

Innodisk Corporation

2025 Annual Report

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Annual report information query website: <https://mops.twse.com.tw/>

Company website: <https://www.innodisk.com>

I. Name, title, contact telephone number and e-mail address of the spokesperson and acting spokesperson

Spokesperson: Kuo, Kuang-Yao	Title: Assistant Vice President of Finance
Tel: (02)7703-3000	Email:ky_kuo@innodisk.com
Acting spokesperson: Yang, Fu-Ting	Title: Assistant Manager
Tel: (02)7703-3000	Email: flora_yang@innodisk.com

II. Address and telephone number of head office, branch and plant

Head Office Address: 5F, No. 237, Section 1, Datong Road, Xizhi District, New Taipei City Tel: (02)7703-3000

Address of Yilan Branch: No. 128, Yike Road, Yilan City, Yilan County Tel: (03)910-3300

Plant Address: 3F, 3F-1, 4F, No. 237, Section 1, Datong Road, Xizhi District, New Taipei City Tel: (02)7703-3000

Hsinchu Science Industrial Park, No. 128, Yike Road, Yilan City, Yilan County Tel: (03)910-3300

III. Name, address, website and telephone number of the stock transfer agency

Name: KGI Securities Co., Ltd.	Address: 5F, No. 2, Section 1, Chongqing South Road, Taipei City
Website: https://www.kgi.com.tw	TEL: (02)2389-2999

IV. Name, firm, address, website and telephone number of the CPA attesting the most recent annual financial statements.

CPAs: Yeh Tsui-Miao and Tu Chan-Yuan

Firm name: PwC Taiwan

Address: 27F, No. 333, Sec. 1, Keelung Road, Taipei City

Website: <https://www.pwc.tw>

Tel: (02)2729-6666

V. The name of any exchanges where the Company's securities are listed offshore, and the method by which to access information on the offshore securities: None.

VI. Company website: <https://www.innodisk.com>

Innodisk Corporation

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Letter to Shareholders

Dear shareholders:

In 2025, global AI applications continued to accelerate, driving significant growth in computing demand and simultaneously boosting structural demand for memory and storage equipment. From data centers and on-premise AI architectures in enterprises to edge AI applications deployed in industries, the market presented both opportunities and challenges, requiring companies to balance supply stability, technological advancements, and long-term strategy.

Faced with the rapid changes in the industrial environment, Innodisk continued to advance both its existing core business and new ventures. Corresponding to market fluctuations driven by changes in wafer foundry supply and demand, the Company remained committed to mutual growth and prosperity with its industry partners. While maintaining stable business operations, we implemented flexible supply strategies to ensure our long-term partners and customers receive consistent and reliable support, and to fulfill our commitments to the supply chain and the market. Simultaneously, we continued to invest in key technologies for next-generation computing and AI applications, and did not slow the pace of innovation despite market volatility.

In terms of innovative business development, Innodisk leveraged an edge AI strategy as a key driver for group growth. The Company was actively partnering with international leaders including NVIDIA, Intel, and Qualcomm, as well as system integrators and vertical-industry partners. By focusing on productization and software-hardware integration, Innodisk brought advanced computing architectures and accelerator technologies to real-world applications. Meanwhile, Innodisk continued to strengthen its position in computer vision and image sensing, aiming to be the intelligent eye for applications such as autonomous mobile robots and humanoid robots with its high-speed camera modules and related solutions, providing essential AI sensing capabilities.

In 2025, Innodisk relentlessly demonstrated growth momentum and further strengthened the Group's global market position in the AI era. Looking to the future, Innodisk will persist in driving the Group's long-term growth through three core pillars: "core data computing and storage, edge AI systems and solutions, and computer vision AI sensing". Building on a foundation of sound operations, the Company will expand the practical impact of edge AI applications in industrial and enterprise settings.

The Company's operating results for 2025 and the operating outlook for 2026 are as follows

I. The previous year's business plan implementation results:

(i) The previous year's business plan implementation results:

In 2025, Innodisk continued to build on its "Architect Intelligence" brand proposition, further deepening its core strategy of AI-driven industry solutions. Moreover, with the expansion of the Group's product lines and solution portfolio, Innodisk will further advance a comprehensive upgrade of its brand system. Within the year, Innodisk completed the construction of a new brand identity system, and the new version of its global official website officially launched. By clarifying product positioning and restructuring its service framework, and integrating global multilingual content with localized information, the Company strengthened global market communication efficiency and service depth. By taking this approach, we have laid a more solid foundation for the Group's international expansion and the establishment of its edge AI brand.

In terms of products and business development, we joined forces with key international partners including NVIDIA, Intel, and Qualcomm to co-host the "AI Beyond the Edge: Cross-Domain Synergy and Intelligent Innovation" AI industry forum. The event gathered over 1,200 industry experts and professionals both online and offline to explore the practical applications of AI in the industry. Through cross-core, cross-platform technical discussions and case studies,

we further solidified our role as an integrator within the edge AI ecosystem and reinforced the Group's strategic positioning.

Meanwhile, in the field of computer vision, the Company continued to deepen the integration of visual sensing camera modules and edge AI computing platforms into professional applications, developing scalable AI solutions adaptable to diverse computing architectures and driving AI from proof-of-concept to practical implementation. Furthermore, we collaborated with global leaders in industrial PCs and partners in vertical markets, combining our respective strengths in products and technology. By doing so, we successfully created deployable turn-key solutions – including those for heavy machinery and smart fleet management – helping customers accelerate AI adoption and reduce integration complexity. As part of this process, Innodisk further clarified its “keystone” position within the edge AI ecosystem and strengthened market understanding of the Company's role and value.

In terms of market performance, Innodisk consistently ranks first globally in market share for industrial-grade SSDs and is among the top ten global DRAM brands. Furthermore, its product innovations have received numerous accolades both domestically and internationally, including the Embedded World – Best in Show and the Taiwan Excellence Award. Our achievements demonstrate the Company's overall competitiveness in product quality, technological innovation, and application value.

In terms of corporate governance and sustainable operations, Innodisk has continued to deepen its ESG practices and fully implement its strategies. The biodiversity and migratory bird conservation initiative launched in 2024 has now been expanded to include the Group's supplier partners, broadening the mutually beneficial value chain and strengthening its sustainability impact. Regarding information security and compliance, the Company has officially obtained IEC 62443-4-1 international certification, completing an upgrade to industrial control system cybersecurity. This allows us to provide security safeguards covering “full product lines and full life cycles” in edge AI and industrial control applications, and to proactively prepare for future regulations such as the EU's CRA requirements.

Innodisk's sustainability efforts have also received widespread recognition. In 2025, we were honored with the "CommonWealth Magazine Sustainable Citizen Award", the "CommonWealth Magazine Sustainable Talent Award", and the "Parenting Magazine Friendly Family Workplace Award", showcasing our long-term dedication and continuous improvement in governance, talent development, and workplace culture. Meanwhile, the Group officially established the “Sustainable Development and Information Security Committee”, formally integrating sustainability and information security strategies into its core corporate governance framework. This systematic approach ensures close alignment between sustainability goals and operational decisions, further strengthening the Company's resilience in the face of global sustainability trends and evolving industry dynamics.

(ii) Budget implementation status:

The Company did not issue public financial forecasts for 2025, therefore there is no need to disclose budget implementation status.

(iii) Analysis on financial revenue & expenditure and profitability:

Last year, the Company's operating revenue was NT\$14,261,262 thousand, a significant 60% increase from the previous year. Net income attributable to owners of the parent company was NT\$2,035,643 thousand, with earnings per share of NT\$21.72, demonstrating strong profitability. The net receivable balance was NT\$3,292,313 thousand at the end of last year, an increase of NT\$2,108,193 thousand compared to the end of the previous year, due to revenue growth. Last year, in response to rising upstream chip prices and increased market demand, the Company began building up its inventory. Year-end inventory totaled NT\$5,385,202 thousand, up NT\$3,741,427 thousand from the end of the previous year. The current liabilities at the end of last year increased by NT\$3,372,857 thousand from the end of the previous year. Long-term

liabilities remained relatively stable, and the overall debt-to-equity ratio increased by 16% year-over-year to 37%. The financial structure remains healthy. Overall, last year revenues and net profits increased significantly, driven by growth in both product prices and market demand. The Company will continue to develop core product technologies and optimize supply chain management, while also prioritizing work-life balance for employees and maximizing value for stakeholders.

(iv) R&D status:

Innodisk consistently prioritizes technological innovation, employing the NPDP R&D process standard in the international electronics industry. By adhering to principles of rigorous quality management and forward-looking innovation, the Company continues to increase investment in R&D resources and funding, strengthen its key technology development, and enhance its software and hardware integration capabilities. This differentiated, high-intensity R&D approach serves as a crucial foundation for the Company's long-term, stable growth. At the same time, the Company has implemented the Taiwan Intellectual Property Management System (TIPS). Through a comprehensive intellectual property management framework and strategic patent portfolio, we are strengthening the protection and efficient utilization of our R&D outcomes. This enhances our overall innovation capabilities and corporate competitiveness.

In response to the next generation of system requirements driven by AI and high-performance computing, Innodisk will continue to deepen its R&D efforts in memory and storage technology. In terms of new memory architectures, the Company has taken the lead in deploying and launching CAMM2 and LPCAMM2 memory modules. Notably, LPCAMM2 received a Taiwan Excellence Award for its innovative flat-mount design, which greatly simplifies motherboard routing, saves installation space, and effectively eliminates residual signal issues common in traditional slots, thereby enhancing signal integrity. Combined with the high bandwidth and low voltage of LPDDR5X, it provides key memory solutions for thin and light edge AI systems and rugged devices. In addition, Innodisk has also been the first to launch industrial-grade DDR5 7200 RDIMM memory, addressing the critical need for high-speed, stable, and consistently supplied memory in AI and data center applications. This further strengthens the Company's technology leadership in the high-end industrial and enterprise markets. In the storage field, the Company continues to invest in high-performance PCIe Gen5 technology and is launching E3.L data center SSDs to address future market scalability needs. These SSDs balance high data transfer speeds, thermal design, and enterprise-level reliability to meet the demands of high-density, high-stability applications in AI and cloud computing environments.

In terms of computer vision and AI sensing technology, Innodisk continues to expand its embedded camera module product line. Beyond its exclusive, Taiwan Excellence Award-winning MIPI over Type-C patented technology, the Company has further launched a GMSL2™ camera module and paired it with custom adapter board designs to enhance long-distance, high-stability image transmission capabilities. Through modular design and cross-platform compatibility, we assist system integrators and end customers in deploying image sensing systems faster and improving overall application flexibility.

As for the integration of edge AI systems and heterogeneous computing, Innodisk and its subsidiary, Aetina, have continuously launched a number of highly integrated edge AI solutions. Among them, the APEX-P200 edge AI system integrates high-performance GPU computing and industrial-grade reliability in a compact form factor, delivering multiple image streaming and AI inference capabilities. The system supports applications in smart manufacturing, transportation, and retail, among others. The AIP-FR68S AI agent edge computing workstation breaks through traditional architectural limitations by supporting both data center- and workstation-class GPUs, and is compatible with NVIDIA and Qualcomm AI accelerator cards. The workstation enables the deployment of large language models and combines cloud and out-of-band management for

faster enterprise AI adoption. The AIP-MURE multi-accelerator card edge AI inference system utilizes a fanless design to support multiple M.2 AI accelerator cards for stacked computing, achieving high performance and scalability in an extremely compact volume, showcasing the Group's R&D achievements in heterogeneous integration and sustainable design.

Overall, Innodisk will continue to focus its R&D efforts on memory, storage, edge AI systems, and image sensing. The Company will combine its software-hardware integration capabilities and cross-platform compatibility design to meet new market demands for high computing power and novel computing architectures. This not only strengthens the Group's existing leadership in the industrial control market but also accelerates its expansion into edge AI and enterprise AI applications, laying a solid R&D foundation for the Group's long-term growth.

II. The business plan of this year is outlined as following:

(i) The current business policy:

For the upcoming year, Innodisk will focus its business on three key pillars: “core data computation and storage, edge AI systems and solutions, and computer vision AI sensing”. We will continue to leverage our software-hardware integration capabilities and high degree of customization to strengthen our differentiated positioning. For brand management, the Company has deepened its focus on the “Architect Intelligence” brand communication strategy and remains consistently ranked among Taiwan's top international brands by the Industrial Development Administration, Ministry of Economic Affairs. At the same time, the Company will broaden its solution offerings – encompassing storage, vision sensing, edge AI computing, model inference, and remote management – to reinforce collaboration with global tech giants and vertical market partners on key technologies and real-world applications. By focusing on two core application markets – Industry AI and Enterprise AI – Innodisk will continue to collaborate with ecosystem partners to elevate its edge AI capabilities, enhance brand visibility and recognition in international markets, and drive simultaneous growth in brand value and business performance.

(ii) Expected sales volume and basis thereof, and important production and marketing policy:

Our company has compiled sales forecasts for 2026 based on historical product line and regional market sales performance, taking into account existing orders for this year, delivery plans provided by customers, and project requirements. These forecasts have been approved by the Board of Directors. Our manufacturing units then arrange capacity and production schedules according to these expected sales targets.

In business development, Innodisk not only upholds a spirit of professional, highly customized service excellence to continue deepening cooperation with global partners and existing customers, but also extensively serves local markets through 25 locations spanning Asia, Europe, and the Americas. The abundant production capacity at the Manufacturing Centers-Phase I and II in Yilan allows the company to fully respond to market changes and global large-scale project needs, ensuring a stable supply. This also provides strong support for the group and its subsidiaries as they pursue niche markets like edge AI and computer vision applications.

III. The Company's future development strategies:

At present, global edge AI development has moved from the technology introduction phase to a stage of large-scale deployment and value validation. Looking ahead to 2026, the core challenge for industry and businesses has shifted from "whether to adopt AI" to "how to reliably and scalably adopt AI while balancing performance, cost, security, and data sovereignty." As the AI framework gradually extends from the cloud to the edge and on-premises environments, two major application markets – Industry AI and Enterprise AI – are rapidly taking shape.

With 20 years of deep experience in the industrial control and embedded markets, and leveraging its long-term software and hardware integration capabilities, Innodisk has successfully transformed from a data-centric company to an AI leader. As edge AI becomes

increasingly prevalent, Innodisk has clearly positioned itself as a “key cornerstone” for application implementation. The Company integrates AI architectures and accelerator technologies from leading international manufacturers such as Intel, NVIDIA, and Qualcomm. Through productization and system integration, we help customers overcome the barriers to AI adoption and accelerate the transition of applications from proof of concept to practical deployment.

In terms of market layout, Innodisk will continue to focus on these two high-potential application areas. In the Industry AI market, we are deepening partnerships with global industry leaders, developing high-value industry applications, and expanding into vertical sectors including smart manufacturing, transportation, automation, smart healthcare, retail, and smart cities. This strengthens real-time identification, real-time AI services, and remote monitoring capabilities, helping to optimize operational efficiency at the edge. In the Enterprise AI market, we focus on network communications, switches, data centers, enterprise on-premises AI, LLMs, VLMs, and multi-modal application architectures, helping enterprises enhance decision quality and operational resilience while maintaining data security and compliance.

High-performance data processing, storage, and sensing capabilities are essential foundations for deploying AI. Innodisk will continue to invest in next-generation memory and high-speed interface technologies, including CXL memory architecture and PCIe Gen5, among other industrial-grade solutions, to help customers overcome system performance bottlenecks and sustain the growth of AI workloads. In response to the rapid expansion of computer vision applications, Innodisk will also accelerate the development of new products related to embedded cameras and image sensors, and integrate the Group’s edge AI computing platform to create a comprehensive, one-stop AI machine vision solution encompassing sensing, computing, and analysis.

For the Group's AI development strategy, Innodisk will continue to focus on three core values: 1. Scalable edge AI architecture through point-to-area deployment and flexible adaptation; 2. Enhancing technology value and increasing the added value of overall solutions by investing in software and firmware; and 3. Promoting ecological prosperity through heterogeneous integration and collaboration with international AI technology leaders and industry partners to expand the ecosystem’s influence.

In light of the rapid development of generative AI, Agentic AI, and multi-modal applications, Innodisk will collaborate with its ecosystem partners to help customers steadily expand from proof-of-concept (POC) to large-scale deployments, continuously building a track record and securing long-term order momentum to create stable and sustainable corporate value.

IV. Impact from competitive environment, regulatory environment and overall operating environment:

While continuing to promote operational growth and profit improvement, the Company also highly values corporate sustainability, fully implementing ESG principles across areas including environmental sustainability, talent development, social participation, corporate governance, green products, and information security. The Company has passed third-party verification and obtained ISO 9001 quality management system certification, as well as IECQ: QC080000 hazardous substance process management, ISO14001 environmental management system, ISO 45001 occupational safety and health management, ISO 27001 information security management, and ISO 14064-1 greenhouse gas inventory, along with other related certifications, continuously enhance operational resilience and management systems.

In terms of the environment, the Company references the TNFD framework and has developed a three-year biodiversity action plan for Wuwei River in Yilan County. This plan involves collaboration with supplier partners and the local Wuwei River Cultural and Educational Promotion Association in tree-planting activities to establish windbreaks. The Company also participated in the “Ocean Sustainability Action Awards” organized by the Ocean Conservation Administration of the Ocean Affairs Council and was recognized as an “Ocean Conservation ESG Company”. We will continue to safeguard the environment with sincerity and

enthusiasm, practice sustainability in giving back to society, and actively participate in ecological conservation and natural capital management. In terms of social responsibility, since the establishment of the Innodisk Foundation in 2016, we have long focused on the education of disadvantaged students. Through the promotion of the “Future Talent Dream Building Program”, we invite professional experts to share their knowledge with students to inspire their career paths and dreams, and serve as a guide and support system on their educational journey. In addition, we have also collaborated with local schools and community organizations, embodying a spirit of proactive thinking, to conduct electricity safety education and small appliance maintenance for elderly and solitary seniors at home. We foster a “horizontal network of social care” through local public welfare initiatives. Regarding corporate governance, the Company has established a “Sustainable Development and Information Security Committee” in accordance with the corporate governance 3.0 blueprint promoted by the competent authority. The chairman serves as the committee chair to drive internal improvements in sustainability and strengthen corporate governance. The results of the Committee are also reflected in the corporate governance evaluation results of the competent authority, enabling the Company to consistently rank among the top performers among the listed companies. The Company also demonstrates its strong competitiveness in board operations, information transparency, shareholder rights protection, and sustainable governance.

Faced with intensifying industry competition and a rapidly changing regulatory environment, the Company not only ensures compliance with relevant laws and regulations but also continuously monitors domestic and international industry trends and policy development. At the same time, the Company maintains the flexibility to adjust its operating strategies to respond to potential risks and opportunities promptly, thereby strengthening its long-term competitive advantage. In the future, the Company will continue to adhere to the business philosophy of "innovation, discipline, and sharing" and steadily advance towards its goal of becoming a globally competitive benchmark enterprise.

Chairman:

Manager:

Head of Accounting:

Two. Corporate Governance Report

I. Information on directors, supervisors, general managers, vice presidents, assistant general managers, and officers of departments and branches.....

(i) Information on directors and supervisors

1. Directors and supervisors

April 10, 2026

Title	Nationality or place of registration	Name	Gender & Age	Date elected or appointed	Term of office	Date first elected or appointed	Shareholding when elected or appointed		Shareholding now		Shareholding of spouse and minor children now		Shareholding in the name of others		Major Experience (Education)	Concurrent positions in the Company and other companies now	Spouse or relatives within the second degree of kinship who are officers, directors or supervisors of the Company			Remarks
							Number of Shares	Ownership	Number of Shares	Ownership	Number of Shares	Ownership	Number of Shares	Ownership			Title	Name	Relationship	
Chairman	ROC	Chien, Chuan-Sheng	Male 51~60	2024.05.31	3 years	2010.06.08	1,502,443	1.70%	1,674,163	1.74%	-	-	-	-	Department of Mechanical Engineering, Tamkang University Master of Mechanical Engineering, National Central University Entrepreneur Class, National Chengchi University General Manager of Innodisk Corporation	General Manager of Innodisk Corporation Chairman of Innodisk Shenzhen Corporation Director of Innodisk USA Corporation Representative and Director of Innodisk Japan Corporation Director of Innodisk Europe B.V. Director of Innodisk France SAS Director, Innodisk Germany GmbH Chairman of Mauritius Innodisk Global-M Representative of a corporate director/Chairman of Aetina Corporation Representative of a corporate director of Millitronic Co., Ltd. Representative of a corporate director of SysInno Technology Inc. Independent Director of ANPEC ELECTRONICS CORPORATION	-	-	-	Note 1
Director	ROC	Lee, Chung-Liang	Male 61~70	2024.05.31	3 years	2005.03.16	1,982,298	2.24%	2,062,283	2.14%	738,859	0.77%	-	-	Department of Management Science, National Chiao Tung University Graduate School of Management Research, Tamkang University General manager of Power Quotient International	Chairman of Rui Ding Investment Co., Ltd. Director of I-Media Tech Co., Ltd. Director of Aetina Corporation	-	-	-	-
Director	ROC	Hsu, Shan-Ke	Male 71~80	2024.05.31	3 years	2012.12.17	0	0.00%	0	0.00%	-	-	-	-	Department of Management Science, National Chiao Tung University MBA, National Chengchi University Deputy Chief Executive Officer of the General Management Office of Yulon Group Chairman of Xinyang Management Consulting (Stock) Company	Chairman of 3R LIFE SCIENCES TAIWAN LTD Representative of Corporate Director of Acme Electronics Corporation Independent Director of Winbond Electronics Corp.	-	-	-	-
Director	ROC	Chu, Ching-Chung	Male 51~60	2024.05.31	3 years	2012.12.17	1,690,499	1.91%	1,758,710	1.83%	14,598	0.02%	-	-	Department of Management Science, National Chiao Tung University Master of Management Science, National Chiao Tung University	Adjunct Professor of the Department of Management Science, National Yang-Ming Chiao Tung University Director of Aetina Corporation	-	-	-	-

Title	Nationality or place of registration	Name	Gender & Age	Date elected or appointed	Term of office	Date first elected or appointed	Shareholding when elected or appointed		Shareholding now		Shareholding of spouse and minor children now		Shareholding in the name of others		Major Experience (Education)	Concurrent positions in the Company and other companies now	Spouse or relatives within the second degree of kinship who are officers, directors or supervisors of the Company			Remarks
							Number of Shares	Ownership	Number of Shares	Ownership	Number of Shares	Ownership	Number of Shares	Ownership			Title	Name	Relationship	
															General Manager of Kobayashi Optical Co., Ltd.	Executive Director of Association Leader of Small & Medium Enterprise				
Corporate director	ROC	Rui Ding Investment Co., Ltd.	-	2024.05.31	3 years	2010.06.08	6,821,307	7.72%	7,096,550	7.36%	-	-	-	-	-	-	-	-	-	-
	ROC	Wu, Hsi-Hsi	Male 51~60	2024.05.31	3 years	2021.07.08	137,691	0.16%	147,600	0.15%	-	-	-	-	Department of Information Engineering, Fu Jen University Engineer of Power Quotient International Engineer of Jizhi Technology	Vice president of industrial control flash business division Innodisk Corporation	-	-	-	-
Independent Director	ROC	Wang, Yin-Tien	Male 61~70	2024.05.31	3 years	2021.07.08	0	0.00%	0	0.00%	-	-	-	-	PhD in Mechanical Engineering, University of Pennsylvania, USA Associate Professor of the Department of Mechanical and Mechatronic Engineering, Tamkang University	Professor of the Department of Mechanical and Electrical Engineering and the Department of Artificial Intelligence, Tamkang University Independent Director of Chant Sincere Co. Ltd.				
Independent Director	ROC	Lin, Wei-Li	Male 51~60	2024.05.31	3 years	2021.07.08	0	0.00%	0	0.00%	-	-	-	-	PhD, Graduate School of Information Management, National Chiao Tung University Chief Technology Officer of TAILYN TECHNOLOGIES, INC. Vice president, GOOD WAY TECHNOLOGY CO., LTD. Chief Technical Officer of R&D General Management Office of New Jippo Group Vice President of Business and Chief Assistant to General Manager of Unizyx Holding Corp./MitraStar Technology Corp. Vice president/Executive Vice president of Greater China of Groundhog Senior Manager of Asia Pacific Telecom	General Counsel of Lane 55 Slow Workshop Corporate supervisor representative of NUWA ROBOTICS Chief Strategy Officer (CSO, Chief Strategy Officer), The Cayman Islands NUWA Robotics Corp. Hong Kong Subsidiary – Taiwan Branch	-	-	-	-
Independent Director	ROC	Young, Kai-Charn	Female 61~70	2024.05.31	3 years	2021.07.08	0	0.00%	0	0.00%	-	-	-	-	Department of Business Administration, National Chengchi University MBA, Kansas State University, USA Entrepreneur Class, National Chengchi University Senior Vice president and Head of Entrepreneurship and Industrial Investment Department of CDIB Capital Group. General Manager of CDIB Capital Management Corporation and CDIB Venture Capital Corporation	Independent Director of Sinopower Semiconductor Inc. Independent Director of WPG Holdings Limited Director of Young Shine Electric Co., Ltd. Independent Director, ASPEED TECHNOLOGY INC.	-	-	-	-
Independent Director	ROC	Lo, Su-Shun	Male 61~70	2024.05.31	3 years	2021.07.08	0	0.00%	0	0.00%	-	-	-	-	Department of Medicine, National Yang-Ming University Professor of Surgery, National Yang-Ming University Attending Physician of General Surgery of Taipei Veterans General Hospital Associate Dean of Yang-Ming	Appointment Physician of National Yang-Ming Chiao Tung University Hospital	-	-	-	-

Title	Nationality or place of registration	Name	Gender & Age	Date elected or appointed	Term of office	Date first elected or appointed	Shareholding when elected or appointed		Shareholding now		Shareholding of spouse and minor children now		Shareholding in the name of others		Major Experience (Education)	Concurrent positions in the Company and other companies now	Spouse or relatives within the second degree of kinship who are officers, directors or supervisors of the Company			Remarks
							Number of Shares	Ownership	Number of Shares	Ownership	Number of Shares	Ownership	Number of Shares	Ownership			Title	Name	Relationship	
														University Hospital Dean of Yang-Ming University Hospital						

Note 1: There is one person to serve as the Chairman and General Manager of the Company due to the needs of the business operation; therefore, there are four independent directors appointed to serve; also, a majority of the directors is not a managerial office or an employee of the Company that helps the Board of Directors maintain objectivity and keep supervisory power intact.

2. Major shareholders of corporate shareholders

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Names of corporate shareholders	Major shareholders of corporate shareholders
Rui Ding Investment Co., Ltd.	Lee, Chung-Liang (27.97%), Huang, Su-Fen (23.74%), Lee, Li-Hsuan (16.15%), Lee, Cheng-Jui (16.15%)、Lee, Tai-Ju (15.99%)

3. Information on directors and supervisors

(1) Information on directors and supervisors

Name	Criteria	Professional qualification and experience	Independence	Number of other public companies in which the individual is concurrently serving as an independent director
Chien Chuan-Sheng		<ol style="list-style-type: none"> 1. Possess leadership (Chairman) and experience that needs by the Board of Directors and more than five years of experience in business operation. (See P.7~9 Director Profile) 2. Possess the ability and professional experience in business judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market perspective, leadership, and decision-making. 3. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act. 	<ol style="list-style-type: none"> 1. Spouse or relatives within the second degree of kinship are not directors or employees of the Company or the Company's affiliates. 2. The principal, spouse, or a relative within the second degree of kinship who is not providing auditing service to the Company or affiliated enterprises, or a professional individual who provides business, legal, finance, accounting service or consultation, proprietorship, partnership, shareholders of a company or institution, partner, director (executive), supervisor, managerial officers and their spouses who received less than NT\$500,000 remuneration accumulatively in the last 2 years. 	1
Lee Chung-Liang		<ol style="list-style-type: none"> 1. Possess leadership (Chairman) and experience that needs by the Board of Directors and more than five years of experience in business operation. (See P.7~9 Director Profile) 2. Possess the ability and professional experience in business judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market perspective, leadership, and decision-making. 3. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act. 	<ol style="list-style-type: none"> 3. Not a director (executive), supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company (however, if the specified company or institution holds 20% or more and no more than 50% of the total number of issued shares of the Company; also, independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, the Company, the parent or subsidiary company, or a subsidiary of the same parent, this restriction does not apply). 	0
Hsu Shan-Ke		<ol style="list-style-type: none"> 1. Have over 5 years of leadership experience as a member of the board of directors (chairman) or leadership experience required by the Company's operations (see P.7~9 Director Profile) 2. Possess the ability and professional experience in business judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market perspective, leadership, and decision-making. 3. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act. 	<ol style="list-style-type: none"> 4. The shareholding and shareholding ratio of the principal, spouse, and relatives within the second degree of kinship see P.7~9 Director Profile. 	1
Chu Ching-Chung		<ol style="list-style-type: none"> 1. Possess leadership and experience that needs by the Board of Directors and more than five years of experience in business operation. (See P.7~9 Director Profile) 2. Possess the ability and professional experience in business judgment, accounting and financial analysis, business management, crisis management, international market perspective, leadership, and decision-making. 3. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act. 		0
Rui Ding Investment Co., Ltd. Representative: Wu Hsi-Hsi		<ol style="list-style-type: none"> 1. Possess leadership and experience in business operation for more than 5 years. (See P.7~9 Director Profile) 2. Possess the ability and professional experience in business judgment, business management, crisis management, industry knowledge, international market perspective, leadership, and decision-making. 3. There is no occurrence of any of the circumstances 		0

	as stated in Article 30 of the Company Act.	
Wang Yin-Tien	<ol style="list-style-type: none"> 1. Possess leadership and experience that needs by the Board of Directors/remuneration committee/audit committee and more than five years of experience in business operation. (See P.7~9 Director Profile) 2. Possess the ability and professional experience in business judgment, business management, crisis management, industry knowledge, international market perspective, leadership, and decision-making. 3. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act. 	1
Lin Wei-Li	<ol style="list-style-type: none"> 1. Possess over five 5 years of leadership and experience in business operations (see P.7~9 Director Information) 2. Possess the ability and professional experience in business judgment, business management, crisis management, industry knowledge, international market perspective, leadership, and decision-making. 3. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act. 	0
Young Kai-Charn	<ol style="list-style-type: none"> 1. Possess leadership and experience that needs by the Board of Directors and more than five years of experience in business operation. (See P.7~9 Director Profile) 2. Possess the ability and professional experience in business judgment, accounting and financial analysis, business management, crisis management, international market perspective, leadership, and decision-making. 3. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act. 	3
Lo Su-Shun	<ol style="list-style-type: none"> 1. Possess leadership and experience in business operation for more than 5 years. (See P.7~9 Director Profile) 2. Possess the ability and professional experience in business judgment, business management, crisis management, international market perspective, leadership, and decision-making. 3. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act. 	0

(2) Diversity and Independence of the Board of Directors:

A. Diversity of the Board of Directors: According to the “Procedure for Election of Directors” that is formulated in accordance with Article 20 of the Company’s “Corporate Governance Best Practice Principle,” the composition of the Board of Directors should be with the factor of diversity taking into consideration. The number of directors who also serve as managerial officers of the Company shall not be more than one-third of the Board of Directors; also, an appropriate diversification policy should be formed by referring to the Company’s business operation, operation pattern, and development needs, which should include but not limited to the following two aspects:

- (A) Basic requirements and values: Gender, age, nationality, culture, etc.
- (B) Professional knowledge and skills: Professional background (such as law, accounting, industry, finance, marketing, and/or technology), professional skills, industry experience, etc.

The members of the Board of Directors should generally have the necessary knowledge, skill, and experience to perform their duties; in order to achieve the desired objectives of corporate governance, it is desirable that the Board of Directors as a whole have the following competencies:

- (A) The ability to make judgments about operation;
- (B) Accounting and financial analysis ability;
- (C) Business management ability;
- (D) Crisis management ability;
- (E) Industry knowledge;
- (F) An international market perspective;
- (G) Leadership;
- (i) Decision-making ability.

Implementation: The Company’s independent directors account for 44% of the 8th Board of Directors; directors who are also an employee of the Company account for 22%, and

female directors account for 11%; therefore, the Company has achieved the goal of having at least one female director. There is one director in the age group of 71~80 years old (accounted for 11%), four directors in the age group of 61~70 years old (accounted for 44%), and 4 directors in the age group of 51~60 years old (accounted for 44%).

Core items of diversity Director's name	Nationality	Gender	An employee of the Company	Age			Seniority of being an independent director			Operational judgment capability	Accounting and financial analysis ability.	Business management ability.	Crisis management ability.	Industry Knowledge	An international market perspective.	Leadership capability	Decision-making capability
				51~60	61~70	71~80	Under 3 years	3~6 years	Over 6 years								
				Chien, Chuan-Sheng	ROC	Male	✓	✓									
Lee, Chung-Liang	ROC	Male							✓	✓	✓	✓	✓	✓	✓	✓	
Rui Ding Investment Co., Ltd. Representative: Wu, Hsi-Hsi	ROC	Male	✓	✓					✓		✓	✓	✓	✓	✓	✓	
Jhu, Cing-Jhong	ROC	Male		✓					✓	✓	✓	✓		✓	✓	✓	
Hsu, Shan-Ke	ROC	Male			✓				✓	✓	✓	✓	✓	✓	✓	✓	
Wang, Yin-Tien	ROC	Male			✓			✓	✓		✓	✓	✓	✓	✓	✓	
Lin, Wei-Li	ROC	Male		✓				✓	✓		✓	✓	✓	✓	✓	✓	
Young, Kai-Charn	ROC	Female			✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	
Lo, Su-Shun	ROC	Male			✓			✓	✓		✓	✓		✓	✓	✓	

B. Board Independence: The company's 8th Board of Directors consists of 9 directors (including 4 independent directors). Independent directors represent 4/9 of the total board membership. There are no relationships among the directors that fall under Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act. For details, please refer to "(1) Disclosure of Information on Directors and Supervisors."

C. Measures to Enhance Gender Diversity When One Gender Represents Less Than One-Third of Board Seats: In selecting board members, the Company adheres to the principle of meritocracy. In the past, primary considerations have been professional background, experience, level of participation in the Company's future development, and contributions. No specific gender ratio was established. In future director nomination processes, the Company will promote gender equality among board members and has set a long-term goal of having directors of different genders represent at least one-third of the board.

(ii). Information on general managers, vice presidents, assistant general managers, and officers of departments and branches

April 10, 2026; Unit: Shares

Title	Nationality	Name	Gender	Date elected or appointed	Shareholding		Shareholding of spouse and minor children now		Shareholding in the name of others		Major Experience (Education)	Concurrent positions in other companies now	Managerial officers with spouses or relatives with second degree of kinship			Remarks
					Number of Shares	Ownership	Number of Shares	Ownership	Number of Shares	Ownership			Title	Name	Relationship	
General Manager	ROC	Chien, Chuan-Sheng	Male	2010.06.23	1,674,163	1.74%	-	-	-	-	Department of Mechanical Engineering, Tamkang University Master of Mechanical Engineering, National Central University Entrepreneur Class, National Chengchi University General Manager of Innodisk Corporation	General Manager of Innodisk Corporation Chairman of Innodisk Shenzhen Corporation Director of Innodisk USA Corporation Representative and Director of Innodisk Japan Corporation Director of Innodisk Europe B.V. Director of Innodisk France SAS Director, Innodisk Germany GmbH Chairman of Mauritius Innodisk Global-M Representative of a corporate director/Chairman of Aetina Corporation Representative of a corporate director of Millitronic Co., Ltd. Representative of a corporate director of SysInno Technology Inc. Independent Director of ANPEC ELECTRONICS CORPORATION	-	-	-	Note 1
Chief Operating Officer	ROC	Wang, Chia-Ying	Male	2011.11.01	114,987	0.12%	72,103	0.07%	-	-	Attended Chung Yuan Christian University Business Administration Institute Department of Industrial Engineering, Xipu Industrial College Marketing Vice President of Innodisk Corporation Sales Division - Vice president Overseas Operations Center Manager and Peripheral Products Sales Division Manager of Advantech Co., Ltd.	Director of Innodisk Japan Corporation	-	-	-	-

Title	Nationality	Name	Gender	Date elected or appointed	Shareholding		Shareholding of spouse and minor children now		Shareholding in the name of others		Major Experience (Education)	Concurrent positions in other companies now	Managerial officers with spouses or relatives with second degree of kinship			Remarks
					Number of Shares	Ownership	Number of Shares	Ownership	Number of Shares	Ownership			Title	Name	Relationship	
											Peripheral Products Sales Division Manager Sales Division Chief of IBASE TECHNOLOGY INC. Sales Division Deputy Chief of VIA Technologies Industrial Computer Systems Product Division Assistant Vice Manager of AAEON Technology Inc.					
Sales Division - Vice president	ROC	Fu, Hao	Male	2022.01.01	45,038	0.05%	-	-	-	-	Institute of Industrial Engineering and Management, National Chiao Tung University Department of Mechanical Engineering, National Taipei University of Technology Special Assistant to General Manager of Innodisk Corporation	None	-	-	-	-
Industrial Control Flash Business Division - Vice president	ROC	Wu, Hsi-Hsi	Male	2012.08.01	147,600	0.15%	-	-	-	-	Department of Information Engineering, Fu Jen University International engineer of Power Quotient Engineer of Jizhi Technology	Representative of corporate director of Innodisk Corporation	-	-	-	-
Information Division Vice President	ROC	Liao, Te-Chang	Male	2013.10.07	151,483	0.16%	-	-	-	-	Master of Information Management, Tamkang University Department of Industrial Engineering, Taipei Institute of Technology Assistant Vice Manager of AAEON Technology Inc. Vice president of ATECH OEM INC. EVA Air System Development and Integration Team Leader	None	-	-	-	-
Industrial Control DRAM Business Division - Vice president	ROC	Chang, Wei-Min	Male	2014.02.10	132,291	0.14%	8,158	0.01%	-	-	National Chengchi University Global Operations and Management Longhua University of Science and Technology General Manager of PATRIOT MEMORY INC. General manager of EVERYDAYCHINA.COM. CORP.	None	-	-	-	-

Title	Nationality	Name	Gender	Date elected or appointed	Shareholding		Shareholding of spouse and minor children now		Shareholding in the name of others		Major Experience (Education)	Concurrent positions in other companies now	Managerial officers with spouses or relatives with second degree of kinship			Remarks
					Number of Shares	Ownership	Number of Shares	Ownership	Number of Shares	Ownership			Title	Name	Relationship	
											Assistant Vice Manager of Synnex Technology International Corporation.					
R&D Center Senior Assistant Vice Manager	ROC	Kuo, Chin-Chung	Male	2009.05.18	93,436	0.10%	34,472	0.04%	182,061	0.19%	Department of Mechanical Engineering, National Ocean University Master's Program of Control Group, National Taiwan University Institute of Mechanical Engineering Doctoral Program of Control Group, National Taiwan University Institute of Mechanical Engineering RD Technical Chief of UNION BASE TECHNOLOGY LIMITED RD Senior Manager of Ultima Electronics Corporation RD Associate Manager of ASUSTEK COMPUTER INCORPORATION	None	-	-	-	-
Manufacturing Center Vice President	ROC	Tsai, Han-Tsang	Male	2011.06.27	89,137	0.09%	8,249	0.01%	81,596	0.08%	Department of Motivation, Tsinghua University Institute of Mechanical Engineering, National Central University Manager of UNIFORM INDUSTRIAL CORP. Assistant Vice Manager of TRANSCEND INFORMATION INC.	None	-	-	-	-
Vice president of Materials Division	ROC	Ke, Yu-Jun	Male	2005.03.22	227,481	0.24%	45,083	0.05%	203,990	0.21%	Department of Philosophy, Soochow University University of Dallas Business Research Institute Product Manager of POWER QUOTIENT INTERNATIONAL CO., LTD.	None	-	-	-	-
Vice president of Intelligent Module Business Division	ROC	Wei, Ting-Huang	Male	2021.05.10	97,663	0.10%	-	-	-	-	Bachelor of the Department of Mechanical Engineering, National Taiwan University Studied at the Department of Mechanical Engineering, Siegen University in Germany Vice president of NCG/DMSO/ISG/ECG of Advantech Co., Ltd.	Corporate director representative/chairman of Antzer Tech Co., Ltd. Chairman of FRANZ INVESTMENT CO., LTD.	-	-	-	-

Title	Nationality	Name	Gender	Date elected or appointed	Shareholding		Shareholding of spouse and minor children now		Shareholding in the name of others		Major Experience (Education)	Concurrent positions in other companies now	Managerial officers with spouses or relatives with second degree of kinship			Remarks
					Number of Shares	Ownership	Number of Shares	Ownership	Number of Shares	Ownership			Title	Name	Relationship	
Sales Division Assistant Vice Manager	ROC	Yu, Li-Yin	Male	2014.07.01	226,243	0.23%	243,874	0.25%	-	-	General Manager of DFI Inc. Department of Information Management, Chung Yuan Christian University Sales division manager of GIGABYTE Technology	None	-	-	-	-
Management Center Vice President	ROC	Wang, Li-Cheng	Male	2012.04.14	197,453	0.20%	54,623	0.06%	-	-	Department of Industrial Management Science, Chenggong University Master of Business Administration, Rotterdam School of Management Finance Manager of BROWAVE CORPORATION Finance Senior Manager of PROLIFIC TECHNOLOGY INC. Litigation and non-litigation representative of Coland Pharmaceutical Co., Ltd.	Director of Innodisk USA Corporation Supervisor of Innodisk Japan Corporation Supervisor of Innodisk Shenzhen Corporation Supervisor of Aetina Corporation Supervisor of MilliTronic CO., LTD. Supervisor of SysInno Technology Inc.	-	-	-	-
Associate Vice President of Finance & Accounting Division - Corporate Governance Officer	ROC	Kuo, Kuang-Yao	Male	2024.11.07	8,160	0.01%	-	-	-	-	Master of Business Administration, National Chung Cheng University Director, Vice President and CFO of Alcor Micro Corp. CFO of Alcorlink Corp. Senior Special Assistant of Alcor Micro Corp. Manager of Financial Planning Department, Far Eastone Telecommunications Co., Ltd.	None	-	-	-	-
Accounting Manager	ROC	Hsiao, Wen-Kui	Male	2022.08.05	7,199	0.01%	-	-	-	-	Soochow University double bachelor's degree in accounting and business management Assistant auditor of KPMG International Cooperative Manager of Zenitron Corporation	None	-	-	-	-

Note 1: There is one person to serve as the Chairman and General Manager of the Company due to the needs of the business operation; therefore, there are four independent directors appointed to serve; also, a majority of the directors is not a managerial office or an employee of the Company that helps the Board of Directors maintain objectivity and keep supervisory power intact.

II. Remuneration for directors, supervisors, presidents and vice presidents

(i) Remuneration paid by the Company to directors (including independent directors) in the most recent year

December 31, 2025; Unit: Thousand NTD/Thousand Shares

Title	Name	Directors' remuneration								Remuneration for a concurrent position as an employee (Chien, Wu)								A, B, C, D, E, F and G as a % of the net profits after tax	Remuneration from invested enterprises outside subsidiaries or from the parent company			
		Base remuneration (A) (2025)		Severance and pension (B)		Remuneration for directors (C) (For those unable to estimate for 2025, the proportion is calculated based on the actual amount distributed last year)		Business execution expenses (D) (2025)		A, B, C and D as a % of the net profits after tax (%)		Salary, bonus, allowance (E) (2025)		Severance and pension (F) (2025)		Remuneration for employees (G) (For those unable to estimate for 2025, the proportion is calculated based on the actual amount distributed last year)						
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company				All companies in the financial statements		The Company
														Cash bonus amount	Dividend bonus amount	Cash bonus amount	Dividend bonus amount					
Chairman	Chien, Chuan-Sheng																					
Director	Lee, Chung-Liang																					
Director	Chu, Ching-Chung																					
Corporate director	Rui Ding Investment Co., Ltd.	0	0	-	-	16,929	16,929	156	156	0.83	0.83	19,393	19,393	108	108	6,003	0	6,003	0	2.09	2.09	None
Representative of corporate director	Wu, Hsi-Hsi																					
Director	Hsu, Shan-Ke																					
Independent Director	Wang, Yin-Tien																					
Independent Director	Lin, Wei-Li																					
Independent Director	Young, Kai-Charn	1,440	1,440	-	-	6,771	6,771	126	126	0.41	0.41	-	-	-	-	-	-	-	-	0.41	0.41	None
Independent Director	Lo, Su-Shun																					

1. Please describe the policy, system, criteria and structure for the remuneration for independent directors, and the correlation to the amount of remuneration in terms of their responsibilities, risks, time spent and other factors: The Company has established the "Measures for the Distribution of Directors' Remuneration," which stipulates the calculation of remuneration. In addition, the Remuneration Committee is required to make recommendations to the Board of Directors for approval after considering the extent of participation in the Company's operations and the value of contributions.

2. Except as disclosed in the table above, remuneration received by the directors of the Company in the most recent year for providing services to all companies included in the financial report (such as serving as consultants other than as employees): None.

Remuneration ranges

Remuneration ranges paid to each director of the Company	Director's name			
	Total amount of the first four remunerations (A+B+C+D)		Total amount of the first seven remunerations (A+B+C+D+E+F+G)	
	The Company	All companies included in the financial statements I	The Company	All companies included in the financial statements J
Less than NT\$1,000,000	Rui Ding Investment Co., Ltd. Representative: Wu, Hsi-Hsi	Rui Ding Investment Co., Ltd. Representative: Wu, Hsi-Hsi	-	-
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)	-	-	-	-
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)	Lee, Chung-Liang Chu, Ching-Chung Hsu, Shan-Ke Rui Ding Investment Co., Ltd. Wang, Yin-Tien Lin, Wei-Li Young, Kai-Charn Lo, Su-Shun	Lee, Chung-Liang Chu, Ching-Chung Hsu, Shan-Ke Rui Ding Investment Co., Ltd. Wang, Yin-Tien Lin, Wei-Li Young, Kai-Charn Lo, Su-Shun	Lee, Chung-Liang Chu, Ching-Chung Hsu, Shan-Ke Rui Ding Investment Co., Ltd. Wang, Yin-Tien Lin, Wei-Li Young, Kai-Charn Lo, Su-Shun	Lee, Chung-Liang Chu, Ching-Chung Hsu, Shan-Ke Rui Ding Investment Co., Ltd. Wang, Yin-Tien Lin, Wei-Li Young, Kai-Charn Lo, Su-Shun
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)	-	-	-	-
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)	Chien, Chuan-Sheng	Chien, Chuan-Sheng	Rui Ding Investment Co., Ltd. Representative: Wu, Hsi-Hsi	Rui Ding Investment Co., Ltd. Representative: Wu, Hsi-Hsi
NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)	-	-	-	-
NT\$15,000,000 (inclusive)–NT\$30,000,000 (exclusive)	-	-	Chien, Chuan-Sheng	Chien, Chuan-Sheng
NT\$30,000,000 (inclusive)–NT\$50,000,000 (exclusive)	-	-		
NT\$50,000,000 (inclusive)–NT\$100,000,000 (exclusive)	-	-		
More than NT\$100,000,000	-	-		
Total	10	10	10	10

(ii) Remuneration paid to the supervisor in the most recent year: The Company elected three additional independent directors at the extraordinary shareholders' meeting on December 17, 2012, and established an audit committee at the same time, and the supervisors were naturally dismissed.

(iii) Remuneration paid to the president and vice president by the Company in the most recent year

December 31, 2025; Unit: Thousand NTD/Thousand Shares

Title	Name	Salary (A)		Severance and pension (B)		Bonus and allowance (C)		Remuneration for employees (D)				The sum of A, B, C and D as a percentage of net profit after tax		Remuneration from invested enterprises outside subsidiaries or from the parent company
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
General Manager	Chien, Chuan-Sheng	22,038	22,038	972	972	50,231	50,231	17,900	0	17,900	0	4.48	4.48	None
Chief Operating Officer	Wang, Chia-Ying													
Vice president	Chang, Wei-Min													
Vice president	Wu, Hsi-Hsi													
Vice president	Liao, Te-Chang													
Vice president	Tsai, Han-Tsang													
Vice president	Wei, Ting-Huang													
Vice president	Ke, Yu-Jun													
Vice president	Fu, Hao													
Vice president	Wang, Li-Cheng													

Remuneration ranges

Remuneration ranges paid to each general manager and vice president of the Company	Name of general manager or vice president	
	The Company	All companies in the financial statements
Less than NT\$1,000,000		
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)		
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)		
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)		
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)	Wang, Chia-Ying, Wu, Hsi-Hsi, Liao, Te-Chang, Chang, Wei-Min, Wang, Li-Cheng, Tsai, Han-Tsang, Wei, Ting-Huang, Ke, Yu-Jun, Fu, Hao	Wang, Chia-Ying, Wu, Hsi-Hsi, Liao, Te-Chang, Chang, Wei-Min, Wang, Li-Cheng, Tsai, Han-Tsang, Wei, Ting-Huang, Ke, Yu-Jun, Fu, Hao
NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)		
NT\$15,000,000 (inclusive)–NT\$30,000,000 (exclusive)	Chien, Chuan-Sheng	Chien, Chuan-Sheng
NT\$30,000,000 (inclusive)–NT\$50,000,000 (exclusive)		
NT\$50,000,000 (inclusive)–NT\$100,000,000 (exclusive)		
More than NT\$100,000,000		
Total	10	10

(iv) The name of the managerial officer in charge of the distribution of employee remuneration and the status of the distribution for the most recent year

December 31, 2025; Unit: Thousand NTD

	Title	Name	Stock amount	Cash amount	Total	Total amount as a % of the net profits after tax (%)
Managerial Officer	General Manager	Chien, Chuan-Sheng	0	21,154	21,154	1.04
	Chief Operating Officer	Wang, Chia-Ying				
	Vice president	Wu, Hsi-Hsi				
	Vice president	Liao, Te-Chang				
	Vice president	Chang, Wei-Min				
	Vice president	Tsai, Han-Tsang				
	Vice president	Wei, Ting-Huang				
	Vice president	Ke, Yu-Jun				
	Vice president	Fu, Hao				
	Vice president	Wang, Li-Cheng				
	Accounting Manager	Hsiao, Wen-Kuei				
	Senior Assistant Vice Manager	Kuo, Jin-Chong				
	Assistant Vice Manager	Yu, Li-Yin				
	Assistant Vice Manager (Finance & Accounting Division / Corporate Governance)	Kuo, Kuang-Yao				

(v) Compare and describe the total remuneration paid to directors, supervisors, presidents, and vice presidents in the most recent 2 years by the Company and all companies in the consolidated financial statements as a % of the net profits after tax, and explain the policies, criteria, combination, the procedures for determining remuneration and the correlation to operating performances and future risks.

1. Analysis of the total remuneration paid to the Company's directors, supervisors, general manager, and vice president as a percentage of net profits after tax for the last two years by the Company and all companies in the consolidated financial statements

December 31, 2025; Unit: Thousand NTD

Item Title	The Company				All companies in the consolidated financial statements			
	2024		2025		2024		2025	
	Total amount	Percentage of net profits	Total amount	Percentage of net profits	Total amount	Percentage of net profits	Total amount	Percentage of net profits
Directors' remuneration	14,594	1.32	25,422	1.25	14,594	1.32	25,422	1.25
Total remuneration for general managers and vice presidents	10,500	0.95	17,900	0.88	10,500	0.95	17,900	0.88

Explanation on the relevance and reasonableness of net profits after tax and remuneration change:

The Company's total net profit after tax in 2025 increased compared with 2024, and the related total remuneration amount increased correspondingly; the change was also reasonable.

2. The Company's policy, criteria and composition for the payment of remuneration, the procedures for setting remuneration, and the correlation with operating performance and future risks.

- (1) Policy, criteria and composition for the payment of remuneration, and the procedures for setting remuneration:

A. Directors: The Company has remuneration paid to the directors in accordance with Article 19 of the Articles of Incorporation. If any surplus remains after making up for any accumulated losses, remuneration shall be paid to directors at an amount that is, at most, 2% of the total net income before tax. Meanwhile, the weight ratio system is adopted based on the Company's "Measures for the Distribution of Directors' Remuneration." Different weights are assigned according to the position and the engagement in Company affairs to calculate the distributable remuneration. Furthermore, a reasonable remuneration shall be given depending on the personal contribution to the Company's operations, the Company's overall operational performance, and the future operational needs and development of the industry in accordance with the Company's "Measures for the Distribution of Directors' Remuneration," which should be considered by the Remuneration Committee and approved by the Board of Directors.

B. Total remuneration for general managers and vice presidents: According to Article 19 of the Company's Articles of Incorporation, the Company shall set aside at least 3% of the profits before tax for the current year before the distribution of remuneration with employees and directors as remuneration to employees if there is any remaining balance after making up for losses. The remuneration paid to the Company's managers is determined in accordance with the "Managers' Remuneration Regulations," based on comprehensive consideration of their level of participation in the Company's operations and performance evaluations, while also taking into account their other special contributions and market conditions. This remuneration is submitted to the Remuneration Committee for review and then presented to the Board of Directors for resolution and approval.

- (2) Correlation between operating performance and future risks: The Company's remuneration payments take into consideration future environmental changes and operating performance for evaluation and adjustment. Additionally, through the establishment of "Procedures and

Guidelines for Ethical Corporate Management" and "Code of Ethical Conduct," the Company educates and reminds directors and managers not to engage in behaviors that exceed the Company's risk appetite in pursuit of remuneration, thereby avoiding improper situations where the Company suffers losses after paying remuneration. If a director or employee is involved in a wrongful act that results in a loss to the Company, he or she may be disciplined as necessary by law.

III. Implementation of corporate governance:

(i) The operation of the board of directors

During the most recent fiscal year (2025) and up to the printing date of this annual report, the Board of Directors held 8 meetings (A). The attendance of directors and supervisors is as follows:

Title	Name	Actual no. of presence (in attendance) (B)	Number of attendance by proxy	Actual presence (attendance) rate (%) 【 B/A 】	Remarks
Chairman	Chien, Chuan-Sheng	8	0	100%	
Director	Lee, Chung-Liang	7	1	87.5%	
Director	Chu, Ching-Chung	6	2	75.0%	
Director	Rui Ding Investment Co., Ltd. Representative: Wu, Hsi-Hsi	7	1	87.5%	
Director	Hsu, Shan-Ke	8	0	100%	
Independent Director	Wang, Yin-Tien	8	0	100%	
Independent Director	Lin, Wei-Li	8	0	100%	
Independent Director	Young, Kai-Charn	8	0	100%	
Independent Director	Lo, Su-Shun	7	0	87.5%	

Other matters required to be recorded:

- I. If the operation of the Board of Directors is under any of the following circumstances, the date, period, proposal content, all independent directors' opinions and the Company's handling of their opinions should be described:
 - (i) Matters listed in Article 14-3 of the Securities and Exchange Act: See page 75-77.
 - (ii) In addition to the previous matters, other board meeting resolutions that have been opposed or reserved by independent directors with records or written statements: No such situation.
- II. In the implementation of a director's recusal for being an interested party in a proposal, the director's name, the proposal content, the recusal reasons and his or her participation in voting should be stated:

Board of Directors meeting date	Director's name	Motion content	Reason for recusal	Participation in voting
2025.01.17	Chien, Chuan-Sheng Wu, Hsi-Hsi	Passed the proposal for the 2024 year-end bonus to the managerial officers and auditing officers of the Company	Concurrently serves as the Company's President/employee	The remaining directors present did not object to the passing of the motion, except for those who recused themselves from the discussion and vote in accordance with the law.
	Chien, Chuan-Sheng Lee, Chung-Liang Chu, Ching-Chung Wu, Hsi-Hsi	Proposal to make donation to Innodisk Foundation by the Company	A director of Innodisk Foundation	

2025.08.06	Chien, Chuan-Sheng Wu, Hsi-Hsi	Proposal for the Company's first issuance of restricted employee shares in 2025.	Concurrently serves as the Company's President/employee	The remaining directors present did not object to the passing of the motion, except for those who recused themselves from the discussion and vote in accordance with the law.
		Proposal to pass the 2024 remuneration to the managerial officers and auditing officers of the Company.		
		Plan to pass the proposal for the adjustment of remuneration to the managerial officers and auditing officers of the Company		
2026.02.06	Chien, Chuan-Sheng Wu, Hsi-Hsi	Passed the proposal for the 2025 year-end bonus to the managerial officers and auditing officers of the Company	Concurrently serves as the Company's President/employee	The remaining directors present did not object to the passing of the motion, except for those who recused themselves from the discussion and vote in accordance with the law.
	Chien, Chuan-Sheng Lee, Chung-Liang Chu, Ching-Chung Wu, Hsi-Hsi	Proposal to make donation to Innodisk Foundation by the Company	A director of Innodisk Foundation	

III. Listed companies should disclose information on the periodicity and duration, scope, method and content of the self-evaluation (or peer evaluation) by the board of directors:

Evaluation frequency	Evaluation duration	Evaluation scope	Evaluation method	Evaluation content
Once a year	January 1, 2025 to December 31, 2025	Board of Directors	Board of Directors' Internal Evaluation	A. The extent of participation in the Company's operations. B. Improvement in the quality of the board's decision-making. C. Composition and structure of the board. D. Election and continuing education of directors. E. Internal control
		Individual board member	Board member self-evaluation	A. Alignment of the Company's objectives and tasks. B. Perception of directors' responsibilities. C. The extent of participation in the Company's operations. D. Internal relationship management and communication. E. Professionalism and continuing education of directors. F. Internal control
		Audit Committee	Functional committee members' self-evaluation	A. The extent of participation in the Company's operations. B. Perception of functional committees' responsibilities. C. Improvement in the quality of the functional committee's decision-making. D. Composition and member appointment of functional committees. E. Internal control

		Remuneration Committee	Functional committee members' self-evaluation	A. The extent of participation in the Company's operations. B. Perception of functional committees' responsibilities. C. Improvement in the quality of the functional committee's decision-making. D. Composition and member appointment of functional committees. E. Internal control
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Evaluation results:

- (i) Board of Directors: The Board of Directors has fulfilled the responsibility of guiding and supervising the Company's strategy, major business, and risk management; also, has established an appropriate internal control system and improved the overall operation in compliance with the requirements of corporate governance.
- (ii) Individual board member: The efficiency and effectiveness of the operational indicators of each director are recognized and affirmed.
- (iii) Audit Committee: The overall operation of the functional committee is sound and complies with the requirements of corporate governance, effectively enhancing the functions of the Board of Directors.
- (iv) Remuneration Committee: The overall operation of the functional committee is sound and complies with the requirements of corporate governance, effectively enhancing the functions of the Board of Directors.

The performance evaluation of the Board of Directors for 2025 in the preceding paragraph was reported by the Board of Directors on February 26, 2026, with the relevant information filed accordingly.

IV. Evaluation of the objective for enhancing the functions of the Board of Directors (e.g., establishing an audit committee, enhancing information transparency, etc.) and its implementation in the current year and the most recent year:

- (i) Enhancing the functions of the Board of Directors: The Company has formulated the "Procedures for Board of Directors Meetings" in accordance with the "Regulations Governing Procedures for Board of Directors Meetings of Public Companies." The Company also executes the functions of the Board of Directors in accordance with relevant regulations with the Audit Committee formed on December 17, 2012.
- (ii) Improve information transparency: The Company has the financial information, major resolutions, and relevant information announced on the Market Observation Post System in accordance with regulations. The Company's website is designed with an "Investor Relations" page available to disclose financial, business, and corporate governance related information for the knowledge of the investors in a timely manner.

V. Attendance of Independent Directors at each Board Meeting:

◎: Attended in person ☆: Attended by proxy *: Did not attend

Date (meeting)	2025/01/17 (1st meeting)	2025/02/26 (2nd meeting)	2025/04/11 (3rd meeting)	2025/05/09 (4th meeting)	2025/08/06 (5th meeting)	2025/11/06 (6th meeting)	2026/02/06 (7th meeting)	2026/02/26 (8th meeting)
Name								
Wang, Yin-Tien	◎	◎	◎	◎	◎	◎	◎	◎
Lin, Wei-Li	◎	◎	◎	◎	◎	◎	◎	◎
Young, Kai-Charn	◎	◎	◎	◎	◎	◎	◎	◎
Lo, Su-Shun	◎	◎	*	◎	◎	◎	◎	◎

(ii) Information on the operations of the Audit Committee:

During the most recent fiscal year (2025) and up to the printing date of this annual report, the Audit Committee held 7 meetings (A). The attendance of independent directors is as follows:

Title	Name	Actual no. of presence (in attendance) (B)	Number of attendance by proxy	Attendance in person (%) (B/A)	Remarks
Independent Director	Wang, Yin-Tien	7	0	100%	
Independent Director	Lin, Wei-Li	7	0	100%	

Independent Director	Young, Kai-Charn	7	0	100%	
Independent Director	Lo, Su-Shun	7	0	100%	
Other matters required to be recorded:					
I. If the operation of the Audit Committee is under any of the following circumstances, the date, term, proposal content, all independent directors' dissented opinions, qualified opinion, or material suggestion content, the resolution of the Audit Committee, and the Company's handling their opinions should be described:					
(i) Matters addressed in Article 14-5 of the Securities and Exchange Act:					
Date/Term	Motion content	Resolutions of the Audit Committee	Independent directors' dissented opinions, qualified opinion, or material suggestion content	The Company's handling of the Audit Committee members' opinions	
2025/01/17 5th term - 4th meeting	1. Proposal for the Company to sell real estate property in Japan. 2. Setting the base date for issuance of new shares for the Q4 2024 employee stock option certificates.	Passed unanimously.	None.	Passed as proposed.	
2025/02/26 5th term-5th meeting	1. The Company's issuance of the "Statement of Internal Control System" for 2024. 2. The Company's 2024 financial statements. 3. Evaluation of the independence and suitability of CPAs. 4. The Company's 2024 business report. 5. The Company's 2024 earnings distribution proposal. 6. The Company's 2024 proposal to issue new shares through capitalization of earnings. 7. The Company's proposal to issue restricted employee shares.	Passed unanimously.	None.	Passed as proposed.	
2025/05/09 5th term-6th meeting	1. The Company's 2024 first quarter financial report. 2. Setting the base date for issuance of new shares for the Q1 2025 employee stock option certificates.	Passed unanimously.	None.	Passed as proposed.	
2025/08/06 5th-term-7th meeting	1. The Company's Q2 2025 financial report. 2. Setting the base date for issuance of new shares for the Q2 2025 employee stock option certificates. 3. Set the Company's 2025 profit transfer to capital increase, new share issuance allotment base date, and cash dividend distribution base date. 4. Proposal to change the Company's head of finance.	Passed unanimously.	None	Passed as proposed.	
2025/11/06 5th-term-8th meeting	1. The Company's Q3 2025 financial report proposal. 2. Setting the base date for issuance of new shares for the Q3 2025 employee stock option certificates.	Passed unanimously.	None.	Passed as proposed.	
2026/02/06 5th-term-9th meeting	1. Setting the base date for issuance of new shares for the Q4 2025 employee stock option certificates.	Passed unanimously.	None.	Passed as proposed.	
2026/02/26 5th-term-10th meeting	1. The Company's issuance of the "Statement of Internal Control System" for 2025. 2. Proposal to amend the Company's "Internal control system." 3. The Company's 2025 financial statements. 4. Proposal to replace the appointed CPAs of PwC Taiwan through internal rotation adjustment. 5. Evaluation of the independence and suitability of CPAs. 6. The Company's 2025 business report. 7. The Company's 2025 earnings distribution proposal.	Passed unanimously.	None.	Passed as proposed.	

	8. The Company's 2025 proposal to issue new shares through capitalization of earnings. 9. Amendments to the Company's "Procedures for the Acquisition and Disposal of Assets" 10. The Company proposed issuing the second batch of domestic unsecured convertible corporate bonds.			
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(ii) Apart from the aforementioned items, there were no other resolution matters that were not approved by the Audit Committee but were approved by more than two-thirds of all directors: None.

II. In the implementation of an independent director's recusal for being an interested party in a proposal, the independent director's name, the proposal content, the recusal reasons and his or her participation in voting should be stated: No such situation.

III. Communication between independent directors, internal audit officer and CPA (major matters, methods and results of communication on the Company's financial and business conditions, etc. should be included):

(i) After the audit report and tracking report are reported to the chairman of the board of directors, the internal audit officer of the Company sends them to each independent director for review via e-mail on a monthly basis, and communicates with and replies to each independent director's inquiries in person on a quarterly basis, and there is no objection after communication.

(ii) The Company's internal audit officer sits in the Board of Directors' meetings and presents audit reports. Each independent director keeps abreast of the Company's internal audits in a timely manner, so the Company's independent directors have good communication with the audit officer.

(iii) CPAs reported to the independent directors on the audit results of the Company's financial reports and other communication matters required by the relevant laws and regulations, and the finance officer and the audit officer were also present at each meeting, and the independent directors were able to raise and receive responses to any questions they had immediately. Therefore, the communication between the independent directors and the CPAs of the Company is good.

Date	Communication unit	Communication items	Result of communication
2025/02/26	CPA's report and communication with independent directors	1. Discussion of the audit results for fiscal year 2024, in accordance with Statement of Auditing Standards No. 260 "Communication with the governing body of the auditee."	1. Independent Director informed.
2025/08/06	CPA's report and communication with independent directors	1. Discussion of the review results for the second quarter of 2025 and the audit planning for fiscal year 2025, in accordance with Statement of Auditing Standards No. 260 "Communication with the governing body of the auditee."	1. Independent Director informed.
2025/11/06	Audit officer's report and communication with independent directors	1. 2025 audit plan and implementation status. 2. Three-year work plan for the Internal Audit Office. 3. Function of the Audit Office. 4. Work arrangements for 2026.	1. Independent Director informed. 2. Independent Director informed. 3. Independent Director informed. 4. Independent Director informed.
2026/02/26	CPA's report and communication with independent directors	1. Discussion of the audit results for fiscal year 2025, in accordance with Statement of Auditing Standards No. 260 "Communication with the governing body of the auditee."	1. Independent Director informed.

(iii) Corporate Governance Implementation Status and Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons for such Deviations:

Evaluation Items	The State of Operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary Description	
I. Has the Company formulated and disclosed its corporate governance practice principles according to the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	✓		The Company has formulated a set of “Corporate Governance Best Practice Principles” and disclosed it on the Market Observation Post System and the Company website.	In compliance with the Corporate Governance Best Practice Principles
II. The Equity Structure and Shareholders’ Equity of the Company				In compliance with the Corporate Governance Best Practice Principles
(i) Has the Company established internal operating procedures to handle shareholder recommendations, doubts, disputes, litigations, and implemented them according to the procedures?	✓		(i) The Company has a spokesperson system formulated to collect relevant questions raised by shareholders. The shareholder’s suggestions and doubts are to be handled and responded to by the spokesperson. The disputes and litigation matter with the shareholders shall be handled by the legal department. However, the relationship between the Company and its shareholders is harmonious and no dispute or litigation has occurred.	
(ii) Does the Company have a list of the major shareholders who actually control the Company and those who ultimately have control over the major shareholders?	✓		(ii) The Company maintains good relations and contacts with its major shareholders, directors, employees and corporate shareholders, and is able to keep track of their shareholdings.	
(iii) Has the Company established and implemented risk control and firewall mechanisms between affiliated companies?	✓		(iii) The Company has established an “Internal Control System-Subsidiary Supervision and Management Practices” and “Operating Procedures Related to Financial Operations between Related Parties” to standardize the relevant matters.	
(iv) Has the Company formulated internal regulations to prevent insiders from trading securities	✓		(iv) The Company has established “Procedures for Handling Material Inside Information” and	

<p>using undisclosed information on the market?</p>			<p>communicates these procedures to employees and directors through confidentiality agreements or through education sessions conducted at least once annually (the 2025 education session was held on December 30, 2025). These procedures require that individuals with knowledge of material inside information must not disclose such information to others or use non-public information to trade securities. Furthermore, those subject to Article 3 of these procedures who obtain material inside information that could affect the Company's stock price are prohibited from trading the Company's publicly traded shares or other equity securities before such information is made public or within 18 hours after its public disclosure. The Company's directors (including independent directors) are prohibited from trading the Company's shares during blackout periods, which extend from 30 days prior to the announcement of annual financial reports and 15 days prior to the announcement of quarterly financial reports. Notifications regarding these trading blackout periods were sent to directors on January 21, 2025, April 18, 2025, July 14, 2025, October 16, 2025, and January 23, 2026.</p>	
<p>III. Composition and Responsibilities of the Board of Directors</p> <p>(i) Does the board of directors formulate diversified policies, and specific management objectives and implementation?</p> <p>(ii) Does the Company voluntarily establish functional committees other than the Remuneration Committee and the Audit Committee?</p> <p>(iii) Does the Company formulate a performance evaluation method for</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(i) The Company has established a diversity policy in the “Corporate Governance Best-Practice Principles” and “Procedure for Election of Directors” and has them disclosed on the Company’s website and on P.12 of the annual report.</p> <p>(ii) The Company currently has only a Remuneration Committee and an Audit Committee. Other functional committees will be established in the future depending on the legal requirements or practical needs.</p> <p>(iii) The Company has established "Board of Directors’ Performance Evaluation Measures." For</p>	<p>In compliance with the Corporate Governance Best Practice Principles</p>

<p>the Board of Directors, conduct performance evaluation annually and regularly, and report the performance evaluation results to the Board of Directors and apply it as a reference for the consideration of remuneration and nomination of each director?</p> <p>(iv) Does the Company regularly evaluate the independence of the attesting CPAs?</p>	<p>✓</p>	<p>evaluation items and results, please refer to page 23-24 (III. Information to be disclosed by TWSE/TPEX listed companies regarding the evaluation cycle, period, scope, method, and content of the Board's self-evaluation or peer evaluation). These results, together with directors' self-evaluations, serve as reference for nominating directors and determining their compensation, and were reported to the Board of Directors on February 26, 2026.</p> <p>(iv) On February 26, 2026, the Audit Committee and the Board of Directors conducted an assessment of the independence and suitability of the Company's CPA, with suitability criteria including 13 Audit Quality Indicators (AQIs). The goal was to require the CPAs to issue an independent statement. The Company confirmed that the CPAs and the Company have no other financial interests and business relationships except for certification and tax cases. The CPA's family members do not violate the independence requirements before the appointment of the CPAs. Please refer to (Note 1) for the evaluation of the independence and competency of the CPAs.</p>	
<p>IV. Does the Company as a listed company have a suitable and appropriate number of corporate governance personnel and appoint a corporate governance officer to be responsible for corporate governance related matters (including but not limited to providing information necessary for directors and supervisors to perform their business, assisting directors and supervisors in complying with laws and regulations, conducting board meeting and shareholder meeting related matters in accordance with law, handling company registration and alteration registration, and preparing minutes of board meetings and shareholder meetings, etc.)?</p>	<p>✓</p>	<p>The Company established a dedicated corporate governance unit upon approval by the Board of Directors on May 7, 2021. Effective August 6, 2025, the Assistant Vice President of the Company's Finance and Accounting Division assumed the position of Corporate Governance Officer and possesses the qualifications required for the Corporate Governance Officer. The main duties of the unit are to administer matters related to Board of Directors meetings and shareholders' meetings, prepare minutes of the Board of Directors and shareholders' meetings, assist directors in their appointment and continuing education, provide information necessary for directors to carry out their business, and assist directors in complying with laws and regulations. Please refer to (Note 2) for the continuing education of the</p>	<p>In compliance with the Corporate Governance Best Practice Principles</p>

			corporate governance officer.	
V. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers and suppliers, etc.) and a special section for stakeholders on the Company's website, and responded appropriately to important corporate social responsibility issues that are of concern to stakeholders?	✓		To effectively communicate with various stakeholders, the Company has identified and categorized stakeholders according to the AA1000 SES Stakeholder Engagement Standard principles using a five-point scale. These stakeholders include: customers, employees, investors and shareholders, suppliers, media, academic institutions, and non-profit organizations. Please refer to (Note 3) for details. The Company has appointed a spokesperson and deputy spokesperson, and has established a dedicated stakeholder section on its ESG website with contact information for corresponding departments, enabling response to stakeholder concerns regarding corporate sustainability and social responsibility issues through various communication channels.	In compliance with the Corporate Governance Best Practice Principles
VI. Has the Company appointed a professional stock affairs agency to handle matters for shareholder meetings?	✓		The Company's stock affairs agency is KGI Securities Co., Ltd.	In compliance with the Corporate Governance Best Practice Principles
VII. Information Disclosure				
(i) Has the Company set up a website to disclose finance and business matters and corporate governance information?	✓		(i) The Company has established an Investor Relations section on its official website, disclosing financial, operational, and corporate governance information, with links to the Market Observation Post System to facilitate investor inquiries.	In compliance with the Corporate Governance Best Practice Principles
(ii) Has the Company adopted other means of information disclosure (such as setting up an English website, appointing dedicated personnel responsible for the collection and disclosure of Company information, implementing a spokesperson system, posting the Company's earnings calls on its website, etc.)?	✓		(ii) The Company has designated personnel to be responsible for the collection and disclosure of corporate information. It has also appointed a spokesperson to make external statements and implement the spokesperson system. Additionally, information and presentation materials from the Company's institutional investor conferences have been compiled and made available on the corporate website for public reference.	
(iii) Does the Company publicly announce and file annual financial statements within two months after the end of the fiscal year? The financial statements for the first,	✓		(iii) On February 26, 2026, the Company announced and filed its 2025 annual financial report, and has announced and filed its first, second, and third quarter financial	

second and third quarters and the monthly operating status before the prescribed deadline?			reports and monthly operational results ahead of regulatory deadlines.	
VIII. Does the Company have any other important information that helps understand the corporate governance operation (including but not limited to employee rights, employee care, investor relations, supplier relations, rights of stakeholders, advanced study of directors and supervisors, the implementation of risk management policies and risk measurement standards, the implementation of customer policies, the acquisition of the liability insurance by the Company for directors and supervisors, etc.)?	✓		<p>(i) Employee rights: The Company has established comprehensive work rules and personnel systems in accordance with the Labor Standards Act and related laws and regulations to protect employees' basic rights and maintain good labor-management relations. The Company has established an Employee Welfare Committee to provide diverse employee welfare measures and is committed to creating a fair, friendly, and safe working environment. In addition, the Company also provides group insurance and regular health checkups, continues to pay attention to employees' physical and mental health, and ensures that employees' rights and interests are properly protected through comprehensive systems and communication mechanisms.</p> <p>(ii) Employee Care: To provide employees with more comprehensive support and care, in addition to providing various statutory benefits in accordance with the law, the Company has also planned diverse welfare systems and employee care measures:</p> <p>(1) To strengthen care and support for employees, the Company has established the "Regulations for Employee Emergency Assistance," the "Regulations for Employee Childbirth Subsidies," and the "Regulations for Scholarships for Employees' Children," and plans to promote the "Regulations for Learning Milestone Incentives" in 2026 to support employees' personal development and family needs through diverse systems.</p> <p>(2) The HR unit arranges two one-on-one care interviews for new employees to assist them in smoothly adapting to the workplace environment; and conducts employee satisfaction surveys regularly every two years. The questionnaire</p>	In compliance with the Corporate Governance Best Practice Principles

		<p>response rate for the 2025 employee satisfaction survey was 71%, and on a scale with a full score of 6 points, the overall average satisfaction score was 4.88. The survey results were explained by the HR unit to the supervisors of each department, and improvement action plans were formulated accordingly; at the same time, the survey results and subsequent improvement directions were communicated to all employees through announcement emails to ensure information transparency and promote employees' understanding and participation. Optimization of the working environment and hardware facilities was completed in 2025, and relevant projects will continue to be promoted in 2026 and the effectiveness of improvements will be reviewed.</p> <p>(3) To promote employees' physical and mental well-being, the Employee Welfare Committee provides various welfare subsidies and irregularly organizes various employee care and exchange activities to create a good workplace atmosphere and support employees' physical and mental health and work-life balance.</p> <p>(iii) Investor Relations: The Company honestly discloses corporate information as required by laws and regulations to protect investors' fundamental rights. Investors can access the Company's public information through the Market Observation Post System or through the "Investor Relations" section on the Company's website, where financial, operational, and corporate governance information is available. The Company has also appointed a spokesperson, allowing investors to contact the spokesperson or provide suggestions at any time.</p> <p>(iv) Supplier relations: Through our green product management platform, we have smooth communication channels with our</p>	
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		<p>suppliers, maintain good relations, and uphold the principle of honesty and reciprocity in dealing with them.</p> <p>(v) Stakeholders' rights: Maintain smooth communication channels with stakeholders and fully respect and protect their legitimate rights and interests. Please refer to (Note 3) for issues of concern to the Company's stakeholders and the channels of communication and response.</p> <p>(vi) The continuing education of directors and supervisors: The number of hours of continuing education of directors (including independent directors) of the Company in 2025 is 6 hours per year. Please refer to Note 4 for details.</p> <p>(vii) Implementation of risk management policies and risk measurement standards: The Company focuses on its own business and has established various operating rules and internal control systems to reduce risks in accordance with various laws and regulations and business activities.</p> <p>(viii) Implementation of customer policy: The company upholds high quality and high efficiency to serve customers and create maximum benefits for customers.</p> <p>(ix) The Company is a computer peripheral manufacturer and is engaged in downstream assembly, which is a non-polluting industry and has not polluted the environment and has fulfilled its corporate social responsibility.</p> <p>(x) The Company's acquisition of liability insurance for directors is stipulated in the Company's Articles of Incorporation. Also, the Company acquired the said liability insurance for the first time in December 2018 and had the insurance renewed successfully, and reported to the Board of Directors in November 2025.</p>	
<p>IX. Please describe the improvements that have been made in response to the corporate governance evaluation results issued by the Corporate Governance Center of the Taiwan Stock Exchange in the most recent year, and propose priorities and measures for those not yet improved: The Company has prepared improvement plans for each indicator of the results of the past corporate governance evaluations and has implemented the following improvement plans:</p>			

- (i) The Company has enhanced the comprehensiveness of corporate governance disclosures in its annual reports and official website.
- (ii) Strengthen the disclosure of ESG-related issues in the annual report and sustainability report. The Company intends to continue to improve and propose the following:
- (i) The Company will continue to formulate various measures in compliance with regulatory policies to improve corporate governance.

Note 1: Evaluation of the independence of the CPAs:

Evaluation Items	Evaluation content	Evaluation result	Status of independence
Review of Independent Operation	Has the CPAs recused themselves from the assignment if they have a direct or material indirect interest that would affect their impartiality and independence?	Yes	Yes
	Do CPAs maintain formal independence in addition to substantive independence when they perform audits, reviews, verification or project examination of financial statements and render an opinion?	Yes	Yes
	Do members of the audit services, other CPAs or corporate accounting firm shareholders, CPA firms, their affiliates, and alliances maintain independence from the Company?	Yes	Yes
	Do the CPAs perform professional services with integrity and rigor?	Yes	Yes
	Do the CPAs maintain an impartial and objective position in performing professional services and have they avoided bias, conflict of interest or interest that would affect professional judgment?	Yes	Yes
Suitability review	Do the CPAs have a disciplinary record with the CPA Disciplinary Board for the last two years? Has the CPA firm been involved in any significant litigation in the last two years or currently?	Good	Yes
	Does the CPA firm have sufficient scale, resources and regional coverage to handle corporate audit services?	Good	Yes
	Does the CPA firm have a clear quality control process? Does the coverage include the level and key points of the audit process, the manner in which audit issues and judgments are handled, independent quality control reviews, and management of risk?	Good	Yes
	Has the CPA firm notified the Board of any significant issues and developments in risk management, corporate governance, financial accounting and related risk controls in a timely manner?	Good	Yes

Note 2: The educational training for the Corporate Governance Office of the Company in 2025:

Name	Advanced study date	Course organizer	Course name	Training hours
Kuo, Kuang-Yao	2025/06/30	Taipei Exchange (TPEX)	Investor Relations Management Conference	3
	2025/09/24	Republic of China Accounting Research and Development Institute	Workshop on Preparation and Reporting Practices of Sustainability Information	6
	2025/10/03	Taiwan Academy of Banking and Finance	Corporate Governance Forum	3

Note 3: issues of concern to stakeholders and the channels of communication and response.

Stakeholder	Issues of concern	Channels of communication and response.	2025 Stakeholder Communication Performance
Customer	<ul style="list-style-type: none"> Completed annual satisfaction surveys in response to customer requests Completed the annual conflict mineral source survey and complied with the customer's requirement to declare that no mineral from the conflict area will be used. Implemented confidential information protection measures as required by customers Made Declaration of Prohibition of Child Labor and Declaration of Product Origin as requested by the customer 	<ul style="list-style-type: none"> Annual Customer Satisfaction Survey with Questionnaires Impromptu meetings for unexpected issues Conference calls for specific issues Regular customer visits every year Quarterly Business Reviews (QPRs) External communication mailbox VIP Meetings Customer field audits/visits <p>Contact Information:sales@innodisk.com</p>	<ul style="list-style-type: none"> Visiting customers from time to time Accepted 12 customer on-site factory audits so far

	<ul style="list-style-type: none"> Conducted Audits of suppliers as requested by customers Customer factory production flow guide 		
Employees	<ul style="list-style-type: none"> Establish diverse and open channels for employee feedback Facilitate two-way communication and harmonious labor-management relations through labor-management meetings Regularly review employee satisfaction and work experience Pay attention to the career development and work adaptation of long-term employees 	<ul style="list-style-type: none"> Set up a suggestion box in the employee cafeteria to allow employees to provide suggestions and feedback at any time, as a reference for the Company's internal improvements Regular labor-management meetings are held every quarter, with representatives appointed by both labor and management attending to communicate and discuss issues of concern to employees Conduct employee satisfaction surveys every two years to collect employee feedback on the work environment, systems, and development opportunities, as a basis for human resources policy adjustments Launched care measures for employees with 3 to 10 years of service for the first time, and subsequent actions will be planned based on implementation results and actual needs <p>Contact information: Contact Information: inno_members@innodisk.com</p>	<ul style="list-style-type: none"> In 2025, one labor-management meeting was held each quarter at the Xizhi Factory and the Yilan Factory, for a total of 8 meetings The employee satisfaction survey response rate in 2025 was 71%. On a scale with a full score of 6, the overall average satisfaction score was 4.88 Interview coverage rate for long-serving employees reached 71%
Investors / Shareholders	<ul style="list-style-type: none"> Convened the shareholders' meeting, in which the chairman, directors and senior management reported the financial statements and operations of the Company to all shareholders. At the meeting, the earnings distribution proposal was adopted and important resolutions were approved. Financial statements and significant financial business information of the Company announced and disclosed on the Market Observation Post System 	<ul style="list-style-type: none"> Convene regular shareholders' meeting every year Regular disclosure of finance and business information Disclosure of significant information on the "Market Observation Post System" from time to time Established a spokesperson system to answer shareholders' questions Periodic hosting of or invitations to institutional investor conferences <p>Contact Information: inno_shareholders@innodisk.com</p>	<ul style="list-style-type: none"> Held 1 shareholders' meeting Invited to participate in 5 corporate presentations
Suppliers	<ul style="list-style-type: none"> Qualified supplier certification Green Supply Chain GPM IQC inspection status 	<ul style="list-style-type: none"> New product acknowledgement Related quality document updates Occasional phone and email communication On-site audits/Semi-annually Audit of questionnaires/semi-annually <p>Contact Information: inno_vendor@innodisk.com</p>	<ul style="list-style-type: none"> Completed the supplier sustainability management questionnaire in November 2025 Conducted 17 on-site audits of suppliers in 2025
Media	<ul style="list-style-type: none"> Product information release (including new products and technologies) Company information release (covering development strategies, partnerships, awards, operations and production capacity layout, sustainability actions, social welfare, etc.) 	<ul style="list-style-type: none"> Accept media interviews from time to time Communicate the Company's latest news through press conferences, media gatherings, and other forms from time to time On average, a press release is issued once a month to the relevant media. <p>Contact Information: andy_chen@innodisk.com</p>	<ul style="list-style-type: none"> Issued 9 press releases Held 1 AI strategy media sharing session
School	<ul style="list-style-type: none"> Strengthen the connection between school education and industry practice through industry-academia collaboration Provide scholarships for reserve talent to cultivate potential professional talent Establish scholarships for disadvantaged students to assist vulnerable students in pursuing their studies with peace of mind Provide summer, semester, and academic year internship opportunities to assist students in accumulating practical experience 	<ul style="list-style-type: none"> Regularly review and update cooperation contracts and related regulations with schools every year to ensure that the cooperation content meets the needs of both parties and the direction of industry development Maintain contact with schools from time to time by phone, letter, and other means to communicate and align on details regarding industry-academia collaboration, internship arrangements, and scholarship implementation <p>Contact Information: ivry_lo@innodisk.com</p>	<ul style="list-style-type: none"> Updated industry-academia collaboration contracts and regulations in January and May 2025 Updated the regulations for reserve talent in September 2025 Awarded scholarships to National Ilan University in October 2025 Planned summer / semester / academic year internships in 2025 based on the needs of each department
Non-Profit Organizations	<ul style="list-style-type: none"> Diverse public welfare collaborations such as volunteering, commissioned sales, and donations Needs assessment of beneficiaries and resource allocation Integration of community resources and service implementation Social impact and sustainable development 	<ul style="list-style-type: none"> Regular meetings with foundation staff and board members Conduct lectures, visits, training, and public welfare services and other activities Documentation of related activities and social media exposure <p>Contact Information: inno_foundation@innodisk.com</p>	<ul style="list-style-type: none"> Throughout the year, collaborated with more than 30 different types of NPOs to jointly organize more than 102 social welfare, public welfare, and environmental activities The foundation posted 51 articles about these activities on Facebook, with over 7 related news reports Innodisk employees contributed over 2500 hours of volunteer service throughout the year

Government and Competent Authority	<ul style="list-style-type: none"> Handle various filings in accordance with government laws and regulations (e.g. environmental protection, labor, taxation, energy use, greenhouse gas inventory, etc.) Implement and respond to policies promoted by competent authorities (e.g. ESG disclosure, energy conservation and carbon reduction, green procurement, etc.) Participate in related sustainability policy briefings and promotional activities organized by the government Provide audit information and accept on-site inspections as required by competent authorities Registrations, changes, and compliance confirmation related to operations 	<ul style="list-style-type: none"> Regularly or from time to time complete various reporting systems required by government regulations (e.g. greenhouse gas, occupational safety and health, energy conservation, and other systems) Interact with policy briefings, public hearings, or consultation meetings held by competent authorities Official correspondence or online correspondence and telephone consultations Submit formal reports or supporting documents as required by the government Reception for on-site inspections and accompanying explanations 	<ul style="list-style-type: none"> Complete the annual greenhouse gas inventory and complete reporting procedures in accordance with regulations Achieved a 100% completion rate for filings required under environmental protection, occupational safety and health, and energy-related regulations Participated in 8 sustainability and energy conservation policy briefings organized by the government
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Note 4: The educational training for directors (including independent directors) in 2025:

Title	Name	Advanced study date	Course organizer	Course name	Training hours
Chairman	Chien, Chuan-Sheng	2025/10/21	The Institute of Internal Auditors	Risk-Oriented Internal Audit Methods and Practices	6
Director	Lee, Chung-Liang	2025/12/15	The Institute of Internal Auditors	Business Intelligence and Data Analysis Methods	6
Director	Chu, Ching-Chung	2025/10/17	Securities and Futures Institute	Analysis of Fraud Methods and Introduction to Anti-Money Laundering Regulations and Case Studies	3
		2025/10/21		AI Development, Applications, and Emerging Legal Issues	3
Director	Hsu, Shan-Ke	2025/08/22	Chinese National Association of Industry and Commerce	2025 Taishin Shin Kong Net-Zero Summit	3
		2025/09/26	Securities and Futures Institute	Seminar on Prevention of Insider Trading in 2025	3
Director	Rui Ding Investment Co., Ltd. Representative: Wu, Hsi-Hsi	2025/10/03	Republic of China Accounting Research and Development Institute	Analysis of the Practical Application of Sustainability Policies and Sustainability Disclosure Standards	6
Independent Director	Wang, Yin-Tien	2025/08/07	Securities and Futures Institute	U.S.–China Economic Developments under Trump 2.0 and the Outlook for Taiwan’s Industries	3
				How Directors and Supervisors Oversee Corporate Risk Management and Crisis Handling (Including Gender Equality)	3
Independent Director	Lin, Wei-Li	2025/10/02	Securities and Futures Institute	Corporate Governance Evaluation Transformation Strategies for ESG Evaluation	3
		2025/10/15		Corporate Mergers and Acquisitions Practices and Case Studies	3
Independent Director	Young, Kai-Charn	2025/05/13	Taiwan Institute of Directors	Globalized Corporate Management Strategies	3
		2025/08/12		AI-Driven Industrial Digital Transformation and Business Innovation Applications	3
		2025/12/24	Taiwan Corporate Governance Association	Artificial Intelligence and Corporate Governance	3
Independent Director	Lo, Su-Shun	2025/09/18	Securities and Futures Institute	Trends in Digital Technology and Artificial Intelligence and Risk Management	3
		2025/10/23		Creating a Diverse and Inclusive Organizational Environment: The Necessity of Promoting DEI and Enhancing Leadership Based on Workplace Bullying Incidents	3

(iv) If the Company has established a Remuneration Committee or Nomination Committee, the composition, duties and operation of the committee shall be disclosed:

1. Information on the members of the Remuneration Committee:

Identity Type	Criteria	Professional qualification and experience	Independence	Number of other public companies in which the individual is concurrently serving as a remuneration committee member
	Name			
Independent Director (Convener)	Lin, Wei-Li	1. Possess leadership and experience in business operation for more than 5 years. (See P.8~9 Director Profile) 2. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act.	1. Spouse or relatives within the second degree of kinship are not directors or employees of the Company or the Company's affiliates. 2. The principal, spouse, or a relative within the second degree of kinship who is not providing auditing service to the Company or affiliated enterprises, or a professional individual who provides business, legal, finance, accounting service or consultation, proprietorship, partnership, shareholders of a company or institution, partner, director (executive), supervisor, managerial officers and their spouses who received less than NT\$500,000 remuneration accumulatively in the last 2 years.	0
Independent Director	Wang, Yin-Tien	1. Possess leadership and experience in business operation for more than 5 years. (See P.8~9 Director Profile) 2. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act.	3. Not a director (executive), supervisor, officer, or shareholder holding 5% or more of the shares of a specified company or institution that has a financial or business relationship with the Company (however, if the specified company or institution holds 20% or more and no more than 50% of the total number of issued shares of the Company; also, independent directors appointed according to the Act or the laws and regulations of the local country by, and concurrently serving as such at, the Company, the parent or subsidiary company, or a subsidiary of the same parent, this restriction does not apply). 4. Please refer to P.8~9 for Director Profile on the shareholding and shareholding ratio of the principal, spouse, and relatives within the second degree of kinship (on shares held in the name of others).	1
Independent Director	Young, Kai-Charn	1. Possess leadership and experience in business operation for more than 5 years. (See P.8~9 Director Profile) 2. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act.		3
Independent Director	Lo, Su-Shun	1. Possess leadership and experience in business operation for more than 5 years. (See P.8~9 Director Profile) 2. There is no occurrence of any of the circumstances as stated in Article 30 of the Company Act.		0

2. Information on the operations of the Remuneration Committee

(1) The Company's Remuneration Committee consists of 4 members.

(2) Current term of office: From June 27, 2024, to May 30, 2027. There were 5 Remuneration Committee meetings (A) held in the most recent year (2025) up to the publication date of the annual report. The qualifications and attendance of the Remuneration Committee members are as follows:

Title	Name	Number of attendance in person (B)	Number of attendance by proxy	Attendance in person (%) (Note)	Remarks
Convener	Lin, Wei-Li	5	0	100%	
Member	Wang, Yin-Tien	5	0	100%	
Member	Young, Kai-Charn	5	0	100%	
Member	Lo, Su-Shun	5	0	100%	
Other matters required to be recorded:					
I. If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, the date, term, proposal content, the resolution of the Board of Directors, and the Company's handling of the opinions of the Remuneration Committee members (such as the remuneration resolved by the Board of Directors is superior to the suggestion made by the Remuneration Committee should be described, including the deviation and the reasons): None.					
II. For the proposals by the Remuneration Committee. If any members have objections or reservations with records or written statements, the date, period, proposal content, and opinions of all members, its handling of the members' opinions should be stated: None.					
III. The operations of the Remuneration Committee in the most recent year					
Term - Meeting Date (MM/DD/YY)	Important discussion topics	Resolution		The Company's Handling of Members' Opinions	
6th Term - 3rd Meeting 2025/01/17	1. Passed the proposal for the 2024 year-end bonus to the managerial officers and auditing officers of	Approved by the Remuneration Committee members present unanimously		Submitted to the Board of Directors for approval according to the resolution	

	the Company.		
6th Term - 4th Meeting 2025/02/22	1. Review of the Company's 2024 distribution of remuneration to employees and directors.	Approved by the Remuneration Committee members present unanimously	Submitted to the Board of Directors for approval according to the resolution
6th Term - 5th Meeting 2025/08/06	1. Proposed approval of the list of employees (managerial officers) to be allotted and the number of shares to be allotted for the first issuance of restricted employee shares in 2025. 2. Proposal to pass the 2024 remuneration to the managerial officers and auditing officers of the Company. 3. Plan to pass the proposal for the adjustment of remuneration to the managerial officers and auditing officers of the Company. 4. Proposal to pass the Company's 2024 remuneration for directors.	Approved by the Remuneration Committee members present unanimously	Submitted to the Board of Directors for approval according to the resolution
6th Term - 6th Meeting 2026/02/06	1. Passed the proposal for the 2025 year-end bonus to the managerial officers and auditing officers of the Company.	Approved by the Remuneration Committee members present unanimously	Submitted to the Board of Directors for approval according to the resolution
6th Term - 7th Meeting 2026/02/26	1. Review of the Company's 2025 distribution of remuneration to employees and directors.	Approved by the Remuneration Committee members present unanimously	Submitted to the Board of Directors for approval according to the resolution

3. Information on members of the Nomination Committee and its operation: The Company has not established a Nomination Committee yet.

(v) The implementation of the sustainable development and its deviation from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons:

Promotion items	Status of implementation		Summary Description	Deviation from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons:
	Yes	No		
I. Has the Company established a governance structure to promote sustainable development, and designated a full-time (part-time) unit to promote sustainable development, which is to be handled by the senior management with the authorization of the Board of Directors, and the actual supervision of the Board of Directors?	✓		The Company has commissioned the Quality Assurance Department to promote CSR-related activities and begin to prepare CSR reports since 2015. The Chairman had assigned and setup the “Sustainable Development Office” at the end of 2022, which is to be assumed by the senior managerial officer with a project team formed to handle the following duties and responsibilities: 1. Formulate the goals, strategies, and action plans for the Company’s sustainable development policies, and guide and track the progress, performance, and improvement of each action plan. 2. Identify sustainable issues of concern to stakeholders and formulate a communication plan.	No significant difference.

		<p>3. Supervise the compilation of the Sustainability Report to be completed on time.</p> <p>The Sustainable Development Office reports the implementation results and work plans for the coming year to the board of directors at least once a year, in addition to reporting sustainable development progress to the chairman through regular monthly meetings.</p> <p>In 2025, on August 6, 2025, the management team reported to the Board of Directors on the Company's net-zero carbon emission pathway planning and the contents of the Sustainability Report, and explained major sustainability issues, with key points including:</p> <ol style="list-style-type: none"> 1. Promotion results and performance in the environmental, social, and governance (ESG) aspects. 2. Greenhouse gas inventory results and management actions. 3. Implementation status of biodiversity support actions - the Wuwei Harbor three-year biodiversity plan. 4. Future sustainable development strategies and promotion directions. <p>After hearing the report of the management team, the Board of Directors has fully understood the Company's sustainable development strategies and promotion progress, and expressed support and affirmation for various sustainability goals and actions. The Company will continue to move toward the long-term goals of reducing carbon emissions by 50% by 2030 compared with the base year and achieving net-zero carbon emissions by 2050.</p> <p>In addition, on November 6, 2025, the management team reported to the Board of Directors the results of the Company's stakeholder identification, explaining the identification process, communication channels, and major issues of concern for various stakeholders, and accordingly reviewed the response status of the Company's sustainable development strategies.</p> <p>After hearing the report, the Board of Directors has fully understood stakeholders' key concerns and their impact on the Company's operations,</p>	
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		and supports continuously strengthening stakeholder communication and engagement mechanisms to ensure that the Company's sustainable development direction can respond to external expectations and enhance overall governance effectiveness.	
II. Does the company conduct risk assessments on environmental, social, and corporate governance issues related to the Company's operations in accordance with the principle of materiality, and formulate relevant risk management policies or strategies?	✓	<p>The Company has, in accordance with the principle of materiality, actually carried out the identification and risk assessment of environmental, social, and governance (ESG) issues related to operations. The scope of assessment of material issues covers the headquarters, major operating sites (including factories), and the upstream and downstream value chain, and continues to gradually include affiliates and overseas sites.</p> <p>The Company conducts stakeholder questionnaire surveys regularly every year. In 2025, a total of 366 questionnaires were collected, and questionnaire opinions from 14 senior executives were also collected simultaneously. The level of concern for various ESG issues and their potential impact on the Company's operations were comprehensively analyzed, based on which the materiality analysis and risk assessment were completed.</p> <p>Based on the assessment results, the Company has established corresponding risk management policies and response strategies for material issues, and incorporated them into daily operational management and sustainable development promotion mechanisms for continuous implementation and tracking. For the relevant implementation status, please refer to (Note 1).</p>	No significant difference.
III. Environmental issues (i) Has the Company set up an appropriate environmental management system based on the characteristics of its industry?	✓	<p>(i) To implement an effective environmental management system, the Company has established a sound management mechanism, formulated clear environmental policies and management objectives, and established relevant management measures based on operational characteristics.</p> <p>● Following the ISO 14001 environmental management system framework,</p>	No significant difference.

		<p>environmental management work is continuously promoted and improved through the PDCA (Plan, Do, Check, Act) cycle. In terms of system implementation, environmental aspect assessments are conducted, and control measures are established for operations that may cause pollution, such as waste management, pollution prevention and control, and emergency response. Regular education and training and internal audits are also conducted to ensure effective operation of the system.</p> <p>In addition, the environmental management system shall comply with relevant environmental laws and regulations, such as the Air Pollution Control Act, Waste Disposal Act, Water Pollution Control Act, and Regulations for Collection of Soil and Groundwater Pollution Remediation Fees, and reporting and management shall be handled in accordance with regulations to ensure compliance with legal requirements and reduce environmental impact.</p> <p>●Meanwhile, the Company obtained ISO14001 certification on September 29, 2023, valid until September 29, 2026. (Please refer to the official website of the Company for the certificate: https://www.innodisk.com)</p>	
(ii) Is the Company committed to improving energy efficiency and using recycled materials with reduced environmental impacts?	~	<p>(ii) Our company strongly promotes and implements resource recycling, including various waste resource recovery programs.</p> <p>●In 2024, the Xizhi Plant and Yilan Plant transported a total of 7.843 metric tons of hazardous industrial waste and a total of 28.6 metric tons of non-hazardous industrial waste; in 2025, the Xizhi Plant and Yilan Plant transported a total of 7.111 metric tons of hazardous industrial waste and</p>	No significant difference.

		<p>a total of 53.87 metric tons of non-hazardous industrial waste.</p> <p>*Note: Hazardous industrial waste: C-0301 waste liquid with a flash point below 60°C (Z05 liquid), C-0301 waste containers (Z06 solid), E-0221 waste printed circuit boards containing metals and their dust (Z06); non-hazardous industrial waste: R-category waste iron, waste aluminum, waste tin, waste fabric, waste paper, waste PET bottles, and waste plastic.</p> <ul style="list-style-type: none"> ● Timer control systems have been added to the central air conditioning chiller system, employing both flow and time controls. The chiller system automatically shuts down when load decreases at night or after work hours. Additionally, a new remote monitoring system has been installed for more efficient management, along with optimization of the chiller's piping network. ● Power management: <ul style="list-style-type: none"> -The Company has signed a contract capacity power supply agreement with Taiwan Power Company. For the electricity demand of in-plant laboratories and manufacturing areas, in addition to using electricity according to the contract capacity, it also continues to cooperate with the time-of-use tariff system for electricity management, and regularly reviews the contract capacity annually and adjusts it according to actual usage to achieve the effect of continuous energy saving. -The offices are equipped with master power switches for lighting and air conditioning, and energy-saving management measures continue to be implemented. When the last colleague leaves, the master power switch must be turned off to effectively conserve energy. ● Continuous improvement in electronic form digitalization: Relevant Occupational Safety and Health Act promotion plans (including middle-aged and elderly workers, workplace 	
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		<p>night work, and the four major plans) have been incorporated into the health management system, and operational processes have been continuously optimized, gradually converting the original paper-based operations into electronic form (such as the electronic questionnaire for the respiratory protection plan), making the process simpler and smoother, and enabling real-time online tracking and management; at the same time, paper usage is effectively reduced, moving toward the goal of paperless operations, thereby reducing greenhouse gas (GHG) emissions.</p> <ul style="list-style-type: none"> ●Promotion of a water-saving culture: Water-saving slogans and notices are posted in prominent places in each plant area to remind employees to develop good water-use habits, and internal education and training are used to enhance colleagues' awareness of and sense of responsibility for water resource issues, strengthening daily water-saving behavior; water-saving devices are installed on faucets in tea rooms, sensor faucets and automatic hand dryers are installed in restrooms to replace traditional disposable paper towels; drinking fountains are also set to sleep mode at night and on holidays and other water-saving measures are adopted. ●Regular inspections and immediate repairs: Establish a routine inspection system for equipment water-use points, regularly inspect pipelines, faucets, and sanitary equipment, and set up a reporting mechanism to ensure that water leakage can be repaired immediately and avoid resource waste. ●Introduction of recycled water resources: 	
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		<p>A rainwater recycling system is installed in the Yilan plant area. Through water collection and storage equipment, more than 40 metric tons of rainwater can be recycled annually, mainly for non-potable uses such as irrigation of plant area landscaping, reducing tap water use and improving water resource utilization efficiency.</p> <ul style="list-style-type: none"> ●Plastic reduction measures: Provide visitors with reusable cups and stop supplying bottled water, responding to the concepts of plastic reduction and environmental protection through practical actions. 	
<p>(iii) Does the Company evaluate the potential risks and opportunities of climate change to the Company now and in the future, and take corresponding measures to respond to climate related issues?</p>	<p>✓</p>	<p>(iii) The Company supports and responds to government green energy policies:</p> <ul style="list-style-type: none"> ●In 2025, the target ratio for renewable energy use was set at 25% (based on electricity consumption of approximately 2.29 million kWh). -In 2025, the Company participated in bidding at the National Renewable Energy Certificate Center and obtained 7,000 kWh of solar power generation certificates, and purchased approximately 1,906,368 kWh of renewable energy bundled with certificates, for a total renewable energy amount equivalent to a reduction of carbon emissions by 945,603 kg/CO₂e. -The actual renewable energy usage ratio was 24.5%. Although it did not reach the expected target, compared with the renewable energy usage ratio of 23.1% in 2024 (based on total electricity consumption of approximately 1.685 million kWh), the renewable energy usage in 2025 has increased significantly, demonstrating that the Company continues to improve and has concretely shown results in the introduction and application of 	<p>No significant difference.</p>

		<p>renewable energy. In the future, the reasons for failing to meet the target will be further reviewed, relevant promotion measures will be strengthened, the ratio of renewable energy use will continue to be increased, and steady progress will be made toward the established target.</p> <ul style="list-style-type: none"> ●Yilan Plant 1 installed a solar photovoltaic module power generation system and obtained 309,892 kWh of solar power generation in 2024, equivalent to a reduction of carbon emissions by 146,889 kg/CO₂e. In 2025, power generation reached 310,139 MWh, which resulted in a carbon emission reduction of 147,006 kg CO₂e. This represents a slight increase compared to the previous year, continuing to deliver carbon reduction benefits. <p>*Note: According to the 2024 electricity carbon emission factor of 0.474 kg/CO₂e published by the Bureau of Energy.</p> <ul style="list-style-type: none"> ●Beach cleaning activity: The Company sponsored Taiwan Geographic Sustainability Regeneration Development Association with NT\$200,000 and titled the “Love Earth Together Yilan Beach Cleaning Activity” held on September 20, 2025. A total of 318 employees, family members, and staff participated in this activity. The beach cleanup focused on removing small debris and plastic particles from the coast. A total of 2,354 kilograms of waste was collected, resulting in a carbon emission reduction of approximately 4,849.24 kg CO₂e. <p>*Note: According to the Taiwan Carbon Footprint Information Network of the Environmental Protection Administration, each reduction of 1 kg of waste generation (recycling 1 kg of recyclable waste) is equivalent to a reduction of carbon emissions by 2.06 kg/CO₂e.</p> <ul style="list-style-type: none"> ●In 2025, the Company held a series of activities in response to World Earth Day, including: lights off for 1 hour, zero-waste 	
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		<p>second-hand toys, battery recycling, a dual-effect walking and weight-loss program, and the “20th Anniversary Innodisk Returns to Yilan” walking activity.</p> <ul style="list-style-type: none"> ● Toy recycling activity: <ul style="list-style-type: none"> - A total of 56.1 kilograms of toys were recycled, equivalent to a reduction of approximately 115.57 kg CO₂e in carbon emissions. -The recycled materials were donated to “Ai Heng Enlightenment Center” and “Yilan Women and Children Center”. ● Lights-off advocacy activity: <ul style="list-style-type: none"> -Participants: Xizhi Plant, Yilan Plant, Taichung Office, Hsinchu Office, and affiliates (Aetina Corporation, Millitronic Co.,Ltd., WEI SHIN COMPANY LIMITED.) - A total of 13,555 lights were turned off, resulting in a carbon emission reduction of 128.5kg CO₂e. ● Battery recycling activity: <ul style="list-style-type: none"> -The total recycling amount was 17 kg, equivalent to a reduction of carbon emissions by 2.72 kg/CO₂e. ● Dual-effect walking and weight-loss program: <ul style="list-style-type: none"> -A total of 143 employees participated enthusiastically in this walking and weight-loss activity. -The activity was carried out in three waves. In the first wave, a total of 89 participant-times achieved the target; in the second wave, 78 participant-times achieved the target; in the third wave (with additional bonus incentives), 73 participant-times completed the challenge, totaling 57.16 million steps, equivalent to a reduction of carbon emissions by 8,116 kg/CO₂e. <p>*Note: According to the website of the Ministry of Health and Welfare, every 10,000 steps one-way is equivalent to reducing carbon emissions by 1.42 kg/CO₂e.</p> <ul style="list-style-type: none"> ● “20th Anniversary Innodisk Returns to Yilan” walking 	
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		<p>activity: 2025 marks the 20th anniversary of the Company's establishment. To give back to Yilan locally and integrate the concept of environmental sustainability, the Company held the "Return to Yilan Together" walking activity in April, encouraging employees to promote health through practical actions and jointly participate in environmental protection. Nearly 672 employees enthusiastically participated in the activity. The Company also transformed the results of the activity into public welfare contributions, accumulating donations of NT\$200,000, which were donated to the Wuwei Harbor Cultural and Educational Promotion Association for use in a tree-planting project; in addition, in early November 2025, the Company joined hands with the association to carry out a tree-planting action, calling on nearly 150 employees and supplier partners to gather at the Wuwei Harbor Bubble Spring and plant 280 saplings suitable for the native ecological needs, demonstrating active commitment and long-term dedication to local ecological conservation and biodiversity maintenance.</p> <ul style="list-style-type: none"> ● In Q2 of each year, a comprehensive environmental consideration assessment is conducted for the Company's internal and external environment, compiling and reviewing various material environmental risks, covering key aspects such as climate change, resource consumption, pollution prevention and control, and biodiversity protection, so as to identify and analyze potential environmental impacts, and formulate corresponding risk management measures based thereon to 	
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		<p>minimize possible negative impacts on the natural environment and society.</p> <p>●The Company is committed to reducing risks related to environmental hazards, and continuously monitors and improves actions and performance related to environmental protection to ensure that corporate operations and environmental sustainability progress in parallel, and to promote the Company's long-term sustainable development.</p>																								
<p>(iv) Does the Company make statistics on greenhouse gas emissions, water consumption and the total weight of waste for the past two years and formulate policies for energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction or other waste management?</p>	<p>✓</p>	<p>(iv) Greenhouse gas emission in the past two years is as follows:</p> <p style="text-align: right;">Unit: Metric Tons/CO2e</p> <table border="1" data-bbox="853 772 1326 974"> <thead> <tr> <th>Year</th> <th colspan="2">Greenhouse Gas Emissions</th> <th>Total Greenhouse Gas Emissions</th> <th>Emissions per Unit of Revenue</th> </tr> </thead> <tbody> <tr> <td rowspan="3">2024</td> <td>Scope I</td> <td>277.2465</td> <td rowspan="3">9021.011</td> <td rowspan="3">1.012</td> </tr> <tr> <td>Scope II</td> <td>3515.458</td> </tr> <tr> <td>Scope III</td> <td>5228.307</td> </tr> <tr> <td rowspan="3">2025</td> <td>Scope I</td> <td>443.2243</td> <td rowspan="3">10162.741</td> <td rowspan="3">0.713</td> </tr> <tr> <td>Scope II</td> <td>3731.8099</td> </tr> <tr> <td>Scope III</td> <td>5987.7071</td> </tr> </tbody> </table> <p>Note 1: Category 1 — Direct greenhouse gas emissions (statistical scope includes gasoline, diesel, refrigerants, CO2 fire extinguishers).</p> <p>2. Category 2 — Indirect greenhouse gas emissions (statistical scope includes purchased electricity).</p> <p>3. Category 4 — Indirect greenhouse gas emissions (the Company identified through materiality assessment that the statistical scope to be included comprises upstream production of purchased energy, raw material procurement, upstream production of purchased energy procurement, employee commuting, business travel, and waste generated from operations.)</p> <p>Scope of Coverage: The scope of greenhouse gas emission sources for 2024 and 2025 includes Innodisk Corporation's Xizhi Plant and Innodisk Corporation's Yilan Plant.</p> <p>Description:</p> <ol style="list-style-type: none"> The primary greenhouse gases emitted by our company include carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O). The inventory and verification were conducted based on operational control, with Global Warming Potential (GWP) values sourced from the IPCC Sixth Assessment Report. Both 2024 and 2025 data have been verified by ARES International Certification Co., Ltd., and the complete assurance report is disclosed in the ESG section of the Company's official website. <p>Water resource and waste management data for the past two years are as follows:</p>	Year	Greenhouse Gas Emissions		Total Greenhouse Gas Emissions	Emissions per Unit of Revenue	2024	Scope I	277.2465	9021.011	1.012	Scope II	3515.458	Scope III	5228.307	2025	Scope I	443.2243	10162.741	0.713	Scope II	3731.8099	Scope III	5987.7071	<p>No significant difference.</p>
Year	Greenhouse Gas Emissions		Total Greenhouse Gas Emissions	Emissions per Unit of Revenue																						
2024	Scope I	277.2465	9021.011	1.012																						
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Item	2024	2025
Total water usage (metric tons)	20,739	20,739
Reclaimed water volume (metric tons)	-	80
Non-hazardous industrial waste (metric tons)	28.6	53.87
Hazardous industrial waste (metric tons)	7.843	7.11

Scope of coverage: 2024 and 2025 data include Innodisk Corporation's Xizhi Plant and Innodisk Corporation's Yilan Plant.

Note: Hazardous industrial waste: C-0301 waste liquid with a flash point below 60°C (Z05 liquid), C-0301 waste containers (Z06 solid), E-0221 waste printed circuit boards containing metals and their dust (Z06); non-hazardous industrial waste: R-category waste iron, waste aluminum, waste tin, waste fabric, waste paper, waste PET bottles, and waste plastic.

The Company's annual water consumption reduction target is 1%.

Actual Water Usage: Total volume increased by 44% compared to the previous year

The Company's annual waste reduction target is 1%.

Actual waste status: The total amount increased by 67.3% compared to the previous year. This increase in the aforementioned water resource and waste management indicators was primarily due to production capacity increases and expanded production scale at the Yilan plant in recent years. In the future, the Company will continue to evaluate the feasibility and scalability of introducing smart water meters, water-saving equipment, and reclaimed water applications, so as to enhance the timeliness and accuracy of water resource management, while strengthening overall resource management efficiency, gradually progressing toward the reduction target, and fulfilling its commitment to environmental friendliness and sustainable operations.

●Greenhouse Gas Management:

- Reduction Target: The annual greenhouse gas emission reduction target is 1%.
- Implementation Measures: Targeting our largest carbon emission source—purchased electricity—we are promoting self-generation and

		<p>consumption of solar power and green electricity transfer, supplemented by the purchase of renewable energy certificates. We continue to implement energy-saving renovations, including supporting government policies for waste sorting, recycling and reduction, promoting the reuse of office paper for photocopying, replacing lighting with LED fixtures, upgrading chiller systems, and optimizing parallel piping systems to reduce electricity consumption.</p> <ul style="list-style-type: none"> - Achievement Status: We are actively promoting renewable energy use and energy-saving improvement projects, continuously advancing toward our reduction targets, strengthening our capability for low-carbon operational transformation, and actively obtaining ISO 14064 greenhouse gas inventory verification. -Related certifications: In 2025, ISO 14064 (greenhouse gas management system) obtained third-party verification from ARES International Certification Co., Ltd. <p>●Water Management:</p> <ul style="list-style-type: none"> - Reduction target: The annual water consumption reduction target is 1%. - Implementation Measures: Installation of water conservation signage and notices to strengthen employee water conservation awareness. Implementation of regular equipment inspection and prompt repair mechanisms. Introduction of rainwater recovery systems at the Yilan plant for non-potable purposes. - Achievement Status: Due to expansion in production capacity and workforce, total water consumption increased compared to the previous year, 	
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		<p>falling short of the annual reduction target. We will continue to strengthen water conservation management and improve resource utilization efficiency.</p> <ul style="list-style-type: none"> ●Waste Management: <ul style="list-style-type: none"> - Reduction Target: Actively obtaining verification for environmental-related certifications such as ISO 14001 management systems. - Implementation Measures: To reduce environmental impact and effectively control industrial waste, the company implements waste classification, collection, storage, management, and transportation. Through effective waste management, we conduct waste removal, treatment, and recycling operations in accordance with environmental protection regulations, continuously increasing the waste recycling rate and reducing environmental burden. - Achievement Status: ISO 14001 management system has been maintained. Through the operation of the environmental management system, we review various environmental management operations and adopt a continuous improvement approach for long-term operations. We are strengthening waste management, increasing the frequency of waste transportation and treatment operation inspections, and continuously evaluating and planning feasibility options for various types of waste recycling, in order to advance toward the goals of waste reduction and increased recycling rates. -Related certifications: Obtained ISO 14001 (environmental management system) certification, and the certificate is valid until 	
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		September 29, 2026.	
<p>IV. Social issues</p> <p>(i) Has the company formulated relevant management policies and procedures according to relevant laws and regulations and the International Bill of Human Rights?</p>	<p>✓</p>	<p>(i) The Company has established the “Work Rules” and the “Workplace Sexual Harassment Prevention Measures” in accordance with relevant laws and regulations including the Labor Standards Act, the Act of Gender Equality in Employment, and the Guidelines for Prevention Measures of Sexual Harassment in the Workplace, so as to protect the legitimate rights and interests of employees and create a safe and respectful workplace environment.</p> <p>With respect to international human rights principles, the Company has established a cross-departmental human rights working group by the Management Center, adopted an action plan consistent with the Responsible Business Alliance (RBA), and followed the spirit and basic principles of human rights protection disclosed in various international human rights conventions, including the United Nations Global Compact, the Universal Declaration of Human Rights, and the International Labour Organization Declaration on Fundamental Principles and Rights at Work, thereby fully demonstrating the responsibility to respect and protect human rights and treating all colleagues, including contract personnel and interns, with dignity and respect. The Company has also formulated and announced the “Human Rights Policy” accordingly. For the relevant implementation guidelines and details, please refer to (Note 2).</p> <p>In addition, the Company also values integrity management and business ethics. Since 2012, in accordance with the “Template for Codes of Ethical Conduct for TWSE/TPEX Listed Companies,” it has formulated the “Integrity Management Operating Procedures and Code of Conduct” and the “Codes of Ethical</p>	<p>No significant difference.</p>

		<p>Conduct,” explicitly prohibiting any form of corruption, bribery, extortion, and embezzlement.</p> <p>To ensure that employees fully understand the Company's integrity management, anti-corruption policy, and whistleblower mechanism, the Company has conducted relevant education and training courses since 2022, and confirms employees' understanding of the policy content through videos, course explanations, and test questions. In 2025, online courses continued to be offered, and employees who had not completed training in the previous year and new hires in the current year were assigned to training; the completion rate of current-year new hires who remained employed in the current year was 100%. Online courses will continue to be offered, and employees who have not completed training and new hires will be arranged to complete the relevant training.</p>	
<p>(ii) Whether the Company has formulated and implemented reasonable employee welfare measures (including remuneration, vacation and other benefits, etc.), and appropriately reflects operating performance or results in employee remuneration?</p>	<p>✓</p>	<p>(ii) The Company has established a leave system superior to labor law requirements and a reasonable remuneration structure, and allocates year-end bonuses and employee remuneration based on the Company's annual profit status. Please refer to P.86~87(i) percentages or ranges of remuneration for employees, directors, and supervisors as set forth in the Company's Articles of Incorporation.</p> <p>In addition, the Company also provides diversified employee welfare measures, including group insurance, wedding gifts and cash gifts, childbirth/childcare subsidies (including pregnancy transportation subsidies, childbirth gifts, childbirth subsidies, and childcare allowances), scholarships for employees' children, emergency care and condolence payments, and funeral flower baskets, so as to enhance employee well-being</p>	<p>No significant difference.</p>

			and strengthen employee cohesion, and regularly reviews the appropriateness of the remuneration and welfare system to ensure employee rights and interests and the Company's long-term development.	
(iii) Has the Company provided a safe and healthy working environment for its employees, and provided regular safety and health education?	✓		<p>(iii) To ensure employee safety, in accordance with the Occupational Safety and Health Act regulations:</p> <ul style="list-style-type: none"> ● The Company values the safety and health of employees, continues to implement the maintenance and management of the working environment in plants and offices, and has established a sound environmental safety and health management system. The Company regularly audits and identifies applicable laws and regulations, including their latest amendments, each quarter to ensure operations comply with current regulatory requirements. Additionally, on-site environmental, health, and safety inspections and oversight are conducted monthly. Inspection items include plant operation safety inspections, equipment use and maintenance inspections (such as Chamber, ovens, steel plate cleaning machines, etc.), inspections of organic solvent use sites, inspections of the use and storage of personal protective equipment, first-aid kit inspections, and emergency response equipment inspections, so as to ensure the safety and completeness of the working environment. <p>In addition, the Company obtained ISO 45001 occupational safety and health management system certification on February 25, 2025, and the certificate is valid until February 25, 2028. Through a systematic management mechanism, it continues to strengthen occupational safety and health management and education and training, and is committed</p>	No significant difference.

		<p>to providing employees with a safe, healthy, and friendly working environment.</p> <p>In 2025, safety and health education and training (including 3 hours of general safety and health education and training for new workers, 3 hours of general training on the use of hazardous chemicals, plant-wide fire evacuation drills, organic solvent leakage lectures, health-related general education and prevention of unlawful workplace infringement (general/advanced general education), training for the acceptance team, and other courses) totaled 2,659 training hours, with a total of 2,472 attendances.</p> <ul style="list-style-type: none"> ●The Company had 0 fire incidents in the current year, 0 fatalities and injuries, and the ratio of fatalities and injuries to the total number of employees was 0%. ●To strengthen fire safety management, the Company has formulated and filed a fire protection plan in accordance with the provisions of the Fire Services Act, and regularly conducts monthly daily fire source self-inspections and self-inspections of fire prevention and evacuation facilities, and completes and retains relevant inspection forms for future reference, so as to ensure the implementation of fire safety management. ●In addition, in accordance with the provisions of the Enforcement Rules of the Fire Services Act, a self-defense fire organization is established, and comprehensive drills for the self-defense fire organization are conducted every six months. After completion of the drills, they are filed with the local fire competent authority for record in accordance with regulations. In addition, the Company also conducts annual plant-wide 	
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		<p>evacuation drills for all employees (including foreign employees), and conducts evacuation drills for foreign employee dormitories, to enhance employees' fire safety awareness through regular drills and familiarize employees with various fire safety equipment and evacuation procedures.</p> <ul style="list-style-type: none"> ● The Xizhi Plant also coordinates with the building management center of Taiwan Science Park to regularly conduct annual fire safety equipment inspections and filing operations, so as to ensure that all fire safety equipment remains in good operating condition. Through the above preventive and management measures; the Yilan Plant independently conducts annual fire safety equipment inspections and filing operations, and the Company has not had any fire accidents or casualties to date. In the future, it will continue to improve relevant fire prevention management and education and training to safeguard the safety of employees' lives and the safety of the Company's operations. ● The Company attaches great importance to employee health and well-being, and has incorporated workplace health management as one of the important strategies for corporate sustainable development. To enhance employees' health awareness and reduce occupational health risks, the Company continues to promote diversified health promotion measures, including regularly holding health promotion lectures and activities, and conducting workplace visits and health assessments, proactively identifying potential health risks and proposing improvement suggestions, and striving to create a safe and healthy working environment. 	
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		<ul style="list-style-type: none"> ●Health management system: <ul style="list-style-type: none"> -The Company implements employee health examinations and follow-up mechanisms. In 2025, the health examination participation rate reached 99.8%, ensuring that most employees can regularly understand their own health conditions. At the same time, a total of 18 health promotion activities were held in 2025, with cumulative participation of 665 person-times and total hours reaching 1,008 hours. Through health lectures, health education promotion, and various health promotion activities, employees are encouraged to establish good living habits and enhance their self-health management capabilities. -Under a sound occupational health management system and continuous health promotion measures, there were no cases of occupational disease in the current year. In the future, the Company will continue to deepen the health management system, incorporate employee health into the core values of corporate sustainable development, and continue to create a healthy and friendly workplace where employees can work with peace of mind. ●Worker health consultation (EAPs) and improvement plans: Since 2022, the Company has introduced the “Employee Assistance Programs” (Employee Assistance Programs, EAPs). By establishing diversified and convenient service channels (including telephone hotlines, email, and designated replies via LINE), it matches various professionals (including lawyers and psychologists) to provide immediate consultation services with privacy protection, assisting employees in maintaining work-life balance, 	
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		<p>guiding them to effectively adjust stress, relieve various sources of stress, and improve existing troubles, so as to ensure that employees can obtain appropriate professional support in an environment where they feel at ease and safe.</p> <p>In 2025, there were a total of 523 person-times, and through the services of case managers and professional consultants, issues related to psychology, law, and management were handled, demonstrating employees' high level of trust in this mechanism and its actual effectiveness.</p> <ul style="list-style-type: none"> ● Promotion of prevention of unlawful infringement and DEI and gender equality: <ul style="list-style-type: none"> -The Company regularly conducts education and training related to the prevention of unlawful infringement and gender equality (DEI). Course content covers professional training for the complaint acceptance team, basic general education for all employees, and advanced training for supervisors, thereby enhancing the organization's overall prevention awareness and a friendly workplace culture. Implementation in 2025 is as follows: <ul style="list-style-type: none"> -Training course on workplace misconduct and sexual harassment handling/acceptance (participants: acceptance team members): a total of 29 participants, with total hours of 58 hours. -Course on prevention of workplace misconduct and establishment of a DEI-friendly workplace (participants: supervisor level - in person): a total of 18 participants, with total hours of 36 hours. -Prevention of workplace misconduct and establishment of a DEI-friendly workplace 	
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		<p>(participants: supervisor level - online): a total of 144 participants, with total hours of 72 hours</p> <p>-Courses related to unlawful workplace infringement and gender equality (participants: new employees - online): a total of 98 participants, with total hours of 294 hours.</p>	
<p>(iv) Does the company have an effective career development training program planned for employees?</p>	<p>~</p>	<p>(iv) To implement the concept of talent cultivation, the Company has established a comprehensive talent development framework and education and training system. Through systematic training plans, it cultivates the professional knowledge and skills required by employees in the workplace, and strengthens accountable and continuous learning work attitudes, so as to improve overall performance and the Company's operational effectiveness.</p> <p>At the same time, an education and training platform is established to provide internal in-person courses and online learning courses, and employees are encouraged to participate in external professional training and seminar activities, so as to continuously improve professional capabilities. Training courses are planned based on development needs with a diversified learning system, including general courses (such as new employee training and industry trends), technical academy (covering professional fields such as production, sales, human resources, and finance), management academy, language academy, and international academy. Corresponding course content is planned according to employees' positions and career development stages, assisting employees in continuously improving professional capabilities and managerial competencies at different career stages.</p> <p>In addition, the Company also has individual development and improvement plans (IDP), and</p>	

		<p>internal transfer and rotation mechanisms, providing employees with diversified job development opportunities, and through expatriation and cross-border experience mechanisms, assisting employees in broadening their international perspectives and cross-cultural management capabilities, so as to strengthen global career development.</p> <p>For employee advanced study and training information in 2025, please refer to P.110 (v) Labor-management relations.</p>	
<p>(v) Does the Company comply with relevant laws and international standards, and formulate relevant right and interest protection policies and grievance procedures to deal with customers for products and services, such as customer health and safety, customer privacy, marketing and labeling, etc.?</p>	<p>✓</p>	<p>(v) The Company complies with relevant laws and regulations and international standards concerning customer health and safety, marketing and labeling of products and services, such as CE, FCC electromagnetic compatibility regulations, and safety requirements for relevant product categories such as UL and UKCA, and posts product information on the Company website. Currently, Innodisk adheres to the business philosophy of exceptional service and technological innovation, continuously enhancing product quality and proactively monitoring market demand for timely feedback and improvement. Innodisk currently holds the following quality and management system certifications: ISO 9001, ISO 14001, ISO 45001, ISO 27001, and IEC QC 080000.</p> <p>Innodisk has established relevant privacy protection policies for customers (including but not limited to employees, clients, suppliers, and other persons using this website, network services, and other various services) and published them on the Company website. In accordance with the Personal Data Protection Act and the General Data Protection Regulation (GDPR), Innodisk has established a comprehensive personal data protection management system to ensure that privacy rights are properly</p>	<p>No significant difference.</p>

		<p>protected. Privacy Policy: https://www.innodisk.com/cht/privacy-policy</p> <p>In terms of products, Innodisk does comply with international environmental protection laws and regulations and is committed to hazardous substance management and the promotion of a green supply chain, strictly complying with international environmental protection laws and regulations such as RoHS and REACH, and regularly disclosing ESG implementation results in the Corporate Sustainability Report.</p> <p>With regard to product cybersecurity issues, Innodisk actively addresses the cybersecurity challenges of the Industrial Internet of Things and has introduced cybersecurity protection technologies for the AIoT edge computing product line and aligned with international cybersecurity standards, striving to provide customers with highly secure storage and memory solutions, while maintaining steady progress in obtaining the cybersecurity certification (IEC62443-4-1).</p> <p>The Company has established comprehensive customer service and complaint mechanisms to ensure that customer issues can be properly handled through a quality feedback system, a technical support platform, and convenient after-sales service procedures. Please refer to the Company's quality and service information for details: https://www.innodisk.com/cht/after-sales-service</p> <p>If there are any comments and complaints, contact may be made through the following methods: Customer feedback email: sales@innodisk.com RMA repair services: https://www.innodisk.com/cht/rma-process</p>	
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<p>(vi) Has the Company formulated supplier management policies that require suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and monitor their implementation?</p>	✓	<p>(vi) The Company's environmental safety and health policy: We are committed to strengthening environmental education, implementing energy conservation and carbon reduction, ensuring sustainable business operations, enhancing safety awareness, promoting employee health, controlling hazard risks, implementing regulations, and continuously improving to achieve waste reduction and zero-accident goals. The Company has established Innodisk's International Supplier Code of Conduct, including requirements of environmental, environmental, energy, human rights, and occupational disasters in its communications with suppliers. Currently the Company has collected 97% of the agreements signed by the supplier. (Please refer to the Company's corporate sustainability website at https://esg.innodisk.com/environment/supply-chain)</p>	<p>No significant difference.</p>
<p>V. Has the Company Prepared a Sustainability Report or Other Reports Disclosing Non-Financial Information with Reference to Internationally Accepted Reporting Standards or Guidelines? Has the aforementioned report obtained assurance or certification opinions from a third-party verification unit?</p>	✓	<p>The Company has prepared a sustainability report and placed it on the official website with reference to the internationally accepted reporting standards (GRI Standard 2021) or guidelines. In addition, the sustainability report has been verified by a third party (SGS) to increase the credibility of information disclosure since April 2022. The scope of verification is mainly based on the Xizhi headquarters and Yilan factory.</p>	<p>No significant difference.</p>
<p>VI. If the Company has the sustainable development best practice principles formulated in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," please describe the differences between its operation and the principles. To demonstrate our commitment to employees, shareholders, and the general public, in addition to implementing information transparency, our company actively engages in environmental protection and public welfare activities, which already complies with the spirit of the "Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies." In August 2024, we established the "Sustainable Development Practice Principles."</p>			
<p>VII. Other important information that helps understand the promotion of sustainable development: The Company's fulfillment of the social responsibilities has been disclosed in this annual report.</p>			

Note 1: Risk management policy or strategy

Major issues	Risk assessment items	Description
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Environment	Environmental impact and management	<ol style="list-style-type: none"> 1. The Company is mainly engaged in market of industrial control; therefore, in addition to product quality, the Company values the importance of environmental protection. The Company has obtained ISO14001 Environmental Management Systems and IECQ QC080000 Hazardous Substance Process Management System since 2012, and regularly obtains third-party certification. 2. Since 2020, our company has begun implementing ISO 14064-1 greenhouse gas inventory for the parent company, and since 2021, we have commissioned qualified third-party certification institutions (such as SGS) to conduct verifications. Based on the inventory results, we continue to implement carbon reduction measures, effectively reducing Scope 1 emission risks and Scope 2 indirect greenhouse gas emissions caused by electricity use. For Category 3 greenhouse gas emission, the Company also voluntarily discloses it and recommends the supplier to provide the correlation coefficient. We currently plan to complete the expansion of the inventory scope to include other subsidiaries within the consolidated financial statements and complete verification before 2028. 3. The Company has the climate risk identification process constructed by utilizing the TCFD structure in 2022 before the official request from the Financial Supervisory Commission; also, it is disclosed in the 2022 Sustainability Report. 4. The routine annual internal audit plan aims at the Company's compliance with various relevant environmental laws and regulations, and auditing the operating procedures in compliance with the requirements.
Social	Occupational safety	<ol style="list-style-type: none"> 1. The "ISO 45001 Occupational Health and Safety Management System" certification was obtained in 2019. Internal audits are conducted regularly once a year, followed by external audits by external third-party verification units. 2. Fire drills and occupational safety education and training are held regularly every year to cultivate employees' ability to respond to emergencies and manage personal safety. 3. Innodisk also invited the local fire department to the Company to conduct fire safety education and training and share cases from a professional perspective.
	Product safety	<ol style="list-style-type: none"> 1. The Company's products comply with the laws and governmental regulations, the EU RoHS specifications, and do not contain any hazardous substances. Also, a customer service hot line and communication website is setup to ensure the quality of customer service. 2. Take the initiative to conduct customer satisfaction surveys regularly every year so as to enhance the cooperative relationship with customers.
Corporate governance	Socioeconomic and legal compliance	<ol style="list-style-type: none"> 1. The Company establishes and implements an internal control system in accordance with relevant policies and regulations so as to ensure that all personnel and operations of the Company in compliance with relevant norms. 2. Formulate various ethical code of conduct, establish a good corporate governance and risk control mechanism, and substantiate the policy of ethical corporate management. 3. The Company has introduced the "ISO27001 Information Security Management System" with the relevant enforcement rules formulated. According to the verification specifications, an internal audit is carried out on a regular basis every year, and an external audit will be conducted by a third party subsequently. At the same time, a complete backup mechanism is constructed. 4. The Company continues product research and development, maintains the innovation and research and development achievements, and continuously enhances the management of intellectual property rights so as to ensure the Company's rights and interests.
	Reinforce the functions of the Board of Directors	<ol style="list-style-type: none"> 1. The Company acquires liability insurance policy for directors every year. 2. The Company arranges advanced study programs for directors so as to help them understand the latest laws, systems, and policies. 3. The Company's Board of Directors shall perform an internal performance evaluation within the Board of Directors at least once a year to ensure that the execution of the Board of Directors is effective.
	Communication with stakeholder	<ol style="list-style-type: none"> 1. The Company regularly distributes questionnaires to stakeholders every year so as to analyze their needs and expectations for improvements. The relevant information is announced on the website and in the sustainability report.

		2. The Company also has a spokesperson appointed to serve the investors or to handle the suggestions proposed by the investors at any time.
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Note 2: Human rights policy

Diversity, Inclusion, and Equal Job Opportunities	<p>We are committed to creating a diverse, open, equal, and harassment-free working environment and will never allow human rights violations. The goal is to comply with the relevant national labor laws, prohibit child labor, forbid human trafficking, prevent forced labor, and ban all employment discrimination.</p> <p>The colleagues shall not receive discrimination due to personal gender (including sexual orientation), race, class, age, blood type, marriage, language, religion, party affiliation, place of origin, place of birth, appearance, physical and mental disabilities, etc.</p> <p>Implement fairness in employment, salary benefits, training, evaluation, and promotion opportunities. Provide effective and appropriate complaint mechanisms to prevent and respond to any harm against employee rights and interests.</p>
Provide a safe and healthy working environment.	<p>Provide a safe and healthy working environment and necessary health and first aid facilities, eliminate hazards in the working environment that may affect the health and safety of employees, and reduce the risk of occupational accidents.</p> <p>Take the initiative to care about and manage the abnormal workload of colleagues, avoid overtime work, and regularly implement education and training related to labor safety.</p>
Respect the employees' freedom of assembly and association	<p>Respect employees' basic human rights, safeguard the right of employees to organize trade unions and negotiate with groups, and provide diversified communication mechanisms and platforms to ensure a harmonious and win-win labor relationship.</p>
Help employees to maintain physical and mental health and work balance	<p>Provide care for employees' physical and mental health and actively hold health management lectures. Activities such as arts and literature, sports, and family day for parents and children are provided in addition to stress-relieving massage measures. All employees are encouraged to participate in clubs to expand interpersonal interaction among colleagues, enrich the concept of work-life balance, and take care of employees' physical and mental health.</p>

(vi) Climate-related Information:

1. Implementation of climate-related information:

Item	Status of implementation
1. Describe the board of directors' management oversight, governance, and climate-related risks and opportunities.	1. Innodisk Corporation has included climate risk issues as one of the key topics of corporate sustainability and environmental governance. After the Sustainable Development Office is completed, the climate governance report shall be submitted to the sustainable director, who shall then submit it to the board of directors to ensure that these risk opportunities are controlled in a timely manner.
2. Describe how the identified climate risks and opportunities will affect the Company's business, strategy, and finances in the short-, medium-, and long-term.	2. Mainly report the climate-related background information, risk and opportunity identification results, quantitative conclusions for various financial information, risks and issues that must be continuously paid attention to when resolving risks, short-/medium-/long-term strategies and performance, and the difficulties faced. Following the meeting, the relevant response action plans, budgets, etc., shall be formulated or revised according to the opinions of directors/committees.
3. Describe the financial impacts of extreme climate events and transitional actions.	3. Innodisk International Finance has taken certain transformational actions in response to the extreme climate-related risks. <ul style="list-style-type: none"> (1) Increase the proportion of renewable energy use (2) E-certificate integration (3) Greenhouse gas inventory of subsidiaries (4) Installation of solar photovoltaic power

<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p> <p>5. The scenarios, parameters, assumptions, analysis factors, and major financial impacts must be explained if scenario analysis is used to assess resilience to climate change risks.</p> <p>6. If there is a transition plan for managing climate-related risks, describe the plan's content and the indicators and goals used to identify and manage physical risks and transition risks.</p>	<p>generation systems in self-built factories These transformational actions may impact the Company, which in turn increases the Company's financial costs. These transformational actions may also bring opportunities for the Company, such as enhancing the Company's image and reputation and thereby increasing consumer loyalty and brand value while meeting investor and social expectations.</p> <p>4. In our comprehensive climate risk assessment, we first identify climate risks that may impact the company, such as extreme weather events, climate change, and policy changes. After identifying areas and operations that may be affected, we evaluate the identified climate risks, including the probability of risks, degree of impact, and potential financial and non-financial effects. Finally, manage the assessed climate risks, such as formulating risk response strategies and emergency plans while implementing risk monitoring and early warning.</p> <p>5. We used scenario simulations such as Intended Nationally Determined Contribution (INDC) and RCP to analyze the operational and physical shocks we may suffer. According to INDC's evaluation, the operating cost of Innodisk only increased by 0.14%, and the impact was slight. The physical risk profile identified by the RCP8.5 scenario. As the temperature rises, Innodisk's operating costs only increase by 0.01%, and the impact is slight.</p> <p>6. Risk Transformation Program: (1) Increase the proportion of renewable energy use: The Company continues to promote the use of renewable energy. The original target was to increase the proportion of renewable energy use by 5% each year. However, due to the increase in overall electricity consumption in 2025 as compared with the previous year, the proportion of renewable energy use failed to meet the original annual increase target. Despite this, the Company's actual renewable energy usage increased from 1,645,434 kWh in the previous year to 2,223,050 kWh, an increase of 577,616 kWh, and the annual growth rate of total renewable energy usage reached 35.10%, showing significant growth. In the future, the Company will continue to evaluate renewable energy procurement and usage strategies, and gradually increase the proportion of renewable energy use through improved electricity efficiency and</p>
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	<p>optimized energy management, in order to move toward its long-term carbon reduction targets.</p> <p>(2) E-certificate integration: Contracts with suppliers have been signed and completed. In 2025, the actual proportion of renewable energy use reached 22.7%; the target proportion of renewable energy use for 2026 is 30%, and it is planned to reach a 50% proportion of renewable energy use in 2030.</p> <p>(3) Greenhouse gas inventory of subsidiaries: According to the FSC regulations, our Company has scheduled the introduction period of the subsidiaries' greenhouse gas inventory. The first subsidiary, Aetina Corporation, was introduced in 2024. In 2025, implementation continued for the subsidiaries Innodisk Shenzhen Corporation and Innodisk Japan Corporation, and subsequently will continue to be introduced at a pace of at least two sites per year.</p> <p>(4) Installation of solar photovoltaic power generation systems in self-built factories: According to the FSC regulations, our Company has scheduled the introduction period of the subsidiaries' greenhouse gas inventory. The first subsidiary, Aetina Corporation, was introduced in 2024. In 2025, implementation continued for the subsidiaries Innodisk Shenzhen Corporation and Innodisk Japan Corporation, and subsequently will continue to be introduced at a pace of at least two sites per year.</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price must be stated.</p> <p>8. If climate-related goals are set, information such as the activities covered, the scope of greenhouse gas emissions, the planning period, and the progress achieved each year must be explained. If carbon offsets or renewable energy certificates (RECs) are used to achieve relevant goals, the source and quantity of carbon reduction credits or RECs to be offset must be clarified.</p>	<p>7. Innodisk currently plans to implement internal carbon pricing in 2027.</p> <p>8. Regarding climate-related goals, Innodisk has announced on its website that it will achieve a 50% reduction by 2030 and net zero carbon emissions by 2050.</p> <ul style="list-style-type: none"> ●Successfully Bid Certificates for 2025: Total of 7 certificates <ul style="list-style-type: none"> -Taipei Municipal Nangang Vocational High School: 7 certificates ●Green power wheeling through integration of electricity and certificates in 2025: <ul style="list-style-type: none"> -ECOVE Solar Energy Corporation 1,906,368 kWh of green power wheeling / 1909 renewable energy certificates ●Self-generation and self-consumption certificates for Yilan Plant 1 in 2024: <ul style="list-style-type: none"> -309,682 kWh of self-generated and self-consumed green power / 310 renewable energy certificates <p>A total of 2226 renewable energy certificates as above</p>

9. Greenhouse gas inventory and certification status, as well as reduction targets, strategies and concrete action plans.	9. See Table 1-1 and 1-2 below for details
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1-1 Greenhouse Gas Inventory and Verification for the Past Two Years:

1-1-1 Information on greenhouse gas inventory:

State the emission volume (tons CO ₂ e) and intensity (tons CO ₂ e/million NTD) of greenhouse gas for the most recent two years, and data coverage.
<p>The Company's direct greenhouse gas emissions in 2025 were 443.2243 metric tons of CO₂e, accounting for 1.44% of the Company's total greenhouse gas emissions, with an intensity of 0.031 metric tons CO₂e/NT\$ million. Among them, the Xizhi headquarters' Category I emission amount was 69.8905 metric tons of CO₂e, and the Category I emission of the Yilan plant was 373.3338 metric tons of CO₂e.</p> <p>The Company's energy indirect greenhouse gas emission source is the purchased electricity sold by Taiwan Power Company. The Company's indirect greenhouse gas emissions from imported energy in 2025 totaled 3,731.8099 metric tons of CO₂e, with an intensity of 0.2617 metric tons of CO₂e per million dollars of revenue. Among them, the Scope 2 emissions of the Xizhi Headquarters were 1130.7719 metric tons of CO₂e; the Scope 2 emissions of the Yilan Plant were 2601.0380 metric tons of CO₂e.</p> <p>The Company's 2025 inventory plan is expected to complete third-party verification on 2025/3/10, and certification is expected to be obtained in April 2025.</p>

1-1-2 Information on greenhouse gas certification:

Describe the status of assurance in the last two years up to the date of publication of the annual report, including the scope of assurance, institutions of assurance, criteria of assurance, and opinions of assurance.
<p>The company's boundary setting includes the direct greenhouse gas emissions and removals, as well as the large indirect greenhouse gas emissions of two Innodisk International Co., Ltd. sites as follows: (1) Xizhi Headquarters: Floors 2-1, 1, 3, 4, 5, and 7, No. 237, Section 1, Datong Road, Xizhi District, New Taipei City (2) Yilan Plant (Plant 1/Plant 2): No. 128, Yike Road, Yilan City</p> <p>The Company has adopted the "operational control method" as its boundary-setting method. All emission sources from floors used by the Company are wholly owned and disclosed by the Company. The facility-level GHG emission and removal method is adopted to calculate the volume. The external verification report is based on Innodisk's inventory in accordance with ISO 14064-1:2018 and verified by ARES International Certification Co., Ltd. in accordance with ISO 14064-3:2006. The verification level for direct greenhouse gas emissions and removals as well as energy indirect greenhouse gas emissions is reasonable assurance level, and the verification level for other indirect greenhouse gas emissions is limited assurance level, with a materiality threshold of 5%, and the third-party external verification has been completed on March 10, 2025.</p>

1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans:

Describe the greenhouse gas reduction base year and its data, reduction goals, strategies, concrete action plans, and achievement of the reduction goals.
<p>Greenhouse gas reduction targets and strategies: Innodisk is committed to the continuous research and development of innovative technologies and the development of low-energy-consumption and environmentally-friendly products to reduce the Company's greenhouse gas emissions. The company has established a medium-term goal using 2024 as the baseline year, striving to achieve a 50% reduction in greenhouse gas emissions. In addition, Innodisk expects to achieve net zero emissions by 2050 more actively. In order to achieve this goal, the Company will continue to set a goal for 5% reduction per year, and use the base year as a reference for continuous improvement.</p> <p>Concrete action plan: Innodisk has begun to take several concrete actions to achieve our greenhouse gas reduction targets. First of all, the Company's self-owned factory in Yilan has obtained the green building label, which proves the Company's environmental protection efforts in building. In addition, Yilan Plant No. 1 commenced operation of its solar photovoltaic power generation system in 2024, which will help reduce the Company's energy consumption and greenhouse gas emissions. At the same time, the installation of the solar photovoltaic power generation system for the Yilan Phase II plant is expected to be completed in 2026, which will further improve the Company's production efficiency and energy utilization efficiency, thereby promoting greenhouse gas emission reduction efforts.</p>

- In 2025, the Company participated in bidding at the National Renewable Energy Certificate Center and obtained 7,000 kWh of solar power generation certificates, and purchased 1.906368 million kWh of bundled renewable energy certificates and electricity; the total renewable energy certificates/green electricity obtained through bidding amounted to 2.223050 million kWh of green electricity; renewable energy in total was equivalent to a reduction in carbon emissions of 659.758 ton/CO₂e.
- Yilan Plant No. 1 installed a solar photovoltaic module power generation system and obtained 309,892 kWh of solar power generation in 2024, equivalent to a reduction in carbon emissions of 1053.72 ton/CO₂e.
- The actual proportion of renewable energy used in 2025 was 22.7% (2.223050 million kWh).
※Note: Based on the Bureau of Energy's 2024 electricity carbon emission factor of 0.474kg/CO₂e. Through these specific actions, Innodisk will continue striving to achieve its greenhouse gas reduction targets, make positive contributions to environmental protection, and achieve the Company's sustainable development.

(vii) The Practice of Ethical Corporate Management and Related Policies and Variation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-listed Companies:

Evaluation Items	The State of Operations			Deviation From the “Ethical Corporate Management Best Practice Principles for TWSE or TPEX Listed Company” and the Reasons.
	Yes	No	Summary Description	
<p>I. Establishment of ethical corporate management policy and proposal</p> <p>(i) Has the Company formulated an ethical corporate management policy approved by the Board of Directors, and are the policy and practice of ethical corporate management stated in the Company’s regulations and external documents, as well as the commitment of the Board of Directors and the senior management to actively implement the policy?</p> <p>(ii) Whether the Company has established a mechanism for evaluating the risk of unethical conduct, regularly analyzes and evaluates the activities in the scope of business with a higher risk of unethical conduct, and on the basis of this, has formulated a plan to prevent unethical conduct, which covers at least the preventive measures for the conduct set out in Paragraph 2 of Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”?</p> <p>(iii) Whether the Company has specified operating procedures, conduct guidelines, and disciplinary and complaint systems for violations in the plan to prevent unethical conduct and implemented the plan as well as regularly reviews and amends it?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(i) The Company has established the “Operating Procedures for Ethical Management and Guidelines for Conduct” to implement its policy on ethical corporate management. It requires all directors and managerial officers, senior management and employees to comply with the procedures when engaging in any activity.</p> <p>(ii) The “Operating Procedures for Ethical Management and Guidelines for Conduct” and the “Code of Ethical Conduct” specify the scope of the prevention program and the authority and responsibility units, with solid implementation.</p> <p>(iii) In addition to the prohibition of unethical conduct as specified in the “Operating Procedures for Ethical Management and Guidelines for Conduct,” it also discloses the procedures that comply with laws and policies.</p>	No significant difference.

<p>II. Implementation of Ethical Corporate Management</p> <p>(i) Does the Company evaluate the ethical records of its counterparties and specify the ethical conduct clauses in the contracts signed with the counterparties?</p> <p>(ii) Does the Company have a dedicated unit under the Board of Directors to promote ethical corporate management and regularly report (at least once a year) to the Board of Directors on its ethical management policy and plan to prevent unethical conduct and monitor their implementation?</p> <p>(iii) Does the Company have the policy to prevent conflict of interest, provide appropriate channels for an explanation, and implement it?</p> <p>(iv) Whether the Company has established an effective accounting system and internal control system for the implementation of ethical corporate management, and the internal audit unit draws up relevant audit plans based on the evaluation results of risk of unethical conduct, and audits the compliance of the plan to prevent unethical conduct or entrusts a CPA to perform the audit?</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>(i) The Company’s “Operating Procedures for Ethical Management and Guidelines for Conduct” stipulates that when entering into a contract with another party, the Company should fully understand the other party’s integrity management status and should include integrity management in the contract terms or specify integrity matters.</p> <p>(ii) The Company’s “Operating Procedures for Ethical Management and Guidelines for Conduct” stipulates that the Company’s Administration Office is responsible for the formulation of ethical management policies and prevention programs, and internal auditors are responsible for supervising implementation and preparing audit reports for submission to the Board of Directors; for details of the relevant implementation status, please refer to the Company’s official website. (https://www.innodisk.com/cht/investor) °</p> <p>(iii) The Ethical Corporate Management Best Practice Principles expressly stipulate the relevant recusal regulations, and each business operation has designated responsible contact windows. The relevant operating regulations are announced on the official website for ease of inquiry and compliance.</p> <p>(iv) The Company has established a dedicated audit unit to conduct regular internal control audits and controls, and the relevant operating regulations are also announced on the official website.</p>	<p>No significant difference.</p>
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<p>(v) Does the Company regularly organize internal and external education and training on ethical corporate management?</p>	<p>✓</p>	<p>(v) To ensure that colleagues have a clear understanding of the Company's ethical management, anti-corruption policies, and whistleblower mechanism, since 2022, all colleagues in the Taiwan region have been arranged to participate in online/physical courses. To confirm that colleagues can accurately understand the policy content during this communication process, in addition to providing videos or on-site explanations, the courses also include relevant questions to verify that each colleague's understanding is consistent with the Company's policies. Online courses will continue to be offered in 2025, and employees who did not complete the training in the previous year and new employees in 2025 will be scheduled for training; the completion rate for new employees of the current year who remained employed was 100%. Online courses will continue to be offered, and employees who have not completed training and new hires will be arranged to complete the relevant training.</p>	<p>No significant difference.</p>
<p>III. The operation of the Company's whistleblower reporting system</p> <p>(i) Has the Company set up a specific whistleblower reporting and reward system and a convenient reporting channel, and designated appropriate personnel to deal with the reported matters?</p> <p>(ii) Has the Company formulated standard operating procedures for the investigation of the reported matters, follow-up measures to be taken after the completion of the investigation, and the relevant confidentiality mechanisms?</p> <p>(iii) Whether the Company takes measures to protect whistleblowers from being</p>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>(i) The Company's "Operating Procedures for Ethical Management and Guidelines for Conduct" provide a specific reporting and reward system and establish reporting channels and assign dedicated staff to receive reports.</p> <p>(ii) The Company's "Operating Procedures for Ethical Management and Guidelines for Conduct" set forth the standard operating procedures to investigate the reported matters, follow-up measures to be taken after the completion of the investigation, and the relevant confidentiality mechanisms.</p> <p>(iii) The Company's "Operating Procedures for Ethical Management and Guidelines for</p>	<p>No significant difference.</p>

improperly handled due to reporting?			Conduct” specifies measures to protect whistleblowers from improper treatment as a result of whistleblowing.	
IV. Intensification of Disclosure Does the Company disclose the content and effectiveness of its Ethical Corporate Management Principles on its website and the Market Observation Post System?	✓		The Company discloses the “Operating Procedures for Ethical Management and Guidelines for Conduct” on the Company’s website and Market Observation Post System, and the effectiveness of implementation.	No significant difference.
V. If the Company has related practice principles of its own in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies,” please state the differences between the two and the state of implementation: The Company works with various vendors and organizations based on the principle of ethical corporate management. The Company has established and approved by the Board of Directors the “Operating Procedures for Ethical Management and Guidelines for Conduct” and has implemented them in internal management and external business activities.				
VI. Any other essential information that may help us to under the ethical corporate management of the Company better: (such as the review and revision of the ethical corporate management best practice principles): The Company takes honesty and integrity as the foundation, and we make sure that all of our employees uphold the spirit of honesty and integrity and are responsible to our investors, customers and society. In addition, the Company has long-term cooperation with relevant manufacturers and partners, and we have dedicated staff to participate in them to maintain long-term and stable cooperation.				

(viii) Other information to further the understanding of the corporate governance may be disclosed altogether:

The Company has continued to strengthen its corporate governance operations and has established an "Investor Relations" section on its official website (<https://www.innodisk.com/cht>) to explain its corporate governance practices and achievements.

(ix) Implementation of the internal control system:

1. Statement of internal control:

Please refer to the internal control statement announcement under Corporate Governance → Rules and Regulations → Internal Control of the Company on the Market Observation Post System. <https://mops.twse.com.tw/mops/#/web/t06sg20>

2. The review report of the CPAs should be disclosed if the internal control system is reviewed by the CPAs: None.

(x) Major resolutions of the shareholder and board meetings in the most recent year to the day this Annual Report was printed:

1. Major Resolutions at Shareholders’ Meetings as follows:

Meeting Items	Meeting date	Resolutions at Shareholders’ Meetings	Status of implementation				
Regular shareholder s’ meeting	2025/05/26	1. 2024 Business Report and Financial Statements	1. The voting results are as follows, and the motion was adopted as proposed. The total number of rights represented by the attending shareholders: 68,558,267 voting rights, passed with 99.34% approving voting rights.				
			Item	Number of approving voting rights	Number of objecting voting rights	Number of invalid voting rights	Number of abstaining/non-voting rights
			Total	68,107,764	9,570	0	440,933
		Among them, electronic voting	35,118,487	9,570	0	126,373	

Meeting Items	Meeting date	Resolutions at Shareholders' Meetings	Status of implementation																																																																																					
		<p>2. 2024 earnings distribution proposal.</p> <p>3. The Company's 2024 proposal to issue new shares through capitalization of earnings.</p> <p>4. The Company's proposal to issue restricted employee shares.</p> <p>5. Amendments to the Articles of Incorporation</p> <p>6. The proposal of releasing directors (including independent directors) from the non-compete clause.</p>	<p>2. The voting results are as follows, and the motion was adopted as proposed. The total number of rights represented by the attending shareholders: 68,558,267 voting rights, passed with 99.48% approving voting rights.</p>	<table border="1"> <thead> <tr> <th>Item</th> <th>Number of approving voting rights</th> <th>Number of objecting voting rights</th> <th>Number of invalid voting rights</th> <th>Number of abstaining/non-voting rights</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>68,204,644</td> <td>9,570</td> <td>0</td> <td>344,053</td> </tr> <tr> <td>Among them, electronic voting</td> <td>35,215,367</td> <td>9,570</td> <td>0</td> <td>29,493</td> </tr> </tbody> </table>	Item	Number of approving voting rights	Number of objecting voting rights	Number of invalid voting rights	Number of abstaining/non-voting rights	Total	68,204,644	9,570	0	344,053	Among them, electronic voting	35,215,367	9,570	0	29,493	<p>And September 3, 2025 was set as the distribution base date, and October 3, 2025 as the payment date (pursuant to the resolution authorized by the Annual General Meeting, the Chairman handled the adjustment to the stock dividend and cash dividend distribution rates on August 6, 2025, with a cash dividend of NT\$9.37723774 per share and a stock dividend of NT\$0.01995157 per share.).</p>	<p>3. The voting results are as follows, and the motion was passed as proposed. The total number of rights represented by the attending shareholders: 68,558,267 voting rights, passed with 99.48% approving voting rights.</p>	<table border="1"> <thead> <tr> <th>Item</th> <th>Number of approving voting rights</th> <th>Number of objecting voting rights</th> <th>Number of invalid voting rights</th> <th>Number of abstaining/non-voting rights</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>68,205,251</td> <td>10,316</td> <td>0</td> <td>342,700</td> </tr> <tr> <td>Among them, electronic voting</td> <td>35,215,974</td> <td>10,316</td> <td>0</td> <td>28,140</td> </tr> </tbody> </table>	Item	Number of approving voting rights	Number of objecting voting rights	Number of invalid voting rights	Number of abstaining/non-voting rights	Total	68,205,251	10,316	0	342,700	Among them, electronic voting	35,215,974	10,316	0	28,140	<p>4. The voting results are as follows, and the motion was passed as proposed. The total number of rights represented by the attending shareholders: 68,558,267 voting rights, passed with 83.72% approving voting rights.</p>	<table border="1"> <thead> <tr> <th>Item</th> <th>Number of approving voting rights</th> <th>Number of objecting voting rights</th> <th>Number of invalid voting rights</th> <th>Number of abstaining/non-voting rights</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>57,397,662</td> <td>9,345,756</td> <td>0</td> <td>1,814,849</td> </tr> <tr> <td>Among them, electronic voting</td> <td>24,408,385</td> <td>9,345,756</td> <td>0</td> <td>1,500,289</td> </tr> </tbody> </table>	Item	Number of approving voting rights	Number of objecting voting rights	Number of invalid voting rights	Number of abstaining/non-voting rights	Total	57,397,662	9,345,756	0	1,814,849	Among them, electronic voting	24,408,385	9,345,756	0	1,500,289	<p>5. The voting results are as follows, and the motion was passed as proposed. 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The total number of rights represented by the attending shareholders: 68,558,267 voting rights, passed with 97.33% approving voting rights.</p>	<table border="1"> <thead> <tr> <th>Item</th> <th>Number of approving voting rights</th> <th>Number of objecting voting rights</th> <th>Number of invalid voting rights</th> <th>Number of abstaining/non-voting rights</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>66,732,310</td> <td>30,825</td> <td>0</td> <td>1,795,132</td> </tr> <tr> <td>Among them, electronic voting</td> <td>33,743,033</td> <td>30,825</td> <td>0</td> <td>1,480,572</td> </tr> </tbody> </table>	Item	Number of approving voting rights	Number of objecting voting rights	Number of invalid voting rights	Number of abstaining/non-voting rights	Total	66,732,310	30,825	0	1,795,132	Among them, electronic voting	33,743,033	30,825	0	1,480,572
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2. Major Resolutions at Board Meetings as follows:

Term - Meeting Date (MM/DD/YY)	Important resolutions	Matters listed in Paragraph 14-3 of the Securities and Exchange Act	Independent Directors' Opinion and The Company's Handling of the Opinion	Resolutions of the Board of Directors
8th Term - 5th Meeting 2025/01/17	1. The Company's 2025 business plan		None	Passed by the directors present unanimously.
	2. Proposal for the Company to sell real estate property in Japan.		None	Passed by the directors present unanimously.
	3. Setting the base date for issuance of new shares for the Q4 2024 employee stock option certificates.	✓	None	Passed by the directors present unanimously.
	4. Passed the proposal for the 2024 year-end bonus to the managerial officers and auditing officers of the Company.		None	The proposal was passed by the directors present unanimously, except for those directors who had recused themselves from attending the meeting and voting according to the laws.
	5. The Company's donation to the Innodisk Foundation.		None	The proposal was passed by the directors present unanimously, except for those directors who had recused themselves from attending the meeting and voting according to the laws.
	6. Proposal for the company to open a bank account at CTBC Bank's U.S. location.		None	Passed by the directors present unanimously.
8th Term - 6th Meeting 2025/02/26	1. The Company's issuance of the "Statement of Internal Control System" for 2024.		None	Passed by the directors present unanimously.
	2. The Company's 2024 distribution of remuneration to employees and directors		None	Passed by the directors present unanimously.
	3. The Company's 2024 financial statements.		None	Passed by the directors present unanimously.
	4. Evaluation of the independence and suitability of CPAs.	✓	None	Passed by the directors present unanimously.
	5. The Company's 2024 business report.		None	Passed by the directors present unanimously.
	6. The Company's 2024 earnings distribution proposal.		None	Passed by the directors present unanimously.
	7. The Company's 2024 proposal to issue new shares through capitalization of earnings.	✓	None	Passed by the directors present unanimously.
	8. The Company's proposal to issue restricted employee shares.	✓	None	Passed by the directors present unanimously.
	9. Amendments to the Articles of Incorporation		None	Passed by the directors present unanimously.
	10. The proposal of releasing directors (including independent directors) from the non-compete clause.		None	Passed by the directors present unanimously.
8th Term - 6th Meeting 2025/02/26	11. Matters related to the convening of the 2025 regular shareholder meeting.		None	Passed by the directors present unanimously.
	12. Application for renewal of the Company's current banking facilities.		None	Passed by the directors present unanimously.
8th Term - 7th Meeting 2025/04/11	1. The proposal for the purchase of manufacturing equipment.		None	Passed by the directors present unanimously.
8th Term - 8th Meeting 2025/05/09	1. The Company's 2025 first quarter financial report.		None	Passed by the directors present unanimously.
	2. Setting the base date for issuance of new shares for the Q1 2025 employee stock option certificates.	✓	None	Passed by the directors present unanimously.
	3. Application for renewal of the Company's current banking facilities.		None	Passed by the directors present unanimously.
	4. The proposal for the Company's application to Chinatrust Commercial Bank for financial derivatives transactions.		None	Passed by the directors present unanimously.
	5. Proposal for the Company to apply for credit card facilities from E.SUN Commercial Bank.		None	Passed by the directors present unanimously.
8th Term - 9th Meeting 2025/08/06	1. The Company's Q2 2025 financial report.		None	Passed by the directors present unanimously.
	2. Setting the base date for issuance of new shares for the Q2 2025 employee stock option certificates.	✓	None	Passed by the directors present unanimously.
	3. Set the Company's 2025 profit transfer to capital increase, new share issuance allotment base date, and cash dividend distribution base date.	✓	None	Passed by the directors present unanimously.
	4. Proposal to change the Company's head of finance.	✓	None	Passed by the directors present unanimously.
	5. Proposal for the change of the Company's corporate governance officer.		None	Passed by the directors present unanimously.
	6. Ratification of the amendment to the Company's 2025 Rules Governing the Issuance of Restricted Employee Shares.		None	Passed by the directors present unanimously.

	7. The Company's first issuance of restricted employee shares in 2025.	✓	None	The proposal was passed by the directors present unanimously, except for those directors who had recused themselves from attending the meeting and voting according to the laws.
	8. Proposal to pass the 2024 remuneration to the managerial officers and auditing officers of the Company.		None	The proposal was passed by the directors present unanimously, except for those directors who had recused themselves from attending the meeting and voting according to the laws.
	9. Plan to pass the proposal for the adjustment of remuneration to the managerial officers and auditing officers of the Company.		None	The proposal was passed by the directors present unanimously, except for those directors who had recused themselves from attending the meeting and voting according to the laws.
	10. Proposal to pass the Company's 2024 remuneration for directors.		None	Passed by the directors present unanimously.
	11. Approved the Company's 2024 sustainability report.		None	Passed by the directors present unanimously.
	12. Application for renewal of the Company's current banking facilities.		None	Passed by the directors present unanimously.
	13. The proposal for the Company's application to Chinatrust Commercial Bank for credit facilities.		None	Passed by the directors present unanimously.
8th Term - 10th Meeting 2025/11/06	1. The Company's Q3 2025 financial report proposal.		None	Passed by the directors present unanimously.
	2. Setting the base date for issuance of new shares for the Q3 2025 employee stock option certificates.	✓	None	Passed by the directors present unanimously.
	3. Drafted the Company's 2026 audit plan.		None	Passed by the directors present unanimously.
	4. The proposal for the purchase of manufacturing equipment.		None	Passed by the directors present unanimously.
	5. Renovation of the Company's Xizhi Headquarters.		None	Passed by the directors present unanimously.
	6. Proposal to change the Company's spokesperson.		None	Passed by the directors present unanimously.
	7. Proposal of the Company's "Corporate Value Enhancement Plan."		None	Passed by the directors present unanimously.
	8. The Company proposes to apply to Cathay United Bank for short-term credit facilities.		None	Passed by the directors present unanimously.
	9. The Company proposes to apply to Cathay United Bank for credit facilities for engaging in financial instrument transactions.		None	Passed by the directors present unanimously.
	10. Application for renewal of the Company's current banking facilities.		None	Passed by the directors present unanimously.
8th Term - 11th Meeting 2026/02/06	1. The Company's 2026 business plan		None	Passed by the directors present unanimously.
	2. The proposed investment in MoBagel Inc.		None	Passed by the directors present unanimously.
	3. Set the Company's 4th quarter 2025 employee stock option certificates to implement the new share issuance base date for capital increase.	✓	None	Passed by the directors present unanimously.
	4. Passed the proposal for the 2025 year-end bonus to the managerial officers and auditing officers of the Company.		None	The proposal was passed by the directors present unanimously, except for those directors who had recused themselves from attending the meeting and voting according to the laws.
	5. The Company's donation to the Innodisk Foundation.		None	The proposal was passed by the directors present unanimously, except for those directors who had recused themselves from attending the meeting and voting according to the laws.
8th Term - 11th Meeting 2026/02/06	6. The Company's proposed application to Chinatrust Commercial Bank for credit facilities.		None	Passed by the directors present unanimously.
	7. The Company's proposed application to E.SUN Bank for credit facilities.		None	Passed by the directors present unanimously.
	8. The Company's proposed application to KGI Commercial Bank for credit facilities.		None	Passed by the directors present unanimously.
8th Term - 12th Meeting 2026/02/26	1. The Company's issuance of the "Statement of Internal Control System" for 2025.		None	Passed by the directors present unanimously.
	2. Proposal to amend the Company's "Internal control system."	✓	None	Passed by the directors present unanimously.
	3. The Company's 2025 distribution of remuneration to employees and directors		None	Passed by the directors present unanimously.
	4. The Company's 2025 financial statements.		None	Passed by the directors present unanimously.
	5. Proposal to replace the appointed CPAs of PwC Taiwan through internal rotation adjustment.		None	Passed by the directors present unanimously.
	6. Evaluation of the independence and suitability of CPAs.		None	Passed by the directors present unanimously.

7. The Company's 2025 business report.		None	Passed by the directors present unanimously.
8. The Company's 2025 earnings distribution proposal.		None	Passed by the directors present unanimously.
9. The Company's 2025 proposal to issue new shares through capitalization of earnings.	✓	None	Passed by the directors present unanimously.
10. Amendments to the Company's "Procedures for the Acquisition and Disposal of Assets"		None	Passed by the directors present unanimously.
11. The Company proposed issuing the second batch of domestic unsecured convertible corporate bonds.		None	Passed by the directors present unanimously.
12. Matters related to the convening of the 2026 regular shareholder meeting.		None	Passed by the directors present unanimously.
13. The proposal for the Company's application to Chang Hwa Commercial Bank for credit facilities.		None	Passed by the directors present unanimously.
14. The proposal for the Company's application to Citibank (Taiwan) Commercial Bank for credit facilities.		None	Passed by the directors present unanimously.
15. The proposal for the Company's application to HSBC (Taiwan) Commercial Bank for credit facilities.		None	Passed by the directors present unanimously.
16. A proposal to designate a senior executive responsible for risk supervision of derivatives trading.		None	Passed by the directors present unanimously.
17. Proposal not to participate in the cash capital increase of Millitronic Co., Ltd.		None	Passed by the directors present unanimously.

(xi) During the most recent year or the current year up to the date of publication of the annual report, if board directors or supervisors had different opinions on important resolutions approved by the Board of Directors with records or written statements, the main content of the opinions: None.

IV. Information on CPA audit fees:

Unit: NT\$ thousand

CPA firm	CPA name	CPA audit period	Audit fee	Non-audit fee	Total	Remarks
PricewaterhouseCoopers, Taiwan	Tsui-Miao Yeh	2025/01/01~2025/12/31	3,864	1,960	5,824	
	Chan-Yuan Tu	2025/01/01~2025/12/31				

Please specify the non-audit service fees in details:

(i) Non-audit service fees are paid for the services of industrial and commercial registration, tax consultation, issuance of transfer pricing reports, etc.

1. If the accounting firm for audit service is changed and the audit fee paid in the year of change is lower than the audit fee of the year before the change, please disclose the audit fee paid before and after the change and the reasons: None.
2. If the audit service fee is reduced by more than 10% from the year before, please disclose the amount, proportion, and reason for the reduction of the audit service: None.

V. Information on the replacement of CPAs:

(I) About the predecessor CPA

Date of replacement	February 22, 2026		
Reason for changes made & relevant explanations	3. Replace the appointed CPAs to adapt to internal rotation adjustment of the CPA firm of the Company.		
Service contract terminated by appointer or accountant/not accepting continued appointment	Parties involved		Accountant
	Situation		Principal
	Voluntary termination of appointment		Not applicable
	No longer accepting (continuing) appointment		Not applicable
Unqualified opinions in auditing reports certified within the last 2 years and their reasons	Not applicable		
Any disagreement with the issuer	Yes		Accounting principles or practices
			Disclosure of financial statements
			Auditing scope of steps
			Others
	None	✓	
	Description: Not applicable		
Other things disclosed (disclosure required by Article 10.6.1.4 to 10.6.1.7 of this guideline)	None		

(II) About the successor CPA

CPA firm	PricewaterhouseCoopers, Taiwan
CPA name	Huang, Shih Chun, Tu, Chan Yuan
Date of appointment	February 26, 2026
Consultations on accounting measures or principles concerning specific transactions or likely opinions in financial statements	Not applicable
Written opinions by succeeding accountant on disagreements with outgoing accountant	Not applicable

VI. Any of The Company's Chairman, President, or managers involved in financial or accounting affairs being employed by the auditor's firm or any of its affiliated company within the recent year; disclose their names, job titles, and the periods during which they were employed by the auditor's firm or any of its affiliated company: None.

VII. Equity transfer and changes in equity pledge of directors, supervisors, managers, and shareholders who have more than 10% shareholdings:

(i) Changes in the transfer of shares by directors, supervisors, managerial officers and shareholders with more than 10% shareholding:

Please refer to the Market Observation Post System for details on changes in a single company's equity holdings/securities issuance/directors', supervisors', and major shareholders' shareholdings/pledges/transfers/details of directors' and supervisors' shareholding balances.

(ii) The counterparty to whom the shares are transferred is a related party: No such situation

(iii) The counterparty to whom the shares are pledged is a related party: No such situation

VIII. Information on the top ten shareholders who are related to each other or as spouses or relatives within the second degree of kinship:

March 29, 2026 Unit: Share

Name	Shareholdings of the Principal		Shareholding of spouse and minor children now		Shares held in the name of others		The title or names and relationships of the top-ten shareholders who are related parties, spouse, and relatives within the second degree of kinship as defined in the R.O.C. Financial Accounting Standards No. 6 should be disclosed		Remarks
	Number of Shares	Ownership	Number of Shares	Ownership	Number of Shares	Ownership	Name (or name)	Relationship	
Rui Ding Investment Co., Ltd.	7,096,550	7.37%	-	-	-	-	Lee Chung-Liang	Director	
Representative: Lee Chung-Liang	2,062,283	2.14%	738,859	0.77%	-	-	Rui Ding Invest Co., Ltd.	Representative	
UBS Europe SE	2,723,144	2.83%	-	-	-	-	-	-	
Lee Chung-Liang	2,062,283	2.14%	738,859	0.77%	-	-	Rui Ding Invest Co., Ltd.	Representative	
Picchu Investment Co., Ltd.	1,956,983	2.03%	-	-	-	-	Chu Ching-Chung	Representative Spouse of the above-mentioned	
Representative: Huang Pi-Hua	14,598	0.02%	1,758,710	1.83%	-	-			
Chu Ching-Chung	1,758,710	1.83%	14,598	0.02%	-	-	Representative of Picchu Investment Co., Ltd.: Pi-Hua Huang	Spouse	
Chien Chuan-Sheng	1,674,163	1.74%	-	-	-	-	-	-	
GOLDMAN SACHS INTERNATIONAL	1,504,702	1.56%	-	-	-	-	-	-	
J.P.Morgan Securities plc	1,437,243	1.49%	-	-	-	-	-	-	
CTBC Bank Co., Ltd., as custodian of the restricted stock trust account with voting rights and dividend distribution rights for employees of Innogrit Corporation	1,161,200	1.21%	-	-	-	-	-	-	
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	1,150,399	1.19%	-	-	-	-	-	-	

IX. The total number of shares and the consolidated equity stake percentage held in any single reinvested enterprise by the Company, its directors, supervisors, managerial officers, or any companies controlled either directly or indirectly by the Company

Unit: shares; %

Reinvestment business	The Company's investment		Investment of the directors, supervisors, managers and business under direct or indirect control		Total investments	
	Number of Shares	Shareholding percentage	Number of Shares	Shareholding percentage	Number of Shares	Shareholding percentage
Innodisk Global-M Corporation	665,000	100%	-	-	665,000	100%
Innodisk USA Corporation	2,046,511	100%	-	-	2,046,511	100%
Innodisk Japan Corporation	196	100%	-	-	196	100%
Aetina Corporation	25,762,726	67.06%	1,809,549	4.69%	27,572,275	71.75%
Innodisk Shenzhen Corporation	-(Note 1)	100%	-	-	-(Note 1)	100%
Innodisk Europe B.V.	50,000,100	100%	-	-	50,000,100	100%
Innodisk France SAS	5,000	100%	-	-	5,000	100%
Innodisk Germany GmbH	250	100%	-	-	250	100%
Millitronic Co., Ltd.	6,798,664	29.18%	1,010,927	4.34%	7,809,591	33.52%
Antzer Tech Co., Ltd.	58,400,000	100%	-	-	58,400,000	100%
Systemo Technology Inc.	945,000	42.95%	-	-	945,000	42.95%
AETINA USA CORPORATION	200,000	100%	-	-	200,000	100%
Aetina Europe B.V.	100	100%	-	-	100	100%
Aetina (Shenzhen) Artificial Intelligence Co., Ltd.	-(Note 1)	100%	-	-	-(Note 1)	100%
Aetina Japan Corporation	500	100%	-	-	500	100%

Note 1: No shares issued

Three. Capital Raising

I. Source of capital:
(i) Type of share

April 10, 2026; Unit: Shares

Type of share	Authorized capital			Remarks
	Outstanding shares	Unissued shares	Total	
Common stock	96,355,217	23,644,783	120,000,000	Over the Counter

(ii) Capital formation:

April 10, 2026 Unit: Share

Year/ Month	Issue price	Authorized capital		Paid-in capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Source of capital	Using property other than cash as payment of shares	Others
2005.03	@10	8,000,000	80,000,000	5,300,000	53,000,000	Established		
2005.05	@10	8,000,000	80,000,000	8,000,000	80,000,000	Capital increase of NT\$27,000,000 by cash		
2006.04	@10	20,000,000	200,000,000	11,000,000	110,000,000	Capital increase of NT\$30,000,000 by cash		
2007.07		20,000,000	200,000,000	11,400,000	114,000,000	Capital increase of NT\$4,000,000 for merger		Note 1
2007.08	@12	20,000,000	200,000,000	13,400,000	134,000,000	Capital increase of NT\$20,000,000 by cash		Note 2
2008.08	@25	20,000,000	200,000,000	16,000,000	160,000,000	Capital increase of NT\$26,000,000 by cash		Note 3
2010.01	@12	20,000,000	200,000,000	17,000,000	170,000,000	Capital increase of NT\$10,000,000 for employee subscription		Note 4
2010.08		30,000,000	300,000,000	21,586,000	215,860,000	Capital increase of NT\$45,860,000 from earnings		Note 5
2010.11	@12	30,000,000	300,000,000	22,586,000	225,860,000	Capital increase of NT\$10,000,000 for employee subscription		Note 6
2010.11	@25	30,000,000	300,000,000	25,586,000	255,860,000	Capital increase of NT\$30,000,000 by cash		Note 7
2011.05	@50	60,000,000	600,000,000	29,186,000	291,860,000	Capital increase of NT\$36,000,000 by cash		Note 8
2011.09		60,000,000	600,000,000	37,858,080	378,580,800	Capital increase of NT\$86,720,800 from earnings	None	Note 9
2012.01	@17	60,000,000	600,000,000	39,358,080	393,580,800	Capital increase of NT\$15,000,000 for employee subscription		Note 10
2012.07		60,000,000	600,000,000	45,961,792	459,617,920	Capital increase of NT\$66,037,120 from earnings		Note 11
2012.07	@17	60,000,000	600,000,000	47,461,792	474,617,920	Capital increase of NT\$15,000,000 for employee subscription		Note 12
2013.08		60,000,000	600,000,000	49,834,881	498,348,810	Capital increase of NT\$23,730,890 from earnings		Note 13
2013.12	@62	60,000,000	600,000,000	54,803,881	548,038,810	Capital increase of NT\$49,690,000 by cash		Note 14
2014.09		80,000,000	800,000,000	59,188,191	591,881,910	Capital increase of NT\$43,843,100 from earnings		Note 15
2015.08		80,000,000	800,000,000	62,147,600	621,476,000	Capital increase of NT\$29,594,090 from earnings		Note 16
2016.05	@55.98	80,000,000	800,000,000	62,544,600	625,446,000	Employee stock option conversion of NT\$3,970,000		Note 17
2016.08	@55.98	80,000,000	800,000,000	62,596,600	625,966,000	Employee stock option conversion of NT\$520,000		Note 18
2016.09		80,000,000	800,000,000	65,703,980	657,039,800	Capital increase of NT\$31,073,800 from earnings		Note 19

2016.11	@51	80,000,000	800,000,000	65,830,480	658,304,800	Employee stock option conversion of NT\$1,265,000	Note 20
2017.02	@51	80,000,000	800,000,000	65,940,980	659,409,800	Employee stock option conversion of NT\$1,105,000	Note 21
2017.05	@51	80,000,000	800,000,000	66,394,480	663,944,800	Employee stock option conversion of NT\$4,535,000	Note 22
2017.08	@51	80,000,000	800,000,000	66,520,480	665,204,800	Employee stock option conversion of NT\$1,260,000	Note 23
2017.09		80,000,000	800,000,000	69,817,529	698,175,290	Capital increase of NT\$32,970,490 from earnings	Note 24
2017.11	@47	80,000,000	800,000,000	72,007,327	720,073,270	Employee stock option conversion of NT\$1,155,000	Note 25
	@84.7					Capital increase of NT\$20,742,980 for 1st unsecured corporate bonds conversion	
2018.02	@47	80,000,000	800,000,000	73,879,097	738,790,970	Employee stock option conversion of NT\$265,000	Note 26
	@84.7					Capital increase of NT\$18,452,700 for 1st unsecured corporate bonds conversion	
2018.05	@47	80,000,000	800,000,000	74,981,142	749,811,420	Employee stock option conversion of NT\$1,670,000	Note 27
	@84.7					Capital increase of NT\$9,350,450 for 1st unsecured corporate bonds conversion	
2018.08	@84.7	80,000,000	800,000,000	75,540,752	755,407,520	Capital increase of NT\$5,596,100 for 1st unsecured corporate bonds conversion	Note 28
2018.09		80,000,000	800,000,000	77,775,452	777,754,520	Capital increase of NT\$22,347,000 from earnings	Note 29
2018.11	@84.7	80,000,000	800,000,000	78,086,586	780,865,860	Capital increase of NT\$1,558,340 for 1st unsecured corporate bonds conversion	Note 30
	@79.2					Capital increase of NT\$1,553,000 for 1st unsecured corporate bonds conversion	
2019.02	@79.2	80,000,000	800,000,000	78,166,129	781,661,290	Capital increase of NT\$795,430 for 1st unsecured corporate bonds conversion	Note 31
2019.09		100,000,000	1,000,000,000	79,729,451	797,294,510	Capital increase of NT\$15,633,220 from earnings	Note 32
2020.09		100,000,000	1,000,000,000	81,324,040	813,240,400	Capital increase of NT\$15,945,890 from earnings	Note 33
2021.05	@92.8	100,000,000	1,000,000,000	82,459,040	824,590,400	Employee stock option conversion of NT\$11,350,000	Note 34
2021.08	@92.8	100,000,000	1,000,000,000	82,516,040	825,160,400	Employee stock option conversion of NT\$570,000	Note 35
2021.11	@89.8	100,000,000	1,000,000,000	82,628,040	826,280,400	Employee stock option conversion of NT\$1,120,000	Note 36
2022.02	@89.8	100,000,000	1,000,000,000	82,668,040	826,680,400	Employee stock option conversion of NT\$400,000	Note 37
2022.05	@89.8	100,000,000	1,000,000,000	83,722,540	837,225,400	Employee stock option conversion of NT\$10,545,000	Note 38
2022.07	@89.8	100,000,000	1,000,000,000	83,895,040	838,950,400	Employee stock option conversion of NT\$1,725,000	Note 39
2022.08		100,000,000	1,000,000,000	86,375,081	863,750,810	Capital increase of NT\$24,800,410 from earnings	Note 40
2022.11	@81.4	100,000,000	1,000,000,000	86,470,581	864,705,810	Employee stock option conversion of NT\$955,000	Note 41
2023.01	@81.4	100,000,000	1,000,000,000	86,553,081	865,530,810	Employee stock option conversion of NT\$825,000	Note 42
2023.05	@81.4	100,000,000	1,000,000,000	86,666,581	866,885,810	Employee stock option conversion of NT\$1,135,000	Note 43
2023.09		100,000,000	1,000,000,000	88,397,642	883,976,420	Capital increase of NT\$17,310,610 from earnings	Note 44
2024.08		100,000,000	1,000,000,000	90,165,595	901,655,950	Capital increase of NT\$17,679,530 from earnings	Note 45

2024.12	@148.54	100,000,000	1,000,000,000	91,337,095	913,370,950	Employee stock option conversion of NT\$11,715,000	Note 46
2025.02	@148.54	100,000,000	1,000,000,000	91,456,095	914,560,950	Employee stock option conversion of NT\$1,190,000	Note 47
2025.05	@148.54	100,000,000	1,000,000,000	91,574,595	915,745,950	Employee stock option conversion of NT\$1,185,000	Note 48
2025.09	@148.54	120,000,000	1,200,000,000	91,641,095	916,410,950	Employee stock option conversion of NT\$665,000	Note 49
2025.1		120,000,000	1,200,000,000	93,470,217	934,702,170	Capital increase of NT\$18,291,220 from earnings	Note 50
2025.11		120,000,000	1,200,000,000	94,649,217	946,492,170	Restricted Stock Awards for Employees NT\$11,790,000	Note 51
2026.01	@139.8	120,000,000	1,200,000,000	95,245,217	952,452,170	Employee stock option conversion of NT\$6,960,000	Note 52
2026.02	@139.8	120,000,000	1,200,000,000	96,040,717	960,407,170	Employee stock option conversion of NT\$6,955,000	Note 53
2026.04	@139.8	120,000,000	1,200,000,000	96,355,217	963,552,170	Employee stock option conversion of NT\$3,145,000	Note 54

- Note 1: 2007.07.20 Approval Document: Fu-Jian-Shang-Zi No. 09687115200
- Note 2: 2007.08.22 Approval Document No.: Fu-Jian-Shang-Zi No. 09688352700
- Note 3: 2008.08.18 Approval Document No.: Fu-Chan-Shang-Zi No. 09787722110
- Note 4: 2010.01.20 Approval Document No.: Fu-Chan-Ye-Shang-Zi No. 09980339710
- Note 5: 2010.08.31 Approval Document Bei-Fu-Jing-Deng-Zi No. 0993151965
- Note 6: 2010.11.23 Approval Document No.: Bei-Fu-Jing-Deng-Zi No. 0993171053
- Note 7: 2010.11.23 Approval Document No.: Bei-Fu-Jing-Deng-Zi No. 0993171053
- Note 8: 2011.05.26 Approval Document No.: Bei-Fu-Jing-Deng-Zi No. 1005030508
- Note 9: 2011.09.15 Approval Document No.: Bei-Fu-Jing-Deng-Zi No. 1005057332
- Note 10: 2012.01.16 Approval Document No.: Bei-Fu-Jing-Deng-Zi No. 1015003145
- Note 11: 2012.07.18 Approval Document No.: Bei-Fu-Jing-Deng-Zi No. 1015041804
- Note 12: 2012.07.18 Approval Document No.: Bei-Fu-Jing-Deng-Zi No. 1015041804
- Note 13: 2013.08.28 Approval Document No.: Bei-Fu-Jing-Si-Zi No. 1025054039
- Note 14: 2013.12.17 Approval Document No.: Jing-Shou-Shang-Zi No. 10201252970
- Note 15: 2014.09.25 Approval Document No.: Jing-Shou-Shang-Zi No. 10301193020
- Note 16: 2015.08.27 Approval Document No.: Jing-Shou-Shang-Zi No. 10401184420
- Note 17: 05.17.2016 Approval number: Jing-Shou-Shang-Zi No. 105020210030
- Note 18: 08.10.2016 Approval number: Jing-Shou-Shang-Zi No. 10501199180
- Note 19: 09.10.2016 Approval number: Jing-Shou-Shang-Zi No. 10501222990
- Note 20: 11.29.2016 Approval number: Jing-Shou-Shang-Zi No. 10501273320
- Note 21: 02.06.2017 Approval number: Jing-Shou-Shang-Zi No. 10601014250
- Note 22: 05.18.2017 Approval number: Jing-Shou-Shang-Zi No. 10601063850
- Note 23: 08.18.2017 Approval number: Jing-Shou-Shang-Zi No. 106020226930
- Note 24: 2015.09.14 Approval Document No.: Jing-Shou-Shang-Zi No. 10601131520
- Note 25: 2017.11.23 Approval number: Jing-Shou-Shang-Zi No. 10601159130
- Note 26: 02.12.2018 Approval number: Jing-Shou-Shang-Zi No. 10701017920
- Note 27: 05.15.2018 Approval number: Jing-Shou-Shang-Zi No. 10701051270
- Note 28: 08.20.2018 Approval number: Jing-Shou-Shang-Zi No. 107020212920
- Note 29: 09.21.2018 Approval number: Jing-Shou-Shang-Zi No. 107020228470
- Note 30: 11.27.2018 Approval number: Jing-Shou-Shang-Zi No. 10701147520
- Note 31: 02.20.2019 Approval number: Jing-Shou-Shang-Zi No. 10801014930
- Note 32: 09.17.2019 Approval number: Jing-Shou-Shang-Zi No. 108020235890
- Note 33: 09.14.2020 Approval number: Jing-Shou-Shang-Zi No. 10901171470
- Note 34: 05.21.2021 Approval number: Jing-Shou-Shang-Zi No. 202101086400
- Note 35: 08.18.2021 Approval number: Jing-Shou-Shang-Zi No. 202101149360
- Note 36: 11.24.2021 Approval number: Jing-Shou-Shang-Zi No. 202101215080
- Note 37: 02.15.2022 Approval number: Jing-Shou-Shang-Zi No. 120211017690
- Note 38: 2022.05.24 Approval Document No.: Jing-Shou-Shang-Zi No. 11101084800
- Note 39: 2022.07.28 Approval Document No.: Jing-Shou-Shang-Zi No. 11101137570
- Note 40: 2022.08.24 Approval Document No.: Jing-Shou-Shang-Zi No. 11101158970
- Note 41: 2022.11.23 Approval Document No.: Jing-Shou-Shang-Zi No. 11101221890
- Note 42: 2023.01.30 Approval Document No.: Jing-Shou-Shang-Zi No. 11230011750
- Note 43: 05.23.2023 Approval number: Jing-Shou-Shang-Zi No. 11230085540
- Note 44: 09.12.2023 Approval documents: Jing-Shou-Shang-Zi No. 11230172600
- Note 45: 2024.08.01 Approval Document No.: Jing-Shou-Shang-Zi No. 11330136340
- Note 46: 2024.12.02 Approval Document No.: Jing-Shou-Shang-Zi No. 11330204920
- Note 47: 2025.02.14 Approval Document No.: Jing-Shou-Shang-Zi No. 11430012380
- Note 48: 2025.05.21 Approval Document No.: Jing-Shou-Shang-Zi No. 11430068940
- Note 49: 2025.09.12 Approval Document No.: Jing-Shou-Shang-Zi No. 11430131790
- Note 50: 2025.10.01 Approval Document No.: Jing-Shou-Shang-Zi No. 11430149130
- Note 51: 2025.11.19 Approval Document No.: Jing-Shou-Shang-Zi No. 11430163950
- Note 52: 2026.01.20 Approval Document No.: Jing-Shou-Shang-Zi No. 11430184100
- Note 53: 2026.02.24 Approval Document No.: Jing-Shou-Shang-Zi No. 11530022370
- Note 54: The conversion of 314,500 shares from employee stock options has not yet been completed for registration of changes.

II. Name of major shareholders:

Name, amount, and percentage of shareholding of the top ten shareholders or shareholders holding 5% or more shares.

March 29, 2026 Unit: Share

Names of major shareholders	Shares	Number of shares held	Shareholding percentage
Rui Ding Investment Co., Ltd.		7,096,550	7.37%
UBS Europe SE		2,723,144	2.83%
Lee Chung-Liang		2,062,283	2.14%
Picchu Investment Co., Ltd.		1,956,983	2.03%
Chu Ching-Chung		1,758,710	1.83%
Chien Chuan-Sheng		1,674,163	1.74%
GOLDMAN SACHS INTERNATIONAL		1,504,702	1.56%
J.P.Morgan Securities plc		1,437,243	1.49%
CTBC Bank Co., Ltd., as custodian of the restricted stock trust account with voting rights and dividend distribution rights for employees of Innogrit Corporation		1,161,200	1.21%
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds		1,150,399	1.19%

III. The Company's dividend policy and implementation:

(i) Dividend policy: In accordance with Article 19-1 of the Company's Articles of Incorporation, as follows
1. The earnings according to the Company's annual final accounts shall be distributed in the following order:

(1) Withholding taxes.

(2) Make up for past losses.

(3) The profits from annual final accounts shall have 10% allocated for legal reserve, but if the legal reserve has reached the total share capital, no further allocations will be conducted. A special reserve is also allocated or reversed in accordance with laws and regulations or the competent authority's requirements.

(4) With respect to the balance and the accumulated unappropriated retained earnings of the previous year, the board proposes a surplus distribution to the shareholders meeting for resolution. The Company considers future needs for business operation, long-term financial planning and shareholders' interest in the dividend policy. As the Company is currently in the growing stage, considering the future capital expenditure budget and the need for cash, the annual cash dividends will not be less than 10% of the total of cash and stock dividends. The Company's total earnings distribution to shareholders shall not be less than 30% of the current year's earnings.

(ii) Dividend distribution resolved for the current year

The Company's dividend distribution for fiscal year 2025 is based on the earnings distribution proposal approved by the Board of Directors on February 26, 2026, which distributes a cash dividend of NT\$16.9 per share and a stock dividend of 0.02 shares per share to shareholders, totaling NT\$1,642,296,257.

(iii) Expected significant changes in dividend policy: None.

IV. The effect of the proposed stock dividends of shares at the shareholders' meeting on the Company's operating results and earnings per share:

Item		Year	2026 (Estimated)
Opening Paid-In Capital			960,407,170
Stock and Cash Dividends for the Year	Cash dividend per share		16.9 <small>(Note 1)</small>
	Allotment per share for capital increase through earnings (share)		0.02 <small>(Note 1)</small>
	Number of shares issued due to capitalization of capital surplus (shares)		—
Changes in business performance	Operating profit		Not applicable <small>(Note 2)</small>
	Year-on-year % increase (decrease) in operation profits		
	Net income after tax		
	Year-on-year % increase (decrease) in net income after tax		
	Earnings per share		
	Year-on-year % increase (decrease) in earnings per share		
Pro forma earnings per share and a price-to-earnings ratio	If all of the capital increase from earnings is changed to cash dividends	Pro forma earnings per share	Not applicable <small>(Note 2)</small>
		Pro forma annual average return on investment (%)	
	Without capitalization of capital surplus	Pro forma earnings per share	
		Pro forma annual average return on investment (%)	
	In the event of not implementing capital surplus and retained earnings capitalization, distributions will be made as cash dividends instead.	Pro forma earnings per share	
		Pro forma annual average return on investment (%)	

Note 1: To be resolved at the 2026 general shareholders' meeting

Note 2: Not applicable as the Company has not yet released the 2026 financial forecast information.

V. Remuneration to employees, directors and supervisors:

- (i) The percentage or range of remuneration for employees, directors and supervisors as set forth in the Articles of Incorporation.

Pursuant to Article 19 of the Company's Articles of Incorporation, the Company shall allocate the following amounts as employee bonuses and director remunerations if the income before taxes after the deduction to make up for losses still has a balance:

- (1) More than 3% as employee bonuses.
- (2) Less than 2% as remunerations for directors.

At least 25% of the aforesaid employee compensation shall be set aside for distributing to non-executive employees. Employee compensation and non-executive employee compensation may be in the form of stocks or cash and shall be determined by the board resolution and reported to the shareholders' meeting. The recipients include the employees of subsidiaries in which the Company holds more than half of the shares with voting power or the total capital of the subsidiaries. Article 19-1: The Company considers future needs for business operation, long-term financial planning and shareholders' interest in the dividend policy. As the Company is currently in the growing stage, considering the future capital expenditure budget and the need for cash, the annual cash dividends

will not be less than 10% of the total cash and stock dividends. The Company's total earnings distribution to shareholders shall not be less than 30% of the current year's earnings.

- (ii) The basis for estimating the amount of remuneration to employees, directors and supervisors, the basis for calculating the number of shares for employee remuneration distributed in stock, and the accounting treatment if the actual amount distributed differs from the estimated amount.

The remuneration to employees and directors and supervisors is calculated in accordance with the Company's Articles of Incorporation. The basis for calculating the number of shares to be distributed as stock dividends is based on the fair value per share as estimated by professional valuation technique reports, with the effect of ex-rights taken into account. If the actual distribution amount subsequently resolved by the shareholders' meeting differs from the estimated amount, the difference is accounted for as a change in accounting estimate and recorded as profit or loss in the year of actual distribution.

- (iii) Distribution of remuneration as approved by the Board of Directors.

- (1) The amount of employees' remuneration and directors' and supervisors' remuneration distributed in cash or stock. If the amount differs from the amount estimated in the year in which the expense is recognized, the difference, the reasons for the difference, and the circumstances under which the difference was handled should be disclosed.

The Company's Board of Directors had resolved the distribution of employees' remuneration for an amount of NT\$149,100,000 in cash and the directors' remuneration for an amount of NT\$23,700,000 in cash on February 26, 2026. The preceding distribution amounts are consistent with those recognized in the financial statements for the year ended on December 31, 2025, and there is no difference.

- (2) The percentage of the amount of employee remuneration distributed in stock to the total net profits after tax and total employee remuneration for the period: There was no employee stock bonus distribution for the period, so it is not applicable.

- (iv) The actual distribution of remuneration to employees, directors and supervisors in the previous year (including the number of shares distributed, the amount and the price of the shares), the difference between the distribution and the recognition of remuneration to employees, directors and supervisors, and the amount of the difference, the reasons for the difference and the circumstances under which the difference was handled should be stated

- (1) The remuneration distributed to employees and directors for 2024 is NT\$80,000,000 and NT\$12,800,000 in cash, respectively. The Company has established the Audit Committee, so there is no remuneration to supervisors. The preceding distribution amounts are consistent with those recognized in the financial statements for the year ended on December 31, 2024, and there is no difference.

- (2) The actual distribution amount is the same as the originally proposed amount approved by the Board of Directors.

VI. Repurchase of the Company's shares: None.

VII. Disclosure of corporate bonds: None.

VIII. Disclosure of preferred shares: None.

IX. Disclosure of overseas depository receipts: None.

X. Disclosure of employee stock options:

(i) The Company's employee stock options that have not yet expired:

April 10, 2026

Type of employee stock options	2022 1st employee stock options
Filing Effective Date and Total Unit Number	July 26, 2022; 3,500,000 units
Issuance (handling) date	August 5, 2022
Number of units issued	3,500,000 units
Number of units still available	0 units
Ratio of subscribable shares to total issued and outstanding shares	3.6324%
Warrant exercise period	4 years after issuance
Contract Performance Method	Issuance of new shares
Restricted stock period and percentage (%)	The stock options exercisable by the stock option holders after two years from the date of grant of the employee stock options are 50% of the grant, and the stock options exercisable after three years are the full amount of the grant.
Number of shares exercised	3,181,500 shares
Amount of shares exercised	NT\$ 457,992,950
Number of unexercised stock options	318,500 units
Price per share for unexercised stock options	NT\$ 139.8
Ratio of the number of unsubscribed shares to the number of issued shares (%)	0.3305%
Effect on shareholders' equity	After the expiration of two years from the issuance date, the stock options will be executed according to the above schedule and percentage. The dilution effect on the original shareholders' equity is limited year by year.

(ii) Names of managerial officers who have obtained employee stock options as of the date of printing of the annual report, and the names of the top ten employees in terms of the number of shares subscribable under such options, and their acquisition and subscription status:

April 10, 2026 Unit: Thousand NTD/Thousand Shares

	Title	Name	Number of stock options acquired	Number of stock options acquired as a percentage of the total number of shares issued	Executed				Unexecuted			
					Number of stock options	Price of stock options	Amount of stock options	Number of stock options as a percentage of the total number of shares issued	Number of stock options	Price of stock options	Amount of stock options	Number of stock options as a percentage of the total number of shares issued
Managerial Officer	General Manager	Chien Chuan-Sheng	887	0.92%	391	148.54	58,079	0.41%	47.5	139.8	6,641	0.05%
	Chief Operating Officer	Wang Chia-Ying										
	Vice president	Wu Hsi-Hsi										
	Vice president	Liao Te-Chang										
	Vice president	Chang Wei-Min										
	Vice president	Tsai Han-Tsang										
	Vice president	Wang Li-Cheng			448.5	139.8	62,700	0.47%				
	Vice president	Ke Yu-Jun										
	Vice president	Fu Hao										
	Vice president	Wei Ting-Huang										
	Senior Assistant Vice Manager	Kuo Jin-Chong										
	Assistant Vice Manager	Yu Li-Yin										
Manager	Hsiao Wen-Kuei	364	0.40%	174	148.54	25,846	0.18%	6.5	139.8	909	0.01%	
Senior Director	Dai, Dong-Qian											
Director	Liu, Yun-Mei											
Director	Hsiao-Ching Huang											
Director	Kao, Shu-Fen											
Director	Chen, Ming-Sheng											
Director	Zhi-Qing Wu			183.5	139.8	25,653	0.19%					
Manager	Bo, Lu-Hua											
Special assistant	Chen, Qiu-Xiong											
Special assistant	Yu, Po-Hung											
Special assistant	Hsien-Wen Chang											

XI. Disclosure of Employee Restricted Stock:

(i) Status of the restricted new shares issued to employees for which vesting conditions have not been fully met:

April 10, 2026

Type of restricted employee shares	2025 First issuance of restricted employee rights new shares
Effective filing date and total number of units	July 15, 2025; 1,200,000 units
Issue date	September 26, 2025
Number of issued restricted employee rights new shares	1,179,000 shares
Number of restricted employee rights new shares available for issuance	21,000 shares
Issue price	NT\$0
Ratio of issued restricted employee rights new shares to total issued shares	1.2236%
Vesting conditions for restricted employee rights new shares	<p>Starting from the date on which employees are granted the new restricted employee shares, they must remain employed with the Company through each vesting date to be eligible to receive the vested shares according to the specified vesting ratios. Additionally, employees must meet both the individual performance evaluation criteria and the Company's financial performance benchmarks. During this period, employees must not have, as determined by the Company, committed any violations of the Company's employment contract, employee code of conduct, trust agreement, corporate governance best practice principles, code of ethical conduct, work rules, letter of undertaking, or any agreements between the Company and the employee. The vested shares will be allocated according to the following ratios:</p> <p>1. Vesting Schedule and Ratio:</p> <p>(1) First Vesting Point: Upon completion of two years from the allocation date of the new restricted employee shares, 50% of the allocated shares shall vest.</p> <p>(2) Second Vesting Point: Upon completion of three years from the allocation date of the new restricted employee shares, the remaining 50% of the allocated shares shall vest.</p> <p>2. Vesting Conditions at Each Vesting Point:</p> <p>(1) First Vesting Point:</p> <p>A. If the individual performance evaluation rating for the year prior to the vesting date is at or above grade B, and the company's revenue in the year prior to the vesting date has reached 110% or more compared to the year before, or the audited after-tax net profit has reached 110% or more compared to the preceding year, 100% of the allocated shares will vest.</p> <p>B. If the individual performance evaluation rating for the year prior to the vesting date is at or above grade B, and the company's revenue in the year prior to the vesting date is between 100% (inclusive) and less than 110% compared to the preceding year, or the audited after-tax net profit is between 100% (inclusive) and less than 110%, 90% of the allocated shares will vest.</p> <p>C. If the individual performance evaluation rating for the year prior to the vesting date is at or above grade B, but both the company's revenue and the audited after-tax net profit for the year prior to the vesting date are less than 100% compared to the preceding year, 75% of the allocated shares will vest.</p> <p>(2) Second Vesting Point:</p> <p>A. If the individual performance evaluation rating for the year prior to the vesting date is at or above grade B, and the company's revenue in the year prior to the vesting date has reached 110% or more compared to the year before, or the audited after-tax net profit has reached 110% or more compared to the preceding year, 100% of the allocated shares will vest.</p> <p>B. If the individual performance evaluation rating for the year prior to the vesting date is at or above grade B, and the company's revenue in the year prior to the vesting date is between 100% (inclusive) and less than 110% compared to the preceding year, or the audited after-tax net profit is between 100% (inclusive) and less than 110%, 90% of the allocated shares will vest.</p> <p>C. If the individual performance evaluation rating for the year prior to the vesting date is at or above grade B, but both the company's revenue and the audited after-tax net profit for the year prior to the vesting date are less than 100% compared to the preceding year, 75% of the allocated shares will vest.</p> <p>3. If the grant date of the new restricted employee shares falls on or before the end of February of the given year, the calculation of the vested shares shall align with the Company's announcement of the previous fiscal year's financial results. The calculation shall be completed by March 1 (postponed to the next business day if it falls on a holiday), and the shares shall be delivered in accordance with the terms of the trust agreement. If the grant date falls after March 1 of the given year, the delivery of shares</p>

	shall be carried out in accordance with the terms of the trust agreement.
Restricted rights of new restricted shares issued to employees	<ol style="list-style-type: none"> 1. The employee may not sell, pledge, transfer, donate, mortgage, set up collateral, or dispose of the restricted stock in any other manner. 2. Before meeting the vesting conditions, the employee's rights to attend meetings, propose, speak, vote, and elect at shareholder meetings will be the same as those of ordinary shareholders, but they will be executed according to the trust custody agreement. 3. Before meeting the vesting conditions, the employee's rights related to dividends, stock dividends, legal capital reserves, capital surplus, rights to subscribe to cash capital increases, etc., will be the same as those of ordinary shareholders and will be executed according to the trust custody agreement. 4. During the book closure period for the Company's stock dividend distribution, cash dividend distribution, cash capital increase subscription, the shareholders' meeting as stipulated under Article 165, Paragraph 3 of the Company Act, or any other statutory book closure period as may occur prior to the record date for rights distribution, for employees who have satisfied the vesting conditions within such period, the timing and procedures for the release of restrictions on the vested shares shall be handled in accordance with the trust custody agreement or relevant regulations.
Custody status of new restricted shares issued to employees	<ol style="list-style-type: none"> 1. New restricted employee shares shall be immediately delivered into trust custody upon issuance. Prior to fulfillment of the vesting conditions, employees shall not, for any reason or in any manner, request the return of the new restricted employee shares from the trustee. 2. During the trust custody period of the new restricted employee shares, the Company or a person designated by the Company shall have full authority to act on behalf of the employee in dealings with the share trustee, including but not limited to negotiating, executing, amending, extending, rescinding, or terminating the trust agreement, as well as providing instructions regarding the delivery, utilization, and disposal of the trust property.
Handling methods for employees who, after being allotted or subscribing for new shares, have not met the vesting conditions	<ol style="list-style-type: none"> 1. Voluntary Resignation If an employee fails to meet the vesting conditions upon resignation, the unvested restricted stock will be considered forfeited on the day of resignation. The Company will legally reclaim the shares without compensation and cancel them. 2. Other Termination of Employment If an employee's labor contract is terminated due to dismissal, suspension, discharge, layoff, or any other reason, and the employee does not meet the vesting conditions, the unvested restricted stock will be legally reclaimed by the Company without compensation and canceled. 3. Retirement If an employee fails to meet the vesting conditions at the time of retirement, the unvested restricted stock will be considered forfeited on the effective date of retirement. The Company will legally reclaim the shares without compensation and cancel them. 4. Leave of Absence Without Pay Employees on leave of absence without pay, as approved by the company due to government regulations, major personal illness, family emergencies, or other special reasons, will be allowed to restore their rights upon returning to work. However, the vesting conditions will be deferred during the leave of absence and will be based on the remaining term of the restricted stock. If the employee does not return before the expiration of the vesting period, the Company will legally reclaim the shares without compensation and cancel them. 5. Death If an employee passes away before meeting the vesting conditions, the unvested restricted stock will be considered forfeited on the date of death. The Company will legally reclaim the shares without compensation and cancel them. 6. Disability or Death Due to Occupational Accident If an employee becomes disabled or dies due to an occupational accident and is no longer able to continue employment, the unvested restricted stock will be considered forfeited on the date of disability or death. The Company will legally reclaim the shares without compensation and cancel them. However, if the employee has made significant contributions to the Company, demonstrated loyalty, or other exceptional circumstances, and it is approved by the board of directors, this restriction shall not apply. The handling of unvested restricted stock in such cases will be authorized by the board of directors. 7. Transfer to Other Position If the employee is transferred to another affiliate of the Company or other company within the Group due to the operational needs, the new restricted employee shares granted to the employee will not be affected by the transfer. 8. Any new restricted employee share that is reclaimed by the Company will be canceled.
Number of shares of new restricted employee shares repurchased or bought back	17,800 shares

Number of shares of new restricted shares whose restrictions have been removed	0 shares
Number of shares of new restricted shares whose restrictions have not been removed	1,161,200 shares
Ratio of restricted new shares outstanding to total issued shares (%)	1.2051%
Effect on shareholders' equity	The potential dilution of EPS is deemed to be limited and is not expected to have a material impact on shareholders' equity.

(ii) The names of managerial officers and the top ten employees who had acquired new restricted employee shares as of the date of printing of the annual report, and the status of such acquisition:

April 10, 2026 Unit: Thousand NTD/Thousand Shares

	Title	Name	Number of new restricted employee shares acquired	Ratio of the number of new restricted employee shares acquired to the total number of issued shares	Restrictions removed				Restrictions not removed			
					Number of shares whose restrictions have been removed	Issue price	Issue amount	Ratio of the number of shares whose restrictions have been removed to the total number of issued shares	Number of shares whose restrictions have not been removed	Issue price	Issue amount	Ratio of the number of shares whose restrictions have not been removed to the total number of issued shares
Managerial Officer	General Manager	Chien, Chuan-Sheng	267	0.28%	0	0	0	0.00%	267	0	0	0.28%
	Chief Operating Officer	Wang, Chia-Ying										
	Vice president	Wu, Hsi-Hsi										
	Vice president	Liao, Te-Chang										
	Vice president	Chang, Wei-Min										
	Vice president	Tsai, Han-Tsang										
	Vice president	Wang, Li-Cheng										
	Vice president	Ke, Yu-Jun										
	Vice president	Fu, Hao										
	Vice president	Wei, Ting-Huang										
	Senior Assistant Vice Manager	Kuo, Jin-Chong										
	Assistant Vice Manager	Yu, Li-Yin										
	Assistant Vice Manager	Kuo, Kuang-Yao										
Manager	Hsiao, Wen-Kuei											
Employees	Senior Director	Dai, Dong-Qian	127	0.13%	0	0	0	0.00%	127	0	0	0.13%
	Senior Director	Zong-Jie Li										
	Senior Director	Mei-Juan Lo										
	Senior Director	Jun-Ru Wu										

Director	Liu, Yun-Mei										
Director	Chen, Ming-Sheng										
Director	Zhi-Qing Wu										
Special assistant	Chen, Qiu-Xiong										
Special assistant	Yu, Po-Hung										
Special assistant	Hsien-Wen Chang										

XII. Issuance of new shares in connection with mergers, acquisitions, or acquisitions of shares of other companies: None.

XIII. Disclosure of capital utilization plans:

As of the quarter up to the publication date of the annual report, previous issues or private placements of marketable securities that have not yet been completed or have been completed within the last three years and the benefits of the plans have not yet been realized: Not applicable.

Four. Operation overview

The year 2025 marked the 20th anniversary of Innodisk’s founding, witnessing the Group’s growth journey from its early foundations in industrial-grade storage and memory modules to its gradual development in the IIoT and AIoT markets. Since the Company officially established its AI development policy, as global AI applications have driven computing power demand toward explosive growth, the Company has made early deployments to secure a first-mover advantage, and combined the customization experience established through years of serving the “small quantity, great variety” industrial control market to build a comprehensive landscape of products and integrated services for edge AI needs.

Currently, the Innodisk Group takes “core data computing and storage, edge AI systems and solutions, and computer vision AI sensing” as its three main axes of product technology development. From data centers and enterprise On-Premise AI architectures to edge AI applications deep in industrial sites, Innodisk positions itself as the “Keystone” before the final mile of application implementation, playing a critical force in realizing edge AI behind global customers. At the same time, Innodisk is actively building an industrial ecosystem and is committed to productizing advanced computing architecture products through technical integration with international leaders such as NVIDIA, Intel, and Qualcomm; and together with global industry partners, focusing on the two major application areas of Industry AI and Enterprise AI at the edge, assisting customers in overcoming adoption barriers and advancing AI from proof of concept (POC) to scaled deployment across vertical markets such as AI infrastructure, smart manufacturing, automotive, and smart transportation, putting into practice the core value of “professional integration, efficient implementation.”

I. Business activities

(i) Business scope

1. The main contents of the business products
 - (1) Industrial embedded storage devices
 - (2) Industrial dynamic random-access memory module
 - (3) Edge AI systems and computing solutions
 - (4) Intelligent Peripheral Expansion Modules
 - (5) Visual sensing embedded camera modules
2. Sales percentage of major products

Unit: Thousand NTD

Item	2025	
	Sales	%
Industrial embedded storage devices	5,300,393	37.17
Industrial dynamic random-access memory module	7,877,784	55.24
Edge AI systems and computing solutions	846,590	5.94
Others	236,495	1.65
Total	14,261,262	100.00

3. Current products of the Company

(1) Industrial embedded storage devices

Our solid-state drives encompass diverse designs to meet different application requirements, including: 2.5" SSD, Slim SATA, M.2, U.2, CFast, mSATA, SATADOM, nano SSD (BGA SSD), CF, SD card/MicroSD card, USB, CFexpress, EDSFF.

(2) Industrial dynamic random-access memory module

Embedded System Series, Server Series, Wide Temperature and Extended Wide

Temperature Series, Rugged Highly Customized Series, and AI High-Performance Memory Series.

(3) Edge AI systems and computing solutions

AI Edge Computing Platform, AI Software Development Kit, Edge Device Cloud Management Platform, AI Accelerator Cards and Graphics Processing Units, Software Solutions, AOI AI Smart Manufacturing Defect Solutions, AI On-Prem Solutions, AI Vision Solutions.

(4) Intelligent Peripheral Expansion Modules

I/O Expansion Modules, Embedded Storage Expansion Modules, RAID Modules, Embedded Display Modules, Embedded Communication Modules, Embedded Automotive Communication Modules, IoT Air Sensing Modules, Out-of-Band Remote Management Modules, GNSS Positioning Modules

(5) Visual sensing embedded camera modules

USB 2.0 camera module, GMSL2 camera module, MIPI CSI-2 camera module, MIPI over Type-C camera module, industrial-grade image acquisition card.

4. Expected new product development projects

(1) Industrial embedded storage devices

- A. High-speed/high-capacity storage device series
- B. High-speed advanced interface storage device

(2) Industrial dynamic random-access memory module

- A. DDR5 8000MT/s Ultra-High-Speed Industrial Memory

(3) Edge AI systems and computing solutions

- A. Expansion of AI Edge Server Platform Product Line
- B. Expansion of AI Edge Computing Platform Vehicle Product Line
- C. Expansion of Arm architecture edge AI computing platform product line
- D. Robotics/Automation edge computing solutions
- E. Smart city edge computing solutions
- F. Robotics Development Kit

(4) Intelligent Peripheral Expansion Modules

- A. High-speed embedded communication module product line
- B. EtherCAT product line

(5) Visual sensing embedded camera modules

- A. Expansion of embedded camera module product line
- B. Expansion of industrial-grade image acquisition card product line

(ii) Industry overview

1. Industry Current Status and Development

The Company has been deeply involved in the industrial control field for many years. When the Company was founded, it has focused on hardware storage, providing embedded storage and memory modules for industrial computer customers. By utilizing a highly customized, small-scale and diversified supply strategy, the Company achieved leadership in the global market with and have won high trust from customers. Following the evolution of IIoT and AIoT trends, Innodisk has continuously expanded the application possibilities and added value of traditional embedded storage by investing in software and intelligent embedded peripheral module development. By further integrating hardware and software to provide customized intelligent solutions, Innodisk has been advancing into the Edge AI application market.

At this stage, the industry has further observed that enterprises' demand for AI adoption has shifted further from the cloud to AI servers, enterprise on-premise AI, and edge application scenarios, along with trends such as the evolution of computing architectures and autonomous data management. This trend is highly aligned with the Company's key AI development strategy.

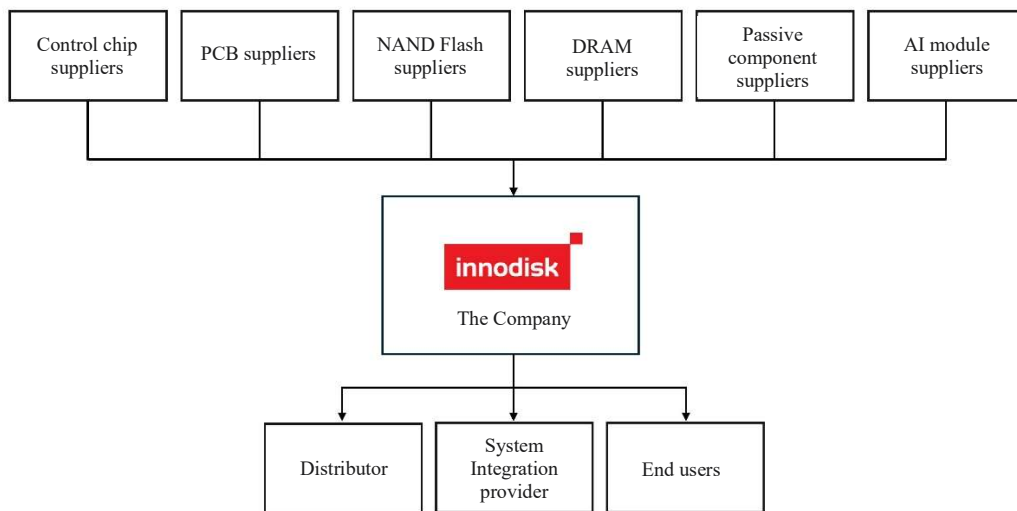
According to IDC estimates, global edge computing spending is expected to grow to US\$378 billion by 2028; in addition, IDC also pointed out that by 2027, 75% of enterprises in

the Asia-Pacific region will deploy AI workloads on hybrid, fit-for-purpose infrastructure, indicating that AI applications are developing toward distributed, localized, and application scenario-optimized computing models. This trend has also continued to increase the importance of infrastructure such as memory, storage, and edge AI systems.

Meanwhile, the deployment of AI applications will also drive rapid growth in demand for computer vision and robotics at the edge. Grand View Research estimated that the global computer vision market will grow to US\$58.29 billion by 2030; the IFR (International Federation of Robotics) World Robotics Report 2025 pointed out that global industrial robot installations are expected to exceed 700,000 units by 2028. As applications such as AMR, AGV, humanoid robots, and smart manufacturing continue to expand, long-distance, highly stable image sensing, embedded camera modules, communication modules, and edge inference platforms will also become important foundations for industrial upgrading.

In this industry context, the Company's development direction is not limited to the supply of single industrial control components, but rather focuses on the three major pillars of “core data computing and storage, edge AI systems and solutions, and computer vision AI sensing,” corresponding to AI infrastructure requirements from data centers and AI servers to edge devices, and through alignment with the latest technology architectures of international partners such as NVIDIA, Intel, and Qualcomm, as well as cooperation with ISVs, system integrators, and vertical market partners, continues to strengthen the Company's positioning as the “Keystone” before the deployment of AI applications, demonstrating unique service value in the highly customized edge AI market.

2. Industry middle, upstream, and downstream correlation



3. Various trends of product development

Looking at the overall product development trends, the hardware upgrades driven by AI have gradually shifted from competition based on the performance of individual components to competition focused on complete architectural capabilities and cross-platform integration.

In terms of “core data computing and storage”, growing corporate demand for generative AI, real-time inference, and high-density data processing is driving increased market demand for “high-bandwidth, high-capacity, and scalable” memory and storage products. This, in turn, is also accelerating the adoption of innovative memory solutions such as CAMM2 / LPCAMM2 and CXL, as well as new-generation storage product specifications such as EDSFF.

In terms of “edge AI systems and solutions”, product development has evolved from simply providing computing platforms to further deepening capabilities in heterogeneous

computing integration, private deployment, model management, and remote operation and maintenance. IDC's forecast regarding enterprise AI workload deployment models also reflects that market demand for on-prem architectures will continue to increase. Therefore, edge AI solutions that can simultaneously support different CPU / GPU / AI accelerator architectures, while also providing model deployment, device management, and on-premises data security, will become an important direction for enterprises adopting AI; this is also consistent with the Company's current strategy of targeting the two major application markets of Industry AI and Enterprise AI, and emphasizing the transition from POC to scaled deployment.

Furthermore, in terms of “computer vision AI sensing”, as robots, automated factory equipment, and smart in-vehicle applications accelerate their development, visual sensing products will continue to develop toward high resolution, long-distance stable transmission, and cross-platform integration. Innodisk has established a comprehensive product portfolio in response to this trend, ranging from highly versatile USB 2.0 camera modules to advanced GMSL2 long-distance image transmission solutions, providing flexible and highly reliable options for the signal transmission distance and bandwidth requirements of different vertical markets, and enabling deep integration with edge computing platforms to simplify customers' system-side integration process and effectively accelerate the implementation of edge AI vision applications.

4. Competitive Situation

In the memory and storage business, while most manufacturers focus on the consumer market or primarily sell single-point products, Innodisk has long been deeply engaged in the industrial control field, possessing the capability to supply low-volume, high-mix, highly customized products with long life cycles and high reliability, and can integrate firmware, software, and cloud management tools to provide total solutions, thereby shaping higher competitive barriers through added value and creating niche advantages in the supply chain. Meanwhile, the Company is actively developing next-generation specification products including CXL, LPDDR5, and EDSFF to align with the demands of advanced computing, which also represents that, beyond the Company's solid industrial control foundation, it is gradually extending its competitive advantages to AI infrastructure and emerging application markets.

Since the Company established its edge AI strategy, it has actively expanded its R&D team, enriched its product lineup and the completeness of its solutions, and further expanded production capacity to undertake the booming demand in the edge AI application market. The key to competition in this market lies not only in hardware specifications, but also in whether it possesses the capabilities for cross-platform integration, customized services, stable supply, and vertical application implementation. Therefore, through the deployment of three major pillars, international ecosystem cooperation, and global local service capabilities, the Company has gradually established a differentiated competitive position from components and platforms to solutions. In addition, the Company has long been deeply engaged in the industrial control field, and the expertise in customized services and customer industry insights accumulated over many years has also become a key advantage. With this advantage, Innodisk and its subsidiaries are able to connect with the forward-looking AI technology architectures of giants such as NVIDIA, Intel, and Qualcomm, carry out platform integration and customized function expansion, enabling AI technology to be rapidly implemented in industrial and edge applications.

(iii) Technology and R&D overview

Research and development expenses and technologies or products successfully developed for the most recent year and up to the date of publication of the annual report

1. Research and development expenses

Unit: Thousand NTD

Item	2024	2025	As of April 10, 2026
Research and development expenses	495,548	562,076	261,176

2. Technologies or products successfully developed

Year	R&D results
2023	<ol style="list-style-type: none"> 1. Industrial-grade air-sensing module: It extends value-added applications to AI edge devices. It detects indicators such as air pollution and CO2 concentration. This module has high precision, low implementation threshold, and low computing power consumption, strengthening the deployment of smart cities, precision manufacturing and medical fields. It responds positively to ESG trends. 2. NVIDIA Jetson series fanless system: The system is powered by NVIDIA Jetson AGX Orin™, Orin™ NX or Orin Nano™ modules, significantly outperforming the NVIDIA Jetson module from the previous generation. It is tailored to different applications, such as automation, transportation and safety monitoring. It supports a wide range of input voltage and temperature, making it the best choice for many applications, especially smart cities and smart agriculture. 3. AOI AI intelligent manufacturing defect inspection solution for smart factories: AI manufacturing defects identification can be connected in series in the existing AOI system. This solution combines with the NVIDIA Metropolis for Factories technologies and passes through the AI computing platform, NVIDIA Certified Systems (NCS) 3.0. With integration of AI technology, this solution conducts in-depth learning analysis and makes the best decision to provide efficient and accurate double-check verification, thereby reducing the labor cost of re-inspection. 4. Wide-temperature and ultra-high-capacity SSD: The Company develops its own firmware and develops a new FTL framework to overcome the addressing limitation of the controller and break through the limitation of original specifications by providing products with 16TB capacity and wide temperature and standard temperature range. 5. BGA SSD Gen 4x4 3D TLC: The integrated storage device and the introduction of the latest FLIP CHIP packaging technology allow system manufacturers to provide the most advanced edge computing experience. 6. Industrial NVMe Namespace SSD: Develop and introduce the advanced Namespace technology in the NVMe specifications to the industrial control PCIe SSD. 7. Ultra iSLC technology: The exclusive technology breaks the upper limit of SSD erasing/writing cycles. Compared to traditional 3D TLC, the new-generation Ultra iSLC can extend the service life by more than 30 times. 8. U-shaped vibration-resistant buckle for DRAM module: Made of impact-resistant industrial grade Panlite® PC, it can be fixed to both sides of the slot of the DRAM module to enhance the stability of the module on the motherboard and achieve high vibration resistance at a low cost.
2024	<ol style="list-style-type: none"> 1. Air quality smart management system: The cloud-based smart management system integrates air sensing devices and edge servers and links with air conditioning/ventilation equipment to control air quality in real time. 2. MIPI over Type-C: Innodisk's proprietary technology enables camera modules to maintain the high-bandwidth advantages of MIPI while converting to USB Type-C interface through a specialized adapter board. This breakthrough overcomes the original MIPI specification's 30-centimeter cable length limitation, significantly extending the external connection distance. 3. Safety Equipment Identification Solution: This comprehensive solution covers hardware, software, and alert systems. A single edge AI host can simultaneously identify four or more real-time video streams, accurately detecting whether facility personnel are wearing safety equipment according to regulations. Integrated with real-time alert notifications, this enables enterprises to respond rapidly. The AI model, software operation interface, and hardware architecture can all be customized, and recognition items can be replaced according to site requirements, ensuring high flexibility.

	<p>4. Intelligent People Tracking Solution: Using AI real-time tracking, this solution can precisely identify specific faces in crowds and quickly trace their movement patterns without requiring prior facial registration. It achieves image data integration and tracking across multiple camera devices and time periods. The system supports seamless integration of 2 to 20 IP cameras, providing flexible and scalable security solutions for enterprises of all sizes.</p> <p>5. EdgeEye Edge Device Cloud Management Platform Tool: Effectively manages all edge devices within its system, allowing users to monitor the operational status of edge devices in their intelligent application systems in real-time through web browsers on any smart device or computer. This enables quick detection of faulty systems and timely maintenance.</p> <p>6. AIP-FR68 AI Inference Platform: Equipped with high-end CPUs and supports graphics card expansion to enhance computing power. In addition, the unique casing design is highly aesthetic and functional, which greatly simplifies the difficulty of machine maintenance. Through the novel casing design, the user can more easily and quickly clean and replace the cooling fan, as well as install or remove expansion hardware in the platform.</p> <p>7. E1.S / E3.S EDSFF Solid-State Drives: Features capacities up to 8TB, providing approximately 2 to 3 times higher storage density than traditional SSDs, significantly improving internal space utilization efficiency in 1U servers. In terms of form factor, these drives adopt the innovative EDSFF standard which, compared to the general U.2 specification, overcomes performance bottlenecks and channel quantity limitations while more effectively addressing heat dissipation issues than the common M.2 format.</p> <p>8. CXL Memory Module: Utilizes the new CXL protocol, offering large capacity of 64GB per module and bandwidth up to 32GB/s. Adopting the E3.S 2T specification, it provides systems with a more flexible and cost-effective expansion method, enabling servers to meet the hardware specifications required for AI computing. Through the "shared memory resource" feature of CXL and PCIe interface, it breaks the bandwidth limitations of traditional memory channels, effectively resolving issues such as transmission latency and low memory utilization.</p> <p>9. DDR5 6400 64GB Memory Module: Features industry-leading capacity of 64GB per module. The product adopts the new CUDIMM and CSODIMM specifications, adding CKD chips to enhance transmission signal stability, and employs TVS to prevent component damage caused by voltage instability, ensuring high reliability. Widely applicable in high-precision image recognition scenarios such as autonomous vehicles, smart healthcare, and security monitoring; in the future, it will also support generative AI applications including LLM and MR.</p> <p>10. DDR5 Dedicated Heat Sink: Effectively reduces the temperature of DDR5 memory in systems through aluminum alloy fins and special thermal materials that completely cover the PMIC.</p>
2025	<p>1. MRDIMM Memory: Compared to current DDR5 RDIMM, MRDIMM can achieve transfer rates of up to 8800MT/s, improving bandwidth by nearly 40%. This effectively alleviates memory bandwidth pressure caused by increased processor core counts. It demonstrates superior performance in modern data-intensive tasks and is particularly suitable for specific scenarios such as small language model processing, deep learning, and AI applications.</p> <p>2. CAMM2 and LPCAMM2 Memory: Compressed Attached Memory Modules deliver lower power consumption, enhanced performance, and upgradeability while achieving more compact form factors. These modules are ideally suited for edge computing devices, fanless industrial computers, and ruggedized laptops.</p> <p>3. PCIe Gen 5 series solid-state drives: PCIe Gen5 solid-state drives provide higher read/write speeds and support greater capacity, meeting the data storage needs of data centers and, together with Innodisk's customization services, effectively enhancing overall performance and stability.</p> <p>4. BiCs8 solid-state drives: BiCs8 adopts 218-layer stacking technology, enabling the stacking of more storage units to meet high-capacity storage needs and support higher read/write speeds, suitable for application environments requiring high-efficiency computing.</p>

- 5. Data center storage device series:** Designed for enterprise and cloud environments, supporting PCIe 4.0/5.0 and multiple form factors, combining high performance, large capacity, and high reliability, suitable for AI, big data, and stringent data center requirements.
- 6. Enterprise-grade Edge AI Training/Inference Platform:** An AI system platform that accelerates model training and inference, offering diverse acceleration cards and computing capabilities. This includes models designed based on NVIDIA MGX modular architecture, equipped with the latest Intel Xeon 6 server high-end CPUs, and supporting graphics card expansion to enhance computing power. Through unique chassis design, it significantly simplifies machine maintenance and hardware expansion processes. The platform can run enterprise-grade private LLM training and inference, effectively processing sensitive data while providing AI computing solutions that combine data security with cost-effectiveness.
- 7. Compact edge AI high-efficiency inference system:** Covering high-performance to entry-level products, it is equipped with the most complete NVIDIA® Jetson™ series modules, and also provides NPU edge computing systems equipped with high-performance core processors, supporting the expansion of multiple M.2 AI accelerator cards. Provides compact and efficient ARM-based edge AI systems, covering fanless, fan-cooled, development platform, and in-vehicle applications, equipped with industrial-grade I/O interfaces, production-grade software suites, and high scalability, flexibly meeting the diverse AI inference needs of various industries.
- 8. Smart manufacturing work safety identification solution:** A work safety identification solution using a high-efficiency and reliable edge computing platform together with a 26TOPS HAILO AI accelerator module, incorporating face and protective equipment recognition functions to monitor site safety conditions in real time and enhance smart manufacturing safety management and accident prevention capabilities.
- 9. AI visual recognition system solution:** Using the APEX-P200 high-efficiency edge AI computing platform, together with an AI license plate recognition solution featuring dual PoE and HDMI interfaces, it supports complex character and high-speed recognition requirements, and is applied to smart parking and traffic management systems to improve passage efficiency and operational management performance.
- 10. Large Language Model Deployment and Fine-Tuning Tool:** Provides an intuitive web interface operation for quickly configuring training parameters, dataset formats, and GPU resource allocation. Features built-in distributed training, model compression, and performance monitoring functionalities, suitable for academic research or commercial scenarios, significantly lowering the technical barriers from experimentation to production.
- 11. Graphical LLM Interaction Interface:** A graphical AI chat interface designed specifically for enterprises and individuals, allowing users to easily interact with large language models (LLMs) through simple web operations without requiring technical expertise. Can enhance customer service, internal knowledge management, and automated content creation efficiency, reduce operational costs, and rapidly integrate AI into daily business processes.
- 12. HDR USB plug-and-play camera solution:** Equipped with high dynamic range (HDR) technology, it can still capture clear details under extreme lighting. Adopting the UVC standard protocol and featuring high plug-and-play compatibility, it provides a stable and easy-to-deploy professional imaging option for edge computing applications such as ATM machines, access control systems, and video intercoms.
- 13. Award-winning patented MIPI over Type-C camera module:** Recognized by the Taiwan Excellence Award, it successfully breaks through the traditional MIPI transmission limitation of only 30 cm. Providing 8MP high-definition image quality and HDR functionality, it greatly enhances cabling flexibility and creates an innovative solution featuring both high bandwidth and long-distance transmission specifically for automated machine vision needs such as AMR and AGV.
- 14. CAN FD Module controller area network solution:** Provides high-speed data processing and reliable connectivity, offering professional solutions for industry, AGV, and AMR. Through different

	<p>model options and optional M.2 slots, the system can be expanded to a total of 6-8 CAN Bus ports, meeting the complex communication requirements of multi-node AI applications.</p>
2026	<ol style="list-style-type: none"> 1. CXL AIC memory expansion solution: Based on the CXL architecture, through the PCIe Gen 5 x8 interface and slot, capacity can be expanded without occupying traditional slots, and memory pooling is supported to improve system resource allocation efficiency. The CXL AIC can expand up to 256GB of memory capacity for a single device and provide an additional bandwidth of 32GB/s, meeting high-efficiency, low-latency computing needs. 2. DDR5 7200 high-speed memory: Breaking through standard frequency limitations, the transfer rate is increased to 7200MT/s, greatly optimizing data transmission latency and bandwidth throughput. Through advanced signal integrity design, it ensures ultimate performance and stability under high-frequency operation, perfectly supporting high-performance computing, high-end workstations, and real-time data analysis, meeting the stringent speed requirements of next-generation computing. 3. AI agent edge computing workstation: An edge computing workstation specially built for enterprise AI agents and generative AI applications. It supports expansion with data center- and workstation-grade GPUs, and supports NVIDIA GPUs and Qualcomm AI accelerator cards. Equipped with three PCIe x16 slots and a PCIe Gen5 high-speed switch, 192GB DDR5 memory, and a 2000W power supply, it supports deployment of LLMs with up to 300 billion parameters, effectively performing on-premises multimodal analysis and automatic instruction generation to achieve high-speed response and decision-making by AI agents. 4. Arm-based edge AI computing platform: Centered on multi-channel image AI recognition as the core application, it emphasizes an edge AI computing design with low power consumption and high computing performance. The platform is based on Qualcomm Dragonwing™ IQ9, IQ8, IQX, and IQ10 series chips, and provides COM-HPC Mini modules and corresponding carrier boards to help customers quickly build AI edge computing systems with high performance and high flexibility. It provides market-leading high-performance solutions for edge computing needs such as industrial automation and smart cities. 5. iCAP smart cloud management platform: Supports devices with x86 and ARM series CPU chip architectures, providing excellent remote monitoring, equipment alerts, OTA updates, and model deployment functions. Through the InnoBee assistant integrated with the Agentic AI architecture, users can achieve efficient conversational operations and maintenance in natural language, accurately grasp the operating status of diversified hardware devices, comprehensively accelerate enterprise intelligent transformation, and reduce equipment operation and maintenance costs. 6. GMSL2 high-end industrial imaging module series: Mass-produced camera modules featuring HDR, LED flicker mitigation (LFM), and the highest level of IP69K protection. Designed for in-vehicle and harsh industrial environments, it provides stable, ultra-low-latency long-distance transmission, meeting the all-weather monitoring needs of high-end automation equipment in complex outdoor scenarios. 7. Comprehensive industrial-grade image acquisition expansion card: An image acquisition card product line supporting diverse computing platforms such as NVIDIA and Intel, which, through high hardware compatibility and driver optimization, resolves the interfacing challenges between cameras and systems, ensures seamless multi-sensor deployment, and achieves truly professional-grade image integration. 8. LAN Module embedded communication module (PCIe interface): A comprehensive network expansion module that provides efficient and diversified communication options for the field of industrial automation. Through the PCIe high-speed transmission interface, the system can flexibly expand multiple LAN ports, ensuring high bandwidth and low latency for industrial-grade data transmission and perfectly addressing complex networking needs. 9. Serial Module embedded communication module solution: Provides a wide range of interface options such as M.2 2230 and 2242, supports M.2 slot expansion, and can efficiently convert system signals into stable Serial output. Designed specifically for the industrial control field, it provides

diversified solutions for point-to-point data transmission, combining compatibility and long-term stability.
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(iv) Long-term and Short-term Business Development Plans

1. Short-term plan

- (1) Product R&D: Focusing on the three major development pillars of “core data computing and storage, edge AI systems and solutions, and computer vision AI sensing,” strengthen R&D capabilities and product line completeness, and accumulate global implementation cases.
- (2) Industrial collaboration: Strengthen the cooperation between industrial partners and the Group’s subsidiaries regarding products, business, and marketing; and jointly create and improve the Innodisk AI intelligent architecture.
- (3) Business development: Develop a detailed domestic and overseas business development network and technical support system, and preemptively deploy business opportunities in local markets worldwide.
- (4) Marketing strategy: Strengthen brand management strategies for stakeholders across dimensions. At the same time, with the launch of the brand-new official website, building on the successful foundation of brand reinvention, strengthen in-depth management of SEO and GEO (AI SEO) and the application of marketing technology, enhance the value of data, and communicate accurately and effectively convert into potential business opportunities. And through the establishment and operation of overseas communities, strengthen local market communication channels.
- (5) ESG sustainability: Stay ahead of regulatory and customer demands by actively deepening ESG consensus and participation by colleagues at home and abroad while establishing a positive ESG brand image through major investments. Encourage stakeholders including industrial partners to join the sustainable action, and expand influence.

2. Long-term plan

- (1) Product R&D: Actively invest in R&D resources and talent cultivation to enrich innovation in the Group's edge AI solutions. We are deepening our engagement within the global ecosystem and aligning our technologies with international tech giants.
- (2) Business development: Expand overseas service bases and professional talent networks at home and abroad to keep track of market trend in real time and strengthen the customer service.
- (3) Marketing Strategy: We are positioning ourselves as a global leader in AI solutions by strengthening domestic and international marketing initiatives to enhance our global brand value. We are reinforcing industry partnerships and launching collaborative marketing campaigns to maximize communication synergies.
- (4) ESG Sustainability: We are strengthening the connection between ESG initiatives and our core business by expanding the application of Innodisk's AI expertise and related resources to social welfare. We continue to partner with non-profit organizations, actively engaging in environmental, educational, and social welfare issues to jointly create ESG impact.

II. Market and Sales Overview

(i) Market analysis

1. Sales regions of major products

Unit: Thousand NTD

Sales area \ Year		2024		2025	
		Sales amount	%	Sales amount	%
Domestic sales		2,697,012	30.25	3,736,432	26.20
Export sales	Asia	2,619,253	29.38	5,350,021	37.51
	Europe	1,834,615	20.58	2,368,895	16.61
	Americas	1,659,298	18.61	2,663,407	18.68
	Other Areas	105,464	1.18	142,507	1.00
	Subtotal	6,218,630	69.75	10,524,830	73.80
Total		8,915,642	100.00	14,261,262	100.00

2. Market share, future supply and demand, and growth

(1) Market share

The Company takes edge AI as its core and pursues a diversified business strategy. Its products include industrial-grade storage and memory modules, edge AI systems, smart expansion modules, and embedded camera modules. As the market for AI solutions relies heavily on customization and varies depending on application scenarios, system architecture, and service content, it is difficult to measure overall market share with a unified indicator; the Company will extend its product strategy from the supply of single components to fields such as edge AI and computer vision sensing, strengthen the depth of adoption of Industry AI and Enterprise AI in vertical fields, the intensity of ecosystem collaboration, and the implementation capability of solutions. At present, through the integration of mainstream heterogeneous platform computing architectures in the global industry and extensive cross-industry customer deployment, the Company has accumulated more than 4,000 edge AI deployment cases worldwide, demonstrating a highly comprehensive product portfolio and service capabilities.

Industrial control memory and storage devices, as an important cornerstone of the Company's long-term operations, continue to maintain a leading advantage under the dual development policy of stable supply and active innovation. According to Gartner research reports, the Company has ranked first in global industrial-grade SSD market share since 2018; and since 2019, it has continued to be listed among TrendForce's global top ten memory module suppliers, with its ranking rising year by year, and is also the only brand on the list focused on industrial control memory modules. Compared with companies focused on the consumer market, the Company has higher recognition and differentiated advantages in the industrial control application market, edge AI, and high-reliability application fields.

(2) Future supply and demand and growth

In terms of future supply and demand, demand for AI infrastructure will remain the main driver of market growth. IDC estimates that global AI spending will reach US\$632.0 billion by 2028, and edge computing spending will also continue to grow from nearly US\$261.0 billion in 2025 to approximately US\$378.0 billion in 2028, indicating that enterprises will continue to expand investment in AI computing, data storage, on-premises inference, and hybrid infrastructure. This trend is expected to simultaneously drive demand for high-speed memory, AI servers and data center storage equipment, edge AI platforms, and device management.

On the other hand, the growth of computer vision and robot-related applications will also help drive demand for visual sensing and image transmission at the edge. According to Grand View Research forecasts, the global computer vision market will grow to US\$58.29

billion by 2030, and observations by the IFR (International Federation of Robotics) on the global industrial robot market also show that investment in AI sensing and automation equipment in industrial settings still has substantial room for growth. For the Company, this not only helps increase demand for products such as smart expansion modules and camera modules, but also helps drive the adoption of edge AI platforms and overall solutions.

3. Competitive advantage

(1) Extensive industrial application experience

From R&D, technology, sales, marketing to manufacturing, all of Innodisk's members of departments in charge of each stage are experienced in industrial control and embedded system applications. They can quickly solve customer customization and compatibility needs. The software R&D team possesses professional functions and experiences in industrial implementation of AI applications. The company will take this as a competitive niche, further implement intellectualization of vertical market through AI intelligent solutions.

(2) Professional firmware and software R&D team

On the basis of solid hardware, unlike most competitors that choose to outsource firmware R&D and design, the Company has independently established a professional firmware development team, and on the basis of highly reliable and highly stable products, further enhances product performance through firmware, and is better able to create exclusive functions according to customer needs, enhancing product value and establishing long-term customer relationships. Meanwhile, the Company also has a complete software development team that independently develops No-code AI training/inference tools, as well as a remote management platform facilitating the supervision and management of large-scale edge devices, which not only lowers the threshold for customers to introduce and maintain edge AI, but also adds value to the Company's products through software tools.

(3) Distribution channel deployment in major global markets

The company has long concentrated on the industrial control niche market and in recent years has expanded to selling AI-related expansion peripherals and solutions to diverse vertical markets under our own brand globally. The company implements customized market strategies tailored to different global regions. In some areas, we collaborate with distributors, while in many regions we maintain dedicated sales personnel, product managers, FAE technical support engineers, and marketing staff to capitalize on global market opportunities and provide customers with the most timely local support. At the same time, in terms of marketing, we also work with local consultants at multiple locations around the world to establish more timely market insights and communication strategies that are tailored to local conditions.

(4) High flexibility and customization capability

The industrial control market diversity tests the industry's product customization flexibility and development capabilities. Under the spirit of ultimate integration and service, the Company is committed to providing customers with hardware, firmware, or application software customization and integration services. We strive to complete product design, manufacturing, and test verification in the shortest time possible to enhance implementation efficiency for customer applications. This principle can be further applied to the AI application field, which is generally considered to have high entry barriers by the industry. We help customers shorten the transition period to industrial intelligence by implementing AI in an efficient, low-cost manner to facilitate transformation.

(5) Stable supply strategy

The Company maintains long-term, favorable, and stable cooperative relationships with domestic and overseas suppliers, and through steady business operations and a high-value-added product portfolio, secures stable sources of high-quality raw material supply.

(6) Self-owned production lines and plants

Innodisk has built its own industrial-grade production lines and plants. Through self-owned SMT and strict verification test processes, Innodisk meets the premium quality required by highly intensive applications such as industrial control and AI. Innovative technologies such as the AOI AI defect detection solution have been introduced to improve product quality and production line efficiency. Through the self-owned factories, Innodisk can ensure the flexibility of production and meet the delivery time specified by customers. In terms of production capacity expansion, Innodisk also has sufficient space to add production lines at any time; with the vigorous growth in AI project orders in recent years, the Phase II plant area launched in 2024 will also provide abundant production capacity for the Company's large customer projects and forward-looking product lines such as visual sensing and edge AI solutions.

(7) Brand management strategy leading the industry

Innodisk has long attached importance to brand management and strengthening differentiation from competitors, and has established a solid brand image in the field of industrial storage. Now, as the Group develops toward edge AI, in order to change the market's established impression, Innodisk is actively carrying out brand upgrading and transformation on the basis of the past, strengthening AI positioning and differentiation, widening the gap with competitors in brand-new markets and application fields, while also actively consolidating strategic cooperative relationships with major international companies and connecting with advanced technology architectures, with the aim of driving business development progress through international visibility and an AI pioneer image.

4. Favorable and unfavorable factors of development prospect and countermeasures:

(1) Favorable factors

A. Ability to customize hardware, firmware, and software technologies

The Company has a comprehensive R&D team and has overall production efficiency and quality from hardware, firmware, and software self-development capabilities to introducing smart production management systems and AOI AI defect detection in production and manufacturing. The goal is to provide comprehensive support for industrial clients' diversified customized product development demands.

B. Continuous innovation and refinement of R&D technology

The Company not only deeply cultivates industrial control applications, but also actively expands into emerging edge AI vertical markets, improving product diversity and integration through product innovation and technology R&D; and in various vertical markets cooperates with professional ISV partners and integrates the latest technology architectures of major international companies, striving to provide customers with more comprehensive and easier-to-deploy intelligent solutions.

C. Global deployment of marketing channels across online and offline communication media

The Company's services are distributed worldwide. In addition to the global operating headquarters in Taiwan, we have established 25 business bases in the United States, Japan, China, Europe, etc., and continues to build more business bases. The goal is to be close to the needs of various markets and provide clients with immediate local support and services. At the same time, the Company actively participates in major exhibitions around the world and co-hosts seminars, forums, and other events with major technology companies, enhancing market visibility and establishing discourse power through a flexible Co-Marketing strategy spanning online and offline channels and cooperation with communities/media.

(2) Unfavorable factors

A. Fluctuations in key raw material prices increase operational risks such as procurement, inventory, and delivery.

Countermeasures:

(A) Regularly review sales supply and demand to strengthen inventory and procurement

- management.
- (B) Maintain favorable cooperative relationships with suppliers to strengthen supply flexibility and cooperation.
- (C) Keep abreast of market information on major raw materials to obtain market price trends and adjust inventory control.
- B. High proportion of export sales, making profitability vulnerable to exchange rate fluctuations
 - Countermeasures:
 - We have adopted a stable foreign exchange income strategy. Our product export or major raw material procurement transactions are primarily conducted in USD to reduce the market exchange rate fluctuation risks.
- C. Increase in the number of competitors entering the market in recent years
 - Countermeasures:
 - (A) Make good use of the Group's advantages in its abundant product lines, strengthen the integration and mutual synergies of its various solutions, and seek to achieve the effect of entering high-barrier markets through a single point and expanding from point to surface.
 - (B) Strengthen the Company's customization advantages and vertical market experience, establish market segmentation, and, through deep cooperative relationships with global ecosystem partners, play the role of a key cornerstone for central integration, connecting top technologies of major international companies and combining local vertical market experts to jointly promote the scaled implementation of AI at the edge.
 - (C) Integrate international brand management awareness into product R&D, sales, marketing, service, and other processes, and follow the Group's clear AI core guidelines, focusing on communicating key advantages such as service value and platform integration. Deepen the operation of important communication channels such as professional communities and developer platforms, and make good use of digital tools to achieve precise and efficient segmented communication. Combine a more complete brand-new CRM platform to deeply maintain customer relationships, provide seamless support from pre-sales and product introduction to after-sales, and enhance customer trust.
- 5. Intellectual property management plan aligned with business objectives:
 - To enhance the Company's long-term competitiveness, continue product development, maintain the results of innovative R&D, improve customer service, and move towards sustainable operation, the Company continues to strengthen the management of intellectual property rights. To that end, the intellectual property management policies, objectives, and processes have been planned, formulated, and implemented.
 - (1) Intellectual property management policies and objectives:
 - A. Four major policies: implement regulatory compliance, enhance intellectual property awareness, protect trade secrets, and deepen sustainable operation.
 - B. Objectives: regularly update the intellectual property laws and regulations database, add internal audit personnel, update intellectual property-related education and training courses, regularly review the contents of trade secret inventories, and add audited units.
 - (2) Specific implementation in 2025:
 - A. System optimization and implementation: In 2025, the "Intellectual Property Management Manual" and the "Employee Education and Training Management Procedure" were revised to ensure that the management system keeps pace with the times.
 - B. R&D and rights achievements:
 - (A) Patent rights: As of July 18, 2025, cumulative patent applications totaled 268, of which 160 were approved.

(B) Trademark rights: As of July 18, 2025, a total of 48 trademark rights had been obtained, with 1 application pending.

(3) Reporting to the Board of Directors: The Company reports intellectual property-related matters (including management policies, objectives, and implementation status) to the Board of Directors at least once a year. Most recent reporting date: August 6, 2025.

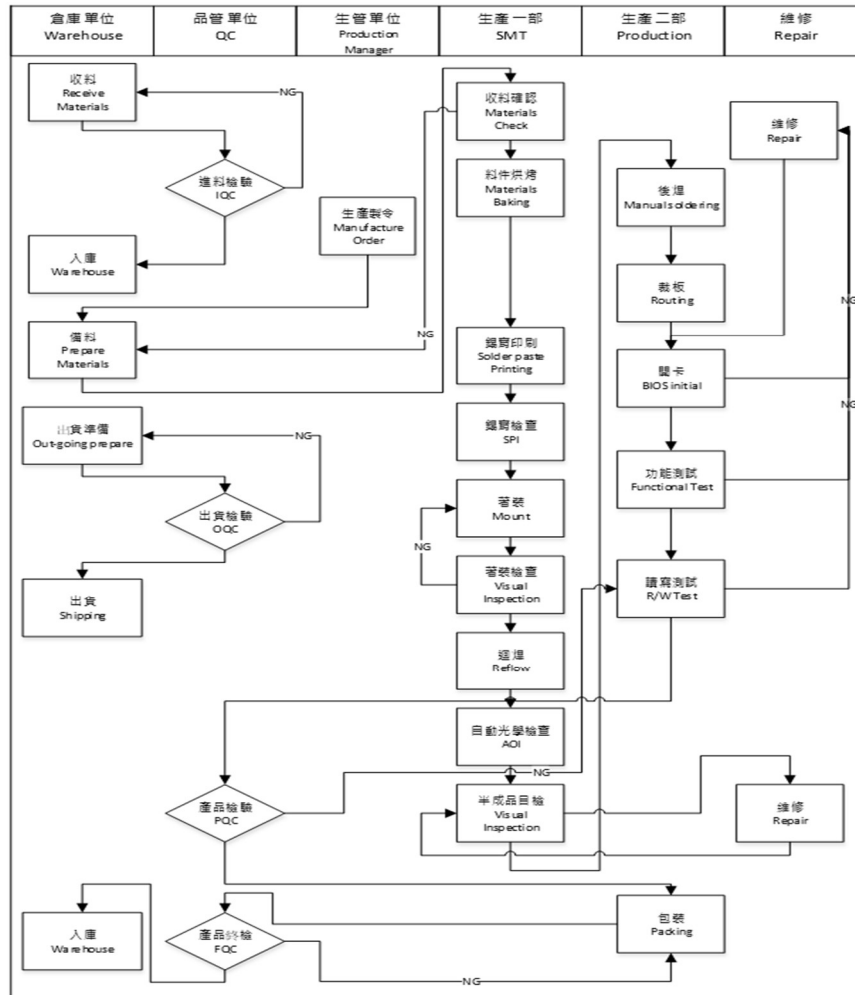
(ii) Important applications and production process of major products

1. Important Uses of Major Products:

Product	Important application
Industrial embedded storage devices	The non-volatile flash memory is used as the storage medium. It is mainly used as the data storage device in the computer. The industrial control market can be applied to various products, such as industrial computers, automation equipment, intelligent traffic control systems, endpoint sales systems, security surveillance equipment, protection systems, medical equipment, digital signage, gaming machines, servers, aerospace, and other markets.
Industrial dynamic random-access memory module	This product is a volatile semiconductor technology, mainly used to expand the processing capacity and speed up the computing speed of various industrial equipment. The diverse application fields include smart manufacturing, servers, edge computing, fanless embedded computers, mission-critical, and aerospace markets.
Edge AI systems and computing solutions	We aim to drive smart industry development and create highly integrated AI intelligent solutions by integrating the edge AI computing platform, AI software development kit, edge AI deployment and management platform, AI accelerator card and graphics processor, software application, and other solutions. We are committed to advancing the global smart city, smart transportation, smart medical care, smart retail, smart factories, and smart energy industries and infrastructures.
Intelligent Peripheral Expansion Modules	With a core focus on enhancing AI endpoint application integrity and deployment performance, we are introducing the latest technologies into customer systems and application fields, developing highly integrated and compatible expansion modules to increase product application flexibility and usage scope for customers, thereby meeting various AI requirements.
Visual sensing embedded camera modules	In response to the demand at the edge for the collection of visual sensing data, the Company develops embedded camera modules and related visual sensing solutions, becoming the “eyes” of AI machine vision applications.

2. Production process

The Company has constructed an industrial-grade high-quality R&D and manufacturing center. Its sophisticated SMT production lines use automated smart equipment verification testing techniques to improve production efficiency and quality. Its mission is to serve the world with locally made high-quality products and fully meet the industrial clients’ diverse product development customization demands.



(iii) Supply status of major raw materials

Supply of major raw materials		
Raw material name	Main supplier	Supply condition
Flash IC DRAM IC	KIOXIA, Micron, Samsung	Normal
Controller IC	Silicon Motion, Musray, InnoGrit	Normal
PCB	Brain Power, EISO, Company N	Normal
AI module	NVIDIA	Normal
Other Electronic Components	TI, ON, Yageo, Walsin Technology, Samsung, Rambus, Sunrise, WT Microelectronics, Koryo	Normal

(iv) List of major suppliers and customers

1. The names of suppliers who have accounted for more than 10% of the total purchases in any of the most recent 2 years

Unit: NT\$ thousand; %

2024					2025				As of the previous quarter of 2026 (Note 1)			
Item	Name	Amount	As a percentage of net purchases for the year [%]	Relationship with the Issuer	Name	Amount	As a percentage of net purchases for the year [%]	Relationship with the Issuer	Name	Amount	As a percentage of net purchases for the year (%)	Relationship with the Issuer
1	Company A	2,220,849	37.69	None	Company A	3,569,424	27.56	None				
2	Company O	1,309,722	22.23	None	Company O	1,830,499	14.13	None				
3					Company P	1,775,055	13.71	None				
	Others	2,361,244	40.08		Others	5,776,092	44.60					
	Net purchase	5,891,815	100.00		Net purchase	12,951,070	100.00					

Note 1: There was no financial information available that had been verified, certified, or reviewed by a CPA prior to the publication date of the annual report.

Reasons for the increase and decrease: Except for the increase or decrease in the purchase amount due to changes in market supply and demand, there was no significant change in the Company's major suppliers.

- List of major sales customers who accounted for more than 10% of total sales in any of the last two years:

Unit: NT\$ thousand; %

2024					2025				As of the previous quarter of 2026 (Note 1)			
Item	Name	Amount	As a percentage of net sales for the year (%)	Relationship with the Issuer	Name	Amount	As a percentage of net sales for the year (%)	Relationship with the Issuer	Name	Amount	As a percentage of net sales for the year (%)	Relationship with the Issuer
1												
	Others	8,915,642	100.00	None	Others	14,261,262	100.00	None				
	Net sales	8,915,642	100.00		Net sales	14,261,262	100.00					

Note 1: There was no financial information available that had been verified, certified, or reviewed by a CPA prior to the publication date of the annual report.

Reasons for the increase and decrease: No customer accounted for more than 10% of the total sales in 2024 and 2025.

III. Information on employees for the last 2 years up to the date this annual report was published

Unit: People; %

Year		2024	2025	As of March 31, 2026
Number of employees	Director labor	323	323	315
	Indirect labor	766	824	855
	Total	1,089	1,147	1,170
Average age		37	37	37
Average service years		5.03	4.58	5.06
Education distribution percentage	Doctorate degree	0.09%	0.09%	0.09%
	Master's degree	21.40%	19.53%	19.91%
	College	58.49%	59.46%	59.57%
	High school and below	20.02%	20.92%	20.43%

*Personnel statistics encompass Innodisk Corporation globally, as well as its subsidiary, Aetina Corporation.

IV. Expenditure for Environmental Protection

- (i) Total amount of losses or damages suffered due to environmental pollution in the most recent year and the current year up to the date of publication of the annual report: NT\$0 thousand
- (ii) Future responses to improvement measures and possible expenses: Not applicable.

V. Labor Relations

- (i) List employee benefit plans, continuing education, training, retirement systems, and their implementation status, as well as the status of labor-management agreements and measures to protect employees' rights and interests:

1. Employee welfare measures

(1) Insurance:

To enhance the protection of employees' personal safety and health care, the Company arranges group insurance enrollment for employees on their first day of employment. The coverage includes group injury medical insurance, cancer medical health insurance, hospitalization medical health insurance, multiple accident insurance, critical illness insurance, and occupational accident insurance, and all related premiums are fully borne by the Company. Through comprehensive insurance planning, the risk protection mechanism for employees in daily work and sudden accident situations is strengthened, reducing the potential impact of risks borne by individuals and their families. In addition, the Company regularly arranges for insurance specialists to visit the plants every two months to provide free policy consultation services, assisting employees in understanding the coverage content and making appropriate plans, thereby enhancing overall protection awareness.

(2) Health and safety:

- A. Employees are entitled to a company-funded health checkup every two years. The Company attaches great importance to the health checkup results and, with employees' consent, takes the initiative to assist employees with abnormalities or special conditions in the checkups to ensure their health by providing them with follow-up treatment observation.
- B. Monthly "Health Report" is sent out to help colleagues improve their knowledge of health management.
- C. Set up a full-time factory nurse and a monthly doctor's visit to provide consultation on workplace safety and employee health, reminders on the appropriateness of the schedule of the review of servicemen and work schedule, and provide medical consultation on injuries and illnesses of employees.
- D. The employment of visually impaired masseurs, in addition to providing work

opportunities for the visually impaired, also provides staff massage and stress relief services.

- E. Implement health promotion programs, such as holding power walk competitions, weight loss programs, physical fitness activities, healthy eating seminars, etc.
- F. Place automated external cardiac defibrillators (AEDs) at the workplace and arrange employee education training for emergency medical needs. In the year 2023, 70% of personnel from two facilities completed training and obtained a two-year valid certification for a safe place. In 2024, training for 54 colleagues will continue, enabling them to acquire basic first aid skills.
- G. Provide a comfortable, safe and independent space for breastmilk collection so that colleagues can be rest assured.
- H. Provide fitness equipment so that employees can relieve work-related stress through exercise while at work.

(3) Benefits and subsidies:

In addition to being committed to providing employees with a comfortable and reassuring working environment, the Company also provides various statutory benefits in accordance with the Labor Standards Act and has established an Employee Welfare Committee to coordinate the planning and promotion of employee welfare matters. Based on employees' needs, the Company plans diversified welfare measures that are closely connected to employees' lives, and extends its care to employees' families. Through various activities and subsidy measures held on a regular or irregular basis, the Company creates a friendly workplace environment that takes both work and life balance into account. The main employee welfare items are as follows:

- A. Electronic gift money for the Mid-Autumn Festival, Dragon Boat Festival, Labor Day, and birthdays
- B. Gift money and gifts for marriage/childbirth
- C. Pregnancy transportation subsidy (after 6 months), childcare subsidy (ages 0-6), and childbirth subsidy (an additional NT\$30,000 for the second child and above)
- D. Scholarships for employees' children
- E. Emergency assistance subsidy for employees
- F. Bereavement consolation payments and funeral flower baskets for employees and their relatives
- G. Contracted childcare institutions
- H. Employee Assistance Programs (EAPs)
- I. Flexible shift options
- J. 5 days of new employee leave
- K. 2 days of paid family caregiving leave per year
- L. Departmental dining activities
- M. Subsidies for club activities
- N. Year-end gala dinner and lucky draw activities
- O. Art corridor
- P. Family Day or plant anniversary activities
- Q. Optional beverages (vending machine drinks at nearly half price/free capsule coffee/free tea bags)
- R. Free afternoon tea snacks

S. Stress relief massage services

T. Sports facilities

2. Employee education and training:

To implement the concept of talent cultivation, the Company has established a comprehensive talent development framework and education and training system. Through systematic training plans, it cultivates the professional knowledge and skills required by employees in the workplace, and strengthens accountable and continuous learning work attitudes, so as to improve overall performance and the Company's operational effectiveness.

At the same time, an education and training platform is established to provide internal in-person courses and online learning courses, and employees are encouraged to participate in external professional training and seminar activities, so as to continuously improve professional capabilities. Training courses are planned based on development needs with a diversified learning system, including general courses (such as new employee training and industry trends), technical academy (covering professional fields such as production, sales, human resources, and finance), management academy, language academy, and international academy. Corresponding course content is planned according to employees' positions and career development stages, assisting employees in continuously improving professional capabilities and managerial competencies at different career stages.

In addition, the Company also has individual development and improvement plans (IDP), and internal transfer and rotation mechanisms, providing employees with diversified job development opportunities, and through expatriation and cross-border experience mechanisms, assisting employees in broadening their international perspectives and cross-cultural management capabilities, so as to strengthen global career development.

A total of around 10,852.5 training hours were arranged by the Company in 2025, with 7,834 participants and a total training cost of approximately NT\$1,663,379.

(1) 2025 Employee Education Hours and Growth Rate:

Category	2023	2024	2025	Previous year's growth rate
Internal face-to-face courses	8,641.5 hours	12,103.5 hours	7,243 hours	(40.16%)
Internal online courses	4,077 hours	3,426 hours	2,495 hours	(27.17%)
External training	1,210 hours	1,445 hours	1,114.5 hours	(22.87%)
Total	13,928.5 hours	16,974.5 hours	10,852.5 hours	(36.07%)

*Personnel statistics cover Innodisk Corporation (Taiwan) and its subsidiary, Aetina Corporation.

*Supplementary note: The 2025 training data decreased compared with the previous year, mainly due to differences in annual project planning and operational scheduling.

In response to continuous organizational growth and post-pandemic era demands, we have accelerated the application of digital learning tools. In addition to continuing to produce digital learning courses in-house, we have also assisted colleagues in utilizing the communication tool Teams to participate in synchronized online face-to-face courses.

(2) New employee training:

Every new colleague, after reporting to their department, must receive comprehensive training on work system operations, professional knowledge, practical training, and work verification to ensure they can quickly engage in their position and demonstrate capabilities. Furthermore, to help new colleagues quickly familiarize themselves with products, quality policies, background culture, and company regulations, all new employees are scheduled to complete new employee basic and advanced courses, as well as related general education

courses, from their first day of employment to within three months.

Item	Total reading hours	Number of people who passed
One-day new employee camp	523 hours	128 people
Education and training introduction	22 hours	131 people
Newcomer education and training	90 hours	20 people
RBA obligations and interests of the Company's employees	11 hours	131 people
ESG Education and Training	67 hours	129 people
Information Security Promotion	35 hours	132 people
General IT security knowledge	31 hours	25 people
Confidentiality and contract procedures.	56 hours	129 people
Intellectual property management rules	172 hours	106 people
Intellectual property rights: patents, trademarks, copyrights	56 hours	124 people
Overview of green products	40 hours	130 people
Advanced Green Product Course	24 hours	46 people
Introduction to Quality System & Basic Knowledge of Management System	42 hours	130 people
Production procedures and 5S site standards.	84 hours	130 people
Hazardous chemical labeling and communication regulations.	264 hours	87 people
Workplace Sexual Harassment Education and Training	18 hours	18 people

*This course simultaneously includes current employees who did not pass in 2024; the statistical hours and headcount are not limited to new employees.

*Calculation scope includes Innodisk Corporation (Taiwan) and its subsidiary, Aetina Corporation.

(3) Management Education and Training:

To assist managers at all levels in continuous learning and growth, the Company thoroughly understands managers' learning needs in leadership and management, planning relevant training for various job categories and management levels. Through enhancement of leadership and management capabilities, the Company aims to improve employee performance and satisfaction. Managers may also apply for relevant external training according to their personal development goals to strengthen specific leadership and management competencies.

Item	Number of sessions	Total training hours	Number of people who passed the training
Production Line Management Leadership	6	238 hours	63 people
Team Management Leadership	2	112 hours	40 people
Operation Management Leadership	2	301 hours	32 people

A. Production Line Management Leadership:

For production line instructors and supervisors, provide guidance for work arrangement, work relationship, work management, and other related courses, to assist production line, supervisors and instructors, improve job teaching and counseling skills, reduce learning frustration for new production line operators, and help adapt to work, the supervisors' instructions, and the environment. The efforts will also create a better

working atmosphere.

B. Team Management Leadership:

- For new Company supervisors, the chairman shall personally share the role and mentality that senior supervisors must cultivate with the new supervisors every year. The management offices shall explain the recruitment process, training, performance evaluation, and share common difficult cases in practice.
- Arrange recruitment interview skills courses for interview supervisors to help them create excellent teams. Recruit partners with similar corporate values and goals to join and continue to grow.
- Hold regular “downward management” and “leadership exercises” courses to help supervisors learn correct management concepts and behaviors. The goal is to help supervisors guide people to solve doubts through numerous common discussions with trainees and individual cases, which can indirectly improve employee satisfaction and team productivity.

C. Operation Management Leadership:

- EMBA is encouraged for management team managers. Continue to interact with academic and business circles to help the Company’s management to keep pace with the progress of time and society.
- We “prepare courses and seminars” with different themes every year in conjunction with the “Supervisor Annual Meeting,” e.g. Business Model Canvas, OGSM, etc., to develop the Company’s product strategy or review and improve the Company’s internal management processes or systems.
- Improve and pass on business management capabilities and experience: Senior executives shall serve as Mentors, and 10–20 executives shall be selected as Mentees for each ladder. Courses, workshops, or internships shall be arranged for about one year.

(4) Trend lecture:

Regarding new industry trends, industry experts are invited to share the latest information and development directions with colleagues through in-person/online training courses, helping each team member prepare to meet future challenges.

Item	Course hours	Total training hours	Number of people who passed the training
Create a new AI office experience and master Prompt usage	1.5 hours	452 hours	301 people

3. Retirement system and implementation status:

According to the Labor Pension Act, the Company and its domestic subsidiaries shall allocate 6% of the salary to the employee’s personal Bureau of Labor Insurance pension account monthly from July 1, 2005. For those who wish to contribute to the pension voluntarily, the voluntary contribution rate shall be withheld from the employee’s monthly salary to the individual’s Bureau of Labor Insurance pension account. Meanwhile, pensions for subsidiaries in overseas regions are paid monthly to the pension, medical, and other social security funds according to local government regulations.

To protect the employees’ labor rights and interests, the Company set up an “old-system labor pension account” with lawful appropriation and payment made on time for employees who applied for the old-system labor pension system before July 2005.

In 2025, the company incurred expenses of NT\$40,750 thousand under the Labor Pension Act (new system) and NT\$225 thousand under the Labor Standards Act (old system). Among employees covered by the new labor pension system, 22.2% chose to make voluntary contributions.

4. Agreements between labors and management:

The Company holds labor-management meetings every three months according to the law to build a platform for regular communication and interaction and establish reciprocal, win-win labor-management relations.

5. Employee rights protection measures:

In addition to the spirit of “sharing results,” the Company has established the Employee Benefits Committee to coordinate the appropriation and utilization of employee benefits. In addition, through the labor-management coordination meeting, labor and management representatives will communicate with each other with the management concept of coexistence and common prosperity to build consensus and build a quality working environment.

- (ii) The losses suffered by the Company due to labor disputes in the most recent year and the current year up to the date of publication of the annual report, and the estimated amount of current and potential future losses and countermeasures

The Company has properly planned the principles of human resources management, timely responded to changes in the social and economic environment, reviewed the relevant personnel system, paid attention to employee benefits, provided a good working environment, and maintained smooth communication channels and harmonious labor relations. Therefore, there is not any loss resulted from labor disputes.

VI. Information Security Management:

- (i) Information Security Risk Management Framework, Policies, Specific Management Measures, and Resources Invested:

1. Information Security Risk Management Framework:

The Company's IT Division is responsible for the overall planning and implementation of information security management, including the promotion of information security policies, information security risk management, and related technical protection measures. The IT Division regularly reports information security governance and implementation status to the General Manager and the Board of Directors to ensure that the Company's information security strategy is aligned with operational risk management.

The Company has established a dedicated information security team consisting of the Chief Information Security Officer (CISO), IT Managers, and information security engineers, responsible for promoting information security policies, risk assessment, deployment of protection measures, and response handling for information security incidents. Through systematic management and technical protection mechanisms, the confidentiality, integrity, and availability (CIA) of the Company's information assets are ensured, and the overall operational resilience of the enterprise is enhanced. In addition, the Company has also established information security incident reporting and response procedures, regular risk assessment, and information security audit mechanisms to continuously review and strengthen the information security management system. All employees are required to comply with the Company's information security policy. If any relevant regulations are violated, accountability shall be pursued depending on the circumstances in accordance with the Company's rules and relevant laws and regulations.

2. Information security policy:

The Company has established an information security policy to ensure the security of the Company's information systems, data, equipment, and network communications, and to reduce information security risks caused by human negligence, malicious attacks, or natural disasters.

The main objectives of the information security policy include:

- (1) Ensuring the confidentiality, integrity, and availability of information assets
- (2) Preventing the theft, leakage, tampering, or destruction of information assets
- (3) Compliance with laws and regulatory requirements
- (4) Ensuring the stability and continuity of the Company's operations

Through a systematic information security management mechanism, the Company's information systems are protected from internal and external malicious or accidental threats.

3. Specific management plans:

(1) Information security governance:

The Company has implemented the ISO/IEC 27001 Information Security Management System (ISMS) and established a comprehensive information security management system and operating procedures, and completed the ISO/IEC 27001:2022 transition certification in 2024/04, continuously ensuring the effective operation of the system through internal audits and third-party certification.

In 2025/12, the Company also officially passed the IEC 62443-4-1 Product Security Development Lifecycle (SDL) international certification and completed the establishment of the corresponding processes. In the fields of edge AI and industrial control, Innodisk provides information security protection covering the “full product lifecycle,” fully corresponding to the expectations of major global manufacturers for supply chain partners, continuously providing reliable products and services for high-barrier application markets, and has also completed advance deployment for the full implementation of future regulations such as the EU CRA. The Company not only strengthens information security management, but also simultaneously enhances information security management and technical protection in the product and system development process, and continuously implements various measures in all aspects:

- A. Firewall and network intrusion protection system
- B. Email antivirus and anti-spam mechanisms
- C. Electronic document encryption and data protection
- D. System and data access rights management
- E. Network Segmentation

In addition, the Company has established backup mechanisms in Xizhi and Yilan and regularly conducts backup and disaster recovery drills to ensure that information systems can resume operation within the expected recovery time in the event of a disaster, maintaining the continuity of the Company's operations.

(2) Risk improvement:

To continuously enhance information security protection capabilities, the Company introduced the Riskeye information security risk monitoring and vulnerability management mechanism in 2021, continuously monitoring information security risks and vulnerabilities in the Company's information systems and making timely improvements. It also conducts external information security risk assessments and monitoring through the international third-party information security rating service SecurityScorecard. In recent years, the Company's overall information security rating has remained at Grade A (above 90 points), implementing the Company's overall information security protection capabilities and maintaining a good security standard.

The Company has also joined information security cooperation organizations, including:

- A. Taiwan CERT / CSIRT
- B. IoT Industry Association

Through information security intelligence sharing and joint defense mechanisms, the overall information security protection capabilities of the industry supply chain are strengthened.

(3) Risk control:

In response to increasingly complex information security threats, the Company continuously reviews operational and information security risks, including:

- A. Cyber attacks
- B. Ransomware
- C. Computer viruses
- D. Leakage of confidential information
- E. Supply chain information security risks

The Company continuously reduces the possible impact of information security risks on operations through a multi-layered protection architecture and management system,

including system interruption, production shutdown, damage to goodwill, or related legal liabilities.

4. Resources Invested in Information Security Management:

The Company continues to invest resources in information security management and education and training to enhance overall information security protection capabilities and employee information security awareness.

(1) Information security education and training:

The Company regularly conducts information security education and training and awareness promotion, including:

- A. Information security threat trends and case sharing
- B. Prevention of social engineering and phishing emails
- C. Promotion of the Personal Data Protection Act
- D. Information security incident reporting procedures
- E. Security of generative AI / ChatGPT use
- F. Protection of intellectual property and trade secrets

Information security education and training for the current year:

- Number of trainees: 1973 person-times
- Total training hours: 1348 hours

(2) Information security protection architecture:

The Company continues to invest in information security equipment and technological construction, gradually introducing Zero Trust Architecture, and strengthening overall network security and system resilience, including:

- A. Network segmentation and access control
- B. Internal and external firewall protection
- C. Endpoint information security protection
- D. Backup and offline recovery mechanisms

Regular backup and recovery drills are also conducted to ensure that the Company can still maintain stable operations when facing information security incidents or disasters. In response to geopolitical uncertainty risks and the sharp increase in global information security threats, the Company attaches great importance to the protection of overall

Strengthening operational resilience

- Establish a business continuity management framework to guide the Company in effectively and rapidly responding to business interruptions, thereby safeguarding the interests of the Company and stakeholders
- Establish and strengthen emergency response, crisis risk management, business continuity and recovery, and enhance technology and information resilience, cyber resilience, and supply chain resilience through governance structure, processes, and capabilities, so as to strengthen the Company's operational resilience

Strengthening information and communications security governance

- Information security and confidential information protection are the Company's commitments to customers, shareholders, and partners
- Clearly define information security regulations, standards, and practices, optimize management systems and strengthen technologies, build multi-layered information security defenses, and regularly conduct information security risk assessments to implement comprehensive risk control, so as to achieve the objectives of information security management.

Smart implementation applications and AI empowerment

- Popularize the use of GAI technology in implementation scenarios to achieve smart/efficient professional integration and efficient implementation
- Establish a culture of responsible AI application under controllable information security risks
- Through innovation, collaboration, and practice, implement ESG sustainable IT projects to benefit the organization and contribute to energy saving and carbon reduction

The diagram on the right illustrates the information security architecture, categorized into 'Network Security' (Network Security, Security Management, Security Audit, Security Assessment, Security Incident Response, Security Training) and 'Information Security' (Information Security, Data Security, Security Management, Security Audit, Security Assessment, Security Incident Response, Security Training). It also includes a section on 'Smart Implementation Applications and AI Empowerment' with a detailed flowchart and a 'Smart Implementation Applications and AI Empowerment' section with a detailed flowchart.

information security and continues to invest more resources and manpower to strengthen operational resilience, improve information and communications security governance, and promote smart implementation applications and AI empowerment.

- (ii) List the losses incurred from material cybersecurity incidents and their potential impacts, along with the countermeasures taken, over the past year up to the annual report publication date. If the amount cannot be reasonably estimated, state the fact that a reasonable estimate is not possible:

In 2025, the Company did not experience any major cyber attacks impacting company operations, and no significant deficiencies were identified in external audits conducted by third-party verification units.

VII. Material Contracts:

Contract nature	Parties involved	Contract starting and ending date	Main content	Restricted clauses
Lease contract	Hsinchu Science Park Bureau	2016.11.06 ~2036.11.15	Yilan Science Park Yike Section 9.10 land lease	None
Lease contract	Hsinchu Science Park Bureau	2020.08.01 ~2039.12.31	Yilan Science Park Yike Section 9-1.10-1 land lease	None

Five. Review and Analysis of Financial Status, Financial Performance, and Risk Factors

I. Financial status

Unit: Thousand NTD

Item	Year	2025	2024	Difference	
				Amount	%
Current assets		10,876,654	6,096,489	4,780,165	78.41
Property, plant and equipment		3,010,757	2,866,833	143,924	5.02
Intangible assets		47,398	52,760	(5,362)	(10.16)
Other assets		613,754	739,911	(126,157)	(17.05)
Total assets		14,548,563	9,755,993	4,792,570	49.12
Current liabilities		4,867,538	1,494,681	3,372,857	225.66
Non-current liabilities		567,460	588,157	(20,697)	(3.52)
Total liabilities		5,434,998	2,082,838	3,352,160	160.94
Share capital		960,407	914,561	45,846	5.01
Capital surplus		2,196,806	1,654,047	542,759	32.81
Retained earnings		6,072,171	4,914,506	1,157,665	23.56
Cumulative translation adjustments		10,682	8,928	1,754	19.65
Non-controlling interest		172,778	182,012	(9,234)	(5.07)
Total shareholders' equity		9,113,565	7,673,155	1,440,410	18.77
Description:					
Explanation for significant changes in the percentage of increase or decrease: (For changes of 20% or more in the preceding and following periods, and changes amounting to NT\$10 million)					
1. Increase in current assets: Revenue growth led to corresponding increases in accounts receivable and inventory levels.					
2. Increase in total assets: Attributable to an increase in current assets.					
3. Increase in current liabilities: Revenue growth led to increased related payables and increased short-term borrowings.					
4. Increase in total liabilities: Due to an increase in current liabilities.					
5. Increase in capital surplus: Mainly due to employees exercising stock options and the issuance of new restricted shares to employees.					
6. Increase in retained earnings: Mainly due to net profit for the current period in 2025.					

II. Financial performance:

- (i) Analysis and explanation of major changes in revenue, income from operation and pre-tax income from the past two years:

Unit: Thousand NTD

Item	Year	2025		2024		Amount of increase or decrease	Change (%)
		Subtotal	Total	Subtotal	Total		
Total operating revenues		14,412,718		8,979,960		5,432,758	60.50
Less: Sales returns		(105,516)		(38,449)		67,067	174.43
Sales discounts		(45,940)		(25,869)		20,071	77.59
Net operating revenues			14,261,262		8,915,642	5,345,620	59.96
Operating costs			(9,829,334)		(6,090,393)	3,738,941	61.39
Gross profit			4,431,928		2,825,249	1,606,679	56.87
Operating expenses			(2,042,500)		(1,646,753)	395,747	24.03
Net operating profits			2,389,428		1,178,496	1,210,932	102.75
Non-operating income and expenses			67,884		170,643	(102,759)	(60.22)
Net profits before tax from continuing operations			2,457,312		1,349,139	1,108,173	82.14
Income tax expense			(436,050)		(244,595)	191,455	78.27
Net profits after tax from continuing operations			2,021,262		1,104,544	916,718	83.00

For the last two years, explanation for items with change in the percentage of increase or decrease reaching 20%.

- (1) Increase in Non-operating Income and Expenses: Due to increased net foreign currency exchange gains compared to the previous period.
 - (2) Increase in operating revenue, operating costs, and gross profit: Benefiting from a significant increase in market demand, the scale of revenue grew.
 - (3) Increase in operating expenses: With the expansion of the scale of revenue, related expenses such as selling, general and administrative, and research and development increased accordingly.
 - (4) Increase in net operating profit: Due to the growth in the scale of revenue, net operating profit increased.
 - (5) Decrease in non-operating income and expenses: Due to the decrease in net foreign currency exchange gains compared to the previous period.
 - (6) Increase in profit before tax and profit after tax: Benefiting from the growth in net operating profit, profit before tax and profit after tax increased simultaneously.
- (ii) Estimated sales quantity in the coming year and its basis, possible impact on the Company's future financial and business matters and countermeasures
1. Estimated sales quantity in the coming year and its basis

Based on our past performance, current order status, market supply and demand conditions, and improved production capacity of outsourced manufacturers, our estimated sales volume for major products in 2026 is as follows:

Products	Unit	Projected Sales Volume for 2026
Industrial embedded storage devices	Thousand Piece/Each	4,699
Industrial dynamic random-access memory module	Thousand Piece/Each	4,932

Edge AI systems and computing solutions	Thousand Piece/Each	61
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2. Possible impact on the Company's future financial and business operations: The Company's results have grown steadily over the past few years. The above estimates for the coming year have no significant impact on the Company's future financial and business operations.

3. Countermeasures: Not applicable

III. Cash flow

(i) Analysis of changes in cash flows for the most recent year

Unit: Thousand NTD

Cash balance at the beginning of the period	Net cash inflow from operating activities for the year	Cash outflow for the year	Estimated cash balance (shortfall)	Remedies for cash shortfall	
				Investment plan	Financing plan
3,000,257	2,273,804	918,957	1,645,410	-	-

Analysis of changes in cash flows for the most recent year

(1) Net cash inflow from operating activities: The net cash outflow from operating activities was NT\$2,273,804 thousand, mainly due to the contribution of net operating profit in 2025, and the overall net cash outflow from operating activities resulted from increased inventory purchases in response to order demand.

(2) Annual cash outflow: The net cash flow for the whole year was positive, mainly due to cash dividends paid for 2024 earnings distribution, and financing through debt.

(ii) Improvement plan for the lack of liquidity: None.

(iii) Cash liquidity analysis for the coming year.

Unit: Thousand NTD

Cash balance at the beginning of the period	Net cash inflow from operating activities for the year	Cash outflow for the year	Estimated cash balance (shortfall)	Remedies for cash shortfall	
				Investment plan	Financing plan
1,645,410	26,422,359	25,172,958	2,894,811	-	-

(1) Operating activities: The principal inflows were the net operating profit from revenue generated in 2026, and expenditures for material procurement, etc.

(2) Investing activities and financing activities: The principal outflows were cash dividends distributed from 2025 earnings appropriation, proceeds from issuance of convertible corporate bonds, and repayment of borrowings.

IV. Impacts from Major Capital Expenditures to the Financials in the Most Recent Year: None.

V. Recent Investment Policies, Main Reasons for Profits or Losses, Improvement Plans, and Investment Plans for the Coming Year:

Item	Description	Investment policy	Main Reasons for Profits or Losses in 2025	Improvement plan	Investment plan for the coming year
Innodisk Global-M Corporation		Investment holdings	Recognition of investment income of Innodisk Shenzhen Corporation	None	None
Innodisk USA Corporation		Actively develop the U.S. market and expand market share	Revival of market demand	None	None
Innodisk Japan Corporation		Actively develop the Japan market and expand market share	Provide quality services and maintain reasonable profitability	None	None
Innodisk Shenzhen Corporation		Actively develop the Mainland market and expand market share	Market demand recovered, but operating losses continued due to insufficient revenue scale	Continue market development	None
Aetina Corporation		Providing the hardware and software tools for AI computation to help build advanced intelligent systems Assisting in applying edge AI technology to a variety of vertical markets	Market demand recovered, but operating losses continued due to insufficient revenue scale	Continue market development	None
Innodisk Europe B.V.		Actively develop the Europe market and expand market share	Provide quality services and maintain reasonable profitability	None	None
Innodisk France SAS		Actively develop the Europe market and expand market share	Provide quality services and maintain reasonable profitability	None	None
Innodisk Germany GmbH		Actively develop the Europe market and expand market share	Provide quality services and maintain reasonable profitability	None	None
Millitronic Co., Ltd.		Develop high-speed, low-latency virtual network technology to provide the best connection solutions for industrial and enterprise customers	Continue to develop innovative network solutions	Actively develop products and customers	None
Antzer Tech Co., Ltd.		Development of Internet of Vehicles applications, including fleet management, cold chain logistics temperature control, and other smart solutions	Continue to develop in-vehicle communication solutions	None	None
Sysinno Technology Inc.		Providing industrial-grade sensor solutions	Continue to develop sensor application solutions	Actively develop products and customers	None
AETINA USA CORPORATION		Actively develop the U.S. market and expand market share.	Provide quality services and maintain reasonable profitability	None	None
AETINA Europe B.V		Actively develop the Europe market and expand market share.	Provide quality services and maintain reasonable profitability	None	None
Aetina (Shenzhen) Artificial Intelligence Co., Ltd.		Actively develop the Mainland market and expand market share.	Provide quality services and maintain reasonable profitability	None	None

Aetina Japan Corporation	Actively develop the Japan market and expand market share.	Provide quality services and maintain reasonable profitability	None	None
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VI. Risks

(i) The impact of change in interest rate, exchange rate change and inflation on the Company's profit and loss and future countermeasures

1. The effect of changes in interest rates.

The recent market interest rate hike cycle is gradually coming to an end. To avoid the impact of interest rate fluctuations on the Company's cost of capital, the Company has been monitoring interest rate movements, maintaining close contact with banks, and enhancing its capital to reduce interest expenses and dependence on financial institutions.

2. The effect of changes in exchange rates.

The Company's sales and raw material purchases are mainly denominated in U.S. dollars, so the impact of exchange rate fluctuations on the Company's profitability should be limited. However, the Company still pays attention to exchange rate fluctuations in international financial markets and engages in forwarding foreign exchange contracts in a timely manner to reduce the risk caused by exchange rate fluctuations, but not for the purpose of making profits.

3. The effect of inflation:

The Company's principal activities have not yet been significantly affected by inflation. Still, the Company continues to monitor changes in price indices to guard against the risks that may arise from inflation.

(ii) Policies, Main Reasons for Profits or Losses, and Future Response Measures Regarding High-Risk and High-Leverage Investments, Lending Funds to Others, Endorsements, Guarantees, and Derivative Financial Instrument Transactions:

The Company operates on a conservative and prudent financial basis and does not engage in high-risk and highly leveraged investments. The Company's lending funds to others and endorsement and guarantee are restricted to subsidiaries only. They are governed by the Company's operating procedures for lending funds to others and endorsement and guarantee. The company has not engaged in derivative financial instrument transactions and has established relevant regulations for handling derivative product transactions. Derivative financial instruments are all tied to purchase contracts for a specified future period, primarily to hedge against risks arising from exchange rate fluctuations, and are handled in accordance with the Company's Procedures for Derivative Financial Product Transactions.

(iii) Future research and development plans and estimated research and development expenses.

1. Future R&D plan

(1) Industrial embedded storage devices

A. High-speed/high-capacity storage device series

B. High-speed advanced interface storage device

(2) Industrial dynamic random-access memory module

A. DDR5 8000MT/s Ultra-High-Speed Industrial Memory

(3) Edge AI systems and computing solutions

A. Expansion of AI Edge Server Platform Product Line

B. Expansion of AI Edge Computing Platform Vehicle Product Line

C. Expansion of Arm architecture edge AI computing platform product line

D. Robotics/Automation edge computing solutions

- E. Smart city edge computing solutions
- F. Robotics Development Kit
- (4) Intelligent Peripheral Expansion Modules
 - A. High-speed embedded communication module product line
 - B. EtherCAT product line
- (5) Visual sensing embedded camera modules
 - A. Expansion of embedded camera module product line
 - B. Expansion of industrial-grade image acquisition card product line

2. Estimated Research and development expenses

The Company places high importance on the development of new products and technologies. R&D expenses for 2025 were NT\$562,076 thousand, and the projected R&D expenses for 2026 are NT\$699,218 thousand.

- (iv) The impact of important domestic and foreign policy and legal changes on the Company's finance and business and countermeasures:

The Company complies with changes in domestic and foreign policies and laws, and pays close attention to possible changes in the future and prepares countermeasures at any time.

- (v) The impact of technological changes (including information security risks) and industry changes on the Company's financial business, and the countermeasures:

As an electronic manufacturer, the Company invests a lot of money in research and development every year. It keeps an eye on technological changes and the evolution of technology in the industry to provide new products to meet customers' needs every year. To date, technological changes and industry changes have not had a significant impact on the Company's finance and business matters. In response to information security risks, the Company has introduced the "ISO27001 Information Security Management System." Please see P.115 (VI) Information security management for details.

- (vi) The impact of change in the corporate image on corporate crisis management and countermeasures:

The Company has been operating with integrity, and in recent years there has been no crisis in corporate management due to the change in image.

- (vii) Expected benefits and possible risks of mergers and acquisitions and countermeasures: None.

The Company has no plans for mergers and acquisitions to date.

- (viii) Expected benefits, possible risks, and countermeasures of plant expansion:

Throughout rapid development of AI application around the world and the increasing demand for intelligent IoT, a construction scale of 17,299 m² has been planned for the Stage II R&D Center of Yilan Plant. The Stage I and Stage II R&D Center of Yilan Plant will together become a large-scale R&D and manufacturing park with an area of nearly 33,058 square meters in the future. They will become an important base for Innodisk's connection to international research and development and Yilan's largest landscape corridor of smart green building.

The Yilan Phase II R&D and Manufacturing Center was activated in the third quarter of 2024. The currently planned facility can satisfy operational development needs for the next 3 to 5 years. Production equipment investments will continue gradually based on business growth, ensuring stable development of capacity utilization.

- (ix) Risks of concentrations of purchases or sales and countermeasures:

1. Purchase:

Memory chip is the main material used by the Company, which is purchased mainly manufacture by Samsung Electronics (South Korea) and Kioxia (Japan) and purchased from their distributors Company A and Company O in Taiwan, respectively. The purchase ratio in 2025 was 27.56% and 14.13%, respectively. Therefore, the supply of memory chips was stable and without

the risk of short supply.

2. Sales:

The Company's main sales targets are domestic and overseas distributors or end-users, and the sales targets are quite diversified and there is no risk of concentration of sales.

(x) The impact on the Company and risks of the massive transfer or change of shares by directors, supervisors, or major shareholders with a 10% stake or more and countermeasures: None.

(xi) The impact on the Company and risks of change in management rights and countermeasures: None.

(xii). Litigation or non-litigation events:

1. For the most recent year and the current year up to the date of publication of the annual report, if the Company has been convicted by final and binding judgments or is still bound by significant litigation, non-litigation or administrative disputes, the results of which may have a significant impact on shareholder interests or securities prices: There was no significant impact.

2. For the most recent year and the current year up to the date of publication of the annual report, if the Company's directors, supervisors, general managers, persons in charge of the Company, substantial shareholders holding more than 10% of the shares, and affiliated companies have been convicted by final and binding judgments or is still bound by significant litigation, non-litigation or administrative disputes, the results of which may have a significant impact on shareholder interests or securities prices: None.

(xiii) Other important risks and countermeasures: None.

VII. Other important matters: None.

Six. Special Record Items

I. Information on affiliates:

(i) Consolidated affiliation reports:

Please refer to MOPS (Download of Electronic Files > Area for Affiliated Company Tables).

https://mopsov.twse.com.tw/mops/web/t57sb01_q10

(ii) Consolidated Financial Statements of Affiliated Enterprises:

For the year ended December 31, 2025 (from January 1, 2025 to December 31, 2025), pursuant to “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises,” the Group that is required to be included in the consolidated financial statements of affiliates, is the same as the Group required to be included in the consolidated financial statements of the parent and subsidiary companies under International Financial Reporting Standard 10. If all relevant information that should be disclosed in the consolidated financial statements of affiliates has been disclosed in the consolidated financial statements of parent and subsidiary companies, it shall not be required to prepare separate consolidated financial statements of affiliates.

(iii) Affiliation report: None.

II. Private placement of marketable securities in the most recent year and the current year up till the publication date of this annual report: None.

III. Other Matters that Require Additional Explanation: None.

IV. Any of the situations listed in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholder equity or the price of the Company’s securities, which has occurred during the most recent year or the current year up to the date of publication of the annual report: None.

Innodisk Corporation

Chairman: Chien Chuan-Sheng