



Stock Code: 5274

ASPEED Technology Inc.

2025 Annual Report

Notice to readers

This English-version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

Printed on March 30, 2026

Website for accessing this annual report: <http://mops.twse.com.tw>

Annual Report is available at: <http://www.aspeedtech.com>

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I. A Letter to Shareholders

To our Valued Shareholders,

The year 2025 was a year in which ASPEED Technology demonstrated exceptional operational resilience and innovative momentum. Driven by the dual engines of the AI and general-purpose server markets, coupled with the achievements of our diversified application strategy for Cloud & Enterprise Solutions, our team's collective efforts have resulted in record-breaking annual revenue and profitability. Notably, cumulative net income for the first three quarters surpassed the total for the entire year of 2024. For the year 2025, ASPEED Technology achieved an annual consolidated revenue of NT\$9,084,875 thousand, representing a year-on-year increase of 40.64%. Net income after tax reached NT\$3,927,807 thousand, a significant growth of 52.76% compared to NT\$2,571,308 thousand in 2024, resulting in an EPS of NT\$103.92. Our gross margin stood at 68.01%, with an operating margin of 51.30%. This outstanding performance amid a challenging yet opportunity-filled industrial landscape is a testament to the dedication and continuous innovation of our professional team, as well as the unwavering support of our customers and partners.

Diversified Applications and Strategic Positioning

In response to the evolution of global computing architectures, ASPEED continues to leverage its R&D capabilities and streamline its operational system through strategic organizational adjustments. We have deepened our core technologies. Our Baseboard Management Controller (BMC) continues to hold a leading global position, with the eighth-generation AST2700 Series officially beginning to contribute to our revenue.

Furthermore, ASPEED is committed to diversifying its product portfolio, actively expanding into key areas such as I/O Expander, Bridge IC, and PRoT SoC. Our core growth strategy focuses on increasing the "Content Value per Server" of ASPEED IC products. By providing a more comprehensive silicon portfolio, we meet the diverse architectural requirements of our customers.

To implement professional specialization and enhance operational efficiency, the company officially spun off its "Reality Remote Management (RRM) Business" on December 31, 2025, transferring it to our wholly-owned subsidiary, Cupola360 Inc. This move allows ASPEED to focus on core IC research and development, while Cupola360 independently cultivates immersive panoramic image processing and provides comprehensive value-added solutions across chips, hardware, and software. Through a "Factory-less ODM" business model and precise resource allocation, we aim to maximize synergies.

Sustainable Future and Low-Carbon Operations

ASPEED recognizes that sustainable development is the cornerstone of long-term corporate competitiveness. We have actively integrated ESG strategies into our core operations. We have launched a "Three-Year IFRS S1/S2 Sustainability Disclosure Project" to align with international standards and have implemented comprehensive greenhouse gas accounting under the GHG Protocol. We plan to obtain ISO 14067 product carbon footprint certification for our flagship product AST2600 in 2026, demonstrating our commitment to building a low-carbon supply chain.

Regarding talent development, we are dedicated to providing a high-quality workplace while promoting diversity, equity, and inclusion (DEI) initiatives, such as our "Women in Tech Project" in collaboration with National Tsing Hua University and Hsinchu Girls' Senior High School. Our sustainability efforts have been recognized by authoritative institutions: we ranked in the top 5% of the 2024 Corporate Governance Evaluation for the first time, achieved a B Level rating from the CDP

(Carbon Disclosure Project), and earned a Bronze Medal from EcoVadis. Looking ahead, we will continue to optimize green operations and create sustainable value for our shareholders.

Future Outlook

ASPEED remains committed to its mission of "Technological Civilization," viewing innovation and R&D as the core drivers of corporate development. We will continue to invest resources in new product development and explore broader application territories through diversified growth strategies. To strengthen our technical competitiveness and deepen local development, we have officially established an R&D Center in Kaohsiung to attract top-tier talent. ASPEED will continue to meet future challenges with robust R&D capabilities and a pioneering spirit. Finally, we would like to express our deepest gratitude to our employees for their contributions, our partners and suppliers for their assistance, and our global customers and shareholders for their long-term trust. ASPEED will continue to pursue operational excellence to create more fruitful and sustainable value for all stakeholders.

Chairman: Chris Lin

President: Chris Lin

II. Corporate Governance

1. Information of Directors and Officials

(1) Directors’ Information

(i) Information Regarding Board Members

March 30, 2026/Unit: thousand shares

Title	Nationality or Registry	Name	Gender Age	Date appointed	Term (Yrs)	Date first Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Selected education and experience	Concurrent positions at the company and other companies	Remark
							Shares	%	Shares	%	Shares	%	Shares	%			
Chairman	R.O.C.	Chris Lin	Male 65	30 May 2024	3	June 24 2010	377	1.00%	379	1.00%	0	0%	6,435	17.02%	EMBA, National Chiao Tung University Master , Electrical Engineering, National Taiwan University B.S., Electrical Engineering, National Tsing Hua University President, XGI Technology Inc. Vice President, Multimedia Product Division, SiS	President, ASPEED Technology Inc. Director, Linvest Wealth Corp. Director, Linvest Fortune Corp. Director, ASPEED Technology (Samoa) Inc. CEO, ASPEED Technology (U.S.A.) Inc. Chairman, Cuploa360 Inc.	The positions of Chairman and President of the company are held by the same person. (Note 1) ASPEED has four independent directors and a majority of the Board members are not employees or members of management.
Director	R.O.C.	Xian Hua Investment Co., Ltd.	-	30 May 2024	3	June 24 2010	593	1.57%	593	1.57%	0	0%	0	0%	Master, Electrical Engineering, National Tsing Hua University Chairman/Chief Operating Officer, Machvision Inc. Chairman, Ace Motors Inc. Vice President, Stark Technology Inc. Director, Acer Inc.	Director, Machvision Inc. Director, Stark Technology Inc. Independent Director, Cipherlab Co., Ltd.	
	R.O.C.	Representative – Arnold Yu	Male 68				0	0%	118	0.31%	0	0%	0	0%			
Director	R.O.C.	Linvest Wealth Corp.	-	30 May 2024	3	June 24 2010	5,253	13.90%	5,253	13.90%	0	0%	0	0%	EMBA, National Chengchi University B.S., Electrical Engineering, Chinese Culture University Assistant Vice President of Strategy Marketing, SiS	Vice President, ASPEED Technology Inc.	
	R.O.C.	Representative – Luke Chen	Male 61				0	0%	28	0.07%	0	0%	0	0%			
Director	R.O.C.	Ted Tsai	Male 70	30 May 2024	3	May 30 2018	305	0.81%	303	0.80%	101	0.27%	0	0%	Chairman, Maojet Technology Corp. Bachelor’s in Electronic Engineering, Chung Yuan Christian University	Chairman, Maojet Technology Corp. Chairman, Symma Technology Co. Ltd.	
Director	R.O.C.	Linvest Fortune Corp.	-	30 May 2024	3	May 26 2017	1,182	3.13%	1,182	3.13%	0	0%	0	0%	Master , Electrical Engineering, National Cheng Kung University Assistant Vice President of R&D, XGI Technology Inc. Senior Manager of R&D, SiS	None	
	R.O.C.	Representative – Hung-Ju Huang	Male 59				0	0%	60	0.16%	0	0%	0	0%			
Independent Director	R.O.C.	Sheng-Lin Chou	Male 68	30 May 2024	3	July 30 2021	0	0%	0	0%	0	0%	0	0%	B.S. , Electrical Engineering, National Tsing Hua University Ph.D. & Master in Computer Science, National Chiao-Tung University EMBA, Thunderbird School of Global Management Deputy GD, ICL/Industrial Technology Research Institute Assistant VP, TECO & GD of TECO Group Research Institute Adjunct Associate Professor, CS Dept., National Chiao-Tung University	Chief Venture Officer (CVO), ICL/Industrial Technology Research Institute Secretary General, Taiwan Association of Information & Communication Standards (TAICS)	

Title	Nationality or Registry	Name	Gender Age	Date appointed	Term (Yrs)	Date first Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Selected education and experience	Concurrent positions at the company and other companies	Remark
							Shares	%	Shares	%	Shares	%	Shares	%			
Independent Director	R.O.C.	John C. Lin	Male 49	30 May 2024	3	July 30 2021	0	0%	0	0%	0	0%	0	0%	Queen Mary, University of London (M.Sc. in Information Technology) Franklin Pierce Law Center (LL.M.) Lecturer, Chinese Culture University Law School	Senior Consultant, Jones Day Taipei	
Independent Director	R.O.C.	Kathy Yang	Female 66	30 May 2024	3	20 Jan 2003	0	0%	0	0%	0	0%	0	0%	Executive Program, National Chengchi University Business Association MBA, Kansas State University Bachelor of Business Administration, National Chengchi University Executive Vice President and Head of the Venture Capital Department, CDIB Capital Group President, CDIB Capital Management Corporation	Director, Young Shine Electric Co.,Ltd. Independent Director, Sinopower Semiconductor Inc. Independent Director, Innodisk International Co., Ltd. Independent Director, WPG Holdings Ltd.	
Independent Director	R.O.C.	Chen-Fu Chien	Male 59	30 May 2024	3	29 May 2015	0	0%	0	0%	0	0%	0	0%	Ph.D. of Decision Sciences and Operation Research, University of Wisconsin-Madison Master of Industrial Engineering, University of Wisconsin-Madison B.S. Industrial Engineering and Electrical Engineering, National Tsing Hua University Secretary General, National Tsing Hua University VP of Research & Development, National Tsing Hua University Director, NTHU-TSMC Center for Manufacturing Excellence Deputy Director, Industrial Engineering Division, TSMC	EVP & Chair Professor, National Tsing Hua University Director AIMS Research Center, National Science and Technology Council Chairman , Zhen Ding Tech. Group Independent Director, Airoha Technology Corp.	

Note 1: The Company’s Chairman, Mr. Chris Lin, also serves as President in order to enhance management efficiency and maintain consistency in strategic planning and execution. Mr. Lin has more than 30 years of experience in chip R&D and corporate management. Since founding ASPEED Technology in 2004, he has concurrently served as Chairman and President, participating directly in strategic planning, product development, marketing, and operational management. The Board of Directors considers this dual role arrangement reasonable and appropriate. From a corporate governance perspective, starting from the seventh Board term, the Company has appointed an additional independent director (currently four in total) and established functional committees led by independent directors (such as the Sustainability Committee and the Nomination Committee) to strengthen decision-making quality and supervisory oversight.

(ii) Major shareholders of institutional shareholders

March 30, 2026

Name of institutional shareholder	Major shareholders of institutional shareholders
Linvest Wealth Corp.	Chris Lin (64.94%), Yu-Hua Chang (28.20%), Han-Wei Lin (3.43%), Chung-Wei Lin (3.43%)
Xian Hua Investment Co., Ltd.	Jui-Hua Chu (50.51%), Arnold Yu (22.58%), Pin Yu (13.28%), Chun-Chi Yu (13.28%), Jui-Li Chu (0.34%)
Linvest Fortune Corp.	Chris Lin (51.00%), Yu-Hua Chang (47.00%), Han-Wei Lin (1.00%), Chung-Wei Lin (1.00%)

(iii) Professional qualifications and independence analysis of directors

Name/Title	Criteria	Professional Qualifications and Experience	Independence Status	Number of Other Taiwanese Public Companies Concurrently Serving as an Independent Director
Chris Lin	For Directors’ professional qualifications and experience, please refer to “Information Regarding Board Members” of this Annual Report. None of the Directors has been in or is under any circumstances stated in Article 30 of the Company Law. (Note 1)	Not Applicable	Not Applicable	None
Arnold Yu-Xian Hua Investment Co., Ltd. Representative				1
Luke Chen-Linvest Wealth Corp.Representative				None
Hung-Ju Huang-Linvest Fortune Corp.Representative				None
Ted Tsai				None
Sheng-Lin Chou		Please refer to the following declarations	Please refer to the following declarations	None
John C. Lin				None
Kathy Yang				3
Chen-Fu Chien				1
All of the following situations apply to each and every of the Independent Directors: 1. Satisfy the requirements of Article 14-2 of “Securities and Exchange Act” and “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” (Note 2) issued by Taiwan’s Securities and Futures Bureau 2. Independent Director (or nominee arrangement) as well as his spouse and minor children do not hold any ASPEED shares 3. Received no compensation or benefits for providing commercial, legal, financial, accounting services or consultation to the Company or to any its affiliates within the preceding two years, and the service provided is either an “audit service” or a “non-audit service”				

Note 1: A person shall not act in a management capacity for a company, and if so appointed, must be immediately discharged if they have been:

1. Convicted for a violation of the Statutes for the Prevention of Organizational Crimes and: has not started serving the sentence; has not completed serving the sentence; or five years have not elapsed since completion of serving the sentence, expiration of probation, or pardon;
2. Convicted for fraud, breach of trust or misappropriation, with imprisonment for a term of more than one year, and: has not started serving the sentence; has not completed serving the sentence; or two years have not elapsed since completion of serving the sentence, expiration of probation, or pardon;
3. Convicted for violation of the Anti-Corruption Act, and: has not started serving the sentence; has not completed serving the sentence; or two years have not elapsed since completion of serving the sentence, expiration of probation, or pardon;
4. Adjudicated bankrupt or adjudicated to commence a liquidation process by a court, and having not been reinstated to his or her rights and privileges;
5. Sanctioned for unlawful use of credit instruments, and the term of such sanction has not expired yet;
6. If she/he does not have any or limited legal capacity; or
7. If she/he has been adjudicated to require legal guardianship and such requirement has not been revoked yet.

Note 2: 1. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Law.

2. Not serving concurrently as an independent director on more than three other public companies in total.
3. During the two years before being elected and during the term of office, meet any of the following situations:
 - (1) Not an employee of the company or any of its affiliates;
 - (2) Not a director or supervisor of the company or any of its affiliates;
 - (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the company or ranks as one of its top ten shareholders;
 - (4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding (1) subparagraph, or of any of the above persons in the preceding subparagraphs (2) and (3);
 - (5) Not a director, supervisor, or employee of a corporate/institutional shareholder that directly holds five percent or more of the total number of issued shares of the company, ranks as of its top five shareholders, or has representative director(s) serving on the company's board based on Article 27 of the Company Law;
 - (6) Not a director, supervisor, or employee of a company of which the majority of board seats or voting shares is controlled by a company that also controls the same of the company;
 - (7) Not a director, supervisor, or employee of a company of which the chairman or CEO (or equivalent) themselves or their spouse also serve as the company's chairman or CEO (or equivalent);
 - (8) Not a director, supervisor, officer, or shareholder holding five percent or more of the shares of a specified company or institution that has a financial or business relationship with the company; and

(9) Other than serving as a compensation committee member of the company, not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides commercial, legal, financial, accounting services or consultation to the company or to any affiliate of the company, or a spouse thereof, and the service provided is an “audit service” or a “non-audit service which total compensation within the recent two years exceeds NT\$500,000”.

(iv) Board Diversity and Independence

Our board consists of nine directors, with a total of four independent directors, accounting for 44% of all director positions. The independent directors completed the signing of statements affirming their professional qualifications, independence, and compliance with part-time regulations upon their appointment on May 30, 2024. Both the board of directors and its members comply with the independence requirements stipulated by laws and regulations, without violating the provisions of Article 26-3, paragraphs 3 and 4, of the Securities and Exchange Act.

Our company has established a policy for board member diversity. In accordance with the Corporate Governance Principles, the composition of the board of directors considers diversity. The number of directors who are also corporate executives should not exceed one-third of the total directorships. External director members come from different industries and academia, each possessing professional abilities and work experience in various dimensions such as management, finance and accounting, technology industry, international markets, decision-making and leadership, law, and intellectual property rights. To enhance the diversity of the board of directors, the company also commits to increasing the number of female directors by at least one in the eighth board of directors, with the long-term goal of having a majority of independent directors and female directorships not less than one-third. The implementation status of the board of directors' diversity policy at this stage is as follows:

Implementation of the Diversity Name and Title	Nationality	Gender	Employed by ASPEED	Age			Independent Director Period-Year			Operational Judgment	Accounting and financial analysis skills	Management ability	Crisis management procedures	Tech. industry knowledge	International market view	Leadership & decision-making	Legal & IP knowledge
				40~50	51~60	61~75	0~3	3~6	6~9								
Chris Lin	R.O.C.	Male	√			√				√	√	√	√	√	√	√	√
Arnold Yu Xian Hua Investment Co., Ltd. Representative	R.O.C.	Male				√				√	√	√	√	√	√	√	
Luke Chen Linvest Wealth Corp. Representative	R.O.C.	Male			√					√	√	√	√	√	√	√	
Hung-Ju Huang Linvest Fortune Corp. Representative	R.O.C.	Male			√					√		√	√	√	√	√	√
Ted Tsai	R.O.C.	Male				√				√		√	√	√	√	√	√
Sheng-Lin Chou	R.O.C.	Male				√		√		√		√	√	√	√	√	√
John C Lin	R.O.C.	Male		√				√		√	√		√	√	√	√	√
Kathy Yang	R.O.C.	Female				√	√			√	√	√	√	√	√	√	
Chen-Fu Chien	R.O.C.	Male			√		√			√		√	√	√	√	√	√

(2) Information of Chairman, Vice Presidents and Officers

March 30, 2026/ Unit: thousand shares																
Title	Nationality	Name	Gender	Date appointed	Shareholding		Spouse and underage children shareholding		Shareholding under the title of a third party		Experience & Education	Serves concurrently as	Managers who are spouse or second degree relative			Remark
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
President	R.O.C.	Chris Lin	Male	2004.11.15	379	1.00%	0	0%	6,435	17.02%	EMBA, National Chiao Tung University Master, Electrical Engineering, National Taiwan University B.S., Electrical Engineering, National Tsing Hua University President, XGI Technology Inc. Vice President, Multimedia Product Division, SiS	Director, Linvest Wealth Corp. Director, Linvest Fortune Corp. Director, ASPEED Technology (Samoa) Inc. CEO, ASPEED Technology (U.S.A.) Inc. Chairman, Cuploa360 Inc.	None	None	None	The positions of Chairman and President of the company are held by the same person. (Note 1) ASPEED has four independent directors and a majority of the Board members are not employees or members of management.
Vice President of Sales	R.O.C.	Charles Kuan	Male	2017.02.02	3	0%	0	0%	0	0%	Master, School of Communication and Information Studies Rutgers University, State University of New Jersey Assistant Vice President of Sales in Asia, Vertive Senior Manager, Acer Corp.	None	None	None		
Vice President of R&D	R.O.C.	Paul Huang	Male	2021.10.01	2	0%	0	0%	0	0%	Master, Electrical Engineering, National Tsing Hua University Vice director, Quanta, Advanced Research Cloud Lab BU Head, ITE, MultiMedia Founder & CTO, General Manager, SMedia Corp.	None	None	None		
Assistant Vice President	R.O.C.	Richard Chuang	Male	2025.12.12	0	0%	0	0%	0	0%	Master, Industrial and Systems Engineering, San Jose State Director of Sales, Poindus Systems Sr. Manager, Mediatek Corp. Director of Operation, XGI Technology	None	None	None		
Assistant Vice President	R.O.C.	Allen Ho	Male	2023.05.08	0	0%	0	0%	0	0%	MBA, National Taiwan University B.S., Mechanical Engineering, National Taiwan University Vice President, Cedar Capital Senior Vice President, SinoPac Securities Assistant Vice President, CDIB	Supervisor, Aresgreen Technology Corp.	None	None	None	
Finance & Accounting Sr.Manager	R.O.C.	Tina Chiu	Female	2007.04.09	0	0%	0	0%	0	0%	B.S., Accounting, Feng Chia University Accounting Specialist, Foxconn	None	None	None		

Note 1: The Company’s Chairman, Mr. Chris Lin, also serves as President in order to enhance management efficiency and maintain consistency in strategic planning and execution. Mr. Lin has more than 30 years of experience in chip R&D and corporate management. Since founding ASPEED Technology in 2004, he has concurrently served as Chairman and President, participating directly in strategic planning, product development, marketing, and operational management. The Board of Directors considers this dual role arrangement reasonable and appropriate. From a corporate governance perspective, starting from the seventh Board term, the Company has appointed an additional independent director (currently four in total) and established functional committees led by independent directors (such as the Sustainability Committee) to strengthen decision-making quality and supervisory oversight.

(3) Remunerations Paid to Directors, President and Vice President

(i) Remunerations Paid to Directors

Unit: NT\$ 1,000

Title	Name	Remuneration Paid to Directors								(A+B+ C+ D) as % of Net Income		Compensation Earned as Employee of the Company or of the Company's Affiliates								(A+B+C+D+E+F+G) as % of Net Income		Other Compensation from non-
		Salary (A)		Pension (B)		Remuneration (C) (Note)		Allowance (D)				Salary, Bonus and special etc.(E)		Pension (F)		Employee Compensation (G) (Note)						
		The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company		Consolidated Entities		The Company	Consolidated Entities	
																Cash	Stock	Cash	Stock			
Chairman	Chris Lin	0	0	0	0	10,079	10,079	70	70	0.26%	0.26%	5,761	5,761	0	0	0	0	0	0	0.41%	0.41%	None
Director	Arnold Yu , Representative of Xian Hua Investment Co., Ltd.	0	0	0	0	10,079	10,079	70	70	0.26%	0.26%	0	0	0	0	0	0	0	0	0.26%	0.26%	None
Director	Luke Chen, Representative of Linvest Wealth Corp.	0	0	0	0	10,078	10,078	70	70	0.26%	0.26%	1,105	1,105	18	18	0	0	0	0	0.29%	0.29%	None
Director	Hung-Ju Huang, Representative of Linvest Fortune Corp.	0	0	0	0	10,078	10,078	70	70	0.26%	0.26%	0	0	0	0	0	0	0	0	0.26%	0.26%	None
Director	Ted Tsai	0	0	0	0	10,079	10,079	60	60	0.26%	0.26%	0	0	0	0	0	0	0	0	0.26%	0.26%	None
Independent Director	Sheng-Lin Chou	1,500	1,500	0	0	1,410	1,410	140	140	0.08%	0.08%	0	0	0	0	0	0	0	0	0.08%	0.08%	None
Independent Director	John C. Lin	1,500	1,500	0	0	1,410	1,410	140	140	0.08%	0.08%	0	0	0	0	0	0	0	0	0.08%	0.08%	None
Independent Director	Kathy Yang	1,500	1,500	0	0	1,410	1,410	140	140	0.08%	0.08%	0	0	0	0	0	0	0	0	0.08%	0.08%	None
Independent Director	Chen-Fu Chien	1,500	1,500	0	0	1,410	1,410	140	140	0.08%	0.08%	0	0	0	0	0	0	0	0	0.08%	0.08%	None
1. Please describe the policy, system, standards and structure for the remuneration of independent directors, and the correlation with the amount of remuneration paid based on the responsibilities, risks, time commitment, etc.: The remuneration paid by the Company to its directors consists of directors’ salaries,allowances and directors’ remuneration. Directors’ salaries include compensation for serving as directors and functional committees under the Board of Directors, which is paid monthly with reference to the level of industry and the level of operational participation; horse and carriage expenses are paid with reference to the level of industry and are based on the attendance of the Board of Directors at Board meetings; directors’ remuneration is based on the annual operating performance of the Company and is determined in accordance with the Company’s Articles of Incorporation; any profit contribution of no more than 3% is the directors’ remuneration, which is approved by the Board of Directors and reported to the shareholders’ meeting. The compensation of directors and employees includes salaries, bonuses and employee compensation, which are determined based on the position held, the responsibilities assumed and the profitability of the Company, with reference to the standard of the same position in the industry. 2. Other than the above disclosures, Director Luke Chen received NT\$1,050 thousand in consultant fees for services provided to companies included in the financial statements during the most recent fiscal year. 3. Mr. Luke Chen retired from the Company on February 28, 2025, and no longer concurrently serves as Vice President of Sales.																						

Range of Director Remunerations

Remuneration Ranges	Name of Director			
	Total Remuneration (A+B+C+D)		Total Remuneration (A+B+C+D+E+F+G)	
	The Company	Consolidated Entities	The Company	Consolidated Entities
Less than NT\$1 million	None	None	None	None
NT\$1 million to NT\$2 million	None	None	None	None
NT\$2 million to NT\$3.5 million	Sheng-Lin Chou John C. Lin Kathy Yang Chen-Fu Chien	Sheng-Lin Chou John C. Lin Kathy Yang Chen-Fu Chien	Sheng-Lin Chou John C. Lin Kathy Yang Chen-Fu Chien	Sheng-Lin Chou John C. Lin Kathy Yang Chen-Fu Chien
NT\$3.5 million to NT\$5 million	None	None	None	None
NT\$5 million to NT\$10 million	None	None	None	None
NT\$10 million to NT\$15 million	Chris Lin Xian Hua Investment Co., Ltd. Linvest Wealth Corp. Linvest Fortune Corp. Ted Tsai	Chris Lin Xian Hua Investment Co., Ltd. Linvest Wealth Corp. Linvest Fortune Corp. Ted Tsai	Xian Hua Investment Co., Ltd. Linvest Wealth Corp. Linvest Fortune Corp. Ted Tsai	Xian Hua Investment Co., Ltd. Linvest Wealth Corp. Linvest Fortune Corp. Ted Tsai
NT\$15 million to NT\$30 million	None	None	Chris Lin	Chris Lin
NT\$30 million to NT\$50 million	None	None	None	None
NT\$50 million to NT\$100 million	None	None	None	None
Above NT\$100 million	None	None	None	None
Total	9 (including 3 legal persons)	9 (including 3 legal persons)	9 (including 3 legal persons)	9 (including 3 legal persons)

(ii) Remunerations Paid to President and Vice President

Unit: NT\$ 1,000

Title	Name	Salary (A)		Pension (B)		Bonuses and special expenses (C)		Employee Compensation(D) (Note)				(A+B+C+D) as % of Net Income		Other Compensation from non-subsidiary affiliates
		The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company		Consolidated Entities		The Company	Consolidated Entities	
								Cash	Stock	Cash	Stock			
President	Chris Lin	12,207	12,207	288	288	65,513	65,513	0	0	0	0	78,008 1.99%	78,008 1.99%	None
COO	CJ Hsieh													
Vice President	Luke Chen													
Vice President	Paul Huang													
Vice President	Charles Kuan													

Note: Mr. Luke Chen, VP of Sales, retired on February 28, 2025.

Mr. Charles Kuan and Mr. Pual Huang, Assistant Vice Presidents, were promoted to Vice Presidents effective April 1, 2025.

Range of remuneration table

Remuneration Ranges	Name of President and Vice Presidents	
	The Company	Consolidated Entities
Less than NT\$1 million	None	None
NT\$1 million to NT\$2 million	Luke Chen	Luke Chen
NT\$2 million to NT\$3.5 million	None	None
NT\$3.5 million to NT\$5 million	None	None
NT\$5 million to NT\$10 million	None	None
NT\$10 million to NT\$15 million	Chris Lin, Pual Huang	Chris Lin, Paul Huang
NT\$15 million to NT\$30 million	CJ Hsieh, Charles Kuan	CJ Hsieh, Charles Kuan
NT\$30 million to NT\$50 million	None	None
NT\$50 million to NT\$100 million	None	None
Above NT\$100 million	None	None
Total	5 person	5 person

(iii) Employees' Profit-Sharing bonus paid to Officers

Unit: NT\$ 1,000

	Title	Name	Stock Bonus	Cash Bonus	Total	Ratio of total amount to net after-tax profit of entity financial statement (%)
Managerial Officers	President	Chris Lin	0	69,427	69,427	1.77%
	COO	CJ Hsieh				
	Vice President	Luke Chen				
	Vice President	Paul Huang				
	Vice President	Charles Kuan				
	Assistant Vice President	Craig Kuo				
	Assistant Vice President	Darren Lu				
	Assistant Vice President	Allen Ho				
	Finance and Accounting Sr. Manager	Tina Chiu				

Note: The proposed amount of 2025 employee including employee bonus and CSU bonus to be distributed is calculated based on the ratio of the actual amount distributed in 2024.

- (4) Analysis of the ratios of the total remuneration of the Company's directors, president and vice president paid over the past two years to the net after-tax profit, explanation of the Company's remuneration policy, standard and combination, establishment of the remuneration procedure, and the correlation with operating performance and future risk:

(i) Ratios of total remuneration to the net after-tax profit

Items \ Year	Ratio of Total Remuneration to the net after-tax profit			
	2024		2025	
	The Company	All Consolidated Entities	The Company	All Consolidated Entities
Directors	1.62%	1.62%	1.60%	1.60%
Presidents and Vice Presidents	1.87%	1.87%	2.14%	2.14%

- (ii) The remuneration policy, standard and combination, establishment of the remuneration procedure and correlation with operating performance and future risk:

The Company's allocation of directors' and employees' remuneration for fiscal year 2025 is determined in accordance with the Articles of Incorporation. Subject to annual profitability, the Company allocates no more than 3% of profits for directors' remuneration and no less than 8% for employees' remuneration. (No less than 1% of the profits should be allocated to the remuneration of the grassroots employees.) The allocation ratios are determined with consideration of the Company's profitability, long-term development strategy, and shareholders' interests, while also balancing talent retention and incentive mechanisms.

The determination of directors' remuneration is primarily based on the results of the Board performance evaluation. Additional factors considered include the level of participation in the Company's operations, quality of decision-making, oversight of strategic objectives, fulfillment of fiduciary duties, professional expertise and continuing education, as well as supervision over internal control and risk management. This framework is designed to strengthen the effectiveness of the Board and enhance the quality of its governance and decision-making.

The remuneration structure for executives is performance-based and linked to both overall corporate performance and individual performance. ESG (Environmental, Social, and Governance) metrics are incorporated as key components in variable compensation. By integrating ESG performance into the remuneration framework, the Company reinforces management's commitment to sustainable development and promotes long-term value creation.

Remuneration for directors and executives is reviewed by the Compensation Committee in accordance with defined performance evaluation and risk management mechanisms. The Committee takes into account the Company's operating performance, sustainability outcomes, industry trends, and future business risks, and submits its recommendations to the Board of Directors for approval. The distribution of directors' and employees' remuneration is subsequently reported to the shareholders' meeting in accordance with applicable regulations.

The Compensation Committee and the Board periodically review the appropriateness of the remuneration policy and make adjustments based on the Company's strategic direction, sustainability objectives, and regulatory developments. The Company continues to enhance the linkage between remuneration and ESG performance to strengthen corporate governance, while balancing shareholder interests, employee incentives, and risk management.

Linkage of Directors' and Senior Executives' Remuneration to ESG Performance

To strengthen sustainable development and long-term value creation, the Company has progressively incorporated ESG performance metrics into its remuneration framework for directors and senior executives. By integrating sustainability objectives into performance evaluation and incentive design, the Company encourages management to actively promote ESG initiatives and enhances overall corporate governance and stakeholder trust.

Since 2024, ESG performance has been incorporated into the performance evaluation and variable compensation of senior executives. Beginning in 2025, the Company has further linked directors' remuneration to ESG performance, thereby establishing a remuneration system that is performance-driven, risk-aware, and sustainability-oriented. The implementation is structured in phases as follows:

Phase 1

Under the "2025 Cash-Settled Restricted Stock Unit (CSU) Plan for Employees," ESG performance has been incorporated in addition to existing operational and financial performance indicators. At this stage, the Company primarily references its ranking in the Corporate Governance Evaluation (ESG rating) as a key metric. Based on the evaluation results, adjustments are made to the number of CSU units granted to senior executives to incentivize improvements in corporate governance and overall ESG performance. The CSU plan was approved by the Compensation Committee and the Board of Directors on November 5, 2025.

Phase 2

The Company established a Sustainability Committee on November 4, 2024. This Committee is responsible for formulating ESG strategies and overseeing the development of specific, measurable sustainability performance indicators through its working groups. ESG KPIs will be tailored to the responsibilities of different senior executives, with appropriate weightings assigned. The evaluation process will be conducted by the Sustainability Development Committee, and the results will be submitted to the Compensation Committee as a key basis for final remuneration decisions, thereby enhancing objectivity, fairness, and incentive effectiveness.

2. Corporate Governance Report

(1) Operation of the Board :

A total of 6 meetings of the Board of Directors were held in 2025. The attendance of the directors is as follows:

Title	Name	In-person Attendance	By Proxy	Percentage of Actual Attendance
Chairman	Chris Lin	6	0	100%
Director	Arnold Yu, Corporate Representative of Xian Hua Investment Co., Ltd.	6	0	100%
Director	Luke Chen, Corporate Representative of Linvest Wealth Corp.	6	0	100%
Director	Ted Tsai	6	0	100%
Director	Hung-Ju Huang, Corporate Representative of Linvest Fortune Corp.	6	0	100%
Independent Director	Sheng-Lin Chou	6	0	100%
Independent Director	John C. Lin	6	0	100%
Independent Director	Kathy Yang	6	0	100%
Independent Director	Chen-Fu Chien	6	0	100%

Other Required Notes for the Board Meetings:

- (i) If any of the following circumstances occurs, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the company's response should be specified:

(a) Matters referred to Article 14-3 of the Securities and Exchange Act. :

Date of meeting	Meeting	Content of motion	Independent director's opinion	Handles the opinions of independent directors
Feb 27 2025	8th-term 6 th	1. Approved the amendments to the Corporate Governance Best Practice Principles and the Articles of Incorporation. 2. Approved the Statement of Internal Control System 3. Approved the appointment of the independent auditors, including the assessment of their independence and remuneration. 4. Approved the distribution of employees' and directors' remuneration for fiscal year 2024. 5. Approved the allocation of 2024 Cash-Settled Restricted Stock Units (CSUs) for employees and salary adjustments for managerial officers.	Proposal was approved as proposed	None

Date of meeting	Meeting	Content of motion	Independent director's opinion	Handles the opinions of independent directors
		6. Approved the provision of loans to the Company's 100%-owned subsidiary, Cupola360 Inc.		
May- 05 2025	8th-term 8 th	Approved the amendments to the Audit Committee Charter, the Sustainability Best Practice Principles, and the Procedures for Preparation and Assurance of the Sustainability Report.	Proposal was approved as proposed	None
Aug- 05 2025	8th-term 9 th	1. Approved the 2024 Sustainability Report 2. Approved the engagement of Deloitte Sustainability and Risk Advisory Co., Ltd. to assist the Company in implementing the IFRS S1 and S2 Sustainability Disclosure Standards.		
Nov-05 2025	8th-term 10 th	1. Approved the grant of 2025 Cash-Settled Restricted Stock Units (CSUs) for employees. 2. Approved the establishment of the Nomination Committee. 3. Approved the adoption of the Nomination Committee Charter. 4. Approved the spin-off and transfer of the Reality Remote Management business to a wholly-owned subsidiary. 5. Approved the amendments to the Company's Internal Control System 6. Approved the acquisition of right-of-use assets for real estate. 7. Approved the amendment to the 2025 Internal Audit Plan. 8. Approved the adoption of the 2026 Internal Audit Plan.		

(b) Other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the board of directors. : None.

- (ii) If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified:

Date of Board of directors	Content of motion	Name of Director	Causes for Avoidance	Voting or Not
Feb-27 2025	1. Approved the distribution of employees' and directors' remuneration for fiscal year 2024 2. Approved the allocation of 2024 Cash-Settled Restricted Stock Units (CSUs) for employees and salary adjustments for managerial officers.	Chris Lin, Luke Chen	1.Distribution of employees' & directors' remuneration 2.CSUs allocation	Note 1
Nov-05 2025	Approved the grant of 2025 Cash-Settled Restricted Stock Units (CSUs) for employees	Chris Lin	Grant of CSUs	Note 2

Note 1: All motions were approved by all attending directors as proposed, except for the motion regarding 1)distribution of employees' & directors' remuneration and 2) CSUs allocation on Feb 27, 2025, where director Chris Lin and Luke Chen recused themselves to avoid conflicts of interest in accordance with the law.

Note 2: All motions were approved by all attending directors as proposed, except for the motion regarding the 2025 Grant of Cash-Settled Restricted Stock Units (CSUs) to Employees on Nov. 05 2025, where director Chris Lin recused themselves to avoid conflicts of interest in accordance with the law.

(iii) Listed companies should disclose information on the board of directors' self (or peer) assessment cycle and period, the scope, manner and content of the assessment :

Assessment Cycle	Assessment Period	Assessment Scope	Assessment Method	Assessment Content
Once every three years	2022/11/1-2023/10/31	Performance assessment of the board of directors	Assessment conducted by an external professional independent team of scholars and experts through document review, questionnaire responses, and on-site visits	The appointment of the Taiwan Corporate Governance Association (TCGA) to conduct an overall board performance assessment. This organization, along with the members of the expert team led by Dr. Chen Shengyuan, has no business dealings with our company and possesses impartial independence. They conducted assessments through questionnaires and on-site visits concerning eight major dimensions of the company's board, including composition, guidance, authorization, supervision, communication, internal control and risk management, self-discipline, and others.
Annually	2025/1/1~2025/12/31	Performance assessment of the board of directors, functional committees and their individual members	Internal self-assessment made by the board of directors, functional committees and their individual members	1. The company's items for measuring the performance assessment of the board of directors include the following aspects: (1) Degree of participation in company operations (2) Improve the quality of decision-making of the board of directors (3) Composition and structure of the board of directors (4) Selection and appointment of directors and continuous education (5) Internal control 2. The company's items for measuring the performance assessment of the functional committees include the following aspects: (1) Degree of participation in company operations (2) The awareness of duties of the functional committees (3) Improve the quality of decision-making of the functional committees

Assessment Cycle	Assessment Period	Assessment Scope	Assessment Method	Assessment Content
				(4) Selection and appointment of the functional committees (5) Internal control 3. The company's items for measuring the performance assessment of directors include the following aspects: (1) Understanding of company goals and missions (2) The awareness of their duties and responsibilities (3) Degree of participation in company operations (4) Internal relation maintenance and communications (5) Election of directors and continued knowledge development (6) Internal control

Results of the 2025 Board of Directors Self-Evaluation

- (a) The composition of the Board of Directors, member participation, decision-making quality, and overall operations are sound.
 - (b) Individual directors' participation, understanding of duties, professionalism, and continuing education are sound.
 - (c) The composition, participation, decision-making quality, and operations of functional committees, such as the Audit Committee and Remuneration Committee, are sound.
- (iv) Goals of the current and the recent years to improve the functions of board of directors (such as establishing audit committee, improving the information disclosure) and assessment of the implementation:
- (a) The Company has established the Compensation Committee on April 20, 2012, the Audit Committee on June 11, 2018, the Sustainability Development Committee on November 4, 2024, and the Nomination Committee on November 5, 2025, with the aim of enhancing corporate governance and strengthening the effectiveness of Board operations.
 - (b) To enhance the functions of the Board of Directors and establish performance objectives to improve its operational efficiency, ASPEED Technology passed the "Board of Directors Performance Evaluation Policy" at the Board meeting on May 5, 2020. The policy mandates an internal performance evaluation at least once a year and an external performance evaluation at least once every three years. The evaluation results shall be submitted and reported to the Board of Directors before the end of the first quarter of the following year. In addition to serving as a basis for review and improvement, the performance evaluation results are also used as a reference for the selection and nomination of directors.
- The Company commissioned the Taiwan Corporate Governance Association (TCGA) for the first time in October 2023 to conduct an overall effectiveness evaluation of the Board of Directors, and the external board performance evaluation report was issued on December 29, 2023.
- (c) Enhancing Corporate Governance:
ASPEED Technology has obtained board approval for the adoption of the "Corporate Governance Best Practice Principles", "Sustainable Development Best Practice Principles", "Code of Ethical Conduct", and "Procedures for Ethical Corporate Management and Guidelines for Conduct".

(d) Improving Information Transparency:

ASPEED Technology's Board of Directors has approved the "Procedures for the Management of Insider Trading Prevention and Handling of Material Internal Information" and the "Operating Procedures for Financial and Business Transactions among Related Parties".

(2) Operation of the Audit Committee

The Audit Committee held 6 sessions in 2025.

The attendance of the Independent Directors is shown in the following table.

Title	Name	In-person Attendance	By Proxy	Percentage of Actual Attendance (%)	Remark
Independent Director	Sheng-Lin Chou	6	0	100%	None
Independent Director	John C. Lin	6	0	100%	None
Independent Director	Kathy Yang	6	0	100%	None
Independent Director	Chen-Fu Chien	6	0	100%	None

Other Required Notes for the Audit Committee Meeting :

- The operation of the Audit Committee shall state the date and period of the Board meeting, the content of the motion, the result of the Audit Committee's resolution and the Company's handling of the Audit Committee's opinion, if any of the following circumstances apply:

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

Date of meeting	Meeting		Content of motion	Any Independent Director had a Dissenting Opinion or Qualified Opinions
Feb 27 2025	3nd-term	4 th	- Approved the 2024 financial statements - Approved the appointment of the independent auditors for 2025, including the assessment of their independence and qualifications, as well as their remuneration. - Approved the amendments to the Corporate Governance Best Practice Principles and the Articles of Incorporation. - Approved the Statement of Internal Control System. - Approved the provision of loans to the Company's 100%-owned subsidiary, Cupola360 Inc.	None
May 05 2025	3nd-term	5 th	Approved the amendments to the Audit Committee Charter, the Sustainability Best Practice Principles, and the Procedures for Preparation and Assurance of the Sustainability Report.	
Aug 05 2025	3nd-term	6 th	- Approved the financial statements for the second quarter of 2025. - Approved the engagement of Deloitte Sustainability and Risk Advisory Co., Ltd. to assist the Company in implementing the IFRS S1 and S2 Sustainability Disclosure Standards.	

Sep 23 2025	3rd-term	7 th	1. Approved the appointment of Mr. Yu-Min Lo, CPA, of Grant Thornton LLP, as an independent expert to issue an expert opinion in accordance with applicable laws in connection with the Company's spin-off and transfer of the Reality Remote Management business to its subsidiary, Cupola360 Inc.	
Nov. 05 2025	3rd-term	8 th	1. Approved the adoption of the Nomination Committee Charter. 2. Approved the amendments to the Company's Internal Control System. 3. Approved the 2026 Internal Audit Plan.	

(2) Other resolution which was not approved by the Audit Committee but was approved by two thirds or more of all directors: None.

2. The independent director should state the name of the independent director, the content of the motion, the reasons for the evasion of interest and the circumstances of voting: None.

3. Communications of Independent Directors with internal auditors and CPAs:

(1) Independent Directors and internal auditor regularly communicate with each other among the meetings of Audit Committee and the communication functioned well. Internal auditor presents the execution and improvement of audit plan among the meetings. Also, they communicate and exchange ideas to assess internal control effectiveness.

(2) Independent Directors and CPAs regularly communicate with each other among the meetings of Audit Committee. CPAs report the Company's financial results and fully discuss with Independent Directors on the issues related to financials, taxes, internal control, etc.

(3) Corporate Governance Implementation as Required by the Taiwan Financial Supervisory Commission

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
1. Does the company establish and disclose the Corporate Governance Best-Practice Principles based on "Corporate Governance Best-Practice Principles for TWSE/ Listed Companies"?	V		The Company's "Code of Corporate Governance Practice" was submitted to the Board of Directors for implementation on March 14, 2012 in accordance with the Code of Practice for Listed Corporate Governance, and the most recent amendment to the Act was approved by the Board of Directors on February 27, 2025 and disclosed on the Company's website and the Market Observation Post System (MOPS).	None
2. Equity structure and shareholders' equity				
(1) Does the company establish an internal operating procedure to deal with shareholders' suggestions, doubts, disputes and litigations, and implement based on the procedure?	V		(1) The Company has a spokesperson mechanism to deal with shareholders' suggestions or questions at any time, and has an investor relations area on the Company's website, where shareholders can contact relevant personnel by e-mail to deal with shareholder disputes or disputes through "Contact Us" Litigation and other issues.	None
(2) Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	V		(2) The Company regularly discloses the list of major shareholders and the ultimate controllers of major shareholders in accordance with relevant laws and regulations, and declares abnormal information in accordance with regulations. In order to ensure the transparency of the company's shareholding structure, it is disclosed on the company's website.	

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
(3) Does the company establish and execute the risk management and firewall system within its conglomerate structure?	V		(3) The Company has established the "Trading Measures for Group Enterprises, Specific Companies and Related Persons" to regulate the operating procedures and risk control of business and financial transactions with related enterprises, and conduct regular internal audits and report to the Board of Directors.	
(4) Does the company establish internal rules against insiders trading with undisclosed information?	V		(4) The Company has established the "Administrative Measures for the Prevention of Insider Trading" to regulate insiders to perform their business in good faith, and shall not disclose the internal material information they know to others, and prohibit insiders from using undisclosed information in the market to buy and sell negotiable securities in accordance with relevant laws and regulations.	
3. Composition and Responsibilities of the Board of Directors				None
(1) Does the Board develop and implement a diversified policy for the composition of its members?	V		(1) The composition of the board of directors of the Company shall be voted by the shareholders after considering that they have the knowledge, skills and qualities necessary to perform their duties.	
(2) Does the company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	V		(2) In addition to establishing the Remuneration Committee and the Audit Committee in accordance with applicable laws and regulations, the Company resolved, at the Board meeting on November 4, 2024, to establish the Sustainability Committee, which is responsible for overseeing, promoting, and implementing the Company's sustainability-related initiatives. Furthermore, at the Board meeting on November 5, 2025, the Company resolved to establish the Nomination Committee, which is responsible for the selection, nomination, and succession planning of Board members.	

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
(3) Does the company establish a standard to measure the performance of the Board, and implement it annually?	V		(3) 1. The Company has established the "Board Self-Assessment or Peer Evaluation Method" and its assessment method, and the Board of Directors shall perform the internal performance evaluation of the Board at least once a year. The results of the performance evaluation are carried out by the Company's Finance and accounting division and reported to the Board of Directors and used for reference in the remuneration and nomination of individual directors. 2. Results of the performance evaluation of the Board of Directors in 2025: i. Internal performance evaluation of the board of directors self-evaluation of the operation performance of the board of directors: The performance evaluation indicators of the board of directors include five aspects, a total of 45 indicators, the overall evaluation results are 4.92 points/5 points, and the evaluation results of the five major aspects are as follows; The results of the evaluation show that the Board of Directors has the responsibility to guide and supervise the company's strategy, major business and risk management, and can establish a proper internal control system, and the overall operation is perfect and in line with the requirements of corporate governance.	

Assessment Item	Implementation Status			Reason for Non-implementation																		
	Yes	No	Summary Description																			
			<table><tr><td>Self-assessment of 5 major aspects</td><td>Appraisal items</td><td>Scoring results</td></tr><tr><td>A. Degree of participation in the Company’s operations</td><td>12 items</td><td>4.94 points</td></tr><tr><td>B. Improve the quality of decision-making of the board of directors</td><td>12 items</td><td>4.89 points</td></tr><tr><td>C. Composition and structure of the Board of Directors</td><td>7 items</td><td>5.00 points</td></tr><tr><td>D. Selection and continuing education of directors</td><td>7 items</td><td>4.81 points</td></tr><tr><td>E. Internal control</td><td>7 items</td><td>4.98 points</td></tr></table> ii. Self-evaluation of the performance of board members: The performance evaluation indicators of board members include six aspects and a total of 23 indicators, the overall evaluation results are 4.96 points/5 points, and the evaluation results of the six major aspects are as follows; It shows that the directors have positive evaluations of the efficiency and effectiveness of the operation of various indicators.	Self-assessment of 5 major aspects	Appraisal items	Scoring results	A. Degree of participation in the Company’s operations	12 items	4.94 points	B. Improve the quality of decision-making of the board of directors	12 items	4.89 points	C. Composition and structure of the Board of Directors	7 items	5.00 points	D. Selection and continuing education of directors	7 items	4.81 points	E. Internal control	7 items	4.98 points	
Self-assessment of 5 major aspects	Appraisal items	Scoring results																				
A. Degree of participation in the Company’s operations	12 items	4.94 points																				
B. Improve the quality of decision-making of the board of directors	12 items	4.89 points																				
C. Composition and structure of the Board of Directors	7 items	5.00 points																				
D. Selection and continuing education of directors	7 items	4.81 points																				
E. Internal control	7 items	4.98 points																				

Assessment Item	Implementation Status			Reason for Non-implementation																					
	Yes	No	Summary Description																						
			<table><tr><td>Self-assessment of 6 major aspects</td><td>Appraisal items</td><td>Scoring results</td></tr><tr><td>A. Mastery of the Company’s objectives and tasks</td><td>3 items</td><td>4.96 points</td></tr><tr><td>B. Awareness of the duties of directors</td><td>3 items</td><td>5.00 points</td></tr><tr><td>C. Degree of participation in the Company’s operations</td><td>8 items</td><td>4.90 points</td></tr><tr><td>D. Internal relationship management and communication</td><td>3 items</td><td>4.96 points</td></tr><tr><td>E. Professional and continuous training of directors</td><td>3 items</td><td>4.93 points</td></tr><tr><td>F. Internal control</td><td>3 items</td><td>5.00 points</td></tr></table>	Self-assessment of 6 major aspects	Appraisal items	Scoring results	A. Mastery of the Company’s objectives and tasks	3 items	4.96 points	B. Awareness of the duties of directors	3 items	5.00 points	C. Degree of participation in the Company’s operations	8 items	4.90 points	D. Internal relationship management and communication	3 items	4.96 points	E. Professional and continuous training of directors	3 items	4.93 points	F. Internal control	3 items	5.00 points	
			Self-assessment of 6 major aspects	Appraisal items	Scoring results																				
			A. Mastery of the Company’s objectives and tasks	3 items	4.96 points																				
			B. Awareness of the duties of directors	3 items	5.00 points																				
			C. Degree of participation in the Company’s operations	8 items	4.90 points																				
			D. Internal relationship management and communication	3 items	4.96 points																				
			E. Professional and continuous training of directors	3 items	4.93 points																				
			F. Internal control	3 items	5.00 points																				
			iii. The results of the performance evaluation of the board of directors in 2025 have been submitted to the board of directors for approval on March 5, 2026, please refer to the annual report or the performance evaluation of the board of directors disclosed on the company’s website.																						

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
(4) Does the company regularly evaluate the independence of CPAs?	V		(4) The Company's certified accountants belong to the Taiwan member firms of the international Big Four accounting firms, and in addition to regularly assessing the independence of the certified accountants every year, the Company implements the policy of changing accountants every five years. The Company's "CPA Independence Evaluation Report" for 2026 was reviewed and approved by the 10th meeting of the 3rd Audit Committee on March 5, 2026, and was subsequently submitted to and approved by the Board of Directors on the same date.	
4. Does the company establish an exclusively (or concurrently) corporate governance unit or personnel to be in charge of corporate governance affairs (including but not limited to furnish information required for business execution by directors, handle matters relating to board meetings and shareholders' meetings according to laws, handle corporate registration and amendment registration, produce (or record?) minutes of board meetings and shareholders meetings, etc.?	V		The Company has appointed a dedicated corporate governance officer to manage corporate governance affairs since May 8 th 2023. The scope of authority includes: (1) Organize Board meetings in accordance with the law. (2) Production of Board meeting minutes. (3) Assist with the appointment and continuing education for directors and independent directors. (4) Provide directors and independent directors with the information necessary to carry out their duties. (5) Assist directors and independent directors with compliance. (6) Any other matters set out in the Company articles of incorporation, are those approved a resolution of the Board.	None

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
5. Does the company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.), as well as handle all the issues they care for in terms of corporate social responsibilities?	V		Under corporate social responsibility section on the Company's website, there is a special area for stakeholders, which discloses the identification and evaluation of stakeholders and the issues of interest to stakeholders, and provides a contact window for appropriate purposes respond to stakeholders.	None
6. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	V		The Company designated a professional shareholder service agency to deal with shareholder affairs.	None
7. Information Disclosure				None
(1) Does the company have a corporate website to disclose both financial standings and the status of corporate governance?	V		(1) The Company discloses financial business information on its website at https://www.aspeedtech.com (in Chinese and English).	
(2) Does the company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences)?	V		(2) The Company has designated personnel for information collection and disclosure, and also has a dedicated spokesperson for regularly holding investor conferences. Related materials of investor conferences (presentations and videos) are available on its website for shareholders and the general public.	
(3) Does the company announce and file annual financial report in two months after fiscal year end? And does the company announce and file quarterly financial report and monthly operations earlier than the regulated date?		V	(3) The Company has announced and filed annual financial reports according to regulation of Securities and Exchange Act. And the Company has announced and filed quarterly reports and monthly operations earlier than regulated date as possible.	

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
8. Is there any other important information to facilitate a better understanding of the company's corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	V		(1) Employee rights and employee care Employees are the most valuable resource of ASPEED. We have a high-quality labor force that we provide with comprehensive employee welfare benefits. We care for our employees and their households while supporting their lifestyles. By conscientiously heeding employee opinions, we use communication as a bridge for connecting employees' work with the Company vision. Employees build trust with one another, which encourages joint hard work and continued growth. ASPEED's organizational framework has a linear design that supports internal free flow of opinions and open communications channels. Employees share their opinions at the end of each year in Company satisfaction surveys as well as labor management meetings, digital mailboxes, and through the Employee Welfare Committee. These channels make it easy for employees to share their thoughts with the Company, so that the responsible Company unit can offer a timely response, fostering positive interaction and trust between labor and management. Creating a seamless communication culture and an active, enlightened work environment enables us to better guarantee workers' rights and interests. (2) Investor relations The Company interacts with all shareholders based on the principle of being fair, just, and open. Besides notifying all shareholders to attend shareholders' meetings, the Company encourages shareholders to actively participate in directors and supervisors' elections, or propose amendments to the Articles of Incorporation. Material financial transactions, such as the acquisition or disposal	None

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
			of assets, endorsements, and guarantees, are all reported to the shareholders' meeting. The Company provides ample opportunity for shareholders to ask questions or make proposals, so as to achieve check of balance. Furthermore, to ensure that shareholders achieve check of balance and to protect their rights to know the Company's material information and participate in decisions. The Company discloses information in accordance with the law and has a spokesperson and acting spokesperson to properly handle shareholders' suggestions, questions, and disputes. (3) Rights of Suppliers and Stakeholders and Customer Policy The Company maintains open channels of communication with banks, customers, suppliers, and other stakeholders, and respects and protects their lawful rights and interests: - The Company provides sufficient information to its partner banks to help them make the best judgment and decisions regarding the Company's operations and finances. - The Company has dedicated personnel to respond to customers' questions regarding the Company's products. - The Company has dedicated personnel for dealing with suppliers, does not have any owed or late payments, and has maintained good relationships with suppliers. - The Company has a designated spokesperson and acting spokesperson to communicate with shareholders. It also has an external communication	

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
			hotline for external stakeholders to file complaints and reports with the Company. (4) Continuing education of directors: The Company's directors all have a professional background, and the Company occasionally provides them with information on continuing education. Please see Note 1 for details on the continuing education of directors in 2025. (5) Implementation of risk management policies and risk assessment standards: The Company established various internal regulations in accordance with the law, and established proactive risk management mechanisms. Major risks are immediately identified, assessed, responded to, and reported through risk identification and assessment operations. The impact of the risks on current and future operations is also monitored to ensure the Company's sustainability. (6) Implementation of customer policies: The Company has a customer service management unit that provides customers with services related to the Company's products and answers any questions they may have, thereby maintaining smooth channels of communication with customers. (7) Status of purchase of liability insurance by the company for directors: The Company has purchased liability insurance for directors in FY2025.	

9. The improvement status for the result of Corporate Governance Evaluation announced by Taiwan Stock Exchange.
The Company continues to make gradual improvements to its corporate governance based on corporate governance evaluation results, including:

In the 2024 Corporate Governance Evaluation, the Company's ranking among all TPEX-listed companies improved from the 6%–20% tier in the previous year to the top 5% tier. The key improvement measures are summarized as follows:

- (1) On May 30, 2024, during the re-election of the 8th Board of Directors, the Company appointed an additional female independent director. The Company has also disclosed on its website the Board diversity policy, specific management objectives, and the status of their implementation.
- (2) The Company published the 2024 Sustainability Report in both Chinese and English on its website, disclosing greenhouse gas emissions, water consumption, and total waste generation for the past two years, thereby demonstrating its commitment to environmental sustainability.
- (3) The Company engaged the Taiwan Corporate Governance Association to conduct an external board performance evaluation. The evaluation report was obtained on December 29, 2023, and has been disclosed on the Company's website.
- (4) The Company engaged Deloitte to establish the "ASPEED Whistleblowing Website," and officially launched the whistleblowing system, demonstrating the Company's commitment to integrity, ethical conduct, and sustainable operations.
- (5) On November 4, 2024, the Company established its third functional committee, the Sustainability Committee, to oversee and coordinate the planning and execution of sustainability-related strategies and initiatives.
- (6) On November 5, 2025, the Company established its fourth functional committee, the Nomination Committee, to strengthen the director nomination mechanism and enhance the professionalism and diversity of the Board.

Looking ahead, the Company will continue to maintain effective corporate governance mechanisms across all aspects of its operations, further strengthen the structure and functioning of the Board of Directors and its committees, enhance the transparency of information disclosure, and fulfill its corporate social responsibility.

Note 1: Continuing Education/Training of Directors in 2025:

Title	Name	Date	Host by	Training/Speech title	Hours
Chairman	Chris Lin	Sep. 3, 2025	Taiwan Corporate Governance Association	21st (2025) International Corporate Governance Summit – The Role of the Board in Shaping Corporate Strategy Amid Global Disruptions	6 hours
Director	Arnold Yu	Sep. 3, 2025	Taiwan Corporate Governance Association	21st (2025) International Corporate Governance Summit – The Role of the Board in Shaping Corporate Strategy Amid Global Disruptions	6 hours
Director	Luke Chen	Jun. 10, 2025	Taiwan Corporate Governance Association	Practical Operations of Sustainability Development Committee (CSO & Task Force)	3 hours
		May 10, 2025	Taiwan Corporate Governance Association	Practical Analysis of Sustainability Report Assurance	3 hours
Director	Ted Tsai	Nov. 10, 2025	Taiwan Corporate Governance Association	AI Applications, Legal Issues, and Auditing	3 hours
		Mar. 30, 2025	Taiwan Academy of Banking and Finance	Corporate Governance Lecture Series	3 hours
Director	Hung-Ju Huang	Sep. 30, 2025	Taiwan Corporate Governance Association	Corporate Innovation, Growth, and Artificial Intelligence	3 hours
		Aug. 8, 2025	Taiwan Corporate Governance Association	Fundamental Legal and Regulatory Framework for Listed Companies	3 hours
Independent Director	John C. Lin	Nov. 25, 2025	Taiwan Corporate Governance Association	Integrity Management and Anti-Money Laundering	3 hours
		Sep. 3, 2025	Taiwan Corporate Governance Association	21st (2025) International Corporate Governance Summit – The Role of the Board in Shaping Corporate Strategy Amid Global Disruptions	3 hours
Independent Director	Sheng-Lin Chou	Nov. 18, 2025	Taiwan Corporate Governance Association	Building Sustainable Performance Metrics and Compensation Systems	3 hours
		Oct. 17, 2025	Taiwan Corporate Governance Association	Corporate Governance Officers and Sustainability Governance	3 hours
Independent Director	Kathy Yang	Aug. 12, 2025	Taiwan Institute of Directors	AI-Driven Digital Transformation and Business Innovation	3 hours
		May 13, 2025	Taiwan Institute of Directors	Global Corporate Management Strategies	3 hours
Independent Director	Chen-Fu Chien	Nov. 11, 2025	Taiwan Corporate Governance Association	The Four Pillars of Information Security	3 hours
		Oct. 29, 2025	Independent Director Association Taiwan	Sustainability, Risk Management, and Cybersecurity Issues in the AI Era	3 hours

(4) Operation of the Company's Compensation Committee

(i) Compensation Committee Member Information

March 30, 2026

Criteria Name/Title	Professional Qualification and Experience	Independence Status	Number of Other Taiwanese Public Companies Concurrently Serving as Compensation Committee Member
Sheng-Lin Chou (Chairman)	ASPEED’s Compensation Committee is comprised of all 4 independent directors. For members professional qualification and experience, please refer to “Information Regarding Board Members” of this Annual Report.	Note 1	None
John C. Lin			None
Kathy Yang			3
Chen-Fu Chien			1
Note 1: All the Compensation Committee members meet any of the following situations: 1. Satisfy the requirements of Article 14-6 of “Securities and Exchange Act” and the requirements of “Regulations Governing the Appointment and Exercise of Powers by the Compensation Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange” (Note) issued by Taiwan’s Securities and Futures Bureau 2. Independent Director (or nominee arrangement) as well as his spouse and minor children do not hold any ASPEED shares 3. Received no compensation or benefits for providing commercial, legal, financial, accounting services or consultation to the Company or to any its affiliates within the preceding two years, and the service provided is either an “audit service” or a “non-audit service”			

Note: During the two years before being elected and during the term of office, meet any of the following situations:

- (1) Not an employee of the company or any of its affiliates;
- (2) Not a director or supervisor of the company or any of its affiliates;
- (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the company or ranks as one of its top ten shareholders;

- (4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding (1) subparagraph, or of any of the above persons in the preceding subparagraphs (2) and (3);
- (5) Not a director, supervisor, or employee of a corporate/institutional shareholder that directly holds five percent or more of the total number of issued shares of the company, ranks as of its top five shareholders, or has representative director(s) serving on the company's board based on Article 27 of the Company Law;
- (6) Not a director, supervisor, or employee of a company of which the majority of board seats or voting shares is controlled by a company that also controls the same of the company;
- (7) Not a director, supervisor, or employee of a company of which the chairman or CEO (or equivalent) themselves or their spouse also serve as the company's chairman or CEO (or equivalent);
- (8) Not a director, supervisor, officer, or shareholder holding five percent or more of the shares of a specified company or institution that has a financial or business relationship with the company; and
- (9) Other than serving as a compensation committee member of the company, not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides commercial, legal, financial, accounting services or consultation to the company or to any affiliate of the company, or a spouse thereof, and the service provided is an "audit service" or a "non-audit service which total compensation within the recent two years exceeds NT\$500,000".

(ii) Compensation Committee Meeting Status

(a) There are 4 members in the Compensation Committee.

(b) The term of the 6th Compensation Committee: June 7, 2024 to May 29, 2027. A total of 5 Compensation Committee meetings were held in 2025.

The attendance record of the Compensation Committee members was as follows:

Title	Name	Attend in person	By Proxy	Attendance Rate (%)	Note
6 th term Convener	Sheng-Lin Chou	5	0	100%	None
Member	John C. Lin	5	0	100%	None
Member	Kathy Yang	5	0	100%	None
Member	Chen-Fu Chien	5	0	100%	None
Other Required Remarks for the Compensation Committee: 1. In order to improve corporate governance and strengthen the functions of the board of directors, the Compensation Committee assists directors to implement and evaluate the remuneration of company’s directors and managers. 2. In cases the Board doesn’t adopt or revise the Compensation Committee’s proposals, the Company shall list date/number of the Board meeting, agenda, the Board’s resolution and the Company’s response to Compensation Committee’s proposal: None. 3. In cases the Compensation Committee members have dissenting opinions or qualified opinions against the resolution and recorded with notes in paper, the Company shall list date, number of the Compensation Committee meeting, agenda, all members’ opinion and the follow-up of the members’ opinion: None. 4. The content of the motion, the result the Compensation Committee’s resolution and the Company’s handling of the Compensation Committee’s opinion:					
Meeting		Details of the Resolution and Subsequent Implementation			
Feb. 27, 2025 6th-term 4th		1. The distribution of employees’ and directors’ remuneration for fiscal year 2024 2. The allocation of 2024 Cash-Settled Restricted Stock Units (CSUs) for employees and salary adjustments for managerial officers. Approved as proposed and reported to the Board of Directors for resolution.			
May 5, 2025 6th-term 5th		1. Senior Executive Promotion and Appointment Approved as proposed and reported to the Board of Directors for resolution			
Nov. 5, 2025 6th-term 7th		1. The Grant of 2025 Cash-Settled Restricted Stock Units (CSUs) to Employees Approved as proposed and reported to the Board of Directors for resolution			
Dec. 12, 2025 6th-term 8th		1. Proposal for the Policy Linking Board Compensation to ESG Performance Approved as proposed and reported to the Board of Directors for resolution			

(5) Operation of the Sustainability Committee

(i) The Sustainability Committee Member Information

Criteria Name/Title	Professional Qualification and Experience
Luke Chen (Chairman)	The Sustainability Committee is composed of two Directors and all four Independent Directors. The convener, Director Luke Chen, has served as the Chairperson of the company's Sustainability Management Committee for many years and possesses extensive expertise in corporate sustainable development and ESG-related issues. Other committee members have also served on the sustainability committees of various publicly listed companies, bringing a wealth of relevant experience to the table. For detailed information regarding the professional qualifications and work experience of individual members, please refer to "Information Regarding Board Members" of this Annual Report.
Hung-Ju Huang	
Sheng-Lin Chou	
John C. Lin	
Kathy Yang	
Chen-Fu Chien	

(ii) The Sustainability Committee Meeting Status

(a) There are 6 members in the Sustainability Committee.

(b) The term of the 1st Sustainability Committee: Nov 4, 2024 to May 29, 2027. A total of 2 Sustainability Committee meetings were held in 2025.

The attendance record of the Sustainability Committee members was as follows:

Title	Name	Attend in person	By Proxy	Attendance Rate (%)	Note
Chairman	Luke Chen	2	0	100%	None
Member	Hung-Ju Huang	2	0	100%	None
Member	Sheng-Lin Chou	2	0	100%	None
Member	John C. Lin	2	0	100%	None
Member	Kathy Yang	2	0	100%	None
Member	Chen-Fu Chien	2	0	100%	None

Other Required Remarks for Sustainability Committee:

1. In order to improve corporate governance and strengthen the functions of the board of directors, the Sustainability Committee assists directors to implement and evaluate the company's ESG strategies and review of the sustainability reports..
2. In cases the Board doesn't adopt or revise Sustainability Committee's proposals, the Company shall list date/number of the Board meeting, agenda, the Board's resolution and the Company's response to Sustainability Committee's proposal: None.
3. In cases the Sustainability Committee members have dissenting opinions or qualified opinions against the resolution and recorded with notes in paper, the Company shall list date, number of the Sustainability Committee meeting, agenda, all members' opinion and the follow-up of the members' opinion: None.
4. The content of the motion, the result the Sustainability Committee's resolution and the Company's handling of the Sustainability Committee's opinion:

Meeting	Details of the Resolution and Subsequent Implementation
Feb 10, 2025 1st-term 2 nd	1. Approved the Company's sustainability goals, strategies, and related budget for 2025 Approved as proposed and reported to the Board of Directors for resolution
July 10, 2025 1st-term 3 rd	1. Report on the implementation progress of the Sustainability Committee's working groups for the 1H2025 (including stakeholder engagement report) 2. Reviewed the Company's 2024 Sustainability Report Approved as proposed and reported to the Board of Directors for resolution

(6) Operation of the Nomination Committee

(i) The Nomination Committee Member Information

Criteria Name/Title	Professional Qualification and Experience
Chen-Fu Chien (Chairman)	The Nomination Committee is composed of two Directors and all four Independent Directors. The convener, Independent Director Chen-Fu Chien, formerly served as the Executive Vice President of National Tsing Hua University and currently serves as the President of Zhen Ding Technology. He possesses extensive expertise in matters concerning director selection, nomination, and succession planning. Other committee members have also served as members of the nomination committees of various publicly listed companies, bringing a wealth of relevant experience. For the professional qualifications and work experience of individual members, please refer to “Information Regarding Board Members” of this Annual Report.
Chris Lin	
Arnold Yu	
Sheng-Lin Chou	
John C. Lin	
Kathy Yang	

(ii) The Nomination Committee Meeting Status

(a) There are 6 members in the Nomination Committee.

(b) The term of the 1st Sustainability Committee: Nov 5, 2025 to May 29, 2027. A total of 2 Nomination Committee meetings were held in 2025. The attendance record of the Sustainability Committee members was as follows:

Title	Name	Professional Qualification and Experience	Attend in person	By Proxy	Attendance Rate (%)	Note						
Chairman	Chen-Fu Chien	please refer to “Information Regarding Board Members” of this Annual Report.	2	0	100%	None						
Member	Chris Lin		2	0	100%	None						
Member	Sheng-Lin Chou		2	0	100%	None						
Member	John C. Lin		2	0	100%	None						
Member	Kathy Yang		2	0	100%	None						
Member	Arnold Yu		2	0	100%	None						
Other Required Remarks for Sustainability Committee: 1. In order to improve corporate governance and strengthen the functions of the board of directors, the Nomination Committee assists directors to nominate candidates for the company’s directors, review their qualifications and formulate the board’s succession plans. 2. In cases the Board doesn’t adopt or revise the Nomination Committee’s proposals, the Company shall list date/number of the Board meeting, agenda, the Board’s resolution and the Company’s response to the Nomination Committee’s proposal: None. 3. In cases the Sustainability Committee members have dissenting opinions or qualified opinions against the resolution and recorded with notes in paper, the Company shall list date, number of the Sustainability Committee meeting, agenda, all members’ opinion and the follow-up of the members’ opinion: None. 4. The content of the motion, the result the Sustainability Committee’s resolution and the Company’s handling of the Sustainability Committee’s opinion: <table><tr><th>Meeting</th><th>Details of the Resolution and Subsequent Implementation</th></tr><tr><td>Nov. 5, 2025 1st-term 1st</td><td>1. Elected the Chairman of the 1st -term Nomination Committee Approved as proposed and reported to the Board of Directors for resolution</td></tr><tr><td>Dec. 12, 2025 1st-term 2nd</td><td>1. Re-elected the Chairman of the 1st -term Nomination Committee Approved as proposed and reported to the Board of Directors for resolution</td></tr></table>							Meeting	Details of the Resolution and Subsequent Implementation	Nov. 5, 2025 1st-term 1 st	1. Elected the Chairman of the 1 st -term Nomination Committee Approved as proposed and reported to the Board of Directors for resolution	Dec. 12, 2025 1st-term 2 nd	1. Re-elected the Chairman of the 1 st -term Nomination Committee Approved as proposed and reported to the Board of Directors for resolution
Meeting	Details of the Resolution and Subsequent Implementation											
Nov. 5, 2025 1st-term 1 st	1. Elected the Chairman of the 1 st -term Nomination Committee Approved as proposed and reported to the Board of Directors for resolution											
Dec. 12, 2025 1st-term 2 nd	1. Re-elected the Chairman of the 1 st -term Nomination Committee Approved as proposed and reported to the Board of Directors for resolution											

(7) Promotion of Sustainable Development – Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
1. Does the Company establish a governance framework for promoting sustainable development and set up a dedicated (or concurrent) unit for such promotion? Is high-level management authorized by the Board of Directors to handle these matters, and what is the status of Board oversight?	✓		1. To implement sustainable operations and management, the Company established the Sustainability Management Committee under the Board of Directors on August 11, 2021. In November 2024, it was reorganized into a functional committee, the Sustainable Development Committee. 2. The Sustainable Development Committee is chaired by a Director, who convenes and presides over meetings, oversees and decides on related promotional matters, and reports the progress and results of sustainability initiatives to the Board twice a year. Under the committee, the "Sustainability Development Executive Task Force" serves as the executive unit, with the Company's Acting Spokesperson acting as the Executive Secretary. This task force leads five working groups, Corporate Governance, Social Engagement, Risk Management, Environmental Sustainability, and Employee Relations, to coordinate operations across all dimensions, including stakeholder engagement and the advancement of sustainability affairs. The task force meets every six months to report on operational status and future planning, with members composed of mid-to-senior level managers from various fields within the Company. 3. In addition to regularly monitoring the performance of corporate sustainability activities, the Sustainability Management Committee integrates sustainable development into corporate operations and key strategic decision-making processes. 4. The Sustainable Development Committee reports to the Board at least once per half-year based on actual conditions. In 2025, sustainability progress reports and strategic project proposals were presented to the Board for approval in February, May, August, and November. Simultaneously, the 2026 strategic management projects are being	None

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
			planned and executed in accordance with the "ASPEED Technology 2025–2027 Three-Year Sustainability Goals and Strategies" approved during the second Sustainable Development Committee meeting in January 2025. Reports to the Board cover the following: • Progress reports from the Sustainability Development Executive Task Force. • Submission for approval of the 2024 Sustainability Report and ESG Summary. • Policies linking employee and executive compensation to ESG performance. • Results of the ISO 14064 Greenhouse Gas (GHG) Inventory • Comprehensive Scope 3 GHG Inventory results and plans under the GHG Protocol. • Progress reports on the IFRS S1/S2 Sustainability Disclosure Standards planning and discussion project • Approval for the establishment of the functional committee, the Sustainable Development Committee.	
2. Does the Company conduct risk assessments on environmental, social, and corporate governance (ESG) issues related to its operations based on the principle of materiality, and establish relevant risk management policies or strategies?	✓		Risk Management Policy To address operational impacts caused by global economic fluctuations and sustainability risks from both internal and external sources, ASPEED Technology has established a "Risk Management Policy" and a Business Continuity Plan (BCP). Through the three pillars of Corporate Governance, Environment, and Society (ESG), we identify risks that could affect corporate sustainable development and formulate corresponding strategies. These efforts align with key stakeholder interests and international trends. Risk Management Framework and Response ASPEED Technology has established a Risk Management Group under the Sustainable Development Committee of the Board of Directors. By referencing various business continuity standards and conducting internal	None

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
			assessments, we have progressively established a business continuity management system. Our management framework primarily involves the Finance, Sales, Administration/EHS, and Information Security departments, which are responsible for monitoring, analyzing, and identifying risks. Once confirmed, these risks are reported to senior management to trigger response mechanisms. Meanwhile, Investor Relations and Public Relations are responsible for timely external communication to address stakeholder concerns. This framework plays a critical role in identifying risks, managing organizational operational risks, and formulating countermeasures. Performance results are reported to the Board of Directors twice a year. i. Risk Identification: The Risk Management Group, under the Sustainability Executive Task Force, identifies risk factors related to corporate operations. ii. Significant Risk Response and Management: We evaluate the impact of risk factors on corporate operations and formulate improvement strategies for significant risks affecting business continuity. ii. Internal Control Audit and Tracking: Risk management items are tracked semi-annually and reported to the Board of Directors. Risk Management Group • Sales Working Group: Responsible for supplier inventory management (purchasing, sales, and inventory) and maintaining communication with customers, investors, and the media. • Administration and EHS Working Group: Oversees workplace protocols (including pandemic-related guidelines), employee epidemic prevention and care programs, and environmental health and safety (EHS) management. • Information Security Working Group: Establishes and maintains information security protection mechanisms for remote work.	

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
			Finance and Legal Working Group: Executes high-frequency exchange rate monitoring and comprehensive hedging management. Risk Management Group ASPEED Technology identifies, assesses, responds to, and tracks risks based on the core business of key internal organizations and external environmental conditions. This process encompasses the governance, environmental, and social dimensions of sustainable development. In 2024, five significant risk factors were identified: "Market Risk," "Operations/R&D Technology," "Information Security," "Climate Change Risk," and "Supply Chain Management". Emergency response management procedures have been formulated for each dimension to ensure that operational levels are maintained and recovery efforts are sustained when disasters or impacts occur, thereby protecting the best interests of customers and stakeholders.	
3. Environmental Issues (1) Does the Company establish an appropriate environmental management system based on its industry characteristics?	√		Environmental Management Policy - Promote ISO 14001:2015 Environmental Management System - Establish procedures related to environmental management - Improve environmental awareness and implement environmental policies for all employees - Solidly document and publicly disclose greenhouse gas, water and waste emissions	None
(2) Is the Company committed to improving energy efficiency and using recycled materials with low environmental impact?	√		As a fabless company without manufacturing plants, our Scope 1 and Scope 2 carbon emissions in 2024 totaled approximately 272 tCO ₂ e. A comprehensive greenhouse gas inventory for 2025 is scheduled for completion in May 2026. Having commenced the use of renewable energy in July 2024, we currently have no immediate plans to research core	None

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
			capabilities in energy efficiency enhancement or the development of recycled materials with low environmental impact. Instead, we contribute to environmental friendliness by focusing on three major pillars: "green design," "green supply," and "green life". Beyond implementing supplier management and mitigating environmental risks from our own operations, we leverage our R&D and design expertise to contribute to energy efficiency. Our Baseboard Management Controller (BMC) SoCs used in data centers assist cloud services in effectively reducing operational costs, energy consumption, and carbon emissions, striving to support the low-carbon development of the entire industry.	
(3) Does the Company evaluate the potential risks and opportunities that climate change poses to the business, both currently and in the future, and take relevant response measures?	√		- Established the climate change TCFD task force and conducted cross-departmental climate change workshops to execute climate change risk identification and discussions. - Conducted discussions on domestic and international climate change issues, trends, regulations, and carbon emission topics. - Organized educational meetings regarding climate change risks and opportunities. - Approved a three-year plan in 2025 to adopt IFRS S1/S2, with implementation commencing in January 2025.	None

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
(4) Does the Company track its greenhouse gas emissions, water consumption, and total weight of waste for the past two years, and establish policies for greenhouse gas reduction, water reduction, or other waste management?	✓		Since 2021, ASPEED Technology has conducted annual third-party ISO 14064 GHG inventory verification and certification to clearly understand its emission status and progressively develop carbon reduction plans. These efforts align with the carbon reduction targets requested by customers and investors, ultimately aiming to achieve net-zero carbon emissions within its operational scope. Regarding the carbon reduction plan, the Board of Directors approved a carbon management project in 2023, which involves the procurement of renewable energy and the planning and application for SBTi SME short-term targets to implement carbon reduction measures progressively. In 2025, the company expanded its inventory to include GHG Protocol Scope 3. In addition to the previously tracked categories of upstream transportation and purchased goods, new categories, downstream transportation, employee commuting, and waste transportation, were added to gain a comprehensive understanding of emissions and facilitate more effective carbon reduction planning. Compared to the 2021 base year, total Scope 1 and Scope 2 emissions in 2024 have been reduced by 12.23% In 2024, renewable energy accounted for 17.92% of total electricity consumption. The scope of this data includes ASPEED Technology's Hsinchu headquarters and Taipei branch office. Regarding waste management, ASPEED Technology operates under a fabless business model. Our waste primarily consists of two categories: general non-hazardous daily waste and business waste related to operations. We strictly implement daily trash sorting, recycling, and food waste separation to achieve resource recycling and encourage employees to minimize the generation of daily waste. General non-hazardous waste is collected and removed by the TFC Building, where ASPEED's headquarters is located. Starting in 2024, ASPEED proactively tracked the weight of daily waste with the building owner, totaling 2.8929 metric tons. Business waste mainly includes scrapped IC chips, BGA IC substrates, and PCB	None

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
			boards from the R&D process. Each year, we commission contractors with Class A treatment permits to clear this waste through a process of inventory counting, photographing, weighing, and final removal, all of which is supervised by dedicated ASPEED personnel. In 2024, no hazardous waste was generated during operations; therefore, no data collection, monitoring, or impact assessment regarding hazardous waste was conducted. ASPEED Technology operates without manufacturing plants. The company strives to implement environmental policies in its daily operations and has established relevant operating procedures based on industry characteristics. Daily operations primarily involve employee water and electricity consumption, as well as fuel consumption from business travel. In addition to existing carbon reduction plans, the company actively promotes energy-saving, carbon reduction, and greenhouse gas mitigation strategies. It advocates for measures such as energy and water conservation to reduce the burden on the environment. Due to the expansion of the office area at ASPEED Technology's Hsinchu headquarters in 2024, water consumption slightly increased during that year. The scope for greenhouse gas emissions, water consumption, and total waste weight includes ASPEED Technology's Hsinchu headquarters and Taipei branch office, as explained below:	

Assessment Item	Implementation Status					Reason for No implementation		
	Yes	No	Summary Description					
			Year	GHG emission		Water Use		Industrial waste (Kg)
				Emissions (tCO ₂ e)	GHG Intensity (tCO ₂ e/ Million units)	Water Consumption (Tons)	Water Intensity (Tons/Million units)	
			2021	8,718.00	655.98	2,572	193.53	36.30
			2022	12,197.85	775.40	2,692	171.11	113.40
			2023	5,171.47	604.07	2,579	301.25	96.60
			2024	14,566.14	841.39	3,681	212.63	1,371.25
			*For business travel and transportation, the average fuel economy for gasoline vehicles is set at 10 km/L.					
			*All GHG emission factors are sourced from the Environmental Protection Administration (EPA) Greenhouse Gas Emission Factor Management Table (Version 6.0.4).					
			*GHG emission intensity and water intensity are calculated based on ASPEED Technology’s annual product shipment volume (Unit: Million units).					
			GHG Emissions by Gas Type in 2024 (Scope 1, Scope 2)					
			GHG Type		Emissions (tCO ₂ e)		Total Emissions (tCO ₂ e)	
			CO ₂		4.7263		9.9127	
			CH ₄		5.0499			
			N ₂ O		0.1365			
			HFCs		0			
			SF ₆		0			
			NF ₃		0			
			PFCs		0			

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
4. Social Issues				
(1) Does the Company establish relevant management policies and procedures in accordance with applicable laws and international human rights conventions?	✓		Human Rights Policy and Specific Management Programs ASPEED Technology strictly adheres to the local regulations of all its global operating locations, follows international human rights conventions, protects employees' rights to freedom of association, and eliminates any acts that infringe upon or violate human rights. We comply with the following international principles: • United Nations Universal Declaration of Human Rights • Responsible Business Alliance (RBA) Code of Conduct Regarding employment, all forms of discrimination are prohibited. Our "ASPEED Technology Work Rules" explicitly incorporate Diversity, Equity, and Inclusion (DEI) policies: The Company does not discriminate based on race, social class, language, thought, religion, political party, place of origin, gender, marital status, appearance, facial features, disability, zodiac sign, blood type, or prior labor union membership. Employment decisions are free from discrimination regarding race, age, gender, sexual orientation, disability, pregnancy, political stance, or religion, as we are dedicated to providing an equal, diverse, and inclusive work environment. All employees sign labor contracts in accordance with the law. Furthermore, the "ASPEED Technology Work Rules" stipulate that the Company must not prohibit freedom of assembly or association, and strictly forbid child labor and forced labor to protect the fundamental human rights of all workers. In the event of a labor contract termination in Taiwan under special circumstances, the Company follows the Labor Standards Act regarding advance notice of severance and subsequent severance pay. In 2025, there were no incidents of child labor, forced labor, or human rights violations. ASPEED Technology's Commitments	None

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
			• Implement freedom of employment and equal treatment. • Prohibit forced labor and child labor. • Establish a diverse, equitable, and inclusive work environment free from discrimination and harassment. • Provide comprehensive compensation and benefits that comply with regulations and support a decent standard of living. • Abide by all applicable wage and working hour regulations, emphasizing pay equity. • Ensure occupational health and safety in the workplace. Guarantee the rights of all colleagues to freedom of association, joining various social organizations, and forming or participating in labor unions.	
(2) Does the Company establish and implement reasonable employee benefit measures (including compensation, leave, and other benefits) and appropriately reflect business performance or results in employee compensation?	✓		Comprehensive Benefit System and Profit Sharing A. In accordance with government regulations, the Company has established an Employee Welfare Committee and contributes welfare funds as required by law. These funds are jointly supervised and managed by both labor and management representatives. We strictly adhere to the "Labor Standards Act," clearly defining working hour standards and salary regulations for various types of leave. Rest days, regular holidays, national holidays, and special leaves as mandated by the Labor Standards Act are all included in the compensation scope. Furthermore, we provide market-competitive benefits to motivate employees and conduct regular performance evaluations to distribute employee compensation, ensuring that success is shared with all colleagues. B. In compliance with the Labor Standards Act and the Act of Gender Equality in Employment, the Company provides the following assistance and benefits to employees: • Leave Entitlements: Provision of maternity leave, pregnancy check-up leave, menstrual leave, paternity leave, and family care leave.	None

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
			• Parental Support: Authorization for applications for unpaid parental leave. • Welfare Committee Provisions: The Employee Welfare Committee provides bonuses for the three major traditional festivals, birthday bonuses, marriage allowances, maternity allowances, funeral grants, injury/illness condolences, subsidies for children's education, annual employee trips, and quarterly department dinner allowances. C. The Company appropriately reflects its business performance and results in employee compensation through the following practices: • The committee is responsible for defining and periodically reviewing the policies, systems, standards, and structures for executive performance evaluations and compensation. • ASPEED Technology has implemented an employee performance management system to monitor internal development and work achievements. Evaluations are categorized into probationary reviews for new hires and annual appraisals for all staff. Regardless of gender, age, or job category, all eligible employees participate in the annual appraisal process. Managers and employees collaboratively measure past goal attainment and future career planning, including values and competencies, to agree on development points that serve as a reference for personal improvement and career growth plans. • To attract and retain top talent while sharing operational results, the Company maintains a comprehensive compensation structure including monthly salaries and bonuses for the three major festivals. An annual salary adjustment budget is allocated based on overall market competitiveness, with individual promotions and salary increases determined by performance. According to Article 28 of the Company's "Articles of Incorporation," if there is	

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
			profit for the year, no less than 8% shall be allocated as employee compensation, and no more than 3% shall be allocated as remuneration for directors and supervisors. However, if there are accumulated losses, an amount must first be reserved to cover the deficit before allocating compensation according to the aforementioned ratios. Retirement System and Implementation ASPEED Technology has established the "ASPEED Technology Co., Ltd. Labor Retirement Regulations" in accordance with the "Labor Standards Act" and the "Labor Pension Act". Since the implementation of the Labor Pension Act on July 1, 2005, all current employees are subject to the new pension system. For employees under this system, the company contributes 6% of their monthly salary to their individual retirement accounts at the Bureau of Labor Insurance. Additionally, the company assists employees with voluntary contributions based on their individual preferences.	
(3) Does the Company provide a safe and healthy working environment for employees and regularly conduct safety and health education?			A. The Company operates in accordance with the "Occupational Safety and Health Work Rules" and regularly holds training courses to implement safety and health protection. We have established various internal measures and defined emergency response procedures for different scenarios based on risk management concepts. Through regular occupational safety and health education and emergency drills, colleagues are equipped to follow emergency response procedures for reporting and handling incidents. ASPEED Technology's occupational injury prevention training includes: • A one-time labor safety and health lecture for new employees upon induction. • Labor safety and health lectures held once every three years. • Firefighting drills held twice a year (conducted in coordination	None

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
			with the TFC Building, where ASPEED's Hsinchu headquarters is located). B. Annual employee health examinations are held regularly, supplemented by one-on-one health consultations with physicians and health education information. This enables employees to better understand their own health status and acquire the knowledge and methods for self-health management. C. By enhancing the office environment and promoting various leisure activities, employees can achieve a balance between work and life. D. The premises are equipped with a complete fire safety system, including alarms, fire extinguishers, emergency lighting, escape indicator lights, and fire doors. In cooperation with the building management center, all equipment is inspected or replaced at least once a year. E. The office is equipped with a central air-conditioning system, sufficient lighting equipment, and undergoes regular elevator maintenance. F. The building employs security personnel to manage entries and exits, ensuring the safety of all personnel. G. The Company provides a safe and healthy working environment, including necessary health and first-aid facilities, and is committed to reducing hazards to prevent occupational accidents. In addition to statutory Labor Insurance and National Health Insurance, ASPEED Technology provides comprehensive group insurance for every colleague, covering life, major illness, accidental injury, medical, cancer, and occupational injury insurance. This ensures that colleagues receive thorough medical care, compensation, and economic protection in the event of unforeseen major illness or death. For colleagues on overseas business trips, high-coverage travel accident insurance is proactively provided to offer enhanced	

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
			protection. H. Adhering to the spirit of human rights and equality before the law, the Company has established measures for the prevention of sexual harassment and related disciplinary measures. Appropriate discipline is administered based on evidence and the provisions of the employee rewards and punishments regulations.	
(4) Does the Company establish effective career competency development and training plans for employees?	✓		The Company provides relevant internal and external professional education and training to enrich employees' career skills. The Company also encourages employees to assess their own interests, skills, values, and goals, and to communicate their personal career intentions with managers. Additionally, employees may apply for training course subsidies from the Company to plan their future career path.	None
(5) Regarding issues such as customer health and safety, privacy, marketing, and labeling of products and services, does the Company comply with relevant regulations and international standards, and establish policies and grievance procedures to protect consumer or customer rights?	✓		The Company has established a standard operating procedure for customer complaints, emphasizing the importance of addressing and resolving grievances immediately to achieve the goal of "Customer Satisfaction."	None
(6) Does the Company establish a supplier management policy, requiring suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of its implementation?	✓		Supplier Management ASPEED Technology categorizes its suppliers into two types: critical suppliers and general administrative suppliers. Critical suppliers primarily consist of providers of key raw materials, manufacturing, and testing services. Given their vital importance to the company's core business, ASPEED insists on selecting only world-class manufacturing suppliers. We ensure that these partners comply with standards for social responsibility, green environmental protection, occupational health and safety, and labor human rights. Furthermore, they are required to strictly adhere to the Code of Conduct of the Responsible Business Alliance (RBA). ASPEED prioritizes suppliers that have obtained ISO 9001, ISO 14001, and ISO 45001 certifications. Additionally, the	None

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
			company requires suppliers to provide publicly disclosed sustainability reports annually for auditing and evaluation purposes. Simultaneously, ASPEED monitors for any adverse events that could damage brand image or involve penalties from international clients. Supplier Audit i. ASPEED Technology conducts annual on-site or documentary audits of its suppliers. A minimum evaluation score of 75 is required to pass. Suppliers that fail must implement improvements within a specified timeframe and apply for a re-audit. If they fail the re-audit, their supplier status will be revoked. The evaluation scope covers quality management, design process management, documentation, and warehouse inspection, as well as Green Product Management and Environmental, Social, and Governance (ESG) performance. For qualified suppliers, any severe quality anomalies during transactions will trigger an increased sampling ratio according to the "Inspection and Testing Management Procedure". Strict auditing will continue until the issues are fully resolved. If improvements remain insufficient despite guidance, the supplier's qualified status will be revoked. Regarding green commitments, human rights protection, and conflict-free minerals, ASPEED has issued a public statement on its website. We share the responsibility for social and environmental protection with our suppliers. ASPEED does not accept minerals illegally mined from conflict zones. All suppliers are required to sign a Corporate Social Responsibility (CSR) Commitment Letter and pledge to strictly follow international standards for CSR, business ethics, and labor rights. Suppliers must also fully implement standards for labor, health and safety, environmental hygiene, supplier integrity, and ethical conduct in accordance with the Responsible Business Alliance (RBA) Code of Conduct.	
5. Does the Company refer to internationally recognized reporting standards or guidelines to prepare sustainability reports or other reports disclosing non-financial information? Have the aforementioned reports obtained assurance or	✓		The Company refers to the international GRI 2021 standards and SASB principles to prepare its Sustainability Report and ESG Summary. These documents are disclosed on the company website and the Market Observation Post System (MOPS).	None

Assessment Item	Implementation Status			Reason for No implementation
	Yes	No	Summary Description	
guarantee opinions from a third-party verification body?				
6. If the Company has established its own sustainable development principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," please describe the operational status and any discrepancies from the established principles: The Company's "Corporate Social Responsibility Best Practice Principles" were initially approved by the Board of Directors on March 14, 2012. To strengthen the implementation of corporate social responsibility, the Board approved amendments to these principles on June 3, 2015. On March 7, 2022, the Board approved further revisions and renamed the document to the "Sustainable Development Best Practice Principles." The Company periodically reviews its performance based on these principles and makes improvements accordingly; to date, there have been no discrepancies in implementation.				
7. Other important information helpful in understanding the implementation of sustainable development: (1) Employee Rights and Care: Please refer to the description under "V. Labor-Management Relations" in the Operating Overview section. (2) Human Rights: The Company has never employed child labor. Furthermore, work rules have been established in accordance with the Act of Gender Equality in Employment and the Employment Service Act. The Company has also implemented the Ethical Corporate Management Best Practice Principles and the Procedures for Ethical Management and Guidelines for Conduct. (3) Work-Life Balance: The Company implements a parental leave system in accordance with legal regulations and provides family care leave, paternity leave, and menstrual leave. Additionally, travel subsidies and regular health examinations are provided. (4) Liability Insurance: The Company has purchased liability insurance for all directors (including independent directors).				

Note 1: If "Yes" is ticked in the "Implementation status" column, please concretely describe the major policies, strategies, and measures adopted and the status of their implementation. If "No" is ticked in the "Implementation status" column, please explain the deviations and the reasons in the "Deviations 29 from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons" column and explain the Company's plans for adoption of related policies, strategies, and measures in the future.

Note 2: The materiality principle refers to focusing on environmental, social and corporate governance issues likely to have a material impact on the Company's investors and other stakeholders.

Note 3: Regarding the method for disclosure, please refer to the "SAMPLE ANNUAL REPORT" page on the website of the Taiwan Stock Exchange Corporate Governance Center.

(8) Implementation of Climate-Related Information

Item	Implementation status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities. 2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term). 3. Describe the financial impact of extreme weather events and transformative actions. 4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system. 5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described. 6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks. 7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated. 8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified. 9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	The Sustainability Execution Task Force, which operates under the Sustainable Development Committee of ASPEED Technology, is responsible for collecting issues of concern from various stakeholders and staying informed about the trends in domestic and international regulations and policies. The task force holds regular meetings where each subgroup reports on its operational status. Furthermore, it continuously reviews ASPEED's sustainability strategies and short-to-medium-term plans, making adjustments as needed based on actual circumstances. The Sustainable Development Committee reports to the Board of Directors twice a year (once in each half-year period). In 2025, sustainability progress reports and strategic project proposals were submitted for approval during the Board meetings in February, August, and November. In November 2025, the committee presented the sustainability projects planned for 2026. These projects were developed in accordance with the ASPEED 2025–2027 Three-Year Sustainability Goals and Strategy, which was approved during the second Sustainability Development Committee meeting in January 2025. The reports submitted to the Board of Directors cover the following: 1. Progress reports from the Sustainability Development Executive Task Force. 2. Submission for approval of the 2024 Sustainability Report and ESG Summary. 3. Policies linking employee and executive compensation to ESG performance. 4. Results of the ISO 14064 Greenhouse Gas (GHG) Inventory. 5. Comprehensive Scope 3 GHG Inventory results and plans under the GHG Protocol. 6. Progress reports on the IFRS S1/S2 Sustainability Disclosure Standards planning and discussion project. Low-Carbon Management Policy As a fabless IC design company at the upstream of the semiconductor supply chain with a global customer base, ASPEED Technology maintains a position as a responsible supplier. We actively respond to international net-zero trends and assist our customers in achieving their carbon reduction goals. For years, the Company has focused on enhancing R&D efficiency and reducing chip power consumption. By developing core products featuring high performance and low power consumption, we help data centers and end-applications improve energy efficiency, contributing significantly to the carbon reduction goals of the entire industrial supply chain. Looking ahead, we

	will continue to invest in innovative applications to drive sustainable operations across the industry. Since 2021, ASPEED has conducted greenhouse gas (GHG) verifications and obtained third-party certification. In 2022, we further initiated comprehensive carbon footprint and reduction planning, establishing feasible carbon reduction pathways and targets. Internally, we have integrated Green Design and Green Manufacturing into our trade secret registration system to strengthen environmental and carbon reduction awareness among all employees. Furthermore, we are evaluating the feasibility of linking executive compensation to sustainability performance targets to deepen our green operational foundation and enhance our low-carbon transition capabilities. In 2023, ASPEED completed its carbon management strategy, which was approved by the Board of Directors. This strategy sets short, medium, and long-term carbon reduction targets, which will be subject to rolling reviews and adjustments based on international regulatory trends and actual operational conditions. Beyond Scope 1 and Scope 2 inventories, we expanded our reporting in 2025 to include GHG Protocol Scope 3. In addition to the previously tracked categories of upstream transportation and purchased goods, we have added downstream transportation, employee commuting, and waste transportation. This provides a more comprehensive understanding of ASPEED's GHG emissions profile, enabling the formulation of more effective phased reduction plans. Compared to the 2021 base year for total Scope 1 and Scope 2 emissions, ASPEED achieved a 12.23% reduction in Scope 1 and Scope 2 emissions by 2024. The following is ASPEED Technology's short-, medium-, and long-term carbon management roadmap: Short-Term (2023–2025): Strategic Planning and Foundation • Initiation and application for the Science Based Targets initiative (SBTi). • Procurement of Renewable Energy (RE) and associated certificates. • Completion of Scope 3 inventory in accordance with the GHG Protocol. Medium-Term (2025–2030): Progressive Implementation and Expansion • Continuous promotion of carbon reduction schemes and review of renewable energy procurement efficacy. • Refinement and optimization of Scope 3 greenhouse gas inventory methodologies. • Establishment of carbon reduction targets and management protocols for the supply chain. • Evaluation and verification of Product Carbon Footprint certifications.
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	• Periodic reviews and five-year rolling adjustments of targets in alignment with SBTi standards. Long-Term (2030–2050): Low-Carbon Transformation and Empowerment • Continuous tracking of reduction progress to achieve the ultimate Net-Zero target. • Comprehensive integration of Sustainability Standards across the entire supply chain. • Implementation of a Digital Carbon Management Platform for real-time data integration and oversight. • Continued adherence to SBTi frameworks with five-year rolling target adjustments. The TCFD Climate Change Financial Risk Management Project completed the data collection for financial impacts of extreme weather events and the assessment of climate-related risks and opportunities in 2022. In 2023, an annual audit of the previous assessments was conducted to determine if adjustments were necessary based on evolving circumstances. Starting in 2025, the Company officially commenced the adoption of IFRS S1/S2. The scenarios established under the TCFD framework include: Risks: • Disruption to production caused by extreme weather. • Raw material cost increases due to climate change. • Stricter regulations and policy shifts in response to climate change. Opportunities: • Developing products with superior energy efficiency. • Changes of customer needs. • Adopting energy-efficient and optimized working processes.
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1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 GHG Inventory Information

Describe the GHG emissions (tCO ₂ e), intensity (tCO ₂ e /NT\$1 million), and the scope of data coverage for the past two years.				
ASPEED GHG Emissions and Emission Intensity (Unit: tCO ₂ e) The scope of calculation covers the Taiwan region, including the Taipei office and Hsinchu headquarters:				
Scope	Base Year (2021)	2022	2023	2024
Scope 1	16.37	17.33	17.61	9.91
Scope 2	293.84	277.66	301.32	262.37
Scope 3	8,407.79	11,902.86	4,852.54	14,293.86
Total (Scope 1+Scope 2+ Scope 3)	8,718.00	12,197.85	5,171.47	14,566.14
Millions of Shipments	13.29	15.73	8.56	17.31
GHG Emission Intensity Ratio	655.98	775.40	604.07	841.39

Note 1: Direct emissions (scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect energy emissions (scope 2, i.e., indirect greenhouse gas emissions from electricity, heat, or steam) and other indirect emissions (scope 3, i.e., emissions from company activities that are not indirect energy emissions, but originate from sources owned or controlled by other companies).

Note 2: The data coverage scope for direct emissions and indirect energy emissions shall comply with the schedule prescribed in the order issued under Subparagraph 15, Paragraph 1, Article 8 of the Regulations. Other indirect emissions information may be voluntarily disclosed.

Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but at least the data calculated in terms of revenue (NT\$ 1 million) shall be disclosed.

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.

Assurance Scope	2023	2024
Scope 1	17.61	9.91
Scope 2	301.32	262.37
Scope 3	4,852.54	14,293.86
Total (Scope 1+Scope 2+Scope 3)	5,171.47	14,566.14
Assurance Institution	SGS	Afnor
Assurance Status	Verified in accordance with ISO 14064-3:2019 and found to be in compliance with the standard.	Verified in accordance with ISO 14064-3:2019 and found to be in compliance with the standard.
Assurance Opinion	Unmodified Opinion	Unmodified Opinion

Note 1: Direct emissions (scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect energy emissions (scope 2, i.e., indirect greenhouse gas emissions from electricity, heat, or steam) and other indirect emissions (scope 3, i.e., emissions from company activities that are not indirect energy emissions, but originate from sources owned or controlled by other companies).

Note 2: The data coverage scope for direct emissions and indirect energy emissions shall comply with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. Other indirect emissions information may be voluntarily disclosed.

Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but at least the data calculated in terms of revenue (NT\$ 1 million) shall be disclosed.

1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.

ASPEED Technology has established its net-zero goals and pathways in alignment with the Science Based Targets initiative (SBTi) for SMEs, with its application officially approved in November 2023. We have set a near-term target to limit global warming to 1.5°C . With 2021 as the base year, we commit to reducing Scope 1 and Scope 2 greenhouse gas emissions by 42% by the 2030 target year, aiming for an average annual reduction of 4.67%. Simultaneously, we plan to conduct a comprehensive Scope 3 inventory using the GHG Protocol over the medium-to-long term and commit to reducing Scope 3 emissions to achieve net-zero by 2050. (The inventory scope primarily covers ASPEED Technology’s Hsinchu headquarters and Taipei office.)

Renewable Energy Procurement

ASPEED Technology has effectively reduced emissions from electricity consumption through energy-saving measures since 2022. In 2023, we launched a renewable energy procurement plan and began utilizing renewable energy in July 2024. Our initial objective was to reach a 15% renewable energy usage rate to achieve our annual carbon reduction targets. In 2024, the total electricity consumption was 674,395 kWh, of which 120,883 kWh was renewable energy. This resulted in a renewable energy usage rate of 17.92% for the year, successfully surpassing our original target. We will continue our efforts in this direction, aiming to achieve a 40% renewable energy usage rate by 2030.

2024 Total Electricity Consumption	Renewable Energy	Non-Renewable Energy	Renewable Energy Percentage	Annual Target	2030 Target
674,395 kWh	120,883kWh	553,512 kWh	17.92%	15% (target achieved)	40% renewable energy usage

GHG Inventory and Carbon Reduction Results

Since 2021, ASPEED Technology has annually completed the ISO 14064-1:2018 third-party organizational GHG inventory verification and certification. In 2024, in addition to our Scope 1 and Scope 2 inventories, we expanded our Scope 3 inventory. Beyond the previously tracked categories of "Upstream Transportation" and "Purchased Goods and Services," we added "Downstream Transportation," "Employee Commuting," and "Waste Disposal." In 2025, we plan to complete a comprehensive Scope 3 GHG inventory in accordance with the GHG Protocol. This will provide a more holistic understanding of ASPEED's carbon footprint, enabling the formulation of more effective, phased carbon reduction plans. Compared to the total Scope 1 and Scope 2 emissions of the 2021 base year, ASPEED achieved a cumulative reduction of 12.23% in Scope 1 and Scope 2 emissions by 2024, successfully meeting our annual carbon reduction target.

Scope	Base Year (2021)	2022	2023	2024	2024 Reduction
Scope 1 Reduction	16.37	-0.96	-1.24	6.46	39.44%
Scope 2 Reduction	293.84	16.18	-7.48	31.47	10.71%
Total Reduction (Scope 1+Scope 2)	310.21	15.22	-8.72	37.93	12.23%

Note 1: This information shall be disclosed in compliance with the schedule prescribed in the order issued under Subparagraph 15, Paragraph 1, Article 8 of the Regulations.

Note 2: The base year shall be the fiscal year in which the greenhouse gas inventory is completed based on the consolidated financial reporting boundary. For example, under the order issued under Subparagraph 15, Paragraph 1, Article 8 of the Regulations, a company with capital of NT\$10 billion shall complete the inventory for its fiscal 2024 annual consolidated financial report in 2025, so the base year will be 2024. If a company has disclosed its inventory in its consolidated financial report in an earlier year, it may take the earlier fiscal year as its base year. Also, the data for the base year may be calculated based on a single fiscal year or the average of multiple fiscal years.

Note 3: When preparing the disclosure content, the Company may refer to the best practice reference examples on the TWSE Corporate Governance Center website.

(9) Ethical Corporate Management

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
1. Establishment of ethical corporate management policies and programs				None
(1) Does the company declare its ethical corporate management policies and procedures in its guidelines and external documents, as well as the commitment from its board to implement the policies?	✓		(1) The Company has established the Code of Ethics and Business Conduct (the "Ethics Code") and Guidelines for Conduct to require that each employee bears a heavy personal responsibility to uphold APSEED's ethics value. The Board of Directors and managers manage the Company based on the principle of integrity.	

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
(2) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within their business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which at least covers activities stated in Article 2, Paragraph 7 of the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies?	✓		(2) The Company has established the Ethics Code and Guidelines for Conduct and its ethical corporate management policy to prevent the directors, the manager, and employees from engaging in any of activities stated in Article 2, Paragraph 7 of the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies or other operating activities with highly-unethical risk. And the Company has announced them to employees.	
(3) Does the company clearly adopt the operating procedures, guidelines, punishment for violations and appeal system and implement it, and regularly review and revise the plan?			(3) The Company has established the Ethics Code and Guidelines for Conduct, which are thoroughly implemented. The Company also regularly reviews these guidelines to determine whether revisions are necessary to ensure continued relevance and effectiveness.	
2. Fulfill operations integrity policy			2.	None
(1) Does the company evaluate business partners' ethical records and include ethics-related clauses in business contracts?			(1) In accordance with the Ethics Code and Guidelines for Conduct, the Company should immediately terminates its business relationship with parties that are found to have engaged in unethical conduct, and blacklists the parties.	
(2) Does the company establish an exclusively (or concurrently) dedicated unit supervised by the Board to be in charge of corporate integrity on a regular basis (at least once a year)?			(2) The Company's General Administration Department and Corporate Governance Team of the Chairman Office are responsible for the promotion and execution of ethical corporate management, which reports unethical conduct, its handling method, and subsequent review of improvement measures to the Board of Directors. The latest reporting date is Nov. 5 2025.	

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
(3) Does the company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?			(3) If there are any conflicts of interest, the Company's employees can report it to their direct supervisor or directly report it to the supervisors of the General Administration Department.	
(4) Has the company established effective systems for both accounting and internal control to facilitate ethical corporate management, and are they audited by either internal auditors or CPAs on a regular basis?			(4) The Company formulate an internal auditing plan; the internal auditor carries out audits according to the auditing plan, and special audits are arranged under special circumstances.	
(5) Does the company regularly hold internal and external educational trainings on operational integrity?			(5) The Company informs and helps employees clearly understand its ethical corporate management philosophy and standards during regular and irregular meetings.	
3. Operation of the integrity channel			3.	None
(1) Does the company establish both a reward/punishment system and an integrity hotline? Can the accused be reached by an appropriate person for follow-up?			(1) Employees can report unethical conduct to their direct supervisor or the supervisors of the General Administration Department via telephone, e-mail or in person, and dedicated personnel at the General Administration Department are responsible for handling the report.	
(2) Does the company establish standard operating procedures for confidential reporting on investigating accusation cases?			(2) To provide a secure and confidential communication channel, ASPEED Technology officially launched the "ASPEED Whistleblowing Website," in 2023, with the assistant by an impartial third party, Deloitte Taiwan. The Company ensures that every reported case is documented, handled through standardized procedures, and protected by a strict confidentiality mechanism.	
(3) Does the company provide proper whistleblower protection?			(3) The Company is responsible for maintaining the confidentiality of whistleblowers, and does not take any inappropriate actions against them.	

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Summary Description	
4. Enhancing information disclosure Does the company disclose its ethical corporate management policies and the results of its implementation on the company's website and MOPS			The Company's the Ethics Code are disclosed on its website and the Market Observation Post System.	None
5. If the company has established the ethical corporate management policies based on "the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies", please describe any discrepancy between the policies and their implementation. The Company has established Code of Ethics and Business Conduct and Guidelines for Conduct. There is no discrepancy between the Ethics Code, including its affiliate policies and procedures, and its implementation.				
6. Other important information to facilitate a better understanding of the company's ethical corporate management policies (e.g., review and amend its policies): (1) Prohibition of offering or accepting improper benefits. (2) Public announcement of the ethical corporate management policy. (3) Explanation of the ethical corporate management policy to business partners.				

(10) Other Important Corporate Governance Information : None.

(11) Status of the Internal Control System Implementation:

(i) Declaration of Internal Control

Please refer to the "**Internal Control Section**" on the **Market Observation Post System**

(ii) Disclose the Review Report of Independent Auditors if They are Retained for Reviewing the Internal Control System: None.

(12) Important resolutions adopted in shareholders' meetings and Board of Directors meetings in the past year and up to the date of report:

(i) Major Resolution of the Shareholders' meeting and Implementation status

The Company's 2025 annual shareholders' meeting was held in Hsinchu on May 27, 2025. The following proposals were approved during the shareholders' meeting:

Major Resolution	Implementation status
Acknowledgement Items (1) Adoption of 2024 business report and financial statements (2) Adoption of the Proposal for 2024 earnings distribution Matters for Discussion (1) Approval of the Amendments to the Company's Articles of Incorporation. Other Matters (1) Approval of the Release of Directors from Non-Compete Restrictions.	(1)-(4) Approved.

(ii) Major Resolution of the Board Meetings

During the 2025 and as of the printing date of this annual report, major resolutions approved at these meetings are summarized below:

Date	Meeting		Major Approvals
Feb. 27 2025	8th-term	6 th	(1) Approval of Amendment to "Corporate Governance Best Practice Principles" and "Articles of Incorporation" (2) Approval of 2024 financial statements (3) Approval of the distribution of employee bonuses and Board remuneration in 2024 (4) Approval of the 2024 cash dividends distribution (5) Approval of the 2024 internal control system statement (6) Approval of the appointment of CPAs (7) Approval of the Company's "Corporate Value Enhancement Plan" (8) Approved the Company's sustainability (9) Approved the development goals and strategies, as well as the annual sustainability-related budget (10) Approval of 2025 General Shareholders Meeting agenda (11) Approval of Shareholders' Proposals for 2025 Annual General Shareholders' Meeting
Mar. 21 2025	8th-term	7 th	(1) Approval of the addition of agenda items and matters for the 2025 Annual Shareholders' Meeting
May 05 2025	8th-term	8 th	(1) Approval of the Q1 2025 Financial Statements (2) Approval of Amendments to the "Audit Committee Charter," "Sustainability Best Practice Principles," and the "Procedures for Preparation and Assurance of Sustainability Reports" (3) Approval of the promotion and appointment of executives (4) Approval of the 2025 Bank Credit Line Application

Date	Meeting		Major Approvals
Aug. 05 2025	8th-term	9th	(1) Approval of the Q2 2025 Financial Statements (2) Approval of the record date for capital reduction in connection with the repurchase of restricted shares issued in 2022 (3) Approval of the Company's 2024 Sustainability Report (4) Approval of the engagement of Deloitte Sustainability and Risk Advisory Co., Ltd. to assist the Company in implementing the IFRS S1 and S2 sustainability disclosure standards
Nov. 05 2025	8th-term	10th	(1) Approval of Q3 2025 financial statements (2) Approval of the establishment of the Nomination Committee and the adoption of the Company's "Nomination Committee Charter." (3) Approval of the definition of "grassroots employees" of the Company (4) Approval of the amendments to the Company's internal control system (5) Approval of the amendments to the Company's 2025 annual audit plan and the adoption of the 2026 annual audit plan (6) Approval of the spin-off and transfer of the reality remote management (RRM) business to Cupola360 Inc., a wholly owned subsidiary of the Company (7) Approval of the Grant of 2025 Cash-Settled Restricted Stock Units (CSUs) to Employees (8) Approval the acquisition of right-of-use assets
Dec. 12 2025	8th-term	11th	(1) Approval of the 2026 Financial Budget Proposal (2) Approval of the linkage of directors' remuneration to ESG Performance (3) Approval of the appointment of new executive
Mar. 5 2026	8th-term	12th	(1) Approval of 2025 Business Report. (2) Approval of 2025 Financial Statements (3) Approval of the distribution of employee bonuses and Board remuneration in 2025 (4) Approval 2025 cash dividends distribution (5) Approval of the capitalization of capital surplus through the issuance of new shares (6) Approval the 2025 internal control system statement (7) Approval of appointment of CPA Evaluation of CPA Independence and Competency, and CPA Remuneration (8) Approval of Amendements to "Procedures for Acquisition or Disposal of Assets," the "Articles of Incorporation," (9) Approval of the revisions to the definition of the Company's grassroots employees and the internal control system (10) Approval of the issuance of employee stock options by Cupola360 Inc., a subsidiary of the Company (11) Approval of the adjustment of remuneration for independent directors (12) Approval of 2026 General Shareholders Meeting agenda (13) Approval of Shareholders' Proposals for 2026 Annual General Shareholders' Meeting

(13) Major Issues of Record or Written Statements Made by Any Director Dissenting to Important Resolutions Passed by the Board of Directors: None.

3. Information Regarding the Company's Independent Auditors

(1) Information on Audit Fees:

Unit:NT\$ thousands

Accounting Firm	Name of CPA	Audit Period	Audit Fee	Non-audit Fee	Total	Remark
Deloitte & Touche	Ming Yuan Chung	2025/01/01~ 2025/12/31	3,130	525	3,655	Non-audit fee includes tax audit service and annual report review, etc.
	Hsin-Tung Lin					

(2) Replaced the audit firm and the audit fee paid to the new audit firm was less than the payment of previous year: None.

(3) Audit fee reduced more than 10% year over year: None.

(4) Replacement of Independent Auditors in the Last Two Years and in the Subsequent Periods: None.

(5) Evaluation of the External Auditor's Independence: The Company Accounting Division evaluates the independence of auditors once a year and receives Statement of Independence issued by external auditors. After evaluation, the Company's external auditors can meet the Company's independency evaluation standards and be qualified as the Company's external auditors. The Company refers to the Audit Quality Indicators provided by the accounting firm and the Audit Quality Indicators Interpretation Guidelines issued by the regulator, to evaluate the audit quality of the accounting firm and the audit team. Audit Quality Indicators have five dimensions, including professionalism, independence, quality control, supervision, and innovation ability, and thirteen other indicators. After sufficient communication with CPA, the Company did not observe any issue that could impact the independence or qualification of the CPA. The evaluation results were discussed and passed by the Audit Committee on Feb. 27, 2025 and were reported to and passed by the Board of Directors on Feb. 27, 2025.

Evaluation Item	Evaluation Result
1. There is no direct or significant indirect financial interest relationship between the certified accountant and the company.	☒ Yes ☐ No
2. There is no significant and close business relationship between the certified accountant and the company.	☒ Yes ☐ No
3. The certified accountant has no potential employment relationship when auditing the company.	☒ Yes ☐ No
4. The certified accountant has no money loan with our company.	☒ Yes ☐ No
5. The certified accountant has not received any significant value from the company and its directors, supervisors and managers. A gift or gift (the value of which exceeds ordinary social etiquette standards).	☒ Yes ☐ No
6. The certified accountant has not provided audit services to the company for seven consecutive years.	☒ Yes ☐ No
7. The certified accountant does not hold shares in the company	☒ Yes ☐ No

8. The certified accountant himself, his spouse or dependent relatives, and his audit team have not served as directors, supervisors, managers, or positions that have a significant impact on the audit case during the audit period or within the past two years, and they are determined not to hold the aforementioned positions during the future audit period. Related positions.	☒ Yes ☐ No
9. Whether the certified accountant has complied with the independence standards of Accountant Professional Ethics Bulletin No. 10 and obtained the "Declaration of Independence" issued by the certified accountant	☒ Yes ☐ No

(6) The Company's Chairman, President or Managers in Charge of Finance or Accounting Who Has Been under the Current Audit Firm or its Affiliates' employment in past one year: None

4. Changes in shareholding of directors, supervisors, officers and major shareholders holding more than 10% shares for the preceding year to the date of printing of this annual report

(1) Net Changes in Shareholding

Unit: Shares

Title	Name	2025		2026 up to March 30	
		Net Change in Shareholding	Net Change in Shares Pledged	Net Change in Shareholding	Net Change in Shares Pledged
Chairman & President	Chris Lin	1,839	0	0	0
Director	Xian Hua Investment Co., Ltd. Representative– Arnold Yu	0	0	0	0
Director	Linvest Wealth Corp. Representative– Luke Chen	0	200,000	0	0
Director	Linvest Fortune Corp. Representative– Hung-Ju Huang	0	0	0	0
Director	Ted Tsai	(2,000)	0	0	0
Independent Director	Sheng-Lin Chou	0	0	0	0
Independent Director	John C. Lin	0	0	0	0
Independent Director	Chen-Fu Chien	0	0	0	0
Independent Director	Kathy Yang	0	0	0	0
Vice President	Charles Kuan	2,298	0	0	0
Vice President	Paul Huang	933	0	(100)	0
Assistant Vice President Note1	Richard Chuang	0	0	0	0
Manager & Spokesperson	Lili Wu		19,000	0	0
Finance & Accounting Manager	Tina Chiu	0	0	0	0
Assistant Vice President	Allen Ho	0	0	0	0
Audit Senior Manager	Ann Lo	0	0	0	0
Acting Spokesperson	Iris Chueh	0	0	0	0
Manager	Edward Shen	0	0	0	0
Note1: Assistant Vice President Richard Chuang were promoted on December 12.2025					

(2) Trade with Related Party: None

(3) Pledge with Related Party: None

5. Top 10 Shareholders Who are Related Parties to Each Other

March 30, 2026; Unit: shares, %

Top 10 Shareholders	Shareholding		Shareholding under Spouse and Minor		Shareholding under 3rd Party		Top 10 Shareholder who are Related Parties to Each Other		Remark
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Linvest Wealth Corp.	5,253,076	13.90%	0	0%	0	0%	None	None	None
Representative – Chris Lin	379,290	1.00%	0	0%	6,435,448	17.02%	Linvest Wealth Corp& Linvest Fortune Corp	Chris Lin is the only director of both companies	None
Labor Pension Fund (The New Fund)	1,321,695	3.50%	0	0%	0	0%	None	None	None
Fuh Hwa Investment Trust mandate of Fubon life Insurance	1,307,000	3.46%	0	0%	0	0%	None	None	None
Linvest Fortune Corp.	1,182,372	3.13%	0	0%	0	0%	None	None	None
Representative – Chris Lin	379,290	1.00%	0	0%	6,435,448	17.02%	Linvest Wealth Corp& Linvest Fortune Corp	Chris Lin is the only director of both companies	None
Cathay Life Insurance Co., Ltd.	884,291	2.34%	0	0%	0	0%	None	None	None
Representative – Hong-Tu Tsai	0	0%	0	0%	0	0%	None	None	None
Xian Hua Investment Co., Ltd.	592,508	1.57%	0	0%	0	0%	None	None	None
Representative – Yu Ping	42,000	0.11%	0	0%	0	0%	None	None	None
Citibank (Taiwan) Ltd. in custody for Norges Bank	572,000	1.51%	0	0%	0	0%	None	None	None
HSBC in custody of Morgan Stanley Fund	556,103	1.47%	0	0%	0	0%	None	None	None
Allianz Global Investors Taiwan Technology Fund	515,000	1.36%	0	0%	0	0%	None	None	None
Labor Pension Fund (The Old Fund)	484,055	1.28%	0	0%	0	0%	None	None	None

6. Long-Term Investment Ownership

As of December 31, 2025 Unit: 1,000 shares, %

Long-Term Investments	Investments by the Company (1)		Investments Directly or Indirectly Controlled by Directors and Managers of the Company (2)		Total Investment (1)+(2)	
	Shares	%	Shares	%	Shares	%
ASPEED Technology (Samoa) Inc.	1,550	100%	—	0%	1,550	100%
ASPEED Technology (U.S.A.) Inc.	—	0%	1,000	100%	1,000	100%
Cupola360 Inc.	20,000	100%	—	0%	20,000	100%

Note: The Investees refer to the investments accounted for using the equity method.

III. Capital and Shares

1. Capital and Shares

(1) Capitalization

Unit: 1,000shares/NT\$ 1,000

Year Month	Issue price	Authorized Capital		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Source of Capital	Issuing shares for assets other than cash	Others
2013.05	10	30,000	300,000	23,334	233,340	Cash addition in the amount of NT\$23,360 thousand	None	Note 1
2013.09	10	30,000	300,000	23,800	238,007	Capital surplus in the amount of NT\$4,667 thousand	None	Note 2
2013.10	10	30,000	300,000	23,862	238,617	Issuance of restricted stock award in the amount of NT\$610 thousand	None	Note 3
2014.05	10	30,000	300,000	23,907	239,067	Issuance of restricted stock award in the amount of NT\$450 thousand	None	Note 4
2014.07	10	30,000	300,000	23,897	238,967	Cancellation of restricted stock in the amount of NT\$100 thousand	None	Note 5
2014.08	10	30,000	300,000	26,287	262,874	Capital surplus in the amount of NT\$23,907 thousand	None	Note 6
2014.12	10	30,000	300,000	26,309	263,094	Issuance of restricted stock award in the amount of NT\$220 thousand	None	Note 7
2014.12	10	30,000	300,000	26,296	262,959	Cancellation of restricted stock in the amount of NT\$135 thousand	None	Note 8
2015.08	10	50,000	500,000	31,672	316,720	Retained earnings and employee dividends in the amount of NT\$53,762 thousand	None	Note 9
2016.08	10	50,000	500,000	31,788	317,881	Employee compensation in the amount of NT\$1,161 thousand	None	Note 10
2016.12	10	50,000	500,000	31,818	318,181	Issuance of restricted stock award in the amount of NT\$300 thousand 0	None	Note 11
2017.01	10	50,000	500,000	33,840	338,401	Private placement in the amount of NT\$20,220 thousand	None	Note 12

Year Month	Issue price	Authorized Capital		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Source of Capital	Issuing shares for assets other than cash	Others
2017.06	10	50,000	500,000	33,836	338,361	Cancellation of restricted stock in the amount of NT\$40 thousand	None	Note 13
2017.06	10	50,000	500,000	33,942	339,418	Employee compensation in the amount of NT\$1,057 thousand	None	Note 14
2017.11	10	50,000	500,000	33,938	339,378	Cancellation of restricted stock in the amount of NT\$40 thousand	None	Note 15
2018.02	10	50,000	500,000	33,974	339,738	Issuance of restricted stock award in the amount of NT\$360 thousand	None	Note 16
2018.08	10	50,000	500,000	34,045	340,446	Employee compensation in the amount of NT\$707 thousand	None	Note 17
2018.11	10	50,000	500,000	34,065	340,656	Issuance of restricted stock award in the amount of NT\$210 thousand	None	Note 18
2019.03	10	50,000	500,000	34,058	340,584	Cancellation of restricted stock in the amount of NT\$72 thousand	None	Note 19
2019.08	10	50,000	500,000	34,161	341,618	Employee compensation in the amount of NT\$1,034 thousand	None	Note 20
2019.08	10	50,000	500,000	34,156	341,568	Cancellation of restricted stock in the amount of NT\$50 thousand	None	Note 21
2019.09	10	50,000	500,000	34,184	341,848	Issuance of restricted stock award in the amount of NT\$280 thousand	None	Note 22
2020.02	10	50,000	500,000	34,215	342,158	Issuance of restricted stock award in the amount of NT\$310 thousand	None	Note 23
2020.03	10	50,000	500,000	34,224	342,248	Issuance of restricted stock award in the amount of NT\$90 thousand	None	Note 24

Year Month	Issue price	Authorized Capital		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Source of Capital	Issuing shares for assets other than cash	Others
2020.08	10	50,000	500,000	34,320	343,200	Employee compensation in the amount of NT\$976 thousand and cancellation of restricted stock in the amount of NT\$24 thousand	None	Note 25
2021.03	10	50,000	500,000	34,316	343,155	Cancellation of restricted stock in the amount of NT\$45 thousand	None	Note 26
2021.09	10	50,000	500,000	34,373	343,730	Employee compensation in the amount of NT\$602 thousand and cancellation of restricted stock in the amount of NT\$27 thousand	None	Note 27
2021.11	10	50,000	500,000	34,369	343,694	Cancellation of restricted stock in the amount of NT\$36 thousand	None	Note 28
2022.03	10	50,000	500,000	34,355	343,551	Cancellation of restricted stock in the amount of NT\$143 thousand	None	Note 29
2022.07	10	50,000	500,000	37,791	377,906	Capital surplus in the amount of NT\$34,355 thousand	None	Note 30
2022.08	10	50,000	500,000	37,887	378,871	Issuance of restricted stock award in the amount of NT\$440 thousand and employee compensation in the amount of NT\$525 thousand	None	Note 31
2022.11	10	50,000	500,000	37,881	378,807	Cancellation of restricted stock in the amount of NT\$64 thousand	None	Note 32
2022.12	10	50,000	500,000	37,821	378,207	Cancellation of treasury stock in the amount of NT\$600 thousand	None	Note 33
2025.08	10	50,000	500,000	37,803	378,027	Cancellation of restricted stock in the amount of NT\$18 thousand	None	Note 34

Note 1: Science Park Administration, approval letter No. 1020013768.
 Note 2: Science Park Administration, approval letter No. 1020026873.
 Note 3: Science Park Administration, approval letter No. 1020032385.
 Note 4: Science Park Administration, approval letter No. 1030013318.
 Note 5: Science Park Administration, approval letter No. 1030021928.
 Note 6: Science Park Administration, approval letter No. 1030024741.
 Note 7: Science Park Administration, approval letter No. 1030035249.
 Note 8: Science Park Administration, approval letter No. 1030038803.
 Note 9: Science Park Administration, approval letter No. 1040024074.
 Note 10: Science Park Administration, approval letter No. 1050023327.
 Note 11: Science Park Administration, approval letter No. 1050035128.
 Note 12: Science Park Administration, approval letter No. 1060000930.
 Note 13: Science Park Administration, approval letter No. 1060015391.
 Note 14: Science Park Administration, approval letter No. 1060017298.
 Note 15: Science Park Administration, approval letter No. 1060031378.
 Note 16: Science Park Administration, approval letter No. 1070005193.
 Note 17: Science Park Administration, approval letter No. 1070023699.
 Note 18: Science Park Administration, approval letter No. 1070034305.
 Note 19: Science Park Administration, approval letter No. 1080007259.
 Note 20: Science Park Administration, approval letter No. 1080023054.
 Note 21: Science Park Administration, approval letter No. 1080024268.
 Note 22: Science Park Administration, approval letter No. 1080027357.
 Note 23: Central Region Office, Ministry of Economic Affairs, approval letter No. 10933071290.
 Note 24: Central Region Office, Ministry of Economic Affairs, approval letter No. 10933120630.
 Note 25: Central Region Office, Ministry of Economic Affairs, approval letter No. 10933473570.
 Note 26: Central Region Office, Ministry of Economic Affairs, approval letter No. 11033140200.
 Note 27: Central Region Office, Ministry of Economic Affairs, approval letter No. 11033540610.
 Note 28: Central Region Office, Ministry of Economic Affairs, approval letter No. 11033716440.
 Note 29: Central Region Office, Ministry of Economic Affairs, approval letter No. 11133149120.
 Note 30: Central Region Office, Ministry of Economic Affairs, approval letter No. 11133426640.
 Note 31: Central Region Office, Ministry of Economic Affairs, approval letter No. 11133530460.
 Note 32: Central Region Office, Ministry of Economic Affairs, approval letter No. 11133710320.
 Note 33: Central Region Office, Ministry of Economic Affairs, approval letter No. 11133806490.
 Note 34: Central Region Office, Ministry of Economic Affairs, approval letter No. 11430711220.

As of March 30, 2026; Unit: shares

Type of Shares	Authorized capital		
	Outstanding	Un-Issued	Total
Common stock	37,802,685	12,197,315	50,000,000

(2) Major Shareholders

As of March 30, 2026; Unit: shares

Shareholder	Shareholding	%
Linvest Wealth Corp.	5,253,076	13.89%
Labor Pension Fund (The New Fund)	1,321,695	3.50%
Fuh Hwa Investment Trust mandate of Fubon life Insurance	1,307,000	3.46%
Linvest Fortune Corp.	1,182,372	3.13%
Cathay Life Insurance Co., Ltd.	884,291	2.34%
Xian Hua Investment Co., Ltd.	592,508	1.57%
Citibank (Taiwan) Ltd. in custody for Norges Bank	572,000	1.51%
HSBC in custody of Morgan Stanley Fund	556,103	1.47%
Allianz Global Investors Taiwan Technology Fund	515,000	1.36%
Labor Pension Fund (The Old Fund)	484,055	1.28%

(3) Dividend Policy and Status

(i) Dividend Policy:

Pursuant to Article 28-1 of the Articles of Incorporation, the Company's dividend policy is to allocate no less than 10% of its distributable earnings to shareholders' dividends each year, taking into account current and future development plans, the investment environment, capital requirements, domestic and foreign competition, and shareholders' interests, but no less than 50% of its paid-in capital.

(ii) Proposal to Distribute 2025 Profits

The Board approved a proposal for 2025 profit distribution as follows:

The Board has resolved to distribute cash dividends for the year 2025 totaling NT\$3,024,214,800, representing NT\$80.00 per share. Dividends will be distributed to shareholders based on their holdings as recorded in the shareholders' register on the ex-dividend record date. Following the report to the Annual Shareholders' Meeting, the Chairman is authorized to determine the ex-dividend record date and other related matters. If the total number of outstanding shares changes as of the ex-dividend record date, the Chairman is authorized to adjust the dividend per share based on the actual total number of outstanding shares on that date. Furthermore, the Company plans to allocate NT\$37,802,680 from capital reserves for a capital increase through the issuance of new shares, with 100 new shares issued for every 1,000 existing shares, totaling 3,780,268 new shares. Following approval by the Shareholders' Meeting and the relevant regulatory authorities, the Board of Directors is authorized to determine the record date for the share issuance and capital increase, along with related matters. Subsequently, if the actual number of outstanding shares is affected by regulatory orders or subjective/objective factors, necessitating an adjustment to the share allotment ratio, the Shareholders' Meeting is requested to authorize the Chairman to handle such matters with full authority. The same authorization applies to any other outstanding matters.

(4) Effect of 2025 Stock Dividends to Operating Performance and EPS: None.

(5) Employee profit sharing bonus and Director/Supervisor remuneration

- (i) The ratios or scope of the employee profit sharing bonus and director's remuneration in the Company's Articles of Incorporation:

Pursuant to Article 28 of the Articles of Incorporation, if the Company has any annual profit left, it shall allocate no less than 8% (No less than 1% of the profits should be allocated to the remuneration of the grassroots employees) of the profit for employee's compensation sharing bonus. Qualification requirements of employees, including the employees of parents or subsidiaries of the company meeting certain specific requirements, entitled to receive shares or cash in accordance with the Board of Directors shall determine. The Board of Directors may allocate no more than 3% of the profit for director remuneration. Employees' compensation and remuneration to directors' distribution reports shall be submitted to the shareholders' meetings. However, the Company's accumulated losses shall have been covered (if any), and then allocate employee compensation and remuneration to director from the balance according to the ratio in the preceding Paragraph.

- (ii) The estimation of the current year's employee profit sharing bonus and directors' remuneration, profit sharing bonus distributed in the form of shares

The Company estimates employee bonuses and Board remuneration according to the ratio within the range required by the Company's Articles of Incorporation. If there is any difference between the amount resolved by the board of directors and the estimated amount, and the difference is not significant, or if there is any variance between the distributed amount and estimated amount, the difference will be deemed change of accounting estimation and recognized as next year's profit or loss. There was no major deviation of the amount of employee bonuses and Board remuneration approved by the Board of Directors on March 5, 2026 from the amount recognized in 2025 as described below:

Unit: NT\$

Item	Board Resolution
Employee Compensation - Cash	426,916,349
Remuneration of Directors- Cash	56,032,771

- (iii) Status of board of directors' adoption of employee compensation/ remuneration distribution

- (a) The proposed amount of employee compensation and directors remuneration paid in cash was NT\$426,916,349 and NT\$56,032,771, respectively.
- (b) The proposed amount of employee compensation to be paid in cash was NT\$426,916,349, which accounts for 10.87% of the sum of after-tax net profit and employee compensation for the current period.
- (c) The distribution of the previous year's employee compensation and directors' remuneration. If there is any difference between the distributed amount and the estimated amount, the variance, reason and handling status shall be disclosed: There was no such discrepancy.

- (iv) Distribution of employee compensation and directors remuneration in the previous year:

Unit: NT\$

Item	2024			
	Distributed amount	Estimated amount	Difference	Reason and treatment for differences
Employee Compensation	278,844,636	278,844,636	-	N/A
Remuneration of Directors	34,855,580	34,855,580	-	N/A

(6) The Company's Buyback (Repurchase) of Stock: None.

2. Status of Corporate Bonds

None.

3. Status of Preferred Stocks

None.

4. Status of GDR/ADR

None.

5. Status of Employee Stock Option Plan

(1) Employee stock options that have not matured yet: None.

(2) Names of managerial officers and top ten employees with respect to number of shares subscribable and their subscription of shares up to the annual report publication date: None.

6. Status of New Employee Restricted Stock Issuance

(1) Issuance of New Restricted Employee Share: None

(2) List of Executives Receiving New Restricted Employee Shares and the Top Ten Employees with New Restricted Employee Shares: None

7. Status of News Shares Issuance in Connection with Mergers and Acquisitions

None.

8. Financing Plans and Implementation

Not applicable.

IV. Business Overview

1. Business Activities and Strategies

(1) Business Scope

(i) The primary business activities of the Company include:

Research, development, design, manufacturing and marketing the following products:

- a. Multimedia IC
- b. Computer Peripheral IC
- c. Advanced Image Processing IC
- d. Patent and services of the above-mentioned products

(ii) Revenue Breakdown

Unit: NT\$1,000

Year Category	2024		2025	
	Amount	%	Amount	%
Multimedia IC	6,137,357	95.01%	8,750,356	96.32%
Computer peripherals IC	262,102	4.06%	259,227	2.85%
Other	60,207	0.93%	75,292	0.83%
Total	6,459,666	100.00%	9,084,875	100.00%

(iii) The Company's current products (services)

Name of Main Products	Purpose
Multimedia ICs	ADPEED products are designed with rich features for servers and cloud computing, including Baseboard Management Controllers (BMC), Auxiliary Management Controllers (AMC), platform root of trust (PRoT), I/O Expanders, etc.
Computer peripheral ICs	Our core technology includes display over IP, USB over IP and audio over IP. Applications range from remote personal computer extension products, audio-video extensions, remote USB extensions, digital audio-video matrix switch, video walls, to digital signage, etc.
Advanced image processing ICs	Our 720 degree panoramic cameras, featuring built-in real-time image stitching processors, are ideal for Remote Reality Management (RRM), such as smart patrolling and immersive management applications for smart factories and smart cities.

(iv) Plans for the development of new products (services)

By leveraging years of development and design experience, along with close collaboration with customers, ASPEED Technology's 8th-generation server management chips (AST2700 / AST2720 / AST2750), developed using TSMC's advanced process technology, are about to enter mass production. These products are

the highest-performing, most secure, and most functionally comprehensive server management chips on the market.

Newly designed features include: an ARM 64-bit multi-core processor, an ARM Cortex-M4 processor, a DDR5 memory controller, an I3C HCI interface controller, a DisplayPort (DP) controller, an SGMII interface controller, a UFS interface controller, a USB 3.1 interface controller, and a PCIe Gen4 Root Complex (RC) controller. To enhance reliability and security, added features include hardware ECDSA, SHA3, and RSA cryptographic engines, hardware Root of Trust (RoT), cache memory parity check, a fully trusted secure bus matrix controller, and secure memory management, with full compliance with the DC-SCM 2.0 architecture. Firmware support has also been strengthened, encompassing OpenBMC, UEFI GOP drivers, and document integrity. Meanwhile, ASPEED will incorporate the latest hardware Root of Trust technology, introduced by the Open Compute Project (OCP) and CHIPS Alliance, into its **8.5th-generation** server baseboard management controller (**AST2755**).

To provide customers with a more comprehensive data center SoC solution, ASPEED has designed the 2nd-generation Auxiliary Management Controller (AMC) AST1040 and the 2nd-generation Platform Root of Trust (PRoT) chip AST1080, aligning with customer needs and market opportunities. Paired with the upcoming mass-produced 8th-generation BMC and the Baseboard Management I/O Expander (AST1700), this suite of Cloud Enterprise solutions helps customers simplify server design, accelerate time-to-market, significantly enhance system security and reliability, improve board area efficiency, and deliver more complete functions to meet rapidly evolving server design requirements.

The Company continues to deeply cultivate the AVoIP 4K60 platform, providing high-compression image quality and ultra-low latency transmission of less than 4ms. In addition to existing USB 2.0 extension capabilities and audio collaboration with strategic partner Audinate, the Company has launched the AST1532 pure USB 2.0 over IP chip to perfect the product ecosystem.

As corporate work models shift toward hybrid collaboration, the demand for upgrading conference room equipment has significantly increased. The AST1532 is specifically designed for USB Cameras and UVC/UAC, flexibly supporting the complex requirements of multi-screen, multi-source, and cross-room connectivity in medium to large conference rooms. In 2025, the integration between AST1532 and Dante UAC will be further deepened to substantially enhance audio processing capabilities, providing the market's most complete conference room solution, which has already been widely adopted by customers.

The Cupola360 panoramic camera, powered by ASPEED's Cupola360 SoC AST1235 panoramic image processing chip, captures 720-degree high-definition images in real time to create a digital twin from a first-person perspective. The powerful Cupola360+ Smart Remote Management Platform delivers the Cupola360+ Industry Smart Patrolling System. Through USB, wired, or wireless network

connections, it links images from multiple Cupola360 panoramic cameras and integrates data using AI technology to provide real-time feedback across various zones. This smart patrolling system introduces a new, digital paradigm in management. Through 720-degree remote management, identified issues can be immediately reported to headquarters for processing, and instructions for responsive measures can be guided in real time. Disrupting traditional inspection methods and eliminating massive labor and time costs, ASPEED's smart patrolling system effectively increases productivity, improves patrolling efficiency, and saves communication costs.

To further address the stringent high-resolution panoramic image requirements in professional fields such as smart factories, smart patrolling, and mobile carriers (e.g., robot dogs, drones), the Company has initiated a project to develop a new generation of specialized image processing chip, the AST1240. Its core advantages are as follows:

- **Multi-chip Scaling:** The AST1240 supports a multi-chip collaborative architecture. A single chip supports 4K2K (60fps) output; through a PCIe interface for bit-stream transmission, two chips can achieve 5K3K (60fps) or 8K4K (30fps) imaging, scalable up to 12K6K (12fps) output, meeting the high-resolution panoramic demands required for AI event determination.
- **Advanced Image Processing Technology:** Featuring two built-in image signal processors (ISPs), a single chip can connect to more than four lenses. Key technologies include adaptive noise reduction, multi-lens brightness consistency optimization, and tone mapping to retain object details in both bright and dark areas, ensuring highly uniform brightness and detail in stitched overlapping areas.

Combined with the Cupola360+ Smart Remote Management Platform and AI data integration technology, this product series extends imaging capabilities from traditional surveillance to digital twins and remote command centers. It effectively assists enterprises in energy, manufacturing, logistics, urban infrastructure, and public safety sectors to simultaneously implement digital transformation and reduce operational costs. Through data analysis and real-time reporting functions, it empowers managers to make quick and informed decisions.

Furthermore, to address management needs in complex environments and high-risk fields, the Company is actively deploying mobile carrier applications, including robot dogs, mobile robots, and drones, extending panoramic imaging and AI visual capabilities to highly mobile patrolling and monitoring scenarios. Equipped with Cupola360 panoramic cameras and related image processing technologies, mobile carriers can conduct real-time inspections, environmental perception, and anomaly reporting in various high-risk areas. By synchronizing and transmitting real-time on-site footage back to the remote management platform, they assist managers in real-time judgment and remote command, further reducing the need for personnel to enter high-risk environments.

(2) Industry Outlook

(i) Current Industry Landscape and Trends

The following provides an overview of the key industries related to ASPEED Technology's major product lines:

(a) Semiconductor Market

The year 2025 is regarded as a pivotal year for the semiconductor industry, marking a transition from localized growth to comprehensive expansion. Following a strong recovery of approximately 19% in 2024, the market in 2025 exhibits the following characteristics:

- **Record-Breaking Revenue:** According to revised data from WSTS and IDC, global semiconductor sales in 2025 are projected to surpass USD 700 billion (with some institutions estimating up to USD 772.2 billion). The year-on-year growth rate is expected to range between 15% and 22.5%, significantly higher than early-year expectations.
- **A Healthier Market Structure:** Unlike 2024, which was heavily concentrated on AI servers, growth in 2025 is more balanced. In addition to AI, general-purpose servers, network communications, and certain industrial applications have also begun to recover.

Looking ahead to 2026, the market generally holds an optimistic outlook, anticipating that the semiconductor industry will officially enter the sprint phase toward a one-trillion-dollar production value. WSTS forecasts that global semiconductor revenue will grow by 26.3% in 2026, reaching approximately USD 975 billion. Meanwhile, IDC remains relatively cautious, predicting an 11% growth rate and a production value of USD 890 billion. Memory and logic chips will continue to lead this growth. Driven by the dual engines of AI and high-performance computing (HPC), the semiconductor industry is poised to potentially achieve its highest-ever revenue performance.

(b) Multimedia ICs

- According to the latest statistics from Digitimes, global server shipments have ushered in comprehensive growth in 2025 following a bottoming-out and recovery in 2024. Full-year shipments are projected to exceed 16 million units, achieving double-digit year-over-year growth. Benefiting from the large-scale mass production and delivery of high-end AI servers, such as those utilizing the Blackwell architecture, the overall industry output value has hit record highs for two consecutive years. The proportion of AI server value has now become the core pillar supporting the market.

- **Cloud Service Provider (CSP) Capital Expenditures:** Capital expenditures among the top four North American cloud providers (Amazon, Google, Meta, and Microsoft) demonstrated exceptional resilience in 2025. According to their latest financial reports and plans, their combined capital expenditures officially surpassed the USD 300 billion mark in 2025. These funds are not only continuously invested in data center civil engineering but are heavily allocated toward AI infrastructure and the development of in-house custom chips (ASICs), profoundly dominating the specification definitions of the global server supply chain.
- **Server Design Diversification and Specialization:** In 2025, the server market exhibited a trend of parallel development for both general-purpose and specialized servers. Modular designs for general-purpose servers have become the industry standard, greatly enhancing data center maintenance efficiency and hardware upgrade flexibility. Regarding specialized servers, optimizations for specific workloads (such as precision ad targeting, video streaming, and real-time recommendation systems) have been pushed to the extreme. In particular, rack-level AI servers optimized for Large Language Model (LLM) inference have become the top choice for enterprise-level data center deployments.
- The deepening and diversification of modular architectures and Baseboard Management Controllers (BMCs) continue to drive the demand for I/O Expanders. Furthermore, multi-node management in specific application scenarios has fueled the continuous growth of Auxiliary Management Controllers (AMCs).
- **Rack-level Integration:** 2025 marks a breakout year for rack-level designs (e.g., GB200 NVL72). By modularizing and centrally managing computing, networking, and power modules, BMC usage within a single rack has multiplied exponentially compared to traditional servers, significantly boosting the market penetration rate of management chips.

(c) Computer Peripheral ICs

In 2025, the global digital signage market is estimated to range between USD 28 billion and USD 34 billion, and is expected to steadily advance toward the USD 30 billion to USD 36 billion level in 2026. The overall market is not only firmly established at the tens of billions of dollars scale but also demonstrates strong growth resilience. Compared to the past, the continuous expansion of the market size is primarily driven by soaring enterprise demand for digitized interactive displays, high-resolution (4K/8K) equipment, and cloud-based content management system (CMS) solutions.

Regionally, North America, Asia-Pacific (APAC), and Europe continue to be the world's three core markets. North America accounts for approximately 35% to

42% of the market, remaining the largest digital signage market globally, with an estimated size of USD 11 billion to USD 13 billion in 2025. Its advantages lie in a highly mature commercial advertising ecosystem, widespread adoption by retail giants, and massive demand for real-time data visualization (such as smart transportation and smart hotels) in smart cities and large-scale infrastructure. The APAC market (accounting for roughly 27% to 37%) represents the region with the strongest growth momentum. Benefiting from rapid economic development in countries like China, India, and Japan, increased investments in public infrastructure, and robust demand for innovative and highly cost-effective display solutions, it has maintained a high growth rate in recent years. Europe shows steady performance driven by retail transformation, transportation hubs, and the digitalization of public services, with applications increasingly popularized to enhance in-store experiences and automated services.

Looking ahead to 2026 and beyond, market growth momentum will upgrade from simple "hardware replacement" to "**software and hardware integration and smart interaction.**" The primary driving forces stem from continuous investments in real-time interactive content by the retail industry, transportation, healthcare, and large venues.

Furthermore, with the popularization of 5G networks, Internet of Things (IoT) edge computing, and the deep implementation of AI technologies—such as displays equipped with AI content optimization and audience recognition—digital signage has fully evolved from traditional "one-way broadcasting" into intelligent carriers capable of "**real-time remote control, dynamic data analysis, and precision pushing.**" Among these, self-service kiosks and medium-to-large interactive screens are the sub-segments experiencing the fastest market share growth in recent years.

In the mid-to-long term, the global digital signage market is expected to witness substantial, exponential growth. According to estimates from various authoritative institutions, the compound annual growth rate (CAGR) over the next few years is projected to fall between 5.5% and 9.7%. By 2033, the global digital signage market is forecast to surpass the USD 50 billion mark, demonstrating highly promising long-term commercial value.

In terms of application fields, digital signage has widely penetrated various industries and continues to develop toward high interactivity, real-time capability, and centralized management. Key applications include:

- **Retail and Chain Stores:** By dynamically displaying product information, promotional activities, and shopping guides, digital signage replaces traditional static posters and allows for real-time marketing strategy adjustments, thereby enhancing customer experience and conversion rates.

- **Shopping Malls and Large Commercial Centers:** Used for navigation, event promotion, and brand exposure to strengthen the integration of venue information and guide customer flow.
- **Transportation Hubs (Airports, Train Stations, Transit Centers):** Real-time display of flight/train schedules, delay information, and public announcements to improve operational efficiency and generate stable advertising revenue.
- **Government Institutions and Public Spaces:** Utilized for policy announcements, public information dissemination, and citizen service guidance, becoming a crucial component of smart city infrastructure.
- **Other Applications:** Continuing to expand deployment scales in education, healthcare, corporate offices, sports stadiums, entertainment venues, and the food and beverage industry (digital menu boards).

Notably, as IoT, cloud management, big data, and AI video analysis technologies mature, digital signage is gradually integrating with cameras, sensors, and backend systems, evolving toward intelligent and centralized remote management. Concurrently, the popularization of the AV over IP architecture makes video transmission and content management more flexible, significantly reducing deployment and maintenance costs for large-scale venues.

Additionally, with major international events such as the Olympics and the World Cup scheduled in the coming years, the demand for high-quality real-time video displays and centralized control in sports stadiums, broadcasting centers, public viewing areas, and commercial spaces is expected to drive significant short-term growth momentum for AV over IP and high-end digital signage applications, serving as a new propelling force for the market.

Overall, driven by continuously declining costs, deepening applications, and demands for real-time and intelligent features, the willingness to deploy digital signage and related video transmission technologies will maintain an upward trend, establishing them as indispensable core systems in smart retail, smart cities, and large public venues.

(d) Advanced Image Processing ICs

ASPEED Technology's advanced image processing ICs feature built-in real-time image stitching technology, enabling **360-degree panoramic, blind-spot-free real-time visual coverage**. Combined with advanced AI algorithms, they create new application models and industry value. Centered around this technology, **Cupola360 panoramic cameras** have gradually become a crucial device for implementing immersive remote management in smart cities, smart factories, and various large-scale venues. Their overall effectiveness far exceeds what traditional single-view network cameras can offer.

In recent years, the global video surveillance and network camera market has continued to expand. According to the latest market research data from Fortune Business Insights, the global video surveillance market is estimated to reach **USD 83.7 billion** in 2025. The market is projected to grow from USD 95.0 billion in 2026 to USD 261.6 billion by 2034, registering a compound annual growth rate (CAGR) of **13.50%**. This robust growth is primarily driven by rising global security demands, accelerated smart city construction, and a high reliance on high-resolution real-time video surveillance and AI image analysis in public and commercial sectors.

Notably, while there remains a massive foundational demand for single-view network cameras, the overall market trend is rapidly shifting toward "**panoramic**" and "**intelligent**" developments. Through optimized lens configurations and the introduction of AI edge computing technologies, **360-degree panoramic cameras** have gradually demonstrated their potential to replace or supplement multiple single-view IP cameras in high-value application scenarios (such as city management, security protection, and industrial automation). They have become a key force driving the next wave of overall surveillance market growth and hardware upgrades.

Furthermore, against the backdrop of **global labor shortages**, **geopolitical uncertainties**, and **supply chain restructuring**, enterprises and government agencies are accelerating the **localization** and **decentralization** of their manufacturing and operational sites. This trend significantly increases the difficulty of cross-regional and cross-site real-time management, further highlighting the importance of **remote management** and **real-time decision-making capabilities**. Video systems are no longer merely passive surveillance tools; they have become core infrastructure for enhancing operational efficiency, ensuring safety, and strengthening competitiveness.

In smart city applications, compared to traditional single-view network cameras, 360-degree panoramic cameras offer the advantages of **a complete field of view**, **zero blind spots**, and **high spatial awareness**. They can be widely applied in traffic and crowd management, AI heat map analysis, large-scale event and crowd management, public space governance, event retrospection, and immersive remote patrolling. A single panoramic camera can cover all directions, effectively reducing the cost of multi-camera deployment while significantly simplifying system management and maintenance complexity, making it highly cost-effective for large-scale city deployments.

Smart factories represent another rapidly growing core application field for 360-degree panoramic cameras. As the manufacturing industry faces labor shortage pressures, rising costs, and intensifying global competition, factory management is no longer limited to traditional asset and personnel safety; it has extended to **production efficiency optimization**, **workflow monitoring**,

industrial safety management, and **remote patrolling**. By combining 360-degree panoramic cameras with AI recognition technology, abnormal behaviors, operational violations, and potential safety risks can be detected in real time. This provides comprehensive and immediate visibility, especially in high-risk or spatially complex production lines and equipment areas.

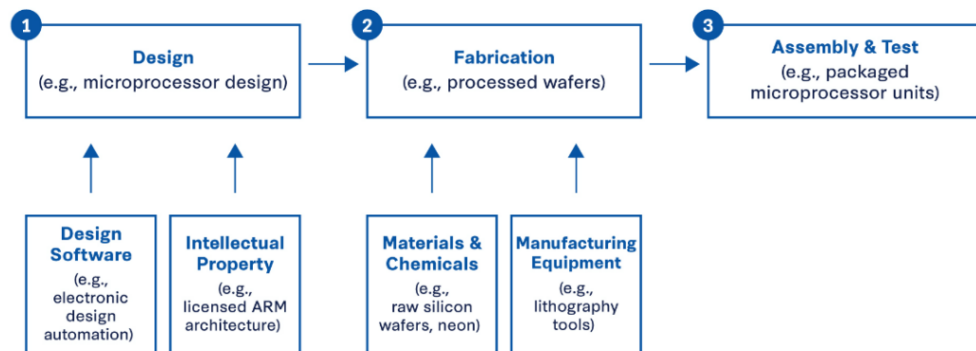
Moreover, as enterprise requirements for comprehensive security, protection, and operational resilience continue to rise, 360-degree panoramic imaging combined with AI and backend management platforms is gradually becoming an indispensable critical node in smart factories and smart cities. It not only reduces labor reliance and improves management efficiency but also assists enterprises and governments in building more flexible and visible remote management systems in an uncertain global environment.

Summarizing these trends, 360-degree panoramic cameras have upgraded from single video devices to **core remote management infrastructure** supporting smart factories, smart cities, and diverse venues. The depth and breadth of their future applications in the global market possess the potential for continuous expansion and growth.

(ii) The Value Chain of the Semiconductor Industry

The semiconductor industry can be further classified as upstream IC design companies, midstream IC wafer fabrication plants, and downstream IC packaging and testing plants, with their relationships illustrated in the following figure:

Simplified Depiction of the Semiconductor Value Chain



Sources: Authors' own creation.

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Taiwan's semiconductor industry has developed a comprehensive and well-structured ecosystem. Each stage of the production process – such as design tools, IC design, wafer materials, silicon wafers, photomask production, IC fabrication, packaging, lead frames, testing, and peripheral support – is supported by numerous

specialized companies. This has led to a clearly defined vertical division of labor and a trend toward increasing specialization, resulting in a more complete and integrated upstream, midstream, and downstream structure within Taiwan's IC industry.

(iii) Product Development Trends and Market Competition

ASPEED Technology is a professional IC design company operating at the upstream of the semiconductor value chain. Its core business focuses on the design and sales of multimedia ICs, computer peripheral ICs, and advanced image processing ICs. The following outlines the future supply and demand trends in the end markets related to ASPEED's product applications:

(a) Multimedia ICs

The development of multimedia ICs must reference the specification evolution of the server industry. This includes the architectural shifts in new-generation general-purpose/AI servers from Nvidia, AMD, ARM, and Intel; generational specification changes in CPUs/GPUs and chipsets; DRAM standard transitions (e.g., DDR4 to DDR5); the evolution of peripheral interconnect standards (e.g., LPC to eSPI); the integration of peripheral components; and the increasing demand for performance and convenience among server end-users.

ASPEED Technology primarily designs and sells multimedia ICs that integrate three key functions: BMC, 2D VGA, and KVMoIP. These are co-designed with cloud service providers and server chip manufacturers, and sold to domestic and international server ODM/OEMs. Concurrently, ASPEED precisely grasps the evolution of industry standards to conduct product planning, developing promptly in response to market demands, and planning next-generation ICs in advance to strengthen its leading position.

(b) Computer Peripheral ICs

In its early stages, AVoIP (Audio/Video over IP) technology was primarily applied in the high-end video transmission and switching matrix markets, covering venues such as dining and entertainment, large government conference halls, situation rooms, religious spaces, courts, department stores, and transportation hub signage.

In recent years, the expansion of conference room spaces, multi-screen displays, multi-source casting, and cross-room linkages have driven the demand for corporate video conferencing equipment upgrades. Aligning with this trend, AVoIP has rapidly emerged as the core technology for next-generation audio-visual transmission. Several mainstream video conferencing system brands have successively introduced AVoIP products, and corporate demand is expected to continue expanding.

With this in mind, the team continued to deepen its deployment in conference room applications in 2025, expanding its collaboration with strategic partner Audinate to launch the integrated "AST1532 with Dante UAC" solution. This solution has been widely favored by customers in conference room applications. Simultaneously, we successfully secured a collaboration project with a major international network equipment manufacturer, accurately targeting corporate conference room opportunities. The convergence of AV (Audio/Video) and IT (Information Technology) is a clear industry trend, and AVoIP technology has undoubtedly become the consensus in the mainstream video extension market.

Key advantages of the AVoIP system:

- **Seamless A/V Extension:** Audio, video, and USB signals can be flexibly transmitted to any endpoint within the network architecture via standard Ethernet cables and IP switches.
- **Superior Compression Quality:** Adopting visually lossless compression technology provides a high-end audio-visual experience while maintaining low bandwidth requirements.
- **Extreme Installation Flexibility:** Highly compatible with network cable specifications, it allows for highly customized deployment based on screen configurations and the number of signal sources in different venues.
- **High Scalability:** Once the system is built, additional displays or signal sources can be flexibly expanded at any time according to demand, without restructuring the underlying architecture.
- **Centralized IT Management:** All codec nodes within the venue can be integrated into standard IT management workflows through a central controller, significantly reducing maintenance and operation costs.

Video transmission solutions in the computer peripheral IC market encompass analog signal amplification, digital signal transmission, and digital network packet transmission. The market's core demands are long-distance transmission, high signal stability, and the convenience of plug-and-play without the need for on-site environmental adjustments; supporting one-to-many or many-to-many architectures can further significantly broaden application scopes.

The Company has long cultivated digital signal transmission and network packet transmission technologies, securing multiple core patents in Taiwan and the US. Our solutions significantly reduce video latency, transmit A/V via standard network interfaces, deliver excellent transmission performance, and break through the distance limitations of traditional cables.

In terms of product design, the Company focuses on developing the core compression and transmission chips within A/V extenders. Traditional market

solutions typically require separate "Transmitter (Tx)" and "Receiver (Rx)" chips; leading the industry, ASPEED seamlessly integrates Tx and Rx functions into a single chip. This design not only supports flexible one-to-many and many-to-many configurations but also greatly simplifies customers' end-product design and inventory management pressures.

Furthermore, our exclusive technology efficiently compresses A/V signals, stably transmitting them to a receiver over 100 meters away via standard network cables; crucially, the system can synchronously package and transmit USB interface signals with the audio and video. This integration capability is ASPEED's greatest advantage in widening the gap with competitors in the market.

(c) Advanced Image Processing IC

Currently, most panoramic or surround-view camera products on the market still rely on single or dual fisheye lenses to achieve a 360-degree field of view. However, besides their higher cost, fisheye lenses inherently suffer from decreased effective pixels at the edges, uneven image quality, and a heavier burden for backend correction, posing limitations for long-term stability and AI applications in large venues.

In contrast, the Company's AST1230/1235 chips possess both image distortion correction and multi-lens stitching calibration capabilities. Besides supporting single and dual fisheye lens architectures, they effectively integrate multiple wide-angle lenses for real-time stitching. The multi-wide-angle lens design not only avoids the inherent edge quality defects of fisheye lenses but also helps lower overall system costs while providing field-of-view configurations and image quality more suited to the needs of smart cities and smart factories.

Crucially, traditional single-view network cameras fundamentally lack complete spatial awareness. In large or complex venues, the current mainstream approach is to deploy a massive number of single-view cameras in an attempt to cover blind spots or reconstruct space through "**multi-camera stacking**." However, this architecture not only incurs exorbitant initial deployment costs, but with the future introduction of AI applications, the required video streaming, computing resources, and backend system integration costs will multiply exponentially, yet still struggle to achieve ideal spatial reconstruction and overall field-of-view consistency.

Against the backdrop of continuously evolving AI technologies, the structural advantages of panoramic imaging will become increasingly apparent. A 360-degree panoramic camera can capture the full view of a venue in a **first-person perspective**, allowing AI models to achieve higher-quality analysis results in human behavior analysis, path tracking, event determination, and spatial relationship understanding with lower system complexity and computing power

costs. Conversely, solutions relying on multiple single-view cameras for backend integration will gradually reveal bottlenecks in cost, performance, and accuracy.

Moreover, the Cupola360 panoramic camera integrates multiple AI technologies, including human detection and recognition, object detection and classification, behavior analysis and event identification, image tracking and virtual cameras, voice recognition and sound localization, as well as hotspot detection and path analysis. These empower the camera with not only 24/7 monitoring capabilities but also support for real-time early warnings and subsequent decision analysis. In comparison, single-view network cameras can mostly only record video from fixed angles, possessing limited capabilities to support real-time management and advanced AI analysis in complex venues.

From a competitive landscape perspective, as smart cities, smart factories, and various large-scale venues continue to introduce AI and remote management technologies, market expectations for video systems have gradually shifted from "single-point surveillance" to "global understanding." Under this trend, 360-degree panoramic cameras can not only compensate for the shortcomings of traditional single-view cameras but also have the opportunity to become the core or mainstream architecture in most application fields. Overall, the development direction of the network camera industry is clearly evolving toward panoramic, intelligent, and spatial-oriented solutions. The 360-degree panoramic camera, equipped with complete spatial awareness and AI integration capabilities, will continue to strengthen its competitive advantage and long-term value in fields such as urban governance, security protection, and industrial automation.

(3) Technology and R&D

(i) R&D Spending:

Unit: NT\$1,000

Item Year	2024	2025
R&D expenditures	828,558	1,041,993

(ii) Successful R&D Technologies or Products

Important technologies and products successfully developed by ASPEED Technology are as follows:

Year	R&D Achievements	Description
2017	AST1220 360 6 CAM Processor	Real-time 6 Lenses 360 Degree Camera Image Processor
	MIPI D-PHY interface controller	MIPI Interface Control Technology
2018	AST2600 7 th Generation Server Management Controller	7 th Generation BMC
	ARM multi-core bus interface controller	ARM multi-core bus interface controller

Year	R&D Achievements	Description
	Hardware ECC crypto engine	Hardware ECC crypto engine for new crypto technology
	Hardware Root of Trust Technology	Hardware Root of Trust Technology to improve system security
	360 Camera APP	To enrich 360 camera product lines
2019	Seurity OTP Memory Management	For Root of Trust technology
	Trust Zone Bus Controller	For trusted bus management
	AST1530/AST1620 8K PC/AV Extension Controller	For next generation 8K extension
	Cupola360 Image Post Processing	Algorithm for functions Stabilizer、Stitching、Lighting、WDR
	360 Stitching Calibration Fixture	360 stitching calibration fixture design
	Sensor/ISP Calibrated Tools	Camera sensor/ISP calibration tools design
	UVC/UAC Protocols	USB Video/Audio Class
	Image Adaptive FOV	Adaptive FOV algorithm
	360 Video Conference F/W, VxD, App	S/W to enable video conference product
	Individual EV, Adaptive EV	EV algorithm and setting
	ePTZ Technology	Digital PTZ application
	360 Dash Cam F/W , App	S/W to enable dash cam DVR
2020	Hardware ECDSA384 engine	For digital signature algorithm
	Platform Firmware Resiliency	For platform protection
	New 2D Noise Reduction	For image quality improvement
	New ISP De-mosaic	For image quality improvement
	High Performance Stitching Engine	Support 2x stitching engine performance improvement
	Color Difference Compensation for Stitching Engine	For stitching quality improvement
	MIPI TX Controller	MIPI TX Controller
	USB3.0 Controller	USB3.0 Controller
	I3C Controller	I3C Controller
	Cupola360 Studio Development	Software development
	In-Camera dynamic image composition	API development in F/W
	In-Camera AI SoC for Face Detection	Integrate with 3rd party AI chipset to enable face detection
	In-Camera Beamforming/DoA	Integrate with 3rd party audio DSP to enable speaker tracking
	IQ Preference Setting for Vendors Customized, -> IQ preset and IQ Tuning Tool	IQ tuning tool
	GAIA Calibration and Manufacture Support	Camera calibration tool
	Hyperion algorithm development for camera jig assembly correction	Camera calibration tool

Year	R&D Achievements	Description
	TITAN facility development for stitching quality verified and camera color re-calibrated.	Camera calibration tool
2021	Platform Firmware Resiliency (PFR)	System security standard
	Frame base image tessellation engine for responsive composition	A framework-based image subdivision engine for fast compositing
	In- camera Smart Director to provide best user experience of video meeting	The camera has built-in smart director, providing the best video conferencing user experience
	Smart meeting agent to drive the meeting efficiency	Video conferencing tool
	On the fly pipeline buffering design for rapidly latency.	Hardware IP to improve video latency
	Reliable and real-time object tracking algorithm	People tracking algorithm
2022	DDR5 controller	New generation DDR5 controller
	I3C HCI controller	I3C host control interface controller
	OpenTitan/Clyptra root of trust	Support open standard root of trust
	SGMII controller	Serial Ethernet interface
	LTPI controller	DC-SCM2.0 standard
	PCIe Gen4 controller	PCIe 16 GHz interface
	USB3.1 XHCI controller	USB3.1 host control interface controller
	SHA3/ECDSA/RSA crypto engine	SHA3/ECDSA/RSA hardware acceleration engine
	UFS controller	UFS serial flash interface controller
	Full trust bus matrix controller	Full secure matrix bus controller
	Implement spherical 360 camera with multiple lens	Achieve full-sphere multi-lens stitching
	HDR implementation by AST1230	Achieve high dynamic range
	Provide complete Immersive solutions Camera by AST1220+1230	Provide a complete immersive 360 camera solution
2023	Cupola360+ Studio Pro development	Develop a professional edition of smart video conferencing director software (featuring gesture control, background removal, facial recognition, etc.)
	360 Immersive patrolling S/W on VR devices	Immersive 360 inspection software on VR devices
	I/O expender controller	High-speed LTPI interface
2023	Secure Memory	Supports memory error correction codes, encryption, and integrity checks
	Cupola360 smart image system	Panoramic image synthesis processing that includes real-time Image Stitching algorithms and a low-latency architecture to produce 360-degree panoramic images

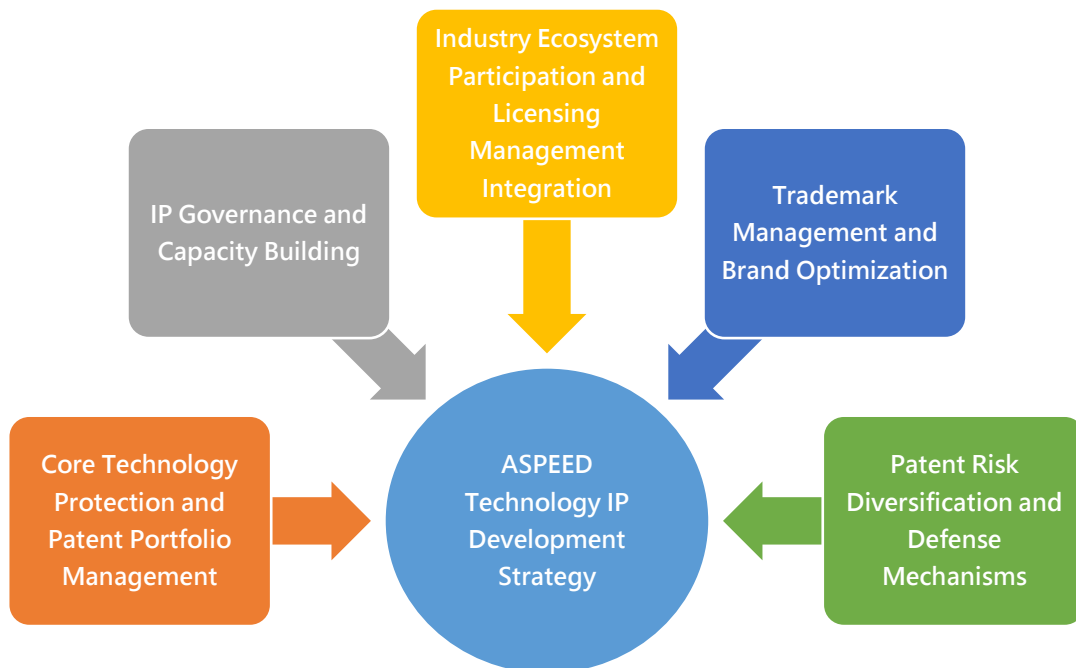
Year	R&D Achievements	Description
	Manufacture “C1PA08501” 360 Camera and enter mass production stage	Develop the 'C1PA08501' 360 camera for Smart Factories and Smart Cities, and enter mass production
	Implement ONVIF Profile S	Implement the ONVIF Profile S standard protocol
	Cupola360+ Software kit for smart factory and smart city	Develop the software development kits required for Smart Factory and Smart City applications
	Cupola360+ Deployment/ Patrol/ Management web application	Develop web applications for the deployment, inspection, and management of cameras
2024	Security Provision	Securely store each chip’s unique information within the chip itself
	Secure Boot Runtime Service	Including secure boot, chip configuration, and runtime algorithm services
	Linux kernel 6.6	The server management chip’s main processor has been upgraded to run on Linux kernel version 6.6
	Zephyr 3.7	The server management chip’s secondary processor has been upgraded to run on Zephyr version 3.7
	Platform Firmware Resilience 4.0	The server security chip software has been upgraded to PFR version 4.0
	Full-360 Stitching in Arctic Region	Panoramic Camera Stitching Technology in Polar Regions
	Manufacture “C1FA18001”, “C1FA18002” 360 Camera and enter mass production stage	Manufacture “C1FA18001”, “C1FA18002” 360 Camera and enter mass production stage for smart factory and smart city applications
	The Route Editor allows users to freely define patrol path, while the OSD Editor can display web pages, images, videos, and IoT devices on a 360-degree view	Developed a Route Editor that allows users to freely define patrol routes, and an OSD Editor that can display web pages, images, videos, and IoT devices on a 360-degree view
	Integrates multiple VMS/NVR/AI software to enhance the compatibility of 360 cameras and Cupola360+ software platforms	Integrates multiple VMS/NVR/AI software to enhance the compatibility of 360 cameras and Cupola360+ software platforms
2025	Embedded OCP Caliptra IP for Silicon Root of Trust	Embedded OCP Caliptra Silicon Root of Trust IP to enhance hardware security
	Embedded 10G Ethernet	Embedded 10G Ethernet interface
	Develop 8.5 generation BMC solution	Develop 8.5th-generation server management chip solution
	Develop next generation AMC (Auxiliary Management Controller) solution	Develop next-generation Auxiliary Management Controller (AMC) solution
	Develop next generation PROT (Platform Root of Trust) solution	Develop next-generation Platform Root of Trust (PROT) solution

Year	R&D Achievements	Description
	Develop AMC with eFPGA solution	Develop an Auxiliary Management Controller solution with eFPGA (embedded Field-Programmable Gate Array) functionality
	AVoIP USB extender	USB 2.0 over IP extender, completing the 4K60 AV over IP ecosystem; integrates the AST1532 and Dante UAC solution for conference room applications
	Full-360 Human Detection	Full 360-degree human detection
	360 Vehicle Detection	Surround 360-degree vehicle detection
	360 Safe Helmet/Vest Detection	Surround 360-degree safety gear detection
	Night view binning	Enhanced visibility processing for night scenes

(4) Intellectual Property

With innovative R&D as its core competitiveness, ASPEED Technology deeply understands that intellectual property (IP) is the crucial foundation for supporting long-term growth and enhancing international competitiveness. As global semiconductor technologies rapidly evolve and the industry ecosystem becomes increasingly interconnected, ASPEED has progressively established an institutionalized IP governance framework. By balancing core technology protection, licensing management, risk diversification, and industry participation, we have formulated a comprehensive and sustainable IP management strategy.

The Company's IP development strategy primarily encompasses the following five major dimensions:



Core Technology Protection and Patent Portfolio Management

ASPEED Technology continues to protect core R&D achievements—including SoC software and hardware architectures, chip designs, and key technical modules—through global patent deployment. In addition to increasing the number of patent applications, we emphasize patent quality and the depth of technological coverage. We strengthen the strategic allocation among patents to ensure our patent portfolio is closely aligned with our product development direction. Concurrently, we regularly review the structure of our patent portfolio and technological development trends to ensure our intellectual property assets remain consistent with ASPEED's long-term operational strategy, thereby further enhancing the overall value and stability of our technological assets.

IP Governance and Capacity Building

Item	Content
Process Integration and Cross-Departmental Collaboration	To enhance the maturity of intellectual property management, we continue to strengthen the collaboration mechanism between the R&D and Legal departments. We are progressively integrating patent searches, IP evaluations, and rights management into the product development process to ensure a seamless connection between R&D outcomes and our IP deployment strategies.
IP Education and Training & Open Source Compliance Awareness Building	We continuously conduct IP-related education and training covering the patent application process, patent search practices, trade secret protection, and various Open Source License Models along with their legal implications. Through systematic course planning and practical case studies, we strengthen R&D personnel's understanding of different licensing frameworks and third-party software usage guidelines. By raising compliance awareness during the integration of open-source components and technology development, we aim to mitigate the risks of license violations and potential legal issues.
Institutionalized Trade Secret Management	We have established a systematic management mechanism for trade secrets, encompassing trade secret identification, registration, classification, and protective measures. Furthermore, we continuously optimize our internal management blueprint and strategic planning to minimize the risks of technology leaks and rights disputes.

Industry Ecosystem Participation and Licensing Management Integration

In response to the global trends of technological standardization and industry collaboration, ASPEED Technology has formally incorporated participation in international technology organizations and related licensing management into its intellectual property (IP) management strategy since 2025. Through an institutionalized review and management mechanism, we balance the protection of core technologies with the need for industry interoperability. ASPEED completes the review and signing of relevant Contributor License Agreements (CLAs) and other licensing documents in accordance with the regulations of each organization. We centrally manage licensing terms and rights boundaries to ensure the clarity and compliance of intellectual property rights. Through the aforementioned participation, we strengthen our connection with the international technology ecosystem, enhancing the interoperability and visibility of our products in the global market. Currently, the relevant organizations ASPEED participates in include:

Linux Foundation
CHIPS Alliance

Open Compute
Project (OCP)

Open Web
Foundation (OWF)

Video Services
Forum (VSF)

Patent Risk Diversification and Defense Mechanisms (Long-term Strategy)

Facing the increasingly complex global patent environment, ASPEED Technology continuously monitors changes in industry patent risks. We evaluate and adopt appropriate IP risk management and defense mechanisms to strengthen the structural management and risk diversification capabilities of our patent portfolio. Through institutionalized management tools, we enhance the resilience and stability of our technological assets, mitigate the operational impact of potential patent disputes, and ensure the Company's steady development in the global market.

Trademark and Brand Management Optimization (Long-term Strategy)

As ASPEED Technology's product lines and market presence gradually expand, we regard trademark and brand management as a crucial component of IP governance. We will continuously review brand usage by agents and partners, optimize trademark licensing and brand usage guidelines, and strengthen brand identity consistency and market transparency. Concurrently, ASPEED will assess trademark deployment strategies in key markets and perfect our international trademark registration planning. This aims to reduce the risks of brand abuse and third-party trademark squatting, ensuring the long-term maintenance of ASPEED's brand value.

Intellectual Property Protection Strategy

Timeline	Strategy
Short-term Development	● Establish a digitalized patent management system. ● Optimize patent review and grading procedures to enhance patent quality. ● Collaborate with the Administration Division to establish systematic IP-related education and training programs.
Long-term Development	● Continuously ensure the comprehensive protection of ASPEED Technology's technologies through the new product IP portfolio and development processes. ● Design diverse mechanisms to encourage innovation, supplemented by a tiered review and evaluation process to incentivize employees to submit invention applications. ● Establish a linkage between patent proposals and the trade secret registration and management system, ensuring that all intangible key secrets better suited for trade secret protection are fully and specifically documented in a centralized management system. ● Increase the number of patent applications and target countries year by year to expand intellectual property protection and global deployment.

Execution Status of Intellectual Property Protection

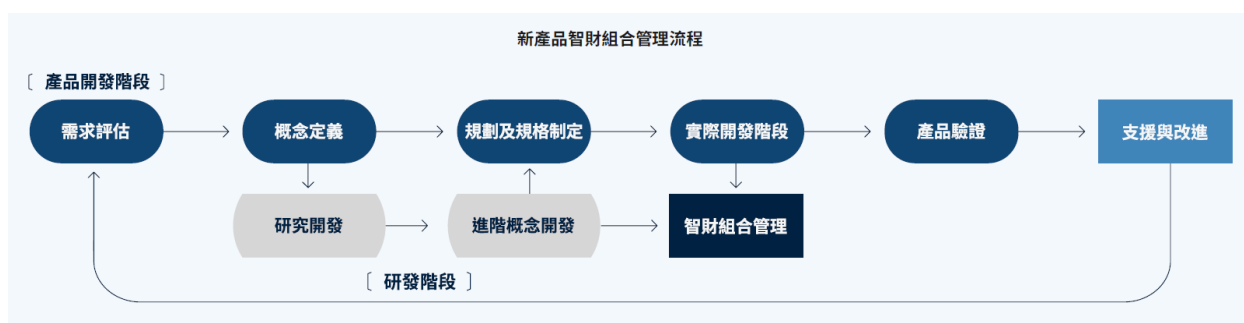
The Company regularly reports the execution progress of intellectual property protection to the Board of Directors. The most recent report was submitted on November 5, 2025 (the 10th meeting of the 8th term Board of Directors).

The Company actively promotes its intellectual property management plan. The main execution status in recent years is as follows:

- **2022:** Established the "Trade Secret Registration and Management System" and the "New Product IP Portfolio and Development Process."
- **2023:** Initiated IP Roadshows providing education and training on intellectual property and trade secret protection for all R&D personnel, encouraging their active participation in patent applications and IP protection. The Legal Administration Division continues to plan and promote related education and training programs to enhance the patent search and basic analysis capabilities of colleagues across various R&D departments. Concurrently, we have strengthened compliance awareness regarding the use of third-party software and open-source components to ensure the

legal utilization of R&D achievements and the effective management of intellectual assets.

- **2024:** Conducted IP-related education and training for seed training members selected from various R&D departments, which included practical patent search exercises. We are progressively integrating patent searches and IP evaluation operations into the new product development process, thereby strengthening the collaboration mechanism between the R&D and Legal departments. The Legal Department coordinates patent application planning, licensing document reviews, and trade secret system management to ensure the integrity and consistency of IP management. At the same time, we continuously inventory our participation in various international technology organizations and have established internal review and management processes to ensure such participation aligns consistently with ASPEED's overall intellectual property strategy.



- In 2025, intellectual property (IP) deployment was conducted for the single product under the AST1240 project, producing the AST1240 key technology fishbone diagram.
- When ASPEED Technology participates in the international technical organizations listed in the table below, the Legal Department centrally reviews all relevant membership agreements, participation terms, and licensing documents, and establishes institutionalized management processes. This ensures that various licensing frameworks are consistent with ASPEED's overall intellectual property strategy. Through systematic contract reviews and internal management mechanisms, the Company is able to maintain the protection strength and clarity of rights for its core technological assets while promoting technical cooperation and industry interoperability, balancing open participation with intellectual property governance. The participation levels and primary contract frameworks for each organization are presented in the table on the following page.

Linux Foundation / CHIPS Alliance Framework			
Level	Organization	Document Type	Purpose of Participation
Parent Organization Member	Linux Foundation	Linux Foundation Membership Agreement	Participate in the international open-source ecosystem and technical collaboration platform
Alliance Member	CHIPS Alliance	CHIPS Alliance Participation Agreement	Become an official member of CHIPS Alliance
Technical Contribution	CHIPS Alliance	Corporate Contributor License Agreement (CLA)	Clarify the licensing boundaries for code and related patents
Project Governance	Various Technical Projects	Technical Charter / Project Governance Documents	Define project governance and technical contribution processes
Open Compute Project (OCP) Framework			
Level	Organization	Document Type	Purpose of Participation
Foundation Member	Open Compute Project Foundation	OCP Membership Agreement	Participate in the open hardware ecosystem and technical exchange
Technical Contribution	OCP	OCP Software Contributor License Agreement	License software and related patent contributions
Project Governance	Various Working Groups	Contribution and Governance Guideline Documents	Regulate project operations and technical contribution mechanisms
Open Web Foundation (OWF) Framework			
Level	Organization	Document Type	Purpose of Participation
Technical Contribution	Open Web Foundation	OWF Contributor License Agreement (CLA)	Clarify specification documents
Licensing Framework	Open Web Foundation	OWF Agreements (OWFa)	Clarify the scope of patent licensing
Project Governance	OWF Projects	Project Charter and Governance Framework Documents	Ensure transparency and compliance in the specification development process
Video Services Forum (VSF) / IPMX Framework			
Level	Organization	Document Type	Purpose of Participation
Forum Member	Video Services Forum (VSF)	VSF Membership Participation Terms	Participate in the audio-visual technology industry forum
Technical Participation	IPMX(VSF Technical Framework)	Working Group Participation Guidelines	Promote interoperability of IP-based media architectures
Technical Specifications	VSF/IPMX	IPMX Technical Recommendations (VSF TR-10 Series)	Strengthen the alignment between products and industry standards

Looking ahead, ASPEED Technology will continue to strengthen its intellectual property (IP) governance capabilities by integrating patent protection, licensing management, trademark and brand control, risk diversification, and industry ecosystem participation mechanisms. We will dynamically adjust relevant strategies in response to industry development trends to maintain our core technological competitive advantages and brand value.

In response to global trends in cybersecurity and supply chain risk management, ASPEED will continue to fortify product security and third-party software management mechanisms. We are progressively building a comprehensive Vulnerability Management Program that covers risk identification and management for internal R&D, third-party

software, and open-source components, thereby enhancing product security and solidifying customer trust.

Concurrently, ASPEED will continue to optimize its trademark licensing and brand usage management systems. By strengthening our international trademark deployment and guidelines for brand usage by agents, we ensure the consistency and legality of our brand identity, ultimately supporting the Company's sustainable operations and global expansion.

Operation Status of the Trade Secret Registration System

ASPEED Technology planned the establishment of the trade secret registration system in 2021, and it officially went online in 2022, establishing a systematic management mechanism for intangible assets. Concurrently, the patent proposal system was integrated with the trade secret registration and management system. Through a centralized management architecture, we ensure that key technical information suitable for trade secret protection is fully documented and properly preserved, strengthening the classification management and protection strategies of our technological assets. To elevate the governance level and system transparency, the Chairman annually appoints members to the review committee, comprising legal and R&D professionals, to jointly conduct annual assessment operations. They review patent proposals and the effectiveness of trade secret management to ensure that our intellectual property strategy aligns with our overall development direction. Furthermore, to align with sustainable development goals and encourage green technological innovation, ASPEED has incorporated a green innovation proposal reward system into the selection mechanism. The evaluation dimensions include compliance with green design, green manufacturing, and green innovative application principles; improvements in energy use efficiency; and contributions to the circular economy. Relevant indicators have been included as evaluation criteria for the Gold, Silver, and Excellence Awards. This guides R&D resources toward the development of low-carbon and high-efficiency technologies, strengthening the Company's sustainable competitiveness.

Application Results of the Trade Secret Registration System

Key Results	2023	2024	2025
Number of high-quality trade secret applications for R&D innovation	21	24	16
Number of high-quality trade secret applications for business operations	3*	6**	2***
Number of Gold Awards	1	1	1
Number of Silver Awards	3	4	4
Number of Excellence Awards	11	19	10
Number of sustainability-related trade secret applications	11	20	2

*Note: All three high-quality trade secret applications for business operations are concurrently high-quality trade secret applications for R&D innovation.

****Note:** Two of the high-quality trade secret applications for business operations are concurrently high-quality trade secret applications for R&D innovation.

*****Note:** Both high-quality trade secret applications for business operations are concurrently high-quality trade secret applications for R&D innovation.

Intellectual Property Patent Application Records in Recent Years

As of the end of 2025, the Company has accumulated a total of 192 global patent applications (excluding those acquired through M&A, jointly owned patents, and priority applications), and a total of 102 granted global patents. The Company has seen steady growth in patent acquisitions in recent years. By increasing the volume of patent applications since 2021, we have been reaping the benefits of growing patent approvals since 2023.

Key Results	2020	2021	2022	2023	2024	2025
Patent Applications	6	28	24	19	34	29
Patents Granted	3	5	6	12	17	21

Note: The number of patents granted each year depends on the examination period and processing speed of the countries where the patents were filed.

(5) Product Development and Marketing Strategies

To respond to future industry developments and overall economic environmental trends, ASPEED Technology formulates various plans to guide the Company's future business direction, thereby enhancing its overall competitiveness. An overview of ASPEED Technology's product development and marketing strategies is as follows:

(i) Product Development Strategies

(a) Multimedia ICs:

ASPEED accurately grasps the evolution of industry standards to conduct product planning, develop promptly according to market demand, and simultaneously lay out next-generation ICs in advance. By expanding the breadth and depth of our technology, we have built a complete server management chip product line to meet market trends.

While maintaining relationships with existing customers, we actively develop new products to meet the various requirements of new-generation server architectures and next-generation CPU and GPU chips. Furthermore, we extend the core advantages of our BMC chips to related server chips, such as Auxiliary Management Controllers (AMC), Platform Root of Trust (PRoT) chips, and Baseboard Management I/O Expanders, constructing a complete product portfolio. This assists customers in simplifying design processes, significantly enhancing system security and reliability, and improving area utilization

efficiency, thereby expanding the total value of ASPEED Technology's chips within the server (content value per server). During the product iteration process, we will continue to optimize manufacturing processes, enhance product performance and energy efficiency, add features required by customers, and raise technical barriers to maintain our competitive advantage.

(b) Computer Peripheral ICs:

In the AV over IP field, the Company continues to invest in the R&D of next-generation chips, focusing on higher resolutions, lower latency, and greater system flexibility to meet the increasing demand for real-time audio/video transmission in video walls, digital signage, and large display systems.

By adopting a tree-based standard network architecture, we create a highly scalable and easily deployable cascaded architecture, enabling the system to flexibly expand according to different venue scales, further broadening usage scenarios. The second-generation product has been officially launched and is currently the only integrated solution on the market supporting 4K2K over IP, effectively reducing the construction and maintenance costs of traditional centralized audio/video systems.

Looking ahead, as the demand for large sports events, public displays, and commercial audio/video continues to grow, AV over IP will gradually replace traditional dedicated cable architectures to become the mainstream A/V transmission method. The Company will continue to strengthen chip performance and protocol compatibility, and collaborate with system integrators and ecosystem partners to expand the application depth of AV over IP in digital signage, smart buildings, and large public venues.

(c) Advanced Image Processing ICs:

In the field of advanced image processing ICs, ASPEED Technology centers on its proprietary Cupola360 panoramic camera brand, successfully pioneering the market ecosystem for smart patrolling and Reality Remote Management. The Company continues to invest in next-generation image processing chips, pursuing higher resolutions, lower latency, and stronger AI integration capabilities as the foundation for the platform's long-term competitiveness.

The Company highly integrates lens modules, image processing chips, and related software systems, paired with smart patrolling, intelligent broadcasting, and remote management software, to provide a complete Turnkey solution. This

strategy helps customers significantly shorten product deployment and adoption time while mitigating system integration risks.

Furthermore, ASPEED Technology provides a comprehensive Software Development Kit (SDK) and platformized architecture, enabling customers and partners to develop various high-value-added applications on the Cupola360 platform on their own, covering diverse fields such as smart factories, smart cities, smart buildings, construction site management, and public safety. Through close collaboration with high-quality hardware and software partners in the supply chain, ASPEED Technology is gradually building a global-scale Cupola360 ecosystem, transforming from a single product supplier into a platform and solution provider.

Looking to the future, as global labor shortages, supply chain localization, and the demand for remote management continue to rise, the 360-degree panoramic platform will play an increasingly critical role in improving operational efficiency, reducing reliance on manpower, and strengthening security protection. ASPEED Technology will continue to consolidate Cupola360's long-term competitive advantage in the advanced imaging and reality remote management market through the synergistic evolution of chips, systems, and software platforms.

(ii) Sales and Marketing Strategies

(a) Remote Server Management Chips (BMC): Building the Common Language of Data Centers

With the booming development of data centers and cloud service providers aggressively investing in AI, the market demand for various types of servers is expanding. Server products with different functions cater to diverse customer needs. ASPEED Technology's remote server management chip (BMC) products have evolved from single-node management to the introduction of the market's first BMC capable of dual-node management, alongside BMC-only chips that meet the needs of networking, power management modules, and cooling management modules, offering a comprehensive range of solutions. We develop products tailored to specific customer needs to establish long-term, stable partnerships.

Furthermore, BMC applications have expanded to switches, storage systems, Data Processing Units (DPUs), and cooling modules, becoming the "common language" for remote management within data centers.

(b) Advanced Image Processing and Cupola360 Ecosystem: Pioneers in Reality Remote Management

In the field of advanced image processing ICs, the Company centers on its proprietary Cupola360 panoramic camera brand, successfully pioneering the market ecosystem for smart patrolling and Reality Remote Management. The Company continues to invest in next-generation image processing chips, pursuing higher resolutions, lower latency, and stronger AI integration capabilities as the foundation for the platform's long-term competitiveness.

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(iii) Long- and Short-term Business Development Plans

(a) Cloud & Enterprise Solutions

Short-term Development Plan:

In response to the trend of cloud service providers (CSPs) heavily investing in AI infrastructure, we will actively expand the penetration rate of ASPEED Technology's BMC chips in various AI servers. Additionally, we will horizontally expand the application scope of BMC chips from single servers to core data center infrastructure, including key equipment such as switches, power shelves, and Cooling Distribution Units (CDUs), thereby expanding our market share scale.

Long-term Development Plan:

We are committed to increasing the content value per server by providing a comprehensive and high-value-added server management chip product portfolio, covering key components such as BMCs, Auxiliary Management Controllers (AMC), Platform Root of Trust (PRoT) chips, and Baseboard Management I/O Expanders. On the other hand, we will continue to optimize product performance and enhance functional integration, thereby deepening customer stickiness and raising technical barriers. This will drive an increase in the Average Selling Price (ASP), injecting long-term and robust operational growth momentum into the Company.

(b) Smart AV Solutions

Short-term Development Plan:

We will accelerate the new product development and iteration cycle of the Cupola360 panoramic cameras. Through continuous hardware upgrades and optimization of the Software Development Kit (SDK), we provide customers with a more intuitive and simplified installation and deployment experience. Strategically, we will rapidly expand high-value-added applications such as smart factories and smart cities, laying a solid foundation for the subsequent period of explosive business growth.

Long-term Development Plan:

We will continue to deepen technological innovation and establish long-term, stable partnerships with system integrators and sales partners, building a complete and powerful Cupola360 ecosystem. We will actively expand our business footprint to international benchmark markets such as Singapore, the United States, India, the Middle East, and Europe, comprehensively elevating Cupola360's influence in the industrial, commercial, and urban management sectors, and further expanding our global competitive advantage.

2. Market, Production and Sales Outlook

(1) Market Analysis

(i) Sales by Region of Major Products and Services

Unit: NT\$1,000 ; %

Region \ Year		2024		2025	
		Amount	%	Amount	%
Domestic sales		3,022,926	46.80%	3,266,226	35.95%
Exports	Asia	3,260,995	50.48%	5,365,980	59.07%
	Europe and America	175,744	2.72%	452,669	4.98%
Total		6,459,665	100.00%	9,084,875	100.00%

(ii) Market Share

According to the latest statistics and forecasts from the Industrial Economics and Knowledge Center (ISTI/IEK) of the Industrial Technology Research Institute (ITRI), Taiwan's IC design industry's output value is projected to reach **NT\$1,456.5 billion** in 2025, a continuous growth of approximately **14.5%** compared to 2024. Based on ASPEED Technology's estimated 2025 annual revenue of approximately NT\$9 billion, the Company's market share in Taiwan's fabless IC design industry is approximately 0.62%.

Estimated market shares for key product categories are as follows:

(a) Multimedia ICs

According to Digitimes, global server shipments are expected to reach **16.07 million units** in 2025 (an **8%** year-over-year increase). Since each motherboard requires "at least" one Baseboard Management Controller (BMC), the baseline global demand for BMC chips is estimated at **16 to 19 million units** (accounting for instances where more than one BMC is utilized per system).

Benefiting from the widespread adoption of modular designs in AI server racks (such as NVIDIA GB200), the demand for BMCs per rack is growing. Furthermore, BMC chips are increasingly being integrated into data center equipment such as switches, power shelves, and Cooling Distribution Units (CDUs). ASPEED's BMC series chip shipments for 2025 are estimated at approximately 18 million units. Driven by the explosive demand for high-end AI servers, approximately **3 million units** are allocated to **AI servers**, **13 million units** to **general-purpose servers**, and the remaining **2 million units** to other critical data center equipment like **switches** and **power modules**. Based on these figures, **ASPEED's overall market share** in the global server remote management chip market has climbed to approximately **80%**, further consolidating its position

as a global market leader through its leadership in AI and its solid foundation in general-purpose servers.

(b) Computer Peripheral ICs

According to market forecasts from leading global Pro AV research institutions such as AVIXA, IP-based distribution is rapidly replacing traditional hardware matrices as the default architecture for high-end audio-visual systems. Demand for ultra-high resolution (4K/8K), low latency, and flexible scalability in stadiums, transportation hubs (airports, high-speed rail stations), smart offices, and large performance spaces continues to drive the explosive growth of AVoIP digital signage. Additionally, edge computing and visual interaction solutions – especially those integrating AI-driven precision audience and facial recognition – have become key drivers for the large-scale adoption of next-generation high-end digital signage.

With the full maturation of IoT, big data, and AI Agent technologies, the global retail industry in 2025-2026 has deeply entered the new **OMO (Online Merge Offline) stage**. In both developed and emerging markets, retail giants and chain brands have significantly increased capital expenditures on "cloud-managed digital signage." By seamlessly interconnecting digital signage with backend AI systems, retailers can perform dynamic pricing and real-time content pushing, transforming digital signage from a simple "ad player" into a critical operational hub that enhances customer experience and drives revenue.

Despite the growth in the AVoIP and digital signage markets, the ecosystem remains highly fragmented and specialized, involving hardware brands, system integrators (SI), and various application software and cloud service providers. Since ASPEED focuses on providing the underlying critical video transmission and processing chips rather than selling end-to-end solutions, it is challenging to quantify ASPEED's absolute market share based solely on terminal equipment shipments. However, with our industry-leading AVoIP chip technology, we have become an indispensable core infrastructure supporting this vast and diverse ecosystem.

(c) Advanced Image Processing IC

According to the latest market research data, the global video surveillance market reached approximately **USD 84 billion** in 2025, with the underlying Image Signal Processor (ISP) market valued at **USD 5.18 billion**. Notably, the 360-degree camera market, driven by demand for immersive applications and wide-area, blind-spot-free monitoring, will become the strongest "blue ocean" segment in the video surveillance sector.

In 2024 and 2025, Cupola360 panoramic cameras were rapidly deployed in smart factory and smart city sectors. Landmark customers in key markets such as **Singapore, the United States, India, the Middle East, and Taiwan** have adopted our smart patrolling solutions. The Cupola360 dedicated chips not only support

immersive applications but also offer industry-leading real-time 360-degree panoramic image stitching. This technology ensures high-resolution, stable long-term operation in extreme environments and seamlessly integrates with various AI recognition and analysis algorithms, making Cupola360 the true "*Eyes of AI*" that precisely addresses the pain points of upgrading factory and city management.

Objectively, if measured solely by the shipments of traditional single-view network cameras or general-purpose image chips, our market share in the massive security surveillance market remains small. However, the Company's strategy has completely transcended traditional hardware price wars. We provide the industry's only complete **Turnkey Solution** encompassing high-end image processing chips, proprietary panoramic stitching algorithms, dedicated panoramic camera modules, and the Cupola360+ smart management software.

Through this highly integrated platform, we have successfully created a new blue ocean market for "**Reality Remote Management**" led by 360-degree panoramic cameras. In an era of full AI adoption, panoramic solutions with global data capture and immersive interaction capabilities possess disruptive competitive advantages over traditional cameras. Looking ahead, as we continue to cultivate high-value scenarios like smart factories and smart cities, various reality remote applications will flourish. The Company is poised to welcome explosive growth brought by the transformation in market demand, leveraging its strong technical foundation and unique business model.

(iii) Market Outlook

(a) Multimedia ICs

As governments worldwide continue to increase capital expenditures on local AI infrastructure in 2026, the global server market is expected to welcome a new wave of growth momentum. Investments in data centers and AI infrastructure by major **Cloud Service Providers (CSPs)** will further expand. This will not only drive a rapid surge in demand for high-end AI servers but also boost the demand for general-purpose servers, along with shipments and output values for storage servers, network switches, and peripheral equipment.

A key shift in 2026 will be the transition of AI servers **from "training" to "inference"** and **"in-house ASICs."** Following the initial build-out of Large Language Model (LLM) training infrastructure in 2024-2025, the focus in 2026 will shift toward AI application monetization and inference. To reduce Total Cost of Ownership (TCO), major North American CSPs – such as Google, Meta, Microsoft, and Amazon – are continuously expanding their procurement of custom ASIC-based servers. Furthermore, to ensure data sovereignty, various governments will significantly increase investments in domestic AI infrastructure in 2026.

General-purpose servers are expected to recover in 2026, supported by a **replacement cycle** and **inference traffic**. Unlike the sluggishness seen in 2023-2024 due to AI budget crowding, the explosion of inference services such as AI Agents, Copilot, and Gemini will rely on general-purpose servers for front-end traffic processing, storage, and pre-processing. Additionally, many enterprises' traditional servers have reached a 5-to-7-year usage mark, leading to a significant hardware replacement demand due to performance bottlenecks and high maintenance costs.

Looking ahead, investments from global cloud service providers and governments will continue to expand, and the demand for AI computing capabilities across various sectors will constantly intensify, bringing broader and more diverse development opportunities to the server industry. Whether it is hyperscale data centers procuring high-end AI servers, or enterprises and edge environments deploying small-to-medium AI solutions, the convergence of this booming demand and technological breakthroughs will continue to drive the server market to maintain a positive, upward growth trajectory.

(b) Computer Peripheral ICs

The global digital signage market has demonstrated strong resilience. Looking ahead to 2026, the market size is expected to steadily reach the **USD 30 billion** to **USD 36 billion** range, with long-term potential to surpass the **USD 50 billion** mark. Benefiting from the deep integration of IoT, 5G edge computing, big data, and AI interactive display technologies, digital signage is becoming increasingly intelligent and interactive. Applications are rapidly penetrating high-value-added fields, including smart retail, government agencies, transportation hubs, educational institutions, and healthcare facilities.

To address this massive upgrade demand, ASPEED Technology's long-standing expertise in AV over IP (AVoIP) technology offers solutions that perfectly address the core pain points of the next-generation digital signage market. Our technology meets stringent requirements for real-time remote content management, large-scale flexible deployment, 4K/8K high-definition transmission with low latency, and multi-source input/distributed output. As digital signage moves toward highly integrated software-hardware and centralized intelligent management, our AVoIP product line will continue to benefit from this wave of infrastructure upgrades.

(c) Advanced Image Processing ICs

The global video surveillance and network camera market continues to expand. According to the latest market data from Fortune Business Insights and Precedence Research, the market is estimated at **USD 82.7 billion** to **USD 84.1 billion** in 2025 and is projected to jump to over **USD 260 billion** by the mid-2030s, representing a CAGR of 12% to 13.5%. This growth is driven by rising security

demands, smart city initiatives, and the widespread adoption of AI analytics and cloud connectivity.

360-degree panoramic cameras, an emerging segment, offer a full field of view with a single device. While they currently hold a smaller share of the total market, demand is growing rapidly. Estimates for 2025 place the global 360-degree camera market at **USD 2.34 billion to USD 2.4 billion**, with a projected CAGR of **27.8%** through 2035—far outpacing the overall surveillance market average. These cameras eliminate blind spots and reduce the number of units required for wide-area coverage in factories, parking lots, and plazas.

Notably, while many 360-degree cameras previously used fisheye lenses, "multi-lens stitching technology" is becoming the mainstream for the high-end market due to breakthroughs in image stitching and distortion correction. Compared to fisheye models, multi-lens cameras offer superior coverage, detail fidelity, and significantly reduced edge distortion.

Reality Remote Management: Next-Generation Infrastructure for Enterprise and Urban Governance

As global digital transformation accelerates, "Reality Remote Management" (Immersive Remote Management) built upon 360-degree panoramic hardware is becoming a critical infrastructure for corporate operations and public governance. By seamlessly fusing panoramic video, real-time communication, AI edge analysis, and Digital Twin technology, reality remote management breaks the physical limits of "being there in person." Managers can gain a zero-latency global view of a site, enabling precise decision-making and rapid intervention.

Solving Macroeconomic Pain Points and Reshaping Operational Resilience

Against the backdrop of global labor shortages, rising costs, and tightening ESG and safety regulations, industries are urgently seeking to reduce labor dependency and enhance management transparency. In sectors like manufacturing, logistics, energy, and public safety, where sites are often scattered and hazardous, reality remote management provides centralized control through panoramic views and deep data integration, serving as the optimal solution for operational resilience and safety.

Data Empowerment: From Passive Monitoring to Proactive Predictive Operations

The massive amount of video and behavioral data accumulated by these systems offers immense long-term commercial value. These data assets can be fed back into process optimization, risk prediction, immersive training, and executive decision-making. This transforms enterprises from "passive post-event monitoring" to "Proactive Predictive Operations." Supported by advancing AI algorithms, 5G networks, and Industry 4.0, the reality remote management

market is poised to maintain strong long-term growth momentum as an indispensable core for intelligent operations.

(iv) Competitive Advantages

(a) Independent Development Capabilities and Strong Market Responsiveness

ASPEED Technology possesses a professional R&D team with exceptional independent design and development capabilities. By integrating 2D VGA, BMC, and KVM over IP technologies, the Company differentiates itself from competitors who must obtain IP licenses from third-party IP design service providers. This independence allows ASPEED to respond swiftly to market developments and launch products that perfectly align with market demands in a timely manner.

(b) Long-Term Partnerships with Tier-1 Foundries and Manufacturing Partners

For professional IC design companies, product manufacturing relies almost entirely on outsourced foundries, packaging, and testing plants. Therefore, a foundry's process technology, quality yield, equipment capacity, and delivery speed are critical factors influencing sales success. ASPEED maintains long-term and solid cooperative relationships with tier-1 foundries and manufacturing partners. Close relationships with customers have also become a vital factor in its success. ASPEED primarily sells its products to server OEMs/ODMs, offering comprehensive product development services that assist customers in shortening development timelines or rapidly bringing new products into mass production. By consistently meeting customer requirements regarding quality yield and delivery schedules, ASPEED sustains long-term cooperative partnerships, which is a key factor in the Company's achievements within the industry.

(c) Excellent in Quality Management

ASPEED Technology has obtained the **ISO 9001:2015** quality certification, serving as a solid guarantee of product quality. In addition, the Company has implemented an ERP system that electronically integrates all processes—from sales order receipt, production scheduling, material procurement, and incoming inventory, to quality management and financial operations. This system provides rapid and accurate statistical and analytical data in real time, empowering management across all departments to monitor and control operations at any given time.

(v) Favorable and Unfavorable Factors for Future Development and Corresponding Strategies

Favorable Factors

(a) Strong Demand Driven by Emerging Applications

ASPEED Technology analyzes server market demand from multiple application perspectives, including cloud computing, big data, artificial

intelligence (AI), the Internet of Things (IoT), and 5G applications, as well as new market opportunities brought by server modularization. Explosive growth in data, increasing AI computing needs, and continued demand for high-speed data transmission are all contributing to rising requirements for servers and data centers.

- **AI Agent Applications**

AI agent applications generate massive demand for general-purpose servers, thereby significantly expanding the overall market size.

- **Artificial Intelligence and Machine Learning**

The rapid advancement of large language models (LLMs) and intensifying global AI competition are driving unprecedented demand for AI servers from leading cloud service providers, resulting in explosive growth in server shipments. Beyond the compute-heavy training stage, recent advancements such as “Chain of Thought” and other test-time compute technologies have significantly increased inference workloads. These technologies decompose complex tasks into multi-step reasoning processes, drastically improving model output quality but requiring tens to hundreds of times more inference compute.

This trend necessitates AI servers with more powerful hardware and distributed computing capabilities to support complex multi-step inference. As LLMs are increasingly adopted in applications such as intelligent customer service, AI agents, and deep research, the demand for computing power is expected to surge further, prompting cloud providers to continuously expand their AI infrastructure and fueling growth in the AI server market.

- **5G Technology Proliferation**

The global rollout of 5G networks is accelerating data transmission speeds and lowering latency, increasing demands on server performance and network infrastructure.

- **Evolution of IoT Technology**

An increasing number of devices and sensors are connecting to the internet, leading to a growing need for processing and analyzing the massive amounts of data these devices generate.

- **Rise of AR/VR**

Augmented reality (AR) and virtual reality (VR) technologies require substantial computational power to deliver high-quality immersive user experiences, placing new demands on server hardware.

- **Growth in Cloud Gaming and Streaming Media**

The rising demand for high-quality game and video content streaming is increasing the need for high-performance, high-bandwidth servers.

- **Smart Cities and Autonomous Vehicles**

These innovations require real-time data processing and analytics, which drive demand for efficient servers and data centers.

- **Data Privacy and Security Regulations**

As global data privacy regulations become more stringent, data center operators must provide more secure data storage and processing services to prevent cross-border transmission of sensitive personal data. This is driving the need for localized data centers in each country, further boosting server procurement demand.

- (b) **ODM Direct Model Adoption by Leading Internet Service Providers**

As cloud computing and storage demand continues to grow, global search engines and social media platforms are rapidly scaling up computing power, accelerating data center expansion. This, in turn, drives strong demand for both general-purpose and AI servers.

These server systems are typically customized to specific workloads, with cloud service and social media providers directly specifying supply chain vendors. Finished servers are then procured from ODMs (Original Design Manufacturers), propelling the growth of Taiwan's server supply chain.

ASPEED works closely with server ODMs to provide highly competitive server chips and has established a clear strategic position within the ODM Direct supply system.

- (c) **Robust Semiconductor Supply Chain Ecosystem in Taiwan**

The semiconductor industry is capital- and technology-intensive. Taiwan's ecosystem features a complete and specialized upstream-to-downstream supply chain. As process technologies rapidly advance, foundries, packaging, and testing companies continue to expand capacity and invest in innovation, enhancing Taiwan's global competitiveness in IC manufacturing.

This mature ecosystem offers professional IC design houses access to cutting-edge manufacturing processes, flexible production scheduling, world-class service quality, and rapid response capabilities. These advantages enable ASPEED to seize market opportunities and accelerate time-to-market for new products.

- (d) **Taiwan's Leading Role in Server Motherboard Manufacturing**

Taiwanese manufacturers dominate global server motherboard design, component production, and server assembly. ASPEED benefits from geographic proximity to these supply chain partners, enabling faster technical support and communication than competitors, and enhancing overall market competitiveness.

- (e) **High Entry Barriers for Key Technologies**

ASPEED's SoC (System-on-Chip) products have high entry barriers due to the integration of digital, analog, and remote management IC design expertise required during the development stage. Product development also demands firmware and driver integration tailored to server specifications, software environments, and peripheral devices.

This comprehensive and technically demanding development process limits market entry by competitors and reduces the likelihood of price competition, thereby safeguarding ASPEED's profit margins.

(f) Strong In-House Technology Development Capabilities

Unlike competitors that rely on IP licensing, ASPEED has independently developed key technologies such as 2D VGA, BMC, and KVM over IP, which serve as the foundation for its BMC, BIC, PFR, and I/O Expander SoC products. This gives ASPEED greater R&D control and responsiveness.

The Company's core engineering team is based in Taiwan, close to local server vendors, with shared language and time zone advantages. This allows ASPEED to provide timely technical support and streamline customer communication.

Since remote management requirements vary across server platforms—especially between AI servers and traditional general-purpose servers—ASPEED demonstrates strong customization capabilities by rapidly adapting to each platform's needs. To meet future open standards and security requirements defined by the Open Compute Project (OCP), ASPEED will adopt DC-SCM 2.0 and Caliptra standards to launch more comprehensive solutions that help customers transition seamlessly to next-generation platforms.

Unfavorable Factors and Countermeasures

(a) Localization Policy in the Chinese Market

The Chinese government is promoting the autonomy of its server supply chain, which may force local server manufacturers to switch to adopting Baseboard Management Controller (BMC) chips developed domestically in China

Countermeasure

ASPEED Technology will continuously invest the profits generated from its high market share into tracking and developing new standards and specifications. This ensures that ASPEED's BMC chips remain the standard reference design for various next-generation platforms, making it difficult for competitors to intervene midway.

(b) Global Chip Supply Chain Capacity Constraints

Prolonged supply times for upstream key components can affect suppliers' shipment momentum. Consequently, although order visibility is high, actual revenue growth may be constrained

Countermeasures

The Company continues to advance its cooperation with multiple foundries, packaging, and testing plants to increase capacity supply. This ensures that ASPEED retains flexible capacity allocation capabilities and room for growth when facing sudden surges in demand in the future.

(c) Capital Expenditure Cyclicity of Major Cloud and Social Media Providers

When major cloud service providers and social media companies expand or upgrade their data centers, server procurement typically surges, significantly boosting market demand. However, when these companies enter a capital expenditure adjustment or slowdown phase, server demand also declines.

Such cyclical fluctuations introduce higher uncertainty for supply chain partners in terms of shipment planning and inventory management.

Countermeasure

ASPEED aims to gradually increase the content value of its proprietary chips per server. This not only offsets the impact of procurement cycle volatility among large customers but also helps create revenue growth that outpaces the market average.

Specific practices include integrating more server management functions into new-generation BMC chips and adopting more advanced design and process technologies to improve overall performance, which in turn commands a relatively higher price for the new-generation BMCs. Furthermore, ASPEED is preparing to launch next-generation Auxiliary Management Controllers (AMC), Platform Root of Trust (PRoT) chips, paired with Baseboard Management I/O Expanders and other key server chips, forming a more complete product portfolio to further increase the intrinsic chip value within a single server. This strategy helps diversify the risk of demand fluctuations from a single product or customer while continuously and steadily driving overall revenue growth.

(d) Difficulty in Training Professional IC Design Talent

Due to intense competition in the IC industry, it is increasingly difficult to recruit and retain top engineering talent, often requiring significant investment. To strengthen loyalty, companies must offer competitive compensation packages, resulting in higher labor costs.

Countermeasure

ASPEED Technology offers attractive compensation packages and a wide range of employee benefits, fostering a caring, fair, and healthy work environment that encourages innovative research and developments that is achievement oriented. The Company also implements a profit-sharing mechanism to reward employees and enhance engagement, helping to attract and retain top talent.

(e) Foreign Exchange Rate Fluctuations

The Company's procurements and sales are denominated in U.S. dollars making its profitability sensitive to foreign exchange rate fluctuations.

Countermeasures

- ASPEED utilizes natural hedging by matching its foreign currency-denominated payables and receivables.
- The finance department closely monitors exchange rate trends and collects relevant market intelligence. The team maintains regular contact with bank foreign exchange departments and uses their professional advice to conduct timely foreign currency exchanges based on the Company's funding needs, thereby reducing FX exposure.
- Depending on the size of the Company's foreign currency position, ASPEED may engage in foreign exchange hedging transactions in accordance with its "Procedures Governing the Acquisition or Disposition of Assets."

(2) Key Product Applications and Manufacturing Processes

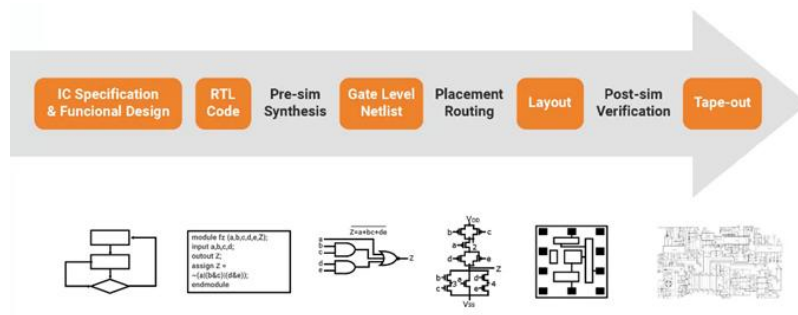
(i) Key Product Applications

Name of Main Products	Purpose
Multimedia ICs	ASPEED products are designed with rich features for servers and cloud computing, including Baseboard Management Controllers (BMC), Auxiliary Management Controllers (AMC), platform root of trust (PRoT), I/O Expanders, etc.
Computer peripheral ICs	Our core technology includes display over IP, USB over IP and audio over IP. Applications range from remote personal computer extension products, audio-video extensions, remote USB extensions, digital audio-video matrix switch, video walls, to digital signage, etc.
Advanced image processing ICs	Our 720 degree panoramic cameras, featuring built-in real-time image stitching processors, are ideal for Remote Reality Management (RRM), such as smart patrolling and immersive management applications for smart factories and smart cities.

(ii) Key Product Manufacturing Process

As a professional fabless IC design company, ASPEED Technology completes RTL design and verification internally, then outsources the back-end processes such as IC layout and routing to design service partners. Once the product enters the mass production phase, the design service provider coordinates with foundries for wafer fabrication. ASPEED then works with OSAT (Outsourced Semiconductor Assembly and Test) vendors for packaging and testing operations. After production is completed, the finished ICs are delivered back to ASPEED for system-level validation to ensure product quality before final packaging and warehousing.

The following diagram illustrates the IC product design and manufacturing flow:



(3) Supply of Essential Raw Materials

ASPEED Technology, an IC design company, works with design service companies (Turnkey Service) to coordinate with midstream and downstream manufacturers in the product manufacturing process. When selecting a design service company, we consider not only the completeness of the silicon IP and APR (Auto Place & Route) capabilities but also the partnerships they have with foundries and test packaging factories. The process technology and yield quality of the foundry are critical to the successful manufacturing of IC products. Currently, the materials and products provided are of good condition and high quality.

(4) Major Suppliers Accounting for over 10% of the Annual Total Purchase in either 2024 or 2025

Unit: NT\$1,000

2024				2025			
Supplier	Amount Purchase	% of Total Purchases	Relations	Supplier	Amount Purchase	% of Total Purchases	Relations
A	2,149,818	96.12%	None	A	2,585,513	98.18%	None
B	33,022	1.48%	None	C	32,513	1.23%	None
Other	53,643	2.40%	None	Other	15,542	0.59%	None
Total	2,236,483	100.00%		Total	2,633,568	100.00%	

Reasons for changes:

ASPEED Technology primarily procures chips from foundries through outsourced design service providers. As wafer manufacturing is a highly technology- and capital-intensive industry, only a limited number of companies currently provide such services. Therefore, ASPEED maintains long-term cooperative relationships with its suppliers.

(5) Major Customers Accounting for over 10% of the Annual Total Sales in either 2024 or 2025

Unit: NT\$1,000

2024				2025			
Customer	Amount Revenue	% of Total Revenue	Relations	Customer	Amount Revenue	% of Total Revenue	Relations
B	1,434,123	22.20%	None	A	1,772,115	19.51%	None
D	785,168	12.15%	None	B	1,766,121	19.44%	None
E	714,113	11.06%	None	C	940,885	10.35%	None
C	650,239	10.07%	None				
Other	2,876,023	44.52%	None	Other	4,605,754	50.70%	None
Total	6,459,666	100.00%		Total	9,084,875	100.00%	

Reasons for changes:

The changes in customer sales in 2025 were primarily driven by adjustments in end-customer order demands and the varying rates of inventory destocking among individual customers.

3. Employees

As Mar 30, 2026 Unit: Person/%

Year		2024	2025	2026 As of March 30 (Incl. Subsidiaries)	2026 As of March 30 (ASPEED)
Number of Employees	R&D	87	62	101	62
	Sales and Management	37	38	50	39
	Total	124	100	151	101
Average Age		41.54	41.35	41.26	41.12
Average Years of Service		5.97	5.63	5.61	5.47
Education	Doctoral	2.42%	1.00%	2.65%	0.99%
	Master	72.58%	74.00%	72.19%	73.27%
	Bachelor	25.00%	25.00%	25.17%	25.74%
	High School	—	—	—	—

Note: The Reality Remote Management ("RRM") business was spun off and transferred on December 31, 2025, to Cupola360 Inc., a wholly-owned subsidiary of ASPEED Technology.

4. Environmental Protection Expenditure

ASPEED Technology's business activities involve the research, development, testing, and sales of ICs, focusing on product development and sales. All products are outsourced for manufacturing, and there is no risk of environmental pollution. According to legal regulations, there is no need to obtain permits for pollution control facilities, pollutant emission permits, pay pollution control fees, or establish a dedicated environmental protection unit.

5. Labor-Management Relations

- (1) The Group's employee welfare program, training and development, and retirement policy and settlement between employees and the employer

(i) Labor Benefits and Welfare Program

ASPEED Group established the Staff Welfare Committee in accordance with laws and regulations, and makes monthly contributions to the Staff Welfare Fund, which is used by the Staff Welfare Committee to provide the following benefits: Employee trips, cultural and health activities, emergency aid, health exams, and gift certificates for Chinese New Year's. Benefits are also provided for marriage, childbirth, and funerals (condolence money). ASPEED Group also provides employee education and training, employee stock subscription, and bonuses. Furthermore, besides enrolling employees in the Labor Insurance and National Health Insurance in accordance with the Labor Standards Act and related laws and regulations, the Company also provides employees with group medical insurance and travel insurance for even greater protection.

(ii) Training and Development

ASPEED Technology provides employees with continuing education, utilizing both internal and external on-the-job training resources. With various learning resources and channels to encourage employees to do training for self-improvement to further uplift their performance and potential.

In order to enable the effective training plans which meet employees' requirements of general, professional, and management course as well, ASPEED Technology provides a diverse network of learning resources, including on-the-job training, classroom training, e-learning, mentoring, to realign and refresh its workforce skill set and are a useful tool for motivating and re-energizing employees morale. Company training will continue to be part of companies' strategies to achieve competitive advantage.

ASPEED's training programs include:

- New employee training

Designed to meet each department's requirement, ASPEED introduce a senior mentor program for new employees, providing assistance in life and work techniques for them to quickly adapt to the environment.

- General Training

To provide trainings on general subjects for all employees, or the trainings required by government regulations to enable employees to fit in the environment and meet business goal as soon as possible.

- Professional Skill Training

Identify the professional training needs of each department, and provide the training to employees to strengthen their professional competence.

- Management Skill Training

For potential employees with management talents, ASPEED provide training courses to establish management thinking, cultivate strategic

analysis and planning capabilities for organization development and team operations.

(iii) Retirement Systems

As per the Labor Standards Act and the Labor Pension Act, ASPEED Technology Inc. has established the "ASPEED Technology Inc. Employee Retirement Policy" to ensure comprehensive retirement benefits for its employees. Since the implementation of the Labor Pension Act on July 1, 2005, all company employees have been covered under the new pension scheme. For employees who have opted for the new scheme, the company contributes 6% of their monthly salary to their individual pension accounts managed by the Bureau of Labor Insurance. Additionally, the company assists employees in handling voluntary contributions based on their preferences, offering more flexible retirement savings options and ensuring greater peace of mind for their future retirement.

In 2025, the company's total contributions to employee pensions under the new scheme amounted to NT\$11,928,286.

(iv) Negotiation and settlement between Interest of Employees and Management

The ASPEED Group emphasizes the right to know and therefore convenes semi-annual business performance meetings and labor-management meetings, which allow employees to understand the Company's business performance and future plans. The ASPEED Group takes employees' opinions very seriously and encourages employees to offer their advice, which it uses as the basis for improving its management and benefits system. It is for this reason that labor and management are on good terms and there have been no litigations or matters requiring negotiation between labor and management.

(2) Losses incurred by Labor Disputes in recent years as at the Date of Print for Annual Report 2025

The ASPEED Group ensures that the relationship among employees and managements are harmonious by maintaining effective two-way communication channels at all times. No labor disputes were occurred in the past.

6. Information Security Management

(1) Information Security Risk Management Framework, Policies, Specific Measures, and Resource Allocation.

To ensure smooth business operations and to maintain confidentiality, integrity, and availability, ASPEED Technology has established an Information Security Policy for all employees to follow.

(i) Information and Communication Security Policy:

- Enhance the information security management system and obtain third-party certification.
- Strengthen information security and prevent hacker, virus, and ransomware attacks.

- Implement on-site and off-site data backup and disaster recovery measures.
- Effectively manage information assets, continuously conduct risk assessments, and take appropriate protective measures.
- Protect information systems from unauthorized access to maintain the confidentiality of information systems.
- Prevent unauthorized modifications to protect the integrity of information systems.
- Ensure that authorized users can use information systems when needed.
- Comply with all information laws and regulatory requirements.
- Implement human and natural disaster recovery plans for core information systems to ensure business continuity.
- Strengthen information security education and training to raise employees' information security awareness.
- Implement supplier information security management and awareness advocacy.
- Execute audit and management review processes to achieve continuous improvement of the information security management system.

(ii) Information Security Objectives:

- Complete the version upgrade of the ISO 27001 Information Security Management System (ISO 27001:2022) by May 2025. Implement the "Plan-Do-Check-Act" (PDCA) cycle in accordance with ISO 27001 standards. Conduct at least one internal audit and one external independent third-party audit annually to ensure the Company implements the ISO 27001 management mechanism. Execute the certificate re-validation process every three years to maintain the continuous validity of the ISO 27001 certification.
- Continuously monitor server rooms and employee computer equipment through the ThreatSonar Anti-Ransomware threat forensics analysis and response platform to prevent hacker, virus, and ransomware attacks.
- Implement a company-wide ban on portable storage media devices.
- Maintain information system availability at 99.99% or higher (downtime hours / total operation hours $\leq$ 0.01%).
- Achieve a 100% completion rate for reporting, responding, and recovery operations within the specified timeframes following the occurrence of an information security incident.
- Conduct information security education and training (twice a year).
- Limit information security incidents involving data breaches of information systems ($\leq$ 2 times/year).
- Adjust information security maintenance content in a timely manner in response to legal and external technological changes to prevent information systems from unauthorized access, use, control, leakage, destruction, alteration, annihilation, or other infringements, ensuring their confidentiality, integrity, and availability.
- Strengthen the selection, supervision, and management of suppliers, and rigorously review outsourcing contracts to ensure information security in supplier

relationships. Enhance employees' cybersecurity protection awareness, and effectively detect and prevent external attacks.

(iii) Information Security and Data Protection:

ASPEED Technology values information security management and has clearly stipulated the "Information Administration Operation Guidelines" and "Software/Hardware Management Operation Guidelines." These guidelines aim to reduce the risks of network information security, protect personal data and customer privacy, and safeguard the rights and interests of stakeholders. The Company actively promotes information security awareness to enhance employees' related consciousness.

Internally, ASPEED Technology has established a comprehensive network and computer security protection system to control or maintain critical corporate operational functions, including manufacturing, operations, procurement, sales, and accounting. Simultaneously, the Company regularly reviews and evaluates its network security architecture to ensure its appropriateness and effectiveness. We not only emphasize efficiency and storage security by backing up critical data in our databases, but we also further protect our computer systems amidst rapidly changing cybersecurity threats to completely avoid network attacks from any third party that could paralyze our systems, thereby preventing the theft of trade secrets, intellectual property, and confidential information, or malicious hacker attacks.

Externally, to ensure the confidentiality of mutual information with suppliers and partners, ASPEED Technology regularly confirms with suppliers whether their information security management and backup measures are comprehensive. Furthermore, ASPEED Technology highly values confidentiality protection; the Company has Non-Disclosure Agreements (NDAs) in place, with a 100% signing rate among employees. Concurrently, partners are required to sign NDAs based on the needs of different projects and situations to safeguard mutual information security.

(2) Losses, Potential Impacts, and Countermeasures Related to Major Information Security Incidents in the Most Recent Year and up to the Annual Report Publication Date.

In 2025, ASPEED Technology did not experience any major information security incidents or major cyberattack incidents, nor was it involved in any related legal cases or regulatory investigations. In the same year, Deloitte & Touche was commissioned to perform an information operations audit. The audit scope covered items such as "Understanding the Client's Computer Processing Environment," "General Computer Controls," and "Application System Automated Controls," and no major deficiencies were found during the audit period.

To continuously strengthen the risk management mechanism, ASPEED Technology completed the version upgrade of its ISO 27001 Information Security Management System (ISO 27001:2022) in May 2025. Following the ISO 27001 standard, the Company implemented the "Plan-Do-Check-Act" (PDCA) cycle management mechanism to ensure continuous improvement and refinement of information security management.

Additionally, the Risk Management Team regularly reviews and revises the Information Security Policy annually and plans to conduct information security education and training as well as social engineering drills, continuously enhancing employees' information security awareness and response capabilities. In the future, ASPEED Technology will continue to deepen its cybersecurity governance and management capacities, providing more comprehensive and secure protection for employees, customers, suppliers, and partners.

Cybersecurity Incident Response Plan

To prevent major impacts on the Company's operations due to abnormal natural or man-made disasters affecting information systems, an Information Security Incident Response Plan has been specifically established for compliance.

Through risk analysis, business impact analysis, and the development of recovery strategies, the Company expects to reduce the occurrence of critical business operation interruptions when encountering cybersecurity-related disasters, achieving the goals of "preparedness" and "sustainable operations." In addition to regular data backups, ASPEED Technology has an off-site backup plan, where the server rooms at the Hsinchu Headquarters and the Taipei Office serve as mutual backup systems for regular data backup.

If minor cybersecurity incidents or ERP system hardware damage occurs, repairs will be initiated immediately within 12 hours, with data simultaneously available through remote off-site backup. In the event of irresistible natural disasters or other circumstances causing severe damage to the factory or ERP system software/hardware, or data destruction, equipment repair and machine replacement operations will be carried out within 24 hours, with data prepared for remote off-site backup.

7. Material Contracts

Agreement Type	Counterparty	Term	Summary	Restriction
Factory Lease Agreement	Taiwan Fertilizer Co., Ltd.	2024/09/01~ 2033/08/31	Factory lease agreement (4F/5F., No. 1, Sec. 3, Gongdao 5th Rd., East Dist., Hsinchu City)	None
Factory Lease Agreement	Yuanta Life Insurance Co., Ltd.	2026/03/01~ 2037/02/28	Factory lease agreement (18F., No. 96, Songjiang Rd., Zhongshan Dist., Taipei City)	None
Loan	Mega International Commercial Bank Hsinchu Science Park Hsin-an Branch	2025/06/23~ 2026/06/22	2025 Credit agreement/Credit limit of NT\$700,000,000	None
Loan	Hua Nan Commercial Bank Zhubei Branch	2025/06/06~ 2026/06/05	2025 Credit agreement/Credit limit of NT\$500,000,000	None
Loan	CTBC Bank Dunbei Branch	2025/06/30~ 2026/06/29	2025 Credit agreement/Credit limit of NT\$700,000,000	None
Loan	E.SUN Bank Hsinchu Branch	2025/04/10~ 2026/04/09	2025 Credit agreement/Credit limit of NT\$300,000,000	None
Loan	International Bills Finance Hsinchu Branch	2025/06/11~ 2026/06/10	2025 Credit agreement/Credit limit of NT\$300,000,000	None
Commercial Fire Insurance	Fubon Insurance	2025/11/21~ 2026/11/21	2025 Commercial fire insurance/Total insurance amount of NT\$604,660 thousand	None

V. Sustainability

ASPEED Technology firmly believes that corporate success and growth depend not only on effective management and operations but also on the pursuit of a long-term vision for sustainable development. We are committed to the goals of green innovation, environmental sustainability, and social prosperity. By collaborating closely with our stakeholders, including employees, customers, suppliers/contractors, and the community, we strive to inspire synergy within a rapidly changing competitive landscape and move toward a sustainable path of shared value.

1. Sustainability Development Committee

Sustainability affairs at ASPEED are primarily led by the Sustainable Development Committee, the third functional committee under the Board of Directors. The committee is chaired by Director Luke Chen and comprises four independent directors and two directors. The position of "Executive Secretary of the Sustainable Development Committee" has been established to execute committee resolutions and provide regular reports to both the Committee and the Board regarding the company's sustainability performance. Under this structure, the Sustainable Development Executive Task Force serves as the implementing unit. Based on the scope of ESG topics, the Task Force is divided into five specialized working groups: "Corporate Governance", "Risk Management", "Environmental Sustainability", "Employee Relations", "Social Engagement." Through the collaboration of these relevant departments, ASPEED systematically implements strategies and actions across all dimensions of ESG.

The Sustainable Development Committee is dedicated to overseeing internal sustainability initiatives. In addition to regularly collecting feedback on stakeholder concerns and monitoring domestic and international regulatory trends, the Committee meets semi-annually. During these meetings, the Executive Task Force reports on operational status, allowing for real-time adjustments based on current needs and practical circumstances.

The Sustainable Development Committee reports to the Board of Directors twice a year (once in each half-year). In 2025, progress reports and strategic project approvals were presented to the Board in May and November. Key reporting items included:

- (1) Updates from the Sustainable Development Executive Task Force.
- (2) Approval of the 2024 Sustainability Report and ESG Summary.
- (3) Policies linking employee and executive compensation to ESG performance.

- (4) ISO 14064 results of the Greenhouse Gas (GHG) inventory.
- (5) Comprehensive results of GHG Protocol Scope 3 GHG inventory.
- (6) Progress report on the IFRS S1/S2 Sustainability Disclosure Standards project.

2. Identification of Stakeholders and Communication

ASPEED's Sustainable Development Executive Task Force identifies core stakeholders based on the business functions and interaction dynamics of each department. This identification process is conducted in accordance with the AA1000 Stakeholder Engagement Standards (SES), evaluating stakeholders across five key dimensions: Responsibility, Influence, Dependency, Tension, and Diverse Perspectives. Through this systematic assessment, ASPEED has identified nine key stakeholder groups: Employees, Shareholders/Investors, Customers, Suppliers, Government Authorities, Media, Non-profit Organizations, Academic/Research Institutions, and Business Partners.

Stakeholders	Importance	Engagement	Topics of Concern
Customers	Most influential stakeholders in ASPEED's product/tech development and design.	- Email: sales@aspeedtech.com - Customer Satisfaction Survey (annual) - Business visits and exchanges (ad hoc)	- Customer privacy & data protection - Product quality & customer satisfaction - Regulatory compliance - R&D innovation & tech enhancement - Sustainable supply chain management - Response to international initiatives - Hazardous substance & chemical management
Employees	Our most valuable asset and critical partners in sustainable development.	- Email: hr@aspeedtech.com - Employee Welfare Committee & Labor-management meetings (quarterly) - Management dialogue, satisfaction surveys, and year-end vision meetings (annual)	- Operational & financial performance - Compensation, benefits & employee care - Talent recruitment & development - Community investment & social participation
Government Authorities	Policy and regulation makers who influence ASPEED's strategic direction.	- Email: info@aspeedtech.com - Official correspondence, emails, and meetings (ad hoc) - Policy briefings and public hearings (ad hoc)	- Corporate governance & integrity - Customer privacy & data protection - Operational & financial performance - Risk management - Regulatory compliance - Labor-management relations
Business Partners	Essential partners in our operations; we pursue mutual growth through close collaboration.	- Email: info@aspeedtech.com - Business visits and exchanges (ad hoc)	- Sustainable supply chain management - R&D innovation - Risk Management - Regulatory compliance - Remuneration & performance systems
Media	Media coverage and public appraisal directly impact corporate reputation and image.	- Email: media@aspeedtech.com - Press releases and material information disclosures (ad hoc)	- Corporate governance & integrity - Operational & financial performance - R&D innovation & tech enhancement - Regulatory compliance
Shareholders/Investors	Investor appraisals directly influence stock price performance and market value.	- Email: ir@aspeedtech.com - Annual Shareholders' Meeting (annual) - Investor Conferences (ad hoc)	- Corporate governance & integrity - Regulatory compliance - R&D innovation & tech enhancement - Operational & financial performance - Risk management

Suppliers	Providers of high-quality, stable raw materials and capacity for business sustainability.	• Email: info@aspeedtech.com • Supplier meetings (annual) • Supplier audits (annual) • Signing of CSR commitment by key suppliers (annual)	• Product quality & customer satisfaction • Operational & financial performance • Risk management • Regulatory compliance • Sustainable supply chain management
Non-profit Organizations, Academic/Research Institutions	Collaborating partners for fulfilling Corporate Social Responsibility.	• Email: info@aspeedtech.com • Social participation and public welfare activities (ad hoc)	• Compensation, benefits & employee care • Talent recruitment & development • Response to international initiatives • R&D innovation & Tech enhancement • Community investment & social participation

Contact:

Iris Chueh

Deputy Spokesperson & Executive Secretary of Sustainable Development Committee

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3. Enterprise Operation Risk Management

(1) Risk Management Policy

As a fabless IC design company operating under a "Fabless Lite" business model, ASPEED Technology's core workforce consists primarily of R&D, sales, marketing, and administrative personnel. Our daily operations do not involve on-site factory manufacturing processes.

To navigate the impacts of global economic shifts and sustainability risks on internal and external operations, we recognize the necessity of proactive prevention. Accordingly, ASPEED has established a "Risk Management Policy." This policy identifies risks that may affect corporate sustainability across three dimensions: Governance, Environment, and Society, and formulates corresponding strategies that align with stakeholder interests and international trends.

(2) Risk Management Framework and Response

To address unpredictable risks and mitigate impacts from internal and external environmental changes, ASPEED has established a dedicated Risk Management Unit under the Sustainable Development Executive Task Force, reporting to the Board's Sustainable Development Committee. By referencing global business continuity standards and conducting internal evaluations, the company systematically implements risk monitoring and management. Under this framework, the Finance, Sales, Administration, EHS (Environment, Health, and Safety), and Information Security units are responsible for monitoring and verifying risks before escalating them to management to trigger response mechanisms. Simultaneously, Investor Relations and Public Relations

ensure timely external communication to address stakeholder concerns, playing a critical role in identifying risks, managing operational threats, and devising countermeasures.

ASPEED conducts risk identification, assessment, response, and tracking based on core internal functions and the external environment, covering aspects of sustainable development including governance, environmental, and social dimensions. For 2025, the identified material risk factors include market risk, operational and R&D technology risk, information security, climate change risk, and supply chain management. Regarding climate change, this factor was integrated into the risk identification process in 2022, following TCFD recommendations to disclose the four core elements of governance, strategy, risk management, and metrics and targets. We annually review the material risks and opportunities climate change presents to ASPEED, while our risk task force consistently monitors global climate trends, regulations, and carbon emission issues. Furthermore, starting in 2025, the company has commenced the disclosure of sustainability-related financial information and climate-related information in accordance with IFRS S1 and S2 standards.

Risk Type	Risk Factor	Responsible Unit	Operating Impact	Response
Market risk	Interest and Exchange Rate Fluctuations	Finance	Variations in interest and exchange rates affect financial income and expenditures, impacting the company's profit and loss	● We maintain long-term monitoring of international trends and investment markets to perform investment evaluations and hedging within risk protocols. ● Regarding exchange rate management, ASPEED's purchase and sales transactions are primarily denominated and settled in US dollars; therefore, fluctuations in the TWD to USD exchange rate have a certain degree of impact on the company's profit and loss. We have designated personnel responsible for collecting information on global exchange rate trends and maintaining close contact with the foreign exchange departments of our corresponding banks to utilize their professional advisory services. In alignment with the company's capital requirements, we perform timely currency conversions to reduce risk exposure. Furthermore, depending on the level of foreign currency positions, we engage in relevant foreign exchange

				hedging operations when necessary, in accordance with the “Procedures for Acquisition or Disposal of Assets.”
	High risk transaction	Finance & Compliance	Engaging in high-risk or high-leverage investments, extending loans to third parties, providing endorsements and guarantees, or trading in derivative products may result in significant financial losses due to default risks	● The Company has established relevant management measures. The relevant transactions shall be carefully evaluated by the finance and accounting, legal and relevant units for necessity and reasonableness, and are subject to effective approval before proceeding, in order to minimize the possible loss.
Operation /Technology	Contractual disputes	Finance & Legal	Financial risk and and reputational impact arising from litigation or contractual disputes	● Mitigate the risk of disputes or litigation through a robust contract review process established by the Legal Department, complemented by legal counsel from external experts.
	Intellectual property risk	Legal	Loss of assets and profits due to infringement or misappropriation of intellectual property rights	● Comply with intellectual property laws and regulations while actively applying for, maintaining, and asserting rights to protect the Company’s intellectual property assets.
Information Security	Unexpected IT interruptions caused by cyberattacks or major natural disasters	Information Security Team	Cyber-attacks and data breaches compromise the protection of internal and external intellectual property. Such incidents can lead to operational disruptions, financial losses, and legal or contractual violations. In the long term, these issues may inflict severe damage on corporate reputation and customer relationships, undermining the very foundation of the company’s sustainable development.	● Continuously uphold the ISO 27001 Information Security Management System (ISMS) certification to ensure international standards of data protection. ● Deploy robust firewall protections and conduct regular information security training to foster a strong culture of security awareness among all employees. ● Perform annual internal information security audits and company-wide response drills to ensure organizational readiness. ● Execute information security recovery simulations to verify the effectiveness of restoration procedures, ensuring business continuity in the event of natural disasters or malicious attacks. *For more details, please refer to the section of “Information Security.”
Climate Change	Power and water shortage	Risk Management	Shortages or restrictions in water and power supply cause operational disruptions, hinder employee productivity, or jeopardize workplace safety, potentially leading to financial impacts.	● Coordinate operational response measures with the building management of the corporate headquarters. ● Identify potential climate-related risks and opportunities based on the core elements recommended by the TCFD.

Supply Chain Management	Price hikes due to capacity shortages, or unforeseen emergencies and natural disasters such as earthquakes, typhoons, and explosions	Operations	Abnormal events may lead to raw material supply disruptions, production line stoppages at subcontractors, and delivery delays, resulting in financial liabilities for breach of contract penalties	● Conduct comprehensive inventory risk assessments across short, medium, and long-term horizons to ensure supply stability. ● Convene procurement-led emergency response meetings when necessary to implement rigorous inventory control and mitigation strategies.
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4. Information Security Risk Management

(1) Information Security & Data Protection

ASPEED Technology consistently adheres to the highest standards of information security management. We have achieved ISO 27001:2022 certification and implement a systematic approach to managing security risks through a comprehensive "Information Security Policy" and 22 specific security regulations. This framework is designed to safeguard personal data, customer privacy, and the rights of all stakeholders.

Furthermore, the company actively promotes information security awareness to cultivate a security-conscious culture among all employees. In alignment with the ISO 27001 "Plan-Do-Check-Act" (PDCA) cycle, ASPEED conducts at least one internal audit and one external audit by an independent third party annually. We also undergo certificate recertification every three years to ensure the continued effectiveness of our management mechanisms. Through regular training and strict institutional enforcement, we are committed to providing comprehensive information security protection for our employees, customers, suppliers, and business partners.

2025 Information Security Performance and Achievements

- 22 Regulatory Documents: Successfully completed and maintained 22 sets of information security regulatory and procedural documents.
- Management Reviews: Convened at least one Information Security Management Review Meeting to evaluate the effectiveness of the security system.
- Security Education & Training: All employees completed two comprehensive information security training sessions throughout the year.
- 100% Completion Rate: Achieved a 100% completion rate for the required two-hour information security training curriculum for all staff.

- 12 Security Awareness Campaigns: Conducted monthly information security awareness communications (totaling 12 sessions per year) to reinforce security concepts.

ASPEED Technology maintains a robust cybersecurity system to safeguard critical business functions, including manufacturing, procurement, sales, and accounting. We regularly assess our security architecture and perform critical database backups to ensure data resilience. We proactively defend our systems against cyberattacks to prevent operational disruptions and the theft of trade secrets, intellectual property, and confidential data.

Externally, we regularly verify our suppliers' and partners' security and backup practices to ensure mutual data confidentiality. Furthermore, 100% of our employees have signed strict Non-Disclosure Agreements (NDAs) under our Information Security Policies, a requirement we also extend to partners based on project needs.

Our key information security milestones for 2025 are detailed below:

Year	Description
2025	● Successfully transitioned to the ISO 27001:2022 version and completed the full recertification process to ensure compliance with the latest global security standards. ● Deployed FortiSIEM (Next-Generation Security Information and Event Management), which enhances security event monitoring and integrates device performance management. This single-platform solution enables unified monitoring, analysis, and management of all event and log data, providing real-time oversight of both security threats and performance anomalies. ● Implemented a WAN Load Balancing mechanism to optimize bandwidth efficiency and network stability. Simultaneously, established a Firewall High Availability (HA) architecture to ensure continuous operation of critical network services and minimize single-point-of-failure risks. ● Continued conducting social engineering simulations, modeling real-world phishing scenarios to test employee alertness. These drills enhance the ability of staff to identify social engineering attacks and comprehensively strengthen company-wide security awareness.
2026	● Continuously assess and strengthen the performance of information security infrastructure and overall architecture to ensure that defense mechanisms remain aligned with evolving threat landscapes and operational requirements.

In 2025, ASPEED Technology experienced no material information security incidents or major cyberattacks, nor was the Company involved in any related legal cases or

regulatory investigations. During the same year, Deloitte & Touche was commissioned to conduct an information technology audit. The scope of the audit included "Understanding the Client's Computerized Environment," "General IT Controls" and "Automated Application Controls." No significant findings or material weaknesses were identified during the audit period.

(2) Information Security Policy and Objectives

To ensure seamless business operations and safeguard the Confidentiality, Integrity, and Availability of information assets, ASPEED Technology has established a formal Information Security Policy. All employees are required to strictly adhere to this policy.

Information Security Policy

- Enhance the Information Security Management System and maintain validated third-party certifications.
- Strengthen cybersecurity defenses to prevent hacking, virus infections, and ransomware attacks.
- Implement robust local and off-site data backup and redundancy measures.
- Effectively manage information assets and conduct ongoing risk assessments to deploy appropriate protective measures.
- Safeguard information systems against unauthorized access to maintain strict confidentiality.
- Protect information systems from unauthorized modifications to ensure data integrity.
- Ensure that authorized users have reliable access to information systems and data whenever required.
- Comply with all applicable information security laws, regulations, and statutory requirements.
- Implement disaster recovery plans for core systems to mitigate human-made and natural disasters, ensuring uninterrupted business operations.
- Strengthen information security education and training to elevate security awareness among all employees.
- Enforce information security management and awareness communication across the supply chain and with external providers.
- Execute rigorous internal audits and management review processes to ensure the continuous improvement of the Information Security Management System.

(3) Information Security Management Regulations

To evaluate the achievement of information security management objectives, the Information Security Management Regulations are hereby established as follows:

Quantitative Indicators	• To ensure that information is accessible only to authorized personnel, the target for unauthorized disclosure of "Confidential" (or higher classification) information is 0 incidents per year. • To ensure the accuracy and integrity of customer products and data, the target for unauthorized data tampering is 0 incidents per year. • To ensure the continuous operation of information services, the Business Continuity Plan (BCP) must be exercised and maintained at least once per year. • Service Availability Requirements: To minimize operational disruptions caused by security incidents affecting systems, servers, or networks, information service availability targets are set as follows: 1. General IT Infrastructure Services: Maintain an uptime of 99% or higher during annual business hours. 2. Critical Business Services: Service interruptions shall not exceed 3 occurrences per quarter, with each outage limited to a maximum of 4 working hours. • To ensure that information security measures comply with current laws, regulations, and contractual requirements, internal audits must be conducted at least once per year.
Qualitative Indicators	• The roles and responsibilities of information security personnel shall be reviewed periodically to ensure the effective promotion and execution of information security initiatives. • Appropriate information security training shall be provided to employees based on their specific job functions and responsibilities. • Physical environment security shall be strengthened through the implementation of appropriate protection mechanisms and access control protocols. • Measures shall be taken to ensure that information is not disclosed to unauthorized third parties through transmission processes or inadvertent actions. • Access controls shall be reinforced to prevent unauthorized or improper access, ensuring that the Company's information assets are adequately protected. • Security requirements shall be integrated into information systems; regular monitoring and system vulnerability management shall be conducted. • It shall be ensured that all information security incidents or suspected vulnerabilities are reported through proper channels, followed by appropriate investigation and remediation.

5. Supplier Management

Responsible Supply Chain Management

As a leader in chip design at the forefront of the semiconductor value chain, ASPEED Technology operates through professional specialization and collaboration with qualified suppliers. We view our supply chain as an essential partnership. Therefore, responsible supply chain management remains our top priority. Historically, ASPEED produced all products through turnkey services. Starting in 2023, we began transitioning toward the Fabless 2.0 model. Under this new framework, we take direct control over the subcontracting of back-end packaging and testing. As this transition increases the number of direct supplier partnerships, the rigorous screening of qualified suppliers has become a strategic focus. ASPEED relies on close collaboration with our partners to ensure superior quality and seamless supply, shielding our operations from drastic fluctuations in the global economic climate. Given the expansion of our supplier base under the Fabless 2.0 model, enhancing supply chain management and mitigating the risk of supply chain disruptions are critical to our long-term success.

Green Commitment and Conflict-Free Minerals Declaration

Regarding green commitments, human rights protection, and conflict-free minerals, ASPEED Technology has publicly declared on its corporate website that we, alongside our suppliers, share the responsibility for social and environmental protection. We do not accept minerals illegally mined from conflict areas and require all suppliers to commit to this policy. In terms of green products, all electrical, electronic, and related technical products sold by ASPEED comply with international environmental regulations, including the RoHS Directive and its amendment (EU) 2015/863, Halogen-Free standards (IEC 61249-2-21), and the ECHA SVHC REACH Directive (EC 1907/2006). Since 2023, ASPEED has designated specialists to oversee green product compliance and monitor international regulatory changes. In response to the EU REACH regulation update, we have incorporated 4 new Substances of Very High Concern (SVHC), bringing the total monitored list to 251 items. To ensure staff remain well-versed in international quality assurance standards and customer requirements, we conduct specialized training sessions on hazardous substance regulations to enhance management efficiency.

ASPEED Technology fully supports the Responsible Minerals Sourcing initiative. We communicate our conflict minerals policy and requirements to all suppliers, who are

mandated to strictly comply. Each year, ASPEED conducts surveys using the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) to identify and verify the origin of smelters. In 2025, we updated our survey versions to CMRT 6.5 and EMRT 2.1. We require suppliers to source exclusively from conflict-free supply chains and qualified vendors while maintaining full transparency regarding their mineral information. This requirement is integrated into our Annual Supplier Evaluation to enforce our conflict-free procurement plan. Suppliers must also sign a Corporate Social Responsibility (CSR) Commitment Letter to confirm adherence to our conflict minerals policy. If a supplier's products or raw materials are found to contain minerals from unqualified sources, ASPEED will take necessary actions, including the termination of use. Our formal declaration supporting responsible sourcing is publicly available on our official website as a testament to our social responsibility. The status of ASPEED Technology's conflict minerals management and compliance in 2025 is as follows:

Conflict Mineral Category	Management Strategy	Description
Antimony (Sb)	Misc. in products	Although not included in the mandatory RBA conflict mineral surveys, ASPEED regularly requires suppliers to maintain strict management of this mineral.
Cobalt (Co)	Use in products	Managed and surveyed using the EMRT 2.1 as prescribed by RBA standards.
Tungsten (W)	Use in products	Managed and surveyed using the CMRT 6.5 as prescribed by RBA standards.
Palladium (Pd)	Use in products	Although not included in the mandatory RBA conflict mineral surveys, ASPEED regularly requires suppliers to maintain strict management of this mineral.

Responsible Business Alliance (RBA) Code of Conduct

ASPEED Technology is fully committed to the RBA Code of Conduct. Each year, we fulfill our commitment by completing the Self-Assessment Questionnaire (SAQ) on the RBA Online platform in response to customer requirements. Beyond our internal operations, ASPEED actively mandates that all suppliers adhere to these standards, fostering a unified initiative across the entire semiconductor value chain. We strive to ensure labor health and safety, maintain a secure working environment, and ensure that all employees are treated with respect and dignity, while maintaining environmentally responsible operations and upholding the highest ethical standards.

Supplier Risk Management

(1) Selection Principles for Design Service Companies and Suppliers

ASPEED Technology produces all its products through Design Service Companies (Turnkey Services). The critical success factors for our products rely heavily on the wafer foundry's process technology, quality yield, capacity sufficiency, and lead-time coordination. Therefore, when selecting suppliers, we evaluate not only the completeness of their Intellectual Property (IP) portfolio, their ISO compliance, and their Automatic Placement and Routing (APR) technical capabilities, but more importantly, the strength of their strategic alliances across the IC value chain, encompassing wafer fabrication, testing, and packaging.

(2) Transition to Fabless 2.0 and Risk Response

Since 2023, ASPEED Technology has transitioned to the Fabless 2.0 supply chain model, where we assume direct control over back-end packaging and testing operations. Consequently, OSAT (Outsourced Semiconductor Assembly and Testing) providers have become critical strategic partners. ASPEED relies on close collaboration with these partners to ensure superior quality and seamless supply, effectively shielding our operations from the volatility of global economic fluctuations.

(3) Multi-Sourcing and Disaster Recovery Planning

To mitigate the risks of capacity constraints and extended lead times in the substrate market, ASPEED has successfully onboarded alternative substrate suppliers to diversify risk and ensure production continuity. Furthermore, in response to potential natural disasters or force majeure events, such as earthquakes, typhoons, or fires, ASPEED and our design service partners have established expedited communication channels. These protocols allow us to assess supplier impact in real-time and rapidly implement contingency measures, including facility recovery or production site transfers, to resume operations and shipping. We maintain rigorous follow-up monitoring until the situation is fully resolved and production returns to normal.

(4) Supply Chain Risk Management Strategy

Given the transition to the Fabless 2.0 model, the increasing number of direct suppliers has significantly heightened the importance of robust supply chain management. To

effectively mitigate the risk of supply chain disruptions, ASPEED Technology has implemented the following strategic response measures:

- Wafer Bank Inventory Model: Implement a "Wafer Bank" procurement strategy, maintaining 4 to 6 months of wafer inventory for flagship products to ensure supply stability.
- Multi-Sourcing & Material Stockpiling: Introduce a diversified supplier base to stabilize raw material sources and supply. Actively negotiate with suppliers to increase raw material safety stock levels and optimize inventory turnover rates.
- Production Redundancy & Alternative Sourcing: Establish standardized production redundancy mechanisms and alternative supplier selection protocols. The decision to activate these contingency measures is centralized under the senior executives of the Operations Division.
- OSAT Partnership Expansion: Increase the number of back-end packaging and testing (OSAT) partners and secure Capacity Guarantee Agreements to safeguard production priorities.
- Supplier Evaluation Optimization: Enhance the rigor of the annual Qualified Supplier Evaluation by raising the minimum threshold for performance and compliance standards.

6. Green Environment

Environmental Management Policy

- ISO 14001 Certification: Implement and maintain the ISO 14001:2015 Environmental Management System.
- Institutionalize formal environmental management procedures and operational protocols.
- Enhance environmental awareness among all employees and ensure the rigorous implementation of environmental policies.
- Data Transparency & Disclosure: Ensure accurate recording and transparent public disclosure of Greenhouse Gas (GHG) emissions, water consumption, and waste generation.

Since achieving ISO 14001 certification in 2017, ASPEED Technology has adopted a systematic approach to environmental protection, establishing rigorous internal procedures for daily environmental management and continuous improvement. As a fabless semiconductor company without manufacturing facilities, our internal resource management focuses on three primary pillars: Daily Operations (energy and water consumption), Greenhouse Gas (GHG) Inventory, and Waste Management Regulations.

Moreover, the Sustainability Management Committee convenes twice annually to monitor global environmental trends and regulatory changes, ensuring our actions align with stakeholder expectations. The committee's execution results are reported to the Board of Directors twice a year to ensure top-down oversight and the thorough implementation of environmental policies.

Starting in 2022, ASPEED Technology has conducted annual third-party ISO 14064 greenhouse gas (GHG) inventory verifications to gain a precise understanding of its emission status. These verified insights serve as the foundation for formulating phased carbon reduction plans and responding to the decarbonization targets requested by customers and investors, with the ultimate goal of achieving Net-Zero emissions within our operational scope. The comprehensive GHG inventory for 2025 is scheduled for completion in May 2026. Regarding our climate action strategy, the Board of Directors approved a Carbon Management Project in 2023, which is being implemented through the procurement of renewable energy and the phased execution of near-term target planning and applications under the SBTi for SMEs framework.

Low-Carbon Management and Net-Zero Strategy

As a fabless IC design company at the upstream of the semiconductor value chain with a global customer base, ASPEED Technology is committed to being a responsible partner. We proactively respond to international net-zero trends and support our customers in achieving their decarbonization goals.

For years, we have focused on enhancing R&D efficiency and reducing chip power consumption. By developing high-performance, low-power core products, we help data centers and terminal applications improve energy efficiency, contributing significantly to the carbon reduction targets of the global supply chain. Moving forward, we will continue to invest in innovative applications to drive sustainable industrial operations.

Since 2021, ASPEED has conducted greenhouse gas (GHG) verifications and obtained third-party certifications. In 2022, we initiated comprehensive carbon footprinting and

reduction planning to establish a feasible decarbonization roadmap. Internally, green design and green manufacturing have been integrated into our trade secret registration system to heighten environmental and carbon-reduction awareness among all employees. Furthermore, we are evaluating the feasibility of linking executive compensation to sustainability performance targets to deepen our green operational DNA and strengthen our low-carbon transition capabilities.

In 2023, the Board of Directors approved our carbon management strategy, which defines short-, medium-, and long-term reduction targets. These action plans are reviewed and adjusted periodically based on international regulatory trends and operational status. Beyond Scope 1 and Scope 2, we expanded our 2025 inventory to include Scope 3 under the GHG Protocol. In addition to "Upstream Transportation" and "Purchased Goods and Services," we have newly incorporated "Downstream Transportation," "Employee Commuting," and "Waste Transportation." This holistic overview enables us to formulate more effective and progressive reduction plans. Compared to the baseline year of 2021, ASPEED achieved a 12.23% reduction in total Scope 1 and Scope 2 emissions by 2024.

The following is ASPEED Technology's short, medium, and long-term carbon management roadmap:

Short-Term (2023–2025): Strategic Planning and Foundation

- Initiation and application for the Science Based Targets initiative (SBTi).
- Procurement of Renewable Energy (RE) and associated certificates.
- Completion of Scope 3 inventory in accordance with the GHG Protocol.

Medium-Term (2025–2030): Progressive Implementation and Expansion

- Continuous promotion of carbon reduction schemes and review of renewable energy procurement efficacy.
- Refinement and optimization of Scope 3 greenhouse gas inventory methodologies.
- Establishment of carbon reduction targets and management protocols for the supply chain.
- Evaluation and verification of Product Carbon Footprint certifications.
- Periodic reviews and five-year rolling adjustments of targets in alignment with SBTi standards.

Long-Term (2030–2050): Low-Carbon Transformation and Empowerment

- Continuous tracking of reduction progress to achieve the ultimate Net-Zero target.
- Comprehensive integration of Sustainability Standards across the entire supply chain.
- Implementation of a Digital Carbon Management Platform for real-time data integration and oversight.
- Continued adherence to SBTi frameworks with five-year rolling target adjustments.

Year	GHG Emissions		Water Usage		Industrial Waste (kg)
	Emissions (tCO ₂ e)	GHG Intensity (tCO ₂ e/Million units)	Water Consumption (Tons)	Water Intensity (Tons/Million units)	
2021	8,718.00	655.98	2,572	193.53	36.30
2022	12,197.85	775.40	2,692	171.11	113.40
2023	5,171.47	604.07	2,579	301.25	96.60
2024	14,566.14	841.39	3,681	212.63	1,371.25

*For business travel and transportation, the average fuel economy for gasoline vehicles is set at 10 km/L.

*All GHG emission factors are sourced from the Environmental Protection Administration (EPA) Greenhouse Gas Emission Factor Management Table (Version 6.0.4).

*GHG emission intensity and water intensity are calculated based on ASPEED Technology's annual product shipment volume (Unit: Million units).

■ GHG Emissions by Gas Type in 2024

Disclosure Items	GHG	Emissions (tCO ₂ e)	Total Emissions (tCO ₂ e)
Global Scope 1 GHG Emissions	CO ₂	4.7263	9.9127
	CH ₄	5.0499	
	N ₂ O	0.1365	
	HFCs	0	
	SF ₆	0	
	NF ₃	0	
	PFCs	0	0

7. Employee Inclusion and Rights

Adherence to International Human Rights Standards

ASPEED Technology strictly complies with the local regulations of all its global operating sites and adheres to the principles of international human rights conventions. We are dedicated to safeguarding employees' freedom of association and preventing any actions that infringe upon or violate human rights. In terms of employment, we enforce a strict zero-tolerance policy toward discrimination; no employee shall be discriminated against based on race, age, gender, sexual orientation, disability, pregnancy, political affiliation, or religion. All employees sign labor contracts in accordance with the law. Our Work Rules explicitly prohibit the hiring of child labor, the use of forced labor, and any interference with workers' freedom of assembly and association, thereby protecting the fundamental human rights of our workforce. In Taiwan, should it be necessary to terminate a labor contract under exceptional circumstances, the process is conducted in strict accordance with the Labor Standards Act, including proper advance notice and the payment of severance. In 2025, there were no incidents of child labor or forced labor, nor were there any grievances filed regarding human rights, child labor, or compulsory labor.

Employee Care and Communication Channels

At ASPEED Technology, employees are our most valuable asset. We boast a high-caliber workforce and a comprehensive benefits package, demonstrating our commitment to the well-being of our employees and their families. We actively listen to our employees' voices and use effective communication to align individual work with the corporate vision, fostering mutual trust and continuous growth between labor and management. Given our flat organizational structure, internal communication is highly efficient. In addition to the annual Employee Satisfaction Survey, we provide multiple channels for expression, including Labor-Management Meetings, an electronic suggestion box, and the Employee Welfare Committee. These channels ensure that employees can seamlessly convey their opinions to the company, with relevant departments providing prompt responses. This build-up of healthy interaction and trust cultivates an inclusive communication culture and an open work atmosphere, safeguarding employee rights. Furthermore, we have established an anonymous whistleblowing system monitored by a third party to provide an unhindered and confidential channel for reporting and feedback.

Channel	Communication Content	Frequency
Electronic Suggestion Box	Any company-related opinions, suggestions, or concerns.	Anytime
Labor-Management Meetings	Labor relations issues, working conditions, and employment terms.	Quarterly
Employee Welfare Committee	Employee benefits, wellness programs, and related initiatives.	Quarterly
Manager-Employee Dialogues	Performance evaluation, goal setting, strategic planning, and career development.	Semiannually
Satisfaction Survey	Corporate environment, administrative support, benefit activities, and open-ended feedback.	Annually
Annual Vision & Outlook Meeting	Communication of corporate performance, upcoming year's objectives, and response to various employee feedback.	Annually

Regarding Labor-Management Meetings, employees elect their representatives via a quarterly voting process to facilitate effective communication. The primary agenda includes briefings on the previous quarter's operational performance, discussions on current company activities, and other ad hoc motions. Furthermore, employees may submit opinions through anonymous pre-meeting questionnaires, which are then formally addressed and responded to by relevant department heads during the meeting.

Compensation and Benefits

ASPEED Technology provides a premium work environment characterized by human-centric management and respect for employee autonomy. We foster organizational cohesion and sustainable growth by offering compensation packages that are both internally equitable and market-competitive, complemented by a diverse range of impactful benefit programs. Following the 2021 increase in guaranteed annual salary from 14 to 15 months, we further implemented a more significant structural salary adjustment in 2022 compared to the previous year. These ongoing enhancements to our compensation system demonstrate the company's profound commitment to talent retention. In 2024, ASPEED's total expenditure on employee benefits reached NT\$737 million, representing a 63% year-over-year growth. For full-time employees in non-managerial positions, the total salary expenditure in 2024 was NT\$552 million, with an average salary of NT\$4.72 million and a median salary of NT\$4.00

million, ranking first among all listed companies in Taiwan. Raising salaries is not our only strategy for enhancing employee well-being. Moving forward, we will continue to elevate comprehensive compensation and benefits while cultivating a diverse and inclusive environment, striving to provide our workforce with holistic, all-around support.

Performance-Driven Compensation Design

ASPEED Technology's overall compensation strategy is meticulously aligned with the company's annual operational goals, tailored to each employee's specific role, professional expertise, and performance. Our appraisal system is 100% individual performance-oriented. According to our corporate statutes, if the company is profitable, no less than 8% of the annual profit must be allocated as employee compensation, a standard significantly superior to the industry average of 1%. Starting in 2023, following a resolution by the Board of Directors, we introduced Cash-Settled Restrictive Stock Units (CSU) as the primary incentive tool for senior executives. Similar to RSUs, CSUs are designed to attract and retain long-term talent. However, CSUs offer greater flexibility in issuance and vesting. More importantly, because they are settled in cash, they do not require the issuance of new shares, thereby avoiding the dilution of shareholder equity. Meanwhile, the aforementioned 8% profit allocation is dedicated to the performance bonuses of general employees, shared exclusively by all staff members below the Associate Vice President level. Looking ahead, our compensation planning will further integrate sustainability performance indicators into executive remuneration, encouraging the entire organization to strive toward sustainable operations. Furthermore, ASPEED has established a comprehensive employee stock allocation policy. Both salary adjustment ratios and performance-based bonuses fully reflect individual contributions. Through this robust reward system, we aim to inspire teamwork, drive continuous innovation, and realize the core spirit of profit-sharing.

To monitor employee growth, work performance, and professional achievements, ASPEED Technology rigorously implements a comprehensive performance management system. Based on the different stages of an employee's tenure, the evaluation process is categorized into Probationary Appraisals for new hires and Annual Performance Reviews for all staff. With the exception of fixed-term contract employees, all personnel who joined the company on or before October 31 of the previous year are required to participate in the annual performance appraisal, regardless of gender, age, or job category. Through this process, managers and employees collaboratively assess past goal attainment and evaluate the core values and competencies required for future career progression. This collaborative dialogue

serves as a strategic reference for individual improvement recommendations and career development roadmaps.

Parental Support and Parental Leave

In alignment with the Labor Standards Act, ASPEED Technology explicitly outlines parental protections within our Employee Attendance and Leave Regulations. We guarantee that labor contracts remain uninterrupted during maternity leave, providing female employees with 56 days of maternity leave for childbirth. Furthermore, employees are entitled to 5 days of paid paternity leave, which can be utilized within a 15-day window around their spouse's pregnancy or delivery (including miscarriage), ensuring no loss of wages during this period. To celebrate new additions to our employees' families, the Employee Welfare Committee also provides a childbirth gift as a token of congratulations. For those requiring extended care for their infants, the company fully supports applications for unpaid parental leave. Beyond formal leave policies, ASPEED implements a flexible working hours system, empowering employees with the autonomy to manage their schedules effectively to balance professional responsibilities with family caregiving needs.

Comprehensive Insurance Schemes

In addition to the mandatory Labor Insurance and National Health Insurance required by law, ASPEED Technology provides a robust Group Insurance package for all employees. This comprehensive coverage includes life insurance, critical illness insurance, accidental injury insurance, medical insurance, cancer insurance, and occupational accident insurance. To address the risks associated with the COVID-19 pandemic, we specifically incorporated vaccine insurance into the group plan. These measures ensure that in the event of unforeseen medical emergencies or major illnesses, our employees receive superior medical care, compensation, and financial security. Furthermore, for employees on overseas business trips, the company proactively provides high-coverage travel accident insurance to ensure maximum protection abroad.

Retirement Planning

ASPEED Technology has established the "Labor Retirement Regulations" in strict accordance with the Labor Standards Act and the Labor Pension Act. Since the implementation of the new labor pension system on July 1, 2005, all employees are now covered under this New Pension System. For employees enrolled in the new system, the company contributes 6% of their monthly salary into their individual pension accounts at the

Bureau of Labor Insurance. Additionally, the company facilitates voluntary contributions for employees who wish to supplement their retirement savings.

Comprehensive Training and Development

As a leading IC design company in Taiwan, ASPEED Technology has consistently delivered the highest quality service and technical expertise through innovative R&D teamwork. In terms of talent management, we formulate recruitment policies by meticulously analyzing the essential knowledge, skills, abilities, and personality traits required for each role. Furthermore, ASPEED regularly hosts campus recruitment events to engage with target talent and amplify our corporate image. Our summer internship program offers students flexible options to gain early workplace experience, attracting high-caliber candidates. Regarding government collaboration, we actively recruit Research & Development Alternative Service personnel and pre-hire students to secure a stable pipeline of elite talent.

In addition to attracting external expertise, ASPEED is dedicated to cultivating internal talent. We integrate internal and external resources to create a diverse and continuous learning environment. Through our Training & Development and performance appraisal systems, we assist employees and managers in reviewing past achievements to set future objectives, which serve as the foundation for learning initiatives. We place significant emphasis on long-term career planning, helping employees unlock their personal potential and explore new professional horizons, ensuring that our workforce and the company grow in tandem.

Other Benefit Measures and Implementation

In addition to offering highly competitive compensation, ASPEED Technology provides comprehensive benefits and care for all employees. We have established an Employee Welfare Committee, composed of representatives elected from various departments, which is responsible for the overall coordination, planning, and execution of the company's diverse welfare initiatives. This structure embodies the company's commitment to nurturing and supporting our workforce. Beyond statutory benefits required by law, ASPEED offers an exceptional working environment and conditions designed to support the physical and mental well-being of our colleagues. Our goal is to foster a culture that enables employees to achieve a healthy work-life balance while pursuing professional excellence.

8. Social Participation

ASPEED Technology consistently allocates resources to corporate social engagement, driven by the principle of "giving back to the society from which we derive our success." Since 2013, our social initiatives have centered on education. Historically, our efforts focused on supporting underprivileged areas through infrastructure enhancements (such as campus renovations and equipment donations) and educational enrichment (including book donations and teacher training). In recent years, while fulfilling our corporate social responsibility, we have sought to align our philanthropic activities with ASPEED's core business competencies. Consequently, we have established the "Advancement of Higher Education and Cultivation of Young Talent" as our medium-to-long-term CSR objective. This includes collaborating with prestigious universities to assist in retaining top-tier faculty in Taiwan and leveraging corporate resources to encourage students to excel in academic research. By embracing the role of a corporate mentor, ASPEED actively demonstrates its commitment to fostering the next generation of industry leaders.

Empowering Rural Education

Since 2013, ASPEED Technology has consistently invested in both hardware and software resources for underprivileged rural areas. In 2025, we marked our eleventh consecutive year of partnership with the Global Views Educational Foundation for the "Planting Seeds of Reading for a Brighter Future" initiative. Through this program, we provide long-term monthly magazine donations to primary and secondary schools in the Taitung region. We firmly believe that education is the foundation of all progress. Moving forward, ASPEED will continue its commitment to rural education, striving to bridge the educational gap between urban and rural communities.

Empowering Higher Education and Youth Talent Cultivation

Since 2020, ASPEED Technology has established "Advancing Higher Education and Strengthening Youth Talent Cultivation" as its medium-to-long-term CSR objective. In collaboration with National Yang Ming Chiao Tung University (NYCU), National Tsing Hua University (NTHU), and National Taiwan University (NTU), we have implemented a series of strategic educational investments:

- (1) ASPEED "Young Chair Professor" Sponsorship Program: We have committed NT\$29.52 million over a four-year period to sponsor young professors at NYCU, NTHU, and NTU. By providing monthly subsidies, we assist these universities in recruiting and retaining

top-tier academic talent, thereby contributing to the excellence of Taiwan's higher education. Furthermore, we facilitate academic exchange when a professor's research aligns with ASPEED's strategic technological direction.

- (2) NTHU "Sunrise Project": To support students from underprivileged backgrounds, ASPEED has committed NT\$1.92 million over four years. In 2025, we sponsored four students, providing them with the financial security needed to focus entirely on their academic pursuits.
- (3) Campus Engagement and Sharing: We execute a comprehensive series of guest lectures, seminars, and teaching programs. These initiatives aim to amplify our employer brand within the potential talent market, which in turn supports future recruitment, core technology development, and long-term talent cultivation.

Sustainable Impact Program for Diverse Tech Talent

As high-tech professionals are the cornerstone of operational growth in the semiconductor industry, talent development is paramount to ASPEED Technology's sustainability. Consequently, actively recruiting top-tier technical talent is a strategic priority to maintain our market leadership. Recognizing the current gender imbalance in the semiconductor talent market and the scarcity of the female tech talent pool, ASPEED launched the "Sustainable Impact Program for Diverse Tech Talent" in 2022. By engaging in face-to-face dialogues with stakeholders and aligning industry trends with our corporate sustainability values and future roadmap, we dedicate resources to diversity, equity, and inclusion and the advancement of women in technology.

Social Contribution Over the Years

Year	Organization	Content
2013	Taiwan Fund for Children and Families (TFCF), Hsinchu Branch	"Let the Books Roll" project and reading promotion
	World Citizen Culture Association	Joined the "W.island" activity
2014	Mei Hua Elementary School, Jianshi Township, Hsinchu County	Volunteers joined a reading promotion camp
	Taiwan Fund for Children and Families (TFCF), Hsinchu Branch	"Wake Up and Smell the Books" rural reading promotion project
	Fengtian Junior High School, Taitung County	Sponsored sound equipment in the stadium
	Fun Arts String Quartet	Sponsored the Winter Sonata Tour and charitable activities
2015	Fengtian Junior High School, Taitung County	Sponsored replacement of equipment in the AV classroom

	Jia Hsin Elementary School, Jianshi Township, Hsinchu County	Volunteers joined a rural reading promotion camp
	Guang Ming Elementary School, Taitung County	Sponsored improvements to the classroom environment
	Hsin-Sheng Junior High School, Taitung County	Sponsored improvements to the classroom environment
	Fung Li Elementary School, Taitung County	Sponsored improvements to the classroom environment
	Global Views Educational Foundation	Donated periodicals to rural schools as part of the "Sow the Seeds of Reading to Give Children a Great Future" project
2016	Electrical Engineering Department, National Tsing Hua University	Sponsored an international exchange scholarship
	Taiwan Fund for Children and Families (TFCF), Hsinchu Branch	"Let the Books Roll" project and reading promotion
	Affiliated Kindergarten of Taiping Elementary School, Taitung County	Sponsored floor renovations
	Bin-Lang Elementary School, Taitung County	Sponsored the installation of air conditioning equipment and light steel frames for electric fans
	Rui Yuan Junior High School, Taitung County	Sponsored the purchase of archery equipment by a mostly indigenous school
	Global Views Educational Foundation	Donated periodicals to rural schools as part of the "Sow the Seeds of Reading to Give Children a Great Future" project
	Hsin-Kang Junior High School, Taitung County	Sponsored improvements to the reading room air conditioning equipment
2017	Vox Nativa Association, Taiwan	Corporate sponsor
	Taiwan Fund for Children and Families (TFCF), Hsinchu Branch	Let the Books Roll" project and reading promotion
	Baseball Team, Pei Nan Junior High School, Taitung County	Sponsored training fees
	Judo Team, Pei Nan Junior High School, Taitung County	Sponsored training fees
	Electrical Engineering Department, National Tsing Hua University	Sponsored an international exchange scholarship
	Global Views Educational Foundation	Donated periodicals to rural schools as part of the "Sow the Seeds of Reading to Give Children a Great Future" project
2018	Canoe Team of the Taitung Sports Association	Sponsored attendance at the 2018 Taiwan International Dragon Boat Championships
	Electrical Engineering Department, National Tsing Hua University	Sponsored an international exchange scholarship
	Global Views Educational Foundation	Donated periodicals to rural schools as part of the "Sow the Seeds of Reading to Give Children a Great Future" project

2019	Cooperated with UBS to commission artworks for a charity project	Charity donation to The Giver Charity, New Taipei
	National Tsing Hua University and a 360-degree image association	Sponsored attendance at an international 360-degree photo competition by professors and students
	Global Views Educational Foundation	Donated periodicals to rural schools as part of the "Sow the Seeds of Reading to Give Children a Great Future" project
2020	National Chiao Tung University	Junior Chair Professor sponsorship plan
	National Tsing Hua University	Sunrise Scholarship Program
	Cooperated with UBS to commission artworks for a charity project	Charity donation to The Giver Charity, New Taipei
	Global Views Educational Foundation	Donated periodicals to rural schools as part of the "Sow the Seeds of Reading to Give Children a Great Future" project
2021	Global Views Educational Foundation	Donated periodicals to rural schools as part of the "Sow the Seeds of Reading to Give Children a Great Future" project
	National Yang Ming Chiao Tung University	Junior Chair Professor sponsorship plan
	National Tsing Hua University	Sunrise Scholarship Program
	National Tsing Hua University	Junior Chair Professor sponsorship plan
	Fugang Elementary School, Taitung	Sponsorship of soccer boots, uniforms and equipment for the soccer team
	Lanyu Township, Taitung	Sponsorship of sporting clothes to elementary school children in Lanyu, Taitung
	National Yang Ming Chiao Tung University	Fund donation for Chiao Tung University's Arts and Culture Center
2022	Global Views Educational Foundation	Donated periodicals to rural schools as part of the "Sow the Seeds of Reading to Give Children a Great Future" project
	National Yang Ming Chiao Tung University	Junior Chair Professor sponsorship plan
	National Tsing Hua University	Sunrise Scholarship Program
	National Tsing Hua University	Junior Chair Professor sponsorship plan
	Education Support for Taiwan	"Support Program for Teachers without Teaching Certificate"
	National Yang Ming Chiao Tung University	Fund donation for Chiao Tung University's Arts and Culture Center
2023	Global Views Educational Foundation	Donated periodicals to rural schools as part of the "Sow the Seeds of Reading to Give Children a Great Future" project
	National Yang Ming Chiao Tung University	Junior Chair Professor sponsorship plan
	National Yang Ming Chiao Tung University	Fund donation for Chiao Tung University's Arts and Culture Center

	National Tsing Hua University	Sunrise Scholarship Program
	National Tsing Hua University	Junior Chair Professor sponsorship plan
	National Tsing Hua University	Women in Technology and Tsinghua STEAM School Education Development Project
2024	Global Views Educational Foundation	Donated periodicals to rural schools as part of the "Sow the Seeds of Reading to Give Children a Great Future" project
	National Taiwan University	Academic Advancement Junior Chair Professor Program
	National Yang Ming Chiao Tung University	Junior Chair Professor sponsorship plan
	National Tsing Hua University	Junior Chair Professor sponsorship plan
	National Tsing Hua University	Sunrise Scholarship Program
	National Tsing Hua University	Women in Technology and Tsinghua STEAM School Education Development Project
	Corny Chicken Children's Theatre	Sponsored a charity performance for rural schoolchildren in Hsinchu
2025	Global Views Educational Foundation	Donated periodicals to rural schools as part of the "Sow the Seeds of Reading to Give Children a Great Future" project
	National Taiwan University	Academic Advancement Junior Chair Professor Program
	National Yang Ming Chiao Tung University	Junior Chair Professor sponsorship plan
	National Tsing Hua University	Junior Chair Professor sponsorship plan
	National Tsing Hua University	Sunrise Scholarship Program
	National Tsing Hua University	Women in Technology and Tsinghua STEAM School Education Development Project

VI. Financial Status, Operating Results and Status of Risk Management

1. Financial Status

(1) Consolidated Report

Unit: NT\$1,000 / %

Item \ Year	2024	2025	Change	% of Change
Current Assets	5,987,499	8,408,204	2,420,705	40.43%
Property, Plant and Equipment	354,530	409,027	54,497	15.37%
Right-of-use assets	196,374	314,457	118,083	60.13%
Intangible Assets	705,103	607,677	(97,426)	(13.82%)
Other non-current assets	482,840	594,290	111,450	23.08%
Total assets	7,726,346	10,333,655	2,607,309	33.75%
Current Liabilities	1,882,976	2,443,581	560,605	29.77%
Non-current Liabilities	204,145	319,303	115,158	56.41%
Total liabilities	2,087,121	2,762,884	675,763	32.38%
Capital	378,207	378,027	(180)	(0.05%)
Capital surplus	1,539,778	1,507,659	(32,119)	(2.09%)
Retained Earnings	3,754,240	5,715,372	1,961,132	52.24%
Other Equity	(33,000)	(30,287)	2,713	(8.22%)
Total equity	5,639,225	7,570,771	1,931,546	34.25%
a. Explanation for changes that exceed 20% and reached NT\$10 million in the past two years: (I) Increase in Current Assets: Due to Increase in cash, cash equivalents and Trade receivables. (II) Increase in Property, Plant and Equipment: Due to operational needs, the purchase of Property, Plant and Equipment was made. (III) Increase in Right-of-use assets: Due to operational needs, the purchase of Right-of-use assets was made. (IV) Increase in Intangible Assets: Due to amortization based on estimated useful life.. (V) Increase in Other non-current assets: Due to the increase in financial assets measured at fair value through other comprehensive income and financial assets measured at amortized cost . (VI) Increase in Current Liabilities: Due to the increase in accounts payable, accrued compensation to employees and directors, and current income tax liabilities. (VII) Increase in Non-current Liabilities: Due to Increase in lease liabilities. (VIII) Increase in retained earnings: Due to Increase in the profit generated from the 2025 business operation. b. Future response plans to changes with material impact: Not applicable.				

(2) Parent Company

Unit: NT\$1,000 / %

Item \ Year	2024	2025	Change	% of Change
Current Assets	5,905,897	8,203,109	2,297,212	38.90%
Investment accounted for using equity method	118,259	256,837	138,578	117.18%
Property, Plant and Equipment	354,429	391,514	37,085	10.46%
Right-of-use assets	189,634	293,561	103,927	54.80%
Intangible Assets	680,126	590,605	(89,521)	(13.16%)
Other non-current assets	460,799	571,001	110,202	23.92%
Total assets	7,709,144	10,306,627	2,597,483	33.69%
Current Liabilities	1,870,371	2,432,061	561,690	30.03%
Non-current Liabilities	199,548	303,795	104,247	52.24%
Total liabilities	2,069,919	2,735,856	665,937	32.17%
Capital	378,207	378,027	(180)	(0.05%)
Capital surplus	1,539,778	1,507,659	(32,119)	(2.09%)
Retained Earnings	3,754,240	5,715,372	1,961,132	52.24%
Other Equity	(33,000)	(30,287)	2,713	(8.22%)
Total equity	5,639,225	7,570,771	1,931,546	34.25%
a. Explanation for changes that exceed 20% and reached NT\$10 million in the past two years: (I) Increase in Current Assets: Due to Increase in cash, cash equivalents and Trade receivables . (II) Increase in Investment accounted for using equity method: Due to increase in investment. (III) Increase in Property, Plant and Equipment: Due to operational needs, the purchase of Property, Plant and Equipment was made. (IV) Increase in in Right-of-use assets: Due to operational needs, the purchase of Right-of-use assets was made. (V) Increase in Other non-current assets: Due to the increase in financial assets measured at fair value through other comprehensive income and financial assets measured at amortized cost . (VI) Increase in Current Liabilities: Due to the increase in accounts payable, accrued compensation to employees and directors, and current income tax liabilities. (VII) Increase in Non-current Liabilities: Due to Increase in lease liabilities. (VIII) Increase in retained earnings: Due to increase in the profit generated from the 2025 business operation. b. Future response plans to changes with material impact: Not applicable.				

2. Operating Results

(1) Consolidated Report

Unit: NT\$1,000 / %

Item \ Year	2024	2025	Change	% of Change
Net Sales	6,459,666	9,084,875	2,625,209	40.64%
Operating Costs	2,305,868	2,906,170	600,302	26.03%
Gross Profit	4,153,798	6,178,705	2,024,907	48.75%
Operating Expenses	1,235,411	1,518,362	282,951	22.90%
Operating Income	2,918,387	4,660,343	1,741,956	59.69%
Non-operating Income and Expenses	248,921	195,076	(53,845)	(21.63%)
Net Income before Income Tax	3,167,308	4,855,419	1,688,111	53.30%
Income Tax Expenses	596,000	927,612	331,612	55.64%
Net Income	2,571,308	3,927,807	1,356,499	52.76%
Total other comprehensive income (loss)	(26,136)	(1,894)	24,242	(92.75%)
Total comprehensive income the year	2,545,172	3,925,913	1,380,741	54.25%
Net Income attributable to owners of the Company	2,571,308	3,927,807	1,356,499	52.76%
Total comprehensive income attributable to owners of the Company	2,545,172	3,925,913	1,380,741	54.25%
a. Explanation for changes that exceed 20% and reached NT\$10 million in the past two years: Increase in Gross Profit, Operating Income, Net Income before Income Tax, Income Tax Expenses, Net Income, Total comprehensive income the year, Net Income attributable to owners of the Company, and Total comprehensive income attributable to owners of the Company: Due to increase in market demand and revenue raise this year. b. Expected sales and their basis, as well as the possible impact on the Company's future financial operations and response plans: The Company's main products are Multimedia IC, Computer peripherals IC, and High-end consumer electronics IC. Based on sales forecasts for the existing products, development progress of new products, customers' expected production requirements, and the business development strategy. Due to the continued growth of the Company's business scale, the Company mainly uses long-term funding sources for capital expenditures, and there should not be any shortage of funds within the near future. Furthermore, the Company has a solid relationship with suppliers, so there should not be any issue with product supply.				

(2) Parent Company

Unit: NT\$1,000 / %

Item \ Year	2024	2025	Change	% of Change
Net Sales	6,428,135	9,037,238	2,609,103	40.59%
Operating Costs	2,287,715	2,884,950	597,235	26.11%
Gross Profit	4,140,420	6,152,288	2,011,868	48.59%
Operating Expenses	1,212,016	1,513,649	301,633	24.89%
Operating Income	2,928,404	4,638,639	1,710,235	58.40%
Non-operating Income and Expenses	237,964	214,866	(23,098)	(9.71%)
Net Income before Income Tax	3,166,368	4,853,505	1,687,137	53.28%
Income Tax Expenses	595,060	925,698	330,638	55.56%
Net Income	2,571,308	3,927,807	1,356,499	52.76%
Other comprehensive income (loss)	(26,136)	(1,894)	24,242	(92.75%)
Total comprehensive income	2,545,172	3,925,913	1,380,741	54.25%
a. Explanation for changes that exceed 20% and reached NT\$10 million in the past two years: Increase in Gross Profit, Operating Income, Net Income before Income Tax, Income Tax Expenses, Net Income, Total comprehensive income the year, Net Income attributable to owners of the Company, and Total comprehensive income attributable to owners of the Company: Due to increase in market demand and revenue raise this year. b. Expected sales and their basis, as well as the possible impact on the Company's future financial operations and response plans: The Company's main products are Multimedia IC, Computer peripherals IC, and High-end consumer electronics IC. Based on sales forecasts for the existing products, development progress of new products, customers' expected production requirements, and the business development strategy. Due to the continued growth of the Company's business scale, the Company mainly uses long-term funding sources for capital expenditures, and there should not be any shortage of funds within the near future. Furthermore, the Company has a solid relationship with suppliers, so there should not be any issue with product supply.				

3. Cash Flow Analysis

(1) Consolidated Report

(i) Analysis of the Change in Cash Flow in 2025

Unit: NT\$1,000

Cash Balance Dec. 31, 2024	Net Cash Provided by Operating Activities in 2025	Net Cash Outflows from Investing and Financing Activities in 2025	Impact of Foreign Exchange ratio	Cash Balance Dec. 31, 2025	Remedy for Cash Shortfall (Investment & Financing Plan)
\$3,659,252	\$4,495,900	(\$2,386,153)	\$19,291	\$5,788,290	—
Analysis of cash flow changes in the current year:					
a. Operating activities: Net cash inflow of NT\$4,495,900 thousand, mainly from operating profits.					
b. Financing activities: Net cash outflow of (NT\$2,386,153) thousand, mainly due to the distribution of cash dividend.					

(ii) Remedial Actions for Cash Shortfall: The Company has ample cash on-hand; remedial actions are not required.

(iii) Cash Flow Projection for Next Year: The Company, on the premise of maintaining stable cash liquidity, will carefully plan and manage cash expenditures related to investments and operations while taking, cash balances on accounts, cash flows from operating activities and investing activities and the status of financial markets into consideration.

(2) Parent Company

(i) Analysis of the Change in Cash Flow in 2025

Unit: NT\$1,000

Cash Balance Dec. 31, 2024	Net Cash Provided by Operating Activities in 2025	Net Cash Outflows from Investing and Financing Activities in 2025	Impact of Foreign Exchange ratio	Cash Balance Dec. 31, 2025	Remedy for Cash Shortfall (Investment & Financing Plan)
\$3,598,413	\$4,450,522	(\$2,383,517)	\$21,839	\$5,687,257	—
Analysis of cash flow changes in the current year:					
a. Operating activities: Net cash inflow of NT\$4,450,522 thousand, mainly from operating profits.					
b. Financing activities: Net cash outflow of (NT\$2,383,517) thousand, mainly due to the distribution of cash dividend.					

(ii) Remedial Actions for Cash Shortfall: The Company has ample cash on-hand; remedial actions are not required.

(iii) Cash Flow Projection for Next Year: The Company, on the premise of maintaining stable cash liquidity, will carefully plan and manage cash expenditures related to investments and operations while taking, cash balances on accounts, cash flows from operating activities and investing activities and the status of financial markets into consideration.

4. Major Capital Expenditure

None.

5. Investment Policies

The Company's investments are long-term strategic investments. Investment gain from equity method investment in 2025 was NT\$21,111 thousand. The Company will keep its long-term strategic investment policy and evaluate investment plans prudently.

6. Risk Management

(1) Risks Associated with Interest Rate Fluctuation, Foreign Exchange Volatility, and Inflation

Unit: NT\$1,000

Item	2024		2025	
	Amount	% of net income before tax	Amount	% of net income before tax
Net Interest income	73,427	2%	153,283	3%
Net Interest expense	4,652	0%	10,481	0%
Net exchange (loss) gains	121,140	4%	(70,820)	(1%)

Sources: financial reports certified by CPA.

(i) Risks associated with interest rate:

The Company mainly operates on its own funds and only has a low amount of bank loans, so interest expenses are limited. Furthermore, the Company is conservative in principle when using its funds, and mainly uses short-term time deposits, so its interest revenue is not high. In the future, the Company will continue to monitor changes in the economic environment of Taiwan and overseas, and take necessary measures in a timely manner to avoid the risk of rising interest rates.

(ii) Risks associated with foreign currency:

The Company's exchange gains (losses) accounted for 1.88% and (0.78%) of its net operating income in 2024 and 2025, respectively. Hence, changes in exchange rates do not have a material effect on the Company's profit and loss. The Company's transactions are mainly calculated in USD, so changes in the NTD/USD exchange rate have certain impact on the Company's profit and loss, and response measures are as follows:

- The Company's Finance Department utilizes the natural hedging effect from procurements and sales both denominated in foreign currency.
- Dedicated personnel closely follow exchange rate fluctuations, collect information on international exchange rate trends and exchange rate fluctuations, are fully aware of future trends in exchange rates, and keep in touch with the foreign exchange department of banks. After considering the professional advice provided by the departments and the Company's cash requirements, the personnel reduce risks by exchanging currency at appropriate times.

(c) Depending on the position of foreign currency, hedging is carried out in accordance with the Operating Procedures for Asset Acquisition or Disposal Handling Procedure when necessary.

(iii) Risks associated with inflation:

Inflation is currently not severe in Taiwan and has not had a material impact on the Company, but the Company will continue to appropriately monitor inflation.

(2) Risks Associated with High-Risk/High-Leveraged Investment; Lending, Endorsements, and Guarantees for Other Parties; and Financial Derivative Transactions

Risks	Implementation status	Policy and response measures
High risk, highly leveraged investments	The Company has not engaged in any high risk, highly leveraged investments as of the print date of this report respectively	The Company is focused on its main business and does not use its capital for high risk, highly leveraged investments.
loans to third parties	The Company has not lent any funds to others as of the print date of this report respectively.	If the Company lends funds to others in the future, it will carry out procedures in accordance with its Procedures for Regulations Governing Management of Loaning of Funds, and make a public announcement and report the lending of funds to others in accordance with the law.
Endorsements and guarantees	The Company has not provided endorsements or guarantees for others as of the print date of this report respectively.	If the Company provides endorsements or guarantees for others in the future, it will carry out procedures in accordance with its Endorsement and Guarantee Operation Procedure, and make a public announcement and report the endorsements or guarantees for others in accordance with the law.
Derivative transactions	The Company has not engaged in any derivative transactions as of the print date of this report respectively.	If the Company needs to engage in derivative transactions in the future, it will do so in accordance with its Procedures for Handling Derivative Transactions, and make a public announcement and report the derivative transactions in accordance with the law.

(3) Future R&D Plans and Expected R&D Spending

The rapid development and widespread adoption of Artificial Intelligence (AI) and AI agents have become the primary driving forces behind the surging demand for cloud computing. To support complex AI models and inference applications, hyperscalers are

investing heavily in massive computing infrastructure, fueling significant market growth for both high-end AI servers and general-purpose servers. Amidst this trend, ASPEED possesses the capability to independently design and develop chips. By integrating technologies such as 2D VGA, BMC, KVM over IP, AVoIP, and panoramic image processing, ASPEED strives to become a comprehensive SoC solutions provider for cloud enterprise management, smart AV, and reality remote management. Future R&D plans and product deployment strategies are as follows

(i) Future R&D Plan

✧ Multimedia IC

- 8.5th-generation BMC (AST2755) integrating the latest hardware Root of Trust (RoT) from OCP and CHIPS Alliance
- 2nd-generation Auxiliary Management Controller (AMC) AST1040
- 2nd-generation Platform Root of Trust (PProT) AST1080

✧ Computer peripherals IC

- AVoIP 4K60 platform featuring ultra-low latency and high-compression image quality
- AST1532 pure USB 2.0 over IP chip
- Deepened integration of AST1532 with Dante UAC for comprehensive, multi-screen conference room solutions

✧ Reality Remote Management solutions

- 3rd generation spheric
- Cupola360 SoC (AST1235) supporting 720-degree smart patrolling and digital twin application.
- Next-generation specialized image processing chip (AST1240) featuring multi-chip scaling (up to 12K6K resolution) and dual ISPs, designed for smart factories, smart patrolling, and mobile carriers (e.g., robot dogs and drones)

(ii) Expected R&D Spending

ASPEED Technology plans to sequentially allocate its R&D budget based on the progress of new product and new technology development, maintaining a certain level of growth based on operational conditions to ensure its competitive advantage. Actual R&D expenses in 2024 and 2025 were NT\$828,558 thousand and NT\$1,041,993 thousand, accounting for 13% and 12% of revenue, respectively. Going forward, the Company will adjust its R&D expenditure at any time based on future market changes and demand. The estimated R&D expenditure for 2026 is approximately NT\$1,146,192 thousand, aimed at enhancing the Company's R&D capabilities and competitiveness.

(4) Risk Associated with Changes in the Political and Regulatory Environment

The Company aims to comply with laws and regulations of the competent authority in all of its operations, and constantly monitors changes in important policies and laws in Taiwan and overseas to obtain all external information possible. The Company's recent business and finances have not been impacted by any changes to important policies and laws in Taiwan and overseas.

(5) Impact of New Technology and Industry Changes

The Company constantly monitors technology changes and developments relevant to its industry, and rapidly gains information on industry changes. Moreover, the Company is constantly strengthening its R&D ability and applies for patents to further protect its innovative concepts and designs, as it actively expands future markets and applications. This enables the Company to respond to the impact of technology and industry changes. Hence, no major technology changes have had a material impact on the Company's financial condition.

(6) Changes in Corporate Image and Impact on Company's Crisis Management

The Company has always upheld the principles of integrity and professionalism, and operates its business with a sure-footed and steadfast approach. Ever since the Company was established, it has actively strengthened its internal management and improved its quality and efficiency. Up to the date of report, no material events have affected the Company's corporate image.

(7) Risks Associated with Mergers and Acquisitions

ASPEED Technology's Finance Division and respective business units are responsible for the management and execution of this risk.

From 2025 up to the publication date of this annual report, ASPEED Technology has not encountered any risks related to merger and acquisition activities.

(8) Risks Associated with Facility Expansion

The Company does not have any plans for factory expansions in the most recent year and up to the date of report.

(9) Risks Associated with Purchase Concentration and Sales Concentration

(i) Risks of purchasing concentration:

The Company is a fabless IC design company without any back-end personnel. Hence, all products are produced through a turnkey service provider. When deciding on the turnkey service provider, besides considering the completeness of its silicon IP and APR (Auto Place & Route) technical capabilities, which foundry, assembly house and testing house it is in a strategic alliance with is even more important, because the

foundry's process technologies, quality and yield are key factors to whether or not a product is successful. Therefore, the R&D Department selects the turnkey service provider during initial stages of product development.

In the semiconductor industry's value chain, IC design companies are all inclined to maintain long-term relationships with specific foundries, assembly houses, and testing houses to obtain reliable and stable capacity. This is due to considerations of process technology, quality and yield, sufficient capacity, and on-time delivery.

This situation is common among IC design companies. The Company has worked well with the current wafer supplier (turnkey service provider) for many years, and there is no risk of supply shortage. At present, the Company mainly makes procurements from 2-3 turnkey service providers, but it will continue to search for suitable turnkey service providers in coordination with the development and mass production of new products, so as to reduce the risk of concentrated procurements.

(ii) Risks of sales concentration:

The Company's main product is BMC, which accounts for over 90% of its revenue, and customers are mainly server brands. Since server brands mainly rely on an ODM or EMS for manufacturing, the Company directly sells its product to the ODM or EMS designated by the brand customer. Analysis of customers in 2024 and 2025 show that the Company's sales are not overly concentrated. Furthermore, besides maintaining relationships with current customers, the Company will actively develop new products and new customers to expand its product portfolio and increase its purchase orders, thereby avoiding the risk of sales being overly concentrated.

(10) Risks Associated with Sales of Significant Numbers of Shares by the Company's Directors and Major Shareholders Who Own 10% or more of the Company's Total Outstanding Shares

Share transfer by directors, supervisors, managers and shareholders holding more than 10% of the Company's shares due to personal financial planning or in coordination with strategic partners brought in by the Company have been reasonable in the past year and up to the date of report. There have been no mass transfers of shares and there has been no impact on the Company's operations.

(11) Risks Associated with Change in Management

No change in management team in the Company occurred in the most recent year to the date of printing of this annual report

(12) Risks Associated with Litigations

- (i) If the results of concluded or pending litigious, non-litigious, or administrative litigation events involving the Company in the past two years and up to the date of report can have a material impact on shareholders' equity or stock prices, the facts in contention, amount of the subject matter, starting date of the litigation, main parties involved, and current status shall be disclosed: None.

- (ii) Concluded or pending litigious, non-litigious, or administrative litigation events in the most recent two years and up to the date of report involving directors, supervisors, the president, de facto responsible person, major shareholders holding more than 10% of the Company's shares, or subsidiaries of the Company with an outcome that can have a material impact on shareholder equity or stock prices: None.

(13) Other Material Risk: None.

7. Other Material Events

(1) Risks Associated with Cyber Attacks

Even though ASPEED has established a comprehensive internet and computing security network, it cannot guarantee that the Company's computing systems which control or maintain vital corporate functions, such as its manufacturing operations and enterprise accounting, would be completely immune to crippling cyber attacks by any third party to gain unauthorized access to its internal network systems, to sabotage its operations and goodwill or otherwise. In the event of a serious cyber attack, ASPEED's systems has may lose important corporate data, therefore, ASPEED has executed backup data procedure of such attack. While ASPEED also seeks to periodically review and assess its cybersecurity architecture to ensure their adequacy and effectiveness, it cannot guarantee that the Company will not be susceptible to new and emerging risks and attacks in the evolving landscape of cybersecurity threats. These cyber attacks may also attempt to steal ASPEED's trade secrets and other intellectual properties and other sensitive information, such as proprietary information of the Company's customers and other stakeholders and personal information of the Company's employees. Malicious hackers may also try to introduce computer viruses, corrupted software or ransomware into the Company's network systems to disrupt its operations, blackmail it for regaining control of its computing systems or spy for sensitive information. These attacks may result in ASPEED having to pay damages for its delayed or disrupted orders or incur significant expenses in implementing remedial and improvement measures to enhance the Company's cybersecurity network, and may also expose the Company to significant legal liabilities arising from or related to legal proceedings or regulatory investigations associated with, among other things, leakage of customer or third party information which ASPEED has an obligation to keep confidential.

During 2025 and as of the date of this Annual Report, the Company has no material cyber attacks or incidents that had or would expected to have a material adverse effect on its business and operations, nor had it been involved in any legal proceedings or regulatory investigations related thereof.

(2) Other Material Risks

As of the publication date of this 2025 annual report, ASPEED has no other material risk events.

VII. Special Disclosures

1. Summary of Affiliated Companies

Please go to the MOPS (https://mopsov.twse.com.tw/mops/web/t57sb01_q10) and click on "Single Company" under "Electronic Document Download" and then "Three Forms and Documents of Related Enterprises" to search.

2. Private Placement Securities

None.

3. Other Necessary Supplement

None.

VIII. Any Events that Had Significant Impacts on Shareholders' Rights or Security Prices as Stated in Item 2 Paragraph 2 of Article 36 of Securities and Exchange Law of Taiwan

None.