

Stock Code: 5269



# ASMedia Technology Inc.

## 2024 Annual Report

Published on May 12, 2025

Annual report inquiry website: <http://mops.twse.com.tw>

This document is an English translation of the Chinese original. In case of discrepancy between the Chinese and English versions, the Chinese version shall prevail.

- I. The name, title, telephone number, and e-mail address of the spokesman or acting spokesman
- |   |   |
|---|---|
| Spokesperson's name: Lin Che Wei                  | Name of acting spokesperson: Chen Hsi Kai         |
| Job title: President                              | Job title: Vice President of Business             |
| TEL: (02) 2219-6088                               | TEL: (02) 2219-6088                               |
| Email address:<br>asmedia_investor@asmedia.com.tw | Email address:<br>asmedia_investor@asmedia.com.tw |
- II. The address and telephone number of the company's headquarters
- Head Office Address: 6F, No. 115, Minquan Road, Xindian District, New Taipei City  
TEL: (02) 2219-6088
- III. The name, address, web address, and telephone number of the agency handling shares transfer
- Name: Stock Service Department of KGI Securities  
Address: 5F, No. 2, Chongqing South Road Section 1, Zhongzheng District, Taipei City  
TEL: (02) 2389-2999  
Website: <http://www.kgiworld.com.tw>
- IV. Name of CPA for the most recent financial reports, firm name, address, website, and phone number:
- Accountants' names: Chang Shu Chiung CPA, Yu Shu Fen CPA  
Firm name: PwC Taiwan  
Address: 27F, No. 333, Keelung Road Section 1, Xinyi District, Taipei City  
TEL: (02) 2729-6666  
Website: <https://www.pwc.tw>
- V. Name of trading venues for overseas listed securities and methods to inquire about these overseas securities:
- Overseas Depository Receipts: Luxembourg Stock Exchange  
Website: <https://www.luxse.com>
- VI. Company website: <https://www.asmedia.com.tw>

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## One. Report to Shareholders

Dear Shareholders, Ladies and Gentlemen:

In 2024, despite geopolitical risks, ASMedia leveraged its deep expertise in high-speed transmission, keen market insights, and strong R&D capabilities to successfully mass-produce USB4 chips. By deepening cooperation with international clients, we maintained steady growth. We remain focused on high-speed interface IC R&D while actively expanding product applications and pursuing a dual-track strategy involving OEM/ODM services and our own brand. In Q2 2024, we completed our first Global Depositary Receipt (GDR) issuance, formally introducing ASMedia to global investors and securing nearly US\$330 million in funding to strengthen our financial strength.

Regarding operational performance, ASMedia's 2024 revenue reached NT\$8.08 billion, a 26% year-over-year increase. Gross margin remained stable at 54.2%, net profit after tax grew nearly 68% to NT\$3.73 billion, and earnings per share (EPS) were NT\$51.57.

2024 was also a year of strong R&D momentum. ASMedia's USB4 chipsets led the market in obtaining Intel Thunderbolt™ 4 certification. Furthermore, at COMPUTEX TAIPEI, we showcased USB 80Gbps and PCIe Gen5 high-speed transmission technologies, laying a solid foundation for next-generation products.

ASMedia continues to promote green supply chain management and actively participates in social welfare. We have been selected as a constituent of the FTSE4Good TIP Taiwan ESG Index for four consecutive years, affirming our commitment to Environmental, Social, and Governance (ESG) sustainability. Additionally, ASMedia stood out among 1,813 listed companies to be ranked 13th in the Taiwan Institute of Directors' "Top 100 Taiwanese Companies Selected by Foreign Investors 2024," further demonstrating our dedication to corporate sustainability.

Looking ahead to 2025, demand for high-speed interface ICs like USB and PCIe is expected to grow, driven by applications such as edge computing, AI, and IoT. ASMedia will continue to deepen its development in these areas. Upholding the principle of sustainable development, we aim to create greater value for our shareholders, employees, society, and the environment, steadily advancing towards our goal of sustainable operations.

Chairman:

Respectfully

## Two. Corporate Governance Report

### I. Information on directors, supervisors, the President, the Vice President, Associate Vice Presidents, and heads of all departments and branches

#### (I) Directors and supervisors

##### 1. Directors' qualifications

April 15, 2025; Unit: Shares; %

Job title	Nationality or place of registration	Name	Gender Age	Appointment date	Term of office	Date of the first appointment	Shares held at the time of appointment		Number of shares currently held		Spouse and minor children now holding shares		Shares held in the names of others		Principal experience (education)	Concurrent positions now held in the Company and other companies	Spouse or relatives within the second degree of kinship or closer acting as other department heads, directors, or supervisors			Remarks
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
Chairman	Republic of China	ASUSTeK Computer Inc.	—	2023.06.16	3	2007.12.14	24,457,660	32.76%	24,457,660	32.76%	0	0	0	0	—	—	None	None	None	—
Representative	Republic of China	Hsu Shih Chang	Male 61-70	2023.06.16	3	2010.06.01	0	0	0	0	0	0	0	0	Executive Master of Business Administration (EMBA), Chiao Tung University Vice-Chairman, Pegatron Corporation	ASUS Computer Vice Chairman/Chief Strategy Officer Note 1	None	None	None	—
Director	Republic of China	ASUSTeK Computer Inc.	—	2023.06.16	3	2007.12.14	24,457,660	32.76%	24,457,660	32.76%	0	0	0	0	—	—	None	None	None	—
Representative	Republic of China	Shen Cheng Lai	Male 61-70	2023.06.16	3	2007.12.14	449,909	0.60%	449,909	0.60%	0	0	0	0	Master of Electrical Engineering, National Taiwan University Manager, Acer Computer CEO, ASUSTeK Computer	Note 2	None	None	None	—
Director	Republic of China	ASUSTeK Computer Inc.	—	2023.06.16	3	2007.12.14	24,457,660	32.76%	24,457,660	32.76%	0	0	0	0	—	—	None	None	None	—
Representative and President	Republic of China	Lin Che Wei	Male 61-70	2023.06.16	3	2007.12.14	785,761	1.05%	785,761	1.05%	0	0	0	0	Master of Science in Electrical Engineering, University of Missouri Columbia Vice General Manager, VIA Technologies, Inc. Vice President, ASUSTeK Computer	Director, APPLIED OPTOELECTRONICS, INC. Director, Xinpai Pte. Ltd. Director, iCatch Technology Director, WT Microelectronics Co., Ltd. Director, AionChip Technologies CO., LTD.	None	None	None	—
Director	Republic of China	Sheu Jin Chuan	Male 71-80	2023.06.16	3	2012.03.13	0	0	0	0	0	0	0	0	Bachelor of Medicine, National Taiwan University School of Medicine Ph.D., Institute of Clinical Medicine, National Taiwan University School of Medicine Professor of Internal Medicine, National Taiwan University School of Medicine	Honorary Professor, National Taiwan University School of Medicine Note 3	None	None	None	—
Independent Director	Republic of China	Jan Hung Tze	Male 61-70	2023.06.16	3	2012.03.13	0	0	0	0	0	0	0	0	Bachelor of Economics, National Taiwan University Editor in Chief, United Daily News Wan-Hsiang Edition General Manager, Yuan-Liou Publishing Chairman, Cite Media Holding Group	Note 4	None	None	None	—
Independent Director	Republic of China	Shieh Chang Pyng	Male 61-70	2023.06.16	3	2012.03.13	0	0	0	0	0	0	0	0	Ph.D. in Finance, Kent State University, Ohio Master of Enterprise Research, University of Missouri Columbia Chairman/General Manager, China Investment Chief Financial Officer and Vice General Manager, Chunghwa Telecom Deputy General Manager and Spokesperson, Mega Financial Holdings	Note 5	None	None	None	—

Job title	Nationality or place of registration	Name	Gender Age	Appointment date	Term of office	Date of the first appointment	Shares held at the time of appointment		Number of shares currently held		Spouse and minor children now holding shares		Shares held in the names of others		Principal experience (education)	Concurrent positions now held in the Company and other companies	Spouse or relatives within the second degree of kinship or closer acting as other department heads, directors, or supervisors			Remarks
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
															Professor, Institute of Finance, National Taiwan University of Science and Technology					
Independent Director	Republic of China	Wu Jing Jyi	Male 81-90	2023.06.16	3	2012.03.13	0	0	0	0	0	0	0	0	Ph.D., Department of Educational Psychology, University of Minnesota Bachelor of Education, National Chengchi University Member of the Executive Yuan Cultural and Creative Industry Promotion Group/Digital Content Industry Development Steering Group Committee Member, China Development Fund Management Association Chairman, National Chung Cheng Cultural Center Professor and Head of the Department of Psychology, National Chengchi University Adjunct Professor of Enterprise Management Office, Entrepreneur Class, IMBA of National Chengchi University Director, National Top Universities Innovation Research Master Plan, Ministry of Education	Note 6	None	None	None	—
Independent Director	Republic of China	Kin Lien Fang	Male 71-80	2024.06.18	2	2024.06.18	0	0	0	0	0	0	0	0	Ph.D., Nuclear Engineering and Applied Physics, Columbia University, USA Senior VP, Worldwide Sales & Services, TSMC Microelectronics VP of worldwide sales, IBM Asian Pacific Operation VP, Computer Group, Motorola	Independent Director, Vanguard International Semiconductor Independent Director, Global Unichip Corp. Honorary Chair Professor, National Tsing Hua University School of Technology Management	None	None	None	—

Note 1: Concurrently serves as Chairman of the following companies: ASUS TECHNOLOGY PTE. LIMITED, ASUS GLOBAL PTE. LTD., EBIZPRISE INC.

Concurrently serves as Director of: Pegatron Corporation, iMozen Group INC., EUSOL BIOTECH CO., LTD., HUASYN BIOMEDICAL CO., LTD., Xiangyong Biotechnology Management Consulting, Hongwei Investment, Tzu Chi Medical Foundation.

Note 2: Concurrently serves as Chairman of: iMozen Group INC, International United Technology Co., LTD.

Note 3: Concurrently serves as Chairman of: Liver Disease Prevention & Treatment Foundation, National Health Foundation, Good Liver Foundation.

Concurrently serves as Director of: AmCad BioMed Corporation

Note 4: Concurrently serves as Chairman of: PChome Online, Site Inc., Ecommerce Group Co. Ltd., PChome Online International Co., PChome Online(HK) Ltd., Ruten Market International Information, EOLEMBRAIN ONLINE MARKETING RESEARCH CO., LTD., RAKUYA INTERNATIONAL INFO. CO. LTD., PCHOMESTORE INC, PChome(Thailand) Co., PChome US Inc., PAYEASY DIGITAL INTEGRATION CO., LTD., PChome Travel Agency, Prima, PChome Express Co., Ltd, Zhonghua PChome No.1, PChome CBS Co., Ltd, MITCH CO., LTD., PChome Data Technology Co., Ltd., PI MOBILE TECHNOLOGY INC., YunTan Technology Inc., WS Fashion Group Co., Ltd.

Concurrently serves as Director of: Eastern Online, PChome Holding Inc.(BVI), PChome CB PTE. LTD, PChome Cross-border Services, Bibian, APUJAN LTD, BUSINESS NEXT MEDIA CORP., Shanjen Humanities Foundation, ECOSMOS PTE. LTD, Newbloom Venture Co.,Ltd., 17LIFE INC., MEET DIGITAL INNOVATION CO., LTD., Taipei City Innovation and Entrepreneurship Platform Foundation, 21st Fintech, SHANG-EN INFO CO., LTD., 21st Century Financial Technology Co., Ltd.

Concurrently serves as Independent Director of: Xinyi Realty.

Note 5: Concurrently serving as chairman of the following organization: Higher Education Foundation.

Concurrently serving as an independent director of the following company: Polytronics Technology Corporation

Note 6: Concurrently serves as Chairman of: Wu Jing-Jyi Creativity Foundation (formerly Chinese Management Development Foundation), Carrefour Cultural and Educational Foundation, Taiwan Cultural and Creative Development Foundation.

Concurrently serves as Director of: Taipei Performing Arts Center, Taishin Bank Cultural and Art Foundation, Paper Windmill Culture and Education Foundation, Academic Exchange Foundation, Youren Culture and Arts Foundation, Shi Hezheng Folk Culture Foundation, TAIWAN ART & BUSINESS INTERDISCIPLINARY FOUNDATION, PX Mart Good and Beautiful Cultural and Arts Foundation, National Chengchi University Academic Development Foundation, Novel Hall Foundation, Tainan City Private Shen Huang Xue-E Social Welfare Charitable Foundation, The Reporter Cultural Foundation.

2. Supervisors: The Company has set up an audit committee, so this is not applicable.

### 3. Major shareholders of corporate shareholders

March 30, 2025

Name of corporate shareholder	Major shareholders of corporate shareholder	Shareholding ratio (%)
ASUSTeK Computer Inc.	Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF	4.34
	Shih Chung Tang	4.05
	Yuanta Taiwan Dividend Plus ETF	2.95
	Unlimited No. 1 Company Investment Special Account in the Custody of Cathay United Bank	2.78
	ASUSTeK depository receipts managed by Citi (Taiwan)	2.63
	New Labor Pension Fund	2.42
	Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds, in the custody of JPMorgan Chase Bank N.A.	1.34
	JPMorgan Chase Bank custodian JP Morgan Limited investment account	1.30
	JPMorgan Chase Bank N.A. Taipei Branch in custody for Vanguard Total International Stock Index Fund	1.22
	Yuanta Taiwan Top 50 ETF Fund account	1.12

4. If the main shareholder of a corporate shareholder is in turn a corporation, then its main shareholder:  
None.

5. Disclosure of professional qualifications of directors and supervisors and information on independence of independent directors:

Prerequisites Name	Professional qualifications and experience (Note 1)	Status of independence (Note 2)	Number of independent directors in other public companies
ASUSTeK Computer Inc. Representative: Hsu Shih Chang	More than 10 years of work experience required for the Company's business Former Vice-Chairman, Pegatron Corporation Currently serves as the Chairman of this company, ASUS Computer Chief Strategy Officer/Vice Chairman, eBizprise Inc Chairman, Pegatron Corporation Director, EUSOL BIOTECH CO., LTD. Director, and iMozen Group Director.	Not showing any of the circumstances under Article 30 of the Company Act.	None
ASUSTeK Computer Inc. Representative: Shen Cheng Lai	More than 10 years of work experience required for the Company's business Former CEO/Director of ASUSTek Computer Present Chairman, iMotion Inc.	Not showing any of the circumstances under Article 30 of the Company Act.	None
ASUSTeK Computer Inc. Representative: Lin Che Wei	More than 10 years of work experience required for the Company's business Former Vice General Manager, VIA Technologies, Inc. Currently serves as the President of this company, AionChip Technologies CO., LTD. Director, iCatch Technology, Inc. Director, WT Microelectronics Director, Applied Optoelectronics, Inc. Director, and Xinpal Pte. Ltd. Director.	Not showing any of the circumstances under Article 30 of the Company Act.	None
Sheu Jin Chuan	More than 10 years of work experience required for the Company's business Former Professor of Internal Medicine, National Taiwan University School of Medicine At present, he is Honorary Professor of College of Medicine, National Taiwan University, Chairman of the Academic Foundation for Liver Disease Prevention and Treatment, and Chairman of the Good Liver Foundation and AmCad BioMed Corporation Director.	Not showing any of the circumstances under Article 30 of the Company Act.	None
Jan Hung Tze	Has more than ten years of relevant work experience in business, finance, or company operations. Former President of Yuan-Liou Publishing Co., Ltd./Chairman of Cite Publishing Limited At present, he is the Chairman of PChome Online Inc., Chairman of PChome eBay Co., Ltd., Chairman of PCHOMESTORE, Independent Director of Sinyi Realty Inc..	The independent director, his spouse, or relatives within 2nd degree of kinship do not serve as a director, supervisor, or employee of the Company or its affiliated companies; do not hold shares in the Company; do not hold positions as a director, supervisor or employee of a designated company that has specified relationship with the Company; There has been no compensation amount from providing business, legal, finance, or accounting services to the Company or its affiliates in the most recent two years. Not showing any of the circumstances under Article 30 of the Company Act.	1

Prerequisites Name	Professional qualifications and experience (Note 1)	Status of independence (Note 2)	Number of independent directors in other public companies
Shieh Chang Pying	At least 10 years of relevant work experience in commerce, finance, accounting or business needs. He has served successively as Chairman/President of Chunghwa Investment Co., Ltd., CFO and Vice President of Chunghwa Telecom, and Vice President and Spokesperson of Mega Financial Holding Co., Ltd. At present, he is a Professor, Institute of Finance, National Taiwan University of Science and Technology, the Chairman of the Foundation for International Cooperation in Higher Education of Taiwan, and an independent director of Polytronics Technology Corporation.	The independent director, his spouse, or relatives within 2nd degree of kinship do not serve as a director, supervisor, or employee of the Company or its affiliated companies; do not hold shares in the Company; do not hold positions as a director, supervisor or employee of a designated company that has specified relationship with the Company; There has been no compensation amount from providing business, legal, finance, or accounting services to the Company or its affiliates in the most recent two years. Not showing any of the circumstances under Article 30 of the Company Act.	1
Wu Jing Jyi	More than 10 years of work experience required for the Company's business Former Chairman, National Chung Cheng Cultural Center, Professor and Head of the Department of Psychology, National Chengchi University Currently serves as Chairman of Wu Jing-Jyi Creativity Foundation (formerly Chinese Management Development Foundation), Honorary Professor/Creativity Chair Professor at National Chengchi University, Adjunct Professor for National Chengchi University MBA/EMBA programs, etc.	The independent director, his spouse, or relatives within 2nd degree of kinship do not serve as a director, supervisor, or employee of the Company or its affiliated companies; do not hold shares in the Company; do not hold positions as a director, supervisor or employee of a designated company that has specified relationship with the Company; There has been no compensation amount from providing business, legal, finance, or accounting services to the Company or its affiliates in the most recent two years. Not showing any of the circumstances under Article 30 of the Company Act.	None
Kin Lien Fang	Has more than ten years of relevant work experience in business or company operations. Previously served as Senior Vice President of Global Business and Services at Taiwan Semiconductor Manufacturing Company (TSMC), Vice President of Global Business and Services at IBM Microelectronics Division, Vice President of Asia-Pacific Operations at Motorola Computer Group. Currently serves as Independent Director at Vanguard International Semiconductor Corporation, Independent Director at Global Unichip Corporation, and Honorary Chair Professor at National Tsing Hua University School of Technology Management.	The independent director, his spouse, or relatives within 2nd degree of kinship do not serve as a director, supervisor, or employee of the Company or its affiliated companies; do not hold shares in the Company; do not hold positions as a director, supervisor or employee of a designated company that has specified relationship with the Company; There has been no compensation amount from providing business, legal, finance, or accounting services to the Company or its affiliates in the most recent two years. Not showing any of the circumstances under Article 30 of the Company Act.	2

Note 1: Professional qualifications and experiences. Describe the professional qualifications and experiences of each director and supervisor. If he/she is a member of the Audit Committee and possesses accounting or finance profession, his/her accounting or finance background and work experiences should be specified. Lastly, state whether there have been circumstances relating to Article 30 of The Company Act.

Note 2: The state of independence should be specified for the independent director, including but not limited to whether the independent director, his/her spouse, and relatives within the second degree of kinship are acting as the director, supervisor or employee of the Company or its affiliated enterprise; The number of shares and percentage held by the independent director, his/her spouse, and relatives within second degree of kinship (or in the name of others); whether the independent director is acting as the director, supervisor or employee of a designated company that has specified relationship with the Company (refer to the establishment of public company independent directors and Subparagraphs 5~8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies to comply with); the compensation amount from providing business, legal, finance, or accounting services to the Company or its affiliates in the most recent two years.

## 6. Diversity and independence of the Board of Directors:

### (1) Diversity and independence of the Board of Directors:

The Company adopts a candidate nomination system, and the Shareholders' Meeting shall elect candidates from the list of candidates. According to the Company's "Corporate Governance Best-Practice Principles," board members should generally possess the knowledge, skills, and competency necessary to perform their duties. To achieve the ideal goal of corporate governance, the board of directors as a whole should have the following skills: business judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market outlook, leadership and decision-making ability.

The company's board member diversity policy, based on the company's operations, business model, and development needs, outlines appropriate diversity guidelines, including but not limited to standards in the



following two major dimensions:

- I. Basic conditions and values (such as: gender, age, nationality, and culture, etc.).
- II. Professional knowledge and skills (such as: legal, accounting, industry, finance, marketing or technology, etc.), professional skills and industry experience, etc.

The company's board members possess rich experience and expertise in business, legal affairs, finance, accounting, or other fields that align with the company's business needs. The current board consists of 8 directors, including 4 independent directors (50%); male directors: 8 seats (100%), female directors: 0 seats (0%). In the future, the goal is to increase the number of female directors to more than one-third of the board. It is also planned to select and nominate candidates meeting appropriate conditions after the expiration of the current board term, in order to achieve the goal of increasing the number of female directors.

Specific management objectives and achievement status are as follows:

Management Goals	Status of Achievement
The number of independent directors exceeds one third of the total number of directors.	Achieved
It is advisable that the number of directors who also serve as the Company's managerial officers shall not exceed one-third of the total number of directors.	Achieved
Adequate and diversified professional knowledge and skills.	Achieved
At least one-half of the directors with industry experience.	Achieved
At least two directors with professional accounting or finance knowledge and background.	Achieved

The implementation of diversity among board members is as follows:

The implementation of diversity among board members is as follows:													
Job title	Name	Diversity Core Items											
		Basic conditions						Professional background and ability					
		Country of citizenship	Gender	Age		Seniority of Independent Directors		Operations Management	Leadership decision	Industry experience	Accounting and Finance	Marketing	Crisis management
30~50	Over 50 years			Less than 3 years	Over 9 years								
Chairman	ASUSTeK Computer Inc. Representative: Hsu Shih Chang	Republic of China	Male		V			V	V	V		V	V
Director	ASUSTeK Computer Inc. Representative: Shen Cheng Lai	Republic of China	Male		V			V	V	V		V	V
Director	ASUSTeK Computer Inc. Representative: Lin Che Wei	Republic of China	Male		V			V	V	V		V	V
Director	Sheu Jin Chuan	Republic of China	Male		V			V	V			V	V
Independent Director	Jan Hung Tze	Republic of China	Male		V		V (Note)	V	V	V	V	V	V
Independent Director	Shieh Chang Pying	Republic of China	Male		V		V (Note)	V		V	V	V	V
Independent Director	Wu Jing Jyi	Republic of China	Male		V		V (Note)	V					V
Independent Director	Kin Lien Fang	Republic of China	Male		V	V		V	V	V		V	V
	Proportions	100%	Male: 100% Female: 0%	0%	100%	25%	75%	100%	75%	75%	25%	88%	100%

Note: Although independent directors have served as independent directors for 3 consecutive terms, the Company still needs their professional insights to guide the Company's future direction. The Board of Directors believes that it continues to exercise the necessary independence in the judgment and performance of its duties, and does not establish relationships with the management (or other persons) that may compromise their impartial judgment for the company's best interest or their impartial ability when carrying out duties.

## (2) Board Independence

The company's current board consists of 8 directors, including 4 independent directors, all of whom comply with Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act. There are no spousal relationships or relationships within the second degree of kinship among the directors.

## (II) Information the President, the Vice President, Associate Vice Presidents, and heads of all departments and branches

April 15, 2025; Unit: Shares; %

Job title	Country of citizenship	Name	Gender	Appointment date	Shares held		Shares held by spouse and minor children		Shares held in the names of others		Principal experience (education)	Concurrent positions held in other companies	Spouse or relatives within the second degree of kinship or closer acting as managerial officers			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
President	Republic of China	Lin Che Wei	Male	2007/11/01	785,761	1.05%	0	0	0	0	Master of Science in Electrical Engineering, University of Missouri Columbia Vice General Manager, VIA Technologies, Inc. Vice President, ASUSTeK Computer	Director, APPLIED OPTOELECTRONICS, INC. Director, Xinpal Pte. Ltd. Director, iCatch Technology Director, WT Microelectronics Co., Ltd. Director, AionChip Technologies CO., LTD.	None	None	None	—
Vice President	Republic of China	Chen Hsi Kai	Male	2008/07/01	31,873	0.04%	0	0	0	0	Bachelor of Forestry, National Taiwan University Director of Marketing Department, VIA Technologies, Inc.	Director, Apex Merger Sub Inc.	None	None	None	—
Vice President	Republic of China	Chang Chi	Male	2007/10/01	30,657	0.04%	0	0	0	0	Master of Science in Electrical Engineering, University of California Bachelor of Electrical Engineering, National Taiwan University Director of CPU Platform Division, VIA Technologies, Inc.	Director, Teletx Co.	None	None	None	—
Vice President	Republic of China	Chuang Ching Fu	Male	2007/10/03	18,000	0.02%	0	0	0	0	Master of Electrical Engineering, National Taiwan University EMBA, National Chengchi University Director of VIA System Platform Business Unit-PM/TM	—	None	None	None	—
Associate Vice President	Republic of China	Tseng Pao Shun	Male	2004/04/15	5,760	0.01%	0	0	0	0	Master of Electrical Engineering, National Taiwan University of Science and Technology Senior Manager, ULi Electronics Inc.	—	None	None	None	—
Associate Vice President	Republic of China	Lin Tien Chang	Male	2017/09/15	3,742	0.01%	1,260	0	0	0	Bachelor of Industrial Engineering Department, National Taipei University of Technology Production Manager, ASE Technology Holding Co. Ltd Director of Applied Materials Division, VIA Technologies, Inc.	—	None	None	None	—
Associate Vice President	Republic of China	Chen Chia Hsin	Male	2021/09/01	1,360	0	0	0	0	0	Master of Electrical Engineering, National Taiwan University Bachelor of Electronic Engineering, National Chiao Tung University Assistant Manager, GENESYS LOGIC, INC.	—	None	None	None	—
Associate Vice President	Republic of China	Tseng Yu Ta	Male	2021/09/01	2,450	0	0	0	0	0	Master of Electrical Engineering, National Taiwan University Head of R&D Division, AzureWave Technologies, Inc.	—	None	None	None	—

Job title	Country of citizenship	Name	Gender	Appointment date	Shares held		Shares held by spouse and minor children		Shares held in the names of others		Principal experience (education)	Concurrent positions held in other companies	Spouse or relatives within the second degree of kinship or closer acting as managerial officers			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
Associate Vice President	Republic of China	Chen Wen Yun	Female	2024/09/02	4,000	0.01%	0	0	0	0	Master of Management of Business Administration, National Taiwan University of Science and Technology Manager, VIA Technologies, Inc.	—	None	None	None	—
Associate Vice President	Republic of China	Chen Chih Yung	Male	2024/09/02	2,520	0	0	0	0	0	Master of Electrical Engineering, National Chung Cheng University Assistant Manager, VIA Optical Solution Inc	—	None	None	None	—
Finance and Accounting Officer	Republic of China	Pan Tsung Hsuan	Male	2014/03/20	0	0	0	0	0	0	Bachelor of Financial Management, National Sun Yat-Sen University Assistant Finance Manager of Anli International Co., Ltd.	—	None	None	None	—

## II. Remuneration paid to directors, supervisors, the President, and the Vice President in the most recent year

### 1. Compensation for General Directors and Independent Directors:

December 31, 2024; Unit: NTD thousand; %

Job title	Name	Directors' remuneration								The sum of A, B, C, and D and as a percentage of net profit after tax (%)		Part-time employees receiving related remuneration								The sum of A, B, C, D, E, F and G and as a percentage of net profit after tax (%)		Receiving remuneration from a subsidiary company or parent company	
		Remuneration (A)		Retirement pension (B)		Directors' remuneration (C)		Business execution costs (D)				Salaries, bonuses, and special expenses, etc. (E)		Retirement pension (F)		Employee compensation (G) (Proposed)							
		The Company	All companies in the financial reports	The Company	All companies in the financial reports	The Company	All companies in the financial reports	The Company	All companies in the financial reports	The Company	All companies in the financial reports	The Company	All companies in the financial reports	The Company		All companies in the financial reports		The Company	All companies in the financial reports				
Director	ASUSTeK Computer Inc Representative: Hsu Shih Chang	700	700	0	0	6,825	6,825	0	0	7,525 0.20%	7,525 0.20%	62,688	62,688	0	0	37,306	0	37,306	0	107,519 2.88%	107,519 2.88%	None	
	ASUSTeK Computer Inc Representative: Shen Cheng Lai																						
	ASUSTeK Computer Inc Representative: Lin Che Wei																						
	Sheu Jin Chuan																						
Independent Director	Jan Hung Tze	2,475	2,475	0	0	6,765	6,765	0	0	9,240 0.25%	9,240 0.25%	0	0	0	0	0	0	0	0	9,240 0.25%	9,240 0.25%	None	
	Shieh Chang Pying																						
	Wu Jing Jyi																						
	Kin Lien Fang																						
1. Please state the policies, systems, standards and structure of independent directors' remuneration, and, according to the responsibilities, risks, time invested and other factors, describe the relevance to the remuneration amount: Every year, the company's remuneration committee regularly conducts performance evaluation based on the attendance and participation of each director.																							
2. Other than the disclosure in the above table, remuneration for directors in the most recent year for providing services (such as serving as a consultant to the parent company, all companies included in the financial statements, or to an investee that is not an employee): NTD 0																							

### Remuneration scale

Remuneration to each director of the Company	Director's name			
	The total amount of the first four remuneration types (A+B+C+D)		The total amount of the first seven remuneration types (A+B+C+D+E+F+G)	
	The Company	All companies in the financial reports (H)	The Company	All companies in the financial reports (I)
Less than NT\$1,000,000	—	—	—	—
NT\$1,000,000 (inclusive) - NT\$2,000,000 (exclusive)	ASUSTeK Computer Inc. Representative: Hsu Shih Chang ASUSTeK Computer Inc. Representative Shen Cheng Lai ASUSTeK Computer Inc. Representative Lin Che Wei Sheu Jin Chuan, Jan Hung Tze Shieh Chang Pying, Wu Jing Jyi Kin Lien Fang	ASUSTeK Computer Inc. Representative: Hsu Shih Chang ASUSTeK Computer Inc. Representative Shen Cheng Lai ASUSTeK Computer Inc. Representative Lin Che Wei Sheu Jin Chuan, Jan Hung Tze Shieh Chang Pying, Wu Jing Jyi Kin Lien Fang	ASUS Computer Co., Ltd. Representative Hsu Shih Chang ASUS Computer Co., Ltd. Representative Shen Cheng Lai Sheu Jin Chuan, Jan Hung Tze Shieh Chang Pying, Wu Jing Jyi Kin Lien Fang	ASUS Computer Co., Ltd. Representative Hsu Shih Chang ASUS Computer Co., Ltd. Representative Shen Cheng Lai Sheu Jin Chuan, Jan Hung Tze Shieh Chang Pying, Wu Jing Jyi Kin Lien Fang
NT\$2,000,000 (inclusive) - NT\$3,500,000 (exclusive)	—	—	—	—
NT\$3,500,000 (inclusive) - NT\$5,000,000 (exclusive)	—	—	—	—
NT\$5,000,000 (inclusive) - NT\$10,000,000 (exclusive)	—	—	—	—
NT\$10,000,000 (inclusive) - NT\$15,000,000 (exclusive)	—	—	—	—
NT\$15,000,000 (inclusive) - NT\$30,000,000 (exclusive)	—	—	—	—
NT\$30,000,000 (inclusive) - NT\$50,000,000 (exclusive)	—	—	—	—
NT\$50,000,000 (inclusive) - NT\$100,000,000 (exclusive)	—	—	ASUSTeK Computer Inc. Representative Lin Che Wei	ASUSTeK Computer Inc. Representative Lin Che Wei
NT\$100,000,000 and above	—	—	—	—
Total	8		8	

Note: The content of the remuneration disclosed in this table is different from the principles of income under income tax law. Therefore, the purpose of this form is for information disclosure and not to be used for taxation purposes.

2. Supervisor remuneration: The Company has set up an audit committee, so this is not applicable.

### 3. Remuneration of President and Vice President

December 31, 2024; unit: NTD thousands

Job title	Name	Salary (A)		Retirement pension (B)		Bonuses, special expenses, and so on (C)		Employee Compensation Amount (D) (Proposed amount)				The sum of A, B, C, and D and as a percentage of net profit after tax (%)		Receiving remuneration from a subsidiary company or parent company
		The Company	All companies in the financial reports	The Company	All companies in the financial reports	The Company	All companies in the financial reports	The Company		All companies in the financial reports		The Company	All companies in the financial reports	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Lin Che Wei	21,840	21,840	0	0	145,830	145,830	103,284	0	103,284	0	270,954 7.26%	270,954 7.26%	None
Vice President	Chen Hsi Kai													
Vice President	Chang Chi													
Vice President	Chuang Ching Fu													

#### Remuneration scale

Remuneration levels of the President and each Vice President of the Company	Names of President and Vice Presidents	
	The Company	All companies in the financial reports (E)
Less than NT\$1,000,000	—	—
NT\$1,000,000 (inclusive) - NT\$2,000,000 (exclusive)	—	—
NT\$2,000,000 (inclusive) - NT\$3,500,000 (exclusive)	—	—
NT\$3,500,000 (inclusive) - NT\$5,000,000 (exclusive)	—	—
NT\$5,000,000 (inclusive) - NT\$10,000,000 (exclusive)	—	—
NT\$10,000,000 (inclusive) - NT\$15,000,000 (exclusive)	—	—
NT\$15,000,000 (inclusive) - NT\$30,000,000 (exclusive)	—	—
NT\$30,000,000 (inclusive) - NT\$50,000,000 (exclusive)	Chen Hsi Kai	Chen Hsi Kai
NT\$50,000,000 (inclusive) - NT\$100,000,000 (exclusive)	Chang Chi, Chuang Ching Fu, Lin Che Wei	Chang Chi, Chuang Ching Fu, Lin Che Wei
NT\$100,000,000 and above	—	—
Total	4	4

Note: The content of the remuneration disclosed in this table is different from the principles of income under income tax law. Therefore, the purpose of this form is for information disclosure and not to be used for taxation purposes.

4. Name of the manager who distributes employee compensation and the distribution status

December 31, 2024; unit: NTD thousands

	Job title	Name	Stock amount	Cash amount (Proposed amount)	Total	Ratio of the total to net profit after tax (%)
Managerial Officer	President	Lin Che Wei	0	111,438	111,438	2.99%
	Vice President	Chen Hsi Kai				
	Vice President	Chang Chi				
	Vice President	Chuang Ching Fu				
	Associate Vice President	Tseng Pao Shun				
	Associate Vice President	Lin Tien Chang				
	Associate Vice President	Chen Chia Hsin				
	Associate Vice President	Tseng Yu Ta				
	Associate Vice President	Chen Wen Yun				
	Associate Vice President	Chen Chih Yung				
	Finance and Accounting Officer	Pan Tsung Hsuan				

5. Amount of compensation paid in the last 2 years by the Company and all companies included in the consolidated financial statements to the Company's directors, supervisors, president, and vice presidents, and the respective proportion of such compensation to the income after tax referred to in the entity or separate financial statements, as well as the policies, standards, and packages by which it was paid, the procedures through which the compensation was determined, and its association with business performance and future risks.

- (1) The proportion of total remuneration paid to the directors, President, and Vice Presidents of the Company in the last two years versus net profit after tax

Year (Note)	2023	2024
The proportion of total remuneration paid to directors, the President, and Vice Presidents to net profit after tax	8.55%	7.26%

Note: Refers to profitable years.

- (2) Remuneration policies, standards and combinations, procedures for determining remuneration, and their correlation with operating performance and future risks

- The remuneration to directors includes the compensation and bonuses to directors. The Company clearly stipulates in Article 24 of the Articles of Incorporation that if there is profit in the year, set aside no less than 1% of the remuneration to employees and no more than 1% of the remuneration to the directors shall be appropriated. The amount of such contribution shall be subject to the review of the Remuneration Committee and then to the Board of Directors for discussion and approval before disbursement, and shall be submitted to the regular shareholders' meeting for report.
- The remuneration procedures for directors, and Vice President of the Company are based on the "Charter of the Remuneration Committee," "Regulations Governing Performance Evaluation of the Board of Directors," and "Regulations Governing the Salaries and Wages"; These are based on the Company's Articles of Incorporation, in addition to the evaluation results based on the performance evaluation criteria (awareness of the Company's goals and missions, directors' awareness of duties, participation in the Company's operations, internal relationship management and communication, directors' professionalism and continuing education, and internal control). In accordance with Article 21, the Remuneration Committee shall review the participation of each director in the Company's operations and the value of their contributions, link the reasonableness and fairness of the performance risk with the remuneration, and make recommendations based on the Company's operating performance and industry standards, and

submit it to the Board of Directors; the Company's President and Vice Presidents' performance and remuneration were evaluated in accordance with the Company's "Remuneration Policy," and the evaluation items included the absence of moral risk incidents or other adverse effects on the Company's image or goodwill. influence, internal management misconduct, or personnel abuses, taking into account the general level of supply in the industry, and taking into account the results of personal performance evaluations, the time invested, responsibilities, and achievement of personal goals, based on the achievement of the Company's short-term and long-term business goals performance, the Company's financial status, and more to evaluate the reasonableness of the connection between individual performance and the Company's operating performance and future risks; the content and reasonableness of remuneration are reviewed by the Remuneration Committee and then submitted to the Board of Directors for discussion and approval, and the remuneration will be reviewed in a timely manner in accordance with the operating status and relevant laws and regulations to achieve a balance between the Company's sustainable operation and risk control.

3. The Company's remuneration policy takes into account the Company's current financial position, operating results and future capital utilization needs for overall planning, and future risk assessments are also included in the consideration range to minimize the possibility of risk. As of the date of publication of the annual report, there are no existing matters that may cause the Company to be held responsible or liable in the future.

### III. Corporate Governance Operation Status

#### (I) Operations of the Board of Directors

The Board held 10 meetings [A] in 2024, with the attendance record as follows:

Job title	Name	Actual attendance, B (column)	Number of board members attending	Actual attendance rate (%) 【B/A】 (column)	Remarks
Chairman	A representative of ASUSTeK Computer Inc.: Hsu Shih Chang	10	0	100.00	
Director	A representative of ASUSTeK Computer Inc.: Shen Cheng Lai	8	2	80.00	
Director	A representative of ASUSTeK Computer Inc.: Lin Che Wei	10	0	100.00	
Director	Sheu Jin Chuan	9	1	90.00	
Independent Director	Jan Hung Tze	9	1	90.00	
Independent Director	Shieh Chang Pying	10	0	100.00	
Independent Director	Wu Jing Jyi	10	0	100.00	
Independent Director	Kin Lien Fang	2	0	100.00	Elected on 2024/06/18

Other matters to be recorded:

- I. If any of the following occurs in the operation of the Board, specify the date, the session, the content of the motion, the opinions of the Independent Directors, and the response of the Company to the opinions of the Independent Directors:

#### (I) Circumstances referred to in Article 14-3 of the Securities and Exchange Act

Board of directors	Proposal content
2024.11.06	1. The company's participation in the investment case of Shui Mu Development Fund. 2. Establishment of the company's Sustainability Information Management Guidelines.
2025.01.15	1. The company's acquisition of real estate case. 2. The company's reverse triangular merger with U.S. company Techpoint Inc. through its subsidiary Apex Merger Sub Inc.
2025.02.26	The company's 2024 Internal Control System Statement case.



	2025.03.19	The company's 2024 Employee and Director Compensation Distribution case.		
	2025.04.22	1. The company's proposed issuance of Restricted Employee Shares. 2. The company's 2024 change in use of funds from issuing Global Depositary Receipts.		
	Resolution Result: All directors present agreed to pass the proposal after the chairperson consulted with all attending directors. Independent director's opinion: No objection or reservation. The Company's handling of the opinions of independent directors: Not applicable.			

(II) In addition to the aforementioned issues, other board meeting resolutions that have faced opposition or reservations by independent directors and that have records or written statements: No such incidents.

II. Implementation of directors' recusal from conflict of interest proposals, should specify the name of the director, content of the proposal, reason for recusal due to conflicts of interest, and their participation in voting:

Date	Proposal content	Name of Director who Recused
2024.11.06	The company's participation in the investment case of Shui Mu Development Fund.	Kin Lien Fang
Reason for Conflict of Interest Avoidance: Directors with conflicts of interest may not exercise voting rights. Voting Participation: Directors required to recuse themselves have done so according to law, and the proposal was passed with the unanimous approval of all other attending directors following the chairperson's inquiry.		

III. TWSE / TPEX Listed Companies should disclose the evaluation cycle and period, assessment scope, method, and evaluation content of the board's self (or peer) evaluation, and fill in the implementation of the board of directors evaluation:

Evaluation Cycle	Evaluation period	Scope of Evaluation	Evaluation Method	Evaluation Content
Once a year	January 1, 2024 to December 31, 2024	Board of Directors, individual directors and functional committees	Internal self-evaluation	(1) Board Performance Evaluation: Level of participation in company operations, improving board decision-making quality, board composition and structure, director selection and continuing education, internal controls. (2) Individual board member's performance evaluation: mastery of the company's goals and mission, awareness of directors' responsibilities, participation in company operations, internal relationship management and communication, directors' professionalism and continuing education, and internal control. (3) Evaluation of the performance of the functional committees: participation in the Company's operations, awareness of the duties of the functional committees, improvement of the quality of the decisions made by the functional committees, composition of the functional committees and election of its members, internal control.

The company completed performance evaluations for the Board of Directors, individual board members, Audit Committee, and Remuneration Committee for 2024 in February 2025, and reported the evaluation results to the Board on February 26, 2025. The results of this performance evaluation are all "Excellent", which is sufficient to show that the overall operation of the Company's Board of Directors is still sound and in line with the results of corporate governance.

IV. Evaluation of targets for strengthening of the functions of the Board during the current and the most recent years, and measures were taken toward achievement thereof :

(I) In order to effectively establish the governance of the board of directors and establish a comprehensive supervision function, the Company has formulated the "Code of Procedures for the Board of Directors." Important proposals are announced on the Market Observation Post System in accordance with the law. The head of finance and accounting and the head of auditing also attend the board of directors meetings and issue relevant reports for the directors' reference.

(II) Upholding operational transparency and protecting shareholder rights, the company proactively discloses important board resolutions and related information on the company website, and holds annual investor conferences to enhance investor identification with the company.

(III) To implement corporate governance and improve the functions of the Board of Directors, set performance targets and strengthen the efficiency of the Board of Directors, the Company internally conducts a self-performance evaluation of the Board of Directors, functional committees and individual board members once a year. The institution or external experts and scholars are engaged once every

three years to conduct a performance evaluation.

The Company appointed an external professional institution, "Corporate Governance Association of Taiwan" to conduct the performance evaluation of the Board of Directors for the year 2022. The association and its executive experts have no business relationship with the Company and are independent. They conducted questionnaires and video interviews on the eight aspects of the Board of Directors respectively to evaluate the performance of the Board of Directors.

1. Summary of the overall evaluation of the evaluation report:

- (1) The Company respects the opinions of the independent directors. In addition to reporting the audit results and tracking the improvement status by the internal audit officer to the board of directors and the audit committee, the internal audit officer arranges a separate discussion forum with the independent directors before the formal meeting of the audit committee once every quarter and keep meeting minutes so that independent directors can fulfill their supervisory functions.
- (2) Besides performing their statutory functions and powers, the Company's independent directors also take the initiative to pay attention to important operational and risk-related issues such as information security audits, post-investment management, and salary structure, contribute professionally, express opinions, and exert the role of directors in guiding and supervising the management team.
- (3) The Company attaches great importance to sustainable operation, actively invests in the improvement of ESG-related fields, and develops energy-saving and environmentally-friendly products. Invite external professional consultants to provide guidance and promote related matters, and establish a dedicated team led by the President to actively implement relevant plans. Regularly report the implementation to the Board of Directors, and disclose the results in the sustainability report to clearly convey the company's commitment to ESG promotion and importance attached to them.

2. Assess recommendations and improvement implementation:

- (1) Recommendation: The company should establish written procedures regarding "how to" promptly report significant unexpected events to independent and external directors, clearly defining reporting procedures and timeframes, to ensure all board members have full understanding of important company situations, enabling directors to better fulfill their responsibilities.

Improvement: At present, notices of are reported to independent directors and outside directors through multiple communication channels (e.g. telephone, communication groups, emails, meetings, etc.). We will further research to develop other reporting mechanisms to ensure that all board members can be fully informed of the important situations of the company and fulfill their responsibilities.

- (2) Recommendation: The company has not yet appointed a dedicated corporate governance officer; the finance and accounting department currently assists with corporate governance and board-related affairs. In response to the initiative for the establishment of a corporate governance officer under the "Corporate Governance 3.0 - Sustainable Development Blueprint" of the Financial Supervisory Commission, it is recommended that your company establish a corporate governance officer to coordinate corporate governance-related matters and assist the board of directors to perform their duties.

Improvement: The Company set up the position of Corporate Governance Officer in the first half of 2023.

(II) The operation of the audit committee or the participation of supervisors in the operation of the board of directors:

The company's shareholders' meeting elected four independent directors, who together form the Audit Committee. This committee meets at least once per quarter and is responsible for ensuring appropriate presentation of the company's financial reports, appointment/dismissal and evaluation of the independence and performance of certified public accountants, effective implementation of internal controls, compliance with relevant laws and regulations, and management of existing or potential company risks. Its main powers and key annual work are as follows:

- (1) Establish or amend the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
- (2) Evaluate the effectiveness of internal control systems.
- (3) In accordance with the provisions of Article 36-1 of the Securities Exchange Law, stipulate or amend the processing procedures for major financial business activities of acquiring or disposing of assets, engaging in derivative commodity transactions, lending funds to others, and endorsing or providing guarantees for others.
- (4) Matters involving directors' interests.
- (5) Major asset or derivative commodity transactions.

- (6) Significant capital loans, endorsements, or guarantees.
- (7) Raising, issuing, or private placement of equity securities.
- (8) Appointment, dismissal, or remuneration of CPAs.
- (9) Appointment and removal of financial, accounting, or internal audit supervisors.
- (10) The annual financial report that is signed or stamped by the chairman of the board, the manager, and the Quarter 2 Financial Statement that must be audited and verified by CPAs.
- (11) Other major matters as specified by the Company or by the competent authority.

1. Operation of the Audit Committee:

The Audit Committee held 8 meetings in 2024 【A】 , with independent directors' attendance as follows:

Job title	Name	Actual attendance (B)	Number of board members attending	Actual attendance rate (%) (B/A) (Note)	Remarks
Independent Director	Jan Hung Tze	7	1	87.50	
Independent Director	Shieh Chang Pying	8	0	100.00	
Independent Director	Wu Jing Jyi	8	0	100.00	
Independent Director	Kin Lien Fang	2	0	100.00	Elected on 2024/06/18

Other matters to be recorded:

- I. In the event that the operation of the Audit Committee is under any of the following circumstances, specify the meeting date of the Audit Committee meeting, the term of the meeting, the contents of the motions, the independent directors' dissenting opinions, qualified opinions, or major recommendations, the Audit Committee's resolutions, and the Company's Handling of opinions.

(I) Circumstances referred to in Article 14-5 of the Securities and Exchange Act

Issue/Date	Proposal content
10th meeting of the 3rd term on August 7, 2024	The Company's 2024 Q2 financial statements reviewed by CPAs.
11th meeting of the 3rd term on November 6, 2024	1. The Company's 2025 audit plan. 2. Establishment of the company's Sustainability Information Management Guidelines. 3. The company's participation in the investment case of Shui Mu Development Fund. 4. Addition of approved non-assurance services provided by the certified public accounting firm and related enterprises to the company and its parent company.
12th meeting of the 3rd term on January 15, 2025	1. The company's acquisition of real estate case. 2. The company's reverse triangular merger with U.S. company Techpoint Inc. through its subsidiary Apex Merger Sub Inc.
14th meeting of the 3rd term on January 26, 2025	1. The Company's 2024 internal control system statement. 2. The Company's 2024 financial report.
15th meeting of the 3rd term on March 19, 2025	The Company's 2024 business report.
16th meeting of the 3rd term on April 22, 2025	1. 2024 Profit Distribution of the Company 2. The company's proposed issuance of Restricted Employee Shares.
Dissenting opinions, qualified opinions, or major recommendations of independent directors: None. Resolution of the Audit Committee: The proposal was passed without objection from all attending members after the chair's inquiry. The Company's handling of the Audit Committee's opinions: Not applicable.	

- (II) Further to the aforementioned matters, motions rejected by the Audit Committee but passed by the Board at the consent of more than 2/3 of the Directors: No such instance.

II. Recusals of the Independent Directors from motions involving the interest of the Independent Directors:

Date	Proposal content	Name of Director who Recused
2024.11.06	The company's participation in the investment case of Shui Mu Development Fund.	Kin Lien Fang
Reason for Conflict of Interest Avoidance: Directors with conflicts of interest may not exercise voting rights. Voting Participation: Directors required to recuse themselves have done so according to law, and the proposal was passed with the unanimous approval of all other attending directors following the chairperson's inquiry.		

III. Communication between independent directors and internal audit supervisors and accountants (including major issues, methods, and results of communication about the Company's financial and business conditions)

1. The audit supervisor of the company regularly provides audit reports to independent directors. If necessary, he may contact and communicate by phone, letter, and text message at any time, sit in the audit committee as a nonvoting delegate and provide suggestions and explanations when members need relevant information.
2. The accountants of the company explain to independent directors in writing or face-to-face on the review or inspection of financial statements. Independent directors can reply to their opinions in the same way. If necessary, they can communicate fully by phone, letter, and text at any time.
3. The independent directors of the company did not express any particular opinions on the communication between the internal audit supervisor and the accountants.

2. Supervisors' participation in the operations of the board of directors: The Company has set up an audit committee to replace supervisors, so this is not applicable.

(III) Status of corporate governance and deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof

Assessment item	Operating status			Differences from and Reasons for Variance with Corporate Governance Best Practices for Listed Companies
	Yes	No	Summary description	
I. Has the Company prepared and disclosed the Corporate Governance Best Practice Principles in accordance with the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies?	V		The Company has formulated a code of practice for corporate governance.	No major difference
II. The Company's shareholding structure and shareholders' equity				
(I) Has the Company established its internal operation procedure for responding to the suggestions, queries, disputes, and legal actions of the shareholders in accordance with the procedure?	V		(I) The Company has established a spokesperson and an acting spokesperson, and a dedicated person handles related issues. At the same time, shareholders attending the meeting have appropriate times to speak and discuss, and the company will accept and improve upon any non-controversial and feasible suggestions.	No major difference
(II) Has the Company kept the list of the dominant shareholders that exercise de facto control of the Company and the parties that exercise ultimate control of these dominant shareholders under control?	V		(II) The major shareholders of the Company are the management team. The Company can keep abreast of the list of major shareholders who actually control the company at any time to ensure the stability of management rights and to maintain good communication channels at all times.	No major difference
(III) Has the Company established and exercised risk control and firewall mechanisms with its affiliates?	V		(III) The Company has clearly established and implemented appropriate risk control mechanisms for group enterprise-specific measures for the management of transactions by specific companies and related parties, measures for the supervision of subsidiaries, and measures for related internal operations.	No major difference
(IV) Has the Company instituted internal rules and regulations prohibiting insiders from using undisclosed information in the market for the trading of securities?	V		(IV) The Company has established the "Ethical Corporate Management Best Practice Principles", the "Employee Code of Ethical Conduct" and the "Management Regulations on Prevention of Insider Trading", and at least once a year, educates employees on the compliance of relevant laws and regulations. Furthermore, in line with the amendment of Article 10 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies," the Company amended Article 10 of the "Corporate Governance Best Practice Principles" on	No major difference

Assessment item	Operating status			Differences from and Reasons for Variance with Corporate Governance Best Practices for Listed Companies
	Yes	No	Summary description	
			January 11, 2023 by adding that directors shall not trade in the Company's stock for the 30 days prior to the announcement of the annual financial statements, and 15 days prior to the announcement of the quarterly financial statements.	
III. The composition and responsibilities of the board of directors				
(I) Does the Board of Directors formulate and implement diversity policies, specific management goals?	V		(I) The Company has clearly defined the policy of board diversity in Article 20 of the "Corporate Governance Best Practice Principles," including basic requirements, industrial skills and experience. Currently, there are 8 directors on the board. All directors are elected in accordance with the Company's Articles of Incorporation using the nomination system. The backgrounds of the members include industrial management, technology R&D, finance and accounting. In view of the rapid changes in the industrial environment, in order to meet the needs of future development trends, the Company has set a target that all directors should take 6 hours of continuing education each year, besides the continuous education required for independent directors every year. Please refer to page 6 for the implementation of diversity of individual board members.	No major difference
(II) Has the Company voluntarily established other functional committees further to the establishment of a compensation committee and an audit committee in accordance with the law?	V		(II) The Company has set up a remuneration committee comprising three independent directors. Operating conditions are handled in accordance with the regulations, and other functional committees will be evaluated and set up according to actual operation needs in the future.	No major difference
(III) Has the Company formulated the board's performance evaluation method and evaluation method, conducted performance evaluation annually and regularly, and reported the results of the performance evaluation to the board of directors, and applied it to individual directors' remuneration	V		(III) To implement corporate governance and improve the functions of the Board of Directors, in order to set performance targets and strengthen the efficiency of the Board of Directors, the Company has completed the stipulation of the Board of Directors' performance	No major difference

Assessment item	Operating status			Differences from and Reasons for Variance with Corporate Governance Best Practices for Listed Companies
	Yes	No	Summary description	
and nomination renewal?  (IV) Has the Company assessed the independence of its CPAs at regular intervals?	V		evaluation measures on January 18, 2021, and conducts the evaluation at the beginning of each year. Also, the results of the performance evaluation shall be submitted to the Board of Directors for report.  (IV) The Audit Committee of the Company regularly evaluates the independence of CPAs every year. The relevant evaluation is conducted according to the "Declaration of Independence" and "Audit Quality Indicators (AQIs)" provided by the accounting firm to which the CPAs belong. The independence of the CPAs can be confirmed by the conditions described in the Independence Assessment Checklist. At the same time, according to the AQI indicator information, we confirm that the CPA and the firm meet the quality and standards. After discussion by the Audit Committee, the results of the independence and suitability assessment will be reported to the Board of Directors. (Note 1)	No major difference
IV. Is the TWSE / TPEX listed company equipped with qualified and appropriate number of corporate governance personnel, and appoints a corporate governance director responsible for corporate governance-related matters (including but not limited to providing the information needed by directors and supervisors to carry out business, assisting directors and supervisors to comply with laws and regulations, handling matters related to meetings of the board of directors and shareholders' meeting in accordance with the law, and producing minutes of board meetings and shareholders' meetings)?	V		On May 10, 2023, the Company's Board of Directors resolved to appoint Pan Tsung Hsuan, the head of finance and accounting, as the Corporate Governance Officer. The main duties are as follows: 1. Handling matters related to the Board of Directors and Shareholders' Meetings in accordance with the law; 2. Preparation of the minutes of the Board of Directors and Shareholders' Meetings; 3. Assisting the directors in their assumption of office and continuing education; 4. Providing the directors with the information needed to carry out their business; 5. Assisting directors to comply with laws and regulations; 6. Other matters stipulated in the Company's Articles of Incorporation or contracts.	No major difference
V. Has the Company established channels for the communications with the stakeholders (including but not limited to the shareholders, employees, customers, and suppliers), and the section for the shareholders on the official website of the Company to respond to all concerns of the stakeholders on	V		The Company maintains smooth communication channels with stakeholders, who can contact the company at any time by telephone, letter, fax, and e-mail if necessary. The Company has also set up a questionnaire and whistleblowing system for stakeholders on ESG issues of concern on the	No major difference

Assessment item	Operating status			Differences from and Reasons for Variance with Corporate Governance Best Practices for Listed Companies
	Yes	No	Summary description	
corporate social responsibility?			Company's website since November 2021.	
VI. Has the Company appointed a professional share registration and investors service agent for handling matters pertaining to the Shareholders Meeting?	V		The company has appointed the Stock Service Department of KGI Securities Co., Ltd. to handle the affairs of the shareholders meeting.	No major difference
VII. Information disclosure (I) Has the Company installed a website for the disclosure of information on financial position and operation, as well as corporate governance?	V		(I) The Company has Chinese and English versions of the website to disclose the Company's business-related and corporate governance information, including publishing the ESG report on the official website, disclosure of the Company's sustainability implementation information, for the reference of shareholders and the general public. ( <a href="https://www.asmedia.com.tw">https://www.asmedia.com.tw</a> )	No major difference
(II) Has the Company adopted other means for disclosure (such as the installation of a website in the English language, the appointment of designated persons for the collection and disclosure of information on the Company, the implementation of a spokesperson system, and videotaping institutional investor conferences)?	V		(II) The Company has designated a person responsible for the collection and disclosure of company information. From time to time, various related information (including institutional briefings) are immediately disclosed on the "Market Observation Post System" and the Company website. At the same time, the spokesperson system has been implemented in accordance with regulations.	No major difference
(III) Does the Company announce and declare its annual financial report within two months after the end of the fiscal year, and announce and declare the first, second, and third quarter financial reports and the monthly operating situation as early as possible within the prescribed time limit?	V		(III) The Company publishes and reports its quarterly financial statements and monthly operating status in accordance with Article 36 of the Securities and Exchange Act.	No major difference
VIII. Does the Company have other information that enables a better understanding of the Company's corporate governance practices (including but not limited to, employee rights, employee care, investor relations, supplier relations, stakeholders' interests, continuing education of directors/supervisors, implementation of risk management policies and risk measurements, implementation of customer policy, and maintenance of liability insurance for the Company's directors and supervisors)?	V		(I) Employee rights and employee care: (1) The Company has formulated various operating regulations and methods to protect labor rights and interests and set up an employee welfare committee to enhance employee welfare. In addition to the provision of labor and health insurance premiums and pensions in accordance with the law, and providing monthly afternoon tea and quarterly department dinner expenses, it also handles employee health checkups and employee travel activities every year. In	No major difference



Assessment item	Operating status			Differences from and Reasons for Variance with Corporate Governance Best Practices for Listed Companies
	Yes	No	Summary description	
			<p>addition, necessary assistance is provided for employees to fully express their problems at work through formal and informal channels.</p> <p>(2) The Company regularly organizes course lectures every year and invite lecturers to teach courses in health, management, law, and so on. At the same time, each department also prepares education and training cost budgets to enhance the competitiveness of employees in the workplace. At the same time, the continuing education courses have also been included in the basic employee on-the-job education starting from 2022.</p> <p>(3) EAP employee assistance program, which covers five major aspects: law, finance, psychology, medical care, and management. It provides assistance with professional-related consultations and necessary resource introductions, and maintains the confidentiality of colleagues' privacy in accordance with the law.</p> <p>(II) Investor Relations: The Company has set up a spokesperson and an acting spokesperson to keep in close contact with shareholders at any time. Furthermore, a dedicated person handles various information disclosures on the Market Observation Post system to protect the rights and interests of investors.</p> <p>(III) Supplier relationships: The company maintains good cooperative relations with suppliers. All business transactions will sign relevant cooperation contracts or commissioned OEM contracts, and so on, to protect the rights and obligations of both parties (including suppliers' personal data protection).</p> <p>(IV) Rights of interested parties: Stakeholders can communicate with the Company at any time by telephone, letter, fax, or email if necessary.</p> <p>(V) Continuing education of directors and supervisors: The</p>	

Assessment item	Operating status			Differences from and Reasons for Variance with Corporate Governance Best Practices for Listed Companies
	Yes	No	Summary description	
			<p>Company's directors participate in professional training in corporate governance and finance as required by regulations each year.</p> <p>(VI) Implementation of risk management policies and risk measurement standards: The Company upholds conservative and stable operating principles, and does not engage in high-risk or speculative behavior.</p> <p>(VII) Implementation of customer policies: The Company provides customers with high-quality products according to its business philosophy, and maintains good customer relationships.</p> <p>(VIII) Circumstances in which the company purchases liability insurance for directors and supervisors: The Company has clearly stipulated in the Articles of Incorporation for directors to purchase liability insurance-related matters, and indeed implement and submit the report to the board of directors.</p>	
IX. Please specify the status of correction based on the corporate governance assessment report released by the Corporate Governance Center of TWSE in the most recent year, and the priority corrective actions and measures against the remaining deficiencies: For matters that have not yet been improved, they are regarded as under planning for gradual improvements and implementation.				

Note 1: Independence checklist for certified public accountants and affiliated joint accounting firms

Independence	Yes	No	Remarks
1. The CPA and the professional service personnel of the audit team do not have any investment relationship with the Company or its affiliates.	V		None
2. The CPA and the professional service personnel of the audit team do not serve as directors, supervisors or managers of the Company or affiliated companies.	V		None
3. The CPAs do not receive fixed remuneration for regular work in the Company or in affiliated enterprises.	V		None
4. The CPAs have not provided audit services to the Company or affiliated companies for seven consecutive years.	V		None
5. There is no business cooperation between the CPA firm and the Company or its affiliates.	V		None
6. The CPA firm has no litigation relationship with the Company or affiliated enterprises.	V		None
7. The co-practicing accountant of the CPA firm has neither served as a director, supervisor, or manager of the Company or an affiliated enterprise for one year after resignation, nor is in a position that has a significant impact on the audit.	V		None
8. Whether the CPA has complied with the requirements of independence under No. 10 of the "Bulletin of the Norm of Professional Ethics" and obtained the "Declaration of Independence" issued by the CPA.	V		None

(IV) If the Company has a remuneration committee, it should disclose its composition, responsibilities, and operations

1. To implement corporate governance and establish a sound compensation system for directors, supervisors, and managers, on December 28, 2011, in accordance with Article 14-6 of the Securities Exchange Act and the Regulations Governing the Appointment and Exercise of Powers of the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter, the company established a Remuneration Committee. This committee consists of 3 members appointed by board resolution, of whom at least 1 must be an independent director of the company. All members elect an independent director to serve as the convener and meeting chairperson, who represents the committee externally. This committee should faithfully perform the following functions and powers with the attention of good managers:

(1) Review these rules regularly and propose amendments.

(2) Formulate and regularly review the policies, systems, standards, and structures of the performance evaluation and remuneration of the company's directors and managers.

(3) Regularly evaluate and determine the remuneration of directors and managers.

2. Information on members of the Remuneration Committee

Prerequisites		Professional qualifications and experience (Note 1)	Status of independence (Note 2)	Number concurrently serving as members of salary and compensation committees of other publicly issued companies
Identity	Name			
(Convener) Independent Director	Jan Hung Tze	Has more than ten years of relevant work experience in business, finance, or company operations. Former President of Yuan-Liou Publishing Co., Ltd./Chairman of Cite Publishing Limited At present, he is the Chairman of PChome Online Inc., Chairman of PChome eBay Co., Ltd., Chairman of PCHOMESTORE,Independent Director of Sinyi Realty Inc..	The independent director, his spouse, or relatives within 2nd degree of kinship do not serve as a director, supervisor, or employee of the Company or its affiliated companies; do not hold shares in the Company; do not hold positions as a director, supervisor or employee of a designated company that has specified relationship with the Company; There has been no compensation amount from providing business, legal, finance, or accounting services to the Company or its affiliates in the most recent two years. Not showing any of the circumstances under Article 30 of the Company Act.	1
Independent Director	Shieh Chang Pying	Has more than ten years of work experience in business, finance, accounting, or the company's required business operations. He has served successively as Chairman/President of Chunghwa Investment Co., Ltd., CFO and Vice President of Chunghwa Telecom, and Vice President and Spokesperson of Mega Financial Holding Co., Ltd. At present, he is a Professor, Institute of Finance, National Taiwan University of Science and Technology, the Chairman of the Foundation for International Cooperation in Higher Education of Taiwan, and an independent director of Polytronics Technology Corporation.	The independent director, his spouse, or relatives within 2nd degree of kinship do not serve as a director, supervisor, or employee of the Company or its affiliated companies; do not hold shares in the Company; do not hold positions as a director, supervisor or employee of a designated company that has specified relationship with the Company; There has been no compensation amount from providing business, legal, finance, or accounting services to the Company or its affiliates in the most recent two years. Not showing any of the circumstances under Article 30 of the Company Act.	1
Independent Director	Wu Jing Jyi	Has more than ten years of work experience in the company's required business operations. Former Chairman, National Chung Cheng Cultural Center, Professor and Head of the Department of Psychology, National Chengchi University Currently serves as Chairman of Wu Jing-Jyi Creativity Foundation (formerly Chinese Management Development Foundation), Honorary Professor/Creativity Chair Professor at National Chengchi University, Adjunct Professor for National Chengchi University MBA/EMBA programs, etc.	The independent director, his spouse, or relatives within 2nd degree of kinship do not serve as a director, supervisor, or employee of the Company or its affiliated companies; do not hold shares in the Company; do not hold positions as a director, supervisor or employee of a designated company that has specified relationship with the Company; There has been no compensation amount from providing business, legal, finance, or accounting services to the Company or its affiliates in the most recent two years. Not showing any of the circumstances under Article 30 of the Company Act.	None

Note 1: Professional qualifications and experience: Describe the professional qualifications and experience of individual Remuneration Committee members.

Note 2: Independence criteria: Description of the members of the Remuneration Committee meeting the independence criteria, including but not limited to whether the independent director, his/her spouse, and relatives within the second degree of kinship are acting as the director,

supervisor or employee of the Company or its affiliated enterprise; The number of shares and percentage held by the independent director, his/her spouse, and relatives within second degree of kinship (or in the name of others); whether the independent director is acting as the director, supervisor or employee of a designated company that has specified relationship with the Company (refer to Subparagraphs 5~8, Paragraph 1, Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); the compensation amount from providing business, legal, finance, or accounting services to the Company or its affiliates in the most recent two years.

### 3. Information on the operation of the Remuneration Committee

- (1) There are 3 members of the remuneration committee of the Company.
- (2) The term of office of the current members is from June 19, 2023 to June 15, 2026. The (2024) Remuneration Committee held meetings 4 times (A) in the most recent year. The qualifications and attendance of members are as follows:

Job title	Name	Actual attendance (B)	Number of board members attending	Actual attendance rate (%) (B/A) (Note)	Remarks
Convener	Jan Hung Tze	3	1	75.00	None
Committee member	Shieh Chang Pying	4	0	100.00	None
Committee member	Wu Jing Jyi	4	0	100.00	None
Other matters to be recorded:					
I. If the Board declines to accept or revise the recommendations of the Remuneration Committee, specify the meeting date, the session, the content of the motion, the resolutions of the Board, and the response of the Company to the opinions of the Compensation Committee: No such incident.					
II. If a specific member of the Compensation Committee has adverse or qualified opinions on the resolutions of the Compensation Committee on record or in a written declaration, specify the meeting date, the session, the content of the motion, the opinions of all members, and the response to the opinions of the members: No such incident.					

- (3) The Company's remuneration committee met in the last year to review and evaluate the company's salary and remuneration information as follows:

Date	Proposal content
2024.01.24	The Company's 2023 performance bonus distribution.
2024.03.20	The Company's 2023 employee compensation and director compensation distribution.
2024.04.24	The company's cash capital increase for participation in issuing Global Depositary Receipts.
2024.08.07	The Company's 2024 salary adjustment.
Remuneration Committee resolution results: Passed unanimously by all attending members upon the chairperson's inquiry.	
Company's handling of Remuneration Committee opinions: Not applicable.	

4. If the Company has a Nomination Committee, its composition, responsibilities and operation shall be disclosed: Currently, the Company has not established a Nomination Committee, and will evaluate the establishment in the future depending on the actual operation needs.

(V) Implementation of sustainable development, and deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reasons therefor

Items to be promoted	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reasons therefor				
	Yes	No	Summary description					
I. Does the Company establish a governance structure to promote sustainable development, and set up a dedicated (or part-time) unit to promote sustainable development, with senior management authorized by the board of directors to handle, and the situation of the supervision of the board of directors?	V		<p>In 2023, the Company has formally established an ESG sustainable development execution unit to coordinate the implementation of sustainable development-related operations. In addition to formulating sustainable development goals, ESG development strategies and guidelines, the implementation plans are then implemented according to the responsibilities of all relevant departments. Finally, the Sustainability Report is prepared and the implementation results are reported to the Board of Directors at least once a year.</p> <p>The board uses the management team's reports (including ESG reports) to understand and supervise the implementation of the company's sustainable development, and gives timely recommendations to the management team to achieve various ESG goals.</p> <p>The company issued its "2023 Sustainability Report" in August 2024. For relevant specific promotion plans and implementation results, please refer to the company's website, where the report can be downloaded for detailed review.</p>	No major difference				
II. Does the Company follow the principle of materiality, conduct risk assessments on environmental, social, and corporate governance issues related to company operations, and formulate relevant risk management policies or strategies?	V		<p>(I) The Company has formulated relevant operating specifications for various risk factors, such as its "Code of Practice on Corporate Governance," "Code of Ethical Management," and "Code of Ethical Conduct for Employees." Based on this, we will implement risk management and actively promote the implementation of corporate governance to achieve the purpose of enhancing the Company's reputation, strengthening its risk culture, and providing strategic management decision-making recommendations.</p> <p>(II) In accordance with the principle of materiality for sustainable development, the Company conducts risk assessments on environmental, social and corporate governance issues related to the Company's operations. Based on the results of questionnaire surveys on stakeholders' ESG issues, the order of the issues and the management policy are as follows:</p> <table><tr><th>Risk Assessment Items/Topics</th><th>Risk management policy or strategy</th></tr><tr><td>Corporate governance</td><td><ul style="list-style-type: none"><li>•Improve the function of the board of directors, in order to achieve the purpose of improving the company's reputation, strengthening the risk culture, and providing strategic management and decision-making suggestions.</li><li>• Reasonably define and allocate the rights and responsibilities of all shareholders, management team, and stakeholders.</li></ul></td></tr></table>	Risk Assessment Items/Topics	Risk management policy or strategy	Corporate governance	<ul style="list-style-type: none"><li>•Improve the function of the board of directors, in order to achieve the purpose of improving the company's reputation, strengthening the risk culture, and providing strategic management and decision-making suggestions.</li><li>• Reasonably define and allocate the rights and responsibilities of all shareholders, management team, and stakeholders.</li></ul>	No major difference
Risk Assessment Items/Topics	Risk management policy or strategy							
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Items to be promoted	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons therefor
	Yes	No	Summary description	
			Innovative R&D and Product Competitiveness	<ul style="list-style-type: none"> <li>• ASMedia will continue to invest in cultivating professional R&amp;D technical talents to strive for innovation and progress in high-speed technological products, and maintain close cooperation with international big firms and related supply chains.</li> <li>• As a leader in high-speed interfaces, apart from focusing on innovative R&amp;D and grasping the specifications of each generation, we are also actively expanding the market, focusing on the cooperation and development of customized products and the development of markets other than personal computers.</li> </ul>
			Customer satisfaction	<ul style="list-style-type: none"> <li>• The Company provides customers with high-quality products according to its business philosophy, and maintains good customer relationships.</li> </ul>
			Risk management	<ul style="list-style-type: none"> <li>• The Company operates in a conservative and prudent manner and does not engage in high-risk and speculative behaviors.</li> <li>• Identify common risks and formulate risk management strategies to avoid losses to the Company.</li> </ul>
			Business performance	<ul style="list-style-type: none"> <li>• Maintain close cooperation with international big firms and related supply chains to enable the Company to perform more outstandingly in business operations, product development and application.</li> <li>• Improve operational performance and pursue sustainable development goals.</li> </ul>
			Supply chain management	<ul style="list-style-type: none"> <li>• On the business dealings with the suppliers, in addition to listing the existence of records that affect the environment and society as an important inspection item, the provision of all products must comply with laws and environmental protection standards.</li> <li>• In case of violation of the contract or the laws and regulations, the Company will be liable for compensation depending on the severity of the circumstances.</li> </ul>
			Legal compliance	Based on the concept of integrity, transparency, and responsibility, considering the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, and relevant regulations for listing on the TWSE or OTC, or other relevant laws and regulations such as business practices. In this way, it establishes a management policy based on integrity and perfects corporate governance and risk control mechanisms to achieve the goal of sustainable development of the Company.
			Talent Cultivation	<ul style="list-style-type: none"> <li>• Carry out industry-academia cooperation with major colleges and universities, formulate various projects and provide research funds, and expand the horizons of domestic students by sponsoring overseas competitions and strive to cultivate future young talents.</li> </ul>

Items to be promoted	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reasons therefor				
	Yes	No	Summary description					
			<table><tr><td></td><td><ul style="list-style-type: none"><li>Actively negotiate industry-academia cooperation projects with various schools, and provide opportunities for students to familiarize with industry professional technology and knowledge through practical experience sharing with industry professionals, and train professional talents for the industry.</li></ul></td></tr><tr><td>Environmental Sustainability</td><td><ul style="list-style-type: none"><li>In terms of working environment and manufacturing processes, outsourced factories must comply with environmental protection laws and regulations. Materials produced must also comply with the "Procedures for Control of Restricted Substances in Products" stipulated by the Company.</li><li>Continue to advocate energy conservation and resource recovery. This includes practical measures such as the implementation of garbage classification, the full use of energy-saving lamps, savings from turning off lights, air-conditioning timing and temperature controls, and paperless actions.</li><li>The President will convene relevant units to jointly formulate sustainability goals and ESG development strategies and guidelines, and report the implementation results to the Board of Directors.</li></ul></td></tr></table>		<ul style="list-style-type: none"><li>Actively negotiate industry-academia cooperation projects with various schools, and provide opportunities for students to familiarize with industry professional technology and knowledge through practical experience sharing with industry professionals, and train professional talents for the industry.</li></ul>	Environmental Sustainability	<ul style="list-style-type: none"><li>In terms of working environment and manufacturing processes, outsourced factories must comply with environmental protection laws and regulations. Materials produced must also comply with the "Procedures for Control of Restricted Substances in Products" stipulated by the Company.</li><li>Continue to advocate energy conservation and resource recovery. This includes practical measures such as the implementation of garbage classification, the full use of energy-saving lamps, savings from turning off lights, air-conditioning timing and temperature controls, and paperless actions.</li><li>The President will convene relevant units to jointly formulate sustainability goals and ESG development strategies and guidelines, and report the implementation results to the Board of Directors.</li></ul>	
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III. Environmental issues (I) Does the company establish an appropriate environmental management system according to its industry characteristics?	V		<p>The Company promises to implement and comply with the relevant codes of conduct of the RBA, to assume environmental responsibilities in terms of environmental issues, to minimize the adverse impact on society, the environment and natural resources during the manufacturing process, while at the same time protect the health and safety of the public.</p> <p>In accordance with the "CFSP Conflict-Free Minerals Smelter Program," "Responsible Business Alliance (RBA)," and "Global Enabling Sustainability Initiative (GeSI) for digitization", the Company has started to conduct conflict mineral investigations since 2021, and requires suppliers to submit the “non-conflict minerals declaration statement” to certify that the substances used in their products do not come from conflicted areas showing support through actions and the persistence in not using conflicted minerals adhering to the social responsibility concept. Customers in the transaction jointly sign a declaration of non-use of hazardous substances; use safe materials and parts certified by environmental protection specifications; and comply with standards such as RoHS, PFOS, Halogen Free, and REACH SVHC.</p> <p>The Company has disclosed information and policies regarding environmental responsibility on its official website and in the Sustainability Report.</p>	No major difference				



Items to be promoted	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons therefor
	Yes	No	Summary description	
(II) Is the Company committed to improving energy efficiency and using recycled materials with low impact on the environment?	V		<p>(I) The company is dedicated to promoting environmental resource protection. To fulfill its corporate social responsibility and advance economic, social, and environmental progress, it focuses on four major sustainability strategies: low-carbon mission, circular regeneration, social inclusion and value co-creation, and sustainable manufacturing principles. These serve as guidelines for promoting environmental protection with business partners and stakeholders, including suppliers, contractors, customers, affiliated enterprises, and communities.</p> <p>(II) Striving to pursue sustainable care for the environment and the friendly coexistence of all things, we have incorporated the concept of sustainability from the product design stage, through the upgrade of production processes, specifications, technologies upgrade, and energy-saving management software to achieve our commitment to environmental friendliness. In the design stage for chip circuit, a lower supply voltage is used to reduce chip power consumption, and customized design is used to assist customers in meeting industry standard requirements (e.g. California energy regulations) and compliance with industry power-saving design standards (e.g. Microsoft Modern Standby). Furthermore, the Company has obtained ISO 14001 certification in 2023 and obtain ISO 14064-1 certification in 2024, hoping to achieve the goal of green design through optimization of product manufacturing processes.</p> <p>(III) Electricity is the main energy source for the Company's offices. The product design process requires extensive use of computers and software testing, as well as other electronic equipment such as emulators and analyzers. Therefore, a high proportion of electricity consumption is used for research and development. The Company continues to promote various measures on energy reduction and lowering environmental impacts. Priority will be given to the purchase of energy-saving certified products to help build a green workplace.</p> <p>The Company's office energy management is mainly divided into two plans: the office air conditioners and lamps are gradually replaced with energy-saving certified products, and short-medium-term goals are set to track the progress and results.</p>	No major difference
(III) Does the Company evaluate the potential risks and opportunities posed by climate change to the Company at present and in the future, and take relevant countermeasures?	V		<p>The Company is committed to responding to the current global trend of energy conservation and carbon reduction in order to fulfill the responsibility of global citizens to protect the environment. In response to the business risks posed by climate change to the industry, each department will conduct an inventory of the climate-related risks involved in their own business scope, and then report to the President for consolidation. The Company referenced the Task Force on Climate-related Financial Disclosures (TCFD) framework, through the four core elements of "governance," "strategy," "risk management," and "indicators and goals," to identify potential climate change risks and opportunities, and grasp the impact on the company's operations and to formulate relevant strategies and measures in advance to prevent the risks and damages caused by climate change.</p>	No major difference

Items to be promoted	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons therefor												
	Yes	No	Summary description													
			<div>Climate change management framework:<table><tr><th>Category</th><th>Management strategies and actions</th></tr><tr><td rowspan="2">Governance</td><td>Board of Directors: Supervises the sustainable development of economy, environment and society.</td></tr><tr><td>All departments: Inventory the climate-related risks and opportunities in the scope of power and responsibility, and report the relevant implementation results.</td></tr><tr><td rowspan="2">Strategy</td><td>Climate-related risks and opportunities, strategies and financial plans are summarized in the tables "TCFD Climate-related Risks and Financial Impacts (Transition Risk)," "TCFD Climate-Related Risks and Financial Impacts (Physical Risks)" and "TCFD Climate-Related Opportunities and Financial Impacts" .</td></tr><tr><td>The Company will consider the identified risks: physical (immediate, long-term), transition risks (policy and laws and regulations, technology, market, reputation), and formulate relevant response strategies and measures in advance.</td></tr><tr><td>Risk management</td><td>In accordance with the risk management procedures, each responsible unit shall review the process every year and perform data analysis to determine the priority of project risks and propose a management plan. The Company has also formulated a business continuity plan to protect its operations from disasters and accidents.</td></tr><tr><td>Indicators and Targets</td><td>At present, the Company uses greenhouse gas emission, energy management, water resource management and waste management as the indicators of climate change risk, and actively cooperates with the government to achieve the policy of net zero emissions by 2050. Please refer to the Sustainability Report for the greenhouse gas emissions.</td></tr></table></div>	Category	Management strategies and actions	Governance	Board of Directors: Supervises the sustainable development of economy, environment and society.	All departments: Inventory the climate-related risks and opportunities in the scope of power and responsibility, and report the relevant implementation results.	Strategy	Climate-related risks and opportunities, strategies and financial plans are summarized in the tables "TCFD Climate-related Risks and Financial Impacts (Transition Risk)," "TCFD Climate-Related Risks and Financial Impacts (Physical Risks)" and "TCFD Climate-Related Opportunities and Financial Impacts" .	The Company will consider the identified risks: physical (immediate, long-term), transition risks (policy and laws and regulations, technology, market, reputation), and formulate relevant response strategies and measures in advance.	Risk management	In accordance with the risk management procedures, each responsible unit shall review the process every year and perform data analysis to determine the priority of project risks and propose a management plan. The Company has also formulated a business continuity plan to protect its operations from disasters and accidents.	Indicators and Targets	At present, the Company uses greenhouse gas emission, energy management, water resource management and waste management as the indicators of climate change risk, and actively cooperates with the government to achieve the policy of net zero emissions by 2050. Please refer to the Sustainability Report for the greenhouse gas emissions.	
Category	Management strategies and actions															
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	The Company will consider the identified risks: physical (immediate, long-term), transition risks (policy and laws and regulations, technology, market, reputation), and formulate relevant response strategies and measures in advance.															
Risk management	In accordance with the risk management procedures, each responsible unit shall review the process every year and perform data analysis to determine the priority of project risks and propose a management plan. The Company has also formulated a business continuity plan to protect its operations from disasters and accidents.															
Indicators and Targets	At present, the Company uses greenhouse gas emission, energy management, water resource management and waste management as the indicators of climate change risk, and actively cooperates with the government to achieve the policy of net zero emissions by 2050. Please refer to the Sustainability Report for the greenhouse gas emissions.															
(IV) Has the Company kept statistics on the amount of greenhouse gas emission, water consumption and total weight of waste in the past two years, and formulated policies for greenhouse gas reduction, reduction of water	V		<div>The Company has implemented management policies for greenhouse gases, water resources, and waste. The detailed measures are as follows:<div>1. Following the "Listed Companies Sustainability Development Roadmap," the company has completed board approval of greenhouse gas inventory and verification planning schedules, using 2017 as the baseline year to effectively track emission reduction performance and targets. The company has also completed greenhouse gas inventory and verification as scheduled.</div><div>2. The company's main water usage is for office life. It implements water conservation measures, including installing water-saving devices in sinks and restrooms, and regularly promoting water conservation awareness to reduce water waste.</div><div>3. Striving to achieve the goal of effective waste management and reduction, the Company has formulated an office</div></div>	No major difference												

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consumption, or management of other wastes?			<p>waste reduction plan and is committed to the reduction of domestic waste. Waste is classified into general waste management and toxic waste management:</p> <table><tr><th>Year</th><th>Hazardous waste</th><th>General waste</th><th>Total (tons)</th></tr><tr><td>2023</td><td>0.016</td><td>22.151</td><td>22.167</td></tr><tr><td>2024</td><td>0.442</td><td>15.021</td><td>15.463</td></tr></table> <p>Hazardous waste includes batteries, waste chips, test boards, and computer peripherals. To implement waste management more effectively, professional environmental protection companies are commissioned to dispose the toxic waste generated from operations to reduce direct impact on the environment.</p> <p>4. The Company encourages the production and use of green products while reducing the negative impact on the environment through the green procurement system. The Company gives priority to the purchase of products with lesser impact on the environment - low energy consumption, non-toxic, recyclable and environmentally certified office supplies, such as energy-saving lamps, Energy Star certified notebook computers, eco-friendly toner cartridges, and eco-friendly photocopy paper.</p> <p>To strengthen employees' understanding of green products and to consciously give priority to the purchase of green office supplies, the Company has integrated the green procurement system into the EIP system in 2023. When employees submit application requirements, the system will feed back green procurement priorities and related information. It is hoped that through continuous reminders, employees will be more aware of and willing to purchase green products, and everyone can contribute to environmental friendliness.</p>	Year	Hazardous waste	General waste	Total (tons)	2023	0.016	22.151	22.167	2024	0.442	15.021	15.463	
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IV. Social issues (I) Has the Company established related policies and procedures in accordance with applicable legal rules and the International Convention on Human Rights?	V		<p>The company respects human rights and personal privacy, and has established human rights protection and personal data protection management policies with reference to the "United Nations Universal Declaration of Human Rights," "Responsible Business Alliance Code of Conduct," "Labor Standards Act," and "Personal Data Protection Act." Since 2021, the company's RBA Self-Assessment Questionnaire has been reduced to a low-risk level, and the company has planned RBA VAP implementation, demonstrating its determination to fulfill corporate social responsibility.</p> <p>In terms of policies, the Company has formulated management policies and procedures such as "Employee Work Rules" and "Sexual Harassment Prevention Measures, Complaints and Disciplinary Measures", and is committed to creating a quality work environment to protect the rights and benefits of employees, ensure non-discrimination and prohibit inhumane treatment regardless of race, color, gender, age, disability, marital status, political affiliation or religious belief in the recruitment process, and fair treatment of all employees free from discrimination or harassment.</p> <p>In terms of implementation, the main concrete measures include: human rights education and training, with 13 training sessions conducted in 2024; the company continues to promote workplace diversity and equal promotion opportunities, creating a gender-friendly workplace; regarding communication mechanisms with employees, the company values the</p>	No major difference												

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			voice of all employees and has established anti-violence management and complaint channels (#asmedia885@asmedia.com.tw) to protect employee rights and strengthen workplace safety.					
(II) Has the Company formulated and implemented reasonable employee welfare measures (including salary, vacation, and other benefits, etc.), and appropriately reflects business performance or results in employee compensation?	V		<p>(1) The Company complies with the "Labor Standards Act" and related laws and regulations to establish various employee compensation and benefit measures. In addition to the Company’s vacation system that exceeds the requirements of the Labor Standards Act, it also provides labor and health insurance, appropriation of labor pensions, group accident insurance, and regular health checks for employees in accordance with the law. There are also travel subsidies, employee travel subsidies, year-end celebration parties, and year-end bonuses.</p> <p>On the other hand, the Company pays out rewards with reference to the market, the government's salary adjustment standards, the Company's overall operational performance, and the performance of departments and individuals. Salaries are adjusted annually based on market mechanisms and the Company's operational performance.</p> <p>(2) Other welfare measures: birthday money, Labor Day gift certificates, Mid-Autumn Festival gift certificates, implementation of employee stock options, and issuance of restricted employee stock. The company has also established an Employee Welfare Committee that provides subsidies for marriage, bereavement, hospitalization, and childbirth. To promote employee physical and mental health, the company has created various sports-related clubs to reduce employee work pressure, with evaluations and subsidies provided every six months. In 2024, employee participation in clubs reached 44%.</p> <p>(3) Weekly massage service to relieve the pressure of time pressure for employees to work on various projects. In the spirit of social support, we arrange for the visually impaired to provide massage services at specific time of the company.</p>	No major difference				
(III) Has the Company provided a safe and healthy work environment for the employees and related education on occupational safety and health for employees at regular intervals?	V		<p>1. The Company does not have a factory. Its offices comprise floors in a portion of a leased commercial building in an urban area, with each floor having a strict security system. In addition to the access control for personnel entering and exiting, it also has a complete fire protection system. We also conduct regular fire-fighting equipment maintenance and drills once every half a year to maintain the safety of employees' working environment. At the same time, employees’ health checks and group insurance are provided regularly every year, and external lecturers are arranged to give lectures on health or safety courses.</p> <p>(1) To thoroughly implement occupational safety and health management and comprehensively prevent the occurrence of occupational disasters, the Company will focus its efforts on the following seven major aspects:</p> <table><tr><th>7 Aspects of Occupational Health and Safety Management</th><th>Managed items</th></tr><tr><td>Safety and Health Management</td><td>•Main entrance and elevator are equipped with access control •Implement visitor registration •24-hour security system</td></tr></table>	7 Aspects of Occupational Health and Safety Management	Managed items	Safety and Health Management	•Main entrance and elevator are equipped with access control •Implement visitor registration •24-hour security system	No major difference
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			<table><tr><td></td><td><ul style="list-style-type: none"><li>•Comprehensive fire safety system</li><li>•Smoke-free environment</li></ul></td></tr><tr><td>Health and safety education and training</td><td><ul style="list-style-type: none"><li>•Online education platform - Disaster prevention/first aid videos</li></ul></td></tr><tr><td>Standard operating procedures and work safety analysis</td><td><div>1. Test board welding:<ul style="list-style-type: none"><li>•Exhaust equipment: Air purifier</li><li>•Annual lead health examination for welding personnel</li><li>•Welding SOP</li></ul></div><div>2. ESD test work:<ul style="list-style-type: none"><li>•Ground wire according to JEDEC JESD 625</li><li>•Testing personnel wear electrostatic wristbands</li><li>•SOP for EMS testing</li></ul></div></td></tr><tr><td>Safety and health inspection</td><td><ul style="list-style-type: none"><li>•Escherichia coli inspection for water dispensers: Once every 3 months</li><li>•Concentration of carbon dioxide in inter-office space: Once every 6 months</li><li>•Air conditioning maintenance: Once a year</li><li>•Fire safety inspection: Once a year</li><li>•Infrared thermal imager detection of switchboard: Once a year</li></ul><div>Office cleaning and disinfection:<ul style="list-style-type: none"><li>•Insect removal and disinfection every six months</li><li>•During the pandemic, sterilization will be conducted once every 2 months, and once a week for pandemic status Level 3 and above.</li></ul></div></td></tr><tr><td>Emergency Response</td><td><ul style="list-style-type: none"><li>•Established ASMedia Self-defense Fire Brigade</li><li>•Disaster prevention drill once every six months</li></ul></td></tr><tr><td>Health management and promotion</td><td><ul style="list-style-type: none"><li>•Employee health examination once a year</li><li>•EAP Employee Assistance Program</li></ul></td></tr></table>		<ul style="list-style-type: none"><li>•Comprehensive fire safety system</li><li>•Smoke-free environment</li></ul>	Health and safety education and training	<ul style="list-style-type: none"><li>•Online education platform - Disaster prevention/first aid videos</li></ul>	Standard operating procedures and work safety analysis	<div>1. Test board welding:<ul style="list-style-type: none"><li>•Exhaust equipment: Air purifier</li><li>•Annual lead health examination for welding personnel</li><li>•Welding SOP</li></ul></div> <div>2. ESD test work:<ul style="list-style-type: none"><li>•Ground wire according to JEDEC JESD 625</li><li>•Testing personnel wear electrostatic wristbands</li><li>•SOP for EMS testing</li></ul></div>	Safety and health inspection	<ul style="list-style-type: none"><li>•Escherichia coli inspection for water dispensers: Once every 3 months</li><li>•Concentration of carbon dioxide in inter-office space: Once every 6 months</li><li>•Air conditioning maintenance: Once a year</li><li>•Fire safety inspection: Once a year</li><li>•Infrared thermal imager detection of switchboard: Once a year</li></ul> <div>Office cleaning and disinfection:<ul style="list-style-type: none"><li>•Insect removal and disinfection every six months</li><li>•During the pandemic, sterilization will be conducted once every 2 months, and once a week for pandemic status Level 3 and above.</li></ul></div>	Emergency Response	<ul style="list-style-type: none"><li>•Established ASMedia Self-defense Fire Brigade</li><li>•Disaster prevention drill once every six months</li></ul>	Health management and promotion	<ul style="list-style-type: none"><li>•Employee health examination once a year</li><li>•EAP Employee Assistance Program</li></ul>	
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			<table><tr><td></td><td><ul style="list-style-type: none"><li>•Massage Services by the Blind and Visually Impaired</li><li>•Health consultation with a nurse, 3 times a month for 2 hours</li><li>•Physician health consultation once per quarter for 2 hours</li></ul></td></tr><tr><td>Safety and Health Activities</td><td><ul style="list-style-type: none"><li>•Advocacy on health education from time to time</li><li>•Unscheduled health promotion activities</li></ul></td></tr></table> <p>(2) Occupational hazard statistics for 2024 are as follows:</p> <table><tr><td>Number of occupational accidents</td><td>Number of individuals affected by occupational accidents</td><td>Related prevention/improvement measures</td></tr><tr><td>0</td><td>0</td><td>Ensuring workplace safety Implementing employee safety education and training</td></tr></table> <p>(3) Fire incident statistics for 2024 are as follows:</p> <table><tr><td>Number of fire incidents</td><td>Number of casualties</td><td>Related prevention/improvement measures</td></tr><tr><td>0</td><td>0</td><td>Annual fire safety inspections and reporting, regular disaster prevention education</td></tr></table> <p>2. The Company attaches great importance to the balance of employees' body and soul, and has adopted the "All-round Health and Well-Being Program" to evaluate the health status of employees and invest resources in comprehensive care for employees. Below are some of the health promotion measures being implemented:</p> <p>(1) Health protection net:</p> <p>a. Health checkup and graded management for employees: The Company plans to take health protection measures that go beyond the statutory regulations by organizing a health checkup every year and a physician health consultation every quarter. The Company also promotes health education and various health promotion programs to enhance health awareness of employees. In the past three years, the willingness of employees to participate in health</p>		<ul style="list-style-type: none"><li>•Massage Services by the Blind and Visually Impaired</li><li>•Health consultation with a nurse, 3 times a month for 2 hours</li><li>•Physician health consultation once per quarter for 2 hours</li></ul>	Safety and Health Activities	<ul style="list-style-type: none"><li>•Advocacy on health education from time to time</li><li>•Unscheduled health promotion activities</li></ul>	Number of occupational accidents	Number of individuals affected by occupational accidents	Related prevention/improvement measures	0	0	Ensuring workplace safety Implementing employee safety education and training	Number of fire incidents	Number of casualties	Related prevention/improvement measures	0	0	Annual fire safety inspections and reporting, regular disaster prevention education	
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			<p>examination has been maintained at 93.5%, and the level 4 health management is reduced year by year to below 2.3%.</p> <p>b. Employee vaccination: The company has independently implemented an employee vaccination program since 2020. In 2024, the employee influenza vaccination rate was 54%.</p> <p>(2) Balance of body and mind:</p> <p>a. Promotes happiness - relaxing massage service by the visually impaired: The Company hires professionals certified by the Chinese Acupressure Promotion Association for the Visually Impaired to perform weekly massages for employees. As of 2024, total service instances reached 3,649.</p> <p>b. EAP employee assistance program: The EAP employee assistance program was introduced in 2021 to provide employees with consultation in five major areas: legal, financial, psychological, medical, and management. Currently, the current consulting and cooperation unit is Shiuhli Cultural and Educational Foundation. In 2024, the average EAP consultation rate was 17.2%.</p> <p>c. Unscheduled physical and mental health activities and lectures: The Company will organize health education promotions from time to time to strengthen employees' knowledge on health protection and improve their health status. By 2024, the accumulative number of advocacy sessions was 161 times.</p> <p>(3) LOHAS Life:</p> <p>a. Club activities and subsidies: Diversified club activities enable employees to revisit the passionate youth of their student days. Subsidies and evaluations are provided every six months. As of 2024, the company has clubs including yoga club, movie club, jogging club, basketball club, and badminton club. Employee participation in clubs reached 44%, with cumulative subsidies totaling NT\$3,028,967.</p> <p>b. Employee travel: The Company organizes an employee trip every year to build the cohesiveness of the Company's employees. In 2024, the employee travel participation rate was 49%, with family member subsidies accounting for 68.7%.</p>	
(IV) Has the Company developed an effective career development training program for its employees?	V		<p>The Company attaches great importance to the diversified training of employees. In addition to planning professional courses for employees according to their functions, employees' self-development is also one of the focuses of the Company. Education and training is divided into three aspects. For new employees, the emphasis is on understanding the corporate culture and specific professional courses; the junior team values functional development and LOHAS learning, and offers comprehensive seminars on industry trends, social and corporate responsibility topics to body, mind, and soul, to help colleagues keep abreast of the rapidly changing industry status. In addition, it also helps employees to achieve work-life balance; for the management team, it is to improve management competency training, strengthen the group ability of integration and synergy, and improve management skills to lead the team to achieve operational goals. The annual course content is planned according to the employees' learning needs, and an education and training satisfaction</p>	No major difference

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			survey is conducted every year to understand the employees' learning status and feedback after the course, so that the employees can grow together with ASMedia.	
(V) Does the Company comply with relevant laws and regulations and international standards regarding customer health and safety, customer privacy, marketing and labeling of products and services, and establish relevant policies and complaint procedures to protect consumers' or customers' rights and interests?	V		The Company's marketing and labeling of products and services are not only handled in accordance with domestic laws and regulations, but also in accordance with the relevant laws and regulations of the country where the customer is located. This includes environmental protection requirements of various products and compliance with product patent rights. At the same time, the Company has always valued customers' opinions and feedback, and maintained good communication with customers. There are customer communication channels and response methods (including customer satisfaction survey and customer complaint handling) on the Company's official website, as well as a dedicated unit to deal with customer opinions to ensure the best service performance to customers and to achieve the purpose of rights protection.	No major difference
(VI) Has the Company formulated supplier management policies, where suppliers are required to follow relevant regulations on issues such as environmental protection, occupational safety and health or labor, and their implementation?	V		<p>The Company has strict internal evaluation and investigation procedures for suppliers. In addition to listing the existence of records that affect the environment and society as an important inspection item, the provision of all products must comply with laws and environmental protection standards. And in the contract, the product and the production process must meet the requirements of environmental protection regulations, and no harmful substances should be used. If there is a violation of the content of the contract or laws and regulations, and depending on the seriousness of the circumstances, the supplier shall be liable for compensation in order to fulfill corporate social responsibility.</p> <p>The Company has disclosed the supply chain management policies in the ESG report:</p> <p>a. According to supplier management procedures, annual evaluations and irregular audits of suppliers are conducted by the Quality Assurance department based on delivery quality, engineering capabilities, ESG sustainability and other selection criteria. In 2024, 100% of all suppliers complied with the company's supplier management policy.</p> <p>b. We require suppliers not to purchase or use conflict minerals. We have implemented the following principles: The Conflict-Free Smelter Program (CFSP), Responsible Business Alliance (RBA), and Global Enabling Sustainability Initiative (GeSI) for digitization, and conduct conflict mineral surveys to ensure that all suppliers comply with the</p>	No major difference



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			Company's philosophy of no use of conflict minerals.	
V. Does the Company prepare reports disclosing the Company's non-financial information, such as the Sustainability Report, with reference to international reporting standards or guidelines? Did the preliminary report obtain the confidence or assurance opinion of the third-party verification unit?	V		Besides issuing sustainability reports using the Task Force on Climate-related Financial Disclosures (TCFD) framework, the Company also complies with the latest GRI Sustainability Reporting Standards (2021 and 2016 versions), and has advocated for 17 United Nations Sustainable Development Goals (SDGs) promote sustainable corporate management. The report is prepared in accordance with the principles of inclusiveness, sustainability, materiality, and integrity, as well as the quality principles of accuracy, balance, clarity, comparability, and timeliness. So far, this report has not been certified or guaranteed by a third-party verification unit.	No major difference
VI. If the Company has established its own sustainability principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", please describe the current practices and any deviations from the Best-Practice Principles: The Company has not yet formulated its own sustainable development best-practice principles. However, the Company is committed to the implementation of corporate social responsibility in its daily operations, including active participation in environmental protection, social emergency relief, social welfare activities, etc. The relevant information of relevant operations is disclosed in the annual report.				
VII. Other important information helpful to understand the status of implementation of sustainable development: (I) Environmental protection: 1. Our Company is a professional IC design firm, with independent research and development and design as its primary operating activities, Our main products are all produced by outsourcing, which falls under the fabless IC design industry. In addition to the working environment and manufacturing process, subcontracted processing plants must meet the requirements of environmental protection laws and regulations. All production materials must comply with the "Product Restricted Substance Control Procedures" stipulated by the Company. In addition to not using hazardous substances, safety materials that meet international standards are specified. In addition, the Company obtains laboratory reports provided by the supplier in a timely manner and checks the supplier on related matters. ASMedia and its suppliers jointly sign "Hazardous Substance Non-Use Declarations," using safety materials and components certified to environmental specifications, and complying with				

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			<p>standards such as RoHS, PFOS, Halogen Free, and REACH SVHC.</p> <p>2. The company has always advocated energy conservation and resource recycling, including implementing garbage sorting, planning to fully adopt energy-saving lighting fixtures by 2026, turning off lights when not in use, controlling air conditioning operating hours, and temperature control measures. Short-, medium-, and long-term goals related to environmental protection policies have been formulated. In addition to strengthening the promotion of energy and water conservation for each employee, reducing office resource consumption is also listed as an important indicator item.</p> <p>3. The Company continues to promote the paperless movement, and internal procedures and other forms and documents are controlled by online electronic sign-off. This is done to reduce paper waste and to continue to contribute to the environmental protection of the Earth.</p> <p>4. Environmental protection activities: Earth Hour (lights off for one hour), Sun Moon Lake shoreline cleanup and hiking activities, environmental education, and sponsorship of the "Kuroshio Ocean Education Foundation" for whale and dolphin conservation work.</p> <p>(II) Social welfare and services:</p> <p>1. Charity activities: By providing resources and opportunities to work with social welfare organizations and public welfare groups, and planning and executing charity activities, the Company helps disadvantaged or marginalized people to participate in the development of society by enhancing their abilities and confidence, in order to improve their living conditions and environment.</p> <p>a. Assisting individuals with disabilities to live independently: The company has long supported organizations for people with disabilities by ordering charity gift boxes, aiming to achieve the dual goals of appreciating employees' hard work while providing disadvantaged groups with job training and employment opportunities. In the "Comprehensive Health and Happiness Plan," the company regularly engages certified visually impaired massage therapists through the Taiwan Association for the Promotion of Visually Impaired Meridian Massage to provide weekly stress relief and relaxation for employees. While employees enjoy professional services, visually impaired massage therapists also have a good working environment, ensuring their work dignity and survival rights.</p> <p>b. Resource recycling and sharing: The company has long been committed to reducing the digital divide between urban and rural areas in Taiwan by providing second-hand computers to improve the learning quality of students in remote areas. The company participates in the "Old Shoes Save Lives" campaign initiated by the International Christian Care Association, donating second-hand shoes in good condition. It also organizes "Second-hand Markets - Treasure Hunting" to give new life to old items and collaborates with "Taiwan ECPAT x Book Treasure Second-hand Bookstore" to donate second-hand books, supporting girls' independence projects.</p> <p>2. Cultivating young talent: The company is enthusiastically dedicated to charitable causes, providing research funding to various colleges and universities, charity sports events, and medical institutions each year.</p> <p>The Company actively negotiates industry-academia cooperation projects with various schools to provide students with the professional technical knowledge of the industry during their studies, and expand the horizons of domestic students by sponsoring overseas competitions and organizing international seminars. The Company hopes to establish a campus in-depth cultivation program so that students can have more relevant experience and give back what they have learned to the workplace after graduation or further education. The company recognizes the importance of expanding students' international perspectives. In addition to valuing science and engineering students' technical knowledge advancement through industry-academia cooperation, it also sponsors the "Overseas Learning Multiplication Plan" of the College of Technology Management at National Tsing Hua University, encouraging students to participate in international exchange learning programs, internships, international competitions, conferences, and volunteer work to develop their international perspective.</p>	

Items to be promoted	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons therefor
	Yes	No	Summary description	
			<p>3. Medical promotion: Through the sustainable operation of the donation recipient medical institutions and foundations, we will improve the quality and environment of medical care in the society of our country; in order to raise the awareness of cancer prevention and treatment among our citizens, we have been promoting national health education with non-profit medical institutions, and sponsoring the instruments and equipment needed in the promotion of medical research projects to improve the quality and efficiency of medical care.</p> <p>4. Disaster relief: The Company has been caring for major disasters at home and abroad for many years, and has made timely donations to rescue the injured and their families, and work together to overcome the difficulties.</p> <p>5. Developing sustainable communities: Connecting hometown identity through innovative education, the company participates in the "Shennong Project" at Pingling Elementary School in the southern district of New Taipei City. With "organic diet, land education, and hometown identity" as the core triangle, this project helps children develop recognition of their hometown's unique agricultural products, starting from organic diet education, leading to a rooted hometown identity and achieving the vision of sustainable urban and rural areas.</p> <p>(III) Consumer Rights: The Company upholds the principle of honest management and professional services. There is also a service procedure for handling customer opinions with a dedicated unit to ensure the best service performance for customers and to achieve the purpose of protecting rights. The company has established a stakeholder section on its official website, providing a dedicated email address for communication and contact with stakeholders. For significant issues, including questions, suggestions, or even complaints, there is a reporting system for violations of business ethics, which can be used to report internal and external violations. Good communication and interaction are maintained through the email address announced on the official website.</p> <p>(IV) Human rights:</p> <ol style="list-style-type: none"> <li>1. The Company has formulated and disclosed its human rights policy declaration in accordance with the relevant content of the "United Nations Universal Declaration of Human Rights," and hires labor in accordance with various government regulations such as the Labor Standards Act. It does not force employees to work, prohibits child labor and illegal labor, and provides employees with a healthy and safe working environment to protect their rights and interests.</li> <li>2. To maintain gender equality at work, in accordance with the "Gender Equality in Employment Act," the company clearly stipulates in its employee work rules the prohibition of sexual harassment in the workplace and has established complaint procedures and disciplinary regulations to protect employee rights.</li> <li>3. The Company has formulated a maternal health protection plan in the workplace based on Article 31 of the "Occupational Safety and Health Act," the "Implementation Measures for the Maternal Health Protection of Female Workers," and other maternal labor health protection policies. We provide a safe, hygienic, healthy, and friendly work environment for employees during pregnancy and breastfeeding in the workplace, to ensure the physical and mental health of pregnant, postpartum, and breast-feeding female employees to protect their health.</li> <li>4. The Company regularly organizes course lectures every year and invites lecturers to teach related courses. These include "Workplace Interpersonal Relations," "Retirement Pension, Labor Insurance Elderly Benefits and Occupational Disaster Relief," and so on.</li> </ol> <p>(V) Safety and health:</p> <ol style="list-style-type: none"> <li>1. Our company is an IC design company and has not established a factory. The office is a commercial building leased in an urban area. In order to provide a safe working environment for employees, we have established access control at the main entrances and exits as well as elevator access control on each floor. Furthermore, building security staff registers visitors to prevent non-company personnel from entering and leaving at will.</li> <li>2. The Company has a security system and is connected to the security company 24 hours a day to protect the safety of company personnel and property.</li> </ol>	

Items to be promoted	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons therefor
	Yes	No	Summary description	
<p>3. The office building where the company is located is equipped with a complete fire safety system and conducts various disaster prevention drills and maintenance of fire equipment regularly once every half a year to enhance personnel disaster response capabilities and reduce disaster losses.</p> <p>4. In addition to daily cleaning operations, the Company regularly conducts environmental disinfection, water dispenser water quality testing, air conditioning system cleaning and inspection, and places air purifiers in the office to provide employees with a good working environment.</p> <p>5. There is no smoking in the Company's office area. We are committed to promoting workplace health through active implementation of smoke-free measures, and have obtained the Healthy Workplace Self-certification - Health Promotion Badge issued by the National Health Bureau establishing a working environment without the harm of second-hand smoke.</p> <p>6. We organize regular health education and publicity lectures every year, and conduct employee health inspections so that employees can develop in a balanced manner in physical and mental health.</p> <p>(VI) Other social responsibilities: The Company regularly recruits several R&amp;D staff undergoing their alternative national service every year in accordance with the national talent cultivation plan. In addition to reducing expenditures, this also effectively uses the expertise of R&amp;D service staff to make them suitable for their talents.</p>				

(VI) The Company's performance of ethical management and the differences between the Company and the listed company ethical management code and the reasons for these departures

The management team is based on the concept of integrity, transparency, and responsibility, considering the Company Act, Securities and Exchange Act, Commercial Accounting Act, Political Contribution Act, and relevant regulations for listing on the TWSE or OTC, or other relevant laws and regulations such as business practices. In this way, it establishes a management policy based on integrity and perfects corporate governance and risk control mechanisms to achieve the goal of sustainable development of the Company. At the same time, through the construction of an honest and conservative corporate culture, internal audit, and internal control and risk management implementation, we ensure that directors, supervisors and employees can comply with relevant laws and regulations when performing business.

Assessment Items	Operating status			Deviation from Ethical Management Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary description	
I. Formulate honest management policies and plans				
(I) Has the Company specified its policy and method for the implementation of ethical corporate management in its internal rules and regulations and external documents, and have the Board and the management of the Company promised to pursue the policy of ethical corporate management?	V		(I) The Company has formulated the "Ethical Management Code" and the "Ethical Management Operation Procedures and Behavior Guidelines," and the audit unit regularly checks the compliance with the preceding system and reports to the board of directors.	No major difference
(II) Has the company established an assessment mechanism for the risk of dishonesty, regularly analyzing and evaluating business activities with a high risk of dishonesty in the business scope, and formulated a plan to prevent dishonesty, and cover at a minimum the preventive measures for various acts under Article 7, Paragraph 2 of "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies?"	V		(II) The Company has set forth its "Guidelines for Ethical Operation Procedures and Behavior" to serve as procedures for handling dishonest behavior and improper interests and promotes the ethical management policy through conferences and educational training. It is included in employee performance appraisals, setting up a clear and effective reward, punishment, and appeal system.	No major difference
(III) Does the company specify the operating procedures, behavior guidelines, disciplinary penalties, and grievance system in the plan to prevent dishonesty, and implement it, and regularly review and revise the pre-disclosure plan?	V		(III) The Company has formulated various preventive measures in accordance with the ethical management operating procedures and behavior guidelines and has a dedicated unit for implementation and supervision. At the same time, there is a reward, punishment, and appeal system. Any violation of regulations shall be handled by the human resources, legal affairs and other relevant units in accordance with the law.	No major difference
II. Implementation of Ethical Management				
(I) Does the Company assess a trading counterpart's ethical management record and expressly state the ethical management clause in the contract to be signed with the trading counterpart?	V		(I) Rigorous evaluation mechanisms and procedures are put in place before establishing a business relationship between the Company and its counterparties. Furthermore, it considers the legality of the target and whether there is a record of dishonest behavior. At the same time, when signing the contract, its content includes compliance with	No major difference

Assessment Items	Operating status			Deviation from Ethical Management Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary description	
(II) Has the Company set up a special unit under the board of directors to promote corporate ethical management, and regularly reports (at least once a year) to the board of directors on its ethical management policies and plans to prevent dishonesty and supervision and implementation?	V		the ethical management policy, Afterward, when business dealings or cooperation partners are found to have dishonest behavior, they immediately stop business dealings with them and list them as objects of refusal. (II) The Company has formed an "Integrity Management Promotion Team" responsible for establishing integrity management policies and supervising their implementation to ensure the implementation of integrity management principles, reporting to the board of directors once a year.	No major difference
(III) Has the Company made policies for the prevention of the conflict of interest, and provided the channels for expressions, and has it properly implemented this system?	V		(III) The Company has formulated its "Ethical Operation Procedures and Guidelines." Among directors, managers, and other interested parties who are present or attend as non-voting delegates to the board of directors, when they have an interest themselves or the juristic persons they represent, they may state opinions and answer queries but shall not participate in discussions and voting.	No major difference
(IV) Has the Company established an effective accounting system for the implementation of ethical management, internal control system, and the evaluation result of the risk of dishonesty by the internal audit unit, to formulate relevant audit plans, and check the compliance with the plan to prevent dishonesty, or entrusted an accountant to perform the audit?	V		(IV) The Company has established an effective "Accounting System" and "Internal Control System." Auditors regularly check compliance with the internal control system in accordance with the annual audit plan and prepare an audit report for the board of directors.	No major difference
(V) Has the Company provided internal and external training on topics of ethical corporate management at regular intervals?	V		(V) The Company organizes education and training on integrity management at least once a year or sends promotional materials through email to allow recipients to fully understand the Company's integrity management policies, preventive plans, and the consequences of violations of dishonest behavior. Simultaneously, through the course arrangement of the training department, all employees are selected at irregular intervals for guidance on relevant laws and regulations.	No major difference

Assessment Items	Operating status			Deviation from Ethical Management Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary description	
III. Operation of the Company's reporting system				
(I) Has the Company established substantive systems for reporting and rewards for facilitating the reporting of unethical practices and appointed designated persons for dealing with the persons being reported?	V		(I) The company has established specific whistleblowing and reward systems in its "Employee Work Rules," "Employee Code of Ethics," and "Integrity Management Principles," and has established convenient whistleblowing channels. Depending on the nature of the report, management will assign a dedicated unit to handle the case.	No major difference
(II) Has the Company established standard operating procedures for the investigation of the reported matters, follow-up measures to be taken after the investigation is completed, and related confidentiality mechanisms?	V		(II) The Company has specified operating procedures and related confidentiality mechanisms in the "Code of Ethical Conduct for Employees" and "Code of Ethical Management."	No major difference
(III) Has the Company taken measures to protect whistle-blowers from retaliation due to reporting?	V		(III) The Company prudently handles the identity of the informant and the content of the report and keeps it confidential.	No major difference
IV. Strengthening Information Disclosures				
(I) Has the Company disclosed the contents and implementation effectiveness of the Ethical Corporate Management Best Practice Principles on its website and the Market Observation Post System?	V		(I) The Company has formulated a code of practice for ethical management and discloses the job title, name, date of violation, the content of violation, and handling of violations on the Company's internal website.	No major difference
V. If the Company has established its own ethical corporate management best-practice principles in accordance with the "Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies," please describe its current practices and any deviations from the Best Practice Principles: No major differences.				
VI. Other information that enables a better understanding of the Company's ethical corporate management: (e.g. review and amendments on the ethical corporate management best-practice principles established by itself): None.				

(VII) Other important information that helps understand the company's corporate governance operations may also be disclosed:

1. Company director participation in training related to corporate governance in the most recent year and as of the publication date of the annual report

Job title	Name	Training date	Organizer	Course title	Training hours
Chairman	Hsu Shih Chang	2024.07.17	Taiwan Corporate Governance Association	Operational diversification strategy under geopolitical risk	3.0
		2024.08.07		New trends and ecosystem competition in the AI industry	3.0
Director	Shen Cheng Lai	2024.08.16	Taiwan Corporate Governance Association	Data center evolution: Development trends of silicon photonics and AI servers	3.0
		2024.08.23		Labor dispute prevention and corporate governance	3.0
Director	Lin Che Wei	2024.07.23	Taiwan Corporate Governance Association	Technology risk development trends in the cloud era	3.0
		2024.08.21	Securities and Futures Institute	Challenges and opportunities in sustainable development pathways and introduction to greenhouse gas inventory	3.0
Director	Sheu Jin Chuan	2024.10.18	Securities and Futures Institute	2024 Insider Trading Prevention Education Session	3.0
		2024.10.26	Accounting Research and Development Foundation	Analysis of legal responsibilities and case studies related to "corporate control disputes"	3.0
Independent Director	Jan Hung Tze	2024.11.13	Taiwan Corporate Governance Association	Better, Faster, More Valuable - Green Supply Chain Optimization and Digital Maturity	3.0
				ESG sustainability trends, practices, and updates on sustainability regulations	3.0
Independent Director	Shieh Chang Pying	2024.03.01	Taiwan Corporate Governance Association	How Audit Committees interpret and use Audit Quality Indicators (AQI)	3.0
		2024.07.09		Discussion on corporate employee compensation strategies and tool applications	3.0
Independent Director	Wu Jing Jyi	2024.11.12	Taiwan Corporate Governance Association	Business growth and innovation thinking in the AI era	3.0
		2024.11.14	Securities and Futures Institute	NVIDIA's Three Trillion Miracle: New thinking in semiconductor industry revolution behind artificial intelligence	3.0
Independent Director	Kin Lien Fang	2024.04.25	Securities and Futures Institute	Protection of trade secrets	3.0
		2024.11.25	Taiwan Corporate Governance Association	High-tech cybersecurity risk management	3.0

2. Participation of the Company's managers (including the President, Vice Presidents, accounting, finance, and auditing supervisors, etc.) in training related to corporate governance in the most recent year and as of the printing date of the annual report

Job title	Name	Training date	Organizer	Course title	Training hours
President	Lin Che Wei	2024.07.23	Taiwan Corporate Governance Association	Technology risk development trends in the cloud era	3.0
		2024.08.21	Securities and Futures Institute	Challenges and opportunities in sustainable development pathways and introduction to greenhouse gas inventory	3.0



(VIII) Implementation status of internal control system:

1. Statement of Declaration of internal control:

ASMedia Technology Inc.

Statement of Declaration of the internal control system

Date: February 26, 2025

Based on the results of self-assessment, the Company's internal control system for 2024 is hereby declared as follows:

- I. The Company acknowledges and understands that the establishment, implementation, and maintenance of the internal control system are the responsibility of the Board and managerial officers of the Company, and that such a system has been implemented within the Company. The purpose of the system is to reasonably ensure that the effectiveness and efficiency of operations (including profits, performance, and protecting the security of assets), reliability, timeliness, transparency, and regulatory compliance of reporting, as well as the compliance with applicable laws, regulations, and bylaws, are achieved.
- II. The internal control system is designed with inherent limitations. No matter how perfect the internal control system is, it can only provide reasonable assurance to the fulfillment of the three objectives referred to above. Moreover, the effectiveness of the internal control system could be affected by the changes in the environment and circumstances. Notwithstanding, the internal control system of the Company contains self-oversight mechanisms, and actions are taken to correct deficiencies as they are identified.
- III. The Company evaluates the design and execution of its internal control system based on the criteria specified in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations") to determine whether the existing system continues to be effective. The criteria defined in "the Regulations" include five elements depending on the management control process: 1. environment control; 2. risk assessment; 3. control process; 4. information and communication; and 5. supervision. Each element further encompasses several sub-elements. Please refer to "the Regulations" for details.
- IV. The company has adopted the aforementioned internal control system for internal audit on the effectiveness of the design and enforcement of the internal control system.
- V. Based on the evaluation result of the preceding item, regarding the Company's Internal Control System on December 31, 2024 (encompassing the supervision and management of subsidiaries), and including an understanding of the effectiveness of operations and the degree to which the efficiency with which objectives are achieved, it is believed that the reporting is reliable, timely, transparent and in compliance with the relevant specifications and relevant laws and regulations, and the design and execution of the relevant Internal Control System are effective and it can reasonably ensure that the above goals are achieved.
- VI. This Statement will be a major part of the Company's annual report and prospectus and will be made publicly available. The Company shall be held liable for misrepresentation or nondisclosure in the above content, according to Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. This statement has been approved by the Board of Directors of the company on February 26, 2025. Among the eight directors present, none expressed objections, and all agreed to the content of this statement.

ASMedia Technology Inc.

Chairman: Hsu Shih Chang

President: Lin Che Wei

2. Entrusted accountant to review the accountant's review report of the internal control system: None

(IX) Important resolutions of shareholders' meetings and board meetings in the most recent year and up to the printing date of the annual report

1. Contents of important resolutions of the shareholders' meeting

Time	Important issues	Implementation status
2024.06.18	1. Approval of the company's 2023 financial statements. 2. Approval of the company's 2023 earnings distribution.	August 9, 2024 was set as the ex-dividend date, and cash dividends were distributed on August 21, 2024.

2. Contents of important resolutions of the board of directors

Time	Important issues
2024.05.08	1. Approval of the company's financial statements for the first quarter of 2024. 2. Approved the motion for the Company to apply for renewal of credit line at Mega International Commercial Bank. 3. Approval of the cancellation of restricted employee shares recovered by the company in the first quarter of 2024.
2024.05.29	1. Approval of application for foreign exchange and derivative product trading limits with Citibank Singapore Branch.
2024.08.07	1. Approval of the company's financial statements for the second quarter of 2024. 2. Approved the motion for the Company to apply for renewal of credit line at Cathay United Bank. 3. Approval of the cancellation of restricted employee shares recovered by the company in the second quarter of 2024.
2024.11.06	1. Approval of the company's financial statements for the third quarter of 2024. 2. Approval of the company's participation in the Shuimu Development Fund investment case. 3. Approval of the company's 2025 audit plan. 4. Approval of the establishment of the company's sustainability information management procedures.
2025.01.15	1. Approval of the company's application for credit limit renewal with Shanghai Commercial & Savings Bank. 2. Approval of the company's real estate acquisition case. 3. Approval of the reverse triangular merger between subsidiary Apex Merger Sub Inc. and U.S. company Techpoint Inc.
2025.02.26	1. Approval of the company's 2024 "Internal Control System Statement." 2. Approval of the company's 2024 financial reports.
2025.03.19	1. Approval of the company's 2024 business report. 2. Approval of the company's 2024 employee and director compensation distribution. 3. Approval of arrangements for the 2025 Annual Shareholders' Meeting.
2025.04.22	1. Approval of changes to the company's 2024 cash capital increase for issuance of new shares to participate in global depositary receipts. 2. Approval of the company's 2024 earnings distribution. 3. Approval of amendments to certain provisions of the company's "Articles of Incorporation." 4. Approval of the issuance of restricted employee shares. 5. Approval of additional matters for the 2025 Annual Shareholders' Meeting agenda.

(X) Directors or supervisors who have different opinions on important resolutions passed by the Board of Directors in the most recent year and up to the printing date of the annual report, with records or written statements, and their main contents: None.

IV. Certified Public Accountant Fee Information

Unit: NT\$ thousand

Name of accounting firm	Accountant name	Audit period	Audit fee	Non-audit fee	Total	Remarks
PWC Taiwan	Chang Shu Chiung	January 1, 2024 - December 31, 2024	2,260	430	2,690	Non-audit fees mainly include services related to business entity audits, issuance of restricted employee shares, and global depositary receipt issuance.
	Yu Shu Fen					
KPMG Taiwan	Chang Chi	January 1, 2024 - December 31, 2024	0	385	385	Non-audit expenses are mainly the transfer pricing report and change registration.
	Chen Chih Kai					

(I) If the accounting fees paid during the year when the accounting firm is replaced are less than the previous year, the reduction amount and ratio of the audit fees before and after the replacement, and the reasons for reduction shall be disclosed: No such incident.

(II) When the audit fee decreases by more than 10% compared with the previous year, the amount, proportion, and reasons for the reduction of public audit fees should be disclosed: No such incident.

V. Information about changing accountants: None.

VI. The company's chairman, President, or managers responsible for financial or accounting affairs who have worked at the accounting firm of the certifying accountants or its affiliated enterprises within the past year shall disclose their names, titles, and periods of employment at the accounting firm or its affiliated enterprises: None.

VII. Changes in share transfers and share pledges of directors, supervisors, managers, and shareholders holding more than ten percent of shares:

(I) Share transfer status:

Unit: Shares

Job title	Name	2024		As of March 31 of the current year	
		Increase (decrease) in the number of shares held	Increase (decrease) in pledged shares	Increase (decrease) in the number of shares held	Increase (decrease) in pledged shares
Director	ASUSTeK Computer Inc. Representative: Hsu Shih Chang	0	0	0	0
Director	ASUSTeK Computer Inc. Representative: Shen Cheng Lai	0	0	0	0
Director	ASUSTeK Computer Inc. Representative: Lin Che Wei	0	0	0	0
Director	Sheu Jin Chuan	0	0	0	0
Independent Director	Jan Hung Tze	0	0	0	0
Independent Director	Shieh Chang Pying	0	0	0	0
Independent Director	Wu Jing Jyi	0	0	0	0
Independent Director	Kin Lien Fang	0	0	0	0
President	Lin Che Wei	0	(300,000)	0	0
Vice President	Chen Hsi Kai	0	0	0	0
Vice President	Chang Chi	0	0	0	0
Vice President	Chuang Ching Fu	0	0	0	0
Associate Vice President	Tseng Pao Shun	1,120	0	0	0
Associate Vice President	Lin Tien Chang	0	0	(1,000)	0
Associate Vice President	Chen Chia Hsin	1,360	0	0	0
Associate Vice President	Tseng Yu Ta	400	0	0	0
Associate Vice President	Chen Wen Yun	0	0	0	0
Associate Vice President	Chen Chih Yung	560	0	0	0
Finance and Accounting Officer	Pan Tsung Hsuan	0	0	0	0
Major Shareholders	WT MICROELECTRONICS CO., LTD.	(4,500,000)	0	0	0

(II) Information on equity transfers and pledges: Not applicable.

VIII. Information about the relationships between the top ten shareholders, including whether they are related parties or spouses, or relatives within the second degree of kinship:

April 15, 2025; Unit: Shares; %

Name	Shares held personally		Shares held by spouse and minor children		Total shares held in the names of others		Disclosure of information on related parties, those of spousal relationship or relations within the second degree of kinship, among top ten shareholders, including their names or designations, and relationships.		Remarks
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Designation (or name)	Relationship	
ASUSTeK Computer Inc.	24,457,660	32.76%	0	0	0	0	Huacheng Venture Capital, Co., Ltd.	It is a reinvestment company recognized by ASUSTeK Computer Inc. under the equity method	-
							Huamin Investment Co., Ltd.	It is a reinvestment company recognized by ASUSTeK Computer Inc. under the equity method	-
Huacheng Venture Capital Co., Ltd.	4,918,014	6.59%	0	0	0	0	ASUSTeK Computer Inc.	It is a reinvestment company recognized by ASUSTeK Computer Inc. under the equity method	-
							Huamin Investment Co., Ltd.	It is a reinvestment company recognized by ASUSTeK Computer Inc. under the equity method	-
WT Microelectronics Co., Ltd	4,500,000	6.03%	0	0	0	0	None	None	-
Investment Account of Central Bank of Norway managed by Citibank	2,833,000	3.79%	0	0	0	0	None	None	-
New Labor Pension Fund	2,626,139	3.52%	0	0	0	0	None	None	
Huamin Investment Co., Ltd.	2,399,641	3.21%	0	0	0	0	ASUSTeK Computer Inc.	It is a reinvestment company recognized by ASUSTeK Computer Inc. under the equity method	-
							Huacheng Venture Capital, Co., Ltd.	Affiliated company of ASUS Group	-
Allianz Taiwan Technology Fund Account	1,205,000	1.61%	0	0	0	0	None	None	-
Fubon Life Insurance Co., Ltd.	1,086,000	1.45%	0	0	0	0	None	None	-
Government of Singapore Investment Account managed by Citi	1,065,000	1.43%	0	0	0	0	None	None	-
Cathay Life Insurance Co., Ltd.	1,063,000	1.42%	0	0	0	0	None	None	-

IX. Shareholdings of the company, the company's directors, supervisors, managers, and enterprises directly or indirectly controlled by the company in the same investee company, and the calculation of comprehensive shareholding percentages: None.

## Three. Fundraising Status

### I. Capital and Shares

#### (I) Type of equity

Unit: Shares

Type of shares	Approved share capital			Remarks
	Outstanding shares	Unissued shares	Total	
Registered common stock	74,662,245	45,337,755	120,000,000	All are listed ordinary shares

#### (II) Equity formation process

##### 1. Changes in equity in the last five years and up to the date of publication of the annual report

Year Month	Issue price (NT\$)	Approved share capital		Paid-in capital		Source of equity	Issue of shares for consideration other than cash	Other
		Number of shares (Shares)	Amount (NT\$)	Number of shares (Shares)	Amount (NT\$)			
2004.03	10	20,000,000	200,000,000	20,000,000	200,000,000	Created equity	—	—
2007.05	10	30,000,000	300,000,000	30,000,000	300,000,000	Cash capital increase of NT\$100,000,000	—	Note 1
2008.04	10	60,000,000	600,000,000	30,000,000	300,000,000	—	—	Note 2
2009.05	10	60,000,000	600,000,000	40,000,000	400,000,000	Cash capital increase of NT\$100,000,000	—	Note 3
2011.06	10	60,000,000	600,000,000	42,486,000	424,860,000	Increase in employee stock options by NT\$24,860,000.	—	Note 4
2011.09	25	60,000,000	600,000,000	47,486,000	474,860,000	Cash capital increase of NT\$50,000,000	—	Note 5
2012.09	10	60,000,000	600,000,000	51,284,880	512,848,800	Capital increase of NT\$37,988,800 from retained earnings	—	Note 6
2012.12	62	60,000,000	600,000,000	56,387,880	563,878,800	Cash capital increase of NT\$51,030,000	—	Note 7
2015.03	10	60,000,000	600,000,000	57,119,880	571,198,800	New employee restricted shares of NT\$7,320,000	—	Note 8
2015.08	10	60,000,000	600,000,000	57,090,880	570,908,800	Cancellation of employee restricted shares of NT\$290,000	—	Note 9
2015.12	10	60,000,000	600,000,000	57,086,880	570,868,800	Cancellation of employee restricted shares of NT\$40,000	—	Note 10
2016.08	10	60,000,000	600,000,000	57,084,780	570,847,800	Cancellation of employee restricted shares of NT\$21,000	—	Note 11
2016.11	10	60,000,000	600,000,000	57,070,780	570,707,800	Cancellation of employee restricted shares of NT\$140,000	—	Note 12
2017.08	10	60,000,000	600,000,000	57,070,180	570,701,800	Cancellation of employee restricted shares of NT\$6,000	—	Note 13
2017.09	10	90,000,000	900,000,000	60,037,861	600,378,610	Capital increase of NT\$29,676,810 from retained earnings	—	Note 14
2020.02	10	120,000,000	1,200,000,000	60,037,861	600,378,610	Changed the Articles of Incorporation to increase the total capital by NT\$300,000,000	—	Note 15
2020.05	10	120,000,000	1,200,000,000	69,222,861	692,228,610	Capital increase and issuance of new employee restricted shares, for total capital of NT\$91,850,000	—	Note 16
2021.06	10	120,000,000	1,200,000,000	69,220,641	692,206,410	Cancellation of employee restricted shares of NT\$22,200	—	Note 17
2021.12	10	120,000,000	1,200,000,000	69,218,051	692,180,510	Cancellation of employee restricted shares of NT\$25,900	—	Note 18
2022.06	10	120,000,000	1,200,000,000	69,215,524	692,155,240	Cancellation of employee restricted shares of NT\$25,270	—	Note 19
2022.09	10	120,000,000	1,200,000,000	69,365,524	693,655,240	Issued new restricted employee shares with total capital of NT\$1,500,000	—	Note 20
2022.12	10	120,000,000	1,200,000,000	69,364,774	693,647,740	Cancellation of employee restricted shares of NT\$7,500	—	Note 21
2023.08	10	120,000,000	1,200,000,000	69,363,518	693,635,180	Cancellation of employee restricted shares of NT\$12,560	—	Note 22
2024.06	10	120,000,000	1,200,000,000	69,362,385	693,623,850	Cancellation of employee restricted shares of NT\$11,330	—	Note 23
2024.07	10	120,000,000	1,200,000,000	74,662,385	746,623,850	Cash capital increase for issuance of new shares to participate in global depository receipts: NT\$53,000,000	—	Note 24
2024.09	10	120,000,000	1,200,000,000	74,662,245	746,622,450	Cancellation of restricted employee shares: NT\$1,400	—	Note 25

Note 1: 2007.5.14 Fujian Shangzi No. 09684324300

Note 2: 2008.4.15 Jingshou Zhongzi No. 09732085830

Note 3: 2009.5.13 Jingshou Zhongzi No. 09832232630

Note 4: 2011.07.13 Jingshou Zhongzi No. 1005041100

Note 5: 2011.10.6 Beifu Jing Dengzi No. 1005063117  
Note 6: 2012.09.13 Jingshou Shangzi No. 10101191140  
Note 7: 2012.12.27 Jingshou Shangzi No. 10101264710  
Note 8: 2015.03.11 Jingshou Shangzi No. 10401033430  
Note 9: 2015.08.25 Jingshou Shangzi No. 10401178550  
Note 10: 2015.12.01 Jingshou Shangzi No. 10401251170  
Note 11: 2016.08.12 Jingshou Shangzi No. 10501197100  
Note 12: 2016.11.29 Jingshou Shangzi No. 10501276090  
Note 13: 2017.08.28 Jingshou Shangzi No. 10601121810  
Note 14: 2017.09.13 Jingshou Shangzi No. 10601129810  
Note 15: 2020.02.26 Jingshou Shangzi No. 10901030460  
Note 16: 2020.05.21 Jingshou Shangzi No. 10901071830  
Note 17: 2020.06.23 Jingshou Shangzi No. 11001096420  
Note 18: 2021.12.02 Jingshou Shangzi No. 11001218320  
Note 19: 2022.06.07 Jingshou Shangzi No. 11101089940  
Note 20: 2022.09.30 Jingshou Shangzi No. 11101184180  
Note 21: 2022.12.01 Jingshou Shangzi No. 11101226720  
Note 22: 2023.08.23 Jingshou Shangzi No. 11230164960  
Note 23: 2024.06.19 Jingshou Shangzi No. 11330093270  
Note 24: 2024.07.11 Jingshou Shangzi No. 11330102440  
Note 25: 2024.09.20 Jingshou Shangzi No. 11330160980

2. Information relevant to the aggregate reporting policy: None.

(III) List of major shareholders: Names, number of shares held, and percentages of shareholders who hold 5% or more of shares or who rank among the top ten shareholders

April 15, 2025

Name of major shareholder	Number of shares held	Shareholding ratio
ASUSTeK Computer Inc.	24,457,660	32.76%
Huacheng Venture Capital Co., Ltd.	4,918,014	6.59%
WT Microelectronics Co., Ltd	4,500,000	6.03%
Investment Account of Central Bank of Norway managed by Citibank	2,833,000	3.79%
New Labor Pension Fund	2,626,139	3.52%
Huamin Investment Co., Ltd.	2,399,641	3.21%
Allianz Taiwan Technology Fund Account	1,205,000	1.61%
Fubon Life Insurance Co., Ltd.	1,086,000	1.45%
Government of Singapore Investment Account managed by Citi	1,065,000	1.43%
Cathay Life Insurance Co., Ltd.	1,063,000	1.42%

(IV) Company dividend policy and implementation status

1. Company dividend policy:

If there is a surplus in the Company's annual final accounts, it should first be used to pay taxes to make up for previous losses, and 10% of the statutory surplus reserve shall be provided. However, this limit is not applicable when the statutory surplus reserve has reached the level of the Company's paid-in capital. In addition, according to the Company's operational needs and the provisions of laws and regulations, after the special surplus reserve is listed or converted, if there is a remaining balance and the undistributed surplus at the beginning of the same period is the cumulative distributable surplus of shareholders, the board of directors shall draft an earnings distribution. When new shares are issued, they shall be distributed after a resolution of the shareholder's meeting.

If the Company is to distribute all or part of its dividends and bonuses or statutory surplus reserve and capital reserve in cash, this shall be authorized by a meeting of the board of directors with more than two-thirds attending and more than half of those in attendance agreeing to the proposal, and this shall be then reported to the shareholders' meeting.

The Company's dividend policy depends on factors such as its financial structure, operating conditions, and capital budget, taking into account shareholders' interests and the balance of dividends. The distributable surplus may be retained at discretion or distributed in stock or cash. It is expected that the dividend distribution quota will be maintained between 10% and 100% of the available surplus for the current year. However, the proportion of cash dividend distribution shall not be less than 10% of the total dividend.

2. Status of the dividend distribution proposal to be made at the shareholders meeting:

- (1) The Company's net profit after tax was NT\$3,732,624,903 in 2024. After adding the undistributed earnings of NT\$4,117,470,945 and retained earnings adjustment of NT\$966,954,981 at the beginning of the period, and provided legal reserve of NT\$469,957,988, the 2024 earnings available for distribution totaled NT\$8,347,092,841, and the proposed distribution of cash dividends to shareholders was NT\$30 per share, totaling NT\$2,239,867,350.
- (2) After the proposal was submitted to the annual shareholders' meeting, the chairman was authorized to set the ex-dividend date and other related matters.
- (3) Earnings distribution table:

Unit: NT\$

Item	Amount	Remarks
Undistributed earnings at the beginning of the period	4,117,470,945	
Add: 2024 retained earnings adjustment	966,954,981	
Undistributed earnings at the beginning of the adjustment period (accumulated loss)	5,084,425,926	
Add: 2024 after-tax net profit	3,732,624,903	
Less: Appropriation of legal reserve	(469,957,988)	
Add (Deduct): Reversal of (provision for) special surplus reserve	0	
Distributable earnings for this period	8,347,092,841	
Assigned items:		
Cash dividend	2,239,867,350	NT\$30 per share
Undistributed earnings at the end of the period	6,107,225,491	

3. Any major changes in dividend policy expectations: None.

(V) Impact of the proposed stock dividends on the company's business performance and earnings per share at this shareholders' meeting:

The Company has not disclosed its financial forecast, so this is not applicable.



(VI) Employee and director compensation

1. The percentage or scope of remuneration to the employees and the Directors as stated in the Articles of Incorporation.

If the company makes a profit during the year, it shall allocate no less than 1% for employee compensation and no more than 1% for director compensation. However, when the company still has accumulated losses, it shall reserve the compensation amount in advance.

The employee compensation in the preceding paragraph is issued in stocks or cash, and the recipients of the issuance include employees of controlling or affiliated companies who meet certain conditions.

2. The accounting of the difference between the amounts calculated based on the estimation of the remuneration to the employees and the Directors, the calculation of shares for paying stock dividends to the employees as remuneration, and the actual amount of payment.

The Company's estimated amount of compensation for employees and directors is calculated in accordance with the provisions of the company's articles of association. If there is a difference between the actual distribution amount and the estimated amount, it will be regarded as a change in accounting estimates. The difference shall be recognized as a profit or loss of the actual distribution year.

3. Information on the distribution of compensation approved by the Board of Directors for 2024:

- (1) The amount of employee compensation and directors' compensation distributed in cash or stocks.

Item	Amount
Employee compensation	271,800,660
Directors' remuneration	13,590,033

If there is a difference from the estimated amount in the recognized expense year, the difference, reason, and handling method should be disclosed: After approval at the 2025 Annual Shareholders' Meeting, it will be recognized as a change in accounting estimate in the 2025 profit and loss.

- (2) The amount of employee compensation distributed by stocks and the proportion of the total amount of individual or individual financial reports after tax and total employee compensation for the current period:

This is not applicable because the company has no employee remuneration distributed by stocks in the current period.

4. Regarding the actual distribution of remuneration for employees, directors, and supervisors of the Company in 2023 (including the number of shares distributed, amount and stock price), If there are differences between the remuneration of employees, directors and supervisors, the number of differences, reasons and handling circumstances should be stated:

- (1) The distribution of remuneration for employees, directors, and supervisors during the year is as follows:

Employee compensation: NT\$164,482,526

Employee compensation: NT\$ 8,224,126

- (2) Regarding the above amount, if there is a difference in the remuneration of employees, directors and supervisors, the number of differences, reasons and handling circumstances should be stated: No difference.

(VII) Status of company repurchase of its own shares: None.

II. Status of corporate bonds

(I) Information on corporate bonds: None.

(II) Convertible bond information: None.

(III) Exchangeable bond information: None.

(IV) Shelf registration bond issuance information: None.

(V) Bonds with warrants information: None.

III. Status of preferred shares: None.

IV. Global Depositary Receipts (GDR) issuance status:

Item \ Issuance Date:	May 31, 2024
Issue date	May 31, 2024
Issuance and Trading Location	Luxembourg Stock Exchange
Total Issuance Amount	US\$329,713,000
Unit Issuance Price	US\$62.21
Total Number of Units Issued	5,300,000 units
Source of Securities Represented	The company's ordinary shares issued through cash capital increase
Number of Securities Represented	Each depositary receipt represents 1 ordinary share of the company, representing a total of 5,300,000 ordinary shares.
Rights and Obligations of Depositary Receipt Holders	<p>The rights and obligations of Global Depositary Receipt holders shall be handled in accordance with relevant laws and regulations of the Republic of China and the provisions of the deposit agreement. The main contents of the deposit agreement are as follows:</p> <p>(1) Exercise of Voting Rights Unless otherwise provided by law, Global Depositary Receipt (GDR) holders may exercise the voting rights of the company's ordinary shares represented by their GDRs in accordance with the deposit agreement and the laws of the Republic of China.</p> <p>(2) Dividend Distribution, Preemptive Rights for New Shares, and Other Rights Unless otherwise specified in the deposit agreement, GDR holders generally enjoy the same rights to cash and stock dividends as holders of the company's ordinary shares. When the company distributes stock dividends in the future, the depositary will, according to the provisions of the deposit agreement, either issue additional GDRs to GDR holders in proportion to their original holdings, increase the number of the company's ordinary shares represented by each GDR unit, or sell the stock dividends on behalf of GDR holders and distribute the proceeds, after deducting relevant fees and taxes, proportionally to GDR holders.</p> <p>When the company conducts cash capital increases or offers other subscription rights, GDR holders, subject to compliance with the laws of the Republic of China and other relevant regulations, generally enjoy the same preemptive rights as holders of the company's ordinary shares. The depositary shall, within the scope permitted by the deposit agreement and relevant laws, provide GDR holders with such rights in proportion to their original holdings and in accordance with the deposit agreement, or sell these rights on behalf of GDR holders and distribute the proceeds, after deducting relevant fees and taxes, proportionally to GDR holders.</p>
Trustee	Not applicable
Depositary	Citibank, N.A.
Custodian	Citibank (Taiwan) Ltd.
Outstanding Balance	As of March 31, 2025, the outstanding balance of Global Depositary Receipts is 0 units, representing a total of 0

			ordinary shares.
Allocation of Issuance and Maintenance Expenses			<p>(1) Expenses Related to GDR Issuance Unless otherwise provided by law or agreed between the company, the international lead underwriter, and the depositary, the costs and expenses incurred in connection with the issuance of GDRs, including legal fees, listing fees, financial advisory fees, underwriter service fees, and any other related expenses and disbursements, shall be borne by the company.</p> <p>(2) Expenses During the Term of GDRs The annual listing fees, information disclosure fees, and other related expenses during the term of the depositary receipts shall be borne by the company, unless otherwise provided by law or agreed between the company, the international lead underwriter, and the depositary.</p>
Important Provisions of the Deposit Agreement and Custody Agreement			Please refer to the company's prospectus
Market Price Per Unit	2024	Highest	USD 71.37
		lowest	USD 41.61
		Average	USD 54.17
	Current year up to March 31, 2025	Highest	USD 68.12
		lowest	USD 52.66
		Average	USD 62.23

V. Status of employee stock option certificates: None

## VI. Handling of new employee restricted shares

### (I) Any new employee restricted shares that have not yet reached the vesting conditions

Types of new employee restricted shares	2021
Effective date of declaration	October 13, 2021
Issue date	September 15, 2022
Issued number of new employee restricted shares	150,000 shares
Issue price	Issue price NT\$0 (bonus shares)
Ratio of issued new employee restricted shares to total issued shares	0.20%
Vested conditions of employee restricted shares	<ol style="list-style-type: none"> <li>1. Proportion of vested shares one year after the issuance date of new employee restricted shares for those who are still working in the Company: 30%.</li> <li>2. Proportion of vested shares two years after the issuance date of new employee restricted shares for those who are still working in the Company: 40%.</li> <li>3. Proportion of vested shares three years after the issuance date of new employee restricted shares for those who are still working in the Company: 30%.</li> </ol>
Rights restrictions of employee restricted shares	<ol style="list-style-type: none"> <li>1. Employees are allocated new employee restricted shares (including their stock dividends) according to the following method. Before the vesting conditions are fulfilled, the shares shall first be delivered to the institution designated by the Company for safekeeping, and the Company shall cooperate with the signing of all procedures and related documents.</li> <li>2. In addition to the storage restrictions in the preceding paragraph, employees are allocated new employee restricted shares (including their stock dividends) in accordance with the following method. With regard to shares that have not yet fulfilled the vesting conditions, employees shall not sell, put up for collateral, transfer, gift, pledge, or otherwise dispose of shares except for inheritance due to this method.</li> <li>3. New employee restricted shares are allocated to employees in accordance with this method before the vesting conditions are met. Other rights include but are not limited to dividends, dividends, and capital reserve allocation rights, cash capital increase options and voting rights, etc., the same as the issued ordinary shares of the company.</li> <li>4. All proposals, speeches, voting rights, and other matters related to shareholders' rights and interests made by employees at the company's shareholders meeting before the employees meet the vesting conditions are entrusted to the trust custodian to exercise them on their behalf.</li> <li>5. During the vesting period, if the company handles a capital reduction not due to statutory capital reduction, new employee restricted shares shall be canceled according to the proportion of capital reduction. In addition, if the Company handles a cash capital reduction, the cash returned by the company must be delivered to the trust and only deliver to employees after fulfilling the vesting conditions. However, if the employee does not meet the acquired conditions, The company will recover the cash.</li> </ol>
Safekeeping of new employee restricted shares	The new employee restricted shares must be delivered to the trust immediately after the issuance. The cash dividends of new employee restricted shares do not need to be delivered to the trust for safekeeping before the vesting conditions are met. After employees meet the vesting conditions, they will follow the agreement of the trust custody contract. The allocated stock will be transferred from the trust account to the employee's personal collective security account.
Dealing with employees who fail to meet vesting conditions after being allocated or subscribed for new shares.	<ol style="list-style-type: none"> <li>1. For new employee restricted shares that have not reached the vesting conditions, when an employee resigns, retires, or is dismissed with cause, the qualification to receive shares will be lost on the effective date of these circumstances, and the Company will take back its shares at no charge (including stock dividends) and handle the cancellation.</li> <li>2. Those who have died or who were killed or injured due to a workplace</li> </ol>

Types of new employee restricted shares	2021
	<p>incident, new employee restricted shares that have not vested shall be handled in the following manner:</p> <p>(1) For employees who are unable to continue their employment due to physical disability due to occupational incidents, and their new employee restricted shares have not yet vested, all vesting conditions shall be deemed to have been fulfilled from the effective date of employee resignation.</p> <p>(2) Employees who died due to occupational incidents and their new employee restricted shares have not yet vested, all vesting conditions are deemed to have been achieved on the day of the employee's death. It is up to the heirs to complete the necessary statutory procedures and provide relevant supporting documents in order to apply to receive the inheritable shares.</p> <p>(3) For employees who have died for reasons other than occupational incidents and whose new employee restricted shares have not yet vested, all vesting conditions are deemed to have been achieved on the day of the employee's death. It is up to the heirs to complete the necessary statutory procedures and provide relevant supporting documents in order to apply to receive the inheritable shares.</p> <p>3. Regarding employees who have been approved by the Company to apply for leave without pay, and whose new employee restricted shares have not reached the vesting conditions, their rights and interests can be restored after reinstatement. However, the vesting period of the allocated new employee restricted shares shall be deferred according to the period during which the employee is not paid.</p> <p>4. Due to the Company's operational needs, employees of the Company are required to be transferred to affiliated companies of the Company upon request and approval of the Company. If it complies with other vesting conditions specified in Article 5 of these Measures, the chairman of the board of directors or his authorized supervisors may approve the ratio and time limit for achieving vesting conditions within the time schedule specified in Article 5 of these Measures.</p> <p>5. The employee or his or her heirs shall receive the new shares restricted to the rights of employees that have been obtained by fulfilling the acquired conditions, in accordance with these Measures and the trust agreement in Paragraph 1 of Article 6. If the employee or his or her heirs need to cooperate in the handling of share collection due to the company's operational needs, the employee or his or her heirs shall cooperate with the relevant operating procedures of the stock collection within one year from the date when the Company notified the collection in accordance with these Measures. Failure to cooperate within the time limit shall be deemed as the employee or his or her heirs refusing to accept these terms, and the Company shall have the right to withdraw its shares at no charge and cancel them.</p>
Number of shares of new employee restricted shares that have been recovered or purchased	2,148 shares
Number of shares whose rights restrictions have been lifted	103,713 shares
Number of shares whose rights restrictions have not been lifted	44,139 shares
Ratio of the number of shares whose rights restrictions have not been lifted to the total number of issued shares (%)	0.06%
Impact on shareholders' equity	Has not yet caused a significant impact on shareholders' equity

(II) Names and statuses of managers and the top ten employees who have obtained new employee restricted shares through the printing date of the annual report

May 12, 2025

	Job title	Name	Number of new employee restricted shares obtained	Ratio of the number of new employee restricted shares to the total number of issued shares	Rights restrictions that have been lifted				Rights restrictions that have not yet been lifted			
					Number of shares whose restrictions have been lifted	Issue price	Issued amount	Ratio of the number of shares whose restrictions have been lifted to the total number of issued shares	Unrestricted Number of shares	Issue price	Issued amount	Ratio of the number of shares whose restrictions have not been lifted to the total number of issued shares
Managerial Officer	Associate Vice President	○ Shun Tseng	7,200	0.01%	5,040	0	0	0.007%	2,160	0	0	0.003%
	Associate Vice President	○ Hsin Chen										
	Associate Vice President	○ Da Tseng										
	Associate Vice President	Chen ○ Yong										
Employee	Director	○ Tsung Wu	18,000	0.03%	12,600	0	0	0.02%	5,400	0	0	0.01%
	Director	○ Jie Wang										
	Director	○ Jih Huang										
	Director	○ Yu Lin										
	Deputy Director	○ Quan Lin										
	Deputy Director	○ Chih Lin										
	Senior Manager	○ Yan Wu										

VII. Circumstances for handling mergers and acquisitions or accepting shares issued by other companies:

(I) Those who have completed mergers and acquisitions or transferred shares of other companies to issue new shares in the most recent year and up to the most recent year and as of the publication date of the annual report:

1. Evaluation opinions issued by the lead securities underwriter for the most recent quarter's merger, acquisition, or share acceptance with new share issuance: None.
2. The execution of the new share issuance of other companies completed in the latest quarter: None.

(II) In the most recent year and as of the date of publication of the annual report, if the board of directors has approved the merger or transfer of shares of other companies to issue new shares, the implementation status and basic information of the merger or transferring company should be disclosed: None.

VIII. Implementation status of fund utilization plans

The company has never conducted mergers, acquisitions, share acceptance with new share issuance, or private placement of securities. The company's previous cash capital increases and corporate bond issuance plans completed within three years of this filing include the 2024 cash capital increase for issuing new shares to participate in global depositary receipts. The relevant plan contents, implementation status, and benefits are described as follows:

(I) Original Plan Content:

1. Date and reference number of competent authority approval: May 21, 2024, with the Letter under Jin-Guan-Zheng-Fa-Zi No. 1130342350.
2. Total funds required for this plan: USD 388,247 thousand.
3. Sources of funds:
  - (1) Issuing 5,300 thousand new shares through cash capital increase to participate in global depositary receipts, with a par value of NT\$10 per share and an issue price of NT\$2,000 per share, raising a total amount of US\$329,713 thousand.
  - (2) The remaining US\$58,534 thousand will be sourced from the company's own funds, bank loans, or other methods.

(II) Planned fund utilization, schedule, and expected benefits:

1. Planned fund utilization and schedule

Project items	Expected completion date	Total amount of funds required	Fund utilization schedule										
			2024			2025				2026			
			Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Purchase of machine equipment and software	2026 Q4	33,537	-	5,259	14,130	-	7,930	2,560	600	-	-	2,458	600
R&D capital expenditure	2026 Q4	92,210	-	23,342	2,000	6,000	7,368	13,500	7,000	8,500	12,000	6,500	6,000
R&D expenses	2026Q4	63,000	-	-	3,000	2,000	5,000	5,000	5,000	8,000	10,000	10,000	15,000
Procurement of materials in foreign currencies	2026 Q4	199,500	4,500	15,000	15,000	15,000	15,000	15,000	18,000	20,000	25,000	25,000	32,000
Total		388,247	4,500	43,601	34,130	23,000	35,298	36,060	30,600	36,500	47,000	43,958	53,600

## 2.Expected Benefits

The benefits of this plan for purchasing equipment and software, research and development capital expenditures and expenses, and foreign currency purchases for materials are expected to be reflected in the development of new products to expand the market, maintain the competitiveness and market position of existing products, and appropriately reduce financial burden. A summary of the investments and expected benefits of this plan is as follows:

### (1) Purchase of Equipment and Software

The funds raised will be used to purchase related logic analyzers, PCIe Gen6 signal measurement equipment, and automated test equipment. Related products are expected to begin mass production from 2027, which will expand the operational scale and increase company profits. Automated test equipment-related machinery and server purchases are expected to generate benefits after mass production begins in 2025, effectively reducing production costs.

### (2) Research and Development Capital Expenditures

As an IC design company facing accelerating changes in the semiconductor industry and products, continuous investment in capital expenditures along with updated equipment and research software is necessary to continuously upgrade products, strengthen customer relationships, expand operational scale, and increase profitability.

### (3) Research and Development Expenses

Based on the US\$63,000 thousand of this fundraising to be used for R&D expenses and referencing the main banking partner's USD loan interest rate of 5.05%, the company expects to save approximately US\$3,182 thousand in interest expenses annually, which will reduce financial burden and enhance financial flexibility, positively benefiting the company's future operations.

### (4) Foreign Currency Material Purchases

Based on the US\$199,500 thousand of this fundraising to be used for foreign currency material purchases and referencing the main banking partner's USD loan interest rate of 5.05%, the company expects to save approximately US\$10,075 thousand in interest expenses annually, which will reduce financial burden and enhance financial flexibility, positively benefiting the company's future operations.

(III) Changes to Plan Content, Reasons for Changes, and Benefits Before and After Changes:

1. April 22, 2025 Board resolution to change the plan: Changes to plan content and reasons for changes

(1) Plan content before and after changes

Unit: US\$ thousand

Project items	Expected completion date	Total amount of funds required		Fund utilization schedule										
				2024			2025				2026			
				Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Purchase of machine equipment and software	2025 Q4	Before	33,537	-	5,259	14,130	-	7,930	2,560	600	-	-	2,458	600
	2026 Q3	After	9,065	810	4,562	1,434	259	-	500	500	500	200	300	-
R&D capital expenditure	2026 Q4	Before	92,210	-	23,342	2,000	6,000	7,368	13,500	7,000	8,500	12,000	6,500	6,000
	2026 Q3	After	4,092	-	675	210	270	500	541	632	632	-	632	-
R&D expenses	2026 Q4	Before	63,000	-	-	3,000	2,000	5,000	5,000	5,000	8,000	10,000	10,000	15,000
	-	After	-	-	-	-	-	-	-	-	-	-	-	-
Procurement of materials in foreign currencies	2026 Q4	Before	199,500	4,500	15,000	15,000	15,000	15,000	15,000	18,000	20,000	25,000	25,000	32,000
	2026 Q1	After	76,901	5,946	10,120	7,749	37,086	5,000	5,000	5,000	1,000	-	-	-
Acquisition of Techpoint	-	Before	-	-	-	-	-	-	-	-	-	-	-	-
	2025 Q2	After	390,000	-	-	-	-	390,000	-	-	-	-	-	-
Total		Before	388,247	4,500	43,601	34,130	23,000	35,298	36,060	30,600	36,500	47,000	43,958	53,600
		After	480,058	6,756	15,357	9,393	37,615	395,500	6,041	6,132	2,132	200	932	

Note: Expected to be ratified at the shareholders' meeting on June 13, 2025.

(2) Reason for change

The Company, considering that the development cycle of high-speed transmission technology is longer than expected and market competition has intensified, aims to ensure effective use of funds and accelerate business growth. Therefore, USD 236,028 thousand from the funds raised through the 2024 cash capital increase for issuing new shares and participating in the issuance of Global Depositary Receipts will be reallocated to partially fund the acquisition of 100% equity in Techpoint, Inc. The remaining shortfall of USD 153,972 thousand will be covered by internal funds, bank loans, or other means, with the acquisition of Techpoint, Inc. equity expected to be completed in the second quarter of 2025.

The Company intends to reallocate USD 236,028 thousand from the funds raised through the 2024 cash capital increase for issuing new shares and participating in the issuance of Global Depositary Receipts to acquire 100% equity in Techpoint, Inc. (as shown in the table). Since the adjusted amount exceeds 20% of the total funds for this plan (329,713 thousand  $\times$  20% = 65,943), a plan change is proposed. However, this plan adjustment is to make the most effective use of the Company's limited resources and funds to ensure shareholders' interests.

2. Expected benefits after the change

(1) Purchase of Equipment and Software

The originally planned USD 33,537 thousand for purchasing machinery equipment and software has been adjusted to USD 9,065 thousand. The company will continue to invest in PCIe Gen6 and next-generation USB4 V2 specifications and related product development equipment. These developments are expected to be completed successively starting from 2026, which will expand product breadth, increase operational scale, and enhance company profitability. Additional investment in testing equipment will reduce uncertainty in product delivery times and outsourced testing costs.

(2) Research and Development Capital Expenditures

As an IC design company facing accelerated changes in the semiconductor industry and products, continuous capital expenditure coupled with new-generation machinery equipment and updated R&D software is necessary to continuously upgrade products, meet customized design requirements, expand operational scale, and increase profitability.

(3) Foreign Currency Material Purchases

Although the foreign currency material purchase amount has been adjusted from the original plan's USD 199,500 thousand to USD 76,901 thousand, based on the USD loan



interest rate of 5.05% from major partner banks, it is estimated that interest expenses of approximately USD 3,884 thousand can still be saved annually. This will reduce financial burden and enhance financial flexibility, providing positive benefits for the company's future operations.

(4) Acquisition of Techpoint

From this fundraising, originally USD 388,247 thousand was planned for purchasing machinery equipment and software, R&D capital expenditure and expenses, and foreign currency material purchases. However, after this plan change, USD 236,028 thousand originally intended for purchasing machinery equipment and software and R&D capital expenditure and expenses will be reallocated to partially fund the acquisition of 100% equity in Techpoint, Inc. This aims to accelerate entry into automotive, security, and other markets while enhancing industrial competitiveness.

Additionally, Techpoint, Inc. has R&D and business locations in the United States, Japan, Taiwan, Korea, and China. In the future, this will help strengthen the company's international market layout, stay closer to customer needs, and further enhance market penetration. This acquisition will not only strengthen the company's product lines beyond high-speed transmission technology but also provide a more stable income source before the growth momentum of new products fully materializes, enhancing operational resilience and long-term competitiveness.

(IV) Implementation Status:

(IV) Implementation Status:				Unit: US\$ thousand
Project Items	Implementation Status		As of March 31, 2025	Progress Ahead or Behind Schedule Reasons and Improvement Plans
Purchase of machine equipment and software	Expenditure Amount	Planned	7,065	Will continue to execute according to the modified plan in the future.
		Actual	7,065	
	Implementation Progress (%)	Planned	77.94%	
		Actual	77.94%	
R&D capital expenditure	Expenditure Amount	Planned	1,155	
		Actual	1,155	
	Implementation Progress (%)	Planned	28.25%	
		Actual	28.25%	
Procurement of materials in foreign currencies	Expenditure Amount	Planned	60,902	
		Actual	60,902	
	Implementation Progress (%)	Planned	79.19%	
		Actual	79.19%	
Acquisition of Techpoint	Expenditure Amount	Planned	-	
		Actual	-	
	Implementation Progress (%)	Planned	-	
		Actual	-	
Total	Expenditure Amount	Planned	69,122	
		Actual	69,122	
	Implementation Progress (%)	Planned	14.40%	
		Actual	14.40%	

Will continue to execute according to the modified plan in the future.

## Four. Operations Overview

### I. Business content

#### (I) Business scope

##### 1. Main content of the business.

- (1) F119010 Electronic materials wholesale industry.
- (2) I501010 product design industry.
- (3) F118010 Information software wholesale industry.
- (4) I301010 Information software service industry.
- (5) I301030 Electronic information supply service industry.
- (6) F401010 International trade industry.
- (7) I301020 data processing service industry.
- (8) In addition to the licensing business under ZZ99999, can also operate businesses that are not prohibited or restricted by law.

##### 2. Main Product Sales Ratio

Unit: NT\$ thousand; %

Main products \ Year	2023		2024	
	Amount	%	Amount	%
High-speed interface control chips	4,761,931	74.39	6,817,630	84.37
Device side high-speed control chips and others	1,639,336	25.61	1,263,441	15.63
Total	6,401,267	100.00	8,081,071	100.00

##### 3. The company's current products (services) by item

The company's main business includes the design development, sales, and technical services of high-speed Switch IC, PCIe bridge IC, and USB3.2/USB4 controller IC. The current main product items are listed below:

- USB controller IC
  - ASM4242- USB4 Gen2x2 Host
  - ASM3242- USB3.2 Gen2x2 Host
  - ASM3241-USB3.2 Gen2x2 Host
  - ASM3142-USB3.2 Gen2x1 Host
  - ASM3042-USB3.2 Gen1 Host
  - ASM2464PD- USB4 Gen2x2 to PCIe NVMe
  - ASM2464PDX- USB4 Gen2x2 to PCIe
  - ASM2364-USB3.2 Gen2x2 to PCIe NVMe
  - ASM2362-USB3.2 Gen2x1 to PCIe NVMe
  - ASM235CM-USB3.2 Gen2x1 to SATA
  - ASM1352R-USB3.2 Gen2x1 to SATA
  - ASM1156-USB3.2 Gen1 to SATA
  - ASM225CM-USB3.2 Gen1 to SATA
  - ASM1153E-USB3.2 Gen1 to SATA
  - ASM1153-USB3.2 Gen1 to SATA
  - ASM1074-USB3.2 Gen1 Hub
  - ASM2074-USB3.2 Gen2x1 Hub
  - ASM3074-USB3.2 Gen2x2 Hub
  - ASM2074C-USB3.2 Gen2x1 Hub
- PCIe bridge controller
  - ASM2812I-PCIe Gen3 Packet Switch
  - ASM2806I-PCIe Gen3 Packet Switch
  - ASM2806A-PCIe Gen3 Packet Switch
  - ASM2824-PCIe Gen3 Packet Switch
  - ASM2812-PCIe Gen3 Packet Switch
  - ASM2806-PCIe Gen3 Packet Switch
  - ASM1812I-PCIe Gen2 Packet Switch

- ASM1806I-PCIe Gen2 Packet Switch
- ASM1824-PCIe Gen2 Packet Switch
- ASM1812-PCIe Gen2 Packet Switch
- ASM1806-PCIe Gen2 Packet Switch
- ASM1184e-PCIe Gen2 Packet Switch
- ASM1182e-PCIe Gen2 Packet Switch
- ASM1083-PCIe to PCI Bridge Controller
- SAS controller IC
  - ASM1092-Port Multiplier
  - ASM1092R-SATA RAID Controller
  - ASM1166-PCIe to SATA Controller
  - ASM1165-PCIe to SATA Controller
  - ASM1164-PCIe to SATA Controller
  - ASM1064-PCIe to SATA Controller
  - ASM1062-PCIe to SATA Controller
  - ASM1061-PCIe to SATA Controller
  - ASM1061R-PCIe to SATA RAID Controller
  - ASM1062R-PCIe to SATA RAID Controller
- High-speed Switch controller IC
  - ASM1442K-HDMI Level Shifter
  - ASM1458-USB Switch
  - ASM1456B-SATA Switch
  - ASM1456-SATA Switch
  - ASM1468-USB/SATA/PCIe Re-driver
  - ASM1465-USB/SATA/PCIe Re-driver
  - ASM1467-USB/SATA/PCIe Re-driver
  - ASM1466-USB/SATA/PCIe Re-driver
  - ASM1464-USB/SATA/PCIe Re-driver
  - ASM1543-Type C Mux
  - ASM2480B-PCIe Switch
  - ASM1480-PCIe Switch
  - ASM1562-USB3.1 Gen 2 Re-Timer
- Specific integrated chip
  - Custom chip solutions - ASIC

#### 4. Planned Development of New Products and Technologies

- USB4 V2 host, device-side, and Hub chips
- PCI Express 5th generation bridging controller
- Generation 6 PCI Express technology
- PD controller
- IO Hub low-power physical layer development
- Introduction of new process technology
- Introduction of new packaging technology

## (II) Industry Overview

### (1) Industry status and development

#### A. Integrated circuit design industry

According to the World Semiconductor Trade Statistics Organization (WSTS), there are strong growth expectations for 2024 and 2025, with 2024 being a year of strong rebound. WSTS has raised its forecast for 2024, projecting that the global semiconductor market will increase by 19.0% year-over-year, reaching a value of \$627 billion.

Looking ahead to 2025, WSTS believes the global semiconductor market will continue the strong momentum from 2024, with an expected annual increase of 11.2%, bringing the global market value to approximately \$697 billion. Growth is primarily driven by logic circuits and memory sectors, with these two major areas having a combined value exceeding \$400 billion. Logic circuits are expected to grow by over 17% annually. Memory is expected to grow by 13% annually.

WSTS states that all regions globally will continue to grow in 2025, with the Americas and Asia-Pacific regions maintaining double-digit annual growth rates. The Semiconductor Industry Association (SIA) similarly views 2024 global market growth at 19.0%, with value expected to reach \$626.9 billion. For 2025, SIA projects global semiconductor sales will reach \$697.2 billion, an 11.2% annual increase, which aligns with WSTS.

The International Data Corporation (IDC) report indicates that with continued demand for high-end logic process chips for AI and increased penetration of high-priced high-bandwidth memory (HBM), the global semiconductor annual growth rate for 2025 is expected to be 15%.

#### B. The personal computer industry (hereinafter referred to as PC)

According to preliminary results from IDC's (International Data Corporation) Global Personal Computing Devices Quarterly Tracker, PC shipments in Q4 2024 increased by 1.8% compared to 2023, with global shipments reaching 68.9 million units. For the full year 2024, PC manufacturers shipped 262.7 million PCs, representing a 1% growth compared to 2023. Looking ahead to 2025, PC companies simultaneously face multiple headwinds and tailwinds, making the market outlook unclear and demand planning difficult.

Jitesh Ubrani, Research Manager for IDC's Global Mobile Device Tracker, states: "Although the market recovery has been slower than expected, Q4 2024 still showed growth because government subsidies in China led to consumer market performance that exceeded expectations. In addition, the United States and some European countries also performed strongly due to year-end promotional activities and businesses continuing to upgrade hardware before Windows 10 support ends in October 2025."

Global Top Five PC Brand Manufacturers' Shipment Volume, Market Share, and Annual Growth Rate for 2024					
(Shipment volume in million units)					
Brand Manufacturer	2024 Shipment Volume	2024 Market Share	2023 Shipment Volume	2023 Market Share	2024/2023 Growth Rate
1. Lenovo	61.8	23.5%	59.1	22.7%	4.7%
2. HP Inc.	53.0	20.2%	52.9	20.3%	0.1%
3. Dell	39.1	14.9%	40.0	15.4%	-2.2%
4. Apple	22.9	8.7%	21.9	8.4%	4.5%
5. Asus	17.9	6.8%	16.8	6.5%	6.4%
Other	68.0	25.9%	69.5	26.7%	-2.1%
<b>Total</b>	<b>262.7</b>	<b>100.0%</b>	<b>260.2</b>	<b>100.0%</b>	<b>1.0%</b>
Source: IDC Quarterly Personal Computing Device Tracker, January 9, 2025					
Note:					
1. This data represents preliminary research results.					
2. Traditional personal computers include desktop computers, notebooks, and workstations, excluding tablets or x86 servers. Detachable tablets and slate tablets are part of the Personal Computing Devices Tracker report but are not included in the scope of this press release.					
3. Shipments include deliveries to distribution channels or end users. OEM sales are calculated based on the selling company/brand.					
4. Brand manufacturers refer to all brands and subsidiaries currently owned and operated by the parent company (or holding company).					

### C. Storage equipment

According to global market research firm TrendForce, factors such as inflation and rising interest rates in 2024 have impacted consumer spending willingness, indirectly dragging down consumer memory module shipments. In Q2 2024, module manufacturers' shipment volume in consumer NAND Flash retail channels has significantly decreased by 40% year-over-year, reflecting the severe challenges facing the global consumer memory market. Regarding enterprise data centers, major data storage vendor Seagate Technology Holdings plc states that in modern data centers, hybrid storage systems achieve excellent performance by seamlessly integrating multiple storage media into a single device, highlighting the important roles played by both SSDs and hard drives.

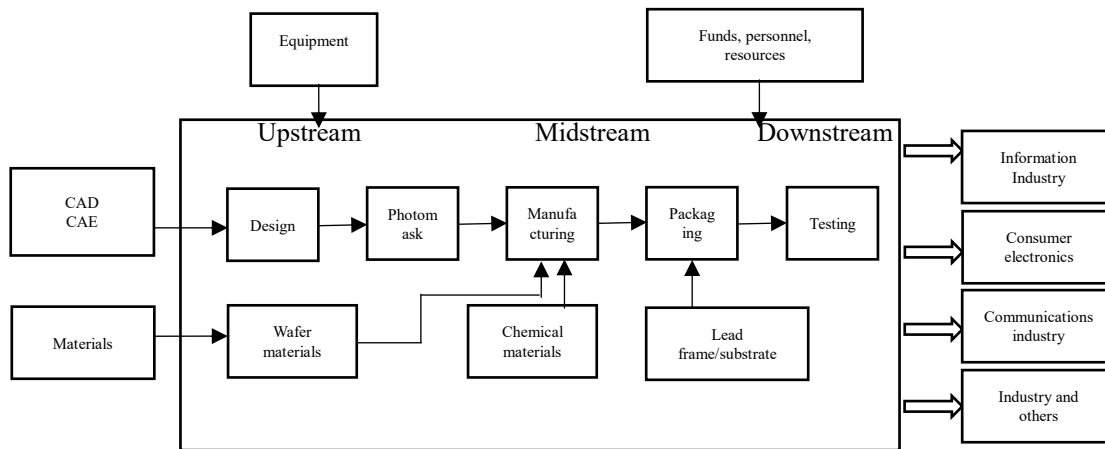
#### (2) Relevance of the industry's up, middle, and downstream

The Company is a leading IC design company with the R&D capability of high-speed transmission interface PCIe, USB, and SATA. It is mainly engaged in the development, design and sales of high-speed transmission interface control IC for the host and device, such as USB controller IC, PCIe bridge controller, SATA controller, high-speed Switch Research controller chip, special integrated chips, Known Good Device (KGD) and Product Development Kit (PDK).

The source of IC products comes from IC design. IP is the intellectual property rights of IC design. The IP development process includes IP design and IP verification. In IC design, reuse of IP core can effectively shorten the product development cycle and reduce costs. IC designs nowadays have greatly increased many functions. Therefore, existing certified and effective IP components must be used to meet the requirements of the time to market. However, due to the differences in functional requirements and technical process, each company has to provide too many types of IP, so there are companies specializing in IP design. Using auxiliary tools such as CAD to design ICs, the specifications and functions of products developed by customers or self-developed are expressed in IC through circuit design. It is the process of how to convert the function of a piece of chip from logic design to wafer design. IC can be divided into two categories: analog IC and digital IC. After the focus of the global IC design industry has shifted from computing to mobile devices, it has further moved toward the fields of IoT and artificial intelligence, and has entered an era where the United States, Taiwan, and China are the global dominant players in these fields.

The process of IC manufacturing is to print the basic pattern of the circuit on the finished wafer with a photomask, and then use oxidation, diffusion, CVD, etching, ion implantation and other methods to produce the circuit and the components on the circuit for the wafer. Since the circuit design on an IC is a layered structure, it takes many repeated procedures such as mask input, pattern production, formation of lines and components and more, in order to produce a complete integrated circuit. Taiwan's IC manufacturers are still leading the pack under the development of TSMC's advanced process technology.

IC packaging is to cover the processed wafer and the diced chips with plastic, ceramic or metal to protect the chip from pollution, which is easy for assembly, and achieve the electrical connection and heat dissipation between the chip and the electronic system. IC testing can be divided into two stages. One is wafer testing before packaging, which mainly tests the electrical properties. The other is IC product testing, which tests whether IC functions, electrical properties and heat dissipation are normal to ensure quality. Taiwan's IC assembly and testing industry is firmly ranked first in the world. With the rise of IoT applications, Taiwan's IC assembly and testing companies continue to deploy high-end packaging and heterogeneous integration technology to widen the gap with the competitors. Here is a diagram of the relevance of upstream, midstream, and downstream industries to the Company:



Source: IT IS project of the Economic Capital Center of the Industrial Technology Research Institute; compiled by Yuanta Securities

### (3) Survey of product development trends

#### A. Switch IC technology

High-speed Switch ICs and PCIe bridge ICs are being widely used. Under the trend of major CPU chipset manufacturers improving performance and reducing costs, chipsets cannot be designed to support multiple signal transmission specifications; and with the popularization of high-speed interfaces, the resulting design restrictions have increased. High-speed Switch ICs and PCIe bridge ICs have become the main solutions for motherboard manufacturers and related application products to meet the requirements of supporting multiple signal transmission specifications at the same time. Through the high-speed Switch IC and PCIe bridge IC, the main transmission signal of the hard disk SATA and the main transmission signal of the external device USB can be converted into the PCIe signal mainly supported by the chipset. The chipset can support multiple applications and external high-speed signals transmission at a lower cost. The diversified functions of the Automotive HPC platform will be expanded and increased. Switch IC and PCIe bridging IC can meet the needs of various signal transmission specifications.

#### B. USB new technology

USB may be regarded as the most successful PC transmission interface in history. The product application of USB is quite diversified, and can satisfy almost any device function. Common USB peripherals include mouse, keyboard, hard drive (storage device), DVD player, printer, speaker and digital camera. USB is also suitable for data acquisition, control system or special design applications. Its uses are not only reliable, fast, versatile, and low in price, but also supported by mainstream operating systems. In the new USB4 specification, the USB Standards Association (USB-IF) mentioned that the vision of USB is to use a simple connection interface to connect various forms of electronic products, from mobile phones, computers to monitors, to support USB Type-C (referred to as USB-C) terminal; another key point is that USB should catch all kinds of transmission requirements "sound, video, data, and power transmission". In short, it used to require power cable, sound source cable, video transmission cable, and network signal cable. Now, only a USB-C cable can be used. In the future, USB4 alone will be able to provide a maximum transmission speed of 40Gb/s, and it will be able to transmit 8K images when connected to a monitor. It will even support USB-PD for fast charging of notebooks without the need for USB power cables.

USB version specifications

USB official version name	Former name	Theoretical maximum transmission rate	Official market code	Time of launch
USB 2.0	USB1.0	1.5Mbps	Low-Speed	January 1996
	USB1.1	12Mbps	Full-Speed	September 1998
	USB2.0	480Mbps	High-Speed	April 2000
USB 3.2	USB3.1 Gen1	5Gbps	SuperSpeed USB	November 2008
	USB3.1 Gen2	10Gbps	SuperSpeed USB 10Gbps	June 2013
	USB3.2 Gen 2x2	20Gbps	SuperSpeed USB 20Gbps	September 2017
USB4	USB4 Gen 2x2	40Gbps	USB4 40Gbps	August 2019
USB4 v2.0	USB4 Gen 3x2	80Gbps	USB4 v2.0	October 2022

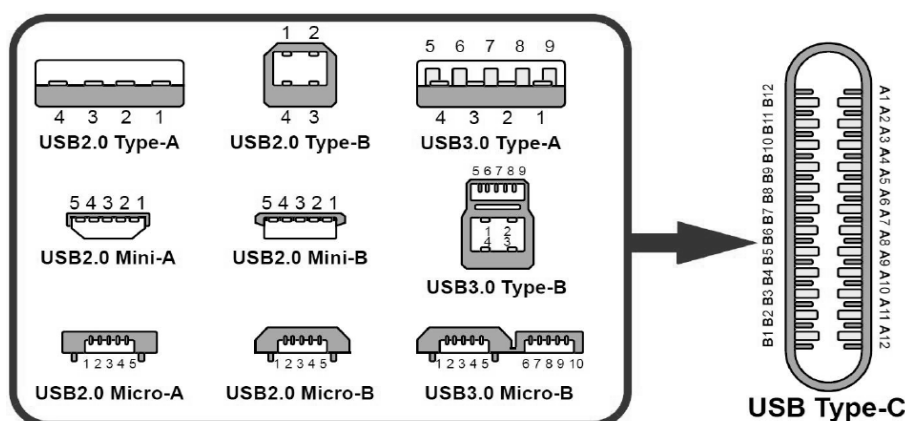
Source: USB-IF Association

The main reason why the USB-IF chose USB Type-C as the only official standard for the USB3.2 standard is that the 24 definable pins of USB-C are much more than USB-A and USB-B. Higher speeds require the support of more channel bandwidths. Only with more definable pins can the channel bandwidth be effectively increased. Among them, the USB3.2 GEN2x2 uses a total of 8 pins of Tx/Rx x2 channels to make the transmission bandwidth reach 20Gbps.

A few years ago, VESA and USB-IF launched the "DisplayPort over USB-C" program to enable the USB-C interface to have the DP video transmission function. When Intel released the Thunderbolt 3 standard, in addition to increasing the speed to 40Gbps, another obvious change is that the previous mini DP interface is replaced by the USB-C interface, which can support dual 4K output. Apple's Macbook that uses the USB Type-C interface also performs DP output through the USB-C interface. The adaptor can also be connected to realize the output of VGA, HDMI and other interfaces.

The advantage of the USB Type-C interface supporting USB 3.2/4 is that it can be plugged in or out of the interface, and its transmission speed can theoretically reach 20 Gbps to 40 Gbps per second. Furthermore, the USB Type-C interface is significantly smaller in length and width than the old Micro USB interface. For handheld mobile devices, USB Type-C is obviously a better standard. In terms of charging, unlike the old ports that only supported 5V in the past, USB Type-C can provide up to 20V of voltage and 5A of current output, and the maximum output power can reach 100W, while supporting fast bi-directional power supply. Smartphones can be used as the charging medium, temporarily charging other devices, which enables USB Type-C to meet the charging requirements of most handheld and mobile devices on the market.

Source: USB-IF Association



The USB4 can only be certified and sold after passing the certification. Therefore, the USB-IF has launched a certification program and strengthened security principles to ensure that USB4 can perform data transmission and power transmission through the Type-C port. Under such a system of certification and compatibility, only companies that have the resources to develop their own USB4 PHY IP can launch USB 4 controller ICs.

As the new platform integrating USB4 and Thunderbolt 4 promoted by Intel, a high-speed transmission platform that spans mobile phones and computers and connects hundreds

of millions of devices is about to enter the market. Inheriting the experience in the development of USB product lines and solving problems in the past, the Company is actively launching the research and development of the next-generation USB4 in order to bring better product performance and user experience to consumers and customers of all generations.

#### C. PCIe Gen 5/6 technology

PCI-Express (PCIe), serving as the basic I/O interface for personal computers, servers, and storage devices, can also be called "the I/O interface for I/O interfaces." Almost all peripheral devices or other I/O interfaces connect with the computing core directly or indirectly through PCIe interfacing. This also means that updates to the PCIe interface specifications will have far-reaching effects, necessarily influencing and driving the development of all peripheral devices and other I/O interfaces in IT architecture.

The direct driving force behind the accelerated evolution of PCIe standards primarily stems from the explosive growth in global data volume—from existing applications to emerging applications represented by artificial intelligence (AI) and machine learning (ML), all of which continue to generate more data.

The PCIe Gen6 specification was also released in 2022. PCIe 6.0 specification represents a significant breakthrough and reform for PCIe technology, as PCIe 6.0 not only doubles the speed performance specifications but also changes from the long-used NRZ signal transmission to PAM4. Subsequent PCIe 7.0 will continue with PAM4 signaling, though PCIe 6.0 still maintains PCIe technology's consistent backward compatibility and will not lose forward compatibility. The Company is actively investing in PCIe Gen5 and Gen6 R&D projects, aiming to continuously cultivate the high-speed IC market and provide faster, more reliable data transmission solutions in various application domains.

#### (4) Market competition

The Company's core competitiveness comes from the development and application of high-speed transmission interface technology. Due to the difficulty in cultivating R&D expertise and the high complexity of products that must maintain backward compatibility, relatively few domestic manufacturers engage in related R&D and production. Major product competitors include foreign manufacturers like Broadcom, Microchip Technology, Texas Instruments, etc., and domestic manufacturers including Weltrend Semiconductor, ASMedia Technology, Genesys Logic, and Realtek Semiconductor.

The Company's USB4 products are currently the first host-side and device-side standalone controller chips certified by the USB Association in the market. Currently, USB4 host-side and device-side chips have successfully entered mass production and are well-received by customers. In 2024, Parade Technologies demonstrated USB4 V2.0 technology at Computex, which can achieve 80Gbps transmission speed, laying the foundation for future high-speed transmission applications.

The Company's PCIe technology focuses on low power consumption and high cost-performance ratio, meeting the needs of server, edge computing, industrial computer, and surveillance storage equipment markets.

### (III) Overview of technology and R&D

#### 1. Investments in research and development expenditures in the most recent year and up to the date of publication of the annual report

Units: NT\$ thousand, %

Item	2024	As of March 31, 2025
R&D expenditures	1,495,577	473,546
Net operating income	8,081,071	2,509,137
Percentage of revenue (%)	18.51%	18.72%



2. Technologies or products successfully developed in the most recent year and as of the date of publication of the annual report

Year	R & D results	Product features	Main function
2008	ASM1441	Mux/DeMux HDMI/DVI Compliance Signals Switch	Can be used for signal path switching or signal selection
	ASM1442	HDMI/DVI Level Shifter	Upgrade the signal level of non-HDMI/DVI to HDMI/DVI level
2009	ASM1051	SuperSpeed USB to SATA Bridge Controller	Convert USB3.0 signal to SATA signal
	ASM1052	USB3.0 / eSATA to SATA	Convert USB/eSATA signal to SATA signal
	ASM1443	1:2 HDMI/DVI Switch Level Shifter	The signal level can be upgraded to HDMI/DVI level and can be switched to output the original signal or HDMI/DVI level signal
	ASM1445	HDMI/DVI 3.3V Mux/DeMux Switch	Can be used for signal path switching or signal selection. Supports 3.3 volts
	ASM1452	4 Different Channels LVDS Mux/DeMux Switch	Can be used for signal path switching or signal selection
	ASM1453	SATA II Mux/DeMux Switch	Can be used for signal path switching or signal selection
2010	ASM1041	PCI Express to SuperSpeed USB Host Controller	1 port USB3.0 super high speed USB3.0 host control chip
	ASM1051E	SuperSpeed USB to SATA Bridge Controller	USB3.0 to SATA6G device control chip
	ASM1051U	SuperSpeed USB to SATA Bridge Controller	USB3.0 to SATA3G UASP device control chip
	ASM1054	SuperSpeed USB to SATA Bridge Controller for Ultra Slim Form Factor	The world's smallest USB3.0 to SATA 3G controller chip
	ASM1061	PCI Express 2.0 to SATA 6Gbps Controller	PCIe to SATA6G bridge chip
	ASM1062	PCI Express to SATA6G and PATA Controller	PCIe to SATA6G and PATA bridge chip
	ASM1083	PCI Express to PCI Bridge	3-port PCIe to PCI controller chip
	ASM1085	PCI Express to PCI Bridge	5-port PCIe to PCI controller chip
	ASM1455	SuperSpeed / SATA III	Can be used for signal path switching or signal selection
	ASM1456	SATA III Mux/DeMux Switch	Can be used for signal path switching or signal selection
	ASM1458	USB3.0 Switch	Can be used for signal path switching or signal selection
	ASM1053	SuperSpeed USB to SATA Bridge Controller with UAS	USB3.0 to SATA6G+UAS control chip with integrated power control function
	ASM1463	SATA II Re-Driver	SATA3G signal shaper
	ASM1464	USB3.0 Re-Driver	USB3.0 signal shaper
	ASM1465	USB3.0 Re-Driver	USB3.0 signal shaper
	ASM1466	SATA III Re-Driver	SATA 6G signal shaper
	ASM107X	USB3.0 Hub Controller	USB3.0 hub
	ASM103X	Flash Disk Controller	USB3.0 flash drive control chip
2011	ASM1051A	SuperSpeed USB to SATA Bridge Controller with Security	USB3.0 to SATA controller chip with encryption function
	ASM1053	SuperSpeed USB to SATA Bridge Controller with UAS	USB3.0 to SATA6G+UAS control chip with integrated power control function
	ASM1054	SuperSpeed USB to SATA Bridge Controller with UAS	USB3.0 to SATA6G+UAS control chip with integrated power control function
	ASM107X	USB3.0 Hub Controller	USB3.0 hub
	ASM103X	Flash Disk Controller	USB3.0 flash drive control chip

Year	R & D results	Product features	Main function
2012	ASM1182	PCIe Packet Switch	PCIe expansion chip
	ASM1187	PCIe Packet Switch	PCIe expansion chip
	ASM1184	PCIe Packet Switch	PCIe expansion chip
	ASM1092	SATA Port Multiplier	SATA expansion chip
	ASM1092R	SATA Port Multiplier	SATA expansion chip
	ASM1442K	4K/2K Support Level Shifter	Support 4K/2K level converter
	ASM1042A	xHCI Supporting Host	xHCI USB3.0 host chip
2013	ASM1153	Next Generation USB3.0 Device Controller	New generation USB3.0 device side control chip
	ASM1154	Next Generation USB3.0 Device with Slim Package	Streamlined package of new generation USB3.0 device control chip
	10G/8G PHY	10G/8G PHY Test Chip	10G/8G physical layer test chip
	ASM1090R	SATA Port Multiplier	SATA expansion chip
	ASM1090	SATA Port Multiplier	SATA expansion chip
	ASM1424	Thunderbolt and Display Port Switch	Can be used for signal path switching or signal selection
2014	ASM1062R	SATA Express Controller IC	PCIe to SATA bridge chip with additional hardware disk acceleration
	ASM1142	xHCI1.1 Supporting Host	USB3.1 host control chip
	ASM1141	xHCI1.1 Supporting Host	USB3.1 host control chip
	ASM1352R	USB3.1 to SATA RAID Chip	USB3.1 to SATA RAID controller chip
	ASM1351	USB3.1 to SATA Bridge Chip	USB3.1 to SATA bridge chip
2015	ASM1543	USB3.1 Type-C Switch	USB3.1 Type-C signal conversion chip
	ASM1562	USB3.1 Gen2 Re-Timer	USB3.1 Gen2 timing reforming circuit chip
	ASM1542	USB3.1 Passive Switch	USB3.1 signal passive conversion chip
2016	ASM235CM	USB3.1 to SATA Bridge Chip (type C integrated)	USB3.1 to SATA bridge chip
	ASM2351	USB3.1 to SATA Bridge Chip (type C integrated)	USB3.1 to SATA bridge chip
	ASM2142	xHCI1.1 Supporting Host	A new generation of USB3.1 host control chip
2017	ASM3142	xHCI1.1 Supporting Host (Support Multiple Ins)	A new generation of USB3.1 host controller chip (supports Multiple Ins function)
	ASM18XX	PCIe Gen2 Packet Switch	PCIe second-generation expansion chip
	ASM28XX	PCIe Gen3 Packet Switch	PCIe third-generation expansion chip
2018	ASM2362	USB3.2 Gen2 to PCIe Bridge Chip	USB3.1 Gen2 to PCIe Bridge Chip
	ASM100X	USB3.1 Gen2 Re-driver	USB3.1 Gen2 signal shaper
2019	ASM324X	USB3.2 Gen2x2 Host Controller	USB3.2 Gen2x2 20G main control chip
	ASM2364	USB3.2 Gen2x2 Device Controller	USB3.2 Gen2x2 to PCIe device chip
	ASM1062A	PCIe Gen3 to SATA Bridge Controller	The third-generation PCIe to SATA multi-port expansion chip
	ASM1064		
	ASM1164		
	ASM1165		
	ASM1166		
2022	28nm	Test Chip	28nm process test chip
	ASM1552	Power Delivery	Power Delivery (PD) controller IC
2023	ASM4242	USB4 Gen2x2 Host Controller	USB4 Gen2x2 20G host chip
	ASM2464PD	USB4 Gen2x2 to PCIe NVMe Chip	USB4 Gen2x2 to PCIe NVMe device chip
	ASM2464PDX	USB4 Gen2x2 to PCIe Bridge Chip	USB4 Gen2x2 to PCIe device chip
	ASM3074C	USB3.2 Gen2x2 Hub Controller	USB3.2 Gen2x2 hub
	ASM3074	USB3.2 Gen2x2 Hub Controller	USB3.2 Gen2x2 hub
	ASM2074	USB3.2 Gen2x1 Hub Controller	USB3.2 Gen2x1 hub
	PCIe Gen5	Test Chip	PCIe Gen5 test chip

#### (IV) Long-term and short-term business development plans

##### 1. Short-term Development Plan

- (1) Market expansion: Actively expand the market and find new application fields and customer groups. Apart from the traditional computer and storage equipment markets, the Company is also looking for opportunities to enter emerging markets such as AI, IoT, and in-vehicle systems to increase revenue.
- (2) Enhance customer service quality: Ensure the competitive advantage, provide fast and high-quality technology and purchase equipment in its own laboratory to perform verification services for specific customers and make suggestions for improvement; increase the value of the company and expand the difference with competitors.
- (3) Establish company reputation: Actively participate in international exhibitions, such as CES and Computex, to showcase the latest products and technologies, and enhance company recognition and acquire new customers through collaborations with major system manufacturers.
- (4) Developing new business models: By integrating or optimizing the Company's current self-owned technology, it cooperates with domestic and foreign customers to develop specific ICs to activate IP utilization and increase customer retention.
- (5) Cooperate with big international companies: Strengthen the service of brand manufacturers, and build trust to enter the supply chain of major international manufacturers.

##### 2. Long-term Development Plan

- (1) Technological innovation: The Company will continue to invest in research and development to continuously improve its core competitiveness in the field of high-speed transmission interface technology. Including the development of higher speed and higher performance products, improvement of product stability, reliability and security, technological innovation in reducing power consumption, and exploration of new technological directions.
- (2) Strengthen personnel training, establish corporate culture: In addition to continuously cultivating professional R&D technical talent to meet the company's future operational goals, and to support the company's continued future growth, foster organizational members' identification with the corporate culture to establish an organizational culture with shared values, achieving a common vision of sustainable operation.
- (3) Continue to optimize management and operation: Establish an effective management team and operational mechanism to continuously improve the Company's management level and operational efficiency. Optimize internal processes and improve the overall efficiency of product development, production and sales.
- (4) Social responsibility and sustainable development: Commit to social responsibility and sustainable development, and consider environmental protection and social benefits during product design and production processes. Strengthen corporate social responsibility management and promote sustainable development strategies to achieve synergistic growth of economic, social and environmental benefits.

#### II. Overview of markets and production

##### (I) Market analysis

##### 1. Sales regions for the main products

Units: NT\$ thousand, %

Region \ Year		2023		2024	
		Sales Amount	%	Sales Amount	%
Domestic sales		1,404,941	21.95	1,745,829	21.60
Exports	Americas	3,253,626	50.83	4,760,243	58.91
	Asia	1,630,719	25.47	1,574,857	19.49
	Other	111,981	1.75	142	0.00
	Subtotal	4,996,326	78.05	6,335,242	78.40
Total		6,401,267	100.00	8,081,071	100.00

## 2. Market Share

In 2024, the Company's total shipment of high-speed transmission controller chips exceeded 85.62 million units. Among them, high-speed device-side controller chips accumulated approximately 30.15 million units in shipments, making the Company a leader among similar companies. Since the establishment of the company, and under the continuous improvement of its research and development technology, it has become an excellent model for the balanced development of compatibility, stability, and cost in the global industry, and has been highly recognized by customers in Europe and the United States.

In addition, the Company's business performance in recent years has had a brilliant high growth performance. In the future, a series of product development and combination, with excellent product quality and high price competitiveness. This will enable the company to maintain considerable room for growth in the future.

## 3. Future Market Supply and Demand Conditions and Growth

The Company's USB4 device-side and host-side chips have passed USB-IF association certification, entered mass production in 2024, and are shipping with high-end motherboards. Increased USB4 host-side market share will drive device-side applications.

Additionally, the Company has invested in PCIe Gen5 and Gen6 R&D, exhibiting PCIe Gen5 physical layer at Computex 2024, meeting the demands of traditional and AI server markets, further strengthening transmission rates, reducing latency, and supporting more high-performance device capabilities.

## 4. Competitive Advantages

### (1) Experienced R&D team

The Company has an experienced and skilled R&D team, more than 80% of which are professional R&D personnel, including digital logic design, analog design, software R&D, system R&D, and physical design teams. In addition, senior R&D personnel and management have more than 10 years of experience in high-speed transmission interface IC design in the semiconductor industry, and have extensive professional knowledge and practical experience. Through the division of labor and cooperation to upgrade the technical level, we will establish high-quality personnel and an efficient R&D team, so that the Company can provide high-quality IC to meet the needs of customers.

### (2) Maintain good relationship with customers and partners

The Company provides customers with complete product development services and can promptly meet customer needs in product quality, delivery time (effective inventory management and sales management), yield, and after-sales service. The Company values cooperation relationships with customers and partners, striving to maintain long-term stable partnerships. Integrate resources and expand vertical application markets for related products. At the same time, we also provide self-certification services for specific customers using novel and precision instruments and equipment in our laboratory, provide quality products and services, respond to customer needs and feedback in a timely manner, and work closely with partners to jointly develop the market and create value. The Company is able to maintain good cooperative relations with customers and partners, which is beneficial to the Company's future operation and development.

### (3) Diversified product portfolio

The Company offers various products for personal computers, industrial control, and data storage device applications, including USB controller chips (USB4.0 host, USB3.2 Gen2x2 Host, USB3.2Gen2x1 Host, USB4.0 to PCIe, USB3.2 Gen2x2 to PCIe NVMe, USB3.2 Gen2x1 to SATA, etc.); PCIe bridge controller chips (PCIe Gen3 Packet Switch, PCIe Gen2 Packet Switch, PCIe to PCI Bridge Controller, etc.); SATA controller chips (SATA RAID Controller, PCIe to SATA Controller, etc.); high-speed Switch controller chips (USB Switch, Type C Mux, etc.); and customized chip solutions (ASIC). This diverse product portfolio enables the Company to better respond to market changes and customer demand changes, enhancing risk resistance and maintaining long-term stable development.

### (4) Capable of high-speed physical layer research

The Company possesses self-manufacturing capabilities for high-speed physical layer (PCIe Gen2/Gen3/Gen4/Gen5, SATA6Gbps, USB2.0/3.0/3.1/3.2 Gen2X2/USB4)

- PHY technology, reducing compatibility issues and providing better development speed and technical mastery. In addition, the Company also possesses the core technology of System-on-Chip and high-efficiency Analog Circuit Design, which makes it highly competitive in the face of diverse and timely needs in the market.
- (5) Leading technology quality certification  
In 2023, the Company became the first in the industry to successfully pass the USB-IF USB4 device certification. The Company, as a model student in the USB3.1/3.2 field, is globally first in UASP certification and test standard devices KGD (Known Good Device) and Product Development Kit (PDK). In 2014, after launching the world's first USB3.1 solution, the Company continues to lead the way in USB host and device end chips. Currently, the Company will continue to adhere to the spirit of market leadership and production innovation, and actively develop diversified and high value-added niche products.
- (6) Accumulated customer success experiences, excellent product quality  
After 10 years of effort and management, the Company's products have helped many customers successfully develop products. Additionally, through collaboration with international manufacturers applying our designed and produced high-speed IO chips, the Company has accumulated many successful experiences and satisfied mainstream market demands through specification differentiation to enrich the company's product line. The Company continues to optimize its products and improve the quality, and has won the trust and support of customers. However, the Company must continue to innovate and launch new products to help customers gain a leading position in the market.
5. Favorable and unfavorable factors and countermeasures for development prospects
- A. Favorable factors:
- (1) High-speed interface products have higher entry barriers  
The high-speed transmission interface IC sold by our company needs to integrate the design capabilities of digital and analog ICs in the product development stage. The required technical level is higher, so the entry barrier is higher than that of ordinary ICs. It can avoid the situation of competing investment and bargaining competition in the same industry, and also protect the company's profitability.
- (2) Good relationships with upstream foundries and packaging and testing vendors  
The Company's colleagues have been in the IC design industry for a long time, and have a long and favorable relationship with upstream wafer foundries and packaging and testing manufacturers. The Company can thus obtain abundant and flexible capacity support.
- (3) Long and favorable relationships with customers  
The computer industry's motherboard and notebook computer manufacturers constitute our long-term customers, and we maintain good customer relationships. As for consumer electronics products, they are adopted by major domestic and foreign brands in the external hard drive market, with good business results. Customers' evaluation and satisfaction are extremely high, and they are willing to use our products for long-term business cooperation.
- (4) The product line has sufficient depth and breadth, so it can improve product compatibility and provide customers with diverse changes.
- (5) Possessing a complete understanding of the PC industry.
- (6) Major competitors are mostly American companies, and China's chip procurement strategy change has derived market opportunities.
- (7) Increased demand for high-speed transmission technology  
With the rapid development of emerging applications such as artificial intelligence, Internet of Things, autonomous driving, etc., the demand for high-speed transmission technology continues to increase. The Company has rich experience and technical advantages in high-speed transmission interface technology. The continuous introduction of competitive new products and solutions will help to expand market share.

B. Unfavorable factors and countermeasures:

(1) Material cost and price competition

The Company's product design and quality require high standards, so the OEM production is entrusted to the leading domestic wafer OEMs. Compared with other wafer OEMs, the cost is higher. However, based on the considerations of product quality, reliability and customer satisfaction, the Company still chooses the leading wafer OEM manufacturers and strengthens R&D and design to rationalize costs and increase profit margins.

(2) Higher investment costs for R&D products and rising costs for professionals

Research and development products systematically analyze the product market and its forward-looking nature, so that the return on investment of all projects meets expectations. In addition, through the establishment of company culture, it takes care of the needs of colleagues and cultivates their identities.

(3) Long Training Period for Professional Talent

Prevent talent gaps through comprehensive recruitment planning and talent training, and strengthen professional training through collaboration between senior and new employees to achieve experience transfer. Actively recruit outstanding R&D design talent both domestically and internationally, and conduct campus recruitment.

(4) The rise of China's IC design industry

The Company will continue to enhance the competitiveness of its own brands and strengthen research and development capabilities.

(5) Frequent mergers and acquisitions

We can see that the big get bigger. If small and medium-sized IC design companies have no niche products, their bargaining space (cost and selling price) will be compressed. The Company will continue to strengthen research and development capabilities and continue to develop niche products.

(6) China's chip procurement strategy transforms business opportunities

China has strong regional characteristics, requiring significant human and material resources to seek reliable distributor partnerships, reducing regional deployment and support costs, and minimizing variables.

(II) Important uses and production processes of main products

1. Important Uses:

The Company is a high-speed transmission IC designer. Its products have the advantages of high-efficiency transmission, diversified compatibility, and complete specifications. We provide customers with more complete solutions, and can easily upgrade product performance to reduce waiting time for consumers improving work efficiency and life quality. The following are the main products.

(1) USB controller chips: Provide USB3.2/USB4 transmission functionality for device-side and host-side.

(2) PCIe bridge controller chips: Allow customers to extend and expand PCIe interfaces according to their needs.

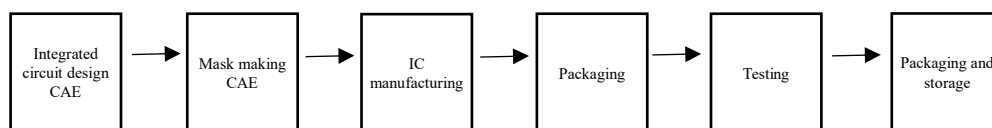
(3) SATA controller chips: Allow customers to extend and expand SATA interfaces according to their needs.

(4) High-speed Switch controller chips: Provide signal enhancement and switching between different interfaces.

(5) Specific integrated chips: Provide customized integrated chips based on customer requirements.

2. Production process:

The wafer process is produced by the foundry. The chips produced by the fab are sent to the packaging and testing plant to complete the packaging and inspection work, that is, put into storage for sale. The following is a diagram of the product manufacturing process:



## (III) Supply status of main raw materials

Raw material name	Supplier	Supply status
Wafer	Company A	Good

## (IV) A list of those that accounted for more than 10% of total purchases and sales in the last two years

## 1. Major suppliers in the last two years

Units: NT\$ thousand, %

Item	2023				2024			
	Name	Amount	Percentage of annual net purchases	Relationship with the issuer	Name	Amount	Percentage of annual net purchases	Relationship with the issuer
1	Company A (Note 1)	993,891	100.00	Non-related person	Company A (Note 1)	1,823,774	99.98	Non-related person
2	Other	0	0	Non-related person	Other	326	0.02	Non-related person
	Net purchases	993,891	100.00		Net purchases	1,824,100	100.00	

Note 1: List the names of suppliers with more than 10% of the total purchases in the last two years and their purchase amounts and proportions. However, if the name of the supplier shall not be disclosed due to contractual agreement or if the counterparty is an individual and not a related party, a code name can be used.

Note 2: Explanation for changes: Company A is the Company's main supplier, which is characteristic of the IC design industry.

## 2. Major sales customers in the last two years

Units: NT\$ thousand, %

Item	2023				2024			
	Name	Amount	Percentage of total annual net sales	Relationship with the issuer	Name	Amount	Percentage of total annual net sales	Relationship with the issuer
1	Customer A (Note 1)	3,253,363	50.82	None	Customer A (Note 1)	4,649,642	57.54	None
2	Other	3,147,904	49.18	—	Other	3,431,429	42.46	—
	Net sales	6,401,267	100.00		Net sales	8,081,071	100.00	

Note 1: List the names of customers with more than 10% of the total sales in the last two years and their sales amounts and proportions. However, if the name of the customer shall not be disclosed due to contractual agreement or if the counterparty is an individual and not a related party, a code name can be used.

Note 2: Explanation for changes: Mainly due to increased customer demand.

## III. Employees in the most recent two years and as of the printing date of the annual report

Units: Individuals, Age, Year, %

Year		2023	2024	As of March 31, 2025
Number of Employees (persons)	Direct	0	0	0
	Indirect	294	314	312
	Total	294	314	312
Average age (years)		39.8	39.65	40.06
Average years of service (Years)		8.04	8.50	8.71
Education distribution ratio (%)	Ph.D.	1.02	0.64	0.64
	Master's degree	54.76	57.32	57.05
	Junior college	44.22	42.04	42.31
	High school	0	0	0
	Below high school	0	0	0

## IV. Information on environmental protection expenditures

In the most recent year and as of the printing date of the annual report, give the total amount of losses (including compensation) and sanctions suffered due to environmental pollution, and explain future countermeasures (including improvement measures) and possible expenses (including the estimated amount of loss, punishment, and compensation that may occur if countermeasures are not taken): No such incident.

## V. Labor relations

- (I) List employee welfare measures, further education, training, retirement system, and its implementation status, as well as the agreement between labor and management and various employee rights protection measures

1. Employee welfare measures

- (1) In addition to the Company's vacation system that exceeds the requirements of the Labor Standards Act, it also provides labor and health insurance, appropriation of labor pensions, group accident insurance, and regular health checks for employees in accordance with the law. There are also travel subsidies, employee travel subsidies, year-end celebration parties, and year-end bonuses.
- (2) Other welfare measures: birthday gifts, Labor Day gift certificates, Mid-Autumn Festival gift certificates, implementation of employee stock option certificates, and issuance of new employee restricted shares. There is also a welfare committee that provides subsidies for marriage, funerals, hospitalization, and childbirth, as well as diversified subsidies for club activities to reduce the work pressure of employees and care for their lives.
- (3) Health and safety aspects:
  - a. The Company is an IC design company with no established factories; office premises are rented commercial buildings in urban areas. In order to provide a safe working environment for employees, we have established access control at the main entrances and exits as well as an elevator to each floor. Furthermore, building security staff registers visitors to prevent non-company personnel from entering and leaving at will. Security systems are also in place, with 24-hour connections to security companies to protect company personnel and property.
  - b. The office building where the company is located is equipped with a complete fire safety system and conducts various disaster prevention drills regularly to enhance personnel disaster response capabilities and reduce disaster losses.
  - c. The Company regularly handles environmental disinfection, water dispenser water quality testing, and air conditioning system inspection, and places air purifiers in the office to provide employees with a good working environment.
  - d. There is no smoking in the Company's office area. We are committed to promoting workplace health through active implementation of smoke-free measures, and have obtained the Healthy Workplace Self-certification - Health Promotion Badge issued by the National Health Bureau establishing a working environment without the harm of second-hand smoke.

2. Employee education and training

The Company has set up "education and training management procedures" for employees to cultivate their knowledge and skills, enable them to perform their functions, increase work efficiency, ensure work quality, and achieve the goal of creating a competitive advantage. In order to strengthen employees' complete training and further education channels, and in addition to the education and training of new recruits to quickly integrate newcomers into the organization team, the heads and employees of various departments can also meet the needs of the project in accordance with the work needs and the company's current operating conditions, in line with the internal and external environmental trends of the company by planning participation in training courses, seminars, etc., at home and abroad, to enhance the professional competence and core competitiveness of employees.

3. Employee retirement system and its implementation

In accordance with the provisions of the "Labor Standards Act," the Company allocates a retirement reserve of 2% of the total salary paid every month. The special account is stored in Taiwan Bank for safekeeping and use. Since July 1, 2005, in line with the implementation of the Labor Pension Regulations (new system), employees who originally applied to the old pension system have chosen to apply the new system for their years of service, or, for employees who take up their posts after the implementation of the new system, their service years have been changed to a fixed allocation system. In accordance with the provisions of the Labor Pension Act, the Company adopts a portion in determining the retirement payment method based on a rate of not less than 6% of an employee's monthly wages and assigned to the special employee retirement account of the Labor Insurance Bureau.

4. Agreements between labor and management and various employee rights protection measures

The Company's various regulations are based on the Labor Standards Act as the guidelines for compliance. Employees have clear communication channels to make suggestions and communicate with the Company on various systems and working environment issues. Up to now, the labor-management relationship is harmonious, and there is no need to coordinate due to labor disputes.

5. Establishing employee behavior or ethical rules

The Company has established "Employee Work Rules," "Employee Code of Ethics," and



"Integrity Management Guidelines," allowing employees to clearly understand their rights and the behavioral standards they should follow.

6. Major information processing procedures

The company has formulated measures such as "Operating Procedures and Behavior Guidelines for Honest Business Operations" and "Management Measures for Preventing Insider Transactions." It also promotes and asks all colleagues in the Company to comply with them to avoid violations or insider trading.

(II) In the last two years and up to the date of publication of the annual report, any losses suffered by the Company due to labor disputes and disclosure of current and future estimated amounts and possible measures:

Since the establishment of the company, the labor-management relationship has been harmonious, and there has been no loss due to labor disputes. It is estimated that the possibility of loss due to labor disputes in the future is extremely low.

VI. Cyber security management

(I) Describe the cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management.

1. Cyber security risk management framework

To improve the management of information security and at the same time meet the requirements of the Financial Supervisory Commission, the Company has appointed a dedicated information security supervisor and one dedicated information security officer at the end of 2023 to effectively manage the information security governance policies and information security management operations of each unit of the Company, hoping to construct a comprehensive information security protection mechanism and enhance the employees' good information security awareness through the management, planning, supervision and implementation of the professional information security unit.

In 2022, the Company will actively promote the ISO27001 certification, formulate various management policies and related control measures in accordance with the ISMS standards, and implement them accordingly and for continuous improvement. In the fourth quarter of 2022, the Company obtained ISO/IEC 27001:2013 information security management system (ISMS) international standard certification. The certificate is valid from 2022 to 2025.

2. Cyber security policy

The Company's information security objectives are to ensure the confidentiality, integrity and availability of important and core systems. In addition, the quantitative indicators of information security performance are defined and measured according to each level and function to confirm the implementation status of the information security management system and whether the information security objectives are achieved.

Striving to achieve the Company's mission and objectives and the top management's expectations and requirements for information security, and ensure the security of the Company's information assets, the information security policy is set as follows:

- 2.1. Ensure the confidentiality of the Company's relevant business information, preventing leakage and loss of company confidential information and personal data.
- 2.2. Ensure the integrity and availability of the Company's relevant business information to correctly execute company operations and various businesses.
- 2.3. Ensure compliance of the Company's relevant business information, preventing the Company from violating laws, regulations, and contracts.

3. Specific management plans

A dedicated information security unit has been established to coordinate, manage, and supervise all of the Company's information security operations. There is also an information security engineer dedicated to the handling of information security tasks, and regularly conducts vulnerability scanning, social engineering drills, and protection system effectiveness checks and others, and provide related information security awareness promotion and education and training courses. Although we do not purchase information security insurance for the time being, we will, through the operation of the information security dedicated unit and the implementation of information security policies, provide a safe information security environment and protect the Company's information security of our services. The follow-up goal is to complete the information security expert system to strengthen the information security protection network and strengthen the information security joint defense mechanism. At present, the Company has joined the Taiwan Computer Emergency Response Team (TWCERT), and the personnel in the information security dedicated unit have also obtained the information security certificate from the International Information System Security

Certification Consortium (ISC2). There are future plans for continuous expansion of information security talents through the planning of training and certification to make the Company's information security more complete and trustworthy in terms of manpower and capabilities.

In terms of information security management, in order to prevent the supply chain and our systems from hacking, data leakage and other operational impacts and information security risks, the Company has introduced Business Continuity Planning (BCP), so that the risk management of enterprises is more effective. In addition to improving the adaptability, it also reduces the impact on the Company's operations when an event occurs, and shortens the recovery time to achieve the goal of business continuity. For example, in order to prevent suppliers from being hacked and make them impossible to operate, and thus affecting the Company's failure to ship goods as scheduled, a Business Continuity Planning (BCP) with the theme of supply chain interruption has been formulated and executed.

In terms of business continuity management, for information security, in addition to the existing computer room's uninterruptible power supply (UPS), we have also built independent computer room generators to improve the reliability of the computer room; we are also evaluating the installation of UPS network server rack on each floor. The staff's main computer have been changed from desktop computers to notebook computers to increase the flexibility in emergency crises.

#### 4. Resources Invested in Information Security Management

Since 2020, under the influence of COVID-19, major domestic and foreign enterprises have adopted the split work model to sustain their operations, which has greatly increased the number of employees working from home. This new work model presents different risks to enterprises. For example, the remote connection operations performed by employees working from home have exposed enterprises to even greater information security risks and vulnerabilities. According to the "BCI Horizon Scanning Report", among the most challenging threats to enterprise operations in the future, information and communications interruption and network attacks are ranked top two, and the direct and indirect property losses to enterprises are considerable. During the pandemic, risk management has become a higher priority item for enterprises to take into consideration.

In response to this risk and challenge, the Company has formulated relevant management measures for the information security of remote connections, in order to prevent various attacks from network hackers, reduce the possibility of operation interruption, and further enhance the organizational resilience of ASMedia. Regarding external remote connection security issues, Multi-Factor Authentication (MFA) is primarily used as the first condition for home office workers to open Virtual Private Network (VPN) privileges. This utilizes multiple independent authentication mechanisms to verify user identity, effectively solving the problem of stolen account passwords and enhancing the company's security protection in network usage. Additionally, the company has established security rules for VPNs, building firewalls to control internal and external traffic, effectively blocking malicious attacks from the internet while implementing the company's information security policies.

In response to past pandemic impacts, the Company has established comprehensive measures for hybrid or remote work information security. In the post-pandemic era, the Company will also continue to provide remote connection information security management solutions and measures to establish a stronger information security wall to protect the information security of the Company and its employees, so as to strengthen the operational resilience of ASMedia.

- (II) List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

VII. Important contracts:

Contract nature	Parties	Contract Duration	Main Content	Restriction clauses
Lease contract	Zhengnan Construction Co., Ltd.	2022/9/20-2025/9/30	Office lease	—
Credit contract	Shanghai Commercial Savings Bank	2025/1/20-2026/1/20	Short-term credit loans	—
Credit contract	Mega International Commercial Bank	2024/6/8-2025/6/7	Short-term credit loans	—
Credit contract	Cathay United Bank	2024/8/15-2025/8/15	Short-term credit loans	—
Acquisition Contract	T Company	From 2025/1/15 until completion	Acquisition of Techpoint Inc	—
Purchase Contract	L Company	From 2025/2/6 until completion	Purchase of Real Estate	—

## Five. Review and Analysis of Financial Status and Financial Performance

### I. Financial status

Main Reasons and Effects of Significant Changes in Assets, Liabilities, and Equity in the Last Two Years  
Unit: NT\$ thousand

Item \ Year	2024 (Note)	2023 (Note)	Difference	
			Amount	%
Current assets	16,765,595	4,594,900	12,170,695	264.87
Property, plant and equipment	466,573	570,754	(104,181)	(18.25)
Intangible assets	295,271	68,432	226,839	331.48
Other assets	18,528,100	16,415,079	2,113,021	12.87
Total assets	36,055,539	21,649,165	14,406,374	66.54
Current liabilities	2,655,479	2,041,829	613,650	30.05
Non-current liabilities	5,517	21,547	(16,030)	(74.40)
Total liabilities	2,660,996	2,063,376	597,620	28.96
Share Capital	746,622	693,635	52,987	7.64
Capital reserve	19,935,434	9,613,449	10,321,985	107.37
Retained earnings	10,278,703	6,966,393	3,312,310	47.55
Other Equity	2,433,784	2,312,312	121,472	5.25
Non-controlling interests	0	0	0	—
Total shareholders' equity	33,394,543	19,585,789	13,808,754	70.50
1. Description of major changes (where the change from the beginning and ending periods is more than 20% and the absolute amount of change attains NT\$10 million) (1) Current assets: Issuance of Global Depositary Receipts this period, resulting in increased bank deposits. (2) Intangible assets: Mainly due to increased software procurement for company R&D needs. (3) Current liabilities: Mainly due to increased project expenses this period, resulting in increased accounts payable. (4) Non-current liabilities: Mainly due to the annual amortization of rent payable for leased offices and company vehicles. (5) Capital surplus: Mainly due to increased capital surplus recognized from equity method investments. (6) Retained earnings: Mainly due to increased revenue this period. 2. If the financial status changes in the last two years have a significant impact, the future response plan should be explained: The above changes are normal business changes. There is no significant impact on the company's financial status.				

Note: Since 2018, no consolidated statement has been issued, and only individual financial statements have been issued.

## II. Financial performance

### (I) Main Reasons for Significant Changes in Operating Revenue, Operating Net Profit, and Pre-tax Net Profit in the Last Two Years

Unit: NT\$ thousand

Item \ Year	2024 (Note)	2023 (Note)	Difference	
			Amount	%
Net operating income	8,081,071	6,401,267	1,679,804	26.24
Operating costs	3,703,945	2,877,606	826,339	28.72
Operating margin	4,380,726	3,534,264	846,462	23.95
Operating expenses	2,047,438	1,711,674	335,764	19.62
Operating profit	2,333,288	1,822,590	510,698	28.02
Non-operating income and expenses	1,911,345	746,079	1,165,266	156.19
Net profit before tax	4,244,633	2,568,669	1,675,964	65.25
Income tax expense	512,008	340,487	171,521	50.38
Net profit after tax	3,732,625	2,228,182	1,504,443	67.52
Other comprehensive income	1,056,915	2,248,840	(1,191,925)	(53.00)
Total comprehensive profit and loss for the current period	4,789,540	4,477,022	312,518	6.98
Description of major changes (where the change from the beginning and ending periods is more than 20% and the absolute amount of change attains NT\$10 million):				
(1) Operating revenue, operating costs, and operating gross profit: Mainly due to increased shipment volume this period.				
(2) Operating net profit, pre-tax net profit, income tax expense, and after-tax net profit: Mainly due to revenue and profit growth this period.				
(3) Non-operating income and expenses: Mainly due to increased investment income recognized using the equity method this period.				
(4) Other comprehensive income: Mainly due to larger fluctuations this period in the fair value of financial assets measured at fair value through other comprehensive income and the share of other comprehensive income of associates and joint ventures recognized using the equity method.				

Note: Since 2018, no consolidated statement has been issued, and only individual financial statements have been issued.

### (II) Expected sales volume and its basis, the possible impact on the company's future financial business, and corresponding plans

#### 1. Expected sales volume in the coming year and its basis

Based on global economic fluctuations, domestic and international market conditions, and company development strategies, the Company expects overall business targets for fiscal year 2025 to show slight growth compared to fiscal year 2024 sales. The Company will continue to develop new products and new markets, and establish long-term partnerships with customers to expand market share, with the aim of enhancing company profitability.

#### 2. Possible impact on the company's future financial business and the corresponding plan: None.

### III. Cash flows

#### (I) Analysis of Cash Flow Changes in the Most Recent Year

Unit: NT\$ thousand; %

Year \ Item	2024	2023	Amount Increase (Decrease)	Rate of change
Business activities	3,625,057	3,451,574	173,483	5.03
Investment activity	(97,174)	(1,366,915)	1,269,741	(92.89)
Fundraising activity	8,839,528	(2,212,597)	11,052,125	(499.51)
Analysis of changes:				
(1) Investment activities: In 2023, the Company participated in cash capital increases of investee companies, resulting in net cash outflow from investment activities.				
(2) Financing activities: Mainly due to the issuance of Global Depositary Receipts, resulting in net cash inflow from financing activities.				

(II) Improvement plan for insufficient liquidity: The Company has no concern about insufficient liquidity.

#### (III) Cash Liquidity Analysis for the Coming Year (Year 2025)

Unit: NT\$ thousand

Beginning cash balance (1)	Estimated annual net cash flow from operating activities (2)	Cash flow from investment and financing activities throughout the year (3)	Estimated ending cash balance (1)+(2)-(3)	Remedial measures for an expected cash shortage	
				Investment plan	Financing plan
14,598,161	1,993,021	(588,826)	16,002,356	NA	NA
(1) Analysis of expected cash flow changes					
A. Business activities: It is expected that revenue will continue to grow, which will generate net cash from operating activities.					
B. Investment activities: It is expected that in response to performance growth and the investment and development needs of advanced manufacturing processes, we will continue to increase the capital expenditure for production masks, generating a net cash outflow from investment activities.					
C. Fund-raising activities: It is expected that the distribution of cash dividends will generate net cash outflow from financing activities.					
(2) Remedial measures and flow analysis of expected cash shortage: None.					

#### IV. The impact of major capital expenditures on financial operations in the most recent year

The Company estimates that the main capital expenditures for 2025 will be related equipment and technology needed for R&D, but the amount can be covered by its own funds.

#### V. Reinvestment policy for the most recent year, the main reason for its profit or loss, and improvement plan and investment plan for the coming year

##### (I) Reinvestment policy for the most recent year:

The Company has established "Guidelines for Acquisition or Disposal of Assets" for the management and control of investee businesses to keep track of their financial and business conditions. Additionally, "Supervision and Management Operations for Subsidiaries" regulations have been established in the internal control system to urge each subsidiary to establish relevant operating procedures for major financial and business matters, supervise their legal execution or handling, and establish subsidiary operational risk management mechanisms to maximize operational performance.

(II) Main Reasons for Investment Profits or Losses in the Most Recent Year, Improvement Plans, and Investment Plans for the Coming Year:

Unit: NT\$ thousand

Item	2024 Recognized Investment (Loss) Profit	Main reason for profit or loss	Improvement plan	Investment plan for the coming year
Reinvestment business				
WT MICROELECTRONICS CO., LTD.	1,479,050	Mainly due to good operating performance	-	-
XINPAL PTE.LTD.	(22,904)	Operating in initial stage, operations not yet stable	-	-

VI. Risk issues and assessment in the most recent year and up to the date of publication of the annual report

(I) The impact of interest rates, exchange rate changes, and inflation on the company's profit and loss and future countermeasures

1. Impact of Interest Rate Changes on Company Profit and Loss and Future Countermeasures

The Company's net amount of interest income minus financial costs in fiscal year 2024 was NT\$ 345,206 thousand, accounting for 4.27% of net operating income and 8.13% of pre-tax net profit. Therefore, the impact of interest rate changes on the Company's operating income and pre-tax net profit is still limited.

The Company's funds are still sufficient and there is currently no demand for capital borrowing. Therefore, changes in interest rates will not have a significant impact on the Company's profit and loss.

2. The impact of interest rate changes on the Company's profit and loss and future countermeasures

The Company's sales are all quoted in US dollars, and payments for major raw materials are also mainly in US dollars, so partial import and export US dollars can adopt natural hedging. The net exchange gain in fiscal year 2024 was NT\$ 207,051 thousand, accounting for 2.56% of net operating income and 4.88% of pre-tax net profit. Considering the greater exchange rate fluctuations in recent years, to effectively reduce the impact of exchange rate changes on revenue and profitability, in addition to appropriately retaining the US dollar positions from sales income to meet US dollar procurement expenses, thereby achieving a natural hedging function, the Company also continuously observes the impact of macroeconomic conditions on exchange rates to decide whether to hedge using forward foreign exchange contracts.

3. The impact of inflation on the Company's profit and loss and future countermeasures

The company keeps abreast of changes in the price of upstream raw materials at all times and maintains a good interactive relationship with suppliers and customers in order to reduce the impact on the Company's profit and loss due to changes in the cost of raw materials. In addition, we will continue to refer to research reports and relevant economic data of major domestic and foreign economic research institutions and professional investment institutions, making appropriate policy adjustments according to the future inflation situation to prevent inflation from having a significant impact on the Company's financial operations.

(II) Policies for engaging in high-risk, high-leverage investments, fund loans to others, endorsements and derivatives trading, the main reasons for profit or loss, and future countermeasures

1. High-risk, High-leverage Investments

The Company focuses on the operation of the industry and attaches importance to the research and development of the industry's technology and the expansion of business marketing. Furthermore, the company is based on the principle of sound operations and the premise of sound financial development. Therefore, it has not stepped into investment in high-risk industries nor has it engaged in highly leveraged investments.

2. Engaging in fund loans to others, endorsement guarantees, and derivative commodity transactions

The Company's capital loans to others, endorsements, and derivatives transactions are based on its "Procedures for Acquiring or Disposing of Assets," "Procedures for Loaning Funds to Others," "Endorsement Guarantee Operation Procedures," and related internal control operations to establish policies and respond to achieve effective management and control of related transaction risks. In addition, various transaction information shall be announced in a correct and timely manner according to laws and regulations.

As of December 31, 2024, the Company has no situations of fund lending or endorsement guarantees.

(III) Future R&D plans and estimated R&D expenses

In terms of product development, the Company uses existing IP for high-level integration and power consumption optimization. In response to high-speed IP development needs, the Company has invested in new process development: such as IO hub product line, USB4, Type-C, PCIe Gen4/Gen5 related products.

As for the acquisition of new technologies, the Company also continues to develop many forward-looking technologies. In terms of technology, in addition to continuing to develop ultra-high-speed physical layers, in the future we will introduce energy-saving and low-power functional design, improve product reliability and develop advanced manufacturing processes. This will be done in order to facilitate future high-speed product development and increase the possibility of connecting with international manufacturers.

Regarding patent applications and intellectual property protection, the Company will strengthen protection of technological innovation, increase the number of patent applications, and protect the Company's technological achievements and commercial interests.

The Company's expected investment in R&D expenses is budgeted gradually according to new product and new technology development progress. With future growth in revenue, annual R&D expenses will gradually increase. In 2025, the Company plans to continue investing approximately NT\$ 1,170,000 thousand in R&D expenses to support future research and development plans and increase the Company's market competitiveness.

(IV) The impact of important domestic and foreign policy and legal changes on the Company's financial business and corresponding measures

The Company does not have any policies and laws that have a material adverse effect on its financial business. The Company's management team will closely pay attention to important domestic and foreign policies and legal changes, facilitating timely appropriate measures in response, to reduce the impact of important domestic and foreign policy and legal changes on the company's financial business.

(V) Effect on the company's financial operations of developments in science and technology (including cyber security risks) as well as industrial change, and measures to be taken in response.

The Company has accumulated considerable depth in R&D technology and is also recognized by customers. The company's management and supervisors regularly pay attention to the market and technological changes and evaluate their risks and their impact on ASMedia's product layout, to reduce all risk factors and create maximum benefit for shareholders. In addition, it actively participates in the activities and discussions of the Specification Development Association, hoping to get involved and grasp the opportunities at the beginning of the specification. It also regularly invites domestic experts and scholars to share global economic dynamics and market trends. So far, there has been no change in technology and industry matters that affect the Company's financial operations.

In response to cyber security risks, the Company has introduced a business continuity management plan to prevent hacking, data leakage and other operational impacts and information security risks within the supply chain and within itself. The information security personnel will be responsible for the information security work covering regular vulnerability scans, social engineering drills, protection system effectiveness checks, and other related information security tests, while providing relevant information security promotion and education and training courses, to ensure that the Company's business operation impacts and risks caused by cyber security abnormalities are minimized.

(VI) The impact of corporate image change on corporate crisis management and countermeasures

Abiding by laws and regulations, attaching importance to the rights and interests of employees and shareholders, and fulfilling its due social responsibilities are the Company's requisite duties. As of the printing date of the annual report, the Company has not experienced any changes in its corporate image requiring corporate crisis management.



(VII) Expected Benefits, Possible Risks, and Response Measures for Mergers and Acquisitions:

The Company and Techpoint, Inc. have reached an agreement to acquire all issued shares of Techpoint, including the common shares of Japanese Depositary Shares ("JDS"), at a cash consideration of \$20 per common share, corresponding to a fully diluted equity value of approximately \$390 million.

Benefits of this acquisition:

- (1) Will expand Parade's product portfolio, providing more complete solutions for customers.
- (2) Create new opportunities in attractive and high-growth potential end sectors such as automotive and security.
- (3) Increase overseas R&D teams and business locations, staying close to markets and customers to provide better service.
- (4) Enhance Parade's economic scale, expanding into new industries and new locations.

(VIII) Expected benefits, possible risks, and countermeasures of plant expansion: None.

(IX) Risks faced through purchase or sales concentration and corresponding measures

1. Purchase concentration

The Company is a professional interface transmission IC design company, and all products are produced by outsourcing. As the process becomes more complex, it is increasingly important to establish long-term and stable cooperation relationships with specific foundries in pursuit of stable quality and to ensure delivery. In addition, the Company's long-term cooperation with the procurement of wafers is a leading global foundry manufacturer. Its product quality, performance, and production capacity are among the leaders of the foundry sector. Therefore, the Company has chosen to establish long-term and stable cooperation with Company A based on the above factors.

2. Sales concentration

The Company's product lines are numerous and its main sales customers are international brand manufacturers. Although there is occasional sales concentration, we will continue to strengthen customized cooperation with customers on specific products and applications and continue to expand the customer level and improve the product portfolio in order to achieve the purpose of diversifying risk.

(X) Regarding directors, supervisors, or major shareholders holding more than 10% of shares, the impact, risks, and countermeasures of massive transfers or replacement of equity on the Company: None.

(XI) Impact, Risks, and Response Measures for Changes in Management Rights: None.

(XII) Litigation or non-litigation events

1. Give litigation, non-litigation, or administrative litigation events faced by the Company that has been determined by judgment or are currently in process in the last two years and as of the date of publication of the annual report, and where the result of which may have a significant impact on shareholders' equity or securities prices. Also, the facts in dispute, the amount of the subject matter, the date of the commencement of the lawsuit, the main parties involved in the lawsuit, and the current handling situation should be disclosed: None.
2. Give litigation, non-litigation, or administrative litigation events faced by the Company's directors, supervisors, Presidents, substantive persons in charge, major shareholders, and affiliated companies with a shareholding ratio of more than 10%, that have been determined by judgment or are currently in process in the last two years and as of the date of publication of the annual report, and where the result of which may have a significant impact on the Company's shareholders' equity or securities prices. Also, the facts in dispute, the amount of the subject matter, the date of the commencement of the lawsuit, the main parties involved in the lawsuit, and the current handling situation should be disclosed:
  - (1) ASUS Computer monitors, projectors, and various products with backlit displays are subject to patent litigation or investigation in the United States. Although it is not yet possible to determine the potential outcome, ASUS has already estimated and recorded the possible loss amount.
  - (2) ASUS computer mobile products' LED, wireless network products supporting IEEE 802.11ac communication standards, after-sales service, various products of processors using

LVDS technology, mobile phone products supporting LTE functionality, products supporting H.264, H.265 and screen rotation, laptops using Pan-Jit MOSFET, Flip series computers with rotatable screens, router and laptop product combinations, laptop products equipped with Western Digital hard drives, desktop and laptop products' MP3 functionality, products supporting Wi-Fi 6, products with 802.11ax (Wi-Fi 6/6E), Wake on Wireless Lan (WoWLAN) technology, Touchpad diagonal scrolling functionality or hinge structures allowing laptop screens to rotate 360 degrees, products using Windows 10/11 and supporting Windows SearchBar/Windows Search functions, products supporting Wi-Fi Peer-to-Peer (P2P) related technologies, products supporting Qi wireless charging standard, products supporting rechargeable batteries, touchscreens, MPEG, USB-C fast charging, routers and laptops compatible with 802.11ac standard, products compatible with 802.11ax, products supporting H.265, laptop products containing lithium battery packs produced by CosMX, products supporting DisplayPort/embedded DisplayPort, products supporting 5G mobile communications, ROG Phone 6D using MediaTek Dimensity chips, products with wireless charging functionality, USB-C docking station related products, products with router and WiFi system functions, are respectively subject to patent litigation or investigation in Taiwan, United States, Japan, Brazil, Italy, Germany, and China. It is not yet possible to determine their possible outcome and impact.

The above-mentioned cases are all patent litigation cases of ASUSTeK and do not involve the Company's products. Therefore, they have nothing to do with the Company's finances or business, and they will not have a significant impact on the Company's shareholders' equity or securities prices.

(XIII) Other important risks and corresponding measures: None.

VII. Other important matters: None.

## Six. Special Records

- I. Summary of affiliated companies  
Please visit the Market Observation Post System (<https://mops.twse.com.tw/mops/#!/web/home>) and search for company code: 5269 to access relevant information.  
Homepage > Single Company > Electronic Document Download > Related Enterprise Three-Statement Section.
- II. Private placement of securities in the most recent year and up to the date of publication of the annual report: None.
- III. Other necessary supplementary information: None.
- IV. Matters that have a significant impact on shareholders' equity or securities prices as specified in Article 36, Paragraph 3, Item 2 of the Securities and Exchange Act in the most recent year and up to the printing date of the annual report: None.

**ASMedia Technology Inc.**

**Chairman: Hsu Shih Chang**