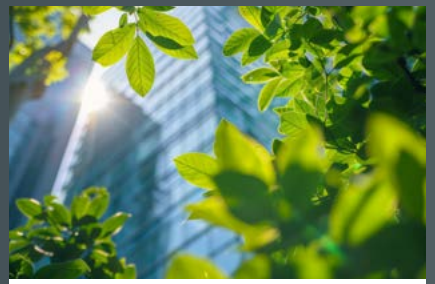
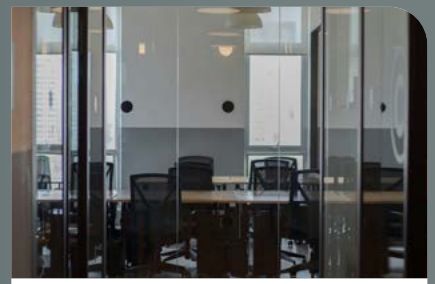

ASPEED
2024
Sustainability
Report





ASPEED

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About This Report

About This Report

Letter from the Editor

Welcome to the Sustainability Report of ASPEED Technology Inc. (or "ASPEED Technology"). The report covers corporate governance, environmental, and social sustainability pledges and actions, as well as major issues of concern to stakeholders. Through open and transparent information disclosures, it shows members of the general public and stakeholders the hard work and achievements of ASPEED Technology in the area of sustainability.

Report Disclosure Period

The report features information from 2024 (January 1st to December 31st, 2024) and was both published and announced on the ASPEED Technology website in October 2025. ASPEED Technology will compile and publish the Sustainability Report annually, continuously disclosing the results of corporate sustainable development.

Report Scope

Information in the report primarily covers ASPEED Technology's sustainable operation achievements in Taiwan; it does not include information relating to the Company's branch office in the United States. Financial data follow International Financial Reporting Standards (IFRS), which are accepted by the Financial Supervisory Commission, and were assured by Deloitte. All monetary data are expressed in New Taiwan Dollars.

Compilation Principles

The report was prepared in accordance with the latest 2024 Core Option of the Global Reporting Initiative Standards (GRI Standards) and Sustainability Accounting Standards Board (SASB), includes a GRI Standards and a SASB comparison table that shows which chapters contain related information. Also taken into consideration when preparing the report were the Taiwan Stock Exchange Corporation "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" and the "Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies." The report describes ASPEED Technology's sustainability achievements and results to interested stakeholders.

Report Management Methods

Company department supervisors approved information used in the report. The Sustainability Development Committee then organized and compiled the information into draft form. Reviews conducted in accordance with administrative procedures concluded with approval by the company chairman, followed by publishing of the final report.

Publishing Information

Report disclosure period	January 1st to December 31st, 2024
Report publishing cycle	Once per year
Current report publishing period	October, 2025
Next report publishing period	Scheduled for July 2026

Contact Information

For any advice or feedback regarding the content of this report, please contact ASPEED Technology through the following channels:

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ASPEED Technology Website

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Foreword

A Letter from the Chairman

A Letter from the Head of
Sustainability Development Committee

A Letter from the Chairman

The year 2024 marked the 20th anniversary and a year of significant achievements for ASPEED Technology, as we once again set new historical records with single-month, fourth-quarter, and full-year revenues all reaching new highs in December 2024. This achievement is the result of the long-term support and trust of all our employees, clients, partners, and suppliers, for which we are deeply grateful. It is this perseverance and collaboration that has made ASPEED Technology what it is today. ASPEED Technology has always upheld the spirit of technology civilization and diverse applications, focusing on the innovation and deepening of its two core product lines. It is committed to precisely developing new products through diversified growth strategies in a rapidly changing environment, and focusing on incorporating sustainable low-carbon design concepts into product development. Cloud & Enterprise Solutions continue to expand market influence, enhancing overall computing efficiency and corporate competitiveness. Smart AV Solutions: Centered on “Eyes of AI,” we are dedicated to promoting the intelligence of image processing and the diversification of application scenarios, with these two main axes driving ASPEED Technology forward.

ASPEED Technology upholds a long-term vision while continuously strengthening corporate resilience and sustainable practices. At the board meeting in November 2024, we approved the upgrade of the Sustainability Committee to a Sustainability Development Committee directly under the Board of Directors, making it the third functional committee. This aims to comprehensively integrate and strengthen corporate governance, environmental sustainability, and social responsibility, thereby implementing a sustainable governance framework.

Regarding climate action, ASPEED is committed to being a responsible member of the semiconductor industry supply chain. We have set carbon reduction targets and formulated a mid-term carbon reduction plan, continuously procuring renewable energy and reducing greenhouse gas emissions. Next, we will further embark on product carbon footprint inventories and plan a carbon reduction strategy for the entire value chain. In terms of corporate governance, the continuous improvement of corporate governance evaluations year by year is our ongoing endeavor. We are also actively promoting board diversity by increasing the number of female directors. To ensure that senior executives align with the Company’s sustainable development goals and to strengthen the Company’s overall sustainability and social responsibility, we have, with the approval of the Board of Directors this year, incorporated ESG performance into the performance evaluations and corresponding compensation mechanisms for senior executives. This initiative aims to continuously enhance the quality of corporate governance and the trust of stakeholders. In terms of social inclusion, we deeply understand the value of a diverse workplace. Therefore, ASPEED continues to collaborate with academia, dedicating itself to the discovery and cultivation of female technology talent. At the same time, we have long believed that employees are ASPEED’s greatest asset. Continuously improving employee benefits and allowing colleagues to grow with the Company remains our unwavering strategy. ASPEED Technology firmly believes that the long-term development of enterprises must coexist and prosper with the Earth and human society. Sustainability is not only our commitment, but also the core driving force that propels us forward relentlessly.

In December 2024, ASPEED Technology moved south to Kaohsiung to establish a R&D center and verification team, and set up a Cupola360 multi-image technology product application showroom, further promoting smart city remote patrol technology, implementing the southward expansion of technology, and opening a new chapter in smart applications. In the future, we will continue to uphold the core values of “sustainable Earth, technology civilization, boundless application,” bravely embrace challenges, fulfill our corporate social responsibility, and steadfastly walk the path of sustainable development. Let us work together to create a smarter, more sustainable tomorrow.

ASPEED Technology **Chairman and President**

A Letter from the Head of Sustainability Development Committee

In 2024, to strengthen sustainable governance, ASPEED Technology upgraded the original Sustainability Committee to a functional committee under the Board of Directors, the Sustainability Development Committee, following a resolution by the Board of Directors in November 2024. The committee comprises four independent directors and two directors, with a Working Team responsible for implementing resolutions and regularly reporting on sustainability progress to the committee and the Board of Directors. We will deepen our sustainable strategy blueprint based on sound governance, cultivate diverse sustainable technology talents in Taiwan, and continuously enhance corporate resilience and financial disclosure transparency. At the same time, we are actively implementing carbon reduction initiatives, promoting a focus on carbon reduction across the value chain, and realizing a sustainable vision of shared prosperity for businesses and society.

Over the past year, with the active participation of all employees, ASPEED Technology has deeply embedded sustainability principles into its daily operations, continuously promoting various concrete actions in environmental sustainability, social engagement, and corporate governance. In terms of environmental sustainability, we continue to adhere to the previously approved SBTi targets for SMEs, aiming to achieve a 42% reduction in Scope 1 and 2 greenhouse gas emissions by 2030, with an average annual carbon reduction target of 4.67%. In 2024, our actual carbon reduction exceeded the target, reaching 9.35%, and the proportion of renewable energy use also increased to 17.92%. In September 2025, the Company already completed a comprehensive Scope 3 inventory under the GHG Protocol and embark on product carbon footprint inventory to promote decarbonization initiatives across the value chain. In terms of social participation, building a diverse, inclusive, and employee-centric workplace has always been our steadfast commitment. In 2024, ASPEED Technology once again ranked No.1 in the total salary of non-supervisory full-time employees among TWSE listed companies, demonstrating its commitment to valuing and rewarding talent. We also continuously optimize our welfare system, striving for comprehensive employee care. At the same time, we collaborate with academia to promote the “Women in Technology Cultivation Project” to actively support women’s diverse development and professional empowerment in the technology field. In the future, we will continue to expand the influence of this project, deepen industry-academia collaboration, and cultivate more technology talents with diverse backgrounds and professional capabilities. In terms of corporate governance, ASPEED Technology continues to strengthen the diversity and independence of its Board of Directors. The 8th Board of Directors has added one female director and plans to further expand the number of female and independent directors to improve the governance structure. In terms of sustainability information disclosure, in 2024, we adopted the “Sustainability Disclosure Alignment Blueprint” and will progressively implement the IFRS S1/S2 Sustainability Disclosure Standards in phases from 2025 to 2027. This serves as a crucial direction for deepening corporate governance and steadily aligning with international standards.

ASPEED Technology firmly believes that sustainable development must be built upon the long-term commitment and steadfast practice of all employees. In recent years, the Company’s corporate governance evaluation has continuously improved, and it has been ranked among the top 5% of TWSE listed companies. In 2024, we were once again recognized by Institutional Investor as the “Most Honored Company” in the Asian semiconductor industry and received multiple accolades including “Best ESG Company,” demonstrating widespread recognition for our ESG initiatives. To continuously deepen its sustainability efforts, ASPEED has adopted a policy linking executive compensation with ESG performance, further solidifying the high consistency between corporate responsibility and sustainable development, and internalizing the spirit of sustainability as a core driver of corporate governance and operations. We firmly believe that sustainability should not be just a slogan. ASPEED will continue to respond to global challenges with concrete actions, creating a more sustainable future for technology, society, and the planet.

ASPEED Technology **Head of Sustainability Development Committee** Luke Chen

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About ASPEED Technology

About ASPEED Technology

Company Introduction

Established in November 2004, ASPEED Technology is a fabless IC design company and a leading innovator of top-tier System on Chip (SoC) solutions in the market. It provides the highest quality technology and services, bringing technology civilization to global enterprises and humanity. In 2016, the Company acquired Broadcom's Emulex Pilot™ server remote system management chip business and is currently the world's largest supplier of Baseboard Management Controller SoC. Its R&D areas include: Cloud & Enterprise Solutions and Smart AV Solutions. Products include Baseboard Management Controller SoC (BMC SoC), Bridge IC, I/O Expander, and PRoT PFR SoC (PRoT IC); and for smart applications, Cupola360 panoramic cameras, video conferencing SoC, Cupola360 Multi-Image Stitching Processing SoC, Cupola360^{+} application software, and AVoIP audio and video extension SoC.

General Information of ASPEED Technology

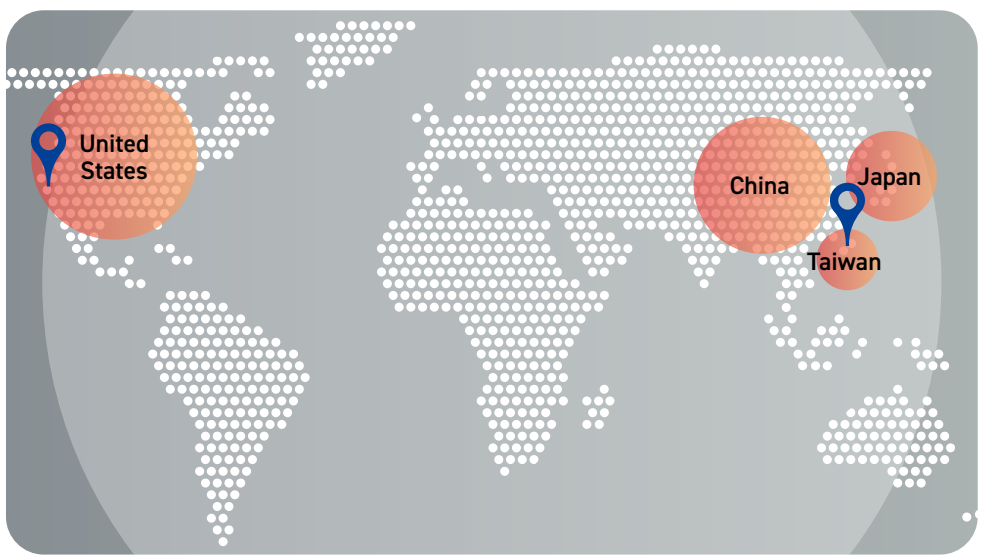
Company Name	ASPEED Technology Inc.
Date of Establishment	November 15th, 2004
Business ID number	27490748
OTC Market Listing	April 30th, 2013 (ticker: 5274)
Headquarters Location	4-1 Fl., No. 1, Sec. 3, Gongdao 5th Road, East District, Hsinchu City
Capitalization	NTD378 million
Revenues	NTD6.428 billion
Industry	Semiconductors
Employees	124
Main Products and Services	Multimedia IC, Computer peripheral IC, ICs for high-end consumer electronics

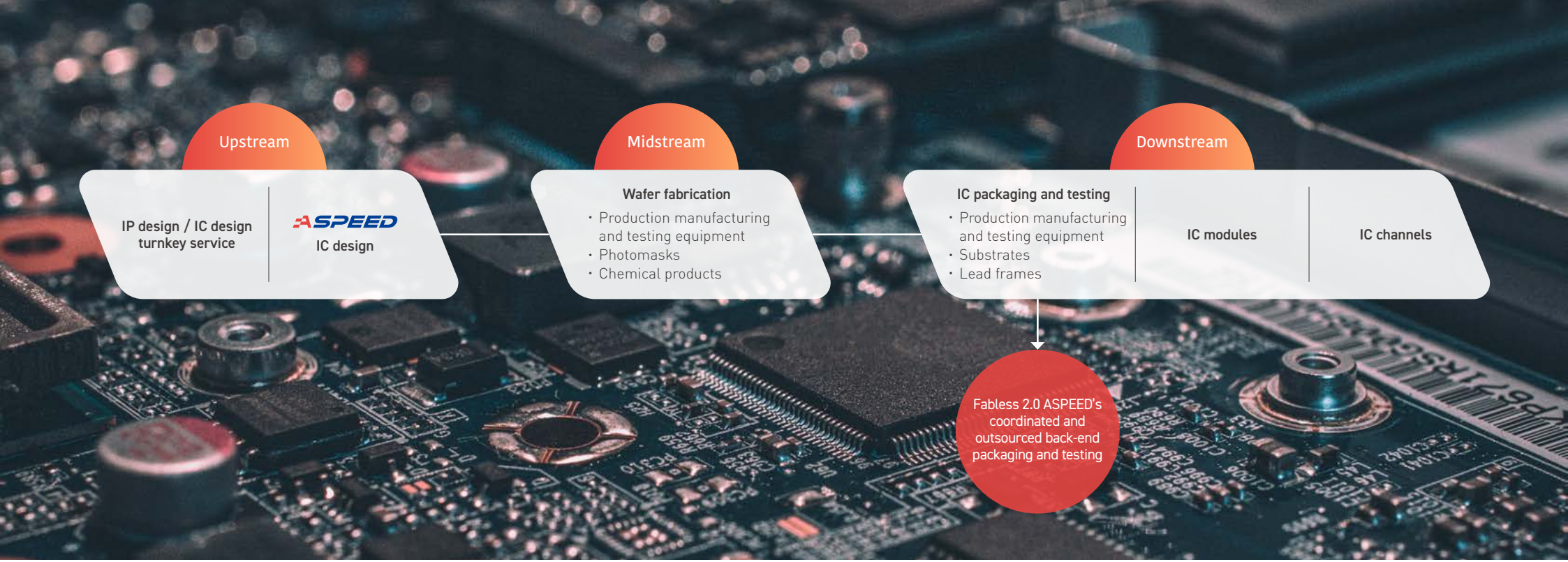
Operational Philosophy and Vision

Upholding an operational philosophy that includes humanistic management, respect for worker autonomy, and promotion of innovative R&D together with teamwork, ASPEED Technology succeeds in satisfying customer needs to become a long-term cooperative partner that customers trust. Looking ahead, ASPEED Technology will continue to uphold its mission of “technology civilization”, focusing on innovation and R&D to demonstrate our core technological advantages while providing suitable products for clients and consumers. With high quality services and technologies, we will further realize our mission of providing global enterprises and public with outstanding technology, striving to promote the progress of human civilization.

Global Deployment and Customer Distribution

ASPEED Technology has its operational and R&D headquarters in Hsinchu, Taiwan, with R&D centers in Taipei and Kaohsiung, and a team in the United States providing real-time customer support services. The main product, Baseboard Management Controller SoC, plays a key role in the global server industry, with a customer base spanning the globe. From continuous product R&D to providing customers with high-quality products, ASPEED Technology is committed to SoC design, focusing on high-margin niche markets. By combining its R&D advantages and software and hardware integration capabilities, it provides innovative and differentiated products, creating high added value for customers and fulfilling its mission of promoting technology civilization.





ASPEED Technology's Role in the Semiconductor Industry Chain

Taiwan's semiconductor industry has a fully developed system, with the semiconductor value chain divided into upstream IC design companies, midstream IC wafer fabrication plants, and downstream IC packaging and testing plants. Ever since its inception, ASPEED Technology has clearly positioned itself as a fabless IC design company that specializes in high-end IC design in the upstream semiconductor industry chain, and entrusting manufacturing to reliable and large-scale wafer foundries. Since 2022, ASPEED has actively adopted the "Fabless 2.0" new supply chain model. While continuously improving its IC design technology, it has also taken the lead in the packaging and testing processes of outsourced manufactured products, enhancing its control over back-end processes. By strengthening supply chain resilience and operational flexibility, ASPEED Technology can respond more agilely to market changes. Ultimately, ASPEED Technology serves a global customer base, continuously solidifying the Company's critical position in the upstream semiconductor industry chain, and demonstrating its innovative capabilities and commitment to sustainable operations in its professional field.

Main Products and Services

ASPEED Technology focuses on SoC design, deeply cultivating a niche market with high gross profits, and is committed to developing differentiated and innovative technologies. Combining profound R&D strengths with robust hardware and software capabilities, we continuously launch highly competitive products, creating high added value for clients and solidifying our leading position in the professional field.

List of Products and Services

Series	Products	Application Fields
Cloud & Enterprise Solutions	 BMC SoC	Applications include remote monitoring and host system management, such as server motherboard management controllers, server backplane controllers, server graphics chips, as well as remote network keyboard, mouse, and monitor controllers.
	 Bridge IC	A small dedicated processor with built-in memory and storage space, paired with BMC under the Open Compute Project (OCP) architecture to extend the monitoring and management of BMC.
	 PRoT SoC	PRoT PFR SoC, provides enterprise platform firmware security and comprehensive protection against attacks.
	 I/O Expander	By combining modular applications with BMC SoC, the integration of the LTPI interface can help customers simplify design and accelerate the product development process.
Smart AV Solutions	 AVoIP Extension SoC	Applications include professional integrated AV, remote personal computer extensions, remote AV extensions, remote USB extensions, AVoIP matrix switchers, TV walls, and digital signage.
	 Cupola360 Multi-Image Stitching SoC	Applied to panoramic video conferencing devices, consumer live streaming panoramic cameras, and panoramic camera applications for smart factories, smart cities, and smart patrol.
	 Cupola360 Panoramic Camera Series	360-degree panoramic cameras are applied in smart factories, smart cities, smart patrol, and 360-degree immersive experiences.
	Software Services and Digital Mobile Apps	Cupola360 multi-image stitching and smart application-related software services and digital mobile apps.

Management Team

Chris Lin
Chairman and President

Mr. Chris Lin, Chairman and President of ASPEED Technology, has many years of experience in the SoC field. In 1993, as a member of Silicon Integrated Systems (SiS), Lin built a multimedia product R&D team. In May 2003, Lin led establishment of XGI Technology Inc., a spin-off from SiS, where he was responsible for graphics chip development and served as General Manager. Lin founded ASPEED Technology in 2004 and devoted the Company to BMC development. Lin was responsible for all aspects of the business, including product planning, production, sales, and marketing. In 2016, Lin led the acquisition of Broadcom's Emulex Pilot™ BMC SoC business, which turned ASPEED Technology into the world's largest supplier of BMC SoC. In 2020, National Yang Ming Chiao Tung University recognized Lin as a Distinguished Alumnus. He received the Outstanding ICT Elite Award and was also honored as an Outstanding Alumnus of National Tsing Hua University in 2021. In 2023, he was presented with the ERSO Award by the Pan Wen Yuan Foundation; and he was selected as the Best CEO of Asia by the research institution Institutional Investor for two consecutive years in 2023 and 2024.

Luke Chen
Vice President of Sales

Mr. Luke Chen, a graduate of the EMBA program at National Chengchi University, previously served as Assistant Vice President of Marketing at SiS and Deputy General Manager of Marketing at NITS Technology Inc. Chen has a strong academic and professional background in product marketing and business development, which aids his present duties as Vice President of Sales at ASPEED Technology. He has served as the Head of Sustainability Development Committee of ASPEED Technology since 2024.

CJ Hsieh
Chief Operating Officer

Mr. CJ Hsieh, Chief Operating Officer of ASPEED Technology, graduated from University of Southern California with a Master's degree in Electrical Engineering. With nearly 30 years of experience in IC design and semiconductor industries, Mr. Hsieh held senior management positions in global operations, procurement, R&D, and sales at various companies. Prior to joining ASPEED Technology, Mr. Hsieh served as the general manager of Intel Innovation Technologies Limited, the global vice president of Lantiq, and the associate director of Faraday Technology. Besides his role as Chief Operating Officer of ASPEED Technology, Mr. Hsieh is Co-Chairman of the TEST Committee at SEMI Taiwan, and the member of Advisory Committee of Taiwan International Semiconductor Executive Summit (TISES). In 2022 and 2024, Mr. CJ Hsieh was also recognized by SEMI with the Industry Contribution Award.

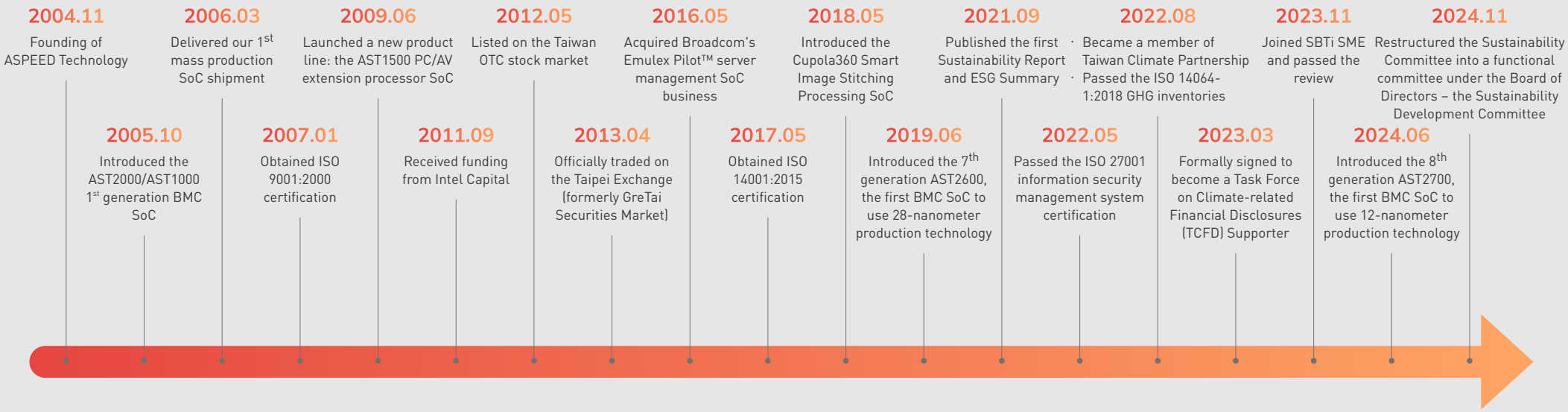
Hung-Ju Huang
R&D Consultant

Mr. Hung-Ju Huang, who holds Master of Science degree in Electrical Engineering at National Cheng Kung University, has extensive experience in hardware R&D. He is also one of the founding members of ASPEED Technology. Huang previously served as Senior R&D Manager at SiS and as Assistant Vice President of R&D at XGI Technology Inc., and Vice President of R&D at ASPEED Technology, where he oversaw all research and development operations. Upon reaching the retirement age, he stepped down from the role of Vice President of R&D in August 2022 and has since continued to serve as R&D Consultant.

Milestones

The Ministry of Economic Affairs approved the establishment of ASPEED Technology in Hsinchu Science Park, Taiwan on November 15th, 2004. Within one year of its founding, the Company released its first BMC SoC and achieved profit and loss parity in the eighth quarter. Since the publication of the first Sustainability Report and ESG Summary in 2021, ASPEED Technology has continued to invest in the sustainable development of the company. ASPEED has actively participated in various sustainable organizations such as the Taiwan Climate Partnership, and signed as a supporter of the Task Force on Climate-related Financial Disclosures (TCFD). In 2023, we further passed the Science-Based Targets initiative (SBTi) recognition, setting a carbon reduction target for 2030. In November 2024, the Sustainability Committee was reformed into a functional committee under the Board of Directors, renamed the Sustainability Development Committee. In the future, we are committed to continuing to strive for stable operation and move towards corporate sustainability.

More details



Recognition and Honors in Recent Years

Thanks to the hard work and confidence of partners inside and outside the Company, ASPEED Technology was once again recognized by the renowned financial media and research institution Institutional Investor as the "Most Honored Company" in the semiconductor sector in Asia for 2024. Chairman Chris Lin also received the award for "Best CEO" in Asia, and the Company was simultaneously honored with awards for "Best CFO," "Best Investor Relations Professional," "Best ESG," "Best Company Board," and "Best Investor Relations Team," demonstrating the recognition of its recent efforts in promoting ESG. In 2024, the Company was honored with the "Golden Root Award" by the Taiwan Industrial Technology Advancement Association, the "OTC Market Capitalization Contribution Award" by the Taipei Exchange, and the "High-Growth Companies Asia Pacific 2024" award from The Financial Times, demonstrating strong corporate resilience in a volatile economic environment. In the future, we will continue to aim for self-improvement as we contribute to public welfare and social development.

2024
- Listed on Forbes' Asia's 200 Best Under a Billion list
- Awarded the Golden Root Award by the Taiwan Industrial Technology Association
- Recognized by The Financial Times "High-Growth Companies Asia Pacific 2024"
- Awarded "Most Honored Company" and "Best ESG" in the semiconductor sector for Asia in 2024 by Institutional Investor, with Chairman Chris Lin also receiving the "Best CEO" in the Asia category
- Chief Operating Officer CJ Hsieh received the SEMI Industry Contribution Award
- Awarded the "OTC Market Capitalization Contribution Award" by the Taipei Exchange

2023
- AST1530/AST1535 AVoIP Matrix Video Wall Processor won InfoComm 2023 Best of Show
- Chairman & President Chris Lin received the ERSO Award from the Pan Wen Yuan Foundation
- Awarded Institutional Investor's 2023 All Asia Executive Team - Semiconductor Most Honored Company Ranking No.1, and Chairman Chris Lin awarded Asia's Best CEO
- Selected by Forbes as "Asia's 200 Best Under a Billion" list for tenth consecutive years and presented with the "Decade of Success" honor award
- Awarded by Taiwan Institute of Directors and CDRC Consulting Group as "Taiwan Best-in-Class 100"

2022
- Chief Operating Officer CJ Hsieh recognized by SEMI with the Industry Contribution Award
- Listed on Forbes' Asia's 200 Best Under a Billion list
- Won an "Excellent Supplier Award" from MiTAC Computing Technology

2021
- Ranked 67th for business performance in the China Credit Information Service Taiwan Top 5,000 Large Enterprise List
- Chairman Chris Lin won a 2021 ICT Month Outstanding ICT Elite Award
- Listed on Forbes' Asia's 200 Best Under a Billion list
- Included in the Financial Times and Nikkei Asia "High-Growth Companies Asia Pacific 2021"
- National Tsing-Hua University recognized Chairman Chris Lin as a distinguished alumnus

2020
- Won Technology Innovation Award 2019 from Lenovo
- National Chiao Tung University recognized Chairman Chris Lin as a distinguished alumnus
- Listed on Forbes' Asia's 200 Best Under a Billion list

2019
- Listed on Forbes' Asia's 200 Best Under a Billion list

2018
- Listed on Forbes' Asia's 200 Best Under a Billion list
- Ranked 21st for business performance in the China Credit Information Service Taiwan Top 5,000 Large Enterprise List

2017
- Listed on Forbes' Asia's 200 Best Under a Billion list

2016
- Listed on Forbes' Asia's 200 Best Under a Billion list

2015
- Listed on Forbes' Asia's 200 Best Under a Billion list

2014
- Listed on Forbes' Asia's 200 Best Under a Billion list

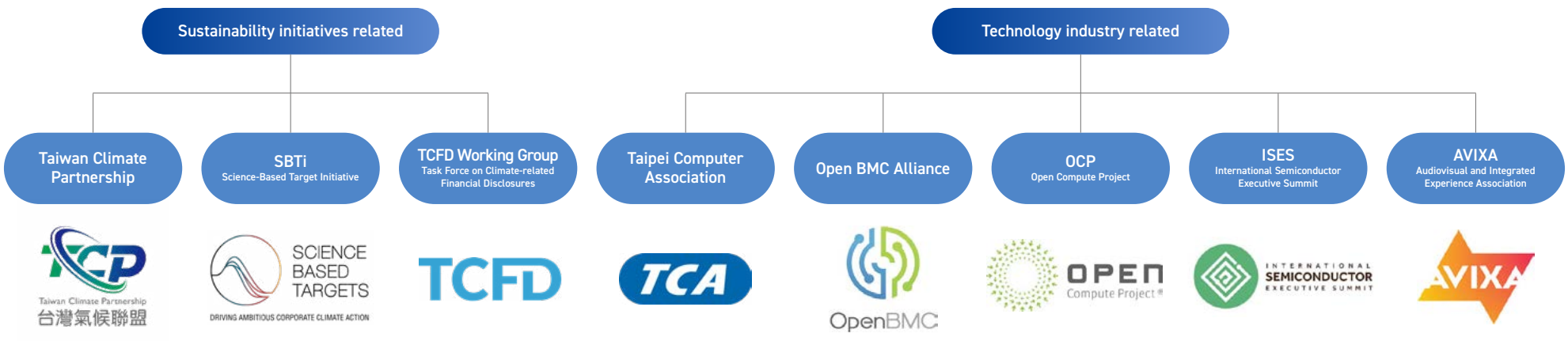
2009
- Our AST1500 BMC SoC won a Best Choice of COMPUTEX TAIPEI 2009 Award

2008
- Ranked 37th in the sales growth category of the 2008 Deloitte Asia Pacific Technology Fast 500

Public Association Participation and International Initiatives

Since its inception, ASPEED Technology has been actively participating in industry alliances in the semiconductor industry or technology product to achieve a complementary effect within the industry. In recent years, in view of the importance of sustainability issues and in response to the expectations of our stakeholders and international customers, we have gradually joined sustainability-related alliances and international initiatives to contribute to green environment and climate issues.

● **Public Association Participation**



Participates in the technology industry-led Taiwan Climate Partnership by actively involving in the seminars, forums, and online courses organized by the Partnership

Joins the SBTi SME and sets targets

Officially signs to become a TCFD Supporter

Governance

Corporate governance grading scale: **Top 5%**

Annual operating revenue **NTD6.428 billion**, representing a year-on-year increase of **106.62%**

Net profit after tax **NTD2.571 billion**, a significant increase of **155.39%**

Earnings per share **NTD68.04**

In 2024, the Company achieved record-high revenues for a single month, a single quarter, and the entire year

Ranks **No. 1** in global market share of BMC SoC

100% Board attendance rate

Establishment of the Sustainability Development Committee

NTD846 million of R&D fee, an increase of **26.08%** from 2023

17 patents obtained, an increase of **41.67%** from last year

100% of our suppliers fully prohibit conflict minerals

ISO 9001:2015 Quality Management Systems Certification

ISO 27001 Information Security Management Certification

100% of employees received information security education and training

100% of employees received integrity management education and training

99.45% customer satisfaction

0 complaints and penalties related to ethical corporate management

0 complaints and penalties related to information security

0 complaints and penalties related to customer privacy

0 legal proceedings and penalties for anti-competitive behavior

100% signed the Supplier Social Responsibility Pledge required by the customers

100% of key suppliers signed the Corporate Social Responsibility Pledge

Environment

ISO 14001:2015 Environmental Management System certification

Trade secret applications for green innovation proposals account for **71.43%** of the total

100% legal compliance: Adhered to all regulations, including air, water, waste, energy, management, noise, RoHS, Reach and HF

98.53% of local procurement ratio of key raw materials

94.91% of local procurement rate reached

ISO 14064-1:2018 GHG Inventory and Certification

Scope 1 + Scope 2 carbon reduction reached **12.23%**, exceeding the SBTi SME annual carbon reduction target of **4.67%**

Renewable energy accounts for **17.92%** of total electricity consumption, reducing carbon emissions by 59,837.27 kg, and achieving an afforestation benefit of **3,324.3** trees

Chips are **100%** laser printed, reducing pollution

212.63 metric tons / per million pieces: Water use intensity significantly reduced compared to last year

The 8th generation AST2700 saved **43.07%** of energy compared to AST2600

The 8th generation AST2700 saved **96.14%** of energy compared to AST2000

The main product AST2600 reduced **193,986.15** metric tons of CO2e emissions per year compared to AST2500

Saved **12,587** pieces of A4 paper in digital transformation

0 complaints and penalties related to environmental issues

Social

NTD5.459 million/person, ranking **No.1** among listed companies in average employee salary

NTD4.004 million/person, ranking **No.1** in salary among full-time non-managerial employees of OTC-listed companies

The number of female employees increased by **0.94** percentage points compared to 2023

Application ratio of **14.17** times, **100%** onboarding and retention rate

NTD737 million in employee benefits expenses, an increase of **63.05%**

The salary ratio of non-R&D male to female middle managers is **1:0.9**

1,856 hours of total employee training hours

Per capita welfare benefits of **NTD210 thousand**, a new record high

0 complaints and penalties related to human rights

0 violations related to occupational safety and health issues

NTD21.3644 million accumulated sponsorship

For **11** years sponsored the Global View Education Foundation's "Plant a seed of reading for children"

Promoted the "Women in Technology Cultivation Project", with a total investment of **NTD690,457**

Continued cooperation with three domestic universities, **National Taiwan University**, **National Tsing Hua University**, and **National Chiao Tung University**, on the "Junior Chair Professor sponsorship plan"

Sponsored **National Tsing Hua University**'s "Sunrise Scholarship program"

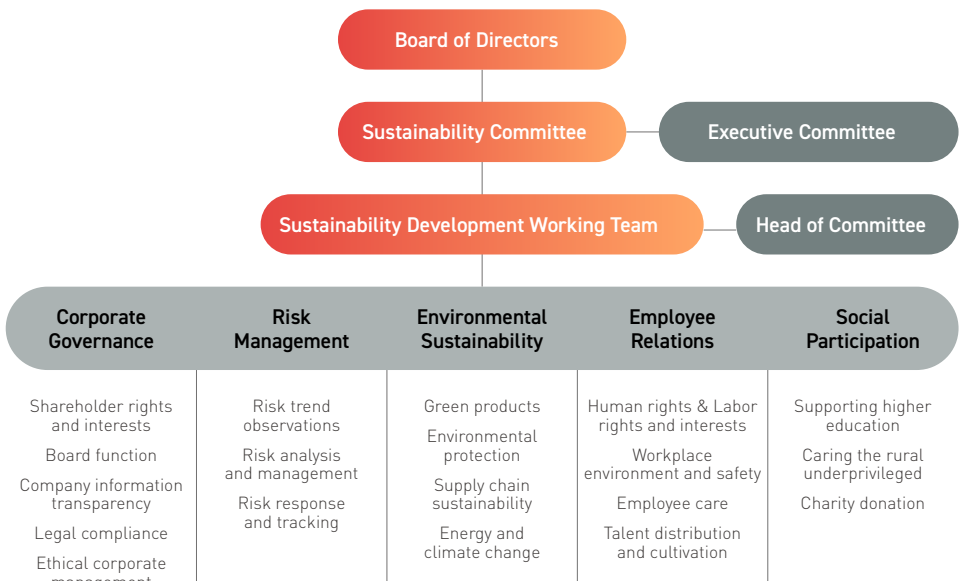
ASPEED Sustainability Policies and Blueprint

In November 2024, the Board of Directors of ASPEED Technology resolved to restructure the Sustainability Committee as the “Sustainability Development Committee,” the third functional committee under the Board. The committee is convened by Director Luke Chen and the comprises four independent directors and two directors. A “Sustainability Development Committee Executive Secretary” position is also established to implement the committee’s resolutions and regularly report on the Company’s sustainable development operations to the committee and the Board of Directors. Underneath the committee, an executive unit, the “Sustainability Development Working Team”, has been established, along with five major working groups based on the scope of sustainability issues: “Corporate Governance”, “Risk Management”, “Environmental Sustainability”, “Employee Relations”, and “Social Participation”. Relevant departments collaborate and systematically implement ESG strategies and actions across all aspects.

The Sustainability Development Working Team under the ASPEED Technology Sustainability Development Committee is responsible for collecting issues of concern to various stakeholders, grasping the development trends of domestic and international laws and policies, and regularly holding meetings where each team reports on their operational status. They also continuously review ASPEED Technology’s sustainability development strategies and short-to-medium-term plans, making adjustments as needed based on actual circumstances. The Sustainability Development Committee reports to the Board of Directors twice a year, once in the first half and once in the second half. In 2024, the progress report on sustainability implementation and relevant strategic projects will be submitted for approval at the Board meetings in May and November, respectively. At the same time, the sustainable development management strategies expected to be implemented in 2025 were discussed, and the next three-year sustainable development goals and strategies for ASPEED Technology from 2025 to 2027 were approved at the second Sustainability Development Committee meeting in January 2025. The Board of Directors’ Report covers:

- Report on the progress of the Sustainability Development Working Team
- Submission for approval of the 2023 Sustainability Report and ESG Summary
- GHG Protocol Comprehensive Scope 3 Greenhouse Gas Inventory Program
- Discussion on IFRS S1/S2 Sustainability Disclosure Standards Planning
- Approval for the establishment of a functional committee - the Sustainability Development Committee

More Details



Sustainable Development Goals and Strategies

ASPEED Technology strengthens the sustainable strategy blueprint, cultivates diverse sustainable technology talents in Taiwan, and creates a company that coexists with society and shares benefits through sound corporate governance, thereby enhancing the corporate resilience of ASPEED Technology, continuously promoting transparent sustainable financial disclosure, and simultaneously deepening carbon reduction efforts to further focus on value chain carbon reduction.

Sustainable Development Blueprint

	Strategy Development	Achievements in 2024	Goals for 2025-2027
Governance	Strengthening corporate resilience and operational transparency ・Building a complete corporate sustainable governance framework and system ・Quantifying sustainable financial information and aligning with sustainable disclosure regulatory requirements ・Strengthening risk management strategies	・Corporate governance grading scale: Top 5% ・Increasing the number of female directors in the 8th Board of Directors ・Establishing the third functional committee – Sustainability Development Committee ・Completing the policy linking executive compensation to ESG performance ・Completing the second phase of the digital transformation program	・Continuously enhancing the diversity and independence of the Board of Directors ・Improving executive compensation linked to ESG performance indicators ・Continuously improving and maintaining the Company's corporate governance evaluation ranking ・IFRS S1/S2 Sustainability Disclosure Standards Planning ・Continuously promoting the digital transformation program
Environment	Focusing on green energy-saving core technologies ・Power saving and carbon reduction, formulating carbon reduction targets and actions ・Focusing on green and sustainable product R&D and applications	・Completing renewable energy procurement in July 2024, with green electricity utilization reaching 17.92% ・Passing the ISO 14064-1:2018 GHG inventories at the organizational level ・Achieving the annual carbon reduction target of 4.67% set by SBTi SME, with Scope 1 and Scope 2 carbon reductions reaching 12.23% ・Responding to the Carbon Disclosure Project (CDP), the Responsible Business Alliance (RBA), and other international initiatives and ratings ・Strengthening R&D to enhance energy-saving and green applications for multiple products	・Reviewing the SBTi targets every five years and making rolling adjustments ・GHG Protocol Scope 3 Greenhouse Gas Inventory ・Continuously reducing carbon emissions in accordance with the SBTi SME science-based carbon reduction targets and pathways ・Promoting product carbon footprint inventory and certification ・Continuously responding to CDP and RBA international initiatives
Social	Building a talented sustainable technology workforce in Taiwan ・Developing core values of sustainability ・Happy and friendly workplace environment ・Diversifying the cultivation of talents and seeking to advance women in technology industry	・Promoting the "Women in Technology Cultivation Project", dedicated to fostering the development of female technology talent ・Median employee salary ranked No. 1 ・Regularly implementing ESG education and training courses for all employees ・Clearly stipulating adherence to international human rights rules and publicly declare it on the official website	・Creating compensation packages with market competitiveness and internal equality ・Continuously collaborating with academia on the "Women in Technology Cultivation Project" for sustainable impact engineering, evolving into more comprehensive and continuous activities ・Continuously promoting sustainability-related courses for all employees of ASPEED Technology

Identification of Material Topics

ASPEED Technology's Sustainability Development Working Team extensively gathers opinions and feedback from various stakeholders through qualitative and quantitative methods. This serves as the core basis for analyzing sustainability issues and identifying material topics, and further as the foundation for formulating sustainability strategies and objectives.

In alignment with the key implementation points for managing material topics under the GRI 2021 standards, ASPEED Technology has strengthened its assessment of positive and negative impacts on internal and external stakeholders across environmental, economic, and human rights aspects. The Company regularly reviews and adjusts its response strategies, continuously monitors sustainability trends, and focuses on stakeholder concerns to ensure that disclosed content is material and up-to-date. Since 2022, ASPEED has conducted a materiality analysis every three years, collecting feedback from external stakeholders and conducting internal surveys to assess the potential positive and negative impacts of various issues on the Company. This comprehensive approach, considering the degree of influence from both internal and external stakeholders, helps identify significant topics for the current year.

In 2024, ASPEED Technology identified 20 sustainability issues of concern to stakeholders and assessed the impact and likelihood of occurrence for each issue. After integrating perspectives from various stakeholders, we further confirmed significant issues with a substantial impact on the Company's operations and considered the actual and potential impact of corporate operations on the economic, environmental, and social dimensions (see Chapter 9 Appendix for details). Five material topics were identified through this analysis. Issues with a positive impact include: "Corporate governance and ethical corporate management", "Operation achievements and financial performance", "Product quality and customer satisfaction", and "Compensation and performance mechanisms". Issues with a negative impact include: "Product quality and customer satisfaction" and "Talent recruitment and retention". Considering international sustainability trends and industry development dynamics, the Sustainability Development Working Team resolved to include "Intellectual property rights protection and deployment" and "Technological and R&D innovations" as material topics. This was ultimately approved and confirmed by the Chairman, resulting in a total of seven material topics that serve as key disclosure content for this year's report, explaining the response strategies and implementation status for each issue. For non-material topics, their management practices and performance are also disclosed in the report, demonstrating ASPEED's concrete actions and commitment to fully implementing sustainable development.

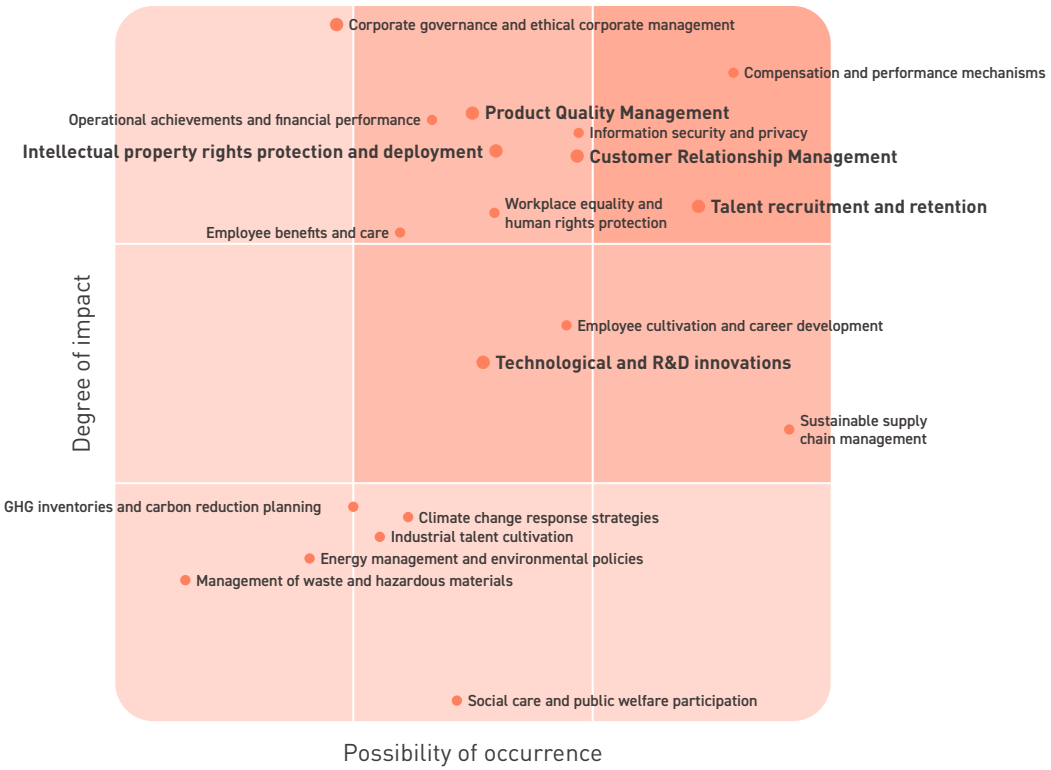
Material Topics, Impact on the Value Chain and Management Policies

● Direct impact ● Indirect impact

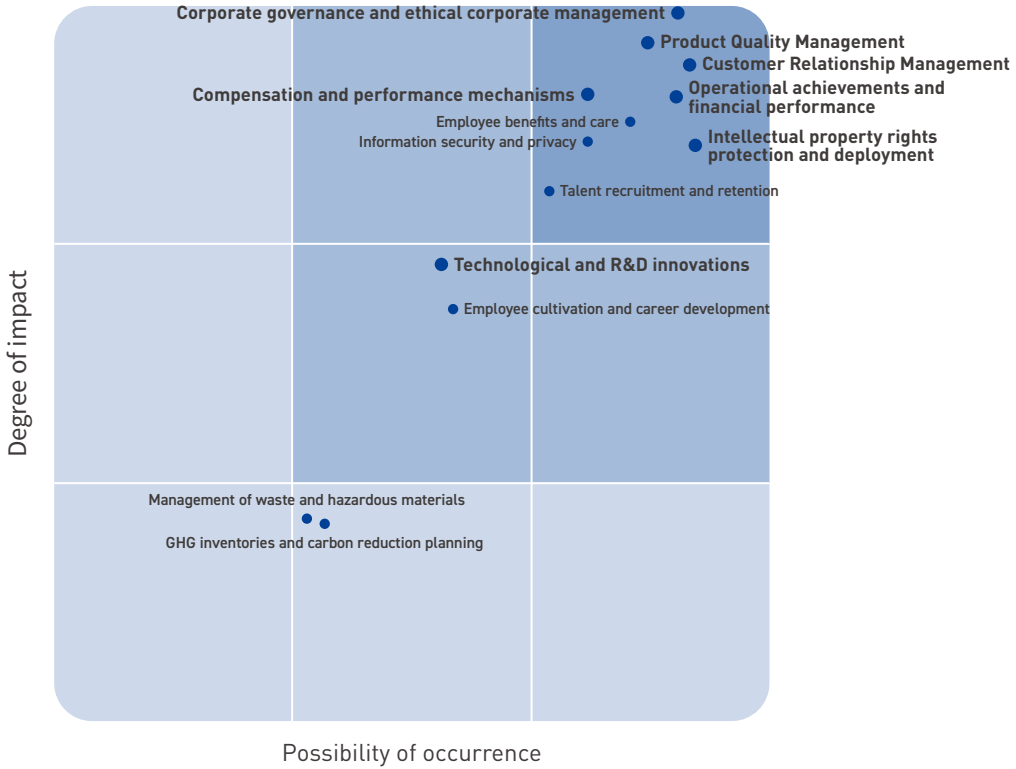
Material Topics in 2024	Identified Impact Results	GRI Topic-specific Standards	Impact on the Value Chain			Description of Impact	Management Policies
			Supplier	R&D Design	Customer Use		
Corporate governance and ethical corporate management	Positive impact	GRI 205 Anti-corruption GRI 206 Anti-competitive Behavior GRI 207 Tax	●		●	As a company committed to corporate social responsibility, ASPEED Technology adheres to regulatory requirements, establishing a robust and highly efficient corporate governance system to ensure stable operations and implement risk control mechanisms. While steadily achieving economic performance, we will continue to drive the organization towards the goals of long-term value creation and sustainable operation.	5.1 Corporate governance and ethical corporate management
Operation achievements and financial performance	Positive impact	GRI 201 Economic Performance	●	●	●	ASPEED Technology views stable profitability as the foundation for fulfilling its corporate social responsibility. By enhancing product competitiveness and market responsiveness, the Company continuously creates long-term value for shareholders, customers, and society, moving towards sustainable operations.	5.2 Operation achievements and financial performance
Intellectual property rights protection and deployment	Positive impact Negative impact	Self-formulated Topic		●	●	The completeness of the intellectual property layout will determine ASPEED Technology's competitive advantage in R&D innovation, and will have a profound impact on the Company, customers, and stakeholders.	4.3 Intellectual property rights protection and deployment
Product quality and customer satisfaction	Positive impact	GRI 416: Customer Health and Safety GRI 417: Marketing and Labeling		●	●	Ensure product design and manufacturing processes meet high-quality standards, strengthen quality control and problem response mechanisms, and understand and meet customer needs through continuous communication and service optimization to enhance overall satisfaction and trust.	6.1 Product quality management 6.2 Customer service
	Negative impact	GRI 416: Customer Health and Safety GRI 417: Marketing and Labeling		●	●		
Technological and R&D innovations	Positive impact	GRI 203: Indirect economic impacts GRI 302 Energy		●	●	ASPEED Technology strengthens its core technological capabilities, develops green energy-saving products that are both environmentally friendly and meet customer needs, and continuously improves product energy efficiency and energy utilization efficiency to achieve sustainable development and environmental friendliness goals.	4.1 Sustainable operation and green R&D of products
	Negative impact			●	●		

Material Topics in 2024	Identified Impact Results	GRI Topic-specific Standards	Impact on the Value Chain			Description of Impact	Management Policies
			Supplier	R&D Design	Customer Use		
Talent recruitment and retention	Negative impact	GRI 401 Employment GRI 402 Labor/Management Relations GRI 404 Training and Education GRI 405 Diversity and Equal Opportunity GRI 406 Non-discrimination		●		ASPEED Technology is committed to providing an excellent career development environment and fostering a respectful and supportive work culture to attract and retain top talent, thereby strengthening the talent foundation for the Company's sustainable development.	7.1 Talent recruitment and retention
Compensation and performance mechanisms	Positive impact	GRI 202 Market Presence GRI 401 Employment GRI 402 Labor/Management Relations		●		ASPEED Technology has established competitive and incentivizing compensation and benefits, and through a clear performance appraisal mechanism, it promotes talent development and enhances organizational effectiveness, thereby solidifying the foundation for the Company's long-term development.	7.1 Talent recruitment and retention

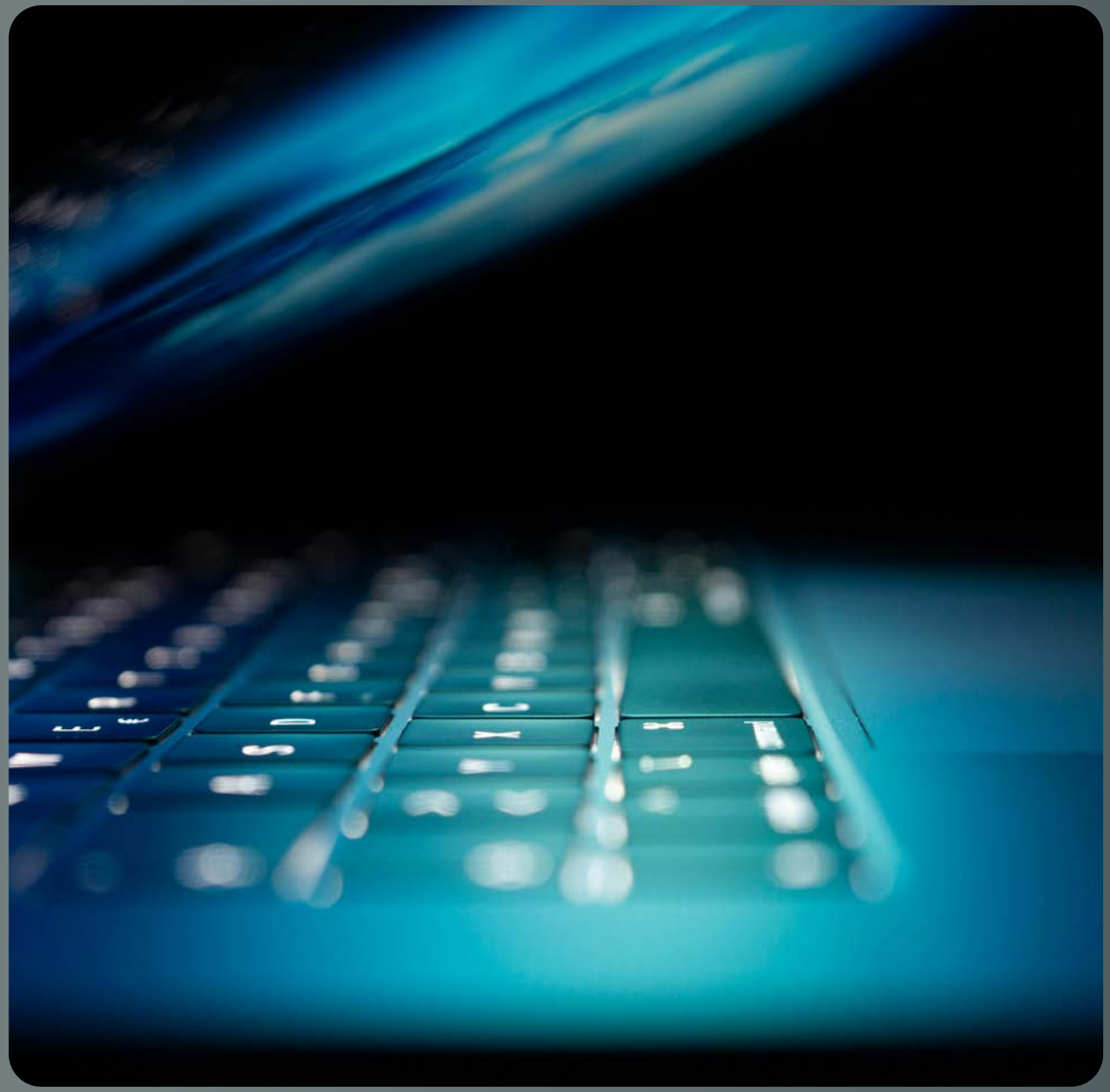
● Materiality Matrix for Negative Impacts



● Materiality Matrix for Positive Impacts



* Note: The material topics were reviewed by the Sustainability Development Working Team and approved by the Chairman, serving as key disclosure content for this annual report.



4

Innovative Technologies and Sustainable Future

Sustainable Operation and Green R&D of Products

Intellectual Property Rights Protection and Deployment

Digital Transformation

Sustainable Operation and Green R&D of Products

Technological and R&D Innovations	
Identified Impact Result	Positive impact
GRI Topic-specific Standards	GRI 203: Indirect Economic Impacts GRI 302 Energy
Performance Indicators	• R&D fees • Green product R&D • Product application and relevance to sustainability
2024 Results	• R&D expenditure amounted to NTD846 million in 2024, an increase of 26.08% compared to 2023 • The number of sustainability-related applications in the trade secret registration system accounts for 71.43% of the total • 100% laser printing on chip surface for shipment • Improve the yield of SLT test target achievement to 99.5%, reducing the percentage of IC scrap • Based on the annual shipments of the flagship product AST2600, compared to its predecessor AST2500, it can reduce carbon dioxide emissions by 193,986.15 metric tons per year, which is approximately equivalent to the carbon absorbency of 216,714 acres of U.S. forests in one year • The AST2700, based on the AST1700 modular architecture, can achieve power savings of up to 50% • The Cupola360 camera solution reduces corporate carbon dioxide emissions from visitor travel by 1,066.078 metric tons/year
2025 Objectives	• Continue to increase R&D fees expenditure and proportion • Continue to strengthen green product R&D innovation • Enhance the application for trade secret registration of green energy-saving innovations • Strengthen green manufacturing in collaboration with the supply chain

Technology Civilization and Diversified Applications

ASPEED Technology firmly believes in the mission and core spirit of “technology civilization”, focusing on chip R&D in niche markets, and responding to the rapid changes in the current technology industry environment with diversified growth strategies. Its product roadmap aims to create high added value and integrate sustainable green energy applications, continuously developing with two main product lines - Cloud & Enterprise Solutions and Smart AV solutions.

Cloud & Enterprise Solutions has evolved from focusing on Baseboard Management Controller (BMC) SoC to more diversified product portfolios. Our goal is to increase the penetration rate of ASPEED IC products per server (content value per server) and broadly expand our product portfolio, not limited to servers themselves. We are gradually extending the application of all chip products, including BMC, I/O expanders, PRoT security SoCs, and BIC bridge SoCs, to multi-faceted applications such as power management systems, cooling systems, and edge computing. In the future, ASPEED Technology’s product development will continue to address diverse customer needs and help customers improve the green energy efficiency of their end products, while consistently incorporating product sustainability and energy conservation into the product development process.

BMC: Advancing Towards Diverse Applications

The product development of Smart AV solutions fully considers R&D, manufacturing, and applications, enhancing user convenience and integrating low-carbon sustainability concepts to reduce environmental impact. Cupola360 AI smart patrol combines a smart remote management platform with AI technology, enabling remote management through the connection of multiple 720-degree panoramic cameras. This achieves real-time data feedback and remote management, enhancing productivity, optimizing decision-making processes, and reducing travel costs, carbon emissions, and energy consumption, aligning with green energy-saving trends. In the realm of video conferencing and AVoIP, as global enterprises increasingly demand hybrid work models, we continue to advance AI-driven smart video conferencing. We are integrating efficient AI enhancements and strengthening the application of 5G and low-latency communication technologies, while also applying AVoIP technology to video conferencing. Our hardware and software designs prioritize energy conservation and carbon reduction, providing a high-efficiency, low-power video conferencing experience that helps businesses reduce their carbon footprint and enhance the convenience of remote collaboration.

Green R&D

ASPEED Technology believes that R&D is our core, and in recent years, we have continuously invested resources in R&D expenditures. R&D expenditure in 2024 was NTD846 million, an increase of 26.08% compared to 2023. In the future, ASPEED Technology will continue to invest human resources and funds in R&D annually, dedicating itself to the development of new technologies and products.

R&D Expenditures in the Past Five Years Unit: NTD100 million

Year/Item	Revenue	R&D Expenditures	Percentage
2020	30.64	5.13	16.74%
2021	36.38	5.47	15.04%
2022	52.10	6.78	13.01%
2023	31.11	6.71	21.57%
2024	*64.28*	*8.46*	*13.16%*

Strengthening Low-carbon Design Generation by Generation

BMC SoC has been the most important product of ASPEED Technology. Since the first generation of AST2000, it has progressed to the 8th generation of BMC SoC, AST2700. Each generation of BMC products is designed to continuously reduce power consumption, bringing faster and more computing power by improving computing capability per unit of power consumption. In application, it can enhance computing power, effectively achieving an overall reduction in power consumption. AST2700 is the first BMC SoC in the industry to adopt the 12nm advanced technology, equipped with four-core ARM Cortex-A35 64 bit and dual-core ARM Cortex-M4 processors, and uses a combination of large and small cores to achieve maximum energy efficiency based on remote monitoring and computing requirements. Its design maintains the same BMC package size as the previous generation, but by optimizing the transmission interface and memory technology, and integrating more communication and transmission interfaces, it can monitor multiple devices, simplify customer system design, and reduce circuit board space. On top of the efforts in hardware, ASPEED Technology

is also dedicated to saving energy in software design, introducing energy-saving and power-saving design to all chips, using independent module design for chip driver, and dozens of drivers on a single chip can be activated individually according to the needs of server during operation. Besides, unused drivers will directly enter sleep mode to avoid any electricity consumption.

Taking the application of ASPEED Technology's BMC SoC in products as an example, assuming that ASPEED Technology's first generation of BMC SoC AST2000 uses an 80% workload as the benchmark, each generation of single BMC SoC's power consumption is decreasing on a generation basis while reaching the same benchmark (as shown in the power consumption figure). For example, the 8th generation AST2700 BMC SoC can save up to 96.14% of power consumption per year compared with the first generation AST2000 while achieving the same workload. When comparing the 8th generation AST2700 BMC SoC with its predecessor AST2600, a single SoC can save up to 43.07% of power consumption on average per year, while still achieving the same workload.

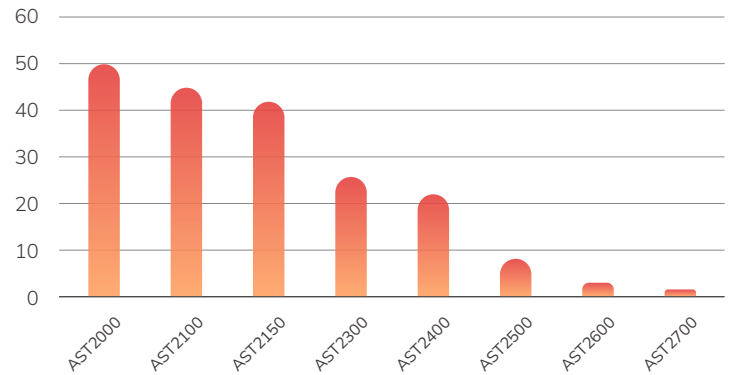
In terms of actual application of products, based on the shipment volume of AST2600, the main product of ASPEED Technology, in 2024, using AST2600 can reduce approximately ***392,684,509*** kWh of electricity consumption, equivalent to ***193,986.15*** metric tons of carbon dioxide emissions, or about the equivalent of the carbon absorbency of 216,714 acres of U.S. forests in one year compared with AST2500.

* Based on the 2023 electricity carbon emission factor of 0.494 kg of CO2e per kWh, as announced by the Bureau of Energy, Ministry of Economic Affairs

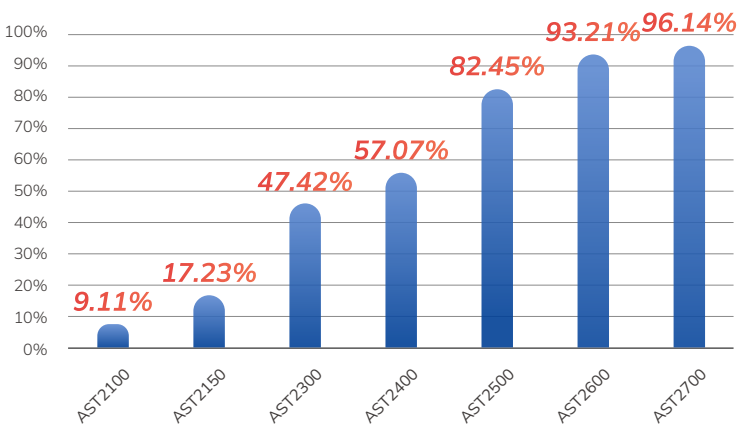
* Used 2024 AST2600 deliveries to calculate total carbon emissions savings for the year

* Used the Greenhouse Gas Equivalencies Calculator, from the US Environmental Protection Agency, to calculate carbon absorption capacity

● Power Consumption



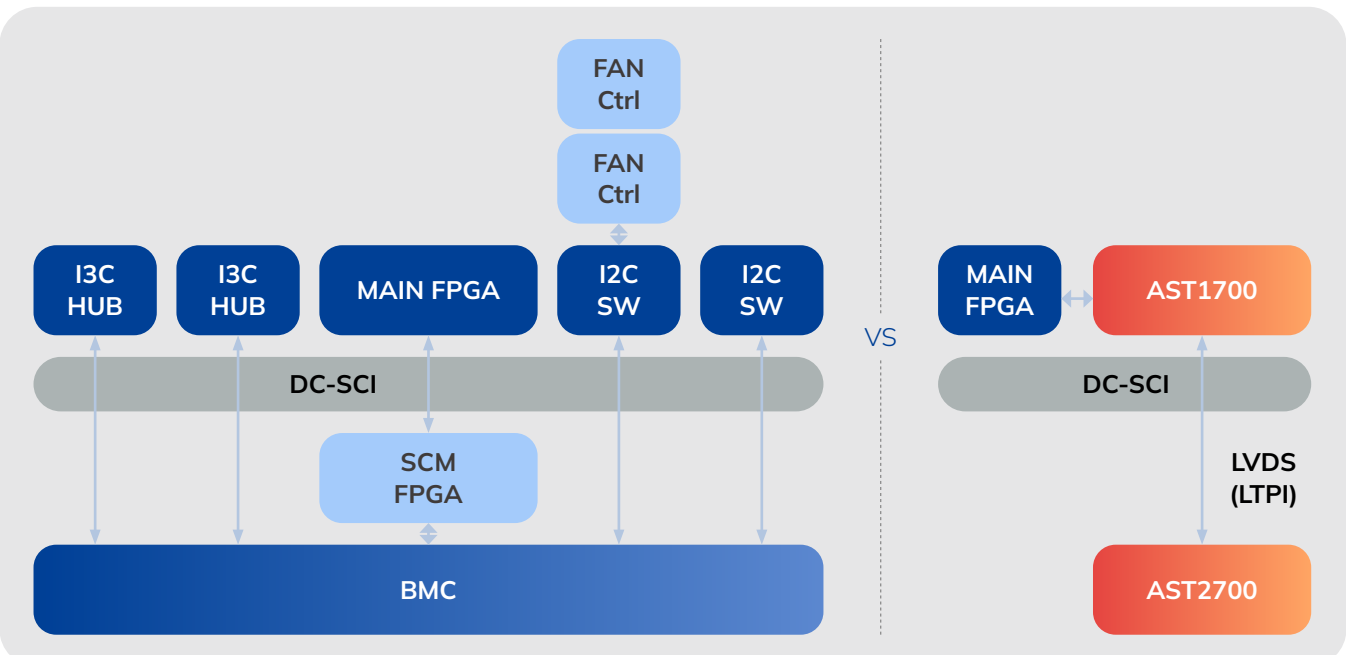
● Energy savings for various generations of BMC SoC to achieve the same computing power as the 1st generation model used at 80% workload



Simplifying Design with Modularization

The AST2700 Baseboard Management Controller SoC simplifies design for customers by integrating the LTPI interface through a modular architecture with the AST1700 I/O Expander. This design architecture, compared to traditional Baseboard Management Controller SoC configurations with FPGA, not only significantly reduces the overall architecture size to save space but also adopts a high-performance, low-power design, achieving the same efficiency with lower energy consumption. The following diagram illustrates that the traditional architecture, compared to the AST2700 with AST1700 design, significantly simplifies the overall space; Figure 2 shows that under the same performance conditions, the new generation architecture can reduce total power consumption by up to 50% when compared to the two different architectures.

● AST2700 features the new modular architecture of the AST1700, significantly simplifying space and design



● AST2700 features the AST1700 modular architecture, and can achieve power savings of up to 50%

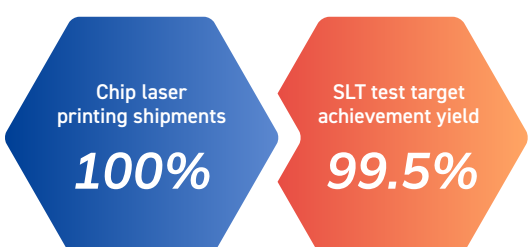
Traditional Solution	
Component	Power Consumption
SCM FPGA	0.5W
Main FPGA	0.4W
I3C Hub	0.3W
I2C Switch	0.1W
FAN Ctrl	0.3W
Total	*1.6W*
AST1700 Solution	
AST1700	0.5W
FPGA	0.3W
Total	*0.8W*

Enhancing Low-carbon Operations with Smart Applications

The Cupola360 panoramic camera is applied to AI smart patrol, enhancing the efficiency of smart factory patrol and audits, reducing travel and energy consumption, and strengthening factory and employee safety. The smart patrol solution, combined with a 720-degree panoramic camera, enables remote monitoring without blind spots. It can replace traditional patrol, store patrols, and annual audits, significantly reducing carbon emissions from on-site visits. Taking the ASPEED Technology's headquarters as an example, this virtual visit program can reduce carbon dioxide emissions by 1,066.078 metric tons annually*. In 2024, the Cupola360 AI Smart Patrol System was deployed to a client's first lighthouse factory in Vietnam, further demonstrating the exceptional value of this technology in smart manufacturing. In the future, it will assist clients in achieving low-carbon operations through green energy conservation.

The Cupola360 panoramic stitching SoC is applied in video conferencing products, combining low power consumption with AI acceleration technology to effectively reduce energy consumption and lower the power demands of data centers and edge devices, thereby promoting a green conferencing environment. Stitching technology provides a larger field of view, which can reduce the number of cameras and further lower power consumption and hardware waste. In addition, video conferencing promotes remote work, reduces carbon emissions from transportation, and helps companies achieve their ESG goals. According to statistics, the carbon emissions of one international business flight are approximately 250-500 kg CO_2e/person. If 10 international business trips can be replaced by high-definition video conferences, carbon emissions can be reduced by 2.5-5 metric tons.

* Calculation of carbon emissions: Based on the location of the IPs logging into this inspection solution. If the IPs are located in Taiwan, the carbon emissions from the HSR to Hsinchu where the IPs are located will be calculated; for foreign IPs, the carbon emissions from flight costs will be calculated, and repeated logins will not be taken into account.



Green Manufacturing

In the manufacturing process, although ASPEED Technology has no factories, we work closely with chip packaging manufacturers to reduce pollution in the manufacturing process. Starting from 2022, the chip manufacturing process gradually switched to laser printing on the chip surface instead of the traditional surface ink printing process to reduce pollutants and waste generated during the production process. As of 2024, 100% of shipped chips were processed using laser printing. In addition, in 2024, ASPEED Technology increased the target yield for final SLT testing from 98.5% to 99.5%, effectively reducing the percentage of IC scrap. We ensure that all product manufacturing processes comply with international ESG standards: During product design and manufacturing, we actively collaborate with partners such as lens module manufacturers to incorporate green materials and environmentally friendly production technologies, ensuring compliance with international standards such as RoHS, REACH, and Energy Star, and promoting sustainable supply chain development.

Product Use Phase		
Product Name	**CPU**	**Performance of a System-Level Processor (DMIPS/W)**
AST2700 A3-GP	Quad-core ARM Cortex A35 64-bit @ 1.6GHz ARM Cortex M4F 32-bit @ 333MHz ARM Cortex M4F 32-bit @ 333MHz	3,726.63
AST2600	Dual-core ARM Cortex A7 CPU @ 1.2GHz 32-bit ARM Cortex M3 @ 200MHz	2,381
AST2500 A2-GP	ARM1176JZS @ 800MHzHz ColdFireV1 @ 200MHz	1,652.17
AST2400 A1-GP	ARM926EJ-S @ 400MHzHz ColdFire V1 @ 200MHz	580.31
Pilot 4	Dual-Core ARM Cortex A9 @ 500MHz ARM Cortex M3 @ 250MHz	1,149.89

Intellectual Property Rights Protection and Deployment

Intellectual Property Rights Protection and Deployment	
Identified Impact Result	Negative impacts Positive impacts
GRI Topic-specific Standards	Self-formulated topics
Performance Indicators	• Number of patent applications and grants • Number of trade secret registration applications and approvals • Number of sustainability-related items among patent and trade secret applications
2024 Outcome	• Patent applications increased to 34 cases, representing a 79% growth compared to 2023 • A total of 20 trade secret applications were related to sustainability, representing 71.43% of all applications • Conducted IP and trade secret management training programs • Held patent search training courses, with participation representing 25.29% of the Company's R&D personnel
2025 Objectives	• Continue to increase the number of patent applications and filing countries annually • Establish a digital patent management system • Continue strengthening IP-related education and training programs

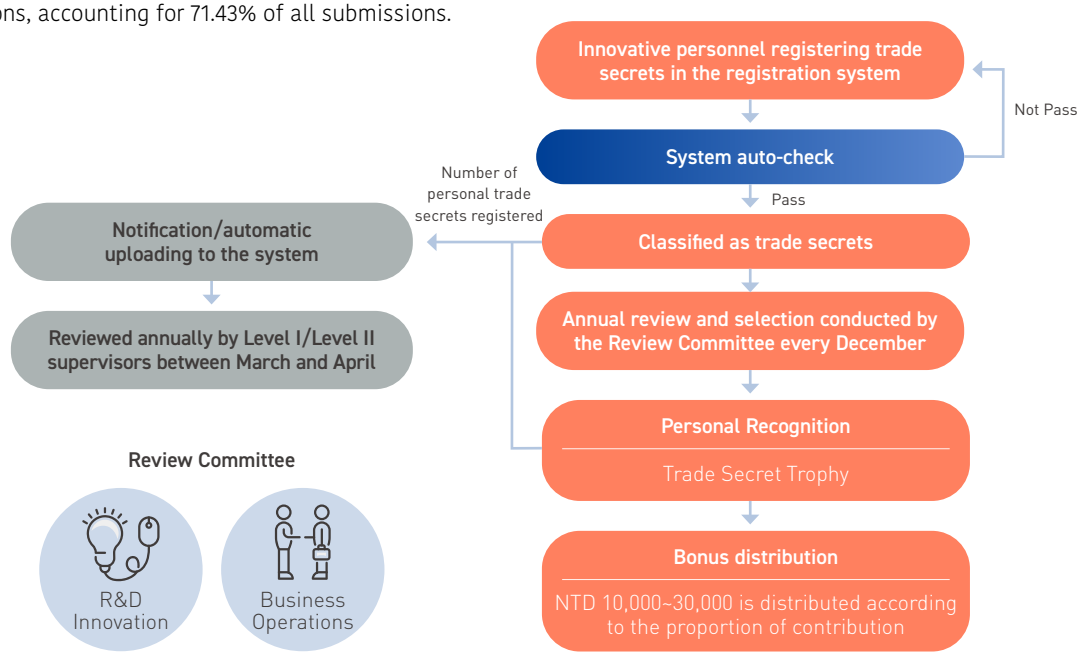
Intellectual Property Rights Protection Strategy and Implementation

As an integral player in the IC design industry, ASPEED Technology regards innovation and R&D as its most valuable assets and core mission. The Company places great emphasis on the acquisition and protection of intellectual property rights and patents for key technologies. Through strategic patent deployment, ASPEED safeguards the outcomes of its innovation efforts, while continuing to enhance both the quality and quantity of its patents by advancing core technologies and high-quality products. In recent years, one of the Company's key focus areas has been the development of IP education and training programs to strengthen awareness among R&D personnel regarding intellectual property applications and to enhance the Company's IP strategy and coverage. In 2023, to encourage greater participation from R&D staff in patent applications, the Legal Affairs Department organized ten IP-related training sessions using a small group format targeting all R&D employees. Starting in 2024, the Company further developed training programs that link patent search capabilities with new product IP portfolio planning and development processes, enabling members of each R&D department to conduct patent searches independently. At the same time, ASPEED has continued to conduct company-wide training on trade secret management, including the fundamentals of trade secret protection, roadmap planning for trade secret registration, and strategic approaches to trade secret registration. Looking ahead, ASPEED Technology will continue to strengthen the patent knowledge and IP capabilities of its SoC hardware and software R&D personnel, enhance the Company's intellectual property deployment across all chip products, and further elevate corporate value and global visibility.

Intellectual Property Education and Training		
Program	Content	Outcome
IP Training	Fundamentals of patents and copyrights, patent application procedures, and the concept of open-source software (OSS)	Encouraged R&D staff to actively participate in patent applications and strengthened awareness of copyright and OSS compliance
Patent Search	A training course linking patent search with the new product development process was designed to help R&D departments acquire patent search capabilities	Selected 22 participants across R&D departments for two 90-minute patent search sessions, representing 25.29% of R&D personnel
Trade Secret Management	Company-wide training on trade secret management, registration roadmaps, and strategic planning	Ensured proper protection of intangible assets and technical inventions that are economically valuable but not patentable

Operation of the Trade Secret Registration System

ASPEED Technology began planning its trade secret registration system in 2021, and the system was officially launched in 2022. A connection was also established between the patent proposal system and the trade secret registration and management platform to ensure centralized and structured management of key intangible and confidential information. Each year, a review committee is appointed by the Chairman, comprising legal and R&D professionals, to conduct an annual evaluation of the system. To better align with sustainability goals and promote internal green technology innovation, ASPEED introduced a green innovation incentive mechanism. Evaluation criteria include alignment with green design, green manufacturing, and green innovation applications, as well as the potential to improve energy efficiency or contribute uniquely to the circular economy. These criteria are incorporated into the judging process for the Gold, Silver, and Outstanding Awards. In 2024, 20 trade secret applications were related to green innovation, including green design, green manufacturing, and green innovation applications, accounting for 71.43% of all submissions.



Achievements of the Trade Secret Registration System

Key Outcomes	2022	2023	2024
Outstanding trade secret applications in R&D innovation	11	21	24
Outstanding trade secret applications in business operations	1	3*	6**
Gold Awards	0	1	1
Silver Awards	1	3	4
Outstanding Awards	8	11	19
Sustainability-related trade secret applications	Not calculated	11	20

* Three outstanding trade secret applications in business operations are also categorized as outstanding trade secret applications in R&D innovation.
**Two outstanding trade secret applications in business operations are also categorized as outstanding trade secret applications in R&D innovation.

Patent Application Records in the Past Three Years

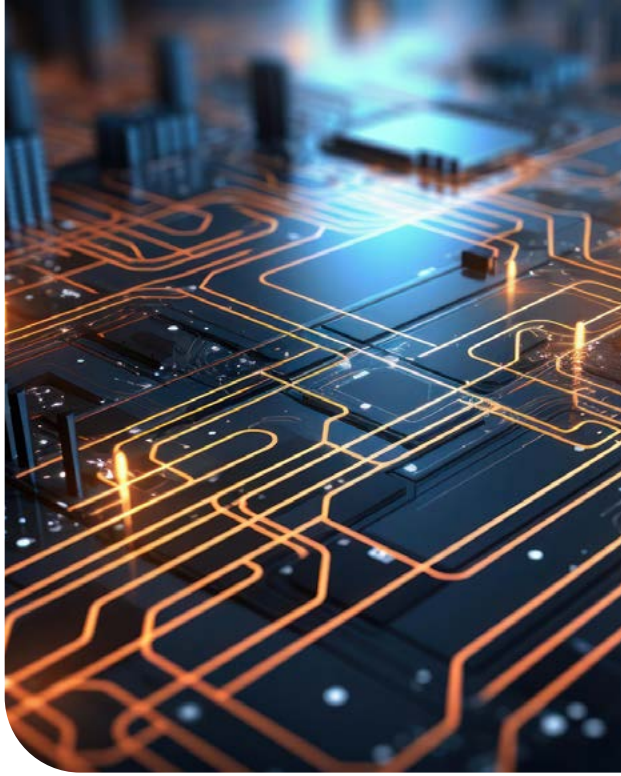
Key Achievements	2022	2023	2024	2024 Highlights
Patent Applications	24	19	34	• The number of applications increased to 34, reflecting a significant 79% growth compared to 2023 • Patent applications covered Taiwan, the United States, and China
Patents Granted	6	12	17	

* The number of patents granted each year varies depending on the examination period and speed of the respective patent offices in different countries.

Digital Transformation

Digital Transformation and Low-Carbon Operations

ASPEED Technology's digital transformation initiative aims to enhance operational efficiency and address challenges in traditional workflows through digital technologies. In 2024, the Company completed the first phase of the initiative, which included data integration and platform development. The second phase, involving the implementation of a Document Control Center (DCC) system and an Order Review Management System, was also completed, enabling effective document and order process control to improve work efficiency. Starting in 2025, the focus will shift toward supporting customer demand management and continuously refining the systems based on the needs proposed by internal departments.



Phase One

Systematic Data Integration

- Implemented the IDL module within the ERP system

Phase Two

Document Management / E-Approval

- BPM digital signature and
- electronic approval system
- DCC document management system

CustomerManagement and Support

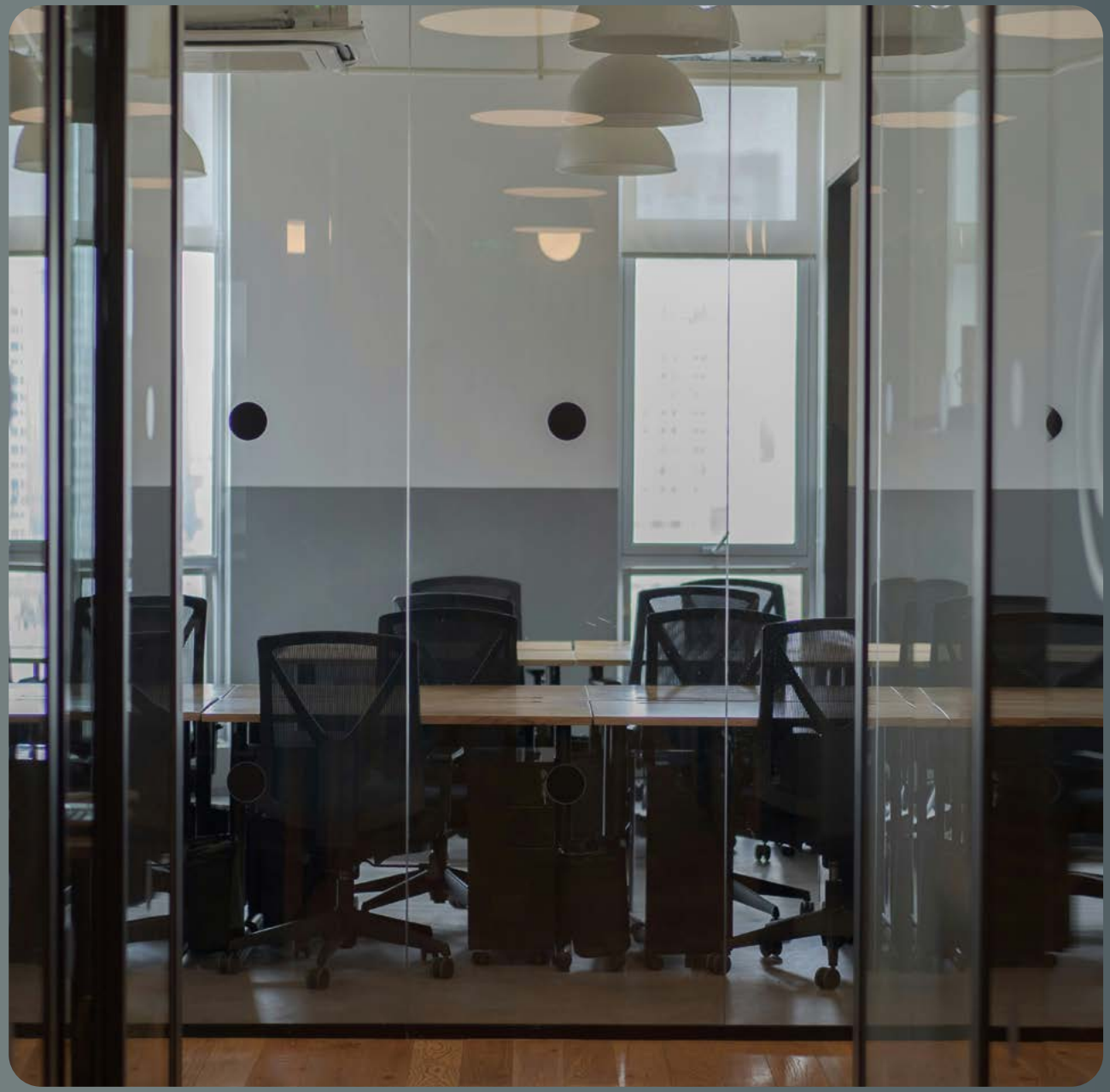
- Order review and approval management system
- Established a management mechanism for customer-requested firmware programming
- BI/AI-driven operational analysis

Completion Time	Project Description
2024	• DCC document management system: Established a document control system to enhance document management and protection, ensuring comprehensive control. • Order review management system: Implemented a review mechanism for customer quotations, orders, and pricing to minimize errors during data entry. • BPM digital signature and e-approval system: Accelerated approval workflows by integrating BPM and DCC systems, reducing time and costs associated with internal paper-based approvals, and optimizing process control.
2025-2026	• BPM digital signature and e-approval system: Continued optimization and control of BPM digital signature and e-approval workflows. • Customer-requested firmware programming management system: Developed a customer-requested firmware programming mechanism to streamline cross-departmental data flows, optimize production processes, and incorporate firmware programming into the shipment management workflow.

Through digital transformation, ASPEED Technology has significantly enhanced internal operational efficiency, saving substantial labor hours and actively promoting paperless operations to move toward low-carbon operations.

Following process reengineering through digital transformation, in 2024 the Company saved 4,958.2 labor hours and 12,587 sheets of A4 printing paper.

Category	2024 Digital Transformation Project Implementation Summary	2024 Labor Hours Saved (hours)	2024 Sheets of Paper Saved
Warehouse	Optimized inbound and outbound logistics processes for warehouse personnel	156	3232
Finance	Developed systems for reconciliation, invoice report management, gross profit analysis, and customer credit assessment	863	136
IT	Implemented an internal IT request management system	0	27
Production Control	Streamlined procurement and requisition management	48	1684
Sales	Supported shipment scheduling checks, document validation, label generation, and inquiry system	3715.2	2074
Quality Assurance	Enhanced product repair management	60	131
Administration	Improved contract management and document application processes	116	5303



5

Corporate Governance

Corporate Governance and Ethical Corporate Management

Operational Performance and Financial Performance

Climate Change Opportunity and Risk

Information Security Management

Corporate Governance and Ethical Corporate Management

Corporate Governance and Ethical Corporate Management	
Identified Impact Result	Positive Impact
GRI Topic-specific Standards	GRI 205 Anti-corruption GRI 206 Anti-competitive Behavior GRI 207 Tax
Performance Indicators	• Corporate Governance Assessment • Corporate Governance and Integrity Compliance • Board Performance • Operating Performance Data
2024 Results	• Corporate governance evaluation ranking: Top 5% • 100% board attendance rate • Board Diversity and Independence: Increase the number of female directors • Propose a policy linking senior executive compensation to ESG performance • Establishment of Functional Committees – Sustainable Development Committee • 0 complaints and penalties related to integrity management • 0 legal proceedings and anti-competitive behavior penalties • In 2024, all 124 employees completed the anti-corruption communication course training
2025 Objectives	• Continuously enhancing the diversity and independence of the Board of Directors • Improving executive compensation linked to ESG performance indicators • Continuously improve the Company's corporate governance evaluation ranking • IFRS S1 / S2 Sustainability Disclosure Standards Planning • Continue to promote the digital transformation program

Corporate Governance

ASPEED Technology formulated the "Corporate Governance Best Practice Principles" and the "Code of Ethical Conduct" in order to build an effective corporate governance framework and related ethical standards. We uphold transparency in our operations, value the rights and interests of shareholders and society, and firmly believe that sound corporate governance must be built upon the effective operation of a robust and comprehensive Board of Directors and functional committees. In addition to the established Audit Committee and Remuneration Committee, a Sustainable Development Committee was newly established in 2024 as the third functional committee, sharing operational oversight and governance responsibilities with the Audit Committee and the Remuneration Committee. To uphold information transparency, ASPEED Technology passed the "Management of Insider Trading Prevention cum Internal Material Information Handling Procedures", and established an investor relations section on the Company website. Investors are able to read and download annual reports, earnings call information, and publicly disclosed financial information. A corporate governance section also provides related legal and regulatory information, including the Articles of Incorporation, Corporate Governance Best Practice Principles, and a Code of Ethical Conduct. Resolutions made by the Board of Directors and related information are also available on the website. In the future, the Company aims to make information even more transparent, more public, and easier to search.

ASPEED Technology's commitment to sustainability promotion and corporate governance implementation were recognized when the Company's ranking and score in the TWSE corporate governance evaluations have been increasing year by year since 2020. To further strengthen corporate governance performance and intensity, we adhere to the "Corporate Governance 3.0 Sustainable Development Roadmap" issued by the Financial Supervisory Commission to promote sustainable corporate development. In compliance with regulations, ASPEED Technology ranked among the top 5% of OTC-listed companies in the 11th Corporate Governance Evaluation, moving up one tier from the 10th evaluation. We will continue to strive to improve and maintain our corporate governance evaluation performance. The key points of execution in 2024 include:

● **Board Diversity and Independence**

Ms. Kathy Yang, former Senior Vice President of CDIB Capital Group, and Dr. Chen-Fu Chien, Executive Vice President of National Tsing Hua University, were nominated and elected as new independent directors of the eighth Board of

Directors at the shareholders' meeting, continuously improving the diversity of the board and striving to enhance its decision-making efficiency. We are committed to appointing at least one additional female director at the next board re-election, while our mid-to-long-term goal is to have independent directors constitute over half of the board seats.

●Executive Compensation and ESG Performance Linkage Policy

To ensure the remuneration of senior executives aligns with the Company's sustainable operation goals, and to encourage management to actively promote ESG (Environmental, Social, and Governance) initiatives while strengthening the Company's overall sustainable development and social responsibility, the Company's Remuneration Committee and Board of Directors will incorporate ESG performance into the performance evaluation and corresponding incentive mechanisms for senior executives starting from 2024, to continuously improve corporate governance quality and stakeholder trust. It is expected to be implemented in two phases:

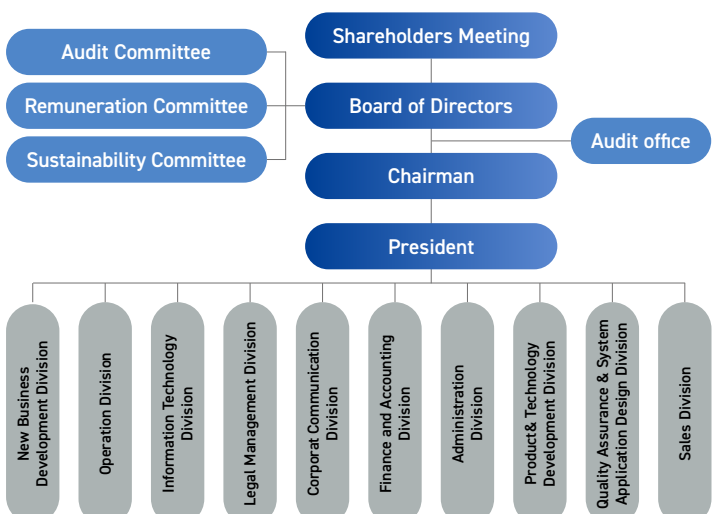
Phase	Content	Current situation
Phase 1	The "2024 Employee Cash-Settled Restrictive Stock Units (CSU) Grant Plan" for senior executives specifies that in addition to the achievement rate of operational financial indicators, environmental, social, and governance (ESG) performance will also be included as an adjustment factor. The ESG performance reference indicator is the percentile rank of the TPEx Corporate Governance Evaluation. The number of CSUs allocated to senior executives will increase or decrease based on the corporate governance evaluation percentile rank, adjusting the CSU compensation by plus or minus 2%, to encourage all senior executives to actively participate in corporate sustainable development and enhance the Company's ESG performance.	Passed by the 4th meeting of the 6th Remuneration Committee and the 4th meeting of the 8th Board of Directors on November 4th, 2024.
Phase 2	The "Sustainable Development Committee" was officially established on November 4th, 2024. In the future, the committee's executive working group will be tasked with formulating appropriate sustainable performance indicators and assessment mechanisms, and assigning customized ESG performance indicators and weights to individual senior executives. The Sustainable Developement Committee first conducts ESG performance appraisals for senior executives, which are then submitted to the Remuneration Committee for final reward decisions, with the aim of achieving better fairness in ESG performance-linked reward distribution and incentive effects.	Based on the implementation of Phase 1, the Sustainable Development Committee will formulate an assessment and evaluation mechanism.

●Strengthening the Functions of the Functional Committees

The original Sustainability Committee has been upgraded to the Sustainable Development Committee, the third functional committee directly under the Board of Directors, and four independent directors and two directors have been appointed as members, demonstrating the determination to enhance corporate governance and pursue sustainable corporate development.

Company Organization

The Board of Directors is the highest administrative unit of ASPEED Technology. The nomination and selection of Board members is conducted by following the "Procedures for the Election of Directors and Supervisors." Oversight of Company operations, formulation of strategies and guidelines, identification of operational risks, and planning of sustainability development guidelines are carried out in accordance with the "Company Act," the "Articles of Incorporation," and authority assigned by Board decisions.

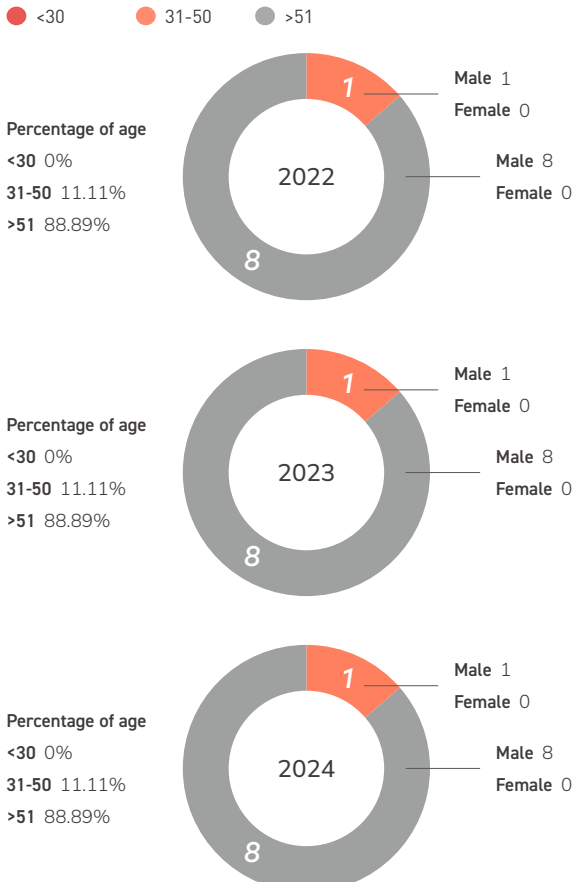


Operations of the Board of Directors

In 2024, ASPEED Technology's eighth Board of Directors was established with the selection of nine directors who will serve until May 2027. The directors have diverse professional backgrounds with both practical and academic research experiences, ranging from operations, semiconductor technology, and finance to network communications and information security as well as international M&A. Four of the nine directors are independent and support oversight by serving as the members of the Audit Committee, Remuneration Committee, and Sustainable Development Committee. To improve the diversity and independence of the Board of Directors and continuously enhance the efficiency of its proceedings, the 8th Board of Directors nominated National Tsing Hua University Vice President and Chair Professor Chen-Fu Chien and former Senior Vice President of CDIB Capital Group Ms. Kathy Yang as new independent directors in May 2024, succeeding the retired Directors Chyan Yang and Dyi-Chung Hu. Prof. Chien is well-known in the industry and academia, and Ms. Yang has extensive experience in finance and venture capital. Both of them have participated in the operation of the boards of directors of a number of renowned enterprises both at home and abroad, and are expected to further enhance the professionalism and diversity of the Company's Board and help lead the Company towards sustainable operations.

Required to convene at least once per quarter, the Board met eight times in 2024 and the directors had an attendance rate of 100%. Directors undergo training in accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies" in order to stay updated on the latest legal revisions and emerging issues, so that they are equipped to provide more effective corporate governance. To increase the Board's effectiveness and improve information transparency, the Company conducted the 2024 internal performance self-evaluations, in accordance with the "Rules for the Performance Evaluation of Board Members". Each year, the self-evaluations will be conducted in January and reported to the Board in the first quarter. The internal self-evaluations for 2024 was completed in January 2025 and reported to the Board before the end of the first quarter of 2025. Results are used for review and improvement purposes, and serve as a reference for selecting and nominating future directors. In addition to the annual internal self-assessment, in order to continuously strengthen the professionalism and effectiveness of the Board, in October 2023, the first external board performance evaluation was introduced, and Taiwan Corporate Governance Association was commissioned to conduct the evaluation. In the future, external board performance evaluations will be conducted every three years, supplemented by internal self-assessments, to implement corporate governance and strengthen the operational efficiency of the Board of Directors.

● Percentage of Members in ASPEED's Corporate Governance Unit over the Past Three Years (Unit: person)



Board Members and Continuing Education

Title	Name	Gender	Primary Positions	Board Meeting Attendance Rate	2024 Continuing Education Course Name
Chairman	Chris Lin	Male	• Chairman and 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.	100%	• 2024WIW：Synergistic Development of Digital Finance and Sustainable Finance Amid the AI Boom (3 hours) • Corporate Governance and Sustainable Business Management (3 hours)
Director	Arnold Yu	Male	• Director, Machvision Inc. • Director, Stark Technology Inc. • Independent Director, Cipherlab Co., Ltd.	100%	• 2024 Legal Compliance Seminar on Insider Equity Trading (3 hours) • 2024 Insider Trading Prevention Awareness Seminar (3 hours)
Director	Luke Chen	Male	• Vice President of Sales, ASPEED Technology Inc. • Chair of Sustainability Development Committee	100%	• How Boards of Directors Develop ESG Sustainability Governance Strategies (3 hours) • TIPS: How Enterprises Can Build Intellectual Property Risk Prevention and Control Mechanisms (3 hours)
Director	Ted Tsai	Male	• Chairman, Maojet Technology Corp.	100%	• Corporate M&A and Equity Investment Planning with Practical Insights into Joint Venture Agreements (3 hours) • Corporate Governance Evaluation Indicators that Directors and Supervisors Must Know – Latest Trends in Intellectual Property Management (3 hours)
Director	Hung-Ju Huang	Male	• Consultant of R&D, ASPEED Technology Inc.	100%	• Applications, Legal Issues, and Audit of AI (3 hours) • Integrity Management and Anti-Corruption from the Perspective of Sustainable Governance (3 hours)
Independent Director	Sheng-Lin Chou	Male	• Consultant, ICL/Industrial Technology • Research Institute • Secretary General, Taiwan Association of Information & Communication Standards (TAICS)	100%	• The Impact of Climate Change on Financial Statements (3 hours) • Corporate Governance Evaluation Indicators that Directors and Supervisors Must Know – Latest Trends in Intellectual Property Management (3 hours)
Independent Director	John C. Lin	Male	• Senior Consultant, Jones Day International Law Firm	100%	• Liabilities of Unethical Business Practices and Analysis of Securities Fraud Cases (3 hours) • Innovative Thinking for Corporate Growth in the AI Era (3 hours)
Independent Director	Kathy Yang	Female	• Director, Young Shine Electric Co., Ltd. Independent Director • Sinopower Semiconductor Inc. Independent Director • Innodisk International Co., Ltd. Independent Director, WPG Holdings Ltd.	100%	• Carbon Connectivity: Discussing Carbon Fees, Carbon Taxes, Carbon Credits, and Carbon Trading (3 hours) • Developing Sustainable Performance Indicators and Incentive Systems (3 hours)
Independent Director	Chen-Fu Chien	Male	• EVP & Chair Professor, National Tsing Hua University Director AIMS Research Center • National Science and Technology Council Independent Director • Zhen Ding Tech. Group Independent Director • Airoha Technology Corp. Independent Director	100%	• How Boards and Senior Executives Review Sustainability Reports: ESG Disclosure Regulations (3 hours) • Duties and Responsibilities of Companies and Directors under the Securities Exchange Act (3 hours)

Operation of Audit Committee

ASPEED Technology established the Audit Committee to strengthen the Company's governance and operations. The committee's oversight of financial reporting procedures enables it to monitor internal controls and inspect financial reports, so that it can evaluate and guide the Company's audit related tasks. The Audit Committee assists the Board of Directors in fulfilling oversight of the quality and integrity of the Company's accounting, auditing, and financial reporting practices. The Audit Committee is composed of all independent directors. The committee may resolve to retain the service of an attorney, certified public accountant, or other professionals to provide advice. It has direct access to the Company's internal auditors, certified public accountants, and all employees of the Company through meetings, informal discussions, telephone, and email. Each year the Audit Committee and a certified public accountant discuss legal compliance issues and identify areas for further attention. The current term of ASPEED Technology's Audit Committee is from May 30th, 2024, to May 29th, 2027. The committee met five times in 2024 and carried out the following:

2024 the 3rd Audit Committee						
Title	Name	Expected Attendance	Actual Attendance	Attendance by Proxy	Attendance Rate %	Remarks
Independent Director	Chyan Yang	2	2	0	100%	*
Independent Director	Dyi-Chung Hu	2	2	0	100%	**
Independent Director	Sheng-Lin Chou	5	5	0	100%	None
Independent Director	John C. Lin	5	5	0	100%	None
Independent Director	Kathy Yang	3	3	0	100%	None
Independent Director	Chen-Fu Chien	3	3	0	100%	None

* The second-term audit committee member stepped down on May 29th, 2024
** Attending a meeting via video conference is considered equivalent to attending in person.

Operation of the Remuneration Committee

To support corporate governance and strengthen compensation mechanisms for the Company's directors, supervisors, and managers, ASPEED Technology established the Remuneration Committee in accordance with the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange." The committee charter gives the committee authority to oversee the compensation mechanisms for the Company's directors, supervisors, and managers. The committee shall faithfully perform its official powers and submit its recommendations for deliberation by the Board of Directors. The "Remuneration Committee Charter" of the Company stipulates that the Remuneration Committee shall comprise at least three members, and shall be appointed by resolution of the Board, one of whom shall be the convener. The Remuneration Committee of the Company is composed of all independent directors. Meetings shall be held at least twice a year. Directors, managers of relevant divisions, internal auditors, accountants, legal advisors or other personnel shall be invited to attend the meeting and to provide necessary information. However, the seats shall go in the discussion and voting. ASPEED Technology's 2024 sixth Remuneration Committee is composed of four members, including one convener. Its term is from June 7th, 2024, to May 29th, 2027. In 2024, the Remuneration Committee met four times and members had the following attendance status:

2024 the 6th Remuneration Committee						
Title	Name	Expected Attendance	Actual Attendance	Attendance by Proxy	Attendance Rate %	Remarks
Director	Chyan Yang	2	2	0	100%	*
Director	Dyi-Chung Hu	2	2	0	100%	**
Convenor	Sheng-Lin Chou	4	4	0	100%	None
Director	John C. Lin	4	4	0	100%	None
Director	Kathy Yang	2	2	0	100%	None
Director	Chen-Fu Chien	2	2	0	100%	None

* The fifth-term audit committee member stepped down on May 29th, 2024
** Attending a meeting via video conference is considered equivalent to attending in person.

Independent Directors and Internal Communications

ASPEED Technology's independent directors use quarterly Audit Committee meetings or communication with accountants through pre-meetings and informal discussions to understand financial reports, review audit results, and discuss legal and regulatory issues relating to finance and accounting, taxation, and securities. When serious issues occur, the directors and accountants convene meetings. In 2024, no serious or unusual issues occurred.

Descriptions of Communications Between Independent Directors and Certified Public Accountant

Date	Form of Meeting	Resolution	Dissenting Opinion or Qualified Opinion from Independent Directors
2024.03.11	The twelfth meeting of the second session of the Audit Committee	Reviewed the 4th quarter, 2023 internal audit report	None
		Reviewed the 2024 internal control measure statement	
2024.05.06	The thirteenth meeting of the second session of the Audit Committee	Reviewed the 1st quarter, 2023 internal audit report	
2024.08.05	The second meeting of the third session of the Audit Committee	Reviewed the 2nd quarter, 2023 internal audit report	
2024.11.04	The third meeting of the third session of the Audit Committee	Reviewed the 2024 description of audit plan risk assessment	
		Amendment to the Internal Control System: Addition of CT-116 – Procedures for Managing Sustainability Information	
		Formulated the 2025 audit plan	

Descriptions of Communications Between Independent Directors and Certified Public Accountant

ASPEED Technology's independent directors use quarterly Audit Committee meetings or communication with accountants through pre-meetings to understand financial reports, review audit results, and discuss legal and regulatory issues relating to finance and accounting, taxation, and securities. When serious issues occur, the directors and accountants convene meetings. In 2024, no serious or unusual issues occurred.

Descriptions of Communications Between Independent Directors and Certified Public Accountant

Date	Form of Meeting	Resolution	Dissenting Opinion or Qualified Opinion from Independent Directors
2024.03.11	The twelfth meeting of the second session of the Audit Committee – Pre-meeting	Discussed the latest regulations on finance and accounting, taxation and securities administration	None
	The twelfth meeting of the second session of the Audit Committee	Reviewed results of the 2023 financial report and important items for review	
		2024 Appointment of the certified public accountant	
		Evaluation of the independence of certified public accountants	
		Approval of the Appointment and Fee Arrangement for certified public accountants	
2024.05.06	The thirteenth meeting of the second session of the Audit Committee – Pre-meeting	Discussed the latest regulations on finance and accounting, taxation and securities administration	
	The thirteenth meeting of the second session of the Audit Committee	Reviewed the 1st quarter, 2024 financial report and important financial items	
2024.08.05	The second meeting of the third session of the Audit Committee – Pre-meeting	Discussed the latest regulations on finance and accounting, taxation and securities administration	
	The second meeting of the third session of the Audit Committee	Reviewed the 2nd quarter, 2024 financial report and important financial items	
2024.11.04	The second meeting of the third session of the Audit Committee – Pre-meeting	Discussed the latest regulations on finance and accounting, taxation and securities administration	
	The second meeting of the third session of the Audit Committee	Reviewed the 3rd quarter, 2024 financial report and important financial items	
		Evaluation of the independence of certified public accountants	
		2024 appointment of certified public accountant	

Internal Audit Responsibilities

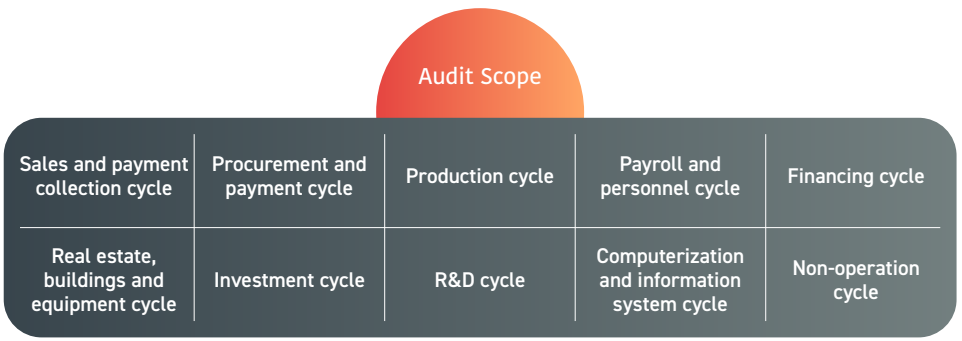
Besides establishing an internal audit unit that is overseen by the Board of Directors, ASPEED Technology assigns a management-level internal auditor and an audit agent as needed based on the Company's scale, business conditions, management needs, and legal requirements. In line with internal audit implementation rules, the Audit Committee decides the appointment or dismissal of the internal auditor and the Board of Directors must approve the decision by resolution. The internal auditor is subject to annual evaluations and the Chairman determines his or her compensation.

Internal Control Practices and Procedures

Based on risk assessment results the internal audit unit produces an audit plan that must then be passed by the Audit Committee and the Board of Directors. Periodic and ad hoc reports on implementation results are made to the committee and the Board. The implementation plan shall include annual self-evaluations of control systems by all internal units followed by an audit of the self-evaluations by the internal audit unit. The overall results shall become the basis for an internal control system statement by the Board and the president. ASPEED Technology established and the Board of Directors approved the "Sustainability Report Preparation and Validation Process", which requires that the Sustainability Report be prepared with reference to general, industry, and materiality criteria published by the Global Reporting Initiatives (GRI), disclosing the economic, environmental, and social material topics and impacts identified by the Company, as well as relevant indicators to manage the material topics. In compliance with regulatory requirements in 2024, the procedures for managing sustainability information have been incorporated into the internal control system and included in the 2025 audit plan. The internal audit unit is scheduled to review the sustainability report in July 2025. Following approval by the Board of Directors, the announcement and filing process will be completed by August 31st.

Internal Control Audits and Tracking

ASPEED Technology weighs risks against the Company's overall objectives in order to formulate operational level goals then uses the risk design control points of each goal as a basis of internal control procedures. The Company also formulates annual internal control audit plans that are implemented and reviewed following approval by the Audit Committee and the Board of Directors.



Ethical Corporate Management

Integrity is the most important core value of ASPEED Technology in corporate governance and serves as the highest guiding principle for all conduct. The Company therefore formulated the "Corporate Code of Ethical Management," "Corporate Code of Ethics," and "Procedures for Ethical Management and Guidelines for Conduct" It requires the directors and senior management to issue a statement of compliance with the ethical corporate management policy, and includes adherence to ethical corporate management policies as a condition of hire for new employees. When fulfilling work duties, all employees must act honestly and fairly while adhering to government laws and regulations. Board members and senior-level managers must also uphold ethical principles when running the Company. If the Company discovers that a business counterparty, supplier, or other partner conducts business in an unethical manner, we shall immediately terminate the business relationship and abstain from future business relations. These measures ensure effective implementation of our ethical corporate management policy.

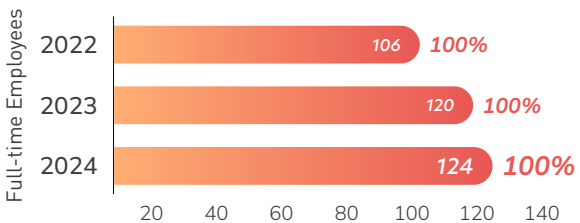
The Sustainability Committee's Corporate Governance Group and the Administration Division are responsible for advocacy and implementation of ASPEED Technology's ethical corporate management. They formulate, explain, and consult on the procedures for ethical management and guidelines for conduct, while carrying out related procedures and oversight, including reporting and registration procedures as well as making periodic reports by the Sustainability Committee to the Board of Directors. The division holds regular and ad hoc educational training courses with employees to promote ethical corporate management, so the employees clearly understand related concepts and standards. The division also makes announcements to employees and discusses ways to strengthen ethical corporate management with managers. Employees must fully grasp the importance of ethical corporate management and practice it in their everyday work. When joining the Company, 100% of new employees must sign a guarantee letter stating that they will adhere to the Articles of Incorporation and ethical corporate management principles. Moreover, they pledge to not violate or infringe intellectual property rights. If unethical behavior is found, administrative managers and managers from related departments review the incident, make improvements, and report to the Board of Director.

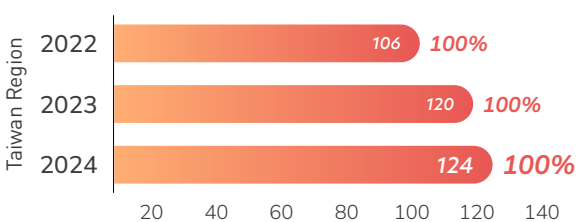
ASPEED Technology has always upheld fairness and justice, which is why we are firmly committed to fair business practices. We are firmly opposed to anti-competitive practices and support anti-trust and anti-monopoly practices. In order to further strengthen corporate governance and implement ethical management, ASPEED Technology has, since June 2023, engaged Deloitte Taiwan, an impartial third party, to establish an anonymous whistleblower website (http://secure.conductwatch.com/aspeedtech/). All stakeholders can choose to report either anonymously, semi-anonymously or by name through this platform if any inappropriate behavior relating to ethical corporate management, anti-competitive practices, or anti-trust and anti-monopoly practices is discovered. Once the case is reported, Deloitte Taiwan's external consultants, the Company's independent directors and corporate governance officer will be notified at the same time, and the case will be investigated on a case-by-case basis, and the progress and investigation results will be reported to the Board of Directors regularly. In 2024, ASPEED Technology scrupulously abided by laws and social norms. There has been no reported case since the whistleblower system was launched. No employees were involved in any work-related bribery or legal troubles, and none faced any work-related fines or penalties in Taiwan or overseas.

Legal Compliance

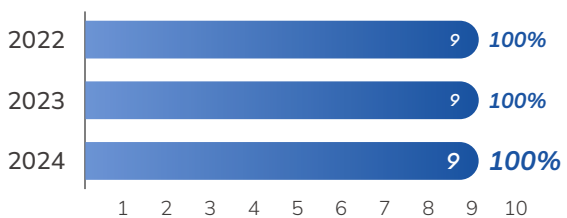
ASPEED Technology attaches great importance to the compliance of regulations in various areas. Regular regulatory inspections are carried out by each unit in accordance with their duties to ensure compliance with relevant laws and regulations, and to pay attention to the development of regulations and respond to the changes in advance. In order to make all employees understand the issues of compliance with laws and regulations, ASPEED Technology enhances the knowledge and ability of employees in business-related policies and regulations by internally promoting the latest regulations and trends, so that employees can obtain new information on regulations and amendments to regulations. Audit measures are taken to ensure that business operations comply with relevant requirements. For those non-compliant parts, investigation will be conducted to find out the reasons, and measures will be taken to control and correct, so as to reduce negative impacts and avoid recurrence. In 2024, ASPEED initiated company-wide anti-corruption awareness campaigns. The company engaged Deloitte Taiwan to deliver two hours of online training on the topics: "Fraud Prevention and Corporate Sustainability – A Key Analysis of Leadership, Innovation, and Integrity" and " Strengthening Internal Fraud Risk Controls to Mitigate Potential Risks." All 124 employees completed the training, totaling 248 training hours. In the future, we will also strengthen the understanding of regulations through education and training and plan more integrity, anti-corruption and anti-monopoly related courses, in order to implement employees' emphasis on regulations and ethical corporate management in various fields. Regarding business partners and suppliers, ASPEED has included additional anti-corruption related provisions in its contracts to ensure that business partners and suppliers understand and comply with the anti-corruption standards. In 2024, ASPEED had no legal cases related to anti-competitive behavior and incurred no financial losses arising from such matters.

● **Total number and percentage of employees who have received anti-corruption training**

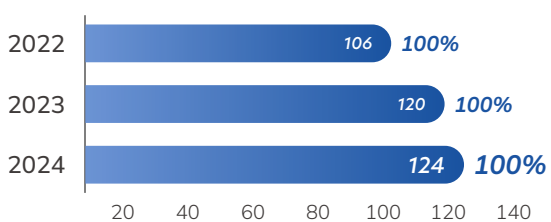




● **Total number and percentage of members of administrative units who have received anti-corruption training**



● **Total number and percentage of employees who have received anti-corruption training**



● **Total number and percentage of employees who have been educated on anti-corruption policies and procedures**

* Percentage is total number of employees hired

Ethical Corporate Management-related External Training Hours in the Past Three Years		
Year	External Training Course	Training Hours
2024	Corporate Misconduct and Securities Law Violation Analysis	3
	Corporate Governance and Business Sustainability	3
	Fraud Prevention and Business Sustainability: Key Insights on Leadership, Innovation, and Integrity	1
	Fraud Risks Around Us: Managing Internal Fraud Risks	1
	Integrity Management and Anti-Corruption from a Sustainability Governance Perspective	3
2023	From Sustainable Management - Advocacy of Trade Secrets Management	2
	How to Audit ESG Risks and Propose Effective Audit Reports	6
	Case Analysis of Auditors'/Financial Accountants' Violation of Law and Countermeasures	2
	Introduction to Whistleblower System	2
	2023 Sustainability Education and Training for All Employees	2
2022	Anti-corruption and Whistle-blower Protection	2
	Anti-corruption and Bribery Risk Management Mechanism Practice Sharing	3
	Analysis of the PDPA	3
	Corporate Labor Law Compliance Basis	3
	Legal Risk Study on Connected Person Transactions	6
	Corporate Fraud Detection and Prevention Practice: Legal Responsibility, Identification and Big Data Analysis	6

Operational Performance and Financial Performance

Operational Performance and Financial Performance	
Identified Impact Result	Negative impact Positive impact
GRI Topic-specific Standards	GRI 201 Economic Performance
Performance Indicators	• Operational performance data
2024 Results	• Annual revenue of NTD6.428 billion, a year-on-year growth rate of 106.62% • Net profit after tax of 2.571 billion, a significant increase of 155.39% • Earnings per share (EPS): 68.04 • Achieved record highs in monthly, quarterly, and annual revenue in 2024 • BMC SoC market share No.1 • Established a new R&D center in Kaohsiung, expanding operational scope
2025 Objectives	• Continue to maintain profitability every year • Enhance product portfolio and strengthen product diversity

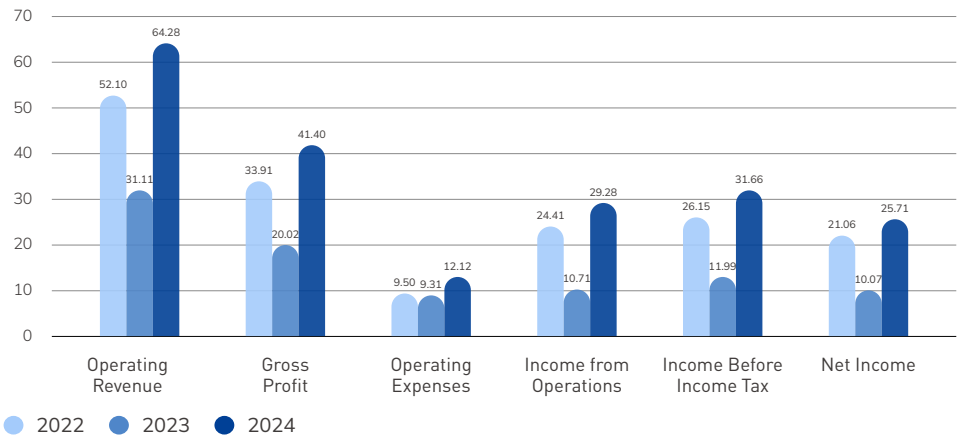
Operational Strategies

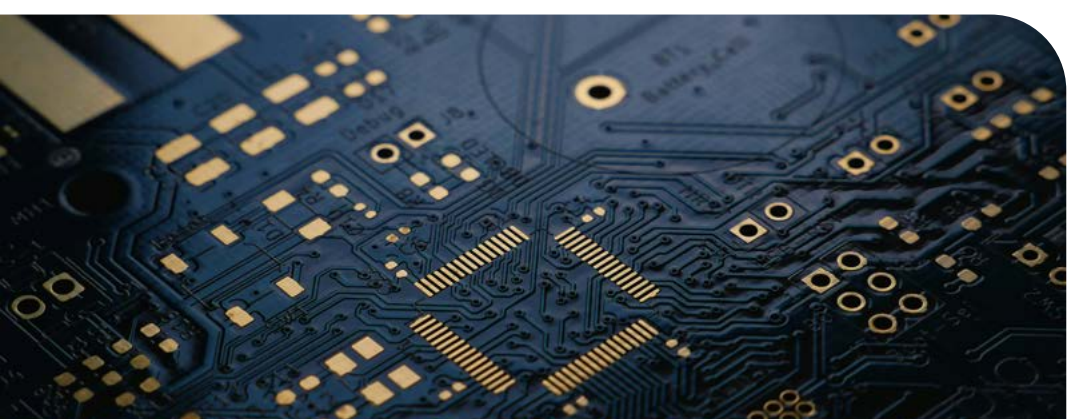
Since its establishment, ASPEED Technology has been committed to the research and development of chips, fostering technological civilization and diverse applications as our mission, upholding the spirit of differentiation, and focusing on niche chips and striving to become a leader in the field. It closely monitors market trends and understands customer needs, focusing on cloud enterprise solutions and smart AV solutions as the two main pillars of product development. The company continues to expand product application breadth and deepen product offerings for individual customers. In 2024, ASPEED once again set new records in revenue, profit, and earnings per share (EPS). At the same time, we are actively investing in the development of new technologies and innovations. We successfully applied for a subsidy of NTD150 million under the Ministry of Economic Affairs' Industry Upgrading and Innovation Platform Program for the "Immersive AI Visual Chip." A total of NTD90 million has been allocated in 2024, accounting for 237.97% of the equity structure. In December 2024, ASPEED officially announced the establishment of an R&D center in Kaohsiung City, which will serve as a base for southern expansion. The company plans to set up a Cupola360 panoramic imaging technology product application demonstration center to continue promoting smart city remote inspections. In the future, it will also expand its R&D design and testing teams at this location to further enhance the company's technological capabilities in research and development.

Operational Performance

In 2024, marking the 20th anniversary of ASPEED Technology, the demand for traditional servers fully recovered, and coupled with strong demand for AI servers, large cloud providers also actively invested in AI infrastructure. ASPEED Technology once again set new historical records, achieving record-high monthly, quarterly, and annual revenues in December 2024. The year-on-year growth rate more than doubled, reaching an impressive 106.62%. In 2024, the Company's annual operating revenue was NTD6.428 billion, a 106.62% increase from the previous year. Net profit after tax was NTD2.571 billion, a significant growth of 155.39% compared to NTD1.007 billion in the previous year. Earnings per share (EPS) was NTD68.04, with a gross margin of 64.41% and an operating margin of 45.56%.

● Financial Performance (Unit: NTD100 million)





● Major Products as a Percentage of Sales (Unit: NTD100 million, Percentage)

Financial Performance	2022		2023		2024	
	Amount	Percentage	Amount	Percentage	Amount	Percentage
Multimedia IC	48.64	93.35%	27.57	88.62%	61.37	95.47%
Computer Peripherals IC	3.38	6.49%	3.29	10.58%	2.62	4.08%
Others	0.08	0.16%	0.25	0.80%	0.29	0.45%
Total	52.10	100%	31.11	100%	64.28	100%

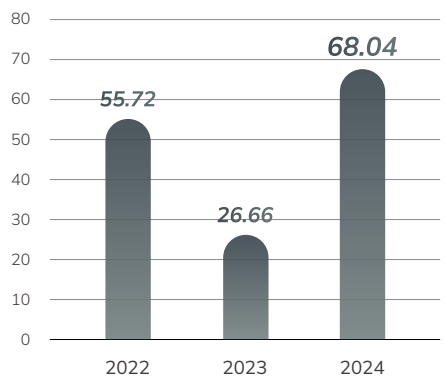
● Major Products Sales by Region (Unit: Thousand pieces)

	2024		
	Domestic sales	International sales	Total
Multimedia IC	8,034	8,856	16,890
Computer Peripherals IC	372	22	394
Others	24	4	28

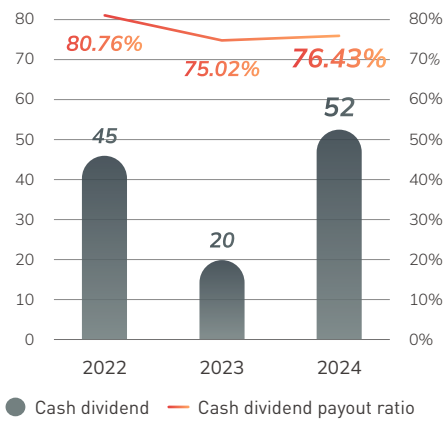
Dividend Policy

ASPEED Technology's dividend policy is to allocate not 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. If the accumulated distributable earnings are less than 50% of the Company's paid-in capital, the dividend bonus shall not be distributed. Dividends are paid in cash or stock; the ratio of the cash dividend, however, shall be not less than 10% of total distribution.

● **EPS** (Unit: NTD/share)



● **Financial Performance** (Unit: NTD)



Taxation Policy

The daily taxation administration operation and management policies of ASPEED Technology are carried out by the Finance and Accounting Division. The Finance and Accounting Division is responsible for the understanding of the changes in domestic and foreign taxation regulations, which is assisted by the Company's internal Legal Management Division and external taxation advisory agencies, and adopts prudent policies for taxation management.

- Operational decisions are made in compliance with regulations and the impact of tax risk is assessed
- Transactions not in low tax countries for tax avoidance purposes
- The tax information in the financial report is disclosed in an open and transparent manner and in accordance with relevant regulations
- The connected person transaction follows the principle of transfer pricing report published by OECD to determine the connected person transaction following OECD requirements for Base Erosion and Profit Shifting (BEPS) to generate profits for companies with economic substance
- Transparency of information and compliance with regulatory requirements of the tax authorities in the major locations of operations
- Carrying out appropriate risk management and strengthening the tax management capabilities of the major responsible units

Tax Information for the Past Three Years Unit: NTD1,000, Percentage

Key Results	2022	2023	2024	Average
Net profit before tax	2,615,114	1,198,627	3,166,368	2,326,703
Income tax expense	509,500	191,817	595,060	432,126
Income tax rate	19.48%	16.00%	18.79%	18.57%
Income tax paid	347,668	594,239	138,854	360,254

Climate Change Opportunity and Risk

Climate Change Risk and Opportunity Management

Since 2022, ASPEED Technology has voluntarily adopted the proposed guidance on Task Force on Climate-related Financial Disclosures (TCFD), and revealed four core elements: “governance”, “strategy”, “risk management” and “metrics and targets” in accordance with the recommendations of TCFD to identify the material risks and opportunities that climate change may cause to ASPEED Technology, and put forward relevant response strategies. We pay close attention to the trend of global climate change and international development. At the same time, we also incorporate climate change issues into the key material issues of corporate sustainable development, and evaluate the impact and impact time within the Company. Meanwhile, based on the results of the analysis, we continue to control and respond to the risks and opportunities posed by the impact of climate change. In 2025, ASPEED Technology will implement the IFRS S1/S2 sustainability disclosure standards in phases, gradually aligning with the IFRS sustainability disclosure framework.

Identification Process for Climate Change-related Risks and Opportunities

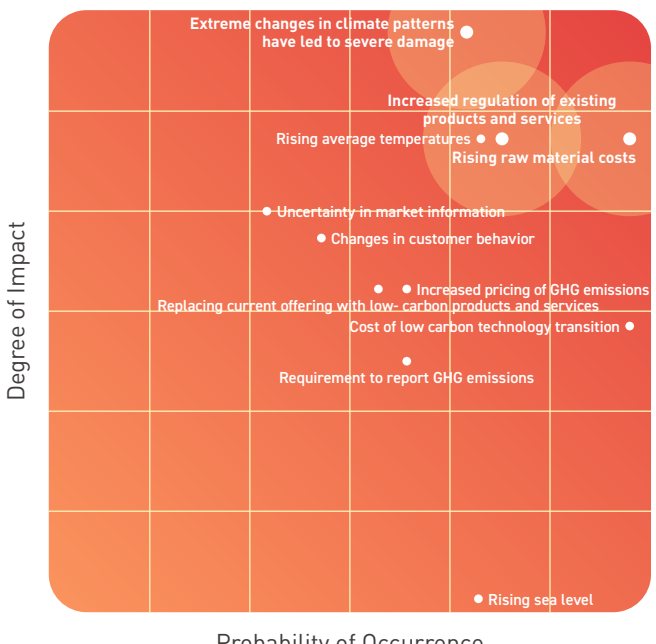
ASPEED Technology carries out matrix analysis on the potential impact of various climate change risks, including the direct or indirect physical impact of extreme climate, and the risks and opportunities of the impact of transformation with regulations, technologies or market demand. Based on the analysis results, we propose corresponding response measures, assess the financial impact of climate risks and opportunities, thereby adjusting the relevant internal management mechanism, and establishing an open and transparent communication channel with various stakeholders to reduce climate change risks and grasp the opportunities brought by climate change.

- **The specific identification process for risks and opportunities related to climate change is shown as follows**

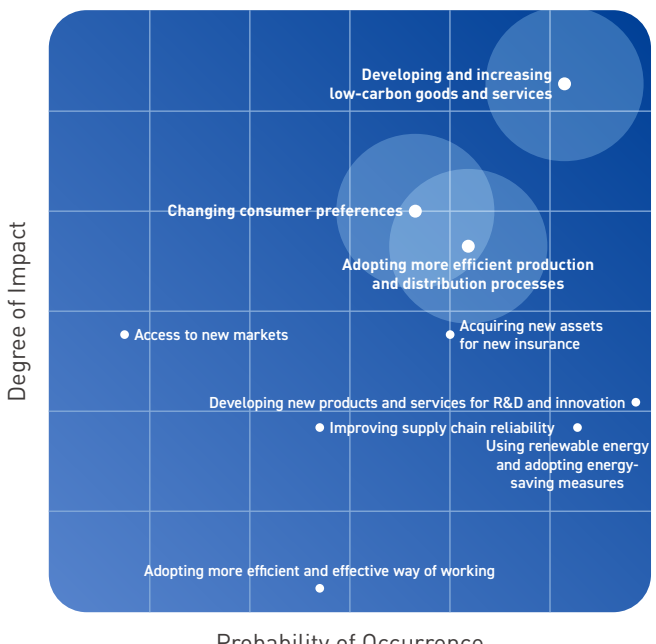
ASPEED Technology identified the risks and opportunities brought by climate change based on two or more climate change scenarios. In 2024, the Company reviewed and confirmed whether there were any changes to the results of the climate change-related risk and opportunity analysis conducted in 2023. The risk and opportunity results of climate change risk identification are reported by the Risk Management Team to the senior management and the Board of Directors every year. The risks and opportunities associated with climate change for the year and risk management were presented at the November 2024 Board meeting.

After the identification of ASPEED Technology's climate risks and opportunities, the Company identified 3 high-risk factors and 3 high-opportunity factors based on the "possibility of occurrence" and "degree of impact" of risks or opportunities. The risk matrix and opportunity matrix are as follows:

● **Climate change risk matrix**



● **Climate change opportunity matrix**



Description of Risks Associated with Climate Change

Summary Table of Climate Change Risks Identification			
Risk prioritization	Type of risks	Risk factor	Time of occurrence assessment
1	Transition risks – market	Rising raw material costs	Short-term
2	Physical risks	Extreme changes in climate patterns have led to severe disasters	Medium-term
3	Transition risks – policy and legal	Increased regulation of existing products and services	Medium-term

* Definition of time horizon: short term: 2022-2024, medium term: 2024-2030, long term: 2030-2050

● **Risk 001: Rising raw material costs**

Impact scenario:

Due to climate change and global energy crisis, the difficulties in mining and production of silicon raw materials have increased, and the mining area may face the problem of power limitation and shortage of electricity. As a result, the cost of silicon raw materials increased greatly. Due to the increase in raw material costs and product costs, the Company's competitiveness has been affected, resulting in a decrease in revenue.

Risk impact-oriented assessment	· **Delayed delivery of goods:** Production capacity and raw materials require higher prices and longer production cycles than ever before. · **Unstable supply:** Increase in raw materials and production costs, coupled with insufficient labor capacity, have directly and indirectly affected output, leading to longer delivery time and unstable access time.
Financial impact-oriented assessment	Increase in production costs

● **Risk 002: Extreme changes in climate patterns have led to severe disasters**

Impact scenario:

Due to the increasing severity of extreme weather, the adverse climate such as the increased intensity and duration of typhoons have caused flooding and power outages, affecting the operations of the Company and its foundries as a result of the severe weather:

- Decrease in production capacity, damage to equipment and difficulty in transportation of foundries led to reduction in supply or prolonged delivery
- Power outage caused damage to laboratory equipment, disrupted testing, and impacted product development progress; slower revenue on delayed output of the Company's products

Risk impact-oriented assessment	· **Capacity decline:** Capacity loss is caused by the outbreak of severe climate, the flooding that results in staff being unable to return to work, and cargo transportation being hindered. · **R&D loss:** The power outage caused damage to laboratory equipment, disruption of testing, and impacted product development progress.
Financial impact-oriented assessment	Increase in operating costs, decrease in revenue

● **Risk 003: Increased regulation of existing products and services**

Impact scenario:

Due to the policies and regulations of various countries, customers require that the specifications of products need to be adjusted in the direction of low energy consumption, energy saving and power saving, and in line with green product regulations, so that the products can meet the regulatory specifications. Unusual changes in policies and regulations led to higher technical requirements for customer demand and higher uncertainty, resulting in higher costs for the Company; if the product design adjustment fails to meet the requirements of policies and regulations, it will have a negative impact on the internal and external stakeholders of the Company and affect the Company's goodwill.

Risk impact-oriented assessment	· **Failure of meeting the requirements resulting in the revision of product specifications may affect the schedule of sales:** the market demand for energy saving and carbon reduction is getting stronger, the power consumption standard of the end products is becoming more stringent in all countries, and the demand for products with low power consumption is increasing. If the products do not have enough competitiveness in terms of power consumption, the orders will be reduced and the time for product specification modification will be extended, affecting the revenue.
Financial impact-oriented assessment	Decrease in revenue

Description of Opportunities Associated with Climate Change

Summary table of climate change opportunities identification			
Opportunity prioritization	Type of opportunities	Opportunities factor	Time of occurrence assessment
1	Opportunities – products and services	Developing and increasing low-carbon goods and services	Medium-term
2	Opportunities – products and services	Changing consumer preferences	Short-term
3	Opportunities – resource efficiency	Adopting more efficient and effective ways of working	Medium-term

* Definition of time horizon: short term: 2022-2024, medium term: 2024-2030, long term: 2030-2050

● **Opportunity 001: Developing and increasing low-carbon goods and services**

Impact scenario:

Following the global trend of decarbonization, the Company has expanded its low-carbon product range, such as high performance and low-energy low-carbon chips, development of cloud or AI-related application chips, and chips that can be used for smart energy saving. By developing low-carbon products, the Company will improve its market competitiveness, increase market share and raise revenue.

Opportunities impact-oriented assessment	· **Developing low-carbon products to improve market share:** With the global trend of decarbonization, low energy consumption products help the increase in demand for products with enhanced decarbonization efficiency; by developing relevant products, the Company can improve its market competitiveness, increase market share and raise revenue. · **Expanding new low-carbon and green domain applications:** Expanding product applications to low-carbon and carbon reduction-related applications can increase product demand and revenue.
Financial impact-oriented assessment	Increase in revenue

● **Opportunity 002: Changing consumer preferences**

Impact scenario:

In response to the international trend of energy conservation and decarbonization, the demand for remote work and online services has increased significantly. The server industry has a clear growth trend, and the quality requirements of video equipment have also increased. The demand for server management chips and audio/video chips has been on the rise. Through changes in market trends and consumer preferences, the demand for the Company's products will continue to increase, which will increase the Company's revenue and enable the Company to continue to grow.

Opportunities impact-oriented assessment	· **Developing new low-carbon opportunities:** due to customers' increasing demand for remote management of devices, the market has not only applied remotely-managed chips to server products, but also expanded to more product applications; such as AI servers, storage devices, network switches and edge computing devices. · **New applications developed in response to green environment:** in response to the trends, products are used in virtual reality and remote control related fields to expand product opportunities.
Financial impact-oriented assessment	Increase in revenue

● **Opportunity 003: Adopting more efficient and effective ways of working**

Impact scenario:

In response to the requirements of decarbonization, the Company will promote the digitization of its systems and processes and optimize the product development model. The systematic or cloud approach allows the Company to reduce carbon emissions, carbon expense and operating expenses.

Opportunities impact-oriented assessment	· **Operational process optimization:** process optimization reduces resource wastage and manpower cost consumption. · Improving operational effectiveness and increasing efficiency.
Financial impact-oriented assessment	Cost reduction

Response Strategies for Climate Change-related Risks and Opportunities

Risk Response Strategies

Response strategies to address rising raw material cost

Reduce the risk of supplier disconnection:
- Introduce multiple suppliers, stabilize the source of raw materials and supply demand, negotiate with suppliers and increase the amount of raw material stock and inventory turnover.
- Increase the number of back-end packaging and testing suppliers and sign capacity guarantee agreements.
- Optimize supplier evaluation: Raise the threshold for annual evaluation of qualified suppliers.

Enhance customer relationship maintenance:
- Improve customer brand loyalty, strengthen communication to enhance customers' willingness to cooperate, and reduce the impact of sales loss.
- Provide diversified customer services, increase customer loyalty, such as increasing proxy recording firmware services.

Response strategies to tackle severe disasters due to extreme changes in climate patterns

Set up an operation continuity plan:
- We will introduce remote work process and necessary tools, regularly conduct education and training, so that employees can understand the on-going operation mechanism, be familiar with the remote work process and collaborative tools, so as to cope with the contingencies and maintain productivity.

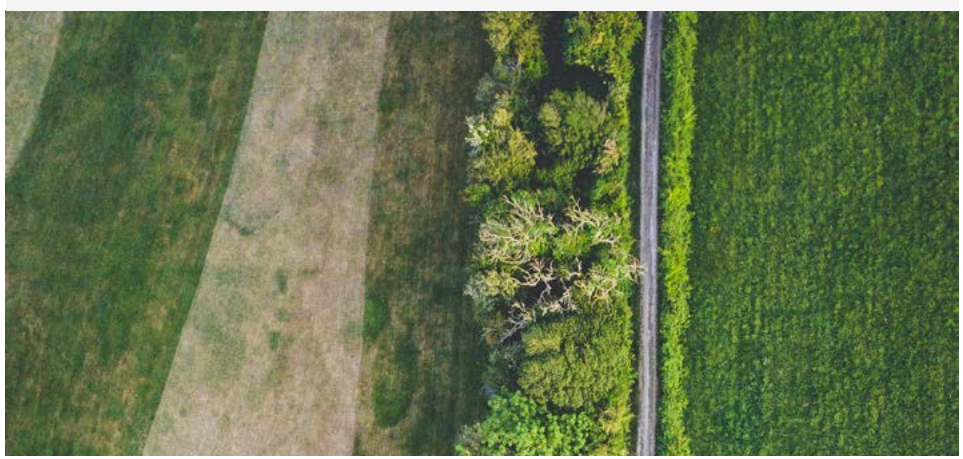
Reduce the risk of supply chain disruption:
- Optimize the supplier evaluation system: We will assess the operation continuity plan of the foundries, the prevention and contingency measures of physical disasters, and conduct regular audits.
- Capacity replacement plan: We will select areas with high terrain or low rainfall intensity to build a diversified network of foundries to facilitate the relocation of capacity in the event of a disaster.

Establish a cloud backup mechanism:
- In conjunction with the digital transformation project, we will establish a cloud backup mechanism for the R&D of key software and important data, so that the R&D will not be disrupted by physical disasters, and R&D data and information will be kept at any time to avoid the loss of R&D investment caused by the interruption of data collection or transmission.

Maintain continuous laboratory operations:
- Uninterrupted power supply: We will import a smart power or uninterrupted power system, and set up self-owned emergency generator.
- Improve energy efficiency: We will purchase energy-saving and power-saving electrical appliances which will automatically switch to standby mode or shut down when idle.
- Set up a backup laboratory: We will evaluate the location of the backup laboratory and consider replacing part of the existing laboratory work with cloud services.

Response strategies to strengthen the regulation of existing products and services

- Keep abreast of product regulations and trends: Through the taskforce for product regulations and trends in the Legal Unit, we will regularly track the latest product-related regulations and trends, and conduct regular staff education and training sessions so as to assess the existing product revision needs and response strategies, such as re-obtaining certifications that meet product standards.
- Strengthen raw material management: Raw material components used in supply chain production must conform to regulations and ensure compliance with the requirements of EU REACH and RoHS. Such requirements shall be included into the supplier evaluation system for regular supervision.



Opportunity Execution Strategies

Execution strategies to develop and enhance low-carbon products and services

Optimize existing products:

- We will use green energy and green raw materials in the development process, reduce the carbon footprint of products, increase the proportion of the Company's existing low-carbon products and services, and improve the overall revenue contribution of low-carbon products and services.

Develop low-carbon products to enhance competitiveness:

- We will introduce green design concepts in the R&D process, take low energy consumption and power-saving design as the main design logic, such as software and system integration; and optimize the process to reduce energy and resource waste.
- In order to reduce power consumption, ASPEED has continued to invest in the development of low-carbon chips by applying advanced technology in new product development, gradually advancing from 40nm to advanced technology, and adopting 12nm technology in the latest 8th generation of remote management product AST2700. The new product features 3-4x of the original performance, but power consumption per chip decreases.
- We will recruit outstanding R&D engineers with the concept of sustainable design, and invest a fixed proportion of revenue each year as R&D budget, so as to continuously meet the needs of customers by keeping track of key R&D achievements.

Execution strategies in response to changing consumer preferences

In-depth understanding of market demand:

- The marketing team members, together with business units, regularly conduct in-depth interviews with existing customers and new customers; to ensure that the functions planned in the new generation of remote management products can fully meet the needs of servers and storage devices, network switches and edge computing devices and be modified in a timely manner.

Promotion of existing products:

- In response to the post-pandemic era trends, the Company's main products, server management chips and audio/video chips, have been expanded into a wider range of product application areas, such as storage devices, network switches and edge computing devices. Based on the above trends, the Company has further formulated a marketing and promotion plan to continuously explore new markets and new customer sources.

Planning and development of functions in new products:

- We will plan the market positioning of new products, functional specifications, the process of use, and set the timetable for the development and release of new products, formulate marketing plans and arrange live-machine demonstrations with customers. For example, the new products have added a wide range of industrial specifications, and the product operating environment temperature has evolved from previous commercial specifications to being able to support the industrial specifications to meet the environmental temperature needs for different clients and markets.

Stable supply in response to market demand:

- We have recruited supply chain management professionals and product packaging and testing professionals as the counterparts with upstream suppliers to improve suppliers' delivery quality and delivery rate.

Execution strategies to adopting more efficient and effective ways of working

Operational process optimization:

- We will introduce digital transformation and electronic process to assist the optimization of the operational process of warehouse, finance and business divisions, so as to avoid duplicated processes to reduce labor costs and waste of resources caused by errors.

Digital management:

- We will establish a digital management platform to integrate data and optimize the enquiry methods, including the financial gross profit margin, the accounts receivable system, the warehouse shipment management system, etc., to accelerate the enquiry of personnel, reduce the time for personnel data consolidation, and ensure the accuracy of information; we will establish an electronic verification system to improve operation efficiency, reduce paper-copy costs, and plan to import all data into the BI system for data analysis.

Climate-related Metrics and Targets

Climate Risks	Management Targets	Management Metrics
Rising cost of raw materials	Enhance supplier management	Multiple supplier strategies; increase the number of back-end packaging suppliers
		Raw material inventory turnover
		Frequency of supplier evaluation; raise the threshold of supplier evaluation
	Strengthen customer relations	Enhance customer satisfaction
		Increase customer loyalty and add service items
Extreme changes in climate patterns have led to severe disasters	Reduce the direct impact of climate disasters on work	Improve the implementation frequency of employees' remote workflow
		Improve the implementation frequency of workflow/cloud-based system
	Improve the disaster response capacity of laboratories	Laboratory RTO established: Time target for disaster recovery
		Laboratory RPO established: Time target for systems & data recovery
		Regularly implement laboratory emergency disaster protection education and training
		Regularly implement laboratory emergency disaster protection drill
	Improve the disaster response capacity of foundries	Increase the proportion of foundries that develop operation continuity plans
Increased regulation of existing products and services	Ensure that the Company is responsive to the latest legal and regulatory requirements	Regular updates on laws and regulations related to products
		Regularly confirm whether the work process is updated in accordance with product-related regulations
		Regularly confirm whether the requirements of suppliers are updated in accordance with product-related laws and regulations
		Regular sharing of product-related laws and regulations

Information Security Management

ASPEED Technology upholds the highest standards in implementing information security management. Since May 2022, the Company has successfully passed ISO 27001 certification annually. Through a comprehensive “Information Security Policy” and 23 security protocols, ASPEED systematically manages information security risks, safeguarding personal data, customer privacy, and stakeholder interests. To strengthen internal awareness, the Company actively promotes information security education. Following the ISO 27001 Plan-Do-Check-Act (PDCA) cycle, ASPEED conducts at least one internal audit and one independent third-party external audit each year, and undergoes recertification every three years to ensure the continued effectiveness of its information security management system. Through regular training and the implementation of robust policies, ASPEED is committed to providing comprehensive information security protection for its employees, customers, suppliers, and business partners.

In 2024, ASPEED Technology achieved the following milestones in information security:

ASPEED Technology has established a comprehensive network and IT security protection system to ensure the uninterrupted operation of critical business functions such as manufacturing, operations, procurement, logistics, and accounting. The Company regularly reviews its cybersecurity architecture to ensure its adequacy and effectiveness. Data storage and backup mechanisms are also prioritized to defend against third-party cyberattacks, safeguard system uptime, and prevent the leakage of trade secrets, intellectual property, and confidential information.

With regard to external suppliers and partners, ASPEED routinely verifies the completeness of their information security and backup systems to ensure mutual confidentiality. The Company has also implemented an internal information security policy and requires 100% of employees to sign non-disclosure agreements (NDAs). Additionally, NDAs are signed with partners as needed, based on the nature of each project, to further protect shared information. The following outlines the initiatives completed in 2024 and those planned for 2025:

Year	Description
2024	• Enhanced VPN connection security by implementing relay computers to safeguard company information assets. • Upgraded and replaced Wi-Fi APs at the Taipei branch office to strengthen wireless network security; fully implemented managed detection and response (MDR) for 24/7 monitoring of critical devices and employee computers to protect corporate assets. • Conducted company-wide social engineering drills, simulating phishing emails to test employees' awareness and enhance information security consciousness.
2025	• Implement WAN Load Balancing to ensure stable and high-quality company network performance. • Upgrade ISO 27001 certification to the 2022 version and undergo recertification process. • Phase out and upgrade EOL systems to maintain system security and performance.

In 2024, ASPEED Technology experienced no major information security incidents or significant cyberattacks, nor was the Company involved in any related legal cases or regulatory investigations. In the same year, Deloitte & Touche conducted an information systems audit covering areas such as understanding the client's IT environment, general computer controls, and application system automated controls. The audit resulted in only four recommendations, all of which have been addressed and responded to accordingly.

ASPEED Technology Information Security Policy and Objectives

To ensure the confidentiality, integrity, availability, and legal compliance of information assets, ASPEED Technology has established an Information Security Policy aligned with relevant laws, regulations, and contractual obligations. The Company has also formed an Information Security Steering Committee, chaired by the Chief Operating Officer. The committee includes a Chief Information Security Officer and three additional members. It convenes at least once a year to formulate information security objectives, strategies, and management procedures, thereby enhancing the effectiveness of the information security management system. These measures serve to achieve the Company's established goals and provide clear guidelines for all employees to follow.

Information Security Policy

- Strengthen the information security management system and obtain third-party certifications.
- Enhance cybersecurity capabilities and prevent hacking, viruses, and ransomware attacks.
- Implement both on-site and off-site data backup and recovery measures.
- Effectively manage information assets by conducting continuous risk assessments and implementing appropriate protection measures.
- Safeguard information systems against unauthorized access to maintain confidentiality.
- Prevent unauthorized modifications to ensure the integrity of information systems.
- Ensure that authorized users can access information systems as needed, maintaining availability.
- Comply with all applicable information-related laws and regulations.
- Enforce disaster recovery plans for critical information systems to ensure business continuity in the event of human or natural disasters.
- Strengthen employee information security awareness through comprehensive training programs.
- Implement and promote information security management practices for suppliers.
- Enforce internal audit procedures and management review processes to ensure continual improvement of the information security management system.

Information Security Objectives

- Protect the security of company business services by ensuring that information is accessible only to authorized personnel, thereby maintaining confidentiality.
- Safeguard the security of company business services by preventing unauthorized modifications to ensure accuracy and integrity.
- Establish a business continuity plan to ensure the availability of company business services.
- Ensure that the execution of all business services complies with applicable laws, regulations, and contractual obligations.

To assess the achievement of information security management objectives, ASPEED Technology has established the following performance indicators:

Quantitative Indicators

- To ensure that confidential information is accessed only by authorized personnel, the number of incidents involving the leakage of confidential (or higher-level) information shall be zero per year.
- To safeguard the accuracy and integrity of customer products and data, the number of incidents involving unauthorized data tampering shall be zero per year.
- To ensure the continuity of company IT services, at least one business continuity plan (BCP) drill or review shall be conducted each year.
- To minimize service disruptions caused by information security incidents:
  - Basic IT maintenance services shall maintain at least 99% availability during annual business hours.
  - For critical business services, no more than three interruptions per quarter, and each incident shall not exceed four working hours.
- To ensure that the Company's security controls and policies comply with applicable laws, regulations, and contractual requirements, at least one internal audit shall be conducted annually.

Qualitative Indicators

- The responsibilities and functions of the Company's information security personnel shall be reviewed periodically to ensure the effectiveness of the security program.
- Appropriate information security training shall be provided based on employees' roles and responsibilities.
- Physical security of company premises shall be strengthened through appropriate safeguards and access control mechanisms.
- Measures shall be implemented to ensure that information is not inadvertently disclosed to unauthorized third parties during transmission or operations.
- Access controls shall be enhanced to prevent unauthorized access and ensure that the Company's information assets are adequately protected.
- Security requirements for information systems shall be regularly evaluated, and system vulnerabilities shall be monitored and managed.

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Certificat

Certificate

N° 2022/100076.2

AFNOR Certification certifies that the management system implemented by:
AFNOR Certification certifie que le système de management mis en place par :

ASPEED TECHNOLOGY INC.

for the following activities:
pour les activités suivantes :

DESIGN AND SALES OF INTEGRATED CIRCUITS (IC) FOR SYSTEMS ON CHIPS (SOC).

has been assessed and found to meet the requirements of:
a été évalué et jugé conforme aux exigences requises par :

ISO 9001 : 2015

and is developed on the following locations:
et est déployé sur les sites suivants :

4F.-1, NO. 1, SEC. 3, GONGDAO 5TH RD., EAST DIST., HSINCHU CITY 30069, TAIWAN (R.O.C.)

This certificate is valid from (year/month/day)
Ce certificat est valable à compter du (année/mois/jour) 2025-05-09 Until *jusqu'au* 2028-05-08

Julien NIZRI
Managing Director of AFNOR Certification
Directeur Général d'AFNOR Certification

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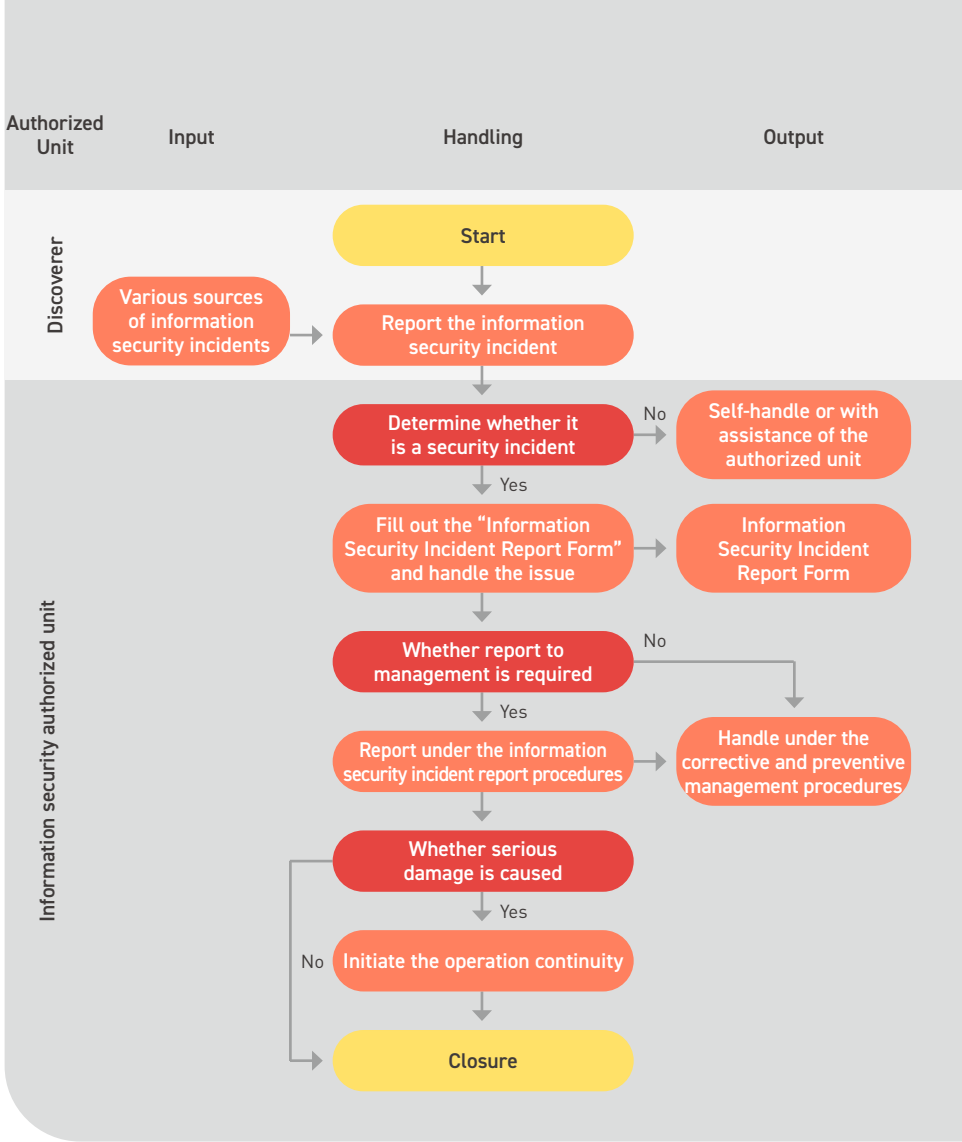
Information Security Disaster Recovery Plan

To mitigate major operational disruptions caused by unexpected natural or man-made disasters affecting information systems, ASPEED Technology has established an Information Security Disaster Response Plan. The plan is designed to ensure business continuity through risk assessment, business impact analysis, and the formulation of recovery strategies. The goal is to minimize interruptions to critical operations and achieve a state of preparedness and sustainable operations. In addition to regular data backups, ASPEED has implemented an off-site backup strategy. The data centers at the Hsinchu headquarters and the Taipei office serve as mutual backup sites with scheduled data replication. In the event of minor information security incidents or hardware failure in the ERP system, recovery and repairs will be carried out within 12 hours, with all data safeguarded through remote and off-site backups. In case of unavoidable natural disasters or events that cause serious damage to the facilities or the ERP system software or hardware, repairs and equipment replacement will be initiated within 24 hours, with complete remote and off-site data recovery.

To address the increasing demand for flexible hybrid and remote work, ASPEED's information security team promptly reviewed internal systems and upgraded infrastructure. The Company also implemented comprehensive cybersecurity measures, including system backups, data protection mechanisms, enhanced VPN security, and the full adoption of two-factor authentication and one-time passwords (OTP). A series of security drills were conducted to ensure robust protection of information assets during remote operations.

Plan	Information Security Disaster Response Plan	
Recovery Procedure	Local recovery	Remote recovery
Location	Hsinchu headquarters data center	Taipei office data center
Time	Within 12 hours	Within 24 hours
Scope	In the event of unavoidable natural disasters or other unforeseen circumstances that result in minor ERP system hardware damage or data loss, the Company will follow established procedures to complete on-site recovery and initiate remote backup	In the event of unavoidable natural disasters or other unforeseen circumstances that causes severe damage to the facility or ERP system hardware/software, or results in data loss that cannot be recovered within 24 hours, the Company will activate remote backup procedures in accordance with its established protocols
Response Measures	In cases of minor hardware damage, spare equipment will be used for immediate replacement. For other types of damage, the emergency repair system is activated to promptly deliver the necessary spare parts for urgent repairs	Activate the backup servers at the Taipei data center and restore the database. Once the original data center and equipment are fully repaired and functional, follow standard procedures to revert the system to its original state



6

Sustainable Supply Chain

Product Quality Management

Customer Service

Supply Chain Coexistence

Product Quality Management

Product Quality and Customer Satisfaction	
Identified Impact	Positive impact Negative impact
GRI Topic-specific Standards	GRI 416 Customer Health and Safety GRI 417 Marketing and Labeling
Performance Indicators	• ISO 9001 Quality Certification • Occurrence of Quality Incidents
2024 Outcomes	• Passed ISO 9001:2015 quality certification • Zero quality-related incidents reported • Zero shipment errors and zero documentation deficiencies in shipments • Process reengineering through digital transformation saved a total of 4,958.2 labor hours related to production and quality management • 100% compliance with regulatory requirements (including air, water, waste, energy management, noise control, RoHS, REACH, and HF)
2025 Objectives	• Ensure continued compliance with ISO 9001:2015 certification • Maintain zero quality incidents and zero shipment-related issues • Maintain 100% compliance with all applicable regulatory standards

Product Quality Management

To ensure superior product quality and customer service, ASPEED Technology has implemented the ISO 9001 Quality Management System and obtained ISO 9001:2015 certification. In alignment with the principle of continuous improvement, we regularly revise and update internal procedures based on customer needs, international developments, and regulatory requirements. In 2021, ASPEED updated its internal green product requirements to comply with the EU REACH Substances of Very High Concern (SVHC) regulation. All electrical, electronic, and related technology products sold by ASPEED in 2024 complied with environmental regulations such as the amended RoHS Directive, (EU) 2015/863, Halogen-Free standards (IEC 61249-2-21), and the ECHA SVHC REACH Directive 233 (EC 1907/2006). In 2023, a dedicated team was established to monitor green product compliance and respond to international regulatory developments. ASPEED utilizes an ERP system to integrate business processes including order management, production, procurement, inventory, quality, and finance. As part of our digital transformation strategy in 2023, we began building an electronic data platform to support supply chain digitalization and customer behavior analysis. A BI system was also introduced to enable real-time, accurate statistical analysis, enhancing quality control and responsiveness to customer needs. In 2024, we further optimized our DCC system to strengthen management and improve service quality.


Certificat
Certificate
ASPEED TECHNOLOGY INC.
ISO 9001 : 2015

Quality Control Based on the PDCA Model

ASPEED has established a "Nonconforming Product Management Procedure" to comprehensively manage and handle defective products arising from suppliers, internal inspections, customer returns, and complaints, ensuring effective quality control throughout the process.

1

Supplier Quality Issues

When quality control personnel identify abnormalities in products supplied by vendors, a quality issue report is issued to document the findings, initiate follow-up management, and facilitate communication with the supplier.

2

Internal Inspection Abnormalities

If any issues are discovered during IQC (Incoming Quality Control) inspections, the quality team records the findings in an internal inspection abnormality report and proceeds with internal coordination and corrective actions.

3

Customer Complaints and Returns

Upon receiving a complaint or return request, sales or quality personnel complete a customer complaint report and notify the relevant departments to take corrective actions. If the customer remains unsatisfied, further procedures are initiated, and follow-up is maintained to ensure the issue is resolved to the customer's satisfaction.

Customer Service

Product Quality and Customer Satisfaction	
Identified Impact	Positive impact Negative impact
GRI Topic-specific Standards	GRI 416 Customer Health and Safety GRI 417 Marketing and Labeling
Performance Indicators	• Customer satisfaction rate • Customer survey response rate • Timely response to customer needs
2024 Outcomes	• Achieved a customer satisfaction rate of 99.45% • 100% compliance with customer-specific regulatory requirements • 100% signed customer-requested corporate social responsibility (CSR) commitments • Maintained over 90% customer satisfaction • 100% compliance with customer conflict minerals ban across all suppliers • Recorded zero complaints or penalties related to customer privacy • 100% of customer-required supplier CSR commitments signed • 100% of key suppliers signed CSR commitment letters • 100% response rate to customer CDP and RBA international initiatives
2025 Objectives	• Maintain customer satisfaction above 90% • Achieve 100% response rate for major customer surveys • Ensure zero customer complaints or penalties • Provide 100% response to customer CSR-related commitments • Provide 100% response to customer international initiatives • Require 100% of suppliers to sign CSR commitment letters

Customer-Centric and Responsive Support

We believe that close engagement and timely responses are the foundation of exceptional customer service. Our dedicated account-based sales model is supported by direct involvement of R&D engineers in customer communications, replacing the traditional FAE role. This enables immediate technical feedback and ensures that our R&D team receives customer input firsthand. Through seamless collaboration among marketing, R&D, and customers, we not only accelerate issue resolution but also gain deeper insights into market needs. Over the years, customer satisfaction surveys have consistently recognized ASPEED for our fast response times and prompt problem-solving. To further enhance service quality and communication, ASPEED has established a dedicated team responsible for product quality and after-sales support. Since 2023, we have integrated customer management into our digital transformation strategy by implementing BI and AI systems to accelerate analysis and decision-making, enhance service efficiency, and mitigate operational risks.

Department	Service Description
Marketing & Sales	Regular customer visits, product requirement communication, project management, R&D progress tracking, delivery of product-related firmware/software, and customer satisfaction surveys
Customer Service	Management of procurement and sales logistics, service process optimization, issue resolution, RMA handling, and after-sales support
Quality Management	Product design quality control, PDCA process management, and ISO 9001 quality management standards
Product Development	R&D personnel receive customer feedback directly and respond promptly to product-related issues

ASPEED Technology places great importance on customer satisfaction. Each year, the sales team conducts an online customer satisfaction survey at the end of the year. To better understand customer expectations and opinions, ASPEED promptly addresses feedback received in the previous year and adjusts the following year's survey targets accordingly. The 2024 objectives and achievement rates are as follows:

Aspect	Target	Achievement Rate
Customer Satisfaction	Above 90%	100% achieved, with overall satisfaction reaching 99.45%
Written Feedback	Encourage written responses to better understand customer needs	28.96% of domestic and international customers provided written feedback, all of which were promptly responded to via phone or email
Response Rate from Key Customers	75%	75.30%
Signing of Customer-Requested Commitment Letters	100%	100%
Response to Customer-Requested Global Initiatives (CDP, RBA, etc.)	100%	100%

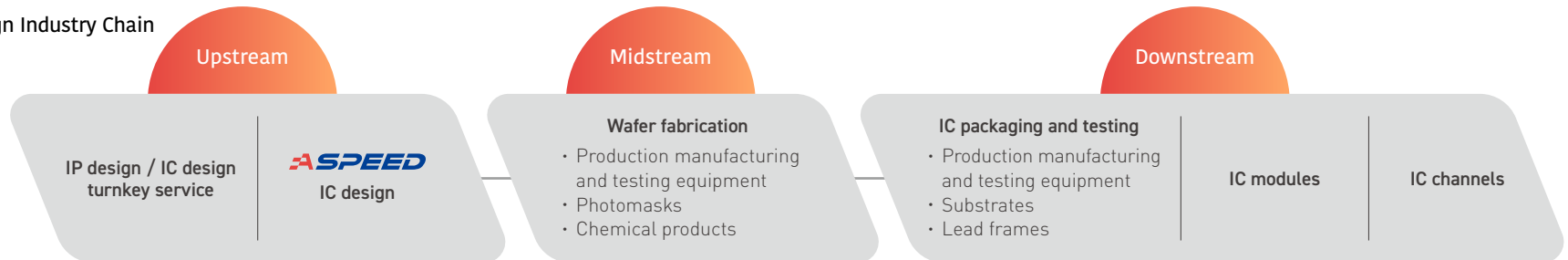
Customer Satisfaction and Complaints	Description
Satisfaction Survey: Distributed via Online Questionnaire	All feedback and concerns raised by customers are handled promptly through the following channels: • Domestic customers: Feedback is addressed immediately via phone calls, in-person visits, or video conferences. Engineering or R&D personnel are involved when necessary to resolve issues. • International customers: Feedback is managed through email and online meetings. Engineering or R&D personnel are also included when needed. • A total of 28.96% of respondents provided written feedback through the questionnaire. Sales representatives followed up directly to understand and resolve these issues effectively.
Complaints Received via Website	ASPEED provides a dedicated contact email (sales@aspeedtech.com) on its official website. In 2024, all feedback received through this channel was primarily from potential customers seeking quotations or non-customer-related opinions, all of which were responded to promptly.
Complaints Received via Phone	No complaints were made through phone calls in 2024.

Supply Chain Coexistence

Responsible Supplier Management

As an IC design company at the forefront of the semiconductor industry value chain, ASPEED Technology collaborates with qualified suppliers in the industry chain through professional division of labor and mutual cooperation. The supply chain has always been a highly valued partner for us, and therefore, responsible supply chain management has consistently been a top priority for ASPEED Technology. All products of ASPEED Technology are produced through turnkey service providers. Since 2023, ASPEED Technology has gradually transformed into a Fabless 2.0 new supply chain model, taking control of the outsourced back-end product packaging and testing. The number of direct suppliers has also gradually increased, thus rigorous screening of qualified suppliers will be our key focus.

● ASPEED Technology IC Design Industry Chain



ASPEED Technology relies on close cooperation with its supplier partners to ensure good quality and smooth supply, unaffected by drastic changes in the overall economic situation. Given that the number of suppliers will increase after the transformation to Fabless 2.0, improving supply chain management and reducing the risk of supply chain disruption are also critical. We conduct supplier risk management annually based on client needs. In recent years, considering geopolitical risk aversion, ASPEED Technology has begun evaluating the diversification of production sites to mitigate risks. In 2024, discussions commenced regarding the feasibility of OSAT vendors in countries including Japan, Korea, and the Philippines, along with cost differences, to serve as a basis for future supplier selection.

Supply Chain Management	2024 Results	2025 Target
Percentage of assessed suppliers	100%	100%
Percentage of suppliers who signed the Corporate Social Responsibility Pledge	100%	100%

Manufacturing Quality Management

- Process technologies, quality, yield, production capacity, and delivery schedule compliance
- Completeness of silicon IP
- Comply with ISO-related specifications
- Automatic Placement and Routing (APR) Technical Capabilities
- Collaborate with upstream and downstream IC industry strategic alliances

Materials/Risk Management

- Wafer Bank Procurement Model: 4-6 months wafer inventory
- Diversified Suppliers: Stabilize raw material sources and supply requirements to mitigate risks
- Establish smooth channels for natural disaster reporting and formulate response measures for resuming work and relocating factories
- Increase the number of back-end packaging and testing cooperative suppliers, and sign capacity guarantee agreements

Supplier Assessment Management

- Optimize supplier evaluation: Continuously raise the evaluation threshold for qualified suppliers
- Suppliers sign supplier corporate social responsibility
- Suppliers comply with the code of conduct

Supplier Management Policy

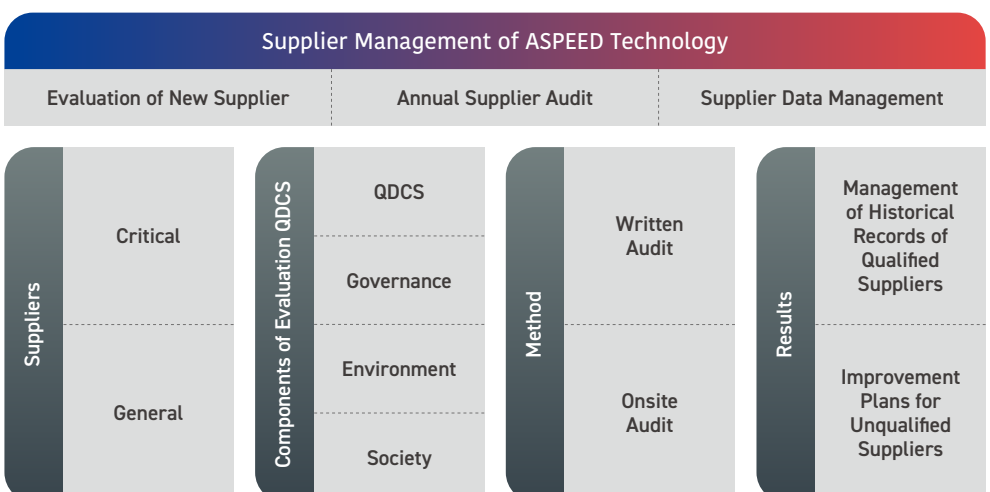
Suppliers are highly valued partners. In recent years, in addition to properly formulating management policies, we have gradually incorporated sustainability management into supplier management. We hope to grow and prosper together with all our supplier partners, while also emphasizing the three major aspects of society, governance, and environment. We conduct annual supplier audits and include ESG-related issues such as green commitments, human rights protection, and the prohibition of conflict minerals in our annual audit items, which are publicly declared on our official website. We also require major suppliers to comply with our code of conduct and sign the ASPEED Technology Corporate Social Responsibility Pledge. Please refer to the official website for ASPEED Technology's green commitment.

Integrity in Business Operations and Fair Trading	Labor Rights	Comply with International Conventions	Green Environmental Commitment	Occupational Health and Safety
• Anti-corruption • Anti-Improper Benefits • No unfair competition • No improper transactions	• Eliminate any employment discrimination • Diverse and inclusive • No child labor • Equal pay for equal work • No forced labor • Open and smooth labor-management communication • Safeguarding employees' freedom of association • Anti-bullying and Anti-harassment	• Conflict-free Minerals: Require all suppliers to source minerals from conflict-free supply chains. • All suppliers comply with the Responsible Business Alliance (RBA) Code of Conduct and incorporate its standards into their annual supplier audits	• Pollution prevention and resource conservation • Energy Consumption and Greenhouse Gas Emissions • Wastewater and solid waste treatment • Exhaust Gas Treatment • Hazardous Substance Management	• Ensure occupational safety • Work injuries and occupational diseases • Public health • Ensure health and safety

ASPEED Technology's green pledge

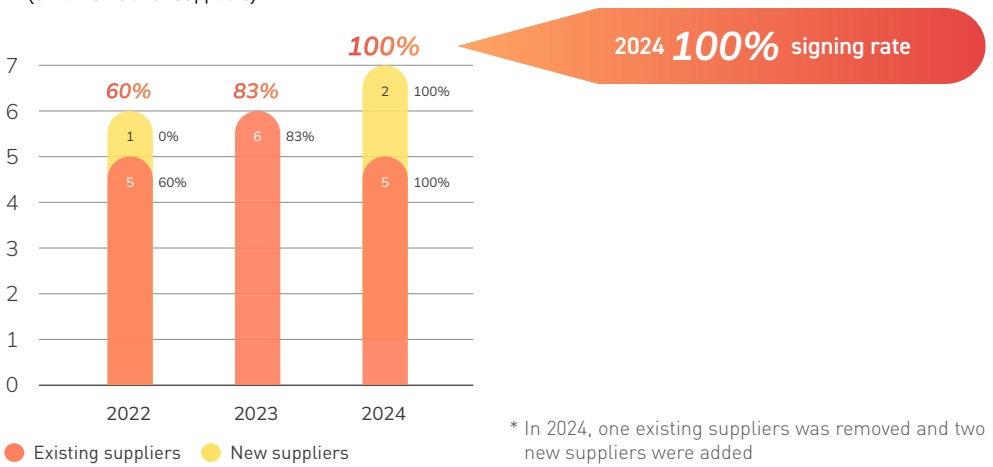
Supplier Audit and Evaluation

The General Administration Department convenes quality assurance and product development units to form an evaluation team, which conducts an onsite evaluation of new suppliers based on items contained in the supplier initial evaluation form. With the increase in the number of suppliers since the transition to Fabless 2.0, it is important to manage suppliers more carefully. ASPEED Technology's suppliers can be divided into two main categories: critical suppliers and general business suppliers. Critical suppliers, which provide main raw materials, production, and testing, are exclusively selected from world-class manufacturers. These manufacturers are required to meet standards for social responsibility, environmental protection, occupational safety, human rights, and business continuity, adhering to RBA guidelines. Preference is given to suppliers certified with ISO 9001, 14001, and 45001. We annually require suppliers to submit sustainability reports for audit and monitor for any adverse events or international sanctions that may harm the brand. Simultaneously, the signing of the Corporate Social Responsibility Pledge was promoted, with a signing rate of 100% among critical suppliers in 2024. This rate will continue to increase in the future, and those who have not signed must provide a sustainability report for review.



● Proportion of Main Suppliers signing the Corporate Social Responsibility Commitment

(Unit: Number of Suppliers)



* In 2024, one existing suppliers was removed and two new suppliers were added

ASPEED Technology conducts annual document or onsite supplier assessments. Starting from 2023, suppliers must score at least 80 points instead of 75 points to pass, and it will be progressively increased year by year as circumstances dictate. Those who fail must make improvements within a limited time period then apply for reassessment. If a supplier fails reassessment, it no longer qualifies to be a supplier of the Company. Overseas suppliers that cannot be assessed on-site may be deemed qualified after self-assessment and approval by the assessment team. The assessment process includes quality control, design procedures and management, document records, storage, and inspections, as well as green product management and ESG. If a serious quality problem occurs with an approved supplier, ASPEED Technology increases the proportion of sampling tests in accordance with the inspection and testing management procedures until the issue is completely rectified. If the issue cannot be rectified, the supplier's qualified status will be revoked. In 2024, two new critical suppliers were added, and one existing supplier was reduced, resulting in a total of seven critical supplier assessments. Except for one overseas supplier that underwent a desk review, the remaining six were assessed through on-site reviews. All passed the assessment process, achieving an audit and pass rate of 100%.

Supplier Evaluation Results	2024 Results	2025 Goals
Number of suppliers reviewed (including document and onsite assessments)	7 Onsite assessment: 6 Document assessment: 1 (international supplier)	Percentage of significant suppliers reviewed: 100%
Percentage of significant suppliers reviewed	100%	100%
Number of suppliers with actual/potential significant negative impact	0	0
Percentage of suppliers with negative impact included in the improvement plan	0	0
Percentage of suppliers with negative impact terminating cooperation	0	0
Number of suppliers with negative impact that participated in the improvement plan	0	0
Percentage of suppliers with negative impact that participated in the improvement plan	0	0

Declaration of Green Pledge and Conflict-free Minerals

ASPEED Technology supported the Company's green pledge, human rights protection, and conflict-free minerals policy by issuing a public statement on the corporate website proclaiming that the Company and the Company's suppliers shall uphold their social and environmental protection responsibilities. They shall not accept minerals from conflict zones or illegal mines. The Company required that all suppliers commit to implementing these measures. In terms of green products, the electrical appliances, electronics and related technology products sold by ASPEED are in compliance with the relevant environmental protection laws and regulations, such as the RoHS Directive amendment instructions, (EU) 2015/863, Halogen free, IEC 61249-2-21, and ECHA SVHC REACH Directive 233 (EC 1907/2006). In 2023, dedicated personnel have been introduced to take charge of green products and the review and response to international relevant regulations. Based on the European Union's REACH regulation, 11 new Substances of Very High Concern (SVHC) have been added, totaling 235 substances. At the same time, in order to better understand the international regulations on hazardous substances and to meet customer needs, so that the Company's relevant personnel can be familiar with international regulations and quality assurance standards, relevant education and training courses on hazardous substances regulations have been set up to improve management efficiency.

To manage the Company's conflict-free minerals policy, ASPEED Technology supports the "responsible minerals procurement" position. ASPEED Technology shares the Company's conflict-free minerals policy with suppliers and insists on full compliance. Each year the Company examines suppliers' Conflict Minerals Reporting Template (CMRT and EMRT). Suppliers must identify their smelting source. In 2023, the examination version has been updated to CMRT 6.31 & EMRT 1.2. All of their purchases must be made from conflict-free and qualified mineral suppliers, and they shall faithfully disclose their conflict minerals information. Compliance is included in annual supplier evaluations, which enables us to implement our conflict-free procurement program. Suppliers shall also sign ASPEED Technology's Corporate social responsibility pledge and confirm that they will adhere to its conflict-free minerals policy. In the event that any products or raw materials from suppliers are found to contain conflict minerals from non-qualified sources, we take the necessary measures to stop their use. ASPEED Technology issued a public declaration of support for responsible minerals procurement on the Company's corporate website and seeks to fully implement this social responsibility. ASPEED Technology's management of conflict-free minerals in 2024:

Type of Conflict-Free Mineral	Management Strategy	Description
Antimony	Misc. in products	Not a CMRT listed in the RBA. ASPEED Technology regularly asks for supplier management
Cobalt	Use in products	Managed with EMRT 1.3 using RBA specifications
Tungsten	Use in products	Managed with CMRT 6.4 using RBA specifications
Palladium	Use in products	Not a CMRT listed in the RBA. ASPEED Technology regularly asks for supplier management

RBA Code of Conduct

To comply with the RBA Code of Conduct, each year, ASPEED responds to customers' requests for the annual SAQ (Self-assessment Questionnaire) on RBA Online. Meanwhile, ASPEED Technology is committed to ensuring that working conditions at the Company and in the Company's supply chain are safe; that workers have a safe and healthy work environment and are treated with respect and dignity; and that business operations are environmentally responsible and conducted ethically.

Maintain Local Procurements

ASPEED Technology has long been committed to the principle of local procurement, hoping to reduce carbon emissions generated during the transportation of raw materials. In 2024, the percentage of local procurement for key raw materials significantly increased from 85.54% in 2023 to 98.53%, with almost all key raw materials procured locally in Taiwan. In the past three years, the total domestic purchase amount reached 94.91% in 2024. ASPEED Technology's procurement strategy has also had to consider geopolitical factors in recent years. In the future, while maintaining local procurement, we will also consider diversifying procurement risks.

● **Domestic and international procurement summary table over the past three years** (Unit: NTD100 million)

	2022		2023		2024	
	Amount	%	Amount	%	Amount	%
Category	30.24	90.55%	20.84	89.17%	31.73	94.91%
International	3.15	9.45%	2.53	10.83%	1.7	5.09%
Total	33.39	100%	23.37	100%	33.43	100%

● **Proportion of procurement expenditure from local suppliers** (Unit: NTD100 million, Percentage)

Key Locations of Operation	Type	Purchase Amount	Local Purchase Amount	Local Procurement Rratio
Taiwan	Raw Material Purchase	22.48	22.15	98.53%
	General	10.95	9.58	87.49%

7

Talent Inclusion and Social Participation

Diversity, Equality and Inclusion

Talent Recruitment and Retention

Talent Development and Retention

Employee Care

Talent Sustainability and Social Participation

Diversity, Equity and Inclusion

Diversity and Inclusion Policy – Compliance with International Human Rights Norms

ASPEED Technology scrupulously abides by the laws and regulations of each location it operates while following the principles of international human rights conventions, including upholding employees' freedom to form associations and opposing any behaviors that infringe on or violate people's rights. In employment, the Company opposes any form of discrimination. ASPEED Technology's work regulations explicitly state the policy of diversity and inclusion, which incorporates the principles of diversity, equality, and inclusivity: hiring employees shall not discriminate against candidates on the basis of their race, class, language, views, religion, political party, place of ancestry, gender, marital status, appearance, facial features, disability, astrological sign, blood type, or past participation in a union. In the workplace, employees shall not be discriminated against on the basis of race, age, gender, sexual orientation, disability, maternity, politics, or religion. The objective is to foster a workplace environment that is equal, diverse and inclusive. All employees sign a labor agreement in accordance with the law, and work regulations stipulate that employees' freedom to assemble or form associations shall not be infringed upon, child labor shall not be used, and there shall be no forced labor. These rules protect workers' basic human rights. If a special circumstance arises in Taiwan where the Company must terminate a labor agreement with an employee, the Company prepares and pays severance in accordance with the Labor Standards Act. In 2024, the Company did not have any incidents of employing child laborers, forced labor and violation of human rights.

Gender Equality

To provide all employees with an equal and harassment-free working environment, ASPEED Technology has established the "Gender Equality Implementation Measures" and set up a complaint channel to ensure that once a complaint is received, an investigation can be immediately initiated, and the privacy and personal rights of the parties involved are protected throughout the process. To further strengthen the gender equality environment, in 2023, the Company revised the "Gender Equality Implementation Measures" to improve the prevention of sexual harassment and related gender equality regulations. It also incorporated an anonymous whistleblower reporting mechanism into the complaint channels that are handled by a third-party impartial unit, ensuring transparent and fair procedures. Upon receipt of a complaint, a sexual harassment and complaint handling committee will be established to provide employees with a more comprehensive protection mechanism. In 2024, ASPEED Technology did not experience any incidents violating human rights, such as infringement of employee rights, gender equality, or sexual harassment, demonstrating the Company's commitment to a gender-friendly environment.

The following are the international principles we adhere to:

- Universal Declaration of Human Rights
- Responsible Business Alliance (RBA) Code of Conduct
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- OECD Due Diligence Guidance for Responsible Business Conduct

ASPEED Technology's Commitment:

- Implement freedom of employment and equal treatment
- Prohibit forced labor and child labor
- Establish a diverse, equitable, inclusive, non-discriminatory, and harassment-free working environment
- Provide overall compensation and benefits that comply with regulations and allow for a decent living
- Strictly adhere to all applicable wage and hour laws, and prioritize pay equity
- Ensure workplace safety and health
- Ensure all employees have the right to freedom of association, to join various community organizations, and to organize and participate in trade unions

Talent Recruitment and Cultivation

Talent Recruitment and Cultivation	
Identified Impact Result	Negative impact
GRI Topic-specific Standards	GRI 401 Employment GRI 402 Labor/Management Relations GRI 404 Training and Education GRI 405 Diversity and Equal Opportunity GRI 406 Non-discrimination
Performance Indicators	• Staff turnover rate • Recruitment and retention rate • Education and training • Employee gender ratio
2024 Results	• The application rate reached 14.17 times • 100% new employee onboarding and retention rate • 0 cases of human rights-related complaints and penalties • 0 cases of Occupational Health and Safety-related violations • Total employee training hours: 1,856 hours • The number of female employees increased by 0.94 percentage points compared to 2023
2025 Objectives	• Continuously maintain employee stability • Increase offer acceptance rates and maintain onboarding and retention rates • Enhance the hours and breadth of education and training • Continuously provide an equal and diversified workplace

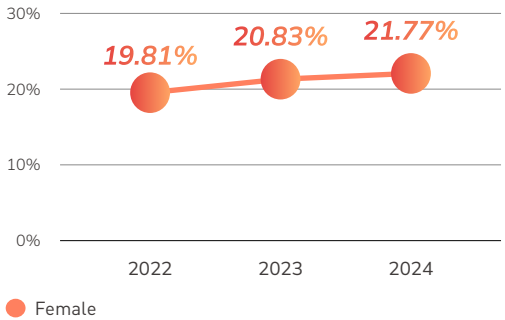
Compensation and Performance Mechanisms	
Identified Impact Result	Positive impact
GRI Topic-specific Standards	GRI 202 Market Presence GRI 401 Employment GRI 402 Labor/Management Relations GRI 405 Diversity and Equal Opportunity GRI 406 Non-discrimination GRI 201 Economic Performance
Performance Indicators	• Employee average salary • Employee benefits
2024 Results	• Average employee salary of NTD 5.459 million, ranking first among listed TWSE/TPEx listed companies • Median salary of non-managerial full-time employees: NTD 4.004 million, ranking first among TWSE listed companies • Average salary of non-managerial full-time employees: NTD 4.715 million, ranking first among TWSE listed companies • NTD 737 million in employee benefits expenses, an increase of 63.05% compared to last year • NTD 210,000 in welfare benefits per capita, a new historical high
2025 Objectives	• Continuously improve the average salary level of all employees and enhance employee benefits

ASPEED Technology's achievements are attributed to the professional dedication and high enthusiasm of all its employees. We continue to deepen our R&D capabilities and invest long-term efforts in talent acquisition, development, and retention. We not only focus on headcount growth but also on the quality and composition of our talent. In addition to providing competitive compensation and benefits, we are committed to creating a happy and friendly work environment and caring for our colleagues' families, so that our colleagues can fully dedicate their passion and creativity to their work without worries. As of 2024, ASPEED Technology had 124 employees (full-time staff), with an average age of 41.54 years and an average internal tenure of 5.97 years, an increase of 8.94% compared to 2023. This indicates that most employees are experienced and have grown with the Company long-term. Of these, males account for 78.23% and females account for approximately 21.77%, with the proportion of female employees increasing by 0.94 percentage points compared to 2023. In 2024, ASPEED had a total of 50 executives, including 7 women, accounting for 14% of the total, which was unchanged from 2023.

The R&D talent pool in Taiwan has long been dominated by male, and the staff composition of ASPEED Technology is also dominated by R&D staff, which is one of the factors for the higher proportion of males in the Company's internal workforce. In terms of the number of men and women in the management sales units, the ratio of men to women is 1:1. Overall, the Company recruits talents mainly based on the job nature and needs, rather than gender. ASPEED Technology is committed to implementing corporate gender equality, diversity, equity and inclusion. Since 2022, the proportion of female employees has continuously increased, from 19.81%, 20.83% to 21.77% in 2024. ASPEED will continue to strive towards achieving a balance by increasing the representation of minority genders. Considering the need to balance the male-to-female ratio of R&D talent in Taiwan and to promote gender equality in the technology sector, since 2023, ASPEED Technology has not only maintained a gender-equal recruitment policy and provided a friendly and fair workplace environment, but has also actively invested in talent development programs for women in technology. In 2024, ASPEED Technology continued to collaborate with National Tsing Hua University and National Hsinchu Girls' Senior High School to leverage its influence in promoting issues related to women in technology. This initiative aims to help a new generation of female students understand the technology industry, with the hope of fostering talent from the source to advance the discussion on women in technology, and to achieve gender equality through education and knowledge sharing.

* For details, please refer to the chapter of Talent Sustainability and Social Participation.

● **Number of Female Employees Ratio between 2022-2024** (Units: Percentage)



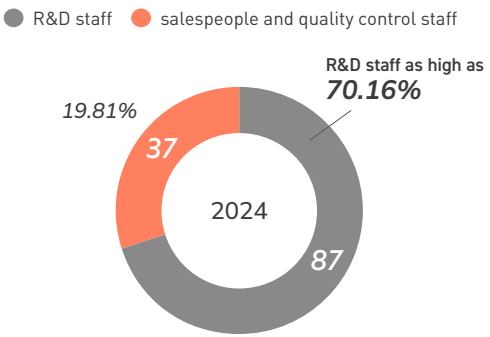
	Male	Female
2022	80.19%	19.81%
2023	79.17%	20.83%
2024	78.23%	21.77%

Professional Talent and Sound Development

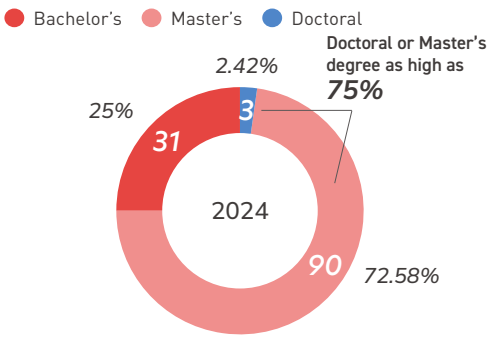
From the perspective of the structure of professional background, among the staff, R&D staff accounted for 70.16% of the total employees at ASPEED Technology, and those with a Doctoral or Master's degree accounted for as high as 75%, fully reflecting ASPEED Technology's high regard on R&D of innovative technology. In terms of the position distribution, ASPEED Technology had a total of 87 R&D personnel (including R&D and design personnel in the product development division as well as the quality verification and system design division), and 37 salespeople and quality control staff in 2024. In response to the Company's core R&D needs, the number of R&D personnel as a percentage of company-wide headcount has increased by 0.99 percentage points compared to 2023, demonstrating ASPEED Technology's efforts in enhancing its R&D capabilities.

The cultivation of R&D talent has always been a key focus in the semiconductor IC design industry. ASPEED Technology is headquartered in Hsinchu City, with over 90% of its employees working at its main operational base in Hsinchu, Taiwan. Some employees also work in the Taipei area, responsible for R&D and technical support services. The proportion of local residents employed as senior executives is 100%. To provide a more flexible working model, the Company also allows employees to choose to work at the Hsinchu headquarters or the Taipei office based on their personal needs. In 2024, we announced the establishment of an R&D center in Kaohsiung. In the future, we will also recruit R&D and testing talent locally in Kaohsiung, hoping to contribute to balancing the development of semiconductor talent between the northern and southern regions. At the same time, we will also strive to introduce and cultivate international R&D talent, and strengthen the diverse composition of our employees. No persons with disabilities, foreign employees, or ethnic minorities were employed in 2024.

● **Staff position composition** (Unit: People)



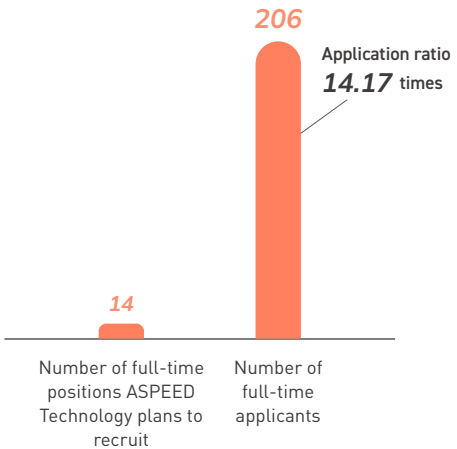
● **Education level distribution** (Unit: People)



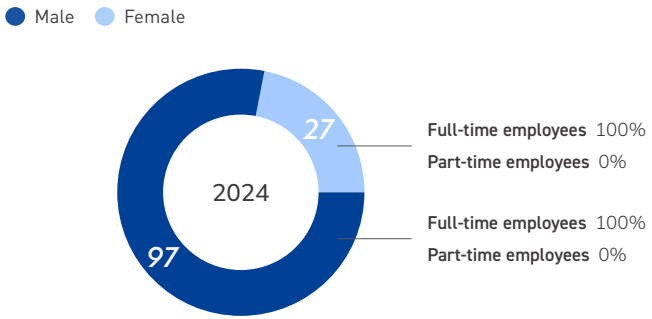
Diversity, Equality and Professional Recruitment

In 2024, ASPEED Technology offered a total of 14 job openings, receiving 206 applications for full-time positions, which is 14.17 times the projected number of hires. The number of full-time employees who commenced employment was 14, and 14 employees were confirmed to have been issued employment contracts and remained after their probation period, resulting in an onboarding and retention rate of 100%. In addition to recruiting new talent, employee turnover also affects the stability of the workforce structure. In 2024, ASPEED Technology's average turnover rate was 6.06%, and the employee turnover rate was 16.13%. Although slightly higher than the previous year, after evaluation and understanding by the Administration Division, these were all normal personnel turnovers and still significantly lower than the industry average turnover rate. We deeply understand that employees are the Company's most valuable asset. Therefore, while continuously promoting business growth, the Company actively optimizes human resource management. Through various strategies such as improving compensation and benefits, promoting flexible work models, and perfecting career planning, the Company strengthens employee retention mechanisms, ensures stable talent development and corporate competitiveness, and demonstrates ASPEED Technology's firm commitment to "nurturing and retaining talent."

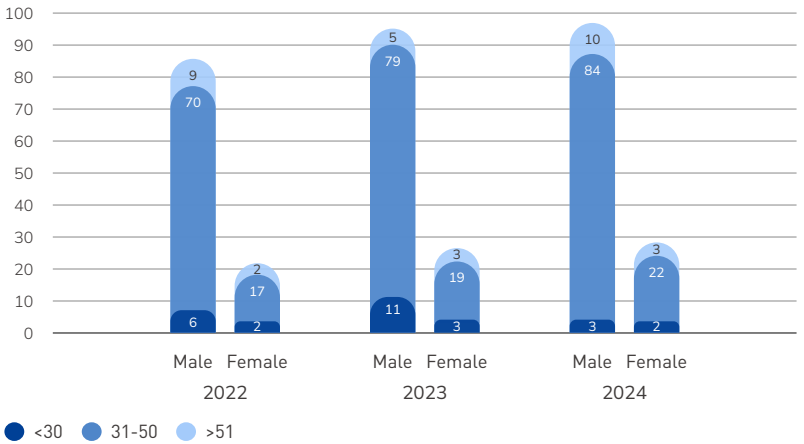
● 2024 Recruitment Rate (Unit: People)



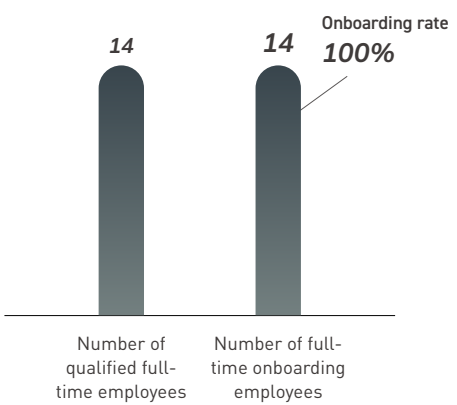
● Labor Structure (Unit: People)



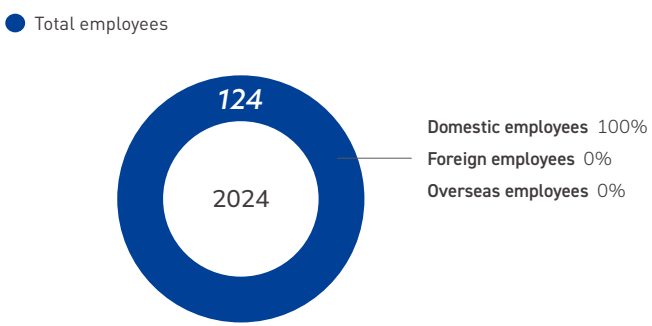
● Number of Employees by Gender and Age (Unit: People)



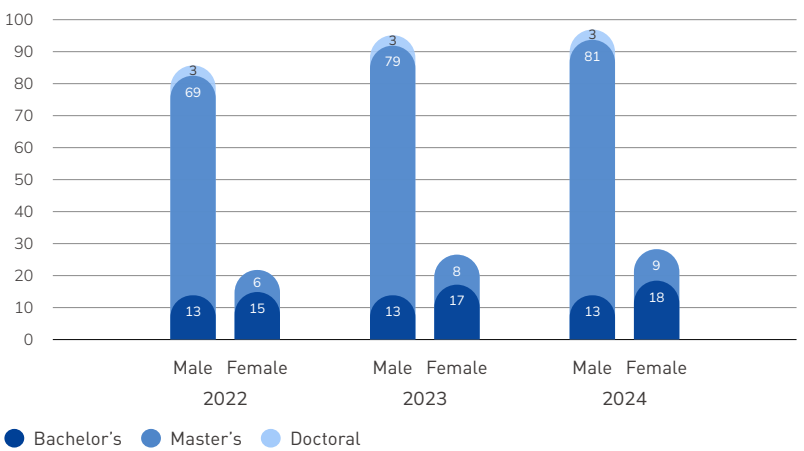
● 2024 Onboarding Rate (Unit: People)



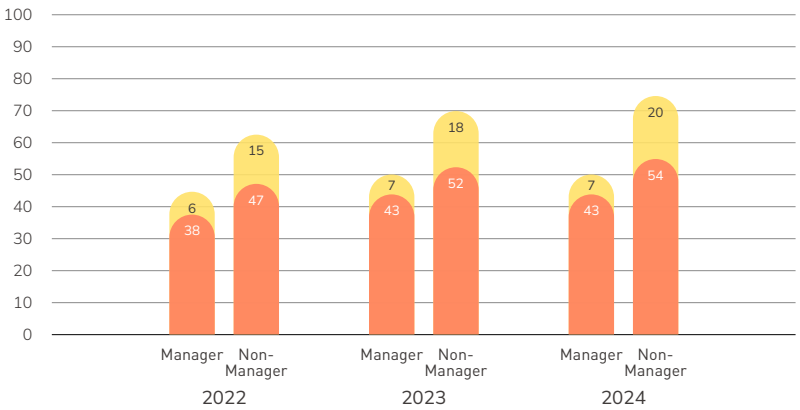
● Labor Structure (Unit: People)



● Number of Employees by Gender and Education (Unit: People)

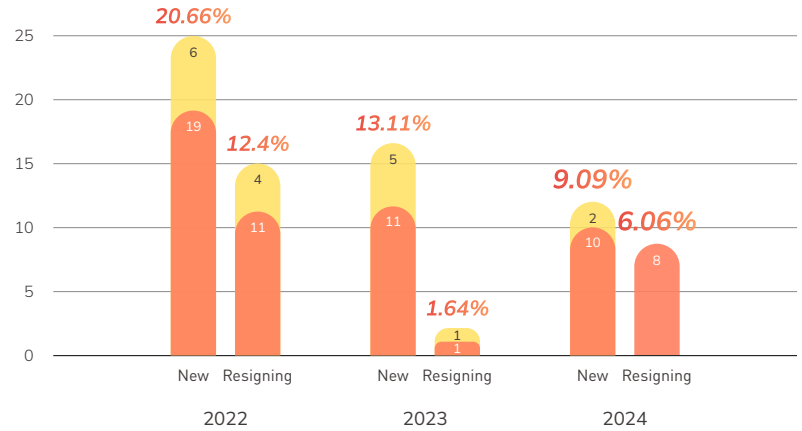


● Number of Employees by Position and Gender (Unit: People)

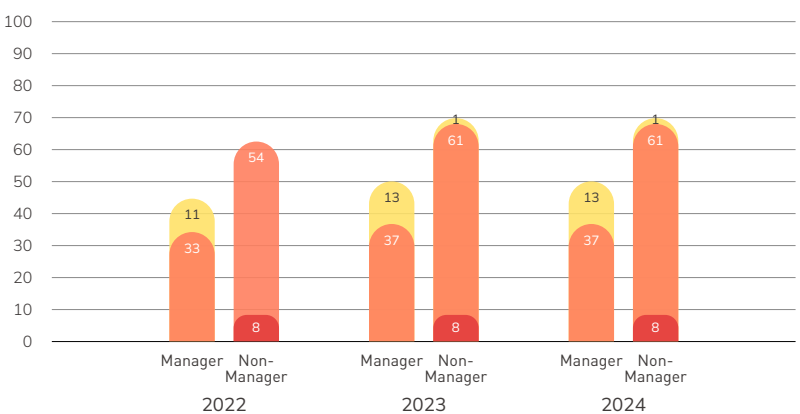


* Managerial positions are defined as those above manager level

● Number of New Employees and Resigning Employees - By Gender (Unit: People)

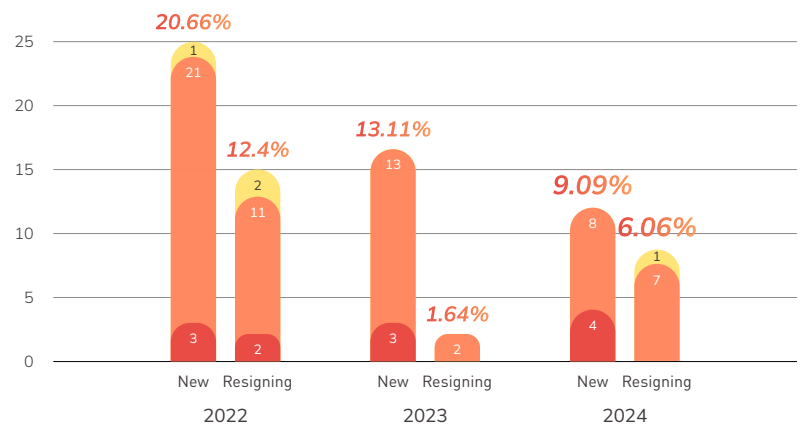


● Number of Employees by Position and Age (Unit: People)



* Managerial positions are defined as those above manager level

● Number of New Employees and Resigning Employees - By Age (Unit: People)



Compensation Policy

High-quality talent is the most important asset of IC design companies, so facing competition in the talent pool of the semiconductor industry, ASPEED Technology not only provides employees with a highly competitive, internally fair compensation and a diverse and rewarding welfare program, but also respects employees' autonomy and cohesion, and pays attention to employees' personal accomplishments and work-life balance, so that the enterprise and employees can grow sustainably together.

Since 2021, ASPEED has continuously made adjustments in all aspects of employee welfare, including increasing the number of guaranteed paid months' salary from 14 months to 15 months, and the structural salary adjustment in 2022 also increased compared to the previous year. The overall salary adjustment system allows employees to practically feel the importance that the Company attaches to talent retention. Based on the "average employee salary expense" and the average and median salaries of "full-time non-managerial employees" announced by Taipei Exchange in 2024, ASPEED Technology continued to maintain its industry-leading position, ranking first. In 2024, the total employee welfare expenses for ASPEED Technology amounted to NTD 737 million, the median salary for full-time non-managerial employees was NTD 4.004 million, and the average salary for full-time non-managerial employees was NTD 4.715 million. Salary increases are not the only policy ASPEED Technology has implemented to enhance employee benefits; in the future, we will continue to:

- Enhance overall compensation and benefits to ensure that total compensation remains competitive within TWSE/TPEx listed companies
- Create a diverse and inclusive workplace where employees from different backgrounds can thrive
- Provide comprehensive support to empower employees to reach their full potential in a stable and growth-oriented environment to shape a brighter future together

Performance-based Compensation System

ASPEED Technology's compensation system is closely linked to annual operational goals and is planned and adjusted based on employees' job responsibilities, professional skills, and performance. We adopt a 100% individual performance-oriented appraisal method to ensure that every employee's effort and contribution are fairly rewarded.

- **Employee profit sharing:** 8% of pre-tax net profit is allocated annually as employee compensation, significantly higher than the market average (approximately 1% for general enterprises). This 8% profit sharing is fully distributed among all employees below the associate level, embodying the corporate spirit of profit sharing.
- **Executive compensation incentives:** Starting from 2023, following a resolution by the Board of Directors, ASPEED Technology has adopted Cash-Settled Restricted Stock Units (CSU) as the primary compensation tool for its executives. Compared to traditional Restricted Stock Units (RSUs), CSUs offer greater flexibility in issuance and granting, and are cash-settled. This not only avoids the need for issuing new shares and diluting shareholder equity, but also aligns with the long-term interests of both the Company and its shareholders. Furthermore, CSUs are more adaptable to market changes, ensuring the maximization of incentive benefits.
- **ESG and performance-linked remuneration:** Since 2024, the Company has incorporated ESG indicators into executive performance-based compensation. Performance will be assessed based on the ranking tiers of the TWSE Corporate Governance Evaluation, and CSU compensation will be adjusted by positive or negative 2% to encourage executives to lead the promotion of sustainable operations.
- **Employee stock ownership and long-term incentives:** In addition to the compensation system, ASPEED Technology has also established an employee stock ownership policy to ensure that salary adjustments and performance bonuses fully reflect individual performance, further motivating employees to foster teamwork, continuously innovate, and grow together with the Company.

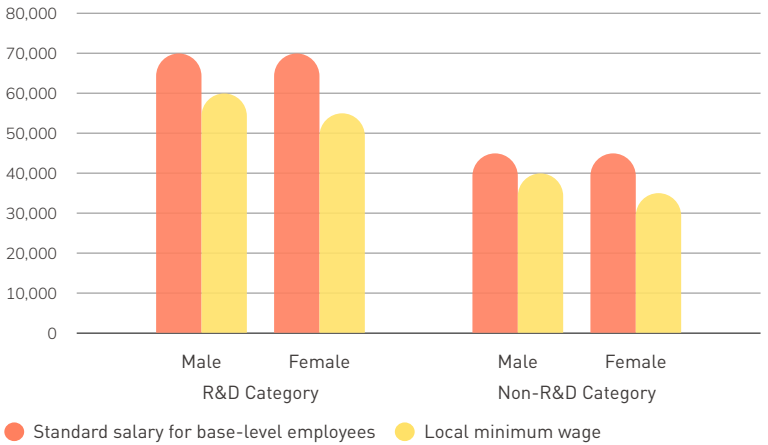
Item	2022	2023	2024	2024 growth rate
Employee benefit fees including salary, Labor Insurance and National Health Insurance fees, pension fees, and RSA (Unit: NTD100 million)	5.22	4.52	7.37	63.05%
Total salary of non-managerial, full-time employees (Unit: NTD100 million)	4.13	3.48	5.52	58.73%
Average salary of non-managerial, full-time employees (Unit: NTD10,000)	458.8	324.8	471.5	45.17%
Median salary of non-managerial, full-time employees (Unit: NTD10,000)	422.0	292.3	400.4	36.98%

Gender Pay Ratio

ASPEED Technology upholds a fair and transparent compensation system, determining salaries based on individual work performance and professional skills. In accordance with the Company's work regulations and hiring policies, ASPEED implements a diverse and inclusive talent strategy, ensuring all employees have equal development opportunities. Considering that job categories affect salary levels, we compared the gender pay ratio in 2024 by distinguishing between R&D and non-R&D job types. There was no significant difference in the male-to-female pay ratio. Based on the 2024 salary structure, the pay ratio for base-level male and female employees in both R&D and non-R&D categories was 1:0.81. The main salary differences are related to seniority and individual performance, rather than gender. The compensation ratio for male to female mid-level managers in R&D is 1:0.76, an increase from 1:0.55 in 2023. For non-R&D mid-level managers, the compensation ratio for male to female has increased to 1:0.9, demonstrating ASPEED's efforts to enhance the competitive advantage of female salaries in the industry. ASPEED Technology is committed to ensuring that, based on historical data, the salary ratio between R&D and non-R&D positions, while subject to fluctuations, is primarily determined by individual performance and seniority, rather than gender. In the future, ASPEED Technology will continue to implement the core values of diversity, inclusion, and gender equality, ensuring that all employees enjoy fair development opportunities in terms of compensation and performance appraisals, thereby creating a more inclusive workplace environment.

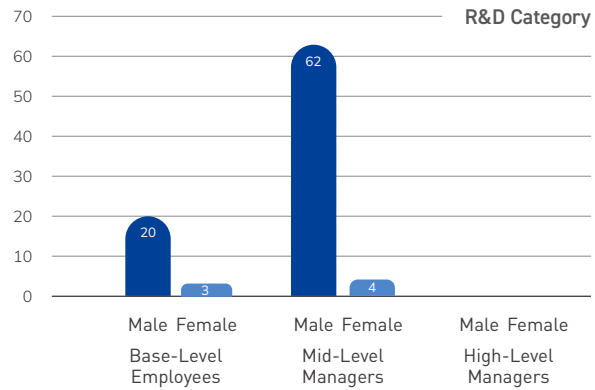
Key Locations of Operation	Taipei City and Hsinchu City
High-Level Managers	President, Chief Operation Officer, Vice President, Assistant Vice President
Mid-Level Managers	Senior Manager, Manager
Base-Level Employees	Assistant Manager, Department Head, Senior Engineer, Senior Executive, Engineer, Assistant Engineer, Executive

- The ratio of standard entry level wage by gender compared to local minimum wage, and the ratio of the basic salary plus remuneration for female employees to that for male employees (Unit: People)

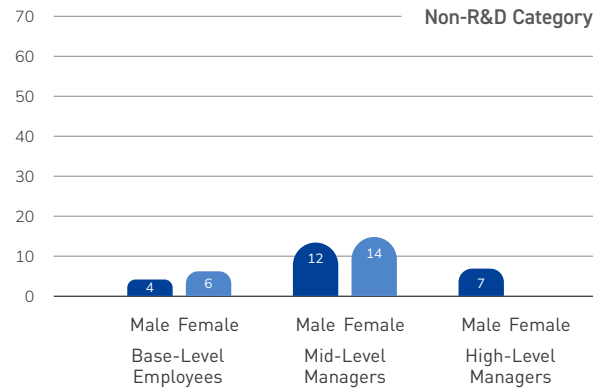


Ratio	R&D Category	Non-R&D Category
Male	1.16:1	1.125:1
Female	1.27:1	1.29:1

● Salary Ratio by Gender and Position for R&D and Non-R&D (Unit: People)



	Base-Level Managers	Mid-Level Managers	High-Level Managers
Gender pay ratio	1:0.81	1:0.76	



	Base-Level Managers	Mid-Level Managers	High-Level Managers
Gender pay ratio	1:0.81	1:0.9	

* Pay ratios are calculated to compare the difference in income between men and women for the same work. For employees who reported to the Company in the current year, pay in their first year was prorated to a full year's income (total pay/number of months * 15 = annual pay)
* Calculation of the gender pay ratio in 2024 by adopting the new rank as %, with 132 serving staff; 124 on 12/31

Talent Development and Cultivation

Talent Development

Exceptional talent has a critical impact on the IC design industry. As a medium-sized IC design company with around 100 staff, each new employee at ASPEED Technology possesses comprehensive and extensive industry experience, enabling them to quickly apply their expertise to their work. Employees also achieve common growth through experience exchange and knowledge sharing, further enhancing the overall effectiveness of the team. In addition, the R&D personnel possess independent operational capabilities, allowing the Company to demonstrate high flexibility in project assignment and manpower deployment.

Regarding talent recruitment and management, ASPEED Technology regularly formulates talent recruitment policies through the Administration Division by analyzing the knowledge, skills, abilities, and personality traits required for each position, based on the core competencies needed for different roles. Its recruitment channels include:

- Professional HR consulting firm: Through analysis and screening conducted by HR consulting firms, companies can precisely and effectively identify needed talent, increasing a stable source of high-quality personnel.
- Employee referral: We welcome employee referrals of outstanding industry talent. If a candidate successfully joins the Company through employee referral, ASPEED Technology offers a referral bonus of NTD 100,000.
- Industry-academia collaboration: Regularly cooperate with top local universities in Hsinchu City on various projects, connect and interact with target talent, and expand ASPEED Technology's brand image and influence.

In addition to actively recruiting outstanding external talent, ASPEED Technology also continuously cultivates internal talent. By integrating internal and external resources, ASPEED creates a continuous and diverse learning environment. Through training, development, and performance management systems, ASPEED assists employees and managers in reviewing past performance, thereby setting future work objectives and development directions as a foundation for learning and growth. We value our employees' long-term career planning and help them explore new development directions and personal potential, allowing employees and the Company to grow together. In 2024, we continued to offer a series of courses and exchange activities for professional training, including courses related to AI, nuclear energy, green energy, and law. In response to the sustainability trend, training courses for all employees, including integrity and anti-corruption, whistleblower reporting system education, cybersecurity education, and sustainability courses, are continuously conducted.

● **Professional education and training**

Including professional training arrangements required by various functional units to enhance employees' comprehensive professional capabilities. New courses and exchange activities in 2024 were as follows:

- IC design software and hardware related professional regular courses
- Nuclear energy-related courses: exploring the development, application, and future trends of nuclear energy, analyzing its advantages and challenges.
- AI-related technology exchange courses
- Legal-related courses: Latest legal trends and case analysis, helping to grasp key points of legal practice and risk management

● **New employee training**

According to the needs of each department and its work, a senior mentor system is arranged, including basic training and onboarding guidance, to help new colleagues quickly adapt to the ASPEED team.

● **General training**

This refers to the functional training required to embody the Company's core values, as demonstrated in daily work and life. It includes courses on legal regulations and various general skills that talent must possess, such as regularly held occupational safety and health lectures and fire drills.

● **Sustainability awareness training**

- Two cybersecurity education courses per year
- Integrity and ethics, anti-corruption courses, and whistleblower reporting system description
- Climate change-related issues
- All-staff sustainable education and training

● **Employee emotional management course**

Including career development and emotional stress management courses, aiming to comprehensively care for employees' physical and mental well-being.

● **Management training**

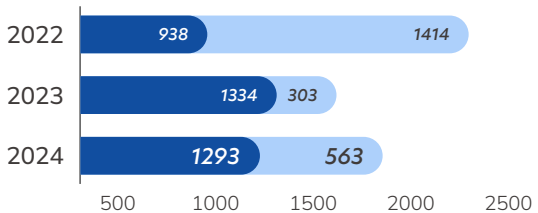
Establish management thinking for management personnel, cultivate strategic analysis and organizational planning capabilities, in order to maintain organizational development and team operations.

● **Other education and training**

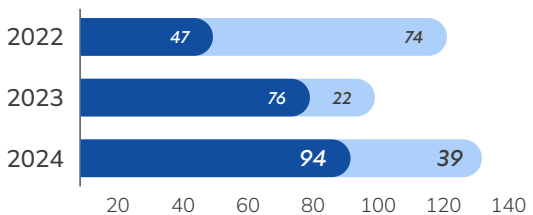
- Distinguished speaker lectures: Irregularly hold celebrity lectures to provide ASPEED employees with new perspectives and expand their new ways of thinking.
- Workshop: Experiential learning, connecting management theories and practical work through scenario-based activities, to build high quality and create high performance.
- Self-learning and development: The Company provides an open and diverse learning content platform, allowing employees to flexibly choose professional courses and skill enhancement programs. The Company also fully subsidizes employees' participation in training courses offered by external institutions.

● Employee Training

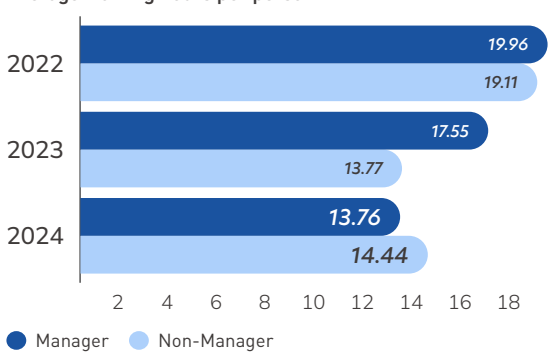
Total training hours (Unit: Hours)



Total number of people (Unit: People)



Average training hours per person (Unit: Hours)



* The number of people refers to the number of people who received training in that year (including the number of resigned employees).

Performance Management and Career Development

To ensure effective management of employee development and work performance, ASPEED Technology implements an employee performance management system, conducting systematic evaluations for employees at different stages, including:

- Probationary performance appraisal for new employees
- Annual performance appraisal for all employees (applicable to permanent employees onboard before October 31st of the current year, regardless of gender, age, or job category)

During the performance appraisal process, supervisors and employees will jointly review past goal attainment, discuss future development directions, assess individual values, capabilities, and potential, and subsequently formulate improvement suggestions and career development plans to ensure every employee receives appropriate growth opportunities.

Percentage of Employees Undergoing Performance Reviews

	Number of Employees	Employees Subject to Review	Actual Percentage That Underwent Review
2022	106	104	100%
2023	120	104	100%
2024	124	117	100%

* Employees subject to review are employees who reported to the Company before October 31st of the previous year

Professional Certificates Obtained by Employees, 2022 - 2024

	Category	Certificate Name	Number
2022	Finance	Continuous Training Program for Accounting Supervisors	11
		Professional Development of Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges (Video)	
		Corporate Fraud Detection and Prevention Practice: Legal Responsibility, Identification and Big Data Analysis	
	Compliance	Corporate Decisiveness - Good Management and Protection of Trade Secrets	
		Legal Risk Workshop on Related Party Transactions	
		Basis of Corporate Labor Law Compliance - From the Five Functions of Human Resources Management 1	
		E-Course on Anti-corruption and Whistleblower Protection (Statutory Recognition)	
		Compliance audit on CSR and Sustainability Reports	
		E-Course on Analysis of the PDPA (Statutory Recognition)	
	Others	Head of Lead Operations	
2023	Finance	Professional Development of Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	7
		Case Analysis of Auditors'/Financial Accountants' Violation of Law and Countermeasures	
	Compliance	Occupational Safety and Health Supervisor Recertification Program	
		Introduction to Whistleblower System	
		From Sustainable Management - Advocacy of Trade Secrets Management	
		2023 Sustainability Education and Training for All Employees	
	Others	U.S. Export Controls and Modern Export Compliance Issues	
2024	Finance	Continuing Education for Accounting Supervisors - Professional Development of Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	9
		Professional Development of Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	
		Regulations and Practical Analysis of Fund Lending, Endorsement Guarantees, and Acquisition and Disposal of Assets	
	Compliance	How to adjust internal control systems to cope with new ESG regulations	
		Risk Management ESG Key	
		How to Audit ESG Risks and Propose Effective Audit Reports	
		Analysis of Sustainable Information Disclosure Policy and Key Discussion on Internal Control and Audit	
	Others	Fire safety manager retraining	
		First aid personnel retraining	

Employee Care

ASPEED Technology believes that comprehensive employee welfare is one of the key factors in talent retention. In addition to offering competitive compensation, the company also provides employees with well-rounded benefits and support. In 2024, per capita employee welfare expenditure increased significantly by 2.3 times compared to 2023, marking a record high. The welfare spending ratio also rose by 1.32 percentage points from the previous year. To further enhance employee health and wellness, ASPEED introduced a new annual flu vaccine subsidy of NTD1,000 per employee in 2024. The company has established an Employee Welfare Committee, composed of representatives from various departments, responsible for planning and implementing welfare programs that reflect the company's genuine care for its employees. Beyond government-mandated benefits, ASPEED provides a positive working environment and conditions that support employees' physical and mental well-being, helping them achieve a healthy work-life balance. In 2024, there were no incidents involving human rights violations, employee rights infringement, or sexual harassment.

Employee Welfare Expenses — Unit: NTD 10,000

Item	2022	2023	2024
Employee Welfare Expenses	1537.5	769.8	2602.3
Welfare Expense Ratio	1.62%	0.83%	2.15%
Per Capita Welfare Expense	14.5	6.4	21.0

* Employee welfare expenses refer to the portion of employee welfare fees excluding salaries, labor and health insurance premiums, director compensation, RSA, and pension contributions.
* Welfare expense ratio refers to the proportion of employee welfare expenses to total operating expenses.
* Per capita welfare expense is calculated by dividing the total welfare expense in 2024 by the average number of employees per month.

Encouraging Childbirth and Parental Leave

ASPEED Technology complies with the Labor Standards Act and provides maternity and paternity leave as stipulated in its "Employee Attendance and Leave Policy." Female employees are entitled to 56 days of maternity leave before and after childbirth, during which employment contracts may not be terminated. Employees whose spouses are pregnant or have given birth (or experienced a miscarriage) are entitled to five days of paternity leave within 15 days before or after the event, with full pay. To celebrate the addition of new family members, ASPEED's Welfare Committee also provides congratulatory newborn gifts. Employees with childcare needs may apply for parental leave without pay. Because of ASPEED's flexible working hours policy, which allows employees to manage their time according to family needs, no employees applied for parental leave in 2024.

Comprehensive Employee Insurance Program

In addition to mandatory labor and national health insurance as required by law, ASPEED Technology offers a comprehensive group insurance plan to all employees. This includes life insurance, critical illness coverage, accident insurance, medical insurance, cancer insurance, and occupational injury insurance. These plans provide financial protection and support for employees and their families in the event of unforeseen illness or accidents. For employees on overseas business trips, ASPEED also provides high limit travel accident insurance to ensure full protection.

Retirement Plan

ASPEED Technology has established its own "Labor Retirement Policy" in accordance with the Labor Standards Act and the Labor Pension Act. Since the implementation of the new pension system on July 1, 2005, all employees have been enrolled under the new scheme. For employees under the new system, the company contributes 6% of their monthly salary to their individual pension accounts managed by the Bureau of Labor Insurance. The company also facilitates voluntary contributions based on each employee's preference.

Other Employee Benefits and Implementation

Category	Content	Description
Activities	Domestic and Overseas Travel Family Day Department Activities	• Annual travel subsidies are provided to employees and their immediate family members (within three degrees of kinship) • An annual Family Day event is held for employees and their families to enjoy together • A quarterly subsidy of NT$800 per employee is offered for departmental bonding and team-building activities
	Wednesday Afternoon Tea	• Weekly refreshments are provided every Wednesday to foster workplace camaraderie
	Holiday Events	• Events such as annual year-end banquets, Christmas parties, and company anniversaries are held to encourage interaction among employees and their families
Leave	Flexible Leave Flexible Work Hours	• 7 days of commemorative leave are provided annually, which exceeds the minimum requirements of the Labor Standards Act. Employees are granted paid leave entitlement immediately upon joining the company, allowing for more flexible vacation planning • Accumulated flexible leave hours each month can be carried over for up to six months. Leave is deducted on a first-in, first-out basis
Health	Annual Health Checkups	• Annual health checkups are provided. The subsidy increases to NT$8,000 for employees aged over 40, and painless endoscopy is offered for those over 50 • Annual lead exposure health checkups are provided for employees engaged in lead-free soldering in R&D operations • An annual NT$1,000 flu vaccine subsidy is provided per employee
Arts & Culture	Cultural and Distinguished Speakers Series	• ASPEED hosts a variety of cultural and distinguished speaker sessions to enhance employees' soft skills beyond their professional roles
Subsidies	Gifts and Subsidies for Activities, Celebrations, Education, Meals, and other occasions	• ASPEED offers domestic and overseas travel allowances, wedding and childbirth gifts, hospital and illness care packages, condolence payments, holiday and birthday vouchers, as well as full subsidies for language learning
Lifestyle	Discounted Partner Stores	• Over 200 partner stores offer discounts to employees presenting their ID badge. Store lists are regularly updated on the internal welfare site
Others	Seniority based on Past Experience	• Previous work experience listed in the employee's personnel form is reviewed and approved by the direct supervisor based on industry relevance and professional qualifications, and clearly recorded on the employment form • Prior work experience is credited at 30% and may be counted toward a maximum of three years, contributing to the employee's leave entitlement at ASPEED

Employee Welfare			Unit: NTD
Item	2022	2023	2024
Salary (including RSA)	482,563,886	415,063,987	676,960,985
Insurance Premiums (Labor Insurance/ National Health Insurance/Group Insurance)	15,686,363	19,531,906	22,556,675
Labor Pension Contributions (6%)	8,138,192	9,873,115	11,254,944
Other Employee Welfare Expenses	15,375,342	7,698,310	26,023,651
Total Welfare Expenses	521,763,783	452,167,318	736,796,255

Employee Care and Communication Channels

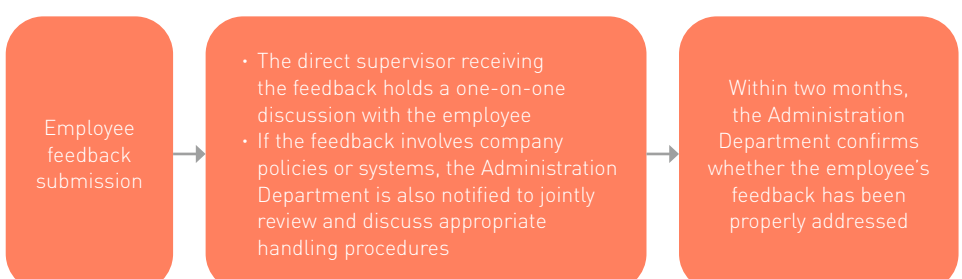
At ASPEED Technology, our employees are our most valuable asset. We are proud to have a highly skilled team supported by comprehensive employee benefits, and we are deeply committed to the well-being of our employees and their families. We actively listen to our employees and maintain open communication channels that connect individual roles with the company's vision, fostering a culture of mutual trust, respect, and shared growth. ASPEED adopts a flat organizational structure to ensure smooth internal communication. All feedback is promptly handled and addressed by the relevant departments, ensuring every employee's voice is heard. We strive to create an open and transparent workplace that protects employee rights and promotes engagement. We collect employee feedback through multiple channels, including:

- The annual year-end employee satisfaction survey
- Online questionnaires and one-on-one performance review discussions
- Labor-management meetings, digital suggestion boxes, and the Employee Welfare Committee
- Labor-Management Meetings and Employee Feedback

ASPEED Technology holds quarterly labor-management meetings, with employee representatives elected by staff to engage in direct discussions with company management. The meeting agenda includes:

- Operational performance updates from the previous quarter
- Discussions on current company activities
- Ad hoc topics and anonymous employee feedback

Employees are encouraged to submit suggestions anonymously via questionnaires prior to each meeting. Relevant department heads respond to the feedback during the meeting to ensure that employee voices are acknowledged and taken seriously. In 2024, most employee feedback was submitted through online surveys during performance evaluations. The company processed these suggestions through internal procedures. The following outlines the process for handling employee feedback:



Employee Feedback Channels		
Method	**Communication Topics**	**Frequency**
Digital Suggestion Box	Any opinions or issues related to the company	Ad hoc
Whistleblower System	Any opinions or issues related to the company	Ad hoc
Labor-Management Meetings	Labor relations and working conditions	Quarterly
Employee Welfare Committee	Employee welfare issues	Quarterly
One-on-One with Supervisor	Performance, goal setting, and career development	Annually
Satisfaction Survey	Company environment, administrative support, employee benefits, and open feedback	Annually
Year-End Outlook Meeting	Company performance, upcoming goals, and various employee feedback	Annually

To enhance transparent and confidential communication channels for employees and strengthen corporate governance, ASPEED Technology launched its Whistleblower Reporting System in June 2023. Developed and maintained by Deloitte, a trusted third-party provider, the ASPEED Whistleblower Website allows both internal employees and external stakeholders to file reports anonymously, semi-anonymously, or with full identification. ASPEED encourages employees to regard this platform as one of the official communication channels for submitting suggestions, raising concerns, or reporting misconduct. The system plays a vital role in supporting fair and responsible corporate operations.

Occupational Health and Safety Management

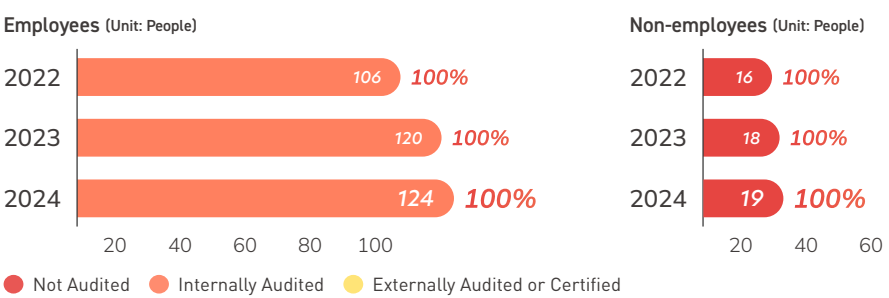
To prevent occupational hazards and safeguard employee health and safety, ASPEED Technology follows its internal “Occupational Safety and Health Work Rules” and regularly holds training sessions to ensure effective implementation of health and safety measures. The company has established comprehensive safety protocols and, through risk management principles, developed emergency response procedures for various contingencies. ASPEED has appointed one Class A Occupational Safety and Health Manager, who regularly reviews and promotes occupational safety and health and environmental protection measures. The company's occupational safety and health management system covers 100% of employees. In 2024, ASPEED had 19 non-employee workers whose work and/or workplace were controlled by the company. These individuals followed the occupational safety and health policies mandated by their respective employers. As an IC design company without manufacturing facilities, ASPEED’s office operations do not involve hazardous or chemical substances. Laboratory activities are limited to test simulations. The focus of occupational safety and health efforts is on regular identification of potential hazards in the office environment. The only activity involving chemical substances is lead-free soldering within R&D operations. To ensure safety, employees engaged in soldering are required to wear N95 masks and work in ventilated areas. Regular health checks for lead exposure are provided to these employees to protect their health. To maintain a safe and healthy work environment, ASPEED increases the frequency of office disinfection when necessary, particularly in response to outbreaks of infectious or epidemic diseases. All countermeasures are adjusted dynamically based on current conditions.

ASPEED Technology has established comprehensive internal measures and, based on risk management principles, developed emergency response procedures for various contingencies. Through regular occupational safety and health training and emergency drills, employees are equipped to respond and report incidents in accordance with defined emergency protocols when emergencies arise. The company's occupational incident training includes:

- A mandatory occupational safety and health orientation for all new hires upon onboarding
- A company-wide occupational safety and health training held every three years
- Biannual fire drills conducted jointly with the TFC One building, where ASPEED's Hsinchu headquarters is located

According to the Occupational Safety and Health Administration under Ministry of Labor, and excluding traffic accidents that occurred outside the company's premises, there were no occupational injuries or illnesses reported for ASPEED employees or non-employees under company control in 2024. Additionally, there were no legal violations or lawsuits related to employee health and safety during the same period.

● Occupational Safety and Health Management System Structure – Employees and Non-employees

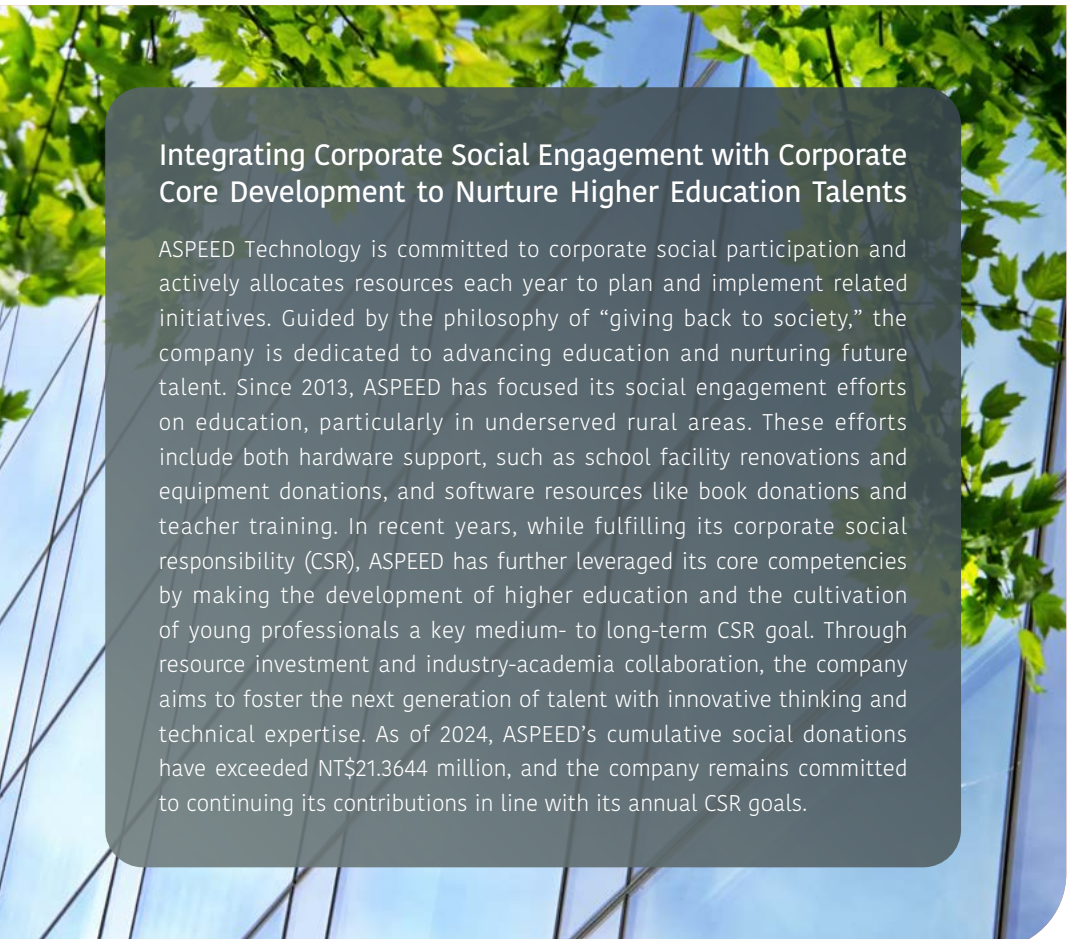


* Percentage is total number of people

Minimum Notice Period for Operational Changes

For major operational changes that may affect employee rights, ASPEED communicates with employees through labor-management coordination meetings before implementation. In accordance with legal requirements, the company provides advance notice to affected employees. In addition, ASPEED offers corresponding support measures, such as internal reassignment assistance or guidance on applying for government subsidies. In compliance with the Labor Standards Act, the company provides prior notice based on the employee's length of service, ranging from 10 to 30 days. In 2024, there were no labor disputes or layoffs.

Talent Sustainability and Social Participation



Integrating Corporate Social Engagement with Corporate Core Development to Nurture Higher Education Talents

ASPEED Technology is committed to corporate social participation and actively allocates resources each year to plan and implement related initiatives. Guided by the philosophy of “giving back to society,” the company is dedicated to advancing education and nurturing future talent. Since 2013, ASPEED has focused its social engagement efforts on education, particularly in underserved rural areas. These efforts include both hardware support, such as school facility renovations and equipment donations, and software resources like book donations and teacher training. In recent years, while fulfilling its corporate social responsibility (CSR), ASPEED has further leveraged its core competencies by making the development of higher education and the cultivation of young professionals a key medium- to long-term CSR goal. Through resource investment and industry-academia collaboration, the company aims to foster the next generation of talent with innovative thinking and technical expertise. As of 2024, ASPEED’s cumulative social donations have exceeded NT$21.3644 million, and the company remains committed to continuing its contributions in line with its annual CSR goals.

Infusing Resources into Rural Education

Since 2013, ASPEED has consistently provided both hardware and software resources to disadvantaged rural areas. In 2024, the company marked the 11th year of partnership with the Global Views Educational Foundation, supporting the “Planting Reading Seeds for a Better Future” campaign by donating monthly magazines to elementary and junior high schools in Taitung. As of 2024, the program has reached 84 schools across 17 towns in Taitung, with a total of 21,852 magazines donated, benefiting over 30,000 students and teachers. In 2024, ASPEED further expanded its support by sponsoring a charity performance by the local Corny Chicken Theatre, inviting 80 students from Jianshi Township in Hsinchu County to attend the play. Through this initiative, the company aims to enhance children's learning interest and cultural literacy through arts education.

Strengthening the Cultivation of Young Students

Since 2020, ASPEED Technology has set “supporting higher education development and cultivating young talents” as its mid- to long-term corporate social responsibility goal. In 2024, we further expanded our partnerships from National Tsing Hua University and National Yang Ming Chiao Tung University to also include National Taiwan University, with increased resource investments in the following areas:

- Junior Chair Professor Sponsorship Program: ASPEED has supported the development of academic talent through contributions to the “Outstanding Talent Development Fund” at National Tsing Hua University, the “Junior Chair Professor Program” at National Yang Ming Chiao Tung University, and the “Academic Advancement Junior Chair Professor Program” at National Taiwan University. These initiatives aim to help universities retain exceptional faculty members. Since 2020, ASPEED has sponsored more than 10 professors whose research fields span electrical engineering, physics, chemistry, business management, marketing, intellectual property law, and more.

- National Tsing Hua University Sunrise Project: Since 2020, ASPEED has offered scholarships to four financially underprivileged students at National Tsing Hua University each year, enabling them to focus on their studies without financial concerns.

- Academic Exchange: In collaboration with National Tsing Hua University and National Yang Ming Chiao Tung University, ASPEED continues to support academic exchange programs including lectures, seminars, and guest teaching initiatives. Through these collaborations, we aim to cultivate young talents with innovative thinking and professional skills.

Empowering Women in Technology & Promoting Diverse Tech Talent

Technical talent is a key driver for semiconductor industry growth, making talent cultivation essential to ASPEED Technology's long-term sustainability. Recognizing the gender gap in STEM fields, ASPEED launched the "Women in Tech Cultivation Project" in 2022. Starting in 2023, the Company partnered with the College of Education at National Tsing Hua University and National Hsinchu Girls' Senior High School to inspire female high school students to explore the field of technology.

In support of SDG 5.b — "Enhance the use of enabling technology, in particular ICT, to promote the empowerment of women," ASPEED and NTHU jointly developed self-paced elective micro-courses, which are now offered at National Hsinchu Girls' High School to strengthen students' problem-solving and hands-on abilities. In 2024, the program expanded further to include "Panoramic Imaging and Surveillance Courses" and semiconductor-themed winter and summer camps. These initiatives were developed in collaboration with NTHU, Hsinchu Girls' High School, and ASPEED's speakers, offering project-based learning and industry experiences to deepen students' understanding of technology, teamwork, and career planning.

- Winter and Summer Camps: In cooperation with NTHU's College of Education and the Science Service Club, ASPEED co-hosted hands-on semiconductor camps during winter and summer breaks. A total of 60 high school students participated. Through lab tours, interactive courses, and corporate visits to ASPEED's Hsinchu headquarters, students were able to explore technology applications in real-world settings.

- Curriculum Expansion: Beyond the ongoing career exploration course offered at National Hsinchu Girls' High School, a new curriculum on panoramic imaging was launched in 2024. This course integrates real-world applications of ASPEED's Cupola360 Spherical Image Processor, guiding students from theoretical concepts to practical projects. Students are encouraged to brainstorm and explore the potential of panoramic imaging technology.

- Interviews with Outstanding Women in Tech: ASPEED invited five outstanding women from fields such as semiconductors, software services, and chemistry to share their career and learning journeys. These interviews are being compiled into educational resources to inspire and guide more students in their academic and career choices.

ASPEED's collaboration with NTHU and Hsinchu Girls' High School will continue. Moving forward, the Company plans to expand the program's reach by promoting course materials to more schools, encouraging more female students to pursue tech careers, and ultimately helping reduce gender disparity in the technology industry while laying the foundation for inclusive talent development.

Social Return on Investment (SROI)

To gain a deeper understanding of the positive value generated by the ASPEED Technology's Women in Technology Cultivation Project for society, ASPEED Technology has specifically adopted the "Social Return on Investment" (SROI) evaluation standard. It is hoped that through SROI analysis and research, the impact of each proposal on different aspects of society can be measured more comprehensively and objectively, confirming the overall value generated by this project, and also helping to formulate directions for future project improvements. This project uses "Evaluative SROI" to analyze the social value generated by the "Senior High School Women in Technology Cultivation Project," and is conducted according to the six steps and eight major principles (Table 1) outlined in "A Guide to Social Return on Investment 2012." According to the Social Return on Investment (SROI) analysis, this project invested a total of NTD 690,457 to organize multiple courses and camp activities, covering topics such as programming, technology application, and career exploration, benefiting 74 participants. Post-project surveys revealed that participants showed improvements in learning motivation, skill proficiency, and understanding of the technology industry, laying a foundation for women's long-term development in the technology sector. In addition, the SROI impact analysis report for this project has been completed and submitted for certification. Relevant information will be updated based on the review results. In the future, ASPEED will continue to optimize and expand this program, collaborating with industry and academic partners to deepen its influence and jointly cultivate diverse professional and technological talents.

Timeline of Social Commitments

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
	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

Year	Organization	Content
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

Year	Organization	Content
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

8

Green Operation

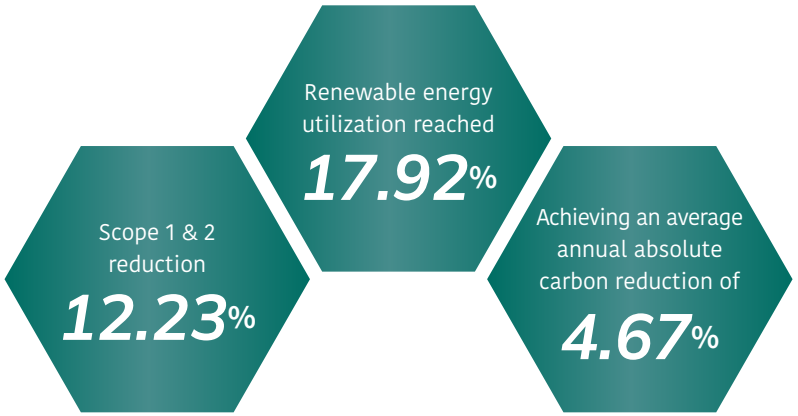
Low Carbon Management and Net Zero Goal

Environmental and GHG Management

Low Carbon Management and Net Zero Goal

Low Carbon Management Policy

ASPEED Technology is a fabless IC design company in the upstream of the semiconductor industry chain with important customers worldwide. We focus on proactively responding to the net zero trend from the perspective of responsible suppliers and striving to achieve the net zero goal for ourselves and our customers. Therefore, ASPEED Technology has started to conduct GHG verification and obtain external certifications since 2021. In 2022, the Company started carbon reduction planning to fully understand our own emissions status to formulate a clear carbon reduction path and net zero goal. In 2023, ASPEED Technology has finalized its short-, medium-, and long-term carbon management strategies, which have been submitted to the Board of Directors for approval. We will review rolling adjustments every year based on actual conditions and attention to changes in international regulations. In addition, as an important component of the global data center and customer application, ASPEED Technology's chips can reduce chip energy consumption through our own R&D strength, which will benefit the decarbonization of the entire industry's upstream and downstream supply chain. In the future, we will focus on how to continuously improve the energy consumption of our core products and to develop more revolutionary innovative applications to help reduce carbon emissions during our operations.



Short Term 2023-2025	Medium Term 2025-2030	Long Term 2030-2050	2024 Achievements and Medium-term Goal Review
Net zero path planning and decarbonization strategy formulation • In response to the SBTi SME Science-Based Targets initiative, setting net-zero targets and paths • Formulation of corporate decarbonization solutions and purchase of renewable energy • Completion of comprehensive Scope 3 examination in accordance with GHG Protocol	• Implementation of corporate decarbonization solutions and gradual increase in the use of renewable energy • Continue to optimize GHG inventory in Scope 3 • Identify the supply chain's decarbonization goals and begin to drive decarbonization in the supply chain • Promote product carbon footprint verification • Revise SBTi targets and rolling adjustments every five years	• Continue to implement and track carbon reduction progress to achieve net zero goal by 2050 • Establish a low-carbon supply chain system • Introduce carbon management digital platform • Revise SBTi targets and rolling adjustments every five years	• Scope 1 + Scope 2 carbon reduction reached 12.23%, achieving the SBTi SME annual carbon reduction target of 4.67% • Starting from July 2024, renewable energy accounted for 17.92% of total electricity usage, reducing carbon emissions by 59,837.27 kg, and achieving a reforestation benefit of 3,324.3 trees • Introduced the ISO 14064 Scope 3 GHG inventory project • The comprehensive Scope 3 GHG Protocol inventory was completed in September 2025 • Product carbon footprint verification is expected to be completed in 2026

Net Zero Targets

ASPEED Technology set net-zero targets and paths in response to the SBTi SME (Science-Based Targets initiative for Small and Medium Enterprises), and in November 2023, the application was approved. With the short-term target is of controlling short-term warming by 1.5°C, we have committed to achieve a 42% reduction in Scope 1 and Scope 2 GHG emissions by 2030, with 2021 as the base year, aiming for an average annual carbon reduction of 4.67%. At the same time, we plan to conduct a comprehensive Scope 3 inventory through GHG Protocol in the medium to long term. We promise to reduce Scope 3 GHG emissions and achieve net zero by 2050. *

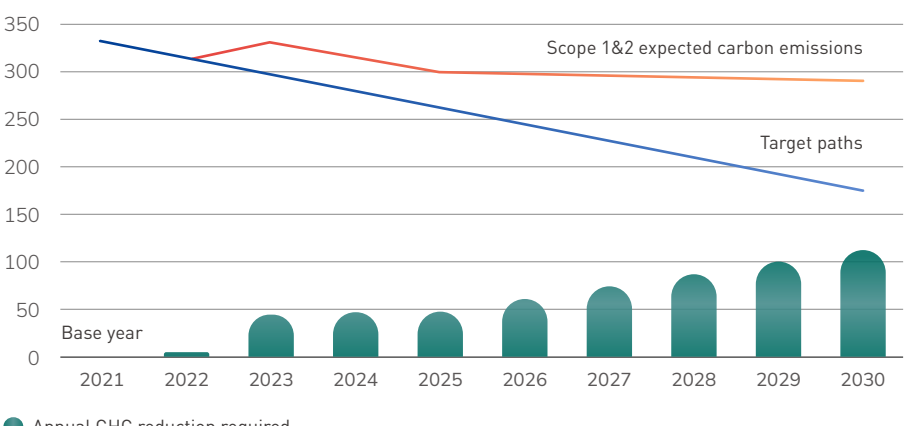
* The scope of inventory is mainly focused on ASPEED Technology's corporate headquarters in Hsinchu and its operating base in Taipei. Purchasing renewable energy to achieve decarbonization goals

Purchasing Renewable Energy

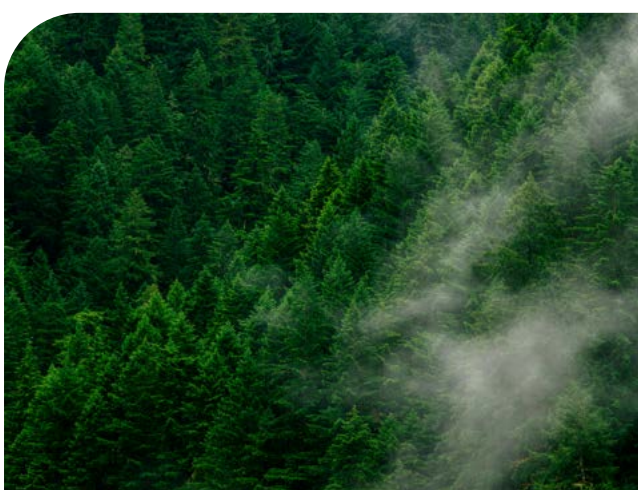
ASPEED has effectively reduced the emission of electricity through energy-saving measures in 2022. The Company has launched a renewable energy purchase plan in 2023, and we began using renewable energy in July 2024. It is expected that the renewable energy usage will reach 15% in order to achieve the annual decarbonization goals. In 2024, the total electricity usage was 674,395 kWh, of which 120,883 kWh came from renewable energy, resulting in 17.92% renewable energy usage for the year, thus meeting the initial target. We will continue to work in this direction, with the goal of reaching 40% by 2030.

Total electricity usage in 2024	674,395 kWh
Green electricity usage	120,883 kWh
Gray electricity usage	553,512 kWh
Green electricity usage %	17.92%
Initial target	15% green electricity usage (target met)
2030	40% green electricity usage

● The net-zero targets and paths set in response to the SBTi SME Science-Based Targets initiative



SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



Environmental and GHG Management

Environmental Management

As a fabless IC design company, ASPEED Technology values environmental protection and believes it should prioritize leveraging its core strengths in chip research and development to create products with energy-saving and carbon-reducing benefits, contributing to the semiconductor industry's transition towards a low-carbon supply chain. The Company also promotes sustainable supply chain management, collaborating with suppliers to explore specific measures to reduce the environmental impact of manufacturing processes. Internally, the Company strengthens employees' awareness of energy conservation and carbon reduction, actively responds to carbon emission issues, and promotes actions such as carbon reduction management, greenhouse gas inventory, and the use of renewable energy. Focusing on the three major aspects of "green design," "green supply," and "green lifestyle," the Company continues to make substantial contributions to environmental protection.

Environmental protection

Green design

- Invest R&D funds to encourage green R&D, consider green product R&D from the aspects of software and hardware, and include the trade secrets registration system into green innovation projects
- Use green design capabilities to make products that save energy and support the creation of a low carbon supply chain

Green lifestyle

- Develop carbon management plans, conduct GHG inventory and gradually buy renewable energy
- In terms of operations, formulate environmental policies for daily office areas, implement digital transformation, improve efficiency and reduce paper consumption
- Promote sustainable cognitive courses to enhance the sustainability awareness of employees, so as to build a sustainable business from the inside out

Green supply

Actively promote sustainable supply chain management and ensure that all suppliers sign the corporate social responsibility pledge. Cooperate with suppliers to improve design process, fully replacing traditional surface ink printing with chip surface laser printing shipment and reducing ink pollution and waste in production process.

Since passing ISO 14001 environmental management systems certification in 2017, each year ASPEED Technology has systematically managed the Company's internal environmental protection system. The Company built a routine environmental management system and established procedures for making improvements. In addition, the Sustainability Committee continues to examine environmental protection trends and regulations, and fully implements the Company's environmental management policies, in order to meet shareholders' expectations towards the Company. As a fabless IC design Company, internal environmental management primarily focuses on general water and electricity use, waste disposal and management, and green product specifications. Externally, the Company focuses on expansion of sustainable supply chain management. ASPEED Technology makes every effort to join suppliers in implementing environmental management. The corporate headquarters of ASPEED Technology and its branch office in Taipei are not located in any environmentally protected areas. A thorough review has also confirmed that none of the suppliers are found to be operating in environmentally protected areas or other areas with high biodiversity value.

Environmental Policies

Adhere to environmental protection laws and regulations	Raise environmental awareness	Foster earnest, full participation	Prevent environmental pollution	Continue to improve the environment

2024 Achievements

- 100% Legal Compliance: Air, water, waste, energy management, noise, RoHS, REACH, HF.
- Zero violations of environmental safety regulations.
- Continue to implement ISO 14001:2015 environmental management systems and establish related environmental management procedures.
- Completed GHG verification and certification ISO 14064-1:2018 and obtained third-party certification.
- Average annual carbon reduction for Scope 1 + Scope 2 reached 12.23% in 2024.
- Used renewable energy since July 2024, accounting for 17.92% of the total annual electricity usage.
- Promoted digital transformation, saving 12,587 sheets of A4 paper.
- Approved the application for SBTi SME science-based reduction and set the net zero target and path.
- Green innovation embedded in the business secret registration system, with 20 related applications, nearly double the number from last year.
- Fully adopted laser printing in chip production.

Mid- and Long-Term Environmental Objectives

Green Lifestyle:

- Continue to promote carbon management and increase the usage rate of renewable energy.
- Completion of comprehensive Scope 3 GHG inventory under the GHG Protocol.
- Continue to promote the introduction of digital transformation system to achieve low-carbon operation and improve office efficiency.
- Continue to plan and promote sustainability-related education and training to raise employees' sustainability awareness.
- Respond to domestic and international environmental protection and carbon reduction initiatives, actively participate in international competition.

Green Supply:

- Collaborate with suppliers to explore ways to reduce pollution and waste generated during production.
- Have suppliers sign ASPEED Technology's corporate social responsibility pledge and increase the signing rate.
- 100% of the minerals used by our suppliers shall be conflict-free.
- Continuously increase local procurement of key raw materials.

Green Design:

- Make each generation of SoC more energy efficient.
- Develop a simplified product design framework; consider design and manufacturing improvements from every angle in order to further reduce pollution during manufacturing.
- Continuously invest in manpower and budget and strive for green innovation and R&D.

Waste Management

Since ASPEED Technology does not operate a factory, the Company mostly produces general non-hazardous waste as well as some industrial waste from operations. Day-to-day waste management therefore primarily involves implementing strict waste separation, recycling, and composting of kitchen waste. The goals are to achieve recycling and reuse while encouraging employees to do everything they can to reduce waste production. General non-hazardous waste is disposed of in the building where ASPEED Technology's headquarters is located. Starting in 2024, ASPEED proactively tracked the weight of daily waste from the leasing landlord, and the total weight was 2.8929 metric tons. The industrial waste types that the Company produces are ICs, BGA IC substrates, PCBs, and other items used for R&D. Each year the Company commissions an operator with a Level A waste management license to dispose of these items in accordance with procedures that include making an inventory, taking photos, and recording weight. Throughout the process, the Company designates staff to provide oversight. In 2024, ASPEED Technology did not produce hazardous waste from operation, therefore, it did not collect and monitor waste-related data, nor did it assess the generation of organizational waste and the significant impact caused by waste.

Total Volume of Industrial Waste Unit: Metric tons

	2022	2023	2024
Weight	0.1134	0.0966	1.37125

* 100% of the Company's industrial waste is handled in accordance with relative procedures by an operator with a Level A waste management license

Industrial Waste in 2024

		Wafer	Tray	LCD Monitor	Notebook PC	IC (gold manufacturing process)	IC (copper manufacturing process)	PCB Plug-In Board	PCB Bare Board	Host Computer	Peripherals	Total Waste Volume
2022	Waste Production	0	0	0.0385	0	0.0001	0.0565	0.0125	0.0058	0	0	0.1134
	Waste Transfer	0	0	0.0385	0	0.0001	0.0565	0.0125	0.0058	0	0	0.1134
	Waste Direct Handling	0	0	0	0	0	0	0	0	0	0	0
2023	Waste Production	0	0	0.0355	0.0068	0	0.0232	0.0206	0.0105	0	0	0.0966
	Waste Transfer	0	0	0.0355	0.0068	0	0.0232	0.0206	0.0105	0	0	0.0966
	Waste Direct Handling	0	0	0	0	0	0	0	0	0	0	0
2024	Waste Production	0.00155	0.6	0.07	0	0	0.4177	0.14	0.021	0.009	0.031	1.37125
	Waste Transfer	0.00155	0.6	0.07	0	0	0.4177	0.14	0.021	0.009	0.031	1.37125
	Waste Direct Handling	0	0	0	0	0	0	0	0	0	0	0

While ASPEED Technology does not operate a factory, the Company implements environmental policies suited to the IC design industry and scrupulously abides by related standards. Resources consumed in everyday operations primarily consist of water used by employees, electricity, and gasoline for transportation. In addition to existing carbon reduction plans, the Company actively promotes energy conservation, carbon reduction, and greenhouse gas emission reduction strategies, and advocates measures such as energy saving and water conservation to reduce its environmental impact. In 2024, the office area of ASPEED Technology's Hsinchu headquarters expanded, leading to a slight increase in water usage. Regarding electricity usage, in July 2024, ASPEED Technology began purchasing renewable energy, gradually reducing its acquisition of "gray electricity" to effectively decrease carbon emissions. In terms of actual electricity usage, when viewed from the perspective of electricity intensity, ASPEED Technology's electricity usage did not increase in 2024 despite operational improvements. In the future, in addition to continuously increasing the proportion of renewable energy usage, the Company will continue to promote energy-saving measures, as part of our efforts to protect the environment.

		2020	2021	2022	2023	2024
Electricity	Electricity usage (kWh)	503,513	577,291	546,640	608,720	674,395 (Green Electricity: 120,883)
	Electricity usage intensity (kWh/million piece)	43,909.74	43,438.00	34,749.22	71,103.84	38,955.35
Water	Water usage (metric tons)	3,443	2,572	2,692	2,579	3,681
	Water usage intensity (metric tons/million piece)	300.25	193.53	171.11	301.25	212.63

Unit: mg/L		2022		2023		2024	
		All regions	Areas with water pressure	All regions	Areas with water pressure	All regions	Areas with water pressure
Water withdrawal	Water from third parties (total volume)	2.692	0	2.579	0	3.681	0
Total water withdrawal	Surface water (total volume) + ground water (total volume) + sea water (total volume) + water from third parties (total volume)	2.692	0	2.579	0	3.681	0

Unit: mg/L		2022		2023		2024	
		All regions	Areas with water pressure	All regions	Areas with water pressure	All regions	Areas with water pressure
Water discharge	Water from third parties (total volume)	2.692	0	2.579	0	3.681	0
Total water discharge	Surface water (total volume) + ground water (total volume) + sea water (total volume) + water from third parties (total volume)	2.692	0	2.579	0	3.681	0

GHG Inventory and Carbon Reduction Results

Since 2021, ASPEED Technology has annually completed the ISO 14064-1:2018 third-party organizational greenhouse gas inventory verification and certification. In 2024, in addition to Scope 1 and Scope 2 inventories, we expanded our Scope 3 inventory to include downstream transportation, employee commuting, and waste disposal, in addition to the previously inventoried upstream transportation and purchased goods. In 2025, a comprehensive inventory of Scope 3 greenhouse gas emissions in accordance with GHG Protocol will be completed to gain a more holistic understanding of ASPEED Technology's greenhouse gas emissions, thereby enabling more effective and gradual development of carbon reduction plans. Compared to the total Scope 1 and Scope 2 emissions in the base year 2021, the total Scope 1 and Scope 2 reduction reached 12.23% in 2024. After verification in 2024, the greenhouse gas inventory status indicates no significant emissions of nitrogen oxides (NOx), sulfur oxides (SOx), perfluorinated compounds, or other major gases. Greenhouse Gas Emissions and Emissions Intensity in 2024.

● **ASPEED's Total GHG Emissions and Intensity** (Unit: tCO2e)

The calculation is for Taiwan Region, covering Taipei office and Hsinchu headquarters:

	Base Year 2021	2022	2023	2024
Scope 1	16.369	17.3288	17.6115	9.9127
Scope 2 (Market-based)	293.84	277.6634	301.3165	262.3647
Scope 3	8407.79	11902.8588	4852.5393	14,293.8636
Scope 3 Inspection Items	Upstream transportation, Procure Goods	Upstream transportation, Procure Goods	Upstream transportation, Procure Goods	Upstream transportation, Procure Goods, Downstream transportation, Waste transportation, Employee commuting
Total (Scope 1 + Scope 2 + Scope 3)	8717.99	12197.8510	5171.467	14,566.1410
Shipment volume per million pieces	13.29	15.731	8.561	17.312
GHG emission intensity ratio	655.98	775.4021	604.0727	841.3898

● **Emissions Intensity in 2024**

Absolute emissions reduction **37.93** metric tons CO_2-e

Scope 1 & 2 emissions reduction ratio **12.23%**

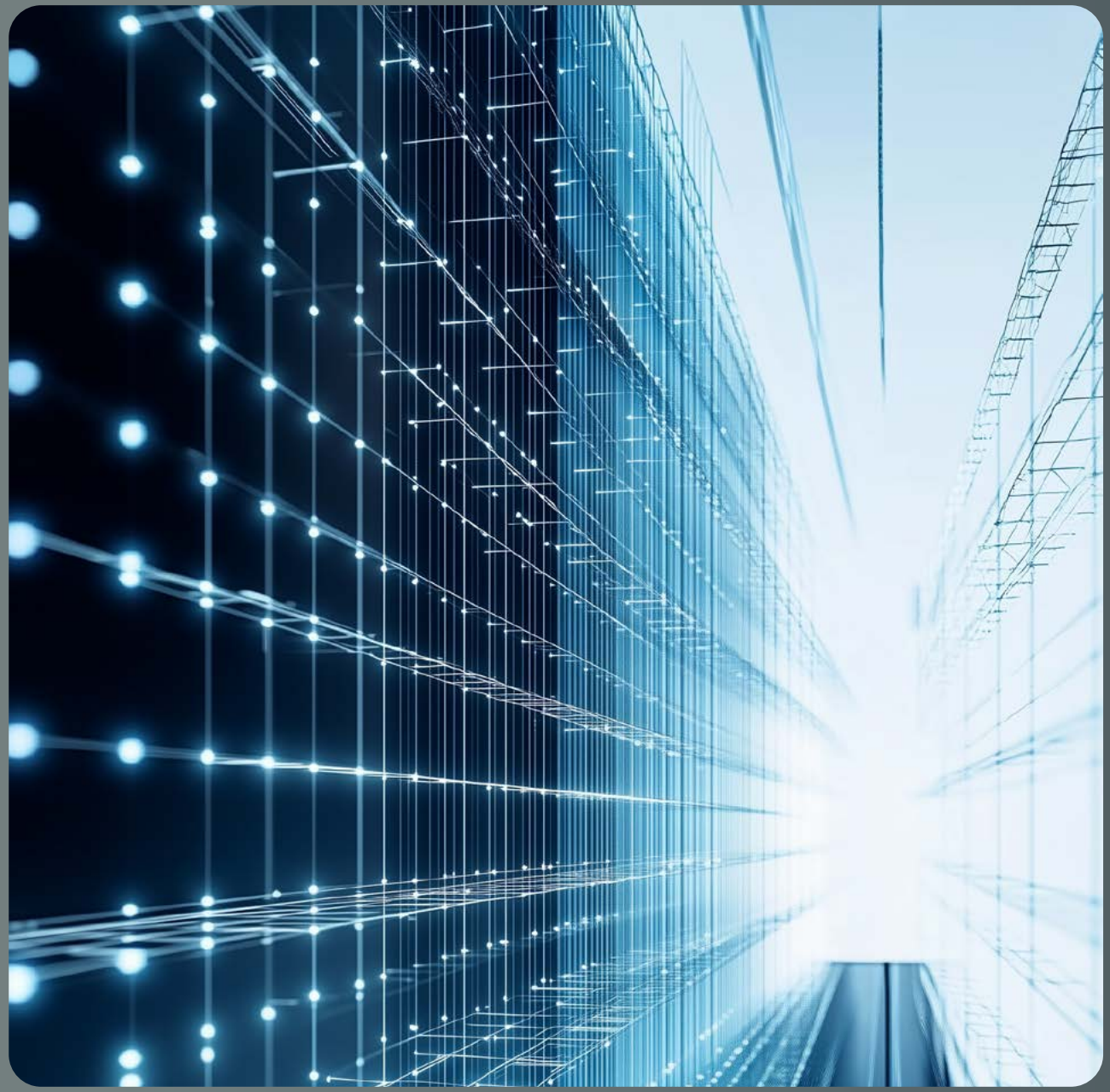
	Base Year 2021	2022	2023	2024	2024 reduction %
Scope 1 reduction	16.369	-0.9598	-1.2425	6.4563	39.44
Scope 2 reduction	293.84	16.1766	-7.4765	31.4753	10.71
Total reduction (Scope 1 + Scope 2)	310.21	15.2168	-8.719	37.9316	12.23

ASPEED's Ozone Depleting Substances (ODS) Emissions	Unit: metric tons		
	2022	2023	2024
ODS produced	0	0	0
ODS destroyed by approved technology	0	0	0
ODS entirely as manufacturing raw materials for other chemicals	0	0	0
ODS production	0	0	0

Energy Usage and Usage Intensity			
Type	Usage	Heating Value (billion J)	Energy Intensity (billion J / million piece)
Purchased electricity (excluded green electricity)	553,512 kwh	1993.00	115.12
Purchased electricity (green electricity)	120.883 kwh	435.25	25.14
Gasoline	1748.10 L	57.09	3.30
Total		2485.34	143.56

- Total global GHG Scope 1 emissions of ASPEED in 2024 and total global GHG Scope 1 emissions from perfluorinated compounds (PFCs) of ASPEED in 2024

Disclosure Content	Type of GHG	Total Emission (tCO2e)	Total Emission (tCO2e)
Global GHG Scope 1 Emission	CO_2	4.7263	9.9127
	CH_4	5.0499	
	N_2O	0.1365	
	HFCs	0	
	SF_6	0	
	NF_3	0	
	PFCs	0	0



9

Appendix

Stakeholder and Materiality Analysis

GRI Standard Index

SASB Index

Sustainability Disclosure Indicators - Semiconductor Industry

Climate-Related Information of TWSE/TPEx Listed Company

Stakeholder and Materiality Analysis

Identification of Stakeholders

ASPEED Technology's Sustainability Development Working Team identifies and evaluates core stakeholders based on the business and interactions of each department, pursuant to the five principles of the AA1000 Stakeholder Engagement Standard (AA1000 SES): Responsibility, Influence, Dependency, Tension, and Diverse Perspectives. Nine key stakeholders were ultimately identified as priority targets for engagement: employees, shareholders & investors, customers, suppliers, government agencies, media, public welfare organizations, academic research organizations, and partners.

Stakeholder Communication

Stakeholder Category	Engagement	2024 Communication Results	Topics of Concern	
Customers Have the greatest influence on ASPEED Technology's product/technology development and design	• Customer contact email address: sales@aspeedtech.com • Customer satisfaction survey (annually) • Sales interviews and interactions (ad hoc)	• Customer satisfaction rate of 99.45% • 28.96% of domestic and international customers provide written feedback • Major customer questionnaire response rate: 75.30% • No customer complaints were issued to our customer service team in 2024 • No feedback was issued to the Whistleblower Reporting System in 2024 • Public responses to sustainable management issues raised by customers including CDP, RBA, green product, and conflict minerals, response rate 100%	• Information security and privacy • Product quality and customer satisfaction • Technological and R&D innovations	• Sustainable supply chain management • Management of waste and hazardous materials
Employees Are the most important resource of ASPEED Technology and critical partners for the sustainable development of the Company	• Opinions mailbox: hr@aspeedtech.com (regular) • Labor-management coordination meeting (quarterly) • Meeting of Employee Welfare Committee (quarterly) • Manager discussions • Satisfaction survey (annually) • Expressing opinions at the end of the year (annually) • One-on-one discussions (ad hoc)	• Held four labor-management meetings to offer comprehensive discussions and responses relating to labor movement and employee welfare • Performance assessment reviews take place every April. A total of 117 reviews were held, for a completion rate of 100% • Weekly in-depth one-on-one discussions with managers in the Operation Division and New Products Division • No employee reporting was issued to the Whistleblower Reporting System in 2024	• Operational achievements and financial performance • Compensation and performance mechanisms • Employee benefits and care • Employee cultivation and career development	• Workplace equality and human rights protection • Talent recruitment and cultivation • Community contributions and social participation
Government Agencies Policies, laws or regulations can influence the operational directions or decision making of ASPEED Technology	• General inquiry email address: info@aspeedtech.com • Official documents, emails, and meetings (ad hoc) • Advocacy meetings, public hearings (ad hoc)	• Participated in the TWSE Corporate Governance Evaluations • Conducted ad hoc communication relating to our business or specific topics • We were not issued any fines or penalties by the competent authorities in 2024	• Corporate governance and ethical corporate management • Information security and privacy • Operational achievements and financial performance	• Risk management • Legal compliance • Compensation and performance mechanisms

Stakeholder Category	Engagement	2024 Communication Results	Topics of Concern	
Cooperative Partners Grow with ASPEED Technology through close cooperation, important partner for ASPEED Technology	• General inquiry email address: info@aspeedtech.com • Social participation and public welfare activities (ad hoc)	• Communicate and visit cooperative partners irregularly • Invitation to annual events • No cooperative partners reporting was issued to the Whistleblower Reporting System in 2024	• Sustainable supply chain management • Technological and R&D innovations • Risk management	• Legal compliance • Compensation and performance mechanisms
Media Reports and assessments impact the Company's reputation and image	• Media inquiry email address: media@aspeedtech.com • Press releases for major news (ad hoc)	• Two public media release event in 2024 • In 2024, senior management gave two joint interview following media request, three media exclusive interviews, two radio program interview invitations and several telephone interviews • Issued press releases to announce major news • No media reporting was issued to the Whistleblower Reporting System in 2024	• Corporate governance and ethical corporate management • Operational achievements and financial performance	• Technological and R&D innovations • Legal compliance
Shareholders/Investors Influence the stock price by appraisals of Company	• Investor relations email address: ir@aspeedtech.com • Shareholders' meeting (annually) • Foreign and domestic investors' meeting (ad hoc)	• In 2024, we held one shareholders' meeting and four public investors' conferences • For major topics we held ad hoc discussions with domestic and foreign institutional investors. 327 phone/physical meetings in total during 2024 • No shareholders/investors reporting was issued to the Whistleblower Reporting System in 2024	• Corporate governance and ethical corporate management • Legal compliance	• Technological and R&D innovationsOperational achievements and financial performance • Risk management
Suppliers Provide excellent raw materials of a consistent quality; through close cooperation, we jointly pursue corporate sustainability	• General inquiry email address: info@aspeedtech.com • Supplier meetings (annually) • Supplier audits (annually)	• Held critical supplier meetings • Completed audits and evaluations of seven critical suppliers • Critical supplier's ESG commitment response rate 100% • No supplier reporting was issued to the Whistleblower Reporting System in 2024	• Product quality and customer satisfaction • Operational achievements and financial performance	• Risk management • Legal compliance • Sustainable supply chain management
Public Welfare Organizations/Academic and Research Organizations We actively interact with public welfare organizations, academic research organizations, and cooperative partners to fulfill our ESG obligations	• General inquiry email address: csr@aspeedtech.com • Social participation and public welfare activities (ad hoc)	• Accumulated contributions through 2024 were NTD23.6644 million • Rural underprivileged caring: for an eleven consecutive year we participated in the Global Views Educational Foundation's "Plant a seed of reading for the children" event by sponsoring reading materials for students in the Taitung area. We had already donated over 21,852 copies of periodicals benefiting over 30,000 teachers and students at 84 schools in 17 townships in Taitung • Sponsored a public charity performance of a children's play by the local Hsinchu Corny Chicken Theatre, inviting 80 schoolchildren from Jianshi Township, Hsinchu County to attend • Supporting higher education development: Continued sponsorship of the ""Junior Chair Professor" Sponsorship Program at National Taiwan University, National Tsing Hua University, and National Yang Ming Chiao Tung University. • Sponsored the University Sunrise Scholarship Program at National Tsing Hua University • Collaborated with National Tsing Hua University and National Hsinchu Girls' Senior High School on a program to cultivate female talents in science and technology. • No public welfare organizations/academic organizations reporting was issued to the Whistleblower Reporting System in 2024	• Compensation and employee care • Talent recruitment and retention	• Technological and R&D innovations • Social care and public welfare participation

Identification Process for Major Topics

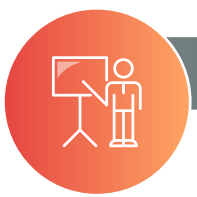
Phase 1
Identification

Step 1 Identify counterparts to communicate with (Identify main stakeholders)

ASPEED Technology uses the AA1000 Stakeholder Engagement Standard to identify core stakeholders (employees, shareholders/investors, customers, suppliers, government agencies, media, non-profit organizations, public welfare organizations, academic and research organizations, and cooperative partners).

Step 2 Gather sustainability topics (20 sustainability topics)

ASPEED Technology uses the GRI Standards as a reference and considers the sustainability concerns of domestic and international industry peers as a basis for gathering comprehensive information on sustainability topics then determining the Company's 20 core sustainability concerns. Starting from 2022, ASPEED Technology updates the list of sustainability issues every three years. Therefore, in 2023, ASPEED technology continues using the list of sustainability issues from 2021, managing it on a three-year cycle. In 2024, a questionnaire survey was conducted on new material topics.



Phase 2
Analysis

Step 3 Identify negative materiality

By collecting opinions annually from the heads of various divisions in ASPEED on the impact of different sustainability issues on the Company's internal operations, and combining these results with the level of external stakeholder concern, we evaluate the negative impacts from within the company to the outside world; Each year, ASPEED collaborates with experts to evaluate and measure the extent of negative impacts that its sustainability management practices have on the economic, environmental, and social aspects of the outside world. The aim is to identify significant negative impacts both internally within the Company and externally on the outside world. These issues are then highlighted as materiality with negative impact for the year.

Step 4 Identify positive materiality

By collecting opinions annually from the heads of various divisions in ASPEED on the impact of different sustainability issues on the Company's internal operations, and combining these results with the level of external stakeholder concern, we evaluate the positive impacts from within the company to the outside world; Each year, ASPEED collaborates with experts to evaluate and measure the extent of positive impacts that its sustainability management practices have on the economic, environmental, and social aspects of the outside world. The aim is to identify significant positive impacts both internally within the Company and externally on the outside world. These issues are then highlighted as materiality with positive impact for the year.

Phase 3
Confirmation

Step 5 Draft a negative and positive materiality matrixes

The scores of the issues obtained in the above steps are evaluated for materiality. After comprehensively considering the scores of internal to external negative/positive impact assessment and external to internal negative/positive impact assessment of the sustainable issues, two matrixes of negative materiality and positive materiality are drafted to identify and obtain sustainability issues that meet the significant impact threshold in both directions. The list of material topics with negative and positive impacts is used as the basis for in-depth analysis in this report.

Step 6 Review disclosure content

Five material topics were identified. Together with the material issue of "technological and R&D innovations" and "Intellectual Property Rights Protection and Deployment" as resolved by the Working Team of Sustainability Committee, seven material topics were approved by the Chairman of the Board eventually. We compared the material topics to eleven special topics and one self-formulated topic based on the GRI Standards. These results formed the boundaries of ASPEED Technology's stakeholder information disclosures and formed the foundation of this report. (For details, please refer to Chapter 3.3 ASPEED Sustainability Policies and Blueprint)

GRI Standard Index

Indicator	Disclosure Items	Corresponding Chapter	Page	Note
GRI 2 General Disclosure 2021				
2-1	Organizational details	3.1 About ASPEED Technology	9	
2-2	Entities included in the organization's sustainability reporting	1. About this Report	3	
2-3	Reporting period, frequency and contact point	1. About this Report	3	
2-4	Restatements of information	Report Adjustments	-	
2-5	External assurance	1. About this Report	33	
2-6	Activities, value chain and other business relationships	3.1 About ASPEED Technology	9	
		6.3 Supply Chain Coexistence	63	
2-7	Employees	7.2 Talent Recruitment and Cultivation	70	
2-8	Workers who are not employees	7.2 Talent Recruitment and Cultivation	70	
2-9	Governance structure and composition	5.1 Corporate Governance and Ethical Corporate Management	35	
2-10	Nomination and selection of the highest governance body	5.1 Corporate Governance and Ethical Corporate Management	35	
2-11	Chair of the highest governance body	5.1 Corporate Governance and Ethical Corporate Management	35	
2-12	Role of the highest governance body in overseeing the management of impacts	5.1 Corporate Governance and Ethical Corporate Management	35	
2-13	Delegation of responsibility for managing impacts	5.1 Corporate Governance and Ethical Corporate Management	35	
		Materiality Analysis	103	
2-14	Role of the highest governance body in sustainability reporting	3.3 ASPEED Sustainability Policies and Blueprint	18	

Indicator	Disclosure Items	Corresponding Chapter	Page	Note
2-15	Conflicts of interest	5.1 Corporate Governance and Ethical Corporate Management	35	
2-16	Communication of critical concerns	3.3 ASPEED Sustainability Policies and Blueprint	18	
		5.1 Corporate Governance and Ethical Corporate Management	35	
2-17	Collective knowledge of the highest governance body	5.1 Corporate Governance and Ethical Corporate Management	35	
2-18	Evaluation of the performance of the highest governance body	5.1 Corporate Governance and Ethical Corporate Management	35	
2-19	Remuneration policies	5.1 Corporate Governance and Ethical Corporate Management	35	
		7.2 Talent Recruitment and Cultivation	70	
2-20	Process to determine remuneration	5.1 Corporate Governance and Ethical Corporate Management	35	
		7.2 Talent Recruitment and Cultivation	70	
2-21	Annual total compensation ratio	7.2 Talent Recruitment and Cultivation	70	
2-22	Statement on sustainable development strategy	2.1 A Letter from the President	6	
		2.2 A Letter from the Head of Sustainability Development Committee	7	
		3.3 ASPEED Sustainability Policies and Blueprint	18	
2-23	Policy commitments	3.3 ASPEED Sustainability Policies and Blueprint	18	
		5.1 Corporate Governance and Ethical Corporate Management	35	
		7.1 Diversity, Equity and Inclusion	69	
		7.4 Employee Care	82	

Indicator	Disclosure Items	Corresponding Chapter	Page	Note
2-24	Embedding policy commitments	3.3 ASPEED Sustainability Policies and Blueprint	18	
2-25	Processes to remediate negative impacts	5.1 Corporate Governance and Ethical Corporate Management	35	
		5.3 Risk Management	61	
2-26	Mechanisms for seeking advice and raising concerns	5.1 Corporate Governance and Ethical Corporate Management	35	
		Materiality Analysis	103	
2-27	Compliance with laws and regulations	5.1 Corporate Governance and Ethical Corporate Management	35	
2-28	Membership associations	3.1 About ASPEED Technology	9	
2-29	Approach to stakeholder engagement	Materiality Analysis	103	
2-30	Collective bargaining agreements	Aspeed has not entered into any collective agreements	-	
GRI 3 Material Topics 2021				
3-1	Process to determine material topics	3.3 ASPEED Sustainability Policies and Blueprint	18	
		Materiality Analysis	103	
3-2	List of material topics	3.3 ASPEED Sustainability Policies and Blueprint	18	
3-3	Management of material topics	3.3 ASPEED Sustainability Policies and Blueprint	18	
		Materiality Analysis	103	
GRI 101 Biodiversity 2024				
101-1	Policies to halt and reverse biodiversity loss	8.2 GHG and Energy Resource Management	96	
101-2	Management of biodiversity impacts	8.2 GHG and Energy Resource Management	96	
101-3	Access and benefit-sharing	8.2 GHG and Energy Resource Management	96	
101-4	Identification of biodiversity impacts	8.2 GHG and Energy Resource Management	96	
101-5	Locations with biodiversity impacts	8.2 GHG and Energy Resource Management	96	
101-6	Direct drivers of biodiversity loss	8.2 GHG and Energy Resource Management	96	
101-7	Changes to the state of biodiversity	8.2 GHG and Energy Resource Management	96	
101-8	Ecosystem services	8.2 GHG and Energy Resource Management	96	
GRI 201 Economic Performance 2016				
201-1	Direct economic value generated and distributed	5.2 Operational Performance	45	
		7.3 Talent Development and Cultivation	78	
		7.4 Employee Care	82	
201-2	Financial implications and other risks and opportunities due to climate change	5.3 Climate Change Opportunity and Risk	48	

Indicator	Disclosure Items	Corresponding Chapter	Page	Note
201-3	Defined benefit plan obligations and other retirement plans	7.4 Employee Care	82	
201-4	Financial assistance received from government	5.2 Operational Performance	45	
GRI 202 Market Presence 2016				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	7.2 Talent Recruitment and Cultivation	70	
202-2	Proportion of senior management hired from the local community 9 Glossary	7.2 Talent Recruitment and Cultivation	70	
GRI 203 Indirect Economic Impacts 2016				
203-1	Infrastructure investments and services supported	7.5 Talent Sustainability and Social Participation	87	
203-2	Significant indirect economic impacts	3.3 ASPEED Sustainability Policies and Blueprint	25	
GRI 204 Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	6.3 Supply Chain Coexistence	63	
GRI 205 Anti-corruption 2016				
205-1	Operations assessed for risks related to corruption	5.1 Corporate Governance and Ethical Corporate Management	35	
205-2	Communication and training about anticorruption policies and procedures	5.1 Corporate Governance and Ethical Corporate Management	35	
205-3	Confirmed incidents of corruption and actions taken	5.1 Corporate Governance and Ethical Corporate Management	35	

Indicator	Disclosure Items	Corresponding Chapter	Page	Note
GRI 206 Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	5.1 Corporate Governance and Ethical Corporate Management	35	
GRI 207 Tax 2019				
207-1	Approach to tax	5.1 Corporate Governance and Ethical Corporate Management	35	
207-2	Tax governance, control, and risk management	5.1 Corporate Governance and Ethical Corporate Management	35	
207-3	Stakeholder engagement and management of concerns related to tax	5.1 Corporate Governance and Ethical Corporate Management	35	
207-4	Country-by-country reporting	5.1 Corporate Governance and Ethical Corporate Management	35	
GRI 301 Materials 2016				
301-1	Materials used by weight or volume	8.2 GHG and Energy Resource Management	96	
301-2	Recycled input materials used	8.2 GHG and Energy Resource Management	96	
301-3	Reclaimed products and their packaging materials	8.2 GHG and Energy Resource Management	96	
GRI 302 Energy 2016				
302-1	Energy consumption within the organization	8.2 GHG and Energy Resource Management	96	
302-2	Energy consumption outside of the organization	8.2 GHG and Energy Resource Management	96	
302-3	Energy intensity	8.2 GHG and Energy Resource Management	96	
302-4	Reduction of energy consumption	8.2 GHG and Energy Resource Management	96	
302-5	Reductions in energy requirements of products and services	4.1 Sustainable Operation and Green R&D of Products	25	

Indicator	Disclosure Items	Corresponding Chapter	Page	Note
GRI 303 Water and Effluents 2018				
303-1	Interactions with water as a shared resource	8.2 GHG and Energy Resource Management	96	
303-2	Management of water discharge-related impacts	8.2 GHG and Energy Resource Management	96	
303-3	Water withdrawal	8.2 GHG and Energy Resource Management	96	
303-4	Water discharge	8.2 GHG and Energy Resource Management	96	
303-5	Water consumption	8.2 GHG and Energy Resource Management	96	
GRI 305 Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	8.1 Low-carbon management and net-zero goals	94	
		8.2 GHG and Energy Resource Management	96	
305-2	Energy indirect (Scope 2) GHG emissions	8.1 Low-carbon management and net-zero goals	94	
		8.2 GHG and Energy Resource Management	96	
305-3	Other indirect (Scope 3) GHG emissions	8.1 Low-carbon management and net-zero goals	94	
		8.2 GHG and Energy Resource Management	96	
305-4	GHG emissions intensity	8.2 GHG and Energy Resource Management	96	
305-5	Reduction of GHG emissions	8.2 GHG and Energy Resource Management	96	
305-6	Emissions of ozone-depleting substances (ODS)	8.2 GHG and Energy Resource Management	96	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	8.2 GHG and Energy Resource Management	96	

Indicator	Disclosure Items	Corresponding Chapter	Page	Note
GRI 306 Effluents and Waste 2020				
306-1	Water discharge by quality and destination	8.2 GHG and Energy Resource Management	96	
306-2	Waste by type and disposal method	8.2 GHG and Energy Resource Management	96	
306-3	Significant spills	8.2 GHG and Energy Resource Management	96	
306-4	Transport of hazardous waste	8.2 GHG and Energy Resource Management	96	
306-5	Water bodies affected by water discharges and/or runoff	8.2 GHG and Energy Resource Management	96	
GRI 308 Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	6.3 Supply Chain Coexistence	63	
308-2	Negative environmental impacts in the supply chain and actions taken	6.3 Supply Chain Coexistence	63	
GRI 401 Employment 2016				
401-1	New employee hires and employee turnover	7.2 Talent Recruitment and Cultivation	70	
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	7.4 Employee Care	82	
401-3	Parental leave	7.4 Employee Care	82	
GRI 402 Labor/Management Relations 2016				
402-1	Minimum notice periods regarding operational changes	7.4 Employee Care	82	

Indicator	Disclosure Items	Corresponding Chapter	Page	Note
GRI 403 Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	7.4 Employee Care	82	
403-2	Hazard identification, risk assessment, and incident investigation	7.4 Employee Care	82	
403-3	Occupational health services	7.4 Employee Care	82	
403-4	Worker par titivation, consultation, and communication on occupational health and safety	7.4 Employee Care	82	
403-5	Worker training on occupational health and safety	7.4 Employee Care	82	
403-6	Promotion of worker health	7.4 Employee Care	82	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	7.4 Employee Care	82	
403-8	Workers covered by an occupational health and safety management system	7.4 Employee Care	82	
403-9	Work-related injuries	7.4 Employee Care	82	
403-10	Work-related ill health	5.1 Corporate Governance and Ethical Corporate Management	35	
GRI 404 Training and Education 2016				
404-1	Average hours of training per year per employee	7.3 Talent Development and Cultivation	78	
404-2	Programs for upgrading employee skills and transition assistance programs	7.3 Talent Development and Cultivation	78	
404-3	Percentage of employees receiving regular performance and career development reviews	7.3 Talent Development and Cultivation	78	

Indicator	Disclosure Items	Corresponding Chapter	Page	Note
GRI 405 Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	7.2 Talent Recruitment and Cultivation	70	
405-2	Ratio of basic salary and remuneration of women to men	7.2 Talent Recruitment and Cultivation	70	
GRI 406 Non-discrimination 2016				
406-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	7.4 Employee Care	82	
GRI 407 Freedom of Association and Collective Bargaining 2016				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	7.1 Diversity, Equity and Inclusion	69	
GRI 408 Child Labor 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	7.1 Diversity, Equity and Inclusion	69	
GRI 409 Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.1 A Letter from the Chairman	6	
GRI 410 Security Practices 2016				
410-1	Security personnel trained in human rights policies or procedures	7.4 Employee Care	82	
GRI 411 Rights of Indigenous People 2016				
411-1	Incidents of violations involving rights of indigenous peoples	7.5 Talent Sustainability and Social Participation	87	

Indicator	Disclosure Items	Corresponding Chapter	Page	Note
GRI 413 Local Communities 2016				
413-1	Operations with local community engagement, impact assessments, and development program	7.5 Talent Sustainability and Social Participation	87	
413-2	Operations with significant actual and potential negative impacts on local communities	7.5 Talent Sustainability and Social Participation	87	
GRI 414 Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	6.3 Supply Chain Coexistence	63	
2-5	Negative social impacts in the supply chain and actions taken	6.3 Supply Chain Coexistence	63	
GRI 415 Public Policy 2016				
2-6	Political contributions	5.1 Corporate Governance and Ethical Corporate Management	35	
GRI 416 Customer Health and Safety 2016				
2-8	Assessment of the health and safety impacts of product and service categories	6.2 Customer Service	61	
2-9	Incidents of non-compliance concerning the health and safety impacts of products and services	6.2 Customer Service	61	
GRI 417 Marketing and Labeling 2016				
2-11	Requirements for product and service information and labeling	6.1 Product Quality Management	60	
2-12	Incidents of non-compliance concerning product and service information and labeling	5.1 Corporate Governance and Ethical Corporate Management	35	
2-15	Incidents of non-compliance concerning marketing communications	6.1 Product Quality Management	35	
GRI 418 Customer Privacy 2016				
2-17	Substantiated complaints concerning breaches of customer privacy and losses of customer data	5.4 Information Security Management	55	

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No.	Category	Code	Accounting Metric	Unit of Measure	Data	Corresponding Chapter	Page
1	Quantitative	TC-SC-110a.1	• Gross global Scope 1 emissions • Amount of total emissions from perfluorinated compounds	Metric tons (t) CO2e	• Global Scope 1 emissions in 2024 amounted to 9.9127 metric tons of carbon dioxide equivalent • Total emissions of fluorinated compounds in 2024 were 0	8.2 GHG and Energy Resource Management	154
2	Qualitative	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	NA	ASPEED Technology follows the SBTi pathway, committing to a near-term 1.5°C target with 2021 as the baseline year, setting an absolute reduction of 42% in Scope 1 and 2 emissions by 2030, and planning medium-to-long-term expansion to Scope 3 inventory and reduction. targets an average annual carbon reduction of 4.67% and will expand to Scope 3 emissions. Since July 2024, green electricity has accounted for 17.92% of total consumption (674,395 kWh), exceeding the original target, ASPEED Technology aims for a renewable energy usage rate of 40% by 2030	8.1 Low-carbon management and net-zero goals	143-144
3	Quantitative	TC-SC-130a.1	• Total energy consumed • Percentage grid electricity and • Percentage renewable	Gigajoules (GJ) Percentage (%)	• 2485.34 • 100 % • 17.92 %	8.2 GHG and Energy Resource Management	154
4	Quantitative	TC-SC-140a.1	• Total water withdrawn • Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters(m^3) Percentage (%)	• water withdrawn); 0% in regions with High or Extremely High Baseline Water Stress • 3,681m^3 (Total water consumed); 0% in regions with High or Extremely High Baseline Water Stress	8.2 GHG and Energy Resource Management	151
5	Quantitative	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (t) Percentage (%)	No hazardous waste in 2024	8.2 GHG and Energy Resource Management	148
6	Qualitative	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	NA	• ASPEED Technology has a professional occupational safety and health business supervisor, regularly reviews occupational safety, health and environmental protection-related matters, and promotes various occupational safety, health and environmental protection related businesses. The employee coverage rate of the occupational safety and health management system is 100% • Since ASPEED Technology is an IC design company that does not directly operate a factory, in daily operations the Company does not handle substances or chemicals that are hazardous to health. The laboratory only conducts testing simulations, and the occupational safety and health manager primarily focuses on identifying hazard sources in the office environment. The only chemical type	7.4 Employee Care	131

No.	Category	Code	Accounting Metric	Unit of Measure	Data	Corresponding Chapter	Page
					employees encounter is unleaded welding chemicals used by R&D personnel. In accordance with regulations, employees who handle these chemicals must wear an N95 mask and the environment must be well ventilated. Lead toxin health exams are conducted to ensure that there is no health impact ・The company will increase the frequency of cleaning and disinfection in office areas depending on the actual situation or the presence of epidemics and infectious diseases, and will adjust response measures on a rolling basis		
7	Quantitative	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Reporting currency	None in 2024	7.4 Employee Care	131
8	Quantitative	TC-SC-330a.1	・foreign nationals ・located offshore	Percentage (%)	0	7.1 Diversity, Equity and Inclusion	110
9	Quantitative	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%)	0	6.1 Product Quality Management	91
10	Quantitative	TC-SC-410a.2	Processor energy efficiency at a system-level for: ・servers ・desktops ・laptops	(MIPS/W)	3,726.63 (AST2700A3-GP) 2,381 (AST2600) 1,652 (AST2500A2-GP) 1,357 (AST2520A2-GP) 580 (AST2400A1-GP) 1,149 (PILOT 4)	4.1 Sustainable Operation and Green R&D of Products	43
11	Qualitative	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	NA	None in 2024	6.3 Supply Chain Coexistence	101
12	Quantitative	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Reporting currency	None in 2024	5.1 Corporate Governance and Ethical Corporate Management	64
13	Quantitative	TC-SC-000.A	Total production	Thousand pieces	1,7312	5.2 Operational Performance and Financial Performance	71
13	Quantitative	TC-SC-000.B	Percentage of production from owned facilities	Percentage (%)	NA, ASPEED Technology does not involved production	5.2 Operational Performance and Financial Performance	71

Sustainability Disclosure Indicators - Semiconductor Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Remarks
1	Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy)	Quantitative	• 2,485.34 GJ • 100 % • 17.92 %	Gigajoules (GJ) , percentage (%)	
2	Total water withdrawn, total water consumption	Quantitative	• 3,681 m^3 (Total water withdrawn); 0% in regions with High or Extremely High Baseline Water Stress • 3,681m^3 (Total water consumed); 0% in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m3)	
3	Total hazardous waste generated and percentage recycled	Quantitative	No hazardous waste in 2024	Metric tons (t), percentage (%)	
4	Types of, number of employees in and rate of occupational accidents	Quantitative	None in 2024	Percentage (%), quantity	
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled*	Quantitative	Products and services involve IC research and design, not end-user applications, and therefore have no corresponding content	Metric tons (t), percentage (%)	
6	Description of the management of risks associated with the use of critical materials	Qualitative description	None in 2024	Not applicable	
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	None in 2024	Reporting currency	
8	Production by product category	Quantitative	• Multimedia IC – 16,980 • Computer Peripheral IC - 394 • Others - 28	Varies by product category	

* Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.

Climate-Related Information of TWSE/TPEx Listed Company

Risks and opportunities posed by climate change to the Company and the relevant measures taken by and relevant countermeasures taken by the company	
Item	**Implementation**
Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities	Please refer to 3.3 ASPEED Sustainability Policies and Blueprint
Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term)	Please refer to 5.3 Climate Change Opportunity and Risk
Describe the financial impact of extreme weather events and transformative actions	Please refer to 5.3 Climate Change Opportunity and Risk
Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system	Please refer to 5.3 Climate Change Opportunity and Risk
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	Please refer to 5.3 Climate Change Opportunity and Risk
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	Please refer to 5.3 Climate Change Opportunity and Risk
If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated	Currently studying the implementation of a carbon pricing mechanism
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	Please refer to 8.2 Environmental and GHG Management
Greenhouse gas inventory and assurance status (separately fill out in point 1-1 below)	Please refer to 8.2 Environmental and GHG Management

Greenhouse Gas Inventory and Assurance Status

Instructions for Completing the Table:

1. The company may conduct greenhouse gas assessments in accordance with the following standards:

   (1) The Greenhouse Gas Protocol (GHG Protocol).

   (2) ISO 14064-1 issued by the International Organization for Standardization.

2. The assurance body shall meet the provisions regarding assurance of sustainability reports prescribed by the TWSE and the TPEx.

3. The information for subsidiaries may be reported individually, or in aggregate (e.g., by country or by region), or on a consolidated basis (Note 1).

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 (TWD 1,000) shall be disclosed (Note 2).

5. The proportion of total emissions from operating sites or subsidiaries not included in the inventory calculation shall not be more than 5%. "Total emissions" above means the quantity of emissions calculated according to the mandatory inventory scope referred to in point 1 of these Instructions for Completing the Table.

6. The description of assurance status shall summarize the content of the assurance report of the assurance body, and the assurance opinion shall be uploaded (Note 3).

Basic information of the company

- ☐ Capital of NT$10 billion or more, iron and steel industry, or cement industry
- ☐ Capital of NT$5 billion or more but less than NT$10 billion
- ☑ Capital of less than NT$5 billion

Minimum required disclosure under the Sustainable Development Roadmap for TWSE/TPEx Listed Companies

- Inventory for parent company only
- Inventory for all consolidated entities
- Assurance for parent company only
- Assurance for all consolidated entities

Scope 1	Total Emission (Metric tons CO2e)	Intensity (CO2e/$1,000) (Note 2)	Assurance body	Description of assurance status (Note 3)
Parent	9.9127	0.5730	AFNOR ISO 14064- 2018	According to the ISO 14064-2018 standard, the greenhouse gas inventory results were verified by AFNOR, which issued a greenhouse gas verification statement
Subsidiary(ies)				
(Note 1)				
Total	9.9127	0.5730		

Scope 2	Total Emission (Metric tons CO2e)	Intensity (CO2e/$1,000) (Note 2)	Assurance body	Description of assurance status (Note 3)
Parent	262.3647	15.1550	AFNOR ISO 14064- 2018	According to the ISO 14064-2018 standard, the greenhouse gas inventory results were verified by AFNOR, which issued a greenhouse gas verification statement
Subsidiary(ies)				
(Note 1)				
Total	262.3647	15.1550		

Scope 3	14,293.8636	("Upstream transportation, purchased goods, downstream transportation, employee commuting, and waste transportation")

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