corporate Management (1) Whether the company	V		1. The company requires all suppliers to sign the "Supplier Sustainability and Corporate Social Responsibility Promotion and Commitment	No discrepancy

Evaluation Items	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
evaluates the integrity records of its business partners records, and in the contracts signed with business partners Includes integrity conduct clauses? (2) Does the Company establish an exclusively dedicated unit supervised by the Board of Directors to be in charge of ethical corporate management and report to the Board of Directors the implementation of ethical corporate management policies and prevention programs on a regular basis (at least once a year)? (3) Does the Company establish policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly? (4) Does the Company establish effective accounting systems and internal control systems to implement ethical corporate management, with the internal audit unit being responsible for devising relevant audit plans based on the results of assessment of any unethical conduct risk, examining accordingly the compliance with the prevention programs, or engaging a certified public accountant to carry out the audit? (5) Does the Company regularly hold internal and external training on ethical corporate management?			Statement," declaring compliance with environmental and social standards, and committing to integrity and anti-corruption principles. 2. The company has established a dedicated "Legal Affairs Office" for ethical management operations. In addition to handling general legal affairs or litigation matters, it also includes identifying the rights and obligations between stakeholders and the legality of business conducts. It reports to the Board of Directors annually on updates to the ethical management regulations and the formulation and implementation of preventive measures. The Company's integrity management policy, anti-corruption prevention measures, and implementation status were reported to the Board of Directors on November 6, 2025. 3. When conflicts of interest occur as stipulated in the "Ethical Corporate Management Best Practice Principles", the relevant matters shall be reported simultaneously to the direct supervisor and the dedicated unit. 4. The company has established effective accounting and internal control systems, with regular audits conducted by the internal audit unit and reports submitted to the Board of Directors on the operation of the internal control system. CPAs are also commissioned to perform quarterly reviews/audits. 5. In 2025, integrity management-related training sessions have been held, including "Employee Ethics Code" and "RBA-Business Ethics," reaching 1,122 participants with a total training time of 3,253.5 hours.	
3. Implementation of the whistleblowing system (1) Does the Company establish both a reward/whistle-	V		1. The company has established "Whistleblowing, Complaint, Suggestion, and Employee Feedback Management Procedures". When internal or external complaints or whistleblowing reports are received,	No discrepancy

Evaluation Items	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
blowing system and convenient whistle-blowing channels? Are appropriate personnel assigned to the accused party? (2) Has the Company formulated standard operating procedures for investigation of reported cases, the follow-up measures to be taken after the investigation is completed, and a confidentiality mechanism? (3) Does the Company provide protection for whistle-blowers against improper treatment?			they are investigated confidentially in accordance with the procedural regulations. For cases that may affect objective and fair handling, a recusal system is implemented. 2. Multiple convenient grievance channels are available, including physical or online employee suggestion boxes for internal complaints, Human Resources Department or Legal Affairs Office email and hotlines, as well as an esg@adlinktech.com mailbox on the official website for external personnel to file complaints or reports. 3. The company has also established "Whistleblower Protection and Anti-Retaliation Management Procedures", clearly stating that whistleblowers' rights and other legal interests are protected. If disciplinary actions or other unfair treatment occur due to whistleblowing, corrections or remedies shall be made.	
4. Strengthen Information Disclosure Does the Company disclose its ethical corporate management policies and the results of its implementation on the company's website and MOPS?	V		The content has been uploaded to MOPS or the Company's website.	No discrepancy
5. Where the Company has stipulated its own ethical corporate management best practices according to the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, please describe any differences between the prescribed best practices and the actual activities taken by the Company: None.				
6. Other important information that facilitate the understanding of the implementation of ethical corporate management (such as review and amendment of the Company's Ethical Corporate Management Best Practice Principles): None.				

(7) Other important information sufficient to improve the understanding of the operation of corporate governance, must be disclosed together: None.

(8) Status of Internal Control System:

To view the Company's "Internal Control System Statement," please refer to: Market Observation Post System > Single Company > Corporate Governance > Company Regulations / Internal Control > Internal Control Statement Announcement (https://mops.twse.com.tw/mops/#/web/t06sg20)

CPA review report on the internal control system (project-based): None.

(9) Major resolutions of Shareholders' meeting and Board meetings for the most recent year up to the publication date of the Annual Report

1. Important resolutions of the Shareholders' meeting

Date	Material Resolutions
2025.06.18	**2025 Annual Shareholders' Meeting** 1. Proposal for the approval of 2024 Business Report and Financial Statements. 2. Proposal for the approval of the Company's 2024 Earnings Distribution Plan. 3. Amendment to the Company's Articles of Incorporation. 4. Proposal for the approval of comprehensive re-election of directors. 5. Proposal for the approval of the release of non-compete restrictions on the new directors and their representatives.

2. Important resolutions of the Board of Directors meetings:

Date	Material Resolutions
2025.03.06	1. The Company's Operational Plan. 2. Proposal for Distribution of Remuneration to Employees and Directors in 2024. 3. Proposal for Approval the Company's 2024 Business Report and Financial Statements. 4. Proposal for Approval of the Company's 2024 Statement of Internal Control. 5. Change of Appointment of CPAs and Assessment of Independence and Suitability 6. Proposal for Approval of the Company's 2024 Earnings Distribution Plan. 7. Motion to establish the "Sustainable Development Committee Organizational Regulations" 8. Matters Related to Convening the 2025 Annual Shareholders' Meeting. 9. Proposal for the approval of comprehensive re-election of directors. 10. Motion regarding the Company's bank credit lines 11. 2024 Managers Remuneration Structure and Actual Total Payment 12. To accommodate the needs for the distribution of compensation to grassroots employees, motion to amend the Articles of Incorporation 13. Motion regarding the confirmation of the 2025 managerial officer performance system Corporate KPIs 14. 2025 Directors' Compensation, Remuneration, and Transportation Allowance
2025.05.07	1. Motion regarding personnel changes of the Company's Internal Audit Manager 2. Proposal for Approval of the Consolidated Financial Report of the Company for the first quarter of 2025. 3. Proposal for Nomination of Director and Independent Director Candidates 4. Proposal for the approval of the release of non-compete restrictions on the new directors and their representatives. 5. Proposal for Approval of the Company's Bank Credit Facility Limit and Foreign Exchange and Derivative Financial Instruments Transaction Limit. 6. Proposal for Approval of the Company's re-invested subsidiaries for working capital needs to apply to financial institutions for credit financing proposals, which the Company guarantees. 7. To meet the supplier shipping line requirements, matters regarding the Company providing a guarantee to the subsidiary ADLINK Technology (China) Co., Ltd.
2025.06.20	1. Election matter: Motion to elect the Chairman 2. Motion regarding the remuneration, compensation, and transportation allowances applicable to newly elected directors from June 20, 2025 3. Motion regarding the appointment of the Remuneration Committee
2025.08.06	1. Proposal for Approval of the Consolidated Financial Report of the Company for the First half of 2025. 2. ADLINK's Planned 2024 Sustainability Report 3. Proposal for ADLINK and Its Subsidiaries to Provide Loans to 100% Owned Foreign

Date	Material Resolutions
	Subsidiaries 4. Proposal for Approval of the Company's Bank Credit Facility Limit and Foreign Exchange and Derivative Financial Instruments Transaction Limit. 5. Proposal for Approval of the Company's re-invested subsidiaries for working capital needs to apply to financial institutions for credit financing proposals, which the Company guarantees. 6. Motion regarding the Company's reduction of the guarantee provided to the subsidiary ADLINK Technology (China) Co., Ltd.
2025.11.06	1. Proposal for Approval of the Company's Audit Plan for 2026. 2. Proposal for Approval of the Consolidated Financial Report of the Company for the third quarter of 2025. 3. Proposal for Approval of the Loan of Funds between Foreign Subsidiaries held 100% by the Company. 4. Proposal for Approval of the Company's Bank Credit Facility Limit and Foreign Exchange and Derivative Financial Instruments Transaction Limit. 5. Proposal for Approval of the Company's re-invested subsidiaries for working capital needs to apply to financial institutions for credit financing proposals, which the Company guarantees. 6. Motion to amend the Company's "Operating Standards for Financial and Business Affairs among Affiliated Enterprises" 7. Motion to set the base date for the capital increase of the Company's employee stock options converted into common shares 8. Motion to amend the Company's "Internal Control System for Salary Operations" 9. Estimated Salary Structure and Annual Compensation for Managers in 2025 10. Performance Evaluation System for Managers in 2026

(10) Major contents of reserved opinions of Directors and Supervisors on material resolutions passed by the Board of Directors and their opinion has been recorded or declared in writing for the most recent year up to the publication date of the Annual Report: None.

IV. Information on Audit Fees

Unit: NT$ thousand

Name of CPA Firm	CPA Name	Audit Period	Audit Fees	Non-audit Fees	Total	Remark
Deloitte & Touche	Chien-Liang Liu Yi-Wen Wang	2025.01.01~ 2025.12.31	5,720	1,822	7,542	Non-audit fees include tax certification, transfer pricing report review, and sustainability consulting advisory fees.

(1) If the auditing firm is replaced and the audit fee paid in the replacement year is lower than the audit fee in the previous year, the amount of the audit fee before and after the replacement shall be disclosed and the reason: None.

(2) The audit fee is less than that of the previous year by 10%, the amount of audit fee, ratio and the reasons should be disclosed: None.

V. Information On Replacement Of CPAs

(1) Regarding the Former CPA

<table>
<tr><td>Replace Date</td><td colspan="5">Approved by the Board of Directors on March 6, 2025</td></tr>
<tr><td>Reason and Explanation for the Change</td><td colspan="5">Due to internal rotation within the accounting firm, starting from the first quarter of 2025, the Company's CPAs will be changed from Wen-Chin Lin and Yi-Wen Wang to Chien-Liang Liu and Yi-Wen Wang.</td></tr>
<tr><td rowspan="3">Explaining whether the client or accountant terminated or did not accept the appointment</td><td colspan="3">Parties Involved
Situation</td><td>CPA Name</td><td>Client</td></tr>
<tr><td colspan="3">Voluntarily terminated the appointment</td><td>N/A.</td><td>N/A.</td></tr>
<tr><td colspan="3">No longer accepting (continuing) the appointment</td><td>N/A.</td><td>N/A.</td></tr>
<tr><td>The reasons and opinions of audit reports issued with opinions other than unqualified opinions within the most recent two years</td><td colspan="5">None</td></tr>
<tr><td rowspan="6">Whether there are disagreements with the issuer</td><td rowspan="4">Yes</td><td></td><td colspan="3">Accounting principles or practices</td></tr>
<tr><td></td><td colspan="3">Financial report disclosures</td></tr>
<tr><td></td><td colspan="3">Audit scope or procedures</td></tr>
<tr><td></td><td colspan="3">Others</td></tr>
<tr><td>None</td><td colspan="4">V</td></tr>
<tr><td colspan="5">Description</td></tr>
<tr><td>Other Important Matters (Article 10, Paragraph 6, Subparagraph 1, Items 4 to 7 of these Standards should be disclosed)</td><td colspan="5">N/A.</td></tr>
</table>

(2). Regarding the successor accountant

Name of the CPAs firm	Deloitte & Touche
CPA Name	Chien-Liang Liu, Yi-Wen Wang
Date of Appointment	Approved by the Board of Directors on March 6, 2025
Consultation matters and results regarding accounting treatment methods or accounting principles for specific transactions prior to appointment and possible opinions to be issued on financial reports	N/A.
Written opinions of the successor CPA on matters of disagreement with the former CPA	N/A.

(3) Response of former CPA regarding matters of Article 10, Paragraph 6, Subparagraph 2, Item 3: None.

VI. The chairman of the company, president, or the managers responsible for financial or accounting affairs who has worked for the CPA firm or its affiliated companies within the past year: None.

VII. Share transfer by Directors, Manager and major shareholders and changes to share pledging by them

(1) Changes in equity

Title (Note)	Name	2025		As of April 20 of the current year	
		Shares Held Increase (decrease)	Increase in the number of shares pledged	Shares Held Increase (decrease)	Increase in the number of shares pledged
Director/ Shareholder	AUO Corp.	0	0	0	0
Director Representative, Chairman, Chief Executive Officer	Chun (Jim) Liu	(33,000)	0	0	0
Director Representative	Fu-Jen (Frank) Ko	0	0	0	0
Director Representative	I-Fang, Wu	0	0	0	0
Director	ADLINK Education Foundation (Note)	0	0	0	0
Director Representative	I-Tun (Stephen) Huang (Note 1)	80,000	0	25,000	0
Independent Director	Wei-Chien Li	0	0	0	0
Independent Director	Hsing-Hai Wei	0	0	0	0
Independent Director	Chih-Kuang Tseng	0	0	0	0
Independent Director	Yung-Hao Yu	0	0	0	0
Independent Director	Cheng, Shih-Chia (Note 1)	0	0	0	0

Note1： Director I-Tun (Stephen) Huang, representing ADLINK Education Foundation, and Independent Director Shih-Chia Cheng, were newly appointed effective June 20, 2025.

Title (Note)	Name	2025		As of April 20 of the current year	
		Shares Held Increase (decrease)	Increase in the number of shares pledged	Shares Held Increase (decrease)	Increase in the number of shares pledged
President and COO	I-Tun (Stephen) Huang	80,000	0	25,000	0
Vice President and Global CFO	Ta-Chih (Jeff) Chou	0	0	0	0
Director	Shu-Fen (Iris) Chen	0	0	0	0
Director	Hsin-Yu Kuo	0	0	0	0

Note: The incumbent is the deadline for printing the annual report.

(2) Equity Transfer Information: The counterparty to the above equity transfer is a non-related party.

(3) Equity pledge information: None.

VIII. Information about the relation between/ among the top 10 shareholders

April 20, 2026

Name	Shareholding Of Individual		Shares Held By Spouse And Minor Children		Shares Held In Others' Names		The Names Or Titles And Relationships Of The Top Ten Shareholders Who Are Related Parties Or Spouses Or Second-Degree Relatives		Remark
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Name	Relationship	
AUO Corp.	42,310,407	19.43%	-	-	-	-	Note		
Representative: Shuang-Lang (Paul) Peng	-	-	Data cannot be obtained						
Konley Venture Corp.	15,944,000	7.32%	-	-	-	-	Note		
Representative: Shuang-Lang (Paul) Peng	-	-	Data cannot be obtained						
The investment account of Keysight Technologies UK Limited in the custody of Citibank (Taiwan)	14,707,559	6.75%	-	-	-	-	None	None	
Ronly Venture Corp.	13,175,000	6.05%	-	-	-	-	Note		
Representative: Shuang-Lang (Paul) Peng	-	-	Data cannot be obtained						
Chun (Jim) Liu	10,143,124	4.66%	3,887,586	1.79%	-	-	Kai Liu	Relatives within the second degree of kinship	
							Han-Fen Ni	SPOUSE	
Chroma ATE, Inc.	9,365,253	4.30%	-	-	-	-	None	None	
Representative: Leo Huang	-	-	Data cannot be obtained						
Kai Liu	7,361,632	3.38%	-	-	-	-	Chun (Jim) Liu	Relatives within the second degree of kinship	
Continental Technology Co., Ltd.	5,220,000	2.40%	-	-	-	-	None	None	
Representative: Cheng-Yang Hu	2,688,000	1.23%	Data cannot be obtained						
Zenitron Corporation	4,532,592	2.08%	-	-	-	-	None	None	
Representative: Chen, Hsin-I	-	-	Data cannot be obtained						
Han-Fen Ni	3,887,586	1.79%	10,143,124	4.66%	-	-	Chun (Jim) Liu	SPOUSE	

Note: Kang Li Investment Co., Ltd. and Lung Li Investment Co., Ltd are 100% invested subsidiaries of AUO Corp. The representative of the three companies is Mr. Shuang-Lang (Paul) Peng. AUO Corp.'s consolidated investment ratio in the company is 32.80%.

IX. The number of shares held by the Company, its Directors, Managers and business directly or indirectly controlled by the Company in the same reinvested business and the comprehensive shareholding ratio:

Unit: thousand shares

Reinvestment business	Investments of the Company		Investment by Directors/Managers and Companies Directly or Indirectly Controlled by the Company		Consolidated Investment	
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio
FAROBOT TECH Inc.	6,249	49%	-	-	6,249	49%

Chapter3. Funding Status

I. Capital and shares

(1) Source of Capital

1. Types of Shares

April 20, 2026

Shares Type	Authorized Capital			Remark
	Shares Outstanding (Listed)	Unissued Shares	Total	
Inscribed shares Common stock	203,071,698 shares.	76,928,302 shares.	280,000,000 shares.	Capitalization, of which 20,000,000 shares are for the exercise of Employee Stock Option. The total number of issued shares is 217,779,257 including 14,707,559 private ordinary shares.

2. Process of capital formation

Unit: shares, NT$

Month/Year	Issuance Price	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others
August, 1995	10	500,000	5,000,000	500,000	5,000,000	Cash of NT$5,000,000 for a start-up	None	None
April, 1996	10	800,000	8,000,000	800,000	8,000,000	Cash capital increase NT$3,000,000	None	None
July, 1998	10	2,800,000	28,000,000	2,800,000	28,000,000	Cash capital increase NT$20,000,000	None	None
October, 1998	10	5,000,000	50,000,000	5,000,000	50,000,000	Cash capital increase NT$22,000,000	None	None
May, 1999	10	10,750,000	107,500,000	10,750,000	107,500,000	Surplus transferred to capital increase of NT$23,000,000 Employee bonus transferred to capital increase of NT$2,000,000 Cash increase of NT$32,500,000	None	None

Month/Year	Issuance Price	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others
June, 2000	10	19,800,000	198,000,000	19,800,000	198,000,000	Surplus transferred to capital increase of NT$31,175,000 Employee bonus transferred to capital increase of NT$3,259,000 Cash capital increase NT$56,066,000	None	None
June, 2001	10	57,000,000	570,000,000	29,300,000	293,000,000	Surplus transferred to capital increase of NT$41,580,000 Employee bonus transferred to capital increase of NT$4,420,000 Cash capital increase NT$49,000,000	None	Note 1
October, 2002	10	57,000,000	570,000,000	37,260,000	372,600,000	Surplus transferred to capital increase of NT$58,014,000 Employee bonus transferred to capital increase of NT$6,350,000 Capital surplus transferred to capital increase of NT$15,236,000	None	Note 2
May, 2003	10	57,000,000	570,000,000	37,265,420	372,654,200	Convertible bonds convertible into common shares NT$54,200	None	None
August, 2003	10	64,000,000	640,000,000	47,467,725	474,677,250	Surplus transferred to capital increase of NT$63,351,214 Employee bonus transferred to capital increase of NT$11,720,000 Capital surplus transferred to capital increase of NT$11,179,626 Convertible bonds convertible into common shares NT$15,772,210	None	Note 3
October, 2003	10	64,000,000	640,000,000	48,189,558	481,895,580	Convertible bonds convertible into common shares NT$7,218,330	None	None
February, 2004	10	64,000,000	640,000,000	48,454,450	484,544,500	Convertible bonds convertible into common shares NT$2,648,920	None	None
April, 2004	10	64,000,000	640,000,000	48,672,985	486,729,850	Convertible bonds convertible into common shares NT$2,185,350	None	None

Month/Year	Issuance Price	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others
June, 2004	10	100,000,000	1,000,000,000	62,580,485	625,804,850	Surplus transferred to capital increase of NT$100,806,000 Employee bonus transferred to capital increase of NT$17,340,000 Capital surplus transferred to capital increase of NT$20,929,000	None	Note 4
July, 2004	10	100,000,000	1,000,000,000	63,059,112	630,591,120	Convertible bonds convertible into common shares NT$4,786,270	None	None
October, 2004	10	100,000,000	1,000,000,000	63,335,707	633,357,070	Convertible bonds convertible into common shares NT$2,765,950	None	None
January, 2005	10	100,000,000	1,000,000,000	63,974,003	639,740,030	Convertible bonds convertible into common shares NT$6,382,960	None	None
May, 2005	10	100,000,000	1,000,000,000	64,268,884	642,688,840	Convertible bonds convertible into common shares NT$1,063,810 Exercise of employee stock options NT$1,885,000	None	None
July, 2005	10	100,000,000	1,000,000,000	72,166,884	721,668,840	Surplus transferred to capital increase of NT$70,700,000 Employee bonus transferred to capital increase of NT$7,900,000 Exercise of employee stock options NT$380,000	None	Note 5
October, 2005	10	100,000,000	1,000,000,000	73,457,957	734,579,570	Convertible bonds convertible into common shares NT$10,574,140 Exercise of employee stock options NT$2,336,590	None	None
February, 2006	10	100,000,000	1,000,000,000	74,664,542	746,645,420	Convertible bonds convertible into common shares NT$11,865,850 Exercise of employee stock options NT$200,000	None	None

Month/Year	Issuance Price	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others
April, 2006	10	100,000,000	1,000,000,000	76,364,737	763,647,370	Convertible bonds convertible into common shares NT$15,454,450 Exercise of employee stock options NT$1,547,500	None	None
July, 2006	10	100,000,000	1,000,000,000	93,846,024	938,460,240	Surplus transferred to capital increase of NT$168,200,000 Convertible bonds convertible into common shares NT$6,267,870 Exercise of employee stock options NT$345,000	None	Note 6
October, 2006	10	150,000,000	1,500,000,000	96,585,272	965,852,720	Convertible bonds convertible into common shares NT$27,017,480 Exercise of employee stock options NT$375,000	None	None
January, 2007	10	150,000,000	1,500,000,000	96,983,731	969,837,310	Convertible bonds convertible into common shares NT$3,859,590 Exercise of employee stock options NT$125,000	None	None
April, 2007	10	150,000,000	1,500,000,000	98,065,837	980,658,370	Convertible bonds convertible into common shares NT$9,473,560 Exercise of employee stock options NT$1,347,500	None	None
July, 2007	10	150,000,000	1,500,000,000	99,646,695	996,466,950	Convertible bonds convertible into common shares NT$15,438,580 Exercise of employee stock options NT$370,000	None	None
July, 2007	10	150,000,000	1,500,000,000	105,526,695	1,055,266,950	Surplus transferred to capital increase of NT$58,800,000	None	Note 7
October, 2007	10	150,000,000	1,500,000,000	105,554,195	1,055,541,950	Exercise of employee stock options NT$275,000	None	None
January, 2008	10	150,000,000	1,500,000,000	105,644,195	1,056,441,950	Exercise of employee stock options NT$900,000	None	None

Month/Year	Issuance Price	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others
March, 2008	10	150,000,000	1,500,000,000	103,694,195	1,036,941,950	Cancellation of treasury stock NT$19,500,000	None	Note 8
April, 2008	10	150,000,000	1,500,000,000	103,767,945	1,037,679,450	Exercise of employee stock options 73,750 shares	None	None
July, 2008	10	150,000,000	1,500,000,000	103,856,945	1,038,569,450	Exercise of employee stock options 89,000 shares	None	None
July, 2008	10	150,000,000	1,500,000,000	114,155,495	1,141,554,950	Surplus transferred to capital increase of NT$102,985,500	None	Note 9
October, 2008	10	150,000,000	1,500,000,000	114,174,495	1,141,744,950	Exercise of employee stock options 19,000 shares	None	None
February, 2009	10	150,000,000	1,500,000,000	114,224,495	1,142,244,950	Exercise of employee stock options 50,000 shares	None	None
April, 2009	10	150,000,000	1,500,000,000	114,344,495	1,143,444,950	Exercise of employee stock options 120,000 shares	None	None
August, 2009	10	150,000,000	1,500,000,000	119,947,720	1,199,477,200	Surplus transferred to capital increase of NT$56,032,250	None	Note 10
October, 2009	10	150,000,000	1,500,000,000	119,957,720	1,199,577,200	Exercise of employee stock options 10,000 shares	None	None
March, 2010	10	150,000,000	1,500,000,000	120,158,970	1,201,589,700	Exercise of employee stock options 201,250 shares	None	None
June, 2011	10	150,000,000	1,500,000,000	138,053,870	1,380,538,700	Surplus transferred to capital increase of NT$178,949,000	None	Note 11
December, 2011	10	150,000,000	1,500,000,000	137,478,870	1,374,788,700	Cancellation of treasury stock NT$5,750,000	None	Note 12
July, 2012	10	200,000,000	2,000,000,000	158,100,700	1,581,007,000	Surplus transferred to capital increase of NT$206,218,300	None	Note 13
January, 2013	10	200,000,000	2,000,000,000	170,709,394	1,707,093,940	12,608,694 ordinary shares of privately-placed capital increase	None	Note 14
October, 2013	10	200,000,000	2,000,000,000	170,780,894	1,707,808,940	Exercise of employee stock options 71,500 shares	None	None
January, 2014	10	200,000,000	2,000,000,000	170,922,394	1,709,223,940	Exercise of employee stock options 141,500 shares	None	None

Month/Year	Issuance Price	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others
April, 2014	10	200,000,000	2,000,000,000	170,987,394	1,709,873,940	Exercise of employee stock options 65,000 shares	None	None
August, 2014	10	200,000,000	2,000,000,000	171,066,394	1,710,663,940	Exercise of employee stock options 79,000 shares	None	None
August, 2014	10	200,000,000	2,000,000,000	183,055,964	1,830,559,640	Surplus transferred to capital increase of NT$119,895,700	None	Note 15
October, 2014	10	200,000,000	2,000,000,000	183,290,464	1,832,904,640	Exercise of employee stock options 234,500 shares	None	None
March, 2015	10	200,000,000	2,000,000,000	183,433,464	1,834,334,640	Exercise of employee stock options 143,000 shares	None	None
April, 2015	10	200,000,000	2,000,000,000	183,542,464	1,835,424,640	Exercise of employee stock options 109,000 shares	None	None
June, 2015	10	250,000,000	2,500,000,000	183,802,464	1,838,024,640	Exercise of employee stock options 260,000 shares	None	None
July, 2015	10	250,000,000	2,500,000,000	183,833,464	1,838,334,640	Exercise of employee stock options 31,000 shares	None	None
August, 2015	10	250,000,000	2,500,000,000	200,397,834	2,003,978,340	Surplus transferred to capital increase of NT$165,643,700	None	Note 16
October, 2015	10	250,000,000	2,500,000,000	200,482,834	2,004,828,340	Exercise of employee stock options 85,000 shares	None	None
November, 2015	10	250,000,000	2,500,000,000	201,702,834	2,017,028,340	The new shares 1,220,000 shares with restricted employee's rights	None	None
December, 2015	10	250,000,000	2,500,000,000	201,758,834	2,017,588,340	Exercise of employee stock options 56,000 shares	None	None
February, 2016	10	250,000,000	2,500,000,000	216,758,834	2,167,588,340	Cash capital increase 15,000,000 shares	None	Note 17
February, 2016	10	250,000,000	2,500,000,000	216,898,834	2,168,988,340	The new shares 140,000 shares with restricted employee's rights	None	None
March, 2016	10	250,000,000	2,500,000,000	217,074,834	2,170,748,340	Exercise of employee stock options 176,000 shares	None	None
June, 2016	10	250,000,000	2,500,000,000	217,214,834	2,172,148,340	The new shares 140,000 shares with restricted employee's rights	None	None

Month/Year	Issuance Price	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others
June, 2016	10	250,000,000	2,500,000,000	217,129,834	2,171,298,340	The new shares Capital reduction 85,000 shares with restricted employee's rights	None	None
June, 2016	10	250,000,000	2,500,000,000	217,280,334	2,172,803,340	Exercise of employee stock options 150,500 shares	None	None
September, 2016	10	250,000,000	2,500,000,000	217,557,834	2,175,578,340	Exercise of employee stock options 277,500 shares	None	None
December, 2016	10	250,000,000	2,500,000,000	217,561,834	2,175,618,340	Exercise of employee stock options 4,000 shares	None	None
March, 2017	10	250,000,000	2,500,000,000	217,567,834	2,175,678,340	Exercise of employee stock options 6,000 shares	None	None
May, 2017	10	250,000,000	2,500,000,000	217,505,834	2,175,058,340	The new shares Capital reduction 62,000 shares with restricted employee's rights	None	None
September, 2017	10	250,000,000	2,500,000,000	217,482,634	2,174,826,340	The new shares Capital reduction 23,200 shares with restricted employee's rights	None	None
January, 2018	10	250,000,000	2,500,000,000	217,523,134	2,175,231,340	Exercise of employee stock options 40,500 shares	None	None
April, 2019	10	250,000,000	2,500,000,000	217,520,449	2,175,204,490	The new shares Capital reduction 2,685 shares with restricted employee's rights	None	None
November, 2019	10	280,000,000	2,800,000,000	217,497,257	2,174,972,570	The new shares Capital reduction 23,192 shares with restricted employee's rights	None	None
2025.07	10	280,000,000	2,800,000,000	217,515,257	2,175,152,570	Exercise of employee stock options 18,000 shares	None	None
2025.08	10	280,000,000	2,800,000,000	217,551,257	2,175,512,570	Exercise of employee stock options 36,000 shares	None	None
2025.09	10	280,000,000	2,800,000,000	217,595,257	2,175,952,570	Exercise of employee stock options 44,000 shares	None	None
2025.10	10	280,000,000	2,800,000,000	217,675,257	2,176,752,570	Exercise of employee stock options 80,000 shares	None	None
2025.12	10	280,000,000	2,800,000,000	217,699,257	2,176,992,570	Exercise of employee stock options 24,000 shares	None	None
2026.01	10	280,000,000	2,800,000,000	217,724,257	2,177,242,570	Exercise of employee stock options 25,000 shares	None	None

Month/Year	Issuance Price	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others
2026.03	10	280,000,000	2,800,000,000	217,769,257	2,177,692,570	Exercise of employee stock options 45,000 shares	None	None
2026.04	10	280,000,000	2,800,000,000	217,779,257	2,177,792,570	Exercise of employee stock options 10,000 shares	None	None

Note 1: Approved by the Securities and Futures Commission of the Ministry of Finance (90) by Taiwan Financial certificate No. 002683.

Note 2: Approved by the Securities and Futures Commission of the Ministry of Finance (91) by Taiwan Financial certificate No. 0910147385.

Note 3: Approved by the Securities and Futures Commission of the Ministry of Finance by Taiwan Financial certificate No. 0920125431 on June 10, 2003.

Note 4: Securities and Futures Management Committee of the Ministry of Finance in April, 2004 Approved by Taiwan Financial certificate No. 0930115165 on April 26, 2004.

Note 5: Approved by the Financial Supervisory Commission (FSC) by FSC issued certificate No. 0940121716 on May 31, 2005.

Note 6: Approved by the Financial Supervisory Commission (FSC) by FSC issued certificate No. 0950123298 on June 9, 2006.

Note 7: Approved by the Financial Supervisory Commission (FSC) by FSC issued certificate No. 0960032383 on June 27, 2007.

Note 8: Approved by the Financial Supervisory Commission (FSC) by FSC issued certificate No. 0970008212 on February 26, 2008.

Note 9: Approved by the Financial Supervisory Commission (FSC) by FSC issued certificate No. 09700249051 on August 22, 2008.

Note 10: Approved by the Financial Supervisory Commission (FSC) by FSC issued certificate No. 0980032524 on June 30, 2009.

Note 11: Approved by the Financial Supervisory Commission (FSC) by FSC issued certificate No. 1000029083 on June 24, 2011.

Note 12: Approved by Taiwan Stock Exchange by certificate No. 10000390651on December 20, 2011.

Note 13: Approved by the Financial Supervisory Commission (FSC) by FSC issued certificate No. 1010029277 on July 3, 2012.

Note 14: Approved by the Commerce Department of the Ministry of Economy by certificate No. 10201002650 on January 8, 2013.

Note 15: Approved by the Financial Supervisory Commission (FSC) by FSC issued certificate No. 1030024515 on June 27, 2014.

Note 16: Approved by the Financial Supervisory Commission (FSC) by FSC issued certificate No. 1040024448 on June 29, 2015.

Note 17: Approved by the Financial Supervisory Commission (FSC) by FSC issued certificate No. 1040050050 on December 14, 2015.

3. General information about the reporting system: None.

(2) List of major shareholders

April 20, 2026

Name of Major Shareholders \ Shares	Shares Held	Shareholding Ratio
AUO Corp.	42,310,407	19.43%
Konley Venture Corp.	15,944,000	7.32%
The investment account of Keysight Technologies UK Limited in the custody of Citibank (Taiwan)	14,707,559	6.75%
Ronly Venture Corp.	13,175,000	6.05%
Chun (Jim) Liu	10,143,124	4.66%
Chroma ATE, Inc.	9,365,253	4.30%
Kai Liu	7,361,632	3.38%
Continental Technology Co., Ltd.	5,220,000	2.40%
Zenitron Corporation	4,532,592	2.08%
Han-Fen Ni	3,887,586	1.79%

(3) Dividend Policy and Implementation Status

1. Dividend Policy:

According to Article 27 of the Articles of Incorporation, the Company adopts a residual dividend policy. After measuring the capital budget for future years and retaining the necessary funds, the remaining surplus will be distributed as dividends, with cash dividends not less than 10% of the total dividends. In addition to the above provisions of the Articles of Incorporation, and in the absence of special considerations, the Company's principle is to distribute cash dividends, with the actual amount distributed not less than 50% of the distributable surplus for the year.

The specific method of surplus distribution is also set forth in Article 26-1 of the Articles of Incorporation: "When the Company distributes its surplus for the year, the net profit after tax for the period plus the amount included in the unappropriated retained earnings for the period other than the net profit after tax for the period shall first be used to make up the accumulated deficit, and if there is still a surplus, a legal reserve of 10% shall be set aside. However, if the legal reserve has reached the paid-in capital of the Company, no further allocation is required. For the net amount of other equity deductions in previous periods, the Company shall set aside a special surplus reserve from the previous unappropriated retained earnings in an amount equal to the net amount of other equity deductions in previous periods. If there is still a shortage, the Company shall set aside a special surplus reserve from the net profit after tax for the period plus the amount included in the unappropriated retained earnings for the period other than the net profit after tax for the period. The remaining amount shall be allocated or reversed as a special surplus reserve in accordance with relevant laws and regulations. If there is still a balance, it shall be distributed to shareholders as dividends and bonuses together with the accumulated unappropriated retained earnings after the resolution of the shareholders' meeting." "The Board of Directors of the Company may, with the attendance of more than two-thirds of the directors and the approval of a majority of the directors present, distribute all or part of the dividends and bonuses, capital surplus or legal surplus reserve in cash, and report to the shareholders' meeting, without being subject to the requirement of a resolution of the shareholders' meeting as provided in the preceding paragraph."

2. Distribution of the dividends proposed at this shareholders' meeting: At the 2026 shareholders' meeting, it is proposed to distribute a cash dividend of NT$1.2 per share (from the 2025 earnings distribution).

Distribution Item	Amount	Remark
Cash dividends- retained earnings	NT$ 261,114,309	Approximately NT$1.2 per share.

(4) The impact of the proposed bonus share issue in this shareholders' meeting on the company's business performance and earnings per share: There is no issue of bonus share, so there is no impact.

(5) Employee and Director Compensation

1. **The percentage or range of employee and director compensation as stated in the company's articles of incorporation:**

   Article 26 of the company's articles of incorporation stipulates: "If the company has a net profit before tax for the year, 3% to 20% shall be appropriated as employee compensation, and no more than 3% as director compensation, and reported to the shareholders' meeting. However, when the Company has accumulated losses, the amount of compensation should be reserved in advance and then appropriated according to the aforementioned ratio. And "of the employee compensation, no less than 10% shall be appropriated for distribution to entry-level employees. Employee compensation shall be resolved by the Board of Directors to be issued in the form of shares or cash, and the recipients may include employees of controlled or subordinate companies who meet certain conditions; the conditions and allocation methods shall be authorized by the Board of Directors or its authorized person."

2. **The principal for estimating the amount of the remuneration of the employees and directors is based on calculating the number of shares of employees' remuneration distributed by shares, and applying the accounting treatment when the actual amount of distribution differs from the estimated amount:**

   The Company's estimated employee compensation for 2025 is NT$56,309,770 and the remuneration for directors and independent directors is NT$5,480,000, which is based on the amount likely to be given based on past experience. After the end of the year, if there is a significant change in the amount resolved by the Board of Directors, the original accrued expense for the year should be adjusted; if the amount changes after the annual financial report is approved for publication, it shall be accounted for as a change in accounting estimate and adjusted in the following year. If the Board of Directors resolves to distribute the remuneration of the employees by share, the number of shares of stock remuneration shall be determined by dividing the amount of the resolution dividend by the fair value of the shares; and the fair value of the shares shall be the closing price on the day before the day of the Board of Directors' resolution, and the effect of ex-rights and dividends shall be considered as the basis of calculation.

3. The distribution of compensation approved by the Board of Directors:

(1) On March 12, 2026, the Company's Board of Directors approved the distribution of employees' remuneration in cash of NT$56,309,770 and directors' remuneration of NT$5,480,000, totaling NT$61,789,770. Same amount as the annual estimate of recognized expenses with no discrepancy.

(2) Amount of employee compensation distributed in shares: N/A.

4. The actual distribution of employee and director compensation for the previous year:

The cash remuneration of the employees and directors' remuneration in 2024 were respectively NT$9,459,452 and NT$540,548; and the actual distributed amount did not differ from the recognized amount.

(6) The Company repurchased the Company's shares: None.

II. Situation of corporate bonds: None.

III. Status of special shares: None.

IV. Overseas Depository Certificate Processing Situation: None.

V. STATUS OF EMPLOYEE STOCK OPTION

(1) Up to the date of publication of the annual report, the Company's handling of unexpired certificates in employee stock option and its impact on shareholders' rights and interests:

TYPE OF THE EMPLOYEE STOCK OPTION	2023 First Employee Stock Option Certificate	2023 Second Employee Stock Option Certificate	2023 Third Employee Stock Option Certificate
Effective Date and Total Units for Declaration	March 30, 2023 5,000 units		
Issuance (Processing) Date	May 2, 2023	September 18, 2024	March 18, 2025
Number of Units Issued	1,434	2,198	1,368
Number of Units Remaining to be Issued	-	-	-
Number of shares that can be subscribed as a percentage of Total issued shares ratio	0.66%	1.01%	0.63%
Stock Option Validity Period:	From May 2, 2025 to May 1, 2029.	From September 18, 2026 to September 17, 2030.	From March 18, 2027 to March 17, 2031.
Fulfillment Method	Issuance new shares		
Restrictions on Subscription Period and Ratio	Two years after the expiration of the option granting period, the exercisable subscription ratio (cumulative) is 100%		
Number of Shares Obtained through Execution	282,000 shares.	-	-
Amount of Executed Subscription	NT$ 16,113,480	-	-
Number of Unexecuted Subscriptions	1,152,000 shares.	2,038,000 shares.	1,368,000 shares.
Subscription Price Per Share for Non-exercised Stock Options	57.14	66.44	83.19
The Ratio of Unexercised Stock Subscription to the Total Issued Shares	0.53%	0.94%	0.63%
Impact on Shareholders' Equity	As the options can only be exercised two years after the issuance date and have a duration of up to 6 years, and the number of shares that can be subscribed accounts for only 2.09% of the total outstanding shares, the dilutive effect on shareholders' equity is still limited.		

(2) Names and subscription status of Managers who have obtained certificates in employee stock option and of employees who rank among the top ten in terms of the number of shares to which they have subscription rights through certificates in employee stock option acquired, cumulative to the date of publication of the annual report

Unit: US$

	Title	Name		Number of subscriptions obtained (shares)	Ratio of obtained number of subscribed shares to total issued shares	Executed				Unexecuted			
						Number of Subscriptions	Subscription Price	Subscription Amount	Ratio of Number of Subscriptions to Total Outstanding Shares	Number of Subscriptions	Subscription Price	Subscription Amount	Ratio of Number of Subscriptions to Total Outstanding Shares
Managers	President and COO	I-Tun (Stephen) Huang	2023 First Employee Stock Option Certificate	201,000	0.09%	105,000	57.14	5,999,700	0.05%	96,000	57.14	5,485,440	0.04%
	Vice President and Global CFO	Ta-Chih (Jeff) Chou											
	Accounting Manager	Hsin-Yu Kuo											
	President and COO	I-Tun (Stephen) Huang	2023 Second Employee Stock Option Certificate	324,000	0.15%	0	66.44	0	0.00%	324,000	66.44	21,526,560	0.15%
	Vice President and Global CFO	Ta-Chih (Jeff) Chou											
	Accounting Manager	Hsin-Yu Kuo											
	President and COO	I-Tun (Stephen) Huang	2023 Third Employee Stock Option Certificate	275,000	0.13%	0	83.19	0	0.00%	275,000	83.19	22,877,250	0.13%
	Vice President and Global CFO	Ta-Chih (Jeff) Chou											
	Accounting Manager	Hsin-Yu Kuo											

Employees	Top 10 Employees	2023 First Employee Stock Option Certificate	534,000	0.25%	81,000	57.14	4,628,340	0.04%	453,000	57.14	25,884,420	0.21%
		2023 Second Employee Stock Option Certificate	861,000	0.40%	0	66.44	0	0.00%	788,000	66.44	52,354,720	0.36%
		2023 Third Employee Stock Option Certificate	256,000	0.12%	0	83.19	0	0.00%	256,000	83.19	21,296,640	0.12%

Note: Due to the principle of confidentiality, the titles and names of the top ten employees are not disclosed. The total number of issued shares refers to the number of shares listed in the change registration records of the Ministry of Economic Affairs.

VI. The situation about the restrictions on employee's rights about new shares: None.

VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies:

VIII. Implementation status of the capital utilization plan: None.

Chapter 4. Operational Highlights

In 2025, driven by global industrial digital transformation and the continued deepening of artificial intelligence (AI) technology applications, the industrial and embedded computing market is gradually entering an intelligence-oriented development phase centered on Edge AI. ADLINK Technology continues to deepen its product strategy for edge computing and AI computing platforms, and actively expands into vertical market applications such as smart manufacturing, robotics, autonomous mobile robots (AMRs), machine vision, medical equipment, and transportation, in order to strengthen its overall market competitiveness.

As enterprises' demand for real-time data analytics and intelligent automation continues to grow, Edge AI computing platforms are gradually becoming a key infrastructure for intelligent devices and automation systems. Through heterogeneous computing platforms that integrate CPU, GPU, and AI acceleration technologies, ADLINK Technology has launched a diversified range of edge computing products and solutions to help customers rapidly adopt AI applications and enhance the level of device intelligence.

In 2025, the Company's operating growth momentum mainly came from the expansion of its AI computing platform, edge AI vision computing products, and DMS+ (ODM/OEM Services) business. Along with the rapid growth in demand for robots and automation equipment, related edge computing and machine vision platforms have continued to drive market demand. Through its comprehensive product lines of embedded modules, industrial computing systems, and AI computing platforms, ADLINK Technology continues to strengthen its competitive advantage in the smart device and industrial computing markets.

In terms of regional markets, the Americas remained the Company's main source of revenue, while the Asia-Pacific and European markets also maintained steady growth. The Company continues to strengthen its global localized service capabilities and channel partner relationships, and actively expands into emerging markets such as India and Southeast Asia, in order to capture the business opportunities arising from the upgrading of global manufacturing industries and the demand for automation.

In addition, the Company continues to promote smart manufacturing and operational efficiency improvements, including enhancing the level of manufacturing automation, strengthening supply chain management capabilities, optimizing quality management mechanisms, and shortening product development cycles, in order to improve overall operational efficiency and market responsiveness.

Looking ahead to 2026, as AI applications gradually extend from the cloud to devices and are increasingly adopted in robotics, automation equipment, and smart manufacturing scenarios, demand for Edge AI and embedded computing platforms is expected to continue to grow. ADLINK Technology will continue to deepen the development of Edge AI technologies and, through product innovation and industry ecosystem collaboration, continue to expand into high-value-added application markets to create long-term and stable operational growth momentum.

I. Business Content

(1) Scope of Business

1. Main Business: Embedded computers and computer peripheral products, measurement and automation products, edge computing solutions
2. Consolidated Operating Revenue

Unit: NT$ thousand

Business Unit	2025	Proportion
IoT Solutions & Technology Business Unit	1,464,622	12%
Network, Communication & Automotive Business Unit	284,743	3%
Computer on Modules Business Unit	3,639,944	31%
Edge Computing Platforms Business Unit	1,625,405	14%
Edge Visualization Business Unit	2,393,419	20%
DMS & Rugged Computing Business Unit	2,049,017	17%
Others	344,067	3%
Total	11,801,217	100%

3. Current product line

ADLINK Technology has long been engaged in the embedded computing and industrial computer fields. Its product lines cover embedded modules, edge computing platforms, industrial computing systems, AI computing platforms, and display and customized solutions. By integrating CPU, GPU, and AI acceleration technologies, the Company provides complete Edge AI computing platforms and industry application solutions. The main product lines are as follows:

(1) IoT Solutions and Technology Business Unit

- Software-defined EtherCAT control system SuperCAT
- AI vision systems and image acquisition platforms; PXI/PXIe modular measurement platforms
- Image capture card
- Motion Control Card
- Industrial measurement and data acquisition (DAQ) cards; IIoT industrial gateways
- Autonomous mobile robot control systems and AI smart cameras

(2) Networking, Communications & Automotive Business Unit

- Industrial-grade AI edge computing server
- Network Security and Network Services Platform (Network Appliances)

- Autonomous driving and vehicle-mounted AI computing platforms
- Commercial vehicle AI Advanced Driver Assistance System (AI-ADAS)
- Smart Cockpit Controller

(3) Computer on Modules Business Unit

- Industrial-grade embedded modules including COM-HPC, COM Express, SMARC, Qseven, and OSM
- Modular computer development kits

(4) Edge Computing Platforms Business Unit

- Edge AI inference platforms and GPU acceleration systems
- Industrial computing system and motherboard
- Fanless embedded computer
- 3.5", Mini-ITX embedded single board computer
- ROS2 open-source robot solution
- Mobile robot controller
- Internet of Things gateway
- Industrial SSDs

(5) Edge Visualization Business Unit

- Embedded MXM GPU Modules and Graphics Cards
- Industrial-grade monitors and touch computers; industrial-grade touch tablet PCs and All-in-One systems
- Multimedia player
- Medical displays and medical computing platforms; gaming computers, monitors, motherboards, and I/O controllers

(6) DMS & Rugged Computing Business Unit

- CompactPCI, PC104, and VPX industrial modular rugged computers
- Rugged VPX mil-spec single board computer compliant with U.S. Sensor Open Systems Architecture (SOSA)
- Rail transit and vehicle-mounted fanless rugged AI computing platforms
- Rugged computers for outdoor applications
- Module and system customized manufacturing services (DMS+)

4. Development of new products

(1) IoT Solutions & Technology Business Unit

Continued cultivation of smart manufacturing and industrial automation-related technologies, focusing on the R&D and integration of key platforms such as motion control, machine vision, data acquisition, and the Industrial Internet of Things, to help manufacturing customers adopt smart factory and automated production systems. Future product development will center on the integration of control, sensing, data analysis, and AI technologies to provide a complete smart manufacturing infrastructure.

- **Smart manufacturing control and motion control platforms:**

  Continued development of the software-defined EtherCAT motion control solution SuperCAT, integrating the controller, gateway, and display functions of all-in-one screen control units, as well as EtherCAT I/O modules, to build a complete industrial control system. Through continuous optimization of SuperCAT software functions and control algorithms, the precision of control and system integration efficiency of automation equipment are enhanced.

- **Motion control and equipment control products:**

  Continued development of various motion control cards and equipment control products to support the control needs of smart manufacturing and automation equipment.

- **Industrial AI vision and image processing platforms:**

  Continued development of industrial image acquisition cards and AI image computing platforms, combined with edge AI image analysis technologies, to support smart manufacturing applications such as defect detection, quality monitoring, and automated vision applications.

- **Modular measurement and automated testing platforms:**

  Continued launch of mid-to-low and high-end PXI/PXIe controllers and modular measurement platforms, used in electronics manufacturing, automated testing, and production line quality inspection.

- **Energy management and smart equipment monitoring platforms:**

  Continued development of EMU series IIoT gateways for applications in equipment monitoring and energy management, including factory equipment energy consumption management, renewable energy generation sites, and electric vehicle charging infrastructure.

(2) Network, Communication & Automotive Business Unit

Focusing on the R&D of high-performance edge computing server platforms, combining high-reliability system design with AI computing capabilities to provide a computing infrastructure that supports diverse edge AI applications. This platform addresses the needs of different industries for real-time computing, data processing, and system stability, and is widely applied in scenarios such as smart manufacturing, smart cities, transportation systems, and telecommunication edge computing.

- **High-performance AI edge computing server platforms:**

  Continued to launch high-performance AI edge computing server products, supporting GPU and diverse acceleration architectures to meet the needs of various vertical industries for AI inference and data analysis at the edge, and to help customers build efficient and scalable edge computing environments.

- **Edge AI application scenarios:**

  Through high-performance edge computing platforms, the Company supports diverse application scenarios, including intelligent transportation and vehicle-mounted AI systems, telecommunication edge computing (MEC), and next-generation open telecommunication network architecture (Open RAN), and continues to collaborate with industry partners to promote the implementation of edge AI computing in various industries.

(3) Computer on Modules Business Unit

Focusing on the R&D of embedded modular computing platforms, the Company provides high-performance and scalable embedded computing platforms through modular design and heterogeneous computing architecture to support diverse edge computing applications.

- **Heterogeneous computing embedded module platforms:**

  In partnership with strategic partners such as Intel, NVIDIA, Arm, Qualcomm, NXP, and MediaTek, the Company has launched embedded module products that support CPU, GPU, and AI acceleration technologies.

- **Next-generation modular computing standards:**

  As a core member of PICMG, the Company participates in the formulation of next-generation modular computing standards such as COM-HPC, advancing the technological development of embedded computing platforms.

- **Long product life cycle embedded module product lines:**

  Continued provision of embedded module products such as ETX, COM Express, SMARC, Qseven, and OSM to meet the long-term supply needs of industrial equipment.

(4) Edge Computing Platforms Business Unit

The Edge Computing Platforms Business Unit focuses on the development of Edge AI computing platforms and industrial computing systems. By integrating CPU, GPU, and AI acceleration technologies, the Company provides the high-performance edge computing platforms required for intelligent devices, automation systems, and robotics applications.

- **Robotics and autonomous system computing platforms:**

  Developed robotics computing platforms supporting ROS and ROS2 architectures to support autonomous mobile robots and intelligent logistics applications.

- **Edge AI computing platforms:**

  Continued to develop edge computing platforms integrated with AI acceleration technologies to support smart manufacturing, machine vision, and robotics applications.

- **Heterogeneous computing embedded platforms:**

  Developed embedded computing platforms supporting x86 and Arm architectures to meet the computing needs of various application scenarios.

- **Industrial computer and embedded system platforms:**

  Launched a new generation of industrial computing systems and embedded single-board computers to support intelligent devices and edge computing applications.

- **Embedded storage solutions:**

  Launched the ASD+ embedded flash storage products to support high-reliability storage needs for industrial and data-intensive applications.

(5) Edge Visualization Business Unit

Focusing on the R&D of edge visualization and display computing platforms, providing smart display solutions that integrate display and computing capabilities.

- **Industrial display and human-machine interface platforms:**

  Continued launch of industrial-grade touch monitors and touch computers to support applications such as smart manufacturing, self-service equipment, and public facilities.

- **Embedded GPU and graphics computing platforms:**

  Continued development of MXM GPU modules and embedded graphics platforms to support high-performance graphics processing and AI computing applications.

- **Medical imaging and computing platforms:**

  Developed high-reliability medical display and medical computing systems to meet the needs of medical imaging and clinical applications.

(6) DMS & Rugged Computing Business Unit

The DMS & Rugged Computing Business Unit focuses on high-reliability embedded computing platforms and customized design and manufacturing services, providing dedicated computing systems for transportation, defense, and special industry applications.

- **High-reliability embedded system platforms:**

  Continued development of embedded platforms such as CompactPCI and PC104 to meet the computing needs of harsh environments.

- **Open architecture rugged platforms:**

  Developed rugged VPX computing platforms compliant with MOSA and SOSA architectures to support defense and aerospace applications.

- **Transportation AI computing platforms:**

  Launched rugged AI computing platforms suitable for rail transit to support intelligent transportation systems.

- **Smart display solutions:**

  Developed passenger information display systems and outdoor rugged display equipment.

- **Customized embedded computing design services:**

  Through DMS+ design and manufacturing capabilities, provided complete system design and integration services to OEM and ODM customers.

(2) Industry Overview

The industrial computer and embedded computing industry in which ADLINK Technology operates is a key foundational industry supporting global smart manufacturing, industrial automation, and digital transformation. With the rapid development of artificial intelligence, robotics, automation equipment, and Industrial Internet of Things (IIoT) technologies, industry demand has gradually shifted from traditional industrial control equipment to a computing platform market that integrates AI computing, intelligent devices, and industry applications.

In terms of the industrial value chain, the industrial computing industry has a complete upstream-downstream supply system, covering semiconductor component suppliers, computing platform manufacturers, system integrators, and end-application customers.

- **Global industry development trends:**

  In recent years, the rapid development of artificial intelligence and robotics technologies has given rise to new industry development directions in the industrial computing platform market. As AI inference technology gradually matures, more and more intelligent devices and automation systems require real-time data analytics and edge computing capabilities, making Edge AI platforms gradually the core computing architecture for intelligent devices and industrial systems.

  At the same time, global manufacturing demand for smart upgrades continues to increase, and applications such as robots, autonomous mobile robots (AMRs), machine vision, and intelligent logistics systems are growing rapidly, driving the continued expansion of demand for industrial computing and embedded computing platforms. In addition, driven by the trends of energy conservation, carbon reduction, and sustainable development, high-performance and low-power computing platforms have also gradually become an important direction for industry development.

  Driven by the foregoing technology and market trends, Edge AI, robotics, and smart automation applications are expected to become important growth drivers for the future industrial computing industry.

- **Strategic cooperation with upstream suppliers:**

  The upstream of the industry consists mainly of semiconductor and chip design enterprises, including suppliers of CPUs, GPUs, AI accelerators, and other computing chips. ADLINK Technology continues to establish long-term strategic cooperation relationships with international technology partners such as Intel, NVIDIA, Arm, NXP, Qualcomm, and MediaTek to strengthen its edge AI computing platform and heterogeneous computing architecture capabilities.

  Through the foregoing strategic cooperation, the Company is able to continuously enhance product computing performance and strengthen overall technological competitiveness.

- **ADLINK Technology value enhancement (midstream):**

  In the industrial value chain, ADLINK Technology plays the role of an integrator of embedded computing platforms and edge AI solutions. By integrating computing platforms, AI acceleration technologies, and software system capabilities, the Company provides complete edge computing solutions.

The Company continues to strengthen the following core capabilities:

- Heterogeneous computing platform integration capability
- Modular embedded computing architecture
- Edge AI inference computing platforms
- Machine vision and smart device applications
- DMS+ (ODM/OEM Services)

Through the foregoing capabilities, ADLINK Technology can help equipment manufacturers and system integrators rapidly adopt smart equipment and AI applications.

- **Downstream applications continue to expand:**

Driven by artificial intelligence and automation technologies, downstream application markets continue to expand. The main application areas include:

Smart manufacturing and industrial automation

- Robotics and autonomous mobile robots (AMRs)
- Machine vision and AI inspection systems
- Medical equipment and medical imaging systems
- Transportation and smart transportation systems
- Energy management and smart cities

Among these, robotics and intelligent automation equipment have gradually become important growth drivers for the industrial computing market.

(3) Overview of Technologies and R&D Work

1. The R&D expenses Spent in the Most Recent Year and up to the Publication Date of This Annual Report

Unit: NT$ thousand

Year / Item	2021	2022	2023	2024	2025
Combined R&D Expenses	1,521,068	1,544,496	1,693,220	1,700,337	1,671,299

Regarding R&D investment, ADLINK Technology has consistently allocated approximately 15% of its annual revenue to research and development, underlining our commitment to technological advancement and product innovation.

2. Successfully developed technologies or products

In recent years, ADLINK Technology has continued to invest in the R&D of edge computing and artificial intelligence technologies, achieving numerous technological results in the areas of Edge AI computing, machine vision, embedded computing platforms, and heterogeneous computing architectures, and has gradually applied these results to various products and industry applications. Key R&D results include:

- **Edge AI computing platform technology:**

  Developed edge computing platforms integrating CPU, GPU, and AI acceleration technologies to support application scenarios such as smart manufacturing, robotics, intelligent transportation, and machine vision.

- **Machine AI vision and image processing platforms:**

  Developed machine vision platforms combining image acquisition, AI inference, and edge computing capabilities, widely applied in areas such as automated inspection, quality monitoring, and medical image analysis.

- **Heterogeneous computing embedded platform technology:**

  Continued development of embedded computing platforms supporting both x86 and Arm architectures, integrating AI acceleration technologies to provide high-performance and flexible edge computing capabilities.

- **High-reliability industrial computing platform design technology:**

  Developed embedded motherboards, industrial computers, and system platforms that meet industrial-grade reliability requirements, supporting critical applications under long-term operation and harsh environments.

Technology Development and R&D Directions

Driven by the continued development of artificial intelligence and edge computing technologies, ADLINK Technology will continue to strengthen R&D investment in the following key technology areas:

- Edge AI and edge inference computing technologies
- Heterogeneous computing and embedded computing platform technologies
- Industrial AI vision and intelligent inspection systems
- Robotics and autonomous system computing platforms
- High-reliability industrial-grade system design

At the same time, the Company will continue to deepen its presence in vertical market applications such as smart manufacturing, medical equipment, transportation, and communications, and provide differentiated edge computing solutions through the integration of hardware platforms and software technologies.

Going forward, ADLINK Technology will continue to strengthen its Edge AI and embedded computing technology portfolio, drive product innovation and technology upgrades, and consolidate its competitive advantage in the industrial computing and edge computing markets.

(4) Short-term Business Development Plans

Short-Term Strategic Objectives

- Deepening cultivation of the smart manufacturing, robotics, and medical-related application markets
- Accelerating the development of Edge AI and AI computing platform products
- Expanding the applications of machine vision and robotic control systems
- Strengthening DMS+ (ODM/OEM services) capabilities
- Strengthening global channel cooperation and regional operations
- Enhancing manufacturing automation and operational efficiency

Medium and Long-Term Strategic Objectives

- Deepening Edge AI and robotics computing platform technologies
- Expanding smart manufacturing and automation equipment solutions
- Building an Edge AI industry ecosystem
- Promoting ESG sustainable development strategies
- Strengthening global localized service capabilities
- Enhancing product innovation and technology leadership advantages

Strategic Execution Focus

- Promoting AI-enabled smart manufacturing and factory automation
- Strengthening R&D investment and AI technology capabilities
- Developing energy-saving and sustainable computing platforms
- Optimizing global supply chain management
- Strengthening talent development and organizational capabilities

Through the foregoing strategic directions, ADLINK Technology will continue to deepen its core technologies in Edge AI and embedded computing, expand into the robotics and intelligent automation application markets, maintain a competitive advantage in the global industrial and embedded computing industries, and create long-term value for customers and shareholders.

II. Market, Production, And Sales Overview

(1) Market Analysis

1. Main Product Sales Regions (2025)

Unit: NT$ thousand

Region	Sales Amount	Proportion
Asia	3,425,545	29 %
Americas	4,038,630	34 %
Europe	2,262,494	19 %
China	1,940,067	17 %
Others	134,481	1 %

ADLINK’s business is global with a range of customers, technology and partnerships that ensures we are not dependent on and one region or vertical. By region, in 2025, 34% of ADLINK Technology's revenue came from the Americas, 29% from Asia Pacific, 19% from Europe, and 17% from China.

2. Market Share and Future Market Supply and Demand Conditions

Driven by the rapid development of smart manufacturing, robotics, automation equipment, and artificial intelligence applications, global demand in the industrial computer and embedded computing market continues to grow. ADLINK Technology has long been engaged in the embedded computing and industrial computer markets and possesses a stable market foundation in areas such as modular embedded computing platforms, edge computing systems, and AI computing platforms.

As AI technology is gradually adopted in device-side computing, demand for Edge AI platforms continues to grow, driving the rapid development of application markets such as smart manufacturing, robotics, autonomous mobile robots (AMRs), machine vision, and intelligent logistics. Overall, the industrial computer and edge computing market still holds stable growth potential going forward.

3. Competitive Niche and Development Prospects

Competitive Niche:

1) Technological Innovation Advantage
   - Continued investment in R&D, with R&D expenses accounting for approximately 15% of revenue
   - Edge AI computing and heterogeneous computing integration capabilities
   - Complete embedded module and system platform product lines

2) Market Deployment Advantage
    - Global R&D, manufacturing, and service locations
    - Deep cultivation of vertical markets such as smart manufacturing, healthcare, and transportation
    - Provision of highly flexible customized solutions
3) Strategic Cooperation Advantage
    - Long-term cooperation with global leaders in semiconductor and AI technologies
    - Established an open industry ecosystem through EdgeOpen™
    - Building a stable supply chain and industry cooperation network

Favorable factors:

- Continued growth in demand for industrial automation and smart manufacturing
- Rapid expansion of AI inference and Edge AI applications
- Growth in the robotics and automated logistics markets
- Rising demand for smart healthcare and transportation equipment
- ESG and energy-saving solutions driving new business opportunities

Unfavorable factors and response strategies:

The industrial computer and embedded computing industry may still be affected by factors such as global economic fluctuations, supply chain changes, and market competition.

1) Main unfavorable factors include:
    - Global economic cycles and changes in industry investment
    - Semiconductor supply chain changes and fluctuations in component costs
    - Continued intensification of market competition
    - Rapid technology development and shortened product life cycles
2) In response to the foregoing challenges, the Company has adopted the following response strategies:
    - Continued enhancement of R&D capabilities and product innovation
    - Strengthening supply chain management and diversified sources of supply
    - Deepening the deployment of vertical industry application markets
    - Strengthening cooperation with international technology partners
    - Increasing the proportion of high-value-added products and solutions

Strategic Development Priorities

Looking ahead, ADLINK Technology will continue to deepen edge computing and artificial intelligence technologies and actively expand into smart device and automation application markets. The main development directions include:

- Developing Edge AI and smart computing platforms
- Deepening cultivation of the smart manufacturing and robotics application markets
- Promoting the application of machine vision and AI inspection systems
- Expanding into medical equipment and transportation applications
- Strengthening Design and Manufacturing Services Plus (DMS+)
- Enhancing product energy-saving and sustainable design capabilities

Through the foregoing strategies, ADLINK Technology will continue to strengthen its technological advantages and market competitiveness and seize long-term growth opportunities in the global industrial and embedded computing industries.

(2) Usage and Manufacturing Processes for Main Products

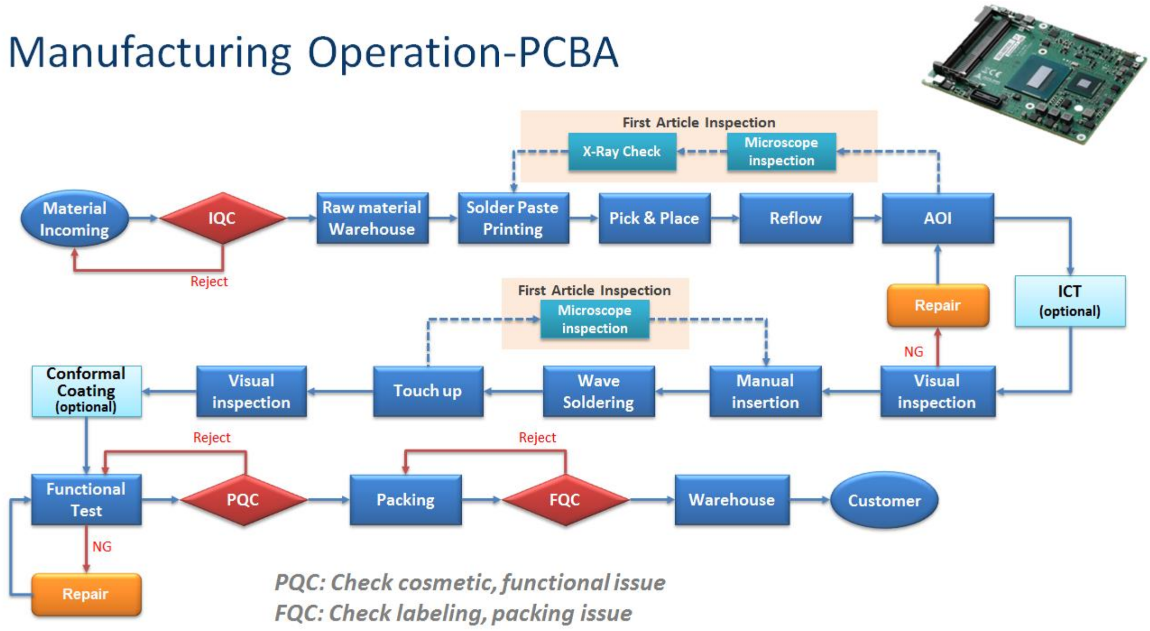
1. Key applications of the primary products

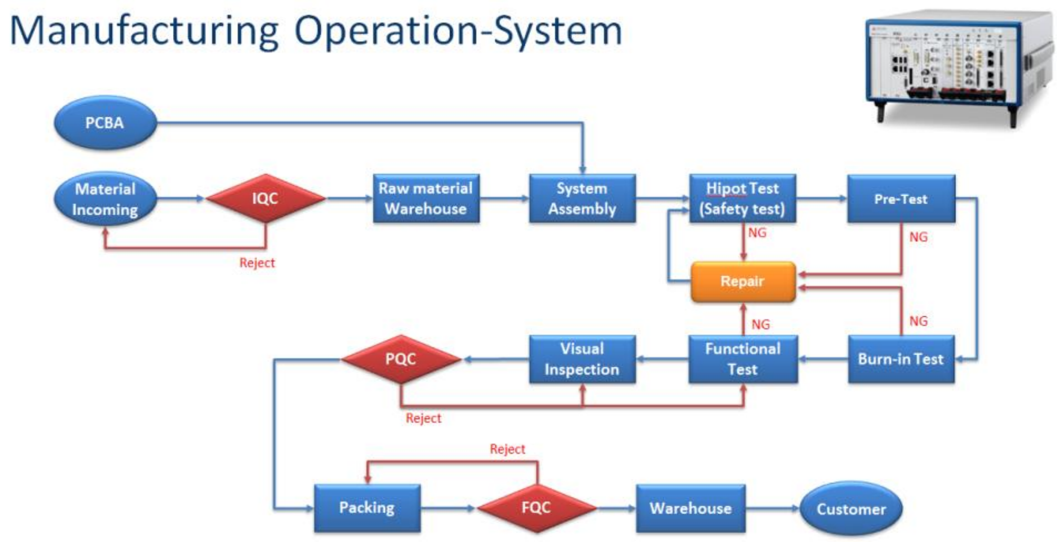
ADLINK Technology's main products cover embedded computing modules, industrial computing systems, edge computing platforms, and AI computing systems, and are widely used in fields such as smart manufacturing, transportation, telecommunication networks, medical equipment, smart cities, and industrial automation. Through the integration of embedded computing technologies and artificial intelligence computing capabilities, the Company provides a complete product architecture spanning from computing modules and platform systems to industry application solutions. The main products and their applications are as follows:

- Edge computing platforms: Edge computing platforms integrating computing, communication, and data processing capabilities, applicable to telecommunication networks, enterprise private networks, the Industrial Internet of Things, and edge data processing applications.
- Edge AI computing servers: Provide high-performance AI inference and data processing capabilities, suitable for smart manufacturing, intelligent transportation, smart cities, and various industrial AI application scenarios.
- Network and communication computing platforms: Provide high-reliability computing platforms, applied in telecommunication network equipment, enterprise network security equipment, and edge network systems.
- Intelligent transportation and vehicle-mounted computing platforms: High-reliability fanless computing systems, applied in railway operation control systems, vehicle-mounted image analysis systems, and intelligent transportation equipment.
- High-reliability embedded computing platforms: Including modular computing platforms such as VPX and CompactPCI, mainly used in defense, aerospace, and high-reliability industrial systems.
- Smart manufacturing and industrial automation platforms: Provide solutions such as data acquisition, equipment monitoring, and the Industrial Internet of Things, supporting smart factory and Industry 4.0-related applications.
- Industrial AI vision and image processing systems: Industrial AI cameras and image processing platforms can be applied in vision-guided robotics, quality inspection, and automated production systems.

- Automated measurement and testing platforms: PXI modular measurement systems and data acquisition equipment, applied in electronics manufacturing testing, semiconductor inspection, and high-end measurement systems.
- Industrial display and human-machine interface systems: Including industrial monitors and touch computers, applied in operation interfaces for automation equipment, smart retail, and public information systems.
- Medical computing and display platforms: High-reliability medical computers and display systems, applied in medical imaging, clinical diagnosis, and medical information systems.
- Embedded industrial computers and motherboards: Including industrial motherboards, single-board computers, and fanless embedded computers that can withstand harsh industrial environments such as high temperature, high humidity, and vibration.
- Modular embedded computing platforms: Including embedded modules such as COM-HPC, COM Express, SMARC, Qseven, ETX, and OSM, widely used in medical equipment, transportation systems, and industrial automation equipment.
- Embedded GPU and AI acceleration platforms: Provide high-performance graphics and AI computing capabilities, applicable to smart cities, smart manufacturing, medical imaging, and transportation systems.
- Robotics and autonomous system computing platforms: Robotics computing platforms supporting ROS and ROS2 architectures, applicable to autonomous mobile robots and intelligent logistics systems.

2. Main Product Manufacturing Process





(3) The stutus of supply of Raw Materials

Supply of main raw materials	Supply
CPU/ Chipset/ Computer Periphery	Good
PCB	Good
Single Board Computer	Good
IC	Good
Chassis	Good
Connectors	Good
Ironwork/fins	Good
RAM MODULE	Good

The sources of procurement are well-known domestic and foreign suppliers. The Company has a stable cooperative relationship with them, and the supply is stable and sufficient.

(4) Supplier and Customer information accounting for more than 10% of the total amount in any year of the last two years, and the reasons for the increase or decrease

1. Main supplier information for the last two years:

Unit: NT$ thousand

	2024				2025			
Item	**Name**	**Amount**	**Ratio to annual net revenue (%)**	**Relation with issuer**	**Name**	**Amount**	**Ratio to annual net revenue (%)**	**Relation with issuer**
1	Supplier A	1,154,639	23%	None	Supplier A	1,522,235	21%	None
2	Supplier B	481,757	10%	None	Supplier B	1,121,234	16%	None
3	Others	3,328,479	67%	—	Others	4,416,264	63%	—
	Net purchase	4,964,875	100%	—	Net purchase	7,059,733	100%	—

Reason for Change: Suppliers A and B are the Company's primary suppliers of high-value components. The procurement ratio increased due to higher production demand and increased procurement of critical components.

2. Main customer information in sales for the last two years:

Unit: NT$ thousand

	2024				2025			
Item	**Name**	**Amount**	**Ratio to annual net revenue (%)**	**Relation with issuer**	**Name**	**Amount**	**Ratio to annual net revenue (%)**	**Relation with issuer**
1	Others	10,078,338	100%	—	Others	11,801,217	100%	—
	Net sales	10,078,338	100%		Net sales	11,801,217	100%	

Note: No single customer of the Company has more than 10% of sales.

III. Employee information for the last two years

Year		2024	2025	Current year up to March 31, 2026
Number of employees	Direct personal	345	322	336
	Indirect personal	1,365	1,271	1,269
	Total	1,710	1,593	1,605
Average age		40.67	42.28	42.43
Average length of service (year)		7.25	7.94	8.27
Educational distribution	Doctor	0.76%	0.55%	0.59%
	Master	33.19%	30.02%	29.18%
	College	58.22%	59.63%	59.22%
	High School	6.20%	7.77%	8.54%
	Below high school	1.63%	2.03%	2.47%

IV. Environmental Protection Expenditure

The total amount of the Company's losses including compensation and disposals due to environmental pollution, till the date of the publication of the latest annual report: None.

V. Labor Relations

(1) Employee Welfare Measures, Further Training, Retirement Systems as well as the Implementation, and the Agreement of Labor Relations and Various Rights and Interests of Employees

The company is committed to creating a high-quality work environment. Employee care programs are initiated from six aspects: "Home/Comfort, Travel/Peace of Mind, Work/Focus, Education/Ease of Mind, Food/Assurance, Health/Joy", going beyond traditional occupational safety and physical health to expand the focus to employees' mental health and work-life balance, establishing a win-win situation for employees, families and the company. The highlights of the six-aspect care programs include the following:

- Home / Comfort: Established a maternity protection mechanism covering risk assessment, health guidance, environmental optimization, and childcare support. Through professional intervention by occupational physicians and nurses, the Company ensures the health and safety of colleagues during pregnancy, postpartum, and lactation, achieving work-family balance. The Company also provides "Good Pregnancy Gift Packs," sets up lactation rooms, and partners with childcare institutions and pharmacies to offer discounts to ease the burden of childcare. In 2025, the Company was honored with the Taoyuan City Government's "Model Unit for Maternal Health Protection" and "Workplace-Friendly Childcare Recognition."
  - Travel/Peace of Mind: Provide complete transportation options, and allow leaving work 1.5 hours early every Friday and the last working day before consecutive holidays to avoid peak traffic hours.
  - Work/Focus: Implement flexible working hours, allowing employees to adjust their attendance time within a certain range according to their own situation.
  - Education/Ease of Mind: Employees' children with excellent academic performance who meet the qualifications can apply for educational scholarships each semester.
  - Food / Peace of Mind: Selected HACCP-certified vendors to plan meals, providing employees with a rich variety of meal options, and through eco-friendly, low-carbon meal supply and dining environments, the Company has been awarded the "Eco-Friendly Restaurant" label. Periodic employee group meal satisfaction surveys are conducted to gather feedback on meal content and quality to continuously improve catering services.

- Body / Wellness: Centered on "prevention, promotion, and support," the Company has built a comprehensive healthy workplace through health data management (with the upgraded H2U Pano health management platform), professional intervention by occupational physicians and nurses, and diverse physical and mental wellness activities such as health lectures, sports programs, and vaccination drives, providing employees with comprehensive health support. Combined with psychological counseling services, recreational sports facilities, and massage stations, the Company continues to enhance employees' physical and mental health and workplace vitality. In 2025, the Company was honored with the "Outstanding Health Workplace Certification — Collective Guardian Award" from the Health Promotion Administration, Ministry of Health and Welfare.

1. Employee Welfare Measures
   The Company allocates the maximum proportion of welfare funds to establish an employee welfare committee. In addition to hiring full-time staff to plan various employee welfare activities and services, the welfare committee regularly holds a total of 16 communication meetings each year to listen to employee voices, and organizes various targeted activities to meet different welfare needs of employees, such as: festival gifts, year-end lucky draw parties, various knowledge lectures, domestic travel, team competitions, children's summer camps, Lunar New Year market, and other activities. Meanwhile, the welfare committee encourages the development of diverse clubs. Currently, there are a total of 19 clubs, with approximately 38% of employees participating in clubs.

2. Employee Development and Training System
   From the date of an employee's onboarding, the Company's training system provides systematic career training based on position and grade. Courses cover orientation, general knowledge, management, professional skills, production line, and special-occupation personnel. Through diversified learning channels and resources — including the internal digital learning platform "ADLINK ki-pedia," external professional course subsidies, and rotation or expatriate opportunities — the Company continuously cultivates high-potential talent. In addition, in 2025 the Company launched the "AI-LINK Empowerment Program," centered on building company-wide foundational AI knowledge. Through cross-functional training and a micro-learning mechanism, a total of 8 courses were held with 465 attendees, promoting the dissemination of AI knowledge and enhancement of application capabilities. In 2025, the total number of training hours for the Company's internal and external employees was 24,165 hours.

3. Employee Retirement System
   To safeguard employees' lives after retirement, the Company has established a labor retirement plan in accordance with the law, periodically appropriating retirement reserves at a rate of 2% of total salary expenses each month to protect labor rights. Starting from July 2005, we have concurrently adopted the

government's new retirement system. Based on the worker's total salary income, 6% is contributed to the employee's personal retirement account. For those who voluntarily contribute to their retirement fund, an additional amount is deducted from the employee's monthly salary according to their voluntary contribution rate and deposited into their personal retirement account at the Bureau of Labor Insurance.

4. The Agreement of Labor Relations and Various Rights and Interests of Employees
The company regards employees as the company's largest business partners and talent assets, and holds regular labor-management meetings every quarter, sparing no effort to maintain harmonious labor-management relations.

(1) Complete Complaint Channels: We have established complaint channels for sexual harassment, workplace violence, etc., along with corresponding anti-retaliation and monitoring mechanisms.

(2) Fair Compensation System: The company's various performance appraisals and incentive measures are based on principles of fairness and reasonableness. According to profitability, we conduct annual salary adjustments and bonus distributions to share operational results with employees.

(3) Two-way Opinion Exchange: The company values the opinion of every employee and has established both physical and online suggestion areas. The management also announces business strategies from time to time, explaining the company's operating situation and future directions, and responds to employee questions.

5. Protective Measures for Working Environment and Personal Safety of Employees

Item	Content
Disaster prevention measures and response	(1) Comprehensive Training: Occupational safety and health training is provided when new employees join the company, and regular refresher training is arranged for current staff. Regular practical drills for emergency disaster response and chemical spills are conducted to familiarize employees with the layout of fire safety equipment, proper usage, and evacuation routes on each floor. (2) Regular Inspection and Maintenance: This includes public safety inspections of buildings, annual fire equipment inspections, semi-annual workplace environment monitoring, quarterly water dispenser maintenance and water quality testing, maintenance of low-voltage electrical equipment and various process equipment, all of which are thoroughly maintained and inspected. (3) Emergency Response Plan: Emergency response teams have been established for infectious diseases, fires, and other disasters. When incidents occur, risk assessments and responses for business continuity are implemented to minimize damage as much as possible. (4) Reliable Emergency Response Network: Qualified first aid personnel are deployed in accordance with the law, three automated external defibrillators (AEDs) are installed throughout the plant area, and first aid kits are placed on each floor. Periodic professional first aid

	training is provided to first aid kit administrators to strengthen on-site response capabilities.
Access control security	(1) Signing contracts with security companies to ensure a plant-wide security. (2) Employees must use identification badges for recognition before entering the facility. (3) Access control is set to strengthen the safety protection of the plant, and strict access control monitoring system is set.
Physical Health	(1) Professional Medical Team: Occupational medicine specialists are stationed on-site on a monthly basis, providing employees with services such as health consultation, disease prevention, and work suitability assessments for high-risk cases, while working with occupational nurses to promote various health management and promotion programs. (2) Health Examination and Follow-up Management: The company subsidizes physical examination costs for new employees and arranges health examinations for current staff every two years; employees engaged in operations with special hazards undergo special health examinations annually. In addition to this, the company also collaborates with medical institutions to provide employees and their family members with more diverse health examination options. Health Examination and Follow-up Management: The Company subsidizes physical examination costs for new employees and arranges health examinations for current staff every two years; employees engaged in operations with special hazards undergo special health examinations annually. (3) Healthy Working Environment: Implementing a Company-wide smoking ban, periodic environmental cleaning and disinfection, and the deployment of alcohol-based sanitizers at designated locations. (4) Maternal Health Protection: For pregnant, postpartum, and lactating colleagues, the Company provides stage-by-stage health guidance and professional consultation, periodically conducts workplace hazard risk assessments, and where appropriate has occupational physicians provide work suitability recommendations. For employees of childbearing age, the Company organizes dedicated women's reproductive health lectures to foster a gender-friendly workplace culture. (5) Health lectures, health education promotions, and themed activities (such as smoking cessation, weight loss, disease prevention, etc.) are held periodically to enhance employees' health awareness and workplace health culture.
Mental health	(1) Workplace Violence Prevention: Established complaint mechanisms are handled with due care by designated units according to regulations. A workplace illegal harassment prevention plan has also been established, with risk assessments and systematic preventive measures implemented according to the plan's content. (2) Mental Counseling: the psychologist provides one-on-one psychological counseling services to the staff every month at the

	station. (3) Mental Health Promotion and Advocacy: Special topic seminars on psychological adjustment and communication skills are held, and mental health information is delivered through various channels such as e-mail and electronic bulletin boards to raise employee awareness of mental health.
Insurance and condolence money	(1) Labor insurance (including occupational disaster insurance), health insurance, employee group insurance and other mechanisms are insured according to law. (2) Provide employees with condolence money for injury, illness, death, emergency relief funds, etc.

(2) Losses suffered due to labor disputes in the most recent year and up to the date of publication of the annual report: None.

VI. Information Security Management

ADLINK Technology's corporate mission is to provide robust and reliable hardware and software products and services, dedicated to helping customers develop edge computing applications and Industrial Internet of Things solutions. To achieve corporate objectives, the Company formulates appropriate information security management strategies and regularly reviews them for gradual enhancement, ensuring that customers and employees are in a complete and reliable information environment.

(1) Information Security Risk Management Framework, Information Security Policy, Specific Management Plans, and Resources Invested in Information Security Management

1. Information Security Risk Management Framework

The Company's information security governance is led by the Office of the Chief Executive Officer, which determines information security governance guidelines based on overall corporate operations and risks. Accordingly, the CISO establishes the Company's information security strategy and sets up the Information Security Office, which is responsible for the design of the Company's information security architecture, information security risk management, security operations, and compliance and audit, to facilitate the promotion and implementation of information security operations. The CISO and the Information Security Office coordinate across the organizational units, conducting information security strategy assessments and effectiveness control based on the needs of different levels.

According to the requirements of the information security policy, an information security risk assessment is conducted regularly every year, and risk issues are quantitatively analyzed according to the possible impact and influence degree. Based on this, short-, medium-, and long-term planning and implementation are carried out according to the severity of risks to ensure that all listed risks can be controlled, visible, and effectively allocate and deploy resources for different risk levels.

2. Information Security Policy Management Framework

To maintain the company's sustainable operations and ensure the confidentiality, integrity, and availability of information assets, protecting them from external threats or improper management and use by internal personnel that could lead to risks of tampering, disclosure, destruction, or loss, the following information security policy has been established:

(1) Ensure the confidentiality of the Company's relevant information assets, and prevent the Company's sensitive information and personal data from being tampered with, disclosed, destroyed, lost due to internal or external, deliberate or accidental threats and destruction risk.

(2) Ensure the integrity and availability of the Company's relevant information assets, to protect the security of its information assets and ensure that its equipment and networks are not damaged by various threats and damages, which pose service error or interruption.

3. Specific Control plan

(1) Based on the Cyber Security Framework (CSF) established by the National Institute of Standards and Technology (NIST), we help organizations build a comprehensive risk management cycle, establish risk indicator items, and evaluate overall information security maturity to ensure that information security requirements meet international standards.

(2) Every year, the Company will cooperate with external auditing and internal auditing units to conduct fact audits and confirm and update the current risk status based on information assets and risk assessment forms.

(3) Every year, situation drills are carried out at the headquarters and the external Internet Data Center (IDC) according to the information business operation continuous drill plan to ensure that the information unit can provide continuous operation capabilities when problems occur.

(4) Implement an information security incident response process, with a dedicated response team responsible for coordinating and executing necessary measures to mitigate or eliminate the impact of information security incidents.

(5) Continuously optimizing the "Security Operation Center (SOC)" mechanism to deliver 7×24 year-round uninterrupted monitoring services and achieve comprehensive information security measures spanning pre-incident

detection, in-incident monitoring and response, and post-incident forensics and recovery.

(6) Install antivirus software on each endpoint and set up next-generation firewalls and next-generation endpoint protection mechanisms to control device security.

(7) Implementing an information outsourcing supplier assessment mechanism, and updating the confidentiality measures for confidential information and privacy in the relevant rules, to ensure that the supply chain complies with the latest information security standards.

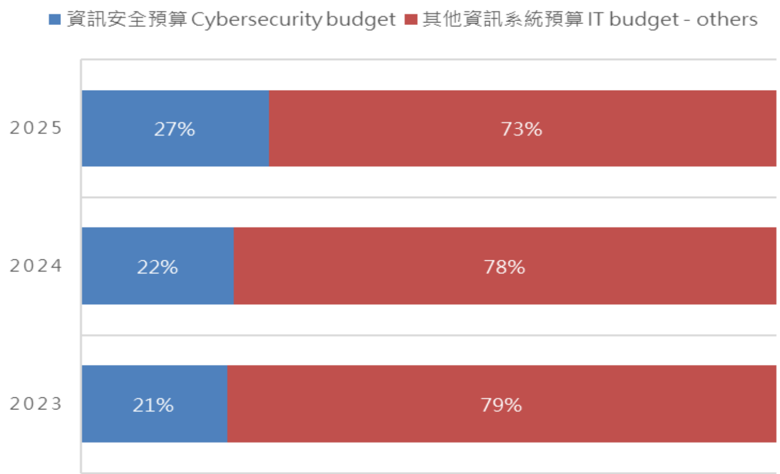
(8) Enhance employee awareness of information security risks, arrange at least one social engineering drill annually, supplemented by information security promotion and educational training.

(9) Through participation in information security intelligence organizations such as TWCERT/CC, the Company gains access to intelligence sharing from these diverse channels, reducing the risk of zero-day attacks and achieving the synergy of cross-domain joint defense against information security threats.

4. Resources Invest in Information Security Management

ADLINK obtained ISO/IEC 27001:2013 Information Security Management System certification in 2022 and completed the transition to the "ISO/IEC 27001:2022" certification in 2025, meeting the relevant requirements of the new certification. The company improves the information security level of information infrastructure, information application systems and related aspects through the introduction of international management certification to implement the core requirements of information management.

Information Security Budget Percentage



(2) The company has not suffered losses due to major information security incidents in the most recent year and up to the date of publication of the annual report.

VII. Significant Contracts: None.

VIII. Intellectual Property Management Plan

ADLINK Technology places great importance on intellectual property rights and has established the "ADLINK Technology Patent Management Regulations," which provide detailed rules on the acquisition, maintenance, and use of patents and trade secrets. Intellectual property management is conducted in accordance with management guidelines formulated for the four major aspects of patents, trademarks, trade secrets, and copyrights, and is implemented to enhance market competitiveness, safeguard product quality and customer rights, and reduce legal compliance risk.

(1) Intellectual Property Management Guidelines

Management Guidelines	Content
Patent Management	1. Patent engineers conduct patent searches and technology assessments. After review by the Patent Review Committee, application strategies are jointly determined. 2. External patent firms are engaged to prepare the documents. Internally, patent engineers and inventors jointly conduct proofreading or review to control the quality of patent documentation. 3. The Legal Affairs Office is responsible for the retention and registration of technology disclosure documents and application documents, and distributes bonuses in accordance with the incentive system. Periodic assessments are conducted on whether to maintain or abandon each patent case in order to enhance ADLINK Technology's competitiveness in the industry.
Trademark Management	1. Trademark management is divided into two categories — Company-level and product-level needs — with applications initiated by the Company's senior management or by project managers / marketing personnel, respectively. Upon receipt of a request, the Legal Affairs Office is responsible for engaging external firms to conduct trademark searches and portfolio analysis, evaluating the optimal application strategy. The application is then filed after agreement with the user unit regarding the application costs. 2. After the application is completed, the Legal Affairs Office is uniformly responsible for document retention and registration management, supervises the user unit's correct use in the approved form and retention of usage evidence, and periodically reviews the maintenance or abandonment of each trademark to safeguard the Company's reputation and customer rights.

Trade Secret Management	1. Before onboarding, employees are required to sign an employment contract that clearly stipulates that they shall not disclose or use the trade secrets of any previous employer, and that they bear confidentiality obligations both during their employment and after separation. 2. The Legal Affairs Office conducts periodic training to strengthen employees' confidentiality awareness and ensure the control of electronic and paper documents. 3. During separation or retirement interviews, the human resources unit is responsible for explaining the ownership of intellectual property rights, confidentiality obligations, and non-competition obligations, in order to reduce the risk of trade secret leakage.
Copyright Management	The Legal Affairs Office conducts periodic intellectual property training, requiring employees to comply with lawful use principles and prohibiting the use of pirated software. The marketing department periodically signs licensing agreements with stock image companies to ensure that the sources of stock images used by the Company are lawful.

(2) Implementation Status

1. The Company periodically reports intellectual property-related matters to the Board of Directors in the fourth quarter of each year, and proposes improvement measures in response to directors' recommendations. The most recent report was submitted on November 6, 2025.
2. 2025 Intellectual Property Achievements:
   - R&D Patent Achievements:

     The number of patent applications reached 16, an increase of approximately 78% compared to 9 in 2024, demonstrating the continuous enhancement of technology R&D and protection capabilities. The Company also received recognition for 7 products at the 34th Taiwan Excellence Awards, covering industrial computers, AI platforms, medical equipment, and transportation, demonstrating its all-round R&D leadership.
   - Trademark Achievements:

     To support the expansion of its global operations, ADLINK Technology has actively pursued a global trademark portfolio. As of December 31, 2025, 93 trademarks have been approved worldwide, with 82 effectively maintained jointly and 11 still under review.

Chpater 5. Review of Financial Conditions, Operating Results, and Risk Management

I. Financial Status Analysis

Unit: NT$ thousand

Year / Item	2025	2024	Difference	
			Amount	%
Current Assets	7,648,707	7,234,172	414,535	5.73%
Property, plant, and equipment	4,019,255	4,164,344	(145,089)	-3.48%
Intangible Assets	307,244	341,229	(33,985)	-9.96%
Other Assets	862,733	907,987	(45,254)	-4.98%
Total Assets	12,837,939	12,647,732	190,207	1.50%
Current Liabilities	4,828,259	4,515,747	312,512	6.92%
Non-current liabilities	2,387,650	2,724,541	(336,891)	-12.37%
Total Liabilities	7,215,909	7,240,288	(24,379)	-0.34%
Capital stock	2,177,243	2,174,973	2,270	0.10%
Capital Surplus	1,321,736	1,290,107	31,629	2.45%
Retained Earnings	2,222,254	1,920,905	301,349	15.69%
Other equity	(116,505)	(8,808)	(107,697)	1222.72%
Non-controlling Interests	17,302	30,267	(12,965)	-42.84%
Total Equity	5,622,030	5,407,444	214,586	3.97%

Analytical explanation of the ratio increase or decrease of 20% and more than ten million dollars in the last two years:

1. The decrease in other equity is due to the impact of the New Taiwan Dollar appreciation in the calculation of the cumulative translation adjustments in the consolidated financial statements.
2. Non-controlling interests decreased, mainly due to the decrease in equity caused by the loss of the consolidated entity in the current period.

II. Financial Performance Analysis

Unit: NT$ thousand

Item \ Year	2025	2024	Increase (decrease) in amounts	Increase (decrease) %
Operating revenue	11,801,217	10,078,338	1,722,879	17.09%
Operating Costs	7,583,037	6,282,611	1,300,426	20.70%
Gross Profit	4,218,180	3,795,727	422,453	11.13%
Operating Expenses	3,561,180	3,733,281	(172,101)	-4.61%
Operating profit	657,763	61,683	596,080	966.36%
Non-operating Income and Expenses	(14,623)	(35,873)	21,250	-59.24%
Financial cost	96,375	101,275	(4,900)	-4.84%
Net profit (loss) before tax	643,140	25,810	617,330	2391.82%
Income Tax Expense	143,709	12,295	131,414	1068.84%
Net profit (loss) for the year	499,431	13,515	485,916	3595.38%
Other comprehensive profit or loss after tax	(115,867)	162,122	(277,989)	-171.47%
Total comprehensive income	383,564	175,637	207,927	118.38%
Net profit attributable to owners of the parent company	511,507	50,900	460,607	904.93%
Total comprehensive profit or loss attributable to owners of the parent company	396,529	209,048	187,481	89.68%

Analytical explanation of the ratio increase or decrease of 20% and more than ten million dollars in the last two years:

1. Increase in operating costs: Due to the growth in operating revenue, operating costs increased accordingly.
2. Increase in operating income: Due to the growth in operating revenue and proper control of operating expenses.
3. Decrease in non-operating income and expenses: Mainly due to the recognition of customer compensation losses in the previous year, with no such circumstances in the current year.
4. Increase in income before income tax / net income for the year: Due to the growth in operating revenue and the decrease in operating expenses.
5. Increase in income tax expense: Mainly due to improved profitability, resulting in a corresponding increase in income tax expense.
6. Decrease in other comprehensive income, net of tax: Mainly due to the cumulative translation adjustments in the consolidated financial statements being affected by the appreciation of the New Taiwan Dollar.
7. Increase in total comprehensive income / net income attributable to owners of the parent / total comprehensive income attributable to owners of the parent: Mainly due to the growth in operating revenue and proper control of expenses during the year, resulting in an overall increase in profit.

III. Cash Flow Analysis

(1) Liquidity Analysis in the Last Two Years

Item \ Year	2025	2024	Increase/ (decrease) ratio %
Cash Flow Ratio	15.47	25.87	-40.20%
Cash Flow Allowable Ratio	31.39	28.24	11.15%
Cash reinvestment ratio	6.08	10.67	-43.02%

Analytical explanation for changes in the ratio of increase or decrease of more than 20%:
Decrease in the cash flow ratio / cash reinvestment ratio: Mainly due to the increase in inventory build-up, which led to higher working capital occupation, thereby reducing cash flow from operating activities.

(2) Analysis of cash flow in the following year

Unit: NT$ thousand

Cash at the beginning of the year ①	Estimated Cash flows from operating activities throughout the year ②	Estimated Cash outflows throughout the year ③	Cash flows Surplus (Deficit) Amount ①＋②－③	Remedial Measures for Cash flows Deficit	
				Investment Plan	Financing plan
2,458,627	716,000	682,000	2,492,627	0	0

1. Analysis of changes in cash flow:
   - Operating activities: Going forward, the Company will continue to maintain appropriate inventory levels in line with business needs, and will continue to optimize inventory control and accounts receivable management to improve capital turnover efficiency.
   - Investing activities: Capital expenditures are expected to be invested prudently in accordance with operating needs, with the overall scale kept within a controllable range to avoid exerting excessive pressure on cash flow.
   - Financing activities: Including the repayment of existing borrowings and the distribution of dividends, will be carefully planned and appropriately arranged based on the Company's overall capital position.
2. Remedial measures and mobility analysis of the expected current deficiency: Nil.

IV. Effect of Significant Capital Expenditures on Financial Operations in the Most Recent Year: None.

V. Reinvestment Policies and the Main Reasons for Profit or Loss, Improvement Plans for the Most Recent Year, and Investment Plans for the Coming Year

(1) Reinvestment policy

The Company's reinvestment policy is to establish complete marketing channels and provide fast after-sales services to meet the unique needs of regional markets, develop potential new customers and increase market penetration by establishing overseas subsidiaries, offices or technical service centers, in alliance with distributors who are familiar with the local industry environment or have strong sales service capabilities. In addition, the Company actively seeks partners related to the Company's products and industries, and does not exclude targets where the reinvestment or purchase is beneficial to the Company, in order to facilitate the Company's future development.

(2) Analysis of Profit or Loss on Reinvestment

In 2025, the Company recognized the current-period profit or loss of the reinvested subsidiary ADLINK Technology GmbH (Germany) as a loss of EUR 1,909 thousand, a decrease of EUR 770 thousand compared to the loss of EUR 2,679 thousand in the previous year, mainly due to internal organizational restructuring and a slight improvement in operating efficiency.

ZettaScale Technology Limited (UK) recorded a current-period loss of GBP 964 thousand (compared to a loss of GBP 2,986 thousand in the previous year), mainly because the company is still in the development and upgrade phase of its autonomous driving software platform. In October 2022, the subsidiary received a strategic investment of EUR 12.48 million from the autonomous driving software company TTTech Auto to support its product R&D and operating capital needs over the coming years. The technologies of both parties are complementary, and they will continue to jointly develop and upgrade autonomous driving software platform products to provide vehicles with more comprehensive real-time communication functions and ensure communication security and high quality, with the aim of generating greater benefits in the autonomous driving market in the future.

Shanghai ADLINK Intelligence Technology Co., Ltd. was established in March 2024 through reinvestment by the Singapore subsidiary and the Hong Kong subsidiary, and officially commenced operations after a capital injection in August 2024. In 2025, the Company recognized a profit of RMB 10,411 thousand.

(3) Investment Plan for the Coming Year

The Company’s investment policy in the recent yea is based on the principle to increase investment in existing business ventures and to align with specific regional market development strategies to achieve a comprehensive marketing channel layout; also seeking investment targets related to the business is actively and prudently promoted.

VI. Risk Analysis

(1) The impact of the changes in interest rate, exchange rate, and inflation on the company's profit and loss and future response measures

1. In terms of the changes of the interest rate:

   In capital planning, the Company adopts a conservative and prudent approach, prioritizing safety and liquidity, and periodically assesses money market interest rates and financial information. Due to the acquisition of the headquarters of the Taiwan group enterprise, capital expenditures increased compared to previous years. As a result, the Company obtained long-term bank loans to fund part of the capital needs. Future operating cash flows are expected to gradually repay the loans on a year-by-year basis to reduce the interest burden arising from rising interest rates. In 2025, the Company's interest coverage ratio was 10.33 times, an improvement from the previous year, mainly due to improved profitability.

2. With respect to the changes of the exchange rate:

   In addition to adjusting product prices in response to exchange rate fluctuations to reasonably reflect cost changes, the Company has also adjusted the currency of accounts payable for major purchase items to be the same foreign currency as accounts receivable, creating a natural hedge between receivables and payables and reducing exchange rate risk. In addition, the Company arranges forward foreign exchange transactions for net foreign currency exposure to effectively manage exchange rate fluctuation risk. In 2025, the net exchange gains and losses from foreign currencies and forward foreign exchange were positive. For details, please refer to the description under "Other Gains and Losses" in the Company's income statement.

3. Inflation: The Company adjusted the selling price and the conditions of import and export from time to time according to market situations, so inflation did not cause too much negative impact.

(2) Engaging in high-risk, high-yield investments, fund lending to others, endorsement guarantees, derivative commodity trading policies, profits or Main causes of loss, and future response measures

1. Status of engagement in high-risk and high-yield investments in the current year: None.
2. Status of financing provided to others in the most recent fiscal year: Please refer to Appendix 1 in the 2025 Consolidated Financial Report.
3. Status of endorsements/ guarantees provided in the most recent fiscal year: Please refer to Appendix 2 in the 2025 Consolidated Financial Report.
4. Policies for derivative transactions, main reasons for profits or losses and future response measures: Except for the exchange rate hedging adopted for the net exposure position of foreign currencies generated from operating activities, the company does not engage in other derivative transactions for non-hedging purposes. Its profits or losses will move in the opposite direction of the exchange gains and losses of the company's foreign currency exposure position, producing a hedging effect. Related operations are conducted in accordance with the provisions of the company's "Procedures for the Acquisition or Disposal of Assets".

(3) The plan of future research and development and estimated expenses of research and development

Product	Description	Current Progress	Expected Completion Time	Expected Investment (NTD)
EGX-MXM-BW5000/ EGX-MXM-BW4000	Based on the highest-end embedded GPU of NVIDIA's Blackwell generation, this MXM module supports up to 10,496 CUDA Cores, providing outstanding FP4/FP8/INT8 computing throughput. Equipped with 24GB GDDR7, providing ample bandwidth for edge inference of large language models (LLMs) and high-resolution image processing. It also supports PCIe Gen5 x16, ensuring bottleneck-free data transmission with the host system. This modular design shortens customers' system development cycles and demonstrates exceptional stability in harsh environments (medical, industrial control, and outdoor computing). Suitable for high-end medical imaging and edge micro data centers.	Ongoing	2026	NT$5.62 million
COM-HPC-cNVLS	Based on Intel's latest-generation Nova Lake S platform, this COM HPC product integrates a high-efficiency CPU, a high-performance GPU, and an NPU dedicated to AI use, and provides a diverse range of high-speed I/O interfaces such as PCIe Gen 5 and 10G network signals, allowing customers to choose based on their own usage environment. In addition, its integrated design lowers customer entry barriers and accelerates product output. The main application areas are edge servers and data centers.	Ongoing	2027	NT$2.54 million
VNX-PTL	VNX-PTL is a single-board computer compliant with the VITA 90.x (VNX+) specification. Equipped with Intel's latest Panther Lake platform, it significantly enhances computing performance while ensuring its ability to withstand extreme high- and low-temperature environmental challenges. This module perfectly combines the compact size of PC/104 with the ruggedness and scalability of 3U VPX, making it an ideal choice for edge computing applications such as	Ongoing	2027	NT$2.40 million

	unmanned aerial vehicles (UAVs) and man-portable equipment. In mission-critical applications where size, weight, and power (SWaP) are extremely constrained, VNX-PTL provides stable, interoperable, and easy-to-maintain robust support for high-performance computing through modular open standards.			

(4) The impact of important domestic and foreign policy and legal changes on the company's financial business and the response measures:

The execution of the financial business of the Company is governed by the relevant laws and regulations, and there has been no impact till the present.

(5) The impact of Technological and Industrial Changes on the Company's Finance and Business and Response Measures: None.

(6) The Impacts of Changes in Corporate Image on the Company’s Crisis Management and the Countermeasures: The company has a good corporate image and there are no events that damage the corporate image.

(7) Expected Benefits, Possible Risks, and Response Measures Because of the Merger and Acquisition: The Company has not had any plans for the merger or acquisition.

(8) The Expected Benefits and Possible Risks to Expand the Plants and the Countermeasures:

Expected Benefits: The expansion of the Company's and its subsidiaries' production facilities will increase production capacity, enabling them to fulfill more orders, enhance revenue and profitability, and further expand market share.

Potential Risks and Mitigation Measures: If the plant expansion is not completed as scheduled, production capacity planning may be affected. The Company will continue to closely monitor project progress and adjust resource allocation as appropriate to minimize any impact on operations.

(9) Risks and Countermeasures to the Concentration of Purchases or Sales: None.

(10) The Effect, Risks and Countermeasures of a Substantial Transfer of Equity or Change of the Directors, Supervisors or More Than 10% of the Major Shareholders: None.

(11) Impact, Risk, and Response Measures Related to any Change in the Management Control towards the Company's operations: None.

(12) Any Significant Litigation, Non-litigation or Administrative Litigation Cases that Have Been Adjudicated or Are Pending of which the Company and the Company’s Directors, Presidents, Substantive Responsible Persons, or Shareholders Representing More than Ten Percent of the Company Are Involved. If the Results of Which May Have a Substantial Effect on the Shareholders’ Equity or the Price of the Securities, Shall Disclose the Facts in Dispute, the Targeted Amount, the Date of Commencement of the Litigation, the Principal Litigation Parties and the Disposition Status till the Date of Publication of the Annual Report: None.

(13) Other Important Risks and Response Measures: None.

VII. Other Important Risks and Response Measures: None.

Chapter 6. Special Disclosure Items

I. SUMMARY OF AFFILIATED COMPANIES：

Please refer to the Market Observation Post System / E-Book / Affiliated Enterprises Three Reports Zone

https://mopsov.twse.com.tw/mops/web/t57sb01_q10

II. Private Placement Of Securities During The Most Recent Fiscal Year And During The Current Fiscal Year Up To The Date Of Publication Of The Annual Report: None.

III. Other Necessary Statements: None.

IV. As of the Date of Publication of Recent Annual Report and as of the end of the Previous Year, Matters as Prescribed in Article 36, Paragraph 3, Item 2 of the Securities and Exchange Act That Have a Material Impact on Shareholders' Equity or the Price of Securities: None.