ASRock
華擎科技

Sustainability Report

2025

Save the Nature



BE GREEN

Environmental Sustainability

Social Inclusion

Transparent Governance

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About the Report

This Report constitutes the 7th Corporate Sustainability Report of ASRock Inc. (hereinafter referred to as ASRock or the Company). ASRock aims to present its efforts and achievements in practicing corporate sustainability in the areas of economy, society, and environment in 2025, in a transparent and fair manner, while demonstrating the Company's commitment to sustainable development in society.

Reporting Period

This Report discloses the Company's specific practices and performance regarding corporate sustainability management policies, environmental management strategies, positive social contributions, and responses to material issues for the fiscal year 2025 (from January 1, 2025 to December 31, 2025).

Reporting Interval

The Company's Corporate Sustainability Report is published annually, with the next report (for fiscal year 2026) scheduled for release in August 2027.

Restatements of information

None.

Report Boundaries

The scope of information and data in this Report encompasses performance in the economic, social, and environmental aspects. The financial data related to operation performance is derived from the consolidated financial statements audited by Ernst & Young Global Limited. For the environmental aspect, greenhouse gas inventory information is calculated in accordance with the GHG Protocol. The organizational boundary includes ASRock's headquarters and subsidiaries included in the consolidated financial statements, and the inventory has been independently verified by DNV. Other than the greenhouse gas inventory information, the disclosure scope of the remaining social and environmental information presented in this report is limited to ASRock's headquarters in Taiwan.

Reporting Principles

This Report has been compiled in accordance with the GRI Universal Standards 2021 published by the Global Reporting Initiative and in alignment with the four principles of materiality, inclusivity, responsiveness, and impact outlined in the AA1000:2018 Account Ability Principles Standard. A GRI Content Index and SASB Standards Comparison Table are included at the end of the Report for reference. To enhance the credibility of the Report and demonstrate the Company's operation transparency, this Report has been verified for moderate level of assurance under Type I application of the AA1000AS V3 assurance standard by TÜV NORD (the third-party assurance statement is included in the appendix).

Contact Information

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Letter to Shareholders

ASRock upholds the principle of sustainable operation, striving for business growth while consistently focusing on issues such as environmental protection, social responsibility, and corporate governance. The Company has established relevant policies with the aim of making a positive social impact and fulfilling its responsibilities as a corporate citizenship.

Looking back on 2025, the global PC market achieved solid growth despite a volatile environment. Although the market faced challenges from U.S. tariffs, increased replacement demand following the end-of-service for Windows 10, and the risk of memory shortages, proactive inventory stocking by channel partners, together with 8.1% growth in global PC shipments, contributed to significant growth in the Company’s consumer motherboard and graphics card segment. Meanwhile, driven by the continued momentum of the global AI race and a recovery in enterprise demand, commercial products, including servers and industrial PCs, demonstrated outstanding performance. As a result, the Company delivered overall revenue and profit growth significantly above the market average. Looking ahead, the shift in AI technology from large-scale model training to inference and application is emerging as a key driver of IT industry development, stimulating demand for cloud and edge computing. The Company will focus on these growth areas and continue to develop and launch innovative products and applications. In the consumer market, the Company will bolster its product ecosystem by focusing on the gaming sector while responding proactively to global decarbonization trends. The Company will pursue low-power hardware and software integration, optimize product packaging, and advance green manufacturing practices to strengthen its long-term sustainability and competitiveness. These initiatives will help the Company maintain its leadership amid rapid technological change.

ASRock has established a human rights policy based on human rights principles referenced from the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, ensuring that every employee is treated fairly and with respect. ASRock participated in social engagement and addressed the issue of insufficient resources faced by social welfare organizations and care facilities around its headquarters by providing donations and supplies.

Under its design philosophy of “Creativity, Consideration, and Cost-effectiveness,” ASRock is committed to advancing the technology sector while addressing environmental concerns. The Company has established clear GHG emissions reduction targets and implemented measures to enhance energy efficiency, thereby minimizing the environmental impact of its operations and contributing to ecological sustainability. We remain committed to publishing the annual Sustainability Report to transparently review and disclose our progress and achievements. The Company welcomes comments and suggestions from all stakeholders, which serve as a driving force for ASRock’s ongoing improvement. Thank you.

May I wish you all

Good health and good luck

ASRock Incorporation

Chairman Hsu-Tien, Tung

About ASRock

Company Profile

ASRock was established on May 10, 2002, with investments from Asustek Computer Incorporation, focusing primarily on motherboard products. In 2008, due to organizational restructuring within the ASUS Group, ASRock came under the ownership of Pegatron Corporation. Currently, ASRock participates in the Taipei Computer Association, with product sales primarily targeted at Europe, the Americas, and Asia. The Company's distribution network spans over 90 countries worldwide, with subsidiaries established in the Netherlands and the United States. Additionally, ASRock collaborates with global distributors to establish comprehensive product service centers, providing professional repair services.

The innovative spirit of research and development, products that meet consumer expectations, and a comprehensive service process are the core elements of ASRock's relentless pursuit of brand excellence. After becoming a leading global motherboard manufacturer in 2010, ASRock has continued to develop product lines that meet the expectations of diverse customer segments. ASRock’s flagship lineup is headlined by the AQUA Series, celebrated for its stunning aesthetics and exceptional thermal performance. The OC Formula Series is purpose-built for overclocking, maximizing CPU and DRAM potential through precision PCB design and BIOS optimization. The iconic Taichi Series represents perfect balance and peak performance with a sophisticated aesthetic, earning global acclaim as a top-selling high-end motherboard. The Steel Legend Series stands out for its robust components and proven reliability, catering to mid-range users who value durability. The Extreme Series, known for its understated quality, holds a strong presence in the mainstream market. Lastly, the Phantom Gaming e-Sports Series, guided by the philosophy of “Fast, Mysterious, and Unbeatable,” delivers enhanced networking, audio, and control performance to meet the demands of competitive gamers.

ASRock actively participates in international exhibitions, utilizing major trade shows to attract overseas clients, promote the brand's spirit, and bolster corporate visibility. At the same time, the Company focuses heavily on global e-commerce platforms. In Japan, South Korea, Europe, the US, and other regions, ASRock's Taichi, Phantom Gaming, Steel Legend, and other motherboard series have established strong brand awareness. They have repeatedly become the best-selling products on leading online PC stores such as Newegg.com and Amazon, making them top choices among consumers.

Through brand diversification strategy, ASRock can meet the needs of different consumer groups around the world. Through strategic alliances and continuous development of new product lines, ASRock provides consumers with a full range of professional gaming brand and products to enroot unique and innovative brand identity in consumers in different fields. Additionally, the Company has joined the Taipei Computer Association and the Information Management Association as a general member, actively strengthening collaboration and communication with these associations. Through such participation, ASRock is better equipped to respond to consumer demands, continually enhance product and service quality, and relentlessly pursue innovation and excellence.

	ASRock Incorporation
Date of Establishment	May 10, 2002
Date of Public Listing	November 08, 2007
Stock Code	3515
Paid-in shares Capital	NT$1,235,465 thousand (2025-12-31)
Headquarters	2F., No.37, Sec. 2, Jhongyang S. Rd., Beitou District, Taipei City 112, Taiwan (R.O.C.)
Chairman	Hsu-Tien, Tung
President	Lung-Lun, Hsu
Industry	Computer and Peripheral Equipment Manufacturing
Main operation	PC motherboards, systems, graphics cards, and other computer products

ASRock Awards

Awards and Achievements in 2025:

- ASRock was awarded the National First Prize in the “Outstanding Enterprise” category at the 22nd National Brand Yushan Awards in 2025, highlighting its innovation and dedication to a sustainable vision.
- The Steel Legend SL-850G and SL-850GW power supplies received the Gold Award for Best Power Supply Product at the Kakaku.com 2025 Product Award in Japan.
- The X870 LiveMixer WiFi, a motherboard designed for streamers, received the "Highly Recommended" and "Great Value" awards from TechPowerUp, an international hardware authority.
- The overclocking-focused X870E Taichi OCF received the “Overclocking Legend” award from Wccftech, a globally acclaimed hardware reviewer.

The Prospect

AI technology continues to evolve from large-scale training toward large-scale inference and real-world applications, emerging as a key pillar of global IT development. Intensifying investment by manufacturers is accelerating the rollout of new hardware and applications, driving expansion in cloud and edge computing. These advances are set to improve user efficiency across multiple use cases, and the Company will capitalize on these trends by delivering innovative application products.

Focusing on e-sports consumer products, the Company continues to launch innovative products to create a comprehensive ASRock product lineup. Meanwhile, to support green manufacturing and sustainable competitiveness, we are developing integrated hardware and software solutions to improve energy efficiency, while optimizing product packaging in line with global carbon reduction initiatives.

The diversified development on products/ brands/ markets is the focus of the Company's long-term operation and development and it looks to further develop commercial and consumer products with steady growth, thereby reducing operational fluctuations caused by specific product lines. Despite ongoing negative impacts such as geopolitical risks and supply chain challenges in 2026, the Company maintains a positive outlook for our overall operations. Bolstered by strong demand in the commercial sector, the Company is committed to driving continuous growth and maximizing shareholder returns.

1. Sustainable Development and Promotion

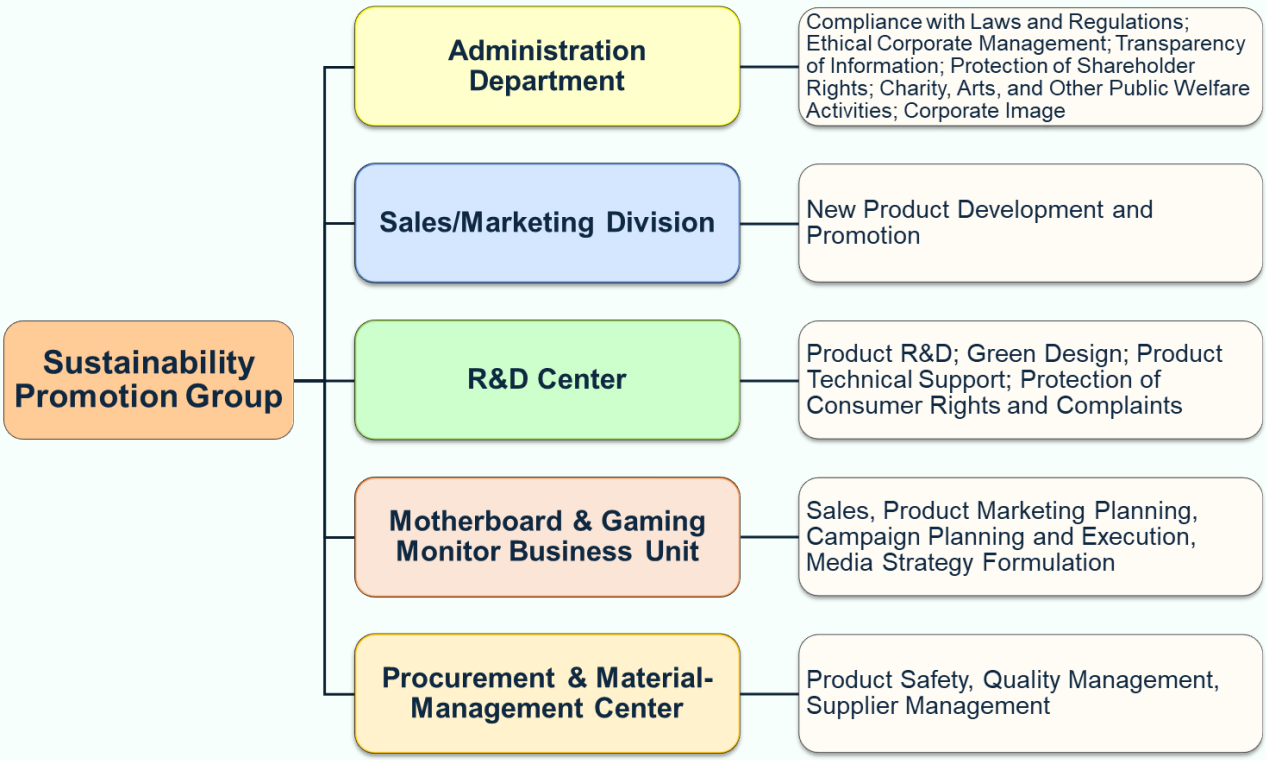
1.1 Sustainability Promotion Group

Corporate Sustainability Organizational Structure and Functional Operations

The Company has established a Sustainability Promotion Group, which consists of the Administration Department, Sales/Marketing Division, R&D Center, Motherboard & Gaming Monitor Business Unit, and Procurement & Material-Management Center, among other relevant units. The President serves as the head of the Group. The Administration Department is responsible for the planning of sustainability initiatives and cross-functional coordination. Each participating unit is responsible for implementing sustainability strategies within its respective area of expertise and carrying out stakeholder engagement activities.

The Group is responsible for identifying risks and sustainability issues related to operations, as well as using this information to formulate corresponding strategies, regularly monitoring the implementation effectiveness, and reporting to the Board of Directors at least annually on the Company's sustainable development progress. The Sustainability Promotion Group is responsible for compiling the Sustainability Report, which is issued after review by the Board of Directors. The most recent report was presented to the Board of Directors on July 30, 2025.

Furthermore, when the Sustainability Promotion Group determines that a material sustainability-related incident has occurred, including significant complaints or events involving serious adverse impacts, it consolidates the investigation results and corresponding countermeasures from the relevant departments and submits them to the Board of Directors for deliberation. No material sustainability-related incidents were identified in 2025.



1.2 Stakeholder Identification and Engagement

ASRock references the AA1000:2018 Stakeholder Engagement Standard. Through internal discussions within the Sustainability Promotion Group, ASRock has identified the main stakeholders as: customers, employees, suppliers/contractors, investors, government agencies, communities/non-profit organizations, and the media. ASRock values the rights and opinions of its stakeholders and has established open and direct communication channels. These channels not only provide stakeholders with relevant information on ASRock's sustainability efforts but also facilitate timely understanding and responsiveness to issues of concern and allow for continuous evaluation and improvement of the Company’s performance in corporate sustainability.

Stakeholder Identification

Identification Principles	Relationship with ASRock	Stakeholder Identification Results
Dependency	Stakeholders that directly or indirectly rely on ASRock's activities, products, services, or related operations.	Customers
Responsibility	Stakeholders that ASRock has legal, economic, operational, and ethical responsibilities towards now or in the future.	Employee
Tension	Stakeholders concerned about ASRock's related financial, economic, social, and environmental issues.	Suppliers / Contractors
Influence	Stakeholders that have a strategic influence on ASRock or possess decision-making authority.	Investors
Diverse Perspectives	Stakeholders with differing viewpoints that can lead ASRock to new insights and opportunities.	Government Agencies
		Community/ Non-Profit Organizations
		Media

Stakeholder Engagement

Category	Importance to ASRock	Topics	Channels	Communication Frequency
Customers	Customers are very important to ASRock, as they represent a major source of product sales and play an important role in shaping the Company's market performance and brand image. Addressing customer needs helps increase satisfaction and build loyalty, bolstering the Company's competitiveness. Effective customer engagement also provides valuable market feedback, enabling the Company to continuously enhance its products and services.	• Operation Performance • Personal data protection • Customer Service and Product Labeling • New Product Development and Promotion • Product Quality and Safety Requirements • Sustainable Supply Chain Management • Green/Sustainable Product Design and Development	Customer Audits	Irregular
			Customer Service Hotline	Irregular
			Company Website	Irregular
			Regular or Ad-Hoc Meetings	Irregular
			Information Security	Irregular
Employee	Employees are a key resource for ASRock, playing a vital role in daily operations and directly affecting product quality and service levels. Their expertise and innovative capabilities contribute to business growth and strengthen the Company's competitiveness. A supportive workplace and positive corporate culture foster employee loyalty, boost morale, encourage teamwork, and contribute to the Company's long-term growth and sustainable development.	• Operation Performance • Customer Service and Product Labeling • Occupational Safety and Health, and Physical and Mental Well-being • Employee Rights • Career Development and Talent Cultivation • Employee Benefits and Compensation • Green/Sustainable Product Design and Development	Internal Announcements	Irregular
			Internal Website	Irregular
			Orientation Training	Irregular
			Supervisory Committee of Labor Retirement Reserve	Once a year
			Labor-Management Meetings	Once a quarter
			Employee Satisfaction Survey	Once a year

Suppliers **Contractors**	Suppliers and contractors are key partners of ASRock, supporting the stable supply of raw materials and efficient production. Their provision of essential components and services helps the Company reduce costs and enhance product quality. Strong partnerships promote supply chain flexibility and stability, enabling the Company to respond quickly to changing market demands and reinforce its competitiveness and market position.	• Corporate Governance • Operation Performance • Customer Service and Product Labeling • New Product Development and Promotion • Product Quality and Safety Requirements • Sustainable Supply Chain Management • Circular Economy	Suppliers / Contractors Sustainability Questionnaire Survey	Irregular
			Suppliers / Contractors Evaluation and Guidance	Irregular
			Suppliers / Contractors Management Platform	Irregular
			Supplier / Contractor Communication Mailbox	Irregular

Stakeholder Engagement

Category	Importance to ASRock	Topics	Channels	Communication Frequency
Investors	Investors and shareholders are key stakeholders of ASRock, providing the capital and resources that support the Company's continued growth and development. Their trust and support affect the Company's financial operations and expansion while contributing to its market image. Through transparent and ongoing communication, the Company strengthens shareholder confidence and supports long-term value creation and stable returns.	• Corporate Governance • Operation Performance • Employee Rights • Employee Benefits and Compensation • Career Development and Talent Cultivation • Green/Sustainable Product Design and Development	Shareholders Meeting	Once a year
			Annual Report	Once a year
			Quarterly Investor Conference	Once a quarter
			MOPS	Irregular
			External Communication Mailbox	Irregular
Government agencies	Government agencies play a key role in ensuring ASRock's financial transparency and regulatory compliance, while overseeing the Company's adherence to laws and regulations related to sustainable development. Through ongoing	• Corporate Governance • Occupational Safety and Health, and Physical and Mental Well-being • Employee Benefits and Compensation • Energy, Resources and Greenhouse Gas Management • Waste Management	Policy Public Hearing	Irregular
			Questionnaires and Interviews	Irregular
			Seminars	Irregular
			Communication Mailbox	Irregular

	regulatory engagement, the Company can better understand and respond to stakeholder needs, strengthen its corporate reputation and social responsibility, and support long-term sustainable growth.	• Climate Change Management		
Community **Non-profit organizations**	Communities and non-profit organizations are key stakeholders for ASRock, helping strengthen its corporate social responsibility profile and brand value. Through partnerships with these organizations, the Company participates in social issues, builds stronger community ties, and demonstrates its commitment to environmental and social issues. These efforts support employee morale, enhance public recognition and support of the Company's brand, and contribute to sustainable development.	• Sustainable Supply Chain Management • Community Engagement and Social Welfare • Energy, Resources and Greenhouse Gas Management • Waste Management • Green/Sustainable Product Design and Development • Climate Change Management • Circular Economy	External Communication Mailbox	Irregular
			Seminars	Irregular
			Participation in Relevant Organizations	Irregular

Media	The media are a key stakeholder for ASRock in strengthening brand awareness and corporate image. Media coverage enables the Company to communicate its product innovations, achievements, and social responsibility initiatives while increasing its market exposure. Effective media relations also help shape public perception, attract potential customers and investors, and strengthen the Company's engagement with society, supporting continued business growth.	• New Product Development and Promotion • Product Quality and Safety Requirements • Sustainable Supply Chain Management • Energy, Resources and Greenhouse Gas Management • Waste Management • Green/Sustainable Product Design and Development • Climate Change Management	External Communication Mailbox	Irregular
			Seminars	Irregular
			Participation in Relevant Organizations	Irregular

1.3 Materiality Identification

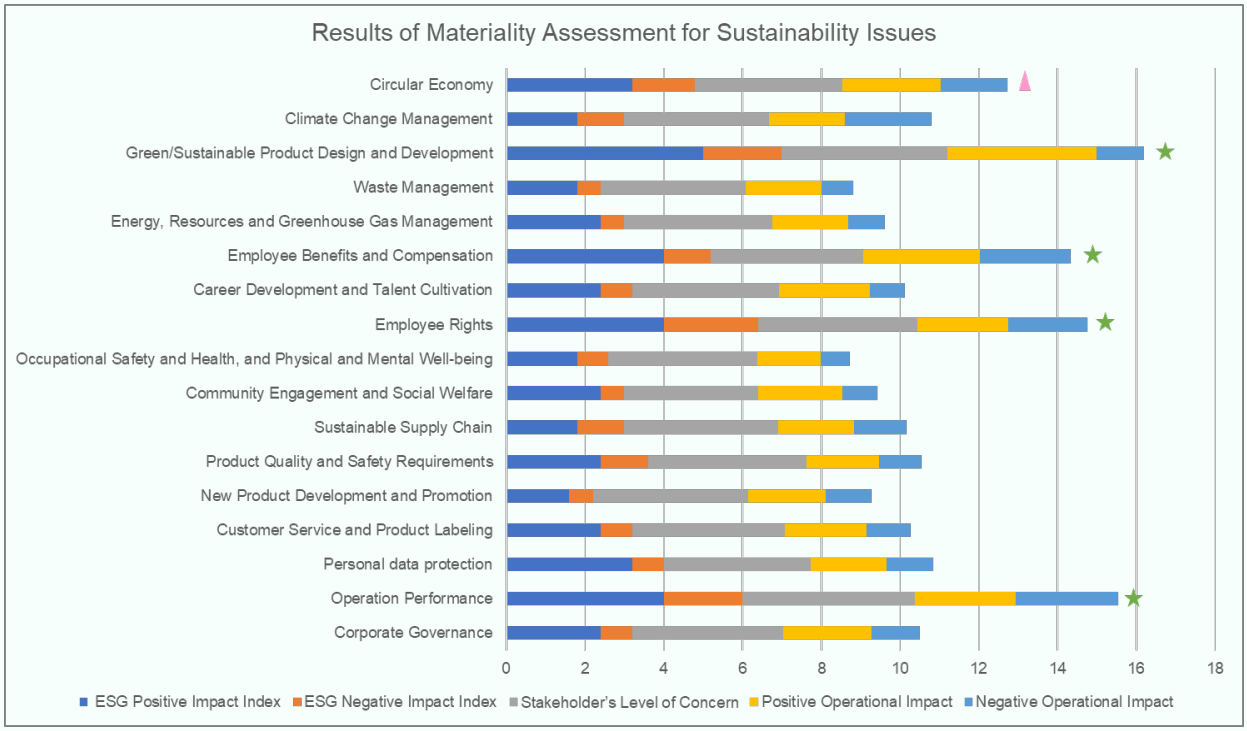
ASRock references the GRI Standards 2021 version and the AA1000:2018 Account Ability Principles Standard to identify material issues based on the four principles of inclusivity, materiality, responsiveness, and impact. The identification of sustainability issues includes both internal and external issues. External issues include the Sustainable Development Goals (SDGs), GRI Standards, feedback from stakeholder engagement, and regulatory matters from relevant authorities. Internal issues include ASRock's sustainability development strategies, key performance indicators (KPIs), and various policies and regulations of the Company. By referencing the GRI Universal Standards 2021, ASRock further conducts biennial assessment of the significance of material issues related to their impact on economic, environmental, and social (human rights) aspects. This evaluation serves as the basis for the Company's sustainability development and operational strategy planning, as well as the foundation for the information disclosed in this Report.

Steps for Identifying Material Issues

Steps	Implementation
Step 1. Gather Sustainability Issues	Based on sustainability indicators from peer companies in the industry, relevant issues in the domestic and international technology sectors, the United Nations SDGs, and global standards and frameworks (e.g., SASB, GRI 2021, TCFD, etc.), assess the Company's short, medium, and long-term operations and everyday operation. The Sustainability Promotion Group is responsible for summarizing these into three main sustainability aspects comprising 17 key sustainability issues where the impact of the Company's operations on these issues will be further evaluated.

Steps	Implementation
Step 2. Questionnaire Survey on Issues of Concern to Stakeholders	(1) A questionnaire was conducted to assess the level of concern regarding the 17 key sustainability issues among primary stakeholders, resulting in the collection of 46 valid responses. (2) By understanding stakeholders' levels of concern regarding these issues, the Company can gain insight into the stakeholders' key ESG concerns.
Step 3. Identifying Actual and Potential Impacts	ASRock assesses the positive and negative impacts of its operations on ESG aspects. The Sustainability Promotion Group assigns impact index scores to the 17 key sustainability issues, evaluating each issue based on its "scope of impact," "severity of impact," and "likelihood of occurrence."
Step 4. Analyzing the severity of impact on Company operations	The assessment of the positive and negative impacts of ESG aspects on ASRock's operations involves senior executives from various departments who collectively evaluate the 17 key sustainability issues and determine whether these issues pose actual or potential future positive or negative impacts on ASRock's operations, considering factors such as revenue growth, customer satisfaction, employee synergy, operational risks, and corporate reputation.
Step 5. Assess Impact Significance	(1) The Sustainability Promotion Group classifies key issues as material based on the total scores resulting from the evaluation of "stakeholder level of concern in the issues," "the positive and negative impacts of ASRock's operations on ESG aspects," and "the overall impact of ESG aspects on ASRock's operations." Issues that receive a score greater than or equal to 12.5 are considered material topics.

Steps	Implementation
Step 6. **Priority is given to reporting on issues that have a high significance level.**	(1) Based on the evaluation results from the aforementioned material issue identification process, the Sustainability Promotion Group has consulted with experts and confirmed five key topics that require active management: "Green/Sustainable Product Design and Development," "Operation Performance," "Circular Economy," "Employee Rights," and "Employee Benefits and Remuneration." With no significant changes in the Company's operations, the assessment results remain consistent with the previous assessment. (2) Since the implementation and related information for "Circular Economy" and "Green/Sustainable Product Design and Development" showed a high degree of overlap, it has been integrated into the "Green/Sustainable Product Design and Development" material topic for consolidated disclosure. Finally, the material topics were: "Green/Sustainable Product Design and Development," "Operation Performance," "Circular Economy," "Employee Rights," and "Employee Benefits and Remuneration." These topics will be fully disclosed in the 2025 Sustainability Report, including details on management approaches and performance outcomes.



Note 1: The ESG Positive/Negative Impact Index reflects the Sustainability Promotion Group's assessment of the significance of positive and negative impacts.

Note 2: The concern index indicates the stakeholders' level of concern.

Note 3: Positive/negative operation impact is the index used by internal senior executives to evaluate the significance of positive and negative impacts of ESG issues on the Company's operations.

Note 4: ★ Indicated as a Material Topic

Note 5: ▲ "Circular Economy" integrated into the "Green/Sustainable Product Design and Development" material topic for consolidated disclosure

Impact Scope of Material Topics

Material Topics		Green/Sustainable Product Design and Development	Operation Performance
Significance for ASRock		The key to innovative sustainable development lies in ASRock's consideration of environmental impacts from the design stage. The Company continuously enhances the energy efficiency of its products, helping customers reduce power consumption during the product usage phase, which in turn contributes to lowering greenhouse gas emissions. At the same time, ASRock considers the impact of product use on human health and is committed to developing non-hazardous materials.	ASRock is committed to providing employees with a safe and secure environment while promoting the robust development of downstream products and ensuring stability in upstream supply chains, creating maximum profits for the investors.
Internal Scope Definition	ASRock Incorporation	Direct impact	Direct impact
	Employee	-	Direct impact
External Scope Definition	Customers	Direct impact	Indirect impact
	Investors	-	Direct impact
	Suppliers or Contractors	Indirect impact	Indirect impact
	Community or Non-Profit Organizations	-	-
	Government agencies	-	-
	Media	Indirect impact	-
Corresponding GRI Standards (Please refer to the content index)		• GRI 416: Customer Health and Safety 2016 • GRI 417: Marketing and Labeling 2016	• GRI 201: Economic Performance 2016

Material Topics		Employee Rights	Employee Benefits and Compensation
Significance for ASRock		Employees are the most important asset of the Company. ASRock treats every employee with equality and is committed to establishing a workplace environment that values human rights.	ASRock places a high priority on its employees and strives to provide comprehensive welfare programs and measures to attract outstanding talent, laying a solid foundation for the Company's sustainable operations. At the same time, ASRock strives to create a happy and safe workplace environment, enhancing employee synergy to ensure stable operation.
Internal Scope Definition	ASRock Incorporation	Direct impact	Direct impact
	Employee	Direct impact	Direct impact
External Scope Definition	Customers	-	-
	Investors	Direct impact	Indirect impact
	Suppliers or Contractors	-	-
	Community or Non-Profit Organizations	-	-
	Government agencies	Indirect impact	Indirect impact
	Media	-	-
Corresponding GRI Standards (Please refer to the content index)		• GRI 405: Diversity and Equal Opportunity 2016 • GRI 406: Non-discrimination 2016	• GRI 401: Labor/Management Relations 2016

Management of Material Topics

Material Topic: Operation Performance		
Policies and Commitments	1. Innovative Leadership: Continuously drive R&D innovation to create products and solutions that are both sustainable and practical, meeting the evolving needs of customers. 2. Market Competitiveness: Closely monitor market dynamics, respond flexibly to competitive pressures, and continuously improve products and strategies to ensure a competitive advantage in the market.	
Impact	Positive Impact	Sound operating performance supports the Company's financial health and market confidence, protects employee employment opportunities and benefits, creates reasonable returns for shareholders and investors, and contributes to the growth of the supply chain.
	Negative Impact	If operating performance does not meet expectations, it may affect the Company's resource allocation and long-term development, reduce customer confidence and employee job stability, and negatively impact shareholder and investor confidence and interests.
Goal Note 1	Short-term (1-3 years)	Collaborate with key customers to develop new motherboards and graphics cards that support the latest processors and chipsets. At the same time, it will continue to research and develop graphics cards based on the latest architectural specifications to maintain market competitiveness and actively drive corporate profitability.
	Medium to long-term (3-10 years)	Monitor future market trends, vigorously develop new products, and relevant business to maintain the Company's operation performance.
Responsibilities	Finance Department: Budget planning and allocation. R&D Division: Technology development and quality enhancement. Sales/Marketing Division: Development of new customers and partners.	
Countermeasures	Prepare and execute budgets based on the annual plan.	
Evaluation Mechanism	Hold regular monthly R&D meetings as a management review mechanism.	

Evaluation Results	1. Development Outcome in 2025: ASRock completed development of several major hardware products, including next-generation Challenger and Rock series motherboards, AMD- and Intel-compatible motherboards and systems, Intel Battlemage G31 AI/3D accelerator cards, and double-thickness AI/graphics cards for high-density multi-card deployment. All have entered mass production. Supporting software tools that simplify AI application deployment have also been launched for customer use. In addition, motherboards supporting Intel's next-generation 18A process processors are undergoing sample testing and are expected to enter mass production by year-end. 2. R&D Expenses for the Reporting Period of 2025 (2025/01/01 ~ 2025/12/31): NTD 700,257,000
GRI Standards Disclosure	GRI 201-1: Direct economic value generated and distributed GRI 201-4 Financial assistance received from government

Material Topic: Green/Sustainable Product Design and Development		
Policies and Commitments	Policy Initiatives: All products comply with environmental regulations and the Company's green design principles. For example: EU RoHS, EU REACH, USA TSCA, EU POPs, WEEE, or other environmental protection requirements.	
Impact	Positive Impact	Green and sustainable product design helps lower potential environmental and human health impacts throughout the product life cycle, strengthen customer confidence in product safety, environmental performance, and regulatory compliance, and foster long-term supply chain partnerships.
	Negative Impact	Insufficient consideration of environmental protection, material safety, and regulatory requirements may cause products to fall short of customer or market expectations, increase costs related to improvements, customer complaints, and supply chain adjustments, and undermine the Company's reputation and stakeholder trust.
Goal Note 1	Short-term (1-3 years)	100% compliance with EU and US regulations.
	Medium to long-term (3-10 years)	Continue to follow environmental regulations in the EU and the US, and demand that our products are 100% compliant with relevant regulations.
Responsibilities	The Web and System Design Department handles routine maintenance. The R&D department is responsible for the research, design, and development plans for new products and new technologies.	
Countermeasures	Managed through the GPMS (Green Part Management System) database system.	
Evaluation Mechanism	Designated personnel regularly review document accuracy and filing through the GPMS database.	
Evaluation Results	All products comply with the EU RoHS, EU REACH, EU POPs, WEEE, and US TSCA regulations.	
GRI Standards Disclosure	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.	

Material Topic: Employee Rights		
Policies and Commitments	Protect human rights and comply with relevant laws and regulations.	
Impact	Positive Impact	Protecting employee rights helps create a fair, respectful, and safe workplace, build employee trust in the Company, promote diversity and equal treatment, and enhance organizational stability.
	Negative Impact	Ineffective protection of employee rights may affect employees' well-being, morale, and retention, increase the risks of complaints, labor disputes, and reputational damage, weaken investor confidence, and place additional oversight and regulatory burdens on government and competent authorities.
Goal Note 1	Short-term (1-3 years)	No violations of employee human rights
	Medium to long-term (3-10 years)	No violations of employee human rights
Responsibilities	Human Resources Department: Human resource development and human rights protection.	
Countermeasures	Regularly review labor laws and amend relevant regulations to provide transparent and open information.	
Evaluation Mechanism	The effectiveness of the program is assessed annually based on employee complaints.	
Evaluation Results	No violations of employee human rights in 2025	
GRI Standards Disclosure	GRI 405-1: Diversity of governance bodies and employees. GRI 405-2: Ratio of basic salary and remuneration of women to men. GRI 406-1: Incidents of discrimination and corrective actions taken.	

Material Topic: Employee Benefits and Remuneration		
Policies and Commitments	Establish reasonable and competitive remuneration based on the labor market.	
Impact	Positive Impact	Competitive compensation and benefits enhance employee satisfaction, retention, and engagement, while strengthening talent attraction, organizational stability, and operational efficiency.
	Negative Impact	Uncompetitive compensation and benefits may reduce employee retention, increase talent attrition and recruitment costs, weaken investor confidence in the Company's talent management and long-term operational stability, and heighten government agencies' focus on labor conditions and employment stability.
Goal Note 1	Short-term (1-3 years)	1. Provide a compensation level that is better than the industry average. 2. The turnover rate is less than 15%.
	Medium to long-term (3-10 years)	1. Provide a compensation level that is better than the industry average. 2. Continue to monitor employee satisfaction and maintain a low turnover rate
Responsibilities	Human Resources Department: Human resource development and human rights protection.	
Countermeasures	Regularly review labor laws and adjust internal regulations as needed to ensure employee satisfaction and create a happy workplace.	
Evaluation Mechanism	Conduct evaluations and improvements through employee mobility analysis.	
Evaluation Results	1. The remuneration distributed in 2025 includes year-end bonuses, year-end profit sharing, and restricted stock for employees, with overall compensation exceeding the industry average. The average annual salary for the Company's non-managerial, full-time employees is NT$1,945,183, which is higher than the industry average salary of NT$1,536,000 (Note 2). 2. The turnover rate in 2025 is approximately 6.8%.	
GRI Standards Disclosure	GRI 201-3 Defined benefit plan obligations and other retirement plans GRI 401-1: Employee turnover & number of new hires. GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees. GRI 401-3 Parental leave	

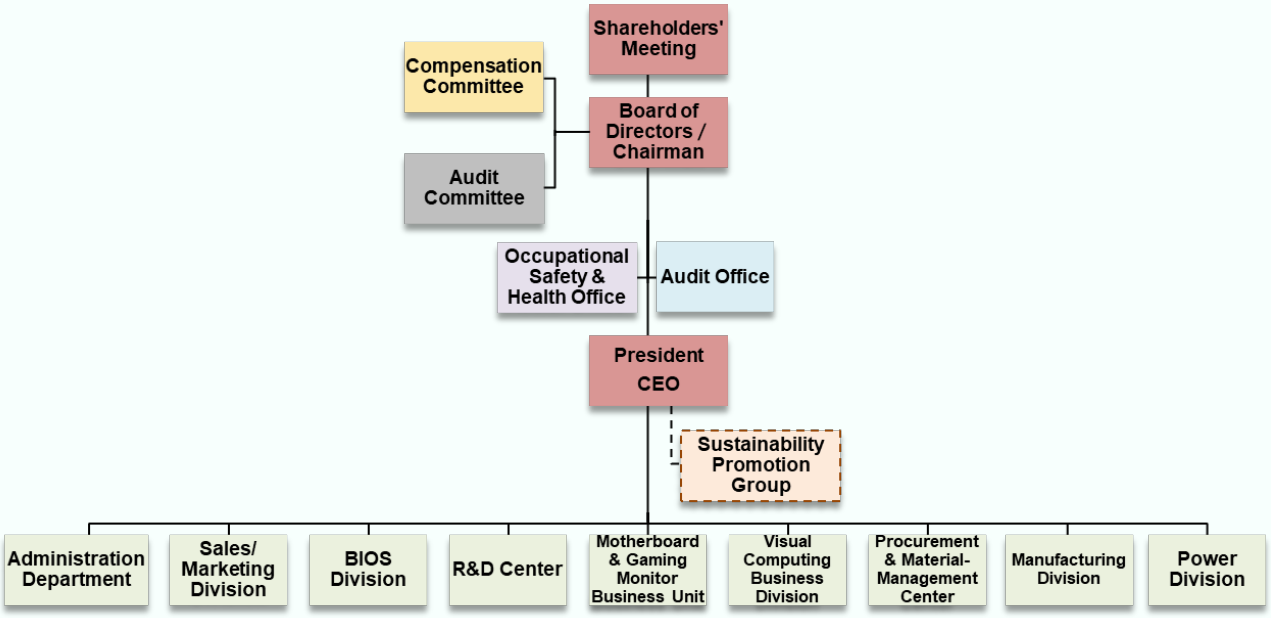
Note 1: The target year is based on the current year; the short-term target period is 2025–2027.

Note 2: "Information on Salaries for Full-time Non-management Employees" announced by the Taiwan Stock Exchange (Computer and Peripheral Equipment Manufacturing)

2. Corporate Governance and Operations

2.1 Corporate Governance

Robust corporate governance is the core principle of corporate management. ASRock ensures that every operation strategy considers all stakeholders to the greatest extent possible through a transparent governance structure and prudent decision-making processes. At the same time, ASRock complies with the laws and principles related to corporate governance, values shareholders' rights, ensures operational transparency, and conducts regular internal audits for self-assessment. The Company has established various regulations, such as the *Self-Evaluation or Peer Evaluation of the Board of Directors, Sustainable Development Best Practice Principles*, *Corporate Governance Best Practice Principles*, *Ethical Corporate Management Best Practice Principles*, and *Codes of Ethical Conduct*. These measures enable the operation team to fulfill their duties responsibly and meet social responsibilities.



Facts about Performance by the Board of Directors

The Board of Directors is the highest decision-making body for ASRock's operations. It exercises its authority in accordance with the Company Act, Securities Exchange Act, and the Company's Articles of Incorporation. The board's responsibilities include reviewing the Company's management policies, business plans, profit distribution, and the appointment of senior executives. The board meets at least once every quarter, during which the Company's management team reports on operation performance, and the directors decide on future

management policies and significant strategies. The Board of Directors also fulfills its oversight and governance responsibilities by authorizing the Sustainability Promotion Group to identify sustainability issues related to the Company's operations and develop management strategies and action plans. At least annually, the Board reviews stakeholder engagement results, material topics, and the implementation of sustainability initiatives to oversee the effectiveness of the impact management process. Before publication of the Sustainability Report, the Board reviews its contents to ensure that the disclosures reflect the Company's actual operations and future development goals.

The Company's directors serve three-year terms, with the current term covering 2024–2027. The Company values the continued contribution of diverse professional expertise and governance capabilities from Board members throughout their terms. To strengthen corporate governance and promote the development of the board, in addition to independence considerations, it is believed that a diversified approach contributes to enhancing the Company's overall performance. The selection of board members is based on the principle of meritocracy, ensuring diverse and complementary capabilities across various industries. This includes fundamental aspects such as age, gender, and nationality, as well as industry experience and relevant skills.

Rules for Election of the Directors

The election of directors at the Company utilizes a single non-transferable vote electoral system. Each share shall have voting rights equivalent to the number of seats to be elected and such voting rights can be combined to vote for one person or divided to vote for several persons. The Articles of Incorporation specified a defined number of votes for the election of Independent Directors and Directors. Candidates will be elected to the seats by the number of votes won in the election in descending order. If there are 2 or more candidates who won the same number of votes, but there is no adequate seat for the candidates, these candidates shall engage in a lot drawing to determine the winner of the seat. The Presiding Officer shall act on behalf of the candidates in the lot drawing in the absence of these candidates in the election. For detailed information, please refer to the Company's website: *Regulations Governing the Election of Directors*

Board of Directors Conflict of Interest Regulations

If a particular issue in the session of the Board involves the personal interest of a specific Director or the interest of the institution the Director represented, this Director shall explain the content of the conflict of interest in the session. If damage to the interest of the Company becomes a concern, this Director cannot participate in the discussion and voting on the

motion and shall recuse from the discussion and voting. In addition, this Director shall not act as the proxy of another Director to exercise the voting right. In case of a conflict of interest between spouse, kindred within the 2nd tier under the Civil Code, or the affiliate in subordinate to the Director who can exercise control and particular motion in the meeting, it shall be construed as the conflict of interest between the Director and the motion in point. For details of Directors' conflicts of interest and concurrent positions in the Company and other companies, please refer to the Company's *Rules of Procedure for Board of Directors Meetings* and Annual Report.

Implementation of board diversity policy at ASRock:

Diversity / Core Item / Name	Basic composition									Professional knowledge/skills							
	Nationality	Gender	Current positions in our company	Age			Tenure of Independent Director			Operational judgment competency	Accounting and financial analysis ability	Business management ability	Crisis management ability	Knowledge of the industry	An international market perspective	Leadership ability	Decision making ability
				Age 50-59	Age 60-69	Age 70-79	Under 3 years	3-9 years	Above 9 years								
Hsu-Tien, Tung	Republic of China	Male			✓					✓	✓	✓	✓	✓	✓	✓	✓
Tzu-Hsien, Tung	Republic of China	Male			✓					✓	✓	✓	✓	✓	✓	✓	✓
Kuang-Chin, Cheng	Republic of China	Male		✓						✓	✓	✓	✓	✓	✓	✓	✓
Lung-Lun, Hsu	Republic of China	Male	✓	✓						✓	✓	✓	✓	✓	✓	✓	✓
Yen-Hsueh, Su	Republic of China	Female		✓			✓			✓	✓	✓	✓	✓	✓	✓	✓
Ming, Ouhyoung	Republic of China	Male			✓			✓		✓		✓	✓	✓	✓	✓	✓
Tan-Hsu, Tan	Republic of China	Male			✓		✓			✓		✓	✓	✓	✓	✓	✓

2025 Board of Directors Diversity Management Goals:

Management Goals	Implementation Status
Less than half of the directors are in the management team of the Company	Achieved
At least one member of the Board of Directors should have professional background in finance, accounting or relevant industry experience	Achieved
The Board of Directors shall have at least one member of a different gender.	Achieved

In addition, the Company has established a "Self-Evaluation or Peer Evaluation of the Board of Directors," which provides for the annual evaluation of the performance of board members, with the results submitted to the Board of Directors. Through this measure, ASRock can ensure that the operations and performance of the Board of Directors remain at an excellent level. This evaluation method is designed to objectively assess the directors' performance in corporate governance and decision-making, while encouraging them to further leverage their expertise and experience to promote the long-term development and maximization of the Company's interests.

The evaluation of the 2025 ASRock board performance are as follows:

- Board of Directors: Good
- Individual directors: Good
- Audit Committee: Excellent

- Remuneration Committee: Excellent

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Evaluation performed once a year	January 1, 2025 - December 31, 2025	Evaluation on the board's and each functional committee's performance	Board member internal self-evaluation	1. Level of participation in the Company's operations 2. Improvement of the quality of the Board of Director' decision-making. 3. Composition and structure of the Board of Directors. 4. Election and ongoing education of directors 5. Internal Control
Evaluation performed once a year	January 1, 2025 - December 31, 2025	Evaluation on the board's and each functional committee's performance	Board member self-evaluation	1. Director's awareness toward the Company's goals and missions 2. Director's awareness to duties 3. Level of participation in the Company's operations 4. Management and communication of internal relations 5. Professionalism and ongoing education of directors 6. Internal Control
Evaluation performed once a year	January 1, 2025 - December 31, 2025	Functional Committees (Audit Committee / Remuneration Committee)	Board member internal self-evaluation	1. Level of participation in the Company's operations 2. Responsibilities and duties of Functional Committee 3. Improvement of the quality of decisions made by functional committees 4. Composition of Functional Committees and selection of members 5. Internal Control

Currently, the Company has 4 directors and 3 independent directors. The Board of Directors held meetings 6 times in 2025 (A), with the following attendance:

Title	Name	Actual attendance B	Proxy attendance	Percentage of actual attendance (%) [B/A]	Remark
Chairman	Hsu-Tien, Tung	6	0	100.00%	
Director	Representative of Asus Investment Inc.: Tzu-Hsien, Tung	6	0	100.00%	
Director	Representative of Asus Investment Inc.: Kuang-Chin, Cheng	6	0	100.00%	
Director (President)	Representative of Asus Investment Inc.: Lung-Lun, Hsu	6	0	100.00%	
Independent Director	Yen-Hsueh, Su	6	0	100.00%	
Independent Director	Ming, Ouhyoung	6	0	100.00%	
Independent Director	Tan-Hsu, Tan	6	0	100.00%	

Pursuit of Study for Directors

Title	Name	Training date	Organizer	Course name	Training hours
Chairman	Hsu-Tien, Tung	September 24, 2025	Corporate Governance Association in Taiwan	Challenges and Emerging Paradigms under the New Global Tax Order	3
		November 12, 2025	Corporate Governance Association in Taiwan	Latest Developments in Insider Trading Practices	3
Director	Institutional Representative of Asus Investment Co., Ltd.: Tzu-Hsien, Tung	September 24, 2025	Corporate Governance Association in Taiwan	Challenges and Emerging Paradigms under the New Global Tax Order	3
		October 27, 2025	Corporate Governance Association in Taiwan	The Digital Financial Revolution: The Principles of Stablecoins and the Development Trends of Blockchain Virtual Assets	3
		November 12, 2025	Corporate Governance Association in Taiwan	Latest Developments in Insider Trading Practices	3

Director	Institutional Representative of Asus Investment Co., Ltd.: Kuang-Chin, Cheng	September 24, 2025	Corporate Governance Association in Taiwan	Challenges and Emerging Paradigms under the New Global Tax Order	3
		November 12, 2025	Corporate Governance Association in Taiwan	Latest Developments in Insider Trading Practices	3
Director	Institutional Representative of Asus Investment Co., Ltd.: Lung-Luen, Hsu	November 4, 2025	Corporate Governance Association in Taiwan	Corporate Disclosure of Material Information and Directors' Legal Liability A Perspective from Judicial Practice	3
		November 11, 2025	Accounting Research and Development Foundation	Ethical Corporate Management and Anti-Money Laundering Compliance	3
Independent Director	Yen-Hsueh, Su	August 28, 2025	Securities & Futures Institute	The Digital Finance Revolution: Blockchain Fundamentals and the Development Trend of Virtual Assets	3
		October 2, 2025	Corporate Governance Association in Taiwan	AI Application, Legal issues and Auditing	3
Independent Director	Ming, Ouhyoung	May 5, 2025	Taipei Foundation Of Finance	Information Security: Personal Data Protection Audit	3
		May 27, 2025	Taiwan Institute of Directors	Application of Generative AI and ChatGPT	3
Independent Director	Tan-Hsu, Tan	July 31, 2025	Taiwan Stock Exchange	2025 Summit on Bolstering Taiwan's Capital Market	3
		October 22, 2025	Greater China Financial and Economic Development Association	Industrial Development and Future Opportunities of Generative AI	3

The Operation of the Auditing Committee

The Audit Committee is composed of all independent directors, with 3 members responsible for assisting the Board of Directors in reviewing the Company's financial statements, internal control systems, audit operations, accounting policies and procedures, significant asset transactions, the appointment of auditors, and the appointment and dismissal of financial, accounting, and internal audit supervisors. This oversight ensures that the Company's operations comply with relevant government regulations and practical standards.

An effective internal control system and auditing operations are the cornerstones of good corporate governance. To maintain an effective internal control system, particularly in risk management, financial and operational control, the Audit Committee regularly receives feedback or reviews reports from internal auditors regarding audit activities. They also appoint reputable auditors who have no vested interest in the Company, strictly adhering to independence standards to ensure honest and fair auditing and financial reporting. According to ASRock's "Audit Committee Organizational Regulations," the Audit Committee meets at least once per quarter. In 2025, the Audit Committee held meetings 6 times (A) where the facts of participation by the independent directors are enumerated below:

Title	Name	Actual attendance (B)	Proxy attendance	Percentage of actual attendance (%) [B/A]	Remark
Independent Director	Yen-Hsueh, Su	6	0	100.00%	
Independent Director	Ming, Ouhyoung	6	0	100.00%	
Independent Director	Tan-Hsu, Tan	6	0	100.00%	

The Operation of the Remuneration Committee

The Remuneration Committee consists of 3 members, all of whom are independent directors. The committee’s primary role is to assist the Board of Directors in establishing and regularly reviewing the policies, systems, standards, and structures for the performance evaluations and remuneration of directors and managers, as well as to periodically assess and determine the remuneration for directors and managers. The compensation for ASRock directors includes director remuneration and business execution expenses. According to ASRock's "Remuneration Committee Charter," the committee is required to hold at least 2 meetings each year. In 2025, the Remuneration Committee held meetings 5 times (A). The qualifications and participation facts of the Committee members are enumerated below:

Title	Name	Actual attendance (B)	Proxy attendance	Percentage of actual attendance (%) [B/A]	Remark
Independent Director	Yen-Hsueh, Su	5	0	100.00%	
Independent Director	Ming, Ouhyoung	5	0	100.00%	
Independent Director	Tan-Hsu, Tan	5	0	100.00%	

Remuneration Policies

- **Director**

  Article 24 of the Company's Articles of Association stipulates that when there is profit in the annual closing, the director's remuneration shall not be higher than 1%. The director assessment items include understanding of the company's goals and missions, recognition of the role and responsibility of directors, involvement in corporate operations, internal relationship maintenance and communication, director expertise and continuing education and internal control. Currently, remuneration to directors consists solely of directors' compensation.

- **Senior Executive**

  Senior executive compensation, including that of the President and Vice Presidents, includes salary, retirement and pension benefits, bonuses, and employees' compensation.

Oversight Mechanisms and Complaint Mechanisms

ASRock has established an internal control system. The internal audit unit regularly assesses risks and develops audit plans, carrying out relevant audits according to these plans and reporting the audit results to the Board of Directors on a regular basis. According to the "Regulations Governing Establishment of Internal Control Systems by Public Companies," the effectiveness of the internal control system is assessed based on specific criteria. The Company evaluates whether the design and execution of the internal control system are effective. The criteria used for the internal control system are categorized into five major components based on the management control process: control environment, risk assessment, control activities, information and communication, and monitoring activities. The criteria adopted by the Regulations identify five constituent elements of internal control based on the process of management control: (1) control environment, (2) risk assessment, (3)

control activities, (4) information and communications, and (5) monitoring activities. In 2025, one incident of information disclosure violation occurred at ASRock (Note), but the Company did not experience any incidents involving internal personnel being penalized by law, violations of internal control system regulations, or other significant deficiencies.

Note: The Company was fined NT$30,000 by the Taiwan Stock Exchange for delaying the disclosure of material information in connection with its acquisition of equity in ASRock Holding Inc. and the capital increase and capital reduction of its subsidiary, in violation of applicable material information disclosure regulations.

Individuals, both internal and external to the Company, who discover any acts of dishonesty may report them anonymously or by name at any time. The Audit Office has established a reporting mailbox and hotline to provide a channel for all individuals to submit complaints, not limited to stakeholders. The reporting matters include both anonymous and named reports, and the whistleblower is required to provide sufficient information to identify the characteristics of the reported individual. ASRock will clarify the relevant facts regarding the reported content, including personnel and circumstances, and will take appropriate measures based on the severity of the situation. The Company is committed to maintaining the confidentiality of the identity of the whistleblower and the contents of the report. Furthermore, the Company will provide protection for the whistleblower and any employees involved in the investigation process to prevent unfair retaliation or treatment. All whistleblowing cases received by the Company in 2025 were handled in accordance with established procedures, with no material impact on the Company.

Below are the procedures ASRock follows for responding to complaints:

1. With respect to a confirmed information, the Company shall charge relevant units with the task of reviewing the internal control system and relevant procedures and proposing corrective measures to prevent recurrence.
2. Except for reports that do not meet the investigation criteria, the designated unit will complete the necessary investigative procedures and issue an investigation report based on the verified facts, which will be presented to the Chairman. In cases involving directors or senior executives, or if a significant violation or potential harm to the Company is discovered, the matter shall be reported to the Board of Directors.

For detailed information, please refer to the handling procedures for reporting cases on the Company's website.

The Company has announced the reporting mechanism on its website, which includes the complete handling procedures. Link (QR Code):
Reporting Mailbox & Hotline:
Contact Person for the Audit Office for reporting: Ms. Yang
Reporting hotline: +886-2-5577-5645
Reporting email address: Honest2_Box@asrock.com.tw

Management to Prevent Insider Trading

To establish a robust mechanism for the handling and disclosure of significant internal information, and to prevent the improper leakage of information, ASRock has established the "Insider Trading Prevention Measures." These measures enforce personnel management and information documentation management to ensure the consistency and accuracy of information released to external parties. The Company also provides training for new hires on the prevention of insider trading. The program covers confidentiality procedures for material information, the causes and identification of insider trading, and relevant case studies. In 2025, a total of 32 new hires completed this training, totaling two hours. In 2025, ASRock did not experience any incidents of insider trading.

Operational Activities in Compliance with Domestic and International Regulations

The Company's internal audit ensures that all units strictly comply with relevant regulations, including but not limited to the Company Act, Securities Exchange Act, relevant regulations for listed companies, and other business-related laws, to uphold the fundamental premise of conducting business with integrity. We have also established the "Ethical Corporate Management Best Practice Principles" and the "Code of Ethical Conduct." The corporate governance unit is responsible for formulating related policies and prevention plans and reports the status of ethical management implementation to the Board of Directors once a year. The Company's external donations or sponsorship activities also adhere to relevant laws and internal regulations to prevent any occurrences of bribery, kickbacks, or illegal political contributions. We also enhance employees' awareness of ethical management regulations, conflicts of interest, and avoidance thereof by conducting ethical management orientation training. A total of 32 new hires participated in these courses this year, totaling two hours. From 2023 to 2025, neither employees nor suppliers of the Company were involved

in any misconduct, such as corruption, bribery, or extortion, and there were no violations of health and safety regulations related to products and services, no incidents of non-compliance with product and service information or labeling requirements, and no violations concerning marketing communications regulations. Except for the one material information disclosure violation noted in the “Oversight Mechanisms and Complaint Mechanisms” section above, no other penalties were imposed on the Company by competent authorities, and no other material violations occurred (Note). ASRock continues to rigorously monitor all business operations to ensure compliance with laws and regulations while upholding the Company's integrity values.

Note: Material violations include administrative fines of more than NT$2 million per incident and material litigation that has a significant impact on the Company’s financial position or business operations.

2.2 Operation Performance

Operation Results

The Company’s consolidated revenue of NT$47.84 billion in 2025, which was an increase of 86.5% from NT$25.65 billion in the same period of 2024. However, affected by the product line, the gross profit margin in 2025 dropped to 13.5%, representing a decrease of 5.5 percentage points from 19.0% in 2024. Due to a growth in scale, in 2025, the consolidated net income after tax was NT$1.89 billion, an increase of 46.5% from NT$1.29 billion in 2024.

■ **Financial performance (consolidated)**

Unit: NT$ 100 million

Item	2023	2024	2025
Operating revenues	189.9	256.5	478.4
Operating costs	151.6	207.8	413.6
Gross profit	38.3	48.7	64.8
Operating expenses	26.8	32.0	37.4
Operating income	11.5	16.7	27.4
Pre-tax profit	12.2	19.3	28.3
Net income after tax (Owner of the parent company)	9.2	12.9	18.9
Earnings per share after taxation (NT$)	7.54	10.54	15.28
Employee Remuneration and Benefits	14.9	18.4	22.5
Payments to capital contributors	10.8	9.1	8.6
Payments to government	3.6	4.1	3.2

Note 1: Payments to government include income tax. Overhead = Operating costs + Operating expenses − Employee compensation and benefits

Note 2: For details on the Company's social investments and amount, please refer to Section “5.4 Social Participation” of the Report.

■ **Financial assistance received from government (individual)**

Unit: NTD

Item	2023	2024	2025
Financial assistance received from government	57,214	51,724	81,612

Note 1: Financial assistance received from government includes tax exemptions and credits and policy incentives, without any equity ownership.

Note 2: The 2024 and 2025 investment tax credits are pending approval by the National Taxation Bureau.

Green Bond Investment

To address climate change risks, ASRock integrates sustainability into its capital allocation strategy. In 2025, ASRock invested NT$200,000 in green bonds issued by United Microelectronics Corporation (bond short name: P12 UMC 1; code: B638BH). By investing in regulated and certified green financial products, ASRock directs capital to projects that deliver environmental benefits, supporting industrial decarbonization and the development of a circular economy and contributing to sustainable development goals.

2.3 Technological Research and Development

R&D Expenses (Consolidated)

Unit: NTD thousand

Year / Item	2023	2024	2025
R&D expenses	1,323,891	1,570,897	1,866,808
Operating revenue - net	18,991,845	25,653,837	47,838,613
R&D expenses ratio (%)	6.97%	6.12%	3.9%

Successfully Developed Technologies or Products

ASRock Group is a professional motherboard manufacturer, dedicated to the development of high added value motherboards with reasonable price. Since the launch to the market, it has been continuously praised by consumers all over the world and has successfully established the brand awareness of ASRock, ASRock Rack and ASRock Industrial. The following are the technologies or products successfully developed by ASRock in 2025:

Year	Successfully Developed Technologies or Products
2025	By integrating our next-gen tool-less quick-release design into entry-level and mid-range graphics cards, we help users to streamline the installation process.
	The Company has developed an M.2 SSD bottom heatsink that conducts heat from the M.2 SSD to the PCB, enabling high-speed Gen5 SSDs to maintain consistent read and write performance without thermal throttling.
	Our next-gen 400Hz QHD IPS gaming monitor sets a new benchmark in high-performance displays, delivering fluid motion and crisp visuals to satisfy the premium segment's demand for responsive QHD gaming.
	The Company has successfully developed 35 power supply models across five new series. These high-end, mid-range, and entry-level ATX 3.1 and PCIe 5.1 units are designed to meet the diverse needs of all users and are being marketed and sold in numerous countries globally.

2.4 Risk Control

To achieve corporate sustainability and comply with the "Regulations Governing Establishment of Internal Control Systems by Public Companies," ASRock formulated its "Risk Management Policy and Procedures" in 2024. The Company also formed a Risk Management Organization to promote and execute relevant policies, thereby ensuring the implementation of risk management.

Risk Management Policy

ASRock upholds the philosophy of sustainable operations. By forming, implementing, and maintaining a proactive risk management mechanism, it can continue to monitor internal/external initiatives and environmental changes, perform operational impact analysis, and bolster its ability to effectively and flexibly respond to relevant challenges. The Company also regularly conducts self-assessments and continuously improves its resilience to realize its commitment to sustainable operations, in turn protecting the best interests of its customers and stakeholders.

Risk Management Organizational Framework

The Board of Directors serves as the highest authority for risk management, authorizing the President to act as the responsible person for establishing the Sustainable Development Promotion Team. This team ensures that all departments identify risks and regularly conduct risk assessments and discussions on related countermeasures. In addition, the internal

control system is regularly evaluated by the management of each operating unit and subsidiary through self-evaluation of their internal control systems, with the auditing unit responsible for reviewing the implementation status.

Risk Management Process

ASRock's risk management process involves risk identification, risk analysis, risk evaluation, risk disposal, risk monitoring, as well as risk reporting and disclosure. The Sustainable Development Promotion Team convenes annual meetings to evaluate and discuss potential and emerging risks facing the Company. This assessment takes into account the frequency, impact level, and control level of various environmental, social, and governance (ESG) issues. The results are reported to the Board of Directors at least annually.

Risk Management Process



ASRock has completed its 2025 risk identification and established corresponding response measures. These include 13 potential risks across eight risk categories, including financial, information security, climate change, supply chain management, workplace equality, corporate governance, labor rights, and disaster/accident. To mitigate the substantial impact of potential risks on the Company, ASRock has formulated countermeasures to control identified risks. An evaluation results report was submitted to the Board of Directors on July 30, 2025, and the Board raised no objection to the risk identification results and countermeasures.

The identified risks for 2025 and their countermeasures are as follows:

Risk categories	Risk description	Countermeasures
Financial risk	Customer payments cannot be recovered	Consolidate and analyze customer-related risk information, purchase trade credit insurance to ensure the Company's claims.

Information security risk	Data breach or system intrusion	Implement firewall systems, information security systems, and email filtering systems; regular patching of system vulnerabilities, account access control, login restrictions, and social engineering drills and audits.
	Interruption of information services	Backup, offsite backup, and disaster recovery drills.
Climate change risks[Note1]	Decline or disruption of supplier capacity due to extreme weather	Require suppliers to assess the risk of flooding and drought for their facilities and establish disaster response mechanisms.
	Regulatory carbon inventory requirements	Plans have been made for greenhouse gas inventory and verification timelines for subsidiaries to comply with regulatory requirements from the authorities.
	Demand and services for low-carbon products	Increase the proportion of R&D investment in high-performance products
Supply chain management risk	Material shortage	Develop a supply chain disruption response plan and diversify suppliers and production locations to mitigate risks arising from over-concentration.
	Procurement of unethical minerals	Confirmation through conflict mineral investigation
Workplace equality risk	Inequality in development and promotion opportunities at the workplace	Formulate standardized performance appraisal indicators and provide various channels for complaints or feedback.
Corporate governance risk	Using job position or internal information to obtain improper benefits	Follow the Ethical Corporate Management Best Practice Principles and implement anti-fraud measures.
Labor and human rights risk	Workplace sexual harassment	Establish complaint channels and conduct relevant annual course education and training.
Disaster and accident risk	Losses caused by sudden disasters	Purchase property insurance, transit insurance, and other coverage to transfer risks caused by natural and human-caused disasters
	Insufficient disaster and accident response capability	Conduct annual fire and evacuation drills to train employees' emergency response skills.

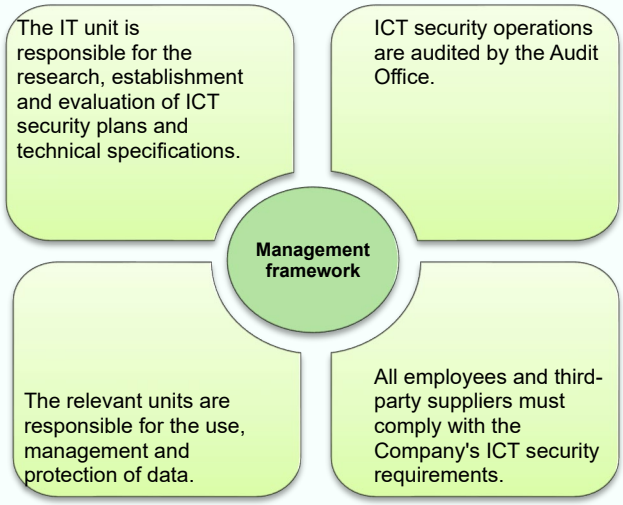
Note 1: After evaluating the financial impact of the existing five major climate risks and two major climate opportunities, the Sustainable Development Promotion Team prioritized three significant risks for action.

2.5 ICT Security Management and Personal Data Protection

ICT security management

Management framework

ASRock has implemented an information security management system to continuously enhance its overall security level, protect the Company's data, systems, and equipment, as well as safeguard corporate interests and long-term operational stability. Formulate control key points across organizational operations, asset management, personnel operation, equipment management, application system protection, disaster recovery, and other dimensions, which serve as guiding principles for information security management. The Company's information security risk management framework is as follows:



Management measures

ASRock ensures the security of its information systems through multiple measures, including firewalls, anti-virus software, and vulnerability scanning. In addition, the Company maintains data integrity through effective data backup and access control mechanisms. Moreover, the Company distributes information security awareness emails to communicate key security policies and highlight important matters requiring attention. Concrete management action plans are outlined below:

(1) Establish a firewall system to prevent illegal intrusion, destruction, or theft of information to ensure information security.

(2) Introduced the IMPERVA security system to block DDoS and other attacks to prevent paralyzed system.

(3) Introduced AWS WAF security to block large-scale request attacks to prevent paralyzed network traffic.

(4) Establish spam filtering systems to prevent phishing or unusual email attacks.

(5) Antivirus software is installed on all computers with regular updates and scanning to provide a safe working environment for employees.

(6) Regularly deploy and install vulnerability patches to update the operating system to prevent hacker or virus attacks.

(7) Regularly scan system hosts for vulnerabilities and patch vulnerabilities to enhance system robustness.

(8) Regularly perform backup and store backup data offsite.

(9) The data access authorization shall be set by the IT unit only after the approval of the responsible supervisor.

(10) Perform system recovery drill to ensure the correctness and effectiveness of backup data.

(11) Perform disaster recovery drills to ensure that IT personnel are capable to deal with emergencies.

(12) The access authorization will be adjusted according to the job requirements when an employee arrives, transfers, or leaves.

(13) Perform regular computer software inspection according to the operation requirements.

(14) Social engineering drills are conducted from time to time to enhance the cybersecurity awareness of our employees.

Management outcome for 2025

(1) In 2025, a total of 15 internal ICT security awareness emails were sent by the Company, conveying important regulations and precautions for ICT security protection.

(2) The Company has been purchasing annual ICT security insurance since 2022 as a risk management measure to mitigate ICT security threats, with a coverage limit of USD 15 million.

With the implementation of the aforementioned management policies and measures and the cooperation of all departments and employees, ASRock completed an accounting-firm audit

of the effectiveness of its internal controls over information operations in 2025. No material risk issues or material information security incidents were identified during the year. The implementation status of ICT security management was reported to the Board of Directors in February 2026.

Personal Data Protection and Customer Privacy

ASRock places importance on personal data protection and has established the “Personal Data Protection Management Regulations” to govern the collection, processing, and use of personal data, reduce the risk of data breaches, and strengthen regulatory compliance. The Regulations apply to the Company, Directors (including Independent Directors), managers, all employees, and vendors or consultants conducting business with the Company, including their employees and temporary workers. The Administration Department is responsible for promoting and managing related matters. The Company also continues to provide personal data protection awareness training. Relevant training was included in new hire orientation on December 1, 2025, with nine participants and a total of 0.5 training hours. ASRock recorded no personal data breaches in 2025, demonstrating its strong commitment to personal data protection and the effectiveness of its management practices.

When sensitive information is involved, the Company signs confidentiality agreements with customers, with the Legal Department, Audit Office, and other responsible units overseeing its management and retention. Through data management and personal data protection practices, the Company received no complaints in 2025 regarding customer privacy violations or the loss of customer data.

3. Partnerships and Management

3.1 Supply Chain Relationships

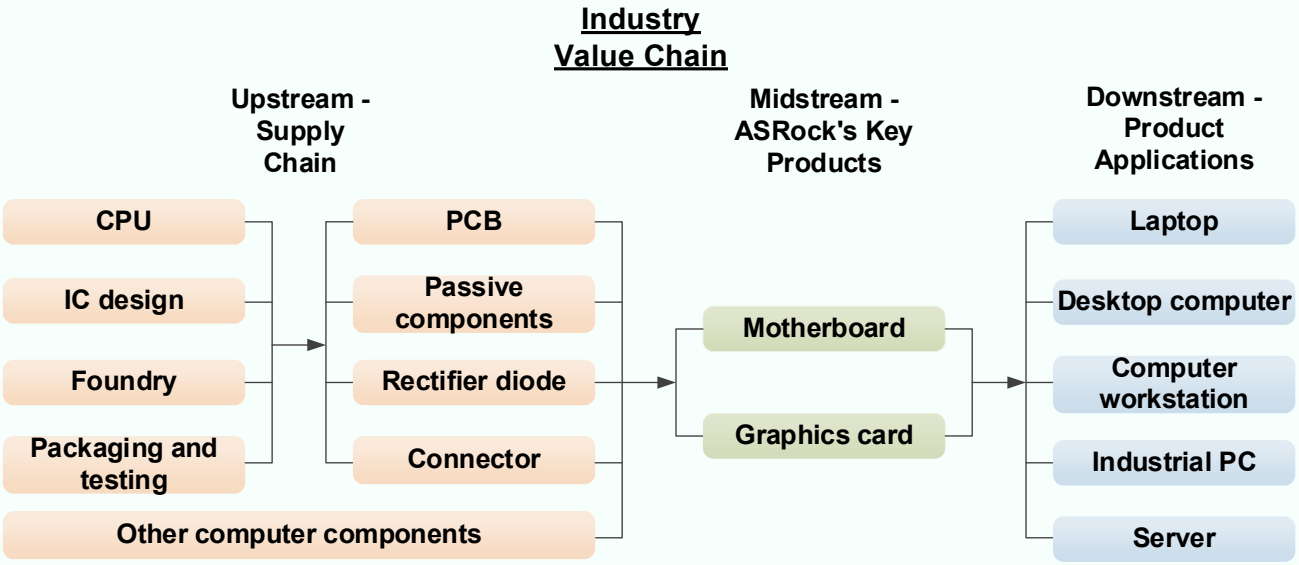
Suppliers are vital partners in ASRock's ongoing product optimization. For the sustainability of both parties, there is a commitment to jointly shoulder the environmental, social, and human rights responsibilities. Through collaboration, responsible procurement practices, and project assistance, both ASRock and its suppliers ensure that a safe working environment is provided, employees receive fair protection and benefits, and operations are conducted in a manner that does not harm the environment.

Types of Supply Chain

ASRock's primary products are motherboards and graphics cards, primarily used in personal computers and gaming products. The motherboard is the core component of a computer, responsible for connecting various hardware elements and enabling their coordinated operation. Meanwhile, the graphics card is essential for processing visual displays, playing a crucial role in gaming and multimedia applications.

In addition to this, ASRock's key components include PCB and various passive components, such as resistors, capacitors, and inductors. These components are vital parts of motherboards and graphics cards, significantly impacting the performance and reliability of the products.

ASRock R&D department is responsible for designing product specifications to ensure that products meet market demands and maintain competitiveness. The Procurement & Material-Management Center commissions suppliers to conduct production, ensuring smooth production processes and quality control. The finished products manufactured by these suppliers are then sold by ASRock, supplying downstream customers to meet their diverse hardware needs in computers. ASRock is committed to continuously enhancing product performance and quality to provide customers with outstanding product experience.



Supply Chain Procurement

ASRock collaborates with 441-plus suppliers worldwide. Based on procurement categories, suppliers can be classified into raw material suppliers and non-raw material suppliers (miscellaneous/engineering). Over the years, most of the procurement spending has been on raw materials, with the procurement amount for raw materials in 2025 reaching approximately NT$18 billion, accounting for 90.6% of total procurement. In 2025, ASRock's proportion of domestic suppliers was 72.6%, while the domestic procurement amount accounted for 9.6%. Most raw materials are purchased and produced by ASIAROCK, a foreign subsidiary of ASRock. Thus, when ASRock buys back finished products from ASIAROCK, it is categorized as foreign procurement, resulting in a higher procurement amount from abroad compared to domestically.

Note: The classification of domestic and overseas suppliers is based on the location of the supplier's registration.

3.2 Supply Chain Management

Supply Chain Management Policy

Suppliers are vital partners in ASRock's ongoing product optimization. For the sustainability of both parties, there is a commitment to jointly shoulder the environmental and human rights responsibilities. ASRock continues to focus on supply chain management, with policies that include:

"EU RoHS Hazardous Substances Management," "EU REACH (Registration, Evaluation, Authorization and Restriction of Chemical) Regulation," "USA TSCA Toxic Substances Control Act Management," "EU POPs (Regulation (EU) 2019/1021) on Persistent Organic

Pollutants," and “IEC 62474 Material Declaration for Products of and for the Electrotechnical Industry.” The Company does not use substances hazardous to human health and the environment and commits to "not using conflict minerals." ASRock ensures that the products’ supply chain sources gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt, and mica from conformant smelters, achieving 100% procurement compliance. Through collaboration, responsible procurement practices, and project assistance, ASRock ensures that suppliers comply with international environmental regulations (EU RoHS, EU REACH, USA TSCA Toxic Substances Control Act, EU POPs (Regulation (EU) 2019/1021) on Persistent Organic Pollutants), and IEC 62474 Material Declaration for Products of and for the Electrotechnical Industry, and strictly prohibits the use of conflict minerals. This commitment helps to uphold the rights and safety of international mining workers and promotes sustainable operations for both parties.

Supply Chain Management Process

ASRock's supply chain management is primarily conducted through its subsidiary, ASIAROCK, which handles new supplier approvals, project-based on-going management (EU RoHS, EU REACH, conflict minerals, USA TSCA, EU POPs, IEC62474). This process covers various entities, including assembly plants and component manufacturers. The detailed management processes are described as follows.

(1) New Supplier Approval:

New suppliers must meet ASRock’s qualifications, which include but are not limited to quality certification records, environmental and safety certifications, statement of honesty, operation status, and major clients. After an evaluation and approval by R&D and procurement personnel, suppliers must submit a basic information survey and evaluation form to qualify for collaboration with ASRock.

(2) EU RoHS Hazardous Substance Management:

In February 2003, the EU adopted the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment Directive (2002/95/EC), commonly known as RoHS. This directive was amended in July 2011 with the revision 2011/65/EU, and further expanded in June 2015 with the addition of 2015/863/EU, collectively referred to as RoHS 2.0.

Restricted Substances	Maximum Concentration %w/w
Lead(Pb) and its compounds	1000 ppm (0.1%)
Mercury(Hg) and its compounds	1000 ppm (0.1%)
Cadmium(Cd) and its compounds	100 ppm (0.01%)
Hexavalent Chromium(Cr6+)	1000 ppm (0.1%)
Polybrominated biphenyls(PBBs)	1000 ppm (0.1%)
Polybrominated diphenyl ethers(PBDEs)	1000 ppm (0.1%)
Bis(2-ethylhexyl) Phthalate(DEHP)	1000 ppm (0.1%)
Butyl Benzyl Phthalate(BBP)	1000 ppm (0.1%)
Dibutyl phthalate(DBP)	1000 ppm (0.1%)
Diisobutyl phthalate(DIBP)	1000 ppm (0.1%)

ASRock has maintained a pragmatic approach since before the implementation of the RoHS directive by being among the first to purchase an XRF (X-ray fluorescence) analyzer to detect hazardous substances. This equipment is used to independently test all components on motherboards and during the production process to ensure that the final products do not contain any of the six hazardous substances regulated by RoHS. All of ASRock's component suppliers comply with EU RoHS directive.

(3) EU REACH Registration, Evaluation, Authorisation, and Restriction of Chemicals Management:

The EU REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals) Regulation (EC) No 1907/2006 came into effect in 2007. The EU requires registration, evaluation, authorisation, and restriction of chemicals or their mixtures in all products entering the EU market. This regulation assesses the chemicals or mixtures in products to understand and prevent potential adverse effects on human health and the environment. All of ASRock's component suppliers comply with the EU REACH directive for registration, evaluation, authorisation, and restriction of chemicals.

(4) Conflict Minerals Management:

ASRock is committed to fulfilling its social responsibility by ensuring that the products developed and manufactured do not use conflict minerals sourced from relevant mining areas, thus promoting world peace and protecting human rights and labor safety. All of ASRock's component suppliers provide a Conflict Minerals Reporting Template, Extended Minerals Reporting Template (abbreviated as CMRT and EMRT, respectively). Based on the Conformant Smelters List published on the RBA official website, the Company uses the GPMS system to evaluate the source list of smelters/refiners for gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt, and mica. This process ensures that the sourcing of our suppliers is not from conflict and high-risk areas and that it complies with customer and regulatory requirements.

(5) USA TSCA Toxic Substances Control Act Management:

In accordance with the requirements of the Frank R. Lautenberg Chemical Safety for the 21st Century Act, the U.S. Environmental Protection Agency (EPA) issued regulations in January 2021 aimed at reducing exposure to persistent, bioaccumulative, and toxic (PBT) chemicals. These regulations restrict or prohibit the manufacturing (including imports), processing, and/or commercial distribution (including in products) of the following PBTs and chemicals:

Substance name	CAS No.
Decabromodiphenyl ether(DecaBDE)	1163-19-5
Phenol, isopropylated phosphate (3:1)(PIP (3:1))	68937-41-7
2,4,6-Tris(tert-butyl)phenol(2,4,6-TTBP)	732-26-3
Hexachlorobutadiene(HCBD)	87-68-3
Pentachlorothiophenol(PCTP)	133-49-3

All of ASRock's component suppliers comply with the USA TSCA regulations.

(6) EU POPs (Regulation (EU) 2019/1021) Regulation:

Persistent organic pollutants (POPs) are defined as organic substances that persist in the environment, accumulate in living organisms, and pose risks to human health and the environment. POPs can be transported across international borders through air, water, or migratory species, leading to their presence in areas where they have not been produced or used. Thus, international risk management is necessary. POPs are regulated globally by the Stockholm Convention and the United Nations Economic Commission for Europe protocols. The EU has established regulations governing POPs to protect the health of people and the environment within its borders.

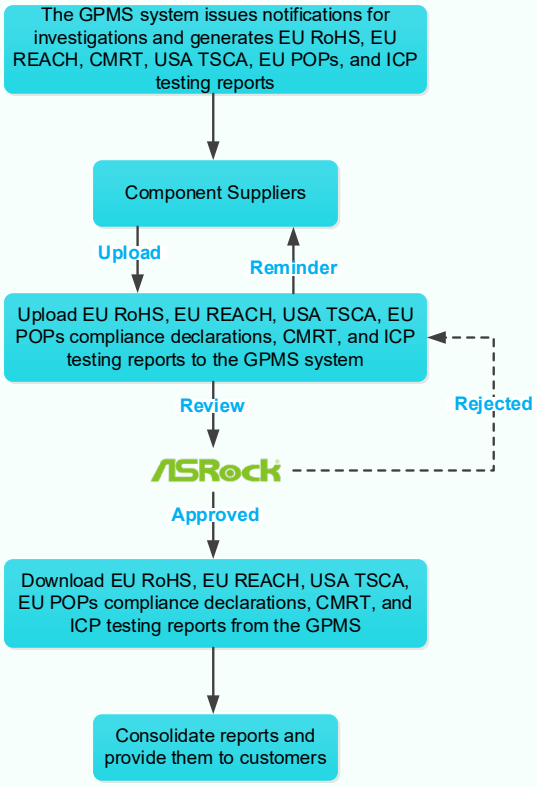
All of ASRock's component suppliers comply with the EU POPs (Regulation (EU) 2019/1021) regulations.

(7) Developed by the International Electrotechnical Commission (IEC), IEC 62474 — Material Declaration for Products of and for the Electrotechnical Industry — helps standardize hazardous substance reporting across global supply chains. The standard includes the Declarable Substance List (DSL) and Reference Substance List (RSL). Since Q1 2025, ASRock has required suppliers to submit the IEC 62474 Material Declaration for Products of and for the Electrotechnical Industry through a web-based format.

More than 70% of ASRock's component suppliers meet IEC 62474 Material Declaration for Products of and for the Electrotechnical Industry requirements.

As one of the world's leading suppliers of computer motherboards, ASRock is dedicated to fulfilling its social responsibility by ensuring that all products produced and shipped comply 100% with the EU's RoHS, REACH, and POPs regulations, regardless of the end sales region. The Company also complies with U.S. TSCA requirements and applicable conflict minerals regulations.

Since 2020, ASRock has independently developed the GPMS (Green Product Management System) to manage all components. The system manages the EU RoHS, EU REACH, USA TSCA, EU POPs Declarations of Conformity, ICP Test Reports, Conflict Minerals Reporting Template (CMRT), and Extended Minerals Reporting Template (EMRT) provided by suppliers, as well as the IEC 62474 Material Declaration for Products of and for the Electrotechnical Industry submitted via the designated web-based format. Dedicated personnel review these documents for accuracy to ensure that suppliers comply with the latest EU RoHS, EU REACH, EU POPs, and USA TSCA regulations. Additionally, the supply chain's use of gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt, and mica is 100% sourced from conformant smelters.



3.3 Customer Service

ASRock's customer service is divided into front-end and back-end service processes. The front end is handled by the Technical Support Department, which is primarily responsible for product application technical consulting, while the back end is managed by the Customer Service Department, focusing on after-sales services such as hardware component replacements.

The Technical Support Department serves as the first point of contact for ASRock in dealing with global customers and end-users. With a commitment to technical expertise and a positive service attitude, the team effectively addresses the needs of every customer within their designated regions. When customers submit technical inquiries, the staff in the Technical Support Department empathize with customers and provide supportive services. The staff promptly confirm the issue, and if there is a known solution, they will respond directly to the customer via phone or email. If the problem is unknown, the staff will conduct relevant tests to identify the issue. After testing, if a solution is found, the staff will directly inform the customer. If there is an unknown issue, tests will be conducted on all possible scenarios for cross-validation. If necessary, the problematic equipment and defective motherboards will be acquired to replicate the system showing the issue where detailed information regarding the replicated problem will be compiled and provided to R&D or relevant departments. Continuous follow-up will be conducted until a solution is received and provided to the customer.

All issues will be documented and reported in a timely manner to ensure that responses to the inquiries from customers and end-users can be made as soon as possible. Technical support staff also collect frequently asked technical questions from customers each month, which are then compiled and published in the "Frequently Asked Questions" section on the website. This allows customers and end-users to quickly find solutions without having to seek technical support, thereby reducing the wait time for technicians to confirm and respond.

Customer Service Department: ASRock's primary after-sales services include hardware failure analysis and component replacement, functional restoration or replacement with equivalent specifications, functional upgrades, accessory sales, services for physical damage and out-of-warranty products, and necessary BIOS updates. The Company is committed to restoring defective products and returning them to customers as quickly as possible. Based on product type, specifications, and customer needs, ASRock provides various after-sales services worldwide, including cross-location board replacement, expedited board replacement, door-to-door pickup and delivery, on-site repair, extended

warranties, product credits, trade-in services, and friendly online RMA support. ASRock has also established a comprehensive database system with automated statistical analysis capabilities to support quality management. Issues identified during service are recorded, while return and repair rates are continuously monitored and regularly analyzed. Issues are categorized and communicated to relevant R&D and Design, Marketing, Procurement, and Production departments for further review and improvement. These efforts enable ASRock to continuously enhance product quality and provide customers with more reliable, high-quality products.

Since its establishment, ASRock has remained committed to innovation in response to market trends and customer needs. The Company strives to enhance the customer experience and deliver greater value for money. Through its official website, ASRock provides convenient channels for customer communication and feedback, enabling it to listen to customers, learn from experience, and incorporate these insights into future product innovation. Customers can contact their original point of purchase or ASRock's official website support services to receive prompt after-sales assistance. In 2025, all customers received effective responses regarding inquiries related to products.

4. Environmental Sustainability and Management

ASRock primarily focuses on the motherboard industry and has gained market favor through innovative and industry-leading designs. All production operations for its products are outsourced to external manufacturers. Since ASRock's core business is motherboard design, which falls under an indoor office operation, product development emphasizes the implementation of green product design as a primary strategy. ASRock's environmental policy is centered on "Innovative Green Products, Conservation of Natural Resources, Minimization of Environmental Impacts, and Fulfillment of Social Responsibility." The Company focuses its environmental management efforts on reducing GHG emissions, improving energy efficiency, conserving water, reducing waste, and reinforcing chemical management. Measures such as waste sorting and regular disposal, replacement of energy-efficient equipment, LED lighting, turning off lights during lunch breaks, energy conservation and decarbonization awareness, and compliant chemical use and management help promote a low-carbon and environmentally friendly workplace culture. For chemical management, ASRock assesses and implements tiered controls based on hazard level, usage volume, and exposure risk. The Company maintains chemical inventories and Safety Data Sheets (SDS) and implements controls for chemical labeling, storage, dispensing, and operational handling. In 2025, there were no material changes in chemical types, operating procedures, or process conditions. No material chemical pollution incidents or material violations related to chemical management occurred during the year. Measures and achievements in other areas of environmental management are detailed in the following sections.

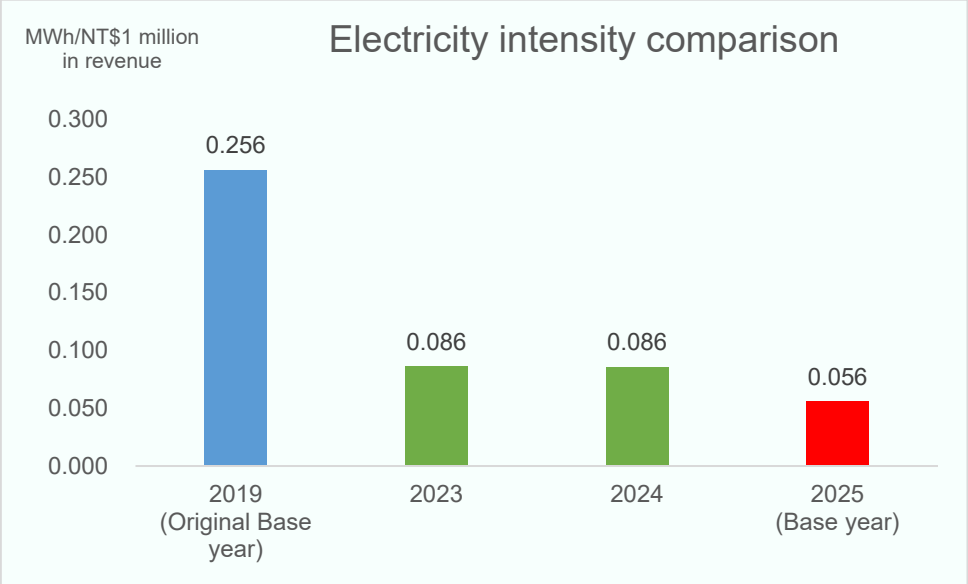
4.1 Energy and Resources Management

ASRock's energy usage primarily comes from purchased electricity, which is mainly used for air conditioning, lighting, and computer testing. As electricity consumption is positively correlated with revenue, ASRock uses electricity consumption per revenue as a key performance indicator, expressed as MWh/NT$ million in revenue. As ASRock completed its first third-party assurance of its 2025 GHG inventory, the reliability of its purchased electricity data has improved. The Company therefore revised its base year from 2019 to 2025 and set a target to reduce electricity intensity (MWh/NT$ million in revenue) by 15% by 2030 compared with 2025. ASRock's electricity intensity in 2025 decreased by 78.13% compared with the original 2019 base year and by approximately 34.88% compared with 2024, reflecting its ongoing efforts in energy and resource management. Although ASRock has not yet integrated renewable power into its operations, the Company is actively prioritizing energy efficiency enhancements and management practices while assessing the feasibility of renewable electricity procurement in pursuit of its net-zero emissions goals.

Category	Item	Unit	2019 (Original Base year)	2023	2024	2025 (Base year)
Electric power	Electricity consumption	kWh	2,350,250	1,232,143	1,224,696	1,163,337
	Electricity consumption	GJ	8,463	4,437	4,410	4,189
	Revenue	NT$1 million	9,171	14,345	14,314	20,913
	Electricity intensity	MWh/NT$1 million in revenue	0.256	0.086	0.086	0.056
	Difference	-	-	-66.41%	-66.41%	-78.13%

Note 1: According to the 2021 Energy Statistics Handbook, the calorific value of electricity is 1 kWh = 860 kcal; 1 kcal = 4.1868E-6 GJ.

Note 2: ASRock's individual revenue data is referenced as the revenue figures.



Energy Saving Program	Implementation Measures
Air Conditioning Equipment	• Automatic doors are installed in all office areas to prevent cool air leakage.
	• Air conditioning systems use temperature control devices, with the average indoor temperature not set lower than 26°C.
Lighting Equipment Control	• Replace energy-consuming equipment – incandescent bulbs are banned, and high-efficiency LED lighting is utilized.
	• Lighting usage control – High-efficiency LED lights have been placed for the building's fire/safety/emergency exit indicator lights.
	• Implement zoning for office lighting, turning off lights for one hour during lunchtime.
Other	• Purchase first-class energy-efficient refrigerators to replace old refrigerators.



ASRock utilizes energy-efficient LED lighting fixtures



ASRock employs temperature-regulated air conditioning systems.

4.2 Climate Change Management

Climate Change Response Policy

The occurrence of extreme weather and the frequency of natural disasters pose significant challenges to business operations. With the goal of sustainable development, ASRock aims to fulfill its responsibility to protect the environment and respond to global climate change. The primary focus of its environmental policy is to continually reduce greenhouse gas emissions, enhance energy efficiency, avoid water waste, and minimize waste production.

Task Force on Climate-related Financial Disclosures

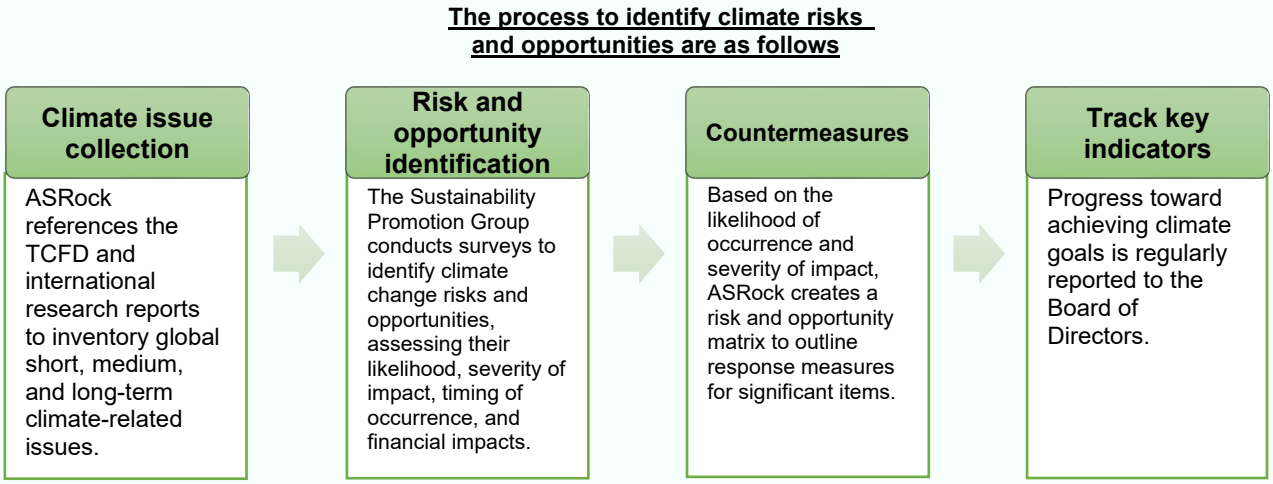
Climate Governance Framework

To address climate risks and seize potential opportunities, ASRock follows the framework outlined by the Task Force on Climate-related Financial Disclosures (TCFD) and the core content of International Financial Reporting Standard S2 (IFRS S2) to identify climate change risks and opportunities. The Company also references the climate change response policies of relevant industries to establish corresponding management measures and targets.

ASRock has the Board of Directors as the highest governance body, overseeing the identification of climate change risks and opportunities, and tracking key implementation performance results. The Sustainable Development Promotion Team is responsible for the planning and implementation of climate change policy promotion and risk opportunity identification with the President as the team leader. The team members include managers of the Administration Department, Sales/Marketing Division, R&D Center, Motherboard & Gaming Monitor Business Unit, Procurement & Material-Management Center, and other units. It should report to the Board of Directors at least annually on the risk identification results and countermeasures for climate change and other types of risks. This year's report was already submitted to the Board on July 30, 2025.

The process to identify climate risks and opportunities are as follows

ASRock has established a process for identifying and assessing climate-related risks, evaluating the impacts of these risks on the Company's operations in the short, medium, and long term, and exploring appropriate countermeasures and responses, as well as regularly monitoring the achievement status of climate goals. The climate risk and opportunity identification flowchart is presented below:



Climate Change Response Strategy

ASRock references the SSP1-1.9 and SSP5-8.5 scenarios from the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), along with the APS and NZE scenarios put forth by the International Energy Agency (IEA). Additionally, Taiwan's Pathway to Net-Zero Emissions by 2050 is incorporated into the assessment.

ASRock utilizes the parameter assumptions based on the Surface Temperature Anomaly database from World Data to assess global annual average temperature changes and evaluates climate change data for Taiwan with the Climate Change Assessment Information and Adaptation Knowledge Platform (TCCIP) developed by the National Science and Technology Council, Furthermore, the Coastal Risk Screening Tool, launched by the U.S. Climate Center, is employed to analyze the extent to which global operational sites and subcontractors are affected by rising sea levels or flooding.

Climate Change Risk Management

ASRock references the TCFD and international research reports to categorize transition risks based on risk factors into policy, market, and technological categories. Physical risks are differentiated by their anticipated time of occurrence, classified as acute and chronic risks. In 2025, a total of 12 topics were incorporated, with senior executives identifying short-term (1-3 years), medium-term (3-5 years), and long-term (5-10 years) risks and opportunities. Following the consolidation of identification results, a climate change risk and opportunity matrix was created based on the likelihood of occurrence and severity of impact where response measures were developed after assessing the financial implications of each topic.

Climate Scenario Analysis

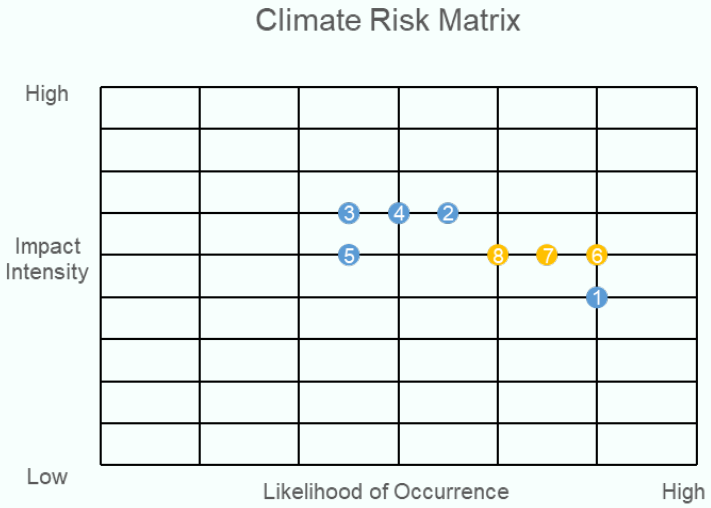
	Climate scenario	Timeline	Parameter assumptions	Analysis results
Transition risk	IEA APS	2025-2030	APS assumes that all countries' current carbon reduction policies are achieved, global carbon emissions in 2030 will be close to the 2020 level.	The Company estimates that annual growth in operating income will be greater than the increase in carbon emissions. If the carbon reduction target reaches the carbon reduction level of government regulations in

	Climate scenario	Timeline	Parameter assumptions	Analysis results
				the APS scenario, it will reduce the fees to be paid to the government in 2030.
	IEA NZE	2025-2050	Achieve net zero emissions by 2050	ASRock's carbon emissions mainly include emissions in the manufacturing process of various materials. We will continue to require/find diversified suppliers that meet the regulations and evaluate the application of low-carbon energy (green electricity) and other methods to achieve net-zero emissions.
Physical risk	SSP 1-1.9	2081-2100	Global annual average temperature change between +1.0 to +1.8℃	1. Temperature Rise: From 1850 to 2017, the global average temperature has increased by 1.05°C, with the highest increase of 2.87°C occurring in the United States, where ASRock's operation sites are located. Among the countries where contractors are situated, China has experienced the highest increase of 1.85°C. 2. Rising Sea Level: Low-lying areas may face flooding due to long-term increases in sea levels, making this an important
			Rising in global sea level between 0.28 to 0.55m.	
	SSP 5-8.5	2081-2100	Global annual average temperature change between +3.3 to +5.7℃	
			Rising in global sea level between 0.63 to 1.01m.	

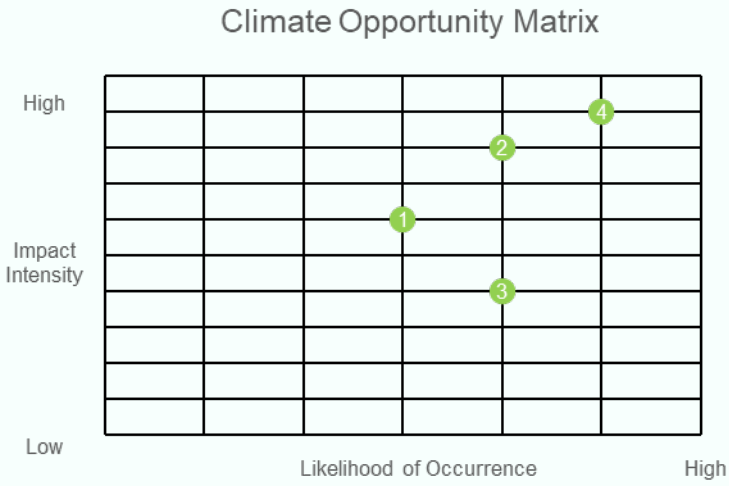
	Climate scenario	Timeline	Parameter assumptions	Analysis results
				consideration when assessing contractors. 3. Drought: ASRock primarily uses water for domestic purposes, so a lack of water resources could lead to operational stagnation. 4. Heavy Rain: Increased intensity of rainfall on a single day challenges the flood drainage capabilities of facilities. Thus, all contractors and operation sites have been instructed to closely monitor this issue and establish emergency response plans. 5. Typhoons: The likelihood of strong typhoons has increased, which could result in disruptions to the transportation of materials and products, as well as production interruptions.

Climate Risk/Opportunity Matrix

	Transition Climate Risks
1	Regulatory carbon inventory requirements
2	Demand and services for low-carbon products
3	Changes in consumer preferences
4	Supply chain disruption
5	Rising costs of raw materials
	Physical Climate Risks
6	Rising average temperatures
7	Sea level rise
8	Typhoons/floods/droughts



	Climate Opportunities
1	Material recycling and waste management
2	Develop or increase low-carbon products and services
3	Strengthen supply chain resilience
4	Investing in low-carbon energy



Financial Impacts of Climate Risks and Response Measures

Risk classification		Risk description	Timeframe of occurrence	Financial impact category	Impact level	Financial impact	Countermeasures
Transition risk	Policies and regulations	Regulatory carbon inventory requirements*	Short-term	• General and administrative expenses	Low	Increased internal personnel costs and external audit expenses	Plans have been made for greenhouse gas inventory and verification timelines for subsidiaries to comply with regulatory requirements from the authorities.
	Technology	Demand and services for low-carbon products*	Long-term	• General and administrative expenses • R&D expenses	High	Increased R&D and management personnel costs	Collaborate with customers to develop low-energy electronic products, reducing the carbon emissions throughout the product lifecycle.
	Market	Changes in consumer preferences	Mid-term	• Operating revenues	High	Increasing environmental awareness has led to shifts in consumer preferences. Failure to meet consumer demands may result in reduced revenue.	By implementing green design and green manufacturing practices, the Company aims to minimize its environmental impact and meet consumer expectations.
	Market	Supply chain disruption	Long-term	• Operating revenues • Operating costs	High	Decrease in production capacity leading to reduced revenue	To prevent disruptions in production due to difficulties in material procurement, a supply chain disruption response plan has been established. This includes diversifying suppliers and production locations to avoid risks associated with over-concentration.
	Market	Rising costs of raw materials	Mid-term	• Operating costs	Moderate	Increased energy costs	Reduce supply chain dependence on energy by increasing the proportion of green design.

Physical risk	Chronic	Rising average temperatures*	Long-term	• Operating costs • Operating expenses	Moderate	The frequency of extreme weather leads to increased operational costs.	Establish diversification strategy for suppliers and enhance inventory safety levels to mitigate the impact of material shortages or insufficient production capacity.
	Chronic	Sea level rise*	Long-term	• Operating costs • Selling expenses	Moderate	Increased insurance premiums and difficulty insuring assets located in "high-risk" areas.	Analyze the extent to which various asset locations are affected by rising sea levels to assess operational risks and make optimal decisions.
	Immediacy	Typhoons/floods /droughts*	Short-term	• Operating revenues • Operating costs • Selling expenses • General and administrative expenses	Moderate	Decline or disruption of supplier capacity which may lead to financial losses and a decrease in revenue.	Require suppliers to assess the risk of flooding and drought for their facilities and establish disaster response mechanisms.

Note 1: * indicates a significant risk. Risks are classified as significant if the product of the Likelihood of Occurrence and the Impact Intensity is greater than 10 points.

Note 2: Impact severity: Low — financial impact ≤ NT$2 million; Moderate — NT$2 million < financial impact ≤ NT$10 million; High — financial impact > NT$10 million.

Financial Impacts of Climate Opportunities and Measures

Opportunity classification		Opportunity description	Timeframe of occurrence	Financial impact category	Impact level	Financial impact	Countermeasures
Opportunities	Resource efficiency	Material recycling and waste management	Short-term	• Net operating income	High	Recycle materials or resell waste to reduce operation costs.	Regularly evaluate opportunities for the reuse of production and testing materials; if reuse is not possible, resell and process through partnered waste management vendors.

	Products and services	Develop or increase low-carbon products and services*	Long-term	• Operating revenues • Operating costs • Operating expenses	High	Consumers replacing old products with low-energy-consuming products, driving up product demand and increasing revenue.	Increase the proportion of R&D investment in high-performance products
	Resilience	Strengthen supply chain resilience	Mid-term	• Operating revenues • Operating costs	Low	Ensure supply chain resilience to reduce variability costs.	Commit to maintaining close relationships with the supply chain and implement a diversification and risk mitigation strategy to enhance the stability of material supply.
	Energy source	Investing in low-carbon energy*	Mid-term	• Operating revenues • Operating costs	High	Procure at lower prices to reduce operation costs.	Plan for renewable energy usage and procurement strategies.

Note 1: * indicates a significant opportunity. Opportunities are classified as significant if the product of the Likelihood of Occurrence and the Impact Intensity is greater than 10 points.

Note 2: Impact severity: Low — financial impact ≤ NT$2 million; Moderate — NT$2 million < financial impact ≤ NT$10 million; High — financial impact > NT$10 million.

Indicators and Goals

Indicator	Goals	Annual implementation results
Carbon Emissions	The Scope 1 and Scope 2 GHG emission intensity target for 2030 is a 15% reduction compared to 2025 levels (metric tons of CO_2e/NT$ million in revenue).	1. In 2025, the total Scope 1 and Scope 2 carbon emissions amounted to 567.36 metric tons of CO_2e. 2. The Scope 1 and Scope 2 carbon emission intensity for 2025 was 0.027 metric tons of CO_2e/NT$ million in revenue. 3. The Scope 2 GHG emission intensity target for 2025 was 0.026 metric tons of CO_2e/NT$ million in revenue.
Electricity Consumption	Reduce 2030 electricity intensity (MWh/NT$ million in revenue) by 15% from the 2025 level.	1. In 2025, total electricity consumption was 1,163 MWh. 2. 2025 electricity intensity was 0.056 MWh/NT$ million in revenue, down 34.88% YoY.

Note: The boundary for the targets and performance results related to carbon emissions and electricity consumption covers ASRock (the parent company) only.

The Company also monitors the IFRS S2 industry-based indicators as an important reference for sustainability management. As these indicators align with the SASB Hardware industry disclosure topics adopted by the Company, please refer to “Appendix 2: SASB Comparison Table – Hardware Industry” for details.

GHG Inventory

Reducing greenhouse gas emissions has become an essential environmental trend worldwide, and the first step in managing greenhouse gases is to understand the Company's emissions. The basic tasks of a greenhouse gas inventory include identifying and calculating greenhouse gas emissions.

Since 2023, ASRock has conducted its own GHG inventories and completed third-party assurance of its 2025 GHG inventory within the current year. ASRock follows the GHG Protocol and uses the operational control approach to define its organizational boundary as the basis for GHG emissions accounting and management. In 2025, total Scope 1 and Scope 2 GHG emissions from ASRock and its subsidiaries amounted to 2,197.01 metric tons of CO_2e, including 87.12 metric tons of CO_2e from Scope 1 and 2,109.89 metric tons of CO_2e

from Scope 2. ASRock's own Scope 1 and Scope 2 emissions totaled 567.36 metric tons of CO_2e, including 551.42 metric tons of CO_2e from Scope 2. ASRock also conducted its first Scope 3 inventory in 2025, covering Category 7: Employee Commuting. Scope 3 emissions from ASRock and its subsidiaries totaled 585.86 metric tons of CO_2e, of which 195.31 metric tons of CO_2e were attributable to ASRock, accounting for approximately 33.33% of total Scope 3 emissions.

ASRock primarily engages in the design and development of motherboard products where compared to other energy-intensive industries, its greenhouse gas emissions are relatively low. The Company's scope 1 direct emissions primarily originate from refrigeration equipment in offices, R&D centers, and warehouses, such as refrigerant leakage from air conditioning and chilled water systems. ASRock's greenhouse gas emissions are mainly scope 2 indirect emissions (electricity), with Scope 2 emissions accounting for 97.19% of ASRock's parent company total Scope 1 and Scope 2 emissions, primarily arising from indirect emissions associated with purchased electricity at operation sites.

ASRock's previous base year was 2019. Following the completion of its first third-party assurance of the 2025 GHG inventory, the Company has revised the base year to 2025 to reflect the enhanced reliability of its emissions data. ASRock has set a target to reduce Scope 1 and Scope 2 GHG emissions intensity by 15% by 2030 compared with the 2025 baseline, covering ASRock's Taiwan headquarters (the parent company). In 2025, Scope 1 and Scope 2 GHG emissions intensity was 0.027 metric tons of CO_2e/NT$ million in revenue, while total Scope 1, Scope 2, and Scope 3 GHG emissions intensity was 0.036 metric tons of CO_2e/NT$ million in revenue. Energy indirect GHG emissions intensity was 0.026 metric tons of CO_2e/NT$ million in revenue, an 80% reduction from the 2019 baseline of 0.130 metric tons of CO_2e/NT$ million in revenue. Energy saving programs covering air-conditioning equipment, lighting equipment control, and other electricity consumption have helped reduce operational energy use and carbon emissions, demonstrating the Company's ongoing efforts in low-carbon operations and energy management. ASRock will continue to monitor progress toward its reduction target and contribute to environmental protection and sustainable development.

■ **Scope 1 and Scope 2 GHG Emissions of ASRock and Its Subsidiaries — Three-Year Overview**

Category	Scope	Unit	2023	2024	2025 (Base year)
Scope 1	Parent company	Ton CO_2e	29.96	30.29	15.94
	All subsidiaries included in the consolidated financial statements	Ton CO_2e	-	-	71.18
	Subtotal	Ton CO_2e	29.96	30.29	87.12
Scope 2	Parent company	Ton CO_2e	608.68	580.51	551.42
	All subsidiaries included in the consolidated financial statements	Ton CO_2e	-	-	1,558.47
	Subtotal	Ton CO_2e	608.68	580.51	2,109.89
Scope 1 + Scope 2	Total	Ton CO_2e	638.64	610.80	2,197.01
Scope 1 + Scope 2 Emission intensity	Emission intensity of the parent company and its subsidiaries	Ton CO_2e/NT$ million in revenue	-	-	0.046

■ **Scope 3 GHG Emissions of ASRock and Its Subsidiaries — Three-Year Overview**

Category	Scope	Unit	2023	2024	2025 (Base year)
Scope 3	Parent company	Ton CO_2e	-	-	195.31
	All subsidiaries included in the consolidated financial statements	Ton CO_2e	-	-	390.55
	Subtotal	Ton CO_2e	-	-	585.86
Scope 3 Emission intensity	Emission intensity of the parent company and its subsidiaries	Ton CO_2e/NT$ million in revenue	-	-	0.012

■ **Emission intensity statistics of ASRock (parent company and its subsidiaries)**

Scope	Unit	2019 (Original Base year)	2023	2024	2025 (Base year)
Individual revenue	NT$1 million	9,171	14,345	14,314	20,912
Scope 2 Emission intensity	Ton CO_2e/NT$ million in revenue	0.130	0.042	0.041	0.026

Scope 1+2 Emission intensity	**Ton CO_2e/NT$ million in revenue**	-	0.045	0.043	0.027
Scope 1+2+3 Emission intensity	**Ton CO_2e/NT$ million in revenue**	-	-	-	0.036

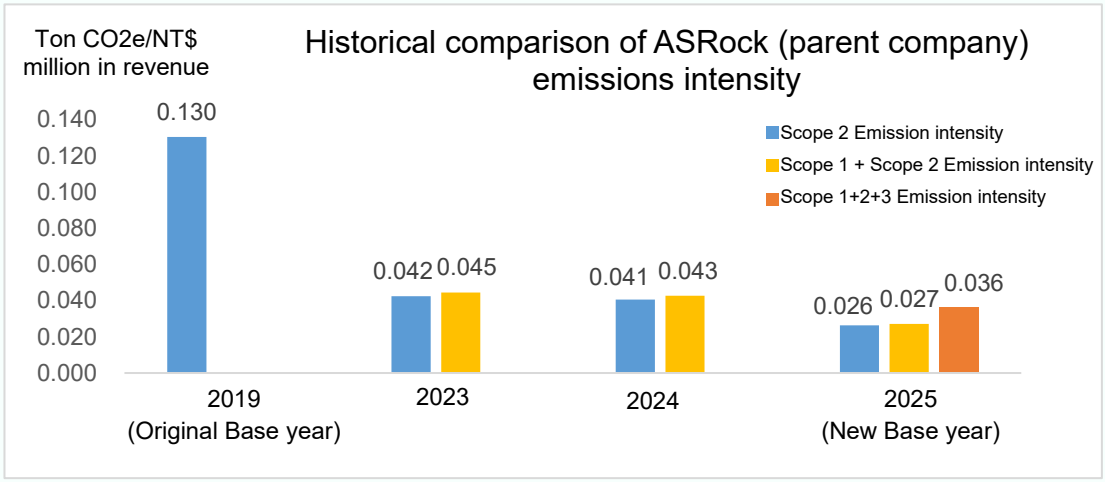
Note 1: The 2025 inventory boundary included, for the first time, all subsidiaries included in the consolidated financial statements in addition to the parent company: ASROCK EUROPE B.V., ASRock America, Inc., ASJade Technology Incorporation, ASRock Rack Incorporation, ASROCK RACK AMERICA INC., ASRock Industrial Computer Corporation, ASROCK Industrial Computer Europe GmbH, and ASROCK INDUSTRIAL COMPUTER SEA SDN.BHD. Scope 3 was also included for the first time, covering “Category 7: Employee Commuting.”

Note 2: The GHG inventory includes carbon dioxide (CO_2) , methane (CH_4), nitrous oxide (N_2O), sulfur hexafluoride (SF_6), nitrogen trifluoride (NF_3), and other relevant GHG groups, including hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs).

Note 3: Electricity emission factors for the Taiwan parent company and subsidiaries were sourced from the Energy Administration, Ministry of Economic Affairs: 0.494 kg CO_2e/kWh for 2023 and 0.474 kg CO_2e/kWh for 2024 and 2025. For the California subsidiary, the 2024 local electricity emission factor of 0.195 kg CO_2e/kWh was used, while the Netherlands subsidiaries used the 2024 Netherlands electricity emission factor of 0.235 kg CO_2e/kWh published by the European Environment Agency. GWP values were based on the IPCC Sixth Assessment Report (AR6) published in 2021.

Note 4: Emission intensity of the parent company and its subsidiaries is calculated based on consolidated revenue, while parent-company emissions intensity is calculated based on individual revenue.

Note 5: The 2025 Greenhouse Gas Inventory Information underwent third-party external assurance by DNV. Scope 1 and Scope 2 emissions received reasonable assurance, and Scope 3 Category 7 emissions received limited assurance.



4.3 Water Resource Management

ASRock does not require large amounts of process water. Most of the water usage consists of general domestic water needs, including drinking water and sanitation water. Since water resource usage is directly related to the number of employees, ASRock has established the indicator of "per capita water consumption." Using 2019 as the baseline year, the goal is to reduce per capita water consumption by 3% each year compared to the baseline year as a water conservation target.

ASRock has gradually reduced its water consumption in recent years based on its annual per capita water consumption statistics. However, continued implementation of a new project initiated in 2024 increased demand for the chilled-water air-conditioning system, resulting in a slight increase in 2025 per capita water consumption to 17.2 m^3/person. While actively exploring and developing new product opportunities, ASRock remains committed to the responsible management of water resources. The Company continues to monitor water usage to ensure it stays within a reasonable range and is evaluating the feasibility of introducing additional water-saving measures.

Item	Unit	2019	2023	2024	2025
Water consumption	M^3	5,051	4,437	5,337	5,834
Number of employees	Person	295	319	327	339
Water consumption intensity	M^3/person	17.1	13.9	16.3	17.2

Water-Saving Measures

The main focus on the water-saving plan is to reduce the general domestic water consumption where water-saving slogans are posted in various facilities in the office building, and website announcements or emails are adopted to promote employees to participate in the water-saving measures.



Toilets utilize dual-flush systems.



Water-saving slogans are posted.

4.4 Waste Management

Management Policy



The sources of waste at ASRock primarily include general household waste and waste generated from R&D activities. General household waste is managed in collaboration with the building's management, ensuring that it is disposed of legally. ASRock also continuously promotes various resource recycling initiatives by placing recycling bins on each floor to facilitate waste separation and collection of food scraps and recyclables. Employees are encouraged to avoid using disposable utensils to effectively reduce the overall amount of household waste. Waste generated from R&D includes components such as motherboards, computer monitors, and hard drives. ASRock has commissioned professional vendors for recycling, allowing for the processing of these materials and facilitating resource reuse.

Management Goals

Based on the 2025 baseline, reduce the weight of recycled waste by 5% annually from the baseline level.

Management outcome measures for 2025

The estimated weight of successfully recycled waste in 2025 was 5,533.30 kg, a decrease of 3,564.80 kg from 2024. The main items processed were motherboards and graphics cards, which accounted for more than half of the total weight. ASRock will continue to strive towards waste reduction and resource reuse, viewing waste recycling and circularity as an important corporate responsibility. The Company is committed to building a greener and more sustainable future.

Item	Unit	2023	2024	2025
Recycled waste weight	kg	3,941.60	9,098.10	5,533.30

The Company's waste management measures are:

1. Routine R&D and manufacturing source reduction (MBs and electronic components)

- Digitalized design at source (green R&D):
  Promote the comprehensive adoption of digital simulation technologies, using computer-aided design (CAD) and signal simulation software to replace bare PCB prototypes in the early stages of product development. Use virtual testing to optimize designs and

minimize physical prototyping, directly reducing routine PCB and electronic component scrap at the source.

- Test process optimization and component reuse:
  Establish internal rules for the transfer and reuse of motherboard test samples (MB Samples).
  Functional boards that are undamaged and used only for visual or basic functional checks are assigned internal records after testing and reused as routine tools for non-critical testing or software debugging, improving testing-platform utilization. Hard drives, memory modules, graphics cards, and peripheral components that remain functional after testing are prioritized for internal reuse, spare-part storage, or further testing, thereby extending their useful life.

- Establish inventory and obsolete material management mechanisms:
  Regularly review warehouse inventories of materials and equipment to identify obsolete materials, discontinued components, and items that have not been used for extended periods in advance, thereby minimizing the amount of waste generated by large-scale inventory disposal.

- Circular use of green logistics packaging:
  The Company uses reusable anti-static turnover containers and protective packaging for chips, memory modules, motherboards, and other components shipped between R&D centers, contract manufacturers, and suppliers, thereby minimizing waste from disposable bubble wrap and cardboard packaging.

- Digital management and reduction of physical consumables:
  The Company continues to promote electronic documents, systematic management, and paperless operations to minimize paper use and general industrial waste.

2. Management measures for non-routine projects (warehouse and contract manufacturer transfers)

In instances where substantial volumes of waste are generated intermittently and intensively as a result of supply chain realignments, contract manufacturer transitions, or warehouse restructuring, the Company executes project-specific clearance protocols to optimize resource recovery:

- Classification and disposal of pre-transfer inventory:
  Conduct an assessment of obsolete materials prior to transferring contract manufacturing facilities or warehouses. Evaluate usable electronic components and

motherboards for internal use as repair spare parts or alternative components for R&D testing before considering disposal.

- Partnering with class A waste disposal providers to enhance circular economy:
  The Company carefully selects nationally certified “Class A waste disposal providers” and engages them exclusively for the disposal of waste.
  Replaced motherboards and other computer components are subject to stringent “item-level classification,” allowing professional disposal providers to extract and purify recyclable metals, including copper, gold, silver, and palladium.
  With rigorous physical dismantling and chemical refining processes, the Company ensures that E-waste is effectively incorporated into the resource recovery cycle, achieving “full waste resource utilization,” reducing the environmental burden of final disposal through landfilling or incineration, increasing resource recovery and reuse rates, and supporting circular economy.

4.5 Green Design

ASRock incorporates all products it designs into the GPMS and evaluates customer health and safety impacts as part of its product design and management processes through hazardous substance management and product use safety measures. This ensures that all products conform to green design principles. From the design phase, there is a strong emphasis on green procurement and green management to ensure that both product services and outsourced manufacturing align with the trends of international green design. This commitment aims to achieve environmental protection and a promise not to use chemicals harmful to human health. ASRock's designed products comply with EU RoHS 2.0 (2011/65/EU, amended in June 2015 (2015/863/EU)), EU REACH (Regulation (EC) No 1907/2006), USA TSCA Toxic Substances Control Act, EU POPs (Regulation (EU) 2019/1021) on persistent organic pollutants, WEEE (2002/96/EC), and other relevant environmental regulations. Suppliers are also required to submit IEC 62474 Material Declarations for Products of and for the Electrotechnical Industry in the designated web-based format, thereby promoting broader acceptance of material declarations across the global supply chain.

All raw materials purchased by ASRock and products assembled by contractors must comply with green procurement contract regulations. This ensures that both the design process and the products manufactured by contractors adhere to environmental regulations and the Company's green design principles. For example: EU RoHS 2.0, EU REACH, USA TSCA, EU POPs, WEEE, or other environmental protection requirements.

Per/Poly fluoro alkyl substances (PFAS) are a group of chemically stable synthetic

compounds. Due to their water- and oil-repellent properties and low friction characteristics, they are widely used as surface coatings in products such as textiles, paper coatings, food packaging materials, cookware, and firefighting foams. Well-known examples include perfluorooctane sulfonic acid (PFOS) and perfluorooctanoic acid (PFOA). PFAS compounds can accumulate in the human body, disrupting hormonal balance, causing physiological dysfunction, and even increasing the risk of cancer. As a result, countries across Europe, North America, and Canada have introduced various bans, restrictions, investigations, and reporting requirements to regulate their use. To maintain compliance with international green design requirements, beginning in Q4 2025, all suppliers are required to provide information on whether their materials and components contain PFAS. The Company will also introduce relevant management measures for beryllium in the future. Beryllium is a metal that is stronger than steel and lighter than aluminum, commonly used as an alloy with copper, aluminum, magnesium, or nickel. Its high thermal capacity makes it widely applicable. The high temperatures required to produce beryllium can generate fine particles known as "fume." Additionally, grinding beryllium-containing materials can release fine beryllium dust into the air. Employees who have been exposed to beryllium are at increased risk of developing Chronic Beryllium Disease (CBD), beryllium poisoning, and lung cancer. To ensure a safe work environment, the use of beryllium alloys is restricted.

In addition to the management measures outlined above, ASRock also performs voluntary testing and obtains external certifications for product safety as needed, giving customers and users greater confidence in product safety. The applicable scope for assessing product safety and social impacts is as follows:

Impact category	Applicable scope	Assessment items	Evaluation content
Safety	Raw material procurement	1. Comply with the laws and regulations of various regions: ✓ EU RoHS 2.0 (EU Restriction of Hazardous Substances Directive) ✓ EU REACH (EU Regulation on the Registration, Evaluation, Authorization and Restriction of Chemicals) ✓ U.S. TSCA (U.S. Toxic Substances Control Act) ✓ EU POPs (EU Persistent Organic Pollutants Regulation) ✓ WEEE (EU Waste Electrical	Environmental Hazardous Substance Management

		and Electronic Equipment Directive)	
	Motherboard products	1. Firmware Testing: Control logic validation and hardware security protection 2. Safety Testing: Electromagnetic compatibility testing and electrical safety testing 3. Functional and Reliability Testing: Signal integrity testing, temperature shock testing, vibration testing, drop testing, and button/key and connector insertion/removal life-cycle testing 4. Comply with the laws and regulations of various regions: ✓ CE Mark ✓ California Proposition 65 Warning Label Disclosure on the Official Website	Product use safety management
Environmental protection and human rights	Raw material procurement	1. Conflict mineral investigation: Confirm that raw materials do not contain conflict minerals	Human rights risk management
	Product packaging material	1. Adoption of mineral oil-free packaging inks to reduce VOC emissions 2. Minimize packaging materials by providing drivers and user manuals for download on the official website	Environmental Hazardous Substance Management
	Motherboard products	1. Adopt high-efficiency, low-power inductors, transistors, and other essential power components to optimize thermal performance. 2. Adopt automatic phase-control ICs and other technologies to enhance the energy efficiency of VRM (Voltage Regulator Module) circuits and minimize overall power losses	Energy risk management
	Product parts and components	Preserve development samples and relevant components (such as cables and external expansion cards) for future compatibility testing with peripheral accessories.	Resource reuse and management

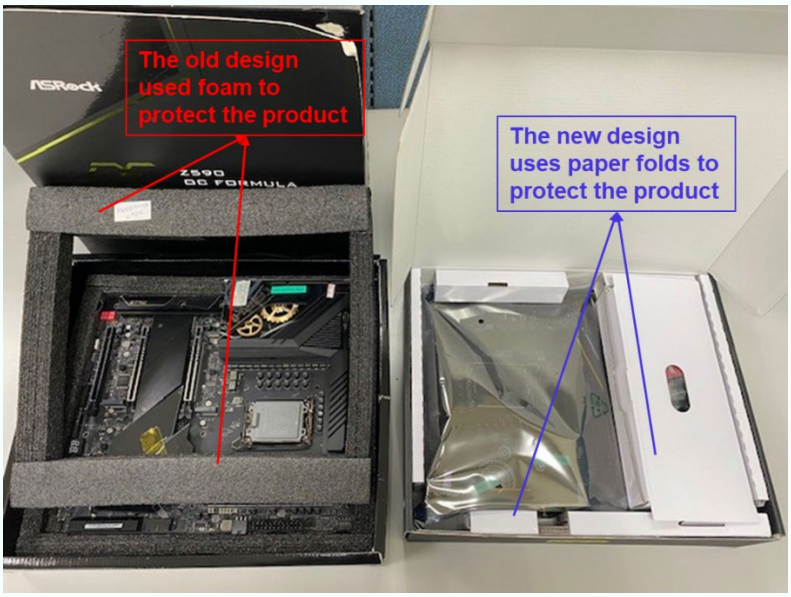
During 2023–2025, 100% of the Company's products were evaluated for compliance with applicable product health and safety regulations across relevant markets.

Friendly Material and Packaging

- **Use of eco-friendly materials:**

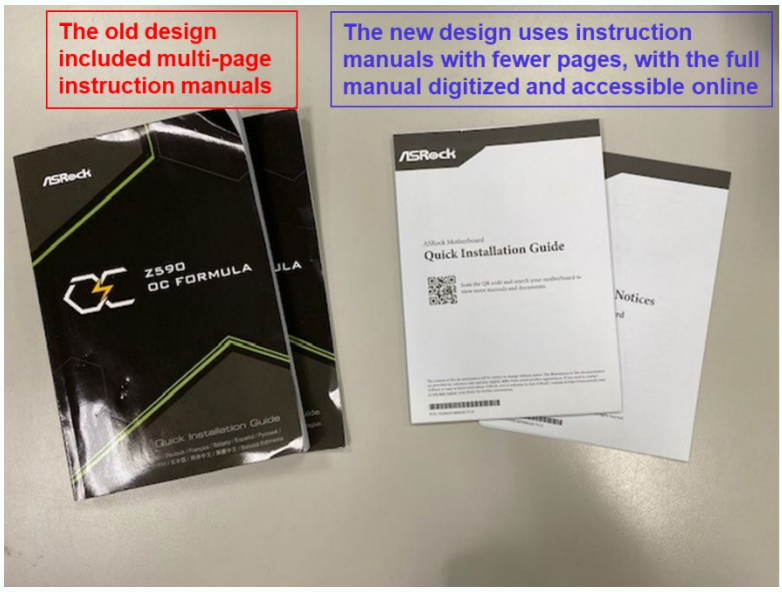
  Previously, EPE foam was commonly used as a packaging material due to its excellent protective properties. However, as EPE is non-biodegradable, the Company has optimized its packaging in recent years by eliminating EPE foam and transitioning to paper-based materials that are more environmentally friendly and biodegradable. This change helps minimize the environmental impact of the Company's packaging and supports its commitment to sustainable material use.

  For packaging printing, the Company requires suppliers to use the more eco-friendly "mineral-oil-free inks" instead of traditional inks. Traditional inks often contain mineral oil, which releases volatile organic compounds (VOCs) that are harmful to human health and the environment. To address this issue, the Company has replaced traditional inks with mineral-oil-free alternatives, which are free from toxic and hazardous substances, thereby minimizing potential environmental and health impacts.

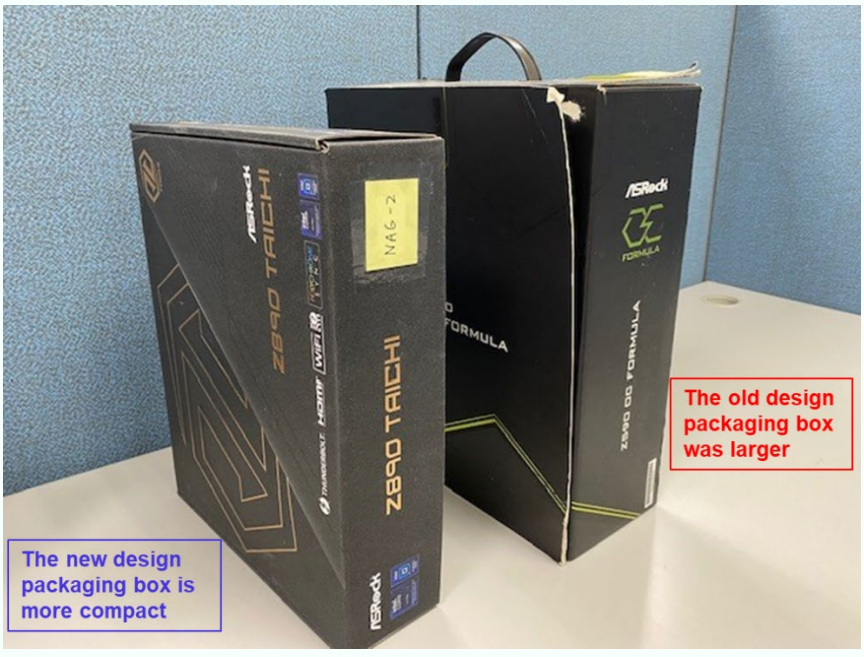


- **Packaging material reduction:**

  Previously, our product accessories included a CD for downloading application software, along with a multi-page user manual. In recent years, CDs have been eliminated in favor of online app downloads, and the user manual has been simplified. In doing so, we can reduce the production of CDs and paper to lower the environmental impact.



The Company has redesigned its external packaging by reducing its size to prevent the production of unnecessary paper and plastic. For high-end products, the original external packaging measured approximately 335 × 377 × 130 mm and included a plastic carrying handle. The redesigned external packaging decreases the dimensions to 346 × 281 × 84 mm and eliminates the carrying handle, further minimizing material use and environmental impact. The overall volume has been reduced by about 49%.



Technical Features on Energy Efficiency Improvement

- The Company continues to promote Green Computing by expanding the development and introduction of motherboards featuring 19V DC-IN direct-current power input. Compared with conventional ATX power supplies, which require multiple voltage conversion stages and consequently result in energy losses, the DC-IN architecture optimizes the power topology and minimizes unnecessary AC-to-DC conversion losses. Especially in light-load scenarios, energy conversion efficiency is estimated to increase by nearly 20%, significantly reducing standby power consumption and helping lower the carbon footprint generated during the product use stage.
- To further foster a Circular Economy, the Company is developing motherboards equipped with USB Type-C Power Delivery (PD) technology. This innovative green design improves resource sharing and compatibility by decreasing reliance on dedicated power adapters, allowing users to reuse existing chargers for smartphones, laptops, and other devices. Such reuse maximizes resource efficiency over the product life cycle and reduces E-Waste generation at the source, contributing to eco-friendly and sustainable product development. Furthermore, the design supports integrated Type-C audiovisual and power delivery, allowing a single cable to simultaneously supply power to the computer and transmit display signals when connected to a compatible monitor. The minimalistic configuration reduces the need for conventional audiovisual cables and their associated resource consumption, while lowering the carbon footprint of cabling and enhancing the overall environmental benefits of the product.

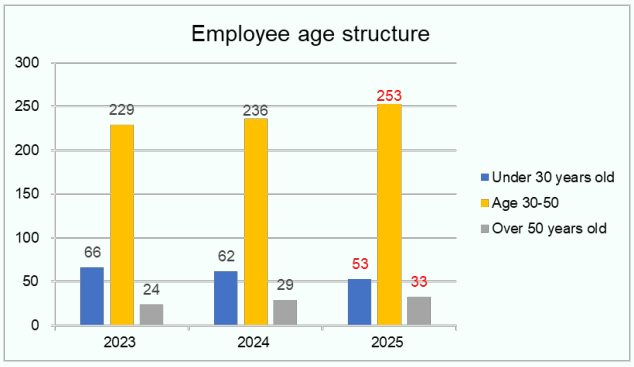
5. Employee and Social Engagement

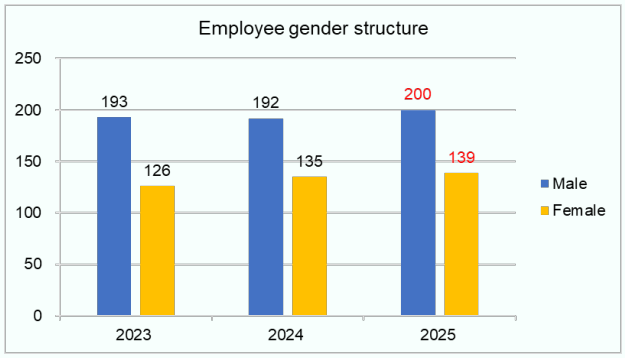
5.1 Human Resources Structure

As of the end of 2025, ASRock has a total of 339 employees, including 116 supervisors at the department head level and above, 104 R&D personnel, and 119 general staff. In terms of the overall age distribution, most employees are between the ages of 30 and 50, with female employees accounting for approximately 41% of the total workforce.

Category	Group	Male (Persons)	Female (Persons)	Total Number of Employees	Percentage
Employee Structure	General	38	81	119	35.1%
	R&D Personnel	87	17	104	30.7%
	Department Head	1	4	5	1.5%
	Supervisor	3	6	9	2.7%
	Assistant Manager	16	10	26	7.7%
	Manager	38	16	54	15.9%
	Senior Executive	17	5	22	6.5%
Age Structure	Under 30 years old	28	25	53	15.6%
	Age 30-50	144	109	253	74.6%
	Over 50 years old	28	5	33	9.7%
Education Level	High School (including vocational school) and below	8	1	9	2.7%
	Associate Degree	14	5	19	5.6%
	Bachelor's Degree	90	90	180	53.1%
	Master	88	43	131	38.6%
	Ph.D.	0	0	0	0.0%
Contract Type	Permanent employees (Indefinite-term contract)	197	139	336	99.1%
	Temporary employees (fixed-term contracts)	3	0	3	0.9%
	Zero-hour contract workers	0	0	0	0.0%
Category	Full-Time Employees	192	139	331	97.6%
	Part-Time Employees	8	0	8	2.4%
Diverse employment	Taiwanese citizen	195	137	332	97.9%
	Foreign	4	1	5	1.5%
	Indigenous employees	0	0	0	0.0%
	Number of employees with disabilities	1	1	2	0.6%
Subtotal		200	139	339	100%

Category	Employee classification	Male (Persons)	Female (Persons)	Percentage of Each Group Relative to Total Number of Employees
Age Structure of Supervisors at Department Head Level and Above	Under 30 years old	0	0	0%
	Age 30-50	51	36	75%
	Over 50 years old	24	5	25%
	Subtotal	75	41	100%





In 2025, ASRock had one male security guard and two female cleaner among its non-employee workers, as well as one male and one female employee health consultant (occupational physician/occupational nurse), and one male consultant.

Workers who are not employees	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Security guard	1	0	1	0	1	0
Cleaner	0	1	0	1	0	2
Health consultant (occupational physician/occupational nurse)	1	1	1	1	1	1
Consultant	0	0	0	0	1	0
Subtotal	2	2	2	2	3	3

ASRock's sustainable development relies on the continuous service and contributions of its employees. To strengthen growth momentum, the Company actively recruits talent at all levels and adheres to the principles of fairness, justice, and transparency in compliance with the Labor Standards Act. Candidates are selected based on their qualifications and professional backgrounds, and hiring practices respect age restrictions, explicitly prohibiting the employment of child labor. For resignation management, when an employee expresses a desire to resign, the Human Resources department promptly arranges an exit interview with the individual to understand the reasons for their resignation.

The Company adopts a strict zero-tolerance policy toward child labor, and any practices involving child labor, as prohibited by international standards and relevant domestic regulations, are strictly forbidden. At the same time, the Company requires suppliers to adhere to the same policy and work to ensure that they do not employ child labor, emphasizing ethical and social responsibility in the product manufacturing process.

The employee turnover rate in 2025 was slightly higher than that in 2024, mainly reflecting changes in workforce structure and the employment market, as well as generational succession for certain roles. Despite these changes, the Company's overall workforce remained stable. The Company continues to enhance talent development, career development planning, and employee care initiatives to retain talent and bolster organizational competitiveness.

New employee		2023			2024			2025		
		Number	Total number of people	Ratio	Number	Total number of people	Ratio	Number	Total number of people	Ratio
Gender	Male	12	193	6%	11	192	5.7%	17	200	8.5%
	Female	15	126	11.9%	17	135	12.6%	19	139	13.7%
Age	Under 30 years old	15	66	22.7%	18	62	29.0%	22	53	41.5%
	Age 30-50	12	229	5.2%	10	236	4.2%	14	253	5.5%
	Over 50 years old	0	24	0.0%	0	29	0.0%	0	33	0.0%
New Hire Rate		27	319	8.5%	28	327	8.6%	36	339	10.6%

Note: New Hire Ratio = Number of new hires in that category (by gender and age) for the year ÷ Number of employees in that category (by gender and age) at the end of the year.

Departing Employees		2023			2024			2025		
		Number	Total number of people	Ratio	Number	Total number of people	Ratio	Number	Total number of people	Ratio
Gender	Male	10	193	5%	11	192	5.7%	11	200	5.5%
	Female	10	126	7.9%	8	135	5.9%	12	139	8.6%
Age	Under 30 years old	7	66	10.6%	8	62	12.9%	12	53	22.6%
	Age 30-50	12	229	5.2%	10	236	4.2%	9	253	3.6%
	Over 50 years old	1	24	3.4%	1	29	3.4%	2	33	6.1%
Turnover Rate		20	319	6.3%	19	327	5.8%	23	339	6.8%

Note: Turnover Ratio = Number of resignations in that category (by gender and age) for the year ÷ Number of employees in that category (by gender and age) at the end of the year.

5.2 Employee Remuneration and Benefits

ASRock values employees' roles, capabilities, education, work experience, and professional knowledge, and determines remuneration reasonably based on these factors. The Company is committed to establishing a fair and equitable remuneration system to ensure that all employees receive remuneration that aligns with their contributions and value. To gain a comprehensive understanding of the remuneration for female and male employees within the Company, ASRock uses the female salary ratio (set at 1, or 100%) as a baseline to display the percentage of male salaries relative to female salaries. Below is the comparison of the salary ratios for female and male employees in 2025 at ASRock for the same job levels:

Job Category	Female	Male
General Staff	1	1.10
R&D Personnel	1	1.15
Department Head	1	0.98
Supervisor	1	1.11
Assistant Manager	1	1.15
Manager	1	0.93
Senior Executive	1	1.81

As of the end of 2025, ASRock discloses the remuneration information for full-time employees not in managerial positions, as shown in the table below:

Item	2024	2025	Compared to the Previous Year
Number of Full-Time Employees Not in Managerial Positions (Persons)	310	316	1.94%
Total Salaries of Full-Time Employees Not in Managerial Positions (NT$)	541,163,678	614,677,973	13.58%
Average Salary of Full-Time Employees Not in Managerial Positions (NT$)	1,745,689	1,945,183	11.43%
Median Salary of Full-Time Employees Not in Managerial Positions (NT$)	1,527,298	1,703,885	11.56%

Note: Calculated according to "Information on Salaries for Full-time Non-management Employees" announced by the Taiwan Stock Exchange (Computer and Peripheral Equipment Manufacturing)

ASRock is committed to stabilizing employees' lives and providing a safe and comfortable working environment. In compliance with labor regulations, the Company implements a comprehensive annual plan for various employee welfare measures, primarily provided by the Company and the Employee Welfare Committee.

Benefits

- Labor Insurance
- Group Insurance
- Business Travel Insurance
- Labor Pension Contributions
- Gifts for Marriage, Bereavement, and Other Significant Life Occasions
- Employee Purchase Program
- Year-end Party Lucky Draw Prizes
- On-Site Nursing and Physician Services
- Subscription Rights for Restricted Employee Shares
- National Health Insurance
- Meal Allowance
- Year-End Bonus
- Employee Bonuses
- Performance Bonuses
- Employee Annual Health Exam
- Subsidies for Language Learning Programs
- Preferential Discounts from Partner Merchants

Employee Welfare Committee Benefits

- Department Meal Subsidy
- Subsidies for Marriage, Bereavement, and Other Significant Life Occasions
- Two-day Employee Trip
- Semi-annual Hiking Activities
- Subsidies for Club Activities, Access to Group Fitness Center, Sauna, Swimming Pool, and Sports Facilities
- Birthday Bonuses
- Holiday Bonuses
- Holiday Gifts



5.3 Employee Rights

Employee Pension System

To provide for employees' retirement and promote harmonious employee relations and operational efficiency, ASRock has established employee retirement regulations in accordance with the "Labor Pension Act." At year-end, the Company engages an actuary to determine the contribution amount required for the following year under the old pension system. Details of the implementation of the post-employment benefit plans are available in the Company's standalone financial statements. The following table presents ASRock's pension contribution status for 2025.

Pension System	Old System	New System
Applicable Legal Sources	Labor Standards Act	Labor Pension Act
Contribution Method	Monthly contributions of 2% of the total salary are regularly allocated to a retirement reserve, stored in a dedicated account at Bank of Taiwan.	The Company contributes no less than 6% of their monthly wages to their individual labor pension accounts. Moreover, employees may voluntarily contribute up to 6% of their monthly wages to their pension funds.
Contribution Amount	In 2025, the contribution amounted to NT$136,000.	In 2025, the contribution amounted to NT$17,700,000.

Labor Rights

ASRock supports and adheres to the principles of the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The Company has formulated a human rights policy to protect employees, contract and temporary workers, as well as interns. ASRock also expects its suppliers to strictly adhere to the following principles to uphold human rights:

1. Provide a safe and healthy work environment.
2. Eliminate illegal discrimination to ensure equal job opportunities.
3. Prohibition of Child Labor.
4. Prohibition of Forced Labor.
5. Assist employees to maintain physical and mental health and work-life balance.
6. Regular Review and Assessment of Relevant Systems and Practices.

ASRock incorporates human rights-related regulations, such as measures for the prevention of sexual harassment and promotion management policies, into its internal rules and guidelines. These regulations are enforced by a specialized unit — the Management Department under the Management Division — with the appropriateness of the relevant systems reviewed and assessed on a regular basis. The Company has also established the *ASRock Inc. Human Rights Policy*, which covers all managers, employees, contract and temporary personnel, interns, and other workers. This policy has been publicly disclosed on the Company's official website.



ASRock Inc. Human Rights Policy

ASRock supports and follows UN's "Universal Declaration of Human Rights," the "UN Global Compact," and the International Labour Organization's "Declaration on Fundamental Principles and Rights at Work" and other basic human rights principles and the local regulations of global operations.

The Company has formulated a human rights policy to protect employees, contract and temporary workers, as well as interns. ASRock also expects its suppliers to strictly adhere to the following principles to uphold human rights:

I. Provide a safe and healthy work environment.
II. Eliminate illegal discrimination to ensure equal job opportunities.
III. Prohibition of child labor.
IV. Prohibition of forced labor.
V. Assist employees to maintain physical and mental health and work-life balance.
VI. Regular review and assessment of relevant systems and practices.

Hsu-Tien, Tung
Chairman
October 2020

Below are the specific practices outlined in ASRock's human rights policy:

1. Provide a safe and healthy work environment

(1) Personnel Appointment:

- Offering comprehensive compensation, promotion opportunities, various allowances and bonuses, salary adjustments, and benefits that exceed legal requirements.
  - ✓ Carry out salary adjustments and promotions and award various bonuses.

(2) Workplace Safety Management:

- Providing a safe and healthy work environment along with necessary health and first aid measures to eliminate potentially hazardous factors that could affect employee health and safety, thereby reducing the risk of workplace accidents.
  - ✓ Administration Department employees receive first aid personnel training
  - ✓ General affairs personnel receive occupational safety personnel training
- In response to health issues related to maternity, ergonomics, and abnormal work-related stress, ASRock has established the following plans: Maternity Labor Health Protection Implementation Plan, Ergonomic Hazard Prevention Plan, and Abnormal Workload-Induced Disease Prevention Plan. These plans are implemented by the Company's various responsible units along with professional health and nursing staff to provide employees with comprehensive health care.
- Employee Health Care Measures
  - ✓ Maternity Protection: Conduct interviews, show care, and complete questionnaires by professional health and nursing staff.
  - ✓ Illegal Violations: A written statement prohibiting workplace violence is announced within the Company's system, and supervisors are regularly requested to complete a workplace illegal violation risk assessment questionnaire.
  - ✓ Abnormal Workloads: Questionnaires are filled out during health interviews conducted by professional nurses. If abnormalities are identified, the nurses will notify relevant department personnel for follow-up discussions and recommendations.
  - ✓ Ergonomics: Provide ergonomic chairs and carts for office staff.
- Professional Nursing Staff: Employ professional nursing personnel to conduct occupational safety and health training for new employees. Additionally, based on the health check results of all employees, personalized health management measures are provided for high-risk cases.
  - ✓ Regular site visits and inspections by occupational physicians and nurses

- ✓ Offer personalized health management consultations following employee health checkups
- ✓ Organize occupational safety and health education and training for new hires

■ Formulate sexual harassment prevention and measures and establish employee complaint procedures: sexual harassment complaint hot line and e-mail to protect employees' rights and interests and ensure workplace safety.

2. Eliminate illegal discrimination to ensure equal job opportunities

(1) In accordance with the *Labor Standards Act* and the *Employment Service Act*, the Company conducts its hiring processes based on the principles of fairness, impartiality, and transparency. Hiring decisions are determined according to candidates' qualifications and professional backgrounds, with no discrimination based on personal background or legally protected status, ensuring fair and equal employment opportunities.

(2) The employee promotion, assessment, training, reward, and punishment systems are clearly established to ensure fair treatment.

(3) Establish clear sexual harassment prevention management policy and prohibits any tangible or intangible acts of sexual harassment and discrimination in the workplace. In 2025, there were no incidents of sexual harassment or discrimination.

3. Prohibition of Child Labor

(1) Labor conditions are established in compliance with government labor laws. Eliminate the employment of child labor. In 2025, there were no cases of child labor, nor were any young workers engaged in hazardous work. At present, the Company does not face any significant risk of child labor in its operations.

(2) Newly hired employees should submit identity proving documents (including ID Card, driver's license, health insurance card, academic certificate, etc.) on the day of registration to verify that they have reached the age of 16 before being hired.

4. Prohibition of Forced Labor

(1) In accordance with the "Labor Standards Act", international norms, and "Human Rights Policy of ASRock Technology Co., Ltd.", we do not force or coerce any unwilling personnel to perform labor services. In 2025, there were no incidents of forced labor reported, and the Company did not face any material risk of forced labor in its operations.

5. Assist employees to maintain physical and mental health and work-life balance

(1) Employee benefits and health promotion

■ Provide a variety of recreational activities, such as mountaineering, company trip, and promote interpersonal interaction of colleagues through clubs to achieve a

"work-life balance." During 2025, the Company organized two one-day company trips to Keelung, Sanxia, and Tucheng, and one two-day company trip to Kaohsiung.

- Free health checkups are provided to employees periodically. Employee health check-ups are scheduled for 2027.
- Free health interviews and consultations are provided to employees periodically. In 2025, a health interview and consultation was conducted every week.

(2) Marriage and Parenthood Benefits:

- In accordance with law, breastfeeding rooms are established at the facilities, and a parental leave policy is in place, allowing eligible employees to adjust their working hours based on caregiving needs. In 2025, four employees applied for parental leave without pay, of whom two returned to work within the same year and the other two were reinstated in 2026.

6. Open communication channel

(1) ASRock is committed to listening to employee opinions and addressing employee needs. While the Company has not established a labor union, it conducts labor-management meetings at least once every quarter as a formal channel for employee participation and feedback. The meetings support two-way communication regarding working conditions, employee benefits, and workplace issues. Resolutions and improvement actions arising from these meetings apply to all employees, promoting an open and transparent communication mechanism and reinforcing labor-management consensus. During the reporting period, no risks related to freedom of association or collective bargaining were identified at the Company’s operating locations or in its engagement with suppliers.

The Company places strong emphasis on human rights protection and publicly discloses its Human Rights Policy on its official website for access by all workers, business partners, and other stakeholders. The policy communicates the Company’s commitment to respecting human rights, maintaining a safe and healthy work environment, and protecting employee rights and interests. For workers who are not employees, the Company provides designated channels through which they may express concerns or file complaints. The Company also communicates its Human Rights Policy through contractual regulations, work guidelines, and related awareness activities to ensure that all workers can perform their duties in a fair, respectful, and safe working environment.

To further support employees in understanding and implementing the Company's commitments to workplace safety and health, employee physical and mental well-being, and protection from inappropriate treatment, the Company incorporates prevention of workplace unlawful conduct, sexual harassment prevention, occupational safety and health, and health promotion measures into new hire orientation and occupational safety-related training. In 2025, the Company conducted four human rights orientation training sessions for new hires, reaching a total of 32 participants. An online "Sexual Harassment Prevention Seminar" was also held to strengthen the employees' awareness of sexual harassment prevention. All employees of the Company participated in the seminar. Please refer to the information disclosed on the Company's official website for details of its human rights policy focus areas and specific management solutions. The Company continuously strives to create a positive work environment, ensuring that every employee can work in a fair, safe, and harmonious atmosphere. ASRock upholds a strong sense of social responsibility and are committed to the well-being and labor rights of its employees, working together to build an inclusive corporate culture.

Family-friendly

The Company strives to address employees' needs related to marriage, childbirth, and family care by fostering a family-friendly workplace where employees can effectively balance work and family responsibilities and maintain stable employment.

1. **Marriage and Childbirth Support**
   - Wedding gifts and wedding flower basket subsidies: Support employees in celebrating important milestones in their lives while promoting a caring workplace culture.
   - Birth allowances: Provide financial support following childbirth to assist new families during the early stages of parenthood.
   - Diaper/formula subsidies: Help ease the costs associated with childcare.
   - Pregnancy and postpartum health care: Occupational physicians and nurses proactively provide care, health consultations, and recommendations to pregnant and postpartum female employees.
   - Group insurance: Eligible childbirth-related expenses are covered under the Company's group insurance plan to help alleviate employees' medical burden.
2. **Childcare and Family Care Support**
   - Parental leave without pay: Provided in accordance with applicable laws and regulations to enable employees to care for their children.

- Breastfeeding room: A compliant breastfeeding room is available on the Company's premises to provide a private, safe, and supportive space for employees with childcare needs.
- Work-from-home arrangements: Employees may apply for work-from-home arrangements when they have childcare, eldercare, or other family care needs.
- Group insurance: The Company provides group insurance options for eligible dependents, including spouses and children, providing medical and accident coverage and enhancing support for employees and their families.

  In addition to the above measures, the Company also provides maternity leave, prenatal examination leave, prenatal examination and paternity leave, Labor Insurance parental leave without pay allowances and salary subsidies, parental leave allowance and salary subsidy under labor insurance (application assistance provided by the Company), labor insurance, and national health insurance in accordance with applicable laws and regulations to support employees in welcoming new family members.

3. 2025 Implementation Outcome

- Wedding gift beneficiaries: 7 employees; NT$25,200 in company subsidies
- Birth allowance beneficiaries: 9 employees; NT$32,400 in company subsidies
- Diaper/formula subsidy beneficiaries: 9 employees; NT$29,824 in company subsidies
- Employees receiving pregnancy/postpartum health care from occupational physicians and nurses: 1 employee
- Number of employees who applied for parental leave without pay: four, of whom two returned to work in 2025 and the other two were reinstated in 2026. Employees took a total of 707 days of parental leave without pay, and the Company proactively assisted them in applying for parental leave without pay allowance and salary subsidy under labor insurance

  2025 parental leave without pay statistics:

Item	2025	
	Female	Male
Number of eligible employees for parental leave without pay, 2025 (A)	15	18
Number of employees applying for parental leave without pay, 2025 (B)	4	0
Number of employees scheduled to return to work, 2025 (C)	2	0

Number of employees returning to work, 2025 (D)	2	0
Number of employees returning to work, 2024 (E)	1	0
Number of employees returning to work in 2024 who remained employed for one year (F)	1	0
Parental Leave Without Pay Application Rate (G) = (B)/(A)	26.67%	0.00%
Return-to-Work Rate upon Completion of Parental Leave Without Pay (H) = (D)/(C)	100.00%	-
One-Year Retention Rate after Returning to Work (I) = (F)/(E)	100.00%	-

Note 1: Eligible employees for parental leave without pay are employees as of the end of 2025 whose children were under the age of three and who qualified to apply for parental leave without pay. These employees include female employees who had taken 56 days of maternity leave in 2025 or earlier, male employees who had taken 7 days of prenatal examination and paternity leave, and employees whose eligibility could be identified through records such as children covered under the employee's National Health Insurance or voluntarily enrolled under the employee's group insurance plan.

- Employees applying for paid family care leave: 8 employees, totaling 24 days.
- Employees applying for work-from-home arrangements (for family care/childbirth needs): 7 employees, totaling 45 days.

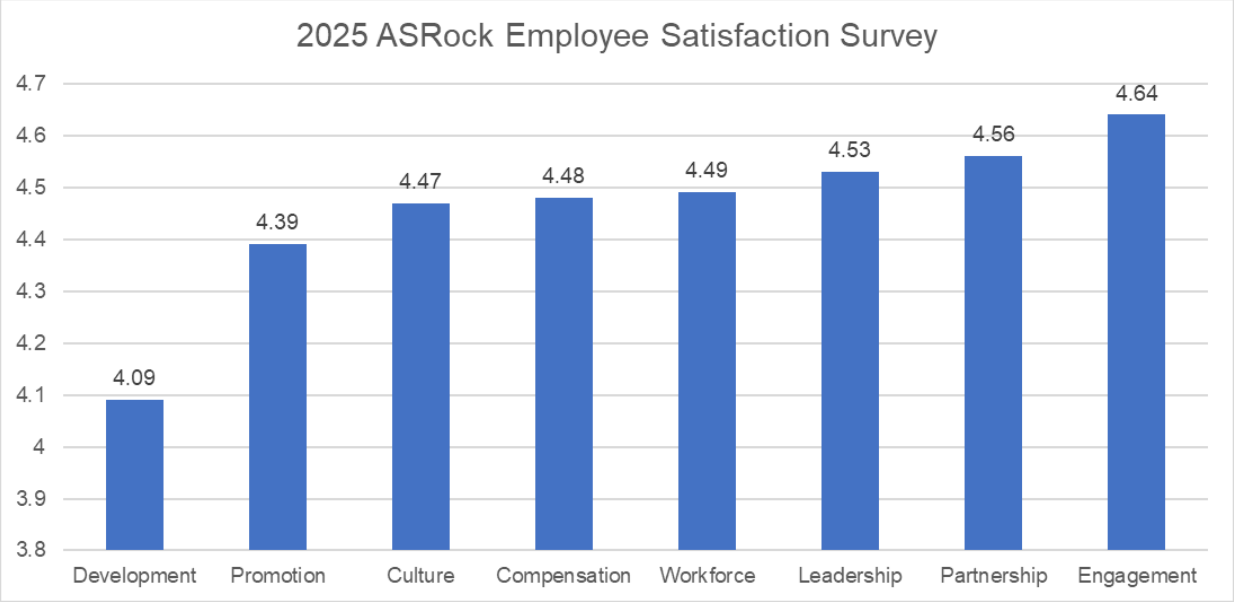
Employee Satisfaction Survey

ASRock has always valued employee feedback and needs and vigorously promotes a transparent and open communication environment. The Company conducts an annual employee satisfaction survey to listen to employees' views and understand their needs. The Human Resources Department conducted the 2025 annual employee satisfaction survey in December 2025. Covering the period from January 1 to December 31, 2025, the survey focused on employees' experiences and recommendations concerning work content, the workplace environment, benefits programs, and other aspects of their employment. The survey feedback provides an important basis for reviewing the effectiveness and appropriateness of existing systems and for planning future optimizations and improvements. It also contributes to stronger internal communication and positive labor-management relations. The survey employed a six-point rating scale across eight major dimensions and

included employees at the headquarters and employees assigned to Vietnam and Mainland China. The survey resulted in 271 valid questionnaires, with an overall coverage rate of 91%. The results showed that all dimensions received average scores of at least 4.0 (“Somewhat Agree”), and the overall satisfaction score was 4.46 (out of 6). In particular, engagement, partnership, and leadership were the highest-rated dimensions, while development was identified as an area that warranted further improvement.

Taking the survey results into consideration, the Company has developed multiple improvement plans focusing on workplace environment enhancement and employee benefits. For the work environment, ASRock continuously optimizes its office facilities and equipment management, including access control, equipment maintenance and upgrades, and the management and use of meeting room projection equipment. The Company also enhances workplace safety and health through measures such as the installation of solder fume filtration equipment and improvements in workplace hygiene. In terms of employee benefits, ASRock improves employees’ overall workplace experience by expanding healthy dining options, reviewing leave and attendance arrangements, optimizing dining resources, and strengthening internal communications and information dissemination.

ASRock will continue to evaluate the effectiveness of its improvement measures and adjust them based on ongoing employee feedback. By engaging employees in the continued development of a supportive and cohesive workplace, the Company will work toward its sustainable development goals.



Orientation Training and Talent Development

To promote professional growth and career development, the Company continues to provide diverse orientation training mechanisms, including new hire training, language learning, and external professional training. These initiatives help employees enhance their professional skills, workplace competitiveness, and ability to integrate into the organization.

1. **New hire training**
   - The Company has also developed a comprehensive new hire training program. Designated personnel introduce new hires to the Company's culture, policies, and office environment, while experienced employees provide practical guidance during the initial period to help new hires adapt to their roles and integrate into their teams.
   - A total of 39 new hires completed the orientation training in 2025.
2. **Language Continuing Education Subsidy Program**
   - The Company has established a Language Learning Subsidy Program to encourage employees to improve their foreign language proficiency and professional competitiveness. Qualified applicants are entitled to a 50% subsidy for language continuing education courses, with a maximum annual subsidy of NT$ 8,000 per person.
   - In total, three colleagues applied for language continuing education subsidies in 2025.
3. **External orientation training**
   - To reinforce professional expertise, introduce external perspectives, and ensure compliance with regulatory and industry requirements, the Company organizes external training programs to supplement internal resources.
   - A total of 22 different external orientation training: courses were held in 2025.
4. **Public Reading Area**
   - The Company established a Public Reading Area in its office to encourage employees to engage in continuous learning, develop reading habits, and share knowledge. The area provides employees with opportunities to borrow books and recommend new titles. Books cover diverse topics, including professional competencies, personal growth, interest development, and continuing education. Employees can access learning resources through the borrowing program and recommend books for purchase based on their work requirements or personal development goals.

- The Company sets aside funds each month for book purchases, and the Administration Department centrally reviews, purchases, and manages the book collection. Information about new books is posted on the internal platform after they are added to the collection, facilitating employee access and borrowing. Through the Public Reading Area, ASRock aims to create an open and collaborative learning environment, encourage self-directed learning, and incorporate reading and knowledge building into the daily workplace, thereby continuously fortifying its organizational learning culture.

5.4 Social Participation

ASRock operates under the principle of "taking from society and giving back to society." While pursuing business growth, the Company shoulders social responsibility by returning profits to the community and society, creating a mutually beneficial, win-win value for both the enterprise and the community.

Addressing Community Development Challenges



ASRock's headquarters is in Beitou District, Taipei City. Recognizing the resource shortages faced by nearby social welfare organizations and care facilities, ASRock assists in addressing these issues through donation of materials, aiming to achieve shared prosperity with the community. In 2025, ASRock donated needed supplies — including stationery, cleaning supplies, teaching materials, and supplies for counseling rooms — to organizations such as “Holy Word Children's Home” and “Taipei Private Yangming Nursing Center.” The total value of the donated supplies was approximately NT$24,000.

Supporting Social Welfare Organizations

Every year, ASRock supports disadvantaged groups through the purchase of charitable goods and participation in various activities. This collaboration allows both the vulnerable groups and the Company to continue growing together. During 2025, ASRock purchased mooncake gift boxes from Bear House to give to employees, with a total expenditure of NT$38,400.

Sponsorship of elementary schools in remote townships



ASRock remains committed to local education and supports community initiatives through practical action. In 2025, ASRock provided a NT$20,000 donation to support the 70th anniversary celebration of Wuhe Elementary School, a small rural school in Ruisui Township, Hualien County. The funds were used to support the school's anniversary activities, with the aim of promoting local education and contributing to sustainable community development.

Sponsor Grassroots Football Development



ASRock became a sponsoring partner of EC DESAFIO TAIPEI in 2021 and extended the sponsorship collaboration program in November 2023 for an additional two years, aimed at fostering football talent in Taiwan and enhancing competitiveness. The collaboration with EC DESAFIO TAIPEI for sponsorship not only focuses on promoting the environment for football in Taiwan and cultivating local football talent but also emphasizes environmental protection and social contribution. The new public welfare initiatives include beach and mountain cleanup activities to achieve Sustainable Development Goals (SDGs), as well as educational programs targeting children's institutions. ASRock is pleased to continue its sponsorship partnership with EC DESAFIO TAIPEI, implementing the concept of corporate social responsibility through a series of charitable activities.

EC DESAFIO TAIPEI was founded in 2016 by a passionate group of Taiwanese-Japanese football coaches, aimed at bringing together children from diverse linguistic and developmental backgrounds who share a common love for football. The name "DESAFIO" in Portuguese means "challenge," symbolizing the hope that players will courageously face various challenges in their journey towards their goals.

In previous collaborations, ASRock has been fortunate to witness the growth and progress of the children at EC DESAFIO TAIPEI. While there have been losses on the field, they have become valuable learning opportunities for the players, allowing them to understand their shortcomings in competitions and to continue challenging themselves and learning with the spirit of DESAFIO. Ultimately, the U15 team won the National Youth Cup in 2021 and the championship in the 2022 Taiwan Youth Football League, while the U18 team secured third place in the 2023 National Youth Cup Football Championship. In 2025, EC DESAFIO TAIPEI again took part in the tournament, with the U18 squad earning national third place in the Open Division and the U15 squad advancing to the national top eight in the Open Division, thereby accomplishing the objectives established for the season. The resilience and growth shown by the children on the field are ASRock's proudest achievements, reaffirming our belief in the value of youth sports development.



While continuing to demonstrate teamwork and sportsmanship in competition, the DESAFIO team also puts these values into practice through social and environmental initiatives. In 2026, team members visited Jiantan Mountain and Jinmian Mountain to participate in mountain clean-up activities, helping protect the local natural environment through concrete action and demonstrating their initiative, responsibility, and commitment to the community. By supporting sports development, ASRock seeks to generate broader positive social impacts and collaborate with the squad to advance corporate social responsibility initiatives.

ASRock upholds the corporate philosophy of "taking from society and giving back to society." Through its sponsorship of the EC DESAFIO TAIPEI development program, the Company is establishing a new model of social responsibility in the realm of sports in Taiwan. ASRock believes that the success of a business is inseparable from social inclusion. Through sponsorship, companies can directly participate in societal development while encouraging employees to care about social welfare.


Jiantanshan
Mountain Cleanup
Let's keep our mountains
clean, together
ASRock
華擎科技
ASRock
華擎科技

Appendix 1 GRI Disclosure Comparison

Statement of use	ASRock Inc. has followed GRI Standards to publish the 2025 Sustainability Report, with data and information covering the period from January 1 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Standards for Industry	None

General disclosures				
GRI Standards No.	**Disclosure items**	**Section Reference/ Omission or Explanation**	**Corresponding SDGs**	**Page No.**
GRI 2: General Disclosures 2021	2-1 Organizational details	About ASRock	-	6
	2-2 Entities included in the organization's sustainability reporting	About the Report	-	2
	2-3 Reporting period, frequency and contact point	About the Report	-	2
	2-4 Restatement of Information	None	-	-
	2-5 External assurance	About the Report	-	2
	2-6 Activities, value chain, and other business relationships	3.1 Supply Chain Relationships	-	46
	2-7 Employees	5.1 Human Resources Structure	SDG 8	78
	2-8 Workers who are not employees	5.1 Human Resources Structure	SDG 8	78
	2-9 Governance structure and composition	1.1 Sustainability Promotion Group	-	9
		2.1 Corporate Governance	SDG 5 SDG 9	28
	2-10 Nomination and selection of the highest governance body	2.1 Corporate Governance	SDG 5 SDG 16	28
	2-11 Chair of the highest governance body	2.1 Corporate Governance	SDG 16	28
	2-12 Role of the highest governance body in	2.1 Corporate Governance	SDG 16	28

General disclosures				
GRI Standards No.	**Disclosure items**	**Section Reference/ Omission or Explanation**	**Corresponding SDGs**	**Page No.**
	overseeing the management of impacts			
	2-13 Delegation of responsibility for managing impacts	1.1 Sustainability Promotion Group	SDG 16	9
	2-14 Role of the highest governance body in sustainability reporting	1.1 Sustainability Promotion Group	SDG 16	9
	2-15 Conflicts of interest	2.1 Corporate Governance	SDG 16	28
	2-16 Communication of critical concerns	1.1 Sustainability Promotion Group	SDG 16	9
	2-17 Collective knowledge of the highest governance body	2.1 Corporate Governance	-	28
	2-18 Evaluation of the performance of the highest governance body	2.1 Corporate Governance	-	28
	2-19 Remuneration policies	2.1 Corporate Governance	-	28
	2-20 Process to determine remuneration	2.1 Corporate Governance	-	28
	2-21 Annual total compensation ratio	Reason for Omission: Confidentiality Requirements In accordance with the salary confidentiality obligations stipulated in the Company's employment and confidentiality agreements, the Company does not disclose the relevant information, in keeping with the principle of good faith.	-	-

General disclosures				
GRI Standards No.	**Disclosure items**	**Section Reference/ Omission or Explanation**	**Corresponding SDGs**	**Page No.**
	2-22 Statement on sustainable development strategy	Letter to Shareholders	-	4
	2-23 Policy commitments	5.3 Employee Rights	SDG 16	82
	2-24 Embedding policy commitments	5.3 Employee Rights	-	82
	2-25 Processes to remediate negative impacts	2.1 Corporate Governance	-	28
	2-26 Mechanisms for seeking advice and raising concerns	2.1 Corporate Governance	SDG 16	28
	2-27 Compliance with laws and regulations	2.1 Corporate Governance	-	28
	2-28 Membership associations	About ASRock	-	6
	2-29 Approach to stakeholder engagement	1.2 Stakeholder Communication and Engagement	-	10
	2-30 Collective bargaining agreements	5.3 Employee Rights		82

Material Topics				
GRI Standards No.	**Disclosure items**	**Section Reference/ Omission or Explanation**	**Corresponding SDGs**	**Page No.**
GRI 3: Material Topics 2021	GRI 3-1: Process to determine material topics	1.3 Materiality Identification	-	17
	GRI 3-2: List of material topics	1.3 Materiality Identification	-	17
	GRI 3-3: Management of material topics	1.3 Materiality Identification	-	17
◎ **Sustainability Issue: Operation Performance** Note				
GRI 201:	GRI 201-1: Direct economic value generated and distributed	2.2 Operation Performance	SDG 8	38

Material Topics				
GRI Standards No.	**Disclosure items**	**Section Reference/ Omission or Explanation**	**Corresponding SDGs**	**Page No.**
Economic Performance 2016	GRI 201-4 Financial assistance received from government	2.2 Operation Performance	-	38
◎ **Sustainability Issue: Employee Benefits and Compensation**				
GRI 201: Economic Performance 2016	GRI 201-3 Defined benefit plan obligations and other retirement plans	5.3 Employee Rights	-	82
GRI 401: Employment 2016	GRI 401-1: Employee turnover & number of new hires.	5.1 Human Resources Structure	SDG 5 SDG 8 SDG 10	78
	GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees.	5.2 Employee Remuneration and Benefits	SDG 3 SDG 5 SDG 8	81
	GRI 401-3 Parental leave	5.3 Employee Rights	SDG 3 SDG 5 SDG 8	82
◎ **Sustainability Issue: Employee Rights**				
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1: Diversity of governance bodies and employees.	2.1 Corporate Governance	SDG 8 SDG 5	28
		5.1 Human Resources Structure		78
	GRI 405-2: Ratio of basic salary and remuneration of women to men.	5.2 Employee Remuneration and Benefits	SDG 5 SDG 8 SDG 10	81
GRI 406: Non-discrimination 2016	GRI 406-1: Incidents of discrimination and corrective actions taken.	5.3 Employee Rights	SDG 5 SDG 8	82
◎ **Sustainability Issue: Green/Sustainable Product Design and Development**				
GRI 416: Customer Health and Safety 2016	GRI 416-1 Assessment of the health and safety impacts of product and service categories	4.5 Green Design	SDG 16	72
	GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services.	4.5 Green Design	SDG 16	72

Note: Given the relatively limited correlation between the financial impacts of climate change and operational performance, the Company

separately identifies “Climate Change Management” and “Operational Performance” as sustainability topics and includes them in the materiality identification and stakeholder engagement processes. The assessment concluded that “Climate Change Management” is not material and therefore does not require disclosure under GRI 201-2.

Other general disclosures				
GRI Standards No.	**Disclosure items**	**Section Reference/ Omission or Explanation**	**Corresponding SDGs**	**Page No.**
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	3.1 Supply Chain Relationships	SDG 8	46
GRI 305: Emissions 2016	GRI 305-1: Direct (Scope 1) GHG emissions	4.2 Climate Change Management	SDG 3 SDG 12 SDG 13 SDG 14 SDG 15	56
	GRI 305-2: Energy indirect (Scope 2) GHG emissions	4.2 Climate Change Management		
	GRI 305-3: Other indirect (Scope 3) GHG emissions	4.2 Climate Change Management		
	GRI 305-4: GHG emission intensity	4.2 Climate Change Management		
GRI 407: Freedom of Association and Collective Bargaining 2016	GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.3 Employee Rights	SDG 8	82
GRI 408: Child Labor 2016	GRI 408-1: Operations and suppliers at significant risk for incidents of child labor	5.1 Human Resources Structure	SDG 5 SDG 8 SDG 16	78
		5.3 Employee Rights		82
GRI 409: Forced or Compulsory Labor 2016	GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.3 Employee Rights	SDG 5 SDG 8	82
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.5 ICT Security Management and Personal Data Protection	SDG 16	43

Appendix 2 SASB Comparison Table - Hardware Industry

Topic	Indicator number	Indicator content	Page No.	Description
Product Safety	TC-HW-230aS.1	Describe the approach used to identify and address product data security risks	43	ASRock rigorously manages data security risks by implementing comprehensive controls over internal company data, including the use of firewalls, antivirus software, vulnerability scanning, data backups, and access control measures.
Employee diversity and inclusion	TC-HW-330a.1	(1) Gender and (2) diversity breakdown for (a) senior executive, (b) non-senior executive, (c) technical staff, and (d) all other employees	104	ASRock has disclosed data on employee diversity and inclusion. Please refer to the complete table.
Product life cycle management	TC-HW-410a.1	Percentage of revenue from products containing IEC 62474 reportable substances	-	In addition to complying with legal restrictions and prohibitions on certain substances, ASRock has adopted international environmental requirements and IEC 62474, the material declaration standard for the electronics industry. All products are required to undergo the relevant material substance disclosure process in accordance with IEC 62474 and applicable laws and regulations.
	TC-HW-410a.2	Revenue percentage from products qualified under Electronic Product Environmental Assessment Tool (EPEAT) or equivalent standards	-	Although ASRock does not yet have products registered with EPEAT, the Company has begun assessing and planning for future compliance and certification under the standard.
	TC-HW-410a.3	Revenue percentage from products with energy efficiency certification	77	ASRock currently does not have any products with third-party energy efficiency certification. Meanwhile, ASRock continues to develop energy-efficient and resource-saving product designs, such

				as 19V DC-IN power supplies and USB Type-C PD power delivery solutions. These designs simplify power conversion and enhance power delivery efficiency, thereby reducing energy consumption during product use and supporting energy conservation.
	TC-HW-410a.4	Weight of end-of-life products and electronic waste recycled; percentage reclaimed/recycled	70	(1) We do not track the weight or recycling rate for products that are scrapped directly by consumers, as these are not under ASRock's control. (2) The total estimated weight of waste recycled is 5,533.3 kg. The recycling rate for electronic waste is not disclosed this year, as the necessary data collection procedures are still under development.
Supply chain management	TC-HW-430a.1	Percentage of tier 1 supplier facilities audited via the Responsible Business Alliance (RBA) Validated Assessment Program (VAP) or equivalent procedures, categorized by (a) all facilities and (b) high-risk facilities	47	The Company manages and evaluates its supply chain's performance using ASRock's internal management procedures, rather than the RBA VAP. Please refer to 3.2 Supply Chain Management.
	TC-HW-430a.2	(1) Tier 1 supplier non-conformance rates (RBA VAP or equivalent) and (2) corrective action rates for (a) priority non-conformances and (b) other non-conformances		
Sourcing of materials	TC-HW-440a.1	Description of the management of risks related to the use of key materials	-	ASRock relies entirely on outsourced production, working with a minimum of two OEMs to ensure effective supply chain risk diversification.

Activity indicator	Category	Unit	Indicator number	Page No.	Description
Production volume (units) by product category	Quantification	Quantities	TC-HW-000.A	105	Since ASRock's main business is the sale of computer peripherals, we use product sales volume and amount as our main disclosure indicator. Its reporting boundary is consistent with the individual financial reports.
Area of production facilities	Quantification	m^2	TC-HW-000.B	-	ASRock outsources all manufacturing. Since our OEMs' production lines are not dedicated exclusively to our products, measuring the area of their facilities does not accurately reflect ASRock's operational footprint.
Percentage of total output produced in-house	Quantification	%	TC-HW-000.C	-	ASRock does not own any production equipment; therefore, all of its products are manufactured by external OEMs.

◇ TC-HW-330a.1 (1) Gender and (2) diversity breakdown for (a) senior executive, (b) non-senior executive, (c) technical staff, and (d) all other employees.

Gender breakdown (percentage) by job band

	Male	Female
Senior executive	77%	23%
Non-senior executive	62%	38%
Technical staff	84%	16%

All other employees	32%	68%

Representation of employees with disabilities (percentage) by job band

	Employees with disabilities
Senior executive	0%
Non-senior executive	0%
Technical staff	0%
All other employees	2%

◇ TC-HW-000.A Production volume (units) by product category

Item	Sales volume	Revenue (NT$ thousand)
Computer peripheral products	5,485,598	20,804,524
Other	-	108,096
Total	5,485,598	20,912,619

Note: Some revenue classified under “Other” is derived from the sale of non-physical products. Because these products are diverse in nature and cannot be quantified by unit volume, sales volume is not reported.

Appendix 3 Statement of Verification

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確信聲明書

華擎科技股份有限公司永續報告書

台灣德國北德技術監護顧問股份有限公司(簡稱 TUV NORD)接受華擎科技股份有限公司(以下簡稱華擎科技)的委託，根據 AA1000 保證標準第三版與 GRI 永續性報導準則（GRI 準則）及相關依循標準，執行 2025 年永續報告書查證(以下稱永續報告書)。

聲明書範疇及依循標準

1) 確信範疇與華擎科技 2025 年永續報告書揭露範疇一致，報導期間為 2025 年 1 月 1 日至 2025 年 12 月 31 日。
2) 依照 AA1000 保證標準第三版第一應用類型查證華擎科技遵循 AA1000 當責性原則的要求，不包含對於報告書揭露的資訊/數據之可信賴度的查證。
3) 臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」揭露永續指標。

預期使用者

本聲明書的預期使用者為華擎科技的利害關係人。

保證型態與等級

依照 AA1000 保證標準第三版的第一應用類型，中度保證等級的要求。

意見聲明

華擎科技依循 GRI 準則與 AA1000 包容性、重大性、回應性與衝擊性的相關準則，永續報告書內容呈現了高階主管的承諾、利益相關者的需求與期待、完成了有效的議合並達成永續發展績效指標，TUV NORD 確信其對於環境、社會及治理等資訊的呈現是正確的。

確信華擎科技依循臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」揭露永續指標。

查證方法

我們的查證服務係根據前述依循準則與 TUV NORD 永續報告書查證協定規定，就永續報告書的查證進行規劃與執行。

我們的查證包含下列活動:

* 如報告中提及，收集相關績效指標的客觀證據。
* 確信本地或國家法規的預期；公眾觀點及/或專家意見中提出的國際標準與此類一般性考量相關事項。
* 文件於 GRI 準則應用需求背景下審查紀錄與報告內容評估。
* 與經理級和相關工作人員就公司對於利害關係人關注議題進行訪談。

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* 與涉及永續發展管理、收集資訊與報告準備的相關人員訪談。
* 檢閱重要的組織發展及檢閱內外部審計結果。
* 針對 AA1000 (2018)當責性原則及其它依循標準要求進行審查。

結論

報告書中針對包容性、重大性、回應性及衝擊性等 AA1000 當責性準則查證結果如下:

包容性

華擎科技透過問卷方式，鑑別7大利害關係人及其關注之議題，經永續推動小組與利害關係人的議合，由17項永續主題中包含經濟、治理、社會、人權及氣候的衝擊等，決定4項重大議題。

重大性

華擎科技依循GRI準則、臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」揭露永續指標，綜合考量對公司的影響程度，完整揭露公司的重大風險及機會並界定出報告書重大主題優先順序。

回應性

華擎科技永續報告書清楚說明永續性與組織策略的關係及重大主題對應的績效指標及其達成狀況，充分回應利害相關者關注的重大議題。

衝擊性

華擎科技永續報告書完整的鑑別出重大主題，足以反映組織在經濟、環境及社會的顯著衝擊，並已建立穩健的流程以監督、量測該衝擊的影響性，透過公司的治理建立短、中、長期的因應策略規劃。

GRI 永續報告準則

華擎科技永續報告書，依循 GRI 1~GRI 3 通用準則及 GRI 200 系列、GRI 300 系列及 GRI 400 系列的主題準則，符合應揭露事項的要求。

限制

華擎科技的財務報告由該公司委任之安永聯合會計師事務所簽證。
碳盤查數據委由 DNV 第三方查證。

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獨立聲明與職能

TUV NORD 集團是監督、測試與認證業的領導者，在全球超過 150 個以上的國家經營事業與提供服務，服務內容包含管理系統與產品證明；品質、環安衛、社會與道德審核及訓練；企業永續報告確信。

TUV NORD 與華擎科技為相互獨立的組織，在執行永續報告書查證時與華擎科技或是其任何附屬機構與利害關係人並無利益衝突，關於華擎科技的永續報告書，TUV NORD 依據與華擎科技議定的查證範疇進行確信，不負有或承擔任何有關法律或其他之責任，預期使用者對於報告書內容的任何問題，由華擎科技負責回應。

查證團隊由 ISO 9001、ISO 14001、ISO 14064-1、ISO 14067、ISO 45001、SA 8000、ISO 50001、ISO 27001 等經驗豐富的主任評審員組成，並受過 AA1000 AS v3 當責性訓練的 CSAP 查證執業資格認證，查證團隊根據其資格、廣博的知識以及產業的經驗，於本委派任務中提供專業意見。

本聲明書若與英文版存在翻譯上的差異性時，請以英文版為準。

Jack Yeh
董事長

AA1000
Licensed Report
000-75/V3-QFNF3

簽發日期：2026 年 07 月 26 日
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台灣 10669 台北市敦化南路 2 段 333 號 9 樓 A1 室

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Assurance Statement

ASRock Inc. Sustainability Report

TUV NORD Taiwan Co., Ltd. (hereinafter referred to as TUV NORD) was commissioned by ASRock Inc. (hereinafter referred to as ASROCK) to perform the 2025 Sustainability Report Verification (hereinafter referred to as Sustainability Report) in accordance with the AA1000 Assurance Standard Version 3 and the GRI Sustainability Reporting Standards (GRI Standards) and related assurance standards.

The Scope of Statement and Assurance Standards

1) The scope of assurance is consistent with the scope of disclosure in ASROCK 2025 Sustainability Report, which covers the period from 1 January 2025 to 31 December 2025.
2) The verification of compliance with the AA1000 Principles of Accountability for ASROCK bases on the AA1000 Assurance Standard, Third Edition, Application Type I that does not include verification of the reliability of the information/data disclosed in the report.
3) Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators.

Intended Users

The intended users of this statement are the stakeholders of ASROCK.

Assurance Type and Level

In accordance with the requirements of the AA1000 Assurance Standard Version 3, Type 1, Moderate of Assurance Level.

Opinion Statement

ASROCK complies with the GRI Standards and AA1000 accountability principles of inclusivity, materiality, responsiveness and impact. The sustainability report presents the commitment of top management, the needs and expectations of stakeholders. To achieve sustainability performance indicators by stakeholders' engagement.

We assure that ASROCK complies with Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators.

Methodology

The verification is in accordance with the above stated assurance standards and the TUV NORD Sustainability Report Verification Agreement.

Our verification includes the following activities:

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* Collect objective evidence of relevant performance metrics, as mentioned in the report.
* Assurance of expectations of local or national regulations; international standards as set forth in public opinion and/or expert opinion are relevant to such general considerations.
* Document review records and report content assessment in the context of GRI criteria application requirements.
* Interviews with managers and related staff on issues of concern to the company's stakeholders.
* Interviews with personnel involved in sustainability management, information gathering and report preparation.
* Review significant organizational developments and review internal and external audit findings.
* Review AA1000 (2018) Principles of Accountability and other compliance requirements.

Conclusion

The results of the AA1000 accountability standard for inclusivity, materiality, responsiveness and impact in the report are set out below.

Inclusivity

ASROCK identifies 7 stakeholders and their concerns via the questionnaire, and decides materiality through stakeholder engagement, sustainability committees and experts. There are 4 material topics determined among the 17 sustainability topics including economic, governance, social, human rights and climate impact.

Materiality

ASROCK complies with the GRI Standards and the Sustainability Disclosure Indicators of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies to fully disclose the company's material risks and opportunities, taking into account the extent of impact on the company and prioritize the materiality of the report.

Responsiveness

ASROCK Sustainability Report clearly describes the relationship between sustainability and organizational strategy and the performance metrics corresponding to the materiality and their achievement status, and adequately addresses the main issues of concern to stakeholders.

Impact

ASROCK Sustainability Report fully identifies materiality that reflect the significant economic, environmental, and social impacts on the organization. The company has established a robust process to monitor and measure the impact and establish short, medium, and long-term strategic planning through corporate governance.

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GRI Sustainability Reporting Standards

ASROCK Sustainability Report complies with the GRI 1 to GRI 3 universal Standards and the GRI 200 Series, GRI 300 Series and GRI 400 Series topic standards, and meet the requirements for disclosure.

Limitations

The financial report was certified by the Ernst & Young accounting firm.

The data of carbon emission verification was verified by the third party, DNV.

Independent Statements and Competence

TUV NORD Group is a leader in the supervision, testing and certification. It operates businesses and provides services in more than 150 countries around the world. The services include management systems and product certification; quality, environmental safety, social and moral audits and training; corporate sustainability report assurance.

TUV NORD and ASROCK are mutually independent organizations, and there is no conflict of interest with ASROCK or any of its affiliates or interested parties when performing the verification of the sustainability report. Regarding the sustainability report of ASROCK, TUV NORD bases on the ASROCK verification agreement, and does not assume any legal or other responsibilities. ASROCK is responsible for responding to any questions that intended users concerned.

The verification team is composed of experienced chief reviewers such as ISO 9001, ISO 14001, ISO 14064-1, ISO 14067, ISO 45001, SA 8000, ISO 50001, ISO 27001 etc., and has received the CSAP verification practice qualification certification of AA1000 AS v3 accountability training. The verification team bases on extensive knowledge and experience in the industry to provide professional advice in this assignment.

Jack Yeh
Chairman

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