

Stock Code: 6166



2024 Annual Report

Publication Date: April 22, 2025

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

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: Wen-Chin Lin 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>

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Chapter 1. Letter To Shareholders

Market demand in the first half of 2024 was generally weak, causing ADLINK Technology's annual revenue (NT\$10.1 billion) to decrease by 11% compared to 2023. Pre-tax net income was NT\$25 million, with earnings per share (EPS) of NT\$0.23. The main financial revenue, expenditure, and profitability analysis for 2024 are as follows:

Financial Revenue, Expenditure, and Profitability Analysis

Unit: NT\$ thousand

Item		2024	2023
Revenue and Expenditure	Consolidated Operating Revenue	10,078,338	11,414,519
	Consolidated Profit before-Income tax	25,810	456,641
Profitability	Consolidated Return on Assets	0.74%	2.76%
	Consolidated Return on Equity	0.25%	5.28%
	Consolidated Profit from operations to Paid-in Capital Ratio	2.84%	14.85%
	Consolidated Pre-tax Net Profit to Paid-in Capital Ratio	1.19%	21%
	Consolidated Net Profit Margin	0.13%	2.57%
	Earnings Per Share (NT\$)	0.23	1.51

Despite the decline in revenue compared to the previous year, the gross profit margin slightly increased, indicating that ADLINK products still maintain strong market competitiveness. In addition, ADLINK continued to optimize inventory and expense management, and with the market recovery in the second half of the year, operating cash flow increased compared to 2023. On the other hand, as a leading indicator of growth momentum, Design-Win results were highly successful. We achieved 92 Design-Wins in 2024, which are expected to gradually materialize in 2025, and will drive consistent business growth. As these projects are implemented and executed, they will enhance ADLINK's competitiveness in the market, further accelerating overall growth in revenue and profits for 2025.

Facing the rapid rise of artificial intelligence (AI) technology and the increasing demand for edge computing, ADLINK Technology is actively planning for the future by formulating four core strategies to promote the expansion and implementation of AI market applications, achieving a new edge strategy to expand the AI market:

Edge AI Development

With the widespread adoption of cloud AI applications, many scenarios cannot rely solely on cloud computing and are gradually shifting toward edge AI applications. With 30 years of accumulated technological expertise, ADLINK Technology provides edge industrial computer solutions with high system integration capabilities, and is further introducing AI technology into production lines. In 2024, ADLINK successfully integrated edge industrial computers with AI servers, launching our first AI Edge Server. We plan to continue investing in this area, expanding our global market presence to help enterprises efficiently implement AI applications.

Deepening AI Display Application Partnerships

Display technology will be a crucial element in the future of AI development, especially in the areas of Human-Machine Interface (HMI) and Conversational AI, where the deep integration of panels, computer processing, and touch displays will stimulate innovative applications across multiple domains. In the field of smart healthcare, AI display technology has become a standard feature as it enhances diagnostic accuracy and medical efficiency through AI-driven medical image processing and diagnostic technologies. In the gaming industry and high-end display platform areas, AI display technology can provide more fluid, immersive visual experiences. Furthermore, it will be incorporated into the electric vehicle manufacturing industry in the future, assisting with the development of smart cockpits and human-machine interaction technologies.

Software Value-Added for Vertical Applications

ADLINK Technology works closely with global processor leaders such as Intel, NXP, Qualcomm, MediaTek, and Rockchip, as part of our commitment to providing higher performance, low-power solutions. We also continue to invest in software value-added technologies to develop efficient AI applications for specific vertical markets. Currently, related applications cover semiconductor manufacturing, smart factories, robotics, smart healthcare, gaming industry and other fields. Through deep hardware and software integration, AI computing performance is enhanced, accelerating the implementation of AI across various industries and providing enterprises with more competitive digital transformation solutions.

Flexible Customized Solutions

To meet the needs of different vertical markets, ADLINK Technology focuses on providing stable and efficient system products. For enterprises with customization needs, we not only provide high-value solutions but also deepen long-term partnerships with customers through manufacturing quality improvement, supply chain assurance, and design innovation. Through the aforementioned strategies, ADLINK Technology helps customers reduce Total Cost of Ownership (TCO), accelerate Time to Market, and ensures that they maintain a leading advantage in a highly competitive market environment.

Beyond driving AI market deployment, ADLINK Technology also aligns with global sustainability trends, and is committed to enhancing corporate sustainable development capabilities. In 2024, we implemented our own Industrial Internet of Things (IIoT) gateway EMU-200 series, combined with the EdgeGO® edge device management software platform, to build smart buildings and charging stations at Taoyuan headquarters, creating a demonstration site that features both energy monitoring and big data applications. Through our self-developed energy monitoring solution, we are able to precisely track internal energy consumption patterns and establish more comprehensive data management and decision-making mechanisms. In addition, we actively expand diverse field monitoring solutions, unlocking new business opportunities.

Finally, ADLINK Technology sincerely thanks all shareholders for their unwavering support and guidance. Facing environmental changes and challenges, we endeavor to continuously strengthen regional autonomy in market development, enhance overall customer value and satisfaction, and fortify cooperative relationships with our ecosystem partners. Looking ahead, we will continue to promote joint innovation and leverage our strengths. By delivering outstanding products and technical capabilities that closely align with customer needs, we strive to become a company of greater sustainable value.

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

(I) Information of Directors

April 22, 2025; 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	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Remark
							Number of Shares	Sharehol- ding Ratio	Number of Shares	Sharehol- ding Ratio	Number of Shares	Sharehol- ding Ratio	Number of Shares	Sharehol- ding Ratio			Title	Name	Relation- ship	
Chairman	R.O.C.	Chun (Jim) Liu	Male 61~70	June 22, 2022	Three years	May 7, 2001	10,297	4.73%	10,149	4.67%	3,953	1.82%	0	0	-Master of Institute of Computer Management Decision Making, National Tsinghua University -Institute for Information Industry	- CEO, ADLINK Technology Inc. -Director and CSO, AUO Display Plus Corporation -Director, AUO Foundation -Note 1	Executive Consultant	Han- Fen Ni	Spouse	Note 4
Director	R.O.C.	Yeou-Yih Chou	Male 81~90	June 22, 2022	Three years	June 15, 2007	1,332	0.61%	782	0.36%	434	0.20%	0	0	-Completion of the MDP class at Asian Institute of Management -Department of Electrical Engineering, Tatung Institute of Technology -Head of Electronic Design, Tatung Company	-Director, Zenitron Corporation -Note 2	None	None	None	None
Director	R.O.C.	Chroma ATE, Inc.	Female 61~70	June 22, 2022	Three years	May 7, 2001	24,417	11.23%	13,011	5.98%	0	0	0	0	-Department of Accounting, Tunghai University -Director, Finance Department of Chroma ATE Inc.	-Note 3	None	None	None	None
Director Representative		Hsiu-Miao Huang							12	0.01%	0	0	0	0						
Director	R.O.C.	AUO Corp.	Male 51~60	June 22, 2022	Three years	June 22, 2020	42,310	19.45%	42,310	19.45%	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.	-CEO and President, AUO Corp. -Chairman, AUO Display Plus Corporation -Director, Darwin Precisions Corp.	None	None	None	None
Director Representative		Fu-Jen (Frank) Ko							0	0	0	0	0	0						
Director	R.O.C.	AUO Corp.	Female 51~60	June 22, 2022	Three years	June 22, 2022	42,310	19.45%	42,310	19.45%	0	0	0	0	-Master, Industrial Management, Waseda University, Japan -Director, Business Unit, AUO Corp.	-Vice President, Supply Chain of AUO Corp.	None	None	None	None
Director Representative		I-Fang, Wu							0	0	0	0	0	0						

Independent Director	R.O.C.	Wei-Chien Li	Female 51~60	June 22, 2022	Three years	June 20, 2016	0	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	June 22, 2022	Three years	June 22, 2022	0	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	- Certified Public Accountant at Chuan-Chih CPA Firm, Executive Consultant -Independent Director, TTK -Member of the Remuneration Committee of ZXYL Group	None	None	None	None
Independent Director	R.O.C.	Chih-Kuang Tseng	Male 41~50	June 22, 2022	Three years	June 22, 2022	0	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 Taiwan Ltd. -SalesVP, North America, Arm Ltd. - Member of the Curriculum Committee of National Taiwan Normal University -Advisory Committee Member, Department of Electronic Engineering, National Taiwan University of Science and Technology	None	None	None	None
Independent Director	R.O.C.	Yung-Hao Yu	Male 61~70	June 22, 2022	Three years	June 22, 2022	0	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 Ubiquconn Technology Inc., North America	None	None	None	None

Note 1: For concurrent positions in affiliated companies, please refer to "Chapter 6: Special Disclosure" regarding directors, supervisors, and presidents of affiliated companies (p.86~87).

Note 2: Concurrently serves in the following companies: Legal representative Zeniltron - Chairman of Zeniltron (Hong Kong), Chairman of Supertronic International Corp., Director of NU Inc.; Legal representative of Supertronic International Corp.- Director of Asian Sky Investments Limited; Chairman of ZENIBOSS Corporation; Director of I Sheng Electric Wire & Cable Co., Ltd.; Director of Yu-Tseng Investment Co., Ltd., Supervisor of Tseng Te Investment Corporation.

Note 3: Concurrently serves in the following companies: Director of the Finance Department, Chroma ATE, Inc., Supervisor of Chroma Investment Co., Ltd., Supervisor of Testar Electronics Corp., Supervisor of MAS Automation Corp., Supervisor of ADIVIC Technology Co. Ltd, Supervisor of Innovative Nanotech Incorporated, Supervisor of Touch Cloud Inc., Director of Taiwan Advanced Nanotech Inc., Director of TFBS Bioscience, Inc., Director of HEPHAS Energy Co., Ltd.

Note 4. The Chairman of the Company concurrently holds the CEO position. To intensify the independence of the board of directors, the Company increased the number of independent directors in the re-election of directors in 2022.

1. Major shareholders of the corporate shareholders

Name of Corporate Shareholder	Major shareholders of the corporate shareholders
Chroma ATE Inc.	Leo Huang (4.90%), Citibank as custodian of Government of Singapore Investment Account (3.62%), Chun-Sheng, Chen (3.55%), Yu-Mei, Hsueh (2.19%), Citibank Taiwan commissioned to manage the investor account of Norges Bank (2.07%), Standard Chartered Bank (Taiwan) Limited. Main Branch commissioned to manage the Schroder International Selection Fund Asian Total Return investor account (1.84%), Standard Chartered Bank (Taiwan) Limited. Main Branch commissioned to manage the investor account of Mizuho Securities Co., Ltd. (1.82%), JPMorgan Chase Bank N.A., Taipei Branch in custody for Stichting Depositary APG Emerging Markets Equity Pool (1.79%), Cathay Life Insurance Co., Ltd. (1.37%).
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%)

2. Major Shareholders of the Corporation listed above

Name of Corporation	Major Shareholders of the Corporation
Cathay Life Insurance Co., Ltd.	Cathay Financial Holdings Co., Ltd. (Shareholding 100%)
Qisda Corporation	AUO Corp. (11.96%), Acer Inc. (4.53%), Taishin International Bank entrusted with the Qisda Corporation Employee Stock Ownership Trust Account (3.97%), Taipei Fubon Commercial Bank Co., Ltd. in custody for Fuh Hwa Taiwan Technology ETF (3.73%), Konley Venture Corp. (2.55%), Darfon Electronics Corp. (2.03%), Hua Nan Commercial Bank in custody for Yuanta Taiwan High-Yield Leading Company ETF (1.49%), JPMorgan Chase Bank N.A. Taipei Branch in custody for JPMorgan Asset Management (1.25%), Chunghwa Post Co., Ltd. (0.98%), JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds (0.95%) Note: The data source is based on the company's book closure date as of March 31, 2024
Quanta Computer Inc.	Chien Yu Investment Co., Ltd. (14.82%), Barry Lam (10.76%), New Labor Pension Fund (3.36%), C.C. Leung (2.14%), Citibank as custodian of Government of Singapore Investment Account (1.75%), Cathay Life Insurance Co., Ltd. (1.55%), Yi Chia Xin Investment Company Ltd. (1.47%), Hsin Min Investment Co., Ltd. (1.28%), Fubon Life Insurance Co., Ltd. (1.17%), Hsin-Min Liang (1.15%) Note: The data source is based on the company's book closure date as of April 16, 2024.
Taiwan Cooperative Bank, Ltd.	Taiwan Cooperative Financial Holding Co.,Ltd. (Shareholding 100%)
Nan Shan Life Insurance Co., Ltd.	Ruen Chen Investment Holding Co., Ltd (89.5498%), Ruen Hua Dyeing& Weaving Co., Ltd (1.3441%), Ying-Tsung, Tu (1.1576%), RuenTex Co., Ltd. (0.9722%), RuenTex Development Co., Ltd. (0.2319%), RuenTex Industries Co., Ltd. (0.2133%), Yuan Hsin Investment Co., Ltd. (0.1563%), Ruentex Leasing Co., Ltd. (0.1243%), Chi Pin Investment Co., Ltd.(0.1069%), PAN CITY CO., LTD. (0.0945%) Note: The data source is based on the company's book closure date as of March 31, 2024

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
Chairman 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 Yeou-Yih Chou	Currently Director of Zenitron Corporation, having working experience in business, legal, finance, accounting or in the area the Company needed.		0
Director Chroma ATE Inc. Representative: Hsiu-Miao Huang	Currently Head of Finance, Chroma ATE Inc, having working experience in business, legal, finance, accounting or in the area the Company needed.		0
Director AUO Corp. Representative: Fu-Jen (Frank) Ko	Currently CEO and President, AUO Corp., having working experience in business, legal, finance, accounting or in the area the Company needed.		0
Director AUO Corp. Representative: I-Fang, Wu	Currently Vice President, AUO Corp., 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.		1
Independent Director Chih-Kuang Tseng	Currently President of ARM Taiwan, having working experience in business, legal, finance, accounting or in the area the Company needed.		0
Independent Director Yung-Hao Yu	Currently Executive Consultant for Ubiquconn, 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.

Title	Chairman	Director and Director Representative				Independent Director			
Name	Chun (Jim) Liu	Yeou-Yih Chou	Hsiu-Miao Huang	Fu-Jen (Frank) Ko	I-Fang, Wu	Wei-Chien Li	Hsing-Hai Wei	Chih-Kuang Tseng	Yung-Hao Yu
Gender/Age	Male/ 61~70	Male/ 81~90	Female/ 61~70	Male/ 51~60	Female/ 51~60	Female/ 51~60	Male/ 61~70	Male/ 41~50	Male/ 61~70
Professional Background									
Industry	V	V	V	V	V	V		V	V
Financial Accounting			V				V		
Management	V	V	V	V	V	V	V	V	V
Management Expertise and Skills									
Business Judgment	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
Directors who concurrently serve as managers of the Company have not been more than one-third.	Achieved
The proportion of either gender on the Board of Directors has reached one-third of the seats.	Achieved
The independent directors not hold office for more than 3 terms	Achieved

• Independence of the Board of Directors

ADLINK Technology has nine directors, including four independent directors (44%), in compliance with Article 17 of the Articles of Incorporation: "The Company shall appoint five to nine seats of directors, and adopted candidate nomination system for shareholders to elect directors from a list of director candidates. 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.

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

April 22, 2025; 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	Manager 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			Title	Name	Relationship	
Chief Executive Officer	R.O.C.	Chun (Jim) Liu	Male	May 7, 2001	10,149	4.67%	3,953	1.82%	0	0	-Master of Institute of Computer Management Decision Making, National Tsinghua University -Institute for Information Industry	-Director and CSO, AUO Display Plus -Director, AUO Foundation -Note 1	Executive Consultant	Han-Fen Ni	Spouse	Note 2
President and COO	R.O.C.	I-Tun (Stephen) Huang	Male	October 18, 2021	0	0	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	-Director of FARobot Inc. -Note 1	None	None	None	None
Vice President and Global CFO	R.O.C.	Ta-Chih (Jeff) Chou	Male	June 1, 2006	311	0.14%	3	0.00%	0	0	-Master, State University of New York at Albany, USA -Vice President, RITI Technology Inc.	-Director of FARobot Inc. -ote 1	None	None	None	None
Director	R.O.C.	Shu-Fen (Iris) Chen	Female	May 6, 2021	64	0.03%	0	0	0	0	-Master of Business Administration, University of Illinois, United States -Manager of Investment Research Department, Taiwan Life Insurance Investment Trust	None	None	None	None	None
Director	R.O.C.	Jui-Lin Juang	Male	March 16, 2023	0	0	0	0	0	0	-Master of Science in Development Studies, University of London, UK -Special Assistant to CFO, ADLINK Technology -Head of Finance and Planning Division, AUO Corp.	None	None	None	None	Note 3
Senior Manager	R.O.C.	Hsin-Yu Kuo	Female	June 1, 2022	0	0	0	0	0	0	-MSc Accounting and Finance, University of Exeter, UK -Vice President, CENPRO Technology Co. Ltd.	Supervisor, FARobot Inc.	None	None	None	None

Note 1: For concurrent positions in affiliated companies, please refer to "Chapter 6: Special Disclosure" regarding directors, supervisors, and presidents of affiliated companies (p.86~87).

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 2022.

Note 3: Jui-Lin Juang resigned in October 2024 and was discharged from his position as an insider.

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

(I) Remuneration of Directors

Unit: thousand shares/NTD 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 a Reinvested Company Other than the Company's Subsidiary or From the Parent Company
		Base Compensation (A) (Note 1)		Severance and Retirement Pension (B)		Directors' Profit-Sharing Compensation(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)						
		ADLINK	All Companies in the Financial Report (Note 6)	ADLINK	All Companies in the Financial Report (Note 6)	ADLINK	All Companies in the Financial Report (Note 6)	ADLINK	All Companies in the Financial Report (Note 6)	ADLINK	All Companies in the Financial Report (Note 6)	ADLINK	All Companies in the Financial Report (Note 6)	ADLINK	All Companies in the Financial Report (Note 6)	Cash Amount	Stock Amount	Cash Amount	Stock Amount	ADLINK	All Companies in the Financial Report (Note 6)	
Chairman	Chun (Jim) Liu	480	Same as left column	-	-	144	Same as left column	50	Same as left column	674 1.32%	Same as left column	3,416	4,257	-	-	-	-	-	-	4,090 8.03%	4,931 9.69%	None
Director	Yeou-Yih Chou	240	Same as left column	-	-	72	Same as left column	40	Same as left column	352 0.69%	Same as left column	-	-	-	-	-	-	-	-	352 0.69%	Same as left column	
Director	Chroma ATE Inc. Representative: Hsiu-Miao Huang	240	Same as left column	-	-	72	Same as left column	50	Same as left column	362 0.71%	Same as left column	-	-	-	-	-	-	-	-	362 0.71%	Same as left column	
Director	AUO Corp. Corporation Representative: Fu-Jen (Frank) Ko	240	Same as left column	-	-	72	Same as left column	40	Same as left column	352 0.69%	Same as left column	-	-	-	-	-	-	-	-	352 0.69%	Same as left column	
Director	AUO Corp. Corporation Representative: I-Fang, Wu	240	Same as left column	-	-	72	Same as left column	50	Same as left column	362 0.71%	Same as left column	-	-	-	-	-	-	-	-	362 0.71%	Same as left column	
Independent Director	Wei-Chien Li	1,080	Same as left column	-	-	27	Same as left column	50	Same as left column	1,157 2.27%	Same as left column	-	-	-	-	-	-	-	-	1,157 2.27%	Same as left column	None
Independent Director	Hsing-Hai Wei	1,200	Same as left column	-	-	27	Same as left column	50	Same as left column	1,277 2.51%	Same as left column	-	-	-	-	-	-	-	-	1,277 2.51%	Same as left column	
Independent Director	Chih-Kuang Tseng	960	Same as left column	-	-	27	Same as left column	40	Same as left column	1,027 2.02%	Same as left column	-	-	-	-	-	-	-	-	1,027 2.02%	Same as left column	
Independent Director	Yung-Hao Yu	960	Same as left column	-	-	27	Same as left column	40	Same as left column	1,027 2.02%	Same as left column	-	-	-	-	-	-	-	-	1,027 2.02%	Same as left column	
Total		5,640	Same as left column	-	-	541	Same as left column	410	Same as left column	6,591 12.95%	Same as left column	3,416	4,257	-	-	-	-	-	-	10,007 19.66%	10,848 21.31%	None
<div>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.</div> <div>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 (non-employees) consultants of the parent company/all companies in the financial statements/reinvestment business, etc.): None.</div>																						

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) H	The Company (Note 7)	All Companies in the Financial Report (Note 8) I
Less than NT\$1,000,000	Chun (Jim) Liu, Yeou-Yih Chou, Chroma ATE Inc.'s Representative: Hsiu-Miao Huang, AUO Corp. Representative: Fu-Jen (Frank) Ko, I-Fang Wu	Chun (Jim) Liu, Yeou-Yih Chou, Chroma ATE Inc.'s Representative: Hsiu-Miao Huang, AUO Corp. Representative: Fu-Jen (Frank) Ko, I-Fang Wu	Yeou-Yih Chou, Chroma ATE Inc.'s Representative: Hsiu-Miao Huang, AUO Corp. Representative: Fu-Jen (Frank) Ko, I-Fang Wu	Yeou-Yih Chou, Chroma ATE Inc.'s Representative: Hsiu-Miao Huang, AUO Corp. Representative: Fu-Jen (Frank) Ko, I-Fang Wu
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)	None	None	None	None
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)	None	None	Chun (Jim) Liu	Chun (Jim) Liu
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)	None	None	None	None
Over NT\$10,000,000	None	None	None	None
Total	9	9	9	9

Note 1:Refers to remuneration of directors for the most recent year (includes director's salary, additional compensation, severance pay, various bonuses, incentive pay).

Note 2:Refers to remuneration provided to directors as approved by the Board of Directors for the most recent year.

Note 3:Refers to relevant business expenses incurred by Directors (including travel expenses).

Note 4: 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.

Note 5:It refers to directors concurrently serving as employees who received employees' compensation in the most recent fiscal year.

Note 6:The total remuneration provided by all the companies (including the Company) to the Company's Directors must be disclosed in the Consolidated Financial Report.

Note 7: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.

Note 8: 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.

Note 9:It refers to the net income after tax in the most recent individual financial report.

(II) Compensation for President and Vice Presidents

Unit: NT\$ thousand

Title	Name	Salary (A) (Note 1)		Severance and Retirement Pension (B)		Bonus and Allowance (C) (Note 2)		Employees' Compensation (D) (Note 3)				(A+B+C+D) as % of Net Income (Note 7)		Remuneration Paid to Directors from an Reinvested Company Other than the Company's Subsidiary or From the Parent Company
		ADLINK	All Companies in the Financial Report (Note 4)	ADLINK	All Companies in the Financial Report (Note 4)	ADLINK	All Companies in the Financial Report (Note 4)	ADLINK		All Companies in the Financial Report (Note 4)		ADLINK	All Companies in the Financial Report (Note 4)	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Chief Executive Officer	Chun (Jim) Liu	14,408	16,149	216	216	8,948	8,948	0	0	0	0	23,572 46.31%	25,313 49.73%	None
President and COO	I-Tun (Stephen) Huang													
Vice President and Global CFO	Ta-Chih (Jeff) Chou													

Salary ranges for Presidents and Vice Presidents at the company	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)	Ta-Chih (Jeff) Chou	Ta-Chih (Jeff) Chou
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)	I-Tun (Stephen) Huang	I-Tun (Stephen) Huang
Over NT\$15,000,000	None	None
Total	3	3

Note 1: It refers to the salaries, position allowances, and severance pay for the President and Vice Presidents in the most recent year.

Note 2: 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.

Note 3: 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.

Note 4: 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.

Note 5: 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.

Note 6: 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.

Note 7: It refers to the net income after tax in the most recent individual financial report.

(III) 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				
	Senior Manager	Hsin-Yu Kuo				

(IV) 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			
	2023		2024	
	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements
Director	3.84%	4.07%	19.66%	21.31%
President and Vice President	7.90%	8.26%	46.31%	49.73%

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) Directors' Remuneration: According to Article 23 of the Company's Articles of Incorporation, “The remuneration of directors for performing their duties shall be separately determined by the Board of Directors based on the extent of each individual director's participation in and contribution to the Company's operations, with reference to the standards of the domestic industry.” In addition, if the Company makes a profit in the current year, director compensation not exceeding 3% shall be appropriated 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.
 - Industry Standards: 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 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:
- 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 2024, 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

(I) Operation of the Board of Directors

The Board of Directors has held 4 meetings in 2024, and the attendance of Directors is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Actual Attendance	Remark
Chairman	Chun (Jim) Liu	4	0	100%	
Director	Yeou-Yih Chou	4	0	100%	
Director	Chroma ATE Inc. Representative: Hsiu-Miao Huang	4	0	100%	
Director	AUO Corp. Representative: Fu-Jen (Frank) Ko	4	0	100%	
Director	AUO Corp. Representative: I-Fang, Wu	4	0	100%	
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	3	1	75%	

Other subjects to be recorded:

- 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:
 - 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.
 - 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.
- 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
May 9, 2024	Wei-Chien Li	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

- 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:

Evaluation Cycle	Period of Evaluation	Scope of Evaluation	Evaluation Method	Content of Evaluation
Executed once a year	January to December 2024	Board of Directors, functional committee (including Audit Committee and	Self-evaluation by members	(1) Evaluation content of the Board of Directors: Participation in company operations, quality of decision-making, composition and structure, director

		Remuneration Committee) and their individual members		<p>selection and continuing education, internal control.</p> <p>(2) Evaluation content of functional committees: Participation in company operations, awareness of responsibilities, quality of decision-making, composition and member selection, internal control.</p> <p>(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.</p>
<p>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:</p> <p>(1) Established the Remuneration Committee and Audit Committee composed of independent directors in 2011 and 2019, respectively.</p> <p>(2) Increased the frequency of communication with directors in the form of monthly meetings to effectively improve the decision-making quality of the Board of Directors.</p> <p>(3) Supervised risk management by the Audit Committee and reported risk management matters to the Board of Directors at least once a year.</p>				

(II) Operations of the Audit Committee

The Audit Committee has held 4 meetings in 2024. The attendance of Independent Directors is 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	4	0	100%	
Independent Director	Yung-Hao Yu	4	0	100%	

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, Audit Committee resolutions, and the Company's response to such resolutions shall be specified:

(I) 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
March 7, 2024	The 7th Meeting of the second term	<p>Proposal 1 Proposal for Approval Internal Audit Manager's Internal Audit Report.</p> <p>Proposal 2 Proposal for Approval the Company's 2023 Business Report and Financial Statements.</p> <p>Proposal 3 Proposal for Approval of the Company's 2023 Statement of Internal Control.</p> <p>Proposal 4 Proposal for the Appointment of CPAs and Evaluation of Their Independence and Competence</p> <p>Proposal 5 Proposal for Approval of the Company's 2023 Earnings Distribution Plan.</p> <p>Proposal 6 Amendment to the Company's Articles of Incorporation.</p> <p>Proposal 7 Amendment to the Company's "Procedures for Lending Funds to Others"</p> <p>Proposal 8 Amendment to the Company's "Procedures for Acquisition or Disposal of Assets"</p> <p>Proposal 9 Proposal for Approval of the Company's Bank Credit Facility Limit and Foreign Exchange and Derivative Financial Instruments Transaction Limit.</p> <p>Proposal 10 Proposal for the Second Issuance of Employee Stock Options Plan in 2023.</p>	Approved by all Independent Directors
May 9, 2024	The 8th Meeting of the second term	<p>Proposal 1 Proposal for Approval Internal Audit Manager's Internal Audit Report.</p> <p>Proposal 2 Proposal for Approval of the Consolidated Financial Report of the Company for the First Quarter of 2024.</p> <p>Proposal 3 Amendment to the Company's Articles of Incorporation.</p> <p>Proposal 4 Proposal for Approval of the Company's Bank Credit Facility Limit and Foreign Exchange and Derivative Financial Instruments Transaction Limit.</p> <p>Proposal 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.</p> <p>Proposal 6 Proposal for Establishing a Subsidiary in Hong Kong.</p>	Approved by all Independent Directors
August 1, 2024	The 9th Meeting of the second term	<p>Proposal 1 Proposal for Approval Internal Audit Manager's Internal Audit Report.</p> <p>Proposal 2 Proposal for Approval of the Consolidated Financial Report of the Company for the First Half of 2024.</p> <p>Proposal 3 Amendment to the Company's "Corporate Governance Best Practice Principles" and "Procedures for Handling Material Internal Information and Preventing Insider Trading"</p> <p>Proposal 4 Proposal for Approval of the Loan of Funds between Foreign Subsidiaries held 100% by the Company.</p> <p>Proposal 5 Proposal for Approval of the Company's Bank Credit Facility Limit and Foreign Exchange and Derivative Financial Instruments Transaction Limit.</p> <p>Proposal 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.</p> <p>Proposal 7 Amendment to the Company's "Pre-approval Audit Procedures for Non-assurance Services.</p> <p>Proposal 8 Individual approval of "IEC62443-4-1 Product Security Development Consulting Services" Case.</p>	Approved by all Independent Directors
November 7, 2024	The 10th Meeting of the second term	<p>Proposal 1 Proposal for Approval Internal Audit Report.</p> <p>Proposal 2 Proposal for Approval of the Company's Audit Plan for 2025.</p>	Approved by all Independent Directors

		Proposal 3 Proposal for Approval of the Consolidated Financial Report of the Company for the Third Quarter of 2024. Proposal 4 Establishment of the Company's "Internal Control System for Sustainability Information" and Amendment to the "Sustainability Report Preparation and Verification Operational Procedures". Proposal 5 Proposal for Approval of the Loan of Funds between Foreign Subsidiaries held 100% by the Company. Proposal 6 Proposal for Approval of the Company's Bank Credit Facility Limit and Foreign Exchange and Derivative Financial Instruments Transaction Limit. Proposal 7 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. Proposal 8 Subsidiary Engaging in Derivative Product Transactions. Proposal 9 The Company's New Financial Manager Appointment. Proposal 10 Proposal for the Third Issuance of Employee Stock Options Plan in 2023.	
(II) 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 Audit Manager, 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
November 7, 2024	Independent Director: Hsing-Hai Wei Independent Director: Wei-Chien Li Independent Director: Chih-Kuang Tseng Independent Director: Yung-Hao Yu CPA: Wen-Chin Lin Audit Manager: Yu-Ting Lin	Review results of the consolidated financial statements for the third quarter of 2024 and key audit matters, as well as an explanation of the quality management system of Deloitte & Touche, and discussion on the findings from the review	Deliberated and Approved by all Independent Directors
March 7, 2024	Independent Director: Hsing-Hai Wei Independent Director: Wei-Chien Li Independent Director: Chih-Kuang Tseng Independent Director: Yung-Hao Yu CPA: Wen-Chin Lin Audit Manager: Yu-Ting Lin	Review results and key audit matters of the 2023 standalone and consolidated financial reports, with discussions on the review findings	Deliberated and Approved by all Independent Directors

(III) Operations of Remuneration Committee

1. Information regarding members of the Remuneration Committee

Role	Qualifications	Professional Qualification and Work Experience	Independence Criteria	Number of other public companies where the member concurrently serves as member in Remuneration Committee
	Name			
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 President of ARM Taiwan, having working experience in business, legal, finance, accounting or in the area the Company needed.		0
Independent Director	Yung-Hao Yu	Currently Executive Consultant for Ubiquconn, 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 four members of Remuneration Committee in the corporation.
- (2) The term of office of the committee members: From June 22, 2022 to June 21, 2025. The 2024 Remuneration Committee held two 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	2	0	100%	
Committee Member	Hsing-Hai Wei	2	0	100%	
Committee Member	Chih-Kuang Tseng	2	0	100%	
Committee Member	Yung-Hao Yu	2	0	100%	

Other subjects to be recorded:

- I. The 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.
- II. 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.
- III. Discussions and Resolutions of the Remuneration Committee

Date	Contents of Proposal	Resolution	The Company's response to the opinion of the Remuneration Committee
March 7, 2024	Proposal 1 Salary Structure and Actual Total Compensation Paid to Managers for the Year 2023 Proposal 2 Salary Adjustment for Managers from April 2024 to the end of March 2025 Proposal 3 Proposal for the Second Issuance of Employee Stock Options Plan in 2023 Proposal 4 Distribution of Remuneration to Employees and Directors in 2023 Proposal 5 Proposal for Remuneration and Transportation Allowance of Directors of the Company Proposal 6 Internal Performance Evaluation Results of the Board of Directors and Functional Committees	Adopted with the approval of all members of the Committee	Proposals are submitted to the board of directors and approved by all Directors present.
November 7, 2024	Proposal 1 Proposal for 2024 Managers' Annual Salary Structure and Estimated Annual Remuneration Proposal 2 Proposal for the Third Issuance of Employee Stock Options Plan in 2023 Proposal 3 Performance Evaluation System for Managers in 2025 Proposal 4 Adoption of the Managerial Remuneration Management Regulations	Adopted with the approval of all members of the Committee	Proposals are submitted to the board of directors and approved by all Directors present.

(IV) 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	
I. 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 Corporate Governance Best Practice Principles, which is disclosed and referenced at Market Observation Post System or the Company's website.	No discrepancy
II. Equity structure and shareholders' rights of the Company (I) 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.	
(II) Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	V		The Company has a dedicated person to manage the relevant information and can keep a list of the ultimate controllers of the major shareholders and major shareholders who actually control the Company at any time.	
(III) Does the company establish and execute a risk management and firewall system within its affiliated companies?	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 risk control and firewall mechanism between the subsidiaries.	
(IV) Does the Company establish internal rules against insiders using undisclosed information to trade in securities?	V		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. 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.	
III. Composition and Responsibilities of the Board of Directors (I) Does the Board of Directors have a diversification	V		The company has established a "Corporate Governance Best Practice Principles" which stipulates that the composition of the Board of Directors should take diversity into consideration. The company has 5 directors and 4 independent directors, among which 2 directors and 1 independent director are female. The members have diverse backgrounds, with excellent professional	

policy, and what are the specific management objectives and implementation plan?			skills and industry experience.	
(II) Does the Company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	V		The company has established a Remuneration Committee and an Audit Committee in accordance with the law. Other functional committees will be established based on needs assessment.	
(III) Does the Company establish standards and methods to evaluate the performance of the Board of Directors, conduct the 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?	V		The Remuneration Committee of the Company determines and periodically reviews the policies, systems, standards and structure of performance appraisal and remuneration of Directors as well as submits its proposals to the Board of Directors for discussion.	
(IV) 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: Evaluation standards for CPA independence" and AQI indicators. After being discussed and approved by the Audit Committee on March 6, 2025, the recent annual evaluation results were reported to and passed by the Board of Directors on the same day.	
IV. 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?	V		<p>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. 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.</p> <p>The 2024 implementation priorities of corporate governance affairs are as follows:</p> <ol style="list-style-type: none"> 1. Convened four meetings of the Board of Directors and four meetings of the Audit Committee 2. One annual shareholders' meeting was convened. 3. Board members all completed a minimum of 6 credits for continuing education. 4. Conduct performance evaluations for the board of directors and functional committees. 	
V. Does the company establish communication channels with stakeholders (including but	V		ADLINK Technology is committed to promoting corporate social responsibility with the philosophy of "Sustainability and Sharing". It has constructed a corporate sustainable development	No discrepancy

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?			<p>blueprint with the vision of "Joining hands with diverse partners to multiply sustainable value". While strengthening its core business, ADLINK Technology collaborates with stakeholders to implement and create more far-reaching sustainable value.</p> <p>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.</p> <p>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 our Sustainability Report.</p>	
VI. 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.	
VII. Information Disclosure				
(I) 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.	
(II) 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 uploading the proceedings of investor conferences to its website)?	V		The company has appointed one Spokesperson and one Acting Spokesperson, and has designated personnel responsible for collecting and disclosing corporate information. Financial information, business information, investors conferences, and other relevant materials are fully disclosed in the Investor Relations section of the Company's website.	
(III) 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.
VIII. 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	V		<ol style="list-style-type: none"> 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 of the directors, the company purchases liability insurance for them. 5. The company values the interaction between corporate 	No discrepancy

help to understand the operation of corporate governance?			<p>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.</p> <p>6. Please refer to the table below: "Training of Directors and Corporate Governance Director".</p>	
IX. Please specify the measures adopted by the Company to improve the items listed in the Corporate Governance Evaluation results from Taiwan Stock Exchange's Corporate Governance Center and the improvement plans for items yet to be improved.			<p>1. Improved matters in the most recent year:</p> <ul style="list-style-type: none"> (1) Upload uninterrupted audio and video recordings after the shareholders' meeting. (2) The Sustainability Report has been submitted to and approved by the Board of Directors. (3) Investing in environmentally sustainable equipment, and investing more than NT\$3 million to support domestic cultural development. <p>2. Priorities for future improvement:</p> <ul style="list-style-type: none"> (1) Consider establishing functional committees beyond statutory requirements. (2) The policy linking managers' remuneration to ESG-related performance assessment. 	

Note: Evaluation standards for CPA independence.

CPA Firm:	Deloitte & Touche		
Certifying CPAs:	(Former) Wen-Chin Lin and Yi-Wen Wang (Newly Appointed) Chien-Liang Liu and Yi-Wen Wang		
Evaluation Matters		Whether meeting the criteria of independence	
		Yes	No
1	The appointed CPAs have no significant financial interest in the Company.	V	
2	The appointed CPAs have no inappropriate relationship with the Company.	V	
3	The appointed CPAs and their assistants are honest, impartial and independent.	V	
4	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.	V	
5	During the audit, the appointed CPA himself or herself and his or her spouse or dependents 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.	V	
6	Did not accept any significant gifts from the Company and its Directors and managers (the value of which exceeded the standard of social etiquette).	V	
7	The name of the appointed CPA must not be used by others.	V	
8	The appointed CPA must not borrow money from the Company.	V	
9	The appointed CPAs must not be concurrent with other undertakings that may lose their independence.	V	
10	The appointed CPAs must not be subject to any commission in connection with the business.	V	
11	The appointed CPAs must not hold shares in the Company.	V	
12	The appointed CPAs must not concurrently serve as a regular worker of the Company and receive a fixed salary.	V	
13	The appointed CPAs must not be made in the context of a joint investment or benefit-sharing relationship with the Company.	V	
14	The appointed CPAs must not be involved in the management functions of the Company in making decisions.	V	
Result of Assessment	After evaluation, the CPAs meet the independence assessment standards of the Company and are qualified to serve as the CPAs for the Company.		

Training of Directors

Title	Name	Date	Organizer	Name of program	Training hours
Chairman	Chun (Jim) Liu	October 4, 2024	Securities and Futures Institute	2024 Insider Trading Prevention Promotion Conference	3
		October 7, 2024	Chinese National Association of Industry and Commerce	2024 Taishin Net Zero Summit Forum	3
Director	Yeou-Yih Chou	July 30, 2024	Taiwan Corporate Governance Association	The Role and Responsibilities of the Board of Directors in ESG Governance	3
		November 11, 2024		Trends and Risk Management in Digital Technology and Artificial Intelligence	3
Director	Chroma ATE, Inc. Representative: Hsiu-Miao Huang	July 3, 2024	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6
		December 10, 2024	Taiwan Academy of Banking and Finance	Corporate Governance Lecture - Analysis of Sustainability Trends and Their Risks and Opportunities for Business Operations	3
Director	AUO Corp. Representative: Fu-Jen Ko	August 3, 2024	Independent Director Association Taiwan	Legal Planning and Risk Management for Multinational Corporate Mergers and Acquisitions	3
		August 3, 2024		How Foreign Institutional Investors View ESG Sustainable Governance and Investment Responsibility	3
Director	AUO Corp. Representative: I-Fang Wu	August 3, 2024	Independent Director Association Taiwan	Legal Planning and Risk Management for Multinational Corporate Mergers and Acquisitions	3
		August 3, 2024		How Foreign Institutional Investors View ESG Sustainable Governance and Investment Responsibility	3
Independent Director	Wei-Chien Li	July 3, 2024	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6
		July 30, 2024	Taiwan Corporate Governance Association	The Role and Responsibilities of the Board of Directors in ESG Governance	3
		November 11, 2024		Trends and Risk Management in Digital Technology and Artificial Intelligence	3
Independent Director	Hsing-Hai Wei	July 3, 2024	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6
		September 26, 2024	Taiwan Institute of Directors	Comprehensive Analysis of the Core Content of IFRS Sustainability Disclosure Standards IFRS S1 and S3	3
Independent Director	Chih-Kuang Tseng	October 4, 2024	Securities and Futures Institute	2024 Insider Trading Prevention Promotion Conference	3
		October 7, 2024	Chinese National Association of Industry and Commerce	2024 Taishin Net Zero Summit Forum	3
Independent Director	Yung-Hao Yu	July 3, 2024	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6

Training of Corporate Governance Director

Name	Date	Organizer	Name of program	Training hours
Shu-Fen (Iris) Chen	July 3, 2024	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6
	September 30, 2024	Taiwan Stock Exchange	Summit on Strengthening Taiwan's Capital Market	3
	October 4, 2024	Securities and Futures Institute	2024 Insider Trading Prevention Promotion Conference	3

(V) 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	
I. 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		<p>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".</p> <p>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.</p> <p>The Board of Directors also receives quarterly 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.</p>	No discrepancy
II. 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 strategies?	V		<p>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.</p> <p>The Sustainability Development Committee, 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</p>	No discrepancy

		<p>level (scale, scope) and probability of occurrence for each topic, resulting in a statistical significance level for each sustainability issue.</p> <p>The results show that 9 major items are the material topics that the Company will focus on in 2024: "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).</p> <p>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.</p>	
<p>III. Environmental Issues</p> <p>(I) Has the Company set up an appropriate environmental management system as per its industrial characteristics?</p>	V	<p>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 ISO14001 certificate is valid from January 26, 2024 to January 25, 2027.</p> <p>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.</p>	No discrepancy
<p>(II) Is the company committed to improving energy efficiency and using renewable materials with low environmental impact?</p>	V	<p>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:</p> <ul style="list-style-type: none"> Conserving Energy Resources: adoption of water and electricity-saving equipment or devices, implementation of energy-saving measures, sharing of product paper packaging specifications, reducing plastic packaging for products, optimizing heat dissipation design, and reducing the use of aluminum alloy for heat sinks. Establishing Resource Recycling: reuse of recyclable waste, introduction of solar power generation, installation of rainwater recycling systems, and increasing the 	

			<p>proportion of environmentally friendly packaging materials used in products.</p> <p>2. In 2024, the company was awarded the "Green Procurement Outstanding Unit" by the Department of Environmental Protection, Taoyuan.</p>	
(III) 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 Status of Climate-Related Information"	
(IV) 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		<p>1. The parent company's greenhouse gas emissions, water consumption and total waste weight over the past two years:</p> <ul style="list-style-type: none"> (1) For greenhouse gas emissions, please refer to the table below "Implementation Status of Climate-Related Information." (2) Water consumption in 2023 was 35.79 million liters; in 2024 was 42.98 million liters. (3) Total waste weight in 2023 was 5.78 tonnes; in 2024 was 4.50 tonnes (all non-hazardous waste). <p>2. With the base year of 2023, the carbon reduction targets are:</p> <ul style="list-style-type: none"> • Short-term goals: 5% reduction in carbon emissions by 2025, with green electricity accounting for 3%. • Medium-term goals: 11% reduction in carbon emissions from 2026 to 2027, with green electricity accounting for 6%. • Long-term goals: 24% reduction in carbon emissions by 2030, with a goal of net-zero carbon emissions by 2050. <p>3. Implementation Measures and Achievement Status in 2024</p> <p>(1) Packaging waste reduction, plastic reduction, and increased use of eco-friendly lining materials for packaging</p> <ul style="list-style-type: none"> • Actual shared usage rate of cardboard boxes and cartons: 78%. • Introduction of air column cushioning material: 9 new products. <p>(2) Energy-saving design</p> <ul style="list-style-type: none"> • Optimization of aluminum alloy thermal block volume: 5 new products. 	No discrepancy

			<ul style="list-style-type: none"> Improvement of static energy consumption when the machine is powered off: 55.56% of new products. <p>(3) Replacement of high energy consumption equipment</p> <ul style="list-style-type: none"> Replacement of chiller systems, saving approximately 200,000 kWh of electricity per year. <p>(3) Solar photovoltaic</p> <ul style="list-style-type: none"> Solar power generation is 465,000 kWh, producing 465 green energy certificates. 	
IV. 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.	
(2) Does the Company established and offered proper employee benefits (including compensation, leave, and other benefits) and reflected the business performance or results in employee compensation appropriately?	V		<p>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. At the same time, according to the Articles of Incorporation, 3% to 20% of the pre-tax net profit is allocated as employee compensation, sharing the operating results with employees based on departmental work goals and individual performance achievement rates.</p> <p>2. Employee Leave: In addition to statutory leave, the company offers additional special leave that exceeds the requirements of 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).</p> <p>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 2024, female employees accounted for 45%, and female managers accounted for 26%.</p>	No discrepancy

		4. For a detailed description of employee welfare measures, please refer to Chapter 4. V. "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	<p>The Company is committed to create a safe, friendly, and healthy workplace environment, having obtained the ISO45001 Occupational Health and Safety Management System certificate, currently valid from December 6, 2024, to December 5, 2027, and regularly implements relevant promotion and training.</p> <p>In 2024, there were three 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.</p>	
(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 company comply with relevant laws and regulations and international standards, and formulate relevant policies and complaint procedures to protect consumer or customer rights?	V	<p>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 effective solutions.</p> <p>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.</p>	
(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	<p>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.</p> <p>The implementation in 2024 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</p>	

			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.	
V. 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 2024 sustainability report has been verified by the third-party organization BSI Verification Company.	No discrepancy
VI. 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 .				
VII. Other important information that helps understand the implementation of sustainable development:				
<ol style="list-style-type: none"> 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 				

Implementation Status of Climate-related Information

Item	Implementation Status (Note)
<ol style="list-style-type: none"> 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 	<ol style="list-style-type: none"> 1. The company follows the instructions from the Taiwan Stock Exchange Corporation to plan the greenhouse gas inventory and verification schedule for the company and report to the board of directors, and the progress of implementation will be reported to the board of directors quarterly. 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

financial impacts used.	implementation methods of the company's "Enterprise Risk Management Process," enabling comprehensive control of climate risks.																											
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.	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.																											
7. If an internal carbon price is used as a planning tool, explain the basis for setting the price.	6. No plan yet.																											
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.	7. No plan yet.																											
9. Greenhouse gas inventory and verification status, and reduction targets, strategies, and specific action plans.	8.																											
	<table><tr><td colspan="3">The company uses 2023 as the baseline year to set greenhouse gas reduction targets for 2024:</td></tr><tr><td>Boundary</td><td>Coverage Rate</td><td>Status of Achievement for Scope 1 and Scope 2 Greenhouse Gas Reduction Targets</td></tr><tr><td>Headquarters and Huaya Plant</td><td>100%</td><td>Target reduction: 5%, actual reduction: 5.08% (achieved)</td></tr></table>	The company uses 2023 as the baseline year to set greenhouse gas reduction targets for 2024:			Boundary	Coverage Rate	Status of Achievement for Scope 1 and Scope 2 Greenhouse Gas Reduction Targets	Headquarters and Huaya Plant	100%	Target reduction: 5%, actual reduction: 5.08% (achieved)																		
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Boundary	Coverage Rate	Status of Achievement for Scope 1 and Scope 2 Greenhouse Gas Reduction Targets																										
Headquarters and Huaya Plant	100%	Target reduction: 5%, actual reduction: 5.08% (achieved)																										
	<table><tr><td colspan="3">Historical Renewable Energy Certificate Recognition:</td></tr><tr><td>Year</td><td>2023</td><td>2024</td></tr><tr><td>Renewable Energy Certificate (T-REC)</td><td>0 certificates</td><td>465 certificates</td></tr></table>	Historical Renewable Energy Certificate Recognition:			Year	2023	2024	Renewable Energy Certificate (T-REC)	0 certificates	465 certificates																		
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<div>Year</div> <div>Item</div>	2023	2024																										
Scope 1	679.823	690.778																										
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Scope 3	1,064.776	1,037.140																										
Greenhouse Gas Emission Intensity (Metric Tons CO2e /NT\$ Thousand)	0.000734	0.000820																										
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)2024 Greenhouse gas reduction targets, strategies, and specific action plans.	
	Item	Content
	Greenhouse Gas Reduction Base Year	2023
	Scope	Scope 1, Scope 2
	Reduction Target	<ol style="list-style-type: none"> Greenhouse gas reduction of 5% compared to the base year Green electricity accounts for 3% of the total electricity generation used
	Reduction Target Achievement Status	<ol style="list-style-type: none"> Greenhouse gas reduction of 5.08% compared to the base year Green electricity accounts for 4.61% of the total electricity generation used
	Strategy	Environmental Responsibility
	Concrete Actions	<ul style="list-style-type: none"> Installation of Solar Power Plants Replacement of Chiller Systems Development of Smart Building Infrastructure

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

(VI) 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	
<p>I. Establishing Corporate Code of Conduct and Ethics Policy and implementation measures</p> <p>(I) 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?</p> <p>(II) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on 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"?</p> <p>(III) Whether the company has a program to prevent dishonest conduct, including defined</p>	V		<ul style="list-style-type: none"> 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. 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. 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 	No discrepancy

procedures, behavioral guidelines, disciplinary and grievance systems, and whether it implements, reviews, and revises the program regularly?			violations, and complaint procedures, and are reviewed and revised by responsible units as needed.	
<p>II. Implementation of Ethical Corporate Management</p> <p>(I) Does the Company evaluate business counterparty's ethical records and include ethics-related clauses in business contracts?</p> <p>(II) 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)?</p> <p>(III) Does the Company establish policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly?</p> <p>(IV) 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</p>	V		<ul style="list-style-type: none"> The company requires all suppliers to sign the "Supplier Sustainability and Corporate Social Responsibility Promotion and Commitment Statement," declaring compliance with environmental and social standards, and committing to integrity and anti-corruption principles. The company has established a dedicated "Legal 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. 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. 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. In 2024, integrity management-related training sessions have been held, including "Employee Ethics 	No discrepancy

audit? (V) Does the Company regularly hold internal and external training on ethical corporate management?			Code" and "RBA-Business Ethics," reaching 1,146 participants with a total training time of 3,320.5 hours.	
III. Implementation of the Whistleblowing System (I) Does the Company establish both a reward/whistle-blowing system and convenient whistle-blowing channels? Are appropriate personnel assigned to the accused party? (II) 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? (III) Does the Company provide protection for whistle-blowers against improper treatment?	V		<ul style="list-style-type: none"> The company has established "Whistleblowing, Complaint, Suggestion, and Employee Feedback Management Procedures". When internal or external complaints or whistleblowing reports are received, they are investigated confidentially in accordance with the procedural regulations. For cases that may affect objective and fair handling, a recusal system is implemented. Multiple convenient grievance channels are available, including physical or online employee suggestion boxes for internal complaints, Human Resources Department or Legal Office email and hotlines, as well as an esg@adlinktech.com mailbox on the official website for external personnel to file complaints or reports. 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. 	No discrepancy
IV. 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
V. 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.

VI. 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.

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

(VII) Status of Internal Control System: Statement on Internal Control

ADLINK Technology Inc.
Statement on Internal Control

Date: March 6, 2025

The Company makes the following statement according to the self-evaluation conducted of the internal control system in 2024:

- I. The Company is fully aware that establishing, operating and maintaining an internal control system are the responsibilities of the board of directors and managers of the Company. The Company has established such a system. Its purpose is to reasonably ensure that operational effectiveness and efficiency (including income, performance, and asset safety) and reporting are reliable, timely, and transparent, as well as to ensure compliance with relevant regulations and laws.
- II. Internal control system has its inherent limitation, no matter how perfectly designed, an effective internal control system can only provide reasonable guarantee for achievement of the aforementioned three objectives, and the effectiveness of internal control system may change due to the changes in the environment and circumstances. Nevertheless, the internal control system contains self-monitoring mechanisms, and the Company takes immediate remedial actions in response to any identified deficiencies.
- III. The Company assessed the effectiveness of the design and implementation of the internal control system based on judgment criteria set by "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations"). The internal control system used in the "Regulations" divides the internal control system into five constituent elements according to the process of management control: 1. Control environment, 2. Risk assessment, 3. Control activities, 4. Information and communication, and 5. Monitoring activities. Each key component includes several items. Please refer to the Regulations for the aforementioned items.
- IV. The Company has evaluated the design and operating effectiveness of the internal control system according to the Regulations.
- V. Based on the findings of the assessment mentioned in the preceding paragraph, the Company believes that as of December 31, 2024, its internal control system (including its supervision and management of subsidiaries), encompassing internal controls for understanding the degree of

achievement of operational effectiveness and efficiency objectives, reporting of the Company reliable, timely, transparent, and complies with applicable rules, and compliance with applicable laws, regulations, and bylaws, is effectively designed and operating, and reasonably assures the achievement of the above stated objectives.

- VI. This Statement is an integral part of the Company's Annual Report and Prospectus, and is publicly disclosed. If the aforementioned disclosure is false or concealed or otherwise illegal, it will subject to the legal liability specified in Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. The Board of Directors approved this Statement at the Board meeting held on March 6, 2025. Of the eight directors present, zero had opposing views, and the rest agreed to the contents of this Statement and hereby declared.

ADLINK Technology Inc.

Chairman: Chun (Jim) Liu

President: I-Tun (Stephen) Huang

(VIII) 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
June 19, 2024	2024 Annual Shareholders' Meeting 1. Proposal for the approval of 2023 Business Report and Financial Statements. 2. Proposal for the approval of the Company's 2023 Earnings Distribution Plan. 3. Amendment to the Company's Articles of Incorporation. 4. Amendment to the Company's "Procedures for Lending Funds to Others" 5. Amendment to Company's "Procedures for Acquisition or Disposal of Assets". 6. Proposal to lift non-competition restrictions for directors

2. Important resolutions of the Board of Directors meetings:

Date	Material Resolutions
March 7, 2024	1. Performance Evaluation System for Managers in 2024. 2. The Company's Operational Plan. 3. Proposal for Distribution of Remuneration to Employees and Directors in 2023. 4. Proposal for Approval the Company's 2023 Business Report and Financial Statements. 5. Proposal for Approval of the Company's 2023 Statement of Internal Control. 6. Proposal for the appointment of CPAs and evaluation of their independence and competence. 7. Proposal for the Company's 2023 Earnings Distribution Plan. 8. Amendment to the Company's "Articles of Incorporation." 9. Amendment to the Company's "Procedures for Lending Funds to Others." 10. Amendment to the Company's "Procedures for Acquisition or Disposal of Assets." 11. Matters Related to Convening the 2024 Annual Shareholders' Meeting. 12. Proposal for Approval of the Company's Bank Credit Facility Limit and Foreign Exchange and Derivative Financial Instruments Transaction Limit. 13. 2023 Managers Remuneration Structure and Actual Total Payment. 14. Salary Adjustment for Managers from April 2024 to the end of March 2025. 15. Proposal for the second issuance of Employee Stock Options Plan in 2023. 16. Proposal for Remuneration and Transportation Allowance of Directors of the Company.
May 9, 2024	1. Proposal for Approval of the Consolidated Financial Report of the Company for the first quarter of 2024. 2. Proposal to lift non-competition restrictions for directors. 3. Amendment to the Company's Articles of Incorporation 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. Proposal for establishing a subsidiary in Hong Kong.

August 1, 2024	<ol style="list-style-type: none"> 1. Proposal for Approval of the Consolidated Financial Report of the Company for the first half of 2024. 2. Amendment to the Company's "Corporate Governance Best Practice Principles" and "Procedures for Handling Material Internal Information and Preventing Insider Trading" 3. The 2023 Sustainability Report to be released by the Company. 4. Proposal for Approval of the Loan of Funds between Foreign Subsidiaries held 100% by the Company. 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.
November 7, 2024	<ol style="list-style-type: none"> 1. Proposal for Approval of the Company's Audit Plan for 2025. 2. Proposal for Approval of the Consolidated Financial Report of the Company for the third quarter of 2024. 3. Establishment of the Company's "Internal Control System for Sustainability Information" and amendment to the "Sustainability Report Preparation and Verification Operational Procedures". 4. Proposal for Approval of the Loan of Funds between Foreign Subsidiaries held 100% by the Company. 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. Case of a subsidiary engaging in derivative transactions. 8. The Company's new financial manager appointment. 9. Proposal for 2024 Managers' Annual Estimated Salary Structure and Estimated Annual Remuneration 10. Performance Evaluation System for Managers in 2025. 11. Proposal for the third issuance of Employee Stock Options Plan in 2023. 12. Adoption of the Managerial Remuneration Management Regulations.

(IX) Major contents of reserved opinions of Directors 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	Wen-Chin Lin Yi-Wen Wang	From January 1, 2024 to December 31, 2024	5,720	1,792	7,512	Non-audit fees include tax certification, review of transfer pricing reports, etc.

(I) 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.

- (II) 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

(I) Regarding the Former CPA

Replace Date	Approved by the Board of Directors on March 6, 2025		
Reason and Explanation for the Change	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.		
Explaining whether the client or accountant terminated or did not accept the appointment	Parties Involved		CPA Name
	Situation		Client
	Voluntarily terminated the appointment		N/A.
	No longer accepting (continuing) the appointment		N/A.
The reasons and opinions of audit reports issued with opinions other than unqualified opinions within the most recent two years	None		
Whether there are disagreements with the issuer	Yes		Accounting principles or practices
			Financial report disclosures
			Audit scope or procedures
			Others
	None	V	
	Description		
OTHER IMPORTANT MATTERS (Article 10, Paragraph 6, Subparagraph 1, Items 4 to 7 of these Standards should be disclosed)	N/A.		

(II) 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.

- (III) Response of former CPA regarding matters of Article 10, Paragraph 6, Subparagraph 1 and 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

(I) Changes in equity

Title	Name	2024		As of April 22 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
Chairman and CEO	Chun (Jim) Liu	(76,000)	-	(27,000)	-
Director	Yeou-Yih Chou	-	-	-	-
Director	Chroma ATE, Inc.	(886,000)	-	(370,000)	-
Director Representative	Hsiu-Miao Huang	-	-	-	-
Director/ Shareholder	AUO Corp.	-	-	-	-
Director Representative	Fu-Jen (Frank) Ko	-	-	-	-
Director Representative	I-Fang, Wu	-	-	-	-
Independent Director	Wei-Chien Li	-	-	-	-
Independent Director	Hsing-Hai Wei	-	-	-	-
Independent Director	Chih-Kuang Tseng	-	-	-	-
Independent Director	Yung-Hao Yu	-	-	-	-
President and COO	I-Tun (Stephen) Huang	-	-	-	-
Vice President and Global CFO	Ta-Chih (Jeff) Chou	-	-	-	-
Director	Shu-Fen (Iris) Chen	(9,000)	-	-	-
Senior Manager	Hsin-Yu Kuo	-	-	-	-

Note: Above are those in office as of the annual report publication date.

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

(III) Equity pledge information: None.

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

April 22, 2025

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		
	Number Of Shares	Ratio	Number Of Shares	Ratio	Number Of Shares	Ratio	Name	Relationship	
AUO Corp. Representative: Shuang-Lang (Paul) Peng	42,310,407	19.45%	-	-	-	-	Note		
	-	-	Data cannot be obtained						
Konley Venture Corp. Representative: Shuang-Lang (Paul) Peng	15,944,000	7.33%	-	-	-	-	Note		
	-	-	Data cannot be obtained						
The investment account of Keysight Technologies UK Limited in the custody of Citibank (Taiwan)	14,707,559	6.76%	-	-	-	-	None	None	
Ronly Venture Corp. Representative: Shuang-Lang (Paul) Peng	13,175,000	6.06%	-	-	-	-	None	None	
	-	-	Data cannot be obtained						
Chroma ATE, Inc. Representative: Leo Huang	13,011,253	5.98%	-	-	-	-	Note		
	-	-	Data cannot be obtained						
Chun (Jim) Liu	10,149,124	4.67%	3,953,586	1.82%	-	-	-Kai Liu -Han-Fen Ni	-Relatives within the second degree of kinship -Spouse	
Kai Liu	5,600,632	2.58%	-	-	-	-	Chun (Jim) Liu	Relatives within the second degree of kinship	
Zenitron Corporation Representative: ZENIBOSS Corporation	4,893,592	2.25%	-	-	-	-	None	None	
	-	-	-	-	-	-			
Continental Technology Co., Ltd.	4,500,000	2.07%	-	-	-	-	None	None	
Representative: Cheng-Yang Hu	2,339,000	1.08%	Data cannot be obtained						
Han-Fen Ni	3,953,586	1.82%	10,149,124	4.67%	-	-	Chun (Jim) Liu	Spouse	

Note: Konley Venture Corp. and Ronly Venture Corp. 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 32.84%.

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 (Note 1)	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
JY Technology (Shanghai)	-	-	Note 2	18.15%	Note 2	18.15%
JYTEK KOREA Inc.	67	28.16%	-	-	67	28.16%
FAROBOT TECH Inc.	5,858	49%	-	-	5,858	49%

Note 1: Investment in the consolidated company accounted for using the equity method.

Note 2. A limited company with no shares issued.

Chapter3. Funding Status

I. Capital and shares

(I) Source of Capital

1. Types of Shares

April 22, 2025

Shares Type	Authorized Capital			Remark
	Shares Outstanding	Unissued Shares	Total	
Inscribed shares Common stock	202,789,698 shares.	77,210,302 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 217,497,257 including 14,707,559 private ordinary shares.

2. Formation of Share Capital

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
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	None	None

						NT\$56,066,000		
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
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	None	Note 4

						Capital surplus transferred to capital increase of NT\$20,929,000		
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
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	None	Note 6

						common shares NT\$6,267,870 Exercise of employee stock options NT\$345,000		
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
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
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
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	None	None

						restricted employee's rights		
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

- 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. 10000390651 on 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.

(II) List of major shareholders

April 22, 2025

Shares	Shares Held	Percentage
Name of Major Shareholders		
AUO Corp.	42,310,407	19.45%
Konley Venture Corp.	15,944,000	7.33%
The investment account of Keysight Technologies UK Limited in the custody of Citibank (Taiwan)	14,707,559	6.76%
Ronly Venture Corp.	13,175,000	6.06%
Chroma ATE, Inc.	13,011,253	5.98%
Chun (Jim) Liu	10,149,124	4.67%

Kai Liu	5,600,632	2.58%
Zenitron Corporation	4,893,592	2.25%
Continental Technology Co., Ltd.	4,500,000	2.07%
Han-Fen Ni	3,953,586	1.82%

(III) 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 2025 shareholders' meeting, it is proposed to distribute a cash dividend of NT\$0.93 per share (from the 2024 retained earnings).

Distribution Item	Amount	Remark
Cash dividends- retained earnings	NT\$ 202,876,947	Approximately NT\$0.93 per share.

- (IV) 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.
- (V) 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 "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, and the conditions and allocation methods shall be authorized by the Board of Directors or its authorized person."

2. The Accounting Treatment Applying if the Estimating Amount of the remuneration of the employees and directors as well as the Calculating Basis for the number of shares of employees' remuneration, Differs from the Actual Distribution Amount:

The Company's estimated employee compensation for 2024 is NT\$9,459,452 and the remuneration for directors and independent directors is NT\$540,548, 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 disbursement, 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 6, 2025 the Company's Board of Directors approved the distribution of employees' remuneration in cash of NT\$9,459,452 and directors' remuneration of NT\$540,548, totaling NT\$10,000,000. 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 2023 were respectively NT\$43,000,000 and NT\$3,700,000; and the actual distributed amount did not differ from the recognized amount.

(VI) 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 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	-	-	-
Ratio of Shares that can be Subscribed to the Total Number of Issued Shares	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	-	-	-
Amount of Executed Subscription	-	-	-
Number of Unexecuted Subscriptions	1,434,000 shares.	2,198,000 shares.	1,368,000 shares.
Subscription Price Per Share for Non-exercised Stock Options	57.97	67.40	84.40
The Ratio of Unexercised Stock Subscription to the Total Issued Shares	0.66%	1.01%	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 2.3% 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

	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 Obtained (shares) (First time in 2023; Second time in 2023; Third time in 2023)	Subscription Price (First time in 2023; Second time in 2023; Third time in 2023)	Subscription Amount	Ratio of Number of Subscriptions to Total Outstanding Shares
Managers	President and COO	I-Tun (Stephen) Huang	800,000	0.37%	-	-	-	-	201,000; 324,000; 275,000	57.97; 67.40; 84.40	56,699,570	0.37%
	Vice President and Global CFO	Ta-Chih (Jeff) Chou										
	Accounting Manager	Hsin-Yu Kuo										
Employees	Top 10 Employees		1,890,000	0.87%	-	-	-	-	534,000; 861,000; 495,000	57.97; 67.40; 84.40	130,765,380	0.87%

Note: Due to the principle of confidentiality, the titles and names of the top ten employees are not disclosed.

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 2024, ADLINK Technology demonstrates strategic deployment and operational resilience, focusing on developing edge computing and edge artificial intelligence solutions. Despite the challenging global economic environment, ADLINK Technology maintains market competitiveness through its performance in key areas such as Gaming and edge artificial intelligence. To further strengthen its leading position in the industrial and embedded computer markets, ADLINK Technology continues to optimize its product portfolio, covering innovative technologies such as edge artificial intelligence, edge computing, IoT, and machine vision, which are widely applied in industrial automation, medical, transportation, networking, and entertainment fields. At the same time, organizational adjustments were made, including restructuring the Network, Communication & Automotive Business Unit, to enhance responsiveness to industry demands. In terms of regional markets, the Americas and European markets continue to be the main drivers of the company's growth, while the Chinese market faces challenges due to shifting industry trends. Overseas market expansion includes the expansion of the India office (ADLINK Technology India Private Limited), serving as a sales, technical support, and logistics center for the Indian market, accelerating efforts to meet the rapidly growing demands of the Indian market. Looking ahead to 2025, ADLINK Technology will continue to strengthen its market position in edge computing and edge artificial intelligence solutions, while responding to the growing demands for industrial IoT and sustainable energy conservation.

I. Business

(I) 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	2024	Proportion
IoT Solutions & Technology Business Unit	1,462,811	15%
Network, Communication & Automotive Business Unit	656,526	7%
Computer on Modules Business Unit	2,909,636	29%
Edge Computing Platforms Business Unit	1,419,221	14%
Edge Visualization Business Unit	1,776,477	18%
DMS Rugged Computing Business Unit	1,510,896	15%
Others	342,771	3%
Total	10,078,338	100%

3. Current product line

(1) IoT Solutions and Technology Business Unit

- Integrated controller/gateway/display All-in-One panel control system
- SuperCAT SoftMotion Controller

- Autonomous Mobile Robot (AMR)
- AI Smart Camera
- Edge Vision Analytics Software EVASDK
- Motion Control Card
- Digital image capture card
- Various types of data acquisition cards and application software
- PXI/PXIe modules and platforms
- IIoT Gateway

(2) Network, Communication & Automotive Business Unit

- Industrial-grade AI edge computing server
- Network Security and Network Services Platform
- Autonomous driving controller
- Commercial vehicle AI Advanced Driver Assistance System (AI-ADAS)
- Cockpit Domain Controller

(3) Computer on Modules Business Unit

- Industrial-grade embedded modular computer
- Product prototype development kit

(4) Edge Computing Platforms Business Unit

- ROS2 open-source robot solution
- Mobile robot controller
- GPU inference platform
- Internet of Things gateway
- Fanless embedded computer
- Industrial computer system and motherboard
- 3.5", MiniITX embedded single board computer
- Industrial-grade solid state drive

(5) Edge Visualization Business Unit

- Embedded MXM GPU Modules and Graphics Cards
- Industrial Touch Monitor
- Industrial Touch Panel PC and All-in-One PC
- Multimedia player

- Medical Box PC, Panel PC and Monitor
- Gaming Box PC, Mainboard, Monitor and I/O Controllers

(6) DMS & Rugged Computing Business Unit

- CompactPCI, PC104 and VPX industrial modular high reliability single board computer
- Rugged VPX mil-spec single board computer compliant with U.S. Sensor Open Systems Architecture (SOSA)
- Fanless Rugged AI Integrated System Computing Platform for Rail Transit Vehicles
- Outdoor Rugged Wide-Temperature Vertical-Market Industrial Computer
- Module and system customization service

4. Development of new products

(1) IoT Solutions & Technology Business Unit

- Launched SuperCAT SoftMotion Controller, controller/gateway/display all-in-one panel PC, and EtherCAT I/O Module to strengthen the company's highly integrated product line of EtherCAT products, providing one-stop service to meet customers' various needs for IT and OT integration for digital transformation and building smart factories. In addition, continuously update features of SuperCAT to help customers create easy-to-use, precise and efficient automated controls.
- Provide data collection, streaming, and control solutions for industrial IoT, integrating software, hardware and data to offer comprehensive solutions. On the software side, ADLINK Edge Vision Analytics Software (EVA SDK) combined with AI vision platform will enable customers to implement AI vision analytics in smart factories more quickly.
- For machine vision field, provide plug-and-play AI vision capture cards, server-grade AI vision platforms and other products.
- Continue to develop the EMU series IIoT gateways, which can be applied to various energy management, whether for energy consumption analysis and management of factory and building equipment, or for energy monitoring of new energy power plants or electric vehicle charging stations, providing comprehensive data transmission and analysis functions. This series not only has rich wired and wireless communication capabilities, but also includes built-in software that supports open Python programming, accelerating data configuration, conversion, and effective transmission. This allows the gateway to customize program development for different applications, providing more flexible use.
- Continue to launch mid-to-high end PXI/PXIe controllers and platforms.
- Continue to launch mid-to-high end motion control cards for automation equipment.

(2) Network, Communication & Automotive Business Unit

- a. Leveraging strong ecosystem partnerships and support, ADLINK Technology assists global customers in building autonomous driving solutions, including autonomous mobile robots (AMRs), robo-taxis, self-driving trucks and mining vehicles developed based on Intel Sapphire Rapids, Ampere Altra and NVIDIA Jetson Orin technologies. ADLINK Technology's autonomous driving solutions have passed ISO 26262 automotive functional safety standard certification, with the highest ASILD D level used to establish this functional safety process. It has also passed IATF 16949 automotive quality management system verification. From product planning, development, design to production departments, a comprehensive and rigorous specification is established to identify and assess potential safety risks, demonstrating ADLINK's commitment to vehicle functional safety and reliability. ADLINK Technology will continue to work closely with strategic partners to provide a wide range of applications from L1 to L4 for the global self-driving market.
- b. Launch industrial-grade AI edge computing servers to meet the needs of different vertical application fields.
- c. Improve telecom edge server and core network data product portfolio to meet low latency, high bandwidth, rich I/O expansion, high deployment flexibility, and accelerated computing needs, helping customers accelerate the transformation of communication networks and develop applications such as 5G base stations, enterprise private networks, and 5G Multi-access Edge Computing (MEC).
- d. Actively develop Open RAN virtualized open architecture hardware and partner with ecosystem partners to provide telecom network equipment vendors with more flexible and efficient 5G Open RAN solutions.

(3) Computer on Modules Business Unit

- a. In collaboration with major strategic alliance partners such as Intel, NVIDIA, Arm, Qualcomm, NXP Semiconductors, and MediaTek, launch a new generation of heterogeneous computing modular computers.
- b. As a PICMG key member, work with other members such as Kontron, Advantech, MSC, and Congatec to jointly formulate the latest COM-HPC Rev.2.2 specification.
- c. Continue to provide embedded computer platform modules with a warranty of seven years or more that comply with specifications such as ETX, COM Express, SMARC, Qseven, and OSM.

(4) Edge Computing Platforms Business Unit

- a. With the emergence of more communication and mobile application needs, such as autonomous driving and autonomous mobile robots, in addition to the x86 processor architecture, also strengthen product development for the Arm architecture to meet the needs of more diverse applications.
- b. To meet market demand for image processing and analysis, acceleration computing and artificial intelligence technologies, develop products equipped with GPUs on the existing industrial-grade single board computer specification architecture, enabling customers to quickly upgrade technology and promote a new generation of heterogeneous computing applications.

- c. Grasping the future trend of artificial intelligence, actively invest in the research and development of GPU deep learning accelerator cards and inference platforms. Through the Deep-Learning Profiling Consultancy Service, recommend the most suitable hardware platform choice optimized for the user's application.
- d. Launch fanless industrial intelligent platforms with existing modular computers or single board computers as the underlying layer, as well as various specifications of industrial and solid-state hard drives, which can be used in multimedia, gaming, medical, industrial and other applications.
- e. Launch ASD+ embedded flash storage solutions, including industrial and enterprise-grade series, designed for harsh environments. ASD+ provides key flash technology advantages such as high-speed transmission, lightweight design and low power consumption. Industrial-grade models ensure reliability in harsh conditions, while enterprise-grade versions provide high performance and data integrity for data-intensive applications, meeting the needs of different customer applications.

(5) Edge Visualization Business Unit

- a. We collaborate with strategic partner AUO, Intel, and NXP to continuously expand the edge visualization product series. Our new offerings include high brightness, rugged, and curved industrial touch displays, as well as highly reliable and flexible modular panel PCs. These products are designed to meet the unique needs of various industries, including smart manufacturing, factory automation, smart retail, digital signage, public transportation, public facilities, and other applications.
- b. Collaborate with strategic alliance partner NVIDIA to continuously launch new-generation graphics processor modules that support edge computing based on heterogeneous computing architecture, promoting rapid upgrades in industry use.
- c. Accelerate the development of advanced medical panels and system platforms to enhance edge computing speeds for medical imaging, diagnosis, and treatment; the products are not only durable and reliable but also have a long lifecycle, fully meeting the clinical and R&D needs of the medical industry.

(6) DMS Rugged Computing Business Unit

- a. ADLINK Technology has over 25 years of design and manufacturing experience in embedded, distributed and intelligent computing. Through in-depth understanding of vertical fields, ADLINK Technology's dedicated team will provide the best design and manufacturing services for our customers including ODM and OEM.
- b. Accelerate the research and development of rugged VPX single board computers and systems that comply with Modular Open Systems Approach (MOSA) and Sensor Open Systems Architecture (SOSA) design guidelines and standards to meet various defense and aerospace applications.
- c. Continue to consolidate the leading market position and focus on providing high-performance single board computers and systems that comply with CompactPCI and PC104 open standard technical specifications for a long time, meeting the

stringent requirements of factory automation, rail transit and military industries in terms of operating environment, reliability and product life cycle.

- d. To expand the series of fanless rugged system computing platforms for rail transit, launching computer products equipped with GPUs that support AI technology, enabling railway customers to achieve smarter, safer and more reliable railway transit operations and accelerate the process of railway digitalization.
- e. Develop the intelligent display solutions such as passenger information display systems and rugged outdoor computers.

(II) Industry Overview

ADLINK Technology operates in the industrial computer and embedded computer industries, which are core foundational sectors supporting industrial automation and digitalization. In 2024, these industries are showing a steady growth trend. In terms of upstream and downstream industry relations, we have a complete supply chain. The upstream of the industry mainly includes semiconductor and chip design, the midstream consists of integrated machine and platform suppliers represented by ADLINK Technology, who create numerous solutions with strategic alliance partners and provide hardware and software integration services with software vendors, while the downstream includes manufacturers, machinery equipment vendors, distributors, and system integrators.

- Upstream supplier strategy enhancement:
 - Closely collaborate with partners including Intel, NVIDIA, Arm, NXP Semiconductors, MediaTek Inc., Qualcomm Technologies, Inc., AMD, and Ampere to support the high computing power required for edge AI implementation.
 - Work closely with AUO Corp. to realize edge visualization applications
- ADLINK Technology value enhancement (midstream):
 - Integrate diverse technology platforms to provide complete solutions
 - Strengthen hardware and software collaboration capabilities to create differentiated advantages
 - Deepen vertical domain expertise to provide high value-added services
- Downstream applications continue to expand:
 - Steady Growth in Demand for Smart Manufacturing Upgrades
 - Medical and entertainment markets demonstrate strong momentum
 - New energy and smart transportation applications accelerate development

Looking to the future, the integration of industrial and IoT technologies will continue to unleash enormous market potential. The digitalization and smartification wave in

manufacturing, the development of 5G commercialization and IoT, equipment upgrade demands in automotive electronics and semiconductor manufacturing industries, as well as the rapid rise of artificial intelligence, all bring new development opportunities for the industry. ADLINK Technology will continue to deepen its core technologies, expand its influence in industrial IoT and industrial computer manufacturing, and drive industry innovation. As the demand of edge computing and AI application continue to rise, high-performance and modular edge computing platforms become key driving forces. At the same time, sustainable energy conservation and ESG have become important directions for industry development, opening up new market opportunities.

(III) 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	2020	2021	2022	2023	2024
Consolidated R&D Expenses	1,452,997	1,521,068	1,544,496	1,693,220	1,700,337

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

Our investment strategy has catalyzed substantial breakthroughs in several cutting-edge technology domains, resulting in successful commercial deployments. Notable achievements include:

- The development of an Internet of Things operating system that facilitates intelligent interconnection of industrial-grade equipment and systems.
- An advanced machine vision and image processing platform that has been extensively applied in industrial inspections and medical systems.
- Enhanced 5G and edge computing solutions tailored for specific vertical markets, significantly improving real-time data processing capabilities.
- Highly reliable design of industrial control motherboards and system modules, contributing to the realization of critical applications.

ADLINK Technology continues to pioneer developments in forward-looking technologies such as artificial intelligence, machine vision, and deep learning. Concurrently, we are increasing our investments in modular design and industry-specific solutions to fortify our technological leadership. In the marketplace, we are deepening our engagement in key vertical sectors, including industrial, healthcare, and communications. In the short term, Internet of Things (IoT) and 5G product lines remain the focus of the company's growth

strategy. At the same time, we will also strengthen our technological innovation and market development efforts in emerging application areas such as industrial and medical image recognition. ADLINK Technology is expected to further strengthen its R&D in new technologies, drive innovation, and expand its technological advantages.

(IV) Business Development Plans

Short-Term Strategic Objectives

- Deep cultivation of vertical market applications, focusing on smart manufacturing, healthcare, entertainment, and transportation sectors
- Accelerate EdgeAI and AIoT product development, expand AI computing platform product lines
- Strengthen regional operations and channel partnerships, deepen market presence in Japan, South Korea, New Zealand, Australia and other markets
- Optimize DMS+ customization service capabilities, provide comprehensive design and manufacturing services
- Strengthen cooperation with strategic partners, including Intel, NVIDIA, Arm, AUO Corp. and others
- Improve production automation and warehouse management efficiency
- Strengthen quality management and cost control
- Shorten product development cycles and delivery times

Medium and Long-Term Strategic Objectives

- Continue to invest in research and development of artificial intelligence, autonomous mobile robots and vehicular computers
- Deepen EdgeAI technology and application development
- Expand vertical market solution deployment
- Advance sustainable development strategies and ESG practices
- Build EdgeOpen™ co-creation business opportunity platform
- Strengthen localized support capabilities
- Deepen supply chain sustainable management
- Enhance product innovation and technological leadership advantages

Strategic Execution Focus

- Establish ESG Sustainability Committee to implement sustainable development goals
- Promote AI smart manufacturing and factory automation to enhance manufacturing quality and performance
- Strengthen R&D investment, approximately 15% of revenue

- Develop low-carbon energy-saving solutions
- Optimize supply chain management
- Strengthen talent development and retention
- Deepen vertical market integration solutions
- Expand global market presence

Through the implementation of the above plans, ADLINK Technology expects to maintain steady growth of its core business while continuously strengthening technological innovation capabilities, deepening vertical market deployment, creating greater value for customers, and achieving corporate sustainable development goals. These strategic deployments will help ADLINK Technology maintain a leading edge in the rapidly changing market environment and create long-term and stable growth momentum.

II. Market, Production and Sales Overview

(I) Market Analysis

1. Main Product Sales Regions (2024)

Unit: NT\$ thousand

Region	Sales Amount	Proportion
Asia	2,678,560	27%
Americas	3,256,997	32%
Europe	2,123,303	21%
China	1,894,345	19%
Others	125,133	1%

ADLINK Technology is a global company; our customer base, technological capabilities, and business partnerships are not dependent on any single region or vertical market. By region, in 2024, 32% of ADLINK Technology's revenue came from the Americas, 27% from Asia Pacific, 21% from Europe, and 19% from China.

2. Market Share and Future Market Supply and Demand Conditions

ADLINK Technology is a distinguished leader in the global market for industrial and embedded computers, ranking among the top five global suppliers of industrial control computers. In the fields of edge computing, artificial intelligence, and display technology applications, ADLINK continuously expands its market influence through ongoing innovation and deepening its vertical market deployment.

In terms of market development, the industrial computer industry is expected to continue growing steadily, driven by demands for digital transformation and sustainable development:

- 1) Steady growth in demand for edge computing solutions in AI computing platforms, industrial automation and smart manufacturing fields

- 2) Increase in demand for high-performance computing platforms in medical and entertainment markets continues to increase
- 3) Increase in demand for high-reliability computing systems in automotive electronics and autonomous driving fields
- 4) Low-power edge computing and sustainable energy-saving solutions are becoming new market opportunities

3. Competitive Niche and Development Prospects

Competitive Niche:

- 1) Technological Innovation Advantage
 - R&D investment remains stable at approximately 15% of revenue, continuously driving technological innovation
 - Possesses leading technical capabilities in edge AI computing platforms
 - Possesses mature heterogeneous computing platform integration capabilities
 - Provides comprehensive display technology solutions
 - Possesses capabilities for collaborative hardware and software development
- 2) Market Deployment Advantage
 - Comprehensive global R&D and service network
 - Rich experience in vertical market applications
 - Possesses efficient localization service capabilities
 - Provides flexible customized solutions
- 3) Strategic Cooperation Advantage
 - Established deep cooperation with key technology partners, constructing an co-creation business opportunity platform through the EdgeOpen™ Alliance
 - Comprehensive industry ecosystem deployment
 - Robust supply chain management system
 - Possesses excellent vertical integration capabilities in the supply chain

Favorable factors:

- 1) Continuous growth in demand for industrial automation and digital transformation
- 2) Edge AI application scenarios continue to expand, with the industry ecosystem becoming increasingly comprehensive
- 3) 5G commercialization accelerates related equipment upgrades
- 4) Growing demand for equipment upgrades in automotive electronics and semiconductor industries
- 5) New business opportunities fueled by trends in Sustainable Development.

Unfavorable factors and response strategies:

- 1) Global economic uncertainty
 - Strengthen supply chain resilience and optimize inventory management
- 2) Intensifying market competition
 - Accelerate innovative research and development, provide differentiated solutions
- 3) Rapid changes of Technology

- Continue investing in R&D to reinforce technological leadership advantages
- 4) Intense talent competition
 - Strengthen talent development and retention programs

Strategic Development Priorities

- 1) Deepen Edge AI technology and application development
- 2) Expand vertical market solution deployment
- 3) Strengthen regional operations and channel partnerships
- 4) Advance sustainable development strategies
- 5) Optimize DMS+ customized service capabilities

(II) Usage and Manufacturing Processes for Main Products

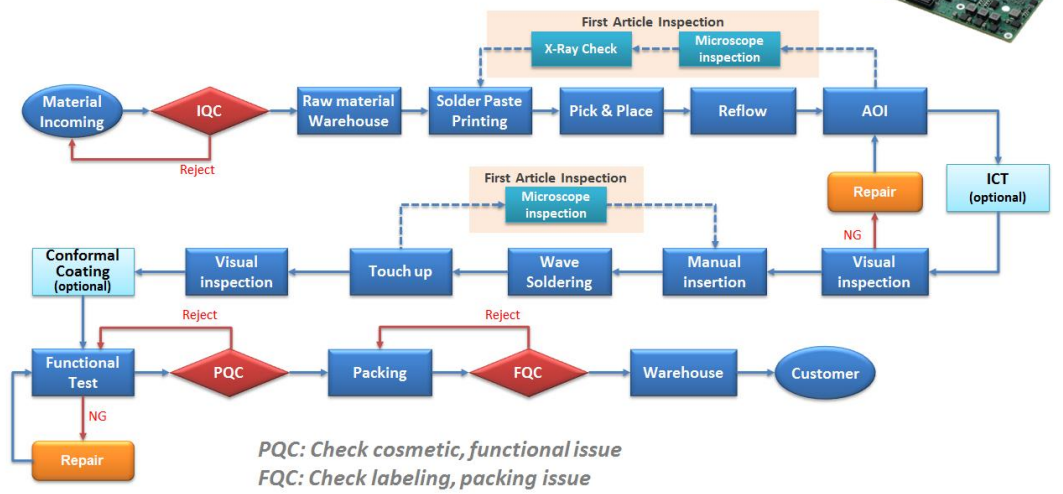
1. Primary functions for main products

- AI servers: Industrial-grade AI edge computing servers, providing solutions for different vertical application domains.
- Edge Computing Platforms: This platform integrates hardware and software for 5G telecom mini-base stations, private enterprise networks, and 5G Multi-access Edge Computing (MEC) applications.
- Network Security Platforms: Based on the Open Compute Carrier-grade Edge Reference Architecture (OCCERA), it is mainly applied to medium and large enterprises and telecommunication providers for network security and network communication applications.
- Rugged Smart Transportation Computers: Reliable computing solutions designed for critical applications in railway control centers, onboard signaling systems, and image analysis.
- Military-Specific Platforms (VPX and HPERC): These platforms cater to defense applications, including radar systems, digital signal processing, UAVs, ground vehicles, and electronic warfare.
- AI-Enabled Automotive Computers: Advanced autonomous driving platforms equipped with Edge AI technology, supporting the development of next-generation intelligent transportation solutions such as autonomous mass transit vehicles, delivery drones, and mobile robots.
- Smart Factory and Industry 4.0 Intelligent Platform for Key Operations: An operationally ready intelligent platform for the Industrial Internet of Things (IIoT) developed specifically for connecting previously unnetworked machinery and equipment. This includes a data acquisition system, equipment diagnostics system, edge computing platform and servers, as well as application software for interfacing with various communication and transmission protocols.
- Industrial AI-based Camera: Suitable for smart manufacturing applications such as vision-guided robotics, enhanced worker safety, standardized process control in production operations, defect inspection, and logistics.

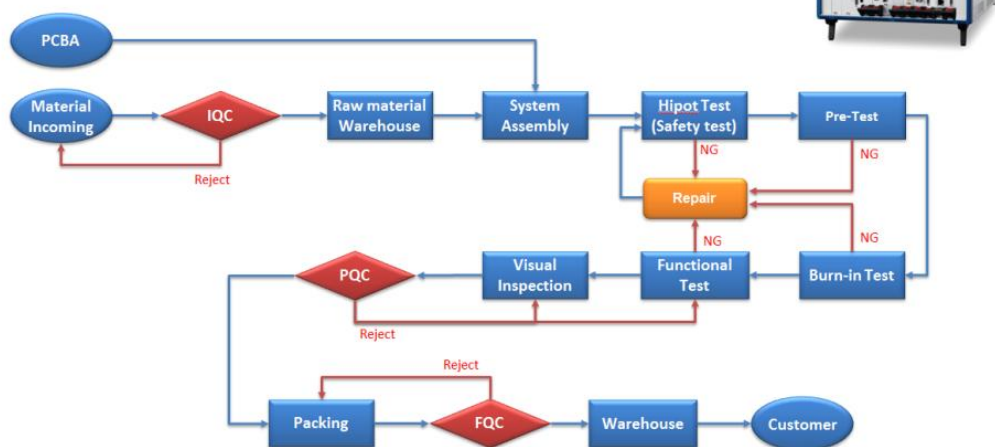
- Automated Measurement Solutions for Electronic Manufacturing Production Lines: Applicable to motion control, image capture and positioning/recognition, I/O control, functional testing, pressure testing, and final inspection of automated machinery. These solutions play a critical role in the production processes of the electronics manufacturing and semiconductor packaging and testing industries.
- PXI Platforms and Modular Instruments: High-end instruments suitable for a variety of measurement tasks, including automated production testing, radar signal acquisition, vibration testing and RF signal measurement.
- Industrial Display Solutions: Industrial-grade displays and touch panel PCs are not only rugged and durable, with a full range of sizes and specifications, but also offer flexible and customizable services to meet the needs of various industry applications. Examples include human-machine interfaces for automated equipment, system control panels, smart retail self-service kiosks, and digital signage.
- Entertainment-specific computers, motherboards, displays, and I/O controllers.
- Medical-Grade Panel PCs and Displays: Devices designed for critical medical settings, capable of operating in environments such as operating rooms and medical imaging storage system.
- Intelligent Industrial Computing Platform: Includes fanless rugged embedded computers, PICMG 1.x SBCs and industrial motherboards, and industrial-grade chassis. Suitable for computers with special requirements in industrial environments, capable of withstanding harsh conditions such as high temperature, high humidity, and vibration.
- Computer-on-Modules: These include COM-HPC, COM Express, SMARC, Qseven, ETX and OSM specifications, which are increasingly used in sectors like medical, gaming, automation, and transportation due to their versatility and performance.
- Embedded GPU Products: Widely utilized in AI applications across various sectors, including healthcare, transportation, smart cities, retail, manufacturing and inspection, as well as the military industry.
- ROS2 Autonomous Mobile Robot: Software and hardware solutions ready for autonomous mobile robot and mobile platform applications, facilitating advanced robotics development.

2. Production processes of main products

Manufacturing Operation-PCBA



Manufacturing Operation-System



(III) The status 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 procurement sources are well-known domestic and international manufacturers with whom our company maintains stable cooperative relationships, ensuring a steady and sufficient supply.

(IV) 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 past two years:

Unit: NT\$ thousand

Item	2023				2024			
	Name	Amount	Ratio to Annual Net Purchase (%)	Relation with the Company	Name	Amount	Ratio to annual net revenue (%)	Relation with the Company
1	Supplier A	1,594,377	26%	None	Supplier A	1,154,639	23%	None
2	Others	4,434,907	74%	—	Supplier B	481,757	10%	None
3	—	—	—	—	Others	3,328,479	67%	—
	Net purchase	6,029,284	100%	—	Net purchase	4,964,875	100%	—

2. Main customer data for the past two years:

Unit: NT\$ thousand

Item	2023				2024			
	Name	Amount	Ratio to Annual Net Sales (%)	Relation with the Company	Name	Amount	Ratio to Annual Net Sales (%)	Relation with the Company
1	Others	11,414,519	100	—	Others	10,078,338	100	—
	Net sales	11,414,519	100		Net sales	10,078,338	100	

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

III. Employee information for the last two years

Year		2023	2024	Current year up to March 31, 2025
Number of employees	Direct personal	377	345	337
	Indirect personal	1,455	1,365	1,323
	Total	1,832	1,710	1,660
Average age		40.77	40.67	41.6
Average length of service (year)		6.79	7.25	7.97
Educational distribution	Doctor	0.87%	0.76%	0.67%
	Master	28.51%	33.19%	32.51%
	College	63.82%	58.22%	58.88%
	High School	5.84%	6.20%	6.15%
	Below high school	0.96%	1.63%	1.79%

IV. Environmental Protection Expenditure

The total amount of losses (including compensation) and penalties incurred by the company due to environmental pollution for the most recent fiscal year and up to the date of the annual report publication.: None.

V. Labor Relations

- (I) Employee Welfare Measures, 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, Transportation/Security, Work/Focus, Education/Reassurance, Food/Safety, Body/Happiness", 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: Plan comprehensive maternal welfare measures to ensure the health and safety of employees during pregnancy and postpartum at work. Additionally, collaborate with multiple quality childcare institutions to offer exclusive discounts, reducing employees' childcare burdens. Moreover, dependents can participate in the company's group insurance at more favorable premiums, providing full protection for both employees and their family members
- Transportation/Security: 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/Reassurance:** Employees' children with excellent academic performance who meet the qualifications can apply for educational scholarships each semester.
- **Food/ Safety:** Select HACCP-certified vendors to plan meals, provide employees with a variety of food choices, and obtain the "Eco-Friendly Restaurant" certification with an environmentally friendly, low-carbon dining environment.
- **Body/Happiness:** Create a comprehensive healthy workplace. In addition to a medical office equipped with a dedicated nurse and occupational medical specialists, we also hire psychological counselors to provide regular psychological consultation services. We organize diverse physical and mental health promotion activities, such as: weight loss competitions, smoking cessation activities, blood donation, workplace harassment prevention workshops, etc. We also have leisure and sports facilities managed by a professional team, as well as massage stations providing shoulder and neck massage services to help employees relieve stress.

The company has been certified as a "Sports Enterprise" by the Sports Administration for four consecutive terms, and in 2023, it was awarded the "Healthy Workplace Promotion Badge" by the Health Promotion Administration.

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, Christmas thousand-person gift exchange, Lunar New Year market, and other activities. The welfare committee encourages the development of diverse clubs. Currently, there are a total of 18 clubs, with 38% of employees participating in clubs.

2. Employee Development and Training System

The company has a comprehensive education and training system. From the date of employment, appropriate training plans are provided according to colleagues' positions and ranks to conduct systematic career development training. Related course types include: new employee courses, general education courses, management courses, professional and technical skills courses, production line professional courses, and special personnel courses, etc. Furthermore, to achieve the sustainable goal of cultivating potential talent, we include diverse learning channels and resources, such as: the company's internal digital learning platform "ADLINKi-pedia", subsidies for participating in external professional training courses, as well as opportunities for personnel rotation or overseas assignments. In 2024, the company's total internal and external training hours were 25,842.7 hours.

3. Employee Retirement System

To ensure stability in employees' lives after retirement, our company has established labor retirement regulations in accordance with the law. We regularly contribute retirement reserve funds at a rate of 2% of the total salary expenses each month to protect workers' rights and interests. 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 assets, and holds 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	<ol style="list-style-type: none"> (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.
Access Control Security	<ol style="list-style-type: none"> (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	<p>(1) On-site Physician Services: Occupational medicine specialists provide regular monthly on-site consultations, offering employees health counseling and disease prevention services, and collaborate with occupational health nurses to implement various health management and promotion programs.</p> <p>(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. Medical staff conduct tiered management based on health examination results, arranging medical consultations or work fitness evaluations when necessary to ensure appropriate work assignments and health protection.</p> <p>(3) Environmental Hygiene: Smoking is prohibited throughout the office area, regular environmental cleaning and disinfection is conducted, and alcohol sanitizer dispensers are installed at designated locations.</p> <p>(4) Maternal Health Protection: For female employees who are pregnant, postpartum, or breastfeeding, stage-specific health guidance and professional consultation are provided, along with appropriate work arrangements based on individual circumstances. For employees of reproductive age, female-specific seminars are organized (covering topics such as menstrual cycles, pregnancy preparation, etc.) to foster a gender-friendly workplace culture.</p> <p>(5) To respond to emergency situations, the company is equipped with Automated External Defibrillators (AED), first aid boxes on each floor, and regularly conducts relevant training for first aid box managers to strengthen on-site emergency response capabilities.</p> <p>(6) 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.</p>
Mental Health	<p>(1) Sexual Harassment and 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.</p> <p>(2) Mental Counseling: the psychologist provides one-on-one psychological counseling services to the staff every month at the station.</p> <p>(3) Mental Health Promotion and Advocacy: Special topic seminars on psychological adjustment 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.</p>
Insurance and Condolence Money	<p>(1) Labor insurance (including occupational disaster insurance), health insurance, employee group insurance and other mechanisms are insured according to law.</p> <p>(2) Provide employees with condolence money for injury, illness, death, emergency relief funds, etc.</p>

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

VI. Information Security Management

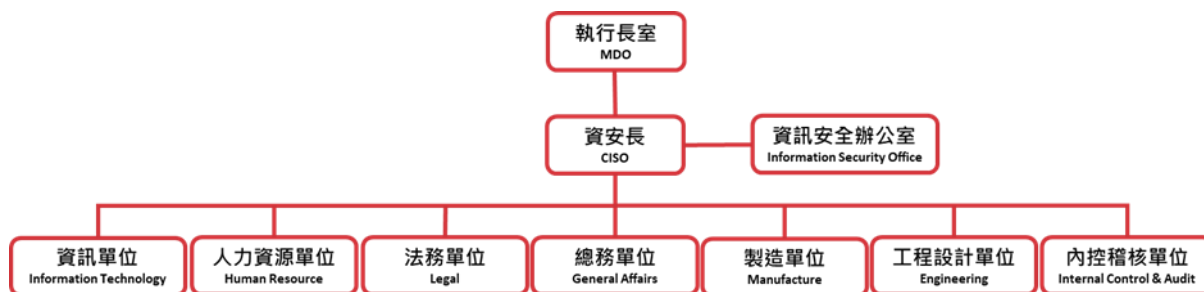
ADLINK Technology's corporate goal is to supply stable and reliable software and hardware products and develop complete industrial Internet of Things solutions. To achieve corporate objectives, the "Information Security Committee" formulates appropriate information security management strategies and 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

(I) Information Security Risk Management Framework

The Information Security Committee established by the company is guided and decided on information security by CEO Office based on the company's core vision and business guidelines. In 2022, the "Information Security Office" composed of dedicated information security supervisors and personnel was established to facilitate the promotion and implementation of information security operations. The committee will consolidate the unit organizations depending on the needs to evaluate information security policies and control its effectiveness.

According to the requirements of the information security policy, an information security risk assessment is conducted 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.



(II) Information Security Policy

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.

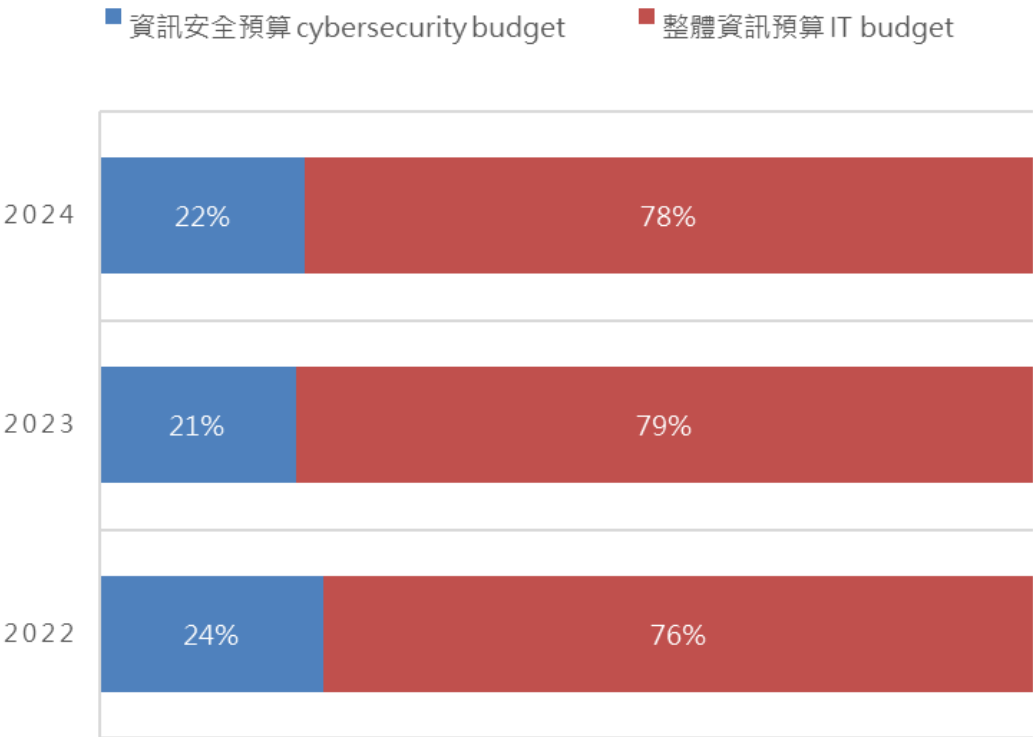
(III) Specific Control plan

- (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) Implement the Security Operation Center (SOC) project, with continuously year-round effective service. Comprehensive services for information security incidents are provided by conducting ex-ante detection, monitoring and response in incidents, as well as forensic and resume after the incident.
- (6) Install antivirus software on each endpoint and set up next-generation firewalls and endpoint protection mechanisms to control device security.
- (7) Create an information outsourcing supplier evaluation form, and regularly deliver the Company's latest information security regulations.
- (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) At the end of 2022, we joined TWCERT/CC, achieving synergistic cross-domain information security threat prevention through this diverse intelligence sharing channel.

(IV) Resources Invest in Information Security Management

ADLINK obtained the Information Security Management System ISO/IEC 27001:2013 certification in 2022 and completed the re-verification in 2024. The current certificate is valid from December 11, 2022, to October 31, 2025. We plan to complete the transition and renewal certification for "ISO/IEC 27001:2022" in 2025. 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



(II) 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. Important contracts: None.

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

I. Financial Status Analysis

Unit: NT\$ thousand

Item \ Year	2024	2023	Difference	
			Amount	%
Current Assets	7,234,172	7,590,835	(356,663)	-4.70%
Property, Plant, and Equipment	4,164,344	4,218,306	(53,962)	-1.28%
Intangible Assets	341,229	325,632	15,597	4.79%
Other Assets	907,987	930,350	(22,363)	-2.40%
Total Assets	12,647,732	13,065,123	(417,391)	-3.19%
Current Liabilities	4,515,747	4,509,451	6,296	0.14%
Non-current Liabilities	2,724,541	3,097,858	(373,317)	-12.05%
Total Liabilities	7,240,288	7,607,309	(367,021)	-4.82%
Capital Stock	2,174,973	2,174,973	0	0.00%
Capital Surplus	1,290,107	1,298,616	(8,509)	-0.66%
Retained Earnings	1,920,905	2,076,700	(155,795)	-7.50%
Other Equity	(8,808)	(156,153)	147,345	94.36%
Non-controlling Interests	30,267	63,678	(33,411)	-52.47%
Total Equity	5,407,444	5,457,814	(50,370)	-0.92%
Analytical explanation of the ratio increase or decrease of 20% and more than ten million dollars in the last two years: -The increase in other equity is due to the impact of the US dollar appreciation in the calculation of the cumulative translation adjustments in the consolidated financial statements. -Non-controlling interests decreased from the previous period, 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

	2024	2023	Increase (decrease) in amounts	Increase (decrease) %
Operating Revenue	10,078,338	11,414,519	(1,336,181)	-11.71%
Operating Costs	6,283,374	7,235,510	(952,136)	-13.16%
Gross Profit	3,794,964	4,179,009	(384,045)	-9.19%
Operating Expenses	3,733,281	3,855,961	(122,680)	-3.18%
Operating Profit	61,683	323,048	(261,365)	-80.91%
Non-operating Income and Expenses	(35,873)	133,593	(169,466)	-126.85%
Financial Cost	101,275	92,063	9,212	10.01%
Net Profit (loss) Before Tax	25,810	456,641	(430,831)	-94.35%
Income Tax Expense	12,295	162,760	(150,465)	-92.45%
Net Profit (loss)	13,515	293,881	(280,366)	-95.40%
Other Comprehensive Profit or Loss after Tax	162,122	1,353	160,769	11882.41%
Total Comprehensive Income	175,637	295,234	(119,597)	-40.51%
Net Profit Attributable to the Parent Company	50,900	328,797	(277,897)	-84.52%
Total Comprehensive Profit or Loss Attributable to owners of the Parent Company	209,048	325,063	(116,015)	-35.69%

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 operating profit compared to the previous period is due to the decrease in operating revenue.
2. Non-operating income changed to a loss due to the provision for customer compensation losses in the first half of the year.
3. The decrease in profit before tax/income tax expense/net profit for the year is due to decreases in both operating profit and non-operating income.
4. The increase in other comprehensive income after tax is related to the exchange differences on translation of foreign operations' financial statements and the remeasurement of defined benefit plans.
5. The decrease in total comprehensive income/net profit attributable to the parent company/total comprehensive income attributable to the parent company was mainly due to the combined impact of the decline in net profit for the current period and the exchange differences arising from the translation of the financial statements of foreign operations.

III. Cash Flow Analysis

(I) Liquidity Analysis in the Last Two Years

Item \ Year	2024	2023	Increase/(decrease) ratio %
Cash Flow Ratio	25.87	12.67	104.18%
Adequate Cash Flow Ratio	28.24	31.28	-9.72%
Cash Reinvestment Ratio	10.63	0.30	3443.33%
Analytical explanation for changes in the ratio of increase or decrease of more than 20%: The cash flow ratio/cash reinvestment ratio increased, mainly due to the increase in cash inflow generated from operations during the year.			

(II) Liquidity Analysis for the Next Year

Unit: NT\$ Thousand

Cash at the beginning of the year	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
2,055,474	974,000	681,000	2,348,474	0	0
1. Analysis of changes in cash flow: -Operating Activities: Mainly cash inflow generated from profitable operations. -Investment Activities: Mainly related to the capital expenditures for the purchase of computer software and research and development equipment. -Financing Activities: Mainly cash outflow for distributing cash dividends and repaying medium and long-term loans. 2. Remedial measures and liquidity analysis of the expected cash flow deficiency: None.					

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

(I) Reinvestment policy

Our company's investment policy involves establishing overseas subsidiaries, offices, or technical service centers, and forming alliances with distributors who are familiar with the local industry environment or possess strong sales and service capabilities. This approach aims to build a comprehensive marketing channel and provide prompt after-sales service to meet the unique demands of each regional market, explore potential new customers, and increase market share. In addition, the company actively seeks partnerships related to its products and industry, and does not rule out the possibility of making strategic investments

or acquisitions that could benefit the company's future development.

(II) Analysis of Profit or Loss on Reinvestment

The Company recognized a loss of EUR 2,679 thousand from its Germany subsidiary ATG in 2024, which significantly increased compared to the previous year's loss of EUR 722 thousand. This was mainly due to the impact of the economic downturn in Europe and decelerating customer demand. ZettaScale Technology in the UK reported a current loss of GBP 2,986 thousand, primarily because it is still in the development and upgrade phase of its main product, an autonomous driving software platform. This subsidiary received a strategic investment from the renowned autonomous driving software company TTTech Auto in October 2022, which injected EUR 12.48 million to fund product research and development and company operations for the coming years. The two companies have complementary technologies and will continue to jointly develop and upgrade autonomous driving software platform products, providing comprehensive real-time communication for vehicles, ensuring communication security and high quality. It is expected that this will bring more benefits in the autonomous vehicle market in the future. ADLINK Intelligence was established in March 2024 and is a subsidiary of Singapore and Hong Kong ADLINK Intelligence. It was officially operational in August after capital injection. The Company recognized a loss of RMB 12,942 thousand from ADLINK Intelligence in 2024, due to the ongoing separation of production and sales operations in the second half of the year according to customer order transfer schedules. The operation is expected to be completed by the first half of the following year.

(III) Investment Plan for the Coming Year

The Company's investment policy in the recent year 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 actively and prudently seeking investment targets related to the company's core business..

VI. Risk Analysis

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

1. Interest Rate Changes: The company maintains a conservative and stable approach to financial planning, prioritizing safety and liquidity, and regularly evaluates money market rates and financial information. The company's capital expenditure has increased compared to previous years due to the purchase of the group's corporate headquarters in Taiwan, which was partially funded through long-term bank loans. Future operational cash inflows are expected to gradually repay these loans, reducing the increased interest expenses caused by rising interest rates. In 2024, the company's

interest coverage ratio was 1.25 times, which is slightly low due to a decrease in profit resulting from the estimated recognition of non-operating compensation losses.

2. **Exchange Rate Changes:** In addition to adjusting product prices to reasonably reflect cost changes due to exchange rate fluctuations, the Company also aligns the transaction currencies for major procurement items in accounts payable with the currencies in accounts receivable. This creates a natural hedging effect between receivables and payables to reduce foreign exchange risk exposure. Furthermore, the Company plans forward exchange transactions for net foreign currency exposure to effectively mitigate exchange rate fluctuation risks. In 2024, the net result of foreign currency and forward exchange transactions was positive. For detailed information, please refer to the explanation under "Other Gains and Losses" in the Company's income statement.
3. **Inflation:** The Company adjusted the selling price and the conditions of purchase and sales from time to time according to market situations, so inflation did not cause too much negative impact.

(II) Policies for Engaging in High-Risk, High-Leverage Investments, Financing Provided to Others, Endorsements/Guarantees Provided, and Derivative Transactions; Main Reasons for Profits or Losses 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 Table 1 in the 2024 Consolidated Financial Report.
3. Status of endorsements/ guarantees provided in the most recent fiscal year: Please refer to Table 2 in the 2024 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".

(III) The Future Plan and Estimated Expenses of Research and Development

Product	Description	Current Progress	Expected Completion Time	Expected Investment (NTD)
cExpress-Ryzen8000	This product based on the AMD Embedded Ryzen 8000 platform's COM Express product, integrates an efficient CPU, high-performance GPU, and XNDA NPU specifically designed for AI applications, fully meeting the increasingly complex and diverse workload demands of today, particularly excelling in edge AI applications.	Ongoing	2026	1.63 million

	Additionally, its integrated design effectively lowers the threshold for customer adoption and accelerates product development and market introduction. Beyond AI applications, this product is also widely applicable to various embedded application fields, such as medical imaging ultrasound equipment and visual entertainment devices.			
VPX3- XMXM	This module is a 3U VPX architecture AI computing module, equipped with NVIDIA high-end RTX™ ADA5000 or ADA2000 GPGPU core. Its design allows for linking multiple modules under PCIe Gen4 bandwidth to meet the high-efficiency computing requirements of edge tasks. Rugged structural design ensures that the module can operate reliably in harsh environments ranging from -40°C to 85°C, and withstand high-vibration and shock conditions. Furthermore, it supports various SOSA protocols, greatly enhancing system integration convenience, allowing customers to configure according to their needs, and also serving as the preferred choice for upgrading existing solutions.	Ongoing	2025	1.69 million
MVP-3100	The MVP-3100 is equipped with 14th, 13th, and 12th generation Intel® Core™ i3/i5/i7/i9 processors, offering exceptional computing performance and flexible system expansion capabilities, making it an ideal platform for industrial automation, intelligent mobility, and edge computing applications. Its fanless design not only enhances system stability and durability, but also ensures stable operation for extended periods in harsh environments. The MVP-3100 supports various I/O and expansion interfaces, enabling rapid integration with sensors, communication modules, and vision systems, helping customers create efficient and reliable smart application solutions.	Ongoing	2025	1.75 million

- (IV) The Impact of Important Domestic and Foreign Policy and Legal Changes on the Company's Finance and Business and the Response Measures: The operation of the finance and business of the Company is governed by the relevant laws and regulations, and there has been no impact.
- (V) The impact of Technological and Industrial Changes on the Company's Finance and Business and Response Measures: None.
- (VI) 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.
- (VII) Expected Benefits, Possible Risks, and Response Measures Due to the Merger and Acquisition: The Company has not had any plans for the merger or acquisition.
- (VIII) The Expected Benefits and Possible Risks to Expand the Plants and the Countermeasures:

The expansion of the plant will enable the Company and its subsidiaries to increase their production capacity to take on more orders, thereby increasing their revenue and profitability, and have the opportunity to expand their market share. The expansion of

the Company and its subsidiaries' plants has been carefully planned to meet the needs of customers while also optimizing the utilization of capital.

- (IX) Risks and Countermeasures to the Concentration of Purchases or Sales: None.
- (X) 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.
- (XI) Impact, Risk, and Response Measures Related to any Change in the Management Control towards the Company's Operations: None.
- (XII) 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 10% 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.
- (XIII) Other Important Risks and Response Measures: None.

VII. Other Important Risks and Response Measures: None.

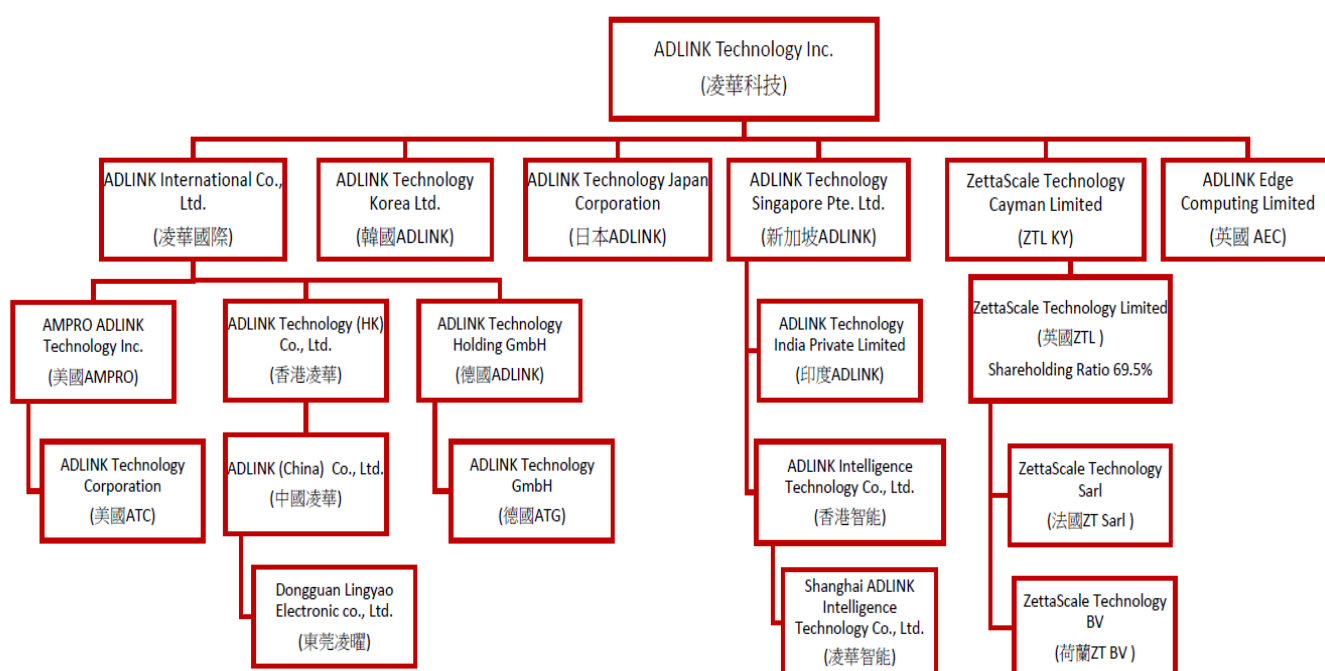
Chapter 6. Special Disclosure

I. Summary of Affiliated Companies

(I) Consolidated Business Report of Affiliated Companies

1. Organizational Structure (Unless otherwise marked, shareholding ratio is 100%)

December 31, 2024



2. Basic Information of Affiliated Companies

December 31, 2024; Unit: NT\$ Thousand

Company name	Abbreviation	Established Date	Address	Actual paid-in capital	Major Business or Products
ADLINK International Co.,Ltd.	ADLINK International	March, 2001	Vistra Corporate Services Centre, Ground Floor NPF Building, Beach Road, Apia, Samoa	USD 61,872	Investment
Ampro ADLINK Technology Inc.	AATI	July, 1983	6450 Via Del Oro, San Jose, CA95119, USA	USD 20,789	Research and development, manufacture and sales of industrial computers
ADLINK Technology Corporation	ATC	April, 1997	400 Trade Center, Suite 5900 Woburn MA, 01801 USA	USD 12,701	Software licensing and services
ADLINK Technology (HK) Co.,Ltd.	ATHK	March, 2001	1501 Capital Centre,151 Gloucester Road, WanChai, Hong Kong.	USD 24,255	Investment
ADLINK Technology (China) Co., Ltd.	ADLINK China	April, 2004	300 Fangchun Road, Zhangjiang High-Tech Park, Shanghai	USD 26,670	Research and development, manufacture and sales of industrial computers
Dongguan Lingyao Electronics Technology Co., Ltd.	Dongguan Lingyou	August, 2011	Room 2303, Unit 1, 555 Mei Ching Middle Road, Ta Lang Town, Dongguan City, China	RMB 2,000	Sales of electronic components
ADLINK Technology Holding GmbH	ADLINK Germany	August, 2010	Hans-Thoma-Straße8-10 68163Mannheim, Germany	EUR 7,200	Investment
ADLINK Technology GmbH	ATG	March, 1987	Hans-Thoma-Straße8-10 68163Mannheim, Germany	EUR 750	Research and development, manufacture and sales of industrial computers
ADLINK Technology Korea Ltd.	ADK	November, 2018	A-1503, U-TOWER, 767Sinsu-ro, Suji-gu, Yongin-si, Gyeonggi-do, Republic of Korea,16827	KRW 335,460	Sales of industrial computers
ADLINK Technology Japan Corporation	ADJ	April, 2007	KDX Kanda Ekimae Bldg.4F,3-7-4 Kanda Kajicho, Chiyoda-ku, Tokyo101-0045, Japan	JPY 98,000	Sales of industrial computers
ADLINK Technology Singapore Pte. Ltd.	ADS	May, 1997	1008 Toa Payoh North, 07-17/18 Singapore 318996	SGD 659 USD 4,200	Sales of industrial computers
ADLINK Technology India Private Limited	ADI	January, 2024	Ground Floor, 317, Samanvitha Complex, Mayura Street, Outer Ring Road, Byatarayanapura, Bangalore North, Bangalore-560092, Karnataka	INR 8,000	Sales of industrial computers
ADLINK Intelligence Technology Co., Ltd.	AIHK	May, 2024	1501 Capital Centre,151 Gloucester Riad, Wanchai, Hong Kong	USD 4,200	Investment
Shanghai ADLINK Intelligence Technology Co., Ltd.	AITC	March, 2024	300 Fangchun Road, Zhangjiang High-Tech Park, Shanghai	USD 4,200	Research and development, and sales of industrial computers
Zetta Scale Technology Cayman Limited	ZTL KY	June, 2021	The Grand Pavilion Commercial Centre, Oleander Way, 802 West Bay Road, P.O. Box 32052, Grand Cayman KY1-1208, Cayman Islands	GBP 9,050	Investment
Zetta Scale Technology Limited	ZTL UK	November, 1991	1 st Floor, The Honey comb, The Watermark, Gateshead, Tyne & Wear, England, NE119SZ	GBP 8,316	Software licensing and services

Zetta Scale Technology SARL	ZT SARL	March, 1993	Parc Les Algorithmes- Immeuble Thales, 91190 Saint-Aubin, France	EUR 221	Software licensing and services
Zetta Scale Technology BV	ZT BV	August, 2011	Amarilstraat 30,7554 TV Hengelo, Netherlands	EUR 18	The design, research, and development of software
ADLINK Edge Computing Limited	AEC	September, 2021	1 st Floor, The Honeycomb, The Watermark, Gateshead, Tyne & Wear, United Kingdom, NE119SZ	GBP 500	Software licensing and services

3. The same shareholder information of those presumed to have control and subsidiary relationships: None.
4. The overall operations of affiliated companies cover industries including: production and sales of industrial computer hardware, software, and peripheral equipment, as well as operating as holding companies to enhance resource utilization efficiency.
5. Directors, Supervisors, and Presidents of the Affiliated Companies

December 31, 2024

Company Name (abbreviation)	Title	Name or Representative	Shareholding	
			Number of Shares	Shareholding/Capital Contribution Ratio
ADLINK International	Director	ADLINK Technology (Representative: Chun (Jim) Liu)	61,872,494	100%
AATI	Director	ADLINK International (Representative: Chun (Jim) Liu), Ta-Chih (Jeff) Chou	39,743,137	100%
	President	Sean Butler		
ATC	Director	Mimi Han	1,000	100%
ATHK	Director	ADLINK International (Representative: Chun (Jim) Liu)	24,255,369	100%
ADLINK China	Director	ATHK (Representative: Chun (Jim) Liu), Han-Fen Ni, Ta-Chih (Jeff) Chou	Note 1	100%
	President	I-Tun (Stephen) Huang		
Dongguan Lingyou	Director	ADLINK China (Representative: Chun (Jim) Liu), Ta-Chih (Jeff) Chou, Cheng Chih Liu	Note 1	100%
	Supervisor	Shu-Fen (Iris) Chen		
ADLINK Germany	Director	ADLINK International (Representative: Chun (Jim) Liu), Han-Fen Ni, Yi-Nan (Edgar) Chen, Ta-Chih (Jeff) Chou	7,200,000	100%
ATG	Director	Chun (Jim) Liu, Han-Fen Ni, Yi-Nan (Edgar) Chen, Ta-Chih (Jeff) Chou	750,000	100%
	President	Shih-Hao (Roy) Wan		
ADK	Director	ADLINK Technology (Representative: Chun (Jim) Liu)	Note 1	100%
ADJ	Director	Chun (Jim) Liu, Ta-Chih (Jeff) Chou, Tomoaki Manabe	1,960	100%
	Supervisor	Shu-Fen (Iris) Chen		
ADS	Director	ADLINK Technology (Representative: Ta-Chih (Jeff) Chou)	7,659,200	100%
ADI	Director	I-Tun (Stephen) Huang, Ragha Vendra Ananth Bhat	800,000	100%
AIHK	Director	Ta-Chih (Jeff) Chou	4,200,000	100%

AITC	Director	ADS (Representative: Ta-Chih (Jeff) Chou), Sheng-I Ni, I-Ning Chen	Note 1	100%
	Supervisor	Yu-Ting (Samantha) Lin		
ZTL KY	Director	ADLINK Technology (Representative: Chun (Jim) Liu), Ta-Chih (Jeff) Chou, Angelo Corsaro, Elizabeth Waters	61,155,000	100%
ZTL UK	Director	Chun (Jim) Liu, Ta-Chih (Jeff) Chou, Angelo Corsaro, Stefan Poledna, Salvador Rodriguez Lopez	36,584,052	ZTL KY holds 69.50%
ZT SARL	Director	Angelo Corsaro	Note 2	ZTL UK holds 100%
ZT BV	Director	ZTL UK, Hans van't Hag	180	ZTL UK holds 100%
AEC	Director	Chun (Jim) Liu, Ta-Chih (Jeff) Chou, Elizabeth Waters	500,000	100%

Note 1: It is a limited company, therefore there is no record of number of shares. For capital contribution amount, please refer to the "Paid-in Capital" column in the "Basic Information of Affiliated Companies" on the previous page.

Note 2: ZT SARL's investment amount is only recognized on the Company's license, and there is no record of the number of shares.

6. Status of Operations of Affiliated Companies

December 31, 2024; Unit: NT\$ thousand

Company Name (abbreviation)	Capital	Total Assets	Total Liabilities	Equity	Operating revenue	Operating profit	Profit or loss for the period (after tax)	Earnings per share (NT\$) (after tax)
ADLINK International	2,028,490	2,284,391	-	2,284,391	-	-42	-37,600	-0.6
AATI	681,567	1,443,883	535,183	908,700	618,149	6,371	20,139	0.5
ATC	416,402	22,407	44,279	-21,873	27,273	810	1,367	1367.4
ATHK	795,212	1,672,231	-	1,672,231	-	-169	33,815	1.4
ADLINK China	874,376	2,982,727	1,317,146	1,665,581	3,073,388	112,645	33,894	N/A.
Dongguan Lingyou	9,122	70,657	20,907	49,749	79,058	2,355	2,894	N/A.
ADLINK Germany	245,808	-693,210	-	-693,210	-	-6	-93,094	-12.9
ATG	25,605	782,201	1,476,460	-694,259	1,810,623	-68,937	-93,066	-124.1
ADK	7,534	81,339	48,895	32,444	139,999	-716	-1,778	N/A.
ADJ	20,570	224,456	118,492	105,964	583,359	14,767	16,006	8,166.6
ADS	153,599	386,378	61,320	325,058	424,459	6,308	-50,241	-6.6
ADI	3,071	11,296	10,080	1,215	4,326	-4,879	-1,859	-2.3
AIHK	137,697	77,604	-	77,604	-	-	-58,347	-13.9
AITC	137,697	520,380	442,798	77,581	443,142	-82,470	-58,369	N/A.
ZTL KY	372,770	68,971	-	68,971	-	-	-85,189	-1.4
ZTL UK	907,375	240,396	141,159	99,238	124,724	-159,217	-122,574	-3.4
ZT SARL	7,545	171,140	215,047	-43,907	103,159	-85,784	-63,324	N/A.

ZT BV	615	2,532	2,148	384	60,227	-6,681	86	477.2
AEC	20,595	9,260	638	8,622	-	-17,510	-5,864	-11.7

Note: The exchange rates for the balance sheet are as follows: US\$1 = NT\$32.785, RMB\$1 = NT\$4.56, EUR\$1 = NT\$34.14, KRW\$1 = NT\$0.022, JPY\$1 = NT\$0.21, SGD\$1 = NT\$24.13, INR\$1 = NT\$0.384, GBP\$1 = NT\$41.19. The exchange rates for the income statement are as follows: US\$1 = NT\$32.112, RMB\$1 = NT\$4.51, EUR\$1 = NT\$34.74, KRW\$1 = NT\$0.024, JPY\$1 = NT\$0.21, SGD\$1 = NT\$24.04, INR\$1 = NT\$0.385, GBP\$1 = NT\$41.05.

(II) Consolidated Financial Statements of Affiliated Companies

Declaration of Consolidated Financial Statements of Affiliated Companies

For the fiscal year 2024 (from January 1, 2024 to December 31, 2024), the companies that should be included in the consolidated financial statements of affiliated companies in accordance with the "Regulations Governing the Preparation of Consolidated Business Reports, Consolidated Financial Statements, and Reports on Affiliations" are the same as those that should be included in the consolidated financial statements of parent and subsidiary companies in accordance with International Financial Reporting Standard No. 10. Furthermore, all information that should be disclosed in the consolidated financial statements of affiliated companies has already been disclosed in the aforementioned consolidated financial statements of parent and subsidiary companies. Therefore, the company will not separately prepare consolidated financial statements of affiliated companies.

ADLINK Technology Inc.

Chun (Jim) Liu

(III) Affiliation Report: N/A.

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.