



2024

Sustainability
Report



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ESG Highlights in 2024

E Environmental

- Honored as an Outstanding Unit for Green Procurement for 2 consecutive years
- Replaced the chiller at Headquarters Building B, saving 41.81% electricity compared to the same period of the previous year
- Extended “Green Dining” and “Green Consumption” into the circular economy to develop a Food Waste Sustainability Program

S Social

- Received Taiwan iSports Certification
- Awarded Health Promotion Label

G Governance

- Industrial-grade mini PCs and fully IP69K-rated waterproof panel PC were awarded the Taiwan Excellence Award
- ARM-based panel PC received the Embedded World Best-in-Show Award in Germany
- Combined EMU-200 and EdgeGO® to establish smart building and EV charging station demonstration sites

Sustainability Engagement

- Silver Award in the TCSA Sustainability Reporting Category
- Awarded a committed badge in the global supply chain sustainability assessment by EcoVadis
- Obtained Silver-level Verification Certificate of RBA
- Received a rating of "Level B" for CDP Climate Change
- First invitation to participate in the S&P Global Corporate Sustainability Assessment

Message from the Management

In 2024, against a backdrop of global economic fluctuations and intensifying environmental challenges, corporate sustainability faces multiple risks, including climate change, resource scarcity, labor and human rights issues, digital transformation pressures, supply-chain instability, and increasingly stringent regulations. These risks not only affect operational stability but also bear on long-term competitiveness and social responsibility. In this environment, ADLINK has identified several key objectives and challenges for sustainable management:

▲ Shift from product-driven to customer-driven to enhance overall customer value and satisfaction

Over the past two years, ADLINK has continuously promoted regional autonomy development—our most important growth engine. Beyond understanding regional growth engine, we must deeply analyze and define target customers and their pain points. Product teams then assess whether our solutions and products possess sufficient market competitiveness, leveraging differentiated advantages to increase market penetration. This effort requires close collaboration between marketing and product teams, forming interactive adjustment mechanisms to ensure strategy and execution remain aligned, ultimately driving business growth and strengthening market competitiveness.

▲ Move from task-driven to objective-driven to ensure strategies and actions focus on key results, enhancing overall effectiveness and competitiveness

Emphasizing “define the target before drawing the bow,” ADLINK adopts a target-oriented strategy to ensure all actions align with core Objectives and Key Results, thereby improving decision-making efficiency. By setting clear long- and short-term goals, we can allocate resources precisely, ensuring every action creates valuable opportunities for overall development. Target-oriented management also fosters cross-departmental collaboration, enabling teams to coordinate under a shared vision, strengthening execution and innovation, and ultimately enhancing overall performance and market competitiveness in a rapidly changing environment.

▲ Leverage ecosystem partner resources fully to achieve mutually beneficial growth momentum

ADLINK maintains close cooperation with leading processor vendors such as Intel, NXP Semiconductors, Qualcomm Technologies, and MediaTek to advance edge computing and AI applications. Through technical integration with these partners, ADLINK delivers high-performance, low-power embedded computing solutions for diverse applications, including industrial automation, smart cities, smart healthcare, smart retail, and in-vehicle systems.

Additionally, ADLINK collaborates with AUO to advance Edge Visualization technology. By combining ADLINK’s edge computing and AI expertise with AUO’s display and image-processing technologies, the partnership develops high-performance intelligent display solutions for smart manufacturing, smart retail, smart healthcare, and transportation.

▲ Deepen corporate governance to implement sustainable development and enhance operational resilience

To align the ESG Sustainability Committee more closely with the company's organizational structure, we reorganized the committee in 2024, enabling cross-departmental functional teams to integrate and coordinate sustainability initiatives and progressively advance toward our corporate sustainability vision. Following the declaration of our Net-Zero Carbon Emissions target, we began inventorying high-energy-consumption equipment replacement schedules and estimating future investment costs, refining our Net-Zero roadmap and adjusting plans on a rolling basis according to business direction.

As part of the global supply chain, ADLINK conducts a Responsible Business Alliance (RBA) audit every two years. In 2024, we received the RBA VAP Silver-level Verification Certificate. We believe that adhering to an international code of conduct not only demonstrates our commitment to customers worldwide but also encourages supply-chain partners to join us in fulfilling corporate social responsibility.

Under the green trend, in 2024 we deployed the EMU-200 series Industrial Internet of Things (IIoT) gateway launched in 2023, combined with the EdgeGO® edge device management software platform introduced in 2024, at our Taoyuan headquarters to create smart building and EV charging station demonstration sites. Through our self-developed energy monitoring solution, we capture internal energy consumption data to establish comprehensive data management and decision-making mechanisms. We are also actively expanding diversified site-monitoring solutions to open new business horizons.

Chairman and CEO




About this Report

The 2024 ADLINK Sustainability Report ("This Report") was prepared by the "ESG and Corporate Governance Center" of ADLINK Technology Inc. ("ADLINK"). The report contains our response to topics of stakeholder concern, presents ADLINK's performance, accomplishments, and management policies in corporate governance and economy, environment, and people (human rights) sustainability issues, and demonstrates our commitment to the fulfillment of sustainability to society at large.

▲ Reporting Scope and Editorial Principles

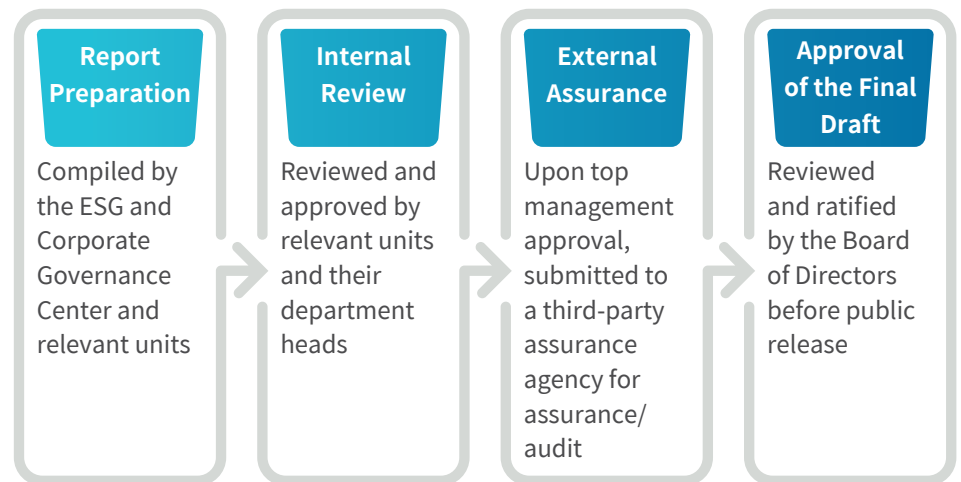
This report discloses the same period as the financial reporting period, from January 1, 2024, to December 31, 2024. Financial data cover the operating performance of the parent and subsidiaries; for consolidated financial statements, please refer to the "2024 Consolidated Financial Statements." All financial data are presented in New Taiwan Dollars. Definitions of Material Topic and corresponding GRI disclosures pertain to ADLINK Technology Inc. (parent company) and exclude overseas subsidiaries, although some target achievements do include overseas subsidiaries, as noted in corresponding annotations. The reasons for recompiling statistics and revising the data provided in previous reports, as well as the resulting explanations, are presented in each chapter of this report.

The report is compiled in accordance with the GRI Standards issued by the Global Reporting Initiative (GRI). The general standards adopted are based on the 2021 edition. The GRI content index is provided in the appendix. The disclosure is in line with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and the United Nations Sustainable Development Goals (SDGs).

▲ Main Unit Responsible for the Report and Quality Management Method

In order to enhance the completeness and credibility of ADLINK's sustainability reporting, the company established procedures for compiling and verifying sustainability reports in accordance with the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies." Content is provided by responsible units and reviewed by their department heads, then integrated, proofread, and edited by the ESG and Corporate Governance Center, and finally submitted to the Board of Directors for review and approval.

Sustainability Report Preparation and Assurance Procedures



To enhance accuracy and credibility for sustainability reports, we engaged an external assurance agency and adopted internationally recognized indicators. Additionally, to maintain product quality and market competitiveness, we have obtained various international certifications.

▲ External Assurance and ISO Certifications

Standards Followed		Verification/Assurance Body
Sustainability Report	AA1000AS v3 Type 1 Moderate Level Assurance	BSI Group Singapore Pte. Ltd., Taiwan Branch
Finance	International Financial Reporting Standards (IFRS)	Deloitte & Touche
Environmental	ISO 14064-1:2018 Organizational GHG Inventory	BSI Group Singapore Pte. Ltd., Taiwan Branch
	ISO 14001:2015 Environmental Management System	TÜV SÜD
Occupational Health and Safety	ISO 45001:2018 Occupational Health and Safety Management Systems	TÜV SÜD
Information Security	ISO 27001:2013 Information Security Management System	SGS Taiwan Ltd.
Quality Management	TL 9000:2016/ISO 9001:2015 Quality Management System	TÜV SÜD
	EN ISO 13485:2016 Medical Devices—Quality Management System	TÜV SÜD
	ANSI/ESD S20.20:2021 Protection of Electrical and Electronic Parts	DQS Taiwan Ltd.
	ISO/IEC 17025:2017 Laboratory Quality Management System	Taiwan Accreditation Foundation (TAF)
	ISO 26262:2018 Automotive Functional Safety Certification	SGS-TÜV Saar GmbH
	IATF 16949:2016 Automotive Quality Management System	TÜV SÜD

▲ Time of Release

Starting in 2023, we have been publishing the "Sustainability Report" annually. The content is published in English and Chinese, and the content and accuracy of the information is reviewed by the ESG Sustainability Committee and various department supervisors. The Report is made publicly available on ADLINK's official website after publication.

Current edition: Published in August 2025.

Previous edition: Published in August 2024.

Next release: Expected to be published in August 2026.

▲ Contact Method

For any inquiries, consultations, or suggestions regarding this report or ADLINK's sustainability efforts, please contact us via the channels below.

ESG and Corporate Governance Center

📍 Address: No. 66, Huaya 1st Road, Guishan District, Taoyuan City 333411

☎ Telephone: +886-3-216-5088

✉ E-mail: esg@adlinktech.com

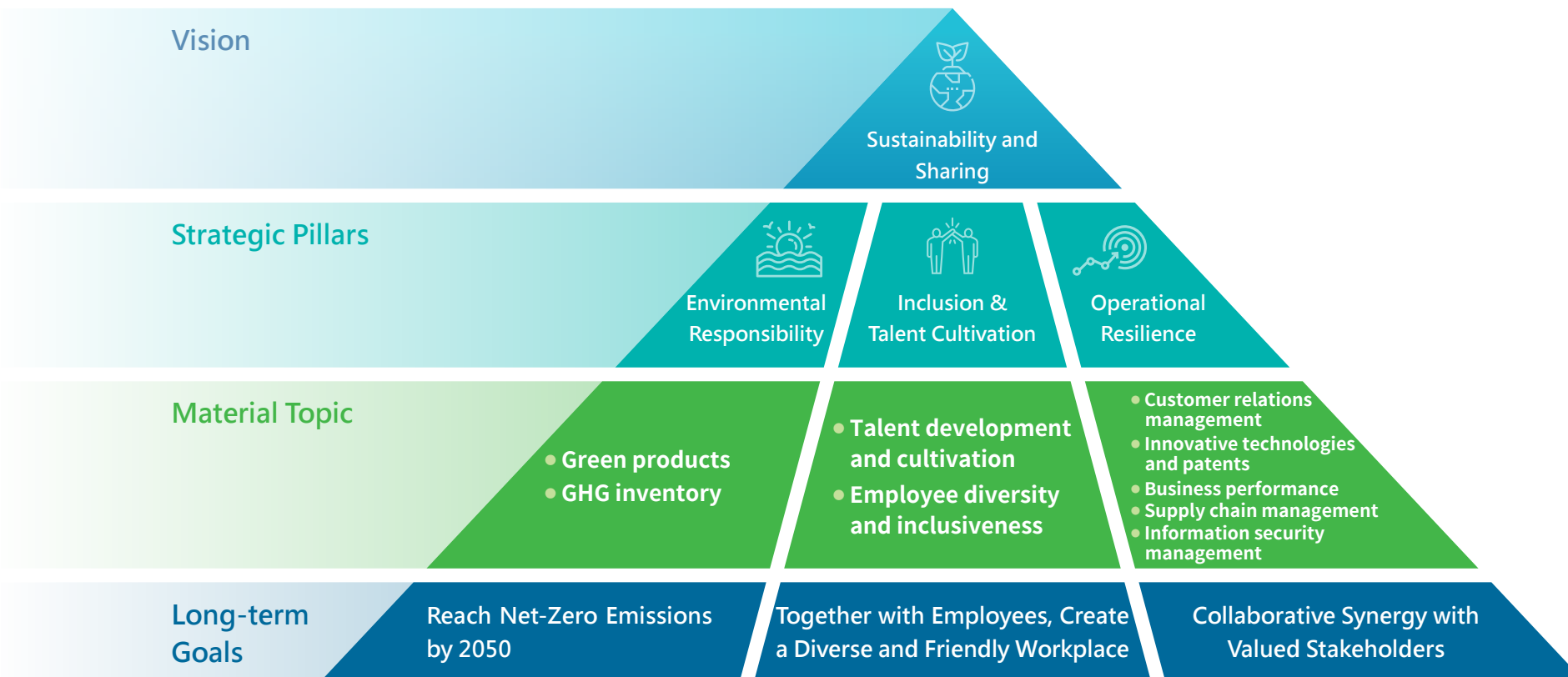
🌐 ADLINK Website: <https://www.adlinktech.com/tw>

Sustainable Development Strategy







Sustainable Development Vision Blueprint





ADLINK is committed to promoting corporate social responsibility under the concept of sustainability and sharing, and developing a corporate sustainable development vision blueprint of "joining hands with diverse partners to multiply sustainable value." By strengthening the core business, the company works with its stakeholders to realize and create more profound sustainable values. In response to stakeholder concerns, ADLINK has established three sustainability strategy pillars—"Operational Resilience," "Environmental Responsibility," and "Inclusion and Talent Cultivation"—combined with nine Material Topic to balance economic, environmental, and social/human rights considerations. The company has actively planned corresponding short-, mid-, and long-term targets to fulfill its corporate sustainability vision.






Sustainable Development Vision Blueprint








▲ Corporate Sustainability Strategy Framework

Strategic Pillars	Material Topic	Corresponding SDGs	Key Performance Indicators	2024 Goals	2024 Goal Achievement Status	Short-term Goals (2025)	Mid-term Goals (2026~2027)	Long-term Goals (2028~)	
Environmental Responsibility	Green Products	  	11.6	FMD part number collection completion rate:	55%	Not achieved	55%	55%	60%
			11.a						
			12.5	Supplier response rate for four conflict minerals (3TG):	92%	Achieved	92%	95%	100%
			12.6						
	17.17								
	GHG Inventory		13.2 13.3	Carbon emission reduction (baseline 2023) / renewable energy percentage:	5% / 3%	Achieved	5% / 3%	11% / 6%	24% / 6%
Inclusion and Talent Cultivation	Talent Development and Cultivation	 		Percentage of elite interns employed (of total staff):	≥ 3.50%	Achieved	≥ 3.50%	≥ 3.50%	≥ 3.50%
			4.3	Average training hours per employee:	> 10 hours	Achieved	> 20 hours	> 20 hours	> 25 hours
			4.4						
			4.5	Departmental annual training plan execution rate:	≥ 90%	Achieved	≥ 90%	≥ 92%	≥ 95%
			8.2 8.5	Manager-level vacancies filled by internal promotion (Note 1):	-	-	≥ 1/3	≥ 1/3	≥ 1/3

Strategic Pillars	Material Topic	Corresponding SDGs	Key Performance Indicators	2024 Goals	2024 Goal Achievement Status	Short-term Goals (2025)	Mid-term Goals (2026~2027)	Long-term Goals (2028~)
Inclusion and Talent Cultivation	Employee Diversity and Inclusiveness	   	Female directors ratio maintained:	≥ 30%	Achieved	≥ 30%	≥ 30%	≥ 30%
			Female representation in management systems maintained:	~ 23%–26%	Achieved	~ 23%–26%	~ 23%–26%	~ 23%–26%
			Female permanent and contingent employees ratio maintained:	~ 40%–45%	Achieved	~ 40%–45%	~ 40%–45%	~ 40%–45%
			Employees with disabilities ratio maintained:	1%–1.50%	Achieved	1%–1.50%	1%–1.50%	1%–1.50%
			Pregnant employees' medical consultation completion rate:	100%	Achieved	≥ 6 times of health care per year per pregnant employee	≥ 6 times	≥ 6 times
			Employee multicultural exchange and care events (Note 1):	-	-	-	Plan ≥ 1 foreign cultural exchange event annually	<ul style="list-style-type: none"> Organize 1 to 2 foreign cultural exchange events annually Organize 1 to 2 events for expatriate and mid-to-late-career employees annually

Strategic Pillars	Material Topic	Corresponding SDGs		Key Performance Indicators	2024 Goals	2024 Goal Achievement Status	Short-term Goals (2025)	Mid-term Goals (2026~2027)	Long-term Goals (2028~)
Operating Resilience	Customer Relations Management		17.6 17.17	Maintain customer satisfaction average score:	≥ 3.3	Achieved	≥ 3.4	≥ 3.5	≥ 3.7
				Increase in customer satisfaction feedback collection rate (Note 1):	-	-	40%	42%	44%
	Innovative Technologies and Patents	  	9.1 9.4 12.5 13.3	Usage of old part numbers for new standard product cartons/boxes:	Target 75%	Achieved	≥ 80%	Target 83%	Target 85%
				Use air-column or all-paper packaging to replace EPE:	Target ≥ 6 new product models	Achieved	≥ 10 new models	≥ 15 new models	≥ 20 new models
				Heat-sink design optimization to reduce aluminum usage:	Totally 5	Achieved	target ≥ 8 new models(reduce aluminum or CNC machining time)	≥ 12 new models	≥ 15 new models
				Low-power standard achievement rate for new models:	30%	Achieved	50%	80%	95%
				IEC 62443-4-1 and IEC 62443-4-2 certifications:	Plan introduction	Achieved	Obtain IEC 62443-4-1	Target ≥ 1 product with IEC 62443-4-2	Enhance supply-chain cybersecurity requirements
	Business Performance		8.2 8.3	Maintain net operating profit margin:	> 5%	Not achieved	5%	Raise to > 5%	Reach industry average ≥ 10%
				Design Win total:	100 cases	Not achieved	Add 80~100 cases annually	Add 100 cases annually	Add ≥ 100 cases annually
				Revenue from diversified customized services:	USD 12 million	Not achieved	Grow 10%	Grow 15%	Grow > 15%

Strategic Pillars	Material Topic	Corresponding SDGs		Key Performance Indicators	2024 Goals	2024 Goal Achievement Status	Short-term Goals (2025)	Mid-term Goals (2026~2027)	Long-term Goals (2028~)	
Operating Resilience	Supply Chain Management		<div>8.7</div> <div>8.8</div> <div>12.5</div> <div>16.5</div> <div>17.17</div>	Key supplier risk assessment ratio:	Increase to 70%	Not achieved	Increase to 70%	Achieve 80%	Achieve 100%	
	Information Security Management			9.1	Social-engineering drills and cybersecurity training:	≥ 1	Achieved	1 global drill and 99% course completion rate	1 global drill and 99% course completion rate	1 global drill and 99% course completion rate
					Information Security Management System standard, regular audits and drills:	Maintain	Achieved	Complete ISO/IEC 27001:2022 recertification at Taoyuan HQ in 2025	Maintain third-party verification and validation	Maintain third-party verification and validation
					Effective log-monitoring mechanism to track and detect anomalies:	Establish mechanism	Achieved	<div>● Endpoint protection coverage 95% at HQ</div> <div>● Advanced protection for core systems 70% at HQ</div>	<div>● Endpoint protection coverage 99% at HQ</div> <div>● Advanced protection for core systems 80% at HQ</div>	<div>● Global endpoint protection coverage 95%</div> <div>● Global core systems protection 75%</div>
			Cyber-risk rating score (Note 1):		-	-	Achieve 80%	Achieve 83%	Exceed industry standard, maintain ≥ 85%	
		Critical application patching rate (Note 1):	-		-	-	99% (high risk)	95% (medium and high risk)		

Note 1: New targets added.

Note 2: Unmet 2024 targets are explained in corresponding sections.

ESG Sustainability Committee

To deepen the vision of corporate sustainable development, fulfil corporate social responsibility, and promote progress in economic, environmental, and social/human rights dimensions to achieve sustainable development goals, ADLINK established the Corporate Sustainability Development Committee in 2013, committing to strengthen corporate governance, fulfil social responsibility, and practice environmental conservation. In December 2022, it was transformed and upgraded to the ESG Sustainability Committee, chaired by the Chairman and CEO, with the Global CFO authorized to manage the Sustainability Secretariat and lead the ESG Promotion Team to coordinate and operate the ESG Sustainability Committee. The committee was reorganized at the end of 2024 to align its coordination and operations with the company's organizational structure.

The ESG Sustainability Committee meets at irregular intervals to set short-, medium-, and long-term targets as well as consolidates the departments' results in implementing sustainable development for an annual report to the Board of Directors in order to proactively respond to stakeholder needs. As an enterprise that drives the development of technology, ADLINK aims to fulfill its Corporate Social Responsibility through the promotion of Corporate Sustainability and the provision of resources and influence to contribute to the economy, the environment, and people (human rights).



▼ Responsibilities of the ESG Sustainability Committee

Committee	Functions
Chairperson	Combine global sustainability trends to lead the company toward excellence in sustainable development, enrich the value-chain ecosystem, and give back to society.
Sustainability Secretariat Office	Lead the ESG Promotion Team to coordinate committee operations, closely integrate sustainability development goals with core business strategies, identify corporate risks, challenges, and opportunities, exert social influence, and respond to stakeholder expectations.
ESG Promotion Team	Ensure the promotion and implementation of sustainability initiatives; responsible for the integrity, accuracy, and reliability of sustainability information, including compliance with disclosure regulations and international standards to enhance transparency.
Product Sustainability	In response to regulations, international markets, industry trends, and customer needs, invest in green design, product life-cycle, and circular economy R&D to strengthen product competitiveness.
Environmental Sustainability	Responsible for environmental management systems, compliance with environmental regulations and international standards; develop resource-efficiency strategies in response to climate change to achieve environmental sustainability goals.
Corporate Commitment	Follow human-rights regulations and international standards to establish human-rights management policies and procedures, and establish communication and management mechanisms internally and throughout the value chain.
Supply Chain Sustainability	Reference ISO Sustainable Procurement Guidelines, supply-chain management systems, or RBA Code of Conduct to build and implement sustainable supply-chain management processes, including risk surveys, audits, improvement coaching, capacity building, incentive, and delisting mechanisms.
Risk Governance	Integrate sustainability risk issues into risk-management mechanisms, responsible for risk identification, analysis, evaluation, and response, and establish business-continuity management systems to reduce operational risk.
ADLINK Education Foundation	Through promoting technology education, humanities and arts development, and supporting disadvantaged groups, contribute to society and create lasting impact.


Stakeholder Communication



Topics of Stakeholder Concern and Communication Channels




ADLINK follows the AA1000 SES Stakeholder Engagement Standard and, with the ESG Promotion Team referencing sustainability trends and peer progress, compiles inputs for the ESG Sustainability Committee to discuss and identify in meetings. The authorized Sustainability Secretariat then, considering the company's operational development, confirms eight categories of stakeholders.



Listening to stakeholders is key to success and sustainability for business. Through diverse communication channels and mechanisms, board members engage stakeholders via exchange meetings, annual publications, audits, customer visits, annual meetings, and the public contact channels on the corporate sustainability website to understand their concerns and demands. By reviewing these issues, senior management's strategic goals are deliberated. Continued efforts are being made in economic, environmental, and social/human rights-related issues to supplement the creative value of stakeholders, meet stakeholder expectations, and create new opportunities for sustainable operations.

Topics of Stakeholder Concern and Communication Channels

Stakeholders	Engagement Objective	Topics of Concern	Communication Channels and Frequency	Engagement Performance / Outcomes
 Shareholders	Enhance information-disclosure transparency so shareholders understand the company's financial and operational status	<ul style="list-style-type: none"> ● Business performance ● Green products ● Customer relations management ● Social engagement 	<ul style="list-style-type: none"> ● Shareholder's meeting (Annually) ● Market Observation Post System (Permanent) ● Publication of financial reports (Quarterly) ● Investor Conference (at least 2 times every year) ● Company website (as needed) (Email: investor@adlinktech.com) 	<ul style="list-style-type: none"> ● 1 shareholders' meeting was held, with an attendance rate of 70.17% and a total of 545 shareholders using electronic voting ● Held 2 investor conferences ● Published 4 financial reports

Stakeholders	Engagement Objective	Topics of Concern	Communication Channels and Frequency	Engagement Performance / Outcomes
 Employees	<p>Communicate on benefits and talent-development issues, encourage participation and feedback to understand needs and improve retention</p>	<ul style="list-style-type: none"> ● Business performance ● Employee diversity and inclusiveness ● Workplace health and safety ● Talent development and cultivation ● Employee-employer relations 	<ul style="list-style-type: none"> ● Labor-Management Council (Quarterly) ● Employee mailbox (Permanent) ● Environmental Safety and Health Management Committee (Quarterly) ● Employee Welfare Committee (Permanent) (Email: hr@adlinktech.com) 	<ul style="list-style-type: none"> ● Held 4 labor-management meetings with an 85% average attendance rate; collected 55 topics with a 100% resolution rate ● A total of 1 complaints and 11 suggestions were received, with a case closure rate of 100% ● 4 EHS Committee meetings were established, and a total of 12 plans promoted ● 20 Employee Welfare Committee activities were held, with a total of 8,158 participants ● Employee turnover declined from 2022 to 2024 (see Section 5.1)
 Customers	<p>Collect customer needs and suggestions on products or services, adjust practices in real time to improve satisfaction and build solid relationships</p>	<ul style="list-style-type: none"> ● Supply chain management ● Innovative technologies and patents ● Employee diversity and inclusiveness ● Waste management ● Workplace health and safety 	<ul style="list-style-type: none"> ● Customer Satisfaction Survey (Annually) ● Customer feedback (As needed) ● Online AI customer-service system (Permanent) ● Company website - section on corporate sustainability (Permanent) (Email: tw@adlinktech.com) 	<ul style="list-style-type: none"> ● 53 customers completed the survey, achieving a satisfaction score of 3.9 (2024 target 3.3) ● 69.90% of customer service requests handled by the AI system ● 95 customer visits

Stakeholders	Engagement Objective	Topics of Concern	Communication Channels and Frequency	Engagement Performance / Outcomes
 Suppliers	Regularly/irregularly assess supplier ESG practices and communicate supply-chain policies to mitigate disruption risk	<ul style="list-style-type: none"> Business performance Supply chain management Green products Information security management 	<ul style="list-style-type: none"> Supplier audits (per RBA standards) (Annually) Supplier evaluations (per ISO 9001) (Annually) Green-product management (Annually) (Email: esg@adlinktech.com ; Conflict_Minerals_Free@adlinktech.com) 	<ul style="list-style-type: none"> Key and new suppliers underwent risk assessments at rates of 69.05% and 100% respectively Evaluation results: A & B suppliers 99.82%, C 0.18%, D 0% (see Section 3.1) 100.00% of parts recognition obtained the "Supplier Declaration" or provided the "Supplier EU RoHS & EU REACH Declaration" A total of 435 suppliers were examined, and 100% of them disclosed the sources of the minerals used
 Communities	Understand and respond to community needs; actively organize social-welfare activities to strengthen engagement and connection	<ul style="list-style-type: none"> Social engagement Employee-employer relations Energy management GHG inventory Workplace health and safety 	<ul style="list-style-type: none"> ADLINK Education Foundation (Permanent) Company website (Permanent) External contact point of the General Affairs Section (Periodically) (Email: esg@adlinktech.com) 	<ul style="list-style-type: none"> Hosted one "Code4Fun2Gether Maker Academy" STEAM service course at Linkou Elementary School with 10 ADLINK volunteers teaching 20 upper-grade students Funded NT\$600,000 to support the "Taoyuan Gaorong Social Care Association Tutoring", benefiting a total of more than 50 underprivileged remedial students (see Chapter 6: Social Engagement) <hr/> <ul style="list-style-type: none"> Participated in the report of the manufacturer joint meeting regularly held every year in Hwa Ya Technology Park
 Government Agencies	Comply with regulations and government requests; maintain smooth communication channels to foster a healthy business environment	<ul style="list-style-type: none"> Business performance GHG inventory Waste management Workplace health and safety Employee diversity and inclusiveness 	<ul style="list-style-type: none"> Official correspondence, Questionnaire Survey, and Market Observation Post System (as needed) Sustainability Report (Annually) (Email: legal@adlinktech.com) 	<ul style="list-style-type: none"> Responses and announcements made within required deadlines to ensure compliance (see Section 2.4) A GHG inventory of the headquarters was completed in 2023 in accordance with the FSC's "Sustainable Development Guidemap for TWSE- and TPEX-Listed Companies" The company discloses all relevant information annually in the Sustainability Report

Stakeholders	Engagement Objective	Topics of Concern	Communication Channels and Frequency	Engagement Performance / Outcomes
 Business Partners	Leverage partners' strengths to achieve complementary advantages, knowledge sharing, and resource pooling for mutual benefit	<ul style="list-style-type: none"> ● Business performance ● Innovative technologies and patents ● Customer relations management ● Supply chain management ● Information security management 	<ul style="list-style-type: none"> ● Industry associations (As needed) ● Partner Annual Conference (EOC) (Annually) (Email: tw@adlinktech.com) 	<ul style="list-style-type: none"> ● Organized three Global Partner Conferences under EOC, with nearly 300 international industry experts, corporate decision-makers, and key ecosystem partners, focusing on the latest technologies and applications
 Professional Advisors	Guide the company in building resilient management systems and achieving sustainability goals through expert advice on domestic and international ESG trends	<ul style="list-style-type: none"> ● Business performance ● Supply chain management ● Energy management ● GHG inventory ● Information security management 	<ul style="list-style-type: none"> ● Government resources (As needed) ● Management systems (As needed) ● Sustainability Report (Annually) (Email: esg@adlinktech.com) 	<ul style="list-style-type: none"> ● Planned the Net-Zero roadmap using government resources ● Engaged external consultants to support sustainability-report preparation

▲ Complaints and Suggestions

Integrity and responsible business conduct form the foundation of corporate sustainability. ADLINK adopts a zero-tolerance policy toward bribery, corruption, extortion, and other corrupt practices. Therefore, we have established various complaint and suggestion channels to encourage stakeholders to report, file complaints, or provide suggestions related to environmental, economic, and social/human rights-related impacts caused by unethical and immoral behavior or any operational activities.

ADLINK consults external experts to design the grievance and suggestion mechanisms and has published the relevant reporting channels on the official website. External parties can report illegal activities through a public whistleblower mailbox. Internal employees can file complaints or provide suggestions through the human resources and legal units' emails, hotlines, or online and physical employee suggestion boxes. We also offer the option of anonymous reporting. The receiving units must maintain confidentiality regarding the whistleblower's identity and the reported incidents. Unless necessary for investigation purposes, information will not be disclosed to unrelated third parties to prevent unfair treatment or adverse consequences. The protection systems and procedures for whistleblowers are clearly defined in the "Reports, Complaints, and Suggestions and Employee Participation and Feedback Management Procedures" and the "Whistleblower Protection and Anti-Retaliation Management Procedures".

ADLINK actively listens to feedback and continuously improves the office environment, meal services, and transportation arrangements, demonstrating its commitment to employee needs. In 2024, we received 11 suggestions and 1 grievance case (see Section 5.1). Compared with 2023, this represents a 62.5% reduction in cases, with a 100% closure rate. The 11 suggestions covered group meals, shuttle services, transportation safety, office environment, and attendance-clock issues, all of which were addressed in accordance with the recommendations. The grievance case involved verbal harassment. Following standard procedures and mediation, the complainant agreed to close the case, and no legal action was taken.

Handling Procedures for Reports and Complaints

Reports, Complaints and Suggestions

Internal Complaint and Suggestion Channel:

- Legal Office Hotline and Mailbox
+886-3-216-5088 ext. 8312
legal@adlinktech.com
- Human Resources Dept. Hotline and Mailbox
+886-3-216-5088 ext. 8618
hr@adlinktech.com
- Online and Physical Employee Suggestion Boxes

External Complaint and Suggestion Channel:

esg@adlinktech.com

Clarification, Handling and Investigation (Human Resources Dept.)

- In principle, it is suggested that the Human Resources Department accept and respond to all cases.
- If further investigation is required, an investigative team shall be established within seven working days of receiving the case to conduct the investigation in a confidential manner.

Reporting and Adjudication (The Complaint Handling Committee)

- The Complaint Handling Committee is composed of employer and employee representatives.
- The Complaint Handling Committee shall render its resolution according to the procedures. The resolution shall provide suggestions for discipline or other resolution methods.
- The complainant, respondent, and management shall be notified of the resolution in writing.
- If the complainant or the respondent has any objection to the resolution, the dissatisfied party may file an appeal with justification within 20 days from the day after receiving the written notification.

Improvement and Preventive Measures (Human Resources Dept. / Legal Office)

- Track, evaluate, and monitor the implementation of prevention and control measures to ensure that disciplinary actions or treatment plans are effectively carried out.
- If the Committee regrets that it is necessary to provide counseling or medical treatment for the parties involved, the Committee may refer them to professional counselors or medical institutions.
- The internal and external management procedures shall be reviewed to find areas that require improvement and make corrections.
- Internal and external communication, as well as employee training, shall be strengthened to prevent similar incidents from recurring.

Statistics on Complaints, Reports, and Suggestions in the Past 3 Years

Year	2022		2023		2024	
Channels for Proposing Suggestions and Complaints	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate
Human Resources Hotline	0	0%	0	0%	0	0%
Human Resources Complaint E-mail	0	0%	1	100%	1	100%
Online Employee Suggestion Box	23	100%	30	100%	11	100%
Physical Employee Suggestion Box	1	100%	1	100%	0	0
External Complaint Mailbox	0	0%	0	0%	0	0
Legal Office Hotline	0	0%	0	0%	0	0
Legal Office Complaint E-mail	0	0%	0	0%	0	0
Other	1	100%	0	0%	0	0
Total	25	100%	32	100%	12	100%

Material Topic

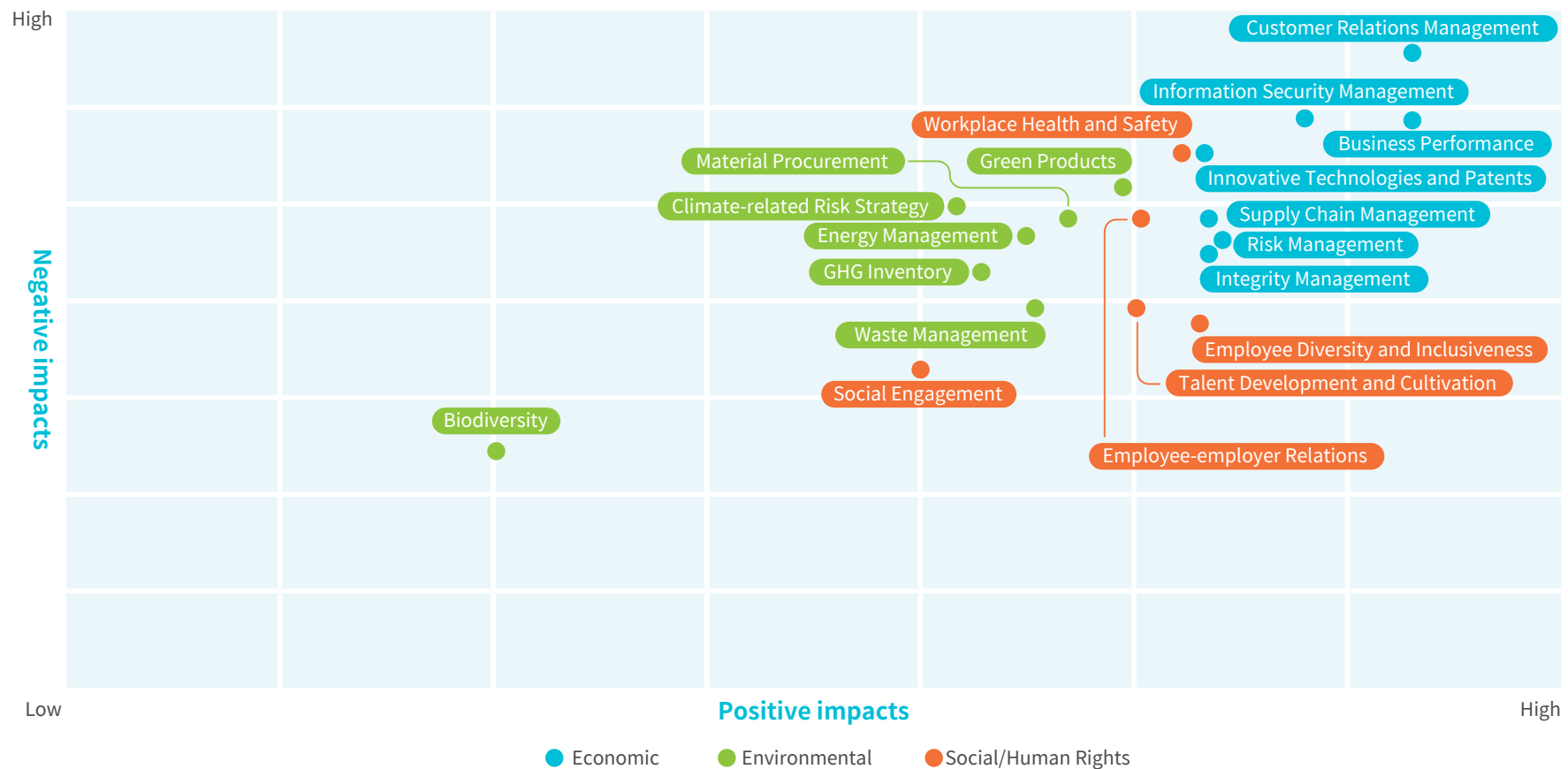
To ensure effective communication with stakeholders, ADLINK's internal units have established diverse, systematic channels to collate stakeholders' economic, environmental, and social/human-rights concerns. In 2024, a total of 19 topics of concern to stakeholders were identified based on the company's sustainability philosophy. A materiality assessment and analysis of each topic is conducted based on the degree of concern and (economic, environmental, and social/human rights) impact on the company's sustainability to establish its boundary and level of involvement.

Material Topic Identification Process



In the materiality assessment process, relevant units describe the actual and potential positive and negative impacts for each topic (see each chapter's Material Topic Management Table), then send an online questionnaire to the ESG Sustainability Committee and unit heads to evaluate the likelihood and impact severity of positive and negative occurrences for each topic. After collecting and statistically analyzing the questionnaires, a preliminary materiality matrix is generated.

Positive and negative comprehensive evaluation



After the materiality survey, the ranking results of each sustainability topic are presented to the Sustainability Secretariat Office. Taking into account the company's overall business development direction and following discussion, aside from ranking adjustments due to average scores, the identified Material Topic for 2024 continue from the previous year, with only Material Procurement removed, finalizing the nine Material Topic for 2024.

Material Topic Impact Boundaries, Involvement, and Corresponding Chapters

Degree of Involvement: ● Direct Impact / ▲ Contributes to Impact / ■ Commercial Impact

Material Topic		Corres-ponding Chapter	Implications for ADLINK	Corresponding GRI Indicators	Corresponding SASB Indicators	Impact Boundaries and Involvement			
						Suppliers	ADLINK	Customer	
1	Customer Relations Management	CH 3	Customer feedback on the company's products and services helps the company make continuous improvements to enhance its operations and build a lasting brand image	Self-defined topics	-		●	■	
2	Business Performance	CH 1	Company's operating profitability	201-1	TC-HW-000.A TC-HW-000.B TC-HW-000.C		●		
3	Information Security Management	CH 2	The operational continuity of the company and the ability to protect its information assets	418-1	-		●	■	
4	Innovative Tech-nologies and Patents	CH 3	The technological strength of R&D and the competitiveness of the brand	416-1	-		●	■	
5	Supply Chain Management	CH 3	Stable source of raw materials and services for the company	204-1 308-1 308-2	414-1 414-2	TC-HW-440a.1 TC-HW-430a.1 TC-HW-430a.2	▲	●	■
6	Green Products	CH 3	The company's commitment to providing environmentally friendly and ethical products	416-1 416-2	-	▲	●	■	
7	Employee Diversity and Inclusiveness	CH 5	Incorporating the perspectives and feedback of employees from different cultures and backgrounds to facilitate talent retention and further improve the company's ability to innovate	405-1	TC-HW-330a.1		●		
8	Talent Development and Cultivation	CH 5	In response to the rapid changes in the market and industry, developing and cultivating talents will facilitate the company's operations to meet the demands of the market and industry, and provide employees with more flexible career paths.	404-1 404-2 404-3	-		●		
9	GHG Inventory	CH 4	Understand the scope of the company's carbon footprint and formulate ways to reduce GHG emissions to enable improvements in product manufacturing processes and identify business opportunities related to a low-carbon transformation	305-1 305-2 305-3 305-4	-		●	■	

The background features a complex arrangement of orange-toned geometric shapes. On the left, a large number '1' is formed by a grid of small triangles. To its right, a series of overlapping triangles and a curved shape create a sense of depth. The top right corner is filled with a pattern of small dots. The overall color palette is various shades of orange and brown.

1 Company Overview

1.1 About ADLINK

1.2 Business Performance and Expectations

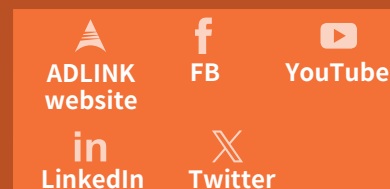
1.3 Certifications and Industry Alliances

1.1 About ADLINK

Established in August 1995, ADLINK is headquartered in Taiwan and became a listed company on the Taiwan Stock Exchange in 2004. It is dedicated to embedded, distributed, and edge computing hardware and software solutions, and promotes edge AI and edge visualization. The products include embedded modules, computer-on-modules, AI modules, industrial motherboards, software (robotic operating systems, middleware, APIs, etc.), deep-learning accelerators, platform systems, industrial tablets, industrial PCs, IoT solutions, and AI smart cameras. We are dedicated to driving innovations in fields such as smart manufacturing, networking and communications, healthcare, energy, defense and aviation, transportation, smart cities, and gaming.

ADLINK actively participates in the development of standards in areas such as open-source technology, robotics, automation, IoT, and 5G. This includes working with the ROS 2 Technical Steering Committee, and the Autoware Foundation. It also maintains close cooperation with Intel, NVIDIA, Qualcomm Technologies, Arm, and AUO. ADLINK continues to innovate in the edge computing field, providing advanced hardware and software services. By deploying its edge AI solutions, the company can quickly solve its customers' pain points, help them reduce their total cost of ownership (TCO), and maintain the competitiveness of their business.

Company Name	ADLINK Technology, Inc.
Date of Incorporation	1995
Headquartered in	Taoyuan, Taiwan
Total Consolidated Revenue in 2024	NT\$ 10,078,338 (Unit: Thousand)
Earnings Per Share in 2024	NT\$ 0.23
Total Number of Employees in 2024	> 1,700 (Global Total)
Stock Code	6166



▲ Main Global Locations

ADLINK is entering its 30th year since establishment. As of 2024, it has offices in the United States, United Kingdom, Germany, Singapore, China, Japan, South Korea, and India, along with regional offices in France, the Netherlands, and Israel. With sales in more than 40 countries across five continents and close cooperation with distributors in the United States, Canada, the Asia-Pacific, and Europe, the company is able to provide the most convenient and timely services to its local customers.



6 Design Centers

In USA, Europe, Taiwan, China and India

7 Operations & Logistics Centers

In USA, Europe and Asia

22 Support Offices

In USA, Europe, Taiwan and China

Note: As of the date of issuance of this report

1.2 Business Performance and Expectations

Management of Material Topic "Business Performance" in 2024

Material Topic		Business Performance
Impact Assessment	Positive/Actual	Effective formulation of short-, mid-, and long-term sustainable management strategies, leading competitors by offering comprehensive solution services, results in increased revenue and profitability. The company's revenue and profit growth will enhance returns for stakeholders—including employees, suppliers, customers, and shareholders—and support corporate sustainability.
	Negative/Potential	Failure in operational strategy or market deployment may cause operational difficulties, undermine profitability, and reduce investors' willingness to invest or banks' willingness to lend. Poor performance could lead to losses or even business closure.
Corresponding GRI Indicators	GRI 201-1 Direct economic value generated and distributed	
Corresponding SDGs		
Policy or Commitments	The Company actively aligns with government policies and establishes management measures and regulations to ensure compliance with relevant laws and industry standards. Simultaneously, it is committed to creating a robust growth environment for employees, providing professional development opportunities, and maximizing value creation through business operations to give back to society and fulfill corporate social responsibility.	
Effectiveness Tracking Mechanism	<p>To ensure effective promotion and implementation of corporate objectives, the Company employs a regular meeting mechanism to monitor execution progress and perform rolling adjustments and reviews. This mechanism effectively captures operational status, enhances decision-making efficiency, ensures strategy execution, and drives continual growth and competitiveness. °</p> <ul style="list-style-type: none"> ● Annual Meetings <ul style="list-style-type: none"> ① Annual Core Strategy Vision (CSV) Meeting <ul style="list-style-type: none"> • Senior management defines the corporate vision and development direction, emphasizing key objectives and strategy setting. ② Long Range Planning (LRP) Meeting <ul style="list-style-type: none"> • Each product department develops long-term plans aligned with the CSV core strategy and market analysis to ensure consistency with the corporate vision. ③ Annual Operating Plan (AOP) Meeting <ul style="list-style-type: none"> • Reviews the current year's execution results and forecasts sales and product strategies to ensure achievement of next year's operating targets. ● Monthly and Quarterly Reviews <ul style="list-style-type: none"> – Conduct operational reviews and strategy adjustments as needed to ensure alignment with executive decisions and market demands. 	
2024 Annual Actions and Measures	NT\$10.078 billion Full-year revenue	96.43% Diversified customized services revenue achievement rate

In the first half of 2024, market demand was generally weak. Full-year revenue was NT\$10.1 billion, a decrease of about 11.71% compared with 2023. Pre-tax net profit was NT\$25 million, and EPS was NT\$0.23, operating profit margin only reached the break-even point. To improve profitability, in 2025 the company will strengthen operating expense control and optimize its product portfolio to achieve established operating targets. The company will actively expand new product lines and new customer groups, expanding the product scope from board cards and systems to complete solutions to enhance product value-added and drive revenue growth.

The main financial revenue, expenditure, and profitability analysis in 2024 are as follows:

The Financial Receipts, Expenditures, and Profitability in the Past 3 Years

(Unit: NT\$ thousand)

Item	Consolidated Financial Statement	2022	2023	2024
Financial Income	Operating Revenue	11,718,175	11,414,519	10,078,338
	Gross Profit	4,252,006	4,179,009	3,794,964
	Gross Margin	36.29%	36.61%	37.65%
	Net Income Before Tax	970,329	456,641	25,810
	Net Profit	805,396	293,881	13,515
	Net Profit Margin	6.87%	2.57%	0.13%
Profitability	Earnings Per Share (NT\$)	3.71	1.51	0.23
Non-operating Income	Non-operating Income	353,924	133,593	-35,873
Operating Costs	Operating Expenses	3,635,601	3,855,961	3,733,281
Employee Wages and Benefits	Total Employee Remuneration and Benefits	2,991,992	3,249,904	3,163,756
Amount Payable to Investors	Cash Dividend	543,743	217,497	202,877
Amount Payable to the Government	Amount Payable (Note)	54,737	153,771	61,471
Community Investment	Funds Donated to Foundations	6,000	6,000	6,000
Economic Value Retained	Net Amount	4,840,026	4,064,979	2,875,080

Note: The amount includes income tax, land value increment tax, land value tax, house tax, stamp duties, deed tax, and fines.

R&D Expenditures Ratio

(Unit: NT\$ thousand)

Consolidated Financial Statement	2022	2023	2024
Operating Revenue	11,718,175	11,414,519	10,078,338
Research and Development Expenses	1,544,496	1,693,220	1,700,337
R&D Budget/Net Sales (%)	13.18%	14.83%	16.87%

▲ Business Strategy

In terms of operations, in July 2021, the corporate headquarters and Taiwan Manufacturing Center were officially relocated to Guishan Hwa Ya Technology Park, consolidating leased factories and offices scattered across locations to improve employee communication and management efficiency, and to optimize production-line output and quality performance to meet future operational needs.

For production-line processes, ADLINK, as a benchmark enterprise for low-volume, high-mix manufacturing, has standardized internal factory workflows, automated in-process equipment, and further advanced to smart manufacturing. In 2023, we officially introduced the P5G (Private 5G) smart factory, leveraging artificial intelligence (AI) to reduce labor costs, improve operator performance, and enhance production efficiency. Our five stages of smart manufacturing are: Acquire, Insights, Predict, Digital Twin, and Autonomy. In 2024, we focused on the Digital Twin stage—using its simulation and modeling functions for production-line planning and management—and in 2025, we will continue Digital Twin simulations and analyses to optimize production processes.

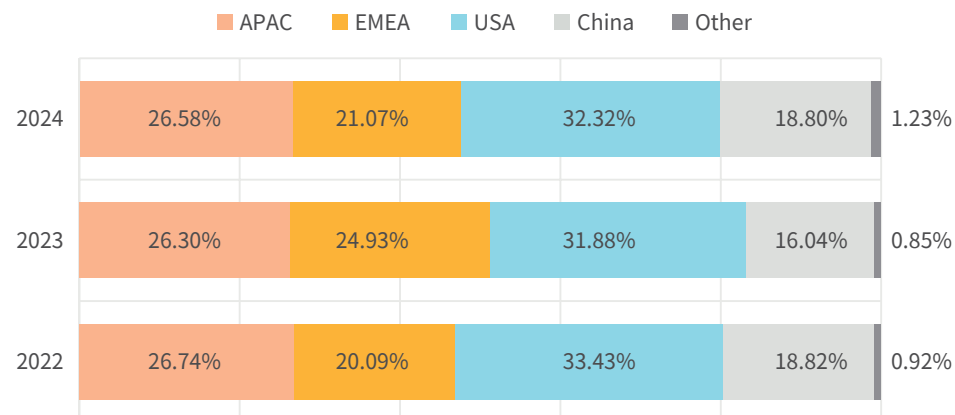
ADLINK focuses on edge computing and is committed to becoming an artificial-intelligence catalyst. To address future challenges, we have continually reorganized internally: in 2023, we established the DMS and Rugged Computing Business Unit to promote professional, diversified customization services; we also restructured and renamed the Network, Communications and Public Sector Business Unit to the Network, Communication & Automotive Business Unit, targeting smart-cockpit and smart-transportation markets. In 2024, focusing on regional market development, we founded Shanghai ADLINK Intelligence Technology Co., Ltd. to strengthen local presence and fully leverage the complete local

industry and supply-chain advantages. Simultaneously, we established a subsidiary in India as a sales, technical-support, and logistics center to swiftly meet the Indian market’s growing demands. Going forward, we will continue to adapt our business-group structure to industry trends, further strengthen key-market deployments, and pursue our long-term goal of becoming the leader in the edge-computing market.

▲ Proportion of Business Operations and the Overview of Production

ADLINK is a global company. Our customer base, technological capabilities, and business partnerships are not tied to a single region or vertical market. In terms of regions, in 2024, the USA accounted for 32.32% of ADLINK's revenues, followed by 26.58% from APAC, 21.07% from EMEA, and 18.80% from China. We will continue to expand our market share in these core regions. We are also looking to enter new markets by leveraging new technologies, products, and partner ecosystems.

Global Product Sales Ratios by Region



Production Overview of Products in the Past 3 years

Key Product Categories	2022		2023		2024	
	Annual Output (pieces/unit)	Proportion	Annual Output (pieces/unit)	Proportion	Annual Output (pieces/unit)	Proportion
IoT Solutions and Technology Business Unit	227,897	29.80%	143,033	17.98%	88,986	8.35%
Computer-on-Modules Business Unit	257,218	33.60%	288,838	36.31%	253,040	23.75%
Edge Computing Platform Business Unit	85,279	11.10%	32,022	4.03%	37,917	3.56%
Edge Visualization Business Unit	63,115	8.30%	82,867	10.42%	78,247	7.34%
DMS Rugged Computing Business Unit	83,429	10.90%	109,444	13.76%	65,709	6.17%
Network Communications and Automotive Business Unit	46,345	6.10%	85,343	10.73%	17,797	1.67%
Other (Note 1)	1,562	0.20%	53,889	6.77%	523,712	49.16%
Total	764,845	100%	795,436	100%	1,065,408	100%

Note 1: Other product categories mainly assist partners with OEM manufacturing; although their output proportion is relatively large, their revenue accounts for only 0.36% of consolidated revenue.

Note 2: Production plant area information: Taoyuan HWA YA Plant 20,627 m²; China Shanghai Plant 19,086 m².

Note 3: ADLINK has only a minimal portion of products outsourced for manufacturing; therefore, the proportion of production in self-owned facilities in 2024 was 99.92%.

▲ Product Strategy Execution Focus

While maintaining stable growth in its core business, ADLINK strengthens edge AI and sustainable energy-saving technologies, deepens its presence in vertical markets to create greater value for customers, and achieves corporate sustainability development goals. Through strategic deployment, it ensures market-leading advantages and drives long-term stable growth.

Promote ESG

Establish ESG Sustainability Committee to implement sustainability development goals

**Smart
Manufacturing**

Introduce AI factory automation and energy-saving management to improve manufacturing quality and efficiency

**Technology
Innovation**

R&D investment accounts for approximately 16% of revenue, and develops low-carbon, low-power energy-saving solutions

**Supply Chain
Management**

Optimize supply chain and value chain to enhance competitiveness

**Market
Expansion**

Deepen integration of vertical-market solutions and expand global deployment

Cooperation

Strengthen technology and market collaboration with strategic partners

**Talent
Development**

Enhance talent cultivation and retention

Co-Creating Edge AI × Green Business Opportunities

Edge AI

- AI-empowered edge computing
- One-stop AI modules, systems, and servers
- ISV value-add co-creation

Edge Visualization + Edge Computing

- Partnering with AUO, focusing on display and computing technologies, enhancing customer experience, and capturing industry markets

Verticals

- SRP Solution Ready Platform
- Accelerate business deployment

DMS + Customized Services

- Design and manufacturing services to meet ODM/OEM requirements
- Integrate value and supply chain to reduce TCO



Intelligent Manufacturing



Intelligent Healthcare



Intelligent Transportation



Infotainment


Networking &
Communications


Energy Management

Short-term Strategic Goals

- Through edge AI and energy-saving technologies, help industries such as smart manufacturing, healthcare, gaming, and transportation realize ESG objectives
- Accelerate Edge AI product development and expand AI computing platform product lines
- Develop low-power consumption solutions
- Strengthen regional operations and channel partnerships, deepening market presence in North America, Europe, China, Japan, Korea, New Zealand, Australia, and Southeast Asia
- Optimize DMS + Customized Services to provide one-stop design and manufacturing capabilities
- Improve production automation and warehouse management efficiency
- Strengthen quality management and cost control
- Shorten product development cycles and delivery lead times
- Emphasize talent development

Mid-term Strategic Goals

- Deepen Edge AI and sustainable energy-saving technologies and applications
- Continue investing in AI, autonomous mobile robots, and in-vehicle computer R&D to help enterprises improve efficiency and safety
- Expand vertical-market solution deployment to drive industrial intelligence
- Leverage the EdgeOpen™ open-edge co-creation business platform to advance global partner implementation of AI and sustainable energy saving
- Strengthen localized support capabilities to meet national industrial sustainability development needs and ESG policies
- Deepen sustainable supply-chain management to establish a more resilient green supply chain
- Collaborate with NVIDIA, Intel, and Arm to optimize ADLINK's AI factories—implementing AI manufacturing inspection, AI personnel-protective-equipment detection, AMR, digital twin, and solar energy-saving management to enhance manufacturing efficiency, human-machine collaboration safety, and energy management
- Cultivate professionals in Edge AI and sustainable energy saving

1.3 Certifications and Industry Alliances

ADLINK continues to apply for and obtain certifications in various international standards, including ISO 9001, ISO 13485, ISO 14001, ISO/IEC 17025, and TL 9000. In recent years, we have actively expanded into the areas of autonomous driving and smart transportation. Not only have we become a member of the Autoware Foundation and supported open-source technologies related to autonomous vehicles, but we have also joined the Information Technology for Public Transport (ITxPT) Association. Moreover, we have received the ISO 26262 certification for vehicle functional safety design processes and the IATF 16949 letter of conformance for global automotive quality management systems.

In keeping with our business philosophy of Advance Technologies, Automate the World, ADLINK plays an active role in international associations in order to contribute to technological progress and cooperation in the industry. The company also works with like-minded stakeholders to bring about sustainable transformation by participating in sustainability initiatives.

Participation in Industry Associations and Advocacy Organizations

Item	Name of Association	Strategic Role	Membership
1	PCI Industrial Computer Manufacturers Group	Play an active and decisive role in the formulation of standards for open-module computing	Executive member
2	PC/104 Consortium	Play an active and decisive role in the formulation of standards for PC/104 products	Executive member
3	Standardization Group for Embedded Technologies	Promote embedded computing technology science and research as well as regulations related to the development of standards, including SMARC®, OSM® and Qseven®	Founding member
4	VMEbus International Trade Association	Play an active and decisive role in the formulation of open technical standards	Member
5	HDBaseT	Responsible for developing HDBaseT solutions for the medical industry	Contributor member
6	HDCP	Ensure that products support the HDCP digital content encryption mechanism	HDCP 2.x- Licensed Adopter
7	HDMI	Ensure that products are certified by HDMI	HDMI 2.1b Licensee Adopter
8	EtherCAT Technology Group	Participate in advancing and leading in the evaluation, use, and implementation of the EtherCAT technology	Member
9	Sensor Open Systems Architecture™ (SOSA) Consortium	Develop a non-proprietary open systems architecture based on the latest modular open systems approach (MOSA) of the US Department of Defense and/or commercial open standards	Member

Item	Name of Association	Strategic Role	Membership
10	PXI Systems Alliance	Participate in setting specifications	Sponsor member
11	Open Data Center Committee	Actively participate in the development and standardization of open data center platforms	Supplier member
12	Eclipse Foundation	Participate in the development of standards for the new-generation data distributed service (DDS)	Contributing member
13	Association of Advancing Automation	Enhance influence in industrial automation, robotics, and smart manufacturing.	Member
14	Edge AI and Vision Alliance	Raise technology visibility through alliance activities, influencing market trends and technical standards.	-
15	Association of Gaming Equipment Manufacturers (AGEM)	Penetrate the gaming equipment market by establishing relationships with major casinos and equipment manufacturers to drive ADLINK's applications in electronic gaming machines (EGM) and entertainment systems.	Member
16	Gaming Standard Association (GSA)	Solidify technical credibility among gaming equipment manufacturers, increasing market penetration of online gaming and gaming-machine management systems.	Bronze Member
17	Object Management Group	Strengthen market positioning in Industrial IoT (IIoT) and intelligent edge computing.	Member
18	Autoware Foundation	Deepen engagement in autonomous driving and intelligent transportation, enhancing technical influence in Edge AI and in-vehicle computing platforms.	Premium member
19	ITxPT	Influence the development of Edge AI and 5G communication technologies in intelligent transportation to expand product applications.	Member
20	Video Electronics Standards Association	Connect panel manufacturers, graphics-card vendors, and industrial-control equipment providers to drive integrated applications of ADLINK's display technologies and edge computing.	Member
21	Future Airborne Capability Environment	Enter the defense and aerospace markets to enhance product competitiveness in military and aviation-equipment sectors	Member
22	E.SUN ESG Sustainability Initiative	Commit to set a 2050 net-zero target and take practical actions to implement a sustainable transformation	Enterprises

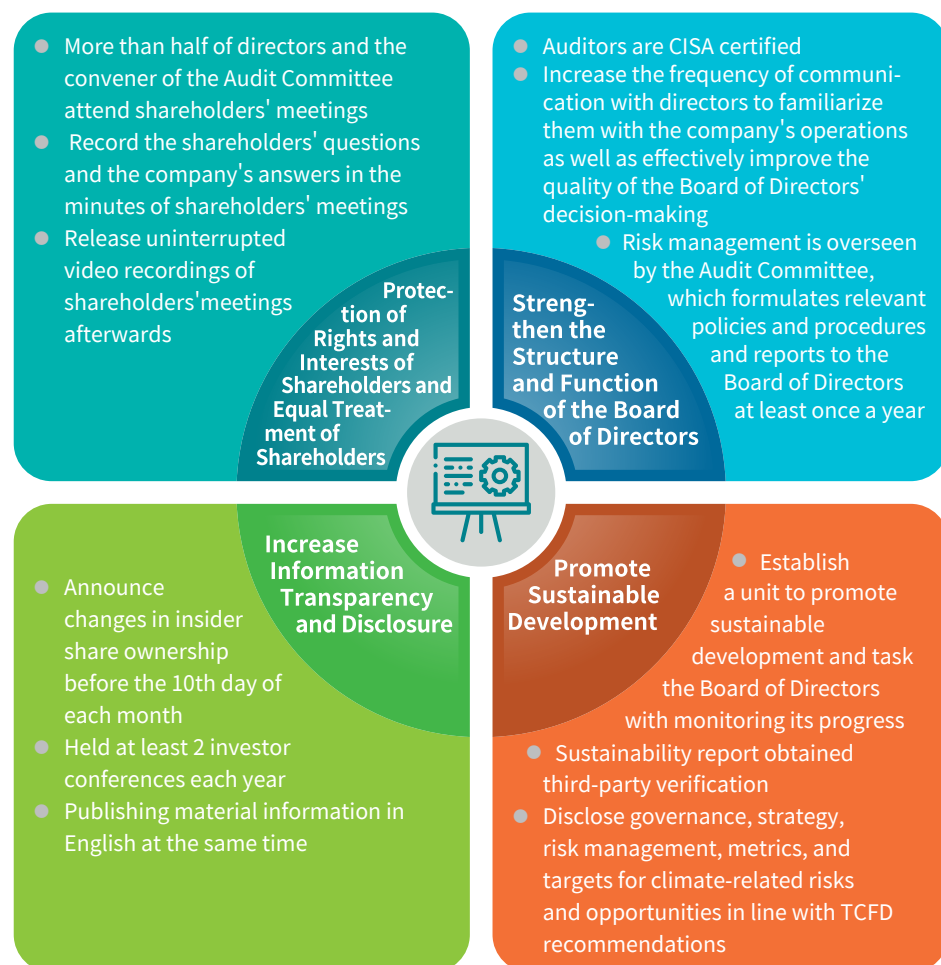


2 Corporate Governance

- 2.1 Policy Commitments
- 2.2 Governance Structure
- 2.3 Corporate Risk Management
- 2.4 Regulatory Compliance
- 2.5 Information Security Management

▲ Corporate Governance Indicators and Execution Guidelines

ADLINK emphasizes corporate governance. Aside from complying with the "Corporate Governance 3.0 Sustainable Development Blueprint" announced by the Financial Supervisory Commission, ADLINK also focuses on four major corporate governance indicators to improve the management efficiency of corporate sustainability.



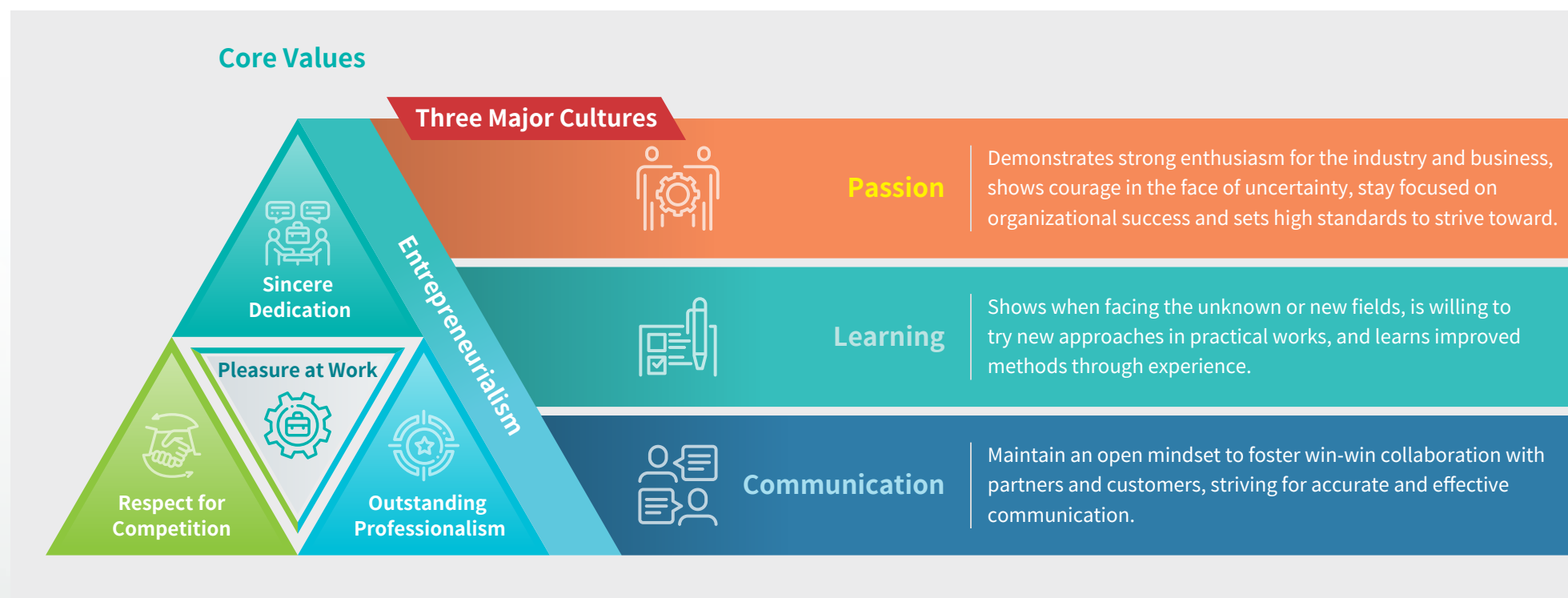
2.1 Policy Commitments

Core Values and Corporate Culture

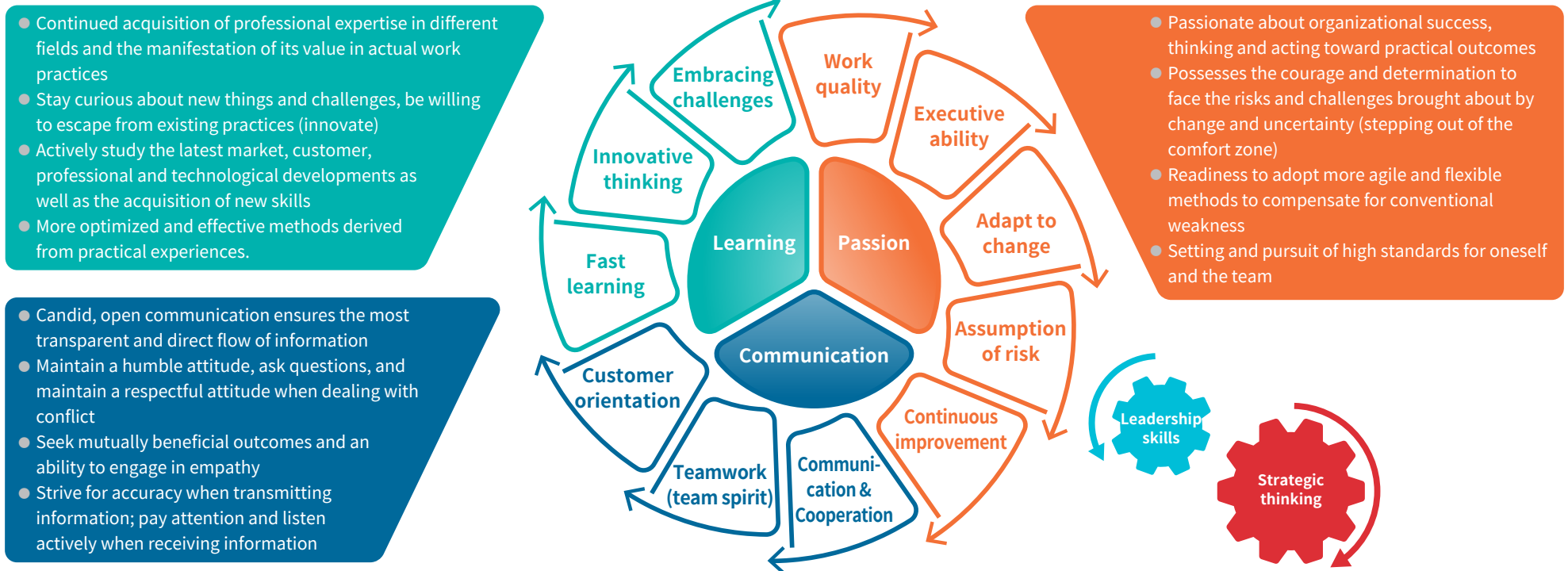
ADLINK was established in 1995. The early days were difficult, as they are for many start-up companies, but we still established a complete R&D, manufacturing, marketing, business, and logistics support system across Asia, Europe, and the United States. In the embedded computing field, we have continued to innovate for nearly 30 years. With demand driven by AI, IoT, and 5G in the edge computing market, ADLINK leads in edge computing, promoting edge AI and edge visualization. Utilizing cutting-edge hardware, software and services, we rapidly connect people, places, and things through edge AI and IoT solutions. This facilitates the swift connection of cross-industry data to decision-making applications while assisting customers in maintaining their competitiveness. ISO 26262 certification for automotive functional safety design processes was received in 2023, underlining the company's commitment to high standards of functional safety and product reliability in the self-driving market. In 2024, ADLINK launched a brand-new AI GPU server, leveraging advanced AI technologies to help enterprises automate tedious tasks, enhance productivity, and flexibly respond to real-time customer demands.

ADLINK's enduring passion for the industry and drive for continuous breakthroughs stem from our inherent Entrepreneurialism, which keeps the company unsatisfied with the status quo and enthusiastic about opportunities and growth when facing different challenges over time. We are not limited by the lack of resources, and through innovation, continuous learning and effective communication, we aim to create value to meet customer needs.

With drastic changes in the external environment and market, the four core values will always guide ADLINK's development of competitiveness in external markets and the internal development of our business operations and employees. Under this Entrepreneurialism, we have developed three core cultures. Guided by ADLINK's three cultures—Learning, Passion, and Communication—thirteen competencies have been defined. Each role and job function has distinct competency requirements to support the challenges brought by change and to embody the core abilities we expect of our employees. The requirements are used in recruitment, evaluation, and other human resources activities, in order to attract more like-minded people to join ADLINK.




LPC Behavior & Competency



Code of Ethics and Business Engagement

▲ Code of Sustainable and Ethical Management Conduct

ADLINK's commitment to ethical business practices is mainly reflected in the "Code of Ethical Conduct", which was established in 2005 and was applicable to managers, and the "Ethical Corporate Management Best Practice Principles" formulated in 2015 to regulate the company's overall business activities. Since the establishment of relevant rules and regulations, we have continued to plan, revise, and implement corporate sustainability policies and internal management procedures with a proactive attitude, emphasizing continuous improvement and regular updates in response to evolving regulatory trends. In addition to upholding the highest standards, ADLINK expects that its new business partners, suppliers/subcontractors/wholesalers/distributors/contractors, and other contractual partners or customers will also abide by them.

	System and Rules	Purpose and Regulatory Focus	Public Link
Declaring the adopted standards and codes	Ethical Corporate Management Best Practice Principles	Conduct business activities based on the principles of fairness, honesty, trustworthiness, and transparency, while avoiding bribery, corruption, illegal political donations, improper charitable contributions, or exchanges of benefits during operations.	Corporate Management Approach 
	Code of Ethical Conduct	Guide the behavior of directors, managers, and other persons with authority over company affairs and signing rights to comply with ethical standards, specifically including the prevention of conflicts of interest, confidentiality responsibilities, fair dealing, and adherence to laws and regulations.	
	Corporate Governance Best Practice Principles	Establish a sound and effective corporate governance framework by referring to the Corporate Governance Best Practice Principles jointly formulated by the Taiwan Stock Exchange and the Taipei Exchange, to protect the rights and interests of stakeholders.	
	Sustainable Operations Best Practice Principles	Manage the company's risks and impacts on the economy, the environment, and people (human rights); implement sustainable governance, safeguard social welfare, and strengthen the disclosure of sustainable development information.	
Management procedures and methods to be followed	Business Ethics Management Procedures	The company adopts a zero-tolerance policy with respect to various forms of bribery, corruption, extortion, and embezzlement, adheres to the highest integrity management standards, strengthens its internal control mechanisms, and guides management personnel and relevant interest groups (such as customers and suppliers) to act in accordance with the law, with honesty, and with trustworthiness.	It is part of the company's internal management procedures and methods; therefore, it is not made public.
	Intellectual Property Management Procedures	Establish a robust intellectual property management system to ensure that during research and development or technology introduction, the company prioritizes its own IP rights and respects the IP rights of others.	
	Advertisement and Fair Trade Management Procedures	Uphold the company's spirit of business ethics, advertisement and fair trading order, and ensure that all business activities operate according to market mechanisms and are free from improper market manipulation or other illegal practices.	
	Privacy and Confidentiality Management Procedures	Ensure that sensitive, private and confidential information, documents, and data of customers, collaborators, suppliers, employees, and other business partners are properly protected.	
	Compliance Inspection Management Procedures	To enable relevant units, when producing products, managing environmental safety and health, and complying with social responsibility related issues, to obtain accurate regulations and understand the company's compliance with those regulations.	
	Whistleblower Protection and Anti-Retaliation Management Procedures	In order to encourage the reporting of illegal or unethical behavior, the protection of supplier and employee whistleblowers shall follow the principles of confidentiality, merits and awards, and inviolability of the legitimate rights and interests of whistleblowers.	

▲ Corporate Culture and Terms of Standards

ADLINK is founded on integrity. We believe that the only way to create a healthy, sustainable enterprise and a corporate culture beneficial to the world is through values and beliefs grounded in ethics. Through the "Employee Code of Ethics", ADLINK provides the guidelines for employee behavior, encouraging all employees to work together to in maintaining a workplace characterized by pragmatism and respect for the law. The Employee Code of Ethics includes:

Compliance with Laws and Discipline

ADLINKers respect and abide by all applicable laws and norms. All ADLINKers take pride in compliance and discipline.

Faithful Recording and Reporting of Group Status

ADLINK is eager to provide accurate and complete financial and business records. As members of a listed company, ADLINK executives are willing to fully satisfy all financial reporting requirements stipulated by securities and exchange regulators worldwide.

Competition Based on Respect for Ethical Standards

ADLINK derives its competitive edge from its excellent products, high-quality employees, and rapid and superior services. We oppose and refuse to participate in any unethical or illegal trading activities.

Hiring Policy that Respects Employee Diversity and Equality

At ADLINK, we provide fair and equitable employment and promotion opportunities for every employee based on their qualifications and performance. At ADLINK, any form of sexual harassment or discrimination is strictly forbidden and will not be tolerated. We must provide a safe and equitable working environment.

Avoiding Conflicts of Interest

We must not exploit our position to improperly benefit ourselves or others. We must also avoid actual or potential conflicts between personal and company interests.

Protection of ADLINK Assets

We respect the content of work provided by ADLINK and pledge to protect the assets and information required in our work. Trade secrets provided by ADLINK, or other organizations are also kept in the strictest confidence.

Offering or Acceptance of Gifts and Hospitality, and Ban on Bribery

We must not offer or accept gifts or hospitality of high value, or accept bribes or other inappropriate benefits without explanation.

Maximization of Positive Impact

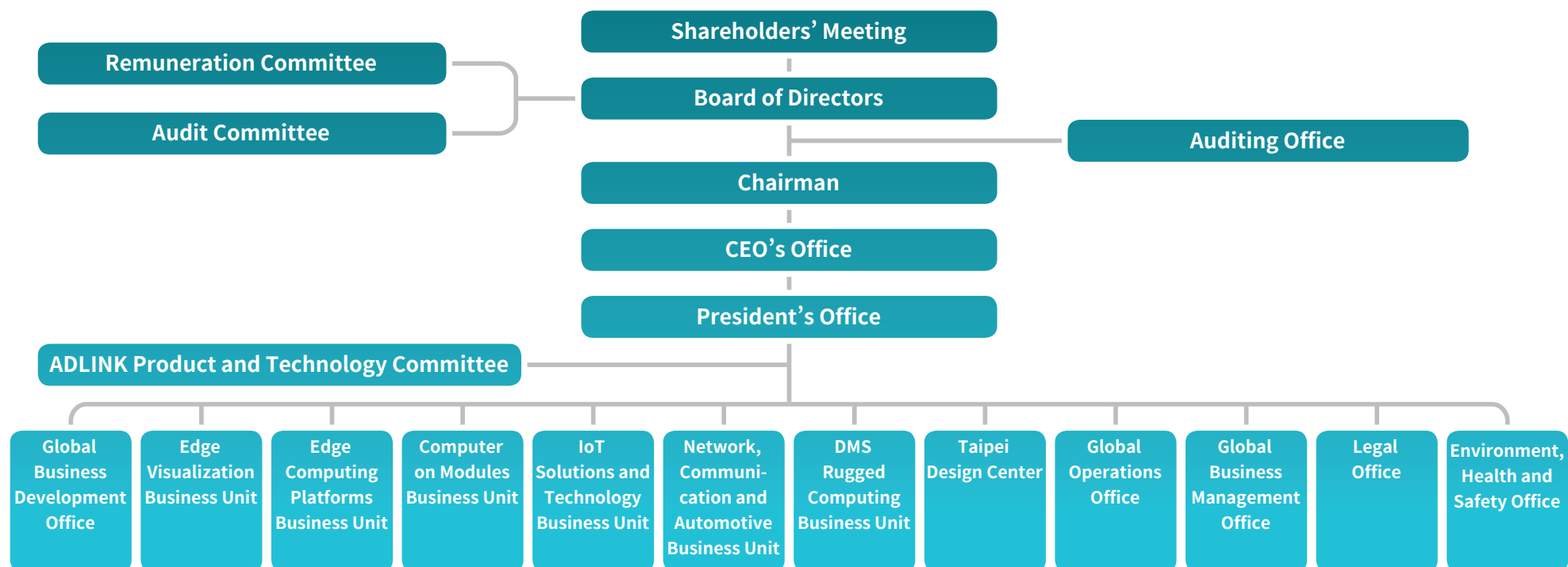
All ADLINK employees are willing to make a personal contribution to ensure the positive growth of the company and all employees.

▲ Responsible Business Alliance (RBA)

As a member of the electronics industry, ADLINK conducts its business based on the principles of honesty and integrity. The company strives to comply with the laws and ethical standards of the jurisdictions in which it operates, making full legal compliance an important company policy. In 2021, we became a member of the Responsible Business Alliance (RBA) to establish a more robust management system, implement regulatory identification, and conduct training and education to strengthen legal compliance and pursue sustainability. The company emphasizes the four aspects of ensuring a safe working environment, respect and dignity of workers, environmental compliance, and ethical practices so that employees are treated in a reasonable and ethical manner in the workplace. The company has also established an executive team, reviews processes, and sets procedural norms to comply with laws and regulations, and actively participates in upholding principles of social and environmental responsibility as well as business ethics.


2.2 Governance Structure

Organization chart



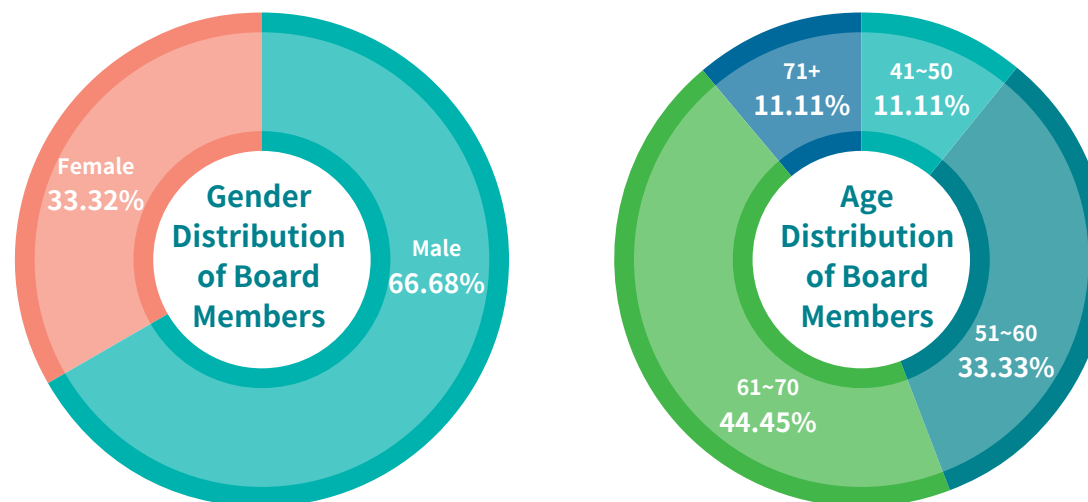
Board of Directors

The highest governing body of ADLINK is the Board of Directors. Its nine members are Jim Liu; Yeou-Yih Chou; Hsiu-Miao Huang (Representative of Chroma); Frank Ko and Yi-Fang Wu (Representatives of AUO); Wei-Chin Lee; Xing-Hai Wei; Chih-Guang Tseng; and Yong-Hao Yu (including four independent directors). For detailed biographies and concurrent positions, please refer to our official website.

The company relies on the directors' diverse academic and professional backgrounds, keen technical foresight, and understanding of global market dynamics. Notably, AUO and Chroma serve as key business partners, suppliers, customers, and shareholders. This stakeholder-inclusive Board composition enhances our ability to address related impacts, establish robust corporate governance, improve operational efficiency, and lead effective management across economic, environmental, and social/human-rights dimensions. For more information on board diversity, please see the [Annual Report \(Chapter 2. Corporate Governance Report\)](#) .

Furthermore, the backgrounds of our directors are closely related to the following Material Topic in this report: Customer Relations Management; Business Performance; Innovative Technologies and Patents; Supply Chain Management; Employee Diversity and Inclusiveness; Talent Development and Cultivation.

Gender and Age Distribution of Board Members



The management target and achievement of the Board Diversity Policy

Management Target	Achievement Status
Independent directors shall not serve as independent directors for more than 3 companies concurrently	Achieved
Directors who are part-time managers of the company should not account for more than one-third of the Board of Directors	Achieved
The ratio of either gender on the Board of Directors reaches one third	Achieved
Independent Directors should not hold office for three consecutive terms	Achieved

▲ Director Nomination and Election

To ensure the fair, impartial, and open selection of directors, ADLINK has established the “Director Election Regulations” in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies”. In May 2022, after reviewing the nominations, the director and independent director candidates were found to possess the diversity, independence, qualifications, industry experience, professional backgrounds, and expertise relevant to organizational impact. These attributes comply with the requirements set forth in Articles 2, 3, and 4 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 192-1 of the Company Act.

Among them, Mr. Jim Liu has served as Chairman of ADLINK Technology Inc. for over 27 years. The reason for his continued nomination as the 11th director is as follows: Mr. Jim Liu has served as the Chairman and CEO of ADLINK for several years. He possesses professional abilities in operational judgment, executive management, leadership and decision-making, and crisis management. During his tenure as Chairman and CEO of the company, he has provided professional and comprehensive guidance and advice regarding operational management and investment decisions, significantly benefiting the company's operations and management. Therefore, he is nominated to continue serving as a director.

At the ADLINK shareholders' meeting in June 2022, all nine directors (including four independent directors) were unanimously re-elected. To mitigate potential conflicts of interest arising from the Chairman and CEO being the same person, independent director seats were increased in 2022 to strengthen the overall independence of the Board of Directors.

In addition, it has been recommended to include ESG impact oversight capabilities as a qualification for the company's 2025 board nominations.

▲ Board Independence

ADLINK has nine directors, including four independent directors (44%), in compliance with Article 17 of the Articles of Incorporation: “The Company shall appoint five to nine seats of directors, and adopt a candidate nomination system for shareholders to elect directors from a list of director candidates. They shall serve for a term of three years and shall be eligible for re-election. Among the seats of Directors, the number of Independent Directors shall not be less than two and shall not be less than one-fifth of the total number of Director seats.”

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

▲ Overview of Board Operations in 2024

4 meetings were held

Actual attendance rate of directors was 94%

The Board reviewed and approved 40 proposals

In addition to the regular meetings of the Board of Directors, representatives from each department and subsidiary report to the Board on the results of the current year's operations, as well as the strategic and implementation directions for the upcoming year, prior to the preparation of the next year's

business plan. In this way, directors can understand the risks and opportunities facing the company and engage in extensive and insightful discussions and feedback with the heads of the various units.

Moreover, in 2024, a total of 22 material events that meet the company's definition of “critical material events” and must be disclosed as such, in accordance with laws and regulations, were reported in detail to the Board of Directors prior to their disclosure.

Event	Quantity	Compliance with Article 4 of "Procedures for Verification and Disclosure of Material Information"
Key subsidiary general manager and financial officer changes	2	Subsection 6, 8
Holding investor conferences	2	Subsection 12
Matters related to dividend distribution	2	Subsection 14
Shareholders' meeting related matters	2	Subsection 17, 18
Permission for directors to engage in competitive activities	1	Subsection 21
Announcements of endorsement/ guarantee or loaning funds	3	Subsection 22, 23
Approval of financial reports by the Board of Directors	7	Subsection 31
Compliance with the Standards for Public Disclosure of Material Information and Correction of Announcement Information	3	Subsection 51

▲ Conflict of Interest Prevention

Directors shall uphold their duties of loyalty and care as prudent managers, strictly adhere to principles of high self-discipline and a prudent attitude, faithfully perform their duties, and safeguard the overall interests of the company. To effectively prevent conflicts of interest, the company has, in accordance with the “Rules for Meetings of the Board of Directors of a Public Company,” established the “Rules of Procedure for Board of Directors Meetings,” which clearly stipulate that if a director has a material interest in any board proposal that may harm the company’s interests, the director must fully disclose the nature of that interest at the meeting, recuse himself or herself from discussion and voting on the relevant proposal, and may not act as a proxy for another director’s vote. In 2024, there was one case of director recusal due to a conflict of interest. Details are as follows:

Board Meeting Date	2024.05.09
Director Name	Wei-Chin Lee
Proposal Content	Proposal to lift restrictions on directors’ competitive activities
Reason for Recusal	Director was the subject of the restriction-lifting proposal
Voting Participation	Did not participate in discussion or voting

In addition, the following potential conflict-of-interest scenarios have been properly mitigated through procedures and regulations such as the “Release from Competition Prohibition” and the “Procedures for Acquisition or Disposal of Assets Management.” These are disclosed as follows:

Cross-board membership: see the [Annual Report \(Chapter 2. Corporate Governance Report\)](#) [↗](#)

- Cross-shareholding with suppliers or other stakeholders: None
- Existence of controlling shareholders: None (Note: controlling shareholders are determined in accordance with Articles 369-2, 369-3, and 369-9 of the Company Act)

Related parties, their relationships, transactions, and outstanding balances: see the “[2024 Consolidated Financial Statements](#)” (Financial Statement Note 29) [↗](#)

▲ Functional Committees

The company’s Board of Directors, to strengthen its supervisory and management functions, has established the Audit Committee and the Remuneration Committee in accordance with the law, and, based on the philosophy of promoting corporate sustainability, is designing additional functional committees subordinate to the Board. Except as otherwise prescribed by law, each functional committee shall be accountable to the Board and shall submit proposals for the Board’s resolution.

Each functional committee shall draft an organizational charter for approval by the Board of Directors. The charter shall specify the committee’s number of members, term of office, scope of authority, rules of procedure, and the resources the company shall provide when exercising its functions.

Functional Committee Operations in 2024

Name	Compliance with Procedures	Member	Primary Responsibilities	Number of Meetings	Attendance Rate
Audit Committee	Audit Committee Charter	Xing-Hai Wei (Chairperson) Wei-Chin Lee Chih-Guang Tseng Yong-Hao Yu	<ol style="list-style-type: none"> 1. Appropriate presentation of the company’s financial statements. 2. Selection (and dismissal), independence, and performance evaluation of the certified public accountant. 3. Effective implementation of the company’s internal control system. 4. Ensuring the company’s compliance with relevant laws and regulations. 5. Oversight of existing or potential risks facing the company. 	4	100%

Name	Compliance with Procedures	Member	Primary Responsibilities	Number of Meetings	Attendance Rate
Remuneration Committee	Remuneration Committee Charter	Wei-Chin Lee (Chairperson) Xing-Hai Wei Chih-Guang Tseng Yong-Hao Yu	<ol style="list-style-type: none"> 1. Establish and periodically review policies, systems, standards, and structures for the performance evaluation and remuneration of directors and managers. 2. Periodically assess and determine the remuneration of directors and managers. 	2	100%

Continuous Enhancement of Governance

▲ Continuing Education for the Board of Directors

To stay ahead of global business management trends and enhance corporate governance and risk management capabilities, ADLINK's Board members are committed to continuously improving their industry expertise and enriching their corporate governance experience. This dedication aims to elevate and unite the highest governing body of the company with collective wisdom and knowledge for sustainable development. To keep the directors informed about company-related information, we periodically send updates on topics related to the Taiwan Stock Exchange and other relevant matters. Furthermore, based on the needs and feedback of each Board member, we continuously enhance information dissemination and professional development planning to ensure they possess the necessary expertise to fulfill their leadership and supervisory roles effectively. In 2024, the total hours of continuing education for directors equaled 66 hours. Each director received an average of 7.3 hours of education, which exceeds the legal requirement. Continuing education courses are centered on key emerging topics such as sustainability and artificial intelligence, notably including “The Role and Responsibilities of the Board in ESG Governance,”

“Net-Zero and Climate Change Summit Forum,” and “How Foreign Institutional Investors View Sustainable Governance and Investment Responsibility,” to enhance sustainability expertise. For more information on director continuing education, please see the [Annual Report \(II: Corporate Governance Report\)](#) [↗](#). These course topics relate to this year's ESG Material Topic of “GHG Inventory” and “Innovative Technologies and Patents”

▲ Board of Directors and Functional Committee Performance Evaluation

To implement corporate governance and enhance the effectiveness of the Board of Directors, performance targets have been established to strengthen the efficiency of board operations. On October 24, 2019, the company's Board of Directors approved the "Board Performance Evaluation Measures" and has conducted internal performance evaluations annually during the fourth quarter. The evaluation results are submitted to the Remuneration Committee for the following year as the basis for adjusting director remuneration. In 2024, the performance evaluation incorporated two sustainability indicators for the first time; results show that both the Board of Directors and functional committees met the indicator


requirements, with members fully aware of their duties and familiar with the company's operations and environment, thereby effectively improving overall Board decision-making quality. The company will continue to implement corporate governance and promote the objectivity of the Board of Directors' performance evaluation results in order to strengthen the effectiveness of the Board of Directors' operations.

In addition to internal self-assessments, we also plan to engage external evaluation agencies every three years to conduct board performance evaluations. In 2022, the company commissioned Chainye Management Consultancy Co., Ltd. to conduct the first external board performance evaluation. The assessment covered five major dimensions, which are company operations and involvement of the board, decision-making quality, composition and structure, appointment and continuous education, and internal control. The evaluation was carried out using self-assessment questionnaires and on-site visits. The evaluation for this period was conducted through data analysis as well as participation by the Board of Directors and the Audit Committee. Additionally, interviews were conducted with independent directors and the corporate governance director.

The external evaluation agency concluded that the company's Board of Directors is composed of members with relevant expertise, and work is allocated based on their different specializations and experience. Both the Board of Directors and the members of the various functional committees operate effectively. The result of the evaluation is therefore "excellent."

▲ Remuneration Policies

In order to establish a competitive and reasonable remuneration system, ADLINK has established a Remuneration Committee which periodically reviews the policies, systems, standards, and structures for evaluating the performance and remuneration of directors and managers.

Individual director remuneration—comprising salaries, fees, and business-execution expenses (travel allowances)—is fully disclosed in the Annual Report, including the "Allocation of Employee and Director Remuneration" section of the shareholders' meeting report. Executive remuneration, including salaries, bonuses, and retirement benefits, has also been supplemented with stock warrant grants in May 2023, September 2024, and March 2025 as employee incentives. Related information is disclosed in the [Annual Report \(Chapter 2. Corporate Governance Report\)](#) .

The company has progressively integrated sustainability principles into senior management remuneration policies and promoted the achievement of corporate sustainability goals through incentive mechanisms. Economic performance indicators are already included in the remuneration policy, with plans to gradually incorporate environmental and social metrics as implementation deepens. The ESG team has pioneered the setting and promotion of related performance indicators, which will be further extended to other executive roles. This initiative aims to strengthen the link between remuneration systems and the Company's sustainability commitments, ensuring that pay not only reflects business results but also reinforces dedication to environmental and social responsibility, thereby advancing sound corporate governance.

2.3 Corporate Risk Management

ADLINK, in accordance with the Guidelines for Establishing Internal Control Systems by Public Companies and considering overall operational activities and industry regulations, has established relevant control mechanisms. The Audit Office, following the Internal Audit Implementation Rules prescribed by the internal control system, executes and continuously measures the effectiveness and compliance of existing control systems and procedures. Internal audit operations are integrated with enterprise risk assessment to reduce overall operational risk and enhance operational efficiency and effectiveness.

The Audit Office reports directly to the Board of Directors, assisting directors, supervisors, and senior management in reviewing and evaluating the internal control system and measuring operational effectiveness and efficiency. It provides routine audit or special audit reports to the Board of Directors on a quarterly basis.

▲ Risk Management Policies

The company's risk management policy was formulated in 2020. In 2022, we updated parts of the policy to establish a more comprehensive and effective risk management system. These updates included adjustments to the scope of risks, risk categories, risk management procedures, and responsibilities of relevant units. The revised Risk Management Policy was formally approved by the Board of Directors in November 2023.

▲ Risk Management Organization

The company established the Risk Management Office in 2020 and formed the Risk Management Committee in 2022. The Risk Management Office personnel form the Risk Management Team to consolidate and address the organization's risk management demands.



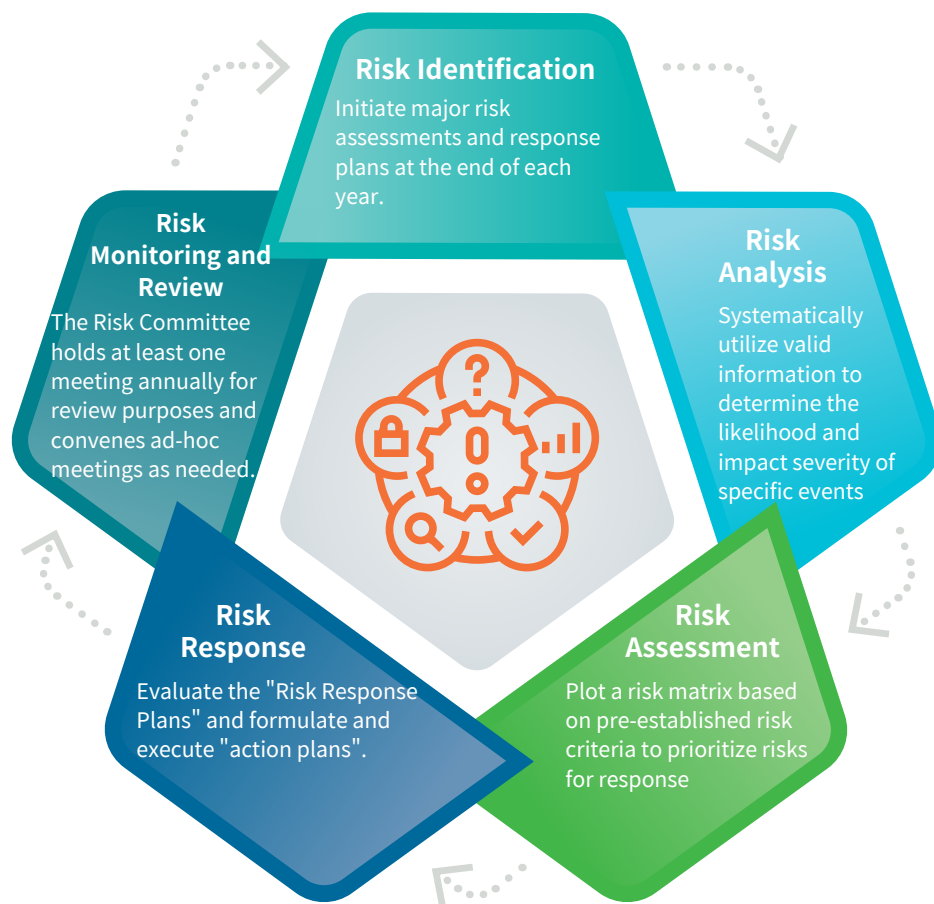
Responsibilities of the Risk Management Committee

Committee	Function
Board of Directors	The supreme authority for risk management—approves risk-management policies and ensures consistency between operational strategy and risk-management direction.
Audit Committee	Comprised of all four independent directors; oversees the ongoing operation of the risk-management mechanism based on overall strategy and business environment to ensure its effectiveness.
Global Risk Management Center	Established under the Audit Committee and led by the CFO; convenes risk-management meetings, assists in monitoring, and reviews the execution status of each risk-management system, reporting major risk issues at least once annually to both the Audit Committee and the Board.
Risk Management Team	The execution arm for risk management; conducts annual risk-identification, analysis, evaluation, and response-planning through surveys or interviews with departments, and regularly tracks and reports the implementation status and risk-identification results to the Global Risk Management Center.
Departments and Units	Each department head is responsible for day-to-day risk management—identifying, analyzing, and controlling risks within their area of responsibility.

▲ Risk Management Procedure

The main risk-management process includes risk identification, analysis, evaluation, response, and oversight review, with the following detailed steps:

Risk Management Flow Chart



▲ Risk Identification and Analysis

The Risk Management Office conducts regular identification of various risks each year and classifies them into the following categories based on common risk sources in the industry:

Risk Category	Description
Operational Risk	Production operations, supply chain, fluctuations in raw material and product prices, human resources, corporate image, credit, finance, changes in management rights, and risks related to customer or supplier performance and other operational elements
Information Security Risk	Phishing emails, trojan horse programs, data leakage caused by ransomware, hacker attacks, and other information security vulnerabilities
Hazard Risks	Natural disasters, infectious diseases, disruption of public infrastructure such as water and electricity, climate change, war or terror attacks, social unrest, strikes, occupational accidents, and risks of other major hazards
Strategic Risk	Technology and innovation trends, changes to the overall economic situation, industry and market changes, changes in technological development, and changes in competitors
Political and Legal Compliance Risks	Labor laws, safety, health and environment, personal information protection, corporate governance, laws related to operations such as trade laws and fair trade laws, intellectual property rights, legal disputes, and sovereign risk factors
Financial Risk	Market risks arising from fluctuations in interest rates, exchange rates, taxes, and inflation, credit default risks associated with trading counterparts, and liquidity risks arising from the inability to liquidate assets or obtain sufficient funds due to inadequate market trading volumes
Other	If there are other risks that could cause losses to the company, appropriate risk assessment procedures should be established based on the nature of the risks and their potential impact

▲ Risk Assessment - Matrix

Identify key risk items according to the "probability of occurrence" and "level of impact" of the risks.

Probability	High	<ul style="list-style-type: none">● Increase in electricity and water prices● Supplier commitments (carbon reduction, non-use of hazardous substances)	<ul style="list-style-type: none">● Geopolitical tensions (Israel–Palestine and Russia–Ukraine conflicts)	<ul style="list-style-type: none">● Overall economic risk: market demand● Patent-infringement litigation abuse	<div><div>Risk Level</div><div>High</div><div>Unacceptable level of risk. Control measures must be implemented to reduce risk.</div></div>
	Medium	<ul style="list-style-type: none">● International financial and tax planning of the group● Extreme climate disasters	<ul style="list-style-type: none">● Customer credit risk● Export-control regulations in various countries	<ul style="list-style-type: none">● Information security management● Criminal activities (fraud cases)	<div><div>Medium</div><div>If control measures are in place the risk is acceptable. Attempt to reduce risk to a minimum.</div></div>
	Low	<ul style="list-style-type: none">● Product import/export tariff classification● Labor shortages due to low birthrate	<ul style="list-style-type: none">● Greenhouse gas inventory● Net-zero carbon resource investment	<ul style="list-style-type: none">● Product quality problems● Compliance with emerging regulations in various jurisdictions	<div><div>Low</div><div>Acceptable level of risk. The company can attempt to eliminate the risk, but risks rated higher should be given priority.</div></div>
		Low	Medium	High	
	Impact				

▲ Risk Response and Review

For high-level risks identified in the risk matrix, appropriate response measures are listed, reviewed, and implemented by the Risk Management Committee.

Risk Type	Risk Items	Risk Scenario and Control Measures
Financial risk	Overall economic risk: market demand	<p>Risk context is mainly global economy facing uncertainty, such as U.S. Trump administration new policies, various central banks' monetary policy directions, etc.; these factors may lead to company operations' fluctuation. If market demand is sluggish, it may cause short-term operating turnover and capital expenditure required cash flow insufficiency, thereby endangering company's normal operation. To guard against this risk, the company has adopted the following countermeasures: :</p> <ol style="list-style-type: none"> ① Through annual budget, combining company cash and cash equivalents position, pre-plan full-year cash flow expenditure, comprehensively manage expenditure items and fund allocation. ② Match with bank financing limits, according to operating turnover and capital expenditure nature separately allocate bank short-term and medium-to-long-term credit limit arrangements, appropriately diversify number of banks to obtain sufficient credit limits, in order to adjust operational cash flow fluctuation impact. ③ Conduct monthly liquidity review and corresponding adjustments, and have management supervise bank financing limit usage status, ensure borrowing contract terms compliance.

Risk Type	Risk Items	Risk Scenario and Control Measures
Legal risk	Patent-infringement litigation abuse	<p>Risk context mainly for some companies not engaged in product R&D and sales, specializing in purchasing large numbers of patents and using these patents to file infringement lawsuits against other enterprises to exert pressure and demand high compensation or settlement fees. If the company inadvertently falls within the scope of such lawsuits, it may not only cause waste of time and resources but also face unpredictable litigation costs (such as attorney fees, court procedure fees, etc.) and massive settlement or damage awards. To guard against this type of risk, the company has adopted the following countermeasures:</p> <ol style="list-style-type: none"> 1 Conduct patent and trademark clearance searches during the product R&D process. 2 Join industry-standard patent alliances. 3 Consolidate proprietary patents.
Information security risk	Information security management	<p>Risk context mainly for internationally rising product information-security requirements; if company products fail to meet specific standards, may face noncompliance risk, thus incur fines, litigation, or reputational damage. To guard against this risk, the company has adopted the following countermeasure:</p> <ol style="list-style-type: none"> 1 In response to the EU Cyber Resilience Act, launch IEC 62443-4-1 certification project, targeting product R&D and manufacturing process, to strengthen product information security.
	Criminal activities (fraud cases)	<p>Risk context mainly for recent years network fraud rampant; fraudsters usually employ social engineering techniques, phishing attacks, etc., to induce employees to disclose confidential information (such as system access permissions, personal credentials, banking information, etc.); if employees lack information security awareness, it may lead to corporate trade-secret leakage, trust crisis, IT system downtime causing business interruption, and a series of consequences. To guard against this risk, the company has adopted the following countermeasures:</p> <ol style="list-style-type: none"> 1 Completed global social engineering exercise in August, achieving a 94% pass rate on social engineering tests. 2 Participated in the Group's information security sharing and exchange conference in October to strengthen collaborative defense and information joint protection. 3 Hosted personal-data privacy lectures to enhance IT employees' abilities in personal-data protection and management.
Geopolitical risk	Geopolitical tensions (Israel-Palestine and Russia-Ukraine conflicts)	<p>Risk context mainly for Israel-Palestine and Russia-Ukraine wars escalating, countries' diplomatic relations and trade policies possibly becoming more sensitive, further strengthening supervision of illegal transshipment and anti-circumvention behaviors. Especially the U.S., to reinforce its defenses, strictly implements import and export policies and requires allies to prevent critical technologies from flowing into Russia. However, China continues to export related components to Russia, assisting Russia in evading sanctions, which may cause the company to face penalties for illegal transshipment, anti-circumvention investigations, and related export-control. To guard against this risk, the company has adopted the following countermeasures:</p> <ol style="list-style-type: none"> 1 Legal Affairs instructs Sales to investigate and clarify the product's end customer and end use, and require customers to sign a guarantee letter and disclaimer. 2 Sales ensure end customer and export country consistency to avoid tariff-circumvention via third-country transshipment. 3 Factory ensures country of origin is correctly labeled in accordance with law to prevent origin-washing.

2.4 Regulatory Compliance

The company has established a dedicated unit, the "Legal Office", to supervise integrity and ethics. In addition to handling general legal and litigation matters, the responsibilities of legal personnel also include clarifying the rights and obligations of stakeholders and the legality of business activities, so that employees can understand the information and reduce legal risks. In addition to being responsible for revisions, execution, explanations, consultations, reporting, and record keeping, the unit shall regularly and irregularly conduct audits on business ethics activities to check whether there are any suspicious activities, confirm whether there are any omissions in relevant operations, and at the same time detect the possibility of risks.

▲ Training and Implementation

In order to enhance employees' awareness of professional ethics and compliance with laws and regulations, the company provides various forms of training courses according to their professional duties. ADLINK also actively provides guidelines for compliance through plant bulletin boards, our internal web pages, columns and articles for education, etc., so that our employees can easily obtain new information related to the regulations and deepen their understanding of various issues. For new employees, the company requires completion of an ethics course and passing the assessment. By explaining common cases and penalties, employees are alerted and encouraged to integrate self-management into their daily work.

Regulatory Compliance Training Programs in 2024

Course Title	Audience	Contents/Goals	Courses Taught	Number of Participants	Training Completion Rate
Code of Ethics Course	New employees	The course content covered the following core topics, which are closely linked to work discipline and integrity management: <ul style="list-style-type: none"> ● Professional ethics and anti-corruption training ● Avoidance and declaration of conflicts of interest ● Privacy protection ● Antitrust Laws (Fair Trade Laws) 	2	26	100%
Regulation Identification Courses	EHS-related Employees	The personnel of the Environment, Health and Safety Office and related departments can understand the key points of laws and regulations, and can immediately respond to legal requirements.	1	20	-
Business Ethics Course	All employees	Under the framework of corporate social responsibility, introduce business-ethics-related regulations and derivative topics to enhance all employees' integrity and ethical awareness, including: <ul style="list-style-type: none"> ● Integrity in business operations and prohibition of improper benefits ● Information disclosure; business dealings should be conducted with transparency ● Respect for and protection of intellectual property rights ● Fair trade, appropriate advertising, and competitive behavior ● Responsible sourcing of minerals ● Privacy and personal-data confidentiality 	1	1,066	100%

Note 1: The Regulation Identification Course did not mandate participation by all personnel of the EHS Office and related units; therefore, there is no training completion rate.

Note 2: The Business Ethics Course is covered within the Responsible Business Alliance (RBA) training curriculum and executed together.

Whether cooperating with upstream component manufacturers or service-oriented suppliers, the company requires to sign the "Supplier Sustainability and Management Promotion and Commitment Statement" to ensure that any business interactions comply with integrity and ethics standards. In addition, the "Suppliers Social Responsibility Risk Assessment and Review Form" is used for evaluation. If the total score of the supplier evaluation does not reach 70 points, the supplier must make improvements and pass a reassessment before engaging in business with ADLINK. This demonstrates our rigorous commitment to partners' due diligence and legal compliance.

Since its establishment, ADLINK has not engaged in any anti-competitive practices and has not been involved in any litigation related to violations of antitrust and monopoly laws. Nor have we ever received penalties, warnings, or other non-voluntary orders for improper marketing of products. In order to enhance employees' ethical awareness, ADLINK has spread and deeply rooted the information in ADLINK's essence through internal and external requirements, thereby strengthening and consolidating ADLINK's corporate culture of positive self-discipline. In addition, the company's product development to production stage adopts a high degree of independent standards, so it has never been involved in any infringement or illegal activities, and has never been punished for selling products.

If the company experiences any significant compliance violations, it must disclose them in the Sustainability Report to adhere to the principles of transparency and meet the reporting requirements of the GRI Standards for balanced reporting. The definition of material compliance violations is the same as Point 26, Article 4 of the "Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities". It refers to events such as disasters, collective protests, strikes, environmental pollution, information security incidents, or other major incidents that lead to any of the following situations:

1. Those who cause significant losses or impact to the company.
2. Those who have been ordered to suspend work, suspend business, or close by related authorities, as well as those who have had their pollution-related permits abolished or revoked.
3. Those who have been fined over NT\$1 million for a single incident.

Number and Amount of Legal Violations/Fines in the Past 2 Years

Instances of noncompliance(including fines and non-monetary sanctions)	2023	2024
Incidents of corruption or bribery	0	0
Incidents of discrimination and harassment	0	0
Incidents of customer privacy data breaches	0	0
Incidents for conflicts of interest	0	0
Fraud, money laundering or insider trading	0	0
Anti-competitive behavior, antitrust and monopolistic behavior, or market manipulation incidents	0	0
Other incidents related to integrity management or any major violations of laws and regulations	0	0
Other violations of general administrative laws and regulations	0	2 (Note)

Note: One case of penalty under the Labor Standards Act (penalty amount NT\$50,000), one case of penalty under the Commodity Inspection Act (penalty amount NT\$200,000).

Compliance Improvement Description

Item	Number of Cases	Description	Improvement Measures
Labor	1	Extended working hours exceeding limits, violating Article 32(2) of the Labor Standards Act.	The company has strengthened promotion of work-hour regulations, required supervisors to monitor employees' overtime hours, provide timely care and allocate work, and regularly track and audit implementation status.
Import/Export	1	Imported, assembled, and re-exported goods without completing an exemption application, violating Article 6(1) of the Commodity Inspection Act.	The company has immediately made improvements and added internal preventive measures to avoid recurrence of such violation.

2.5 Information Security Management

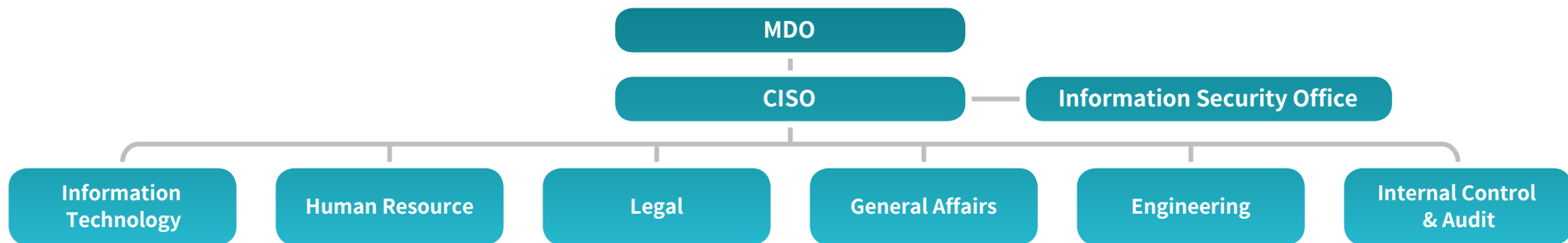
Management of Material Topic "Information Security Management" in 2024

Material Topic		Information Security Management		
Impact Assessment	Positive/ Actual	Establish information security management standards and system, in order to ensure enterprise continuous operation, meet customer requirements and compliance.		
	Negative/ Potential	Failure to meet customer or regulatory requirements may result in business losses and penalties, potentially increasing operational risks and costs.		
Corresponding GRI Indicators	GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			
Corresponding SDGs				
Policy or Commitments	In order to maintain the sustainable management of the company's operations, the company complies with relevant laws and regulations to protect our information assets. These measures prevent external threats or improper management and use by personnel from leading to unauthorized changes, disclosures, damage, or loss, in order to satisfy the confidentiality, integrity, and availability requirements of information assets.			
Effectiveness Tracking Mechanism	<p>Tracking Mechanism: Conduct periodic reviews and progress tracking through the Information Security Task Force meetings, and report results to the CEO Office.</p> <p>Information Security Incident Response Mechanism: The information unit's reporting window will assess and record the event severity level. Based on the severity of material information security incidents or the level of operational impact, the decision to activate the information security incident recovery plan will be made. The Chief Information Security Officer (CISO) will consolidate the determinations and report them to the CEO Office for further action. The information unit must resolve and confirm the root cause of the incident within the target resolution time. It is necessary to conduct analysis and implement corrective actions to prevent the recurrence of similar events.</p>			
2024 Annual Actions and Measures	0 cases of major audit deficiencies related to information security	0 cases of information security violations resulting in customer data breaches and fines	0 cases of customer personal data protection violations or customer data-loss complaints	Completed re-certification of the ISO 27001:2013 Information Security Management System

▲ Information Security Organization Structure

ADLINK's corporate goal is to provide a robust and reliable hardware platform, data connectivity, and complete Industrial Internet of Things (IIoT) solutions. In order to achieve these corporate goals, the information security governance organization, "Information Security Committee", is committed to formulating appropriate information security strategies aligned with the core values and sustainable management direction of the company. The company continually strengthens its information security management through regular reviews and has established an "Information Security Office." This office is staffed with dedicated security officers and professionals to implement related policies and procedures. In addition to delivering robust and reliable hardware and software products, it provides customers and employees with a comprehensive and trustworthy information environment.

Information Security Committee



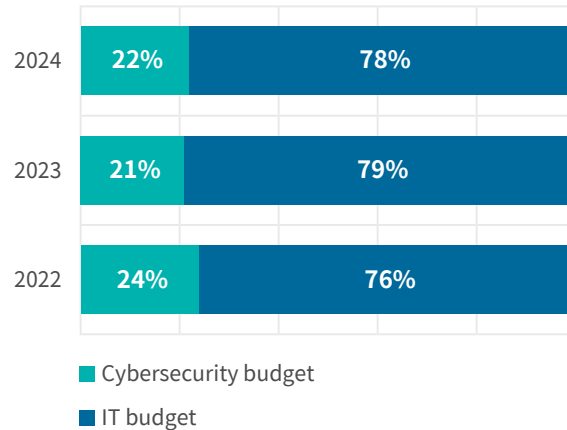
Regular Meetings



Industry standards and regulations enable our customers to focus on their core competencies, thereby reducing time to market and reducing costs. As a leader in the industry, ADLINK, actively cooperates with the information security audits and requirements from customers around the world. In recent years, we have met global client's information security audit requirements without any major deficiencies. ADLINK is also committed to the integrity and reliability of the corporate information security environment, ensuring the privacy and rights of employees and customers around the world. We are working with customers to create a reliable information security environment.

To continuously strengthen the company's information security and minimize operational obstacles and risks, a significant percentage of the company's budget is allocated annually and implemented as needed to mitigate both known and unknown risks.

Information Security Budget Ratio



▲ Information Security Monitoring

ADLINK continuously pays attention to information security risks that may arise from the external environment and internal operations. It has implemented the “Security Operation Center (SOC)” project to establish a 24/7 year-round uninterrupted effective service. In the event of an information security incident, it carries out pre-event detection, mid-event response, and post-event forensics and recovery, strengthening real-time response capability and overall defense levels.

Note: “24/7” is an abbreviation for 24 hours a day/7 days a week, indicating provision of around-the-clock uninterrupted service.

Information Security Monitoring Center



The company integrates information collected from the implemented information security solutions/devices to enable the visibility, accelerate the response and handling of the information security incidents, thereby reducing the potential information security risks and eliminating the latent period caused by any information security vulnerabilities. ADLINK will continue to expand the scope of monitoring to achieve comprehensive and proactive information security protection mechanisms.

▲ Information Security Risk Management

The control of information security risk management depends on how many information security risks have been visualized and presented. The risks are ranked and quantified according to their information risk level to reduce or eliminate them. ADLINK formulates information security-related policies in accordance with the ISO 27001 standard, and submits annual reports to the "Information Security Committee" to ensure that all policies and information security product deployments keep pace with the times and are updated or replaced in line with developments in information technology. In addition to establishing the "Information Security Committee," ADLINK works with the Risk Management Committee to better understand the organization and its risk management objectives. Both internal and external factors are considered to address information security issues that could affect the company and its business.

According to information security policy requirements, ADLINK conducts an annual information security risk assessment through quantitative analysis of the impact and severity of different risk issues. Based on this, it formulates short-, medium-, and long-term plans, effectively allocates resources, and implements risk-tiered management. Each year, we cooperate with external auditors and the company's internal audit unit to conduct factual verification. We confirm and update the current status of risks according to our information assets and risk assessment forms to ensure that the IT department can provide continued operations when risks occur. All risks or audit results shall be handled under the framework of the ISO 27001 management standards, and continuous improvements shall be implemented through planning, execution, audits, and action. Through this cyclical management approach, we are able to achieve risk identification, protection, detection and provide corresponding response measures and recovery plans. ADLINK has passed ISO/IEC 27001:2013 certification for its information security management system and successfully completed re-certification in 2024, with the certificate remaining valid. The company plans to complete the transition to ISO/IEC 27001:2022 in 2025, thereby enhancing the overall security and management effectiveness of its information infrastructure and application systems.

The company is dedicated to enhancing product security to comply with international information security standards. To ensure the security and robustness of industrial control systems, ADLINK is actively promoting IEC 62443 certification and plans to complete certification in Q2 2025. This certification will further strengthen product security and market competitiveness, providing customers with more reliable industrial automation and critical infrastructure solutions. In the future, the company will continue to invest resources, follow international information security standards, ensure product security and compliance, and meet the expectations of customers and stakeholders.

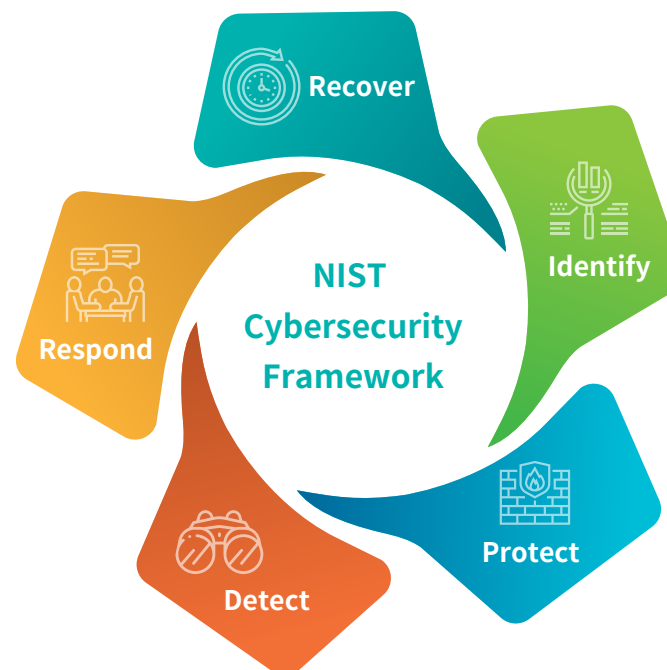
Information Security Risk Management and Continued Improvement Framework



▲ Information Security Risk Management Guidelines

In accordance with the Cybersecurity Framework (CSF) developed by the National Institute of Standards and Technology (NIST) of the United States, the company strives to establish a comprehensive risk management cycle, establish risk indicators, and assess its overall information security maturity to ensure that its information security requirements meet international standards.

For the practice of digitizing risk indicators, the external Internet service will use non-intrusive information collection technology through a third party, through the collection of public data, network trapping mechanism, threat information integration and combination of vulnerability search engines. All security risk indicators are collected and analyzed to help continuously monitor possible risks arising from information security. ADLINK will continue to improve the scores of each risk indicator, and invest corresponding corporate resources for improvement projects.



▲ Privacy Protection

ADLINK's privacy policy applies to but not limited to employees, customers, suppliers, and any third parties using other services of the website. We comply with the Personal Data Protection Act, and collect, store, and use your personal information only with your consent or as permitted by law, and use your data for the purposes of providing services, improving website functionality, and marketing communications. We take strict security measures to ensure that your data is not accessed or disclosed without authorization. You have the right to inquire, correct, or delete your personal information, and may

contact us at any time to exercise these rights. We regularly update the privacy policy on our official website to ensure that your information is afforded the most comprehensive protection.

▲ Information Security Management Measures and Results

- We will continue reviewing the latest information security standards and regulations and update the information security policies and procedures to ensure their appropriateness and adequacy.
- Each year, we verify the facts by working with external and internal auditors. We confirm and update the current status of risks according to our information assets and risk assessment forms.

Year	2023	2024
Significant Deficiencies	0	0
Secondary Deficiencies	1	1
Observed Items	9	6
Subtotal	10	7

Note: All deficiencies have been fully rectified.

- Enhanced employees' awareness of information security risks and organized regular social engineering drills, complemented by information security promotional activities, training, and education.

Item	2024
Number of Social Engineering Exercises	1
Percentage of employees passing social engineering tests	94%
Percentage of employees failing social engineering tests	6%

Note: In 2024, social engineering exercise scope expanded to include global.

- Backbone network node monitoring service coverage rate 95%.
- High-risk login behavior remediation rate 96.50%.
- Implemented the Security Operation Center (SOC) to provide uninterrupted and effective services for information security incident detection, response, forensics, analysis and recovery all year round.
- Conducted annual situational drills based on the information business continuity and drill plan so that IT department can ensure continuous operations when problems arise.

Item	2024
Percentage of implementation of the 18 planned projects	100%

- Established evaluation procedures for outsourcing vendors and ensure vendors are regularly updated and align ADLINK's latest information security policies.



The background is a solid purple color with various geometric patterns. On the left, there is a large, faint number '3' composed of many small triangles. To the right of this, there are several overlapping triangles of different shades of purple, some with a halftone dot pattern. At the bottom right, there is a large, curved shape resembling a stylized wave or a partial circle.




3

Sustainable Supply Chain and Innovative Technologies




- 3.1 Creating a Sustainable Supply Chain
- 3.2 Innovative Technologies and Patents
- 3.3 Customer Service

3.1 Creating a Sustainable Supply Chain

Management of Material Topic "Supply Chain Management" in 2024

Material Topic		Supply Chain Management
Impact Assessment	Positive/ Actual	Increase the efficiency of the entire green-value chain by selecting qualified green suppliers; extend the concept of sustainable management to the supply chain and formulate specific sustainable management methods and targets for suppliers; The new suppliers shall sign the "Suppliers Social Responsibility Risk Assessment and Review Form" and "Suppliers Sustainability and Corporate Social Responsibility Dissemination and Commitment Statement". This allows suppliers to declare their compliance with environmental and social standards and commit to integrity and anti-corruption principles.
	Negative/ Potential	The processes and products within the supply chain can potentially lead to issues such as resource depletion, deforestation, environmental pollution, as well as social risks including labor rights violations and human rights infringements. Existing suppliers are required to participate in annual ESG sustainability assessments and RBA supplier audits, which may increase their liabilities and management costs. If ESG requirements are raised, suppliers may be unable to meet the higher standards, which could increase switching costs and undermine supply chain stability.
Corresponding GRI Indicators	GRI 204-1 Proportion of spending on local suppliers GRI 308-1 New suppliers that were screened using environmental criteria GRI 308-2 Negative environmental impacts in the supply chain and actions taken GRI 414-1 New suppliers that were screened using social criteria GRI 414-2 Negative social impacts in the supply chain and actions taken	
Corresponding SDGs	   	
Policy or Commitments	<p>To ensure product quality and put our management guidelines into practice, we not only impose strict requirements on suppliers for high standards in quality, cost, delivery lead time, and environmental, health, and safety matters, but also proactively partner with them to help achieve sustainable development goals such as environmental protection, human rights safeguards, and resource recycling.</p> <p>We extend our company's sustainability philosophy across the entire supply chain by establishing a shared code of conduct for sustainability. We expect upstream and downstream suppliers to jointly assume social responsibilities for environmental, social, and governance aspects. This shared commitment fosters a mutually reinforcing, sustainable supply chain and unites us with our suppliers to build a truly sustainable supply chain system. Through this collaborative model, we aim to achieve a triple-win outcome of economic, environmental, and social benefits, thereby realizing our common goal of sustainable development.</p>	
Effectiveness Tracking Mechanism	We urge suppliers to understand the concept of social responsibility and cooperate with the management activities of sustainability and social responsibility of the company as well as international standards to achieve green and sustainable supply chains. The suppliers shall undergo regular or periodic audits.	
2024 Annual Actions and Measures	69.05% Proportion of key suppliers undergoing risk assessment	100% Proportion of new suppliers that completed risk assessment
	0% Proportion of suppliers with significant actual or potential negative environmental, social, and human-rights impacts	

Management of Material Topic "Green Products" in 2024

Material Topic		Green Products
Impact Assessment	Positive/ Actual	Using green components and packaging materials that comply with international environmental regulations and customer hazardous-substance requirements helps ensure product environmental friendliness and safety, enhances the company's compliance capabilities and market competitiveness, reduces the use of harmful substances to minimize impacts on the environment and consumer health, and improves the company's overall ESG performance.
	Negative/ Potential	Green components and packaging materials may incur higher procurement and production costs, and material choices may be more limited. This can affect product-design flexibility and supply-chain stability. Additional testing and verification requirements can increase development time and costs, imposing an operational burden on the company.
Corresponding GRI Indicators	GRI 416-1 Assessment of the health and safety impacts of product and service categories GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
Corresponding SDGs	  	
Policy or Commitments	To provide customers with turn-key solutions that comply with industry standards and help them focus on their core competitive strengths, we will continue to prioritize local suppliers and green materials in the future to shorten time-to-market and lower product costs. We also continue to implement zero-conflict minerals procurement. During the product design and assembly manufacturing process, we are dedicated to preventing the generation of excessive waste that pollutes the environment and improving our methods to implement environmental protection and reaching our sustainable development goals.	
Effectiveness Tracking Mechanism	<ul style="list-style-type: none"> For each material, the supplier is required to sign the "Supplier Declaration" or provide the "EU RoHS & EU REACH Declaration" to ensure that the materials supplied to ADLINK meet environmental laws and regulations Every year, due diligence investigations are conducted to determine whether suppliers are using conflict minerals. ADLINK also discloses the sources of minerals used in its products. 	
2024 Annual Actions and Measures	<div>100%</div> <div>Key suppliers returned the "Supplier Declaration" or the "EU RoHS & EU REACH Declaration"</div> <div>92.40%</div> <div>Proportion of suppliers disclosing mineral sources</div> <div>100%</div> <div>Proportion of suppliers not using conflict minerals</div> <div>51.72%</div> <div>FDM collection completion rate</div> <div>0</div> <div>Incidents of product and service health and safety regulatory events</div>	

Supply Chain Management

▲ Industry Value Chain

ADLINK places a strong emphasis on research, development, and manufacturing in the industrial computer industry. Within the technology industry value chain, ADLINK functions as a manufacturer covering the entire process from R&D and design to in-house production. Key raw materials such as semiconductor wafers, electronic components, mechanical parts and chassis are procured from upstream suppliers. These materials are processed and manufactured into finished products using production equipment, which are then shipped to downstream distributors or end customers. In 2024, there were no significant changes observed in the company's supply chain or business relationships with upstream and downstream suppliers and customers.

To implement supply chain management effectively, ADLINK continuously enhance its expertise in industrial computers, automation control, and autonomous mobile robots, while strengthening collaboration across upstream, midstream, and downstream supply chain partners. Additionally, efforts are ongoing to promote improvement in ESG aspects among suppliers and contractors. This is achieved through regular communication at the management level, self-assessments, audits, and sharing of experiences. The goal is to collaborate closely with key suppliers and contractors to strengthen partnerships, deliver high-quality products and services, and jointly create greater sustainable value.

Upstream, Midstream, and Downstream Suppliers of ADLINK



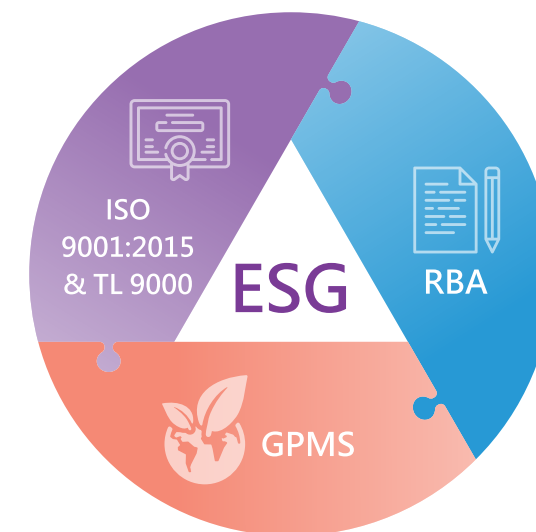
▲ Supplier Sustainability Management

ADLINK complies with corporate sustainable development (ESG) by adhering to both social and environmental standards. In accordance with the management guidelines of ISO 9001:2015 and TL 9000, it ensures that its supply chain and manufacturing principles meet ethical and environmental standards, which are disclosed on [ADLINK's official website](#). Audits and questionnaire surveys of existing suppliers revealed no significant negative impacts on the environment or society. In addition to the promotion and commitments made to qualified suppliers, ADLINK has enabled the Green Product Management System (GPMS) since 2016. This system ensures that the materials used in our products are safe and of high quality for end users. This includes compliance with EU environmental regulations, Supplier Declaration, Material Declaration, and 3rd-Party-Lab RoHS Test Report, all aimed at ensuring the quality of our collaborative efforts.

In order to implement sustainable management, ADLINK requires partners in the supply chain to follow relevant policies, demonstrating our dedication and commitment to supplier sustainability management. Since 2022, the RBA has been introduced; in

accordance with its standards—including human rights management, conflict minerals, social responsibility, quality and EHS declarations, sustainable operations, and other related declarations—these requirements have also been incorporated into new-supplier audits. This process includes the signing and review of the “Suppliers Sustainability and Corporate Social Responsibility Dissemination and Commitment Statement” and the “Suppliers Social Responsibility Risk Assessment and Review Form”. Suppliers must declare compliance with environmental and social standards and commit to integrity and anti-corruption principles to ensure conformity with ESG standards and achieve sustainable development objectives. Only after completing these signatures can a new supplier be included as a qualified supplier. All suppliers wishing to cooperate with ADLINK must pass document declarations, undergo audit implementation, and continuously improve, thereby jointly fulfilling the responsibility of corporate sustainable development.

The supplier grievance channel is disclosed on the [ADLINK official website](#) to facilitate communication with suppliers and real-time feedback.



2024 RBA Responsible Business Alliance Supplier Management Status

Supplier Types	Count / Ratio	Definition
Number of Suppliers	523	Raw-material suppliers that transacted with ADLINK in 2023.
Tier-1 Suppliers	84	Annual procurement amount exceeds NT\$5 million.
Tier-1 Suppliers' Share of Spend	88.65%	Tier-1 Suppliers' Procurement Amount ÷ Total Procurement Amount from All Suppliers in the Year × 100%.
Tier-1 Key Suppliers	38	Annual procurement amount exceeds NT\$10 million.
Tier-1 Key Suppliers' Share of Spend	68.08%	Tier-1 Key Suppliers' Procurement Amount ÷ Tier-1 Suppliers' Procurement Amount × 100%.
Non-Tier-1 Key Suppliers	4	Suppliers of critical components and indirect suppliers.
Key Suppliers	42	Tier-1 Key Suppliers and Non-Tier-1 Key Suppliers.

2024 RBA Responsible Business Alliance: Key Supplier & New Supplier Management Status

Supplier Types	Count / Ratio	Management Methods	Explanation
Number of Key Suppliers	42	<ul style="list-style-type: none"> Suppliers sign the “Supplier Sustainability and Corporate Social Responsibility Dissemination and Commitment Statement” Suppliers Social Responsibility Risk Assessment and Review Form 	Tier-1 key suppliers and non-Tier-1 key suppliers
Number of Key Suppliers Evaluated via Questionnaire or Factory Visit	29		
Key Supplier Risk-Assessment Ratio	69.05%		
Number of New Suppliers Screened	17	<ul style="list-style-type: none"> Suppliers sign the “Supplier Sustainability and Corporate Social Responsibility Dissemination and Commitment Statement” Suppliers Social Responsibility Risk Assessment and Review Form 	100% of new suppliers underwent risk assessment.

Note: Due to limited resources and ongoing enhancements to internal evaluation processes, the key supplier risk-assessment ratio fell short of the planned target.

Four Major Criteria for Supplier Selection



Implement Green Procurement

The Green Product Management System ensures that the materials used in our products are safe and of high quality for end users. This includes compliance with EU environmental regulations, Supplier Declaration, Material Declaration, and 3rd-Party-Lab RoHS Test Report. Annual continuous audits and on-site assessments are conducted for suppliers to ensure the quality of our collaborative efforts.

Risk Management

- Regularly evaluate the difficulty of procuring each component based on its acquisition lead time, establish risk levels for critical materials and maintain a database of interchangeable parts, and increase the proportion of interchangeable parts in new product BOMs to reduce the risk of single-source components.
- Annual evaluation of suppliers is made every year to ensure continuous supply and stable quality. Based on the results of ongoing evaluations, Level A suppliers will have an increased procurement ratio and will be given priority in selection. Suppliers classified as C or D are placed under observation and must submit corrective-action reports; if deficiencies persist, their qualification as a supplier will be revoked. If no alternative supplier exists, a special application must be submitted to include them under enhanced control.

Sustainable Supply Chain

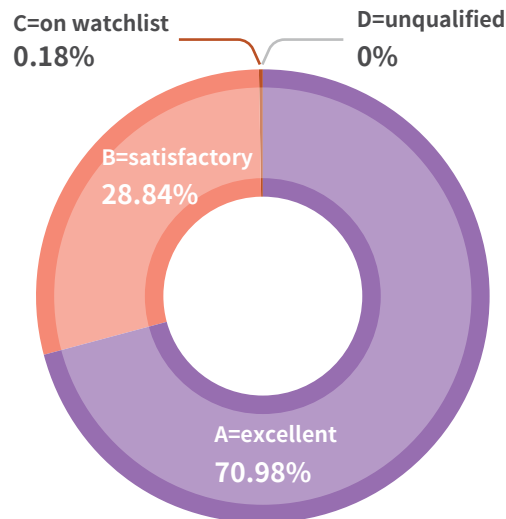
Through adherence to RBA practices, suppliers are required to sign and undergo review of both the “Supplier Sustainability and Corporate Social Responsibility Dissemination and Commitment Statement” and the “Suppliers Social Responsibility Risk Assessment and Review Form.” By signing these documents, suppliers declare their compliance with environmental and social standards and commit to principles of integrity and anti-corruption. This process ensures alignment with ESG criteria and achievement of sustainable development goals. Only after completing these declarations and reviews may a new supplier advance to the qualified-supplier evaluation stage.

Social Responsibility

To fulfill ESG-related social responsibilities, suppliers are required to sign the "Supplier Declaration" to commit to the compliance of their supplied products or components. This includes product accessories, packaging materials, and other related attachments associated with product delivery.

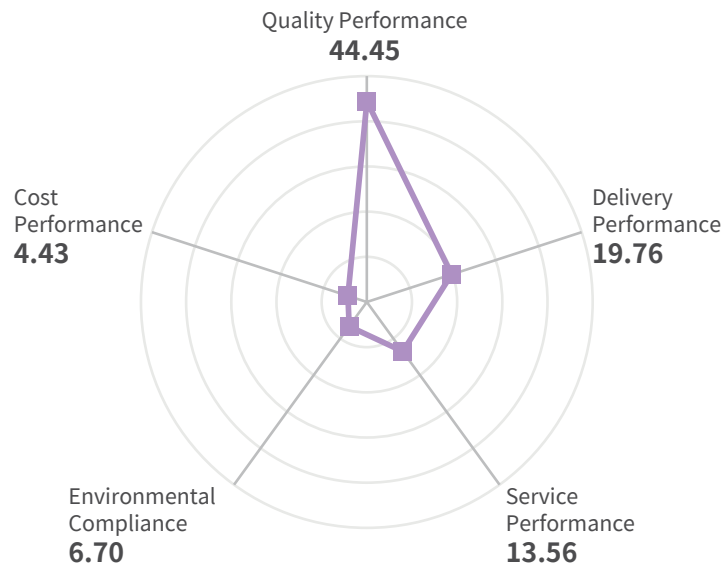
Based on supplier evaluations conducted in accordance with the ISO 9001 standard, in 2024 C-level suppliers accounted for 0.18% of the total. One supplier classified as “under observation,” and was requested to submit a corrective action report. After an internal review confirmed its effectiveness, the supplier’s subsequent performance will continue to be monitored. Additionally, the average performance of key suppliers was further reviewed across the five major evaluation categories. Among these categories, quality performance ranked highest, while cost performance ranked lowest. The overall average score across all five categories was 88.9, which met expectations.

Proportion of Supplier Evaluation Results Based on ISO 9001



On the other hand, in 2024, based on the RBA guidelines for supplier audits, 100% of suppliers were classified as Low Risk, so no corrective action was required.

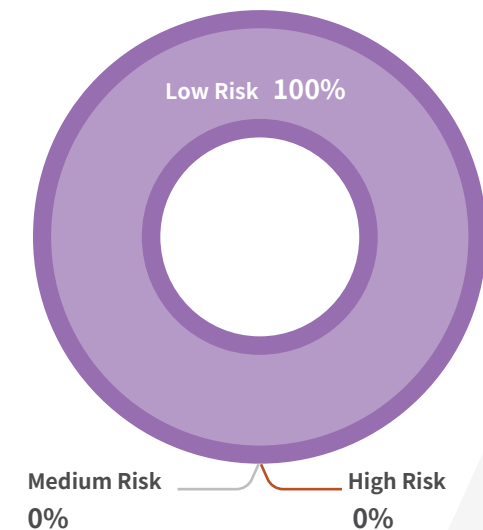
Annual Average Performance of Key Suppliers



Note 1: The weighting for the five categories, in order, is Quality Performance × 45, Cost Performance × 10, Delivery Performance × 20, Service Performance × 15, Environmental Compliance × 10.

Note 2: “Key suppliers” are defined as first-tier evaluated suppliers whose supplier code begins with “AM” and whose number of line-item purchases is greater than or equal to 10.

Share of Supplier Audit Results Based on RBA Guidelines



Note: Low Risk: Total score ≥ 70, Medium Risk: Total score > 70 and includes minor non-conformances, High Risk: Total score < 70 or includes major non-conformances

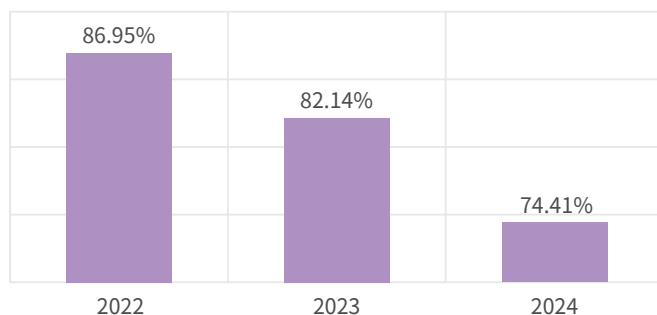
Risk Category	Documents to be Signed/Committed by Suppliers	Response Status in 2024
Environmental Risk	<ul style="list-style-type: none"> ● Supplier Declaration" or "EU RoHS & EU REACH Declaration" <p>Suppliers are required to sign the "Supplier Declaration" or provide the "Supplier EU RoHS & EU REACH Declaration" to commit to the compliance of their supplied products or components. This includes product accessories, packaging materials, and other related attachments associated with product delivery. In the event of non-compliance with relevant regulations, ADLINK reserves the right to terminate or dissolve the contract to avoid any negative impact on human health and environmental safety.</p>	New suppliers: 100% signed back
Social Risk	<ul style="list-style-type: none"> ● Non-use of Conflict Minerals <p>Suppliers are required not to use conflict minerals to ensure that the minerals used in our products (such as tantalum, tin, tungsten, and gold) do not contribute to profits associated with armed conflicts. If a supplier uses the minerals listed above, the source of the mineral should be disclosed.</p>	Key suppliers: 100% do not use conflict minerals
	<ul style="list-style-type: none"> ● Suppliers Social Responsibility Risk Assessment and Review Form <p>To avoid social risks related to human rights violations in the supply chain, all formal suppliers must contractually ensure that they meet the company's basic requirements on issues such as labor rights or health and safety, and that effective measures are taken to prevent the occurrence of adverse incidents.</p>	Key suppliers: 69.05% signed back
	<ul style="list-style-type: none"> ● Suppliers Sustainability and Corporate Social Responsibility Dissemination and Commitment Statement <p>All new suppliers are required to sign a declaration of compliance with environmental and social-related standards. Seventeen new suppliers were assessed, and after evaluation it was confirmed that there were no significant actual or potential negative environmental or social impacts.</p>	New suppliers: 100% signed back
Governance Risk	<ul style="list-style-type: none"> ● Declaration and Undertaking to Integrity and Fiduciary Duty <p>Formal suppliers are required to sign the "Declaration and Undertaking to Integrity and Fiduciary Duty". After evaluation and approval, they are considered qualified suppliers who meet the required standards.</p>	Suppliers: 100% signed back

Note: Key suppliers are defined as Tier-1 key suppliers plus non-Tier-1 key suppliers.

▲ Local and Overseas Material Procurement and Supply Chain Characteristics

In order to reduce the environmental impact of transportation and achieve carbon reductions, ADLINK's procurement strategy prioritizes local suppliers near production bases. This approach not only enhances supply efficiency and effectiveness but also minimizes environmental damage. As key partners in ADLINK's operations, suppliers work closely with the company to jointly pursue sustainable corporate development and growth. ADLINK's main production and operation base is located in Taipei. Therefore, ADLINK's procurement team has made it a priority to continue to involve local brand manufacturers in the green supply chain and continuously analyze their proportion. In the past two years, with the enhancement of the primary AI application strategy and reduced purchasing volumes as we worked to clear inventory, the proportion of the company's local procurement has declined. Even so, the company still remains committed to fully promoting the goal of local procurement.

Local Supply Trading Amount Share Rate in the Past 3 Years

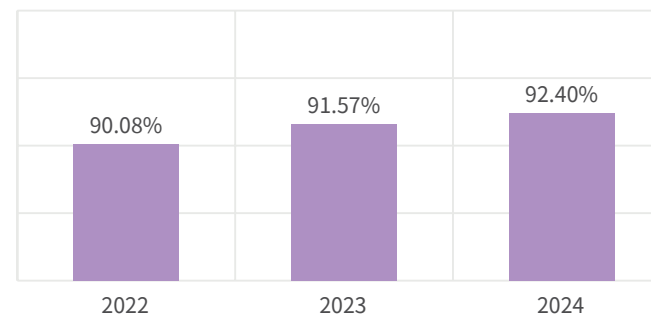


Note: The 2023 data differ from the previous report because the last time only one decimal place was calculated, so the current period data have been updated.

▲ Due Diligence on Conflict Minerals

From 2022 to 2024, the Responsible Minerals Initiative (RMI) published several versions of the Conflict Mineral Report Template (CMRT), which were combined with the latest smelter names/alias information announced by RMI, and the updates related to the effective or legal smelters. Following this, ADLINK conducted due diligence on conflict minerals for suppliers. Original manufacturers were asked to identify high-risk smelters and propose gradual improvement plans to facilitate follow up by ADLINK. However, manufacturers have different concerns related to the business of high-risk smelters. ADLINK may not always get effective feedback on due diligence survey. In addition, ADLINK has limited compulsive force on larger manufacturers, we can only collaborate with customers and communicate with uncooperative manufacturers. Therefore, from 2022 to 2024, there has been relatively minor improvements in the response rate for the four conflict minerals (3TG) investigation by ADLINK suppliers. Since 2022, with the outbreak of regional wars, ADLINK continues to require original manufacturers to identify high-risk smelters and propose improvement plans to meet the requirements of due diligence for conflict minerals. ADLINK further plans to introduce the new version of the Extended Minerals Reporting Template (EMRT) in 2025, incorporating the source of cobalt (Co) into management.

Supplier Response Rate on Conflict Minerals in the Past 3 Years









Note 1: ADLINK provides a questionnaire survey to suppliers regarding the 3TG (Tantalum, Tin, Gold, Tungsten) raw material sources.

Note 2: According to the survey responses from suppliers, no conflict minerals were used in the past 3 years.

Green Products

▲ Hazardous Substance Management Policies and Regulatory Trends

In accordance with international environmental regulations and customer requirements, ADLINK has formulated the Specifications for Green Part Hazardous Substance Management to restrict the use of hazardous substances in product components, packaging, and production consumables, and to ensure the environmental friendliness and safety of its products. At the same time, a rigorous control process has been established, working hand in hand with suppliers to ensure that all relevant parties jointly comply with the management specifications. These steps are aimed at creating a production ecosystem that is friendly both to the environment and to human health, fully demonstrating ADLINK's strong commitment to sustainable development and environmental protection.

-  Restriction of Hazardous Substances Directive (EU RoHS)
-  Registration, Evaluation, Authorisation and Restriction of Chemicals (EU REACH)
-  Waste Electrical and Electronic Equipment Directive (WEEE)
-  EU Packaging and Packaging Waste Directive (EU PPWD)
-  EU Batteries Directive and new regulation
-  The latest list of chemical substances and the maximum concentration limit (%) of the material declaration standard IEC-62474, published by the International Electrotechnical Commission

Meanwhile, ADLINK continues to monitor recent developments and regulatory requirements in Europe and the United States on specific environmental issues, including Per- and Polyfluoroalkyl Substances (PFAS), the U.S. Toxic Substances Control Act (TSCA), and Halogen-Free or Low-Halogen requirements. We have incorporated these trends into our assessments and are working to develop management protocols and countermeasures.

▲ Green Parts Recognition Operation Guidelines

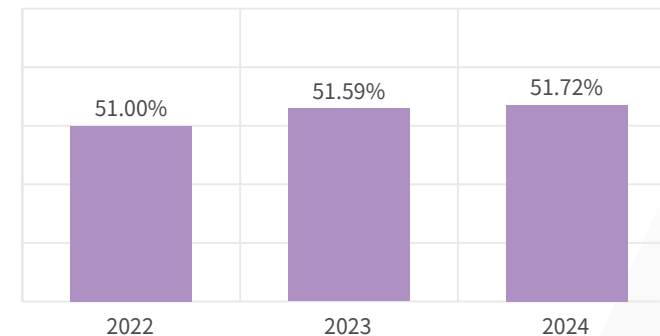
ADLINK's Green Parts Recognition Operation Guidelines focus on improving methods for assessing health and safety impacts. This includes establishing the Green Part Hazardous Substance Management Specification and implementing strict control processes. These measures are intended to ensure that the materials used by the company are free of hazardous substances and comply with international environmental regulations and customer requirements. ADLINK's product materials fully adhere to these assessment methods.

The Working Instructions of the Green Parts Approval Process and the Green Part Hazardous Substance Management Specification require suppliers to upload three types of green technical documents to the Green Product Management System (GPMS), including a Supplier Declaration, a Material Declaration (Full Material Disclosure), and a third-party certified RoHS test report to confirm that all components and packaging materials used in the company's products comply with international environmental regulations and the customers' hazardous substance standards.

ADLINK requires and guides our suppliers to comply with the above regulations. Unfortunately, not all suppliers are able to provide a complete set of the three green technical documents. Statistics from the Environment Compliance Section show that the number of suppliers is capable of providing full material disclosure (FMD) is slowly but steadily increasing. However, collecting all the documents still poses some challenges due to the fact that many components have reached their end-of-life status and are no longer traded or produced. Suppliers or original manufacturers may have ceased updating the documents for these components, making it difficult to collect all the required information. Although the completion rate




of document collection is improved, there is still room for improvement. In addition, since suppliers or agents do not only supply products to ADLINK, when various customers and frontline OEM plants successively require the disclosure policy of FMD, suppliers or agents are more able to understand the demands. We actively communicate with the original manufacturer to obtain the declaration of the material composition of the parts sold. At the same time, ADLINK confirmed there were zero incidents of non-compliance concerning the health and safety impacts of products and services in 2024.

Collection Rate of FMDs for Parts and Components in the Past 3 Years



3.2 Innovative Technologies and Patents

Management of Material Topic "Innovative Technologies and Patents" in 2024

Material Topic		Innovative Technologies and Patents
Impact Assessment	Positive/Actual	Through continuous innovative development and design, strengthen the spirit of innovative research and development and optimize the company's technical design capabilities, so as to meet the needs of customers by providing customized services. In addition, we will continue to deploy patents related to low-carbon or intelligent technologies, creating new business opportunities and enhancing corporate competitiveness.
	Positive/Potential	By reviewing patents that are pending or under development, we ensure that our R&D technologies align with low-carbon or intelligent trends and continuously open up operational opportunities.
	Negative/Potential	In response to low-carbon, high-efficiency, and circular-economy trends, if we do not continuously invest in the deployment of related patent technologies and innovate by launching timely, up-to-date products or services, our corporate competitiveness will decline.
Corresponding GRI Indicators	GRI 416-1 Assessment of the health and safety impacts of product and service categories	
Corresponding SDGs	  	
Policy or Commitments	We commit to continuously leveraging our in-house R&D capacity to strengthen the competitiveness of our product technologies, actively building our patent portfolio, and, in response to sustainability trends, gradually increasing the proportion of development and design dedicated to sustainable products.	
Effectiveness Tracking Mechanism	<p>Product Packaging and Thermal-Optimization Design:</p> <ul style="list-style-type: none"> Conduct an annual review of achievement status and confirm whether implementation details have deviated from target objectives, with tracking methods including: calculating the part number reuse rate of corrugated cardboard and paper cartons used for packaging; counting the number of cases in which air-column or all-paper packaging has been introduced; counting the number of cases in which optimized aluminum-alloy heat-spreaders have been implemented Establish a sustainable-technology and product-innovation R&D plan, and conduct a performance review each year <p>Product Power Consumption:</p> <ul style="list-style-type: none"> Publish product power-consumption guidelines and conduct an annual review of achievement status, testing implementation according to prescribed inspection methods. Tracking methods include: performing an annual spot check—both physical and report-based—of external power adapters for information-technology devices; holding one annual performance review with suppliers; counting the number of cases in which energy-saving power solutions have been introduced 	

Effectiveness Tracking Mechanism

Product Information Security:

- Regular Review and Update: Every six months, evaluate the status of information-security standard implementation and make adjustments in response to emerging threats and changes in regulations; for products that have already obtained certification, conduct an annual compliance check to ensure ongoing conformity with standards
- Incident Tracing and Improvement: Establish a product-information-security incident-tracking mechanism to analyze vulnerabilities and attack cases, then use those findings to revise security standards; collaborate with supply-chain partners to share security-incident information and collectively enhance overall protection capabilities

2024 Annual Actions and Measures

78%
Newly developed standard corrugated cardboard and paper carton reuse rate

100%
Newly developed standard product power consumption reduced from 0.21 W to 0.15 W

9 cases
New product models using air-column packaging to replace EPE

Planned introduction of IEC 62443-4-1 and IEC 62443-4-2

5 cases
New product models introducing thermal-optimization design

9 cases
Number of patent applications filed



55.56%
New models adopting low-power-consumption standards

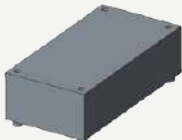


100%
Products meeting required safety-certification standards for sales regions

Innovative Technologies

ADLINK is focused on the development in the electronics and power sectors. We actively seize opportunities available in the low-carbon economy. We have established innovation encouragement, active development and technological optimization at the core of the R&D unit's culture. Advancing energy-saving and carbon-reducing designs is one of ADLINK's important missions. Through internal innovation projects, we evaluate the results, deepen our technical strengths, and provide customers with sustainable and competitive products. In addition, given the rising importance of product information security issues, to ensure we provide customers with secure and reliable products, we will continue to respond to trends by gradually incorporating network information security into the product life cycle process, thereby enhancing product capabilities.

Energy-saving and Carbon-reducing Products/Services

Product/Service Innovation	Product/Service Images	Key Design Focus	2024 Results
Packaging Waste Reduction		Industrial computer products require packaging with cardboard boxes or cartons to prevent damage during transportation. To avoid having to redesign a new cardboard box/carton each time a new industrial computer product is developed, when developing new products, if existing part numbers can be used, it will accelerate inventory turnover rate and reduce the likelihood of material inventory becoming obsolete and scrapped.	Actual part number reuse rate of cardboard boxes/cartons was 78%
Packaging Plastic Reduction		During industrial computer packaging and transportation, internal cushioning material is required to absorb external shocks and vibrations. Expanded Polyethylene Foam (EPE) is commonly used, but it is a petrochemical material with high environmental impact. To reduce environmental impact, we introduce air column cushioning material to replace EPE. Although the air column cushioning material is also made of plastic, it has a smaller volume before inflation. Once inflated, it achieves a similar appearance and volume to EPE. Therefore, with the same final appearance and volume, the air column cushioning material requires less plastic material. If the air column cushioning material is used instead of EPE, the reduction in plastic usage per product will vary depending on the specific designs of the products. The reduction can range from 50% to as much as 90%.	A total of 9 new product models were implemented

Product/Service Innovation	Product/Service Images	Key Design Focus	2024 Results
Energy-Saving & Carbon Reduction		Through the thermal analysis software Flotherm, we optimize the volume of internal aluminum heat-spreader blocks under natural convection conditions to ensure the product meets both cooling and energy-saving requirements. In a single case, volume was reduced by 62%, aluminum weight decreased by 134 g, which corresponds to a reduction of 1.32 kgCO ₂ e (Note 2).	Implemented in 5 new products
Low-Carbon Manufacturing Process		Plan to introduce new optimized heat-spreading design measures: in the manufacturing process of heat-spreading blocks, CNC machining equipment is required. As CNC machining time increases, equipment power consumption also rises. Therefore, by reducing CNC machining time, power usage and carbon emissions will both decrease.	Planned for implementation in 2025
Energy Efficiency		ADLINK voluntarily complies with the EU Code of Conduct on Energy Efficiency of External Power Supplies (Version 5, Phase 2). During the design phase of information technology products, we incorporate energy-saving optimizations. In 2024, we release product principles and test plans, jointly plan and develop with suppliers, and gradually achieve the goal of reducing no-load power consumption of external power adapters. The no-load power consumption of external power adapters was reduced from 0.21 W to 0.15 W, thereby lowering static energy consumption when the device is powered off to achieve energy-saving objectives.	Of 18 new product models announced, 10 models were implemented, achieving a 55.56% implementation rate

Note 1: The total amount of energy savings and carbon reductions for the products/services mentioned above cannot be estimated because it depends on the types and quantities of new product projects, actual sales volumes, or the usage conditions of end users.

Note 2: Carbon emission data is sourced from the [Product Carbon Footprint Information Platform](#). Each kilogram of aluminum ingot generates approximately 9.85 kgCO₂e.

▲ Improving Product Information Security

In view of the increasing prominence of product information security issues and to continue providing customers with secure and reliable products, ADLINK begun planning the implementation of IEC 62443-4-1 and IEC 62443-4-2 certifications in response to the EU Cyber Resilience Act (CRA) in 2024. Going forward, all equipment will be classified according to its criticality, and dedicated information security specifications for critical devices will be established, along with requirements for regular security testing and the acquisition of certification marks.

Product Verification Quality

To ensure that newly developed products meet customer requirements—such as interface functionality (DVI, USB, Network, etc.), data transfer rate, compatibility, and environmental reliability standards (including IEC 60068, IEC 60529, EN 50155, etc.)—ADLINK actively enhances accuracy, efficiency, risk management, and process-orientation in its product verification activities. Through these measures, we improve verification quality, boost testing efficiency, reduce redundant resource consumption, and consolidate meaningful data. Ultimately, this ensures that products can enter mass production on schedule and with assured quality.

▲ Risk Assessment

Before a product enters testing phase (once its specifications are finalized), we conduct a risk analysis of the design—identifying potential weaknesses or new features. By prioritizing and executing comprehensive tests, we aim to discover issues early, reduce repair costs, and ensure the stability of critical functions, thereby raising overall product quality.

▲ Automated Testing

After receiving samples, we perform automated testing on the product's primary functions, allowing R&D engineers to quickly verify whether these designs or modifications affect other functionalities without spending extensive time on manual testing. Since 2021, automated testing has been introduced during the product design validation phase; by 2024, the manpower allocated per project decreased from 14 to 12 personnel, representing a 14.29% reduction, which not only improves testing efficiency but also enhances testing consistency.

▲ e-Management System

We manage laboratory equipment—including the Chamber System, Vibration Test System, Mechanical Shock Test System, Drop Test System, and Highly Accelerated Life Test System—by using a programmatic approach to schedule usage reservations and relevant testing conditions. This reduces costs caused by unclear validation requirements, ensures information is more transparent and complete, and increases efficiency.

Product Safety

To prevent provided products from posing hazards to personal safety, health, or the environment, ADLINK conducts relevant product safety certifications in accordance with the product safety regulations of the sales region as required by customers. Currently, 100% of ADLINK's products meet the product safety standard requirements, ensuring user safety during use. In the product design and development phase, all products are first tested for compliance with the relevant safety certifications such as UL, NRTL, CCC, and CE to ensure that their design meets all legal requirements. The products are then examined and tested by external certification bodies and given product certification numbers. Finally, factories are inspected to ensure compliance with ongoing control measures during the production phase.



Note: Photos of Certified Safety Products

Intellectual Property Rights

ADLINK has always attached great importance to intellectual property rights, and has formulated the "ADLINK Technology Inc. Patent Rights Management Measures" to specifically regulate the acquisition, maintenance and use of patents and trade secrets. Among which, the intellectual property management system has formulated and implemented its own management policies regarding the four different fields of patents, trademarks, trade secrets and copyrights, thereby enhancing ADLINK's market competitiveness and corporate image, safeguarding product quality and customer rights and interests, and avoiding legal violation risks. In addition, the company reports on intellectual property matters to the Board at the end of each year and implements corrective measures based on directors' suggestions.

Intellectual Property Management Policy

Management Approach

Patent Management

- ① ADLINK patent engineers conduct patent searches for new R&D directions or technologies to assist R&D personnel in seeking new design solutions, evaluating patentable objects, and providing patent analyses and suggestions for specific technologies.
- ② The Patent Review Committee is convened so that the internal review committee members can fill in the "Patent Technology Benefit Evaluation Form" one by one according to the patent content, and jointly evaluate whether to apply for a patent, as well as the type and country of the applied patent.
- ③ An external patent firm is entrusted to prepare the submitted documents, and ADLINK patent engineers and inventors jointly proofread or review the patent documents to maintain the document quality. The Legal Office will keep and record the technical disclosure documents and application documents, distribute bonuses according to the reward system, and regularly evaluate the rights protection or elimination of each patent case, in order to enhance ADLINK's competitiveness in the industry.

Management Approach

Trademark Management

ADLINK's trademarks are divided into two categories:

- ① At the company level, the company's top executives propose requirements
- ② The needs are identified for the market according to the product and the Project Manager or marketing personnel shall submit applications

After receiving instructions, the Legal Office will entrust an external firm to perform trademark searches and deployment analysis to find a better portfolio plan. Next, the Legal Office will estimate the cost and negotiate with the unit responsible for using the trademark before filing a trademark application. The Legal Office will preserve and record the application documents, and require that the unit using the trademark should use it in accordance with the approved form of the trademark and retain evidence of use. The Legal Office will regularly evaluate the rights protection or elimination of each trademark in order to safeguard ADLINK's reputation and protect the rights and interests of customers.

Management Approach

Trade Secrets Management

The employees must sign an employment contract before joining the company, which stipulates that the trade secrets of their former employers should not be disclosed or used, and it is clearly stipulated that the confidential information of ADLINK should not be disclosed after employment or resignation. The Legal Office will also hold regular education and training, require employees to abide by the company's rules and regulations, and implement the controls for electronic and paper documents. During the exit interview, the HR unit shall clearly inform the resigned/retired employees of the ownership of intellectual property rights, confidentiality obligations, non-compete restrictions and other relevant legal responsibilities.

Management Approach

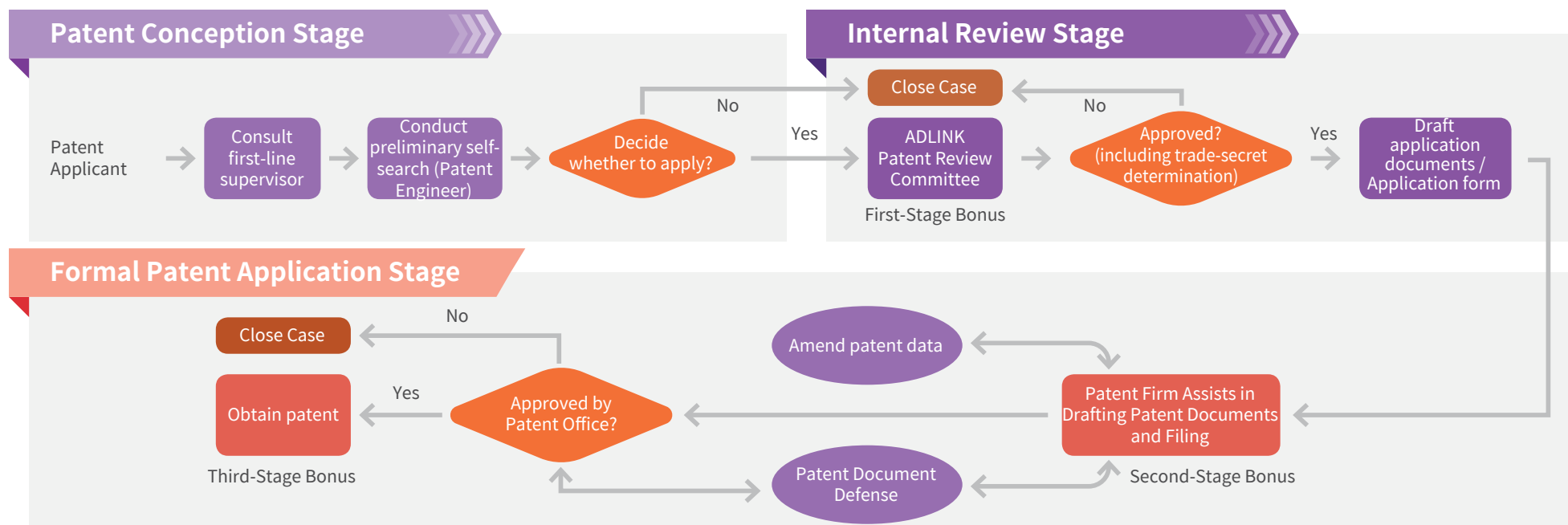
Copyright Management

The Legal Office regularly conducts education and training to enhance employees' awareness of intellectual property rights, and requires employees to never use pirated software. The marketing department regularly signs licensing contracts with stock photo companies to ensure that the images used by ADLINK are from legitimate sources.

ADLINK, leveraging its deep experience in the industrial-computer field and advantage of global locations, provides professional and efficient customized services to help industries advance toward intelligence and low carbon. Its technologies encompass software-hardware integrated motion-control technology to enhance precision-manufacturing performance; AI-vision applications to empower automated production-line inspection and quality control; the SWARM CORE heterogeneous integration management platform and SMR autonomous mobile robots to optimize smart logistics and warehouse operations; next-generation edge-computing platforms to support real-time data processing and decision-making; and an All-in-One 5G private network solution to provide low-latency, high-reliability industrial network infrastructure.

Through innovative technologies and comprehensive solutions, ADLINK helps enterprises improve smart-manufacturing capabilities, accelerate digital transformation, and jointly embrace future industry changes. As of February 5, 2025, 84 trademarks have been approved worldwide, 76 of which have been effectively maintained, while 10 are still pending. Regarding the overall portfolio of patents, the number of patent applications decreased between 2022 and 2024. The main reason is to manage patent costs more effectively. The company has strengthened its internal patent-review mechanism, conducting more rigorous assessments of patent quality and value to ensure applications align with technological development and market demand. Furthermore, the patent strategy is more focused on high-value innovation to enhance the overall competitiveness of the patent portfolio, making resource utilization more efficient and commercially beneficial.

Internal Patent Application Process



Number of Patent Applications Submitted in the Past 3 Years

Region	2022	2023	2024
Taiwan	10	7	4
China	14	14	4
USA/Europe	8	6	1
Total	32	27	9

Types of Patent Applications in the Past 3 Years

Product Classification	2022	2023	2024
Motherboard Design	6	5	0
Expansion Components	14	11	2
System Monitoring	7	5	4
Communication Method	5	6	3

Source: ADLINK Legal Office

Categorized Table of Patents Held

Region	Total Number of Patents Held (Public/Announced)
Taiwan	142
USA	95
China	122
Other Countries	11
Total Number of Patents	371

Source: Global Patent Search System

Date of Query: February 5, 2025

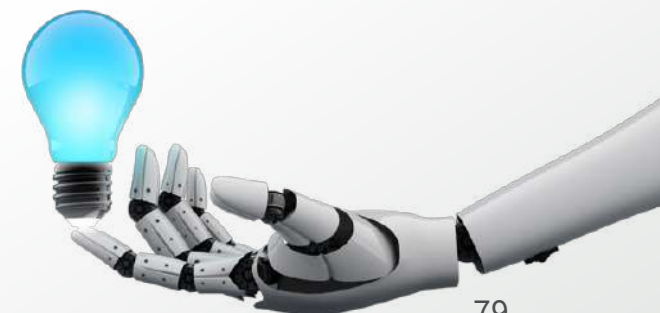
▲ Incentives Plan for Innovation

In order to encourage ADLINK employees to engage in creations and inventions related to their job roles that have industrial or commercial value and meet the application requirements stipulated by domestic and foreign patent laws and regulations, rewards are provided for the application and acquisition of patents. Especially, patents obtained in the US will earn the employee additional bonuses. ADLINK has established the Patent Review Committee which provides opinions on the disclosure documents according to its technical expertise and decides whether the patent application will be submitted, listed as trade secrets, or whether defensive publication shall be issued, in order to protect ADLINK's intellectual property.

Total Amount and the Number of Patent Rewards Awarded in the Past 3 Years

Item	2022	2023	2024
Reward Amount (Unit: NT\$1,000)	391	407	156
Number of Patent Applications	12	6	4
Number of Documents Received	12	15	8
Number of Special Rewards	3	2	1

Note: The bonus amounts are calculated only for the Taoyuan Headquarters.



Product Highlights of the Year

Breakthrough Innovation, Intelligent Efficiency! ADLINK's Industrial Display Solutions Receive Multiple International Honors

ADLINK has been deeply cultivating edge computing and visualization technologies while collaborating with our strategic partner AUO to jointly expand the industrial display market. Leveraging our outstanding innovation and R&D capabilities, we have received several prestigious international awards, including Germany's Embedded World Best-in-Show Award for our ARM-based panel PC, as well as the Taiwan Excellence Award for our industrial-grade mini PC and IP69K fully waterproof stainless-steel panel PC. After undergoing a rigorous selection process that comprehensively evaluated "R&D," "design," "quality," and "marketing" expertise, and met the "Made in Taiwan" standard, these products were ultimately chosen for their combination of innovative value and market competitiveness, fully demonstrating ADLINK's leadership in industrial displays and intelligent edge computing.



Embedded World Best - in - Show – ARM - based Panel PC (SP2 - IMX8)



SP2-IMX8



SP2-IMX8-SBC

The SP2-IMX8 series is a high-performance, flexible ARM-based panel PC equipped with an NXP i.MX 8M Plus processor, offering exceptional computing performance and low-power consumption, and featuring a built-in 2.3 TOPS NPU (Tera Operations Per Second, abbreviated TOPS) ^(Note). It supports entry-level AI computing and is especially well-suited for Automated Optical Inspection (AOI) applications. Its rugged, durable design makes it widely applicable in smart manufacturing, automation control, and Industrial IoT. Leveraging its leading-edge technology, this series won the Best-in-Show award at Embedded World 2024 in Nuremberg, Germany, and was successfully deployed on the wafer inspection line of a semiconductor smart factory, further demonstrating its outstanding application value and market competitiveness.

Note: The NXP processor used by the SP2-IMX8 includes a 2.3 TOPS NPU, capable of performing 2.3 trillion operations per second. Applied to an AOI system, this corresponds to analyzing 2.3 trillion solder joints and components per second, rapidly identifying defects and ensuring production-line quality. Its exceptional AI computing performance and low-power consumption make it particularly suitable for real-time image processing, anomaly prediction, and smart manufacturing applications.

Taiwan Excellence Award – Industrial Mini PC (EMP-100) & IP69K Stainless Steel Panel PC (Titan2)



EMP-100



Titan2

Awarded products include Industrial Mini PC (EMP-100) and Industrial IP69K Stainless Steel Panel PC (Titan2). The EMP-100 features a compact, fanless design with an Intel® Celeron® processor, supports dual Ultra HD displays, and is equipped with multiple I/O ports to ensure high connectivity and long-term system operation. It is especially suited for smart retail, digital signage, and edge computing applications. The Titan2 is built for harsh environments with a fully dust- and waterproof design, featuring an Intel® Core™ processor and offering 15.6- to 23.8-inch high-definition capacitive touchscreens. Its rugged chassis uses a 304 stainless-steel enclosure (optional medical-grade 316) with corrosion and chemical cleaner resistance, ensuring reliable operation in industries with high hygiene standards such as food processing, pharmaceuticals, and chemicals. Out of nearly a thousand competing products, these devices stood out to win the Taiwan Excellence Award—an honor that not only validates the products but also highlights ADLINK's commitment to advancing edge computing and smart manufacturing, delivering efficient and reliable industrial display solutions worldwide.

Energy Monitoring Solution



EdgeGO®



EMU-200

Data interconnectivity has become the key to IoT sustainable development. ADLINK combines its self-developed EdgeGO® remote device management software with the optimized EMU-200 Industrial IoT (IIoT) gateway to drive sustainable development in smart industry and energy management. This solution enhances remote device management and real-time data analytics, supporting enterprises in achieving efficient, secure, and scalable device management within edge-computing environments.

EdgeGO® adds advanced data-analytics tools and cross-platform integration capabilities, supporting multi-cloud architectures and strengthening cybersecurity protection. EMU-200 upgrades communication technologies, supporting more IoT protocols—such as the Open Charge Point Protocol (OCPP) dedicated to charging-station applications—to accelerate customer deployment and suit energy-management scenarios in smart manufacturing, green power generation, and large transportation hubs. In addition, the new edge-AI functions allow enterprises to perform data processing and decision-making in real time on-site, reducing latency and reliance on the cloud.


EMU-200 has extensive wired and wireless communication capabilities and enhances Python programming flexibility, supporting more advanced customization requirements. EdgeGO®'s brand-new dashboard feature supports AI-driven data-visualization analysis, allowing users to monitor device operating status in real time and make optimal decisions at critical moments. In addition, EMU-200 supports an industrial-grade operating range from -40°C to +70°C and introduces an energy-saving mode, further improving the device's energy-efficiency.

In 2024, ADLINK deployed the EMU-200 Industrial IoT (IIoT) gateway in its own factory and introduced facilities such as smart buildings and electric vehicle charging stations to achieve automated data collection and analysis, successfully saving manual meter-reading time, effectively optimizing energy usage, and improving energy-management efficiency. Subsequently, this solution was further promoted at multiple manufacturing sites worldwide; combined with EdgeGO® remote device management software, it achieved fully automated data collection and edge-intelligent analysis, helping enterprises shorten energy consumption monitoring time and improve energy use efficiency. At the same time, ADLINK deepened cooperation with AUO Digitech, launching real-time equipment health diagnosis and predictive maintenance solutions, effectively reducing equipment failure rates and increasing production-operation efficiency.

The all-new combination of EdgeGO® and EMU-200 demonstrates ADLINK's leadership in the sustainable development of IoT technologies. Its intelligent monitoring, efficient energy management, and high scalability help enterprises achieve ESG sustainable-development goals in the edge-computing era, laying a solid foundation for intelligent transformation.

3.3 Customer Service

Management of Material Topic "Customer Relations Management" in 2024

Material Topic		Customer Relations Management
Impact Assessment	Positive/ Actual	Higher customer satisfaction, that is, greater contentment with the company's products or services, helps build strong customer relationships, increase loyalty, encourage word-of-mouth and referrals, and expand the customer base, thereby attracting more potential customers.
	Negative/ Potential	Improper customer relationship management could result in the loss of customers, a potential decrease in long-term revenue, and damage to the company's reputation. Responding to customer complaints requires time and resources for improvement, thereby increasing operating costs.
Corresponding GRI Indicators	Self-defined topics	
Corresponding SDGs		
Policy or Commitments	<p>We strive to provide customers with excellent quality, competitive pricing, and timely service to enhance their competitiveness. We uphold the principle of continuous improvement and engage all employees in education and training to strengthen their quality awareness. In product manufacturing, we focus on execution and maintaining quality assurance. In research and development, we strive for excellence and the enhancement of technical capabilities. In business promotion, we adopt a market-oriented approach to meet customer needs.</p>	
Effectiveness Tracking Mechanism	<ul style="list-style-type: none"> Conduct customer satisfaction surveys once every year 	
2024 Annual Actions and Measures	<p>3.9</p> <p>The customer satisfaction score</p>	

ADLINK leads in edge computing and is a catalyst for advancing the world of AI. We manufacture and develop edge computing hardware and software solutions for embedded, distributed and intelligent computing, with thousands of customers worldwide relying on us as a trusted partner for their mission-critical operations. In the technology-platform supply chain, ADLINK works closely with partners such as Intel, NVIDIA, Arm, NXP Semiconductors, MediaTek, Qualcomm, AMD, and Ampere to support the high-performance computing required for Edge AI; and at the same time, ADLINK collaborates closely with AUO to realize Edge Visualization applications. In addition, we actively participate in the formulation of more than 20 standards and specifications for open-source technologies, robotics, automation, IoT, and 5G, driving innovation across smart manufacturing, network communications, smart healthcare, energy, defense, intelligent transportation, and gaming and entertainment.

Comprehensive customer service is a core value at ADLINK. The company's Global Customer Service Center (GCSC) is a dedicated team serving our customers by managing orders, deliveries, and after-sales service. Its mission is to respond to customer expectations and feedback by addressing issues promptly and accurately. We have established three customer commitments and strive to uphold them to the highest standard. Our goal is to complete tasks proactively before customers even need to ask. This is the service philosophy that guides ADLINK.

ADLINK's Three Major Commitments to Customers

Confirmation of delivery dates for standard product orders will be provided within 1 working day upon receipt

Online "Ask an Expert" quality and technical consulting platform will be provided within 2 working days

Products returned for repair will be serviced and completed within 10 working days of receipt

To fulfill the Company's commitment to product quality, customer service, and overall value, the GCSC conducts a global key-customer satisfaction survey annually. The survey covers overall product quality (performance and reliability), customer service (delivery/after-sales/technical support), price satisfaction, and customers' overall evaluation of ADLINK's performance, with the goal of gaining a comprehensive understanding of how customers perceive ADLINK's all-around support, serving as a basis for continuous improvement. The results of the annual satisfaction survey are compiled by the GCSC and released at a designated time to provide relevant departments with data-driven references for improvement actions; review meetings are convened to consolidate the analyses and actions from team owners, and finally the GCSC integrates the improvement reports and communicates feedback and suggestions to key customers, which has also been studied for adding tracking questions, if necessary, in next survey to better understand customers' responses to the execution of improvements. The latest status of ongoing improvements is provided in the invitation to the next survey. ADLINK expects that the increasingly detailed and comprehensive enhancements will help customers feel truly valued and appreciated. The ultimate goal of ADLINK is to continuously challenge ourselves in pursuit of the highest level of professional and high-quality customer service.

▲ Customer Satisfaction Survey Results

The 2024 customer satisfaction survey results show an overall satisfaction score of 3.9, an increase of 0.1 compared to last year. Although overall satisfaction has slightly improved, there is still room for progress. The company has made significant advancements in product quality, Return Merchandise Authorization (RMA), and delivery, resulting in a comprehensive increase in customer satisfaction. However, satisfaction with pricing remains relatively low and stands out as the primary area for improvement. We have heard our customers' feedback. In addition to having each business unit reexamine and optimize pricing strategies for customer-focused product lines, we will also work with supply chain partners to develop plans to reduce manufacturing and material costs, aiming to address pricing issues at their source and improve customer satisfaction.

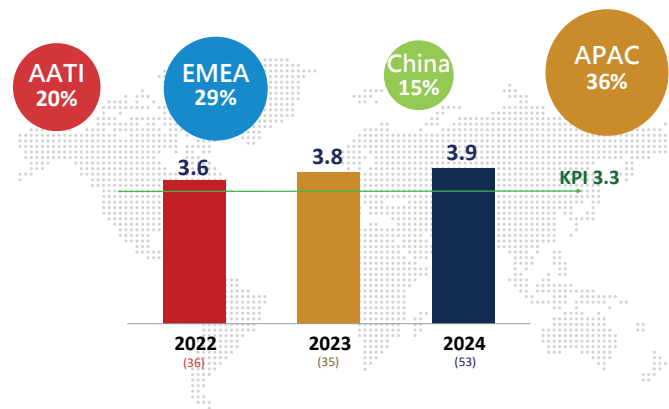
Response measures for low price satisfaction:

- Request each business unit to reexamine and optimize pricing strategies for customer-focused product lines
- Collaborate with supply-chain partners to develop plans to reduce manufacturing and material costs

▲ Global Online AI Customer Service System

In 2024, ADLINK's headquarters, together with the sales and engineering teams from its U.S. branch, fully deployed the AI-driven, 24/7 online customer service platform Intercom on the official website. This chatbot uses machine learning to automatically recognize similar questions from past conversations and crawl the website's knowledge base to deliver the best possible responses, ensuring that customers worldwide receive prompt assistance. This has greatly enhanced the convenience of our website's self-service features.

Key Customer Satisfaction Survey Results from the Past 3 Years



Note 1: The survey targeted customers in the USA, EMEA, and Taiwan (classified under the APAC region) whose business volumes rank among the top ten in each region. For the APAC region, customers from our five overseas offices were selected based on scale (2–5 customers per office). For China, 5–6 customers were selected. A total of 53 customers were surveyed, and all 53 responded (response rate 100%). The pie chart shows the distribution of returned scores by business domain across the four regions in 2024.

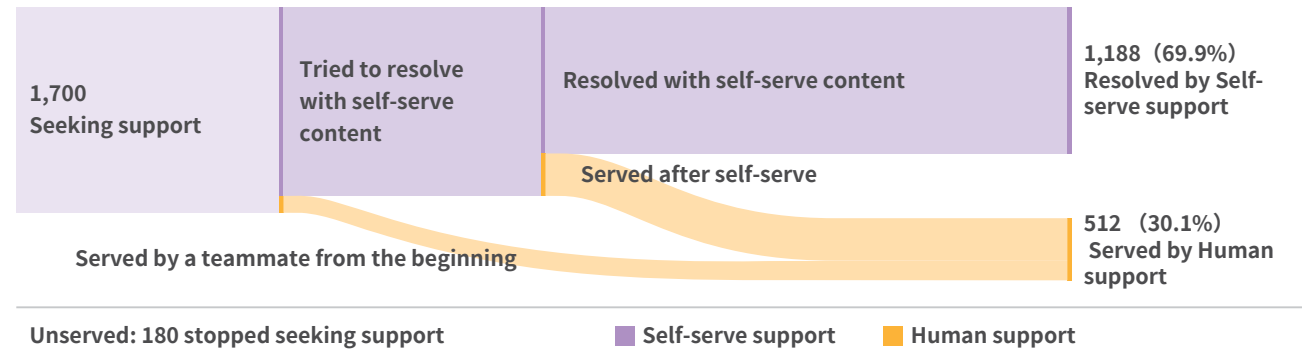
Note 2: The bar chart is the total average score of the recovery score in the past 3 years (the number is the number of surveyed customers)

Note 3: 5 = Very satisfied, 1 = Very dissatisfied

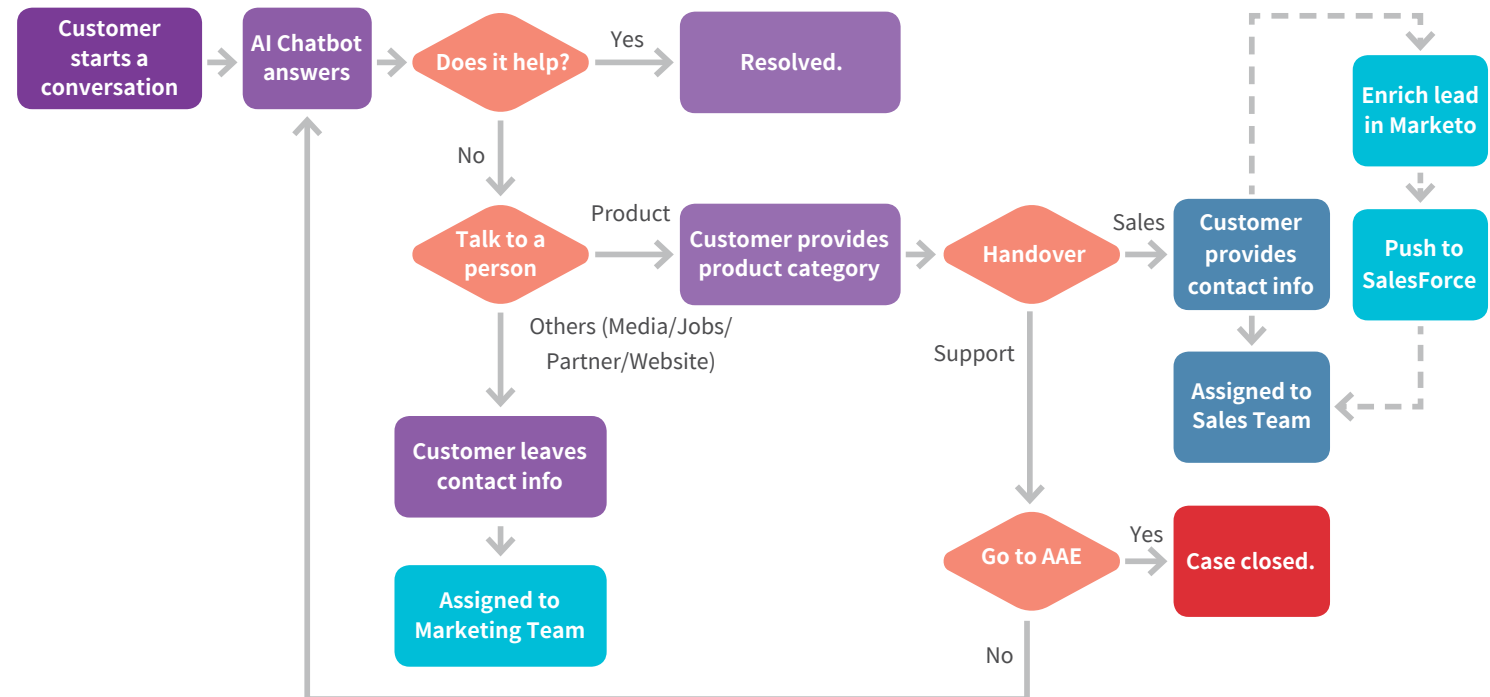
This around-the-clock automated service platform has been instrumental in analyzing customer inquiries and eliminating repetitive tasks. Since its launch, 69.9% of all customer service requests have been handled by the AI bot, significantly reducing the manual workload and allowing live agents to focus on more complex issues. In addition, the system integrates with marketing automation tools to automatically categorize and route cases, ensuring that sales-related inquiries are swiftly directed to the most appropriate sales team for faster resolution.

In the future, ADLINK will continue refining the AI customer service system, further integrate the work-order issuance platform, and improve the accuracy of the bot's responses, so that clients worldwide can enjoy real-time, intelligent technical support in any time zone.

How do your customers get support?



Online Customer Service Process



The background features a vibrant green color palette with various geometric patterns. On the left, there is a cluster of small, dark green triangles arranged in a larger triangular formation, set against a field of fine, light green dots. To the right, there are larger, semi-transparent geometric shapes, including triangles and a large curved form, some filled with a pattern of larger dots. The overall design is modern and abstract.

4 Environmental Care

- 4.1 Climate Change Response Measures
- 4.2 Energy Conservation and Carbon Reduction
- 4.3 Waste Management
- 4.4 Green Circular Economy

Approaches to Environmental Management

The world will face severe challenges related to environmental impacts. How companies respond to climate change, manage energy and resource use, and conduct impact assessments, risk management and strategy implementation on environment-related issues will be more crucial in the future. In response to global environmental protection principles and the impact of climate change, ADLINK upholds compliance with international protection laws and provides necessary support to implement environmental, health and safety (EHS) operational procedures. We are committed to the continuous improvement of the following policies:

- Disaster and Pollution Prevention—In response to climate change, establish a Task Force on Climate-Related Financial Disclosures (TCFD) as part of its risk assessment, identifying physical risks, transition risks, and transition opportunities.
- Identify, assess, quantify, and reduce climate change-related environmental impact activities, and manage these activities effectively to further lower climate-related risks and meet the common goals promoted by governments, customers, and the industry supply chain. Accordingly, ADLINK, based on its sustainable management philosophy and corporate social responsibility obligations, is actively committed to greenhouse gas emission inventory and control to mitigate global warming, aiming to achieve energy savings and maintain the sustainable development of the global ecological environment.



ADLINK's Climate change policy:

- Mitigate the impacts of climate change
- Effectively reduce energy resource waste
- Support carbon emission reduction activities
- Move towards net zero emissions

- In terms of environmental management, we continuously follow the ISO 14001 environmental management system standard—from senior management structure, policies, objectives and targets, and programs, to the implementation of target tracking and continuous improvement. Additionally, through the formulation of environmental policies, we implement measures including energy and resource conservation; establishing resource regeneration; using low-pollution and environmentally compliant materials; complying with environmental regulations and responding to stakeholder requirements; and investing in circular economy applications to reduce environmental impact.



For more detailed information on our company's environmental, safety and hygiene management policies, please visit our [Official website](#).

4.1 Climate Change Response Measures

Due to the frequent disasters caused by climate change in recent years and customers' concerns about its impact on company operations, ADLINK, in order to respond to climate disasters in advance and prevent related financial losses, has introduced the climate-related financial disclosure recommendations formulated by the Task Force on Climate-Related Financial Disclosures (TCFD) in accordance with the disclosure items in Appendix 2 'Climate-Related Information of TWSE/TPEX Listed Companies' of Article 4-1 under the Taiwan Stock Exchange Corporation's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies". The company discloses its response policies and preventive actions when facing climate-related risks, as well as the financial impacts caused by such risks. The company is also expected to strengthen its risk mitigation mechanisms and strategic planning for physical risks after proper climate adaptation and disaster recovery, and to identify operational opportunities in adapting to irreversible climate change.

Climate Action Milestones



Four Core Elements of TCFD

Core Criteria of Climate Related Financial Disclosures

Core Elements	Action Plans
Governance	<ul style="list-style-type: none"> ● Board of Directors: Overseeing the company's GHG inventory and verifying that scheduling complies with government regulations ● Risk Committee: Coordinating relevant departments within the company to jointly review internal and external risks facing the company, including climate change risks, and to develop risk mitigation strategies for significant company-wide risk issues ● ESG Sustainability Committee: Responsible for systems and policies related to sustainable development, overseeing the company's sustainable development and planning, and regularly monitoring and evaluating the progress and effectiveness of sustainable development implementation
Strategy	<ul style="list-style-type: none"> ● Include the potential impacts of climate change in overall operational considerations, assess the likelihood of occurrence and degree of impact of risks, and formulate risk response plans and mitigation measures ● Identify and analyze physical and transformational risks and opportunities in accordance with regulations, scenario analyses, and strategies ● Manage the company according to the principles of mitigation and adaptation and set short-, medium-, and long-term goals and initiate measures to adapt to climate change

Risk Management

In order to identify and assess significant climate-related impacts or risks, the Risk Management Team initiates an identification process across departments and conducts analyses. After understanding the specific potential financial impacts, the findings are reported to the Risk Management Committee for risk assessment. This serves as the basis for policy development and goal setting. Regular reports are provided to the Board of Directors in order to establish a robust climate management process. The procedure above complies with the company's risk management system, including the steps of identification, analysis, assessment, response, supervision, and review. Please refer to the "Climate-related Risk Identification and Assessment Process Flowchart".

Climate-related Risk Identification and Assessment Process Flowchart



Core Elements	Action Plans
Indicators and Goals	<p>To mitigate the risks and impacts of climate change and achieve carbon reduction and energy efficiency goals, we employ indicator-based management to address climate-related risks and opportunities:</p> <ul style="list-style-type: none"> ● Net zero carbon emissions: Reduce carbon emissions by 5% by 2024, 24% by 2030, and achieve net zero by 2050 in line with the company's carbon reduction roadmap ● Group-wide greenhouse gas inventory plan: conduct inventory at China production sites and Asia-Pacific offices in 2025; at Germany and North America production sites in 2027; complete internal group inventory in 2028; and achieve group verification in 2029.

Financial Impacts of Climate-Related Risks and Opportunities

ADLINK conducts risk assessments for climate-related risks and opportunities. The impacts are analyzed and ranked based on their severity and probability. Severity is categorized into three levels: low, medium, and high, while the probability is categorized into three levels: unlikely, possible, and highly likely. Through this analysis, medium to high-risk projects are identified. Subsequently, appropriate response measures are developed to enhance ADLINK's resilience in addressing climate change risks and opportunities.

Climate Related Risks and Opportunities Matrix

Severity of impact	Probability		
	Unlikely	Possible	Highly likely
	High		
	Medium		
Low	Possible		
	Highly likely		
	<p>■ Drought</p>	<p>■ Increased severity of extreme weather events, such as typhoons and heavy rain</p>	<p>● Domestic and overseas initiatives</p>
		<p>■ Climate change causes increase in demand for energy resources ▲ Development of low-carbon/energy-efficient and smart monitoring products/services ▲ Trends in domestic and overseas markets/regulation</p>	<p>● Climate Change Response Act ● Trends in domestic and overseas markets/regulation ▲ Innovations in product packaging materials</p>
			<p>● Increase in energy expenses</p>

Note: ● Transition Risk, ■ Physical Risk, ▲ Opportunity

After examining the risks, the company analyzed the financial impact of climate change and identified annual adaptation measures. The disclosure of "Financial Impacts of Climate-Related Risks and Opportunities" is as follows:

Financial Impacts of Climate-Related Risks and Opportunities

Type	Risk and Opportunity items	Duration of Impact	Financial Impact	Adaptation Response and Actions
Transition Risk				
Policy and Legal Risks	Climate Change Response Act	Mid-term	<ul style="list-style-type: none"> ● Increase in operating costs ● Increase in capital expenditures 	<ul style="list-style-type: none"> ● Introduce a carbon management platform to regularly track changes in carbon emissions and formulate short-, medium-, and long-term performance targets to promote net-zero emissions; Carbon management platform annual maintenance cost: NT\$100,000 ● Increase the share of renewable energy use; Install solar panels; annual solar electricity expense: approximately NT\$1,900,000, obtaining 465 green energy certificates ● Implement smart building energy monitoring system; implementation cost: approximately NT\$600,000, to monitor and analyze energy consumption ● Develop a sustainable operation plan and backup strategy; evaluate feasibility of introducing related backup equipment
	Increase in energy expenses	Short-term	<ul style="list-style-type: none"> ● Increase in capital expenditures 	<ul style="list-style-type: none"> ● Promote internal energy saving and carbon reduction by implementing measures such as electricity and water conservation; if no electricity and water conservation measures are implemented in the short term, it is estimated that the cost of water and electricity will increase by approximately NT\$3.6 million ^(Note 3) ● Gradually replace energy-inefficient equipment; In 2024, replace some chilled-water units; expenditure: NT\$8,600,000; estimated annual electricity savings: approximately 200,000 kWh ● Plan to implement ISO 50001; implementation and certification cost: approximately NT\$500,000; conduct operational management of major energy-consuming equipment to improve energy performance ● Assess feasibility of introducing energy storage equipment to strengthen operational resilience

Type	Risk and Opportunity items	Duration of Impact	Financial Impact	Adaptation Response and Actions
Markets	Trends in domestic and overseas markets/regulation	Mid-term	<ul style="list-style-type: none"> ● Decrease in revenue ● Increase in operating costs 	<ul style="list-style-type: none"> ● Establish an Eco Design Rule to set carbon-output targets over the product life cycle ● Evaluate the introduction of the ISO 14067 certification to measure the carbon footprint of products and further assess the feasibility of reducing carbon emissions in manufacturing processes
Goodwill	Domestic and overseas initiatives	Mid-term	<ul style="list-style-type: none"> ● Increase in operating costs ● Damage to reputation and image 	<ul style="list-style-type: none"> ● Participate in international initiatives evaluations, such as CDP ● Establish relevant committees in line with topics from international initiatives to formulate net-zero target strategies and net-zero carbon reduction roadmaps ● Formulate relevant strategies and objectives to respond to the development of trends, as promoted by the company's functional committees

Physical Risk

Scenario Simulations	With reference to the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) future projection model, the future changes in average temperature and precipitation where the company is affected by physical natural disasters are estimated as follows:				
	Physical Natural Disasters	Emissions Scenario	2021 Observations	Mid Century	End of the Century
	High Temperature (Celsius/year)	SSP1-2.6 Low emissions scenario	22.9	24.0	23.5
		SSP5-8.5 Extremely high emissions scenario		24.5	28.1
	Precipitation (mm/day)	SSP1-2.6 Low emissions scenario	4.1	3.5	5.3
		SSP5-8.5 Extremely high emissions scenario		6.1	7.3

Type	Risk and Opportunity items	Duration of Impact	Financial Impact	Adaptation Response and Actions
Immediate	<ul style="list-style-type: none"> Increased severity of extreme weather events, such as typhoons and heavy rain Drought 	Short-term	<ul style="list-style-type: none"> Increase in capital expenditures Increase in operating costs Decrease in revenue 	<ul style="list-style-type: none"> Introduce smart factories to reduce the impact of plant shutdowns due to natural disasters; a one-day shutdown due to a natural disaster reduces daily revenues by approximately NT\$18.264 million ^(Note 3) Evaluate the feasibility of introducing backup equipment to enhance business continuity and resilience Evaluate upward adjustments to insurance coverage to address the potential risks of financial loss
Long-term	Climate change causes increase in demand for energy resources	Long-term	<ul style="list-style-type: none"> Decrease in revenue Asset Losses Increase in operating costs 	<ul style="list-style-type: none"> Formulate a business continuity plan, including disaster prevention mechanisms and notification procedures, and establish a crisis response team Evaluate the introduction of disaster prevention and backup equipment to avoid operational disruptions

Opportunities

Resource Utilization Efficiency	Innovations in product packaging materials	Short-term	<ul style="list-style-type: none"> Increase in operating costs Increase in revenue 	<ul style="list-style-type: none"> Strengthen the use of eco-friendly packaging materials and recycling design applications, including in the short term increasing the reuse rate of product packaging cardboard boxes/cartons and reducing plastic packaging or adopting all-paper packaging for nine new product models
Products and Services	<ul style="list-style-type: none"> Research and development of low-carbon/energy-efficient and smart monitoring products/services Trends in domestic and overseas markets/regulation 	Mid-term	<ul style="list-style-type: none"> Increase in revenue Enhancement of reputation and image 	<ul style="list-style-type: none"> Understand market trends and the needs of strategic partners and create a low-carbon and smart industry

Note 1: Adaptation responses and measures are analyzed based on their short-term financial impacts. The medium- and long-term financial impacts will be included in the analysis on a rolling basis in the future.


Note 2: Impact timelines are defined as follows: short-term refers to within the next three years; mid-term is between three and six years; and long-term is beyond six years.

Note 3: Electricity is charged at NT\$4 per unit and water at NT\$13 per unit.

Note 4: All calculations are based on standalone 2024 revenue.

GHG Inventory

Management of Material Topic "GHG Inventory" in 2024

Material Topic		GHG Inventory	
Impact Assessment	Positive/ Actual	Beyond complying with regulatory requirements, conducting a GHG inventory also helps identify high energy-consuming areas, thereby driving energy-saving measures and establishing a more comprehensive data management and decision-making framework. In addition, publicly disclosing results verified or assured by a third party ensures the accuracy and transparency of carbon information, enhancing the company's reputation and competitiveness. Through a GHG inventory, the company can further invest in and develop carbon-reduction technologies, leading peers to follow suit and collectively support global sustainability.	
	Negative/ Actual	The company's electricity consumption during operations (Scope 2), energy use and process emissions during product manufacturing (Scope 1), and employees' business-related travel and other indirect activities (Scope 3) may all lead to greenhouse gas emissions in their respective scopes.	
	Negative/ Potential	Failure to effectively reduce carbon emissions—if future government or international markets lower the threshold for carbon fees/taxes, the company may incur carbon levies or taxes and could become unable to export. The energy-saving and emission-reduction measures implemented following the inventory require substantial investment with a long payback period, compressing profits in the short term.	
Corresponding GRI Indicators	GRI 305-1 Direct (Scope 1) GHG emissions GRI 305-2 Energy indirect (Scope 2) GHG emissions		GRI 305-3 Other indirect (Scope 3) GHG emissions GRI 305-4 GHG emissions intensity
Corresponding SDGs			
Policy or Commitments	<p>① Environmental sustainability planning—Realizing net zero emissions through carbon management: Implement a corporate GHG inventory and net-zero pathway strategy to assist in managing carbon risks, seizing energy-efficiency opportunities, and promoting green products and supply-chain development.</p> <p>② Climate change policy:</p> <ul style="list-style-type: none"> ● Mitigate the impacts of climate change ● Effectively reduce energy resource waste ● Support carbon emission reduction activities ● Move towards net zero emissions 		

Effectiveness Tracking Mechanism

- Conduct management solutions combined with the environmental safety and health system. Track the implementation of various targets every quarter
- Internal inventory data audits
- Annual GHG inventory data verified by an impartial third party
- Feedback and complaints: Stakeholder feedback can be provided through the company's official website or the ESG mailbox for addressing any concerns or feedback
- Regularly report carbon emissions on CDP, EcoVadis, and relevant customer platforms

2024 Annual Actions and Measures

303.6875 tonnes CO₂e
Carbon emissions reduced

465,000 kWh
Solar power generation

Saved approximately 200,000 kWh of electricity
Replacement of production-site chiller

Saved approximately 206,600 kWh of electricity
Energy-saving measures for manufacturing peripheral equipment

Establish smart-building analysis for production-site electricity use and develop improvement plans

Climate change is a global concern; the greenhouse effect leads to global warming, and its impacts are increasingly significant. Taiwan, in accordance with the principles of the United Nations Framework Convention on Climate Change (UNFCCC), supports global decarbonization efforts and, in March 2022, issued the “Taiwan 2050 Net Zero Emissions Pathway and Strategy.” This initiative launched planning and technical assessments for net-zero pathways, strengthened social communication, and expanded public participation. As a result, promoting corporate greenhouse gas inventories helps manage carbon risks, improve energy-saving opportunities, and foster the development of green products and supply chains. In addition, our company plans to implement ISO 50001 (Energy Management System) and ISO 14067 (Carbon Footprint of Products) in 2025 and 2026, respectively, committing resources to their rollout and research to enhance climate change adaptation and resilience.

Meanwhile, in recent years, our government has gradually increased energy costs. To mitigate operational impacts, ADLINK has analyzed high-energy-consuming facilities and equipment, identified suitable alternatives, and implemented replacement measures. According to our net-zero roadmap, we will improve facility and equipment efficiency, utilize renewable energy, and purchase carbon credits, all while executing corresponding short-, medium-, and long-term plans through phased implementation, dedicated resource allocation, periodic tracking, and continuous improvement, with the goal of achieving net-zero by 2050.

Short-, Medium-, and Long-term Carbon Reduction Targets

Emissions Reduction Goal	2023 (Base Year)	2024 Implementation Status	2024 as Compared to 2023	Targets in 2030	Targets in 2050
Ratio of Renewable Energy Use	0%	4.61%	▲ 4.61%	6%	79%
Total GHG Emissions (Metric tons CO ₂ e)	5,761.714	5,468.982	▼ 5.08%	▼ 24%	▼ 100%

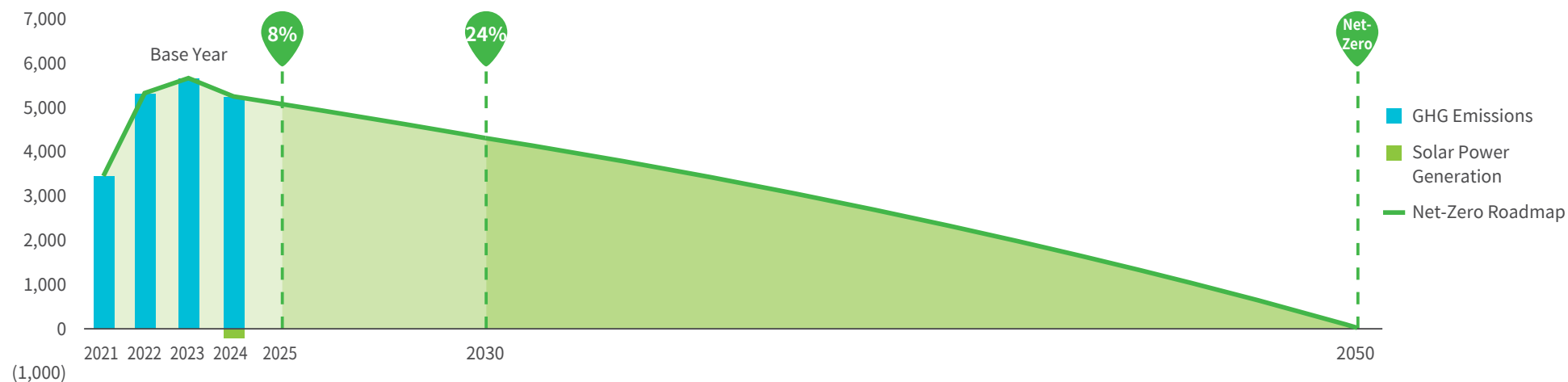
Note 1: The original base year was 2022. However, after carbon emissions in 2023 exceeded the 2022 significance threshold of 3%, 2023 was set as the new base year.

Note 2: The total greenhouse gas emissions used to calculate the reduction targets include Scope 1 and Scope 2.

Note 3: The ratio of renewable energy use in this table was calculated by considering the company's total carbon emissions and dividing the current year's electricity generated from renewable sources by the total amount of electricity used.

Note 4: The 2024 carbon reduction plan aligns with the net-zero roadmap targets; the previous report's total greenhouse gas emissions encompassed the sum of Scope 1, Scope 2, and Scope 3, whereas this report has been adjusted to match the scopes defined in the net-zero roadmap.

Net-Zero Roadmap



Note: This net-zero roadmap accounts for carbon emissions from Scope 1 and Scope 2 only.

ADLINK actively supports efforts to control GHG emissions. The "Greenhouse Gas Inventory Team", together with the "Occupational Health and Safety Committee", serves as a cross-department platform for implementation and integration of GHG policy. Current efforts are focused on the collection of GHG emission data to formulate emission reduction plans and provide a baseline for the overall program.

The company relies on electricity as its primary power source. In July 2021, the company relocated to the Hwa Ya Plant, which resulted in an increase in total greenhouse gas emissions due to the greater use of electricity-consuming equipment. Energy intensity is calculated as the ratio of electricity consumption to production output. It has now dropped to its lowest level in the past three years, and the company continues to invest in developing products with low energy intensity.

Greenhouse Gas Emissions in the Past 3 Years

Type		Inventory Item Descriptions	Reduction of GHG Emissions(metric tons CO ₂ e)		
			2022	2023	2024
Scope 1 (Direct)	Dissipation of refrigerants	Fugitive emission sources: Septic tank, air conditioning, equipment refrigerants, refrigerators, domestic sewage, and fire-fighting facilities	555.0568	602.3881	608.6307
	Goods transportation	Gasoline used in factory goods transportation	86.5975	77.4348	82.1474
	Total Emissions (metric tons CO ₂ e)		641.654	679.823	690.778
Scope 2 (Indirect Energy)	Externally purchased electricity	The total amount of externally purchased electricity used for the company's operations and production	4,780.2360	5,081.8915	4,778.2040
	Total Emissions (metric tons CO ₂ e)		4,780.2360	5,081.892	4,778.204
Scope 3 (Other Indirect)	Waste disposal	Greenhouse gas emissions of waste disposal	84.2720	55.8541	47.0059
	Business trips (Not included in the disclosure scope of the greenhouse gas inventory report)	Greenhouse gas emissions of employees on business trips abroad through the business travel system	136.31	404.59	188.76
	Purchased Goods and Services (Added in 2022)	Upstream GHG Emissions from Purchased Electricity	828.3238	1,000.9474	980.8423
		Upstream GHG Emissions from Purchased Water	9.5248	7.9744	9.2917
	Total Emissions (metric tons CO ₂ e)		1,058.431	1,469.366	1,225.9000
Total Annual Emissions (metric tons CO ₂ e)			6,480.321	7,231.080	6,694.882
Turnover (NT\$ thousand)			7,997,996	7,847,211	6,666,370
GHG Emissions Intensity	Scope 1 + Scope 2	(metric tons CO ₂ e/NT\$ thousand)	0.000678	0.000734	0.000820
Energy Intensity	Production Line Energy Intensity	(MJ/pcs)	36.52301	42.16590	28.77559

Note 1: The greenhouse gas emissions in the table only cover the ADLINK headquarters building and Hwa Ya Plant. The turnover data is based on individual financial reports.

Note 2: The method used to calculate the amount of greenhouse gases is the operational control approach.

Note 3: The Global Warming Potential (GWP) ratios are sourced from the IPCC Sixth Assessment Report (AR6) on Climate Change. The refrigerant loss factor ratio is sourced from the IPCC Fourth Assessment Report (AR4) on Climate Change. The emission factors for leaked refrigerants are as follows: 0.003 for domestic refrigerators and freezers, 0.09 for water chillers, 0.03 for residential and commercial air conditioning, and 0.16 for industrial refrigerators and freezers (including food processing and refrigeration). The units are all in kg/kg.

Note 4: The emission factors for Scope 2 electricity were 0.509 kgCO₂e/kWh in 2022 (adopted in 2021), 0.494 kgCO₂e/kWh in 2023 (adopted in 2023), and 0.474 kgCO₂e/kWh in 2024.

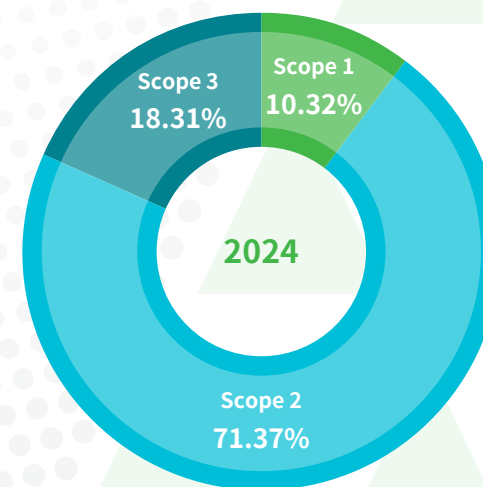
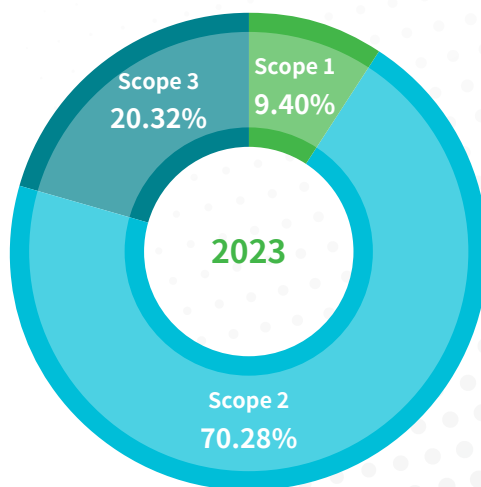
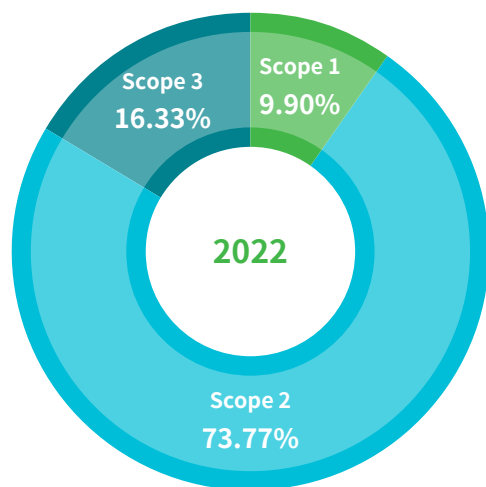
Note 5: The calculation of Scope 1 includes the following seven categories of GHGs: carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorinated compounds, sulfur hexafluoride, and trifluorides. As the reporting boundary does not include biomass fuels, there are no carbon emissions from biogenic sources.

Note 6: In 2023, carbon emissions from the transportation and recycling of waste (tin and food waste) were added to the calculation.

Note 7: The GHG emission values in this table are sourced from the GHG Inventory Report and are displayed to four decimal places; after summation within each category, they are displayed to three decimal places to ensure data consistency. Therefore, the decimal places of the figures in this table have been restated accordingly.

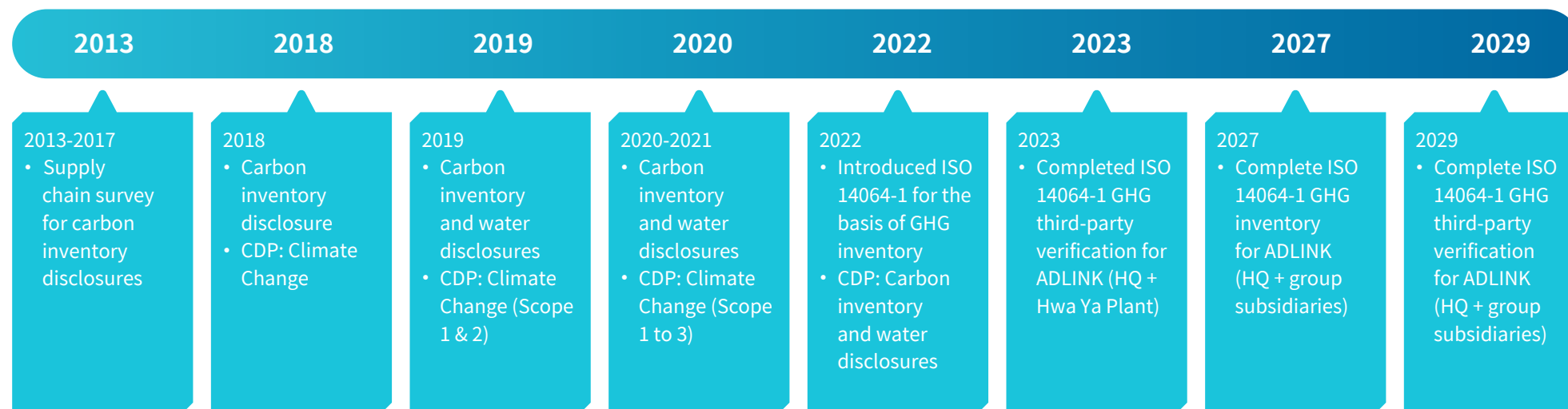
Note 8: Baseline Year Setting: The company conducted its first GHG inventory in 2022 according to the new ISO 14064-1:2018 and originally set 2022 as the baseline year. Due to a structural change in the organizational boundary in 2023 (expansion of the line at 3F, No. 68, Huaya 1st Road) exceeding the 3% significance threshold, the baseline year needed to be adjusted. Through a resolution of the “GHG Inventory Implementation Committee,” the company’s baseline year was revised to 2023. (This is consistent with the 2024 Inventory Report.)

GHG Emissions Proportion by Scope in the Past 3 Years



ADLINK proactively completed the greenhouse gas emissions inventory and verification in accordance with ISO 14064-1 standard for 2022, ahead of the requirement from the Financial Supervisory Commission. Through the implementation of an effective management systems, ADLINK manages climate change, greenhouse gas, and environmental impact-related issues. The greenhouse gas emissions inventory provides information to government agencies, customers, employees, suppliers, and other stakeholders involved in ADLINK's efforts in greenhouse gas emissions management. ADLINK takes into account the relevant opinions and feedback of stakeholders and ensures the conformity of the organizational emissions inventory calculation process and results with verification criteria through third-party verification. The company aims to formulate mitigation measures within the greenhouse gas inventory to save energy and reduce the impact of climate change, help prevent or slow the worsening effects of global warming, and thus maintain the sustainable development of the global ecological environment. Additionally, in 2024, smart building monitoring was implemented for major emission sources to track energy consumption, analyze significant energy uses, and propose improvement measures. Furthermore, ADLINK also responds to the needs and expectations of stakeholders. Since 2013, the company has been disclosing carbon emissions and water resources related to climate change through the Carbon Disclosure Project (CDP).

GHG Inventory Disclosure History



4.2 Energy Conservation and Carbon Reduction

In order to achieve the commitment to sustainable development, ADLINK has begun with activities such as energy and water resources management, product design, and resource reuse, striving to reduce the impact on the overall environment. Through the participation and commitment of all employees, the company aims to achieve the goals of environmental protection and corporate sustainable development.

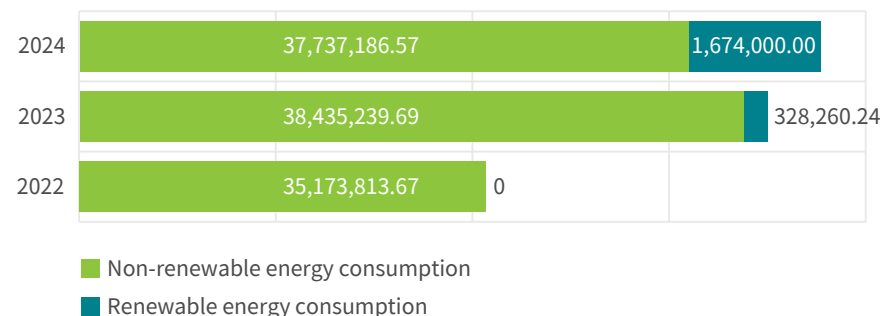
Energy Management

In terms of corporate energy consumption, it can generally be divided into internal and external energy consumption. ADLINK uses electricity as its primary source of power during production and business operations. Therefore, improving energy efficiency and the proportion of renewable energy is ADLINK's energy management policy.

According to statistics, the company's total energy consumption in 2024 was 39,411,186.57 MJ, an increase of 1.67% compared to 2023. However, analysis shows that non-renewable energy consumption decreased by 1.82 %, indicating that the energy-saving measures implemented by the company have achieved initial success. In 2024, the share of renewable energy in total energy consumption rose to 4.25%, representing a significant increase compared to 2023. Overall, although total energy consumption increased, the proportion of renewable energy usage grew remarkably, reflecting the company's progress in energy conservation, carbon reduction, and energy management.

Total Energy Consumption in the Past 3 Years

(Unit: Megajoules; 1 kWh = 3.6 MJ)



Note: The Group's headquarters relocated to Taoyuan Hwa Ya in 2022, and in 2023, production area expanded from 6,407 pings to 12,931 pings-approximately doubling-due to the automotive and AIoT product strategy. In addition, the introduction of automated production lines and related equipment in 2023 caused a significant rise in non-renewable energy consumption for that year.

Energy Consumption within the Organization in the Past 3 Years

(Unit: Megajoules; 1 kWh = 3.6 MJ)

Energy Type		2022	2023	2024
Non-renewable Energy	Externally purchased electricity	33,809,133.67	37,034,026.83	36,290,156.61
	Diesel	15,750.00	33,395.50	10,093.37
	Natural gas	1,348,930.00	1,367,817.36	1,436,936.59
Renewable Energy	Photovoltaics	-	328,260.24	1,674,000.00
Total Energy Consumption		35,173,813.67	38,763,499.93	39,411,186.57
Turnover (NT\$ thousand)		7,997,996	7,847,211	6,666,370.00
Energy Intensity (MJ/NT\$ thousand)		4.40	4.94	5.91
Annual Rate of Change of Energy Intensity		21.55%	12.27%	19.64%

Note 1: The source of the energy conversion factors is the Ministry of Environment's announcement of the Greenhouse Gas Emission Coefficient Management Table Version 6.0.4.

Note 2: The energy usage data in the table only includes ADLINK's headquarters building and the Hwa Ya Plant. The revenue data is based on individual financial reports.

Note 3: Electricity generation from photovoltaics officially began in the fourth quarter of 2023.

Note 4: In 2023 and 2024, only electricity from photovoltaics was sold.

Note 5: The coefficient for converting natural gas into joules is 9,000 and 8,400 for diesel (both in kcal/m³); 1 kcal = 4.186 kilojoules.

Note 6: The total energy consumption figure for 2023 in the previous report included the photovoltaic electricity sold. Since this item is not counted in the total energy consumption for 2024, the 2023 data in this report has been updated.

▲ Energy-saving and Carbon Reduction Action Plans

To improve energy efficiency and reduce greenhouse gas emissions, ADLINK continues to implement energy-saving and carbon-reduction measures, including: Assigning designated personnel to turn off unused power and air conditioners during lunch breaks and after working hours. Setting indoor air-conditioning temperatures no lower than 25°C , supplemented by energy-saving fans to enhance air circulation. Replacing all factory-area lighting with LED fixtures to improve illumination efficiency. Phasing out high-energy-consumption office equipment and prioritizing the procurement of energy-efficient products. Meanwhile, by optimizing electricity management in both production and office environments, the company consistently enforces equipment power-saving strategies. From late 2023 through 2024, ADLINK has successively introduced renewable energy, replaced high-consumption equipment, and deployed smart building systems. The relevant data are as follows:

Use of Renewable Energy

To proactively reduce carbon emissions and meet long-term electricity needs, ADLINK started installing its own solar power plant in 2022. By adopting a self-use, self-generation model, the company aims to enhance carbon reduction effectiveness. The company's solar power plant construction schedule was as follows:



The capacity of the solar power plant is 536.35 kilowatt peaks (kWp). It is estimated to generate over 500,000 kWh of electricity and reduce 250 tons of carbon dioxide emissions per year. The statistical data is as follows:

Solar Power Generation	2022	2023	2024
Solar Power Generated (kWh)	-	91,183	465,000
Reduction Scope	-	Scope 2	Scope 2
Annual Reduction in Externally Purchased Energy Consumption (megajoules)	-	328,259	1,674,000
Annual Reductions in Carbon Emissions (metric tons CO ₂ e)	-	45.04	220.41
Feed-In Tariff (megajoules)	-	1,152	11,376

Note 1: Because solar irradiance in 2024 was 7% lower than in 2023, power generation was negatively affected.

Note 2: Solar installations were completed in Q4 2023 and have been counted from that point onward.

Note 3: Revenues from surplus electricity sold back to the grid are not included in the calculations.



Solar photovoltaic power plant installed on the roof of headquarters

Replace the Chiller

Replaced with a magnetic-levitation centrifugal chiller to improve overall equipment energy efficiency and achieve more effective energy management. Its high-efficiency variable-frequency control can adjust power output according to load demand, further enhancing energy use efficiency. With an extremely low inrush current, it effectively reduces the impact on the power grid and improves the stability of electricity management. The upgrade was completed in Q3 2024; the statistical data are presented below:

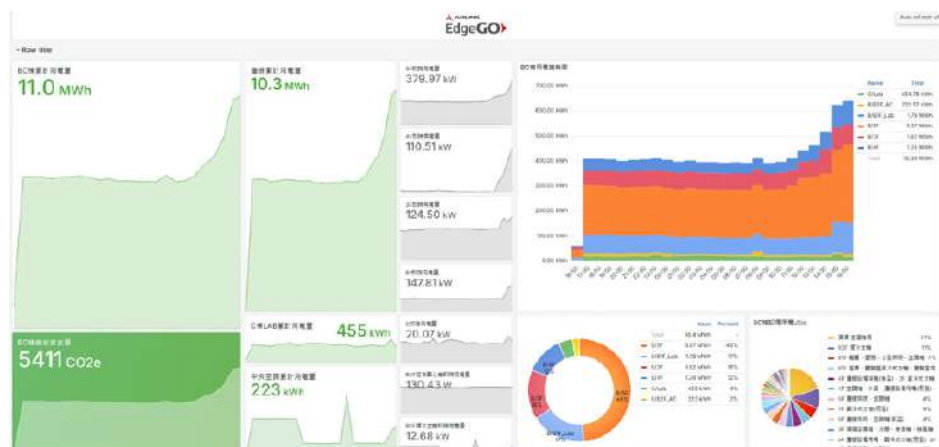
Energy Conservation Plan	Reduction Scope	2024		
		Electricity Savings (kWh)	Reduction of Energy Consumption (megajoules)	Annual Reductions in Carbon Emissions (metric tons CO ₂ e)
Chiller Replacement	Scope 2	199,384	717,782.40	94.50

Note: Electricity consumption in Q3 and Q4 compared to the 2023 baseline

Building a Smart Building

In 2024, we began constructing a smart building by integrating our EMU-200 series products with EdgeGO® to establish a comprehensive power and energy monitoring system. This system accurately tracks electricity consumption on each floor of Building B at our Taoyuan headquarters, enabling data-driven management and improved energy-use efficiency. We

continuously collect on-site energy-consumption data, perform in-depth analyses to identify high consumption areas or equipment, and formulate targeted improvement strategies to achieve our energy-saving and carbon-reduction goals.



Energy monitoring system built using our own EMU-200 and EdgeGO® products

Water Resources Management

ADLINK sources its water from the municipal water company-except for groundwater used for firefighting and irrigation and complies with all relevant registration and regulatory requirements. There is no water consumption in our production processes; only domestic wastewater is generated. Therefore, due to the objective limitations of our operational environment, ADLINK's water resource policy focuses primarily on conservation.

Wastewater discharge is managed according to the wastewater drainage system of Hwa Ya Technology Park. It is not recycled but it is uniformly routed to the wastewater collection system or sewage system for proper treatment. ADLINK conducts monthly water quality inspections with the park and publicly discloses the results on the [Hwa Ya Technology Park website](#). [↗](#)

Water Intake in the Past 3 Years

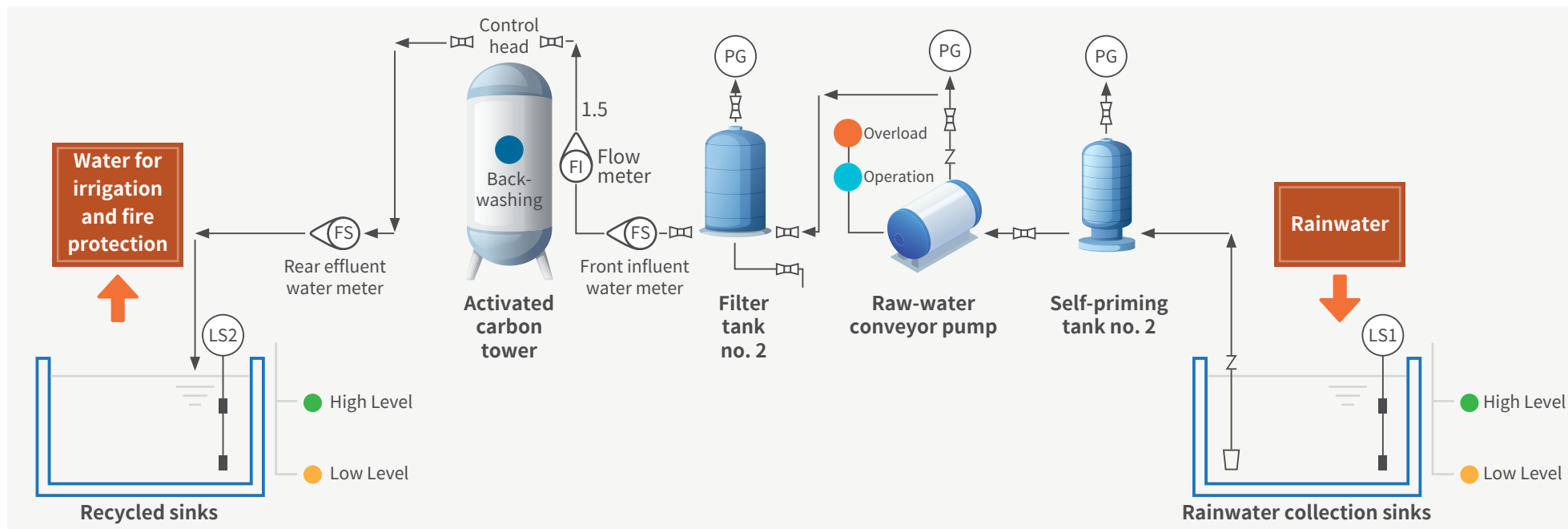
(Unit: million liters)

Water Source	2022	2023	2024
Third-party Water (Tap Water)	40.78	34.27	39.88
Groundwater	4.71	1.52	3.10
Total Water Intake	45.49	35.79	42.98

Note: The water drawn is fresh water with a total dissolved solids (TDS) content of 1,000 mg/L or less.

▲ Rainwater Harvesting System

To maximize the use of water resources, the company officially implemented a rainwater harvesting system on September 1, 2023. Under this new concept of water resource management, rainwater is collected and reused to increase the amount of water and effectively solve the problem of imbalance between supply and demand of water resources. The surplus water resources are used in various ways, including firefighting or irrigation, reducing the amount of water drawn from other sources. Below is a diagram of the rainwater recycling process:



Rainwater Harvesting System Equipment Configuration Diagram



Rainwater Harvested in the Past 2 Years

(Unit: tons)

Year	2023	2024
Rainwater Harvested	15	48

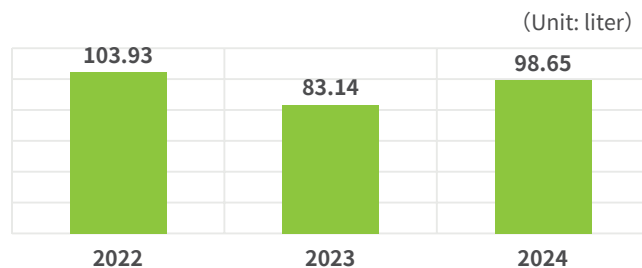
Note: Water data for 2023 were collected from September 1 to December 31.

▲ Promotion of Water-saving Projects

After relocating in 2022, ADLINK's total operational floor area increased from 6,407 pings to 12,931 pings. Water usage is calculated based on metered water consumption. The addition of new common facilities (e.g., a swimming pool) also contributed to the rise in total water consumption. The year 2022 was therefore set as the base year for monitoring future trends in total water consumption.

In 2024, water usage increased compared to 2023. Analysis shows that this change is mainly related to external ambient temperatures. When the average temperature exceeds 21.5°C, employees' water usage rises significantly. In 2022, there were 7 months meeting this condition; in 2023, 6 months; and in 2024, the number returned to 7 months—indicating that variations in ambient temperature have a clear impact on water consumption.

Average Water Consumption per Person per Day in the Past 3 Years



Note: Calculation method: (Total metered water usage ÷ Annual average number of employees ÷ 365 days) × 1,000.

Water conservation concepts have long been promoted and water conservation measures have been implemented by ADLINK to reduce the use of water resources.

Common Water-saving Measures

- Daily inspections of taps on each floor
- The office building uses self-cleaning glass, which reduces the frequency of window cleaning to once a year
- The rain sensor in the garden watering system automatically stops watering after detecting rainfall to save water

Replacement of Water Equipment

- Faucets have been changed to sensor-type
- Hwa Ya Plant installed 31 water-saving urinals and 55 water-saving toilets in 2021, saving 54.12% of water consumption every year compared to traditional equipment

Difference in Water Usage of Traditional and Water-saving Toilets and Urinals

	Traditional Toilet	Traditional Urinal	Gold-level Water-Saving Toilet	Water Saving Urinal
Amount of Water per Flush (liters)	12	5	4.8	3
Amount of Water Used per Person per Day (liters)	60	25	24	15
Amount of Water Used per Person Every Year (liters)	21,900	9,125	8,760	5,475
Amount of Water Saved per Person Every Year (liters)	16,790			
Water Conservation Ratio	54.12%			

4.3 Waste Management

Waste management involves the centralized collection and sorting of recyclable waste in accordance with the company policy on "Save energy resources, establish resources renewals" (see the Waste and Resource Recycling Management Table for details). Waste is removed by contracted, qualified companies and converted into reusable resources to reduce their environmental impact. The industrial waste is transported by Ministry of Environment-approved contractors to legal waste treatment plants. They are also declared through the Ministry of Environment's online reporting system for tracking. Waste includes electronic component offcuts, metal-containing printed circuit board waste, printed circuit boards with attached components, waste liquids with a flash point below 60 ° C, and waste fibers or other cotton-based mixtures.

Overview of Environmental Protection Investment Expenditures for the Past 3 Years

(Unit: NTD)

Item	2022	2023	2024
Waste Disposal	180,000	200,000	190,000

Waste and Recycling Management

Types of Waste		Content	Handling Method	Final Handling Method
General Waste	Paper	Photocopy paper/magazines/cartons/ cardboard boxes	Recycling by dedicated persons	Recycle and reuse
	Aluminum foil	Drink bottles		
	Plastic bottles			
	Aluminum and tin cans			
	Other recyclables	Scrap metal/light tubes/batteries/glass	Commission qualified removal companies	
	General waste	Office waste	Commission qualified removal companies	Incineration treatment
	Food waste	Employee cafeteria food waste	Contracted livestock farms/fertilizer plant	Pig Farming/Composting
Business Waste	General industrial waste	Solder dross	Commission qualified removal companies	Reuse
		Waste electronic components, scraps, and defective products		Physical treatment
		Scrapped PCBs containing metals and its dust		Physical treatment
		Scrapped PCBs with parts and components		Physical treatment
		Waste fibers or other cotton and fabric blends		Incineration treatment
		Waste liquid		Incineration treatment

Status of ADLINK's Handling of Waste in the Past 3 Years

Year				2022		2023		2024	
Category	Processing Site		Major Types of Waste	Output (Ton)	Percentage (%)	Output (Ton)	Percentage (%)	Output (Ton)	Percentage (%)
General Industrial Waste	Transfer During Disposal	Preparation for reuse	Waste solder dross (R-1305)	0.416	9.71%	0.416	7.20%	0.240	5.34%
		Recycling and reuse	Electrical component scrap (E-0217)	0.017	0.40%	0.022	0.38%	0.016	0.36%
			Scrapped PCBs containing metals (E-0221)	2.474	57.74%	4.256	73.66%	2.807	62.43%
			Scrapped PCBs with parts and components (E-0222)	0.148	3.45%	0.044	0.76%	0.103	2.29%
			Subtotal	2.639	61.59%	4.322	74.80%	2.926	65.08%
		Total	3.055	71.30%	4.738	82%	3.166	70.42%	
	Direct Disposal	Incineration	Waste liquids with a flashpoint below 60° C (C-0301)	0.880	20.54%	0.760	13.15%	0.790	17.57%
			Waste fibers or other cotton and fabric blends (D-0899)	0.350	8.17%	0.280	4.85%	0.540	12.01%
		Total		1.230	28.70%	1.040	18%	1.330	29.58%
Total Waste				4.285		5.778		4.496	
Recycling and Reuse Rate ^(Note 2)				71.30%		82%		70.42%	

Note 1: In accordance with Taiwan's Waste Disposal Act and the Standards for Defining Hazardous Industrial Waste, waste is classified primarily as industrial (business) waste and does not include general waste. ADLINK's Category E waste is at the storage stage rather than the treatment stage. Additionally, C-0301 waste refers to alcoholic waste with an ethanol volume concentration below 24%, which can be classified as general industrial waste. Therefore, all of the Company's waste is considered general industrial waste and is outsourced for off-site disposal. Non-hazardous waste transferred during disposal does not undergo any further recycling operations.

Note 2: Recycling and reuse rate (%) = (Total amount recycled/Total amount of waste) x 100%.

Note 3: In the previous report, some figures were presented to two decimal places. This report provides precise statistics, so all waste generation data have been uniformly recalculated to three decimal places.

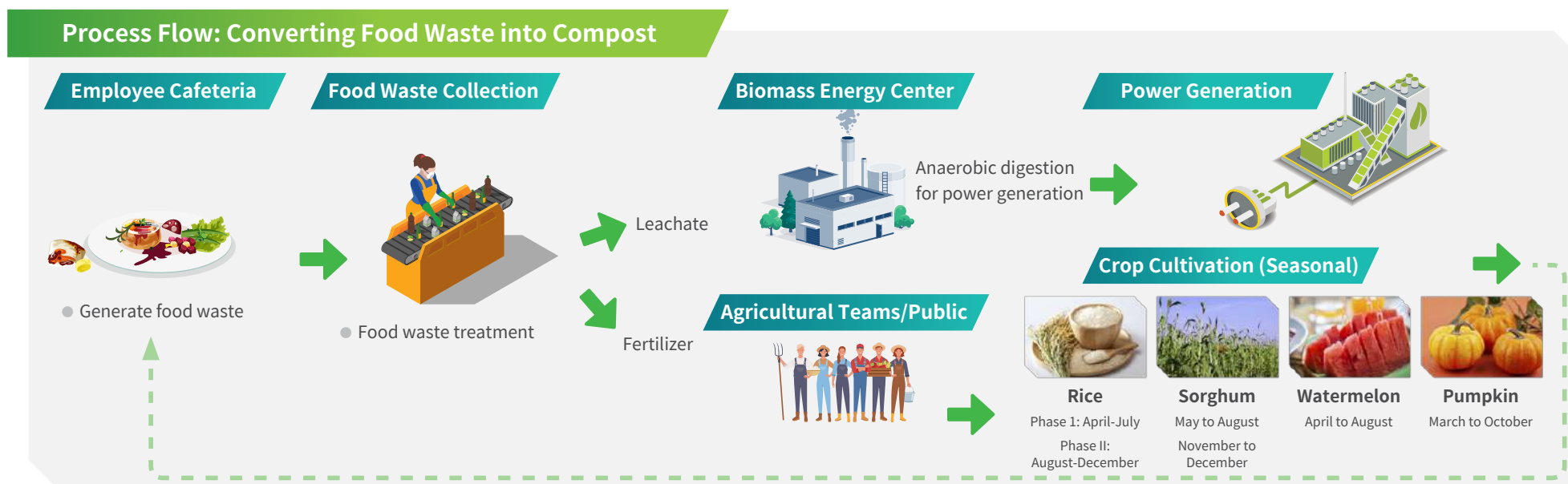
Note 4: Business Trash (D-1801) is not disclosed at present due to insufficient data completeness; relevant data will be consolidated and disclosed in the 2025 Sustainability Report.

4.4 Green Circular Economy

In 2023, ADLINK launched the “Net Zero Green Living” initiative across five dimensions. In 2024, we have extended “Green Dining” and “Green Consumption” to incorporate circular economy principles. Through our Food Waste Sustainability Program, part of our kitchen waste, which was previously sent to livestock farms, is now redirected into a food-waste composting stream to create a low-carbon, circular economy for green dining. On the green consumption front, we not only allocate budget to purchase eco-friendly products but also prioritize paper materials certified by the Forest Stewardship Council (FSC) as our primary packaging procurement items—ensuring sustainable forestry management and reducing the carbon footprint across our product life cycles. By embracing a circular economy model, we strive to minimize the environmental impact of our supply chain. A truly sustainable enterprise must not only reduce carbon emissions and environmental impacts but also actively implement circular economy strategies to strengthen long-term competitiveness.

▲ Food Waste Sustainability Program

ADLINK has partnered with Taiwan’s leading “Turning Food Waste into Gold” environmental services provider. A portion of the food waste generated in our employee cafeterias undergoes processes including reception, sorting, shredding, dewatering, premixing, thermal digestion, and final discharge. The treated food waste is converted into wastewater and compost, which are supplied to biomass energy centers and agricultural production teams, respectively, for power generation or crop cultivation—thereby establishing a sustainable, carbon-reducing circular model for food waste.



Food Waste-to-Fertilizer Data Statistics in the Past 3 Years

Year	2022	2023	2024
Pig Farm Recovery Volume (metric tons)	25.13	21.65	15.00
Composting Facility Recovery Volume (metric tons)	-	-	8.05
Annual Food Waste Generation (metric tons)	25.13	21.65	23.50
Recovered Volume GHG Emissions (kgCO ₂ e/metric ton)	11,308.50	9,742.50	6,830.50
Traditional Landfill GHG Emissions (kgCO ₂ e/metric ton) (Note 1)	18,847.50	16,237.50	17,625.00
Carbon Reduction Benefit (%) (Note 2)	40.00%	40.00%	61.25%

Note 1: Traditional Landfill GHG Emissions refers to the estimated GHG emissions if the food waste were disposed of by landfill.

Note 2: Carbon Reduction Benefit (%) = [(Traditional Landfill GHG Emissions – Recovered Volume GHG Emissions) / Traditional Landfill GHG Emissions] × 100%

Note 3: GHG Emissions by Food Waste Treatment Method: Traditional Landfill: 750 kgCO₂e per metric ton · Pig Farm Livestock: 450 kgCO₂e per metric ton · Composting Facility: 10 kgCO₂e per metric ton

▲ Recognized Again as an Outstanding Green Procurement Unit

Since 2022, ADLINK has achieved over NT\$19 million in green procurement for two consecutive years; in 2024, this amount exceeded NT\$46 million, earning recognition from the Taoyuan Environmental Protection Bureau as an Outstanding Green Procurement Unit. The company upholds its corporate social responsibility and environmental stewardship by ensuring that all purchased or leased products bearing Ministry of the Environment–accredited eco-labels qualify as green procurement. Among these items, FSC-certified packaging cartons account for 47.18 percent. The FSC label denotes products sourced from responsibly managed forests or sustainable origins, as verified by an internationally recognized forest certification system. By prioritizing FSC-certified goods, we support responsible forestry practices, reduce deforestation, and promote environmental stewardship. ADLINK will continue to embrace eco-friendly principles and contribute to long-term environmental sustainability.

Total Amount of Green Purchasing by ADLINK in the Past 3 Years

(Unit: NT\$ thousand)

Year	2022	2023	2024
Amount of Green Purchasing	19,946	19,357	46,923

Note: Green procurement refers to the purchase of products with environmental labels, certificates from the Ministry of Health and Welfare, or energy-saving, water-saving, and green building material labels. Reference website: [Green Lifestyle Information Platform](#)



5

Employee Care and Workplace Satisfaction

- 5.1 Excellent Workplace
- 5.2 Work-Life Balance—Employee Welfare Committee
- 5.3 Talent Cultivation and Career Development
- 5.4 Safe and Healthy Workplace

▲ Implement RBA to Enhance Labor and Human Rights Policies

ADLINK has long been committed to safeguarding employees' human rights and complying with relevant labor laws and regulations. To create a friendly workplace environment, ADLINK has formulated a human rights management system—referencing international standards such as the International Labour Organization (ILO) regulations and the Responsible Business Alliance Code of Conduct—and published it on the company website. This framework ensures compliance with prohibitions on forced labor, protections for young workers, humane treatment, bans on unjust discrimination and harassment, and the maintenance of employee health and safety. The company has established a variety of channels for communication and employee grievance mechanisms to protect the rights and interests of employees. In addition, ADLINK provides a sound remuneration system and employee benefits that are superior to legal requirements, as well as a variety of training and development courses to choose from, in order to protect the rights and interests of employees and fulfill our social responsibilities.





▲ Supervision Mechanisms and Execution

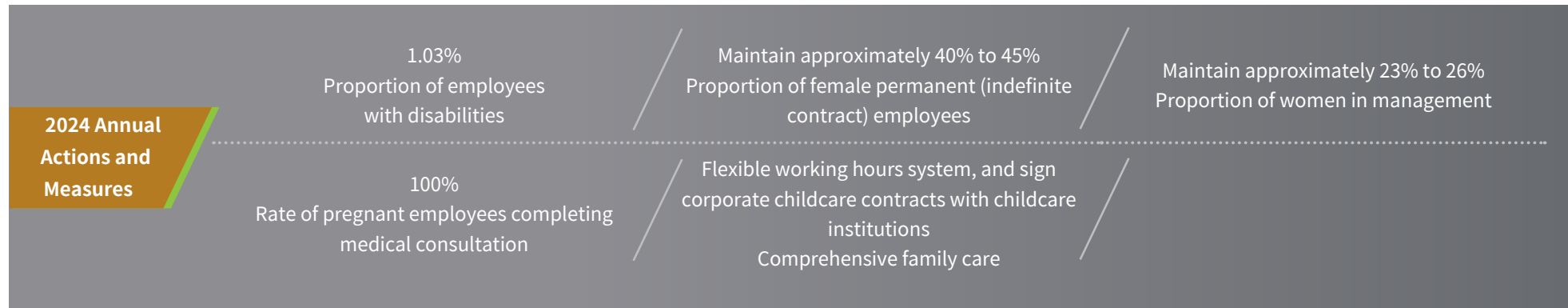
Through its human rights management mechanism, ADLINK implements labor and human rights policies and regularly reviews their implementation. The company strives to fully protect labor rights and fulfill our social responsibilities.



5.1 Excellent Workplace

Management of Material Topic "Employee Diversity and Inclusiveness" in 2024

Material Topic		Employee Diversity and Inclusiveness
Impact Assessment	Positive/ Potential	Build a diverse and inclusive workplace culture; through diversity and inclusion measures, attract top talent, enhance the corporate image, boost productivity, and create more diverse value.
	Negative/ Potential	Potential cultural frictions and differences between employees may require additional time and resources to address.
	Positive/ Actual	In 2024, one unlawful conduct complaint was filed by an employee. The investigation process was completed in accordance with established procedures, and after mediation, the complainant agreed to close the case without proceeding to legal action. Subsequently, we hosted held workplace unlawful conduct prevention seminars and related educational training to raise employees' awareness of these issues, reduce the risk of unlawful conduct, and foster a safe and harmonious work environment.
Corresponding GRI Indicators	GRI 405-1 Diversity of governance bodies and employees	
Corresponding SDGs	   	
Policy or Commitments	ADLINK's vision is to establish a corporate culture rich in diversity and inclusiveness. We aim to attract and retain employees from different cultures, ethnicities, age groups, and abilities, thereby forming a diverse team built on mutual respect and understanding. By promoting diverse hiring practices, our recruitment evaluation process incorporates employees' diverse backgrounds as a key consideration, actively seeking candidates with different experiences. We also prioritize hiring candidates from underrepresented backgrounds to demonstrate our commitment to diversity. Finally, by creating an open, inclusive, and respectful work environment, we encourage employees to share their experiences and viewpoints, and provide equal opportunities and benefits to ensure that every individual can realize their full potential.	
Effectiveness Tracking Mechanism	We review the achievement of the diversity composition ratio goal through internal audits and external client audits conducted on an irregular basis every year.	



Employee Diversity

ADLINK is committed to creating an equal, inclusive, diverse and friendly working environment. With an open and inclusive atmosphere, the company encourages employees to respect differences, learn together, and enhance team cohesion.

Our aim is to provide equal opportunities for the appointment and development of talents, eliminate illegal discrimination, pay attention to and respect multi-ethnic groups, and not consider differences due to gender, race, nationality, religion, age, physical disability, political position, marital status and trade unions, including opportunities for hiring, compensation, advancement, etc. At the same time, ADLINK respects the career development of employees and has created a friendly and healthy workplace. For example, the company provides sexual harassment prevention measures and grievance channels, and comprehensive family care programs, such as children's education scholarships and special childcare services to help employees achieve a healthy work-life balance.

In response to the differences in labor regulations and cultures in various regions, this chapter presents only an overview of the human resources in Taiwan's operational locations. The company continues to optimize its workforce structure; the total number of employees has been slightly adjusted. Through performance management and resource allocation, organizational operational efficiency has been effectively improved. In 2024, the proportion of female permanent employees (open-ended contracts) was 45.27%; women represented 26.49% of management positions; the overall company-wide gender ratio was 1.23:1 (male:female); and employees aged 30–50 made up the core workforce.

ADLINK actively cooperates with the government in implementing employment policies for people with disabilities. The company respects everyone's right to work and aim to help them overcome physical limitations and develop their self-worth. For employees who need help, we cooperate with supervisors, human resources, on-site physicians and occupational health nurses to work together to provide job selection and

assignment services tailored to their needs, and redesign overall job duties according to the evaluation results. When necessary, the company helps employees in applying for assistive devices. In 2024, the number of employees with disabilities that we hired exceeded statutory requirements, thereby providing more employment opportunities for people with disabilities.

Foreign employees account for 13.41% of the company's total workforce. Among them, the majority are Filipino employees, totaling around 143 individuals. To ensure that Filipino employees feel secure and comfortable while working and living in Taiwan, ADLINK provides the following support measures:



- ❶ Zero-payment policy
- ❷ Established prayer rooms for use
- ❸ Dormitory management assists in handling dormitory-related issues
- ❹ Dedicated foreign managers assist with the communication and problem resolution
- ❺ Airport shuttle services (inbound/outbound)
- ❻ Meal allowance and subsidies
- ❼ Onsite physician and psychologist consultation services
- ❽ Shuttle bus services to/from work

Types of Employees Hired in the Past 3 Years

(Unit: Number of People)

Employee Categories		2022		2023		2024	
		Male	Female	Male	Female	Male	Female
According to Contract	Permanent employees (indefinite contract)	614	481	606	484	561	464
	Contracted employees (fixed-term contract)	24	8	39	18	27	14
According to Work Hours	Full-time employees (full time)	626	487	620	497	575	474
	Part-time employees (part time)	3	1	3	1	3	0
	Non-guaranteed hours employees (temporary workers)	9	1	22	4	10	4

Note 1: Full-time employees: Employees who work 40 hours a week according to the definition in Taiwan's Labor Standards Act.

Note 2: Part-time employees: Employees who work less than 40 hours a week.

Note 3: Non-guaranteed hours employees: Employees who do not have minimum or fixed working hours, such as temporary workers and on-call employees.

Changes to the Number of Workers in the Past 3 Years

Worker Type	2022	2023	2024
Employees	1,127	1,147	1,066
Non-employees	44	30	34
Total	1,171	1,177	1,100

Note 1: The number of employees is based on the actual headcount.

Note 2: Employee headcount is based on the number of individuals as of December 31, 2024.

Note 3: Interns directly hired by the company are included in the employee count.

Note 4: Non-employees refer to workers who are not directly employed by the company but whose work is under the company's control. The current "non-employee" category includes only agency-dispatched workers and personnel engaged under contract arrangements via external vendors, primarily performing facility cleaning, cafeteria services, security, and recreation-center duties. The count does not include apprentices, remote workers, independent contractors, subcontractors, volunteers, etc.

Employment of Employees with Disabilities in the Past 3 Years

Year	2022	2023	2024
Male	11	13	9
Female	4	3	2
Total	15	16	11
Total Number of Employees	1,127	1,147	1,066
Percentage	1.33%	1.39%	1.03%

2024 Distribution of Employees by Position Type

Position Type/Diversity Category		Gender		Age			Other	
		Male	Female	Age 30 and under	31-50 Years Old	Age 51 and above	Foreign Employees	People with Disabilities
Technical Track (682 in total)	Number of People	419	263	66	555	61	142	5
	Proportion	61.44%	38.56%	9.68%	81.38%	8.94%	20.82%	0.73%
Sales Track (18 in total)	Number of People	11	7	0	17	1	0	0
	Proportion	61.11%	38.89%	0%	94.44%	5.56%	0%	0%
Staff Track (215 in total)	Number of People	47	168	36	166	13	1	4
	Proportion	21.86%	78.14%	16.74%	77.21%	6.05%	0.47%	1.86%
Management Track (151 in total)	Number of People	111	40	0	111	40	0	2
	Proportion	73.51%	26.49%	0%	73.51%	26.49%	0%	1.32%
Total Number of People in Each Diversity Category		588	478	102	849	115	143	11
Percentage of Total Employees		55.16%	44.84%	9.57%	79.64%	10.79%	13.41%	1.03%

Note: The proportions are calculated by dividing the number of people in each diversity category (gender/age/other) by the total number of people in each position type

▲ New Hires and Turnover

Following the company's relocation in 2021, employees in 2022 needed to adjust to new commuting patterns, resulting in a relatively high turnover rate that year. However, between 2023 and 2024, as staff gradually adapted, the impact of commuting factors on resignations decreased significantly, and employee turnover stabilized.

To ensure the organization's long-term competitiveness, the company continues to optimize its workforce structure. Through performance management and resource allocation adjustments, team operational efficiency is enhanced. Simultaneously, by conducting precise talent selection, the company ensures that new hires and current employees grow together, improving professional capabilities and further strengthening the overall competitiveness of the enterprise.

Moving forward, the company will continue to implement human resource optimization strategies, leveraging resources more precisely to support business development, creating a developmental work environment, promoting sustainable corporate growth, and providing employees with more opportunities for advancement—achieving long-term mutual prosperity for both the company and its staff.

Number and Proportion of New Hires in the Past 3 Years

Year		2022		2023		2024	
Gender		Male	Female	Male	Female	Male	Female
Age 30 and under	Number of People	24	43	57	40	20	21
	Proportion	48%	52.44%	83.82%	48.19%	64.52%	37.50%
31-50 Years Old	Number of People	108	75	65	50	17	31
	Proportion	20.61%	20.33%	12.67%	13.26%	6.07%	8.14%
Age 51 and above	Number of People	6	4	2	2	1	1
	Proportion	9.09%	0.82%	3.13%	4.67%	3.85%	2.44%
Total	Number of People	138	122	124	92	38	53
	Proportion	21.63%	24.95%	19.22%	18.33%	6.46%	11.09%

Note: Proportion calculation formula: Number of new hires in this group during the year / Total number of employees in this group for the company

Turnover Rate of Departing Employees in the Past 3 Years

Year		2022		2023		2024	
Gender		Male	Female	Male	Female	Male	Female
Age 30 and under	Number of People	14	14	15	11	16	14
	Proportion	28%	17.07%	22.06%	13.25%	51.61%	25%
31-50 Years Old	Number of People	82	54	71	49	47	42
	Proportion	15.65%	14.63%	13.84%	13%	16.79%	11.02%
Age 51 and above	Number of People	6	3	8	2	3	3
	Proportion	9.08%	7.89%	12.50%	4.67%	11.54%	7.32%
Total	Number of People	102	71	94	62	66	59
	Proportion	15.99%	14.52%	14.57%	12.35%	11.22%	12.34%

Note: Proportion calculation formula: Number of employees who resigned from this group during the year / Total number of employees in this group for the company

Labor-Management Communication and Cooperation— Labor-Management Meetings

Labor-management meetings play a crucial role in the company’s internal collective bargaining process, strengthening collective negotiation and cooperation between employees and management. Many employee benefits are proposed and driven by the labor representatives. ADLINK holds labor-management meetings on a quarterly basis in accordance with the law and has established relevant management procedures. At the same time, the company assists labor representatives to negotiate with management representatives on labor, safety, health, and other related issues, and supervise the rationality and impartiality of the meetings, to ensure the rights and interests of all employees.

ADLINK’s labor-management meeting consists of five representatives from labor and five from management. Labor representatives are nominated and elected by the entire workforce, serve four-year terms, and may be re-elected. In 2024, with the inauguration of the eighth term of labor representatives, the company held a special training session for these representatives to introduce management procedures, methods for raising issues, and the meeting process.

From 2022 to 2024, ADLINK convened 12 labor-management meetings, during which 202 issues were discussed and addressed, achieving a 100% resolution rate. To enhance transparency, all meeting outcomes are published on the internal platform for employees to review.

Additionally, since 2021 the company has held an annual forum for foreign workers to listen to their feedback, negotiate, and establish improvement measures, cultivating a higher-quality work environment. Starting in 2024, these forums have been held quarterly and now include the participation of department managers, enabling more timely responses to the needs of foreign workers, safeguarding their rights, and fostering more efficient communication and mutual trust in the ongoing effort to create a friendly workplace.

Attendance Rate of Labor-management Representatives in the Past 3 Years



Statistics of Employee Opinions Reflected at Labor-management Meetings and Symposiums in the Past 3 Years

Communi- cation Channel	2022		2023		2024		Major Improvements in the Past 3 Years
	Number of Comments	Number of Processed Cases	Number of Comments	Number of Processed Cases	Number of Comments	Number of Processed Cases	
Labor- Management Meeting	95	95	52	52	55	55	<ul style="list-style-type: none"> ● Revise the Employee Handbook to ensure company policies remain up to date and to reflect changes in employee benefits—such as updated attendance and leave regulations—thereby making the handbook more comprehensive. ● Strengthen oversight of the meal-service vendor’s quality and adjust the company’s cost-sharing arrangements, as well as conduct satisfaction surveys to improve the cafeteria offerings, so that employees can enjoy more delicious and healthier lunches. ● Based on the feedback from employees, we have improved the comfort of the office environment by enhancing lighting conditions and maintaining a clean workspace. ● In response to changes in regulations, such as an increase in the tax-exempt amount for meal allowances, meetings are held between management and employees to discuss potential problems and the appropriate ways for colleagues to request adjustments. ● Following multiple discussions between staff and the Labor-Management meeting, adjust the Children’s Education Scholarship application criteria set by the Welfare Committee to better align with current educational needs and to fulfill the scholarship’s intended purpose.
Foreign Workers Symposium	11	11	6	6	16	16	<ul style="list-style-type: none"> ● Provide a variety of choices such as noodles, buffet, etc. The cafeteria will also change the menu from time to time. ● We place importance on the rights of migrant workers. The company has conducted a zero placement fee policy. ● Provide incentives to recognize and reward the contributions of long-service migrant workers. ● Improve dormitory conditions by performing maintenance and upgrading hardware facilities.

Comprehensive Employee Care Program: Creating a Win-Win for Employees, Their Families, and the Company

The company is composed of employees, the company systems, and working environments, among which "people" account for a substantial proportion. Only through the cooperation and dedication of employees can a sustainable working environment be created and the systems function to their fullest potential. In order to provide employees with a good working environment, ADLINK's care plan starts from six aspects, aiming to create a win-win situation for employees, their families, and the company. Six-Heart Program currently does not include non-employee workers.

ADLINK Comprehensive Benefits Plan for Employees

Housing/Comfort and Safety

- Group insurance for family members

Transportation/Safety and Convenience

- Transportation subsidy scheme and free parking
- End work 1.5 hours early every Friday or the working day before public holidays to avoid rush hour traffic

Health/Mental and Physical

- ADLINK's leisure facilities are managed by a dedicated team to provide a healthy work-life balance

Work/Productive Work Environment

- Flexible commuting system
- Retirement scheme
- Performance evaluation

Food/Safe and Healthy

- Professional catering companies move in
- Irregular pop-up shops

Education/Support and Love

- Scholarships for children



Create a win-win situation for employees, families, and the Company.

Housing/Comfort and Safety

ADLINK understands that employees on parental leave require additional support and care; therefore, the company has developed comprehensive maternal welfare measures to provide holistic physical and mental health care for employees on parental leave.

We ensure that pregnant and postnatal employees receive health and safety protections at work and provide necessary support tailored to their recovery needs. For postnatal employees, we offer professional health guidance and hygiene education, and maintain fully equipped lactation rooms to provide a safe and comfortable environment for nursing mothers. In addition, we collaborate with several high-quality childcare centers to offer exclusive discounts, reducing the childcare burden for employees and promoting work–family balance.

Number of People Under Maternal Protection and Implementation Effectiveness in the Past 3 Years

Year	2022	2023	2024
Number of People under Maternal Protection	11	14	15
Prenatal Checkup Rate	100%	100%	100%
Health Guidance or Promotion Measure Achievement Rate	100%	100%	100%

Note: The prenatal checkup rate and health guidance or promotion measure achievement rate for 2022 and 2023 were not disclosed in the previous report; the above data are now presented in this report.



Three fully equipped Lactation rooms have been set up; each room is furnished with a dedicated refrigerator, sterilizer, sink, and comfortable seating, providing employees with a safe and private nursing environment.



After a consultation with pregnant employees, each is presented with a “Pregnancy Gift Pack.”

Unpaid Parental Leave Statistics for the Past 3 Years

Item	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of people eligible for unpaid parental leave during the year	81	40	121	79	36	115	73	36	109
Number of people on unpaid parental leave during the year	1	6	7	3	6	9	2	4	6
Number of people expected to be reinstated after unpaid parental leave during the year (A)	1	4	5	0	4	4	2	6	8
Number of people actually reinstated after unpaid parental leave during the year (B)	0	3	3	0	4	4	2	4	6
Number of people still with the company twelve months after being reinstated from unpaid parental leave in the previous year (C)	1	2	3	0	3	3	0	3	3
Reinstatement rate (B/A)	0%	75%	60%	0%	100%	100%	100%	66.67%	75%
Retention rate in the current year (C/Actual number of people reinstated after unpaid leave from the previous year)	100%	40%	50%	0%	100%	100%	0%	75%	75%

Note 1: The decline in the reinstatement rate for 2024 is due to the number of people expected to return from unpaid parental leave during the year (A). Among them, one employee resigned before the leave period ended, and one employee who was originally expected to return in 2024 actually returned early in 2023.

Note 2: Because the leave-and-attendance policies were changed between 2022 and 2023, the statistical figures for “Number of people eligible to apply for unpaid parental leave during the year” have been revised. Accordingly, the 2024 report data have also been corrected.

▲ Group Insurance—Families

In addition to the insurance coverage required by law for each employee, the company also offers group insurance that includes life insurance, critical illness insurance, accident insurance, injury insurance, and cancer insurance. Since 2019, employees' family members can also participate in the company's group insurance at a premium lower than the market rate, so that the care can be extended to the family members of the employees and the employees can obtain sufficient protection and work without worries.

Statistics on the Number of People Insured and the Number of Claimants in Family Group Insurance in the Past 3 Years

Category	2022	2023	2024
Number of Dependents Insured	388	408	446
Number of Dependents Claimed	31	12	35
Total Claim Amount (NT\$)	716,302	124,054	391,625

Transportation/Safety and Convenience

Considering that most employees reside in the Greater Taipei area, the company provides four major transportation subsidies to ensure safe and reliable commutes. Through multiple labor-management meetings and employee surveys, we listen to staff feedback and plan routes that meet the needs of the majority. The company continuously collect feedback from employees to assess and adjust schedules and parking locations, aiming to provide more convenient commuting options. In addition, a shuttle bus is provided to transport employees to and from the A7 National Taiwan Sport University and A8 Chang Gung Memorial Hospital stations on Airport MRT. Shuttle buses stop at the outdoor parking lot at the end of the workday to transport employees. In order to improve the happiness of employees, ADLINK allows employees to leave work 1.5 hours earlier every Friday and on the working day before national holidays to avoid peak traffic hours. Commuter buses and shuttle buses also operate 1.5 hours earlier, allowing employees to leave work happily and go home with peace of mind.

Four Options for Transportation

Parking for Cars

- 115 indoor parking spaces
- 193 indoor mechanical parking spaces
- 149 outdoor parking spaces

Parking for Motorcycles

- 236 parking spaces
- 100 temporary parking spaces

Commuter Bus

- 13 commuter bus routes are provided. There is also a commuter bus APP to track the location of buses in real time

Airport MRT Subsidy

- Half-price subsidy for 120-day tickets, 1,200 monthly transport pass subsidy for Northern Taiwan (covers Taipei, New Taipei, Taoyuan, and Keelung)
- We provide 22 buses between A7 National Sports University Station and 18 buses between A8 Chang Gung Hospital Station to and from the headquarters

▲ Install Charging Stations

In response to the global trend of energy conservation and carbon reduction, the company has installed new EV charging stations to provide convenient charging locations for employees driving electric vehicles. This initiative not only supports the use of electric vehicles but also reduces reliance on fossil fuels, further lowering the company's carbon footprint.



Work/Productive Work Environment

▲ Working Hours

ADLINK has implemented a flexible working hours system for employees to avoid peak times with high traffic periods. Employees can adjust their working hours according to their own preferences, which not only ensures their safety on the way to and from work, but also reduces the time spent commuting. This offers employees a more flexible working model and is an important step toward improving their work-life balance.

▲ Retirement Plan and the Status of Implementation

In order to provide a stable life to employees after retirement, the company has formulated labor retirement measures according to the law. According to the ratio of 2% of the total salary and expenses, the company regularly allocates retirement reserves and deposits them in the special account of the Central Trust of China to protect the rights and interests of employees. Since July 1, 2005, the government's new retirement method has been adopted. Based on the total wages of laborers, 6% will be allocated to the employee's individual pension account; for those who voluntarily contribute to the retirement pension, according to the voluntary contribution rate, the contribution will be deducted from the employee's monthly salary and deposited in the individual retirement pension account of the Bureau of Labor Insurance. The amount of ADLINK's contribution to pension accounts and the statistical period are as follows:

Number of Retirees and Amount of Pension Account in the Past 3 Years

Year	2022	2023	2024
Number of Retired Employees	0	0	0
Amount of Contribution (NT\$ thousand)	61,860	64,654	73,569

Education/Support

▲ Scholarships for Children

The company takes care of its employees and their families by offering various thoughtful benefits. The Welfare Committee allocates an annual budget to encourage employees' children to apply for scholarships. In response to employees' children growing older and the increasing difficulty of their coursework, the application criteria were adjusted in 2024 to better align the scholarships with current educational realities and effectively reward outstanding students. Those who perform excellently will be offered NTD1,000 for elementary school, NTD1,500 for middle school, and NTD2,000 for high school. Employees may apply once per semester each academic year; in 2024, there were a total of 657 applications, and the scholarship amounts disbursed have increased year by year over the past three years.

Children's Education Scholarships Provided to Elementary School/Middle School/High School Children

Scholarships for Children	2022	2023	2024
Number of People	626	661	657
Amount (NT\$)	700,500	746,000	748,000

Food/Safety and Health

In order to provide employees with a dining environment that integrates aesthetics and cuisine, ADLINK has carefully designed the staff cafeteria. In addition to planning a variety of meals and setting up the noodle counter, the light food bar regularly invites popular brands, well-known internet famous stores, and local vendors to set up in the pop-up shops, enriching employees' dining experience with fresh and delicious flavors.

In 2024, over 32 brand pop-up vendors were hosted. In addition, a pop-up recommendation pool was installed. ADLINK employees were invited to recommend excellent vendors and assist in negotiating follow-up operations to enhance interaction and engagement between the company and its employees.



For group catering, we chose professional caterers with HACCP certification to plan meals. The management unit has formulated and improved restaurant management methods and regularly checks various standards to provide employees with diverse meal options that guarantee food safety. Periodic employee satisfaction surveys are conducted to understand staff needs and feedback on meals, allowing for adjustments that improve food quality. The cafeteria has been awarded the Eco-Friendly Restaurant label and has been designed, built, and operated in line with environmental friendliness and efficient energy use to create an environmentally friendly, low-carbon dining environment.



The cafeteria has been awarded the Eco-Friendly Restaurant label.

Management of the Cafeteria Environment

Clearly stipulate the Cafeteria Management Rules and Environmental Sanitation Standards, regularly follow up on the physical examination reports of on-site catering staff, and conduct sanitation training sessions.

Food Safety Review Mechanism

Daily sample retention is performed, along with regular third-party sampling audits and water quality testing to ensure food hygiene and safety.

Equipment Repair and Maintenance

The kitchen is equipped to supply RO purified water for food and beverage use and electrostatic fume removal equipment. Regular repair and maintenance, as well as activated carbon filter replacement, are implemented to maintain environmental hygiene.

Diverse Meal Options

In addition to buffets, vegetarian meals, and regional meals, an independent noodle counter has been specially set up to provide various types of noodles and dumplings to increase the diversity of choices.

Health/Mental and Physical

▲ Comprehensive Workplace Health

ADLINK is committed to creating a comprehensive work environment that promotes employees' physical and mental well-being, with a focus on health, psychological wellness, and work-life balance, integrating these values into the company culture. As our employees' health needs evolve, we have planned and introduced increasingly diversified and innovative health support measures to help employees boost productivity, alleviate

work-related stress, and deepen their loyalty to the organization. In addition, to continuously invest in and improve employee health, the company has also actively participated in awards organized by the Health Promotion Administration. In 2023, we were honored with the “Badge of Accredited Healthy Workplace” (awarded biennially) and demonstrated a proactive attitude in the Outstanding Workplace Certification Competition.



Awarded the Badge of Accredited Healthy Workplace by the Health Promotion Administration, Ministry of Health and Welfare

Five Major Health Management Strategies

Strategy & Plan	Specific Activities & Measures	Results & Highlights
Fitness Management for Middle-Aged and Older Workers	Design a dedicated health management program for employees aged 45 and above, including vision screening events, specialized seminars, and a tailored health-check package to raise health awareness and ensure they maintain good health on the job.	<ol style="list-style-type: none"> 227 employees completed a work-fitness assessment with the occupational medicine doctor; all were deemed fit for their current roles, demonstrating the company's comprehensive care and support for employees' health and occupational adaptation. Four specialized seminars were held, focusing on common health issues among middle-aged and older employees, with a total of 280 participations, enhancing employees' understanding and practice of health management.
Maternal Employee Health Protection Plan	Provide physical and mental support, workplace evaluations, individualized health guidance, environmental assessments, and necessary work adjustments for pregnant, postpartum, and breastfeeding employees. Establish dedicated breastfeeding rooms and other supportive facilities to create a more comfortable work environment. Additionally, plan specialized seminars, female-focused health-check packages, and premarital health examinations for employees of childbearing age to ensure overall well-being.	<ol style="list-style-type: none"> 15 maternal protection recipients completed physician consultations and workplace evaluations; all assessed worksites were classified as Hazard Level 1 (no hazard), with a 100% follow-up rate and no need for job adjustments. Seven specialized seminars were held; over 150 female employees participated, and the average satisfaction score reached 97.89 out of 100.
Prevention of ergonomic musculoskeletal diseases	For employees with a musculoskeletal pain score ≥ 3 , those diagnosed with musculoskeletal conditions, or frequent medical visits (e.g., regularly requesting pain relief patches or booking massages), provide individualized care and health guidance. When necessary, arrange consultations with the occupational medicine doctor or on-site assessments to ensure employees' health is comprehensively addressed and to prevent occupational injuries.	<ol style="list-style-type: none"> 172 employees were identified as potentially at risk (musculoskeletal pain score ≥ 3 lasting at least two weeks). Among them, 52 received intervention from the occupational medicine doctor, who provided ergonomic posture recommendations and medical referral guidelines; the remaining 120 received simple ergonomic improvements (e.g., adjusting sitting posture) and health-promotion guidance. Follow-up rate was 100%. Based on health-questionnaire analysis results, experts were invited to design department-specific training sessions and conduct on-site instruction on correct work postures (e.g., lifting, pushing, pulling) for high-risk departments, reducing the impact of improper movements on employees' health. Five events were held, achieving an average satisfaction score of 97.65 / 100. Among participants, 98.60% reported that after attending foot-care workshops, they learned how to alleviate foot pain and choose appropriate footwear, demonstrating the positive impact of health activities on daily life.

Strategy & Plan	Specific Activities & Measures	Results & Highlights
Preventive Program for Illness Triggered by Abnormal Workloads	Use questionnaires to identify medium- and high-risk groups, then arrange consultations and health guidance with the occupational medicine doctor. Establish a regular follow-up mechanism and provide improvement measures as needed. Based on employee needs, organize health-promotion activities to help employees maintain physical and mental well-being.	<ol style="list-style-type: none"> 926 employees completed the questionnaire. Of these, 407 were classified as medium-to-high risk and all received follow-up care and monitoring (100% follow-up rate). For employees with hypertension, a specialized health program was launched—regular blood-pressure measurement events, individualized education, and ongoing monitoring—successfully helping participants reduce cardiovascular risk. Sixty percent of participants returned to normal blood-pressure ranges through dietary adjustments and regular medical visits, effectively raising health awareness and proactive risk management. The two-month “Fit University” muscle-gain and fat-loss competition attracted 126 employees. Participants’ average body-fat percentage decreased by 1.17%, and each participant lost an average of 0.14 kg of fat—record highs. The overall satisfaction score was 94.40 / 100, reflecting strong employee endorsement of health-promotion activities.
Workplace Unlawful Infringement Prevention Plan	Conduct regular risk assessments and identification of unlawful infringement in the work environment. Use questionnaires to identify high-risk groups for psychological fatigue, then arrange consultations with the company physician or psychologist to understand and address underlying issues. To raise employees’ awareness and response capabilities, plan specialized seminars, interactive tabletop games, and manager-only courses aimed at prevention—reducing the incidence of workplace unlawful infringement at its source.	<ol style="list-style-type: none"> Completed 29 workplace environment inspection checklists covering all areas; results indicated no required corrective actions, ensuring employees’ safety at work. Identified seven high-risk employees; all received psychological counseling and support, with a 100% follow-up rate. Organized four “Unlawful Infringement Prevention” workshops focused on self-awareness, stress management, and communication skills. The average satisfaction score was 96.05 / 100; over 84% of participants reported that what they learned was significantly helpful in their daily work.



Experts conduct on-site instruction on correct work postures according to each department’s human-factor hazard risk needs



“Don’t Be a Mind-Reading Monster” interactive self-awareness tabletop game and self-defense experience course to prevent unlawful infringement



“Mom’s Yoga Class,” “Womb-Warming Aromatherapy Workshop,” and specialized seminars under the Maternal Protection Plan



“Fit University” group exercise classes and fun fitness competitions

Support and management system for physical and mental health

Plan/Event

Specific Actions and Measures

Outcomes and Highlights



Health Examinations

For incumbent employees, a company-wide health examination is held every two years; Special Harmful Work and specific population health checks, as well as senior executive health screenings, are conducted annually. We also collaborate with medical centers to design exclusive examination packages for employees and their families; new hires receive subsidized pre-employment exams. Health risk stratification and follow-up are implemented.

- ① A total of 73 individuals—Special Harmful Work staff, employees aged 65 and above, and senior executives—have completed their targeted health examinations, achieving a 100% participation rate.
- ② 863 employees required follow-up for abnormal health indicators (level 2 or above); 752 have completed consultations and interviews, for an 87.14% follow-up rate.
- ③ Among 64 new hires, 21 were level-3 or level-4 cases and have been scheduled for interviews and received guidance; 26 were level-2 and have received individual health education, achieving a 100% follow-up rate.
- ④ 60 employees and their family members used the exclusive examination package, a 46.34% increase over 2023 (41 individuals).



Psychological Counseling Station

Selected professional counselors from the Gender Equality Education Talent Pool provide three on-site sessions per month, offering free, confidential one-on-one counseling. Employee privacy is strictly protected, ensuring a comfortable, safe environment for sharing and support.

Counselors served 36 employees—100% appointment rate—and achieved an overall satisfaction score of 83.84/100. Post-counseling follow-up shows 83.33% of employees reporting significant improvement in emotional management and coping strategies when facing work and life pressures (rated ≥ 80).



Mind-Body Health Promotion Lectures

Based on five major programs and analyses of common health screen abnormalities, we planned diverse, engaging health promotion lectures and activities.

Hosted 37 events—including expert lectures, interactive board games, stress-relief workshops, competitive games, self-defense experiences, and first-aid courses—drawing 2,075 total participants with an average satisfaction score of 96.75/100.



Professional Medical Team & Facilities

The company exceeds regulatory requirements by staffing dedicated nurses and occupational health physicians; the medical room is equipped with sofa rest areas and advanced electric beds, ensuring professional, private, and comfortable medical assistance. First-aid kits are placed on every floor, with emergency eye-wash stations installed per departmental risk needs. All equipment is managed and inspected regularly by dedicated personnel to maintain optimal readiness.

- ① Occupational medicine doctor served 452 people through on-site consultations, review of health-check data, workplace visits, and cross-departmental expert consultations.
- ② First-aid kits on each floor provided wound care to 151 individuals, and the medical room served 41 employees, ensuring rapid response to emergencies. Quarterly first-aid-kit manager meetings reviewed equipment status and medical supplies suitability, and professional wound-care training was conducted to enhance emergency response capabilities.

Plan/Event

Specific Actions and Measures

Outcomes and Highlights



Smoking Cessation Activities

In collaboration with a medical center, an eight-week mobile smoking-cessation program was held, with a professional medical team providing individualized support and subsidized registration fees for employees opting for pharmacotherapy.

- 1 Participants' measured carbon monoxide levels dropped by an average of 69%, demonstrating significant health improvements after 8-week smoking-cessation program.
- 2 Follow-up showed that 33.33% of participants maintained three months of abstinence, reflecting both cessation effectiveness and employees' long-term commitment to health.
- 3 A dedicated "smoking-cessation green channel" was established with the medical center to provide convenient, professional services and foster a smoke-free workplace.



Digital Health Management

Continuously utilize the H2U Health Management System for employee health data management and digital recording of health services; in addition to providing comprehensive health-file management, the system also supports report viewing, health-data analysis, and activity registration, achieving fully digital health management. This not only enhances the efficiency and accuracy of health services but also advances paperless, eco-friendly practices by reducing the use of hard-copy documents—realizing a win-win of environmental sustainability and convenience, and effectively supporting the company's long-term development in health management.

- 1 As of 2024, 883 employees have used the system, and 336 have even downloaded the app for synchronized use, resulting in an adoption rate of 85.97%.
- 2 The system's health-data analysis capabilities help employees identify potential health risks and provide personalized wellness recommendations, effectively preventing health issues.
- 3 To safeguard employee health data privacy, we have signed the "Personal Data File Security Maintenance Plan" with the system vendor, ensuring robust protection of personal information.
- 4 The system is scheduled for an upgrade in 2025 to add features such as health-advisor support and health-information push notifications, further enhancing the comprehensiveness and user experience of employee health management.



Preventive Medicine & Infectious Disease Prevention

To ensure employee health, the company implements comprehensive preventive medicine and infectious-disease prevention measures, including regularly holding diverse vaccination campaigns, infectious-disease control seminars, and interactive infectious-disease knowledge quizzes to disseminate epidemic-prevention information; formulating an "Infectious Disease Emergency Response Plan" and conducting annual drills with rolling content updates, thereby fully safeguarding employee health and safety.

- 1 A total of 80 employees registered for cancer screening, actively promoting early prevention and health management.
- 2 Successfully administered 128 doses of influenza vaccine, effectively reducing the risk of flu transmission and protecting employee health. Other vaccinations—such as HPV, pneumococcal, and shingles—totaled 78 doses, strengthening prevention against multiple infectious diseases.
- 3 355 employees participated in the "Epidemic Prevention Quiz Challenge," enhancing their knowledge of infection control and response capabilities.
- 4 Established a "Health Corner" to provide vaccine education materials, helping employees better understand the preventive benefits of vaccination and actively engage in health-promotion activities.



The occupational medicine doctor on-site visits and interview assessments



Wound care and dressing course arranged for medical kit managers



Foot assessment and thematic lectures, vision-care lectures, first-aid courses, and cancer screening



“Dong, Smoke” smoking-cessation interactive board game and mobile smoking-cessation class professional counseling and carbon-monoxide testing



Health Corner set up outside the clinic, providing vaccine health-education materials

Diverse and Inclusive Friendly Environment

Plan/Event

Specific Actions and Measures

Outcomes and Highlights



Blood Drives

In collaboration with the Taiwan Blood Services Foundation, we organized an on-site blood drive to provide employees with a convenient and meaningful opportunity to contribute to health and public welfare. The event was held within the company premises, allowing employees to donate blood without leaving the workplace. This not only raised health awareness among staff but also helped address society's demand for blood.

- 1 A total of 67 employees participated, successfully collecting 92 bags of blood, demonstrating employees' ongoing support and concern for public welfare.
- 2 Employees who participated in the blood donation drive also underwent health screenings, promoting attention to their own health—a win-win for both health improvement and charitable contribution.



Certificate of Appreciation for Blood Donation issued by the Taiwan Blood Services Foundation



Massage Station

We invited a certified visually impaired massage therapist to provide on-site shoulder and neck massage services, helping employees relieve discomfort in these areas. This massage service not only offers employees an opportunity to alleviate stress but also supports employment opportunities for visually impaired individuals, achieving a dual benefit of social responsibility and employee welfare. Employees can easily schedule their massage sessions via an appointment system, ensuring service convenience and efficiency.

- 1 Overall satisfaction with the massage service reached 92.40 / 100, reflecting employees' strong recognition of this health initiative.
- 2 Employees who received massages reported an average score of 91.80 / 100 for improvement in shoulder and neck discomfort, demonstrating the service's significant effectiveness in relieving musculoskeletal strain.
- 3 The service booking rate was 100%, indicating that employees both needed and supported the on-site massage station, actively participating in the program.



Diverse Health Checkup Programs

We offer comprehensive and diversified health checkup plans tailored to the specific needs of different employee groups. The offerings include: Premarital Health Checkup Plan. Female / Male-Specific Health Checkup Packages. Elderly Employee Health Checkup Package.

- 1 Since the program's launch, employee interest has been high. Staff of various genders, ages, and marital statuses have been able to access health checkup services that meet their individual requirements, highlighting our effectiveness in fostering a diverse and inclusive workplace environment.
- 2 Based on employees' checkup results, we provide customized health guidance and recommendations, with special attention to the unique needs of different groups—female, male, and elderly employees—ensuring that all staff receive fair and non-discriminatory health support.



Gender-Focused Health Seminars

During Women's Day and Father's Day, we hosted specialized seminars that addressed common health issues for both male and female employees. The Women's Day events included topics such as cancer prevention, menstrual health, and managing menopause, providing female employees with practical health knowledge. The Father's Day events focused on men's health concerns, from prostate health to male menopause, featuring explanations by specialist physicians to help employees understand how to effectively manage their own health.

- 1 These events attracted 274 employee registrations, achieving an overall satisfaction rate of 97.92 / 100.
- 2 By addressing gender-specific health concerns, the seminars provided employees with targeted, practical advice and elevated overall health awareness, offering professional guidance and support.

Salary Standards

ADLINK offers competitive salaries, and the salary structure is based on an employee's position, professional skills, educational background, and years of experience. We also consider market benchmarks from similar industries to make necessary adjustments. Because the company's core operations are technology-driven, a higher proportion of positions fall within technical functions, and since this field is predominantly male, overall salary statistics show a gender disparity. However, this difference does not stem from gender itself but is influenced by factors such as job category, professional skills, and years of experience. Accordingly, the company—adhering to principles of fairness—ensures that employees holding the same position with comparable abilities receive equivalent compensation.

According to the 2023 statistics, the ratio of base salary plus bonuses between male and female employees was 1:1.01. The ratio of the median annual total remuneration of the individual with the highest annual total remuneration in the company compared to all employees (excluding that individual) was 10.95:1. Furthermore, compared to the previous year, the salary-increase ratio between genders was 0:1. This is primarily because the highest-paid employee's total compensation included a variable bonus tied to the company's operating performance. Since this bonus is not paid on a fixed schedule but is adjusted based on overall company performance and results, the salary-increase ratio shows negative growth.

The Ratios of Total Remuneration and Changes in Total Remuneration in the Past 3 Years

Item	2022	2023	2024
Ratio of the annual total remuneration of the highest-paid individual to the annual median	8.35 : 1	11.46 : 1	10.95 : 1
Ratio of the change in the annual total remuneration of the highest-paid individual to the annual median	1.43 : 1	245.14 : 1	0 : 1

The Ratio of Remuneration of Male and Female Employees by Employee Type in the Past 3 Years

Year	2022		2023		2024	
Employee Category	Male	Female	Male	Female	Male	Female
Technical Track	1.84	1	1.79	1	1.87	1
Sales Track	1.38	1	1.11	1	1.23	1
Management Track	1.62	1	1.38	1	1.43	1
Staff Track	1.12	1	1.10	1	1.19	1

Note 1: Remuneration includes base salary, meal allowance, year-end bonus, additional work pay, skill wage, shift allowance, online skill bonus, meal allowance (foreign workers), employee bonus, performance bonus, target bonus, and special position bonus.

Note 2: The male-to-female salary ratios in technical functions are affected by factors such as job category, professional skills, and years of experience.

Salary Standard of Base Personnel in the Key Operating Location in the Past 3 Years

Category	Average Standard Salary of Base Personnel (NT\$)		Average Standard Salary of Base Personnel/Local Minimum Wage	
	Male	Female	Male	Female
2022	36,232	29,837	1.43	1.18
2023	33,659	31,333	1.27	1.19
2024	36,058	33,887	1.31	1.23

Note 1: Base personnel: Direct personnel

Note 2: The standard salary includes base salary, meal allowance, additional work pay, skill wage, shift allowance, online skill bonus, and meal allowance (foreign workers).

Note 3: The local minimum wages from 2022 to 2024 were NT\$25,250, NT\$26,400, and NT\$27,470, respectively.

Note 4: ADLINK's key operating location is its headquarters in Taoyuan.

📄 The average and median salaries of all full-time employees who do not hold managerial positions are disclosed on the Market Observation Post System (MOPS). ➡ Each July, that website is updated with the prior year's information.

5.2 Work-Life Balance—Employee Welfare Committee

▲ Sports Enterprise

【Responding to the Sports Corporation Certificate by Offering Sports Clubs】

Since the establishment of the Sports Administration of the Ministry of Education in 2016, only 20 companies have received the award certification four times in a row (the certification award is valid for three years from 2019), and ADLINK is one of them. We encourage our employees to take part in sports and join various sports clubs and continue to sponsor a variety of sports and health promotion events. Moreover, ADLINK's Fitness center offers regular fitness classes to encourage employees to develop exercise habits and give them the opportunity to choose the classes and times that suit them best to maximize their health and well-being. In addition to swimming lessons, the company also offers water aerobics and boat rowing courses to provide employees with a wide range of water sports experiences. The company organizes sports months, weight-loss events, and team competitions at irregular intervals in the hope that employees from different departments can get to know each other, stay healthy, and bond. ADLINK also aims to promote a healthy balance between the body and mind.

In 2024, ADLINK had 18 clubs, the sports clubs including the aerobics club, hatha yoga club, pilates club, dance club, badminton club, swimming club, diving club, outdoor activities club, archery club, basketball club, and others. Employee participation in the sports clubs was 38%, with a total of 404 club members and an average weekly attendance of 118 people. Aerobics classrooms of various sizes are freely available to employees. There are also professional coaches who advise on the correct use of the fitness equipment. Moreover, sports are actively embraced by our senior executives. From the CEO to the staff, everyone participates in various sports clubs and events together. During off-duty hours on weekdays and on Saturdays, the leisure center's facilities are also open to employees' families. In this way, ADLINK hopes to encourage its employees and their family members to attend classes together to improve their physical fitness and lead a balanced life.



▲ EWC Events

The company allocates the maximum allowable proportion of welfare funds to establish the Employee Welfare Committee. In addition to planning various employee-welfare activities and services, the Welfare Committee convenes a total of 15 communication meetings each year to listen to employees' feedback and organize a range of targeted activities, such as holiday gift distributions, year-end lucky-draw parties, knowledge-sharing lectures, domestic travel, team competitions, and more. These events meet employees' diverse welfare needs while also promoting environmental awareness through book fairs and group travel. The number of events and the number of participants in 2024 are listed below:

Events	Number of Events	Number of Participants
Lectures	4	459
Domestic tourism	14	422
Overseas tourism	25	218
Team rowing competition	1	87
Children's summer camp	4	133
Holiday events (see Note)	4	4,875
Baby crawling contest	1	24

Note: Holiday events were held on the Mid-Autumn Festival, Dragon Boat Festival, Spring Festival, Christmas, and Children's Day



▲ Team Competition: ADLINK's Bizarre Dragon Boat Race

ADLINK's bizarre dragon boat race took place as part of the Dragon Boat Festival. All the teams practiced intensively before the race and worked hard to show off their well-coordinated moves to reach the finish line first. A highlight of our annual events is the fun "Paddle-Draw" challenge, which increases difficulty by having each team draw a random "paddle" item—options include flip-flops, spatulas, squeaky chicken toys, toilet brushes, etc. The amusing pool-based dragon-boat race has become a classic yearly competition. Each year we introduce new challenges, such as the ball-retrieval contest, so participants can enjoy fresh experiences in a joyful atmosphere, while also fostering interdepartmental interaction and camaraderie.



▲ Children's Summer Camp – “ADLINK KIDS Career Exploration”

The 2024 children's summer camp focused on career experience. Younger children became little police officers, while cabin-returning campers learned about the preparation and on-the-fly thinking required of TV news anchors.

First Session (Ages 4–6)

ADLINK employees' children spent a day as junior police officers—learning traffic rules, practicing how to direct traffic, and using toy guns to experience the fun of target shooting.

Second Session (Ages 7–10)

Our young ADLINKers transformed into racecar drivers and news anchors. Instructors taught them road-safety rules and essential precautions for biking. Then, children recorded a sustainability-themed storybook via podcast to learn basic audio-recording techniques, followed by a TV-station tour and a firsthand experience of a news anchor's daily work.

Third Session (Ages 7–10)

Our young ADLINKers became charming little princesses—learning proper etiquette. They also recorded the same sustainability-themed storybook via podcast and toured a TV station to experience a news anchor's day.

Fourth Session (Ages 11–15)

Older campers took on the role of sports broadcasters. A professional sports commentator shared entertaining anecdotes from actual games, and campers conducted real interviews with athletes to understand the preparation and quick-thinking required of a broadcaster.

The summer camps organized by the Employee Welfare Committee not only allow employees to bring their children to the company to get to know their parents' working environment but also provide the children with appropriate and educational knowledge through various themes.



▲ Benefits and Subsidies

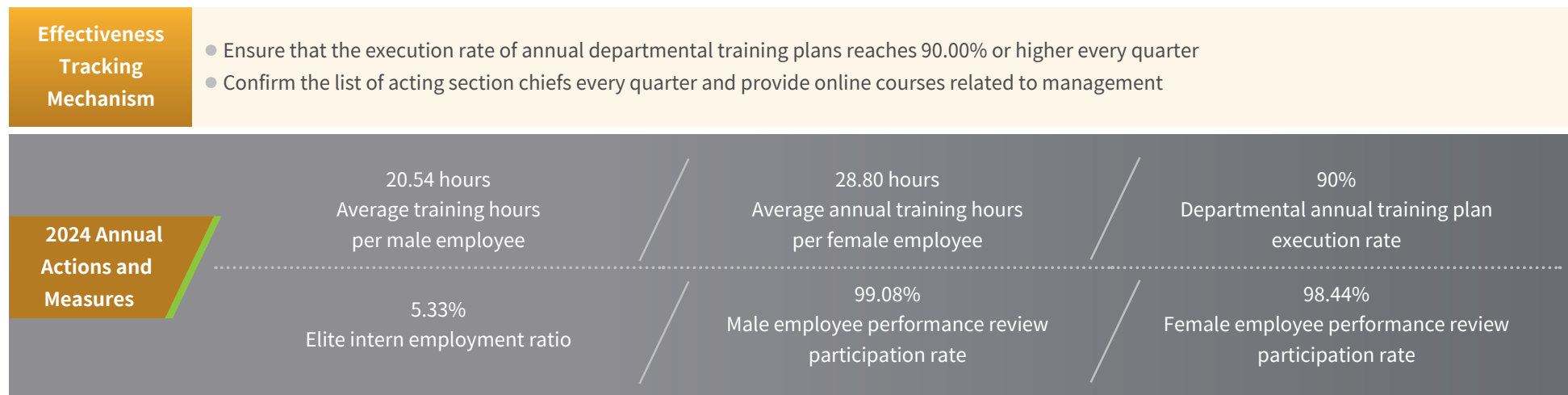
ADLINK employees are entitled to receive a full range of subsidies, including cash gifts for birthdays, maternity, weddings, as well as payment for injuries/illness/bereavement condolence, an emergency assistance fund, and scholarships for their children. The number of applications for benefits is listed in the table below.

Number of Applicants for Benefits	2022	2023	2024
Birthday cash gift	1,050	1,105	1,083
Maternity cash gift	21	34	19
Wedding cash gift	20	28	23
Condolence payment for injury or illness	25	20	20
Condolence payment for bereavement	54	66	44
Scholarships for children	626	661	657
Emergency assistance fund	2	0	3

5.3 Talent Cultivation and Career Development

Management of Material Topic "Talent Development and Cultivation" in 2024

Material Topic		Talent Development and Cultivation
Impact Assessment	Positive/ Actual	Through training system and global workforce deployment, the company will be able to rapidly develop employees and improve their skills, establish a culture of learning, create a diversified learning environment, support employee growth in all areas, and cultivate international talents.
	Positive/ Potential	Short-term benefits are not easily apparent; by establishing a learning-oriented culture, employees' capacity for continuous learning is cultivated, organizational knowledge capital is accumulated, and overall competitiveness is enhanced.
	Positive/ Actual	Implementation of a learning-oriented culture and diversified learning strategies has increased the company's operating costs.
Corresponding GRI Indicators	GRI 404-1 Average hours of training per year per employee GRI 404-2 Programs for upgrading employee skills and transition assistance programs GRI 404-3 Percentage of employees receiving regular performance and career development reviews	
Corresponding SDGs	 	
Policy or Commitments	<ul style="list-style-type: none"> From its inception, the company defined the capabilities and qualities required of both the organization and its talent through four core values—"Integrity & Dedication," "Excellence & Professionalism," "Respectful Competition," and "Joy in Work"—and also established a cultural environment of "Learning, Passion, and Communication" while planning a resilient, agile structure to cultivate talent. While we cherish every employee, we also place great importance on our commitment to integrity and social responsibility towards our customers and partners. We hope that ADLINK's talent strategy can foster win-wins between employees, their families, the company, and society. To implement ADLINK's talent strategy, we established internal systems and concrete policies while maintaining a certain level of flexibility for continuous refinement and improvement of the organization. This approach allows us to align with the company's strategic vision and operational policies, including talent attraction, motivation, and retention. Moreover, we aim to transform employee commitment into dedication to the company. 	

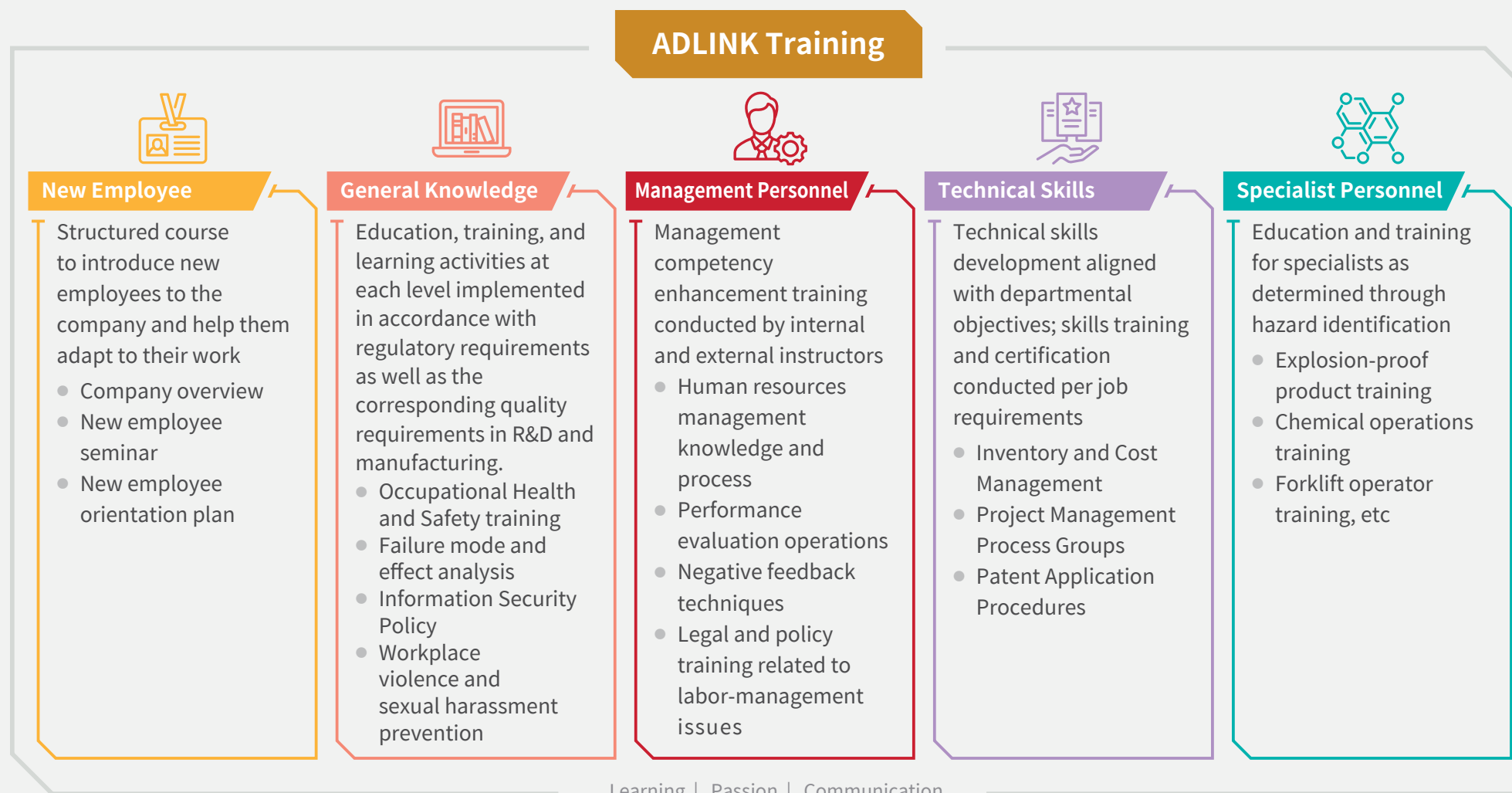


ADLINK is committed to enhancing employees’ knowledge and skills by establishing a comprehensive training system that ensures continuous growth on the job and alignment with the company’s development objectives. We offer diverse learning channels and training resources, including both in-person and online courses, and place strong emphasis on on-the-job training. This encompasses onboarding training for new hires, ongoing in-service training, and opportunities for self-directed study, so that employees at every level receive appropriate development opportunities to learn and grow through their work. In addition, experienced colleagues in each department serve as “Buddy” for new employees, guiding them in acclimating to the work environment and reinforcing peer-to-peer learning.

We also design our talent deployment and development framework around “Grade Expectations,” which specify the competencies required for different job categories—namely, management roles, professional roles, and sales roles—and outline the behavioral criteria for each level. Based on these expectations, we create a variety of training programs, including: New-hire orientation, General knowledge courses, Management courses, Professional skill courses, Production-line specialist courses, and Specialized occupational training. The content is broad and ensures that employees receive systematic training and development opportunities. In addition, the company encourages employees to participate in external training programs, covering all associated costs to help them strengthen professional capabilities and advance their careers. For each job category, we have established a clear competency development framework:

- **Technical Employees:** New employee seminars, annual general courses, and internal professional training courses and digital platforms for each department are used to cultivate basic professional and general knowledge. Annual performance evaluations, along with annual goals, Grade Expectations, and other tools, are used to review and improve personal skills.

- **Management Employees:** The base level supervisors can use the digital learning platform materials on the company's internal management process to help them understand their situation, prepare in advance, and practice risk management. Develop mid-level managers' ability to utilize various resources effectively, achieve cross-departmental communication and coordination, and cultivate the skills necessary for themselves and their subordinates to become future successors for their department and the company.



In response to the company's strategic goals and annual development direction, and to align with the operational goals and strategies, we continuously develop knowledge and skills through training. At the beginning of each year, we collect the training needs of each unit and review the implementation at the end of the year. In the last 3 years, the annual training execution rate was more than 90%. Through a sustained internal training mechanism, we aim to cultivate outstanding talents, transmit corporate culture and values, and build a sustainable foundation. In 2024, ADLINK's internally planned and conducted training, along with externally requested professional courses, amounted to a total of 25,842.70 training hours. This exceeds the 10-hour-per-person target set for 2024, and the growth in average hours between genders was in a 1 : 1.61 ratio-indicating that women are placing increasing emphasis on course participation. This trend is particularly pronounced among female technical-role employees, primarily because we designed specialized human-factors prevention courses specifically for technical staff, and those departments happen to have a female majority. Moreover, the rise in total training hours in 2024 was driven primarily by company-wide safety and health awareness programs, technical-expertise exchange seminars, and large-scale corporate health-care lectures (for example: "Expert Lectures" and "Workplace Health Lectures"). Additionally, many employees completed problem-solving and analysis modules on the digital learning platform "ADLINK Ki-pedia," resulting in a more diverse and comprehensive training portfolio throughout the year.

In addition, when employees submit their resignation or retirement plans, the company will arrange a personal consultation to understand the reasons for their departure and show concern for their future plan. Depending on individual circumstances, the company also provides appropriate resources and support in a timely manner to help employees smoothly transition to a new stage in their lives.

Average Hours of Training per Year per Employee in the Past 3 Years

Year	2022		2023		2024					
Item	Average Hours		Average Hours		Hours		Number of People		Average Hours	
Role	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Technical Track	14.02	18.67	13.24	18.27	8,769.10	9,346.90	419	263	20.93	35.54
Sales Track	7	6	5.89	6.43	125.50	118.00	11	7	11.41	16.86
Staff Track	22.92	13.64	11.51	13.15	1,005.20	3,396.10	47	168	21.39	20.21
Management Track	14.21	19.92	10.50	14.61	2,175.20	906.70	111	40	19.60	22.67

Note: Information is based on the total internal and external training hours from 2022 to 2024.

▲ Digital Learning Promotion

ADLINK continues to uphold a clear and agile development direction, implementing digital learning transformations, by establishing the new digital learning platform, ADLINK-Ki pedia. The company integrated teaching materials from the different departments to help employees quickly access the knowledge they need. The materials are classified into three major categories to satisfy different learning needs, for example: mandatory materials for new employees, materials for elective professional classes, and advanced materials for senior managers. In addition, the "ADLINK Learning Table Check List", provided by supervisors, guides new employees step-by-step to quickly get on track with their work.

Training Courses



Mandatory materials for new employees

Materials for classes required by law, company introduction, new employee training, and other basic classes for each department

Materials for elective professional classes

Classes with a higher degree of expertise include project management, PLM, and JIRA related classes



Advanced materials for senior managers

Basic materials that supervisors need to know include recruitment and appointment process, promotion system, and other related classes

In order to further optimize the platform and update the materials in a timely manner, we review the teaching materials of each department annually. By collecting employee feedback, it continuously adds new materials to the platform and achieve the goal of diversified training and development.

▲ Talent Development and Sustainable Growth

ADLINK is committed to talent cultivation and regards the development of elite interns as a key factor in ensuring sustainable human capital. Through our internship program, we identify and nurture future professionals by offering students hands-on experience and career development resources, helping them adapt to the workplace and deepen their alignment with our corporate culture. This foundation supports both social and organizational sustainability. In 2024, we set a target for elite-intern employment at 3.50% and achieved 5.33% for the year. This result demonstrates our active investment and effectiveness in talent development. Moving forward, we will continue to optimize the internship program by providing richer career-development resources, enhancing our talent-onboarding mechanisms, and improving execution and resource utilization to create a win-win outcome for talent growth and corporate sustainability.

▲ Clear and Complete Performance Evaluations and Promotion Pipelines

ADLINK conducts performance evaluations every year to understand the work performance of employees in the past year, and to set expectations and goals for the next year. In addition to employee self-assessments and supervisor assessments, the process includes feedback from colleagues to fully evaluate the performance of employees throughout the year. Performance communication and interviews further provide feedback on the employee's contributions and areas for improvement, aiming to align personal work with departmental goals more closely and enhance both the sense of belonging and overall work performance.

The results of the performance evaluations will be used as the basis for personnel development, promotion, and adjustment of salaries. The evaluation process does not differ based on race, gender, religion, age, marital and political status. The summary table of the number of employees who underwent performance evaluation in different types of roles and gender composition in 2024 at ADLINK is as follows:

Performance Evaluations Ratios in 2024

	Performance Evaluation					
	Female			Male		
Role	Number of people to be evaluated	Actual number of people to be evaluated	Evaluation completion rate (%)	Number of people to be evaluated	Actual number of people to be evaluated	Evaluation completion rate (%)
Technical Track	118	116	98.31%	390	385	98.72%
Sales Track	7	7	100%	11	11	100%
Staff Track	155	152	98.06%	40	40	100%
Management Track	40	40	100%	105	105	100%
Total	320	315	98.44%	546	541	99.08%

Note 1: Evaluation completion rate = Actual number of people to be evaluated/Number of people to be evaluated x 100%

Note 2: The number of people to be evaluated excludes senior management team members, contracted employees, blue-collar migrant workers, and those who resigned during the assessment period, totaling of 200 employees.

Note 3: The number of people who should have been evaluated but were not includes those who have been on duty for less than 3 months, totaling of 10 employees.

ADLINK also uses annual performance evaluations to verify employee performance. Performance communications and interviews are employed as well to establish employee requirements on career development and weaknesses in related skills. Through the annual promotion process, we provide the opportunity to assess the career growth and development of outstanding internal employees, and at the same time meet the ultimate goal of retaining key talents needed for the sustainable operation of the company.

5.4 Safe and Healthy Workplace

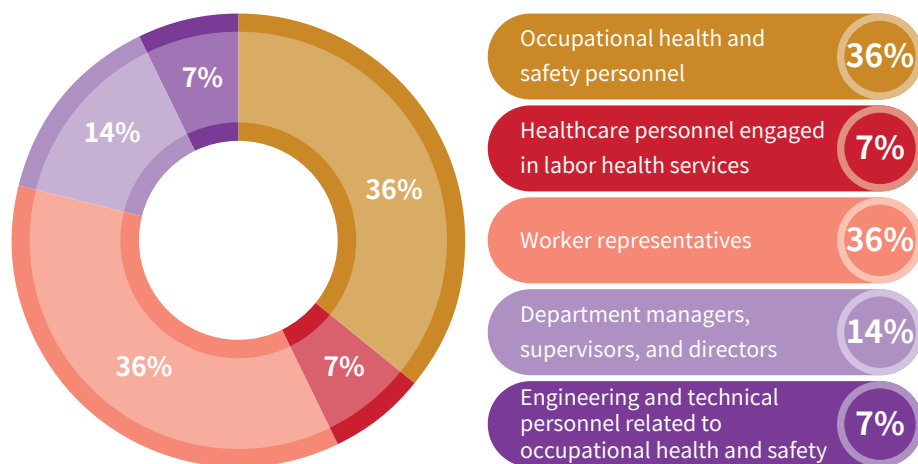
All developed countries define safe and healthy workplaces in the same manner. Workers are entitled to safe workplaces, and employers are obligated to provide a healthy and safe workplace. Workers also have the right to express any concerns they may have about workplace safety. ADLINK adheres to this principle by striving to work with all employees to create a safe, welcoming, and healthy workplace. This is also ADLINK's mission and commitment. The manufacturing industry that ADLINK belongs to has been designated by the Occupational Safety Act as being at significant risk. The company insists on creating a safe and healthy workplace. Both ADLINK headquarters and ADLINK China have obtained ISO 45001 Occupational Health and Safety (OHS) Management System certification through third-party verification, covering over 80 percent of employees under the group's management systems. In addition to regularly reviewing the applicability of the Environment, Health, and Safety (EHS) Policy—posted on the ADLINK website—we integrate this policy into daily operations for all employees and non-employees. Through periodic awareness campaigns and training sessions, we ensure that everyone can work in a safe and secure environment.

▲ Dedicated Unit for the Promotion of Environmental Safety Activities

An environmental safety unit responsible for the promotion of system operations as well as coordination with internal-external groups was established by ADLINK to ensure that we effectively implement and adhere to the relevant provisions of the EHS management system, and that company activities comply with local laws and customer requirements. The Environmental Safety and Health Management Committee (EHS Committee) was also established to facilitate effective bilateral communication with stakeholders. The EHS Committee is involved in the definition of EHS policy, the review of results from workplace environmental monitoring, as well as occupational injury investigations and subsequent corrective actions. It can also make EHS proposals to help ADLINK strengthen our EHS mechanisms. Employee participation and feedback can also be used to identify small areas of improvement. The importance of environmental, safety and health are emphasized through this integrated approach so that we can continue to focus on the goal of sustainability. In non-primary production areas, we also adhere to standards that exceed regulatory requirements and actively implement EHS-related activities in accordance with the management system.

The company has established an OHS Committee in compliance with regulations. This committee comprises OHS personnel, relevant department managers, and labor representatives—labor representatives account for 36 percent of the committee, exceeding the one-third requirement by law. The OHS Committee convenes once every quarter.

Distribution of Occupational Safety and Health Committee Members



▲ Enforcing Safety and Health Management Practices

To effectively promote safety and health operations, the company has established an ISO 45001 Occupational Health and Safety (OHS) Management System, in compliance with government regulations and company operating standards. A dedicated unit conducts regular inspections and audits, covering process safety, equipment operation, chemical usage, and workplace environment monitoring. Additionally, the in-house medical team provides monthly on-site services to offer improvement recommendations for employee work activities. Periodic safety spot-checks of contractors' operations are also performed to ensure comprehensive implementation of safety and health management practices. Employees are also provided with education and training to fully understand the company's Environment, Health, and Safety (EHS) policies, ensuring the safety of all workers and the facility.



ISO 45001:2018 Certificate

Regulatory Identification

- Every quarter, evaluate newly added or revised EHS regulations, track improvement status, and ensure ongoing compliance with legal requirements.

Occupational Accident Prevention

- Maintain a complete incident investigation and management procedure, and report occupational accidents in accordance with legal requirements, aiming for “zero occupational incidents.”
- Publish occupational accident statistics on the EHS Information webpage to raise awareness and provide reminders.

Hazard Identification/Risk Assessment

- Regularly identify hazards related to the company's various occupational health and safety management activities, products, and service operations, and categorize them by risk level.

Communication and Participation

- Environmental Safety and Health Management Committee.
- Internal and external communication, consultations, contact and notification processes.

Education and Training and Promotion

- Conduct health and safety training for new and current employees.
- Provide relevant courses or first-aid training according to special operational needs.
- Arrange seminars on fire safety and health and invite experts to give speeches and answer colleagues' questions about safety, health, and wellness.
- Provide EHS information & Healthcare information on the website.

Work Environment Monitoring

- Conduct semiannual assessments of actual labor working conditions and evaluate worker exposure. This includes monitoring chemical factors (isopropanol, butanone, methanol, carbon dioxide, etc.) and physical factors (noise, illumination, etc.).
- Publish monitoring results on the EHS Information webpage so that all personnel can view them.

Chemical Management

- Establish procedures related to chemical substances to ensure compliance with hazard communication standards, and, through training, collaborate to prevent incidents.
- Manage on-site chemical SDS documents via QR codes, enabling operators to immediately access and understand each chemical's properties and hazard prevention measures.

Protective Measures

- For particularly hazardous operations (e.g., X-ray activities), implement relevant controls; for general operations, develop corresponding control plans or measures based on risk assessment results.
- According to the nature and severity of hazards, provide units with recommendations for selecting appropriate personal protective equipment (PPE), and plan related PPE training.

Change Management

- For newly purchased major equipment or equipment with potential risks, conduct change-management hazard identification and risk assessments to ensure personnel safety.

Emergency Response Drills

- Multi-scenario evacuation drills (day/night, earthquake).
- Fire response and chemical spill response drills.
- Emergency medical response and first-responder training.

Health Protection

- Regular employee health examinations.
- Periodic Special Harmful Work Health Examinations for personnel exposed to ionizing radiation.
- Establishment of a medical clinic, breastfeeding room, and massage station; regular on-site physician services and psychological counseling.

Fire Management

- Implementation of fire prevention management system in accordance with law (appointment of a fire prevention manager), and regular fire equipment inspections and reporting.
- Periodic review of the fire protection plan; every six months conduct self-defense firefighting team training for all shifts across the facility to enhance employees' disaster preparedness.

Equipment and Machinery Routine Inspections

- Formulate annual EHS management plan; conduct regular inspections, operational checklists, and on-site patrols for all production and public equipment.
- Through regular inspections, prevent occupational hazards and ensure employee operational safety.

Internal and External Audits

- Internal environmental safety and health inspections (monthly) and certification system audits (annually); external customer audits (irregular), third-party system verifications (annually), and regulatory authority inspections (irregular); for any nonconformance, implement corrective actions according to established procedures.

Regulatory Authority Inspections

- Unscheduled correspondence or on-site inspections by regulatory authorities to verify EHS implementation and ensure ongoing compliance with relevant laws and regulations.

▲ Emergency Response and Rescue

Fire Prevention and Emergency Response Results

The Company has established an Emergency Preparedness and Response Procedure, identified all potential disaster scenarios and conducted drills for those with a higher likelihood of occurrence (e.g., fire, earthquake). The Emergency Response Organization is led by a Chief Commander, under whom are organized the Command Team, Notification Team, Safety Protection Team, Evacuation Guidance Team, First-Aid Team, and Fire-Suppression Team. This structure aims to reinforce employees' capabilities in both prevention and emergency response.



Fire prevention and emergency response drills

Contractor Management

- Contractors must apply for entry and are subject to access control.
- Provide hazard communication and orientation to contractors to ensure they understand on-site regulations.
- During pre-, during-, and post-construction, require contractors to comply with contractor management procedures to meet EHS requirements and jointly prevent incidents.

First-aid and AED Training Results

The Automated External Defibrillator (AED) is a device that automatically detects a patient's cardiac rhythm and uses electric shocks to restore normal heart functions. To maximize the time for rescue, ADLINK has placed 3 AEDs in the Hwa Ya Plant in 2021. The local fire department was also invited to teach employees on AED operation and CPR techniques to prepare them for emergencies. To ensure that help can be given if there is an accident on any floor, the company also arranges for personnel to attend safety and health training for first-aid personnel. Employees in each area and shift can then help themselves and each other. ADLINK hopes to work together with employees to create a healthy and safe environment.



First-aid and AED training drills

Results of Training on Labeling and Hazard Communication of Hazardous Chemicals

Education and training were implemented to establish an understanding of chemical hazards. These equipped chemical operators with comprehensive knowledge of chemical properties, the meaning of related labels, preventive operating procedures, and emergency response measures for spills. Training employees in the proper use and understanding of chemicals prevents fire, explosion, poisoning, and other hazards caused by improper handling. In the event of a leak, swift and effective emergency response can contain these incidents, prevent loss of life and property, and ensure the safety of workers, the workplace, and the surrounding environment.



Hazardous chemical spill drill

Summary Table of Environmental Protection and Health Expenses in the Past 3 Years

(Unit: NT\$)

Item	2022	2023	2024
Workplace Testing	115,300	137,100	125,900
Water Quality Testing	26,400	32,100	27,800
Occupational Medicine Doctor Services	432,000	432,000	432,000
On-site Psychologist	180,000	216,000	216,000
Health Examinations	470,000 (advanced health exams)	857,270 (mobile and specialized health exams)	504,900 (Advanced health examinations and geriatric health examinations)
Health Promotion Activities	209,900	222,420	250,000
Automated External Defibrillator (AED)	71,640	71,640	71,640
ISO 45001 Management System Certification Fee	81,615 (system verification)	86,978 (system verification)	143,000 (system verification)
Total	1,586,855	2,055,508	1,771,240

Note: Health promotion activity costs were included for the first time in 2024, and prior-period costs were newly added and aggregated.

▲ Incident Statistics and Voluntary Reporting System for Near Misses

ADLINK provides employees with a safe and comfortable work environment. All workplace safety incident statistics and records are maintained by the EHS Office. Whether incidents involve fatalities, disabling injuries, minor injuries, or medical consultations, they are documented in the annual Occupational Incident Summary. At the end of each year, a statistical review is conducted to analyze the root causes of occupational incidents and implement corrective measures. Key occupational safety indicators are regularly tracked and presented at the Company Safety and Health Committee meetings. During training sessions, enhanced awareness is promoted to prevent recurrence, with the goal of minimizing disabling injuries. To ensure comprehensive reporting of safety occurrences, employees are required to report even near-miss events. A dedicated reporting system for near-miss incidents has been added to the company intranet, allowing voluntary submission of near-miss reports.

After an incident occurs, the responsible unit completes an Incident Investigation Report and related documentation—including causes and corrective actions—which is overseen by the EHS Office for occupational incident determination. A nurse conducts follow-up on any injuries, and the final report is submitted to the competent authority. In 2024, there were three recordable occupational injuries at ADLINK, resulting in an incident rate of approximately 1.41%. No occupational diseases or fatalities due to workplace injuries were recorded. The number of recorded occupational injuries in 2024 is higher than the year before; most incidents resulted from improper movements causing crush injuries or burns. To address these causes, employee training has been intensified, and all standard operating procedures have been reviewed to ensure that protective equipment is worn to prevent injury. In one case, an employee was struck by a falling ceiling panel during an earthquake. In response to such natural-disaster emergencies, multiple emergency evacuation drills have been carried out to ensure that, in the event of unexpected situations, all personnel can evacuate safely.

ADLINK formally joined the zero-accident network in August 2012, and submitted the zero-accident working hours record every month. With the joint efforts of the company and employees, we were twice recognized with a certificate of zero-accident work hours presented by the Industrial Safety and Health Association. All employees will continue their efforts to prevent accidents and create a safer working environment.

Occupational Injury Statistics of Workers in the Past 3 Years

Year	2022		2023		2024	
Types of workers	Employees	Non-employees	Employees	Non-employees	Employees	Non-employees
Total work hours	2,128,604	71,303	2,196,029	71,031	2,127,367	69,575
Number of fatalities	0	0	0	0	0	0
Fatality rate	0	0	0	0	0	0
Number of serious occupational injuries	0	0	0	0	0	0
Serious occupational injury rate	0	0	0	0	0	0
Number of recordable occupational injuries	1	0	2	0	3	1
Recordable occupational injury rate	0.46	0	0.91	0	1.41	14.37
Injury type	Tripping	-	Crushing, Tripping	-	Crushing, Smashing, Burn Injuries	Falling
Number of injuries related to company vehicles and commuter buses	3	0	0	0	0	0

Note 1: Occupational injuries refer to accidental injuries that occur while workers are performing their duties or within the workplace. The statistical criteria do not include "commuting accidents" that happen during daily travel to and from work.

Note 2: Total work hours: Calculates the total working hours of all workers during the year. The actual working hours and overtime hours of employees are added to or deducted from the total. For non-employees (contractors and dispatch workers), the annual data estimation is calculated based on 8 hours per day x (the number of workers entering the company per month x number of working days per month).

Note 3: Serious occupational injury: This refers to injuries caused by occupational accidents that result in disability or the inability to recover to the pre-injury health condition within 6 months (excluding fatalities).

Note 4: Fatality rate = Number of fatalities due to occupational injuries x 1,000,000 ÷ Total work hours.

Note 5: Serious occupational injury rate = Number of serious occupational injuries x 1,000,000 ÷ Total work hours.

Note 6: Total Recordable Injury Frequency Rate (TRIFR) = Number of recordable occupational injuries (including serious occupational injuries, number of fatalities, and other recordable occupational injuries) x 1,000,000 ÷ Total work hours.

Note 7: 4~6 point ratio calculation method: Calculated to 2 decimal places without rounding.

Note 8: Non-employees include cleaning, security, catering, and leisure center staff. In 2023, the total working hours of dispatched workers were added.

Note 9: The company vehicle and commuter bus injuries are classified as traffic accidents outside the plant. The injury type is tripping.

Note 10: One recordable occupational injury for non-employees: a cleaning staff member fell due to not following work procedures.

Safety and Health Management Plan

To ensure that management objectives and targets comprehensively cover all company safety and health-related activities, we not only formulate plans in response to policies, business strategies, and regulatory requirements but also place special emphasis on “hazard identification” as the source for setting these objectives. ADLINK regularly convenes trained unit representatives to jointly initiate hazard identification and risk assessment processes. Through a tiered management approach, unacceptable risks and improvement opportunities are identified and used as the basis for eliminating or substituting hazards, implementing engineering or administrative controls, and improving personal protective equipment. In addition, we conduct preliminary and follow-up risk assessments of the workplace on an ad hoc basis through change management and incident investigation. Assessment results are communicated to each unit supervisor and posted on the ADLINK intranet for company-wide awareness. Furthermore, it is explicitly stipulated that, if any workplace condition poses an immediate danger, both the person in charge and the operator have the right to stop work and evacuate to a safe area. They may refrain from returning to work until the emergency is resolved, and no adverse disciplinary action will be taken during the suspension period.

▲ Ergonomic Hazards from Poor Working Postures

To prevent musculoskeletal injuries caused by improper working postures, ADLINK identified high-risk employees and assessed potential on-site hazards through a questionnaire survey. Experts provided individualized health guidance based on employee needs and offer professional recommendations targeting core issues. In addition, the occupational medicine doctor delivered ergonomic hazard education tailored to the specific risks of each department. By adopting monitor stands, adjusting seating postures, and performing regular stretching, employees have successfully improved shoulder and neck comfort by 71.76%. Furthermore, 88.24% of employees reported that changing work habits (e.g., maintaining correct posture and taking timely breaks) significantly reduced shoulder and neck discomfort.



Experts conduct on-site assessments of ergonomic risks and teach stretching and relaxation techniques

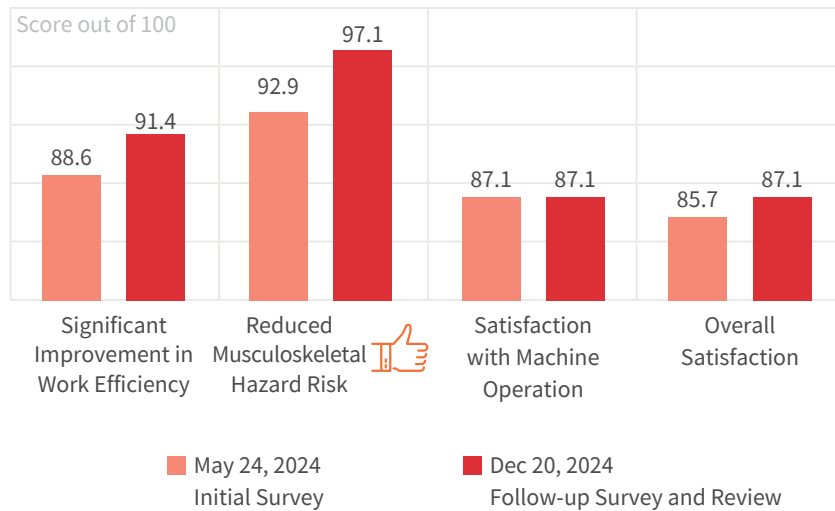


The occupational medicine doctor delivers ergonomic hazard education tailored to the specific risks of each department.

▲ Packaging Operations Mechanization Plan

To improve packaging efficiency and reduce health risks associated with prolonged repetitive tasks, ADLINK completed the mechanization upgrade of its packaging process in 2024. The plan included the introduction of an automatic case opener and a case sealer, as well as the layout of work areas, safety signage, and employee operation training to ensure a safe and healthy work environment. The medical team also conducted a satisfaction survey on ergonomic hazards and provided follow-up health guidance, aiming to continuously improve the employee's work environment. Ultimately, the employee satisfaction survey score reached 90.68 out of 100, indicating the plan's significant effectiveness.

Satisfaction Survey Results



- The initial survey showed an average satisfaction score of 88.6%, indicating that staff were generally satisfied with the automated packaging system!
- Following additional tracking and feedback collection, **the follow-up survey achieved an average satisfaction score of 90.7%, successfully reaching the target!**

▲ Prevention of Ergonomic Hazards

Based on the health questionnaire analysis results, health assessments were conducted for employees in high-risk departments, and experts were invited to design department-specific training programs. Experts visited work sites to provide guidance for high-risk daily tasks (such as lifting, pushing, and pulling), emphasizing correct postures and techniques to reduce musculoskeletal injuries caused by improper movements. A total of 63 employees participated in these specialized courses and learned how to correct poor postures during actual operations, effectively reducing physical strain at work and significantly lowering the risk of occupational injuries.



On-site instruction in lifting, pushing/pulling, and stretching/relaxation techniques for production-line departments

Health Monitoring and Return-to-Work Management

▲ Health Examinations

ADLINK regularly carries out comprehensive health check-ups for all employees. This includes a general health examination every two years and an annual special health check-up program planned in cooperation with medical facilities, in which not only employees but also to their family members. The results of the examinations are managed and classified by occupational health nurses, and appropriate measures are taken depending on the risk level. Employees identified as being at high risk are prioritized for health promotion events.



Medical institutions conduct Special Harmful Work Health Examinations on-site.

Statistics of Employee Health Examination Participation in the Past 3 Years

(Unit: Number of People)

Item / Year	2022	2023	2024
General Health Examination	-	941	-
Contracted Health Examination Plan	58	52	55
Number of People	58	993	55

Note 1: The frequency of general health examinations is once every two years. The contracted health examination plan provides appointments for examinations to employees and their families every year.

Note 2: The 2022 health examination headcount in the previous report included some 2021 data, so the 2022 figure has been corrected to 58 people in this report.

Standards for Health Risk Stratification and Corresponding Management Measures

(Unit: Number of People)

Year	First-level Health Managers	Second-level Health Managers	Third-level Health Managers	Fourth-level Health Managers
	No measures required currently	Health education materials or doctor consultations	Arrange doctor consultations and complete follow up within six months	Arrange doctor consultations and complete follow up within three months
2022	5	18	26	9
2023	97	329	468	99
2024	15	11	22	7

Note 1: The third and fourth levels are listed as the target groups for health promotion activities.

Note 2: Because a company-wide health examination was conducted in 2023, the volume of health data for that year is noticeably higher than in other years.

Note 3: The 2022 count of Level 1 health management personnel in the previous report included some 2021 data, so the 2022 figure has been corrected to 5 people in this report.

Special Harmful Working Health Examinations are held annually for personnel involved in Special Harmful Work, and a graded health management system is implemented in accordance with the law. According to the examination results, health education and follow-ups are organized by occupational health nurses and occupational medicine doctor. In addition, on-site check-ups for work-related illnesses are carried out as required. Employees who are classified as level three or higher under the graded health management system are re-examined by occupational medicine doctor depending on the severity of their condition and may even have their work duties adjusted. The company helps to organize Special Harmful Working Physical Examinations for new employees or those transferring to special operations and conducts fitness-for-work evaluations by occupational medicine doctor.

Graded Health Management for the Special Harmful Working Health Examinations in the Past 3 Years

(Unit: Number of People)

Year	Total Number of People Examined	First-level Health Managers	Second-level Health Managers	Third-level Health Managers	Fourth-level Health Managers
2022	45	22	23	0	0
2023	37	29	8	0	0
2024	41	25	16	0	0

Note 1: First-level management: Those who are found with no abnormalities according to the examination results.

Note 2: Second-level management: Those who are found with abnormalities that are unrelated to work.

Note 3: Third-level management: Those who are found with abnormalities which cannot be determined to be related to work, and who need further assessment by an occupational specialist physician.

Note 4: Fourth-level management: Those who are found with abnormalities that are related to work.

▲ Return-to-Work Mechanism

To ensure employees return smoothly and safely to their work positions after an injury or illness, ADLINK has implemented a straightforward and effective injury and illness management process. Moreover, the company initiates return-to-work assessments as early as possible to identify and respond to potential risks and obstacles, minimizing delays and uncertainties when returning to work. From 2022 to 2024, a total of 182 employees with injuries or illnesses were followed up. Among them, 57 individuals underwent a return-to-work assessment initiated by occupational medicine doctor. The detailed statistics are shown in the table below:

Item / Year	2022	2023	2024
Number of people injured or sick	57	58	67
Number of employees who have undergone a return-to-work assessment	31	16	10
Cases closed	54	40	62
Continuous follow up	3	18	5

Note 1: The number of injuries and illnesses includes those caused by commuting accidents, occupational injuries, and non-occupational injuries.

Note 2: The number of employees who have undergone a return-to-work assessment includes employees who have been recovering for more than 7 days, as indicated in the diagnosis of injury or illness, or employees who have undergone a return-to-work assessment following an evaluation by an occupational medicine doctor (occupational health nurse).

Note 3: Case closure refers to situations where an injured or ill employee successfully recovers and is able to return to their original job following follow-up care by occupational health nurses or return-to-work assessment by an occupational medicine doctor. Such employees are advised to monitor their health on their own, and their case are considered closed. Continuous follow-up refers to situations where an injured or ill employee continues to require regular care and assessments by an occupational physician. These employee are listed as being under continuous follow-up.





6 Social Engagement

- 6.1 Science Education
- 6.2 Caring for the Disadvantaged
- 6.3 Arts and Culture
- 6.4 Scholarships

▲ About ADLINK Education Foundation

ADLINK Technology Inc. was established in 1995. The company was listed on the OTC in 2002 and listed on the stock exchange in 2004. In December of the same year, the company established the ADLINK Education Foundation, which is based on the idea of "taking from society and giving back to society".

The ADLINK Education Foundation promotes science and technology education, arts and humanities, social welfare, and the creation of a harmonious, progressive society under the ADLINK vision of "ADLINK praises love, automate the world". We aim to teach people the true meaning of love and empower society through the power of love.



Refer to the official website
ADLINK Education Foundation
for more details.



Four Main Themes of ADLINK Education Foundation's Service

Science Education

- Science Education Courses
- Co-creation Summer Camps
- Youth Development Courses

Caring for the Disadvantaged

- Life Education
- Tutoring for the Disadvantaged

Arts and Culture





- International Art and Cultural Exchanges
- Cultural Corridor
- Lectures on Art and Culture

Scholarships

- Education Scholarship (children of employees)
- Zhong-xian Scholarship (Taiwan Police College)
- Arts Scholarship (Taiwan College of Performing Arts)

The Actual Results of ADLINK Education Foundation's Public Welfare Investment in the Past 3 Years

(Unit: NT\$ thousand)

Main theme	Item	Corresponding SDGs	2022	2023	2024
Science Education	Youth Development Program		94	357	350
	Co-Creation Summer Camp		654	674	728
	micro:bit science education courses		-	123	19
Caring for the Disadvantaged	"Mixed Disabled Arts Group" life education	   	800	630	530
	"Boyo Social Welfare Foundation" comprehensive tutoring		1,000	1,000	1,000
	"Gaorong Social Care Association" tutoring for the disadvantaged		600	600	600
Arts and Culture	Cultural Corridor		104	138	287
	"Art Unlimited" Chinese opera performances and workshops in Germany		-	2,558	2,904
	Youth Exploration Camp		-	-	323
Scholarships	Education Scholarship		350	310	300
	Zhong-xian Scholarship		400	400	400
	Arts Scholarship		300	300	300
Annual amount of public welfare investment			4,324	7,109	7,741

Note: micro:bit science education courses and the "Art Unlimited" Chinese opera performances and workshops in Germany were introduced in 2023. The Youth Exploration Camp is a newly added project activity for 2024.

6.1 Science Education

Science Education Courses

ADLINK's "Code4Fun 2Gether Little Maker Academy" Introduces Children from Rural Areas to the Fun of Programming

Since 2023, the ADLINK Education Foundation has partnered with Mr. Shen Lun-Ming, Principal Applications Engineer at Arm, leveraging his role as a Micro:Bit Foundation Ambassador to incorporate the educational resources he helped develop. ADLINK employees who are interested in STEAM education (Science, Technology, Engineering, Art, and Mathematics) have been invited to serve as volunteer instructors and deliver science and technology courses at the Linkou Elementary School in New Taipei City.

In 2024, ten colleagues volunteered to assist twenty upper-grade students at the Linkou Elementary School. In addition to introducing micro:bit programming education to the campus, we donated micro:bit smartwatch kits to the school and requested the school's computer teacher to co-teach the class, ensuring that these teaching resources are passed on so that more students can benefit. Our goal is to help close the digital-technology gap between urban and rural areas, allowing children to “learn by playing,” sparking their interest in exploring technology—while giving our employees a chance to apply their skills and give back to the community.



20 upper-grade students at the Linkou Elementary School benefited from the activity, with 10 ADLINK employees serving as volunteers.

Co-Creation Summer Camp

Every summer since 2011, the ADLINK Education Foundation has organized a summer camp for children from China and Taiwan at the facilities of the ADLINK branch in Shanghai. The original intention was to help young volunteers and students cultivate team spirit, positive thinking, and problem solving. Through different lesson plans, we give children the opportunity to experience diverse fields in technology education, arts and aesthetics, environmental protection, and local culture to broaden their horizons, nurture their creativity, discover their talent, and inherit the ADLINK spirit.

2024 ADLINK “Fun Heart Wandering the Planet World” Cross-Strait Children’s Summer Camp

The 2024 ADLINK “Fun Heart Wandering the Planet World” summer camp takes “planets” as its theme. The camp is like a solar system, with a volunteer team composed of ADLINK employees’ children, students from the Taiwan Police College, the National Taiwan College of Performing Arts, and nine university students from diverse backgrounds—including international volunteers from China and Germany. They are like different planets, each showing its unique appearance and characteristics. The camp’s students from both sides of the strait are like shining stars, and it is our hope that each participant will draw nourishment from the camp and let their life shine brightly!

In 2024, we specially designed the “SDGs Earth Superhero” lesson plan. Through short skits and card games, students play the role of little superheroes who help the ailing Earth recover its health. They learn about the 17 core goals of the SDGs through play and connect these goals to everyday life to build a sustainable mindset.

In 2024, the Cross-Strait Children’s Summer Camp involved a total of 9 young volunteers and 19 elementary school students from both sides of the strait. To date, more than 260 elementary school students and over 120 young volunteers have participated.



Enrichment Courses

After-School Tutoring Sponsorship for Taiwan Police College

In 2024, the ADLINK Education Foundation sponsored the “Police College Strengthens Graduates' Special Examination Test-Taking Ability Course Tutoring Subsidy Project”, an after-school tutoring program at the Taiwan Police College. Among the 1,394 graduates in the 2024 class, 1,375 were admitted to civil service positions—an admission rate of 98.64%. This represents nearly a 3% increase in passing rate and a reduction of 28 unsuccessful candidates, demonstrating the program’s significant impact.



6.2 Caring for the Disadvantaged Life Education

The "Mixed Disabled Arts Group" is a performance art group for the disabled that has been supported by the ADLINK Education Foundation since its inception. Members include people with visual impairments, physical disabilities, speech and hearing impairments, amputations, and rare diseases. Over the years, the art group has dedicated itself to life education in schools and embodies the concept of "never giving up and cherishing life". The head of the group, Ming Liu, and several others have received outstanding awards, including the Broadcasting Golden Bell Award, the Ten Outstanding Young People, and the Golden Eagle Award. Each member possesses exceptional talents, proving that physical challenges do not limit life’s possibilities.

The ADLINK Education Foundation has supported the "Mixed Disabled Arts Group" to promote life education in schools for many years. Through performances interspersed with interviews, and the life stories of team members overcoming obstacles with their tenacity and bravery, children can learn to love, appreciate and respect differences. At the same time, we aim to open up new career paths for friends with disabilities.

▲ ADLINK “Life in Art” Campus Life Education in 2024

In addition to the “Mixed Disabled Arts Group” performances and life-story sharing sessions, the program invited young volunteers from the National Taiwan College of Performing Arts to join the life-education interludes. Their contributions enriched the curriculum and provided a performance platform for them, while also assisting cohort members with mobility challenges.

“Watching the life-education performance taught me to be tolerant and caring toward people who are different from me. In the future, I won’t give up easily when facing problems; I will face them bravely.”

ADLINK Education Foundation's budget in 2024 was NT\$530 thousand

School	Performance Schools	Sessions
Elementary	Jhuwei Elementary, Erchong Elementary, Yu De Elementary, Xizhi Elementary, Yongfu Elementary, Xintai Elementary, Jisui Elementary, Shengkeng Elementary.	8
Junior High	Banqiao Junior High, and Wulai Elementary & Junior High.	2
A total of 10 life education events were held in 2024, with a total of 8 ADLINK youths participating in the performances		
Number of people reached: More than 3,200 students		



After-school Tutoring for the Disadvantaged

Boyo Social Welfare Benefits Foundation Comprehensive Tutoring

From 2013 to 2024, the ADLINK Education Foundation continued its funding.

Established in 2002, the Boyo Foundation adheres to the philosophy of "not letting poor children fall into eternal poverty". Through the two major service methods of social work and education, it cultivates community teachers, develops learning materials and lays a solid foundation, and uses social resources to maintain children's health, expand their horizons, and fosters ongoing cross-sector collaboration to achieve the vision of "bringing knowledge home".

Taoyuan Gaorong Social Care Association Tutoring for the Disadvantaged

From 2015 to 2024, the ADLINK Education Foundation has continued its funding.

Gaorong Social Care Association is located at the intersection of Zhongli, Pingzhen, and Yangmei districts in Taoyuan, a remote area where most residents are blue-collar workers, new immigrants, or from disadvantaged backgrounds. In November 2015 and February 2016, the association set up tutoring classes at Guoling Junior High School and Zhongping Elementary School. The classes have been offered without interruption since their inception through 2024. Owing to long-term donations from the ADLINK Education Foundation since 2015, the association has been able to provide a suitable learning environment for children from disadvantaged families. Thanks to the tutoring, the children learn and grow with enough care and love.

In 2024, the Taoyuan Glory Caring Association assisted Taipei Glory Church in Xizhi in organizing the "Build Your Own Boat Experience Camp," guiding elementary school students to handcraft a one-of-a-kind canoe from start to finish, engage in water-based activities, learn rowing techniques, and develop effective teamwork skills. This ensured that every child felt seen and that success was defined not by the abundance of resources but by recognizing and meeting one another's needs.



6.3 Arts and Culture

International Art and Cultural Exchanges

Cultural Exchange Through Chinese Opera: "Art Unlimited" in Germany

ADLINK Education Foundation is committed to promoting the arts and humanities and facilitating cultural exchange, and has long supported students of the National Taiwan College of Performing Arts. In 2016, it led Performing Arts College students who had participated in the Cross-Strait Children's Summer Camp to Germany, where—arranged by the Rhein-Taipei Chinese School—they performed and engaged in exchanges at local secondary schools. In 2018, the city of Diepholz in Germany, to permanently exhibit Taiwanese artist Kang Muxiang's steel sculpture "Unlimited Wisdom" in the central church square, formed a curatorial delegation that visited Taiwan. During their visit to the National Taiwan College of Performing Arts, they were deeply moved by the students' performances, planting the seed for "Art Unlimited."

At the invitation of the German non-profit Agenda 21-Bürgerstiftung in Diepholz, in 2023, the ADLINK Education Foundation co-hosted "Art Unlimited 2023" with the German non-profit Cultural Knot Association, arranging performances by students of the National Taiwan College of Performing Arts at German theaters and workshops at local schools. The program received enthusiastic responses and extensive media coverage, and the German co-organizers have extended an invitation for the students to return.

The 2024 "Art Unlimited" tour was held again, sponsored by the Advantech Education & Cultural Foundation, AUO, AAEON Technology, Chroma ATE, FSP Group, Mean Well Enterprises, QNAP GmbH, Riedel Communications (Germany), and the Taipei Representative Office in Germany, Frankfurt Office, in support of the ADLINK Education Foundation's efforts.

It enabled outstanding young performers to deepen their stage experience and introduced Eastern performing arts to European audiences. "Art Unlimited 2024" aspires to realize the vision of "cultural exchange without borders, fusion of Eastern and Western arts without boundaries, and limitless potential of young opera talent."



Event Documentary: ["2024 Art Unlimited Event Documentary"](#)





2024 Art Unlimited Event Results

Event Category	Date	Location	Number of Viewers
Major Performances	2024/8/24	Robert-Schumann-Saal, Kunstpalast, Düsseldorf, Deutschland	About 750 people
	2024/8/31	Theater De Schalm, Veldhoven, Nederland	About 450 people
Campus Shows & Workshops	2024/8/22	Gymnasium Thomaeum, Kempen	About 500 people
	2024/8/26	Gesamtschule an der Erft, Neuss	About 400 people
	2024/8/27	Erasmus-Gymnasium, Grevenbroich	About 600 people
2 Major Performances, 3 Minor Performances and Workshops, for a total audience of approximately 3,000			
Performers: 24 students from the Peking Opera, Folk Arts, and Opera Music Departments (vocational to university levels)			

Youth Exploration Camp – 2024 European Arts Exploration Camp

The ADLINK Education Foundation upholds goodwill and persistence, using the “Exploration Camp” to encourage children to move forward bravely, planting seeds of growth in their hearts, and hoping that through the camp experience they will make choices that can change the world. From 2017 to 2019, the Foundation held the Qinghai-Tibet Exploration Camp, and in 2022 it organized the UK Exploration Camp.

In 2024, 11 teachers and volunteers from the “Unlimited Performance” tour embarked on a Euro-Arts Exploration in Germany, Belgium, and the Netherlands. Participants immersed themselves in local cultures and overcame challenges—such as travel disruptions and language barriers—learning to adapt and find joy amid adversity. Each evening’s “Reflection Time” fostered group discussions on personal goals, language learning, and future planning. The journey served as both an adventure and a life lesson: to create excitement in the ordinary and grow through challenges.

Destinations: Düsseldorf (Germany), Koblenz (Germany), Maastricht (Netherlands), Ghent (Belgium)



Cultural Corridor

The ADLINK Education Foundation has installed a cultural exhibition wall in the corridor of the ADLINK employee cafeteria to present multimedia art exhibitions at irregular intervals. Starting in 2023, students from the Department of Graphic Communication Arts at the National Taiwan University of Arts joined the curatorial team. In 2024, each quarter featured cross-disciplinary collaborative exhibitions with more diverse content, including:

Theme	Description	Visitors
Finding Yourself at the ADLINK Big Tree Photography Exhibition	A low-profile yet passionate photographer, ADLINK colleague Fardon Chen, has captured many beautiful moments at company events. For this exhibition, numerous photos were printed and displayed on trees throughout the venue, allowing colleagues to “find themselves.”	Approximately 1,000 per quarter
NTUA Department of Graphic Communication Arts Graduation Exhibition	The NTUA Graphic Communication Arts students’ graduation projects are here! From “Bang!” representing cultural integration, to 「#Poto」 aiming to resonate with others, “Ruòzhě” promoting youth, and “Wén xīn” conveying Wen Chang culture—all are showcased in the ADLINK Technology cultural corridor.	
Reading Is for Creation	Inviting the Independent Publishing Alliance and the Taoyuan Public Library to exhibit! They brought many surprising books, each with its own mini exhibition space, creating a delightfully amusing experience.	
2024 Art Unlimited Exhibition	“Traditional theater art is not only a form of performance but also a cultural heritage, a lifestyle aesthetic, and a social responsibility.” This exhibition presents highlights from the “Art Unlimited” performances in Germany and the Netherlands, and displays the magnificent costumes worn by characters such as the mighty Lu Bu and Sun Wukong, as well as various folk musical instruments and stage props. It’s a rare opportunity to closely admire traditional theater attire and instruments, offering a deeper experience of traditional art.	



Art Lectures

Cloud Gate Founder Master Lin Hwai-min Lecture: “How to Perform My Life Well”

Cloud Gate Dance Theatre’s works are deeply nourished by the rich traditions of Peking Opera culture, incorporating its martial arts techniques and the breathing methods of Tai Chi. In his lecture, “How to Perform My Life Well,” Master Lin Hwai-min shares his dedicated, humble, and disciplined journey of dance creation to inspire and give back to the youth at the National Taiwan College of Performing Arts. He encourages students to harness their fearless youthful energy to boldly forge their own paths in performance.

110 students from all six departments of the undergraduate program at the National Taiwan College of Performing Arts attended the lecture.



6.4 Scholarships

In order to encourage young students who are dedicated to learning and developing their artistic and academic skills, the ADLINK Education Foundation has successively established the Education Scholarship, Zhong-xian Scholarship and Arts Scholarship since 2008. The scholarships are offered to the children of ADLINK employees, as well as students of the Taiwan Police College and the Taiwan College of Performing Arts. The application process begins every September, and a joint scholarship award ceremony is held in December each year.

Scholarship Amounts and Number of Recipients Awarded by the ADLINK Education Foundation in the Past 3 Years

(Unit: NT\$ thousand)

Item	2022		2023		2024	
	Amount	Number of People	Amount	Number of People	Amount	Number of People
Education Scholarship	350	21	310	17	300	16
Arts Scholarship	300	28	300	27	300	26
Zhong-xian Scholarship	400	20	400	20	400	20
Total Amount/Total Number of People	1,050	69	1,010	64	1,000	62

Note 1: The Education Scholarships have been continuously awarded from 2008 through 2024; Arts Scholarships from 2014 through 2024; and the Zhong-xian Scholarships from 2016 through 2024.

Note 2: The "Total Amount" at the bottom of the table represents the sum of all awards disbursed for each scholarship, with recipient counts taken into account.



Zhong-xian Scholarship



Education Scholarship



Arts Scholarship

The background features a complex geometric design. On the left, a large triangle is composed of smaller triangles, some of which are filled with a dot pattern. To the right, there are several overlapping triangles and a large circular arc, all in various shades of gray. A dense dot pattern is also visible in the upper right quadrant.

Appendix

GRI Index

Taiwan Stock Exchange Sustainability Disclosure Indicators (Computer & Peripheral Equipment Industry)
and SASB Disclosure Information (Hardware Industry)

Implementation on Climate-Related Information

Third-Party Assurance Statement

ISO 14064-1 Verification Statement

GRI Index

Statement of use	ADLINK has reported in accordance with the GRI 2021 Standards for the period from January 1, 2024, to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

General Disclosures

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Remarks
GRI 2-1	Organizational details	1.1 About ADLINK	24	
GRI 2-2	Entities included in the organization's sustainability reporting	About this Report	5	
GRI 2-3	Reporting period, frequency and contact point	About this Report	5-6	
GRI 2-4	Restatements of information	3.1 Creating a Sustainable Supply Chain — Supply Chain Management — Local supply trading amount share rate in the past 3 years	69	
		4.1 Climate Change Response Measures — GHG Inventory — Short-, Medium-, and Long-term Carbon Reduction Targets	97	
		4.1 Climate Change Response Measures — GHG Inventory — Greenhouse Gas Emissions in the Past 3 Years	98-99	
		4.2 Energy Conservation and Carbon Reduction — Energy Management	102	
		4.3 Waste Management	109	
		5.1 Excellent Workplace – Comprehensive Employee Care Program: Creating a Win-Win for Employees, Their Families, and the Company	122	
		5.4 Safe and Healthy Workplace	148	
		5.4 Safe and Healthy Workplace — Health Monitoring and Return-to-Work Management	153	
		5.4 Safe and Healthy Workplace — Health Monitoring and Return-to-Work Management	154	
GRI 2-5	External assurance	About this Report	5-6	

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Remarks
GRI 2-6	Activities, value chain and other business relationships	1.1 About ADLINK	24	
		3.1 Creating a Sustainable Supply Chain — Supply Chain Management	63	
GRI 2-7	Employees	5.1 Excellent Workplace – Employee diversity	115-117	
GRI 2-8	Workers who are not employees	5.1 Excellent Workplace – Employee diversity	115-117	
GRI 2-9	Governance structure and composition	2.2 Governance Structure — Board of Directors	40	
		2.2 Governance Structure — Functional Committees	43-44	
GRI 2-10	Nomination and selection of the highest governance body	2.2 Governance Structure — Board of Directors	40	
GRI 2-11	Chair of the highest governance body	2.2 Governance Structure — Board of Directors	40-44	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Sustainable Development Strategy — ESG Sustainability Committee	12	
GRI 2-13	Delegation of responsibility for managing impacts	Sustainable Development Strategy — ESG Sustainability Committee	12	
		2.3 Corporate Risk Management	46	
GRI 2-14	Role of the highest governance body in sustainability reporting	About this Report	5	
GRI 2-15	Conflicts of interest	2.2 Governance Structure — Board of Directors	42-43	
GRI 2-16	Communication of critical concerns	2.2 Governance Structure — Board of Directors	42	
GRI 2-17	Collective knowledge of the highest governance body	2.2 Governance Structure — Continuous Enhancement of Governance	44	
GRI 2-18	Evaluation of the performance of the highest governance body	2.2 Governance Structure — Continuous Enhancement of Governance	44-45	
GRI 2-19	Remuneration policies	2.2 Governance Structure — Continuous Enhancement of Governance	45	
GRI 2-20	Process to determine remuneration	2.2 Governance Structure — Continuous Enhancement of Governance	45	
GRI 2-21	Annual total compensation ratio	5.1 Excellent Workplace – Salary Standards	133-134	
GRI 2-22	Statement on sustainable development strategy	Message from the Management	3-4	
		Sustainable Development Strategy – Sustainable Development Vision Blueprint	7	
GRI 2-23	Policy commitments	2.1 Policy Commitments — Code of Ethics and Business Engagement	36-37	

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Remarks
GRI 2-24	Embedding policy commitments	Sustainable Development Strategy – Sustainable Development Vision Blueprint	7	
		2.1 Policy Commitments — Code of Ethics and Business Engagement	36-37	
		3.1 Creating a Sustainable Supply Chain	63-64	
GRI 2-25	Processes to remediate negative impacts	Stakeholder Communication — Complaints and Suggestions	18	
GRI 2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Communication — Complaints and Suggestions	18	
		3.1 Creating a Sustainable Supply Chain — Supply Chain Management	64	
GRI 2-27	Compliance with laws and regulations	2.4 Regulatory Compliance – Training and Implementation	51	
GRI 2-28	Membership associations	1.3 Certifications and Industry Alliances	31	
GRI 2-29	Approach to stakeholder engagement	Stakeholder Communication – Topics of Stakeholder Concern and Communication Channels	14	
GRI 2-30	Collective bargaining agreements	5.1 Excellent Workplace – Labor-Management Communication and Cooperation – Labor-Management Meetings	119	No labor union

Disclosures on Material Topic

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Remarks
GRI 3 : Material Topic 2021				
GRI 3-1	Process to determine Material Topic	Stakeholder Communication — Material Topic	20	
GRI 3-2	List of Material Topic	Stakeholder Communication — Material Topic	22	
1. Customer Relations Management				
GRI 3-3	Management of Material Topic	3.3 Customer Service	83	
Self-defined topics	-	-	-	
2. Business Performance				
GRI 3-3	Management of Material Topic	1.2 Business Performance and Expectations	25	
GRI 201-1	Direct economic value generated and distributed	1.2 Business Performance and Expectations	26	

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Remarks
3. Information Security Management				
GRI 3-3	Management of Material Topic	2.5 Information Security Management	54	
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.5 Information Security Management	54	
4. Innovative Technologies and Patents				
GRI 3-3	Management of Material Topic	3.2 Innovative Technologies and Patents	72	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	3.2 Innovative Technologies and Patents — Product Safety	76	
5. Supply Chain Management				
GRI 3-3	Management of Material Topic	3.1 Creating a Sustainable Supply Chain	61	
GRI 204-1	Proportion of spending on local suppliers	3.1 Creating a Sustainable Supply Chain — Supply Chain Management	69	
GRI 308-1	New suppliers that were screened using environmental criteria	3.1 Creating a Sustainable Supply Chain — Supply Chain Management	68	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	3.1 Creating a Sustainable Supply Chain — Supply Chain Management	68	
GRI 414-1	New suppliers that were screened using social criteria	3.1 Creating a Sustainable Supply Chain — Supply Chain Management	68	
GRI 414-2	Negative social impacts in the supply chain and actions taken	3.1 Creating a Sustainable Supply Chain — Supply Chain Management	68	
6. Green Products				
GRI 3-3	Management of Material Topic	3.1 Creating a Sustainable Supply Chain	62	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	3.1 Creating a Sustainable Supply Chain — Green Products	70	
		3.2 Innovative Technologies and Patents — Product Safety	76	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.1 Creating a Sustainable Supply Chain — Green Products	71	

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Remarks
7. Employee Diversity and Inclusiveness				
GRI 3-3	Management of Material Topic	5.1 Excellent Workplace – Employee Diversity	114	
GRI 405-1	Diversity of governance bodies and employees	2.2 Governance Structure — Board of Directors	40	
		5.1 Excellent Workplace – Employee Diversity	115	
8. Talent Development and Cultivation				
GRI 3-3	Management of Material Topic	5.3 Talent Cultivation and Career Development	138	
GRI 404-1	Average hours of training per year per employee	5.3 Talent Cultivation and Career Development	141	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	5.3 Talent Cultivation and Career Development	139-141	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	5.3 Talent Cultivation and Career Development	143	
9. GHG Inventory				
GRI 3-3	Management of Material Topic	4.1 Climate Change Response Measures – GHG Inventory	95	
GRI 305-1	Direct (Scope 1) GHG emissions	4.1 Climate Change Response Measures – GHG Inventory	98	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	4.1 Climate Change Response Measures – GHG Inventory	98	
GRI 305-3	Other indirect (Scope 3) GHG emissions	4.1 Climate Change Response Measures – GHG Inventory	98	
GRI 305-4	GHG emissions intensity	4.1 Climate Change Response Measures – GHG Inventory	98	

Disclosures on Non-Material Topic

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Remarks
GRI 201: Economic Performance 2016				
GRI 201-3	Defined benefit plan obligations and other retirement plans	5.1 Excellent workplace – Comprehensive Employee Care Program: Creating a Win-Win for Employees, Their Families, and the Company	121	
GRI 202: Market Presence 2016				
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.1 Excellent Workplace — Salary Standards	134	
GRI 203: Indirect Economic Impacts 2016				
GRI 203-1	Infrastructure investments and services supported	6 Social Engagement	156	
GRI 206: Anti-competitive Behavior 2016				
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.4 Regulatory Compliance	53	
GRI 302: Energy 2016				
GRI 302-1	Energy consumption within the organization	4.2 Energy Conservation and Carbon Reduction — Energy Management	102	
GRI 302-3	Energy intensity	4.2 Energy Conservation and Carbon Reduction — Energy Management	102	
GRI 302-4	Reduction of energy consumption	4.2 Energy Conservation and Carbon Reduction — Energy Management	101	
GRI 303: Water and Effluents 2018				
GRI 303-3	Water withdrawal	4.2 Energy Conservation and Carbon Reduction — Water Resources Management	104	
GRI 305: Emissions 2016				
GRI 305-5	Reduction of GHG emissions	4.1 Climate Change Response Measures — GHG Inventory	98	
		4.2 Energy Conservation and Carbon Reduction — Energy Management	101	

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Remarks
GRI 306: Waste 2020				
GRI 306-3	Waste generated	4.3 Waste Management	108	
GRI 306-4	Waste diverted from disposal	4.3 Waste Management	109	
GRI 306-5	Waste directed to disposal	4.3 Waste Management	109	
GRI 401: Employment 2016				
GRI 401-1	New employee hires and employee turnover	5.1 Excellent Workplace — Employee Diversity	118	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.1 Excellent workplace - Comprehensive employee care program: creating a win-win for employees, their families, and the company	121	
GRI 401-3	Parental leave	5.1 Excellent workplace - Comprehensive employee care program: creating a win-win for employees, their families, and the company	122-123	
GRI 403: Occupational Health and Safety 2018				
GRI 403-1	Occupational health and safety management system	5.4 Safe and Healthy Workplace — Safety and Health Management Program	144	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	5.4 Safe and Healthy Workplace	151	
GRI 403-3	Occupational health services	5.4 Safe and Healthy Workplace — Health Monitoring and Return-to-Work Management	153	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	5.4 Safe and Healthy Workplace	144	
GRI 403-5	Worker training on occupational health and safety	5.4 Safe and Healthy Workplace	147-148	
GRI 403-6	Promotion of worker health	5.1 Excellent workplace - Comprehensive employee care program: creating a win-win for Employees, their families, and the company	126-132	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.4 Safe and Healthy Workplace	151-153	
GRI 403-9	Work-related injuries	5.4 Safe and Healthy Workplace	150	
GRI 405: Diversity and Equal Opportunity 2016				
GRI 405-2	Ratio of basic salary and remuneration of women to men	5.1 Excellent Workplace — Salary Standards	133	

Taiwan Stock Exchange Sustainability Disclosure Indicators (Computer & Peripheral Equipment Industry) and SASB Disclosure Information (Hardware Industry)

Sustainability Disclosure Topics & Metrics

No.	Indicator	Annual Disclosure		Corresponding Chapter	Page Number
Taiwan Stock Exchange Sustainability Disclosure Indicator No. 1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Total Energy Consumption	39,411.18 GJ	4.2 Energy Conservation and Carbon Reduction	102
		Percentage of Purchased Electricity	92.08%		
		Percentage of Utilization Rate (Renewable Energy)	4.25%		
Taiwan Stock Exchange Sustainability Disclosure Indicator No. 2	Total water withdrawn, total water consumption	Total Water Withdrawn	42.98 thousand m ³	4.2 Energy Conservation and Carbon Reduction	104
		Total Water Consumption	-		
Taiwan Stock Exchange Sustainability Disclosure Indicator No. 3	Total hazardous waste generated and percentage recycled	No hazardous waste generated in 2024		4.3 Waste Management	109
Taiwan Stock Exchange Sustainability Disclosure Indicator No. 5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled	All industrial waste is legally handled by third-party contractors. After recycling, 0.240 tonnes are prepared for reuse and 2.926 tonnes are reprocessed, yielding a circular reuse rate of 70.42%. No end-of-life products are returned to the production process.		4.3 Waste Management	109
TC-HW-410a.4					
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	In accordance with the IEC 62474 material control principles, 100% of product revenue is derived from products containing only IEC 62474-compliant substances.		-	-
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Still under development; implementation and statistical tracking are planned for the future.		-	-
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Still under development; implementation and statistical tracking are planned for the future.		-	-

No.	Indicator	Annual Disclosure				Corresponding Chapter	Page Number
Taiwan Stock Exchange Sustainability Disclosure Indicator No. 4	Types of, number of employees in and rate of occupational accidents (%)	Types of Workers	Injury Type	Number of People	Ratio (%)	5.4 Safe and Healthy Workplace	150
		Employee	crushing, smashing, burn injuries	3	1.41		
		Non-employee	falling	1	14.37		
TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	See Section 5.1 “Excellent Workplace – Employee Diversity” for details.				5.1 Excellent Workplace	115
Taiwan Stock Exchange Sustainability Disclosure Indicator No. 6	Description of the management of risks associated with the use of critical materials	To minimize the risk of shortages of critical materials, the company has expanded its database of interchangeable materials, created a list of preferred vendors, and established risk levels based on the difficulty of sourcing different materials to ensure stable supply and quality.				3.1 Creating a Sustainable Supply Chain	66
TC-HW-440a.1							
Taiwan Stock Exchange Sustainability Disclosure Indicator No. 7	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	NT\$ 0				2.4 Regulatory Compliance	53
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	To ensure product data security, we employ a multi-layered risk assessment process combined with threat modeling and risk analysis (STRIDE, DREAD) to identify potential vulnerabilities. For critical risks, we implement AES-256 encryption, MFA authentication, digital signature verification, and privacy-by-design measures. We have also established a security incident response framework, a threat intelligence sharing network, and a regular security update strategy, alongside ongoing security awareness training and secure SDLC practices.				-	

No.	Indicator	Annual Disclosure	Corresponding Chapter	Page Number
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	In 2024, we completed an RBA-standard risk assessment of 29 key suppliers: (a) 25 of these are first-tier critical suppliers, representing 29.76 percent of all first-tier suppliers. (b) 0 percent were classified as high risk.	3.1 Creating a Sustainable Supply Chain	64
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	In 2024, all 29 key suppliers passed our audit evaluation and were classified as low risk; no corrective actions were required.	3.1 Creating a Sustainable Supply Chain	67

Activity Metrics

No.	Indicator	Annual Disclosure		Corresponding Chapter	Page Number
Taiwan Stock Exchange Sustainability Disclosure Indicator No. 8 TC-HW-000.A	Production by product category	Unit	Quantity (pcs/units)	1.2 Business Performance and Expectations	28
		IoT Solution and Technology Business Unit	88,986		
		Computer-on-Modules Business Unit	253,040		
		Edge Computing Platforms Business Unit	37,917		
		Edge Visualization Business Unit	78,247		
		DMS Rugged Computing Business Unit	65,709		
		Network, Communications and Automotive Business Unit	17,797		
		Other	523,712		
TC-HW-000.B	Area of manufacturing facilities	Facility	Area	1.2 Business Performance and Expectations	28
		Taiwan Taoyuan Huaya Plant	20,627 m ²		
		China Shanghai Plant	19,086 m ²		
TC-HW-000.C	Percentage of production from owned facilities	99.92%		1.2 Business Performance and Expectations	28

Implementation on Climate-Related Information

Disclosure items in Appendix 2 ‘Climate-Related Information of TWSE/TPEX Listed Company’ of Article 4-1 under ‘Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies’

Item	Implementation	Corresponding Chapter	Page Number
Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities	According to the letter from Taiwan Stock Exchange Corporation, the company has planned its greenhouse gas inventory and verification schedule and submitted it to the Board of Directors, with quarterly progress reports provided to the Board for oversight.	4.1 Climate Change Response Measures	90
Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	The risks and opportunities expected to arise from climate change, the timing of impacts, and the financial implications have been identified and described.	4.1 Climate Change Response Measures	90
Describe the financial impact of extreme weather events and transformative actions	To address the risks associated with climate change, the company has proposed adaptation and mitigation strategies and has started implementing relevant measures. These include adopting carbon platforms, obtaining ISO certifications, introducing renewable energy, and purchasing green electricity certificates. As a result, the company's financial expenditure has increased.	4.1 Climate Change Response Measures	91-94
Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	The "Climate-related Risk Identification and Assessment Process Flowchart" is in compliance with the framework and implementation methods outlined in section 2.3 ‘Corporate Risk Management’. It demonstrates the comprehensive control of climate risks.	4.1 Climate Change Response Measures	90
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.	The TCCIP's future forecast model was used to simulate changes in average temperature and precipitation caused by natural disasters at the company's location.	4.1 Climate Change Response Measures	93
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.	No planning yet	-	-

Item	Implementation	Corresponding Chapter	Page Number															
If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	No planning yet	-	-															
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.	Using 2023 as the baseline year, the company has set the following 2024 greenhouse gas reduction target	4.1 Climate Change Response Measures	97															
	<table><tr><th>Boundary</th><th>Coverage Rate</th><th>Scope 1 & 2 GHG Reduction Target vs. Achievement</th></tr><tr><td>Headquarters & Huaya Plant</td><td>100%</td><td>Target: 5 % ↓ Actual: 5.08 % ↓</td></tr></table>			Boundary	Coverage Rate	Scope 1 & 2 GHG Reduction Target vs. Achievement	Headquarters & Huaya Plant	100%	Target: 5 % ↓ Actual: 5.08 % ↓									
	Boundary			Coverage Rate	Scope 1 & 2 GHG Reduction Target vs. Achievement													
	Headquarters & Huaya Plant	100%	Target: 5 % ↓ Actual: 5.08 % ↓															
Historical Recognized Renewable Energy Credits:	4.2 Energy Conservation and Carbon Reduction	103																
<table><tr><th>Year</th><th>2023</th><th>2024</th></tr><tr><td>Renewable Energy Certificates (T-RECs)</td><td>0</td><td>465</td></tr></table>			Year	2023	2024	Renewable Energy Certificates (T-RECs)	0	465										
Year			2023	2024														
Renewable Energy Certificates (T-RECs)	0	465																
Greenhouse Gas Inventory, Verification Status, Reduction Targets, Strategies, and Action Plans	(1) GHG Inventory and Verification Status for the Past 2 Years (1-1) GHG Inventory Data GHG Emissions for the Past 2 Years (Unit: metric tons CO ₂ e):	4.1 Climate Change Response Measures	98															
	<table><tr><th>Item</th><th>2023</th><th>2024</th></tr><tr><td>Scope 1</td><td>679.823</td><td>690.778</td></tr><tr><td>Scope 2</td><td>5,081.892</td><td>4,778.204</td></tr><tr><td>Scope 3</td><td>1,064.776</td><td>1,037.140</td></tr><tr><td>GHG emissions intensity ^(Note) (metric tons CO₂e/NT\$ thousand)</td><td>0.000734</td><td>0.000820</td></tr></table>			Item	2023	2024	Scope 1	679.823	690.778	Scope 2	5,081.892	4,778.204	Scope 3	1,064.776	1,037.140	GHG emissions intensity ^(Note) (metric tons CO ₂ e/NT\$ thousand)	0.000734	0.000820
	Item			2023	2024													
	Scope 1			679.823	690.778													
	Scope 2			5,081.892	4,778.204													
	Scope 3			1,064.776	1,037.140													
	GHG emissions intensity ^(Note) (metric tons CO ₂ e/NT\$ thousand)	0.000734	0.000820															
Note: Emission intensity is calculated based on Scope 1 and Scope 2 emissions.																		

Item	Implementation	Corresponding Chapter	Page Number															
Greenhouse Gas Inventory, Verification Status, Reduction Targets, Strategies, and Action Plans	(1-2) GHG Verification Information Greenhouse Gas Inventory and Verification Status in the Past 2 Years:	4.1 Climate Change Response Measures	186															
	<table><tr><th>Year</th><th>2023</th><th>2024</th></tr><tr><td>Verification Scope</td><td>Headquarters & Huaya Plant</td><td>Headquarters & Huaya Plant</td></tr><tr><td>Verification Body</td><td>BSI Group Singapore Pte. Ltd., Taiwan Branch</td><td>BSI Group Singapore Pte. Ltd., Taiwan Branch</td></tr><tr><td>Verification Standards</td><td>ISO 14064-1:2018</td><td>ISO 14064-1:2018</td></tr><tr><td>Verification Opinion</td><td>Reasonable Assurance/ Agreement Procedures</td><td>Reasonable Assurance/ Agreement Procedures</td></tr></table>			Year	2023	2024	Verification Scope	Headquarters & Huaya Plant	Headquarters & Huaya Plant	Verification Body	BSI Group Singapore Pte. Ltd., Taiwan Branch	BSI Group Singapore Pte. Ltd., Taiwan Branch	Verification Standards	ISO 14064-1:2018	ISO 14064-1:2018	Verification Opinion	Reasonable Assurance/ Agreement Procedures	Reasonable Assurance/ Agreement Procedures
	Year			2023	2024													
	Verification Scope			Headquarters & Huaya Plant	Headquarters & Huaya Plant													
	Verification Body			BSI Group Singapore Pte. Ltd., Taiwan Branch	BSI Group Singapore Pte. Ltd., Taiwan Branch													
	Verification Standards			ISO 14064-1:2018	ISO 14064-1:2018													
	Verification Opinion	Reasonable Assurance/ Agreement Procedures	Reasonable Assurance/ Agreement Procedures															
	Note: See the ISO 14064-1 GHG Verification Statement for full details of the verification opinion.																	
	(2) 2024 GHG Reduction Targets, Strategies, and Action Plans	4.1 Climate Change Response Measures 4.2 Energy Conservation and Carbon Reduction	90 101															
	<table><tr><th>Item</th><th>Details</th></tr><tr><td>Baseline Year for Reduction</td><td>2023</td></tr><tr><td>Scope</td><td>Scope 1 and Scope 2</td></tr><tr><td>Reduction Targets</td><td><ul style="list-style-type: none">● 5 % reduction vs. baseline● Green electricity ≥ 3 % of total power consumption</td></tr><tr><td>Achievement</td><td><ul style="list-style-type: none">● 5.08 % reduction vs. baseline● Green electricity 4.61% of total power consumption</td></tr><tr><td>Strategy</td><td>Environmental Responsibility</td></tr><tr><td>Action Plans</td><td><ul style="list-style-type: none">● Install solar PV power plant● Replace chiller● Deploy smart building system</td></tr></table>			Item	Details	Baseline Year for Reduction	2023	Scope	Scope 1 and Scope 2	Reduction Targets	<ul style="list-style-type: none">● 5 % reduction vs. baseline● Green electricity ≥ 3 % of total power consumption	Achievement	<ul style="list-style-type: none">● 5.08 % reduction vs. baseline● Green electricity 4.61% of total power consumption	Strategy	Environmental Responsibility	Action Plans	<ul style="list-style-type: none">● Install solar PV power plant● Replace chiller● Deploy smart building system	
	Item			Details														
	Baseline Year for Reduction			2023														
	Scope			Scope 1 and Scope 2														
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Strategy	Environmental Responsibility																	
Action Plans	<ul style="list-style-type: none">● Install solar PV power plant● Replace chiller● Deploy smart building system																	

Third-Party Assurance Statement



INDEPENDENT ASSURANCE OPINION STATEMENT

ADLINK 2024 Sustainability Report

The British Standards Institution is independent to ADLINK Technology Inc. (hereafter referred to as ADLINK in this statement) and has no financial interest in the operation of ADLINK other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of ADLINK only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by ADLINK. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to ADLINK only.

Scope

The scope of engagement agreed upon with ADLINK includes the followings:

1. The assurance scope is consistent with the description of ADLINK 2024 Sustainability Report.
2. The evaluation of the nature and extent of the ADLINK's adherence to AA1000 Accountability Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process. This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the ADLINK 2024 Sustainability Report provides a fair view of the ADLINK sustainability programmes and performances during 2024. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the ADLINK and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate ADLINK's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assessors in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that ADLINK's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top management level review of issues raised by external parties that could be relevant to ADLINK's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 18 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2016).

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and GRI Standards is set out below:

Inclusivity

This report has reflected a fact that ADLINK has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the ADLINK's inclusivity issues.

Materiality

ADLINK publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of ADLINK and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the ADLINK's management and performance. In our professional opinion the report covers the ADLINK's material issues.

Responsiveness

ADLINK has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for ADLINK is developed and continually provides the opportunity to further enhance ADLINK's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the ADLINK's responsiveness issues.

Impact

ADLINK has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. ADLINK has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the ADLINK's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

ADLINK provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosure). Based on our review, we confirm that sustainable development disclosure with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the ADLINK's sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the ADLINK's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14084, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:



Peter Pu, Managing Director BSI Taiwan



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Statement No: SRA-TW-792257
2025-05-29

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ISO 14064-1 Verification Statement

bsi.
Opinion Statement

Greenhouse Gas Emissions
Verification Opinion Statement

This is to verify that: **ADLINK Technology, Inc.**
No. 66, Huaya 1st Rd.
Guishan Dist.
Taoyuan City
333411
Taiwan

此聲明係針對：**凌華科技股份有限公司**
臺南
林園區
崑山區
華安一路66號
333411
臺灣

Holds Statement No: **GHCEV 785942**

Verification opinion statement
As a result of carrying out verification and validation procedures in accordance with ISO 14064-1:2018, it is the statement for misad engagement including reasonable assurance for verification activity as well as validation and agreed-upon procedures (AUP) contains the following:

- The Greenhouse Gas Emissions with **ADLINK Technology, Inc.** for the period from 2024-01-01 to 2024-12-31 was verified and validated.
- The verified organization-level greenhouse gas emissions include direct greenhouse gas emissions 690,778t tonnes of CO₂ equivalent and indirect greenhouse gas emissions from imported energy 4,778,204t tonnes of CO₂ equivalent.
- ADLINK Technology, Inc.** has defined and explained its own process and pre-determined criteria for significant of indirect Greenhouse Gas Emissions and quantify and report these identified significant emissions accordingly.

For and on behalf of BSI:
Managing Director BSI Taiwan, Peter Ru

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The Greenhouse Gas Emissions Verification activities are based on reasonable level of assurance:

- The data and information of greenhouse gas emissions are based on historical in nature, and no material misstatements for the period from 2024-01-01 to 2024-12-31 Greenhouse Gas Emissions calculation were revealed.
- Data quality was considered acceptable in meeting the principles as set out in ISO 14064-1:2018.
- The emission factor for electricity of year 2024 is 0.474 kgCO₂e per kWh.

EMISSIONS	Notes	tonnes CO ₂ e
Category 1: Direct GHG emissions and removals		690,778t
1.1 Stationary combustion		82,1474
1.2 Mobile combustion		0.0000
1.3 Industrial processes (anthropogenic systems)		0.0000
1.4 Fugitive (anthropogenic systems)		608,6307
1.5 Land use, land use change and forestry		0.0000
Direct emissions in tonnes of CO ₂ e from biomass		0.0000
Category 2: Indirect GHG emissions from imported energy		4,778,2040
2.1 Indirect emissions from imported electricity	location-based approach	4,778,2040
2.2 Indirect emissions from imported energy (steam, heating, cooling and compressed air)		0.0000

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Agreed-upon procedures (AUP)

- AUP are specific types of verification activities, BSI have performed the evidence-gathering procedures for the period from 2024-01-01 to 2024-12-31.
- BSI do not express any assurance on the GHG emissions, removals and storage in listed below.

EMISSIONS	Notes	AUP Item(s)	tonnes CO ₂ e
Category 4: Indirect GHG emissions from products used by organisation			1,037,1399
4.1 Emissions from Purchased goods	Energy & Fuel: Use the Average-data method Imported energy: 10,080,599,059 kWh Taiwan tap water: 79,879,5238 m ³		990,1340
4.3 Emissions from the disposal of solid and liquid waste	Use the waste-type-specific method Road transport: 8,601,8254 km Waste treatment: 136,7103 mt		47,0059

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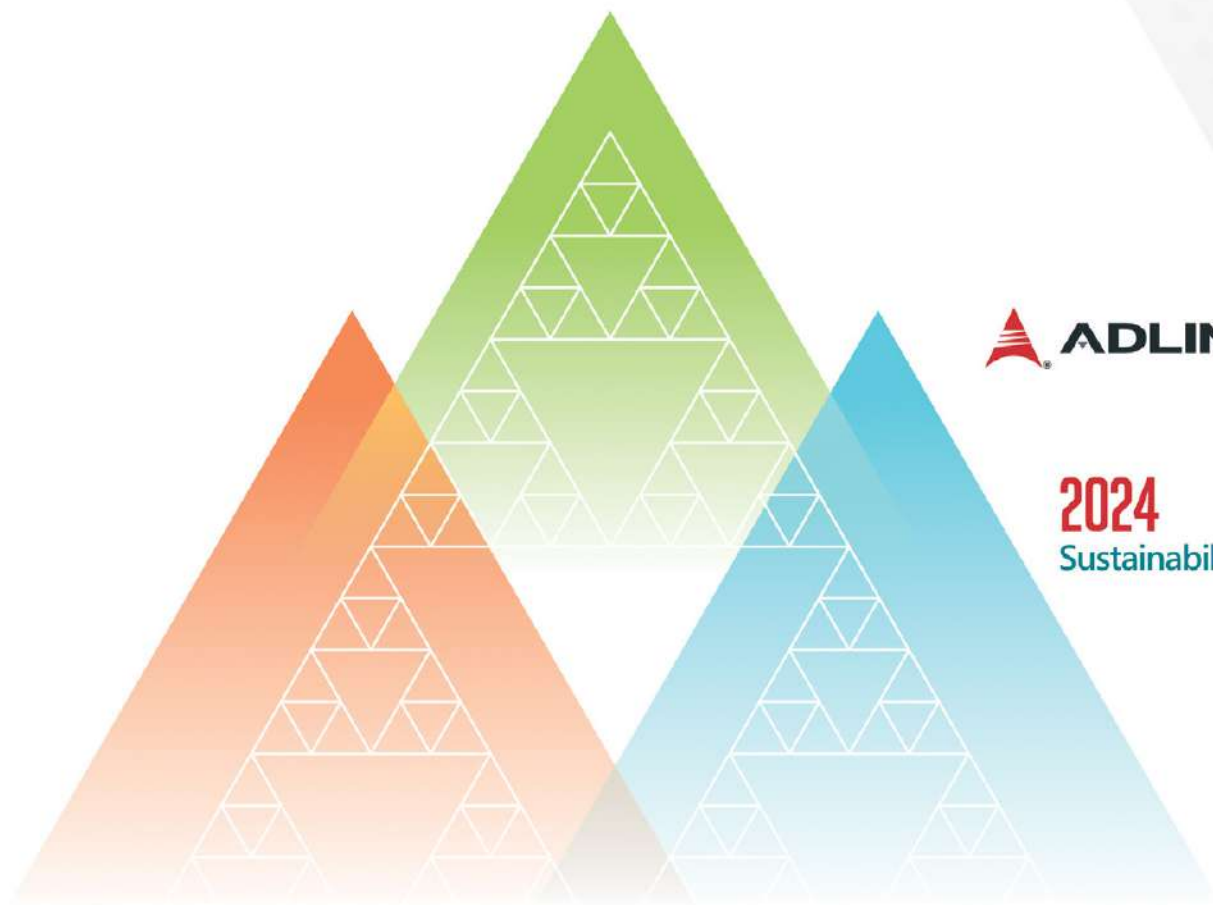
The direct GHG emissions and removals(cat.1) and indirect GHG emissions from imported energy emissions(cat.2) were verified in selected branches and representative offices, including but not limited to the following:

Locations	Verification Information
ADLINK Technology, Inc. No. 66, Huaya 1st Rd. Guishan Dist. Taoyuan City 333411 Taiwan 凌華科技股份有限公司 臺南 林園區 崑山區 華安一路66號 333411	The Greenhouse Gas Emissions with ADLINK Technology, Inc. for the period from 2024-01-01 to 2024-12-31 was verified, including direct greenhouse gas emissions 690,778t tonnes of CO ₂ equivalent and indirect greenhouse gas emissions from imported energy 4,778,204t tonnes of CO ₂ equivalent.

The 2 factories of **ADLINK Technology** are included.
凌華凌華科技股份有限公司共2 個廠區

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2024
Sustainability Report

