ASRock Rack

Sustainability Report

2025



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About the Report

This report is the first Sustainability Report of ASRock Rack Incorporation (hereinafter referred to as "ASRock Rack" or "the Company"). Through the publication of this report, ASRock Rack aims to transparently and impartially present its efforts and achievements in practicing corporate sustainability across the three major dimensions of the economy, society, and environment in 2025, while demonstrating the Company's determination to fulfill sustainable development in society.

Reporting Period

The Report discloses the Company's corporate sustainability management approaches, environmental management policies, positive social contributions, and responses to material issues for 2025 (January 1, 2025 to December 31, 2025), presenting the concrete implementation and performance data.

Information Restatement

As this is the first Sustainability Report, there are no instances of information restatement.

Reporting Cycle

The Company publishes its "Corporate Sustainability Report" annually. The next report (year of 2026) is scheduled to be published in August 2027.

Reporting Boundary

The scope of information and data disclosed in this report covers economic, social, and environmental performance. The financial data related to operating performance is based on the consolidated financial statements audited by Ernst & Young. The social and environmental information covers the Taiwan headquarters, ASRock Rack Incorporation, and excludesthe U.S. subsidiary, ASROCK RACK America Inc.

Reporting Standards

The report has been prepared in accordance with the GRI Universal Standards 2021 and developed based on the four principles of inclusivity, materiality, responsiveness, and impact of the AA1000 AccountAbility Principles Standard 2018. A GRI Content Index and SASB Standards Index are also provided at the end of the report for readers' reference. To enhance credibility and demonstrate the Company's operational transparency, the Report has been assured by TÜV NORD Taiwan Co., Ltd. in accordance with the Type 1 moderate assurance level under the AA1000AS v3 Assurance Standard. The Third Party Assurance Statement is provided in the appendix.

Contact Information

For any questions regarding the contents of this report, please contact us:

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Message from Management

ASRock Rack upholds the philosophy of “sustainable management “ and gradually incorporates environmental, social, and corporate governance considerations into its operations. Through the establishment of comprehensive governance policies and environmental regulations, the Company is committed to fulfilling its corporate social responsibility, ensuring that the Company can achieve growth in profitability while prospering together with society and achieving the goal of long-term stable operations.

Looking back on 2025, the global adoption of generative artificial intelligence continued to deepen, driving strong growth in demand for high-performance computing, cloud data centers, and edge computing. ASRock Rack benefited from strong demand for AI products and steady growth in orders from major companies in Europe and the United States. Leveraging its R&D and rapid customization capabilities, the Company successfully seized opportunities arising from infrastructure deployment, resulting in record-high annual revenue and profit. In response to the expansion of AI applications into enterprise inference and vertical industries, the Company will continue to invest in new product development, strengthen support for multiple CPU and GPU architectures, high-speed interconnect technologies, and liquid cooling solutions, and launch modular, high-efficiency products for edge computing. Strategically, the Company will deepen collaboration with major chip manufacturers and cloud customers, strengthen professional ODM/JDM design capabilities, and continuously optimize supply chain and production efficiency to flexibly respond to market changes.

In terms of internal governance and social engagement, ASRock Rack has fostered a corporate culture rooted in equality and respect, adheres to the Universal Declaration of Human Rights and relevant International Labour Organization standards, and ensures that workplace partner enjoys a fair and dignified workplace. At the same time, the Company is committed to local engagement by proactively supporting social welfare organizations and care institutions near its operating sites and providing tangible assistance to address shortages of essential supplies, extending warmth to every corner of society.

While continuing to develop its presence in the high-tech sector, ASRock Rack also actively addresses global climate challenges by implementing environmental management measures and setting carbon reduction targets to minimize the ecological impact of its operations. In the future, the Company continue to publish sustainability reports on a regular basis, transparently disclose the performance of various indicators, and use them as a platform for self-assessment and communication with society. The Company sincerely look forward to feedback and suggestions from all sectors, transforming them

into the driving force for its continued growth and improvement, and building a sustainable future of shared prosperity and mutual benefit.

I sincerely wish everyone

good health and all the best.

ASRock Rack Incorporation

Chairman, Long-Loon, Shiu

About ASRock Rack

Company Overview

ASRock Rack was established in 2013 as a subsidiary of ASRock Incorporation. The Company upholds its parent company's business philosophy of "Creativity, Consideration, and Cost-Effectiveness " and is guided by four core values: "Diverse and Innovative Ideas, Advanced R&D Technology, Excellent and Reliable Quality, and a Strong Professional Team." The Company focuses on the R&D, design, and sales of high-efficiency, high-performance server motherboards and complete server systems.

ASRock Rack is deeply rooted in application markets including data centers, high-performance computing (HPC), cloud computing, big data, visual computing, edge computing, and 5G infrastructure. In response to the rapid development of artificial intelligence (AI) and generative AI technologies, the Company continues to strengthen its server platform integration capabilities. According to the application needs of customers in different fields, the Company provides flexible and high-performance products and solutions through diverse business cooperation models, including distributors, system integrators, and ODM Direct.

As demand for generative AI gradually shifts from model training toward large-scale applications, ASRock Rack has also made significant breakthroughs in the field of Warehouse-Scale Computing. The Company has successfully integrated diverse CPU and GPU platforms to provide high-performance AI training computing power support for top global customers. Meanwhile, targeting diverse AI inference application scenarios, the Company enhances deployment flexibility through modular design, with a commitment to developing server solutions that combine high performance, low power consumption, and high density.

Leveraging outstanding R&D capabilities, stable and reliable product quality, and a professional technical team, ASRock Rack has achieved continued business growth since its establishment and successfully entered the data center markets in North America, Europe, the Asia-Pacific region, and Greater China. In addition, the Company has joined the Taiwan Information Security Alliance and the Monte Jade Science and Technology Association (Taiwan) as a member, facilitating in-depth technical exchanges with industry experts and enabling the Company to stay abreast of global information security regulations and technological trends. Through collaboration with industry associations, the Company has strengthened its information security defense system and innovation-driven R&D capabilities, ensuring that while providing excellent products, it can also offer customers reliable and leading-edge technological protection. While striving to provide customers with high-quality products and advanced technologies, the Company also pays close attention to environmental and ecological issues. Upholding the philosophy of sustainable development, the Company is moving toward the era

of big data and cloud computing.

ASRock Rack Incorporation	
Date of establishment	January 29, 2013
Listing date	November 19, 2025
Stock code	7711
Paid-in capital	NT$717,342 thousand
Operations headquarters	4 F., No. 37, Sec. 2, Zhongyang S. Rd., Beitou Dist., Taipei City 112, Taiwan (R.O.C.)
Chairman	Long-Loon, Shiu
President	Wei-Hsu, Sha
Industry	Computer and Peripheral Equipment Industry
Main products	Server motherboards and systems Components and accessories for server motherboards and systems

ASRock Rack Awards

Awards and Achievements in 2025:

- In recognition of its high level of support provided within a tight development schedule, thorough understanding of and support for the small quantity customization business model, and active participation in product development and collaboration, the Company received the “2025 NEC Platforms, Ltd. Excellent Supplier Partner” award.



Future Outlook

Looking ahead to 2026, although the global economy continues to face challenges such as geopolitical tensions and supply chain fluctuations, the deepening application of AI and the clear trend toward data center upgrades will inject long-term growth momentum into the server industry. The Company will continue to focus on the AI and high-performance computing markets, expand its product portfolio, and enhance its system integration capabilities. For short-term business operations, the Company will deepen customer collaboration through the ODM Direct model, provide optimal replacement solutions across multiple platforms, and develop low-power, high-density equipment for cloud customers to enhance infrastructure efficiency. At the same time, in response to changes in the international situation,

it will strengthen regional business support and supply chain flexibility to ensure service stability and flexibility.

In the long term, as 5G and edge computing accelerate, autonomous driving and industrial networking will drive substantial demand for data centers, while server power efficiency and cooling performance will become key competitive factors. The Company will deploy low-power edge computing applications and continue to enhance its R&D capabilities in advance while prudently managing costs. The Company will uphold its core values of technological innovation and customer orientation, strengthen our profitability amid an uncertain environment, accurately grasp the growth trends of the industry, and strive to create long-term and stable investment returns for shareholders.

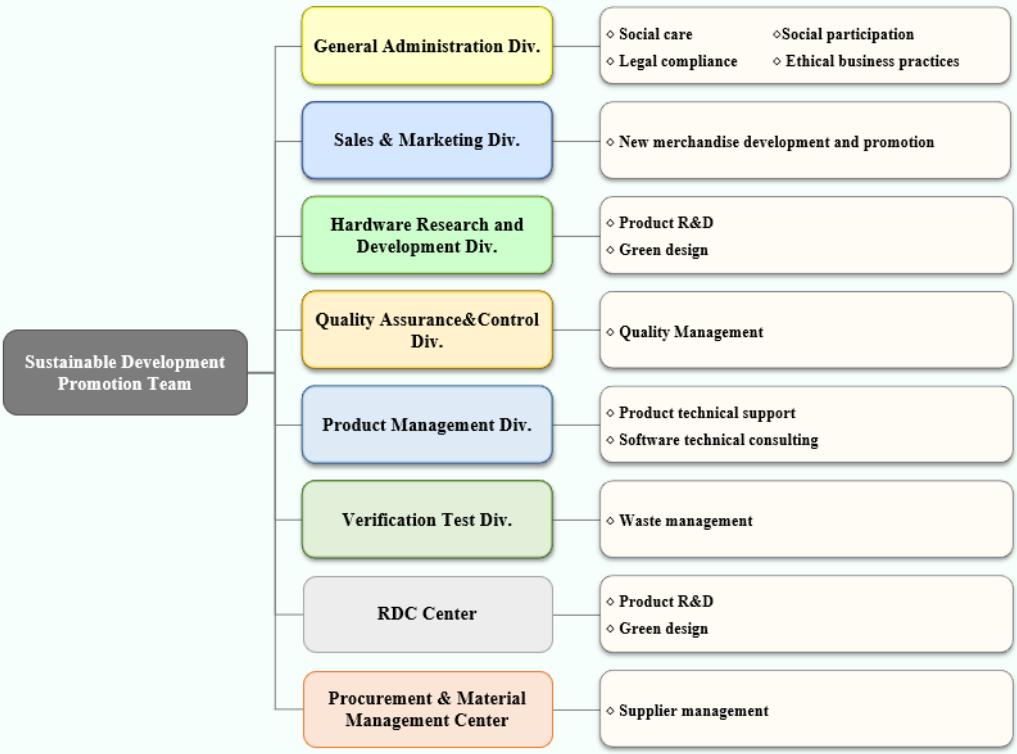
1. Sustainable Development and Promotion

1.1 Sustainable Development Task Force

Corporate Sustainability Organizational Structure and Functions

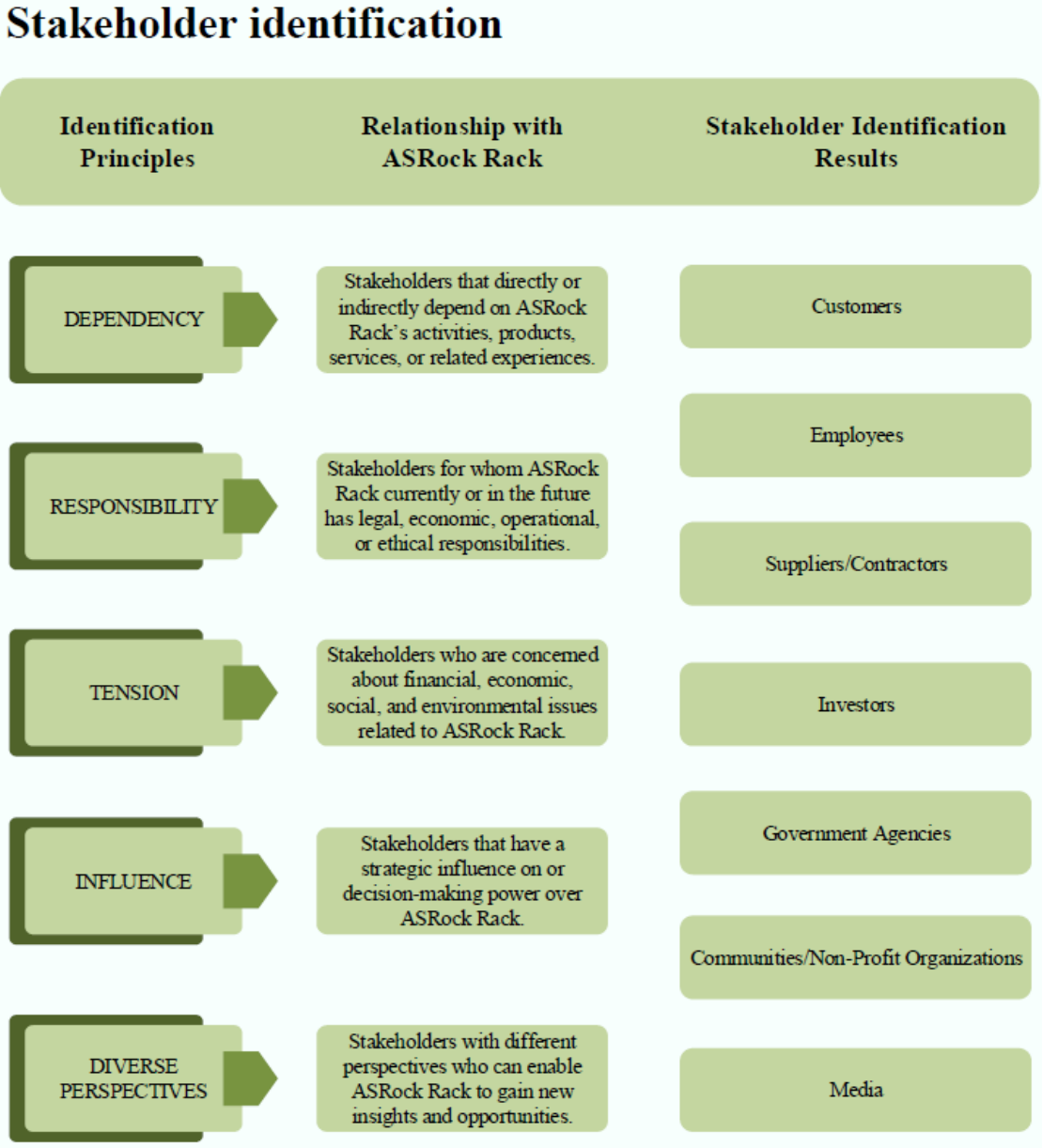
The Company has established a Sustainable Development Promotion Team, with the President authorized by the Board of Directors to serve as the person in charge and coordinate the Company's sustainable development-related matters. The task force consists of 8 departments: the General Administration Division, Sales & Marketing Division, Hardware Research and Development Division, Quality Assurance & Control Division, Product Management Division, Verification Test Division, RDC, and Procurement & Material Management Center. The General Administration Division is responsible for coordinating corporate sustainability projects and cross-departmental business activities, while other relevant departments are responsible for formulating corporate sustainability development strategies and functions, implementing various corporate sustainability-related operations, and continuously monitoring issues of concern to stakeholders. The Sustainable Development Promotion Team regularly consolidates the implementation status of each department, tracks the progress and results of sustainability projects, and reports the Company's sustainability implementation status to the Board of Directors at least once a year as a reference for subsequent strategic adjustments and resource allocation. Meanwhile, the Sustainable Development Promotion Team is also responsible for compiling the Sustainability Report, which is issued following review by the Board of Directors.

In addition, if the Sustainable Development Promotion Team determines that a material sustainability-related event has occurred, such as a material complaint case or a serious negative impact event, the team will consolidate the investigation results and response measures of the relevant departments and submitted to the Board of Directors for discussion. No material events occurred in 2025.


Sustainable Development Promotion Team
General Administration Div.
◇ Social care
◇Social participation
◇ Legal compliance
◇ Ethical business practices
Sales & Marketing Div.
◇ New merchandise development and promotion
Hardware Research and Development Div.
◇ Product R&D
◇ Green design
Quality Assurance&Control Div.
◇ Quality Management
Product Management Div.
◇ Product technical support
◇ Software technical consulting
Verification Test Div.
◇ Waste management
RDC Center
◇ Product R&D
◇ Green design
Procurement & Material Management Center
◇ Supplier management

1.2 Stakeholder Identification and Engagement

ASRock Rack refers to AA1000 Stakeholder Engagement Standard (SES) 2018. Through internal discussions by the Sustainable Development Promotion Team, the key stakeholders were identified as Customers, Employees, Suppliers/Contractors, Investors, Government Agencies, Communities/Non-Profit Organizations, and the Media. ASRock Rack values the rights and opinions of its stakeholders and has established open and direct communication channels with stakeholders. In addition to providing relevant information on ASRock Rack's sustainable development, these channels enable the Company to understand and respond to issues of concern to stakeholders in a timely manner, and continuously review and improve its corporate sustainability performance.



Stakeholder Engagement				
Category	**Importance to ASRock Rack**	**Topics**	**channels**	**Communication Frequency**
Customers	Customers are important to ASRock Rack because they are the primary source of product sales, influencing the Company's market performance and brand image. Meeting customer needs not only enhances customer satisfaction but also promotes loyalty, thereby strengthening the Company's competitiveness. Through good interactions with customers, valuable market feedback can be obtained to continuously improve products and services.	• Operating performance • Personal data protection • Customer service and product labeling • New product development and promotion • Product quality and safety requirements • Sustainable supply chain management • Employee remuneration and benefits • Green/sustainable product design and development	Dedicated email Technical support contact	Irregularly
			Digital customer service platform	Irregularly
			Self-service knowledge base	Irregularly
			Two-way focus meetings	Irregularly
			Customer satisfaction survey	Once a year
Employees	Employees are important to ASRock Rack because they are the core resources of the Company and directly influence product quality and service levels. Employee professional skills and innovation capabilities drive corporate growth and enhance market competitiveness. A good work environment and corporate culture can strengthen employee loyalty and morale, promote teamwork, and thereby achieve the Company's long-	• Corporate governance • Operating performance • Personal data protection • Occupational safety and health and physical and mental well-being • Employee rights • Career development and talent cultivation • Employee	Internal announcements	Irregularly
			Internal website	Irregularly
			Education and training	Irregularly
			Labor-management meetings	Once per quarter

Stakeholder Engagement				
Category	**Importance to ASRock Rack**	**Topics**	**channels**	**Communication Frequency**
	term goals and sustainable development.	remuneration and benefits • Green/sustainable product design and development		
Suppliers **Contractors**	Suppliers and contractors are important to ASRock Rack in ensuring a stable supply of raw materials and production efficiency. They provide key components and services that help the Company reduce costs and improve product quality. Good cooperative relationships can promote the flexibility and stability of the supply chain, ensuring that the Company can quickly respond to changes in market demand, thereby strengthening its competitiveness and market position.	• Corporate governance • Operating performance • Personal data protection • Customer service and product labeling • New product development and promotion • Sustainable supply chain management • Green/sustainable product design and development • Climate change management	Suppliers/contractors Sustainability questionnaire survey	Once a year
			Suppliers/contractors Evaluation and guidance	Irregularly
			Suppliers/contractors Management platform	Irregularly
			Supplier / contractor communication email	Irregularly
Investors	Investors and shareholders are important to ASRock Rack as they provide financial support and resources to promote the Company's growth and development. Their trust and support not only affect the Company's funding operations and expansion plans, but also enhance its market image. Through continuous communication and transparency, the Company can strengthen	• Corporate governance • Operating performance • Employee rights • New product development and promotion • Career development and talent cultivation • Employee and remuneration benefits • Green/sustainable product design	Shareholders' meetings	Once a year
			The Company's Annual Report	Once a year
			Quarterly investor conference	At least once per quarter
			Market Observation Post System	Irregularly
			External communication email	Irregularly

Stakeholder Engagement				
Category	**Importance to ASRock Rack**	**Topics**	**channels**	**Communication Frequency**
	shareholder confidence, promote long-term value creation, and generate stable returns.	and development		
Government Agencies	Government agencies are important to ASRock Rack in ensuring its financial transparency and compliance, and overseeing the Company's compliance with relevant laws and regulations in sustainable development. Through such oversight, the Company can more effectively understand and respond to the needs of various parties, enhance its corporate reputation and social responsibility, and thereby promote long-term and stable development.	• Product quality and safety requirements • Occupational safety and health and physical and mental well-being • Employee rights • Employee remuneration and benefits	Policy public hearings	Irregularly
			Questionnaires and interviews	Irregularly
			Seminars	Irregularly
			Communication email	Irregularly
Community **Non-Profit Organizations**	Communities and non-profit organizations are important to ASRock Rack in enhancing its corporate social responsibility image and brand value. Through cooperation with these organizations, the Company can participate in social welfare activities, strengthen its connections with the community, and demonstrate its concern for environmental and social issues. This not only helps enhance employee morale, but also increases public support for the Company's brand and promotes sustainable	• Personal data protection • Community engagement and social welfare • Occupational safety and health and physical and mental well-being • Employee rights • Energy and resource and greenhouse gas management • Waste management • Green/sustainable product design and development • Circular economy	External communication email	Irregularly
			Seminars	Irregularly
			Participation in relevant organizations	Irregularly

Stakeholder Engagement				
Category	**Importance to ASRock Rack**	**Topics**	**channels**	**Communication Frequency**
	development.			
Media	Media are important to ASRock Rack in enhancing brand awareness and image. Through media coverage, ASRock Rack can effectively communicate product innovation, corporate achievements, and social responsibility, thereby increasing market exposure. Good media relations help shape public perception, attract potential customers and investors, and promote interaction between the Company and society, further driving business development.	• Operating performance • New product development and promotion • Green/sustainable product design and development • Climate change management • Circular economy	Seminars	Irregularly
			Participation in relevant organizations	Irregularly
			External communication email	Irregularly

1.3 Identification of Material Topics

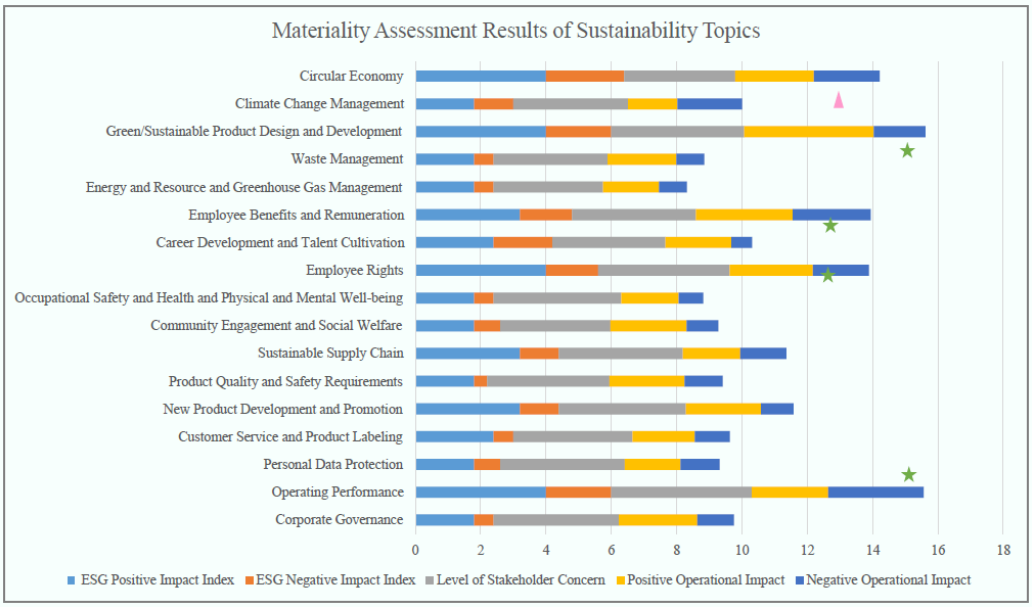
ASRock Rack refers to the GRI Standards 2021 and the AA1000:2018 Accountability Principles Standard, and identifies material topics based on the four principles of inclusivity, materiality, responsiveness, and impact. The identification of sustainability topics includes internal and external topics. External issues include the SDGs, GRI Standards, feedback from the stakeholder engagement process, and regulatory and compliance issues of competent authorities. Internal topics include ASRock Rack's sustainability development strategies and key performance indicators (KPIs), as well as ASRock Rack's various rules and regulations. With reference to the 2021 version of the GRI Universal Standards, identification is made every two years. Moreover, the significance of impacts of material topics on the economy, environment, and society (human rights) is further assessed, which results serve as a basis for the Company's sustainable development and operational strategy planning,

as well as the foundation for the information disclosed in the Report.

Procedure for Identifying Material Topics

Procedure	Implementation Overview
Step 1. **Collect sustainability topics**	With reference to sustainability indicators for companies in the same industry as the Company, related issues in the domestic and international technology industries, the United Nations SDGs, and global standards and frameworks (e.g., SASB, GRI 2021, TCFD), the Company assesses its short-, medium-, and long-term circumstances and daily operations. The Sustainable Development Promotion Team is responsible for consolidating and compiling 17 important sustainability topics across three major sustainability dimensions, and further investigates the impacts of the Company's operations on these topics.
Step 2. **Survey stakeholders' levels of concern regarding sustainability topics**	(1) A questionnaire survey was conducted among main stakeholders to assess their levels of concern regarding 17 sustainability topics, with a total of 43 valid questionnaires collected. (2) Stakeholders' levels of concern regarding these topics were used to identify the ESG topics of greatest concern to stakeholders.
Step 3. **Identify actual and potential impacts**	ASRock Rack's Positive and Negative Impacts on ESG Aspects: The Sustainability Development Promotion Team assessed the positive and negative impact indices of 17 sustainability topics and, in evaluating these impact indices, assessed the "scope of impact," "severity of impact," and "likelihood of occurrence" of each topic.
Step 4. **Analyze the impact on the Company's operations**	Assessment of the positive and negative impacts of ESG aspects on ASRock Rack's operations: Senior managers from various departments within the Company jointly assessed the 17 sustainability issues to determine whether they have actual or potential future positive or negative impacts on ASRock Rack's operations, with factors including revenue growth, customer satisfaction, employee engagement, operational risks, and corporate reputation.

Procedure	Implementation overview
Step 5. **Assess the significance of the impact**	(1) The Sustainable Development Promotion Team determined the material topics by aggregating the scores for "stakeholders' levels of concern regarding topics," "positive and negative impacts of ASRock Rack's operations on ESG aspects," and "positive and negative impacts of ESG aspects on ASRock Rack's operations." All topics with a total score of 12.5 points or above were designated as material topics.
Step 6. **Prioritize reporting on high-significance issues Topics**	(1) Based on the assessment results of the aforementioned material topic identification process, the Sustainable Development Promotion Team, after discussions with experts, confirmed the material topics requiring active management, namely the five topics of "Green/Sustainable Product Design and Development," "Operational Performance," "Circular Economy," "Employee Rights," and "Employee Welfare and Compensation." (2) As the implementation methods and relevant information for "circular economy" substantially overlap with those for "green/sustainable product design and development," the two topics have therefore been consolidated, with the relevant information disclosed under the material topic of "Green/Sustainable Product Design and Development." Ultimately, the material topics were determined to be "Green/Sustainable Product Design and Development," "Operational Performance," "Employee Rights," and "Employee Welfare and Compensation." Their management approaches and performance results will be fully disclosed in the 2025 sustainability report.



Note 1: The ESG Positive/Negative impact index is the index used by the Sustainable Development Promotion Team to assess the degree of positive and negative impacts.

Note 2: Level of concern refers to the stakeholder concern index.

Note 3: The Positive/Negative operational impact refers to the index used by senior managers within the Company to assess the degree of positive and negative impacts of ESG topics on the Company's operations.

Note 4: ★ Indicates a material topic

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

Impact Scope of Material Topics

Material Topics		Green/Sustainable Product Design and Development	Operating Performance
Significance to ASRock Rack		As a key to innovative sustainable development, ASRock Rack considers environmental impacts from the design stage, continuously improves the energy efficiency of its products, and helps customers reduce electricity consumption during the product use phase, thereby reducing greenhouse gas emissions. At the same time, ASRock Rack considers the impacts of product use on human health and is committed to developing products using non-hazardous materials.	ASRock Rack strengthens its corporate resilience for stable growth by optimizing upstream and downstream supply and demand management and enhancing operational efficiency, thereby ensuring stable employment and long-term retention of employees and creating sustained value for investors.
Internal Scope Definition	ASRock Rack	Direct impact	Direct impact
	Employees	-	Direct impact
External Scope Definition	Customers	Direct impact	Indirect impact
	Investors	-	Direct impact
	Suppliers or Contractors	Indirect impact	Indirect impact
	Communities or Non-profit Organizations	-	-
	Government Agencies	-	-
	Media	Indirect impact	-
Corresponding GRI Topic Standards (for details, please refer to the 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 Remuneration
Significance to ASRock Rack	Employees are the Company's most important asset. ASRock Rack treats every employee equally and is committed to creating a workplace environment that values human rights.	ASRock Rack values its employees and is committed to providing employee benefits and compensation superior to those offered by industry peers in order to attract outstanding talent and lay a solid foundation for the Company's sustainable operations. At the same time, ASRock Rack strives to create a happy and safe workplace environment and enhance employee cohesion to ensure the stability of the Company's operations.

Material Topics		Employee Rights	Employee Benefits and Remuneration
Internal Scope Definition	ASRock Rack	Direct impact	Direct impact
	Employees	Direct impact	Direct impact
External Scope Definition	Customers	-	-
	Investors	Direct impact	Indirect impact
	Suppliers or Contractors	-	-
	Communities or Non-profit Organizations	-	-
	Government Agencies	Indirect impact	Indirect impact
	Media	-	-
Corresponding GRI Topic Standards (for details, please refer to the Index)		• GRI 405: Diversity and Equal Opportunity 2016 • GRI 406: Non-discrimination 2016	• GRI 401: Employment 2016

Management of Material Topics

Material Topic: Operational Performance		
Policies and Commitments	1. Innovation Leadership: Continuously promote product research, development, and innovation, and develop sustainable and practical products and solutions to meet the diverse needs of customers. 2. Market Competitiveness: Closely monitor market dynamics, flexibly respond to competitive pressures, and continuously improve products and strategies to ensure that the Company maintains its competitive advantage in the market.	
Impacts	Positive Impacts	Stable operational performance helps maintain the Company's financial soundness and market confidence, safeguard employees' job opportunities and compensation and benefits, provide reasonable returns to shareholders and investors, and indirectly drive the supply chain to grow together.
	Negative Impacts	If operational performance falls short of expectations, it may affect the Company's resource allocation and long-term development, reduce customer confidence and employees' job stability, and adversely affect the confidence and interests of shareholders and investors.
Goaal[Note1]	Short-term (1–3 years)	In response to the needs of major server end customers, deepen cooperation through the ODM Direct business model, support multi-platform processors and hardware architecture solutions, and develop low-power, high-density, and high-performance products. Strengthen the resilience of regional supply chains, business support, and after-sales services to maintain market competitiveness and create profits for the Company.
	Medium to long-term (3–10 years)	Monitor market trends, actively develop new products and related services to continuously improve operational performance and profitability, provide employees with a favorable working environment and compensation and

Material Topic: Operational Performance		
		benefits, and continue to generate profits for shareholders.
Allocation of Responsibilities	Sales & Marketing Division: Increase the loyalty of existing clients and continuously develop new customers and new markets. R&D Division: Product development and quality improvement. Finance and Accounting Department: Regularly review the inventory and profitability of each product and provide information to management for decision-making.	
Response Strategies	Continuously monitor and gain insights into market trends and customer needs, actively invest R&D resources to launch innovative products ahead of industry peers; meanwhile, consolidate and deepen the existing core markets and accelerate the expansion into new markets.	
Evaluation Mechanism	Regularly hold product development meetings and implement inventory audits and review mechanisms.	
Evaluation Results	1. 2025 development results: ASRock Rack successfully integrated the NVIDIA HGX and MGX platforms, took the lead in introducing Two-Phase Liquid Cooling technology, and successfully developed solutions for servers supporting the PCIe 6.0 specification and the next-generation AMD EPYC platform. 2. R&D expenditure of ASRock Rack (parent company only) during the 2025 reporting period (January 1, 2025 to December 31, 2025): NTD 833,116,000.	
Disclosure of GRI Topic Standards	GRI 201-1: Direct Economic Value Generated and Distributed by the Organization GRI 201-4: Financial Assistance Received from Government	

Material Topic: Green/Sustainable Product Design and Development		
Policies and Commitments	Policy Initiative: 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.	
Impacts	Positive Impacts	Promoting green and sustainable product design can reduce the potential impacts on the environment and human health throughout the product life cycle, enhance customers' trust in product safety, environmental friendliness, and regulatory compliance, and indirectly strengthen long-term cooperation with the supply chain.
	Negative Impacts	If environmental protection, material safety, or regulatory requirements are not adequately considered, products may fail to meet customer or market expectations, increase the costs of improvements, customer complaints, and supply chain adjustments, and consequently affect the Company's reputation and stakeholders' trust.
Goaal[Note1]	Short-term (1–3 years)	100% compliance with European Union and U.S. regulations.
	Medium to long-term (3–10 years)	ASRock Rack will continuously monitor environmental protection regulations in regions such as the European Union and the United States, and require products to be 100% compliant with relevant regulations.
Allocation of Responsibilities	The R&D Department is responsible for research, design, and development plans for new products and new technologies.	
Response Strategies	In supply chain management, the Company strictly controls hazardous substances through the GPMS supplier database system to ensure that raw materials are 100% compliant with international environmental regulations such as RoHS and REACH. In product design, ASRock Rack translates customers' expectations for environmentally friendly products into R&D initiatives, continuously develops products that comply with green design principles, and regularly discloses compliance performance to stakeholders through the Sustainability Report to strengthen its corporate reputation and market trust.	
Evaluation Mechanism	Designated personnel regularly review the accuracy of documents through the GPMS database and archive them.	
Evaluation Results	All products comply with EU RoHS, EU REACH, EU POPs, WEEE, and the U.S. TSCA regulations.	
Disclosure of GRI Topic Standards	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.	
Impacts	Positive Impacts	Implementing protections for employee rights helps create a fair, respectful, and safe working environment, enhance employees' trust in the Company, promote diversity, inclusion, and equal treatment, and strengthen organizational stability.
	Negative Impacts	If employee rights are not adequately protected, this may affect

Material Topic: Employee Rights		
		employees' physical and mental health, work morale, and willingness to remain with the Company, increase the risks of complaints, labor disputes, and reputational damage, weaken investor confidence, and increase the supervisory and administrative burden on the government and competent authorities.
Goal[Note1]	Short-term (1–3 years)	No violations of employee human rights
	Medium to long-term (3–10 years)	No violations of employee human rights
Allocation of Responsibilities	Human Resources Department: human resources development and human rights protection	
Response Strategies	Regularly review labor laws and amend relevant regulations, and provide employees with open and transparent information.	
Evaluation Mechanism	Evaluate the effectiveness of the measures annually based on employee complaints.	
Evaluation Results	In 2025, there were no violations of employee human rights.	
Disclosure of GRI Topic Standards	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 by the Organization	

Material Topic: Employee Benefits and Remuneration		
Policies and Commitments	Establish reasonable and competitive remuneration and returns based on labor market conditions.	
Impacts	Positive Impacts	Competitive remuneration and benefits help enhance employee satisfaction, , retention and engagement, and directly strengthen the Company's talent attraction, organizational stability, and operational efficiency.
	Negative Impacts	If remuneration and benefits are not competitive in the market, this may reduce employees' willingness to remain with the Company, increase employee turnover and recruitment costs, indirectly affect investors' confidence in the Company's talent management and long-term operational stability, and increase government agencies' attention to working conditions and employment stability.
Goaal[Note1]	Short-term (1–3 years)	1. Providing remuneration levels that are higher than the industry average. 2. Maintaining a turnover rate below 10%.
	Medium to long-term (3–10 years)	1. Providing remuneration levels that are higher than the industry average. 2. Continuously monitoring employee satisfaction to sustain a low turnover rate
Allocation of Responsibilities	Human Resources Department: human resources development and human rights protection	
Response Strategies	The Company regularly reviews labor laws and adjusts internal regulations as appropriate, and regularly conducts employee surveys to understand employee satisfaction with the workplace environment and gather relevant suggestions, thereby creating a happy workplace.	
Evaluation Mechanism	Conduct evaluations and make improvements through workforce turnover analysis.	
Evaluation Results	1. The remuneration paid in 2025 included year-end bonuses, year-end profit-sharing bonuses, and restricted shares for employees. Overall remuneration was higher than the industry average. The average salary of full-time non-managerial employees of the Company was NT$1,444,094. Including income from restricted shares received by employees, the total average compensation was higher than the industry average of NT$1,536,000[Note2]. 2. The turnover rate in 2025 was approximately 8.8%.	
Disclosure of GRI topic Standards	GRI 201-3: Defined Benefit Plan Obligations and Other Retirement Plans GRI 401-1: New Employee Hires and Employee Turnover GRI 401-2: Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-time Employees GRI 401-3: Parental Leave	

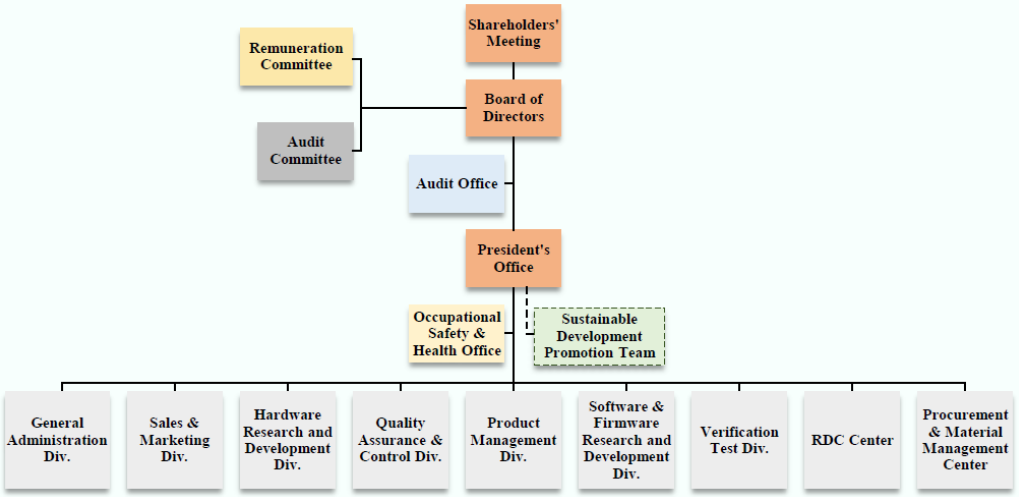
Note 1: The target years are determined based on the current year, with the short-term target covering 2025 to 2027.

Note 2: "Salary Information of Full-time Employees Who Do Not Hold Managerial Positions" announced by the Taiwan Stock Exchange (Industry Category: Computer and Peripheral Equipment).

2. Corporate Governance and Operations

2.1 Corporate Governance

Sound corporate governance is a core principle of business operations. Through a transparent governance structure and prudent decision-making process, ASRock Rack ensures that every operational strategy takes into consideration the interests of all stakeholders to the greatest extent possible. At the same time, ASRock Rack complies with laws and principles related to corporate governance, place importance on shareholders' rights, ensure transparency in operations, regularly conduct internal audit self-evaluation, and establish clear regulations such as the "Regulations Governing Performance Evaluation of the Board of Directors," "Sustainable Development Best Practice Principles," "Corporate Governance Best Practice Principles," "Ethical Corporate Management Best Practice Principles," and "Code of Ethical Conduct," enabling the management team to operate with due diligence and fulfill its social responsibilities.



Board of Directors Operations

The Board of Directors is the highest decision-making body for ASRock Rack's operations. It exercises its duties and powers in accordance with relevant laws and regulations, including the Company Act, Securities and Exchange Act, and the Company's Articles of Incorporation. Its responsibilities include reviewing the Company's business policies, business plans, earnings distribution, and appointment of senior executives. The Board of Directors convenes at least once every quarter. The Company's management reports operating performance to the Board of Directors, which determines future business policies and major policies. In addition, the Board of Directors fulfills its supervisory and governance responsibilities by authorizing the Sustainable Development Promotion Team to identify

sustainability topics related to the Company's operations and formulate management strategies and action plans. The Board of Directors reviews the results of stakeholder communication, the identification of material topics, and the effectiveness of sustainability projects at least once a year to oversee the effectiveness of the impact management process. At the same time, before the Sustainability Report is issued, the Board of Directors also reviews the report content to ensure that the disclosed information reflects the Company's actual operations and future development goals.

The term of office for the Company's directors is three years (the current term is from 2024 to 2027), and with an emphasis on the continued exercise of diverse professional expertise and governance functions by Board members throughout their terms of office. To strengthen corporate governance and promote the sound development of the Board of Directors, the Company, in addition to considering independence, also advocates and respects the policy of director diversity, believing that this diversity approach contributes to enhancing the Company's overall performance. Director selection is grounded in the principle of meritocracy, enabling Board members to possess diverse and complementary capabilities across different industries, including basic aspects such as age and gender, with each bringing industry experience and relevant skills.

Regulations for the Selection of Directors

Directors of the Company are elected via the cumulative voting system. Each share carries voting rights equal to the number of voting rights as the number of directors to be elected, and such voting rights may be concentrated on one candidate or distributed among several. Directors shall be elected in accordance with the number stipulated in the Articles of Incorporation. The voting rights for the election of independent directors and non-independent directors calculated separately. Candidates receiving the highest number of votes shall be elected sequentially. If two or more candidates receive the same number of vots, resulting in the total exceeding the prescribed seats, the winner shall be determined by drawing lots, with the Chairperson drawing on behalf of any absent candidates. Detailed information on conflicts of interest and the concurrent positions held by directors in the Company and other entities is available on the Company's official website, as well as in the "Regulations Governing the Election of Directors and Supervisors," and the Annual Report.

Regulations on Directors' Conflicts of Interest

A director who has an interest in an agenda item of a meeting, either personally or as a representative of a juristic person, shall explain the material details of such interest at the relevant Board meeting. If there is a possibility that such interest would be detrimental to the Company's interests, the director shall not participate in the discussion or voting, and shall recuse himself or herself during the discussion and voting, and shall not act on behalf of any other director in exercising such director's voting rights. The spouse or blood relatives within two degrees of kinship of a director, or a company that has a controlling or subordinate relationship with the director, who has an interest in the matters of the meeting referred to in the preceding paragraph shall be deemed to have a personal interest in such matters. For detailed information, please refer to the Company's official website: "Regulations Governing the Proceedings of Board of Directors Meetings."

The diversity policy of the Company's current Board of Directors and its implementation are as follows:

Diversity core / Name	Basic composition						Capabilities							
	Nationality	Gender	Concurrent employee of the Company	Age			Business judgment	Accounting and financial analysis	Operation management	Crisis management	Industry knowledge	International market perspective	Leadership	Decision-making ability
				Age 40–49	Age 50–59	Age 60–69								
Long-Loon, Shiu	Republic of China	Male			√		√	√	√	√	√	√	√	√
Kuang-Chin, Cheng	Republic of China	Male			√		√	√	√	√	√	√	√	√
Wei-Hsu, Sha	Republic of China	Male	√		√		√		√	√	√	√	√	√
Shih-Jen, Chen	Republic of China	Male	√		√		√		√	√	√	√	√	√
Po-Chu, Chen	Republic of China	Male		√			√	√	√	√	√	√	√	√
Chien-Chung, Lin	Republic of China	Male			√		√			√	√	√	√	√
Pei-Yun, Tsai	Republic of China	Female			√		√			√	√	√	√	√

2025 board diversity management goals:

Goals of management:	Achievement status
Less than half of the directors are in the management team of the Company	Achieved
At least 1 board member shall have a background in finance or accounting or experience in related industries.	Achieved
At least 1 board members shall be of a different gender.	Achieved

In addition, the Company has established the “Regulations Governing the Performance Evaluation of the Board of Directors, Individual Directors and Senior Managers” and conducts regular annual performance evaluations of Board members in accordance with these regulations, with the evaluation results reported to the Board of Directors. Through this measure, ASRock Rack is able to ensure that the operation and performance of the Board of Directors continue to maintain an excellent standard. The purpose of this evaluation system is to objectively evaluate the directors’ performance in corporate governance and decision-making, and to encourage them to further leverage their professional knowledge and experience to promote the Company’s long-term development and maximize its interests.

The contents of ASRock Rack’s 2025 Board of Directors performance evaluation are as follows:

Evaluation results:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation contents
Implemented Once a year	2025.01.01-2025.12.31	The Board of Directors as a whole and individual directors	Board of Directors Internal self-assessment	1. Degree of involvement in the company's operations 2. Improve the quality of decisions-making by the board 3. Composition and structure of the board 4. Election and continuing education of directors 5. Internal Control
Implemented Once a year	2025.01.01-2025.12.31	The Board of Directors as a whole and individual directors	Board of Directors Self-evaluation	1. Understanding the Company's goals and tasks 2. Recognition of directors' responsibilities 3. Degree of involvement in the company's operations 4. Internal relationship management and communication 5. The professionalism and continuing education of the directors 6. Internal Control
Implemented Once a year	2025.01.01-2025.12.31	Functional committee	Board of Directors Internal self-assessment	1. Degree of involvement in the company's operations 2. Recognition of the responsibilities of functional committees 3. Improve the quality of decision-making by functional committees 4. Composition and election of members of functional committees 5. Internal Control

Currently, the Company has four directors and three independent directors. In 2025, the Board of Directors held nine meetings (A), and the attendance of directors was as follows:

Position	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) [B/A]
Chairman	ASROCK INCORPORATION Representative: Long-Loon, Shiu	9	0	100.00%

Position	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) [B/A]
Director	ASROCK INCORPORATION Representative: Kuang-Chin, Cheng	9	0	100.00%
Director (President)	Wei-Hsu, Sha	9	0	100.00%
Director	Shih-Jen, Chen	9	0	100.00%
Independent Director	Po-Chu, Chen	9	0	100.00%
Independent Director	Chien-Chung, Lin	8	1	88.89%
Independent Director	Pei-Yun, Tsai	7	2	77.78%

Board Members' Continuing Education

Job Title	Name	Date of education	Organizer	Course name
Chairman	ASROCK INCORPORATION Representative: Long-Loon, Shiu	2025.11.04	Taiwan Corporate Governance Association	Observation of Disclosure of Material Information of Companies and Legal Liability of Directors from Case Practices
		2025.11.25	Taiwan Corporate Governance Association	Ethical Corporate Management and Money Laundering Prevention
Director	ASROCK INCORPORATION Representative: Kuang-Chin, Cheng	2025.09.24	Taiwan Corporate Governance Association	Challenging Mindsets in the New Global Tax Order
		2025.11.12	Taiwan Corporate Governance Association	Latest Developments in Insider Trading Practices
Director	Shih-Jen, Chen	2025.05.15	Securities and Futures Institute	Series Course for Directors, Supervisors and Corporate Governance Executives - Silicon Photonics Definition Network: Development Trends of Silicon Photonics (SiPh) and Co-package Optics (CPO)
		2025.07.18	Taiwan Corporate Governance Association	Compliance Practices of Corporate Governance Officers

Job Title	Name	Date of education	Organizer	Course name
		2025.10.28	Taiwan Corporate Governance Association	Board of Directors and Corporate Governance Practices
		2025.11.07	Taiwan Corporate Governance Association	[Professional Course for Corporate Governance Officers] Corporate Governance Officers and Board Evaluation and Development
Independent Director	Po-Chu, Chen	2025.02.14	Taiwan Corporate Governance Association	Introduction to Sustainability Information, Sustainability Standards, and Reports for TWSE/TPEx Listed Companies
		2025.03.04	Taiwan Corporate Governance Association	Nvidia's Trillion-Dollar Miracle: New Mindsets in the Semiconductor Industry Revolution Behind Artificial Intelligence
		2025.03.14	Taiwan Corporate Governance Association	Circular Economy Benefits and Sustainable Finance Opportunities
		2025.06.10	Taiwan Corporate Governance Association	Operational Practices of the Sustainable Development Committee (Sustainability Officer and Working Group)
Independent Director	Chien-Chung, Lin	2025.02.12	Securities and Futures Institute	Series of Courses for Directors, Supervisors and Corporate Governance Officers – How Directors and Supervisors without Accounting/Finance Backgrounds Review Financial Reports
		2025.07.18	Taiwan Corporate Governance Association	Compliance Practices of Corporate Governance Officers
		2025.08.01	Taiwan Corporate Governance Association	Corporate Governance Officers and Board Management
		2025.09.16	Taiwan Corporate Governance Association	Corporate Governance Officers and Board Members
Independent Director	Pei-Yun, Tsai	2025.04.11	Taiwan Corporate Governance Association	Latest Development Trends in Artificial Intelligence and Practical Exploration of Risk Management Framework

Job Title	Name	Date of education	Organizer	Course name
		2025.07.11	Taiwan Corporate Governance Association	Nvidia’s Trillion-Dollar Miracle: New Mindsets in the Semiconductor Industry Revolution Behind Artificial Intelligence

Audit Committee Operations

The Audit Committee is composed of all independent directors, with three members. It is responsible for assisting the Board of Directors in reviewing matters related to the Company's financial statements, the internal control system, audit operations, accounting policies and procedures, material asset transactions, the appointment of CPAs, and the appointment and dismissal of the heads of finance, accounting, and internal audit, in order to ensure that the Company's operations comply with relevant government laws and regulations and the practical guidelines.

An effective internal control system and audit operations are the cornerstone of sound corporate governance. To maintain an effective internal control system, particularly with respect to risk management, financial and operational controls, the Audit Committee regularly hears reports from or reviews reports submitted by internal auditors on audit operations, and appoints reputable CPAs to conduct attestation services. The CPAs have no interests in the Company and strictly maintain their independence, ensuring honest and fair accounting, auditing, and financial reporting. In accordance with ASRock Rack's "Audit Committee Charter" the Audit Committee shall convene at least once every quarter. In 2025, the Audit Committee held nine meetings (A), and the attendance of independent directors was as follows:

Position	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) [B/A]
Independent Director (Convener)	Po-Chu, Chen	9	0	100.00%
Independent Director	Chien-Chung, Lin	8	1	88.89%
Independent Director	Pei-Yun, Tsai	7	2	77.78%

Remuneration Committee Operations

The Remuneration Committee has three members and is currently composed of three independent directors. It mainly assists the Board of Directors in formulating and regularly reviewing the policies, systems, standards, and structure for the performance evaluation and remuneration of directors and managers, as well as regularly evaluating and determining the remuneration of directors and managers.

The remuneration of ASRock Rack's directors includes directors' remuneration and expenses for the performance of duties. In accordance with ASRock Rack's "Remuneration Committee Charter" the Remuneration Committee shall convene at least twice a year. In 2025, the Remuneration Committee held five meetings (A), and the qualifications and attendance of the committee members were as follows:

Position	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) [B/A]
Convener	Po-Chu, Chen	5	0	100.00%
Member	Chien-Chung, Lin	5	0	100.00%
Member	Pei-Yun, Tsai	3	2	60.00%

Remuneration Policy

- **Directors**

  In accordance with Article 24 of the Company's Articles of Incorporation, when there is a profit for the year after annual closing, directors' remuneration shall not exceed 1%. The items for evaluating directors' performance include understanding of the Company's objectives and missions, understanding of directors' duties and responsibilities, the degree of participation in the Company's operations, internal relationship management and communication, directors' professional expertise and continuing education, and internal control. Currently, directors' compensation consists solely of directors' remuneration.

- **Senior Management**

  The remuneration of senior management (the President and Vice Presidents) includes salary, severance and retirement pensions, bonuses, employee remuneration, and other items.

Supervisory Mechanisms and Grievance Mechanisms

ASRock Rack has established an internal control system. The internal audit unit regularly assesses risks and formulates audit plans, conducts relevant audits in accordance with such plans, and regularly reports the audit results to the Board of Directors. In accordance with the criteria for determining the effectiveness of the internal control system stipulated in the "Regulations Governing Establishment of Internal Control Systems by Public Companies," the Company determines whether the design and implementation of its internal control system are effective. The criteria for determining the internal

control system adopted by the regulations are based on the process of management control and divide the internal control system into five major components: control environment, risk assessment, control activities, information and communication, and monitoring activities. In 2025, ASRock Rack had no instances of internal personnel being subject to penalties in accordance with the law, penalties for violations of internal control system regulations, major deficiencies, or other related matters.

If any internal or external party discovers any unethical behavior, they may report it to the Company anonymously or by name at any time. The Company's Internal Audit Office has established a reporting mailbox and hotline to provide channels for reporting and grievance appeals to all persons, and their use is not limited to interested parties. Reports may be submitted anonymously or by name, and the whistleblower shall provide information sufficient to identify the identity and characteristics of the subject being reported. ASRock Rack will clarify the relevant facts and evidence concerning the persons, matters, and things involved in the report and, depending on the severity of the circumstances, take appropriate disciplinary actions. The Company undertakes to keep the identity of whistleblowers and the contents of reports strictly confidential. At the same time, the Company will provide protection to whistleblowers and employees participating in the investigation process to prevent them from being subjected to unfair retaliation or treatment. No whistleblower reports were received in 2025.

The following describes how ASRock Rack handles grievance cases:

1. If a reported matter is verified to be substantiated, the relevant departments of the Company shall be required to review the relevant internal control systems and operating procedures and propose improvement measures to prevent the same conduct from occurring again.

2. Except for reports that do not meet the conditions for investigation, after completing the necessary investigation procedures, the responsible unit shall issue an investigation report based on the facts verified through the investigation and submit it to the Chairperson. If a whistleblower report involves a director or senior management, or if a material violation is identified or there is a risk of significant harm to the Company, the matter shall be reported to the Board of Directors.

For detailed information, please refer to the Company's official website's "Procedures for Handling Whistleblower Reports."

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: Mr. Chen

Reporting hotline: +886-2-5559-8654

Reporting email address: Honest3_Box@asrocrack.com

Management to Prevention Insider Trading

To establish a sound mechanism for the handling and disclosure of material internal information and prevent improper disclosure of information, ASRock Rack has established the "Procedures for Prevention of Insider Trading" to implement the management of personnel and document information, ensuring the consistency and accuracy of information disclosed to the public. In addition, through insider trading prevention training covering the confidentiality of material information, the causes of insider trading, the determination process, and case sharing, ASRock Rack provides guidance to new employees. During this year, training was provided to new employees on April 14, May 7, August 18, August 25, and December 1, 2025. In 2025, ASRock Rack had no 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 laws and regulations, including but not limited to the Company Act, Securities and Exchange Act, rules and regulations applicable to TWSE/TPEx listed companies, and other laws and regulations related to business conduct, thereby ensuring the basic premise of ethical management. The Company has also established the "Ethical Corporate Management Best Practice Principles" and the "Code of Ethical Conduct." The corporate governance unit is responsible for formulating relevant policies and preventive measures and reports the Company's implementation of ethical management for the current year to the Board of Directors once a year. The Company's external donations or sponsorships also comply with relevant laws and regulations and the Company's internal rules to prevent the occurrence of improper conduct such as giving or accepting bribes, or illegal political contributions. The Company also promotes a culture of ethical management through internal meetings and announcements held or issued from time to time, strengthening employees' awareness of relevant regulations on ethical management, conflicts of interest, and recusal. During this year, a total of 72 employees participated in ethical management education and training courses, with a total of 1 hour of training. In 2025, neither the Company's employees nor its suppliers were involved in any improper conduct such as corruption, bribery, or extortion. In addition, there were no violations of health and safety regulations related to products and services, no incidents of non-compliance with regulations related to product and service information and labeling, no incidents of non-compliance with regulations related to marketing communications, no sanctions imposed, and no major violations[Note]. ASRock Rack continues to strictly supervise all business operations to ensure compliance with laws and regulations and uphold the Company's values of integrity.

Note: Major violations include material administrative fines (more than NT$2 million for each instance) and material litigation (litigation that has a material impact on the Company's financial condition or business operations).

2.2 Operating Performance

Operating Performance (Consolidated)

In 2025, the Company's consolidated operating revenue was NT$24.876 billion, representing an increase of 182.72% compared with NT$8.799 billion in 2024. However, due to adjustments to the product mix, the gross profit margin in 2025 decreased by 8.55 percentage points year on year to 8.54%. Nevertheless, as the overall revenue scale expanded, operating gross profit increased by 41.25% from NT$1.504 billion to NT$2.124 billion. Operating expenses increased by 22.79% from NT$948 million to NT$1.164 billion due to increased product development-related expenses and continued expansion of personnel. As the growth rates of revenue and gross profit remained higher than the growth rate of operating expenses, consolidated net income after tax in 2025 was NT$803 million, representing a significant increase of 59.08% from NT$505 million in 2024.

Unit: NT$100 million

Item	2023	2024	2025
Operating Revenue	27.05	87.99	248.76
Operating Costs	19.81	72.95	227.52
Operating Gross Profit	7.24	15.04	21.24
Operating Expenses	7.31	9.48	11.64
Operating Net Income	-0.08	5.55	9.59
Net Income Before Tax	0.10	6.31	9.95
Net Income After Tax (Owners of the Parent)	0.08	5.05	8.03
EPS After Tax (NT$)	0.13	8.36	13.04
Employee Salaries and Benefits	4.39	5.28	6.28
Payments to Capital Providers	0.59	0.07	2.63
Payments to Government	0.35	0.08	0.99
Operating Gross Profit Margin	26.75%	17.09%	8.54%
Operating Net Income Margin	-0.29%	6.31%	3.86%
Net Income After Tax Margin*	0.29%	5.74%	3.23%
Operating Revenue (YoY)	-15.14%	225.32%	182.72%
Operating Gross Profit (YoY)	-12.21%	107.79%	41.25%
Operating Expenses (YoY)	6.85%	29.65%	22.79%
Net Income After Tax (YoY)	-94.25%	6287.31%	59.08%

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

Note 2: For details and amounts of the Company's social investments, please refer to Section 5.4 "Social Participation" of this report.

Unit: NTD thousand

Item	2023	2024	2025
Financial Assistance Received from the Government	3,821	43,339	73,859

Note 1: Financial assistance received from the government include tax exemptions and deductions, as well as policy incentives, and do not involve equity ownership.

Note 2: The investment tax credit for research and development expenditures in 2025 has not yet been approved by the National Taxation Bureau.

Investment in Sustainable Development Bonds

ASRock Rack is committed to implementing sustainable development and actively creating social impact through capital allocation. In 2025, NT$200,000 was invested in a social responsibility bond issued by Far EasTone Telecommunications Co., Ltd. (bond abbreviation: P11FET2; code: B94655). By investing in high-quality sustainable development bonds certified in accordance with regulatory requirements, the Company ensures that funds are precisely allocated to projects with social benefits and promotes, through concrete actions, a more balanced distribution of social resources, the narrowing of the digital divide, and the achievement of sustainable development goals.

2.3 Technological Innovation and Quality Management

R&D and Innovation

R&D expenses (consolidated)

Unit: NTD thousand

Item \ Year	2023	2024	2025
Research and development expenses	584,570	735,347	833,116
Net operating revenue	2,704,691	8,798,781	24,875,523
R&D expenses as a percentage of revenue (%)	21.61	8.36	3.35

Successfully developed technologies or products

To address the growing trend toward software-defined data centers (SDDC) and distributed architectures, the Company continues to invest in the research and development of motherboards and complete systems for high-performance computing (HPC) servers, cloud servers, edge computing servers, 5G MEC (Multi-access Edge Computing) servers, and distributed servers for video and audio streaming. These products cover applications scenarios including 5G, edge computing, artificial intelligence (AI), virtualization, and data analytics. The following are the technologies and products successfully developed by the Company over the past three years:

Year	Successfully developed technologies or products
2023	Developing ARM architecture-based processor solutions in collaboration with Ampere® Altra®.
	Announcing the 4U GPU server supporting NVIDIA H100 Tensor Core GPUs.
	Developing AMD and Intel products fully supporting the latest PCIe 5.0 and DDR5 in the industry.
2024	Developing NVIDIA HGX H100 6U8X for AI training.
	Developing NVIDIA MGX short depth MECAI-GH200 for AI inference.
	Developing Intel P core and E core servers for cost/performance optimization.
2025	Successfully integrated NVIDIA HGX and MGX platforms, supporting large-scale AI training and flexible inference deployment.
	Leading the adoption of two-phase liquid cooling technology to optimize the heat dissipation efficiency in data centers.
	Developing solutions supporting PCIe 6.0 specifications and next-generation AMD EPYC platforms servers.

Quality Management

ASRock Rack places great importance on product and service quality and, in accordance with the requirements of the ISO 9001:2015 Quality Management System, has established a quality management system covering product development, outsourced production, supplier management, customer requirement verification, document control, internal audits, and continuous improvement[Note]. The Company adopts “continuous improvement, innovative research and development, timely delivery, and customer satisfaction” as its quality policy. Through systematic processes and defined responsibilities among various departments, the Company ensures that its products and services meet customer requirements, regulatory requirements, and internal quality standards.

Note: ASRock Rack has obtained ISO 9001:2015 Quality Management System certification from Association Française de Normalisation (AFNOR Asia), validity from September 23, 2025 to September 22, 2028.

In practice, although ASRock Rack does not directly engage in product manufacturing, it ensures that externally manufactured products comply with established specifications and quality requirements through procedures such as outsourced supplier management, procurement control, product verification, and nonconforming product management. At the same time, the Company also regularly reviews the effectiveness of its quality management system through quality objective setting, internal audits, management reviews, and corrective actions, incorporating customer feedback and quality anomalies into its improvement mechanisms to reduce quality risks and enhance product reliability.

The main management measures include:

- Product Development and Design Control: Manages product specifications, design inputs and outputs, verification, and change processes to ensure that products meet customer and market requirements.
- Outsourced Production and Supplier Management: Manages supplier selection, procurement, and external supply processes to ensure stable outsourced manufacturing quality.
- Document and Record Control: Establishes documented information management procedures to ensure the suitability, traceability, and version consistency of quality-related documents.
- Nonconforming Products and Corrective Actions: Identifies, handles, and analyzes the causes of quality anomalies and takes corrective actions to prevent recurrence.
- Internal Audits and Management Reviews: Regularly reviews the implementation of the quality management system to inform subsequent process improvement and management decision-making.

In 2025, in addition to conducting the calibration and maintenance of various instruments and equipment, the Company completed internal audits. In terms of external provider management, all

supplier assessment results met established standards, and no nonconformities were identified in contract manufacturer quality audits.

ASRock Rack will continue to center its operations on its quality policy, deepening the implementation of its quality management system across all processes, including product development, outsourced production, supplier management, and customer service, and review the effectiveness of the system and improvement opportunities through internal audits, management reviews, and corrective and preventive actions. The Company will also continue to pay close attention to customer needs and quality feedback as important bases for optimizing product reliability and service quality, thereby further enhancing customer satisfaction and market competitiveness.

2.4 Risk Management

To promote sustainable corporate development and in accordance with the “Regulations Governing Establishment of Internal Control Systems by Public Companies,” ASRock Rack formulated the “Risk Management Policy and Procedures” in 2025 and established a risk management organization to promote and execute relevant policies and implement risk management.

Risk Management Policy

The Company upholds the philosophy of sustainable operations and, by establishing, implementing, and maintaining a proactive risk management mechanism, continuously monitors internal and external issues and changes in the environment, conducts operational impact analysis, and enhances its capabilities to effectively and flexibly respond to relevant challenges. The Company regularly conducts self-assessments and continuously improves its resilience to fulfill its commitment to sustainable corporate operations and safeguard the best interests of customers and other stakeholders.

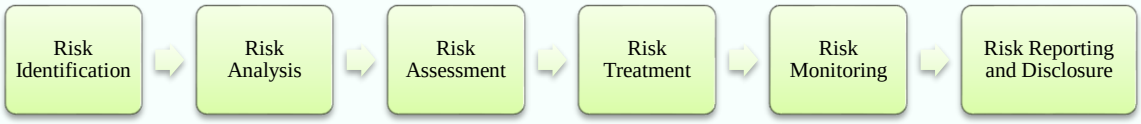
Risk Management Organizational Structure

The Board of Directors serves as the highest authority for risk management and authorizes the President, as the person in charge, to establish the Sustainable Development Promotion Team. Each unit identifies risks, regularly conducts risk assessments, and discusses relevant response measures, while the Audit Committee supervises risk management. In addition, under the internal control system, the management of each operating unit and subsidiary regularly conducts self-assessments of internal controls, and the audit unit reviews the implementation thereof.

Risk Management Process

ASRock Rack’s risk management process includes risk identification, analysis, assessment, treatment, monitoring, and reporting and disclosure. Through annual regular meetings, members of the Sustainable Development Promotion Team from each unit assess and discuss the Company’s potential risks and emerging risks with respect to environmental, social, and corporate governance issues, taking into consideration the frequency of occurrence, impact, and control, and regularly report to the Board of Directors. The risk management operations are reported to the Audit Committee and the Board of Directors at least once a year.

Risk management process



In 2025, ASRock Rack identified 14 potential risks, across nine risk categories, including finance, information security, climate change, supply chain management, workplace equality, corporate governance, labor and human rights, disasters and accidents, and geopolitical conflicts. To prevent these risks from having a material impact on the Company, ASRock Rack formulated corresponding strategies to mitigate them. The assessment results for this year were reported to the Board of Directors on July 10, 2025. The Board of Directors raised no objections to the risk identification results and response measures.

The risks identified in 2025 and their corresponding strategies are as follows:

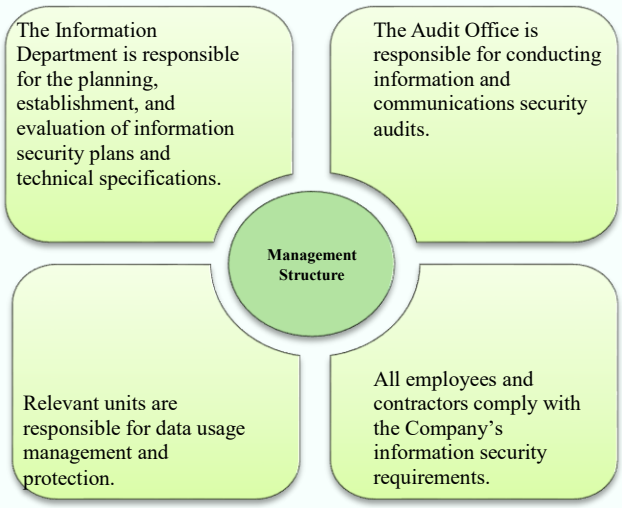
Risk Category	Risk Description	Response Strategies
Financial Risk	Failure to collect customer payments	Integrates and analyzes customer-related risk information and purchases trade credit insurance to ensure the Company's receivables are secured.
Information Security Risk	Information leakage or intrusion	Establishes firewall systems, implements information security systems, establishes email filtering systems, regularly patches system vulnerabilities, controls account permissions, imposes login restrictions, and conducts social engineering exercises and audits.
	Information service interruption	Implements backups, off-site backups, and disaster recovery drills
Climate Change-Related Risks[Note 1]	Reduced or interrupted supplier production capacity due to extreme weather	Requires suppliers to assess flood and drought risks at their operating facilities and establish natural disaster response mechanisms.
	Regulatory requirements for carbon inventories	Coordinates with the Pegatron Group's planning for the schedule of greenhouse gas inventory and verification to comply with the regulatory requirements of the competent authorities.
	Demand for low-carbon products and services	Increases the proportion of research and development for high-performance products.
Supply Chain Management Risks	Material shortages	Establishes a supply chain disruption response plan and diversifies suppliers and production locations to avoid the risks associated with excessive concentration.

Risk Category	Risk Description	Response Strategies
	Procurement of unethical minerals	Verifies compliance through conflict minerals surveys.
Workplace Equality Risk	Inequality in development and promotion opportunities in the employment process	Establishies standardized performance evaluation indicators and provides various channels for filing complaints or providing feedback.
Corporate Governance Risk	Obtaining improper benefits through the use of one's position or internal information	Follows the Ethical Corporate Management Best Practice Principles and implements anti-fraud measures.
Labor and Human Rights Risk	Workplace sexual harassment	Establishes complaint channels and conducts relevant educational and training courses annually.
Disaster and Accident Risks	Losses caused by unexpected disasters	Purchases property, transportation, and other insurance to transfer the risks caused by natural and man-made disasters.
	Insufficient disaster and accident response capabilities	Conducts regular fire evacuation drills every year to develop employees' emergency response capabilities.
Geopolitical Conflict Risk	Trade disruptions and tariff barriers	Continuously monitors changes in the international political and economic situation and tariff policies, reviews the situations that may be faced by the Company's global operating locations, and formulates response measures.

Note 1: Of the five original significant climate change risks and two significant opportunities, the Sustainable Development Promotion Team adopted three risks after considering their financial impact on the Company.

2.5 Information Security Management and Personal Data Protection

ASRock Rack implements information security management mechanisms to continuously enhance its overall information security standards, thereby safeguarding the security of the Company's data, systems, and equipment and protecting corporate interests and long-term operational stability. The Company establishes control requirements for organizational operations, asset management, personnel operations, equipment management, network protection, application system protection, and disaster recovery as guiding principles for information security management. The Company's information security risk management structure is as follows:



Information Security Management Measures

ASRock Rack currently ensures the security of its overall information systems through measures such as firewalls, antivirus software, and vulnerability scanning, and effectively maintains data integrity through backups and access control. In addition, the Company sends infosec awareness emails from time to time to communicate important information security regulations and precautions. The following are the specific management action plans:

(1) Establishes a firewall system to prevent unauthorized intrusion, damage, or theft of data, thereby safeguarding information security.

(2) Implements the IMPERVA information security system to block attacks such as DDoS attacks and prevent system paralysis caused by such incidents.

(3) Introduces the AWS WAF security service is imtroduced to block large-scale request attacks and prevent network traffic from exceeding capacity due to such incidents.

(4) Establishes a spam filtering system to prevent phishing or abnormal email attacks.

(5) Installs antivirus software on all computers, regularly updating virus definitions and conducting scans to provide employees with a secure operating environment.

(6) Vulnerability patches are regularly deployed and installed, and operating systems are updated to prevent hacker or virus attacks.

(7) Regularly performes backups and stores backup data is stored at an off-site location.

(8) Sets data access permissions through the IT department only after approval by the responsible supervisor.

(9) Conducts HR system restoration drills are conducted to ensure the accuracy and effectiveness of backup data.

(10) Conducts disaster recovery drills to ensure that IT personnel have the capability to respond to and handle emergencies.

(11) Changes access permissions are changed in accordance with operational requirements when employees join, transfer, or leave the Company.

(12) Regularly conducts computer software audits and handles relevant matters in accordance with operational requirements.

(13) Maintains an inventory of IT assets and assigns designated personnel for management and maintenance.

Personal Data Protection Measures and Customer Privacy

The Company also places importance on personal data protection and established the “Personal Data Protection Management Regulations” on April 19, 2023, to reduce the risk of data leakage and strengthen regulatory compliance. The scope of application includes the Company, directors (including independent directors), managers, all employees, and vendors or consultants conducting business with the Company (including their employees or temporary workers). To strengthen employee awareness of personal data protection, the Company conducted “Information Security and Personal Data Protection Education and Training” on December 1, 2025, with a total of 15 participants. In the future, the Company will continue to onboard new employees and conduct education and training at least once every quarter to implement relevant management mechanisms.

At the same time, if sensitive information is involved, the Company enters into confidentiality agreements with customers, and the Legal Affairs Division and the Audit Office and other responsible

units are responsible for their management and retention. Through data management and personal data protection procedures, the Company received no complaints regarding violations of customer privacy or loss of customer data in 2025.

2025 Management Performance

(1) In 2025, a total of 15 internal infosec awareness emails were sent to communicate important information security protection regulations and precautions.

(2) Since 2022, the Company has jointly purchased cyber insurance with the Pegatron Group annually as one of the risk management solutions for addressing information security threats. The group's insured amount (limit of indemnity) is US$15 million.

Through the aforementioned management policies and measures, with the cooperation and implementation by all departments and employees, ASRock Rack underwent an audit of the effectiveness of internal controls over information operations conducted by the CPA firm in 2025, and no significant risk issues were identified. In addition, no major information security incidents or personal data breaches occurred during the year, demonstrating the Company's strong commitment to and concrete results in infosec and personal data protection management. The implementation status of relevant information and communications security management was reported to the Board of Directors in the second half of 2026.

3. Partnerships and Operations

3.1 Supply Chain Relationships

ASRock Rack is committed to the continuous optimization and performance enhancement of its products and to implementing sustainable management, and suppliers are important partners of the Company. ASRock Rack works together with its suppliers to jointly undertake responsibilities related to environmental protection, social responsibility, and human rights protection. Through management mechanisms such as responsible procurement, supplier guidance, and project collaboration, the Company seeks to achieve shared sustainable development goals.

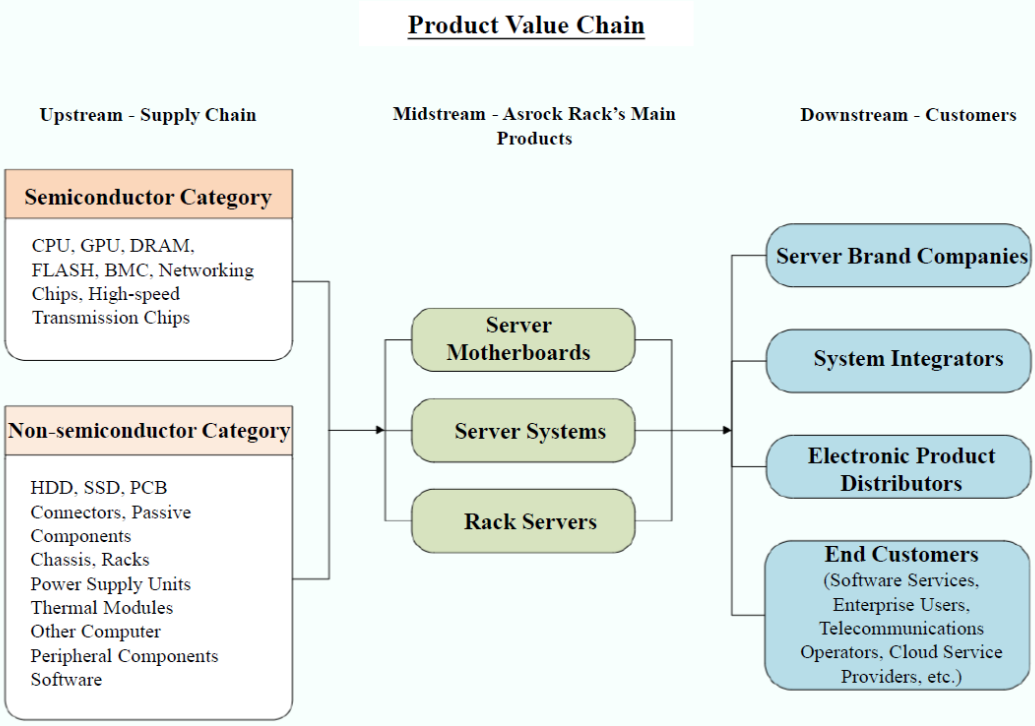
The stable supply of raw materials and technical support provided by suppliers is an important foundation for product quality and lead time. To address the rapid growth in demand for cloud data centers and AI applications, ASRock Rack adopts diversified sources of supply, long-term partnerships, and flexible material stocking mechanisms in its supply chain management to reduce dependence on single suppliers and mitigate the risk of material shortages. Meanwhile, the Company continues to strengthen lead time management, inventory allocation, and backup capabilities for key components to enhance supply chain stability and timely shipment efficiency, ensuring that its products can align with customers' project schedules and changes in market demand.

Supply Chain Structure

ASRock Rack primarily focuses on the development and sales of servers. Its products include motherboards, complete systems, and rack servers, which target applications in fields such as artificial intelligence (AI), high-performance computing (HPC), cloud computing, big data, visual computing, edge computing, and 5G infrastructure. Based on customers' requirements, ASRock Rack can provide customized, complete hardware solutions with different platforms, specifications, and applications.

Upstream in the supply chain, ASRock Rack's major components include CPU/GPU chips, server-grade memory, power management ICs, high-speed networking chips, and thermal modules. These core components are important materials for server products and have a critical impact on product performance and reliability. In the midstream segment of the supply chain, the R&D Department is responsible for server design, software and firmware integration (BIOS/BMC), system validation, thermal and airflow design, and planning for complete system assembly. Downstream, the primary customers include server brands, system integrators (SIs), cloud service providers (CSPs), enterprise data centers, AI training platforms, and edge computing equipment providers. Applications include generative AI, 5G infrastructure, big data analytics, and enterprise private clouds.

ASRock Rack's R&D Department plans and develops product specifications based on customers' requirements, while the Materials Center commissions partner suppliers to carry out manufacturing to ensure the smooth operation of production processes and quality control. Finished products manufactured by suppliers are sold by the Company to customers. ASRock Rack is committed to continuously enhancing product performance and quality to provide customers with an excellent product experience.



Supply Chain Procurement

ASRock Rack collaborates with more than 500 suppliers worldwide. In 2025, its net procurement amount was nearly NT$26 billion. Based on procurement categories, purchases can be divided into raw materials and non-raw materials (finished products, engineering services, etc.). Raw materials accounted for the majority of total procurement, representing more than 90% of the overall procurement amount. In analyzing supplier distribution, the key component (such as CPU and GPU) suppliers are all overseas suppliers, and these components have high unit prices. Therefore, in terms of the number of suppliers, domestic and overseas suppliers accounted for 78% and 22%, respectively, in 2025. However, based on procurement amounts, domestic and overseas suppliers accounted for 14% and 86%, respectively.

Note: Domestic and overseas suppliers are classified based on the registered location of suppliers.

3.2 Supply Chain Management

Supply Chain Management Policy

Suppliers are important partners in the continuous optimization of ASRock Rack's products. For the sustainable operations of both parties, the Company and its suppliers will strive to jointly undertake social responsibilities related to the environment and human rights. ASRock Rack continues to strengthen its supply chain management. Its management policies include:

Compliance with EU RoHS hazardous substances regulations, EU REACH chemical registration, evaluation, authorization, and restriction requirements, USA TSCA toxic substances control mandates, EU POPs (Regulation (EU) 2019/1021) persistent organic pollutants regulations, and IEC 62474 Material Declaration for the Electrotechnical Industry. The Company does not use substances hazardous to human health or the environment in its products and does not use conflict minerals, with the goal of ensuring that the gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt (Co), and mica used in the product supply chain are sourced from qualified smelters. Through mutual assistance and cooperation, with responsible procurement, annual audits, and project assistance as its main focuses, ASRock Rack ensures that its suppliers comply with international environmental regulations, including EU RoHS, EU REACH, the USA TSCA Toxic Substances Control Act, the EU POPs (Regulation (EU) 2019/1021) Regulation on Persistent Organic Pollutants, and IEC 62474 Material Declaration for the Electrotechnical Industry. The Company also strictly prohibits the use of conflict minerals to safeguard the rights and occupational safety of mining workers worldwide and promote sustainable operations for both parties.

Supply Chain Management Process

ASRock Rack's supply chain management includes new supplier approval, ongoing project-based management (EU RoHS, EU REACH, conflict minerals, USA TSCA, EU POPs, and IEC 62474), and performance evaluation. The scope covers assembly plants, component manufacturers, and other suppliers. The details of each management process are described below.

(1) New supplier approval:
Suppliers must meet the internal requirements for new suppliers, including but not limited to quality certification records, environmental and occupational health and safety certifications, integrity commitment letters, operating conditions, and major customers. After being evaluated and approved by R&D and procurement personnel, suppliers must submit a basic information questionnaire and evaluation form before obtaining qualification to cooperate with ASRock Rack.

(2) EU RoHS hazardous substance management:
In February 2003, the European Union adopted the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment Directive (Directive

2002/95/EC, abbreviated as RoHS). It was revised as Directive 2011/65/EU in July 2011 and further amended in June 2015 by Directive 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%)

In conjunction with the GPMS (Green Product Management System), suppliers are required to upload RoHS declarations, which are reviewed by qualified professionals to ensure that products comply with applicable legal requirements. All ASRock Rack's suppliers comply with EU RoHS management requirements.

(3) EU REACH chemical registration, evaluation, authorization, and restriction management:

REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) Regulation (EC) No. 1907/2006 entered into force in 2007. The European Union requires the registration, evaluation, authorization, and restriction of chemicals or mixtures thereof in products entering the EU market. Chemical substances or mixtures contained in products are evaluated to understand and prevent adverse impacts on human health and the environment. All ASRock Rack's component suppliers comply with the EU REACH requirements.

(4) Conflict minerals management:

ASRock Rack is committed to fulfilling its social responsibilities. The products developed, manufactured, and produced by the Company do not use conflict minerals originating from relevant mining areas, in order to safeguard world peace and human rights, as well as workers' occupational safety. All ASRock Rack's component suppliers provide the Conflict Minerals Reporting Template and Extended Minerals Reporting Template (collectively referred to as CMRT and EMRT). Based on the Conformant Smelters List published on the official website of the Responsible Business Alliance (RBA), ASRock Rack uses the GPMS to evaluate the list of sources of smelters/refiners for gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt (Co), and mica, ensuring that suppliers' sources of procurement are not from conflict-affected areas or high-risk areas and comply with customer and regulatory requirements.

(5) USA TSCA Toxic Substances Control Act Management:

Pursuant to the requirements of the Toxic Substances Control Act (TSCA), as amended by the

Frank R. Lautenberg Chemical Safety for the 21st Century Act, the U.S. Environmental Protection Agency (EPA) issued regulations in January 2021 to reduce exposure to chemicals that are persistent, bioaccumulative, and toxic (PBT), restricting or prohibiting the following PBT substances in the commercial manufacture (including import), processing, and/or business distribution (including in products):

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

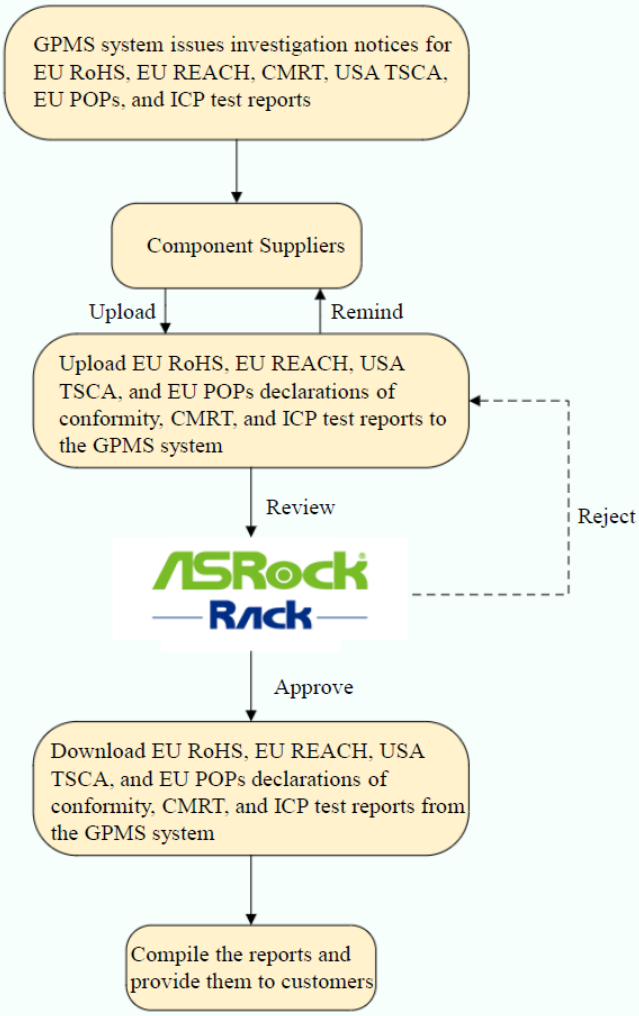
All component suppliers of ASRock Rack's comply with USA TSCA requirements.

(6) EU POPs (Regulation (EU) 2019/1021) European Union Persistent Organic Pollutants Regulation:
Persistent organic pollutants (POPs) refer to organic substances that persist in the environment, accumulate in living organisms, and pose risks to human health and the environment. Persistent organic pollutants can be transported across international borders by air, water, or migratory species, resulting in POPs occurring or being present in areas where they have never been produced or used. Therefore, international risk management is necessary. POPs are regulated globally under the Stockholm Convention and the Protocols of the United Nations Economic Commission for Europe. To protect the health of people and the environment within the EU, the European Union has established regulations on POPs.
All ASRock Rack's component suppliers comply with the requirements of EU POPs requirements.

(7) IEC 62474 - Material Declaration for the Electrotechnical Industry
A material declaration standard for electrical and electronic products established by the International Electrotechnical Commission (IEC), aimed at standardizing the format and content of hazardous substance declarations throughout the global supply chain. The standard defines the Declarable Substance List (DSL) and the Reference Substance List (RSL). Beginning in the first quarter of 2025, ASRock Rack has required all suppliers to submit responses in the web-based format of the IEC 62474 standard.

To fulfill its social responsibilities, ASRock Rack ensures that all products it manufactures and ships, regardless of their final sales regions, comply with the EU RoHS, REACH, and POPs regulations, the U.S. Toxic Substances Control Act (TSCA), and regulations prohibiting the use of conflict minerals.

Since 2020, ASRock Rack has utilized the GPMS (Green Product Management System) to manage all components. Supplier-provided EU RoHS, EU REACH, USA TSCA, and EU POPs declarations of conformity, ICP test reports, Conflict Minerals Reporting Templates (CMRT), Extended Minerals Reporting Templates (EMRT), and IEC 62474 material declaration lists submitted in the web-based response format are reviewed by designated personnel for document accuracy, ensuring that suppliers comply with the latest EU RoHS, EU REACH, EU POPs, and USA TSCA requirements, and that the gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt (Co), and mica used in the supply chain are sourced from qualified smelters.



3.3 Customer Service

ASRock Rack's customer service system adopts a structure based on the division of responsibilities and collaboration between the front end and back end. The front end is handled by the Technical Support Department, which provides technical consultation related to software, while the back end is handled by the Return Merchandise Authorization Department, which is responsible for the repair and replacement of hardware components. The two units work closely together, striving to enhance the use value of products throughout their entire life cycle and, while taking customer benefits and resource efficiency into consideration, create mutually beneficial service outcomes.

Customer Faceing Services: Technical Support Department

The Technical Support Department serves as the primary point of contact for global customers and end users worldwide. Upholding professional expertise and empathy, the department actively responds to the regional customer demands. Upon receiving a technical inquiry, the team promptly assesses the issue to provide immediate phone or email assistance for known scenarios. For more complex or undefined issues, the team conducts rigorous testing and cross-validation. When necessary, relevant equipment or defective motherboards are obtained to replicate the issue in an actual environment and identify the root cause.

Once resolution paths are determined, relevant information is systematically organized and shared with R&D or relevant technical units. The team continues to track improvements progress until a complete solution is delivered to the customer, ensuring a closed-loop service process. In addition, the Technical Support team compiles FAQs for the official website, enabling self-service troubleshooting to reduce waiting times and inquiry redundancy. In 2025, all technical inquiries received appropriate responses, with an effective response rate of 100%.

Support Service: Return Merchandise Authorization Department

The Return Merchandise Authorization Department focuses on the repair and replacement of server hardware components and fulfills its commitment to timely delivery of services through comprehensive supply chain management. Through high-quality repair and replacement mechanisms, the department not only extends the service life of equipment but also helps reduce the generation of electronic waste, putting the concept of a circular economy into practice. If customers encounter product issues, they can directly contact the original point of purchase to initiate the complete after-sales service process.

Regarding its global service footprint, the Company has established long-term partnerships with authorized repair centers and channel partners in the Asia-Pacific, Europe, and the Americas, building a localized service network to reduce the need for cross-border transportation, thereby reducing energy consumption and carbon emissions. At the same time, through a precise inventory management

mechanism, the Company ensures an adequate supply of components required for repairs, effectively shortening customer waiting times and enhancing overall service efficiency.

✧ Core Vision: listening to market needs and promoting sustainable development

- **Enhancement of customer value and satisfaction:** ASRock Rack focuses not only on product cost-effectiveness but also places greater emphasis on long-term mutual trust with customers. By regularly gathering customer feedback, the Company incorporates practical experience into product design to ensure that its innovation direction aligns closely with market needs.
- **Continuous improvement and the pursuit of excellence:** The Company strengthens service processes and quality management through cross-departmental collaboration and continuously optimizes the overall customer experience, working together with global partners to build a stable, efficient, and environmentally conscious technical service system.

4. Environmental Sustainability and Management

ASRock Rack's primary business is server development and sales. All products are manufactured on an outsourced basis, and the Company's operations are primarily office-based. Product development focuses on implementing green product design. ASRock Rack's environmental policy is defined as "Innovative Green Products, Cherishing Natural Resources, Reducing Environmental Impacts, and Fulfilling Social Responsibility." The Company's environmental management system focuses on reducing greenhouse gas emissions, enhancing energy efficiency, conserving water, reducing waste generation, and implementing chemical management. Through measures such as waste sorting and regular collection, the replacement of energy-efficient equipment, the adoption of LED lighting, lunchbreak light-outs, promoting energy conservation and carbon reduction, and the regulatory compliance of chemical management, ASRock Rack implements a low-carbon and environmentally friendly office culture. In terms of chemical management, there were no significant changes in the types of chemicals, operating procedures, or process conditions in 2025, nor were there any significant chemical pollution incidents or significant regulatory violations caused by chemical management. The implementation measures and results in other areas of environmental management during the year are detailed in the following sections.

4.1 Energy and Resource Management

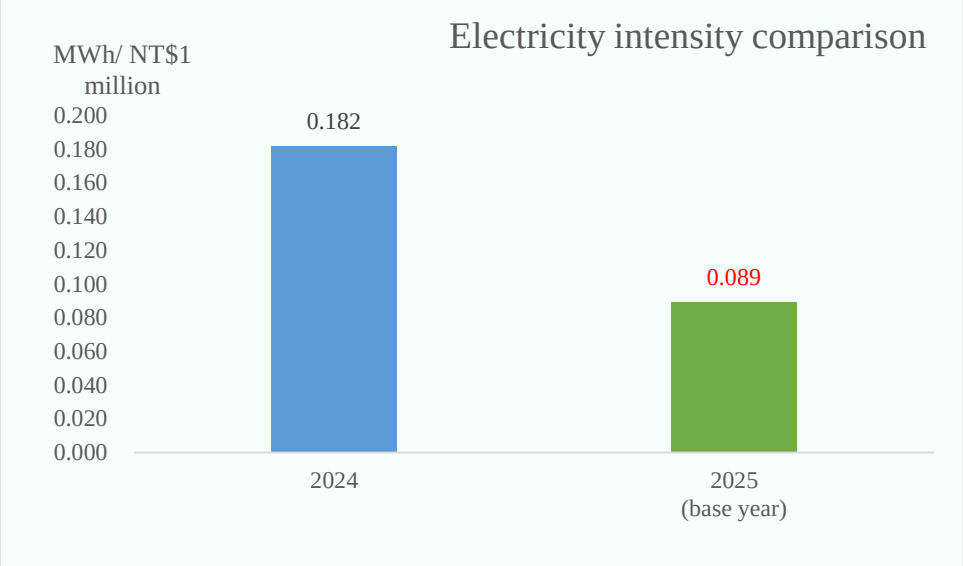
ASRock Rack's energy use primarily comes from purchased electricity, which is mainly used for air conditioning, lighting, and computer testing. As electricity consumption is positively correlated with revenue, ASRock Rack uses the electricity consumption-to-revenue ratio as an indicator, measured in MWh per million in revenue. In response to regulatory requirements and the policies of its ultimate parent company, Pegatron Corporation, ASRock Rack began conducting greenhouse gas inventories in 2024. The 2025 inventory results were verified by an external third party, and therefore 2025 is used as the base year. The target is to reduce electricity consumption per million in revenue by 15% by 2030 compared with the 2025 base year. In addition, electricity intensity decreased by 51.10% in 2025 compared with the previous year. In the future, ASRock Rack will continue to implement energy and resource management to achieve the 2030 target. Although ASRock Rack has not yet adopted green electricity, the Company is prioritizing the enhancement of energy efficiency management while also studying the feasibility of purchasing green electricity, moving toward the net-zero emissions vision.

Category	Item	Unit	2024	2025 (Base year)
Electricity power	**Total electricity consumption**	**kWh**	1,603,856	2,212,503
	Total electricity consumption	**GJ**	5,775	7,966

Category	Item	Unit	2024	2025 (Base year)
	Revenue	**NT$1 million**	8,799	24,876
	Electricity intensity	**MWh/ NT$1 million**	0.182	0.089

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

Note 2: Revenue data are based on ASRock Rack's standalone revenue



Electricity Conservation Measures	Implementation Items
Air Conditioning Equipment	• Automatic doors are installed in all offices to ensure that conditioned air does not escape.
	• The air conditioning system utilizes programmable thermostats, and the average indoor temperature is maintained at or above 26°C.
Lighting Equipment Management	• Energy-Saving equipment upgrades Incandescent bulbs are prohibited and replaced with high-efficiency LED lighting fixtures, reducing electricity consumption by approximately 75%.
	• Lighting usage management Fire protection, evacuation, and emergency exit signs in the building are replaced with high-efficiency, energy-saving LED lighting fixtures.
	• Office lighting is turned on and off by zone, and lights are turned off for one hour during lunch breaks.
Others	• Personal computers are mandatorily shut down after office hours.
	• Old refrigerators are replaced with appliances featuring a Level 1 energy efficiency ratings.

- Energy conservation promotional emails are issued periodically.



LED T8 lighting fixtures are adopted.



The air conditioning system utilizes programmable thermostats.

4.2 Climate Change Management

Climate Change Response Policy

The occurrence of extreme weather and frequent natural disasters poses significant challenges to business operations. With sustainable operations as its goal, ASRock Rack fulfills its responsibility to protect the Earth and respond to global climate change by focusing its environmental policy development on continuously reducing greenhouse gas emissions, improving energy efficiency, minimizing water waste, and reducing waste generation.

Task Force on Climate-related Financial Disclosures

Climate Governance Structure

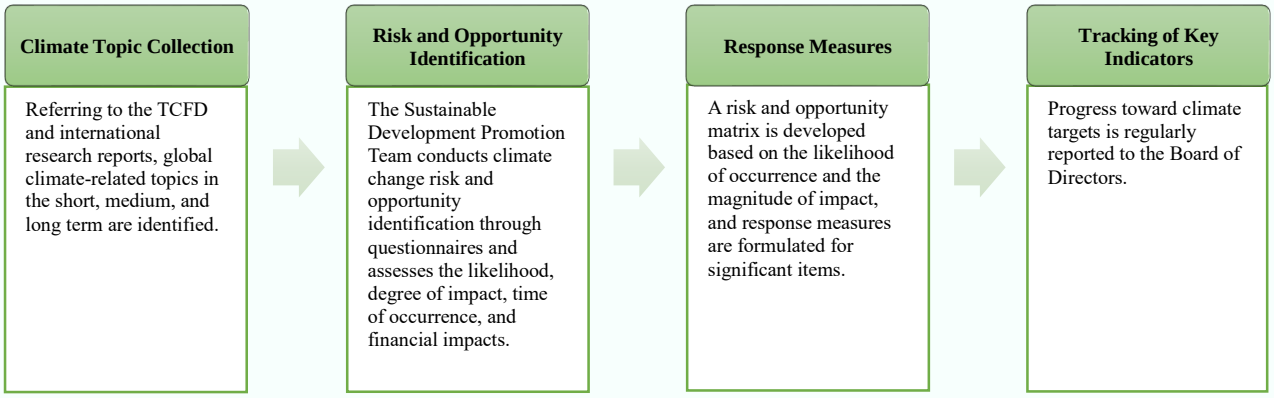
To address climate risks and identify potential opportunities, ASRock Rack follows the framework of the Task Force on Climate-related Financial Disclosures (TCFD) and refers to the core framework of the International Financial Reporting Standard S2 (IFRS S2) to identify climate-related risks and opportunities.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

ASRock Rack's Board of Directors serves as the highest governance body, overseeing the identification of climate-related risks and opportunities and tracking the implementation results of key performance indicators. The promotion of climate change policies and the identification of risks and opportunities are planned and implemented by the Sustainable Development Promotion Team, which is headed by the President. The team members include representatives from the General Administration Division, Sales & Marketing Division, Hardware Research and Development Division, Quality Assurance & Control Division, Product Management Division, Verification Test Division, RDC, and Procurement & Material Management Center. The Sustainable Development Promotion Team reports the results of climate-related and other risk identifications, along with response measures, to the Board of Directors at least once a year. For the current reporting period, these findings were reported to the Board of Directors on July 10, 2025.

Climate Risk and Opportunity Identification Process

ASRock Rack has established a process for identifying and assessing climate-related risks, This includes identifying their short-, medium-, and long-term impacts on operations, developing corresponding response strategies, and regularly tracking climate targets achievements. The following is a flowchart of the risk and opportunity identification process:

Climate Risk and Opportunity Identification Process



Climate Change Response Strategies

ASRock Rack refers to the SSP1-1.9 and SSP5-8.5 scenarios published in the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), as well as the APS and NZE scenarios proposed by the International Energy Agency (IEA), while also incorporating Taiwan's 2050 Net-Zero Emissions Pathway into its assessment.

The parameter assumptions use the World Data's Surface Temperature Anomaly database to assess changes in global annual average temperatures, the Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), developed by Taiwan's National Science and Technology Council, to assess climate change values in Taiwan, and the Coastal Risk Screening Tool developed by Climate Central in the United States to analyze the extent to which global operating locations and contract manufacturers are affected by sea-level rise or flooding.

Climate Change Risk Management

Referring to the TCFD and international research reports, ASRock Rack classifies transition risks into policy, market, and technology categories based on risk factors, while physical risks are classified as chronic and acute risks based on the expected timing of occurrence of the relevant issues. In 2025, a total of 12 topics were included. Senior executives identified short-term (1 to 3 years), medium-term (3 to 5 years), and long-term (5 to 10 years) risks and opportunities. After consolidating the identification results, a climate change risk and opportunity matrix was developed based on the likelihood of occurrence and degree of impact. After assessing the financial impacts of each topic, response measures were formulated.

Climate Scenario Analysis

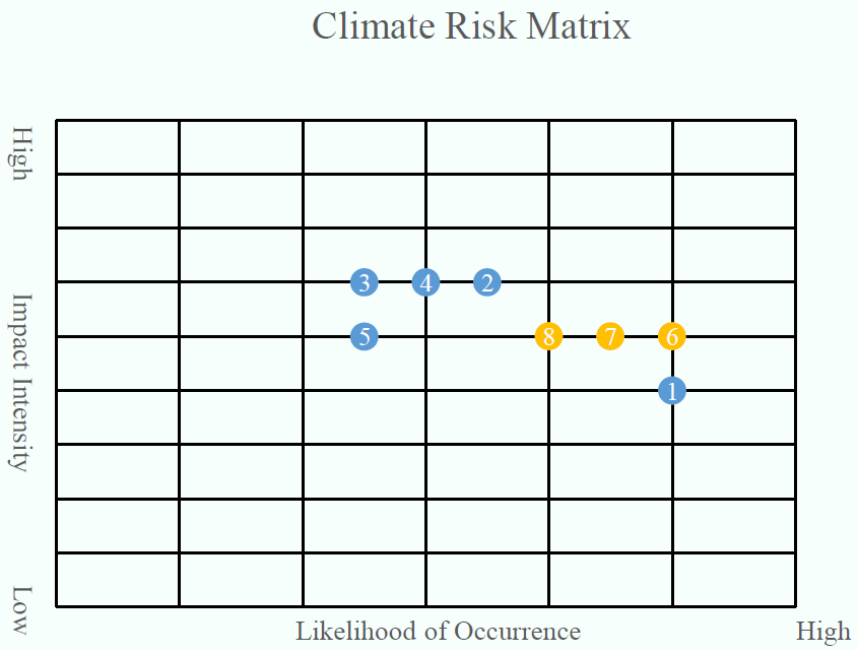
	Climate Scenario	Timeline	Parameter Assumptions	Analysis Results
Transition Risk	**IEA APS**	2025–2030	The APS scenario assumes that the carbon reduction policies currently legislated by various countries will all be achieved, and global carbon emissions in 2030 will approach the 2020 level.	ASRock Rack estimates that annual revenue growth will exceed the growth in carbon emissions. If the carbon reduction target achieves the level of carbon reduction required by government regulations under the APS scenario, ASRock Rack will be able to save the regulatory fees payable to the government in 2030.

	Climate Scenario	Timeline	Parameter Assumptions	Analysis Results
	IEA NZE	2025–2050	Achieving net-zero emissions by 2050	ASRock Rack's carbon emissions mainly come from the manufacturing processes of materials used in its products. ASRock Rack will continue to engage with diversified compliant suppliers, while assessing the use of low-carbon energy (renewable energy) and other approaches to achieve net-zero emissions.
Physical Risks	**SSP 1-1.9**	2081–2100	Global annual average temperature change between +1.0 – +1.8°C Rising in global sea level between 0.28 – 0.55 m.	1. Temperature increase: The global average temperature increased by 1.05°C between 1850 and 2017. Among the countries where ASRock Rack's operating locations are located, the United States had the highest increase at 2.87°C. Among the countries where the Company's contract manufacturing facilities are located, China had the highest increase at 1.85°C. 2. Rising sea level: Low lying regions may suffer from flooding due to chronic sea-level rise, and this should be a key consideration when evaluating contract manufacturing partners. 3. Drought: ASRock Rack's primary water use category is domestic water use. Therefore, a lack of water resource scarcity will result in operational disruptions. 4. Heavy rainfall: Increased intensity of daily heavy rainfall tests the flood prevention and drainage
	SSP 5-8.5	2081–2100	Global annual average temperature change between +3.3 – +5.7°C Rising in global sea level between 0.63 – 1.01 m.	

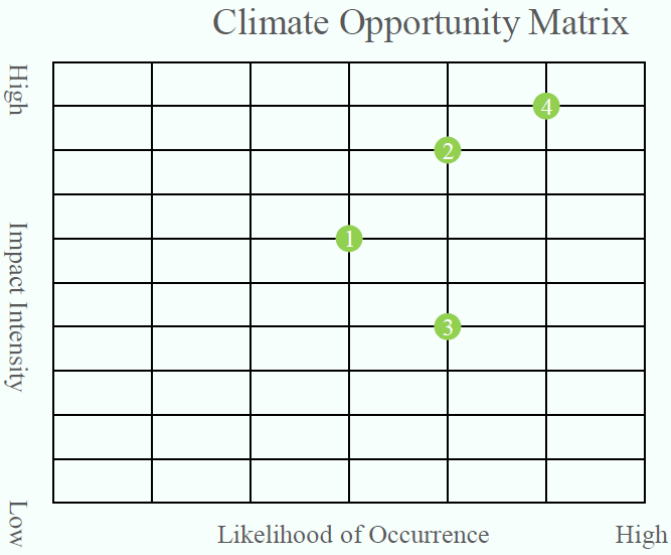
	Climate Scenario	Timeline	Parameter Assumptions	Analysis Results
				capabilities of manufacturing facilities. Therefore, all contract manufacturers and operating locations have been required to closely monitor this issue and develop emergency response plans. 5. Typhoons: An increased likelihood of severe typhoons may cause disruptions to material and product logistics or production interruptions.

Climate Risk/Opportunity Matrix

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



	Climate Opportunities
1	Material recycling and waste treatment and utilization
2	Development or expansion of low-carbon products and services
3	Strengthening supply chain resilience
4	Low-carbon energy deployment



Financial Impacts and Response Measures for Climate Risks

Risk Category		Risk Description	Time Horizon	Financial Impact Category	Impact Level	Financial Impact Description	Response Measures
Transition Risk	Policies and regulations	Regulatory carbon inventory requirements*	Short-term	• Administrative expenses	Low	Increased internal personnel costs and external inventory fees	The schedule for greenhouse gas inventories and third-party verifications has been established to comply with regulatory mandates.
	Technology	Demand for low-carbon products and services	Long-term	• Administrative expenses • Research and development expenses	High	Increased R&D and management personnel costs	Collaborate with customers to develop low-power electronic products, reducing carbon emissions across the product life cycle.
	Market	Changes in consumer preferences	Medium-term	• Operating revenue	High	Increased environmental awareness may lead to changes in consumer preferences. Failure to meet consumer requirements will reduced revenue.	Minimize environmental impacts through green design and green manufacturing to meet consumer requirements.
	Market	Supply chain disruption	Long-term	• Operating revenue • Operating costs	High	Reduced production capacity resulting in decreased operating revenue	To prevent production interruptions caused by material and component procurement difficulties, a supply chain disruption response plan has been established, with suppliers and production locations diversified to mitigate concentration risks.

Risk Category		Risk Description	Time Horizon	Financial Impact Category	Impact Level	Financial Impact Description	Response Measures
	Market	Rising raw material costs	Medium-term	• Operating costs	Medium	Increased energy costs	Reduce the supply chain's dependence on energy, such as by increasing design integration.
Physical Risks	Chronic	Rising average temperature	Long-term	• Operating costs • Selling expenses	Medium	Frequent extreme weather events result in increased operating costs.	Diversify suppliers and increase safety stock levels to mitigate the impact of material shortages or production capacity constraints.
	Chronic	Sea level rise*	Long-term	• Operating costs • Operating expenses	Medium	Increased insurance premiums and difficulties securing insurance for assets located in high-risk areas	Analyze the extent to which asset locations are affected by sea-level rise to assess operational risks and make optimal decisions.
	Immediacy	Typhoons/floods/ droughts*	Short-term	• Operating revenue • Operating costs • Selling expenses • Administrative expenses	Medium	Reduced or interrupted production capacity and supply chain disruptions, leading to financial losses and decreased revenue	Suppliers are required to assess flood and drought risks at their operating facilities and establish natural disaster response mechanisms.

Note 1: * indicates a material risk. Risks with a score higher than 10, calculated by multiplying the likelihood of occurrence by the impact level, are defined as material risks.

Note 2: Impact level classification: Low: financial impact ≤ NT$2 million; Medium: NT$2 million < financial impact ≤ NT$10 million; High: financial impact > NT$10 million.

Financial Impacts and Response Measures for Climate-related Opportunities

Opportunity Category		Opportunity Description	Occurrence Period	Financial Impact Category	Impact Level	Financial Impact	Response Measures
Opportunity	Resource efficiency	Material recycling and waste management	Short-term	• Operating profit	High	Reselling of recycled materials or waste to reduce operating costs	Regularly assess opportunities to reuse production and testing materials and components; if reuse is not feasible, they are resold and processed through contracted waste management providers.
	Products and services	Development or expansion of low-carbon products and services*	Long-term	• Operating revenue • Operating costs • Operating expenses	High	Consumers comprehensively replacing low-energy products, driving increased product demand and increasing revenue	Increase the R&D integration for high-efficiency products.
	Resilience	Strengthening supply chain resilience	Medium-term	• Operating revenue • Operating costs	Low	Ensuring supply chain resilience to reduce variable costs	Strive to maintain close relationships with the supply chain and enhance material supply through diversified risk diversification strategies.
	Energy sources	Low-carbon energy sourcing*	Medium-term	• Operating revenue • Operating costs	High	Procuring energy at lower prices to reduce operating costs	Develop renewable energy utilization and procurement strategies

Note 1: * indicates a material opportunity. Opportunities with a score higher than 10, calculated by multiplying the likelihood of occurrence by the impact level, are defined as material opportunities.

Note 2: Impact level classification: Low: financial impact ≤ NT$2 million; Medium: NT$2 million < financial impact ≤ NT$10 million; High: financial impact > NT$10 million.

Indicators and Targets

Indicator	Target	Annual Implementation Results
Carbon emissions	To reduce greenhouse gas emission intensity (metric tons of CO2e per million in revenue) by 15% by 2030 compared with 2025.	1. Total Scope 1, Scope 2, and Scope 3 carbon emissions in 2025 were 1,304.053 metric tons of CO2e. 2. Scope 1 and Scope 2 carbon emission intensity in 2025 was 0.044 metric tons of carbon dioxide equivalent per million in revenue. 3. Scope 2 carbon emission intensity in 2025 was 0.042 metric tons of carbon dioxide equivalent per million in revenue, representing a 51.17% decrease compared to 2024.
Electricity consumption	To reduce electricity consumption per million in revenue by 15% by 2030 compared with 2025.	1. Electricity consumption in 2025 was 2,213 MWh. 2. Electricity consumption in 2025 was 0.089 MWh per million in revenue, representing a 51.10% decrease compared to 2024.

The Company also tracks the IFRS S2 industry-based metrics as a key cornerstone for sustainability management. Considering that these metrics correspond to the disclosure items of the Sustainability Accounting Standards Board (SASB) Hardware Industry Standard adopted by the Company, detailed information is available in “Appendix II SASB Standards Content Index–Hardware Industry” of this report.

Greenhouse Gas Inventory

Greenhouse gas reduction has become an important global environmental trend, and the first step in greenhouse gas management is to understand the Company's greenhouse gas emissions. The basic tasks of a greenhouse gas inventory include identifying and calculating greenhouse gas emissions.

Since 2024, ASRock Rack has conducted greenhouse gas inventories independently in accordance with the GHG Protocol, using the operational control approach to define the organizational boundary. In 2025, the inventory year, ASRock Rack obtained third-party assurance for the first time and therefore designated this base year. In 2025, ASRock Rack's total greenhouse gas emissions were 1,304.053 metric tons of carbon dioxide equivalent (Ton CO2e), of which Scope 1 emissions were 55.616 Ton CO2e, Scope 2 emissions were 1,048.441 Ton CO2e, and Scope 3 emissions were 199.996 Ton CO2e.

ASRock Rack primarily engages in the development and sales of server motherboard products. Compared with other energy-intensive industries, its greenhouse gas emissions are relatively low. The Company's Scope 1 direct emission sources are primarily fugitive emissions of refrigerants from refrigeration equipment, such as air conditioners and chiller units, in offices, the R&D Center, and warehouses. ASRock Rack's greenhouse gas emissions mainly come from Scope 2 energy indirect emissions (electricity), which account for 80.40% of total emissions and mainly come from indirect emissions from purchased electricity at the facilities.

To fulfill its responsibility to protect the Earth and respond to global climate change, ASRock Rack has designated 2025 as the base year and set a greenhouse gas emissions reduction target of reducing Scope 1 and Scope 2 greenhouse gas emission intensity by 15% by 2030 compared with the base year. According to the 2025 inventory results, the Scope 2 greenhouse gas emission intensity was 0.042 metric tons of carbon dioxide equivalent per million in revenue, representing a 51.17% decrease compared to the previous year. The Scope 1 and Scope 2 greenhouse gas emission intensity was 0.044 metric tons of carbon dioxide equivalent per million in revenue, representing a 50.55% decrease compared to the previous year, indicating an initial reduction in greenhouse gas emission intensity.

Item	Unit	2024	2025 (base year)
Scope 1	**Ton CO_2e**	27.500	55.616
Scope 2	**Ton CO_2e**	760.228	1,048.441
Scope 3	**Ton CO_2e**	-	199.996
Scope 1 + Scope 2	**Ton CO_2e**	787.728	1,104.057
Total emissions	**Ton CO_2e**	-	1,304.053
Revenue	**NT$1 million**	8,798.781	24,875.523

Item	Unit	2024	2025 (base year)
Scope 2 Emissions intensity	**Ton CO2e/NT$1 million**	0.086	0.042
Scope 1 + Scope 2 Emission intensity	**Ton CO2e/NT$1 million**	0.089	0.044

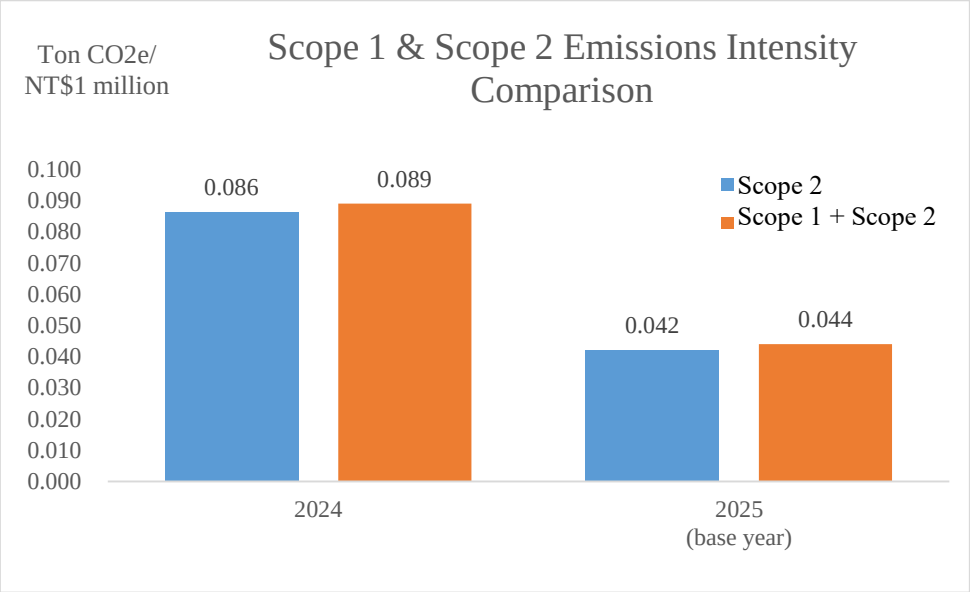
Note 1: The greenhouse gases covered by the inventory include carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), sulfur hexafluoride (SF6), nitrogen trifluoride (NF3), and other appropriate greenhouse gas groups, such as hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs).

Note 2: The electricity emission factor was obtained from that announced by the Energy Administration, Ministry of Economic Affairs. Emissions for both 2024 and 2025 were calculated using the 2024 electricity emission factor of 0.474 kg-CO2e/kWh.

Note 3: The inventory boundary includes ASRock Rack's headquarters revenue data are based on ASRock Rack's standalone revenue.

Note 4: The 2024 inventory boundary did not yet include Scope 3. The 2025 Scope 3 boundary includes "Category 7: Employee Commuting."

Note 5: The 2025 greenhouse gas inventory information was subject to external third-party verification by DNV Business Assurance Co., Ltd. Scope 1 and Scope 2 emissions were verified at a reasonable assurance level, while Scope 3 Category 7 emissions were verified at a limited assurance level.



4.3 Water Resource Management

ASRock Rack does not have significant process water consumption. Water resources are primarily used for general domestic purposes, including drinking water and sanitation. As water resource consumption is directly related to the number of employees, ASRock Rack has established "per capita water consumption" as the indicator. With 2025 as the base year, the water conservation target is to reduce per capita water consumption by 3% each year compared with the base year.

Item	Unit	2024	2025 (base year)
Water consumption	M^3	4,178	6,159
Number of employees	Persons	331	385
Water consumption intensity	m^3/persons	12.6	16.0

Note: As 2025 was the first year in which external experts assisted with the greenhouse gas inventory, and a systematic management system was also established to improve the accuracy of quantitative data and ensure the reliability of the data, this year is designated as the base year for future tracking of water consumption.

Water Conservation Measures

The water conservation plan focuses on reducing general domestic water consumption. Water conservation slogans are posted at water outlets throughout the office building, and employees are encouraged to cooperate in implementing relevant water conservation measures through website announcements or emails.



Adoption of dual-flush toilets

4.4 Waste Management

Management Policies

- ASRock Rack's waste mainly consists of general domestic waste and waste generated from research and development activities.
- General domestic waste is entrusted to the building management for centralized handling, and its final disposal is ensured to be conducted through compliant treatment.
- Waste generated from research and development activities includes components such as motherboards, core electronic components, board materials, electronic components, waste materials, and consumables. These wastes is legally entrusted to qualified professional waste collection and treatment organizations for recycling, allowing resources to be reused through the recycling and treatment services provided by these organizations.

Management Goals

With 2025 as the base year, the target is to reduce the weight of recycled waste by 3% each year compared with the base year.

2025 Management Results and Reduction Measures

The weight of recycled waste increased significantly to 7,005.8 kg in 2025. In addition to the increase in statistical items resulting from the inclusion of motherboards, power supplies, monitors/notebooks/CRTs, systems, and other items in the current year, the primary reason was the growth in market demand and expansion of production capacity. As server product shipments increased and more production projects were undertaken, the use of raw materials and process-related waste also increased accordingly.

Although the total amount of waste increased, the Company continued to implement measures such as source reduction and waste sorting and recycling to minimize its environmental impact. Going forward, the Company will continue to implement relevant management measures to advance toward the goals of resource circularity and sustainable operations.

Item	Unit	2024	2025
Recycled waste weight	kg	1,612.4	7,005.8

The management measures are as follows:

1. Promote lean operations to reduce material waste and defect rates.
2. Implement digitalization and electronic approval processes to reduce paper consumption.
3. Optimize packaging design to reduce the use of single-use packaging materials.
4. Classify and manage waste based on its characteristics, and entrust qualified waste collection and treatment organizations with its recycling and reuse to enhance resource circularity.

The Company continuously reviews its waste management performance and promotes the circular economy and low-carbon operations through cross-departmental collaboration and coordinated supply chain management. Going forward, the Company will continue to implement green operations and resource circulation measures to minimize its environmental impact and advance toward its sustainability goals.



Paper conservation promotion



Implementation of waste sorting

4.5 Green Design

All ASRock Rack products are incorporated into the GPMS system. Through measures such as hazardous substance management and product use safety management, the Company evaluates impacts related to customer health and safety throughout the product design and management processes to ensure that all products comply with green design requirements. Green procurement and green management are strengthened at the design stage to ensure that products, services, and outsourced suppliers comply with international trends in green design, thereby fulfilling the Company's commitment to environmental protection and the non-use of chemicals hazardous to human health. All products designed by the Company comply the EU RoHS 2.0 Directive(2011/65/EU, amended in June 2015 by Directive (EU) 2015/863), EU REACH (Regulation (EC) No 1907/2006), the US Toxic Substances Control Act (TSCA), EU POPs (Regulation (EU) 2019/1021), the EU WEEE Directive (2002/96/EC), and other relevant environmental protection regulations. Suppliers are also required to submit web-based IEC 62474 Material Declarations thereby enhancing the acceptability of material declarations throughout the global supply chain.

The raw materials procured by ASRock Rack, as well as the materials used when the Company commissions contract manufacturers for manufacturing and assembly, must comply with the requirements of the green procurement contract. This ensures that the products developed during the design process and those manufactured by contract manufacturers comply with environmental protection regulations and the Company's green design principles. For example: EU RoHS 2.0, EU REACH, US TSCA, EU POPs, the WEEE Directive, or other environmental protection requirements.

Per- and polyfluoroalkyl substances (PFAS) are a class of chemically stable synthetic substances. Due to their water-repellent, oil-repellent, and low-friction properties, they are widely used as surface coatings for products such as clothing, paper protective films, food packaging materials, cookware, and firefighting foams. Well-known PFAS substances include perfluorooctane sulfonic acid (PFOS) and perfluorooctanoic acid (PFOA). PFAS can readily accumulate in the body, interfere with hormones,

cause physiological dysfunction, and may even pose a risk of cancer. Countries in Europe, the United States, and Canada have begun investigations and reporting procedures concerning the restriction or prohibition of PFAS. To continue meeting international green design requirements, starting in the fourth quarter of 2025, suppliers are required not only to respond to surveys on whether their materials contain PFAS, but also to provide detailed lists of PFAS substances to enable the Company to obtain substances composition information for its products.

In addition to the management measures described above, ASRock Rack conducts voluntary testing or obtains external certifications for product safety as required, such as CSA Group certification and UL safety certification, to provide customers and users with greater peace of mind. The applicable scope of the assessment of product safety and social impacts is as follows:

Impact Category	Applicable Scope	Assessment Item	Evaluation Contents
Safety	Raw material procurement	1. Compliance with applicable regional regulations: ✓ EU RoHS 2.0 (the EU Restriction of Hazardous Substances Directive) ✓ EU REACH (the EU Registration, Evaluation, Authorisation and Restriction of Chemicals Regulation) ✓ USA TSCA (the U.S. Toxic Substances Control Act) ✓ EU POPs (EU Persistent Organic Pollutants Regulation) ✓ WEEE (the EU Waste Electrical and Electronic Equipment Directive)	Hazardous substance management
	Server products	1. Firmware testing: control logic correctness testing, hardware security protection 2. Safety testing: electromagnetic compatibility testing, electrical safety testing 3. Functional and reliability testing: signal integrity testing, temperature shock testing, vibration testing, drop testing, button/connector insertion and removal life testing, etc. 4. Compliance with applicable regional regulations: ✓ CE Marking ✓ California Proposition 65 warning labeling	Product safety management
Environmental	Raw material	1. Conflict minerals investigation: Confirm that	Human rights

Impact Category	Applicable Scope	Assessment Item	Evaluation Contents
protection and human rights	procurement	raw materials do not contain conflict minerals	risk management
	Product packaging materials	1. Packaging uses mineral-oil-free inks to reduce the release of volatile organic compounds. 2. Reduction of packaging materials and guidance for customers to download drivers and user manuals from the official website	Hazardous substance management
	Server products	1. Use of high-efficiency and low-power inductors, transistors, and other key power components to optimize heat dissipation 2. Use of methods such as ICs with automatic phase control to improve the energy efficiency of VRM (Voltage Regulator Module) circuits and reduce overall power loss.	Energy efficiency management
	Product components	Retention of development samples or related components for future compatibility testing of peripheral accessories, such as cables and external expansion cards	Resource circularity management

In 2025, 100% of the Company's products were assessed and confirmed compliant with relevant product health and safety regulations worldwide.

Friendly Materials and Packaging

- **Use of environmentally friendly materials:**

  For packaging printing, the Company also requires suppliers not to use traditional inks and to use the relatively more environmentally friendly mineral-oil-free inks instead. As traditional inks mostly contain mineral oil, which can readily release volatile organic compounds and consequently cause harm to human health or the environment, the Company has opted for mineral-oil-free inks that do not contain toxic or hazardous substances as printing materials. At the same time, the Company continues to evaluate the feasibility of switching packaging materials to other environmentally friendly alternatives, with the aim of gradually increasing the proportion of environmentally friendly materials used and minimizing the environmental impact of packaging.

- **Packaging material reduction:**

  To achieve the goal of reducing packaging materials, the Company's server products have completely eliminated the inclusion of physical discs, and customers are guided to directly download the latest drivers from the official website. In addition, the Company has simplified lengthy physical user manuals into a single-page "Quick Installation Guide" (QIG). Customers who require detailed user manuals can also access them through the digital channels on the official website, significantly reducing paper waste. For the design of product outer boxes, the Company promotes packaging standardization and, where possible, uses shared packaging for motherboards of the same size to improve resource efficiency. The outer boxes for the new generation of servers use natural kraft color and simplified printing designs, retaining only the ASRock Rack logo and using monochrome printing to reduce ink consumption and minimize the environmental impact.

Technical Features for Enhancing Energy Efficiency

ASRock Rack effectively improves the energy efficiency of VRM (Voltage Regulator Module) circuits and reduces overall power loss by adopting high-efficiency, low-power key power components such as inductors and MOSFETs, optimizing heat dissipation, and using ICs with automatic phase control, thereby achieving the goal of balancing energy savings and performance. Power supplies used in server systems are also gradually adopting Titanium-rated models to improve efficiency and reduce system

energy consumption. These designs not only demonstrate ASRock Rack's commitment to energy-saving technologies and improve energy efficiency, but also ensure that VRM circuits use energy more efficiently during operation while reducing power loss, thereby achieving energy-saving goals.

- **Use of high-efficiency, low-power inductors**
  ASRock Rack uses Ferrite inductors, which require fewer turns of copper wire winding and can effectively reduce copper loss. At the same time, the core loss of ferrite materials is also significantly lower than that of traditional magnetic materials such as iron powder cores, thereby reducing power loss during power conversion and further improving overall efficiency.

- **Reducing MOSFET operating temperatures**
  ASRock Rack selects low Rds(on) MOSFETs and pairs them with high-thermal-conductivity thermal pads and large-area heatsinks to maintain MOSFETs at lower operating temperatures. As Rds(on) increases with temperature, effective thermal management helps reduce conduction loss, thereby saving energy and improving power conversion efficiency.

- **Use of ICs with automatic phase control**
  Automatic phase control technology can automatically adjust the number of active power phases based on the actual load current. Under light-load conditions, the system can reduce the number of active phases to minimize unnecessary energy consumption and switching loss, thereby improving overall operating efficiency and energy-saving performance.

- **PCB design optimization**
  As the energy consumption requirements of server systems continue to increase, ASRock Rack considers energy efficiency a key factor in PCB design. The Company increases the width and reduces the length of copper traces in power paths to lower transmission impedance. At the same time, 2-ounce copper foil is used to increase the thickness of the copper layer. As copper foil impedance (R) is inversely proportional to its thickness, while power consumption is proportional to the square of the current and impedance, increasing the thickness of the copper foil can effectively reduce impedance and power loss, thereby further achieving energy-saving goals.

- **Use of high-efficiency SPS (Smart Power Stage)**
  Compared with traditional discrete MOSFETs, SPS (Smart Power Stage) offers higher power conversion efficiency and more precise current reporting capabilities. Through the use of SPS, the motherboard can effectively reduce heat loss during power conversion while providing more accurate current information to the CPU for decision-making, helping achieve both energy efficiency and performance.

- **Use of long-life electrolytic capacitors**

Electrolytic capacitors are generally one of the relatively shorter-lived components on a motherboard. To improve product durability, the Company requires suppliers to develop high-quality, long-life electrolytic capacitors and configures a sufficient number of capacitors so that their lifespan can exceed five years even when the motherboard operates at full load. This not only extends the lifespan of motherboards but also helps reduce the frequency of replacement by customers, thereby further reducing the generation of electronic waste.

- **Adopting next-generation low-power power management ICs**

  Power management ICs are important control components that operate continuously on motherboards. They receive CPU commands and manage power components to maintain stable power supply quality. By adopting next-generation low-power power management ICs, the Company can effectively reduce overall system power consumption during standby periods, enabling the system to maintain stable operation while achieving better energy efficiency.

- **Adopting titanium-grade or higher power supply units**

  Power supplies are among the key core components of server systems that operate continuously for extended periods. By selecting high-efficiency power supplies rated 80 PLUS Titanium or higher, the Company can effectively improve power conversion efficiency, reduce power loss and heat generation during the conversion of AC power to DC power, and thereby reduce overall system power consumption. In addition, high-efficiency power supplies can maintain excellent energy conversion performance under both low-load and high-load operating conditions. This not only helps improve system operating stability but also reduces cooling requirements and data center air conditioning loads, further achieving the goals of overall energy conservation and green computing.

- **Use of ICs with automatic fan speed control**

  All system components that may affect system operation and have temperature monitoring capabilities are incorporated into fan speed control. Intelligent PID control is also implemented to optimize fan power consumption.

5. Employee and Social Engagement

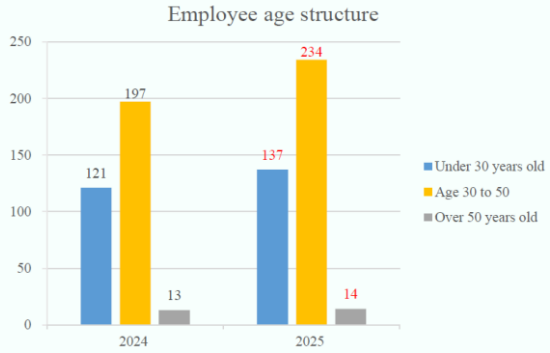
5.1 Human Resources Structure

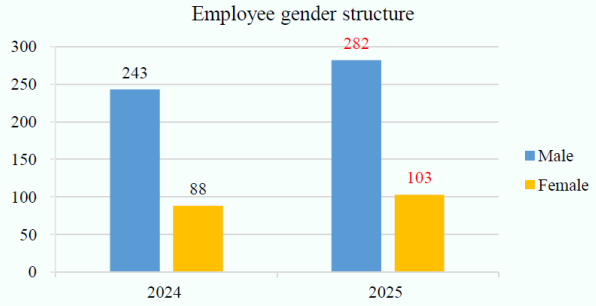
In response to the need for continued workforce expansion driven by revenue growth, ASRock Rack's total number of employees reached 385 at the end of 2025, an increase of more than 15% from 331 in 2024, demonstrating the effectiveness of the Company's active recruitment of outstanding talent. In terms of workforce composition, there were 101 management personnel, while non-management personnel primarily consisted of 237 R&D employees. Overall, most employees were between 30 and 50 years old. Female employees accounted for approximately 26.8% of the total workforce, remaining stable compared to 26.6% in the previous year.

Category	Group	Male (Persons)	Female (Persons)	Total Number of Employees	Percentage
Employee job structure	General personnel (non-management)	9	38	47	12.2%
	R&D personnel (non-management)	199	38	237	61.6%
	Section level	8	4	12	3.1%
	Supervisor level	14	5	19	4.9%
	Assistant manager level	11	7	18	4.7%
	Manager level	36	9	45	11.7%
	Senior management	5	2	7	1.8%
Age structure	Under 30 years old	104	33	137	35.6%
	Age 30 to 50	167	67	234	60.8%
	Over 50 years old	11	3	14	3.6%
Educational background	High School (including vocational school) and below	0	4	4	1.0%
	Associate Degree	4	0	4	1.0%
	Bachelor's Degree	116	66	182	47.3%
	Master	162	33	195	50.6%
	Ph.D.	0	0	0	0.0%
Contract type	Permanent employees (non-fixed-term contracts)	272	103	375	97.4%
	Temporary employees (fixed-term contracts)	10	0	10	2.6%
	Employees with no guaranteed hours	0	0	0	0.0%
Employment category	Full-time employees	282	101	383	99.5%
	Part-time employees	0	2	2	0.5%
Diverse employment	Taiwanese citizen	275	101	376	97.7%
	Foreign	6	2	8	2.1%
	Indigenous employees	0	0	0	0.0%
	Employees with disabilities	1	0	1	0.3%
Total		282	103	385	100%

Note: Senior management are employees at the Associate Vice President.

Category	Classification of Number of Persons	Male (Persons)	Female (Persons)	Percentage of total employees by group
Age structure of supervisors at department head level and above	**Under 30 years old**	2	0	2.0%
	Age 30 to 50	62	25	86.1%
	Over 50 years old	10	2	11.9%
	Subtotal	**74**	**27**	**100.0%**





In 2025, ASRock Rack's non-employee workers comprised three categories: security guards, cleaning personnel, and health consultation personnel. All eight security guards were male. The cleaning personnel comprised one male and four females, while the health consultation personnel (occupational physician/occupational nurse) comprised one male and one female.

Non-employee workers	2024		2025	
	Male	Female	Male	Female
Security guards	8	0	8	0
Cleaning personnel	1	4	1	4
Health consultation personnel (occupational physicians/occupational nurses)	1	1	1	1
Subtotal	10	5	10	5

ASRock Rack's sustainable development relies on the continued service and contributions of its employees. To strengthen the momentum for growth, the Company actively recruits talent at all levels. Recruitment practices comply with the Labor Standards Act and uphold the principles of fairness, impartiality, and transparency. Candidates are selected for employment based on their qualifications and professional backgrounds, while statutory age restrictions are observed and child labor is strictly prohibited. In terms of resignation management, once an employee submits a resignation request, the human resources department arranges an exit interview with the employee as needed to understand the

reasons for resignation.

The Company adopts a zero-tolerance policy toward child labor and strictly prohibits its employment in violation of international standards and applicable domestic laws and regulations. At the same time, the Company requires suppliers to comply with the same policy and strives to ensure that they do not employ child labor, thereby emphasizing ethical and social responsibility throughout the product manufacturing process.

Based on the statistics for the employee hiring rate for the current year, driven by the significant increase in AI-related demand, the Company continued to expand its workforce in 2025. The overall workforce increased significantly, with both male and female employee numbers showing an upward trend, demonstrating the Company's continued reinforcement of its human resource deployment in response to industry developments. In terms of age distribution, in response to the increased workload brought about by industry growth, the Company strengthened its recruitment of experienced personnel with immediate capability. As a result, the proportion of newly hired employees aged 30 to 50 increased significantly in 2025, indicating a gradual shift from a workforce highly concentrated in younger age groups toward a more diverse age demographics.

Regarding turnover risk, the primary area of concern was concentrated among younger employees. Driven by the AI boom, recruitment demand across the industry increased, providing more employment opportunities in the job market. In addition, newly hired employees may experience gaps between their roles and expectations during the adaptation period. As a result, the turnover rate among employees under 30 increased significantly in 2025, making this group a priority for workforce stability management.

New employees		2024			2025		
		Number	Total	Percentage	Number	Total	Percentage
Gender	Male	41	243	16.9%	47	282	16.7%
	Female	18	88	20.5%	25	103	24.3%
Age	Under 30 years old	44	121	36.4%	48	137	35.0%
	Age 30 to 50	15	197	7.6%	23	234	9.8%
	Over 50 years old	0	13	0.0%	1	14	7.1%
New employee hiring rate		59	331	17.8%	72	385	18.7%

Note: New hire rate = Number of new hires in each category (by gender and age) during the year ÷ Number of employees in the respective category (by gender and age) at year-end

Departed employees		2024			2025		
		Number	Total	Percentage	Numbe	Total	Percentage
Gender	Male	25	243	10%	21	282	7.4%

Departed employees		2024			2025		
		Number	Total	Percentage	Numbe	Total	Percentage
	Female	8	88	9.1%	13	103	12.6%
Age	Under 30 years old	10	121	8.3%	20	137	14.6%
	Age 30 to 50	22	197	11.2%	12	234	5.1%
	Over 50 years old	1	13	7.7%	2	14	14.3%
Employee turnover rate		33	331	10.0%	34	385	8.8%

Note: Turnover rate = Number of employees who left in each category (by gender and age) during the year ÷ Number of employees in the respective category (by gender and age) at year-end

5.2 Employee Remuneration and Benefits

ASRock Rack values employees' positions, capabilities, educational backgrounds, work experience, and professional knowledge, and determines remuneration levels reasonably based on these factors. The Company is committed to establishing a fair and equitable remuneration system to ensure that all employees receive compensation commensurate with their contributions and value. To comprehensively understand the remuneration of female and male employees within the Company, the female remuneration ratio is set as the benchmark at 1, or 100%, and the percentage of male remuneration relative to female remuneration is presented. The following table compares the remuneration ratios of female and male employees at equivalent job levels at ASRock Rack in 2025:

Job category	Female	Male
General Staff	1	0.81
R&D Personnel	1	1.20
Department Head	1	1.14
Supervisor	1	1.12
Assistant Manager	1	1.08
Manager	1	1.02
Senior Managers	1	2.23

In addition, as of the end of 2025, ASRock Rack's salary information for non-managerial full-time employees is disclosed as follows:

Item	2025
Number of non-managerial full-time employees(persons)	346
Total salary of non-managerial full-time employees(NT$)	499,656,354
Average salary of non-managerial full-time employees(NT$)	1,444,094
Median salary of non-managerial full-time employees(NT$)	1,287,406

Note: “Salary Information of Non-managerial Full-time Employees” announced by the Taiwan Stock Exchange (Industry Category: Computer and Peripheral Equipment).

To support employee well-being and provide a safe and comfortable working environment, ASRock Rack complies with labor laws and implements various employee welfare measures through a comprehensive annual plan. The main welfare measures are provided by the Company and the Employee Welfare Committee.

Company Benefits

- Labor Insurance
- National Health Insurance
- Company Group Insurance
- Model Employee Bonuses
- Travel Accident Insurance
- Labor Pension Contributions
- On-site Occupational Health Nurses and Physicians
- Meal Allowances
- Year-end Bonuses
- Employee Profit Sharing
- Annual Company Health Checkups
- Language Learning Subsidies
- Subscription to Restricted Employee Rights New Shares

Employee Welfare Committee Benefits

- Department Gathering Subsidies
- Two-day Employee Trips
- Club Subsidies
- Three Major Festival Bonuses
- Marriage, Funeral, Wedding, Celebration, and Other Subsidies
- One-day Hiking Activity Every Half Year
- Use of Group Fitness Centers, Saunas, Swimming Pools, Sports Courts, and Other Facilities



5.3 Employee Rights

Employee Retirement System

To ensure employees' well-being in retirement, promote harmonious labor-management relations, and enhance work efficiency, ASRock Rack has established employee retirement regulations in accordance with the law. The following presents the company's pension contributions in 2025.

Pension System	Old System	New System
Applicable Legal Basis	Labor Standards Act	Labor Pension Act
Contribution Method	Retirement reserves are contributed monthly at a rate of 2% of total salary expenses, and deposited in a dedicated account at the Bank of Taiwan.	Contribute 6% of employees' monthly wages to their individual pension accounts.
Contribution Amount	In 2025, the contribution amounted to NT$$38,000	In 2025, the contribution amounted to NT$17,375,000

Labor Rights

ASRock Rack supports and complies with the basic human rights principles set forth in 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," as well as the laws and regulations applicable to the locations of its global operations. ASRock Rack has established the "Human Rights Policy of ASRock Rack Incorporation " This policy applies to all managers, employees, contract and temporary workers, and interns. It has been publicly disclosed on the Company's official website. The Company also expects its suppliers to strictly adhere to the following principles to safeguard human rights:

1. Provide a safe and healthy work environment.
2. Eliminate unlawful discrimination to ensure equal employment opportunities.
3. Prohibit child labor.
4. Prohibit forced labor.
5. Assist employees in maintaining physical and mental well-being and work-life balance.

6. Regularly review and evaluate relevant systems and practices.

ASRock Rack incorporates human rights provisions, such as sexual harassment prevention and promotion management measures, into its rules and regulations and work guidelines. These provisions are implemented by designated units, and the appropriateness of the relevant systems is regularly reviewed and evaluated.



Human Rights Policy of ASRock Rack Incorporation

ASRock Rack Incorporation (hereinafter referred to as "the Company") supports and complies with the basic human rights principles set forth in 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," as well as the laws and regulations applicable to the locations of its global operations.

The Company has established this Human Rights Policy to protect employees, contract and temporary workers, interns, and, and also expects its suppliers to strictly adhere to the following principles to safeguard human rights:

I. Provide a safe and healthy work environment.

II. Eliminate unlawful discrimination to ensure equal employment opportunities.

III. Prohibit child labor.

IV. Prohibit forced labor.

V. Assist employees in maintaining physical and mental well-being and work-life balance.

VI. Regularly review and evaluate relevant systems and practices.

Long-Loon, Shiu
Chairman
June 2025

The following describes the specific practices of ASRock Rack's human rights policy:

1. Provide a safe and healthy work environment

(1) Personnel Appointment–

- Provide comprehensive remuneration and promotion opportunities, various allowances and bonuses, salary adjustments, and benefits that exceed legal requirements.
  - ✓ Ensure salary adjustments, promotions and the payment of all bonuses.

(2) Workplace Safety Management

- Provide a safe and healthy working environment and necessary health and first aid measures, eliminate hazardous factors that may affect employee health and safety, and reduce of occupational accident risks.
  - ✓ Management Department personnel complete first aid training.
  - ✓ General Affairs personnel complete occupational safety training.
- For health issues related to maternal health, ergonomics, abnormal workloads, and unlawful workplace conduct, the Company has established the "Implementation Plan for Maternal Health Protection in the Workplace," "Ergonomic Risk Prevention Plan," "Abnormal Workload-Induced Disease Prevention Plan," and "Workplace Violence Prevention Plan." Dedicated departments, along with occupational physicians, and nurses provide employees with comprehensive health care.
- Employee Health Care Measures
  - ✓ "Maternal Protection": Occupational physicians and occupational nurses conduct interviews, provide counseling, and administer questionnaires.
  - ✓ "Unlawful Infringement": A "Written Statement Prohibiting Workplace Violence" is posted on the Company's internal system, and supervisors are regularly required to complete workplace violence risk assessment questionnaires.
  - ✓ "Abnormal workload": Occupational nurses administer questionnaires during health consultations. If any abnormalities are identified, they notify relevant departmental personnel to conduct interviews and provide recommendations.
  - ✓ "Ergonomics": Ergonomic chairs and carts are provided for office employees.
- Professional nursing personnel are employed to provide occupational safety and health education and training for new employees, and to provide individualized health management measures for high-risk cases based on employee health examination results of all employees.
  - ✓ Regular inspections are conducted by occupational physicians and occupational nurses.
  - ✓ Individualized health management consultations are provided after employee health examinations.

- ✓ Occupational safety and health education and training are conducted for new employees.

■ Regulations for the prevention and management of sexual harassment have been established, along with employee complaint channels that include a dedicated sexual harassment complaint hotline and email address, to protect employee rights and strengthen workplace safety.

2. Eliminate unlawful discrimination to ensure equal employment opportunities.

(1) Recruitment practices comply with the “Labor Standards Act” and the “Employment Service Act” and uphold the principles of fairness, impartiality, and transparency. Candidates are selected for employment based on their qualifications and professional backgrounds, without discrimination based on personal background or legally protected status, and the Company is committed to providing fair and equal employment opportunities.

(2) The systems for employee promotion, performance evaluation, training, are rewards and disciplinary actions, are governed by clear regulations to ensure fair treatment.

(3) The Company has established regulations for the prevention and management of sexual harassment, prohibiting any form of overt or covert sexual harassment or discrimination in the workplace. No such incidents occurred in 2025.

3. **Prohibit child labor.**

(1) Labor conditions are established in accordance with government labor laws and regulations, and the employment of child labor is prohibited. In 2025, there were no instances of child labor employment and no instances of young workers engaging in hazardous work. Currently, the Company does not face significant risks associated with the use of child labor in its operations.

(2) Upon reporting for duty, newly hired employees are required to submit relevant identification documents, such as an identity card, driver's license, National Health Insurance card, or proof of education, to the Company to verify that they are at least 16 years old.

4. **Prohibit forced labor.**

(1) In accordance with the Labor Standards Act, international standards, and the "Human Rights Policy of ASRock Rack Incorporation," the Company does not force or coerce any person who is unwilling to perform work. In 2025, there were no incidents of forced labor. Currently, the Company does not face significant risks associated with forced labor in its operations.

5. **Assist employees in maintaining physical and mental well-being and work-life balance.**

(1) Employee Welfare and Health Promotion

- A variety of activities are provided, such as hiking and employee trips, promoting interpersonal interaction among employees through participation in employee clubs, enriching the concept of "work-life balance."
  - 2025 employee day trips: In the first half, a trip was arranged to Tucheng Tung Blossom Park and Sanxia Old Street, with 263 employees participating. In the second half, a trip was planned to the National Museum of Marine Science and Technology and Keelung Miaokou, with 318 employees participating.
  - 2025 employee two-day trips: From October 2025 to January 2026, the trips were held in five batches, with Kaohsiung as the destination and accommodation at the Grand HiLai Hotel Kaohsiung. A total of 282 employees and 370 accompanying family members participated.
  - Employee club activities: Employees who share common interests and goals may apply to establish clubs in accordance with regulations. Club subsidies are provided based on actual expenses incurred each quarter, with the maximum subsidy amount determined according to the number of club members. The Company currently has badminton, tennis, basketball, jogging, and handicraft clubs, which are open to employees to participate freely.

- Free health examinations are regularly provided to employees. In 2025, a two-day employee health examination was conducted, and all employees with at least three months of service were required to participate.
- Free health consultations and counseling are regularly provided to employees. In 2025, the Company provided these services an average of once to twice per week, with a total of 113 employees utilizing this benefit.

(2) Marriage and Family Benefits

- In accordance with the law, a breastfeeding room is provided at the workplace, and unpaid parental leave is available. Eligible employees may adjust their working hours according to childcare needs.
- 2025 unpaid parental leave statistics: Three employees applied for unpaid parental leave in 2025, and all have since returned to work.

Item	2025	
	Female	Male
Number of employees eligible for unpaid parental leave in 2025 (A)	9	10
Number of employees applying for unpaid parental leave in 2025 (B)	3	0
Number of employees due to return to work in 2025 (C)	3	0
Number of employees returning to work in 2025 (D)	3	0
Number of employees returning to work in 2024 (E)	0	0
Number of employees who returned in 2024 and remained employed for one year (F)	0	0
Unpaid parental leave application rate (G) = (B) / (A)	33.33%	0.00%
Return-to-work rate (H) = (D) / (C)	100.00%	-
Retention rate after returning to work (I) = (F) / (E)	-	-

Note 1: Number of employees eligible for unpaid parental leave (A): Calculated based on employees who took maternity or paternity leave from 2021 to 2025 and whose children were under three years old as of the end of 2025.

6. Open communication channels

(1) ASRock Rack values employee opinions and needs. Although the Company has not yet established a labor union, it continues to hold labor-management meetings at least once every quarter as a formal channel for employee participation and feedback. Through these meetings, the Company conducts two-way communication on working conditions, employee benefits, and workplace issues. Relevant resolutions and improvement measures apply to all employees, thereby establishing a transparent and open communication mechanism and promoting consensus between labor and management. During the

reporting period, the Company did not encounter associated with freedom of association or collective bargaining at its operating sites or in its cooperation with suppliers.

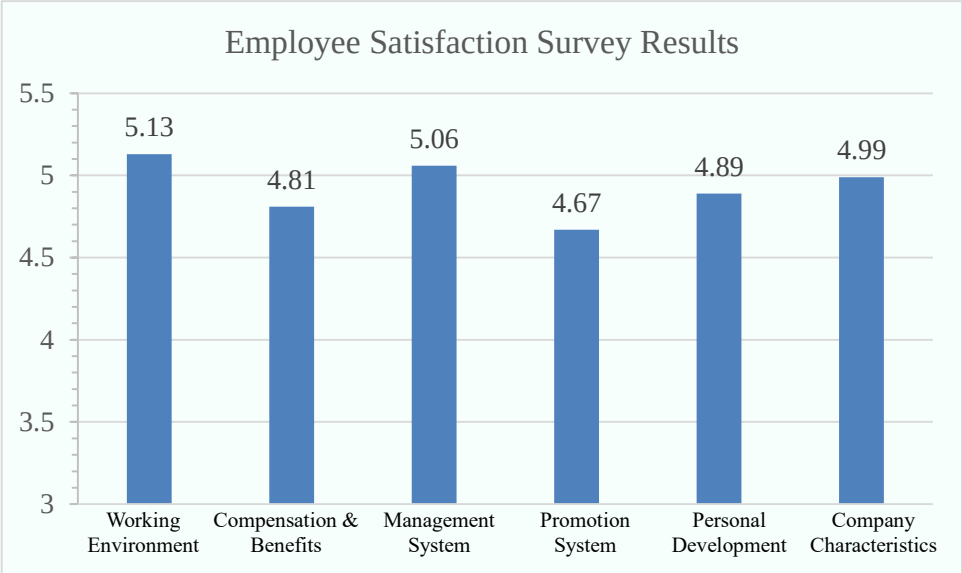
The Company places great importance on human rights protection and has publicly disclosed its human rights policy on the Company's official website for all workers, business partners, and other stakeholders to access, enabling them to understand the Company's commitment to respecting human rights, maintaining a safe and healthy working environment, and protecting employee rights. At the same time, relevant informational materials and communication channels information are posted in the workplace to help employees and non-employee workers understand the Company's culture and their rights. They may raise any concerns with personnel from the Management Department.

To help employees further understand and implement the commitments set out in the Company's human rights policy regarding a safe and healthy working environment, employee physical and mental health, and freedom from improper treatment, the Company incorporates workplace violence prevention, sexual harassment prevention, occupational safety and health, and health promotion measures into new employee orientation and occupational safety training. A total of five new employee orientation sessions were held in 2025, with 73 employees participating. The Company also strengthened employees' awareness of sexual harassment prevention through an online Sexual Harassment Prevention Course, in which all employees participated. For detailed information on the human rights policy focus areas and specific management measures, please refer to the information disclosed on the Company's official website.

Employee Satisfaction Survey

ASRock Rack has always placed great importance on employee opinions and needs and actively fosters a transparent and open communication environment. Through an annual employee satisfaction survey, the Company listens to employee needs and feedback. The human resources department conducted the 2025 survey from December 15 to December 17 to gain an in-depth understanding of employees' perceptions and suggestions regarding work content, the workplace environment, employee benefits, and other aspects. Through this feedback, the Company reviews the appropriateness of its existing systems as an important basis for future optimization and improvement, while also strengthening internal communication mechanisms and maintaining good labor-management relations.

The survey adopted a six-point scale and covered eight major dimensions. The survey population comprised 365 employees with at least three months of service as of the survey start date. A total of 193 valid questionnaires were collected, resulting in an overall coverage rate of 52.9%. The survey results showed that the average score for each dimension was 4 points ("somewhat agree") or above, with an overall satisfaction score of 4.92 out of 6. Among the dimensions, the work environment, management system, and company characteristics received the highest scores. In comparison, there remains room for further improvement in the promotion system.



Based on the overall survey results, the Company has planned and implemented a number of improvement measures. With regard to work environment and equipment optimization, the Company has upgraded the air-conditioning and access card systems and improved traffic flow within the office building. It has also actively sought traffic safety facilities at nearby intersections from the competent transportation authorities. Meanwhile, the Company is evaluating the implementation of the Office 365 cloud system to enhance collaboration efficiency. To implement energy-saving

management, lighting controls have been strengthened during lunch breaks, integrating environmental sustainability into daily office operations.

With regard to employee welfare and the promotion of physical and mental well-being, domestic and overseas employee trips are actively planned while taking into account the annual budget and service quality. The company is also evaluating the introduction of diverse food service providers to expand employees' dining options, while strengthening awareness of the employee benefits associated with the use of fitness and swimming pool facilities to promote work-life balance. With regard to the performance evaluation and promotion system, the Company continues to strengthen management personnel's awareness of regulations concerning workplace violence and optimize the performance improvement management mechanism. If an employee's performance does not meet the expected standards, after confirmation by the department head, the reasons and list of employees for whom a performance improvement plan is to be implemented may be submitted to the Human Resources Department, and performance improvement meetings shall be convened in accordance with regulations to ensure that the evaluation process is transparent and fair.

In the future, ASRock Rack will continue to monitor the effectiveness of various improvement measures and make ongoing adjustments based on employee feedback, working together with employees to create a more cohesive work environment and a better employee experience, and advance toward its sustainable development goals.

Education and Training and Talent Development

Through comprehensive planning across three areas, namely enhancing employees' professional competencies, fostering expertise, and motivating them to pursue continuous self-improvement, the company aims to create a career environment with strong potential for growth.

1. **Enhancing employees' professional competencies: new employee training**
   - To help new employees quickly become familiar with the workplace environment, the Company provides new employee orientation and training. The training covers an introduction to the Company's policies and office environment, prevention of workplace violence and sexual harassment, prevention of insider trading, and ethical business practices. During the initial period, experienced employees are assigned to provide assistance with practical work, with the aim of helping new employees smoothly integrate into the team in a comfortable and secure environment.
   - As of December 31, 2025 71 individuals completed the orientation.
2. **Enhancing employees' professional capabilities: External education and training**

- To enhance employees' professional capabilities, the company introduces external perspectives and innovative thinking, while responding to regulatory and industry requirements, by arranging external education and training programs from time to time.
- As of December 31, 2025, 19 external education and training sessions covering different courses were arranged.

3. **Encouraging employees to pursue continuous self-improvement: language learning subsidy program**
   - To encourage employees to pursue continuous self-improvement, enhance their foreign language skills, and strengthen their competitiveness in the workplace, the Company has established regulations for language learning subsidies. Employees who meet the eligibility requirements may apply for a subsidy covering 50% of the cost of language learning courses, with a maximum annual subsidy of NTD 8,000 per person.
   - As of December 31, 2025, two employees have applied for the language learning subsidy.

5.4 Social Participation

ASRock Rack upholds the spirit of “giving back to society.” While pursuing business growth, the Company also fulfills its social responsibility by giving back its profits to people and society, creating mutually beneficial value for both the Company and society.

Addressing Issues Facing Community Development

ASRock Rack has a long-standing presence in Beitou District, Taipei City, and has maintained a long-term focus on the needs of local social welfare and care institutions. To promote local community development, ASRock Rack supports the operations of social welfare institutions through practical actions and donations, with the aim of providing more stable care and resources for disadvantaged groups and establishing a mutually supportive and prosperous relationship with the community.

In 2025, ASRock Rack donated NTD 50,000 each to the “Holy World Children’s Home” and the “Taipei Private Yangming Nursing Center,” supporting childcare and elderly care services through concrete actions.

Supporting Social Welfare Organizations

To fulfill its corporate social responsibility and translate its care for society into concrete actions, ASRock Rack continues to support disadvantaged groups each year by purchasing charitable products. Through the strength of the Company, disadvantaged groups can receive greater support in their development, while the Company can also grow together with society through the process of giving back to the community.

In 2025, ASRock Rack purchased Mid-Autumn Festival gift boxes from Bear House as gifts for employees, placing a total order of NTD 30,600 worth of gift box products.



Appendix I GRI Disclosure Content Table

Statement of use	ASRock Rack Incorporation has prepared and published its 2025 Sustainability Report in accordance with the GRI Standards. The data and information disclosed cover the period from January 1 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	None

General disclosures				
Disclosure Standard	**Disclosure Item**	**Chapter Reference, Omission or Explanation**	**SDGs Reference**	**Page No.**
GRI 2: General disclosures 2021	2-1 Organizational details	About ASRock Rack	-	4
	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 Information restatement	None	-	-
	2-5 External guarantee/assurance	About the report	-	2
	2-6 Activities, value chain and other business relationships	3.1 Supply Chain Relationships	-	30
	2-7 Employees	5.1 Human Resources Structure	SDG 8	50~51
	2-8 Workers who are not employees	5.1 Human Resources Structure	SDG 8	51
	2-9 Governance structure and composition	1.1 Sustainability Promotion Task Force	-	6
		2.1 Corporate Governance	SDG 5 SDG 9	16
	2-10 Nomination and selection of the highest governance body	2.1 Corporate Governance	SDG 5 SDG 16	17
	2-11 Chair of the highest governance body	2.1 Corporate Governance	SDG 16	16
	2-12 Role of the highest governance body in overseeing the management of impacts	2.1 Corporate Governance	SDG 16	16
	2-13 Delegation of responsibility for managing impacts	1.1 Sustainability Promotion Task Force	SDG 16	6
	2-14 Role of the highest governance body in sustainability reporting	1.1 Sustainability Promotion Task Force	SDG 16	6
	2-15 Conflicts of interest	2.1 Corporate Governance	SDG 16	17
	2-16 Communication of critical concerns	1.1 Sustainability Promotion Task Force	SDG 16	6

General disclosures				
Disclosure Standard	**Disclosure Item**	**Chapter Reference, Omission or Explanation**	**SDGs Reference**	**Page No.**
	2-17 Collective knowledge of the highest governance body	2.1 Corporate Governance	-	17
	2-18 Evaluation of the performance of the highest governance body	2.1 Corporate Governance	-	18
	2-19 Remuneration policies	2.1 Corporate Governance	-	20~21
	2-20 Process to determine remuneration	2.1 Corporate Governance	-	20
	2-21 Annual total remuneration ratio	Reason for omission: Confidentiality constraints Due to the salary confidentiality obligations stipulated in the Company's employment and confidentiality agreements, the information is not disclosed based on the principle of contractual good faith.	-	-
	2-22 Statement on sustainable development strategy	Message from management	-	3
	2-23 Policy commitments	5.3 Employee Rights	SDG 16	54~55
	2-24 Embedding policy commitments	5.3 Employee Rights	-	56~58
	2-25 Processes to remediate negative impacts	2.1 Corporate Governance	-	21
	2-26 Mechanisms for seeking advice and raising concerns	2.1 Corporate Governance	SDG 16	21
	2-27 Compliance with laws and regulations	2.1 Corporate Governance	-	22
	2-28Membership in associations and organizations	About Asrock Rack	-	4
	2-29 Approach to stakeholder engagement	1.2 Stakeholder Communication and Engagement	-	7~9
	2-30 Collective bargaining agreements	5.3 Employee Rights		58

Material topics				
Disclosure Standard	**Disclosure Item**	**Chapter Reference, Omission or Explanation**	**SDGs Reference**	**Page No.**
GRI 3: Material topics 2021	GRI 3-1 Process to determine material topics	1.3 Identification of Material Topics	-	10~12
	GRI 3-2 List of material topics	1.3 Identification of Material Topics	-	10~12
	GRI 3-3 Management of material topics	1.3 Identification of Material Topics	-	13~15
◎ Sustainability Topic: Operational Performance Note				
GRI 201: Economic Performance 2016	GRI 201-1: Direct Economic Value Generated and Distributed by the Organization	2.2 Operating Performance	SDG 8	23
	GRI 201-4: Financial Assistance Received from Government	2.2 Operating Performance	-	23
◎ Sustainability Topic: Employee Welfare and Compensation				
GRI 201: Economic Performance 2016	GRI 201-3: Defined Benefit Plan Obligations and Other Retirement Plans	5.3 Employee Rights	-	54
GRI 401: Employment 2016	GRI 401-1: New Employee Hires and Employee Turnover	5.1 Human Resources Structure	SDG 5 SDG 8 SDG 10	51~52
	GRI 401-2: Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-time Employees	5.2 Employee Salaries and Benefits	SDG 3 SDG 5 SDG 8	53
	GRI 401-3: Parental Leave	5.3 Employee Rights	SDG 3 SDG 5 SDG 8	57~58
◎ Sustainability Topic: 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	17
		5.1 Human Resources Structure		50~51
	GRI 405-2: Ratio of Basic Salary and Remuneration of Women to Men	5.2 Employee Salaries and Benefits	SDG 5 SDG 8 SDG 10	52
GRI 406: Non-discrimination 2016	GRI 406-1: Incidents of Discrimination and Corrective Actions Taken by the Organization	5.3 Employee Rights	SDG 5 SDG 8	56
◎ Sustainability Topic: 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	46~47

Material topics				
Disclosure Standard	**Disclosure Item**	**Chapter Reference, Omission or Explanation**	**SDGs Reference**	**Page No.**
	GRI 416-2: Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services	4.5 Green Design	SDG 16	46~47

Note: As the financial impacts of climate change have minimal impact on operational performance, they are classified separately as two sustainability topics, namely “Climate Change Management” and “Operational Performance,” and incorporated into the material topic identification and stakeholder engagement processes. It was determined that “Climate Change Management” is not a material topic and therefore is omitted from GRI 201-2.

Other general disclosures				
Disclosure Standard	**Disclosure Item**	**Chapter Reference, Omission or Explanation**	**SDGs Reference**	**Page No.**
GRI 204: Procurement Practices 2016	GRI 204-1 Proportion of Spending on Local Suppliers	3.1 Supply Chain Relationships	SDG 8	31
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	43~44
	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 Emissions 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	58
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	51
		5.3 Employee Rights		57
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	57
GRI 418: Customer Privacy 2016	GRI 418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	2.5 Information Security Management and Personal Data Protection	SDG 16	28~29

Appendix II SASB Standards Cross-Reference Table: Technology Hardware Industry

Topic	Indicator Number	Indicator Content	Page No.	Description
Product Safety	TC-HW-230aS.1	Description of the approach to identifying and addressing risks related to product data security	28~29	ASRock Rack implements measures such as firewalls, antivirus software, vulnerability scanning, backups, and access controls to strictly manage the Company's internal data and control data security risks.
Employee Diversity and Inclusion	TC-HW-330a.1	Percentage of representation by (1) gender and (2) diverse groups for (a) senior management, (b) non-senior management, (c) technical staff, and (d) all other employees	66	ASRock Rack has disclosed employee diversity and inclusion data. Please refer to the complete table.
Product Lifecycle Management	TC-HW-410a.1	Percentage of product revenue from products containing IEC 62474 declarable substances	-	The components comprising the Company's products (servers) are all verified through the Green Product Management System (GPMS). However, certain peripheral promotional products are not electrical and electronic products and are therefore excluded.
	TC-HW-410a.2	Percentage of product revenue from eligible products that meet the requirements for registration under the Electronic Product Environmental Assessment Tool (EPEAT) or equivalent standards	-	ASRock Rack currently has no products that meet the requirements for EPEAT registration. The Company has initiated an assessment and planning process regarding the feasibility of registering its products with EPEAT.
	TC-HW-410a.3	Percentage of product revenue from eligible products certified for energy efficiency	48~49	ASRock Rack currently has no products certified for energy efficiency by a third party. ASRock Rack is gradually developing energy-saving products, such as VRM circuits that use high-efficiency, low-power inductors, reduce MOSFET temperatures, and adopt ICs with automatic phase control. These approaches can effectively utilize energy and reduce losses, thereby achieving energy savings.

Topic	Indicator Number	Indicator Content	Page No.	Description
	TC-HW-410a.4	Weight of end-of-life products and electronic waste recovered; percentage recycled	45	(1) If products are disposed of by consumers, they are outside the scope of ASRock Rack's operational control. Therefore, the recovered weight and recovery rate are not calculated. (2) The total recovered weight of waste is estimated at 7,005.8 kg. The recycling rate for the electronic waste category is omitted this year, as the data collection mechanism is still being established.
Supply Chain Management	TC-HW-430a.1	Percentage of first-tier supplier facilities audited under the Responsible Business Alliance (RBA) Validated Assessment Program (VAP) or an equivalent process, by (a) all facilities and (b) high-risk facilities	31~34	ASRock Rack currently does not adopt the VAP and instead manages and evaluates the performance of its supply chain through its internal management processes. For details, please refer to Section 3.2 Supply Chain Management.
	TC-HW-430a.2	Percentage of non-conformities among first-tier suppliers for (a) priority non-conformities and (b) other non-conformities, including (1) the percentage of non-conformities that do not comply with the Responsible Business Alliance (RBA) Validated Assessment Program (VAP) or an equivalent process, and (2) the percentage of associated corrective actions		
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	-	ASRock Rack outsources all production and works with multiple contract manufacturers to diversify supply chain risks.

Activity Indicator	Category	Unit	Indicator Number	Page No.	Description
Number of units produced, by product category	Quantitative	Number	TC-HW-000.A	66	ASRock Rack primarily engages in the sale of server peripheral products. Therefore, product sales volume and sales amount are selected as the main disclosure

Activity Indicator	Category	Unit	Indicator Number	Page No.	Description
					indicators, with the statistical scope consistent with that of the parent-company-only financial reports.
Area of manufacturing facilities	Quantitative	Square meters (m²)	TC-HW-000.B	-	ASRock Rack's products are all manufactured by contract manufacturers. Since the production lines of the contract manufacturers are not dedicated exclusively to ASRock Rack's products, calculating the area of their production facilities would not accurately reflect ASRock Rack's actual situation.
Percentage of production from owned facilities	Quantitative	Percentage (%)	TC-HW-000.C	-	ASRock Rack does not own any production facilities, and all of its products are manufactured by external contract manufacturers.

◇ TC-HW-330a.1 Percentage of representation by (1) gender and (2) diverse groups for (a) senior management, (b) non-senior management, (c) technical staff, and (d) all other employees

Percentage of gender representation by employee category

	Male	Female
Senior management	71%	29%
Non-senior management	73%	27%
Technical employees	84%	16%
All other employees	19%	81%

Percentage of diverse groups (employees with disabilities) by employee category

	Employees with disabilities
Senior management	0%

Non-senior management	0%
Technical employees	0%
All other employees	2%

◇ TC-HW-000.A Number of units produced, by product category

Item	Sales volume	Sales revenue (NTD in thousand)
Server peripheral products	302,297	22,980,778
Others[Note]	-	1,894,745
Total	302,297	24,875,523

Note: The “Others” category includes some revenue from the sale of non-physical products. Due to the diverse nature of these items, the quantity cannot be quantified; therefore, sales volume is not presented.

Appendix III Assurance Statement

TÜVNORD

確信聲明書

永擎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)接受永擎股份有限公司(以下簡稱永擎)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) 確信範疇與永擎 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永擎遵循 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永擎的利害關係人。

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

永擎依循 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。

確信永擎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。
* 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

永擎透過問卷方式，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

永擎依循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

永擎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

永擎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

永擎永續報告書，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

永擎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。

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 與永擎為相互獨立的組織，在執行永續報告書查證時與永擎或是其任何附屬機構與利害關係人並無利益衝突，關於永擎的永續報告書，TUV NORD 依據與永擎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，由永擎負責回應。

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-TAN01

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

Assurance Statement

ASRock Rack Incorporation Sustainability Report

TUV NORD Taiwan Co., Ltd. (hereinafter referred to as TUV NORD) was commissioned by ASRock Rack Incorporation (hereinafter referred to as ASROCK RACK) 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 RACK 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 RACK 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 RACK.

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 RACK 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 RACK 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:

* 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 RACK 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 RACK 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 RACK 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 RACK 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.

GRI Sustainability Reporting Standards

ASROCK RACK 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 RACK are mutually independent organizations, and there is no conflict of interest with ASROCK RACK or any of its affiliates or interested parties when performing the verification of the sustainability report. Regarding the sustainability report of ASROCK RACK, TUV NORD bases on the ASROCK RACK verification agreement, and does not assume any legal or other responsibilities. ASROCK RACK 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

AA1000
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