

華碩電腦股份有限公司 113 年度年報

股票代號：2357

ANNUAL  
REPORT

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## **II. HEADQUARTERS AND PLANTS**

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## **III. SECURITIES DEALING INSTITUTE**

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## **V. EXCHANGEABLE BOND EXCHANGE MARKETPLACE**

Marketable security: GDR  
Luxemburg Stock Exchange: <https://www.luxse.com>

## **VI. COMPANY WEBSITE**

<http://www.asus.com>

— — CONTENTS — —

	Page
<b>I. Letter to shareholders .....</b>	<b>1</b>
<b>II. Corporate governance report .....</b>	<b>4</b>
1. Directors, President, Vice President, Assistant V.P., and Department Heads.....	4
2. Corporate governance .....	25
3. CPAs fees .....	83
4. CPA’s information .....	83
5. The chairman, president, and financial or accounting manager of the Company who had worked for the independent auditor or the related party in the most recent years .....	83
6. Information on Net Change in Shareholding and Net Change in Shares Pledged by Directors, Supervisors, Department Heads, and Shareholders of 10% shareholding or more .....	83
7. The relation of the top ten shareholders as the definition of Finance Standard Article 6 ....	84
8. Investment from Directors, Supervisors, Managers, and directly or indirectly controlled businesses .....	86
<b>III. Stock subscription .....</b>	<b>92</b>
1. Capital and shares .....	92
2. Corporate bonds .....	96
3. Preferred stock .....	97
4. Issuance of global depository receipts .....	97
5. Employee stock option certificates .....	99
6. Limit on Employee New Bonus Share .....	99
7. Merger and acquisitions or stock shares transferred with new stock shares issued.....	99
8. Fund implementation plan .....	99
<b>IV. Overview of business operation.....</b>	<b>100</b>
1. Principal activities .....	100
2. Market analysis and the condition of sale and production .....	106
3. Status of employees .....	111
4. Expenditure on environmental protection .....	112
5. Employee / employer relations .....	112
6. Management of Cybersecurity .....	129
7. Major agreements .....	134
<b>V. Review of financial position, financial performance and risk management .....</b>	<b>135</b>
1. Financial Analysis .....	135

2. Business Performance Analysis .....	137
3. Cash flows Analysis .....	140
4. Impact of major capital expenditure on finance and business .....	141
5. Policies, reasons for gain or loss and action plan in regard to investment plans in current year and the next year.....	141
6. Risk management .....	141
7. Other important matters .....	145
<b>VI. Special disclosures .....</b>	<b>146</b>
1. Related party .....	146
2. Subscription of marketable securities privately in the most recent years .....	146
3. Supplementary disclosures .....	146
4. Occurrence of events defined in Securities Transaction Law Article 36.2.2 that has great impact on shareholder’s equity or security price in the most recent years and up to the date of the report printed .....	146

## I. Letter to Shareholders

Dear Shareholders,

Thank you for your long-term support for ASUS.

In 2024, the ASUS team successfully reached another milestone in our evolution, achieving the second-highest annual profits in our company's history, while also accomplishing several key strategic goals. These include securing a leading position in the Copilot+ PC market, establishing ourselves as the leading gaming laptop brand, achieving our server revenue growth targets ahead of schedule, and continuously driving product and operations innovation within our Open Platform Business Group to further strengthen our unwavering market leadership. Together, let us take this opportunity to recognize and thank the ASUS team for their outstanding achievements.

Throughout our evolution, we witnessed the ASUS team's unity, mutual trust, and radical transparency that encouraged constructive confrontation, while embracing idea meritocracy built upon collective wisdom and creative excellence. Together, we cultivated strong relationships and delivered meaningful results. Additionally, we deepened our commitment to embedding Design Thinking throughout our organization, ensuring every team member prioritizes customer-centric innovation. This approach guides us to support customers throughout the entire value chain, delivering products and services characterized by exceptional desirability, experience, and happiness.

Looking ahead to 2025, the wave of AI development will be even greater, potentially ushering in revolutionary innovations, even as the political and economic landscape becomes increasingly turbulent and unpredictable. This era of uncertainty provides an incredible opportunity for the ASUS team to unleash our potential and demonstrate our resilience. The faster the world changes, the greater ASUS's evolution will be. AI represents an unprecedented opportunity for the technology industry and society as a whole, and we are excited to both witness and actively shape this new era. Regardless of external changes, our commitment to user-centric innovation remains unwavering. By fully integrating and implementing Design Thinking, ASUS will continuously enhance user experiences and generate greater corporate value, fulfilling our mission of delivering incredible experiences to everyone.

The following is a brief overview of our operational results for 2024 and our outlook for 2025:

### **Taiwan's Most Valuable Global Brand and One of the World's Most Admired Companies**

Upholding our In Search of Incredible brand spirit, ASUS was honored by Interbrand for the eleventh year as Taiwan's Most Valuable Global Brand, and for the tenth year as one of Fortune's World's Most Admired Companies. These prestigious international recognitions reflect our long-term investment value, corporate social responsibility, and effective utilization of corporate assets. ASUS's continued success is rooted in our culture of radical transparency and our unwavering commitment to enhancing customer experiences through Design Thinking. Over the past year, ASUS won 14 CES 2025 Innovation Awards, 35 Red Dot Design Awards, 37 iF Design Awards, 13 Taiwan Excellence Awards, nine Best Choice Awards, 23 Good Design Awards, two IDEA Silver Awards, and was selected for the "Best Design of the Year" Golden Pin Award.

## **Driving Comprehensive AI Innovation and Applications through Design Thinking**

ASUS is committed to becoming a comprehensive AI company, advancing AI integration across our products and services through our strategy of Ubiquitous AI. Incredible Possibilities. In 2024, ASUS launched multiple Copilot+ PCs and various AI-driven applications. The Zenbook DUO (2024), recognized for its revolutionary dual-screen design and detachable keyboard enabling outstanding productivity across diverse scenarios, was added to the permanent collection at the Henry Ford Museum of American Innovation. Additionally, the ROG Zephyrus series laptops exemplify our Design Thinking approach, achieving an excellent balance of design and performance, and winning both the 2024 Red Dot Design Award and PC Gamer's Best Gaming Laptop award for 2024.

In the server domain, ASUS introduced comprehensive AI infrastructure solutions, including collaborating with our partners to build advanced supercomputing centers, one of which ranked 31st among the world's TOP 500 supercomputers. In smart healthcare, ASUS's AI-powered endoscopy solution, EndoAim, received the prestigious U.S. MedTech Breakthrough Award, and our handheld wireless ultrasound LU800 series won the National Medical Quality Award. Internally, ASUS established a Gen AI committee, developed a proprietary AI Hub and Large Language Model (LLM), and introduced multiple AI assistants and productivity tools, significantly enhancing organizational efficiency and fostering innovation.

## **Strengthening Sustainable Strategies and Cybersecurity Management to Build Operational Resilience**

ASUS promotes a sustainability strategy with a focus on fundamentals and results by digitizing data, adopting scientific management practices, and optimizing core competencies. We concentrate on four key pillars: Climate Action, Circular Economy, Responsible Manufacturing, and Value Creation. In recent years, we have been recognized for our climate governance and disclosure efforts. For three consecutive years, Corporate Knights has included ASUS in the Clean200. Additionally, for two consecutive years, we received Leadership-level ratings from the Carbon Disclosure Project (CDP) in its Climate Change Report. ASUS was also honored with an Asia Sustainability Reporting Award, ranked among the Asia-Pacific Climate Leaders, and attained a Prime-level ranking in the ISS ESG Corporate Ratings. Furthermore, ASUS was included in the Morgan Stanley Sustainable Index, the Financial Times Emerging Markets Sustainable Index, and the Taiwan Sustainability Index.

ASUS remains committed to strengthening cybersecurity governance through the comprehensive implementation of the ISO 27001, 27701, 27017, and 27018 information security management standards. Our dedicated team has obtained over 200 international cybersecurity certifications, and we continuously invest in strengthening employees' cybersecurity capabilities. In product development, ASUS adheres to international best practices, such as the Secure Software Development Life Cycle (SSDLC) and Secure Hardware Development Life Cycle (SHDLC) to ensure robust product security. In 2024, ASUS successfully completed an audit by the U.S. Cybersecurity and Infrastructure Security Agency (CISA), becoming a Certified Numbering Authority (CNA), capable of independently managing and disclosing product vulnerabilities. Additionally, ASUS joined the Forum of Incident Response and Security Teams (FIRST), further enhancing our digital operational resilience.

## **Expanding AI Deployment and Accelerating Industry Innovation in 2025**

In 2024, ASUS Group's consolidated revenue reached NT\$587.1 billion, representing a 22% increase

compared to 2023. Net profit after tax was NT\$34.2 billion, with net profit attributable to the owners of the parent company reaching NT\$31.4 billion, a 97% increase from the previous year. Earnings per share after tax were NT\$42. For brand operations, ASUS's consolidated brand revenue for 2024 was NT\$548.5 billion (unaudited), a 22% increase compared to 2023, with a brand operating profit of NT\$27.5 billion (unaudited), a 229% increase compared to 2023.

Looking ahead, although AI-enabled technologies are still in their infancy, their potential to enhance the utility and value of personal computing products is rising. The market is expected to enter a period of healthy growth in the coming years, with product iterations and strategic projects gaining even greater strategic importance. The diversified development of AI products and applications will accelerate market innovation and transformation. Historically, during periods of stable technical specifications, ASUS differentiated ourselves and established competitive advantages through incremental innovation. However, as we now face rapid market transformation and significant technological advancements, ASUS is prepared to embrace bold ambition and make strategic investments to fully realize "leapfrog" innovation and further expand our leadership and competitive edge.

Overall, ASUS's key strategic goals for 2025 will remain focused on expanding our leadership in AI by empowering products and services with this technology across AI PCs, AI Servers, Edge AI, AIoT, and a comprehensive range of usage scenarios. We will also develop premium products aimed at high-value customers, further elevating user experiences and strengthening brand value. Gaming products, now one of our core business areas, will continue to reinforce ASUS's reputation and market presence among high-end users. In the enterprise segment, we will strengthen our regional strategies, deeply cultivating commercial markets and strengthening channels in key countries. In terms of industry strategy, ASUS will collaborate with key platform creators to jointly develop AI-driven products and applications, accelerating overall industry innovation and evolution.

Sincerely,



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ASUS Chairman

## II. Corporate governance report

### I. Directors, President, Vice President, Junior VP, and Department Heads

#### 1. Directors

Title	Nationality/ Country of Origin	Name	Gender & Age	Date Elected	Term (Years)	Date First Elected	Shareholding When Elected		Base Date: March 30, 2025				Experience (Education)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship		
							Shares	%	Current Shareholding	Spouse & Minor Shareholding	Shares	%			Shareholding by Nominee Arrangement	Title	Name
Chairman	R.O.C.	Jonney Shih	Male 71-80	2022.06	3	1994.05	30,093,638	4.05	30,093,638	0	0	0	MBA of National Chiao Tung University Business Division's President of ACER	Note 1	Director	Jonathan Tsang	2nd consanguinity
Vice Chairman	R.O.C.	Ted Hsu	Male 61-70	2022.06	3	1993.06	7,346,683	0.99	1,950,924	0.26	0	0	EMBA, National Chiao Tung University Vice President of Pegatron	Note 2	None	None	None
Director	R.O.C.	Jonathan Tsang	Male 71-80	2022.06	3	1999.04	1,423,093	0.19	0	0	0	0	MBA of Houston University Chairman of TAICS Executive Director of Taipei Computer Association Chairman of ASUS	Note 3	Chairman	Jonney Shih	2nd consanguinity
Director	R.O.C.	S.Y. Hsu	Male 51-60	2022.06	3	2011.06	107,019	0.01	8,233	0.00	0	0	EMBA of National Chengchi University /EMBA of National Taiwan University Fudan University College of Management Engineer of Won-Chuan Co. Ltd.	Note 4	None	None	None
Director	R.O.C.	Samson Hu	Male 61-70	2022.06	3	2012.06	100,592	0.01	0	0	0	0	Institute of Computer Science, National Chiao Tung University EMBA of National Chengchi University Junior V.P. of Acer	Note 5	None	None	None
Director	R.O.C.	Eric Chen	Male 61-70	2022.06	3	2008.06	157,527	0.02	12,275	0.00	0	0	Department Of Mathematics, Tamkang University Corporate Vice President of ASGL	None	None	None	None
Director	R.O.C.	Joe Hsieh	Male 61-70	2022.06	3	2011.06	5,000	0.00	805	0.00	0	0	Computer Engineering, Boston University EMBA of National Taiwan University Engineer of ASUS (USA)	Note 6	None	None	None
Director	R.O.C.	Jackie Hsu	Male 51-60	2022.06	3	2016.07	21,000	0.01	0	0	0	0	M.S. in Information Management, National Chengchi University Corporate Vice President of ASGL	Note 7	None	None	None

Title	Nationality/ Country of Origin	Name	Gender & Age	Date Elected	Term (Years)	Date First Elected	Shareholding When Elected		Base Date: April 11, 2023				Experience (Education)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship		
							Shares	%	Current Shareholding	Spouse & Minor Shareholding	Shareholding by Nominee Arrangement	Title			Name	Relation	
							Shares	%	Shares	%	Shares	%	Shares	%	Title	Name	Relation
Director	R.O.C.	Tze-Kaing Yang	Male 61-70	2022.06	3	2016.07	0	0.00	0	0.00	0	0	0	0	None	None	None
Director	R.O.C.	Sandy Wei	Female 61-70	2022.06	3	2022.06	3,057,446	0.41	1,557,446	0.21	18,962	0.00	0	0	None	None	None
Independent Director	R.O.C.	Chung-Hou Tai	Male 71-80	2022.06	3	2016.07	36,459	0.01	36,459	0.01	0	0	0	0	None	None	None
Independent Director	R.O.C.	Ming-Yu Lee	Male 61-70	2022.06	3	2016.07	0	0.00	0	0.00	0	0	0	0	None	None	None
Independent Director	R.O.C.	Chun-An Sheu	Male 71-80	2022.06	3	2016.07	0	0.00	0	0.00	0	0	0	0	None	None	None
Independent Director	R.O.C.	Andy Guo	Male 61-70	2022.06	3	2022.06	0	0.00	0	0.00	0	0	0	0	None	None	None
Independent Director	R.O.C.	Audrey Tseng	Female 61-70	2022.06	3	2022.06	0	0.00	0	0.00	0	0	0	0	None	None	None

Note 1: Chairman of the following companies: Hua-Cheng Venture Capital Corp., Hua-Min Investment Co., Ltd., ASUSTOR INC., ASUS INTERNATIONAL LIMITED and CHANNEL PILOT LIMITED.  
Director of the following companies: ASUS TECHNOLOGY INCORPORATION, ASKEY, SHINEWAVE INTERNATIONAL INC., AAEON TECHNOLOGY INC., iMotion Group Inc., GAUIS HOLDINGS LIMITED, Youngmen Computer Co., Ltd., Ming-Chun Computer(\*) and eCrowd Media, Inc.

Note 2: Chairman of the following companies: ASUS TECHNOLOGY PTE. LIMITED, ASUMEDIA TECHNOLOGY INC. and eBizprise Inc.  
Director of the following companies: Pegatron Corporation, iMotion Group Inc., EUSOL Biotech Co., Ltd., Huasyn Biomedical Co., Ltd., A2+ BIOTECH CONSULTING CO., LTD., HONG WEI INVESTMENT CO., LTD. and Buddhist Tzu Chi Medical Foundation.

Note 3: Director of the following companies: UNIMAX ELECTRONICS INC., AAEON TECHNOLOGY INC., Hua-Cheng Venture Capital Corp., Hua-Min Investment Co., Ltd., and KARTIGEN BIOMEDICINE INC.

Note 4: Chairman of UPI Semiconductor Corp.; Director of the following companies: AAEON TECHNOLOGY INC., Hua-Cheng Venture Capital Corp., APAQ TECHNOLOGY CO., LTD. and ASUS COMPUTER INTERNATIONAL.

Note 5: Chairman of JOGEEK TECHNOLOGY LIMITED.; Director of ASUS CLOUD CORPORATION, ASUS TECHNOLOGY INCORPORATION, Hua-Min Investment Co., Ltd., ASKEY, ASUS COMPUTER INTERNATIONAL, TAIWAN WEB SERVICE CORP. and ASUS MAAS CORPORATION.

Note 6: Chairman of the following companies: ASUS TECHNOLOGY LICENSING, ASUS METAVERSE INC., DATASUS COMPUTER INC., ASUS CLOUD CORPORATION, Taiwan Web Service Corporation, ASUS MAAS CORPORATION, Taiwan Health and Bio DataBank Technology INC., KUO-CHENG ENTERPRISE CO., LTD.(\*), SHUN-MAO INVESTMENT(\*), and ASUS TECH USA. Director of the following companies: ASUS LIFE CORPORATION, ASUS Technology (Suzhou) Co. Ltd., ASUS COMPUTER INTERNATIONAL, DATASUS COMPUTER AMERICA, GOING CHAMPION ENTERPRISE CO., LTD., NATIONAL FIBER TECHNOLOGY(\*) and Shine Mao Invest Inc.

Note 7: Director of the following companies: PORTWELL INC., DATASUS COMPUTER INC., ASUS TECH USA and DATASUS COMPUTER AMERICA.

Note 8: Chairman of Yangtze Associates. Director of the following companies: Huiyang Private Equity Fund Co., Ltd, Airtiti Inc., Pegatron Corporation, TTY BIOPHARM COMPANY LIMITED and Huicheng Capital\*.

Note 9: Supervisor of ASUS TECHNOLOGY INCORPORATION; Director of GREEN & GOOD LIFE CO., LTD.

Note 10: Chairman of the following companies: InveStar Corporation, Xuyang Wealth Management Consultanc\*, Heyang Investment\* and Zettabyte Holdings, INC.  
Director of the following companies: WAFER WORKS CORPORATION, Chief Telecom Inc., Lumens Digital Optics Inc., GTTW, WAFER WORKS, DIGITIMES, IC Broadcasting Co., Ltd and EVEST CORPORATION.

Note 11: Independent Director of VNET Group, Inc.

Note 12: Independent Director of KINSUS INTERCONNECT TECHNOLOGY CORP.

Note 13: Independent Director of TA CHEN STAINLESS PIPE COMPANY LIMITED.  
Director of the following companies: St.Shine Optical Co., Ltd., H2U Corporation, AP Biosciences, BONRAYBIO CO., LTD., BRIM Biotechnology, Inc. and T-E Pharma Holding ( Cayman).  
Independent Director of the following companies: Coretronic Corp., BIONIME CORPORATION, Delta Electronics and Onward Therapeutics S.A. ( Non-Public Offering Company).  
Supervisor of Taiwan Bio-Manufacturing Corporation.

Note 14: Due to an eight-year interruption in Vice Chairman Ted Hsu's tenure from 2008 to 2016, the average tenure of the Company's board members is 13.4 years.

Note 15: The shareholdings stated in the table exclude trust shareholdings that are with the "rights to use" reserved.

Note 16: Chairman and General Manager or equivalent positions of the Company not served by the same individual, nor are they spouses or first-degree kinship to each other.

Note 17: (\*) Standards for the English transliteration of company's name or individual's name.

## **2. Education and training of directors**

Title	Name	Date	Sponsor	Course Title	Hours
Chairman	Jonney Shih	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3

Title	Name	Date	Sponsor	Course Title	Hours
Vice Chairman	Ted Hsu	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Director	Jonathan Tsang	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Director	S.Y. Hsu	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Director	Samson Hu	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Director	Eric Chen	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Director	Joe Hsieh	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Director	Jackie Hsu	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3

Title	Name	Date	Sponsor	Course Title	Hours
Director	Tze-Kaing Yang	Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
		Sep 24, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Board Oversight of Enterprise Risk Management and Crisis Response: Incorporating Recent Developments in Gender Equality Law	3
Director	Sandy Wei	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Independent Director	Chung-Hou Tai	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Independent Director	Ming-Yu Lee	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Independent Director	Chun-An Sheu	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Independent Director	Andy Guo	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Independent Director	Audrey Tseng	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3

### 3. Directors' Professional Qualifications and Independent Directors' Independence Status

Criteria Name	Professional Qualification and Experience (Note 1)	Independence Status (Note 2)	Total number of positions serving as Independent Director for the other Public Companies
Jonney Shih	He has served as the chairman of ASUS since 1993, leading the Company's strong growth over 30 years of rapid changes and challenges in the industry. Under his leadership, ASUS has become the world's largest motherboard brand and a top-three consumer notebook computer brand. He possesses the necessary experience in industrial operations, technological research and development and corporate business.	The employee of ASUS	0
Ted Hsu	Since the early days of ASUS, he has held various managerial positions within the Company, overseeing R&D, supply chain management and production processes, and is an all-round management talent. He has profound professional capabilities in research and development of both software and hardware. His keen observation and outstanding insights enable him to clarify the root cause and make the best judgment often at critical moments in complex situations and problems, further making ASUS a leading brand in Taiwan's IT industry. He possesses the necessary experience in industrial operations, technological research and development and corporate business.	The employee of ASUS	0
Jonathan Tsang	He joined the ASUS management team in 1997 and retired at the end of 2024. He has always encouraged the team to begin with the end in mind and empathize with others and grasp the strategic turning points of the new generation IoT from the perspective of user scenario to commit to the development of forward-looking technologies in the fields of communication, cloud computing, smart home and smart city. He hopes that the Company can be a trend setter to open new opportunities during the era of paradigm shift. He possess the necessary experience in industrial operations, marketing management and corporate business.	Not an employee of the Company or any of its subsidiaries	0
S.Y. Hsu	He joined ASUS in 1993 and led the team to develop the EeePC, which was hailed as a sustainability innovation by Harvard Business Review. He has prepared ahead for the benchmark of the people-oriented 'design thinking' and the R&D team under his leadership has thoroughly realized the ASUS culture based on consumer needs. In addition to pursuing innovation, he also values sustainable operations, and the team under his leadership has continuously strengthened green competitive advantages of products. He is currently focusing on the creation of new business models, and introducing startup creativity to build new ecosystems for the corporate group. He possesses the necessary experience in industrial operations, technological research and development and corporate business.	The employee of ASUS	0
Samson Hu	Since joining ASUS in 2001, he has led the team to develop many product projects using 'design thinking', and introduced the concept of 'User-Centered' into the innovation process to provide an unparalleled user experience. The most significant breakthrough was the Transformer Pad, which opened the new trend of mobile computing with 2-in-1 computers. He also has extended the concept of 'User-Centered' to the field of ASUS	The employee of ASUS	0

Criteria Name	Professional Qualification and Experience (Note 1)	Independence Status (Note 2)	Total number of positions serving as Independent Director for the other Public Companies
	customer service, committed to bringing attentive services to consumers around the world. In recent years, he has also strengthened the Company's efforts in environmental, social and governance (ESG) related fields, such as joining RE100. He possesses the necessary experience in industrial operations, technological research and development and corporate business.		
Eric Chen	Since joining ASUS in 1994, he has accumulated extensive professional knowledge in brand development, marketing, global sales, new market planning and operations. He has successfully incorporated user and customer insights into the feedback loop which has helped ASUS become a global technology leader. He possesses the necessary experience in industrial operations, marketing management and corporate business.	The employee of ASUS	0
Joe Hsieh	Since joining ASUS in 1991, he has led the motherboard team to develop multiple product lines and actively developed new products such as the Republic of Gamers high-end series and AiO PCs, successfully taking ASUS to a global leadership position. He is now committed to providing integrated and innovative solutions for the new digital generation, integrating innovative services in the field of cloud computing, IoT and AI to the core of big data to develop remote medical care devices, medical voice assistance systems, healthcare wearable devices, elderly care and other smart Solutions. He possesses the necessary experience in industrial operations, marketing management and corporate business.	The employee of ASUS	0
Jackie Hsu	Since joining 1996, he has led the continuous innovation of open platforms and AIoT business groups. During his tenure in major markets such as the United States and China, he applied his deep market insights and the ASUS 'User-Centered' business philosophy to create many dazzling achievements for the brand. He possesses the necessary experience in industrial operations, marketing management and corporate business.	The employee of ASUS	0
Tze-Kaing Yang	He holds a doctoral degree from the Department of Business Administration of National Chengchi University. He had served as the president of China Development Industrial Bank, a policy advisor of the Executive Yuan, executive secretary of the National Development Fund of Taiwan, Political Deputy Minister of the Ministry of Finance, acting chairman of the Bank of Taiwan and other key roles, specializing in the fields of finance and economics. He has taught at National Chengchi University and National Chiao Tung University. He possesses the necessary experience in industrial operations, finance and corporate business.	Not an employee of the Company or any of its subsidiaries	0
Sandy Wei	Joined ASUS since its early days in business, and had served as the chief accountant and CFO, and promoted ASUS's plan in going public; also, had served as the head of sustainability of the Company, planning the blueprint for the Company's sustainable operation; the current CEO of ASUS Foundation, continuing the Company's focus on issues of corporate social responsibility. Possess the necessary experience in industry management, financial accounting and corporate business.	The employee of ASUS	0

Criteria Name	Professional Qualification and Experience (Note 1)	Independence Status (Note 2)	Total number of positions serving as Independent Director for the other Public Companies
Chung-HouTai	He is an independent director of ASUS, concurrently serves as the convener of the audit committee, a member of the remuneration committee and BCM committee. He was also a co-founder of Acer Computer and served as the chairman of Chief Telecom and Richtek Technology and is now the chairman of InveStar Capital and DigiTimes. He has won the Feng-Zhang Lu Memorial Medal, 1988 National Ten Outstanding Young Persons, Excellent Businessman Medal and other awards. He possesses the necessary experience in industrial operations, technological research and development and corporate business.	Meets the independence criteria specified in the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies two years before being elected and during the term of office.	0
Ming-Yu Lee	He is an independent director of ASUS, concurrently serving as the convener of the remuneration committee, a member of the audit committee and BCM committee. He has a CPA license in Taiwan. He has worked in Ernst & Young Taiwan and has served as an associate professor of the Accounting Department at National Chengchi University and a member of the Standards Committee of the Internal Audit Association. He has taught at National Chengchi University, specializing in financial statement auditing and validation and tax planning. He possesses the professional knowledge in auditing, accounting, taxation, etc. and the experience required by the Company's business operation.	Meets the independence criteria specified in the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies two years before being elected and during the term of office.	1
Chun-An Sheu	He is an independent director of ASUS, concurrently serving as a member of the remuneration committee, the audit committee and BCM committee. He has served as the director of National Taxation Bureau of the Southern Area under the Ministry of Finance, deputy director-general of the Taxation Administration under the Ministry of Finance and the director-general of the National Taxation Bureau of Taipei, and has extension experience in taxation. He has taught at Soochow University and Hungkuo Delin University of Technology, specializing in the tax law of the Republic of China. He possesses the professional knowledge in accounting, taxation, etc. and the experience required by the Company's business operation.	Meets the independence criteria specified in the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies two years before being elected and during the term of office.	1
Andy Guo	An independent director of the ASUS, concurrently serving as the convener of the BCM committee and a member of the Audit Committee. Had worked in the Research and Development Center of National Semiconductor Corporation of the United States. Currently a professor in the Department of Business Administration at National Taiwan University, specializing in strategic planning, corporation transformation, talent development programs and new business development. He possesses the necessary experience in industrial operations, finance and corporate business.	Meets the independence criteria specified in the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies two years before being elected and during the term of office.	0
Audrey Tseng	An independent director of the Company, concurrently serving as a member of the Audit Committee and BCM committee. Had worked as the deputy director of PwC Taiwan and the general	Meets the independence criteria specified in the	3

Criteria Name	Professional Qualification and Experience (Note 1)	Independence Status (Note 2)	Total number of positions serving as Independent Director for the other Public Companies
	manager of PwC Greater China. Specializes in counseling company organizational structure, managerial control planning, equity planning, corporate governance, transnational management practices, operations management, tax management, and audit and attestation services. Possess the professional knowledge in auditing, accounting, taxation, etc. and the experience required for the Company's business operation and governance.	Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies two years before being elected and during the term of office.	

Note 1: None of the directors has been in any of the circumstances listed in Article 30 of the Company Act.

Note 2: None of the directors has been a governmental, juridical person or its representative as defined in Article 27 of the Company Act.

#### 4. Board diversity and independence

##### (1) Board Diversity Policy

In order to implement corporate governance and promote the sound development of the board composition structure, the Company's diversity policy is based on Article 20 of the Corporate Governance Best Practice Principles, which formulates that the composition of the board should take into consideration of diversity, and supports the Company's operations, business types and development needs. It should include and is not limited to the standards of the following two aspects:

- a. Background and value: Gender, age, nationality, culture etc.
- b. Knowledge and skills: Career background (e.g., law, accounting, industry, finance, marketing or technology), professional skill and industry experience.

##### (2) Specific management goals and achievement

The board structure of our company should be determined based on the scale of business development and the shareholding situation of major shareholders, taking into account practical operational needs. Director nominations are made according to the provisions of the company's articles of association, adopting a candidate nomination system. Evaluation criteria include the educational and professional qualifications, professional background, integrity, or relevant professional qualifications of each candidate, while adhering to the principles of diversity and independence as stipulated in the "Director Election Regulations", "Procedures for Director Nomination" and "Corporate Governance Guidelines." After approval by the board of directors, the nominations are submitted to the shareholders' meeting for appointment.

The specific management objectives and achievement status are as follows:

Management objectives	Achievement status
The proportion of independent director seats reaches one-third of the total director seats	Achieved
The tenure of independent directors shall not exceed three terms	Achieved

At least one female director shall be included among the board members (Note)	Achieved
Diversity expertise and skills	Achieved

Note: The selection of the Company's board members is primarily based on candidates' professional background, expertise, independence, and alignment with the Company's strategic development needs. However, due to the characteristics of the technology industry, the board is currently male-dominated. Among the 15 current board members, 13 are male and 2 are female. As such, the current structure does not yet meet the target of having at least one-third of board seats held by either gender.

The Company fully recognizes the importance of board diversity in enhancing decision-making quality and promoting sustainable corporate development. In future board election nominations, the Company intends to ensure that the candidate list includes at least two female nominees. We are committed to gradually increasing the proportion of female directors and have set this as a long-term development goal to implement our board diversity policy.

(3) The diversity of the board members

There are a total of 15 board members (including 5 independent directors; accounting for 33.3%), with 2 female directors (13.3%). All board members possess the necessary knowledge, skills, and qualities to execute their duties. The individual directors' professional backgrounds and skills include expertise in industry experience, technology research and development, marketing management, finance, accounting, taxation, and other professional fields, detailed as follows:

Diversification Item Director Name	Gender	Age			Concurrent positions as employees of the Company or subsidiaries	Service term of independent directors	Professional knowledge and skills				
		51-60	61-70	71-80			Industry Experience	Technology R&D	Marketing Management	Finance	Accounting Taxation
Jonney Shih	Male			V	V		V	V			
Ted Hsu	Male		V		V		V	V			
Jonathan Tsang	Male			V			V		V		
S.Y. Hsu	Male	V			V		V	V			
Samson Hu	Male		V		V		V	V			
Eric Chen	Male		V		V		V		V		
Joe Hsieh	Male		V		V		V		V		
Jackie Hsu	Male	V			V		V		V		
Tze-Kaing Yang	Male		V				V			V	
Sandy Wei	Female		V		V					V	V
Chung-Hou Tai	Male			V		9 years	V	V			
Ming-Yu Lee	Male		V			9 years					V
Chun-An Sheu	Male			V		9 years					V
Andy Guo	Male		V			3 years	V		V		
Audrey Tseng	Female		V			3 years	V				V

Diversification Item Director Name	Gender	Age			Concurrent positions as employees of the Company or subsidiaries	Service term of independent directors	Professional knowledge and skills				
		51-60	61-70	71-80			Industry Experience	Technology R&D	Marketing Management	Finance	Accounting Taxation
Proportions of each item	Male: 86.7% Female: 13.3%	20.0%	53.3%	26.7%	Employee: 53.33% Non-employee: 46.67%	Not exceeding 3 terms	80.0%	33.3%	33.3%	13.3%	26.7%

(2) Independence of the board

- a. Among the current 15 board seats, 5 are occupied by independent directors (33.3%); none of them have served more than 3 terms.
- b. 40% of directors concurrently serve as employees of the Company, 13.33% of them serve as employees of subsidiaries and 46.67% of them do not have employee status.
- c. All board members do not have situations as defined in Article 26-3, paragraph 3 and 4 of the Securities Exchange Act.

**5. State the name and shareholdings ratio of the directors and supervisors who are an institutional shareholder; also, the name and shareholding ratio of the top-ten shareholders:** Not applicable since the Company's directors and supervisors are nature persons.

## (II) Information of the management

Title	Nationality / Country of Origin	Gender	Name	Date Elected	Base Date: March 30, 2025				Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			
					Shareholding		Spouse & Minor Shareholding				Shareholding by Nominee Arrangement	Title	Name	Relation
					Shares	%	Shares	%						
Chief Branding Officer	R.O.C.	Male	Jonney Shih	Apr 30, 1994	30,093,638	4.05	0	0	MBA of National Chiao Tung University Business Division's President of ACER	Reference to Director Information	None	None	None	
Chief Strategy Officer	R.O.C.	Male	Ted Hsu	May 1, 2016	7,346,683	0.99	1,950,924	0.26	EMBA, National Chiao Tung University Vice President of Pegatron	Reference to Director Information	None	None	None	
CO-Chief Executive Officer	R.O.C.	Male	S.Y. Hsu	Mar 10, 2008	107,019	0.01	8,233	0.00	EMBA of National Chengchi University / EMBA, National Taiwan University / Fudan University Engineer of Won-Chuan Co. Ltd.	Reference to Director Information	None	None	None	
CO-Chief Executive Officer	R.O.C.	Male	Samson Hu	Sep 10, 2008	100,592	0.01	0	0	Institute of Computer Science, National Chiao Tung University / EMBA of National Chengchi University Junior V.P. of Acer	Reference to Director Information	None	None	None	
Chief Operating Officer	R.O.C.	Male	Joe Hsieh	Mar 10, 2008	5,000	0.00	805	0.00	Computer Engineering, Boston University EMBA of National Taiwan University Engineer of ASUS (USA)	Reference to Director Information	None	None	None	
Corporate Vice President	R.O.C.	Male	Henry Yeh	Sep 10, 2008	48,781	0.01	245	0.00	Department of Electrical Engineering, National Taiwan University V.P. of TwinHead	Note 1	None	None	None	
Corporate Vice President	R.O.C.	Male	Taiyi Huang	Oct 15, 2018	0	0.00	0	0.00	Ph. D of Department of Information Science (and Engineering), University of Illinois at Urbana-Champaign Microsoft Principal Group Engineer Manager	None	None	None	None	
Corporate Vice President	R.O.C.	Male	Albert Chang	Nov 1, 2019	15,000	0.00	0	0.00	Ph. D of Electrical Engineering, National Taiwan University Motherboard Business Unit Product R&D Center AVP, ASUS	None 2	None	None	None	
Corporate Vice President	R.O.C.	Male	Tenlong Deng	Nov 1, 2019	182	0.00	0	0.00	Master of Communications Engineering, National Chiao Tung University Senior manager, the Industrial Technology Research Institute	None	None	None	None	
Corporate Vice President	R.O.C.	Male	Chih-Peng, Wu	Nov 1, 2019	47,306	0.01	0	0.00	Department of Electronic Engineering, Chun Yuan Christian University Multimedia Business Unit AVP, ASUS	Note 3	None	None	None	

Title	Nationality / Country of Origin	Gender	Name	Date Elected	Base Date: March 30, 2025				Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			
					Shareholding		Spouse & Minor Shareholding				Shareholding by Nominee Arrangement	Title	Name	Relation
					Shares	%	Shares	%						
Corporate Vice President	R.O.C.	Male	Kent Chien	Nov 1, 2019	745	0.00	0	0.00	0	0.00	0	None	None	None
Corporate Vice President	R.O.C.	Male	Vincent Chiou	Nov 1, 2019	126	0.00	0	0.00	0	0.00	0	None	None	None
Corporate Vice President	R.O.C.	Male	Benson Lin	Mar 3, 2021	4,039	0.00	0	0.00	0	0.00	0	None	None	None
Corporate Vice President	R.O.C.	Male	Rex Lee	Mar 3, 2021	1,308	0.00	150	0.00	0	0.00	0	None	None	None
Corporate Vice President	R.O.C.	Male	Allen Wang	Mar 13, 2023	0	0.00	0	0.00	0	0.00	0	None	None	None
Corporate Vice President	R.O.C.	Male	Rangoon Chang	Jul 1, 2023	0	0.00	0	0.00	0	0.00	0	None	None	None
Corporate Vice President	R.O.C.	Male	Paul Ju	Jul 3, 2023	0	0.00	200	0.00	0	0.00	0	None	None	None
Chief Financial Officer	R.O.C.	Male	Nick Wu	Aug 11, 2015	457	0.00	161	0.00	0	0.00	0	None	None	None
Comptroller	R.O.C.	Female	Winnie Liu	Aug 11, 2015	649	0.00	0	0	0	0.00	0	None	None	None
Corporate Governance Officer	R.O.C.	Female	Francy Jeng	Nov 11, 2020	38,000	0.01	0	0	0	0.00	0	None	None	None

Note 1: Director of Power eXponent, Ltd and ASUS LIFE CORPORATION.

Note 2: The Chairman of SHINEWAVE INTERNATIONAL INC. Director of PORTWELL INC, UPI Semiconductor Corp., DEEP01 and LELTEK.

Note 3: Chairman of Quantum Could International Pte. Ltd. Director of UNIMAX ELECTRONICS INC.;

Note 4: Chairman of the following companies: UNIMAX ELECTRONICS INC. and SHINYOPTICS CORP.

Director of ASUS METAVERSE INC.

Note 5: Director of the following companies: TAIWAN WEB SERVICE CORP. and Freedom Systems Inc.

Note 6: Executive director of JINSHUO CULTURAL DIFFUSION CO., LTD.

Note 7: Supervisor of the following companies: Hua-Min Investment Co., Ltd., Hua-Cheng Venture Capital Corp., LELTEK, TAIWAN WEB SERVICE CORP. and UNIMAX ELECTRONICS INC.

Director of the following companies: UPI Semiconductor Corp., ASUS PROPERTIES (VIETNAM) LTD, DATASUS COMPUTER INC., ASUS TECH USA and DATASUS COMPUTER AMERICA.

Note 8: Director of Askey Technology (Jiangsu) Limited.

Supervisor of ASUS TECHNOLOGY LICENSING, ASUS METAVERSE INC., SHINYOPTICS CORP and DATASUS COMPUTER INC.

Note 9: Global Vice President Rex Lee was dismissed following his transfer to a subsidiary on October 1, 2024.

Note 10: The shareholdings stated in the table exclude trust shareholdings that are with the “rights to use” reserved.

Note 11: The Company did not have stock option issued up to the date of the annual report issued; therefore, the Company’s management did not have stock option shares.

Note 12: Chairman and General Manager or equivalent positions of the Company not served by the same individual, nor are they spouses or first-degree kinship to each other.

### Education and training of the management

Title	Name	Training Date		Sponsor	Course Title	Hour
		Start	End			
Chief Financial Officer	Nick Wu	Jul 17, 2024	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3
Comptroller	Winnie Liu	May 20, 2024	May 21, 2024	ACCOUNTING RESEARCH AND DEVELOPMENT FUNDATION	Continuing Education Program for Accounting Officers of Issuers, Securities Firms, and Stock Exchanges	3
		Jun 3, 2024	Jun 3, 2024	ACCOUNTING RESEARCH AND DEVELOPMENT FUNDATION	Institutional Investor Perspectives Forum	3
Corporate Governance Officer	Francy Jeng	Jun 26, 2024	Jun 26, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Board Performance Evaluation Best Practices Seminar (2024)	3
		Jul 17, 2024	Jul 17, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	Strategic Operational Diversification Amid Geopolitical Risks	3
		Aug 7, 2024	Aug 7, 2024	TAIWAN CORPORATE GOVERNANCE ASSOCIATION	New Trends and Co-opetition in the AI Industry Ecosystem	3

Note: For education and training of managers who are also directors, refer to the “Education and Training of the Directors” on this annual report.

(III) Remuneration of Directors, Supervisors, President, and Vice President

**1. Remuneration of Directors**

Title	Name	Director's Remuneration				Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Remuneration of part-time employees				Ratio of Total Remuneration (A+B+C+D+E+F+G) to Net Income (%)		Remuneration Paid to Supervisors from an Invested Company Other than the Company's Subsidiary			
		Base Remuneration (A)		Severance Pay (B) (Note 1)		Remuneration to Directors (C)		Allowances (D)		Salary, Bonuses, and Allowances (E)		Severance Pay (F) (Note 2)			Remuneration to Employee (G)		
		ASUS	Companies in the financial statements	ASUS	Companies in the financial statements	ASUS	Companies in the financial statements	ASUS	Companies in the financial statements	ASUS	Companies in the financial statements	ASUS	Companies in the financial statements		Cash amount	Stock amount	ASUS
Chairman	Jomney Shih																
Vice Chairman	Ted Hsu																
Director	Jonathan Tsang																
Director	S.Y. Hsu																
Director	Samson Hu																
Director	Eric Chen	0	0	0	0	94,865 thousand	0	0	144,318 thousand	218,062 thousand	540 thousand	864 thousand	24,858 thousand	34,019 thousand	264,582 thousand	347,792 thousand	20,000 thousand
Director	Joe Hsieh																
Director	Jackie Hsu																
Director	Jerry Shen																
Director	Tze-Kaing Yang																
Director	Sandy Wei																
Independent Director	Chung-Hou Tai																
Independent Director	Ming-Yu Lee																
Independent Director	Chun-An Sheu	3,000 thousand	3,000 thousand	0	0	21,000 thousand	0	0	0	0	0	0	0	0	24,000 thousand	24,000 thousand	None
Independent Director	Andy Guo																
Independent Director	Audrey Tseng																

(1) Please describe the policy, system, standards, and structure of remuneration for independent directors, and explain the correlation between the amount of remuneration and factors such as their responsibilities, risks, and time commitment:

According to Article 20 of the Company's Articles of Incorporation, if the Company has earnings, no more than 1% of the profit may be allocated as directors' remuneration. Independent directors, except those concurrently serving as members of the Compensation Committee who receive fixed remuneration, are also entitled to participate in the distribution of directors' remuneration. The Company determines reasonable remuneration by evaluating the degree of involvement and contribution of each director to the Company's operations, with reference to common industry standards. All related remuneration is reviewed and approved by the Compensation Committee and the Board of Directors.

(2) Further to disclosure in table above, the remuneration received by company directors over recent years for services provided to all companies in the financial report (e.g. serving as non-employed consultant): None.

**Remuneration Bracket**

Range of Remuneration	Name of Directors					
	Total of (A+B+C+D)		Companies in the consolidated financial statements (H)	Total of (A+B+C+D+E+F+G)		The Company and all reinvestment companies (I)
	The Company			The Company		
Below 2,000,000						
1,000,000(included)~2,000,000(not included)						
2,000,000(included)~3,500,000(not included)						
3,500,000(included)~5,000,000(not included)	Tze-Kaing Yang, Chung-Hou Tai, Ming-Yu Lee, Chun-An Sheu, Andy Guo, Andrey Tseng		Tze-Kaing Yang, Chung-Hou Tai, Ming-Yu Lee, Chun-An Sheu, Andy Guo, Andrey Tseng	Tze-Kaing Yang, Chung-Hou Tai, Ming-Yu Lee, Chun-An Sheu, Andy Guo, Andrey Tseng		Chung-Hou Tai, Ming-Yu Lee, Chun-An Sheu, Andy Guo, Andrey Tseng
5,000,000(included)~10,000,000(not included)	S.Y. Hsu, Samson Hu, Joe Hsieh, Eric Chen, Jackie Hsu, Sandy Wei		S.Y. Hsu, Samson Hu, Joe Hsieh, Eric Chen, Jackie Hsu, Sandy Wei	Eric Chen, Jackie Hsu		
10,000,000(included)~15,000,000(not included)	Jonney Shih, Ted Hsu, Jonathan Tsang		Jonney Shih, Ted Hsu, Jonathan Tsang	Jonathan Tsang		Tze-Kaing Yang
15,000,000(included)~30,000,000(not included)				Jonney Shih, Ted Hsu, Sandy Wei		Jonney Shih, Jonathan Tsang, Sandy Wei
30,000,000(included)~50,000,000(not included)				Joe Hsieh		Ted Hsu, Joe Hsieh, Eric Chen, Jackie Hsu
50,000,000(included)~100,000,000(not included)				S.Y. Hsu, Samson Hu		S.Y. Hsu, Samson Hu
Over 100,000,000						

Note 1: No actual payout for pension funds for that year. It is a provision for pension.

Note 2: The content of remuneration disclosed in this table is different from the income defined by Income Tax Law; therefore, this table is used for the purpose of disclosure instead of tax levy.

**2. Remuneration of President and Vice President**

Title	Name	Salary (A)		Severance Pay (B) (Note 1)		Bonuses and Allowances (C)		Remuneration to Employee (D)			Ratio of total remuneration (A+B+C+D) to net income (%)		Remuneration Paid to Supervisors from an Invested Company Other than the Company's Subsidiary
		The Company	Companies in the financial statements	The Company	Companies in the financial statements	The Company	Companies in the financial statements	The Company	Cash amount	Stock amount	The Company	Companies in the financial statements	
Chief Branding Officer	Jonney Shih												
Chief Strategy Officer	Ted Hsu												
CO-Chief Executive Officer	S.Y. Hsu												
CO-Chief Executive Officer	Samson Hu												
Chief Operating Officer	Joe Hsieh												
Corporate V.P.	Henry Yeh												
Corporate V.P.	Taiyi Huang												
Corporate V.P.	Albert Chang	66,915 thousand	67,726 thousand	1,674 thousand	1,674 thousand	217,555 thousand	237,823 thousand	43,353 thousand	45,731 thousand	0	329,470 thousand	352,964 thousand	10,000 thousand
Corporate V.P.	Tenlong Deng												
Corporate V.P.	Chih-Peng Wu												
Corporate V.P.	Kent Chien												
Corporate V.P.	Vincent Chiou												
Corporate V.P.	Benson Lin												
Corporate V.P.	Allen Wang												
Corporate V.P.	Rangoon Chang												
Corporate V.P.	Paul Ju												

Note: Global Vice President Rex Lee was dismissed following his transfer to a subsidiary on October 1, 2024.

**Remuneration Bracket**

Range of Remuneration	Name of President and Vice President	
	The Company	The Company and all reinvestment companies (E)
Below 2,000,000		
1,000,000(included)~2,000,000(not included)		
2,000,000(included)~3,500,000(not included)	Taiyi Huang, Rex Lee	Taiyi Huang
3,500,000(included)~5,000,000(not included)	Henry Yeh	Henry Yeh
5,000,000(included)~10,000,000(not included)		
10,000,000(included)~15,000,000(not included)	Jonney Shih, Tenlong Deng, Chih-Peng Wu, Kent Chien, Vincent Chiou	Jonney Shih, Tenlong Deng, Chih-Peng Wu, Kent Chien, Vincent Chiou
15,000,000(included)~30,000,000(not included)	Ted Hsu, Joe Hsieh, Albert Chang, Benson Lin, Allen Wang, Rangoon Chang, Paul Ju	Ted Hsu, Joe Hsieh, Albert Chang, Benson Lin, Rex Lee, Allen Wang, Rangoon Chang, Paul Ju
30,000,000(included)~50,000,000(not included)		
50,000,000(included)~100,000,000(not included)	S.Y. Hsu, Samson Hu	S.Y. Hsu, Samson Hu
Over 100,000,000		

Note 1: No actual payout for pension funds for that year. It is a provision for pension.

Note 2: The content of remuneration disclosed in this table is different from the income defined by Income Tax Law; therefore, this table is used for the purpose of disclosure instead of tax levy.

**3. Names of managers receiving remuneration to employees, and status of allocation thereof**

	Title	Name	Stock Amount	Cash Amount (Estimated amount)	Total	Ratio of Total Amount to Net Income (%)
	Chief Strategy Officer	Ted Hsu				
	CO-Chief Executive Officer	S.Y. Hsu				
	CO-Chief Executive Officer	Samson Hu				
	Chief Operating Officer	Joe Hsieh	0	48,525 thousand	48,525 thousand	0.15%
	Corporate V.P.	Henry Yeh				
	Corporate V.P.	Taiyi Huang				
	Corporate V.P.	Albert Chang				
	Corporate V.P.	Tenlong Deng				
	Corporate V.P.	Chih-Peng Wu				

	Title	Name	Stock Amount	Cash Amount (Estimated amount)	Total	Ratio of Total Amount to Net Income (%)
	Corporate V.P.	Kent Chien				
	Corporate V.P.	Vincent Chiou				
	Corporate V.P.	Benson Lin				
	Corporate V.P.	Rex Lee				
	Corporate V.P.	Allen Wang				
	Corporate V.P.	Rangoon Chang				
	Corporate V.P.	Paul Ju				
	Chief Financial Officer	Nick Wu				
	Comptroller	Winnie Liu				
	Corporate Governance Officer	Francy Jan				

Note: Global Vice President Rex Lee was dismissed following his transfer to a subsidiary on October 1, 2024.

(IV) Compare and state the ratio of total remuneration paid to the Company's Directors, President and V.P. by the Company and the companies in the consolidated financial statements to net income in the last two years; also, describe the policy, standard, and combination of remuneration paid; moreover, the procedure of defining remuneration and its relation to business performance and future risks.

1. Analyze the ratio of the total remuneration paid to the Company's Directors, President, and V.P. in the last two years to net income:

Year (Note)	Total remuneration	Ratio of the net profit after tax
2024	457,835 thousand	1.46%
2023	331,871 thousand	2.08%

Note: It meant for the year of the income generated.

2. The remuneration policies, standards and packages, the procedures for determining remuneration and their relationship to the Company's operating performance

(1) Pay to directors: Subject to the provisions of Article 17 of the Articles of Incorporation, "The Company provides pays to directors for performing their duties for business of the Company, whether the Company is operating at a profit or at a loss. Directors' pay is authorized at board meetings based on their level of participation in and contribution to the Company's operation." If the Company is profitable for the year, according to Article 20 of the Company's Articles of Incorporation, "The Company's annual profit shall be retained in advance to make up for the previous

accumulated loss, and no more than 1% of the balance shall be allocated as the bonuses to directors.” The actual percentage of 2024 allocation was 0.3%.

(2) Remuneration to managerial officers is subject to the provisions of Article 18 of the Articles of Incorporation, “The Company has managerial officers whose appointment, dismissal and remuneration shall in accordance with Article 29 of the Company Act, and the pay standard shall be subject to the Company’s rules on personnel management measures.” If the Company is profitable for the year, according to Article 20 of the Company’s Articles of Incorporation, “The Company’s annual profit shall be retained in advance to make up for the previous accumulated loss, and no less than 1% of the balance shall be allocated as the employee remuneration.” The actual percentage of 2024 allocation was 5.7%. Managerial officers’ salary and remuneration include monthly salary and allowances, bonuses for three national festivals and holidays, annual performance bonus, and other rewards based on the profitability of the year. The evaluation criteria for each manager’s remuneration include the standard of salary and benefits paid by industry peers, the Company’s business performance for the year, the profit contribution of each business group, and the target achievement rate.

(3) Procedures for determining remuneration

The Company conducts regular performance appraisal of the board and each functional committee every year in accordance with the Board Performance Appraisal Measures. The results are reported at the board meeting as reference for review and improvement, and used as the basis for nomination or salary and remuneration of directors. Directors’ remuneration is determined based on the directors’ participation in the Company’s operations and the results of their performance evaluation. Managerial officers’ salary is determined based on the job responsibilities, position level and professional capabilities specified in the Company’s remuneration rules, and with reference to the salary standard among industry peers. Managerial officers’ bonuses follow the Company’s rules on bonus payment, and are assessed and reviewed according to the Company’s overall operating performance, the management performance, profit contribution and goal achievements of each segment and personal performance. The abovementioned results are compiled to calculate a reasonable remuneration for each managerial officer. The Company’s human resources center then submits the remuneration proposal to the Remuneration Committee for deliberation and then to the board for approval.

(4) Relationship to the Company’s operating performance and future risks

The review of the pay standard and systems related to the remuneration policy is based on the Company’s overall business performance, future risks and development trends of the industry, and corporate sustainable management, as well as the goal achievement rate and contribution, which

can improve the overall organizational effectiveness of the board and the Company. We refer to the salary standard among industry peers to ensure that the salary for the Company's management team is competitive, so as to retain outstanding management talents.

The performance goals of our managerial officers are tied to risk control to ensure that possible risks within the scope of duties can be managed and prevented. Key decisions at the management level are made only after weighing various risk factors, and the performance of related risk control is reflected in the profitability, which establishes a relationship.

Our Remuneration Committee also regularly reviews and assesses the remuneration practices of directors and managerial officers, and proposes related recommendations to the board for deliberation in order to maintain the balance between operating performance and risk management.

## II. Corporate governance Implementation

### (I) Board of Directors

In 2024, the 13<sup>th</sup> Board of Directors convened 6 meetings. (A). The following is the attendance of the directors:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)
Chairman	Jonney Shih	6	0	100%
Vice Chairman	Ted Hsu	6	0	100%
Director	Jonathan Tsang	6	0	100%
Director	S.Y. Hsu	6	0	100%
Director	Samson Hu	6	0	100%
Director	Eric Chen	5	0	83.33%
Director	Joe Hsieh	6	0	100%
Director	Jackie Hsu	6	0	100%
Director	Tze-Kaing Yang	5	0	83.33%
Director	Sandy Wei	6	0	100%
Independent Director	Chung-Hou Tai	6	0	100%
Independent Director	Ming-Yu Lee	6	0	100%
Independent Director	Chun-An Sheu	6	0	100%
Independent Director	Andy Guo	6	0	100%
Independent Director	Audrey Tseng	6	0	100%

Other mentionable items:

1. If any of the following circumstances happens in the operation of the Board of Directors, it shall describe the date, term, agenda, opinion of independent directors and the Company's treatment of these opinions:

(1) The provision of the Securities and Exchange Act, Article 14-3:

Board of Directors Meeting Date	Resolution	Opinions of independent directors	Company's treatment of the pinions	Resolution results
The 11 <sup>th</sup> time of the 13 <sup>th</sup> term Jan 24, 2024	1. Proposal for the 2023 Audit and Tax Attestation Engagement Fees of the Company and Certain Subsidiaries. 2. Proposal for changing the CPA for the financial statements of our company (Internal personnel rotation within the	None	N/A	The matter is approved by all the attendees

Board of Directors Meeting Date	Resolution	Opinions of independent directors	Company's treatment of the pinions	Resolution results
	firm). 3. Proposal for the Periodic Evaluation of the Independence and Competence of the CPAs Engaged for the Company's Financial Statement Audits.			
The 12 <sup>th</sup> time of the 13 <sup>th</sup> term Mar 15, 2024	1. Assessment of Q4 2023 major accounts reclassified as lending of funds. 2. Amendment to the "2023 Internal Control System" and the "Internal Audit System".	None	N/A	The matter is approved by all the attendees
The 13 <sup>th</sup> time of the 13 <sup>th</sup> term May 13, 2024	1. Assessment of Q1 2024 major accounts reclassified as lending of funds. 2. Proposal for Amendments to the Company's 'Audit Committee Charter' and the 'Internal Control System – Management of Audit Committee Meeting Operations'. 3. Proposal for a Loan from the Company to Its Subsidiary Askey Computer Corporation.	None	N/A	The matter is approved by all the attendees
The 15 <sup>th</sup> time of the 13 <sup>th</sup> term Aug 7, 2024	Assessment of Q2 2024 major accounts reclassified as lending of funds.	None	N/A	The matter is approved by all the attendees
The 16 <sup>th</sup> time of the 13 <sup>th</sup> term Nov 8, 2024	1. Assessment of Q3 2024 major accounts reclassified as lending of funds. 2. Proposal for the 2024 Audit and Tax Attestation Engagement Fees of the Company and Certain Subsidiaries. 3. Capital loan and extension from ASTP (ASUS subsidiary) to ASGL. 4. Proposal for providing financial assistance to the subsidiary, ASUS to	None	N/A	The matter is approved by all the attendees

Board of Directors Meeting Date	Resolution	Opinions of independent directors	Company's treatment of the pinions	Resolution results
	ASUS CLOUD (ASUS subsidiary). 5. Proposal for a Loan from the Company to Its Subsidiary ASUS Technology Licensing. 6. Proposal for Amendments to the Company's 'Internal Control System' and 'Internal Audit System'.			

- (2) In addition to the previous provisions, other resolutions of the Board meeting against which independent directors make objections or reserve opinions or submit written statements: None.
2. If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting shall be specified:
- (1) At the 11th meeting of the 13th Board of Directors, regarding the Company's donation to the "ASUS Foundation," Directors Jonney Shih, Ted Hsu, Joe Hsieh, and Sandy Wei recused themselves from voting on this proposal due to their concurrent positions as directors of the ASUS Foundation, in accordance with the principle of conflict of interest avoidance.
  - (2) At the 13th meeting of the 13th Board of Directors, regarding the Company's loan to its subsidiary Askey Computer Corporation, Directors Jonney Shih and Samson Hu recused themselves from voting on the resolution due to their concurrent positions as directors of Askey Computer Corporation, in accordance with the principle of conflict of interest avoidance.
  - (3) At the 16th meeting of the 13th Board of Directors, regarding the Company's loan to its subsidiary ASUS CLOUD CORPORATION, Directors Samson Hu and Joe Hsieh recused themselves from voting on the resolution due to their concurrent positions as directors of ASUS CLOUD CORPORATION, in accordance with the principle of conflict of interest avoidance.
  - (4) At the 16th meeting of the 13th Board of Directors, regarding the Company's loan to its subsidiary ASUS TECHNOLOGY LICENSING, Director Joe Hsieh recused himself from voting on the resolution due to his concurrent position as a director of ASUS TECHNOLOGY LICENSING, in accordance with the principle of conflict of interest avoidance.
3. Evaluation of the functions of the board of directors in the current year and last year:
- The Company's board of directors operates in accordance with the Company's "Rules of Procedure for Board Meetings" and related laws. The corporate governance officer, the executive financial officers and chief auditors will also attend a directors' meeting and produce relevant reports to directors for reference. Meanwhile, in order to upgrade the board members'

competency, the Company will invite external trainers to give lessons and arrange advanced studies for the board members.

4. The attendance of the independent directors at board of directors' meetings in 2024:

(V: Attendance in Person; \*: By Proxy; X: Absent / Leave)

Name	First Jan 24, 2024	Second Mar 15, 2024	Third May 13, 2024	Fourth Jul 17, 2024	Fifth Aug 7, 2024	Sixth Nov 8, 2024
Chung-Hou Tai	V	V	V	V	V	V
Ming-Yu Lee	V	V	V	V	V	V
Chun-An Sheu	V	V	V	V	V	V
Andy Guo	V	V	V	V	V	V
Audrey Tseng	V	V	V	V	V	V

5. Implementation of the Board's evaluation

The Company has conducted the 2024 performance appraisal of the Company's board of directors and functional committees according to the "Self-Evaluation of the Board of Directors." The results of evaluation execution are explained as follows:

(1) Self-evaluation

- a. Implementation basis: The Company's "Performance Evaluation Measures for the Board of Directors" is implemented regularly every year.
- b. Evaluation scope: including performance evaluation of the overall board of directors, individual board members, Audit Committee, Remuneration Committee and BCM Committee.
- c. Evaluation period: from January 1, 2024 to December 31, 2024.
- d. Evaluation procedure:
  - The board members and each functional committee complete the online self-evaluation questionnaire at the end of the year.
  - Scoring criteria: strongly agree (5), agree (4), neutral (3), disagree (2), strongly disagree (1).
- e. Evaluation results:

The Board of Directors operates effectively as a whole, complies with corporate governance standards, and is capable of performing its duties efficiently.

**Overall board of directors**

Evaluation aspect	Number of indicators	Average score
1. Degree of participation in company operations	14	4.92

**Board members**

Evaluation aspect	Number of indicators	Average score
1. Grasp of company goals and tasks	3	4.93

Evaluation aspect	Number of indicators	Average score
2. Board decision-making quality	10	4.93
3. Board composition and structure	7	4.92
4. Election and continuing study of directors	5	4.91
5. Internal control	7	4.93
Total average	43	4.92

Evaluation aspect	Number of indicators	Average score
2. Awareness of directors' responsibility	4	4.98
3. Degree of participation in company operations	7	4.90
4. Internal relationship management and communication	3	4.93
5. Professionalism and continuing study of directors	3	4.93
6. Internal control	3	4.93
Total average	23	4.93

The overall operation of all functional committees is complete and meets the requirements of corporate governance.

All committees have exercised due diligence and can effectively enhance the functions of the board of directors.

Evaluation aspect	Audit Committee		Remuneration Committee		BCM Committee	
	Indicators	Average score	Indicators	Average score	Indicators	Average score
1. Degree of participation in company operations	4	5.00	4	4.75	4	4.91
2. Awareness of the functional committee's responsibility	5	5.00	5	4.87	3	4.88
3. Improvement of the functional committee's decision-making quality	7	5.00	7	5.00	7	4.88
4. Composition and member selection of the functional committee	3	5.00	3	5.00	3	4.88
5. Internal control	3	4.93	Not applicable	-	Not applicable	-
Total average	22	4.99	19	4.91	17	4.89

## (2) External evaluation

The Company has appointed an external professional organization, the Taiwan Corporate Governance Association, to conduct a performance evaluation of the Company's board of

directors. The Association and its executive experts have no business dealings with the Company and are independent. They use questionnaires and video interviews to evaluate the performance of the board of directors in eight aspects.

- a. Scope of evaluation and inspection: The operation of the board of directors, Audit Committee and Remuneration Committee.
- b. The evaluation and inspection period: from September 1, 2021 to August 31, 2022.
- c. Evaluation procedure: The Association appointed an evaluation team to review the operation of the board of directors and functional committees through open questionnaires, data review, public information and on-site visits (videoconferencing) from September 2022 to October 2022.
  - Evaluation content: including the eight aspects of board composition, guidance, authorization, supervision, communication, internal control and risk management, self-discipline and others (board meetings, support systems, etc.), as well as overall observation.
  - Interviewees: including the Chairman of the Board, the Chairman of the Audit Committee, the Chairman of the Remuneration Committee, the Co-Executive Directors, the Chief Auditor and the Corporate Governance Director.
- d. Summary of the "General Evaluation" of the evaluation report
  - The Company's Chairman has an open leadership style and enables all board members to fully express their opinions. The Chairman fully respects and adopts the opinions and suggestions put forward by board members, and fully demonstrates the Company's corporate culture of emphasizing brainstorming. The five independent directors actively take up their responsibilities, interact frequently and communicate well with the management team, and provide sufficient consultation and guidance during and after board meetings.
  - The Audit Committee communicates smoothly with the internal audit unit and certified CPAs. It fulfills its supervision responsibility and timely provides helpful, professional advice. The Company adheres to an attentive attitude and proactive responses, enabling the effective functioning of guidance and supervision.
  - The Remuneration Committee and the board of directors regularly review the policies, systems and standards for the performance evaluation and remuneration of directors and managers, link them to company performance, personal performance and future risks, and have performed their functions well.
  - The Company has expanded its "Corporate Risk Management Platform" to the "Business Continuity Management Committee" to identify potential risks in the future, establish a good protection mechanism, and regularly report on risk management operations, in order to facilitate the board members' control of the Company's overall risk and mastery of the strategic direction.
- e. Summary of the "Recommendations" of the evaluation report
  - It is recommended that the Company upgrade the "Business Continuity Management (BCM) Committee" under the Audit Committee to a functional committee under the board of directors to respond to the Company's next stage of development, and assist the board in performing its responsibilities.

- It is recommended that the Company establish a clear "Performance System for New Directors", and consider preparing a "Director's Job Handbook" to assist new directors in familiarizing themselves with the Company's business and director's responsibilities as soon as possible.
- It is recommended that the Company establish written procedures for the procedures of timely notification of sudden material information to independent and external directors, in order to ensure that all board members have a full grasp of the Company's important conditions and to enable directors to better perform their duties.

f. The Company's enhancement measures

- The "Business Continuity Management (BCM) Committee" has been adjusted to be a functional committee under the board of directors to assist the board in performing its responsibilities. Relevant organizational rules will be submitted to the board of directors for approval according to law.
- The "Director's Job Handbook" will be prepared to provide information to new directors and assist future directors in familiarizing themselves with the Company's business and director's responsibilities as soon as possible.
- For sudden material information, independent directors and external directors are currently notified through multiple communication channels (such as phone calls, communication groups, email and meetings), and relevant reporting mechanisms (procedures, timeliness) will be further studied to ensure that all board members are fully informed of the Company's important conditions and perform their duties accordingly.
- It is proposed to discuss issues such as annual operational objectives and strategic priorities in the Q1 board meeting every year to assist the board in fulfilling its responsibilities.

(3) The performance evaluation results of the Company's board of directors for 2024 and implementation status have been submitted to the Company's board meeting on January 20, 2025.

(II) Audit Committee Meeting Status:

The 2024 Audit Committee convened 5 meetings (A). The following is the attendance of the Independent Director:

Title	Identity	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)
Convener	Independent Director	Chung-Hou Tai	5	0	100%
Member	Independent Director	Ming-Yu Lee	5	0	100%
Member	Independent Director	Chun-An Sheu	5	0	100%
Member	Independent Director	Andy Guo	5	0	100%
Member	Independent Director	Audrey Tseng	5	0	100%

Other mentionable items:

1. The operation of the Committee has the following matters as the major works of the year:

- (1) Fair presentation of the financial statements.
- (2) The delegation (discharge), independence and performance of the CPAs.
- (3) The delegation (discharge), independence and performance of the CPAs.
- (4) Compliance with the relevant laws and regulations by the Company.
- (5) Control over the existing or potential risks of the Company.

2. Operation of the Audit Committee in 2023:

Audit Committee (Session/Meeting Date)	Contents of motion	Securities and Exchange Act, Article 14-5	Independent directors' opinion	Resolution results
The 7 <sup>th</sup> time of the 3 <sup>rd</sup> term Jan 24, 2024	Proposal for the 2023 Audit and Tax Attestation Engagement Fees of the Company and Certain Subsidiaries.	V	None	The matter is approved by all the attendees
	Proposal for changing the CPA for the financial statements of our company (Internal personnel rotation within the firm).	V	None	
	Proposal for the Periodic Evaluation of the Independence and Competence of the CPAs Engaged for the Company's Financial Statement Audits.		None	
	Proposal to Update the Scope of Authorization for the Pre-approval of PwC Taiwan and Its Affiliates to Provide Non-assurance Services to the Company and Its Subsidiaries, and the 'Pre-approved List of Non-assurance Services.		None	
The 8 <sup>th</sup> time of the 3 <sup>rd</sup> term Mar 15, 2024	The key report after the accountants reviewed the financial report for 2023.		None	The matter is approved by all the attendees
	Audit report of the Company		None	
	Proposal of Q4 2023 major accounts reclassified as lending of funds.	V	None	
	Ratification of the annual business report and financial statement for 2023.	V	None	
	Profit distribution of 2023.		None	
	Proposal of the "Annual Internal Control System Statement for 2023."	V	None	
The 9 <sup>th</sup> time of the 3 <sup>rd</sup> term May 13, 2024	The key report after the accountants reviewed the financial report for Q1 2024.		None	The matter is approved by all the
	Audit report of the Company		None	
	Assessment Q1 2024 major accounts reclassified as lending of funds	V	None	

	Q1 2024 consolidated financial statements	V	None	attendees
	Proposal for Amendments to the Company's 'Audit Committee Charter' and the 'Internal Control System – Management of Audit Committee Meeting Operations	V	None	
	Proposal for a Loan from the Company to Its Subsidiary Askey Computer Corporation	V	None	
The 10 <sup>th</sup> time of the 3 <sup>rd</sup> term August 7, 2024	The key report after the accountants reviewed the financial report for Q2 2024.		None	The matter is approved by all the attendees
	Audit report of the Company		None	
	Assessment of Q2 2024 major accounts reclassified as lending of funds.	V	None	
	Q2 2024 consolidated financial statements	V	None	
The 11 <sup>th</sup> time of the 3 <sup>rd</sup> term November 8, 2024	The key report after the accountants reviewed the financial report for Q3 2024.		None	The matter is approved by all the attendees
	Audit report of the Company		None	
	Assessment of Q3 2024 major accounts reclassified as lending of funds.	V	None	
	2024Q3 consolidated financial statements	V	None	
	Proposal for the 2024 Audit and Tax Attestation Engagement Fees of the Company and Certain Subsidiaries	V	None	
	Capital loan and extension from ASTP (ASUS subsidiary) to ASGL.	V	None	
	Proposal for loan of funds to ASUS CLOUD (ASUS subsidiary)	V	None	
	Proposal for a Loan from the Company to Its Subsidiary ASUS TECHNOLOGY LICENSING.	V	None	
	Proposal for Amendments to the Company's 'Internal Control System' and 'Internal Audit System'.	V	None	
	2025 Annual Audit Plan.	V	None	

Note: The resolutions that have not been approved by the Audit Committee but have been approved by more than two-thirds of all directors: None.

3. The recusals of independent directors due to conflicts of interests: None.
4. Descriptions of the communications between the independent directors, the internal auditors, and the independent auditors in 2021 (which should include the material items, channels, and results of the audits on the corporate finance and/or operations, etc.):

- (1) Audit on communication channel between superintendents and independent directors
- a. Based on the status of executing the annual audit plan, submit the audit report from the previous month at each month's end, compile quarterly improvement tracking report and hand it to each committee member for reference. In case of any doubt, communicate via telephone and mails at all times.
  - b. In the Audit Committee meeting and board meeting held quarterly, report significant audit business of the company and subsidiary company to the committee members. In case of major abnormalities, immediate report shall be made and notified to each committee member for review. Up till the most recent meeting, no particular incident raised.
  - c. During normal times, direct contact with the independent director could be made via telephone, mails, messages or in person as needed and the communication was well.

Summary of communications between independent directors and internal audit supervisors in 2024:

Date	Nature	Communication focus	Communicate results
Mar 15, 2024	Audit Committee	2023 Report on Q4 audit tasks and improvement tracking status	No comment
		2023 Resultant report on overall self-assessment of internal control and implementation at operation level	No comment
May 13, 2024	Audit Committee	2024 Report on Q1 audit tasks and improvement tracking status	No comment
August 7, 2024	Audit Committee	2024 Report on Q2 audit tasks and improvement tracking status	No comment
November 8, 2024	Audit Committee	2024 Report on Q3 audit tasks and improvement tracking status	No comment
		The 2025 Audit plan and work focus was submitted with description on risk assessment results.	No comment

- (2) Communication matters and methods between accountant and independent director:
- a. The accounts have explained the audit (review) of financial statements and the key audit matters of financial reports of the year at the audit committee meeting and discussed with independent directors, and the results of communication were positive.
  - b. In addition to communication at the audit committee meeting and other meeting, accounts and independent directors may engage in thorough communication through phone calls, video, letters and messages if there are any doubts about the reports.

Summary of communications between independent directors and accountants in 2024:

Date	Nature	Communication focus	Communicate results
Mar 15, 2024	Audit Committee	The subject and nature were set as 2023 Review on compiled and individual finance report	No comment
Mar 15, 2024	Meeting-Independent Director, Accountant	The subject and nature were set as 2023 Review on compiled and individual finance report	No comment
May 13, 2024	Audit Committee	The subject and nature were set as 2024Q1 Review on compiled and individual finance report	No comment

May 13, 2024	Meeting-Independent Director, Accountant	The subject and nature were set as 2024Q1 Review on compiled and individual finance report	No comment
Aug 7, 2024	Audit Committee	The subject and nature were set as 2024Q2 Review on compiled and individual finance report	No comment
Aug 7, 2024	Meeting-Independent Director, Accountant	The subject and nature were set as 2024Q2 Review on compiled and individual finance report	No comment
Nov 8, 2024	Audit Committee	The subject and nature were set as 2024Q3 Review on compiled and individual finance report	No comment
Nov 8, 2024	Meeting-Independent Director, Accountant	The subject and nature were set as 2024Q3 Review on compiled and individual finance report	No comment

(III) Remuneration Committee Meeting Status:

1. Formation and Responsibilities of ASUS Remuneration Committee :

(1) Formation of Committee :

The Member of Committee consists of three people appointed by the BOD resolution, whereas one of them is the convener. The professional qualification and independence of the members comply with the provisions set forth in Article 5 and Article 6 of Guidelines for Functions in Remuneration Committee.

(2) Responsibilities of Committee :

The Committee shall exercise the care of a good administrator to faithfully perform the following duties and present its recommendations to the board of directors for discussion.

- i. Periodically review the guidelines and propose recommendation for revision.
- ii. Formulate and periodically review the performance appraisal for ASUS directors and managers with policy, system, standards, and structure for salary and remuneration.
- iii. Periodically evaluate and specify the salary and remuneration for ASUS directors and managers.

The Committee fulfilling the aforementioned functions shall comply with the following principles :

- i. Ensure the arrangement of salary and remuneration in line with relevant laws and regulations that are sufficient to attract outstanding personnel.
- ii. The performance appraisal and salary/remuneration for directors and managers shall refer to common peer standards for payout with consideration of personal performance and company salary/remuneration concept, business performance and rationality of future risk association.
- iii. Directors and managers shall not be misled with introduction of pursuit of salary/remuneration to engage in conducts exceeding the risk appetite of the Company.
- iv. The proportion of bonus to directors and senior managers in short-term performance and the payout time for some changing salary and remuneration shall be determined with consideration of industry characteristics and the business nature.

2. The Members of ASUS Remuneration Committee:

Title	Criteria Name	Professional Qualification and Experience	Number of Other Taiwanese Public Companies Concurrently Serving as a Remuneration Committee Member
Independent Director	Ming-Yu Li	Please refer to the section	1

Independent Director	Chung-Ho Tai	“Disclosure of Directors’ Professional Qualifications Information” in this Annual Report.	0
Independent Director	Chun-An Sheu		1

3. Operations of ASUS Remuneration Committee:

- (1) The members of the Remuneration Committee of the Company: 3 people.
- (2) Period of the 5<sup>th</sup> term: June 8, 2022 to June 7, 2025.
- (3) The Salary and Remuneration Committee convened 3 meetings in 2024 (A).

The qualification of the members and their attendance are as below:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)
Convener	Ming-Yu Li	3	0	100%
Member	Kenneth Tai	3	0	100%
Member	Chun-An Shen	3	0	100%

Other mentionable items:

1. The board of directors decline to adopt, or will modify, a recommendation of the Remuneration Committee: None
2. Any member’s objection to or reservations about motion resolved by the Remuneration Committee: None
3. The treatment to the Remuneration Committee by the Company: No special opinion expressed by any members in the year.

4. Discussion of the cause and resolution result of ASUS Remuneration Committee in 2024:

Date	Discussion	Resolution results
Jan 24, 2024 The 6 <sup>th</sup> time of the 5 <sup>th</sup> term	Allocation of year-end performance bonuses for executives in 2023.	The matter is approved by all the attendees
Mar 15, 2024 The 7 <sup>th</sup> time of the 5 <sup>th</sup> term	Allocation of remuneration to directors and employee bonus from earnings of 2023.	The matter is approved by all the attendees
Jul 17, 2024 The 8 <sup>th</sup> time of the 5 <sup>th</sup> term	1. Allocation of director remuneration for fiscal year 2023. 2. Allocation of mid-year performance bonuses for executives in 2024. 3. Adjustment of Managerial Compensation for 2024.	The matter is approved by all the attendees

(IV) Business Continuity Management Committee Meeting Status

1. The responsibilities and roles of the Committee are as follows:

- (1) Review risk management policies, procedures and structures, and regularly review their applicability and effectiveness of implementation.
- (2) Determine risk tolerance and guide resource allocation.
- (3) Ensure that risk management mechanisms adequately address the risks faced by the company and integrate them into the daily operational processes.

- (4) Determine the priority and risk levels of risk management.
- (5) Review the implementation of risk management, provide necessary improvement suggestions, and report to the board regularly (at least once a year).
- (6) Implement risk management decisions of the board of directors.

2. In 2024, the Committee convened once. All members attended the meeting via video conference, achieving a 100% attendance rate.

3. Operation of the Business Continuity Management Committee in 2024

BCM (Session/Meeting Date)	Contents of motion	Resolution results
The 2 <sup>nd</sup> time of the 1 <sup>st</sup> term March 27, 2024	1. BCM Committee Meeting Report.	All attending committee members agree to adopt the proposal
	2. The Risk Management Report for the year 2023.	
	3. 2024 Annual Risk Assessment Report.	
	4. The Company's 2023 Risk Management Effectiveness Discussion Proposal.	
	5. Discussion on the 2024 Risk Tolerance and Risk Control Prioritization.	

Note: (1) Decisions approved by more than two-thirds of the entire board of directors, without the approval of the ongoing operation committee. None.

(2) The Company's Business Continuity Management Committee is referred to as the "BCM Committee".

(V) Corporate Governance Implementation Status and Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” Taiwan Corporate Governance Implementation as Required by Taiwan Financial Supervisory Commission

Assessment Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	
1. Does the Company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	V		Compliant with the Code of “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”
2. Shareholding structure & shareholders’ rights (1) Does the Company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement based on the procedure? (2) Does the Company possess the list of its major shareholders as well as the ultimate owners of those shares? (3) Does the Company establish and execute the risk management and firewall system within its conglomerate structure? (4) Does the Company establish internal rules against insiders trading with undisclosed information?	V		Compliant with the Code of “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”
3. Composition and Responsibilities of the Board of Directors (1) Has the Board of Directors established a diversity policy,	V		Compliant with the Code of “the Corporate Governance Best-Practice Principles for

Assessment Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	
set goals, and implemented them accordingly?			
(2) Does the Company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	V		(2) The Company has established the “Business Continuity Management Committee” as a functional committee directly under the Board of Directors. This committee is responsible for overseeing the Company’s risk management and conducting analysis and discussion on related issues. It reports to the Board of Directors on a regular annual basis.
(3) Does the Company establish a standard to measure the performance of the Board, and implement it annually and provided the results to the board as the reference for directors’ remuneration and nomination and renewal?	V		(3) The Board Performance Appraisal Measures have been approved by the board and it is stipulated that the board shall conduct performance appraisal of the board as a whole, board members and functional committees. The Company has completed the abovementioned performance appraisal in December 2024 and reported the results at the board meeting on January 20, 2025. For the appraisal process and content, please refer to the section on the operation of the board in the annual report.
(4) Does the company regularly assess the independence and suitability of CPAs with reference to Audit Quality Indicators (AQIs)?	V		(4) In accordance with the ‘Corporate Governance Best Practice Principles for Listed and OTC Companies,’ our company is required to periodically (at least once a year) refer to Audit Quality Indicators (AQIs) to assess the independence and suitability of our appointed auditors. For the fiscal year 2025, our evaluation confirmed that all appointed auditors met the criteria for independence and suitability. The results were reported to the Audit Committee and approved by the Board of Directors on January 20, 2025. For further details on the assessment, please refer to Note 1.”
(5)			

<p>4. Does the Company allocate competent and suitable number of administrators, as well as appointing administration managers in charge of relevant affairs to company administration (including but not limited to providing data required for director execution, assisting directors to comply with legal regulations, legally conducting relevant affairs on board of directors and shareholders meetings, as well as producing minutes for such meetings)?</p>	<p>V</p>	<p>The Company has established a Stock Affairs Office as the dedicated unit for corporate governance. The Head of the Stock Affairs Office, Director Frency Cheng, who has over 20 years of experience in stock affairs and corporate governance, has been appointed by the Board of Directors as the Corporate Governance Officer. She is responsible for overseeing all matters related to corporate governance.</p> <p><b><u>The main authority should include the following:</u></b></p> <ol style="list-style-type: none"> <li>1. Relevant matters on directors' meeting, audit committee meeting, remuneration committee meeting and shareholders' meeting were conducted as per legal requirements.</li> <li>2. Assisting directors with onboarding and ongoing professional development matters.</li> <li>3. Assisting in providing directors with the information necessary for executing their duties.</li> <li>4. Assisting directors in complying with laws and regulations.</li> <li>5. Reporting to the Board of Directors on the results of the assessment regarding whether independent directors meet the qualifications stipulated by relevant laws and regulations at the time of nomination, appointment, and throughout their term of service.</li> <li>6. Handling matters related to changes in board membership.</li> <li>7. Conducting regular performance evaluations of the Board of Directors and functional committees in accordance with the Company's "Board Performance Evaluation Guidelines."</li> <li>8. Assisting in the execution of other matters as stipulated in the Company's Articles of Incorporation or contractual agreements.</li> </ol> <p><b>2024 corporate governance tasks performance key points</b></p> <ol style="list-style-type: none"> <li>1. In accordance with applicable laws, the Company handles meeting convening, agenda setting, review and compilation of proposal materials, timely and appropriate provision of sufficient information to meeting participants, facilitation of meeting procedures, and preparation of meeting minutes, as well as follow-up on the implementation of resolutions. In the current year, the Company has organized 6 Board meetings, 5 Audit Committee meetings, 3 Compensation Committee meetings, and the 2024 Annual General Shareholders' Meeting.</li> </ol>	<p>Compliant with the Code of "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies"</p>
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		<p>2. In accordance with the Company's "Procedures for Handling Material Internal Information," responsible for the public disclosure of material information related to significant resolutions of the Board of Directors or Shareholders' Meeting, or for releasing such information in compliance with relevant regulations.</p> <p>3. Arranging ongoing professional development for directors. All directors have completed at least six hours of training courses during the current year.</p> <p>4. Assisting directors in the execution of their duties by arranging relevant communication and information exchange meetings between independent directors, the attesting CPA, the head of internal audit, and business unit heads, as well as providing necessary information</p> <p>5. Assisting directors in legal compliance by providing timely updates and reminders on relevant rights, obligations, and regulatory developments.</p> <p>6. Assisting in providing the necessary information for the Company to evaluate and arrange Directors and Officers Liability Insurance (D&amp;O Insurance) to protect the Company and its directors.</p> <p>7. Conducted self-assessments of the performance of the Board of Directors and functional committees, and reported the evaluation results to the Board on January 24, 2024.</p> <p>8. Arranged for the Information Security Department to report on the Company's information security operations to the Board of Directors on January 24, 2024.</p> <p>9. In accordance with regulations, reported the results of the 2024 independence review of independent directors to the Board of Directors on March 15, 2024. All independent directors of the Company were confirmed to meet the independence requirements.</p> <p>10. Assisted various departments in implementing corporate governance-related regulations and reviewed the Company's performance against corporate governance evaluation indicators. Reported the status of corporate governance implementation and related evaluation results to the Board of Directors on May 13, 2024.</p> <p>11. Arranged for the Sustainability Department to present the 2024 Sustainability Report to the Board of Directors on May 13, 2024, and to report quarterly to the Board on the Company's</p>	

Assessment Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Y	N	
		<p>implementation of greenhouse gas inventory activities throughout the year.</p> <p>12. Arranged for the Legal Department to report on the implementation of the Company’s intellectual property management to the Board of Directors on November 8, 2024.</p> <p>13. Arranged for the Human Resources Department to report on the implementation of the Company’s corporate integrity practices to the Board of Directors on November 8, 2024.</p> <p>For the status of continuing education of the Company’s head of corporate governance: Please refer to the annual report - “Status of Managers’ Education and Training.”</p>	
5. Does the Company setup communication channels between the investors (including but not limited to the shareholders, employees and suppliers), establish the Investor Relation area on the Company’s website and respond to the issues of corporate social responsibilities concerned by the investors?	V		Compliant with the Code of “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies”
6. Does the Company appoint a professional shareholder service agency to deal with shareholder affairs?	V		Compliant with the Code of “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies”
7. Information Disclosure	V		Compliant with the Code of “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies”
(1) Does the Company have a corporate website to disclose both financial standings and the status of corporate governance.	V	(1) The Company has established a website of investor relations <a href="http://www.asus.com/tw/Investor/">http://www.asus.com/tw/Investor/</a> for regular disclosure of relevant information on financial business and company administration.	
(2) Does the Company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesperson system, webcasting investor conferences)?	V	(2) The Company establishes specialist in charge of information collection and disclosure with implementation of spokesperson system as the external communication. The corporate conference process will be also displayed at the Company website.	
(3) Does the Company publish and declare its annual	V	(3) The Company publishes financial report and monthly operation	The company has a large

Assessment Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	
financial report within two months after the end of the accounting year, as well as publish and declare financial report of Q1, Q2, Q3 and monthly operation status prior to specified deadlines?			number of subsidiaries and affiliates, and is unable to announce and file the annual financial reports within two months after the end of the fiscal year.
8. Is there any other important information to facilitate a better understanding of the Company’s corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ and supervisors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	V		Compliant with the Code of “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”
			<p>status according to regulations under Article 36 of the Exchange Act.</p> <p>(1) For information regarding employees’ rights and care for employees, please refer to the section on “Labor-Employer Relation” of this annual report.</p> <p>(2) The Company has built up the Investor Relations area on its official website.</p> <p>(3) The Company has established related information of the liability insurance for all directors and supervisors in the Company’s Article of Incorporation. The insurance amount, coverage, rate and other important information will be reported to the Board on a regular basis.</p> <p>(4) To improve the supervision and management function of the Board of the Directors, the Company follows the “Regulations Governing Procedure for Board of Directors Meetings of Public Companies” promulgated by competent authority and develops the “Board of the Directors Meeting Standards” with arrangement of advanced study for the directors to pursue advanced study from time to time. (Please refer to “Education and Training of Directors” in this annual report)</p> <p>(5) The Company establishes maintenance office and consumer hotlines worldwide to protect the rights of the consumers. The Company also signs contract with clients to provide relevant products and services.</p> <p>(6) The Company follows the laws and regulation with emphasis on labor-employer relation, providing employment opportunity, creating own branding, expanding export, and fulfilling social responsibilities.</p> <p>(7) In the succession planning program, the successor not only must have the outstanding capabilities in the technology industry, but also acknowledge the Company’s operation philosophy and implement</p>

Assessment Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	
			<p>it. Their personality traits must include “humbleness, honesty, hard-working, cleverness, and courage,” or the five virtues of ASUS, while being trustworthy, innovative, and trusted by clients. In order to introduce new management concepts, the Company allows the open discussions before making decisions, and selects the most correct decision. The reshaping of the company culture and management philosophy has been activated, by referring the innovative management concepts of international companies, and taking “leverage the collective wisdom, select the best creativity” as the core. The Company also continues to train the young generation of the management team, as a talent succession plan for the future management team.</p> <p>The training programs for senior management successors are divided as vision leadership, operating decision-making, strategy execution, driving innovation, and talent inheritance. Through the above-mentioned “five forces for executive leadership,” to train their professional management capabilities and integrated application, for developing their capability in decision-making and judgement.</p> <p>(8) Other company: The governance matters are gradually implemented, taking consideration of the current situation of the Company and regulations.</p>
9. The Company shall describe the improvements with reference to the corporate governance evaluation results issued by the CG Center of Taiwan Stock Exchange Corporation, and shall make available the prioritized enhanced measures for the matters that have not been improved.	V		<p>ASUS particularly disclosed the information on our website to meet the corporate governance requirements. The Company will make improvement progressively according to the plan to be made for the matters that have not been improved.</p>

Note 1: 2024 assessment of the independence and suitability of CPAs.

1. The Independence assessment of Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies

Issues to be Assessed	Assessment Results (Y/N)
(1) CPAs have no shareholding relationship with the Company.	Y
(2) CPAs have no direct or significant indirect financial interest relationship with the Company.	Y
(3) CPAs have no financing or guarantee activities with the Company or the Company's directors.	Y
(4) CPAs have no behaviors that take into account the loss of appointment which may affect the audit work.	Y
(5) CPAs do not have contingent fees related to the Company's audit case.	Y
(6) CPAs have no close business relationship or a potential employment relationship with the Company.	Y
(7) CPAs and members of the audit service team are not currently serving or have not served in the last two years as the Company's directors, managers, or the positions that significantly influence the audit.	Y
(8) CPAs have not provided non-assurance services that may directly affect the audit work.	Y
(9) CPAs have not mediated the trading of stocks or other securities issued by the Company.	Y
(10) CPAs have not acted as a counsel of the Company or represented the Company in coordinating matters relating to conflicts with a third party.	Y
(11) CPAs have no family relationship with the Company's directors, managerial officers or personnel who have significant influence on the audit.	Y
(12) CPAs from the joint CPA firm, within one year after the retirement, have not served as directors, supervisors, managerial officers or positions that have a significant impact on the audit.	Y
(13) Members of the audit service team have not accepted valuable gifts or gratuity from the Company or its directors, supervisors and managerial officers.	Y
(14) Members of the audit service team have not accepted or felt any improper request from the Company's management team regarding the selection of accounting policies or the disclosure of financial statements.	Y
(15) Members of the audit service team have not accepted or felt the Company's management demanding the reduction of audit work that should be performed on the grounds of reducing the audit fees.	Y
(16) CPAs have no litigation relationship with the Company.	Y

2. The assessment of adequacy and independence of audit quality indicators

Five Major Dimension	Assessment Items (13 Indicators)	Information hierarchy	Assessment results (Y/N)
1. Professionalism	(1) Senior Auditors' Adequacy of Audit Experience for Performing Audit Work.	Firm/Case	Y
	(2) Whether Accountants and Senior Auditors Receive Sufficient Training Each Year to Continuously Acquire Professional Knowledge and Skills.	Firm	Y
	(3) Whether the firm maintains a sufficiently experienced human resource pool.	Firm	Y
	(4) Whether the firm has sufficient professional staff to support the audit team.	Firm	Y
2. Quality Control	(1) Whether the auditor workload is not excessive.	Firm/Case	Y
	(2) Whether audit team members' involvement at each audit stage is appropriate.	Firm/Case	Y
	(3) Whether the EQCR (Engagement Quality Control Review) accountant dedicates sufficient time to perform the review of audit cases.	Firm/Case	Y
	(4) Whether the firm has sufficient quality control personnel to support the audit team.	Firm	Y
3. Independence	(1) Whether the proportion of non-audit service fees not excessively high.	Case	Y
	(2) Whether the cumulative duration of auditing engagements on the firm's signed annual financial reports been comprehensively taken into account regarding independence	Case	Y
4. Supervision	(1) Whether the firm's quality control and audit engagements have been free from external inspection deficiencies and sanctions.	Firm/Case	Y
	(2) Whether the firm's quality control and audit engagement supervisory authority's deficiency improvement letters are not excessively high in comparison.	Firm/Case	Y
5. Innovation Capability	Whether the accounting firm committed to enhancing audit quality, including the innovation capability and planning of the accounting firm.	Firm	Y

3. The assessment determined that CPA CHANG, SHU-CHIUN and CPA HSU, SHENG-CHUNG of PwC Taiwan met the standards of independence and suitability. The appointment was approved by the Audit Committee and the board on January 20, 2025.

(VI) Sustainable Development Implementation Status as Required by the Taiwan Financial Supervisory Commission

Assessment Item	Implementation Status		Difference from the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies and the reasons
	Y	N	
1. Does the Company have a governance structure for sustainable development and a dedicated (or ad-hoc) sustainable development organization with Board of Directors authorization for senior management, which is reviewed by the Board of Directors?	V		<p>The Company has established a permanent unit known as the Sustainability &amp; Green Quality Managing Center in charge of promoting policies and actions related to corporate social responsibility. The Sustainability and Green Quality Management Center is established with the CEO serving as the highest-level manager, as mandated by the Chairman, serving as the highest-level executive responsible for supervising the progress of sustainability initiatives and the achievement of goals related to material issues. A Chief Sustainability Officer (CSO) is designated as the unit's management representative and is responsible for providing regular annual reports to the Board of Directors. These reports include policy objectives, key sustainability initiatives, and performances <del>attaches</del>, which are submitted for the Board's review and approval. The Board provides oversight, strategic guidance, and recommendations for sustainability advancement.</p> <p>To effectively implement ESG-related ISO management system standards across departments, the Company has established the Green/ASUS Committee and the SERASUS (Social and Environmental Responsibility, SER) Committee. In 2022, the ESG Committee was also formed to further enhance coordination. ESG committee focus on key sustainability issues across the Company's products, marketing, and design, align sustainability and marketing efforts across departments, and consolidate resources to ensure effective integration and optimal resource allocation.</p>
2. Does the Company follow a significant principle to conduct risk assessment on the environment, society and administration related to the company operation, as well as setting relevant risk management policy or strategy?	V		<p>ASUS established Risk Management Platform to the Business Continuity Management (BCM) Committee to review the external sustainability framework, social investment requirements, international development trends and material</p>

Assessment Item	Implementation Status		Difference from the Corporate Governance Best Practice Principles for TWSE/TPEx-Listed Companies and the reasons
	Y	N	
			<p>issues of stakeholder concern, analyze Risk of impact on ASUS. At the same time, ASUS established enterprise risk management measures to develop management strategies for major risks to strengthen corporate resilience.</p> <p>The BCM Committee reports the review status of risk management to the board at least once a year.</p> <ul style="list-style-type: none"> <li>For information on the major risk management and adaptation actions in 2024, please refer to the 2024 Sustainability Report: Corporate Governance – Risk Management.</li> </ul>
3. Environmental issues			
(1) Did the Company establish a suitable system of environmental management according to its industrial characteristics?	V		(1) The Company has passed the ISO 14001 Environmental management certification since 1998. Up till now, we still follow the PDCA (Plan, Do, Check, Act) system and request proper control.
(2) Is the Company committed to improving resource efficiency and to the use of renewable materials with low environmental impact?	V		(2) ASUS has implemented the ISO 50001 Energy Management System and, in 2023, launched a three-year energy efficiency improvement plan. ASUS Headquarters began replacing low-efficiency chillers with environmentally friendly refrigerants, upgrading cooling water pumps and cooling towers with variable frequency drives and temperature differential control, and introducing a centralized intelligent energy management system. For products, ASUS has established its 2025 Sustainability Goals, one of which is the main topic of "Circular Economy," which includes improving the energy efficiency of products and using eco-friendly materials, such as PCR plastics, post industrial recycled metals (PIR), paper from the Forest Stewardship Council. Through the rigorous audit by international environmental protection agencies, the Company obtains its green product certification.

Assessment Item	Implementation Status		Difference from the Corporate Governance Best Practice Principles for TWSE/TPEx-Listed Companies and the reasons
	Y	N	
(3) Did the Company evaluate climate change on potential risks and opportunities for corporate at present and in future, as well as taking correspondent measures on climate-related topics?	V		<p>(3) The Company according to the TCFD (Task Force on Climate-related Financial Disclosures) issued by FSB (Financial Stability Board), which discloses financial influence caused by climate change based on administration, strategy, risk management, indexes and target frame. Climate-related response actions include:</p> <ul style="list-style-type: none"> <li>• Low-Carbon Products: To reduce the carbon footprint generated throughout the product life cycle, ASUS integrates circular economy principles into product design and services. This includes the use of eco-friendly materials, improved energy efficiency, and extends usage cycles, all aimed at developing low-carbon products.</li> <li>• Supply Chain Carbon Reduction: The supply chain is ASUS's primary source of GHG emissions, with emissions from key suppliers accounting for over 90%. Therefore, ASUS collaborates with key suppliers and product assembly plants through carbon reduction engagement and counseling program. These initiatives include developing suppliers' carbon reduction expertise, providing action recommendations and targets, and regularly tracking progress on carbon reduction efforts.</li> <li>• Renewable Energy Adoption: In accordance with the RE100 initiative's definition of renewable energy, ASUS procures renewable energy sources that contribute to environmental improvement and carbon reduction, such as wind and solar power. These sources comply with renewable energy transfer and matching mechanisms, supporting ASUS in achieving its</li> </ul>

Assessment Item	Implementation Status			Difference from the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies and the reasons
	Y	N	Summary	
(4) Over the past two years, did the Company take statistics on total mass of greenhouse gas emission, water consumption and waste, as well as setting policy on energy conservation together with reduction of carbon, greenhouse gas, water consumption or other waste management?	V		<p>2035 RE100 target.</p> <p>(4) We reduced environmental footprint according to the environmental management policy, where our headquarter received LEED platinum certificate from USGBC. In 2021, ASUS joined RE100 and committed to using 100% renewable energy in global operations centers by 2035. The Company also launched a Zero Waste to Landfill initiative at its corporate headquarters, adopting the UL 2799 Zero Waste to Landfill (ULECVP 2799) standard to track waste flow through quantifiable indicators. This ensures proper processes such as recycling, reuse, and conversion are followed for waste management. The Li Gong Building at ASUS Headquarters obtained ISO 46001 certification for water efficiency management. Both hardware and software measures were implemented, including the installation of water meters on pipelines for monitoring and analysis. A central monitoring system generates weekly water usage reports based on collected data to identify opportunities for improving water efficiency. Each year, ASUS tracks and reports data on GHG emissions, water consumption, and waste volume, setting reduction targets to continuously enhance its environmental performance.</p> <ul style="list-style-type: none"> <li>For data on GHG emissions, water consumption, and total waste volume over the past two years, please refer to the 2024 Sustainability Report: GRI Content Index.</li> </ul>	
4. Social issues (1) Did the Company set relevant management policy and procedures according to related legal regulations and the "International Bill of Human Rights"?	V		(1) The Company has established and disclosed policy on declaration of human rights according to the "Universal Declaration of Human Rights" under the UN, as well as setting the internal standard. At the same time, human	In line with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies.

Assessment Item	Implementation Status		Difference from the Corporate Governance Best Practice Principles for TWSE/TPEx-Listed Companies and the reasons
	Y	N	
(2) Did the Company set and implement reasonable measures of staff welfare (including remuneration, leave and other welfare), and adequately reflect operation performance or achievement in the staff remuneration?	V		<p>rights due diligence is conducted every year to assess potential human rights risks. The assessment mainly includes gender equality, labor rights, health and safety, voice &amp; participation, etc.</p> <p>(2) Every year, the Company would refer to information such as price standard in Taiwan and salary standard in the same industry for reasonable adjustment of monthly salary. Each year, the company sets goals at the beginning of the year and conducts performance appraisals at the end of the year. In addition to recognizing outstanding employee performance and promoting development through the evaluation system, the company also assists underperforming employees in achieving their goals through performance improvement plans. At year-end, the company assesses profits and the achievement status of each business units. The percentage of goal achievement and the budget for unit bonuses are also disclosed to employees, with bonus levels linked to individual positions and company/unit/individual performance. Regarding daily work duty, all staff are entitled to flexible work hours and specified days of personal/ sick leaves with full salary except for certain staff due to the work nature. In addition to special leaves per annum, all staff are entitled to another 7 days of Happiness leave. ASUS values employee work experience, assesses market dynamics, and evaluates the business needs of all company units and employees. We plan an annual fixed number of days (24 days per year) for flexible remote work. In response to the business conditions of different units, ASUS provides all employees with a more flexible work style, which can reduce commuting stress for employee and allows them to focus more on business output.</p>

Assessment Item	Implementation Status		Difference from the Corporate Governance Best Practice Principles for TWSE/TPEx-Listed Companies and the reasons
	Y	N	
(3) Did the Company provide staff with a safe and healthy work environment, as well as implementing regular training on safety and health?	V		ASUS has established regulations such as “Work rules”, “Duty management measures”, “Attendance Management Procedure”, Hybrid Work Model Management Procedure” and “Vehicle/ Motorcycle parking management measures” that specify items that staff shall adhere with and welfare entitled. In 2023, the Employee Stock Ownership Trust (EOT) was launched, allowing employees with over one year of service to participate. The company and employees contribute to the trust in a 1:1 ratio. This initiative demonstrates the company’s sustainable management concept of retaining employees, provides additional support for employees’ retirement life, and shares the company’s operating results and performance retirement. It also enables employees to share in the company’s business achievements and performance. (3) In addition to legal provision of exclusive occupational safety and health units, the Company continued to approve the ISO 45001 labor safety and health management system. All new, current and out-sourced personnel shall receive the occupational safety and health training for personal safety and health. Carry out environmental consideration and safety and health risk identification and conduct emergency response drills every year. In 2024, ASUS independently conducted a total of 19 training sessions and simulation drills covering six scenarios: earthquakes, air raids, chemical disasters, typhoons and floods, psychological stress, and indoor pool drowning incidents. (4) The company has established various Technical/Functional Committees to develop expertise and knowledge in different domains. Supervisors play a key role in supporting employees’ career development by
(4) Did the Company establish an effective training program for staff on development of occupational capacities?	V		

Assessment Item	Implementation Status		Difference from the Corporate Governance Best Practice Principles for TWSE/TPEx-Listed Companies and the reasons
	Y	N	
(5) Does the Company's product and service comply with related regulations and international rules for customers' health and safety, privacy, sales, labelling and set policies to protect consumers' or customers' rights and consumer appeal procedures?	V		taking into account both the competencies required for current roles and future career paths when setting annual Management by Objectives (MBO). Together, they formulate Individual Development Plans (IDP) to align personal growth with organizational goals. (5) ASUS has passed verification for the ISO 9001 Quality management system and ISO 14001 Environmental management system to ensure that product and services comply with relevant legal regulations and criteria worldwide. ASUS set up Privacy Protection Policy to protect Customer privacy and data security, and the policy description is published on the official website. At the same time, the consumer appears procedures and methods have been established, which are available through our technical hotline 0800-093-456/ email or website for technical support ( <a href="http://support.asus.com.tw">http://support.asus.com.tw</a> ).
(6) Did the Company set policy of supplier management that requests suppliers to follow relevant specifications on topics such as environmental protection, occupational safety and health or human right of labors, as well as disclosing the status of implementation?	V		(6) ASUS is a full member of RBA (Responsible Business Alliance). We adopted the RBA code and other international standards as the foundation of our supply chain management, which covered five aspects, namely labor, safety & health, environment, ethics and management system, as well as strengthening protection for women and youth laborers. We request all suppliers to adhere with rules of conduct, and review the degree of implementation with audit office. Additionally, the ISO 20400 sustainable procurement management has been promoted with third-party-certified sustainability management introduced to procurement policy and practice, where we head towards the goal of sustainable operation covering administrations, environmental protections, labor rights, safety and health.
5. Does the Company refer to report editing criteria or guidance that are common internationally for producing CSR report	V		The 2023 Sustainability report published in 2024 was based on GRI Standards 2021 Update, which also adopted the

Assessment Item	Implementation Status		Difference from the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies and the reasons
	Y	N	
and discloses non-finance information of the Company? Did the above-mentioned report receive assurance or guaranteed comments from the third-party verification unit?			Principles for TWSE/TPEX-Listed Companies.
6. If the Company has established its sustainable development code of practice according to "Listed Companies Sustainable Development Code of Practice," please describe the operational status and differences: The Company has fulfilled its corporate social responsibility based on the "Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies".			Principles for TWSE/TPEX-Listed Companies.
7. Other important information to facilitate better understanding of the Company's implementation of sustainable development: Please refer to the ASUS sustainability report and website at <a href="https://esg.asus.com/zh/resource/reports">https://esg.asus.com/zh/resource/reports</a>			

(VII) Climate-related information of publicly traded and OTC companies:

Item	Execution process																								
<p>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</p>	<p>(1) The Chairman serves as the highest responsible for group sustainability-related matters. The CEO is the top management of sustainable management.</p> <p>(2) Since 2022, the company reports its climate change adaptation strategies and progress on climate action issues to the board of directors quarterly. Additionally, it annually reports progress on carbon reduction targets.</p>																								
<p>2. Describe how identified climate risks and opportunities affect the business, strategy, and finances of the enterprise (short-term, medium-term, long-term).</p>	<p>According to the TCFD guidelines, ASUS should identify and assess both transition risks and physical risks. This involves evaluating the probability/frequency of each risk or opportunity occurrence and its impact on operations. By doing so, ASUS can prioritize the risks that most significantly affect their business models. The outcomes of scenario analysis inform strategic decisions and mitigation plans, including:</p> <table border="1" data-bbox="678 835 1356 1549"> <thead> <tr> <th data-bbox="678 835 849 892">Risk classification</th> <th data-bbox="849 835 1024 892">Stage of occurrence</th> <th data-bbox="1024 835 1356 892">Impact</th> </tr> </thead> <tbody> <tr> <td data-bbox="678 892 849 1220" rowspan="3">Transformation risk</td> <td data-bbox="849 892 1024 974">China's National Carbon Market</td> <td data-bbox="1024 892 1356 974">Long-term</td> <td data-bbox="1154 932 1338 1045" rowspan="2">Factors affecting ASUS's operating costs and product prices</td> </tr> <tr> <td data-bbox="849 974 1024 1087">Carbon Border Adjustment Mechanism (CBAM)</td> <td data-bbox="1024 974 1356 1087">Mid-term</td> </tr> <tr> <td data-bbox="849 1087 1024 1220">Change in customer behavior</td> <td data-bbox="1024 1087 1356 1220">Near-term</td> <td data-bbox="1154 1087 1338 1220">Product diversification and continuous introduction of new products</td> </tr> <tr> <td data-bbox="678 1220 849 1409" rowspan="2">Physical risk</td> <td data-bbox="849 1220 1024 1333">The assembly was shut down due to a power outage</td> <td data-bbox="1024 1220 1356 1333">Near-term</td> <td data-bbox="1154 1289 1338 1402" rowspan="2">Factory shutdown losses</td> </tr> <tr> <td data-bbox="849 1333 1024 1409">Ground transportation is disrupted</td> <td data-bbox="1024 1333 1356 1409">Near-term</td> </tr> <tr> <td data-bbox="678 1409 849 1549" rowspan="2">Opportunity</td> <td data-bbox="849 1409 1024 1465">Launched low-carbon products</td> <td data-bbox="1024 1409 1356 1465">Near-term</td> <td data-bbox="1154 1465 1338 1549" rowspan="2">Meet customer needs for low-carbon products</td> </tr> <tr> <td data-bbox="849 1465 1024 1549">Provided carbon-neutral services</td> <td data-bbox="1024 1465 1356 1549">Near-term</td> </tr> </tbody> </table> <p>Stage of Occurrence: Near-term (1-3 years), medium-term (3-5 years), and long-term (5-10 years)</p>	Risk classification	Stage of occurrence	Impact	Transformation risk	China's National Carbon Market	Long-term	Factors affecting ASUS's operating costs and product prices	Carbon Border Adjustment Mechanism (CBAM)	Mid-term	Change in customer behavior	Near-term	Product diversification and continuous introduction of new products	Physical risk	The assembly was shut down due to a power outage	Near-term	Factory shutdown losses	Ground transportation is disrupted	Near-term	Opportunity	Launched low-carbon products	Near-term	Meet customer needs for low-carbon products	Provided carbon-neutral services	Near-term
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<p>3. Describe the financial impacts of extreme weather events and transition actions.</p>	<p>ASUS's main revenue products are manufactured by assembly plant located in Chongqing, China. ASUS uses the following assessment models to calculate the financial impact of extreme climate events.</p> <p>(1) An assembly plant stopped production due to a power outage: Based on Zhao et al. (2022), using the CMIP6 model under the SSP5-8.5 scenario, the estimated financial losses from work</p>																								

	<p>stoppages in Chongqing by 2050 are calculated based on the number of days of power outages caused by annual reductions in electricity supply.</p> <p>(2) Land transportation interruption: Based on the research findings of Wang et al. (2022), the estimated losses due to work stoppages caused by flooding from heavy rainfall in Chongqing by 2050 are projected for continuous stoppages of 3 days, 7 days, and 15 days.</p> <p>* For details on the financial impacts of extreme climate events and transition actions, please refer to ASUS's 2024 Sustainability Report.</p>										
<p>4. Describe how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.</p>	<p>ASUS has established the Business Continuity Management (BCM) Committee, responsible for reviewing risk management operations, proactively establishing robust protective mechanisms, and demonstrating organizational resilience. This includes climate-related risks and opportunities. The BCM Committee reports to the board of directors on risk management reviews at least once a year.</p>										
<p>5. If scenario analysis is employed to evaluate resilience to climate change risks, it should outline the scenarios, parameters, assumptions, analytical factors, and primary financial impacts utilized.</p>	<p>Transition risks are analyzed based on the Stated Policies Scenario (STEPS) and the Net Zero Scenario (NZE) as defined in the World Energy Outlook, which is published annually by the International Energy Agency (IEA).</p> <p>Physical risks are assessed based on the methodologies outlined in the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6), released in August 2021.</p> <p>*For detailed scenario analysis, please refer to the ASUS 2024 Sustainability Report.</p>										
<p>6. If there is a transition plan to address climate-related risks, describe the plan's content and the indicators and goals used to identify and manage physical and transition risks.</p>	<table border="1"> <thead> <tr> <th colspan="2">Risk description</th> <th>Response strategies</th> <th>Indicator objectives</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Transition Risks</td> <td>China's Carbon tax</td> <td rowspan="3"> <ul style="list-style-type: none"> <li>Supplier Carbon Reduction Engagement and Counseling Program</li> <li>Supplier Environmental Performance Audits</li> <li>Establishment of a Carbon Management Platform</li> <li>Expansion of</li> </ul> </td> <td rowspan="3"> <ul style="list-style-type: none"> <li>By 2025, achieve products above ENERGY STAR® by 30%.</li> <li>By 2025, key suppliers achieve a 30% reduction in</li> </ul> </td> </tr> <tr> <td>Carbon Border Adjustment Mechanism (CBAM)</td> </tr> <tr> <td>Change in customer behavior</td> </tr> </tbody> </table>	Risk description		Response strategies	Indicator objectives	Transition Risks	China's Carbon tax	<ul style="list-style-type: none"> <li>Supplier Carbon Reduction Engagement and Counseling Program</li> <li>Supplier Environmental Performance Audits</li> <li>Establishment of a Carbon Management Platform</li> <li>Expansion of</li> </ul>	<ul style="list-style-type: none"> <li>By 2025, achieve products above ENERGY STAR® by 30%.</li> <li>By 2025, key suppliers achieve a 30% reduction in</li> </ul>	Carbon Border Adjustment Mechanism (CBAM)	Change in customer behavior
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	Change in customer behavior										

			Renewable Energy Usage <ul style="list-style-type: none"> <li>• Use of Environmentally Friendly Materials</li> <li>• Improvement of Product Energy Efficiency</li> </ul>	carbon intensity. <ul style="list-style-type: none"> <li>• Use 100% renewable energy in Taiwan-based operations centers by 2030</li> <li>• Use 100% renewable energy in global operations centers by 2035</li> </ul>
	Physical Risks	Assembly shutdown due to power outage	Establish Business Continuity Management Operations and Business Continuity Plan (BCP)	
		Land transportation interruption		
<p>7. If using internal carbon pricing as a planning tool, the basis for price determination should be explained.</p>	<p>(1) Supplier emissions and use stage of ASUS product, falling under Scope 3 greenhouse gas emissions, account for over 90%. Therefore, aligning product carbon footprint with internal carbon pricing to measure performance will drive product carbon reduction efforts.</p> <p>(2) ASUS adopts the European Union's Carbon Border Adjustment Mechanism (CBAM) and its Emissions Trading System (ETS) prices as the internal carbon pricing assessment framework. We set the internal carbon price (ICP) of main products at \$80 per metric ton of CO<sub>2</sub>e. Performance measurement is concurrently disclosed in financial management reports, providing product business units with insights for tracking and managing product carbon reduction performance. Additionally, assessment mechanisms and internal carbon prices will be dynamically adjusted in response to the evolving policies of the EU carbon market.</p>			
<p>8. If climate-related targets are set, the covered activities, greenhouse gas emission scopes, planning timeline, progress achieved annually, etc., should be explained. If carbon offsetting or Renewable Energy Certificates (RECs) are used to achieve these targets, the source and quantity of offset carbon</p>	<p>ASUS's climate strategy is based on a science-based reduction pathway (SBT), focusing on increasing energy efficiency and expanding the use of renewable energy. The three-stage steps include investing in innovative technologies to remove remaining emissions:</p> <p>Improving energy efficiency:</p> <ul style="list-style-type: none"> <li>• Ensure energy efficiency of products reaches 30% above the ENERGY STAR® standard Achieve a 30% reduction in carbon intensity rates in the supply chain.</li> <li>• Achieve products surpassing ENERGY STAR® by 30% by 2025.</li> <li>• Achieve a 30% reduction in carbon emissions in the supply chain by 2025.</li> </ul> <p>Expanding the use of renewable energy:</p> <ul style="list-style-type: none"> <li>• Use 100% renewable energy in Taiwan-based operations centers.</li> <li>• Use 100% renewable energy in global operations centers.</li> </ul>			

credits or the number of RECs should be specified.	<p>Innovative technologies:</p> <ul style="list-style-type: none"> <li>• Invest in innovative technologies</li> <li>• Remove residual emissions</li> <li>• Lead the value chain to net zero</li> </ul> <p>In 2024, ASUS achieved RE50 for its global operations through on-site solar energy generation for self-consumption and the procurement of renewable energy certificates (solar and wind power). Additionally, ASUS’s newly launched notebook models exceed the ENERGY STAR® standards by an average of 47.9%.</p> <ul style="list-style-type: none"> <li>• For detailed progress on goal attainment, please refer to the ASUS 2024 Sustainability Report.</li> </ul>
9. Greenhouse gas inventory and verification status	Please refer to the ASUS 2024 Sustainability Report.

(VIII) Corporate Social Responsibility

With 30 years since its establishment, ASUS went through numerous operative transformations, where the public focus on ASUS capability of generating financial profit also extended to overall performance on environmental protection, culture of caring and taking social responsibilities that helped achieve our economic growth. It is a significant subject for ASUS on how to utilize the sustainability strategy for promoting innovation and becoming a better corporate.

We believe that sustainability should not be a mere PR (Public Relations) method to vamp up the corporate image. Instead, it shall allow us to carry the social responsibility by solving problems in societies and the environment, as well as seeking humankind well-being while pursuing our operation growth at the same time. Therefore, ASUS has merged sustainability with operation concept by starting from ethical honesty. Each of our decision processes included consideration on environmental and social aspects, which were expected to provide genuine contribution to humankind together with our partners and clients.

In 2009, ASUS established an exclusive unit for sustainable development, which deals with sustainability topics such as grasp global trends on sustainable development, analytical administration, environment and society. By combining the operation core, product innovation and service, the direction of strategic sustainability was set together with project promotion. Along with initiation of a reconstruction program by the organization, the sustainable unit was reformed as the “Sustainability & Green Quality Management Center” in 2022. The unit was provided with the position of Chief Sustainability Officer (CSO) in charge of grasping and analyzing global trends in sustainability, managing goals and practical actions under sustainability policy, as well as regularly submitting annual critical plans of sustainability and results from performance to the board of directors for review. Recently reported at the Q3 2024 board meeting, and the board will supervise the promotion of and recommendations for sustainability.

In order to perform lateral inter-unit coordination on critical topics such as product, supply chain and organizational operation with high influence in the corporate, Establishment of the GreenASUS Committee and SERASUS Committee, appointed by senior management, responsible for the company's ISO 9000 quality management system, QC 080000 hazardous substance process management system, ISO 14001 environmental management system, and ISO 45001 occupational health and safety management system. The ESG Committee was established in 2022. Committee members were from each business unit as well as the design center, certification, marketing, sales and other support units. It effectively focuses on sustainability issues across the company's overall product, marketing, and design aspects. so all ASUS staff may contribute consistent effort on sustainability, which properly combines sustainability with operation cores and become part of the corporate competitiveness.

In response to the increasingly complex risks faced by business, such as: trade wars, extreme weather, COVID-19, information security incidents, etc., ASUS established the Business Continuity Management Committee (referred to as the Committee), and the board is responsible for supervising the risk management strategy. The Committee is responsible for reviewing risk management operations, and each task team identifies possible future challenges and establishes good protection measures in advance to demonstrate organizational resilience. In order to carry out long-term governance more actively, independent directors joined the BCM Committee in 2022, with more than half of the members being independent directors. At the same time, a dedicated BCM Office was established, with the head of sustainability being appointed as the top executive of risk management responsible for implementing risk-related measures.

Results of sustainable governance:

- (1) Selected for the "Prime Level" (highest) rating by the Institutional Shareholder Services (ISS) ESG (2021-2024).
- (2) Selected for the MSCI ESG-related indexes by Morgan Stanley (2021–2024).
- (3) Selected as a component of the FTSE4Good Emerging Index (2016-2024).
- (4) Selected as a component of FTSE4Good Emerging Index and TIP Taiwan ESG Index (2017-2023).
- (5) Received a “Low Risk” ESG Risk Rating from Sustainalytics (2021–2024).
- (6) Selected as one of Sustainalytics' Region Top Rated ESG Companies in Asia-Pacific (2025).
- (7) Selected as a Climate Leaders Asia-Pacific (2022-2023).
- (8) Selected as one of Carbon Clean 200 (2023-2024).
- (9) Both the Carbon Disclosure Project (CDP) “Climate Change” and “Water security” have been rated as Leadership Level (2025).
- (10) Near-term science-based emissions reduction targets validated by Science Based Targets initiative (SBTi) in 2023.
- (11) Announced joining RE100 in October 2021, committing to using 100% renewable energy in Taiwan-based operations centers by 2030 and in global operations centers by 2035.

- (12) In 2021, jointly proposed the establishment of the Taiwan Climate Partnership with seven technology companies in Taiwan.
- (13) Awarded the SEAL Business Sustainability Awards for Environmental Initiatives (2024).
- (14) Received the “Asia Sustainability Reporting Awards” for the fourth time, earning four honors in 2025, including “Asia’s Best Climate Reporting” and “Asia’s Best Environmental Impact Reporting”.
- (15) Ranked in the top three in the Annual Report on EPR for EEE Industry in China. (2022-2024).
- (16) In 2023, ASUS launched “ASUS Carbon Partner Services” for commercial notebooks”, the world's first commercial notebook (B94) to obtain product carbon footprint and carbon neutral verification.
- (17) In 2023, the first case study in Asia to implement WBCSD CTI (Circular Transition Indicator).
- (18) Evaluated as one of the world's best employers by Forbes. (2020-2024)
- (19) Named Most Valuable Taiwanese Brand by Interbrand for the 11th year. (2013-2019, 2021-2024).
- (20) Listed in the “World’s Most Admired Companies” nine times by Fortune Magazine of the US.
- (21) Recognized by Fortune as one of the “World’s Most Admired Companies” for the nine times.
- (22) Top 100 Global Innovators 2021 by Clarivate.
- (23) Acquisition of 「Asia’s Most Socially Responsible Company of the Year」 Award in 2020.
- (24) The most trusted company in the world selected by Forbes. The only top 100 enterprises in Taiwan that has been selected for three consecutive year (2017-2019).
- (25) First electronic company in the world that obtained the ISO 20400 Sustainable procurement certificate in 2019.
- (26) 2019 GCSA (Global Corporate Sustainability Award): Global sustainability excellence award and Global best practice award.
- (27) 2019 TCSA (Taiwan Corporate Sustainability Award): 7 awards including the supply chain management award, social inclusion award, climate leader award, innovative growth award, circular economy leader award, Top 50 comprehensive performance award in service industry under corporate sustainability and gold award in service industry under corporate sustainability.
- (28) For 2017 and 2018, the Company was selected among the Top Ten Corporate Citizen Award by CommonWealth Magazine for two consecutive years.

Note: The year indicated is the year of the award evaluation announcement.

Key focus of Sustainability:

ASUS adopts the Double Materiality Principles proposed by the EU to identify highly material issues that have a material impact on "ASUS" and "external economy, environment and people". Beneficial for ASUS integrating sustainability strategy and

the Company's business policy, so that the ESG performance can bring long-term impact to the Company.

## **1. Circular economy and product responsibility**

At ASUS, we see the circular economy as the key towards sustainable operation. From passive pollution prevention in the past and compliance with legal regulations, we changed to initiative and preemptive measures with the goal of detaching operation growth from resource consumption. From the product life cycle of “cradle to grave,” we extended it as “cradle to cradle,” which formed a circulating model of “resources, products and then regenerated resources.”

We are well aware that the model of a circular economy could not be achieved with one step. Therefore, we analyzed the trend of international development and referred to the research report from Accenture. Combining our proud digital technology while fusing mindset of circular economy into product design and service, we applied four processes, materials selection, product design, consumer use and recycling, where we adopted numerous measures to improve resource efficiency.

### **Materials selection**

#### Initiative strategy of prohibiting hazardous chemicals

Certain chemicals display acceptable risks currently, but may be determined as control necessity in future, which interrupts the possibility of product or part circulation. ASUS's Hazardous Substances Free (HSF) standards far exceed international mandatory regulation, with over 450 controlled chemical substances by this year. In addition to preventing influences on laborers and the environment, such action also helps circulated usage of resources.

#### Non-usage of halogen flame retardants at 91% of parts

Halogen flame retardants cause hazard to the environment and human health from incomplete combustion. Furthermore, the parts containing halogen cannot be reused due to encroachment under halogen acid, which is against the interest of the circular economy. ASUS has adopted the halogen-free policy since 2010, and gradually introduced halogen-free hard drives and batteries starting 2019 and PCB substrates starting 2021. It is expected that by 2035, all major product components will comply with halogen-free standards, where we commit in reducing usage of halogen flame retardants, provided that alternative technology and economy are feasible without affecting the product performance and quality.

#### Product from use of Post-Consumer Recycled (PCR) materials

From 2019, all commercial computers from ASUS contain more than 5% of PCR. For certain screens, the recycled plastics were even obtained from recycled products. Since 2017, more than 3,500 tons of Post-consumer recycled plastic. In 2022, we used more diverse eco-friendly materials, In 2024, ASUS used over 22 metric tons of industrial recycled metals. For example, the AI PC ExpertBook P5 features a metal chassis made with 30% post-industrial recycled(PIR) metal, and the magnets used in the product's fan are made from 100% recycled neodymium.

Since 2019, ASUS has replaced PE bags with PET non-woven fabric for packaging and increased the use of paper packaging made from 90% recycled pulp. In 2024, approximately 27,900 metric tons of recycled paper were used in major products, representing a 62% increase compared to the baseline year of 2020.

## **Product design**

### Energy-Efficiency Product Design

ASUS has adopted the use of external power supplies that have the highest energy efficiency level, Level VI, on the market for its products. The internal specifications are 10% more stringent than the law for products that are in the power-off status. ASUS's new notebooks launched in 2024 on average perform 47.9% better than the ENERGY STAR® standard. In 2024, 78% of ASUS's product revenue came from products that met the ENERGY STAR® standards.

### Modular design

Modular design is an approach to product design that organizes components based on their functionalities, allowing for the assembly of individual components into products through integration and stacking. Products designed with modular design not only enable rapid assembly or disassembly but also make it easier to upgrade, replace, or repair functional components when needed. This facilitates achieving goals such as prolonging the product lifecycle through assembly, service, reuse, and recycling.

### Design for easy disassembly and maintenance

Through the design of easy dismantling for recycling, the consumer can update spare parts to accommodate with the requirement of usage when the product needs an upgrade to improve the computing performance, so there is no need to replace the entire product. Upon product error, it is easy to dismantle, maintain and replace materials to extend the life of product usage. Should scrapping become necessary, the product can assist the recycling company in sorting, which reduces the operational cost of recycling and enhances the recycling value of electronic products.

### Eco-Friendly Packaging Design

Starting in 2020, ASUS gradually adopted paper materials certified by the Forest Stewardship Council (FSC), and by 2024, the company had used over 1,090 metric tons of FSC-certified materials. In addition to using eco-friendly materials, we applied design to reduce the inner space in packaging, on the premise of maintaining safety during transportation, to reduce the volume of product packaging and use of materials. The stacking efficiency during transportation was also considered, where the damage caused by transporting products of different dimensions at the same time was reduced for improving transportation efficiency.

## **Consumer use**

### Device as a Service (DAAS)

Products or services with a circular economy mindset, such as sharing and the rent instead of buy consumption model, are attractive to consumers. While prolonging the

product life cycle and reducing waste, the methods use resources properly and expand new business opportunities based on sustainability. The Device as a service (DaaS) program promoted by Asus offers flexible payment methods to help corporate customers reduce hardware expenditures, deployment costs and support service costs, and provides comprehensive lease solutions in the use of IT hardware and services.

## **Recycling**

### Product recycling service

Recycling service provided over 82% of the sales market worldwide, ASUS provided recycling service in Taiwan, Europe, North America, China and India. Through recycling and resource circulation, replaced electronic products were given new value and life, which created the next wave of opportunity for economic development and became the key of the circular economy.

## 2. Climate Action

ASUS supports the goals of Paris Agreement together with the targets and solutions drafted with scientific methods. Although we do not fall under energy intensive industry, we facilitate industrial influence on the topic of mitigating climate change. In addition to contributing to the environment and society with innovation, we integrated climate action into our operation policy, where corresponding strategies were set against major climate risks and opportunities identified. Moreover, tracking management was conducted in qualitative and quantitative methods.

Based on the framework of the Task Force on Climate-Related Financial Disclosures (TCFD) issued by the Financial Stability Board, ASUS discloses the financial risks and opportunities derived from climate change, as well as core information such as governance, strategy, risk management, indicators and targets. Please refer to the ASUS 2024 Sustainability Report for further details.

## 3. Responsible manufacturing

ASUS acknowledges that sustainability not only concerns the organization per se but also covers the suppliers in the entire value chain during the life cycle of a product, including procurement of down-stream raw materials, production, and use of products and waste of products. With respect to the problems seen at each stage, including the stage of procurement of raw materials, such as mineral conflicts, use of hazardous substances correspondent to the stage of production, laborers' human rights, and electronic waste goods control at the stage of waste of goods, ASUS defined different countermeasures to be taken by the suppliers, ranging from the ISO under the PDCA framework constructed by the organization internally to international organizations attended by the Company externally to integrate external resources to control and manage the risk jointly.

### Sustainable procurement

The EICC (Electronic Industry Citizenship Coalition) is a nonprofit organization of the global electronic industry dedicated to fulfilling corporate social responsibility. It

was renamed as Responsible Business Alliance (RBA) in 2017. Through formulating the standard Code of Conduct, RBA implements the human rights and environmental protection. As a full member at the highest level of the RBA, ASUS is committed to abide by the RBA Code of Conduct and further refers to the requirements of other voluntary international standards (e.g. SA8000 and PAS7000) to establish the stricter Supply Chain Code of Conduct. In addition to ensuring more protection of the child labor, compulsory labor as well as female and pregnant employees, the purpose of this code of conduct is to create a healthy and safe working environment, promote environment-friendly processes, and encourage suppliers to direct more resources toward the topics of social responsible and continual improvement.

At the same time, we conduct human rights due diligence in the supply chain every year. We classify the human rights risks of suppliers based on key indicators such as employment procedures, contract management, wages and benefits, work hours warnings, forced labor, freedom of movement, freedom of association, humane treatment, anti-discrimination and anti-harassment and collective bargaining, with RBA qualified auditors conducting an audit of high-risk suppliers.

#### Supply chain risk classification management

The ASUS supply chain management operates in three stages. All the suppliers who are qualified to cooperate with ASUS must pass the quality audit of new supplies in the first stage, we also acquired the ISO 9001 and 14001 certificates, where the ASUS Code of Conduct Compliance Declaration and Statement of Assurance Regarding Prison or Forced Labor were signed. A sustained risk management mechanism is established in the second stage to manage the transaction risks on an ongoing basis. It requires all the suppliers to sign a statement of compliance with the code of conduct, commit themselves to observance of human rights, health and safety, environment, ethics, and management system requirements, and cooperate with ASUS to implement the annual risk management, including the self-evaluation and audit of social responsibilities, regulatory audit of Green Mark, investigation of carbon and water footprints, impact on biodiversity and investigation of conflict minerals. Suppliers' ESG performance is included in the Q3 quarterly business review (QBR) as the basis for continuous collaboration and order allocation.

To monitor the ongoing risk management performance of the supply chain, ASUS carries out identification of suppliers based on the features of the industries in the supply chain, purchase modes, and geographic relationships. Management measures are determined depending on the level of the risk. For the suppliers identified as higher risk, an independent third party will work together with our internal audit department to conduct on-site audit according to the Supply Chain Code of Conduct. The results of the audit will be incorporated into the QBR (Quarterly Business Review) report and used as an important basis for the management to allocate resources and make decisions on continuous cooperation.

#### Engagement and Communication Program

In order to improve and focus on the management capability of the supply chain, a supply chain plenary session is held every year to communicate the supply chain

management systems and requirements of ASUS, give a lecture on the latest international laws and regulations, and share the best practices in the industry. A global supply chain management platform is established to provide an official outward communication channel, create a mechanism for approval of materials and finished products in terms of their compliance, and collect supply chain investigation information. Since 2021, ASUS has initiated a key supplier carbon reduction engagement and counseling program, providing professional carbon reduction training and offering carbon reduction action advice and targets, tracking carbon reduction progress quarterly with carbon reduction strategies adjusted as necessary. ASUS aims to achieve the following targets by 2025: 75% of key suppliers establish goals aligned with Science Based Targets(SBT) for carbon reduction, adoption of 40% to 65% renewable energy (RE40–RE65), and 100% of manufacturing partners certified with ISO 50001.

#### Responsible Minerals

Avoiding the use of conflict minerals obtained from illegal operations is ASUS' social responsibility for the protection of human rights and environmental protection as a brand company. We established the Responsible Mineral Procurement Policy, implement supplier management, and require them to gradually shift purchases of minerals to qualified smelters to prevent illegal operations that result in labor oppression, coercion, child labor abuse, and damage to the ecology. Since 2018, ASUS has maintained and achieved sourcing 100% of tantalum, tin, tungsten, and gold from the qualified smelters, and aims to reach the goal of 100% cobalt procurement from qualified smelters by 2025.

In addition to the above-mentioned major topics, we also disclosed the following topics concerned by other interested parties:

#### 1. Care for employees

ASUS adheres to the management philosophy for “training, cherishing and caring employees to enable ASUS folks to exert their potential to the utmost”. ASUS identifies employees as its most important assets. Each of them is talent who needs to be treated diligently. Therefore, ASUS is dedicated to establishing the well-founded management system and environment, and integrates internal and external resources to create well-founded caring system and communication platform. The integration of resources is intended to transform the Company’s strengths into ASUS cultural assets to be preserved, communicated, and memorized in each ASUS employee’s mind, so that employees may exert their potential without limitation and keep pursuing organizational and individual growth and objectives.

#### Benefit Package that Exceeds the Law

In addition to providing social insurance as required by the law, the Company offers comprehensive group insurance policies and the coverage is expanded to employees' families. At the same time, a number of benefits are provided, including meal allowances, birthday gifts, health check allowances, etc. As for leave and attendance, paid personal or sick leaves are granted and ASUS employees also enjoy a number of days of Happiness Leave every year, in which they can plan their personal time off. Headquarters provides 24 days of hybrid work model annually, reducing

commuting costs, increasing environmental protection, and enhancing employees' work flexibility. Overseas subsidiaries have implemented a hybrid work model, significantly enhancing overall work flexibility. This approach supports employees in pursuing further education, caring for their families, and achieving a better work-life balance.

#### Employee Care Website

The Company extends care via the website to share and ease the work pressure together with employees, help employees' self-management and achievement of balanced development of work and life. The contents of the website include release of work pressure, positive thinking, and other information helpful for the employees' personal work or life. ASUS has also established internal and external Employee Assistance Program (EAP) hotlines to provide professional consultation services for employees. These services cover a wide range of topics, including workplace adjustment, emotional management, interpersonal relationships, stress coping, and anxiety management. Employees can access expert support and referral resources through these hotlines, ensuring they feel supported in all aspects of work and life. This initiative aims to enhance employees' sense of belonging and workplace security.

#### Health promotion

ASUS conducts employee health checks every year, which is better than the requirements of the Labor Health Protection Rules. Abnormality analysis, hierarchical management and improvement follow-ups are also carried out on abnormal health items. We collaborate with neighboring hospitals for free outpatient services, and regular follow-up, medical referral and diverse health promotion activities conducted by occupational physicians and occupational nurses to help employees maintain their health condition

#### Diversified communication channels

ASUS has boosted the electronic promotional materials and blogs in the territories of Taiwan in the past years. The two-way open communication model between employees and supervisors have been implemented for years, in addition to the other fair communication channels between employees, work teams and high-rank management internally and externally, such as ASUS intranet EIP, 24-hour emergency service hotline ext. 22119 for ASUS employees, humane care hotline ext. 21799, CEO On-Live and employee feedback mailbox serve as a good bridge and channel for internal and external communication with employees, work teams and senior executives.

#### Dual-Track Talent Development

ASUS categorizes professional skills into four major domains: Research & Development, Engineering & Technology, Sales, Business & Marketing, and Management Support. Clear skill requirements are defined for each position,

accompanied by the development of professional training roadmaps for key roles, technical and trend-focused seminars, and strategic training programs.

#### Disaster relief

The Company has planned a care program for employees who suffer from material disasters to provide support to employees and their family members in case of serious disaster or emergency, and to extend care, assistance and record employees and their family members who suffer diseases or accidents, so that employees and their family members may feel ASUS's family love and care. Meanwhile, ASUS will manage the safety care for the employees of ASUS's subsidiaries all over the world, and employees who take business travel or are expatriated at the workplace, in order to ensure their safety.

## 2. Social engagement

ASUS is used to valuing and pursuing the orientations and objectives including "shortening the digital gap", "upgrading innovative ability", "training of technology talents", "contributing to industrial-academic cooperation" and "promoting environmental protection and energy saving". In 2008, ASUS founded ASUS Foundation in hopes of "utilizing ASUS resources, caring for people, protecting the earth, creating learning opportunities, providing pre-job training, and remedying the digital divide". It calls on people to take actions for the public welfare and care the communities more positively in the hope to give feedback to society on a specific and ongoing basis, extend the range of service, and be conscientious to take corporate social responsibilities.

ASUS Foundation, through the connection and cooperation with governments and non-profit-making organizations everywhere, encourages and invites the public to value and concern the society-related issues in various manners and via various activities. Meanwhile, it also hopes to accumulate the collective energy through more concrete action force, and extends to more diversified platforms, feed more benefits back to society via connection with different organizations, upgrade the global information education and promote the exchange and development in the world, in order to become a global digital education portal dedicated to providing software and hardware integration service and achieve ASUS's vision for the global citizen.

Social and public welfare results:

### (1) Refurbished Computer and Digital Training Program

Since establishment in 2008, shortening digital divide has been the purpose of ASUS Foundation. Through cooperation between NPO (Non-Profit Organization), volunteer groups and government units, digital learning centers were set up worldwide to assist in solving local problems of digital divide. We contributed to society with practical and continuous actions, where we expected to cultivate international talents and realize ASUS ideals as a global citizen.

The ASUS digital inclusion program covers three major strands, namely “establish fundamental hardware and reduce digital divide,” “improve education for talent cultivation and create digital opportunity,” as well as “culture conservation and transmission for realizing digital inclusion.” The living quality of minorities was improved by information technology with preservation of traditional cultures locally.

The refurbished computers served by the donated non-profit-making organizations are primarily volunteer workers, cram schools for disadvantaged child students, seniors, physically and mentally handicapped, and new inhabitants. Meanwhile, the recipients who received the refurbished computers may also apply the software programs and services provided by ASUS Foundation, e.g. set-up of social community, control over files, paperwork, promotional portal, so as to upgrade its administrative capability and extend its global view and create competitiveness in the future. Such software and teaching materials are expected to benefit a total of 30,000 persons directly and indirectly.

With the digital divide remediation as our mission, the ASUS Foundation has worked together with the ASUS Volunteer Club since 2015 to give digital teaching services to the organizations that have received the recycled computer donations. The practical service allows ASUS to understand the actual needs of users and give feedback to the design of the product and service to improve the positive relationship between the ASUS products and end users. In 2024, ASUS continued its "Indigenous Communities Digital Care" refurbished computer donation program for the third consecutive year, with a total of 400 refurbished computers donated to date. This year, 100 refurbished computers were donated to the Laiyi Township Council in Pingtung County and distributed to student after-school programs, tribal cultural health centers, village offices, local associations, and schools. The initiative provides local students and communities with access to digital learning opportunities and development resources, helping to bridge the digital divide in indigenous areas while promoting educational advancement and regional development.

The ASUS Foundation has a special page on the Facebook to promote the communication between the recipients and share the benefits of the recycled computers.

ASUS “Refurbished Computer Digital Training Program”, you can visit at the following website:

<https://www.facebook.com/asusecopc/>

For more details about the “Refurbished computer digital training plan”, you may access them at the following website:

<http://www.asusfoundation.org>

## (2) Digital Learning Center

Since 2009, the ASUS Foundation has participated in the ADOC 2.0, a project of APEC, and worked with the Ministry of Foreign Affairs to help local nonprofit organizations in ADOC member states and in the countries having formal diplomatic relationship with Taiwan establish digital learning centers, promote learning of digital applications, and remedy digital divides between countries, townships, cities, ages, and sexes in the hope to allow people to live a more convenient and happier life.

Since 2009, the ASUS Foundation had the support of the ADOC (APEC Digital Opportunity Center) and the Ministry of Foreign Affairs. In addition to recycled and brand new computer donations, ASUS IT volunteers have made efforts to promote digital learning, improve the digital capability of the children in remote areas, poor young students, women, and aged people, and provide practical training opportunities. For 15 years, we have assisted more than 40 countries to establish digital opportunity centers, with more than 600 computer classrooms, and donated a total of 20,000 information devices such as new ASUS computers, recycled computers and tablets. Other than donating computers, the information volunteer services has been applied to promote the digital learning, to enhance the digital capabilities of rural children, poor young students, women and seniors, as well as to provide internship. The number of benefitted people from the program exceeded 650,000.

Since 2015, the program has been renamed as Taiwan Digital Opportunity Center (TDOC). Through the power of the government and private enterprises, we share Taiwan's love and resources with the rural or disadvantaged groups around the world, and help local disadvantaged children and academic institutions to enhance their digital capabilities.

The countries that received donations until now:

10 countries in the Asia Pacific	Taiwan, Philippines, Cambodia, Vietnam, Indonesia, Thailand, China, Malaysia, Laos, Myanmar
5 countries in Central Asia	India, Sri Lanka, Turkey, Nepal, Jordan
10 countries in Africa	Tanzania, South Africa, Zimbabwe, Swaziland, Kenya, Nigeria, Burkina Faso, Malawi, Madagascar, Mozambique
15 countries in Central and South America	Ecuador, Paraguay, Panama, Nicaragua, Dominica, Honduras, Belis, Haiti, Peru, Saint Vincent, Saint Kitts and Nevis, Mexico, El Salvador, Guatemala, St Lucia
2 countries in European	Netherlands, Russia

### (3) ASUS i-Taiwan Digital Volunteering Service Project

ASUS Foundation carried out the i-Taiwan Digital Volunteering Service Project to encourage young students to serve as volunteers in remote villages to implement digital technology education and other activities and make up for the shortage of teachers. Each volunteer team applies its expertise learned at schools to provide media literacy, SDGs discussion, technological applications, digital

learning and other contents to help schoolchildren in rural areas gain different perspectives.

Results of the i-Taiwan Digital Volunteering Service Project:

<https://www.asusfoundation.org/project.aspx?action=20>

(4) ASUS international volunteer worker project

The international volunteer program is dedicated to bridging the digital divide and fostering global talent. This year, ASUS partnered with youth volunteer teams from seven universities to encourage students to embody the spirit of altruism and work alongside ASUS volunteers in Eswatini, Thailand, India, Kenya, and Malaysia. To date, the program has served over 15,000 teachers and students in remote areas, helping to build digital learning environments and promote educational equity.

In 2024, the volunteer team made its first visit to Eswatini, using ASUS-donated equipment to conduct ICT courses in several primary schools, high schools, and teacher training colleges. The initiative focused on training local digital educators and promoting the concept of global citizenship through technology diplomacy.

The National Yang Ming Chiao Tung University team, with 14 years of experience in India, brought 23 refurbished computers to upgrade local facilities. They also introduced programming concepts and hands-on coding lessons, guiding children to discover the joy of digital learning.

The National Tsing Hua University team in Kenya trained local university students as seed teachers, continuing their longstanding digital education initiative. To date, they have established 39 computer classrooms and donated and installed over 1,800 refurbished computers.

Cumulative Achievements of the International Volunteer Program:

<https://www.asusfoundation.org/project.aspx?action=3>

(5) “Heartfelt 99” project under Taiwan PTS (Public Television Service)

The “99-second (pronounced the same as “lasting” in Mandarin) film selection campaign co-organized by ASUS Foundation and Taiwan PTS started in 2009 and headed towards the 14th campaign this year. The campaign was the first activity in Taiwan that allowed youths to tell stories via films, so the younger generation could express their caring towards the society through the film selection. In order to convey the core value of “Heartfelt 99,” the traditional way of using the theme of the year was set aside to break constraints, and instead simply used “Heartfelt” to open a broader creative space for young students. Chairman Jonney Shih said that during the filming of the promotional video, “Traveling around the world, I found that the most beautiful thing is still the heartfelt touch in Taiwan.” No matter where we are, we will find many good stories as long as we feel them with our heart. Therefore, we hope to invite more

young people to participate in the image creation, and to discover the truth, goodness and beauty of Taiwan through camera lenses.

In 2024, the 15th edition of the “Heartfelt 99” campaign invited participants to share stories of heartfelt moments through creative works ranging from 99 seconds to 3 minutes. As technology evolves, the use of AI and animation in submissions has steadily increased, aligning with new media trends and drawing greater participation from elementary and junior high school students.

For the first time, the campaign introduced a vertical short film category and the Rising Star Award. A total of 385 entries were submitted from 82 schools, using film to showcase the warmth of human connection.

Through short film competitions, international volunteer video workshops, and campus lecture tours, the program has reached schools across the country. To date, nearly 4,500 works have been submitted, continuing to spread inspiration and injecting positive energy into society.

In 2023, the 14th "Heartfelt 9" event continued with an open theme, allowing participants to share their touching stories through creative videos ranging from 99 seconds to 3 minutes. A total of 155 entries were submitted for this campus short film competition. Award-winning works will be promoted on campus with seminars. Outstanding film and television practitioners will be invited to interact with students and share their experience in creation, so as to encourage students to keep video records and stimulate their creativity, which will help Heartfelt 99 exert its influence.

(6) The Growth and Training Program of "Children Are Us

ASUS has cared about disadvantaged people for a long time and supported their lifelong development by taking feasible actions in addition to providing specific learning opportunities to remedy digital divides and supporting them with grant-in-aid. ASUS has recruited 9 full-time employees with mental disabilities since 2008. The Children Are Us Bakery House - ASUS Branch" is established permanently in the ASUS staff canteen, and all the proceeds are donated to Children Are Us Foundation to help more children with mental disabilities.

From shy and embarrassed interaction with people, to feeling comfortable to approach coworkers, thanks to the enthusiasm of ASUS folks, the employees with mental disabilities work happily in ASUS every day. They learn skills and build self-confidence during work. Their parents are comfortable to leave their lovely angels in ASUS for training without need to take care of them the whole day long, reducing the burden of the family and society to a great extent. To improve their skill, the Children Are Us Bakery House introduces different products continuously to help them learn new skills and have more feeling of freshness and achievement in addition to simple calculation and customer reception service.

(7) Support the development of domestic arts and culture

In 2024, ASUS supported the development of domestic culture by committing a total of NT\$7.6 million in sponsorship.

- a. Long-term cultivation of artistic youth teams:
  - Supporting music cultural education in Taiwan, sponsoring post-training courses for members of the Chin-ai Music String Orchestra.
  - Supporting young people with autism to engage in art and music creation, sponsoring venues for Taiwan D.B. Art Collective.
- b. The ASUS Foundation for Culture and Education has long collaborated with Public Television Service (PTS) to co-sponsor the "National Campus Short Film Competition," now in its 15th year. Through video creations ranging from 99 seconds to 3 minutes, participants share the most heartwarming stories.
- c. Support the development of domestic cultural and creative film and television dramas with practical actions by providing ASUS products to various drama shooting teams for free. In 2024, we supported a total of 3 drama programs.
- d. Periodically, we take tangible actions to support the development of domestic music groups. We collaborate with the Ju Percussion Group and Chang Chen-Chieh's "Pro-Art Camerata" Ensemble to present performances for the ASUS 35th Anniversary Arts and Culture Week.

(8) Money collection, fund raising, and donation of materials

In 2024, ASUS invested in public welfare activities. The major recipients were ASUS Foundation and educational and social organizational of public interest.

Category	Items
Cash Donation	Company donation (including ASUS Foundation / BU donation)
Cash Donation	Disabled employee wage
Cash Donation	Mentally disabled children counter profit feedback
Cash Donation	Employee payment care and death pension benefits (Concern for employees' family for social stability)
Cash Donation	Money and materials donation raised by the Company
Hours of Service	Corporate volunteers service hours conversion
In-kind Donation	Donation of Smart Medical Ultrasound Equipment
In-kind Donation	Refurbished computer recycle value
In-kind Donation	Donation of ASUS computers

In addition to actively participating in various social initiatives, ASUS allocates an annual budget to sponsor different organizations. In 2024, ASUS organized year-end charity donation campaigns and fundraising efforts to support earthquake recovery in Hualien. Donations were made to several organizations, including The Kid's bookhouse, Matsu Fund for Children and Families, Children's Hearing Foundation, Chung Yi Social Welfare Foundation, and Puli Christian Hospital. Since 2021, a total of 47 social welfare units have benefited

from these efforts, assisting over 9,000 children, families, and elderly individuals in need. In 2024, ASUS further contributed to international disaster relief and the reconstruction of digital learning environments, providing aid for the Hualien earthquake in Taiwan and Typhoon Yagi in Vietnam. With charitable donations exceeding NT\$14.5 million, ASUS supported 58 damaged schools both domestically and abroad by supplying computer and IT equipment to help students restore access to digital learning. These efforts reflect the company's commitment to post-disaster recovery through its core competencies.

(9) Evaluation of Social Return on Investment (SROI)

ASUS adheres to its "Data-based measurement and technology-based management" principle to implement the sustainability policy, so it has introduced the concept of social return on investment (SROI) and through unified measurement methods and reporting principles, non-profit activities can also produce performance measurement information for decision-making and management practices. ASUS has also monetized the benefits of the Second Life for Computers - Empowering People in Need program and obtained the first globally certified SROI report in the technology industry in Asia and Taiwan. The monetization effectively helps ASUS evaluate corporate social responsibility programs and ensures that NGOs, volunteer groups and digital learning centers can make fully utilize the resources provided by ASUS.

For the latest news and promotional activities about ASUS sustainability, please view the Company's website at:

<https://esg.asus.com/>

ASUS Sustainability Report (Chinese version) (English version)

<https://esg.asus.com/zh/resource/reports>

<https://esg.asus.com/en/resource/reports>

(IX) Ethical Corporate Management and deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”

Assessment Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Summary	
<p>1. Establishment of ethical corporate management policies and programs</p> <p>(1) Did the Company set a policy of honest operation passed by the board of directors together with specification of such policy and methods in the regulations and external documents, as well as commitment from the board of directors and high-tier management on active realization of the operation policy?</p>	V		<p>1. In order to adhere to and realize the philosophy of ethical management, ASUS established its “Employees’ Code of Ethical Conduct” based on the regulations of the Responsible Business Alliance (RBA) and the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies, specifying that all employees (including directors and executives, etc.) must strictly abide by relevant ethical policies to prevent and eliminate unethical business practices. The Annual Report and Sustainability Report described the company policy of ethical operations, as well as status of active realization committed by the board of directors and operations management. The Annual Report and Sustainability Report described the company policy of ethical operations, as well as status of active realization committed by the board of directors and operation management.</p>	Compliant with the Code of “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”
<p>(2) Did the Company establish risk assessment mechanism against dishonest conducts, together with regular analysis and assessment on operation activity containing greater risk of dishonest conducts within the operation scope, as well as the preventive measures accordingly to at least contain various conducts under Article 7, Paragraph 2 of the “Honest operation rules for listed and OTC (Over-The-Counter) companies.”?</p> <p>(3) In the “Preventive program against dishonest conducts,” does the Company specify operation procedures, conduct guidelines, punishment and appeal system again violation together with practical execution, regular review and correction of the said Program?</p>	V		<p>2. ASUS requests all external vendors to sign the “Honesty commitment.” Should the external units cause damage to the Company with violation to anti-bribing and anti-corruption clauses, penalty will be claimed with necessary legal actions taken according to requirements under the “Honesty commitment” signed.</p> <p>3. It is specified in “Employee Code of Conduct” that illegitimate political contribution, improper charity donation or sponsorship, unreasonable gifts, treatment or other illegitimate interests are prohibited. Specifications of punishment and complaints channel against violation were set, where a report was made to the board of directors on the result of execution and review for improvement.</p>	

Assessment Item	Implementation Status			Deviations from "the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Summary	
<p>2. Fulfill operations integrity policy</p> <p>(1) Does the Company evaluate business partners' ethical records and include ethics-related clauses in business contracts? Regular report (at least once per annum) was made to the board of directors covering the status of monitoring and execution on policy of honest operation and preventive program against dishonest conduct.</p> <p>(2) Did the Company set an exclusive unit under the board of directors to promote honest operation of the corporate, with regular reports (at least once per annum) made to the board of directors covering status of monitoring and execution on policy of honest operation and preventive program against dishonest conduct?</p>	V		<p>1. To put into effect the avoidance of transaction with suppliers of deceitful conducts, the Company also developed Supplier Conduct Standards for new suppliers to present "Declaration of ASUS Group Contractor/Supplier Conduct Compliance" upon conducting qualification assessment in addition to requesting transacting suppliers to sign the "Supplier Integrity Commitment Letter."</p> <p>2. (1) Unit for Promoting</p> <p>In order to improve the ethical corporation management, the Human Resources Division in the Company is in charge of promoting adherence with corporate policy of honest operation and ethical conducts, which assists the board of directors and operation management to set, monitor and execute the policy and prevention program together with relevant unit, as well as ensuring realization of the "Code of ethical conduct for employees." Announcement of revision on measures will be submitted to the board of directors in advance for discussion and approval under resolution. Announcement of revision on measures will be submitted to the board of directors in advance for discussion and approval under resolution. The status on the supervision of the implementation is reported at board meetings at least once a year.</p> <p>(2) Operations and Execution</p> <p>In order to make employees understand the Code of Conduct, we have provided links to the rules for them to review, and with a digital learning course on the "Code of ethical conduct for employees," where new employees must complete the study within a month after reporting on duty. Employees worldwide are</p>	Compliant with the Code of "the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies"

Assessment Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Y	N	Summary	
			encouraged to review the materials every year as a way to convey the importance of ethics and the compliance with the code of conduct. In order to maintain employee awareness on zero violation against the regulation when facing clients and interacting with the suppliers, the Company provides each employee with the “ASUS Employee Behavior Card”. All employees are required to carry the card with them as a reminder. All employees are reminded not to accept bribes and illegal gifts before Chinese national holidays, and the Company clarifies and advocates for the proper to all its employees from time to time.	
(3) Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?	V		3. In the “Code of ethical conduct for employees,” the Company has set relevant regulations on preventing conflict of interests. Reporting mailbox are specified on employee cards and internal EIP website and ASUS Official Website of the Company for exposing inadequate conducts.	
(4) In order to realize honest operation, has the Company established effective accounting and internal control systems, where the internal audit unit sets relevant auditing programs according to results from risk assessment on dishonest conduct, as well as reviewing status of following preventive measures against dishonest conduct, or commissioning the accountant to review? Does the Company regularly hold internal and external educational trainings on operational integrity?	V		4. In addition to establishment of adequate accounting and internal control systems, ASUS also prohibits external account or keeping of secret account. The status of adherence with said systems are regularly reviewed by internal auditing personnel and reported to the board of directors. 5. Honesty is very important in ASUS culture. The Company set precise and practical conduct indicators, which are listed among measures of annual performance. In order to realize promotion of honest operation and recognizing necessity on honesty and adherence to principles, ASUS has planned live and online courses thoroughly, which include relevant legal training on company policy, Code of ethical conduct for employees,	
(5) Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?	V			



Assessment Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Summary	
(2) Does the Company establish standard operating procedures for confidential reporting on investigating accusation cases?	V		2. The processing procedures are included: 1. Case clarification; 2. Case acceptance; 3. Collection and confirmation of evidence; 4. Meeting with relevant units; 5. Punishment in accordance with regulations. 3. The Company will adopt confidential and necessary protection measures for whistleblowers.	
(3) Does the Company provide proper whistleblower protection?	V			
4. Strengthening information disclosure (1) Does the Company disclose its ethical corporate management policies and the results of its implementation on the Company’s website and MOPS?	V		1. The Company discloses the relevant content and information of the Code of Integrity Management on the company’s official website, Corporate Sustainability and annual report. 2. If necessary, the status of ethical corporate management is disclosed in the “material information” section on the Company’s Corporate Sustainability and Investor Website.	Compliant with the Code of “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies”
5. If the Company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation There have been no differences				
6. Other important information to facilitate a better understanding of the Company’s ethical corporate management policies: In addition to this Annual Report, please refer to the information of disclosure related to ASUS’s Corporate Sustainability <a href="http://csr.asus.com/chinese/index.aspx">http://csr.asus.com/chinese/index.aspx</a> .				

(X) Other important information that help to understand corporate governance:

1. Execution of Rights for Investor Relationship, Supplier Relationship, Stakeholder Relationship: ASUS upholds to integrity and maintains long-term cooperation for co-prosperity with various business partners. Please attain critical information from the investor relationship website and Corporate Social Responsibility website.
2. Pursuit of Study for Directors: Please refer to the disclosure matters on this Annual Report.
3. Director Liability Insurance: The Company has insured liability insurance for all directors.
4. Establish a good internal material inside information and disclosure mechanism in accordance with the ASUS "Procedures for Handling Insider Material Information" to avoid improper leakage of information and assure consistency and correctness in the announcement of public ASUS information. The operating procedures and the educational advocacy for relevant laws and regulations shall be notified to the Company directors, managers, and all employees through internal company website, contracts, and courses and announcements for education and training for due compliance of relevant procedures. In 2024, all board members attended online courses on regulatory requirements for insider trading and all 13 board members have learned and understood relevant information on the laws and regulations. Managerial officers and all employees also have attended online course on the "Ethics and Code of Conduct for Employees" (which covers information on insider trading). A total of 16,744 people completed the training for an achievement rate of 100%.

For other key internal control procedures, please refer to the "Corporate Governance" section under "Major Internal Policies" on the Company's Investor Relations website: <https://www.asus.com/pages/investor/>

(XI) Enforcement of internal control

1. Declaration of Internal Control: For related information, please visit the Market Observation Post System (MOPS) at <https://mops.twse.com.tw/>. From the homepage, navigate to: Single Company → Corporate Governance → Company Rules/Internal Control → Internal Control Statement Announcements (Company Code: 2357).
2. If the Company is requested by the SEC to retain CPA's service for examining internal control system, the Independent Auditor's Report must be disclosed: None

(XII) Resolutions reached in the Shareholders' Meeting or by the board of directors in the most recent years and up to the date of the annual report printed:

1. The important resolutions of the general shareholder meeting:

Date	Major resolutions	Review of execution
Jun 13, 2024 AGM	1. To adopt 2023 Business Report and Financial Statements.	The proposal was approved by proxy as it was and would be the basis for the 2023 profit distribution.
	2. To adopt the proposal for distribution of 2023 profits.	This proposal was approved by voting, with the Chairman designating July 9, 2024, as the dividend record date and

		July 25, 2024, as the cash dividend distribution date. However, due to work suspension caused by a typhoon, the distribution has been postponed to July 29, 2024.
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2. The important resolutions of the Board of Directors:

Date	Major resolutions
Jan 24, 2024	<ol style="list-style-type: none"> <li>1. Report on the implementation of information security measures.</li> <li>2. Report on the renewal of directors and supervisors liability insurance policies.</li> <li>3. Report on the self-evaluation of the board performance appraisal.</li> <li>4. Approval for the accountant's financial and tax signing fees for the fiscal year 2023 for ASUS and some subsidiaries.</li> <li>5. Approved the proposal to switch CPAs who audit the Company's financial report.</li> <li>6. Approved the assessment of independence, suitability and appointment of CPAs.</li> <li>7. Approved on donating to the ASUS Foundation for 2023.</li> <li>8. The salary and remuneration committee reviewed the distribution of 2023 year-end bonuses and performance bonuses for managers.</li> </ol>
Mar 15, 2024	<ol style="list-style-type: none"> <li>1. Subsidiary -Askey Computer Corporation Operating Status Report.</li> <li>2. Report on the inventory of the GHG and schedule of verification plans.</li> <li>3. Report on the appointment of Co-general manager of PORTWELL.</li> <li>4. Report on independent director independence review.</li> <li>5. Report on the annual operating goals and priority strategies for 2024.</li> <li>6. Approval of whether the company's major accounts should be transferred to capital loans for 2023Q4.</li> <li>7. Approved the proposal of the 2023 remuneration to directors and employees.</li> <li>8. Approved the annual business report and financial statement for 2023.</li> <li>9. Approved the proposal on profit distribution of 2023.</li> <li>10. Approved the presentation of the "Statement of Internal Control System for 2023.</li> <li>11. Approved the matters of convening 2024 Shareholders' meeting.</li> </ol>
May 13, 2024	<ol style="list-style-type: none"> <li>1. Subsidiary -Askey Computer Corporation Operating Status Report.</li> <li>2. Report on the Company's Annual Enterprise Risk Management.</li> <li>3. Report on the inventory of the GHG and schedule of verification plans.</li> <li>4. Report on the results of 2023 corporate governance evaluation.</li> <li>5. Approval of the Company's 2023 Sustainability Report.</li> <li>6. Approval of whether the company's major accounts should be transferred to capital loans for 2024Q1.</li> <li>7. Approved the consolidated financial statements for 2024Q1.</li> <li>8. Approved the Company's signing of the Comprehensive Credit Line Agreement with banks for annual renewal and new credit line application.</li> <li>9. Approval of the Amendments to the Company's Rules of Procedure for the Board of Directors.</li> <li>10. Approval of the Amendments to the Company's 'Audit Committee Charter' and the 'Internal Control System – Management of Audit Committee Meeting Operations.</li> <li>11. Approval of the Amendments to the Company's Corporate Governance Best Practice Principles.</li> </ol>

Date	Major resolutions
	12. Approval of the Loan from the Company to Its Subsidiary Askey Computer Corporation.
Jul 17, 2024	<ol style="list-style-type: none"> <li>1. Report on the Greenhouse Gas Emissions Inventory for Q2 2024.</li> <li>2. Approval of the 2023 Directors' Remuneration Allocation Proposal of the Company.</li> <li>3. Approved the Company's mid-year performance bonus distribution for managers in 2024.</li> <li>4. Approval of Managerial Salary Adjustments for 2024.</li> </ol>
Aug 7, 2024	<ol style="list-style-type: none"> <li>1. Subsidiary -Askey Computer Corporation Operating Status Report.</li> <li>2. Approved the proposal of whether the major accounts of the company should be transferred to the capital loan for 2024Q2.</li> <li>3. Approved the consolidated financial statements for 2024Q2.</li> </ol>
Nov 8, 2024	<ol style="list-style-type: none"> <li>1. Subsidiary -Askey Computer Corporation Operating Status Report.</li> <li>2. Report on the Greenhouse Gas Emissions Inventory for Q3 2024.</li> <li>3. The corporate integrity management implementation status report.</li> <li>4. Report on the performance status of the Company's intellectual property management.</li> <li>5. Approved the case of whether the major accounts of the company should be transferred to the capital loan for 2024Q3.</li> <li>6. Approved the consolidated financial statements for 2024Q3.</li> <li>7. Approval of the 2024 Audit and Tax Attestation Engagement Fees for the Company and Certain Subsidiaries.</li> <li>8. Approved the capital loan and extension from ASTP (ASUS subsidiary) to ASGL.</li> <li>9. Approved the capital loan and extension from ASUS to ASUS CLOUD (ASUS subsidiary).</li> <li>10. Approval of the Loan from the Company to Its Subsidiary ASUS TECHNOLOGY LICENSING.</li> <li>11. Approval of the Amendments to the Company's Internal Control System and Internal Audit System.</li> <li>12. Approved the report of the "2025 Annual audit plan".</li> </ol>
Jan 20, 2025	<ol style="list-style-type: none"> <li>1. Report on the implementation of information security measures.</li> <li>2. Report on the renewal of directors and supervisors liability insurance policies.</li> <li>3. Report on the self-evaluation of the board performance appraisal.</li> <li>4. Approved on donating to the ASUS Foundation for 2024.</li> <li>5. The salary and remuneration committee reviewed the distribution of 2024 year-end bonuses and performance bonuses for managers.</li> </ol>
Mar 11, 2025	<ol style="list-style-type: none"> <li>1. Subsidiary -Askey Computer Corporation Operating Status Report.</li> <li>2. Report on independent director independence review.</li> <li>3. Report on the annual operating goals and priority strategies for 2025.</li> <li>4. Approval of the Periodic Evaluation of the Independence and Competence of the Certified Public Accountants Responsible for the Company's Financial Statement Audits.</li> <li>5. Approval of whether the company's major accounts should be transferred to capital loans for 2024Q4.</li> <li>6. Approved the proposal of the 2024 remuneration to directors and employees.</li> <li>7. Approved the annual business report and financial statement for 2024.</li> <li>8. Approved the proposal on profit distribution of 2024.</li> <li>9. Approved the presentation of the "Statement of Internal Control System for</li> </ol>

Date	Major resolutions
	2024. 10. Approval of the Proposed Scope of Frontline Employees and the Company's Compensation Policy. 11. Approval of the Amendments to the Company's Articles of Incorporation. 12. Approval of the Full Re-election of the 14th Board of Directors of the Company. 13. Approval of the Board's Review of the Nominee List for the Company's 14th Term of Directors. 14. Approved the matters of convening 2025 Shareholders' meeting.

(XIII) Resignation or Dismissal of the Company's Key Individuals, Including the Chairman, CEO, and Heads of Accounting, Finance, Internal Audit and R&D: None

### III. CPAs fees

Unit: NT\$ thousands

Accounting Firm	Name of CPA		Period Covered by CPA's Audit	Audit Fee	Non-audit Fee
PricewaterhouseCoopers, Taiwan	CHANG, SHU-CHIUNG	HSU, SHENG-CHUNG	Jan 1, 2024~ Dec 31, 2024	7,660	8,945
Note: The non-audit service fees include NT\$4,490 thousand for HR system implementation and management consulting services fees, NT\$1,270 thousand for enterprise master files and country-by-country reporting services fees, NT\$1,220 thousand for certification fees of income Tax, NT\$866 thousand for subsidiaries' financial information review fees, NT\$450 thousand for international tax services and consultation fees, NT\$389 thousand for income tax administrative remedies services fees, NT\$70 thousand for review of non-executive employee salary services fees, NT\$60 thousand for substantial investment consultation services fees of undistributed earnings, NT\$60 thousand for subsidiary CFC audit services fees, NT\$50 thousand for investment tax credit verification service fees, and NT\$20 thousand for stock obsolescence service fees.					

(I) When the company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the accounts of the audit fees before and after the change and the reasons shall be disclosed: None.

(II) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10% or more, the reduction in the amount of audit fees, reduction percentage, and reasons therefor shall be disclosed: None.

**IV. CPA's information:** None.

**V. If the chairman, president, and financial or accounting manager of the Company who had worked for the independent auditor or the related party in the most recent year, the name, title, and the term with the independent auditor or the related party must be disclosed:** None.

**VI. Information on Net Change in Shareholding and Net Change in Shares Pledged by Directors, Department Heads and Shareholders of 10% Shareholding or More:**

(1) Information on Net Change in Shareholding:

For relevant information, please visit the Market Observation Post System (MOPS) at:

<https://mops.twse.com.tw/>. Navigation path: Home → Single Company → Shareholding Changes / Securities Issuance → Share Transfer Information Inquiry → Post-reporting of Insider Shareholding Changes (Company Code: 2357).

(2) Stock transfers to related parties: None.

(3) Pledge of stock rights to related parties: None.

## VII. Information on relationships among the top ten shareholders

Base Date: March 30, 2025

Name	Current Shareholding		Spouse's / minor's Shareholding		Shareholding by nominee arrangement		Specify the names and relations of the Top-10 shareholders who are related-parties or spouse or kindred within the 2nd degree of kinship	
	Shares	%	Shares	%	Shares	%	Name	Relation
Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF	32,231,000	4.34	0	0	0	0	None	None
Jonney Shih	30,093,638	4.05	0	0	0	0	None	None
Yuanta Taiwan High Dividend Fund Account	21,927,355	2.95	0	0	0	0	None	None
Cathay United Bank in Custody for Infinity No. 1 Company Investment Account	20,684,542	2.78	0	0	0	0	None	None
ASUS's Certificate of Depository with CitiBank (Taiwan)	19,519,692	2.63	0	0	0	0	None	None
New Labor Pension Fund	17,947,932	2.42	0	0	0	0	None	None
JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	9,969,511	1.34	0	0	0	0	None	None
J.P. MORGAN SECURITIES PLC	9,622,753	1.30	0	0	0	0	None	None
Vanguard Emerging Markets Stock Index Fund, a Series of Vanguard International Equity Index Funds	9,036,937	1.22	0	0	0	0	None	None

Name	Current Shareholding		Spouse's / minor's Shareholding		Shareholding by nominee arrangement		Specify the names and relations of the Top-10 shareholders who are related-parties or spouse or kindred within the 2nd degree of kinship	
	Shares	%	Shares	%	Shares	%	Name	Relation
Yuanta/P-shares Taiwan Top 50 ETF	8,333,912	1.12	0	0	0	0	None	None

**VIII. Ownership of Shares in Affiliated Enterprises:**

**Total Shareholding Ratio**

Base date: Dec.31.2024, Unit: Share; %

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
ASUS TECHNOLOGY INCORPORATION	19,000,000	100.00			19,000,000	100.00
ASKEY COMPUTER CORP.	480,000,000	100.00			480,000,000	100.00
HUA-CHENG VENTURE CAPITAL CORP.	129,500,000	100.00			129,500,000	100.00
HUA-MIN INVESTMENT CO., LTD.	80,500,000	100.00			80,500,000	100.00
UNIMAX ELECTRONICS INC.	21,300,000	100.00			21,300,000	100.00
JINSHUO CULTURAL DIFFUSION CO., LTD.	-	100.00			-	100.00
JOGEEK TECHNOLOGY LIMITED			3,000,000	100.00	3,000,000	100.00
ASUS TECHNOLOGY LICENSING	32,000,000	100.00			32,000,000	100.00
ASUS METAVERSE INC	2,000,000	100.00			2,000,000	100.00
DATASUS COMPUTER INC.	20,000,000	100.00			20,000,000	100.00
ASUS TECH USA	400,000	100.00			400,000	100.00
MEDUS TECHNOLOGY INC.	5,900,000	100.00			5,900,000	100.00
ASUS MAAS CORPORATION	11,999,000	66.67	6,001,000	33.33	18,000,000	100.00
ASUS CLOUD CORPORATION	37,645,558	96.53			1,091,5138	96.53
ASUS LIFE CORPORATION	900,000	90.00			900,000	90.00
SHINYOPTICS CORP.	1,231,900	83.24	1,000	0.06	1,232,900	83.30
TAIWAN WEB SERVICE CORP.	27,000,000	80.60			27,000,000	80.60
ONYX HEALTHCARE INC.	1,948,062	5.05	25,626,667	66.36	27,574,729	71.41
INTERNATIONAL UNITED TECHNOLOGY CO., LTD.	11,323,167	69.25	515	0.00	11,323,682	69.25
SHINEWAVE INTERNATIONAL INC.	5,468,750	50.99	1,000	0.01	5,469,750	51.00
ASMEDIA TECHNOLOGY INC.	24,457,660	32.78	7,317,655	9.80	31,775,315	42.58
Portwell, Inc.	45,933,118	45.00			44,239,755	45.00
AAEON TECHNOLOGY INC.	45,933,118	27.11	17,549,818	10.35	63,482,936	37.46
ASUSTOR INC.	6,961,620	38.04			6,961,620	38.04
GAIUS HOLDINGS LIMITED	17,649,822	21.71			17,649,822	21.71

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
IMOTION, GROUP INC.	7,429,884	20.00	1,311,156	3.53	8,741,040	23.53
UPI SEMICONDUCTOR CORP.	20,135,968	19.23	3,002,937	2.87	23,138,905	22.10
LELTEK HOLDINGS CO., LTD.	5,170,060	22.78	1,000	0.00	5,171,060	22.78
DEEP01 LIMITED	674,908	20.63			674,908	20.63
JOINT POWER EXPONENT, LTD.	2,080,000	5.95	1,920,000	5.49	4,000,000	11.44
JIE-LI TECHNOLOGY CO., LTD.	2,247,888	4.42	4,111,660	8.08	6,359,548	12.50
ASUS COMPUTER INTERNATIONAL	50,000	100.00			50,000	100.00
ASUS HOLLAND B. V.	10,800,000	100.00			10,800,000	100.00
ASUS INTERNATIONAL LIMITED	89,730,042	100.00			89,730,042	100.00
ASUS GLOBAL PTE.LTD.	28,000,000	100.00			28,000,000	100.00
QUANTUM CLOUD INTERNATIONAL PTE. LTD.	830,001	100.00			830,001	100.00
PT. ASUS TECHNOLOGY INDONESIA JAKARTA	11,979	99.00	121	1.00	12,100	100.00
PT. ASUS TECHNOLOGY INDONESIA BATAM	4,168,989	99.00	42,111	1.00	4,211,100	100.00
CHANNEL PILOT LIMITED			30,033,000	100.00	30,033,000	100.00
ASUS TECHNOLOGY PTE. LIMITED			44,419,424	100.00	44,419,424	100.00
ASUS MIDDdle EAST FZCO			107	100.00	107	100.00
ASUS EGYPT L. L. C.			-	100.00	-	100.00
PT. ASUS SERVICE INDONESIA			1,500,000	100.00	1,500,000	100.00
ASUS (THAILAND) CO., LTD.			25,000	100.00	25,000	100.00
ASUS SERVICE (THAILAND) CO., LTD.			240,000	100.00	240,000	100.00
ASUS COMPUTER GMBH			-	100.00	-	100.00
ASUS FRANCE SARL			5,300	100.00	5,300	100.00
ASUSTEK (UK) LIMITED			50,000	100.00	50,000	100.00
ASUS TECHNOLOGY (HONG KONG) LIMITED			69,500,000	100.00	69,500,000	100.00
ASUS KOREA CO., LTD.			158,433	100.00	158,433	100.00
ASUS TECHNOLOGY PRIVATE LIMITED	1	0.00	20,134,399	100.00	20,134,400	100.00
ASUS EUROPE B. V.			375,000	100.00	375,000	100.00

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
ASUS TECHNOLOGY (VIETNAM) CO., LTD.			-	100.00	-	100.00
ASUS SPAIN, S.L.U.			3,000	100.00	3,000	100.00
ASUS JAPAN INCORPORATION			20,500	100.00	20,500	100.00
ASUS SERVICE AUSTRALIA PTY LIMITED			950,000	100.00	950,000	100.00
ASUS AUSTRALIA PTY LIMITED			350,000	100.00	350,000	100.00
ASUS ISRAEL (TECHNOLOGY) LTD.			50,000	100.00	50,000	100.00
ASUS COMPUTER COLOMBIA S. A. S.			74,489	100.00	74,489	100.00
ASUSTEK COMPUTERS (PTY) LIMITED			-	100.00	-	100.00
ASUSTEK COMPUTER MALAYSIA SDN. BHD.			500,000	100.00	500,000	100.00
ASUS CHILE SPA			1,000	100.00	1,000	100.00
ASUS PERU S. A. C.			4,195,740	100.00	4,195,740	100.00
ASUS HOLDINGS MEXICO, S. A. DE C. V.			51,120	100.00	51,120	100.00
ACBZ IMPORTACAO E COMERCIO LTDA.			549,469,000	100.00	549,469,000	100.00
ASUS INDIA PRIVATE LIMITED	1	0.00	33,499,999	100.00	33,500,000	100.00
ASUS HUNGARY SERVICES LIMITED LIABILITY COMPANY			-	100.00	-	100.00
ASUS PORTUGAL, SOCIEDADE UNIPessoal LDA.			30,000	100.00	30,000	100.00
ASUS SWITZERLAND GMBH			3,400	100.00	3,400	100.00
ASUS NORDIC AB			3,000	100.00	3,000	100.00
ASUS BILGISAYAR SISTEMLERI TICARET LIMITED SIRKETI			50,741	100.00	50,741	100.00
ASUS POLSKA SP. Z O. O.			1,000	100.00	1,000	100.00
ASUSTEK ITALY S. R. L.			-	100.00	-	100.00
ASUS COMPUTER CZECH REPUBLIC S. R. O.			-	100.00	-	100.00
ASUS CZECH SERVICE S. R. O.			-	100.00	-	100.00
ASUS PHILIPPINES CORPORATION			1,119,998	100.00	1,119,998	100.00
ASUS PROPERTIES (VIETNAM) LTD.			-	100.00	-	100.00

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
LIMITED LIABILITY COMPANY A25			-	100.00	-	100.00
ASUS UKRAINE LIMITED LIABILITY COMPANY			-	100.00	-	100.00
ASUS COMPUTER (SHANGHAI) CO., LTD.			-	100.00	-	100.00
ASUS TECHNOLOGY (SUZHOU) CO., LTD.			-	100.00	-	100.00
ASUSTEK COMPUTER (SHANGHAI) CO., LTD.			-	100.00	-	100.00
ASUSTEK Computer (CHONGQING) CO., LTD.			-	100.00	-	100.00
ASUS INVESTMENTS (SUZHOU) CO., LTD.			-	100.00	-	100.00
JINRUO CULTURAL DIFFUSION CO., LTD.			-	100.00	-	100.00
eMES (SHUZHOU) CO., LTD.			-	100.00	-	100.00
ASUS CLOUD SINGAPORE PTE. LTD.			-	100.00	-	100.00
ASUS CLOUD (LUXEMBOURG) S. A R. L			-	100.00	-	100.00
DATASUS COMPUTER AMERICA			600,000	100.00	600,000	100.00
WT MICROELECTRONICS			188,720,421	16.90	188,720,421	16.90
XINPAL PTE. LTD			37,500,000	30.00	37,500,000	30.00
ASKEY INTERNATIONAL CORP.			10,000,000	100.00	10,000,000	100.00
DYNALINK INTERNATIONAL CORP.			8,160,172	100.00	8,160,172	100.00
MAGIC INTERNATIONAL CO., LTD.			114,942,014	100.00	114,942,014	100.00
EcoLand Corporation			780,000	33.91	780,000	33.91
ASKEY DIGITAL TECHNOLOGY CORP.			3,000,000	100.00	3,000,000	100.00
WONDALINK INC.			9,242,232	100.00	9,242,232	100.00
WISE ACCESS (HK) LIMITED			1,600,000	100.00	1,600,000	100.00
ASKEY COMMUNICATION SAS			4,818,090	100.00	4,818,090	100.00
ASKEYUK CO. LIMITED			1,000,000	100.00	1,000,000	100.00
MAGICOM INTERNATIONAL CORP.			91,030,000	100.00	91,030,000	100.00
ASKEY COMMUNICATION GMBH			100,000	100.00	100,000	100.00
ASKEY DO BRASIL			3,700,000	100.00	3,700,000	100.00

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
TECHNOLOGY LTDA.						
ASKEY JAPAN CO., LTD.			500,000	100.00	500,000	100.00
ASKEY TECHNOLOGY (VIET NAM) COMPANY LIMITED			-	100.00	-	100.00
ASKEY CORPORATION (THAILAND) CO., LTD.			20,000	100.00	20,000	100.00
DYNALINK NETWORK SOLUTIONS S.A. DE C.V			500,000	100.00	500,000	100.00
YANG XU ELECTRONIC TECHNOLOGY (SHANGHAI) LTD.			-	100.00	-	100.00
ASKEY TECHNOLOGY (JIANGSU) LTD.			-	100.00	-	100.00
AAEON ELECTRONICS, INC.			490,000	100.00	490,000	100.00
AAEON TECHNOLOGY CO., LTD.			8,807,097	100.00	8,807,097	100.00
AAEON TECHNOLOGY (EUROPE) B. V.			-	100.00	-	100.00
AAEON TECHNOLOGY GMBH			-	100.00	-	100.00
AAEON INVESTMENT CO., LTD.			15,000,000	100.00	15,000,000	100.00
AAEON TECHNOLOGY SINGAPORE PTE. LTD.			465,840	100.00	465,840	100.00
ONYX HEALTHCARE (SHANGHAI) LTD.			-	100.00	-	100.00
AAEON TECHNOLOGY (SUZHOU) INC.			-	100.00	-	100.00
ONYX HEALTHCARE USA, INC.			200,000	100.00	200,000	100.00
ONYX HEALTHCARE EUROPE B. V.			100,000	100.00	100,000	100.00
IHELPER INC.			1,716,000	47.67	1,716,000	47.67
IBASE TECHNOLOGY INC.			56,588,763	28.55	56,588,763	28.55
LITEMAX ELECTRONICS INC.			8,959,921	21.38	8,959,921	21.38
WINMATE INC.			14,341,000	18.34	14,341,000	18.34
JEYWAY INFORMATION CO., LTD.			19,900,958	35.39	19,900,958	35.39
ProtectLife International Biomedical Inc.			2,324,000	11.08	2,324,000	11.08
JET WAY COMPUTER			380	100.00	380	100.00

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
CORP.						
JET WAY COMPUTER B. V.			40	100.00	40	100.00
JET WAY (FAR EAST) INFORMATION COMPANY LIMITED			3,084,634	100.00	3,084,634	100.00
TOP NOVEL ENTERPRISE			17,700,500	100.00	17,700,500	100.00
SCORETIME INVESTMENT LIMITED			3,034,634	100.00	3,034,634	100.00
CANDID INTERNATIONAL CORP.			17,050,000	100.00	17,050,000	100.00
FUJIAN CANDID INTERNATIONAL CO., LTD.			-	100.00	-	100.00

Note: Company investment under Equity Method.

### III. Capital and Shares

#### I. Capital and shares

##### (1) Capitalization

##### 1. Type of Shares

As of March 30, 2025 / Unit: Shares

Type of Shares	Authorized Shares			Remarks
	Outstanding Shares (Note)	Unissued shares	Total	
Order common stock	742,760,280	4,007,239,720	4,750,000,000	

Note: Listed stock

##### 2. Issued Shares

Month / Year	Par value (NT\$)	Authorized shares		Paid-in Capital		Remarks		
		Shares	Amount (NT\$ thousands)	Shares	Amount (NT\$ thousands)	Source of capital	Capital Increased by Assets Other than Cash	Approval date and approval no. of capitalization by the SEC, Ministry of Finance
1990.03	10	3,000	30,000	3,000	30,000	Incorporation	—	—
1990.11	10	8,000	80,000	8,000	80,000	Cash \$50 million	—	—
1991.12	10	15,000	150,000	15,000	150,000	Cash \$40 million Retained earnings \$30 million	—	—
1993.04	10	19,900	199,000	19,900	199,000	Cash \$49 million	—	—
1993.09	10	30,845	308,450	30,845	308,450	Retained earnings \$109.45 million	—	1993.08.27 SFE Ruling (82) Tai-Tsai-Cheng (1) No. 30832
1994.08	10	45,033.7	450,337	45,033.7	450,337	Retained earnings \$141.887 million	—	1994.07.21 SFE Ruling (83) Tai-Tsai-Cheng (1) No. 32675
1995.06	10	60,000	600,000	60,000	600,000	Retained earnings \$149.663 million	—	1995.06.15 SFE Ruling (84) Tai-Tsai-Cheng (1) No. 35196
1996.09	10	200,000	2,000,000	120,000	1,200,000	Cash \$12 million Retained earnings \$588 million	—	1996.06.28 SFE Ruling (85) Tai-Tsai-Cheng (1) No. 40947
1997.05	10	650,000	6,500,000	323,000	3,230,000	Cash (GDR) \$210 million Retained earnings \$1.82 billion	—	1997.05.05 SFE Ruling (86) Tai-Tsai-Cheng (1) No. 30903 1997.04.17 SFE Ruling (86) Tai-Tsai-Cheng (1) No. 30279
1998.06	10	1,400,000	14,000,000	811,500	8,115,000	Retained earnings \$4.885 billion	—	1998.05.21 SFE Ruling (87) Tai-Tsai-Cheng (1) No. 44748
1998.10	10	1,400,000	14,000,000	813,500	8,135,000	Cash \$20 million	—	1998.08.30 SFE Ruling (87) Tai-Tsai-Cheng (1) No. 35007
1999.06	10	1,400,000	14,000,000	1,144,900	11,449,000	Retained earnings \$3.314 billion	—	1999.05.20 SFE Ruling (88) Tai-Tsai-Cheng (1) No. 47786
1999.08	10	1,400,000	14,000,000	1,146,400	11,464,000	Cash \$15 million	—	1999.06.16 SFE Ruling (88) Tai-Tsai-Cheng (1) No. 53605
2000.06	10	2,000,000	20,000,000	1,567,104	15,671,040	Retained earnings \$4.20704 billion	—	2000.05.26 SFE Ruling (89) Tai-Tsai-Cheng (1) No. 45450
2001.06	10	2,100,000	21,000,000	1,976,880	19,768,800	Retained earnings \$4.09776 billion	—	2001.06.06 SFE Ruling (90) Tai-Tsai-Cheng (1) No. 135654

Month / Year	Par value (NT\$)	Authorized shares		Paid-in Capital		Remarks		
		Shares	Amount (NT\$ thousands)	Shares	Amount (NT\$ thousands)	Source of capital	Capital Increased by Assets Other than Cash	Approval date and approval no. of capitalization by the SEC, Ministry of Finance
2002.07	10	2,100,000	21,000,000	1,998,880	19,988,800	Retained earnings \$220 million	—	2002.06.26 SFE Ruling (91) Tai-Tsai-Cheng (1) No. 0910134921
2003.07	10	2,450,000	24,500,000	2,281,740	22,817,400	Retained earnings \$2.8286 billion	—	2003.07.08 SFE Ruling Tai-Tsai-Cheng (1) No. 0920130466
2004.08	10	2,872,000	28,720,000	2,552,914	25,529,140	Retained earnings \$2.71174 billion	—	2004.07.12 FSC Ruling Jin-Kwong-Cheng (1) No. 0930130836
2005.07	10	3,380,000	33,800,000	2,861,205	28,612,054	Retained earnings \$3.082914 billion	—	2005.06.23 FSC Ruling Jin-Kwong-Cheng (1) No. 0940125161
2005.12	10	3,380,000	33,800,000	2,920,798	29,207,982	Stock shares \$595,928,350	—	2005.12.22 FSC Ruling Jin-Kwong-Cheng (1) No. 0940157381
2006.01	10	3,380,000	33,800,000	2,924,521	29,245,209	Convertible bond for stock \$37,226,200	—	2006.02.03 Jin-So-Son-Tzi No. 09501019910
2006.03	10	3,380,000	33,800,000	2,998,184	29,981,838	Stock shares \$736,629,610	—	2006.01.13 FSC Ruling Jin-Kwong-Cheng (1) No. 0940161197 2006.02.27 FSC Ruling Jin-Kwong-Cheng (1) No. 0950106726
2006.04	10	3,380,000	33,800,000	3,040,064	30,400,638	Convertible bond for stock \$418,799,510	—	2006.04.21 Jin-So-Son-Tzi No. 09501073310
2006.08	10	3,860,000	38,600,000	3,407,070	34,070,701	Retained earnings \$3.67006377 billion	—	2006.06.27 FSC Ruling Jin-Kwong-Cheng (1) No. 0950126632
2007.04	10	3,860,000	38,600,000	3,412,083	34,120,829	Convertible bond for stock \$50,127,660	—	2007.04.26 Jin-So-Son-Tzi No. 09601090540
2007.09	10	4,250,000	42,500,000	3,652,687	36,526,871	Retained earnings \$2.40604146 billion	—	2007.06.29 FSC Ruling Jin-Kwong-Cheng (1) No. 0960033204
2007.09	10	4,250,000	42,500,000	3,682,512	36,825,116	Stock share \$298,245,610	—	2007.08.27 FSC Ruling Jin-Kwong-Cheng (1) No. 0960044647
2007.10	10	4,250,000	42,500,000	3,708,507	37,085,068	Convertible bond for stock \$259,951,830	—	2007.10.22 Jin-So-Son-Tzi No. 09601256950
2008.01	10	4,250,000	42,500,000	3,728,359	37,283,589	Convertible bond for stock \$198,521,460	—	2008.01.17 Jin-So-Son-Tzi No. 09701012350
2008.04	10	4,250,000	42,500,000	3,740,652	37,406,517	Convertible bond for stock \$122,927,710	—	2008.05.13 Jin-So-Son-Tzi No. 09701109460
2008.08	10	4,250,000	42,500,000	3,751,832	37,518,315	Convertible bond for stock \$111,798,020	—	2008.08.19 Jin-So-Son-Tzi No. 09701207890
2008.09	10	4,750,000	47,500,000	4,245,897	42,458,967	Retained earnings \$4.94065172 billion	—	2008.07.17 Jin-So-Son-Tzi No. 0970036193
2008.10	10	4,750,000	47,500,000	4,246,051	42,460,513	Convertible bond for stock \$1,545,780	—	2008.10.22 Jin-So-Son-Tzi No. 09701269640
2009.07	10	4,750,000	47,500,000	4,219,926	42,199,262	Purchased Treasury stock for cancellation with decrease of \$261,250,000	—	2009.07.15 Jin-So-Son-Tzi No. 09801153240
2009.08	10	4,750,000	47,500,000	4,246,777	42,467,777	Retained earnings \$268,512,150	—	2009.07.01 Jin-So-Son-Tzi No. 0980032762
2010.06	10	4,750,000	47,500,000	637,016	6,370,166	spin-off and capital reduction \$36,097,608,610	—	2010.04.09 Jin-So-Son-Tzi No. 0990013609
2010.09	10	4,750,000	47,500,000	627,016	6,270,166	Purchased Treasury stock for cancellation with decrease of \$100,000,000	—	2010.09.14 Jin-So-Son-Tzi No. 09901209730
2011.03	10	4,750,000	47,500,000	617,016	6,170,166	Purchased Treasury stock for cancellation with decrease of \$100,000,000	—	2011.04.01 Jin-So-Son-Tzi No. 10001064750
2011.08	10	4,750,000	47,500,000	752,760	7,527,603	Retained earnings \$1,357,436,570	—	2011.06.29 Jin-So-Son-Tzi No. 1000030060

Month / Year	Par value (NT\$)	Authorized shares		Paid-in Capital		Remarks		
		Shares	Amount (NT\$ thousands)	Shares	Amount (NT\$ thousands)	Source of capital	Capital Increased by Assets Other than Cash	Approval date and approval no. of capitalization by the SEC, Ministry of Finance
2013.11	10	4,750,000	47,500,000	742,760	7,427,603	Purchased Treasury stock for cancellation with decrease of \$100,000,000	—	2013.11.21 Jin-So-Son-Tzi No. 10201237880

### 3. Information for Shelf Registration: None

## (2) Major Shareholders

As of March 30, 2025

Shareholders	Shareholding	Percentage (%)
Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF	32,231,000	4.34
Jonney Shih	30,093,638	4.05
Yuanta Taiwan High Dividend Fund Account	21,927,355	2.95
Cathay United Bank in Custody for Infinity No. 1 Company Investment Account	20,684,542	2.78
ASUS's Certificate of Depository with CitiBank (Taiwan)	19,519,692	2.63
New Labor Pension Fund	17,947,932	2.42
JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	9,969,511	1.34
J.P. MORGAN SECURITIES PLC	9,622,753	1.30
Vanguard Emerging Markets Stock Index Fund, a Series of Vanguard International Equity Index Funds	9,036,937	1.22
Yuanta/P-shares Taiwan Top 50 ETF	8,333,912	1.12

## (3) Execution of Dividend Policy

### 1. Dividend Policy

The Company's dividend policy is set by the board of directors subject to the Company's overview of business, need for funding, capital expenditure and budget, internal and external environmental changes and shareholders' equity. The dividend shall be no less than 50% of the earnings after tax of the current year, if no other special circumstances shall be taken into consideration. The industrial environment in which the Company operates is changeable and the Company is still growing for the time being. In consideration of the Company's long-term financial planning and to satisfy shareholders' need toward cash inflow, the cash dividend to be allocated each year shall be no less than 10% of the total stock dividend.

### 2. Proposed Distribution of Dividends:

- (1) In 2024, the net income after tax was NT\$31,393,856,141, the distributable surplus was NT\$28,660,374,303. After take into consideration of the unappropriated earnings of prior years

of NT\$103,043,644,018, the total distributable surplus was NT\$131,704,018,321. The proposed distribution of shareholder dividends was NT\$25,253,849,520, which is NT\$34 per share and will be paid in cash.

(Please refer to the Company's 2024 Distribution of Retained Earnings)

- (2) If the dividend ratio of the earnings distribution is changed and must be adjusted as a result of a change in the number of outstanding shares, it is proposed to have the Chairman authorized in the meeting of shareholders to arrange necessary adjustments.
- (3) Shareholder cash dividend that is less than NT\$1 should be rounded up to dollar; also, fractional shares will be purchased by persons arranged by the Chairman, authorized by the meeting of shareholders
- (4) Upon the approval of the annual meeting of shareholders, it is proposed that the Chairman be authorized to resolve the dividend record date and other relevant issues.

#### **Distribution of Retained Earnings**

In 2024	Unit: NT\$	
Account	Amount	Note
Unappropriated earnings - beginning	103,043,644,018	
(+) 2024 Net Income	31,393,856,141	
(+) Change in associates and joint ventures accounted for under equity method	0	
(+) Disposal of financial assets at fair value through other comprehensive	451,004,196	
(-) Appropriated 10% legal reserve	(3,184,486,034)	
2024 Distributable surplus	28,660,374,303	
Distributable earnings - current	131,704,018,321	
(-) Distributions :		
Shareholder bonus	25,253,849,520	NT\$34 per share
2024 Unappropriated earnings	3,406,524,783	
Unappropriated earnings - ending	106,450,168,801	

Note: Earnings distribution of the year is appropriated from the 2024 after-tax distributable earnings.

- (4) Impact of the proposed stock dividend in shareholders meeting on business performances and EPS: None.

(5) Remuneration to Employees and Directors

1. Scope of remuneration to employees and directors referred to in the Articles of Incorporation

The amount to cover accumulated loss shall be reserved from the earnings of this year, and no less than 1% of the balance as the remuneration to employees and no more than 1% of the balance as the remuneration to directors.

The subject of above-mentioned staff remuneration distribution shall include staff of controlling

and subsidiary company that complies with certain conditions.

2. The basis for estimating the remuneration to employees and directors for calculating the number of shares to be distributed as remuneration to employees, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:

When allocating remuneration to employees from stock, the basis for estimation shall be based on the closing price on the day prior to resolution of the board of directors and by taking into consideration the ex-right and ex-dividend effect. Notwithstanding, in the case of the accounting treatment of the discrepancy between the actual distributed amount and the estimated figure, it shall be identified as accounting changes and stated as the income of the year of allocation.

3. Allocation of remuneration adopted by the board of directors in 2024

- (1) Remuneration to employees and directors to be allocated in cash:

	Amount (NT\$)
Remuneration to employees	2,201,439,326
Remuneration to directors	115,865,228

Any discrepancy between that amount and the estimated figure for the fiscal year these expenses are recognized: None.

- (2) The amount of remuneration to employees distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the parent company only financial reports or individual financial reports for the current period and total remuneration to employees: N/A, in order to deal with the expensed remuneration to employees and directors.

4. The actual remuneration allocated to employees and directors actually in 2023:

- (1) The actual remuneration allocated to employees and directors:

	Amount (NT\$)
Remuneration to employees	1,081,723,685
Remuneration to directors	56,932,825

- (2) Discrepancy between said amount and remuneration to employees and directors: None.

- (6) Buyback of Common Stock in 2024: None.

## II. Status of issuance of corporate bonds:

- (I) Corporate bonds: None
- (II) Convertible bonds: None
- (III) Exchangeable Bonds: None
- (IV) Self registration in Taiwan: None
- (V) Bond with warrants: None

**III. Preferred shares: None**

**IV. Issuance of global depository receipts**

Date of issuance (process)		May 30, 1997				
Item						
Issue date	May 30, 1997					
Location of issuance and trade	London / Luxembourg Note 1: Location for issuance and trade changed from London to Luxembourg starting March 28, 2013.					
Total amount	US\$235, 830,000					
Unit Price	US\$11.23 / GDR					
Total issuance	21,000,000 GDRS					
Source of common stock recognition	One GDR stands for one common stock share of ASUS Note 2: The Company's stock exchange ratio has changed from one GDR for one common stock share to one GDR to five common stock shares since January 2, 2008. Note 3: ASUS had capital reduction arranged on June 24, 2010. The proportion of outstanding convertible is 1,000 shares for 150 shares.					
Total marketable security shares recognized	Stands for 21,000,000 common stock shares of ASUS					
Rights and obligations of GDR holders	Please refer to Attachment A					
Trustee	None					
GDR institute	CITIBANK, NA					
Depository institute	Citibank Taiwan Limited					
Outstanding GDR	3,907,338 GDRS (December 31, 2023)					
Issuance and expense amortization throughout the issuance period	It is to be amortized in three years on average after issuance according to Article 243 of Company Law					
GDR agreement and depository agreement	Please refer to Attachment B					
Market price per unit (US\$)	2024	Highest	US\$ 96.67			
		Lowest	US\$ 62.82			
		Average	US\$ 78.96			
	As of March 30, 2025	Highest	US\$ 108.22			
		Lowest	US\$ 89.00			
		Average	US\$ 97.91			
Item	GDR				Total marketable security shares recognized	
	Date	Amounts	Price	Issue Amount	Shares	Price / Per share
Date and remainder of initial issuance A	86/05/30	21,000,000	USD11.23	235,830,000	21,000,000	0
Date and	87/06/15	25,478,476	0	0	25,478,476	0

Remainder of Additional Issuance After the Initial Issuance B	87/10/26	56,628	0	0	56,628	0
	88/06/14	18,893,413	0	0	18,893,413	0
	88/08/30	69,309	0	0	69,309	0
	89/08/11	23,830,652	0	0	23,830,652	0
	90/08/30	20,663,365	0	0	20,663,365	0
	92/08/01	6,256,511	0	0	6,256,511	0
	93/08/15	10,924,803	0	0	10,924,803	0
	94/08/29	10,654,365	0	0	10,654,365	0
	95/09/21	13,439,142	0	0	13,439,142	0
	96/09/20	6,310,972	0	0	6,310,972	0
	97/01/02	-126,062,109	0	0	0	0
	97/09/30	3,142,032	0	0	15,710,161	0
	98/09/23	64,927	0	0	324,639	0
	99/06/24	-29,514,114	0	0	-147,570,571	0
	100/09/01	1,111,472	0	0	5,557,362	0
Total Number of Remainder for Issuance D D=A+B				6,319,844	31,599,227	

#### Attachment A

1. Voting rights: No voting rights may be exercised directly but the GDR institute shall be instructed to exercise voting rights according to the GDR agreement.
2. Dividend distribution, stock option, and other rights:
  - (1) Entitled to distribution of dividend and stock shares just like the common shareholders of ASUS. GDR institute may have GDR issued proportionally to shareholdings or increase the common stock shares recognized with each GDR or have stock dividend sold on behalf of GDR holders and with the income distributed to GDR holders proportionally.
  - (2) GDR institute reserves the said rights provided to GDR holders within the scope defined by the law of R.O.C. or international law, or, GDR institute may have the said rights sold on behalf of GDR holder and with the income distributed to GDR holders proportionally.

#### Attachment B

1. GDR agreement:
  - (1) Transfer/split: The ownership of GDR is evidenced by EUROCLEAR and CEDEL book transaction and split system.
  - (2) Dividend and others:
    - ① Cash dividend in US\$ net of GDR institute fees and tax withholding is distributed to GDR holders proportionally to their holdings.
    - ② For the distribution of stock dividend, GDR holders are to have the total GDR adjusted proportionally to the shareholding ratio recognized with GDR holdings; also, adjusted the GDR of GDR holders accordingly. GDR institute may have the income distributed

to GDR holders proportionally.

- ③ When issuing new stock shares for cash capitalization or arranging stock option, GDR institute may (I) arrange stock subscription or (II) entrust the said right to GDR holders; however, the new stock shares for cash capitalization are limited to the exemption registered with SFC.
  - ④ GDR institute must strive to have cash dividend and stock dividend distributed to GDR holders.
- (3) Voting rights: Unless otherwise agreed upon, GDR institute must base on the GDR agreement, law of R.O.C., and the instruction of GDR holders to exercise the voting rights of the marketable security recognized with GDR.

2. Depository agreement:

- (1) Submit marketable security for the issuance of GDR.
- (2) Inform GDR institute to have GDR issued.
- (3) Deliver marketable security for the exchange of GDR
- (4) Confirm the volume of GDR monthly
- (5) Confirm the volume of GDR on the registration date

**V. Employee stock option certificates:** None.

**VI. Limit on Employee New Bonus Share:** None.

**VII. Merger and acquisitions or stock shares transferred with new stock shares issued:**

- (1) The merger completed, stock shares transferred, and new stock shares issued in recent years and up to the date of the annual report printed:
  - 1. The opinions of the security underwriter who is responsible for merger, accepting other company's stock share, and issuing new stock shares in the most recent quarter: None
  - 2. If the business performance of the last quarter does not meet expectation, please state the impact on shareholder's equity and the corrective action proposed: None
- (2) If the merger is completed, stock shares is transferred, and new stock shares are issued in recent years and up to the date of the annual report printed, the information of the merger and the merged or acquired company must be disclosed: None.

**VIII. Fund implementation plan**

Up to the last quarter before the printing of the financial statements, outstanding equity issuance or marketable security subscription or the completed equity issuance or subscribed marketable security without success: Not Applicable.

## IV. Overview of Business Operation

### I. Principal activities

#### (I) Operating Scope

Established in 1989, ASUS is a world-renowned multinational technology company, committed to providing comprehensive technology products and solutions to individuals and businesses. Since the establishment of ASUS, we have assembled many outstanding talents, and worked together for the vision of brand. We have achieved operational growth goals and excellent performance many times, and thus become one of the most important brand companies in Taiwan.

The Company is primarily engaged in the design, R&D, and sales of 3C products (including PCs, main boards, other boards and cards, smart phones and other handheld devices, etc.). In many of its electronics-integrated products, the Company has offered excellent quality and industry-leading technology, which have won many awards. In 2025, ASUS was once again recognized as one of the "World's Most Admired Companies" by "Fortune Magazine" in the United States. The product categories span motherboards, graphics cards, laptops, smart phones, displays, routers, servers, and various technology solution products. The company is also actively expanding into gaming and AIoT innovations, advancing toward becoming a fully integrated AI company. The Company is also actively expanding its esports products and creates a variety of applications in new areas of AIoT. ASUS is committed to pursuing unparalleled technological innovations, creating a thoughtful intelligent life and ubiquitous happiness for its global users; the vision of the brand is to become "a leading technology innovative enterprise highly respected by the new digital generation." ASUS has about 16,000 employees around the world, and has a world-class R&D team of more than 5,500 people. We have established over 160 offices globally. From 2001 to the end of 2024, ASUS has received over 76,000 awards worldwide. The product innovation, design and quality have been recognized by the global market. The core of ASUS business is PC-related products. In 2024, product revenue was composed of 60% from computer-related products and 40% from components and other related products.

Product development projects:

- a. AI Laptop (Including Copilot+ PC)
- b. Ultra-Slim High-Performance Laptop
- c. Motherboard Supporting AI Computing
- d. High-End Display and Professional Graphics Cards
- e. Highly Scalable AI Server
- f. Edge Computing AI Device (Edge AI)
- g. Next-Generation Gaming Appliances (PCs, Handheld Consoles, Smartphones, Peripherals)
- h. High-Speed Network Equipment (Routers/Switches)
- i. Professional LCD Monitor
- j. AI Solutions (Smart Manufacturing, Smart Healthcare, Smart Retail, etc.)

#### k. Product Sustainability and Low-Carbon Product Design

In 2024, ASUS is committed to a comprehensive AI transformation, enhancing strategic planning and operational management intelligence through the application of AI technology. ASUS's main direction for the product strategy and business objectives are as follows. Computer system products will put design thinking into practice. Promote industry transformation and stabilize operations and profitability. Motherboards and open platform of product lines will maintain the leadership in the industry and continue to improve market share and mindshare. ROG and all e-sports-related products, along with the expansion of the esports industry and esports user base, become the important long-term growth momentum, the annual growth rate will be targeted on double-digits, and gradually become a lion in the industry. For mobile phones, the focus will be on esports users and expert users, establishing a market leading position and brand value for a specific user group. In the face of emerging AI trends, ASUS aims to become a comprehensive provider of AI devices and solutions. Responding to the new industry trend of AI, several product projects and market positionings will be initiated, to grasp the opportunities for market evolution and growth. For more information and plans related to R&D, please refer to "Future R&D Plans and Estimated Investment" in "Risks".

#### (II) Industry Overview

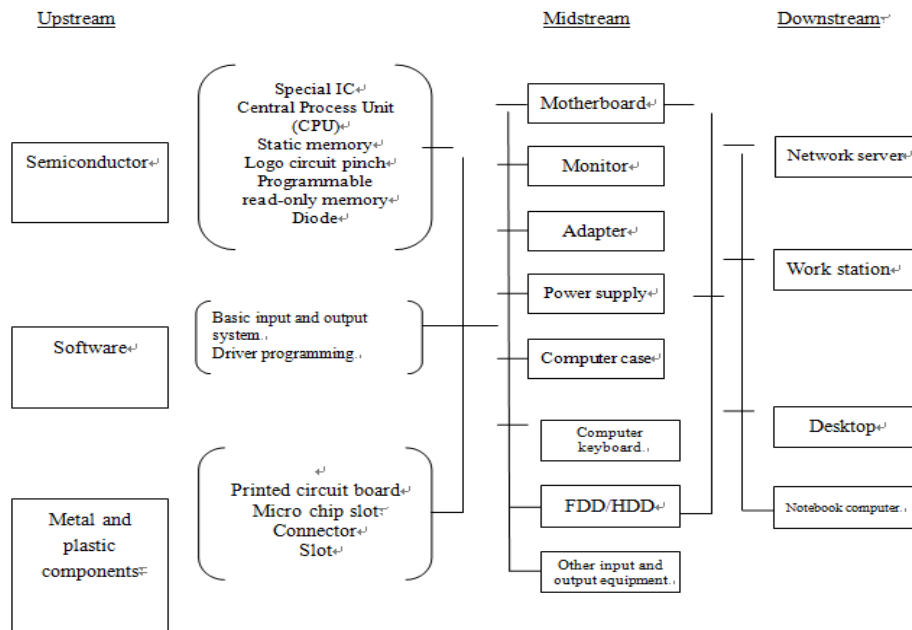
##### 1. Progress and development of the industry:

With the rapid advancement of generative AI technology, AI PCs will redefine user behavior patterns and computer system architectures. As productivity tools, the performance of PCs will be further enhanced, driving improvements in overall performance for individuals. In the future, the interaction between people and computers will become more diverse, non-textual interactions will become mainstream, further strengthening bidirectional communication between humans and PCs.

In the future, AI models will be more widely applied in laptop products, including relevant components supported by AI applications such as perception, computational capabilities, and transmission, all of which are expected to be optimized through hardware upgrades and incremental improvements. Simultaneously, as the level of product standardization decreases, the integration of hardware design and application services will also become a key factor in enhancing the user experience of AI PCs. In addition to pursuing 'lightweight, thin, small, and beautiful' qualities, the market development trend of the laptop industry in the future will also focus on achieving 'personalization and intelligence' in the user experience."

##### 2. Correlation of the upstream, midstream, and downstream of the industry:

In terms of the correlation of upstream, midstream, and downstream parts of the industry, the upstream industry includes semiconductor (IC design, wafer foundry, and testing and packaging), electronic parts (passive components, rectifier diode, etc.), and others (LED, printed circuit board, connector, etc.). Midstream industry includes optoelectronic (monitor, LCD, etc.), electronic parts (motherboard, VGA, etc.), and computer peripherals (computer case, mouse, keyboard, etc.). Downstream industry includes desktop computers and laptops.



### 3. Product development trends:

Cloud computing generally means that the user connects from a terminal to a remote sever or device via the internet for access to data or application services. This is an important emerging business opportunity of the technology industry. AI and deep learning of the computer as well as development of brand-new types of automatic equipment will change the work and life of human beings. This will be the focus in the development of the technology industry

ASUS plans to invest resources in the development and promotion of various products and solutions for cloud services, server, smart homes, and high-speed computation applications in order to enhance their portability, easy-to-use properties, connection capabilities and service depth, and provide the user with the ultimate application experience.

### 4. Competition:

The pandemic reshaped the way of life and work of all human beings, and greatly accelerated the development of human society to a digital life of remote work, home learning, and online entertainment, further driving the inelastic demand for computers and computer peripherals and establish the computer as the optimal productivity tool. In the future, products and services adopting the human-centered and the application of AI in computers has gradually progressed from performance enhancement and other AI tool support towards generative applications and personalized assistants. In the future, with the growing demand for customized AI services, the standardization level of PCs may decrease, and products and services in the digital economy model will thrive even more. Product design must also focus on personalized design, and differentiate and segment products based on the needs of individual target consumers. Therefore, the use of innovating and marketing strategies are increasingly important

in order to create profit for each industry operator.

In response to the needs of users of the new digital generation, ASUS continues to adopt user-centered design thinking and product and smart application innovation and expand the user base for gaming, business, and creation. At the same time, the future development trend of notebook computers aims to incorporate new technologies to increase product value, such as lightweight, easy to carry, energy saving, green and environmental protection, etc. to make ASUS products stand out from its competitors and win mindshare. In recent years, ASUS's gaming laptops have grown significantly faster than the market; the aim is to continue to expanding its market share.

MB, VGA, and CD-ROM are key segments of the computer components industry that form a supply chain along with CPU, chips, and PCB connectors. ASUS has kept a profound and excellent relationship with these businesses. To upgrade the product development technique and ensure stable supply of components, ASUS cooperates with many agents and distributors in the global channel architecture. ASUS is the leading brand in many markets including Europe, Asia and America, and the value of the brand and its identification are widely recognized by the users.

### (III) Research and Development

ASUS has committed to R&D excellence since the day of its incorporation to rely on in-house innovation for the R&D, production, and marketing of advanced motherboards, graphics cards, laptops, servers and smartphones; and to develop 4C (computers, communications, consumer electronics, and automobile electronics) integrated products. For ASUS, the R&D Division and the R&D Center have a positive correlation working together. The R&D Center focuses on technology studies and commercialization of creativity. The R&D Center is entrusted with the responsibility to conduct preliminary studies and assessments on the key software and hardware technology, modules, and applied program development platform in depth. This work provides reference for the R&D director in judging technology trends and partner selection. The R&D Division focuses on system integration, product introduction, and commercialization. Technology is transformed to generate income, and then part of that income is contributed back to support the creativity or technology supplier. This cycle allows R&D to sustain continuous development. These commitments to R&D, and the incentives provided by the Company's management, allow ASUS to continuously recruit talented R&D. In the constantly-changing computer world, ASUS has key technologies and leading products enabling it to compete in the market and to create product value. The 2024 R&D expenses were NT\$22 billion, accounting for about 4% of the total revenue.

ASUS continues to invest in R&D for new-generation computing products such as AI PCs, gaming laptops, creator laptops, commercial laptops, and Chrome OS-based devices. The company has also launched various innovative applications rooted in design thinking, integrating software, hardware, and AI technologies. This user-centric approach has been widely recognized and appreciated by users. To enhance the core capabilities of its gaming laptops, ASUS ROG introduced the exclusive Nebula Display technology, delivering ultra-fast response times and stunning visuals for gamers. At CES 2024, the company launched

the ROG Zephyrus G16, the world's first OLED gaming laptop to support NVIDIA® G-SYNC. ASUS's Intelligent Cooling system features Thermal Grizzly liquid metal, a tri-fan cooling setup, and a full-sized heatsink. The second-generation Arc Flow Fans with dual impellers increase airflow by 11% while reducing power consumption by 16%, delivering a significant boost in thermal efficiency. ASUS is also advancing its AI strategy with a comprehensive approach—from foundational technologies and system architecture to end-user applications—providing a full suite of products and technical services to support the integration of generative AI solutions. In the field of smart healthcare, ASUS's AI-powered endoscopy system, AI EndoAim, received the MedTech Breakthrough Award in the United States, while its LU800 series of handheld wireless ultrasound devices was honored with the National Healthcare Quality Award. At the same time, ASUS upholds a pragmatic and fundamental approach, dedicating itself to the development of low-carbon products. In 2022, the company obtained its first product carbon footprint certification for a commercial laptop. In 2023, ASUS launched both commercial and consumer laptops with carbon neutrality certification, actively demonstrating its commitment to high-standard carbon reduction initiatives. From the design phase, ASUS strives to minimize carbon emissions by adopting low-carbon manufacturing processes, improving energy efficiency, and selecting environmentally friendly materials. Ultimately, the company achieves product carbon neutrality through the use of high-quality, nature-based carbon credits. ASUS has recently launched the Carbon Partner Service, a product carbon offset solution that allows customers to purchase additional high-quality carbon credits to offset the remaining emissions of their products. This service supports customers in achieving their ESG performance goals and carbon reduction targets.

The specific products in the recent year:

R&D planned in 2025:

- a. AI Laptop (Including Copilot+ PC)
- b. Ultra-Slim High-Performance Laptop
- c. Motherboard Supporting AI Computing
- d. High-End Display and Professional Graphics Cards
- e. Highly Scalable AI Server
- f. Edge Computing AI Device (Edge AI)
- g. Next-Generation Gaming Appliances (PCs, Handheld Consoles, Smartphones, Peripherals)
- h. High-Speed Network Equipment (Routers/Switches)
- i. Professional LCD Monitor
- j. AI Solutions (Smart Manufacturing, Smart Healthcare, Smart Retail, etc.)
- k. Product Sustainability and Low-Carbon Product Design

(IV) Short-term and long-term development plans:

1. Short-term development plan;

ASUS will continue to follow the brand spirit of 'In Search of Incredible', ASUS continues to advance product innovation with a focus on AI and user experience,

targeting key application areas such as green energy technology, multimedia and entertainment, cloud computing, and edge AI. Product development covers three platforms, blending advanced digital technology with the user's life experience. Open platform products include motherboards, graphics cards, monitors, routers, and servers; system products include laptops, tablets, desktops, and smartphones. AIoT products include artificial intelligence solutions in smart manufacturing, smart healthcare, smart retail, and other fields.

## 2. Long-term development plan:

We have entered a people-oriented mobile computing era, where all physical and virtual computation, data access, and interaction are integrated via the internet. In the future, users will not have to adapt to product functions but the product functions will be reconfigured to conform to user demand. The boundaries between mobile, tablet, laptop, and other mobile devices will eventually be eliminated. In the new digital era, the power of the internet will eventually turn the screens of mobile devices into media centers connected to the cloud. Information will not be owned exclusively but will be readily available to all; transmission and sharing will be the key. As the leader of brand technology, ASUS believes in the power of the open platform. We must embrace the ubiquitous era of cloud computing with an open mind, building a versatile solution for the next generation of cloud computing. By thoroughly applying our Design Thinking philosophy to these new advancements in artificial intelligence, we aim to transform ASUS into a truly comprehensive AI enterprise. Looking ahead, we strongly believe that the game-changing nature of AI will drive breakthrough innovations in numerous fields. As an extension of human intelligence, AI will significantly enhance our quality of life and work productivity, while also reshaping the operational framework of existing workplaces. Internally, ASUS has initiated AI empowerment projects encompassing R&D, design, marketing, sales, customer service, educational training, and data governance. Externally, we have laid a solid foundation in various AI products and services, covering comprehensive usage scenarios such as AI PCs, AI servers, Edge AI, AIOT, and more. We will also collaborate with leading global enterprises to jointly contribute to the welfare of humanity through AI.

## II. Market analysis and the conditions of sales and production:

### (I) Market analysis:

#### 1. Sales regions:

Unit: NT\$ thousands

Item \ Year	2023		2024	
	Subtotal	Total	Subtotal	Total
Sales to TW		22,706,190		27,142,627
Sales to region outside of Taiwan		459,608,239		559,944,470
America	117,125,863		149,953,186	
Asia Pacific / Oceania	221,139,498		277,315,360	
Europe	108,436,840		114,951,254	
Africa	12,906,038		17,724,670	
Net sales		482,314,429		587,087,097

#### 2. Market share and market demand and supply and market growth:

##### (1) Market demand and supply of computer components:

ASUS motherboards have taken the largest global market share for several years in a row, mainly because of our superior R&D design capacity, massive production scale, complete upstream/downstream component supply chain, product quality, and controlled production costs; all of which become our powerful competitive advantage.

ASUS released the high-quality, high-performance and high-price optimized motherboards with respect to the high-rank, mid-rank and low-rank markets, in order to dominate the global motherboard market absolutely and continue the most advantaged product and leadership in the industry. Since ASUS was founded in 1989, the sales of its motherboards have exceeded 600 million pieces, absolutely leading ahead of the others in the same trade.

##### (2) Market demand and supply of NB:

ASUS has been in the laptop industry for over twenty years. The availability of laptop computers has grown substantially throughout the world. ASUS has worked in the laptop computer industry for over 15 years, demonstrating a remarkably-sustained performance in product quality, R&D technology, and business development. According to research conducted by an international market survey institute, ASUS stands in the world's top three Windows OS consumer laptop computer suppliers and constantly leads the industry in terms of product innovation, attaining high brand value and consumer recognition. The 2024 research institute estimated the shipment of ASUS consumer laptop computers to take about 12% of the global market share.

##### (3) Short-term development of IT industry:

With the rise of AI and hybrid work models, mobile devices and edge computing have become key innovation drivers in the IT industry. ASUS is set to launch a new generation of AI PCs and Edge AI devices that integrate cloud and on-premises

computing. Tailored solutions will be developed for applications in mobile computing, multimedia entertainment, and business operations, enhancing portability, ease of use, connectivity, and service depth. The goal is to create a seamless, borderless lifestyle where information is readily accessible anytime, anywhere. Professional users will be empowered to leverage cloud-based business tools to expand opportunities and enhance competitiveness, while family members can come together to enjoy a rich and diverse range of multimedia entertainment.

### 3. Competitiveness, advantages and disadvantages of development, and responsive strategies

Industrial development and vision:

#### (1) Advantages

- a. In response to the needs of users of the new digital generation, products and services adopting the human-centered and digital economic model approach will flourish in the future, and the human-centered design thinking process is an important direction of development in the future. Consumers seek better user experience and higher product value. This complies with the persistent operating philosophy and the product development capability of ASUS, and will be the focus in our business operation.
- b. The pandemic greatly accelerated the development of human society to a digital life of remote work, home learning, and online entertainment, further driving the inelastic demand for computers and computer peripherals. New types of computers, such as gaming notebook, content creation notebook, business notebook, and Chrome OS, continue to create new markets and demands. ASUS will also establish appropriate business goals and resource commitment according to different market and product segmentation to accelerate product and smart application innovation. ASUS launches of the ROG Phone and Zenfone in the smartphone market have been well evaluated and created excellent sales. ASUS will have competitive advantages in the evolution of the hardware industry with the support of our products.
- c. With the rapid development of Edge AI, the demand for real-time computing at the device level is rising. Leveraging its integration capabilities across AI PCs, smart manufacturing, smart healthcare, and AIoT product lines, ASUS possesses strong advantages in agility and productization. This enables the company to excel in low-latency, high-security application scenarios, further strengthening its market position and innovation influence.

#### (2) Disadvantages and responsive strategies

The overall economic and industry environment has undergone drastic changes, and geopolitical conflicts, inflation and currency policy fluctuations, systemic risks in the financial system, and weak market demand, are causing multiple impacts and challenges to the Company's internal and external operations, corporate resilience, and transformation.

ASUS has established a more flexible and efficient organizational operation, with three business groups being formed including: System Business Group, Open Platform Business Group, and Smart IoT Business Group in order to aggregate resources and be more responsive to market changes. To create greater value and expand the operation scope, we established the Intelligent IoT Group at the end of 2019. The Group linked and integrated internal and external ASUS resources, teams, re-investment companies, and industrial partners for active business development of intelligent IoT and new smart solutions in various application fields such as smart manufacturing, smart healthcare, and smart retail. Each business group will then be able to focus on improving procedure, form optimal strategy, and execute strategy completely.

Through the implementation of the Golden Triangle Strategy with design thinking, market positioning, and NPS user recommendations, ASUS has formed a true, transparent, and synergized team. In the future, ASUS will continue to invest resources in products that have economies of scale and competitive advantages as well to support the three business groups having the most competitive product lines and sales channels. ASUS is dedicated to providing consumers with better products and services, to upgrade the brand value in the minds of consumers and ultimately to turn consumer's brand recognition into market share.

Operating environment:

(1) Advantages

- a. ASUS is capable of leading the industry in developing advanced technology and specifications using its excellent R&D resources, and gaining favorable market penetration and solidifying its market leadership.
- b. ASUS controls its costs with excellent innovative concepts in high-efficiency channel and digital marketing, which reduce operational expenditures and achieve effective marketing.
- c. ASUS has long been committed to eco-friendliness, energy-saving and sustainability with multiple green technology products based on innovative core technology. ASUS intends to acquire business opportunities and market recognition for products fulfilling the global trend for green and eco-friendly appeal.

(2) Disadvantages:

- a. Geopolitical tensions and significant changes in the global political and economic landscape have increased operational uncertainties, including U.S.-China relations, regional conflicts, and adjustments to trade policies.
- b. The uncertainties of supply-chain shipment also affect product shipment momentums and sales.
- c. New competitors enter the niche markets, such as esports laptops, compact laptops, and content-creation laptops, affecting margins.

(3) Responsive strategies:

ASUS will closely watch the change of the exchange rate, implement supply chain management adequately, and balance the exchange rate risk and cost fluctuation appropriately.

#### Internal conditions

##### (1) Advantages

- a. Stable financing with sufficient funds.
- b. Develop an excellent pool of talent, manage the R&D direction and schedule effectively, and lead the industry with technical capacity.
- c. The overall strategic planning also takes consideration of short-term indicators and long-term development objectives to keep ahead of industry development trends.
- d. The Company values people and continues to improve employee welfare treatment and welfare facilities.

##### (2) Disadvantages:

As ASUS grows significantly in both business operation and organizational structure, it is crucial to expand and improve the effectiveness of our management.

#### Product and technological development:

##### (1) Advantages:

- a. ASUS has created a strong R&D team. The excellent R&D talents of ASUS are recognized in the industry, with many patents awarded and many new products constantly in development.
- b. Many of the department heads and management of ASUS have a technological background. They thoroughly understand industrial trends and product development technology enabling them to take full advantage of development-to-plan product lines in depth, to apply recourses effectively, and to generate added value.
- c. The Company made early investments in important new products such as wearable devices, server and AIoT solutions, with considerable R&D and marketing resources to ensure that the products lead the competition.

##### (2) Disadvantages:

Currently the sales channel for mobile computing device products differs from computer products, and requires the deployment of highly-efficient channel partners in addition to improving the sales operation efficiency.

#### Sales and marketability:

##### (1) Advantages

- a. Under the operation of a strong sales management program, ASUS has achieved competitive computer sales in most regions, limiting the impact that adverse economic situations in one area has on the corporate operations. By deploying

product lines across the market, the Company can properly reduce the impact of economic risks.

- b. Long-term digital transformation drives the tangible needs for computers and peripheral products. ASUS has actively committed itself to technological innovation, research and development, accumulated strong technological and product innovation capacity and obtained good brands and distribution channels through investment.
- c. The Company have achieved the leading positions in each product line, and is the No.1 in terms of the global market share of motherboards. In terms laptops, it ranks No.1 in Taiwan and Hong Kong, Southeast Asia (Indonesia, Thailand, Vietnam), Europe (Poland, Romania) and in Egypt and South Africa in Africa. ASUS has also achieved good performance in other regions. According to research institutions, the ASUS high-end gaming laptops achieved the No.1 market share in the world in 2024. In recent years, the growth of gaming laptops has significantly outperformed the market. Moreover, for the global website service, official websites in multi-lingual versions have been established, to implement the business strategy of localization, and deep cultivation of the local markets.

(2) Disadvantages:

The operating performance of overseas subsidiaries depends on effective management of channels and creation of brand orientation and value. The overseas subsidiaries' HR and management mechanism must meet said two important objectives.

(II) Application and production process of major products:

1. Application of major products:

- a. Motherboards, graphics cards, and optical drives are important elements for desktop computers and servers. ASUS is in a leading position worldwide with all the aforementioned products.
- b. The market boundaries among laptops, tablets, and smart phones are increasingly blurred; with the significant market size, ASUS continues to strengthen product differentiation and seize market opportunities in product innovation.
- c. The quality and technical demand for wireless broadband communication products is extremely high and ASUS holds the key technologies allowing it to develop high-quality products with trust and word-of-mouth reputation from customers.

2. Production Process of Major Products

More than 90% of processes are automated

- a. MB and VGA: Automatic SMT → Pick and place → soldering pot → burning → test
- b. NB, tablet and other products: Automatic SMT → pick and place → soldering pot → burning → PCB test → assembly → system test

(III) Supply of major raw materials:

The main raw materials used by ASUS are chipsets, memory, logic ICs, printed circuit

boards, LCDs, etc. The suppliers of raw materials are mostly well-known domestic and foreign manufacturers with good quality and reputation in the industry. All the companies have collaborated with ASUS for many years; and they are good suppliers who can ensure the normal supply of raw materials and maintain competitive advantages.

(IV) Major Customers with over 10% net sales and Suppliers with over 10% total purchases (Included discontinued operations) of the last two fiscal years

1. Major Suppliers of the last two fiscal years

Unit: NT\$ thousands

Item	2023				2024				2025Q1 (Note 1)			
	Name	Amount	Percentage of net annual purchase (%)	Relation with issuer	Name	Amount	Percentage of net annual purchase (%)	Relation with issuer	Name	Amount	Percentage of net purchase of Q1 (%)	Relation with issuer
1	AV Suppliers	67,174,784	19	None	AV Suppliers	110,968,843	24	None				
2	F Suppliers	51,551,007	15	None	F Suppliers	66,568,052	14	None				
	Others	235,339,172	66		Others	291,861,829	62					
	Net purchase amount	354,064,963	100		Net purchase amount	469,398,724	100					

Note 1: The 2025Q1 financial statements audited by the CPA were not yet available up to the print of annual report on March 30, 2025.

Note 2: Causes of increase and decrease: The major suppliers of the ASUS Group did not change substantially in 2024.

2. Major Customers of the last two fiscal years:

The sales income of one customer from the consolidated company between 2024 and 2023 did not show 10% of the consolidated net operating income.

### III. Employees

Status of employees over the past two years and up to the date of the report printed

March 30, 2025

Year		2023	2024	As of March 30, 2025
Employee	Direct Labor	31	20	20
	Indirect labor	7408	7530	7494
	Total	7439	7550	7514
Average age		37.4	38.04	38.27
Average years of service		7.7	8.16	8.32
Education (%)	Ph. D.	0.54%	0.46%	0.48%
	Masters	54.15%	53.66%	53.52%
	College /University	42.53%	43.22%	43.39%
	Senior High School	2.39%	2.31%	2.26%
	Junior High School and below	0.39%	0.35%	0.33%

Note: The abovementioned information refers to ASUSTeK Computer Inc. Refer to the annual report of other listed subsidiary companies for more information °

#### **IV. Expenditure on environmental protection**

(I) Material capital expenditure invested in environmental protection activity:

1. The Company established GreenASUS and SERASUS Committee dedicated to boosting the sustainability management system certification, international environmental protection awards and green innovation projects. Please see Section III. Corporate Governance Report (6) Corporate Social Responsibility herein.
2. ASUS fellows will join environmental protection organizations and get involved in environmental protection activities.
3. We implement the “Digital Inclusion Project” to recycle IT apparatuses and donate them to schools in remote areas after repair. This not only reduces the waste materials but also helps to fill the urban-rural gap.
4. Arrange environmental protection, recycling, and merciful donation activities from time to time; also, contribute the income generated to charities activities.
5. We cooperate with the government to introduce ISO50001 energy management system to build an energy baseline every year and use PDCA to set up energy saving goals and ensure continual improvements in order to maintain implementation and reach the goal of reduction every year.

(II) The total amount of loss and fine paid for environmental pollution in 2024 and up to the date of the report printed: None.

(III) Estimated environmental protection expenses:

1. The Company will continue to promote the ISO 50001 energy management systems to improve energy efficiency, and at the same time plan the use of renewable energy and take relevant actions to slow down global climate change while reducing the operational impact caused by climate risks.
2. ASUS will continue to invest in green design, green procurement, green production, and green marketing for fulfilling corporate social responsibility to the earth.
3. The Company will plan the capital expenditure related to environmental protection based on GreenASUS and SERASUS.

#### **V. Employee/employer relations**

The realization of business goals relies on the commitment, deduction, and effort of employees; however, employees cannot exercise their talents without the support of the employer; therefore, a harmonious employer-employee relation is what ASUS after. ASUS has treated employees with an honest and open attitude; also, has working regulations and rules defined in the Company’s Work Code for the reference of employees. In terms of salary, benefit, and training policy, it is designed to help employees realize their objectives; therefore, they are able to have themselves heard and to have their working safety secured; ASUS corporate union has been established, with management taking the initiative to establish communication channels and

procedural mechanisms to maintain a positive and constructive mode of communication with the union. Each employee is able to freely express themselves and receive personal job security, job satisfaction, and good remuneration and benefits. Employer and employees are unified and share the same concept to work for the future of the organization.

In line with our commitment to and respect for employees, the Company has established a Human Rights Policy based on international standards, including the United Nations Global Compact (UNGC), the Universal Declaration of Human Rights, and the International Labour Organization (ILO) conventions. Employees shall not be discriminated against based on race, gender, age, political affiliation, religion, or disability. The Company strictly complies with local minimum age requirements, local regulations, and relevant standards such as those set by the Responsible Business Alliance (RBA, formerly EICC) in its hiring practices, and has accordingly issued a Human Rights Policy Statement.

(I) Employee's welfare package

ASUS always takes human respect and employee care as one of the management philosophies. To ensure the living conditions of employees and hold the belief of sharing profits with all employees, we provide a fair and legal internal and external bonus and remuneration system based on the average gross national income and price index, industry remuneration level, and internal equal pay for equal work condition to determine the bonus and remuneration for the employees. The reasonable amount and distribution are proposed to the Board of Directors after being reviewed by the neutral Remuneration management Commission. The remuneration for the managerial officers is distributed after approved by the Boards of Directors. The amount distributed to the employees or managers is also determined depends on the importance of the job, contribution and personal performance. In order to encourage employees to work hard without worry, besides basic security and bonus, ASUS specially supports and sponsors related welfare projects. Employees also organize employee welfare organizations for planning and implementation of the welfare matters. Major points of the current welfare projects are listed below:

1. ASUS has the following benefits provided in accordance with Company Law:

Health insurance, labor insurance, group insurance, the total amount contributed to staff personal retirement account may not be less than 6% monthly salary, accrual pension reserve according to old contribution plan deposited in Bank of Taiwan, arrearage reserve, and appropriating welfare fund with a percentage of sales revenue and paid-in capital.

2. ASUS has the following benefits provided specially:

Employee Stock Ownership Plan, annual holiday bonuses and performance bonuses, regular annual health check-ups for employees, company library, Employee Assistance Program (EAP), paid leave beyond legal requirements - indefinite days of "happiness leave" and paid sick leave/personal leave, flexible working hours from 7:30 a.m. to 9:30 a.m. for starting work and from 4:30 p.m. to 6:30 p.m. for finishing work, providing 24 remote working days per year, allowing employees to apply based on job suitability, reducing commuting costs, and increasing environmental protection and work flexibility for employees. Employee Sports and Recreational Center – Taoran Hall: offering

lukewarm swimming pool/SPA, gym, pool room, and aerobics room as well as employee café, featuring multiple functional sites and welfare measures.

### 3. Employee Welfare Committee

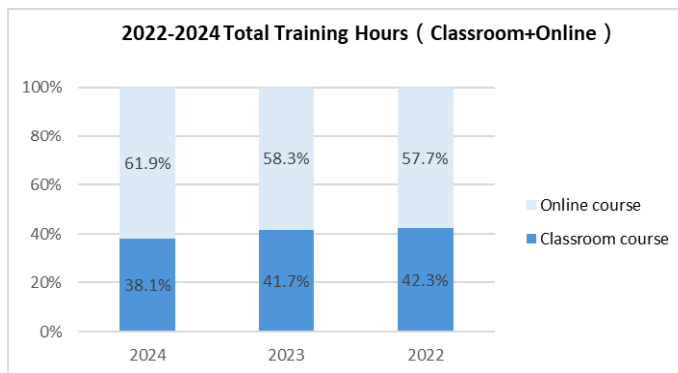
Birthday & Season-greeting bonus, wedding/funeral/celebration and emergency financial aid, group activities, scholarship and financial aid to employee’s children, Winter & Summer vocations’ children’s winter & summer camp, employee benefits Vouchers, and using departmental-based “Teamwork” activities and cooperate with literary units for discount offers so that the peers can implement art and literature appreciation.

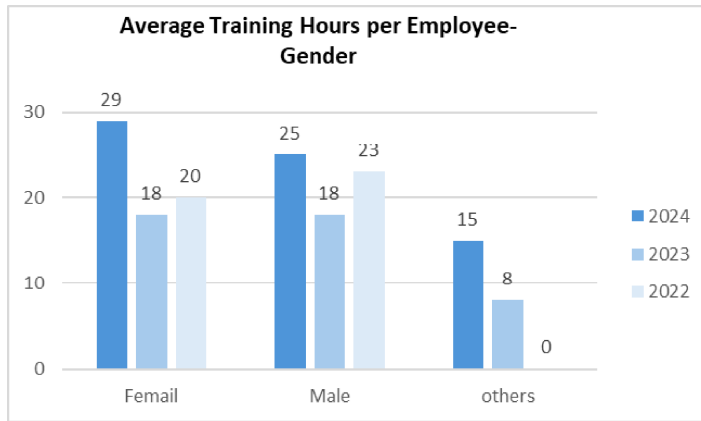
#### (II) Education and training

Talents are the cornerstone of an enterprise's success. ASUS believes that only when every employee fully demonstrates the ASUS DNA: ASUS 5 Virtues, Focus on Fundamentals and Results, Lean Thinking, Innovation and Aesthetics, in their jobs can the vision of "To become the world's most admired innovative leading technology enterprise in the new digital era." be fulfilled. The Company will then strive to be among the world-class green high-tech leaders and to provide valuable contributions to humanity.

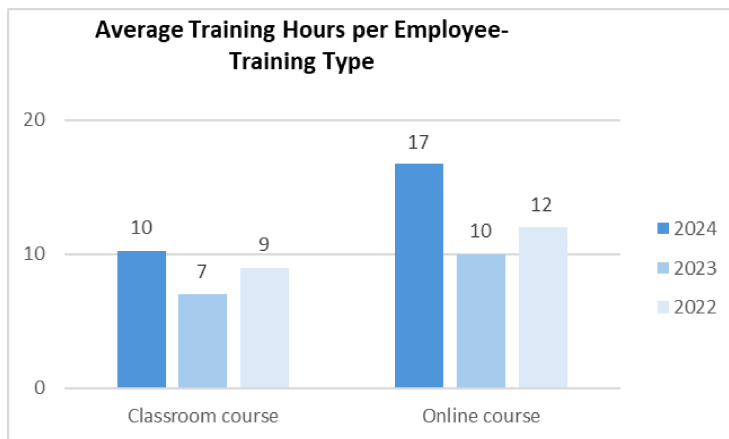
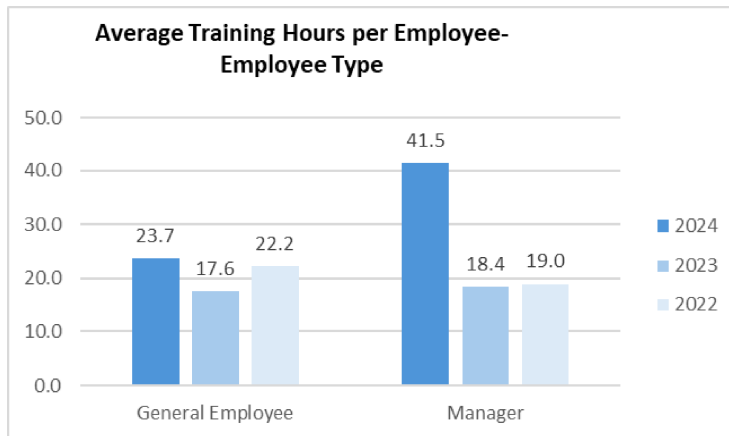
In 2024, ASUS has a total of 16,631 employees (as of the end of the year and full-time), the total training hours of the whole corporate group is 447,759 hours, and the average training hours per person is 26.9. The summary statistics is shown as follows:

Type		Average training hours per employee
Age	<30	35.6
	30~50	25.5
	>50	24.1
	Others	9.8
Gender	Female	29.4
	Male	25.3
	Others	14.8
Employee type	General Employee	23.7
	First-level Managers	42.2
	Mid-level Managers	41.7
	Senior-level Managers	34.7
Training Type	Classroom	10.3
	E-Learning	16.7





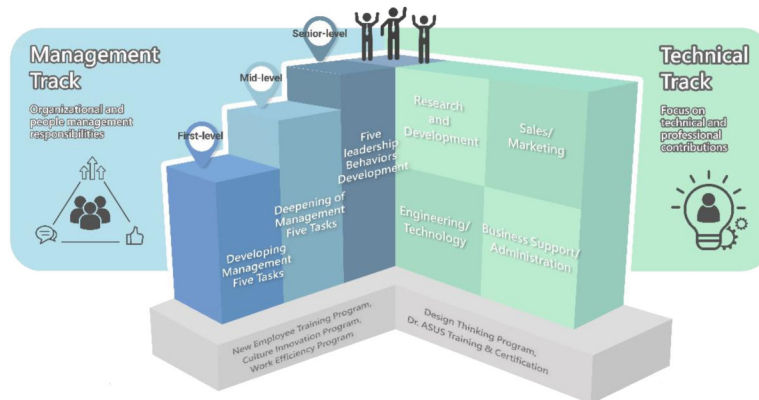
The average training hours of employees by category are as follows (Unit: hour/person):



### 1. Structured talent cultivation and development framework

By linking corporate culture, core value and global strategic planning, the ASUS talent cultivation system is divided into three functional aspects. There are talent development system focusing on core value, managerial competency, and professional competency;

and rich and diverse training courses and self-directed learning resources to nurture diverse talents.



**Dual-Track Diverse Talent Development Framework**

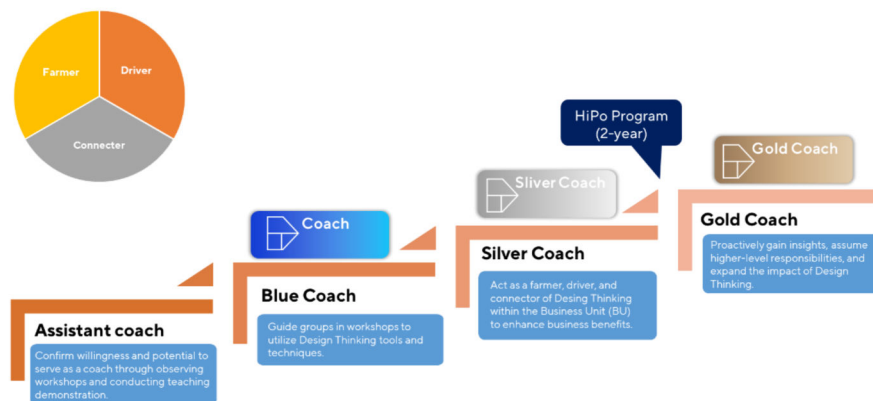
- (1) Core Value: In order to convey and fulfill the business philosophy and core values of the Company, we have planned and designed a variety of courses and activities. In 2024, totaling 128,083 training hours were offered, covering training for new hires, ASUS corporate culture curriculum, job specialist curriculum, etc. Since 2007, we have developed 334 Dr. ASUS internal lecturers to pass on the internal knowledge and experience.

#### Design Thinking Talent Development

Adopting the Brand Golden Triangle Strategy, Design Thinking (DT) embodies a "human-centered" design spirit and methodology. Through years of concerted efforts, DT has gradually fostered an internal culture of innovation, capabilities, and a common language, tailoring development plans according to the depth of application and the target audience. In 2024, the committee facilitated the cultivation of coaching talents across various departments, aiming to propagate the DT spirit within departments. Whether in product development or service design processes, the goal is to start from user needs, employ divergent and convergent thinking from various perspectives, and embody bold innovation, embracing aesthetic concepts to continually create delightful user experiences across all aspects of life. Additionally, a tiered certification mechanism for coaching and a high-potential talent development program were established. More career growth opportunities and rewards are provided to talents and units willing to invest and practice. The inaugural session yielded 38 coaches and 2 high-potential individuals, with selected Hi-Pos and their Heads attending a one-week training program at Stanford D. School in the United States to cultivate an international perspective and engage in exchanges with renowned companies and organizations. The aim is for them to not only lead their units in promoting innovative thinking and practical methods comprehensively but also to serve as nurturers, drivers, and connectors at the company level, leveraging collective wisdom to successfully lead cross-unit DT projects and amplify business benefits.

## Key Achievements in 2024

1. Design Thinking coach training framework: construct a comprehensive journey from trainee coach to Blue Coach or Silver Coach, with a rigorous training path. In 2024, a total of 35 trainee coaches (23% of whom were managerial staff) participated, of which 22 certified as new Blue Coaches; In addition, 24 Blue Coaches (38% of whom were managerial staff) participated in the advanced training and coach certification, and 8 of them obtained the Silver Coach Certification, becoming an crucial driver of ASUS Design Thinking culture.
2. High potential talent development: 2 high-potential talents and 3 senior executives, who also have the design thinking mindset and strategic framework to support high-potential talents to bring innovative ideas to work, were sent abroad to Stanford D. School for further education.
3. A total of 1,544 people participated in the design thinking training throughout the year, with a total of 2,717 hours, and the course satisfaction rate was 4.4 (5-point scale).
4. Design Thinking Practice Award : In 2024, for the first time, overseas teams had participated in the finals, with a total of 29 headquarters teams and 2 overseas teams participating. The influence of design thinking has spread within the company, regardless of whether it is headquarter or overseas, or any business groups, all of which jointly practice the innovation in product and service. Regardless of whether they were involved in product development or internal/external customer service units, they collectively pursued product innovation and service innovation. The winning 2 teams in the finals, involved of 50-60 people, created 6.3-times the shipment amount, threefold the transaction rate, increased the average order value by 20%, launched new product categories, and optimized the company's operation and management efficiency



- (2) Managerial Competency: Based on management functions at all levels and the hierarchical competence standards established by the International Position Evaluation System, we have created a comprehensive management training map, including the mini-EMBA program in collaboration with the academia community, the management experience succession of internal senior executives, and the connection with external management trends. In 2024, there were 46,883 training hours provided, which strengthened the executives' management thinking and

leadership in guiding teams to achieve the operational strategic goals entrusted by the Company. Among these sessions, 6 management courses are promoted to optimize and transfer, as well as reorganize the priority behavior indicators in the management competency, help trainees understand the core skills, and focus on the integration of cross-function domain knowledge, accelerate cross-departmental communication and cooperation, and ensure that people remain competitive in the fast-growing market.

Dr. ASUS Train-the-Trainer Program

In-house instructor (hereinafter referred to as Dr. ASUS) Since its inception in 2007, ASUS has trained a total of 334 employees. Dr. ASUS understands ASUS's internal business processes and corporate culture, and has a common language of management, so that employees can cultivate their work ability through ASUS's practice and experience, so that the training effect can be directly implemented. Dr. ASUS can also use "on-the-job training" and "mentoring" in real time to make full use of or empower the abilities and experiences of each supervisor to maximize it.

In 2024, a total of 33 colleagues will be certified as new instructor, and with the transformation of the company's strategic direction to comprehensive AI company, there are 14 GenAI internal expert training session has been conducted, and topics are covering such as LLM, promptin, AI Hub multiple envisioning, low code/no code programs, and RAG application, etc. Dr. ASUS Program selects employees who are interested and passionate in teaching, and cultivates their second expertise such as knowledge extraction and teaching design, so as to stimulate employees' enthusiasm for knowledge sharing and learning, gain a sense of achievement in value reengineering, establish a learning organizational culture, and continuously improve the talent Capital



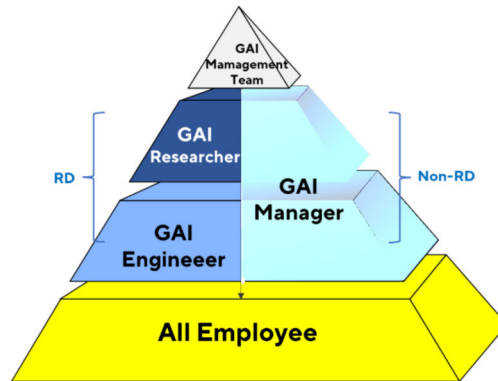
- (3) Professional Competency: ASUS has divided its professional skills into four major areas: research and development, engineering technology, business marketing and management support. Define the skills requirements of each position and develop professional training blueprints, technology and trend seminars and strategic training projects for key positions.

In 2024, the department will provide 1,736 self-organized specialization training courses, totaling 160,078 hours (Proportion of training hours in various fields: 25.8%

in research and development; 9.0% in engineering technology; 31.5% in business marketing; 32.0% in management support and others 1.7%).

GenAI Empowerment Training: In order to build ASUS into a comprehensive AI company, a series of AI-related empowerment training has been launched in 2024.

1. Self-learning resource: 110 bilingual courses, including 9,298 persons and 34,110 views.
2. AI tools training session of Microsoft: a total of 13 sessions were held, and 1,688 people completed the training events. The course satisfaction rate was 4.4 (5-point scale), and the overall learning recommendation rate was 94%.
3. LLM courses of Industrial Technology Research Institute (ITRI): the first-level 18-hour course, totaled about 38 people (244 times) completed the training. The course satisfaction rate was 4.5 (5-point scale), and the GenAI experts were trained into Dr. ASUS certified 17 people.



#### Technical/Functional Committee

In response to the challenges of organizational growth, the company is systematically establishing various "Technical/Functional Committees." These committees are designed to enhance technical skills and knowledge across different domains, integrating them into the operations of human resource systems such as talent acquisition, organizational effectiveness, performance management, and training and development. This initiative aims to refine and deepen individual development, enabling talented employees to maximize their potential and continue making significant contributions in their roles. Additionally, it offers enhanced career development opportunities, raises the importance and value of individual across various fields, and provides a pathway for exceptional employees to transition across different organizational functions in the future.



<b>Selection</b> Talent Acquisition (Selection Criteria)	<b>Training</b> Training and Development (Learning Framework and Effectiveness evaluation)
<b>Staffing &amp; Retention</b> Organizational Effectiveness (Talent pipeline and Career Development Paths)	<b>Evaluation &amp; Elimination</b> Performance management (Performance evaluation and Promotion Assessment)

## Key Achievements in 2024

### 1. Establishment of New “Technical/Functional Committees”:

In 2024, the company established the “Hardware Technical/Functional Committee” and the “Customer Service Technical/Functional Committee,” focusing on developing technical Skills and standards in these areas. This initiative impacted over 1,300 employees. By the end of 2024, approximately 100 members were participating in the “Technical/Functional Committees,” with 67% being mid-level managers.

### 2. Annual “Technical Skills Review Committee”:

Individuals participated in the annual “Technical Skills Review Committee,” engaging in project discussions with domain experts. These experts provided feedback, development suggestions, and recognition of technical skills. In 2024, this initiative received over 90% approval from participants, reflecting high satisfaction and value.

### 3. Application of Competency Standards to Individual Development Plans:

In 2024, individuals in the fields of mechanical engineering, thermal engineering, and design applied competency standards to their individual development plans. This approach helped managers and individuals set specific, measurable development goals, effectively driving continuous improvement and skill enhancement. Additionally, it assisted the company in better identifying and nurturing high-potential talent.

### 4. Development of “Technical/Functional Committee” Project Teams:

In 2024, three related courses were systematically developed, totaling six hours of instruction. These courses trained five new project team members, expanding the project team to 10 members. This initiative laid a solid foundation for the growth and dissemination of the “Technical/Functional Committees.”.

## 2. Systematic performance management and development

To optimize corporate governance and enhance management efficiency, ASUS has implemented a Global HR System. This system allows employees to promptly adjust their performance goals and development plans in response to rapidly changing environments. Managers can simultaneously track progress, thereby accelerating communication efficiency. The "Task Tracking" feature enables both departmental peers and cross-departmental collaborations to effectively monitor progress and

milestones in real-time. Through the "Continuous Feedback" feature, professional and interpersonal network connections are fostered, enhancing employees' access to necessary resources and support. This alignment of personal development with corporate goals further boosts overall organizational efficiency.

ASUS has also drawn on global performance management trends and invited focus groups comprising managers, employees, and HR professionals to design a globally applicable performance management system and processes. Through collective intelligence and iterative validation, ASUS has designed a performance management cycle that integrates "Goal Management → Task Tracking → Performance Appraisal" into a structured workflow (refer to the "ASUS Performance Management and Development Cycle Diagram").

To ensure the management system and cycle operational processes have a substantial impact, a total of 14 communication sessions were held in 2024 for managers at all levels, employees, headquarters, and overseas offices. Additionally, to assist colleagues in accessing necessary information at any time, all communication sessions were recorded and made available on the company's learning platform. Performance management guidelines and FAQs were also compiled on the internal website. Furthermore, 10 instructional demo videos and 50 user manuals were created, and 30 learning resources were selected to support employees.

To enhance the convenience for overseas colleagues, we collaborated with HR partners from overseas offices, successfully enabling the Global HR System to support 23 different languages. Every word seen on the screen is the result of the collective efforts of all HR partners. The HR Center has also collaborated with the IT Department to establish a streamlined communication channel through its service request system, enabling employees to submit the tickets at any time and receive prompt responses. Additionally, by working closely with HRBPs, we have created a more comprehensive support environment.

By helping all colleagues understand the core values of performance management from the top down, we emphasize how managers can build relationships with employees, communicate effectively, and enhance employee engagement and intrinsic motivation. This ensures that performance management is not just an evaluation tool but a key mechanism for promoting growth and development. Thanks to the collective efforts of HR partners, statistics show that in 2024, 90% of ASUS colleagues worldwide used the system to manage performance. This impressive result reflects the HR Unit's commitment to creating a comprehensive and resource-rich environment and demonstrates the effectiveness of the performance management and development cycle in generating organizational benefits and providing strong support for further enhancing overall organizational efficiency.

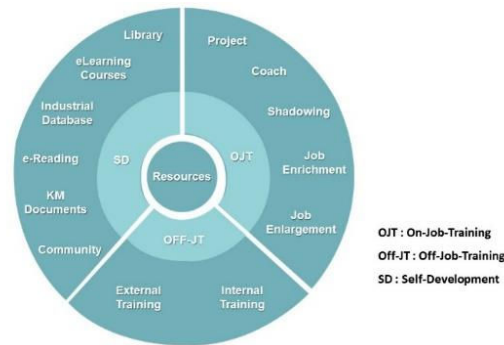


Through the annual performance management of all employees, ASUS effectively evaluates and reviews their work outcomes. The results of these performance evaluations are not only used to assess employees' job performance but also serve as a basis for promotions and rewards. This helps the company effectively identify high-potential talent and plan key development programs to continuously enhance organizational competitiveness. For employees who do not meet expected performance standards, ASUS provides Performance Improvement Plans to guide them in focusing on key areas for improvement and making necessary job adjustments based on individual capabilities. During this process, ASUS offers care and support to employees and provides comprehensive placement plans for affected employees, including severance pay in accordance with the law, as well as necessary assistance and resources such as personal career development counseling and external job placement assistance to help employees transition smoothly.

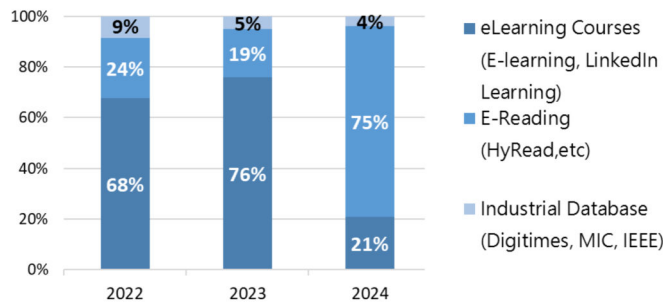
ASUS places great importance on employees' career development, believing that performance management should encompass employees' medium- and long-term Individual Development Plans (IDP), not just the setting of short-term goals each year. By considering both work performance and competency development, employees can actively plan and adjust their career paths, seek cross-functional development opportunities internally, and achieve self-growth, promoting a win-win situation for both personal advancement and organizational contribution.

### 3. Diverse self-directed learning resources

In line with the reading habits of the new generation and to enhance the accessibility of resources, in 2024 ASUS continuously provided employees with a rich array of high-quality and diverse digital cloud resources. These included online courses, audiobooks, e-magazines, article knowledge bases, and industry databases, among other external services. In 2024, LinkedIn Learning platform was deployed, providing more than 24,000 diversified professional courses in business, innovation, and technology. This initiative aimed to encourage self-directed learning and self-development among employees, while also meeting the diverse professional growth needs of different job roles. The cumulative number of users accessing these resources reached 26,198.



2022-2024 Diverse self-directed learning resources



### (III) Code of employee’s conducts and ethics

The “sincerity, thrift, profundity, and practicality” is one of ASUS’s operating concepts. To consolidate mutual understanding among ASUS employees, the Company selected 5 traditional virtues in oriental culture, namely humbleness, honesty, hard-working, swiftness and courage as our core values, which were listed as the benchmarks for all employees in terms of consistent daily behavior, interpersonal relationships and self-improvement.

Along with international focus increasing on corporate ethics and social responsibility, ASUS has always held the highest standard of moral conduct as self-discipline for continuously maintaining trust and respect from consumers, allied partners and the public. ASUS has always followed the most important core value “Honesty and integrity” in corporate culture during all business activities. No corruption and any forms of fraudulent practice are allowed, where we apply the clear and effective reward and punishment system to ensure employees not to accept any forms of request, contract, acceptance of any bribe or other improper benefit. Upon discovery of possible violation by ASUS employees against ASUS code of ethical conduct, other employees and external individuals may report to the Company directly through our public reporting email ([audit@asus.com](mailto:audit@asus.com)). Protection will be provided to the reporter for preventing unfair and unfavorable treatment. ASUS applies appropriate measures in response to those who violate the Employees’ Code of Ethical Conduct. Illegal behaviors are severely punished, and may be subject to investigation by judicial authorities.

To maintain employee recognition on the code of ethical conduct, ASUS publishes the “Code of ethical conduct for employees” on the Company’s internal website for employees’ reference at all times. In addition, the compulsory online training course on “Code of ethical conduct for employees” is provided with translation in multiple languages; all new employees must complete its study within a month after reporting on duty. Every year, employees worldwide shall repeat the online course on the “Code of ethical conduct for employees.” Each employee is provided with the “Reminder card on unfair competition and bribing” with random propaganda and explanation to strengthen ethical concepts. In addition to self-experience, all employees are expected to present ethical conduct, which makes ASUS the respectable corporate.

ASUS has based on the “Code of Conduct - Responsible Business Alliance (the former Electronic Industry Code of Conduct of EICC)”and “Listed Companies to set standards of ethical conduct” to stipulate the “Code of Ethics” as follows:

- Chapter 1 General Provisions
- Chapter 2 Regulatory compliance
- Chapter 3 Preventing conflict of interest
- Chapter 4 Gifts, business entertainment, and social standard
- Chapter 5 Avoid the personal gain chance
- Chapter 6 Information fully preserved and disclosure
- Chapter 7 Fair trade, advertisement, and competition
- Chapter 8 Safeguard the interest
- Chapter 9 Community watch
- Chapter 10 Training and dissemination
- Chapter 11 Punishment
- Chapter 12 Others

In order to raise employees’ awareness of professional ethics and regulatory compliance, ASUS publishes the “Code of ethical conduct for employees” on the Company’s internal website for employees’ reference at all times. In addition, the compulsory online training course on “Code of ethical conduct for employees” is provided with translation in multiple languages; all new employees must complete its study within a month after reporting on duty. Every year, employees worldwide shall repeat the online course on the “Code of ethical conduct for employees.” Each employee is provided with the “Reminder card on unfair competition and bribing” with random propaganda and explanation to strengthen ethical concepts, and the directors, the managers, the management are expected to lead by example. In addition to self-experience, all employees are expected to present ethical conduct, which makes ASUS the respectable corporate.

(IV) Workers and environmental safety protective measures:

We have established a dedicated Occupational Safety and Health Office in accordance with the laws and regulations, which is responsible for formulating social and environmental responsibilities and safety and health policies and occupational safety and health-related management plans. We have also obtained three management system certifications,

"TOSHMS Taiwan Occupational Safety and Health Management System", "ISO 45001 (2018) Occupational Safety and Health Management System" and "ISO 14001 (2015) Environmental Management System".

The years of statistical analysis show that possible impacts on workers and the environment are the use of organic solvents, industrial hazardous waste, and domestic sewage. In order to improve the safety and health of workers and the environment, we have formulated the following protective measures and worked together with our employees to create a safe, healthy and comfortable work environment.

#### 1. Formulate Various safety and health management plans

In accordance with regulations and based on the experience from implementation over the years, about 27 occupational safety and health related management plans (general education on hazards, human-induced hazards, maternal health protection, automatic inspection, etc.) and placed on the internal website for employees to check, and is reviewed and revised by the Safety and Health Committee every 3 months.

#### 2. Environmental considerations and hazard risk assessment

The Social Environmental Responsibility and Safety and Health committee members from various departments and the occupational safety personnel are invited every year to jointly conduct the environmental consideration and safety and health risk identification. Take an objective approach to review past incidents, potential hazards, current affairs and annual audits of various departments and events reported by stakeholders, and determine the annual major environmental considerations and intolerable risks after conducting comprehensive scoring. (In 2024, risk identification activities were completed across 36 department groups. A total of four cases were identified during the year involving major environmental considerations and intolerable risks related to occupational safety and health. Improvement and control measures have been continuously implemented through education and training, irregular audits and inspections, provision of protective equipment, and other initiatives.)

#### 3. Education and training for occupational safety and health

New employees receive immediate basic safety and health training on their first day, enabling them to understand the company's safety and health regulations and the necessary conditions for ensuring operational safety before starting work. The training covers topics such as the Occupational Safety and Health Act, emergency response procedures, prevention of workplace misconduct, and the process for lodging complaints.

Each year, employees undergo general safety and health education training, hazard awareness education training, and hearing protection operation training. Additionally, those serving as members of the safety and health committee, laboratory supervisors, or members of self-defense and fire-fighting teams are required to attend additional specialized training courses. These courses cover fundamental training on management system operations, environmental considerations, safety and health risk assessment, and emergency response procedures.

In addition to receiving hazard notification training before entering the site, contracted vendors are annually convened to attend an agreement organization consensus meeting at the company. Through these meetings, the company conveys its social and environmental responsibilities, safety and health policies, relevant regulations, and the latest legal requirements. This initiative aims to promote harmony between both parties and achieve a safe working environment.

On the other hand, individuals serving as environmental protection specialists or personnel with safety and health certifications undergo annual training managed by designated personnel. Training sessions are arranged based on demand and the expiration dates of certifications to continuously enhance workers' knowledge and ensure compliance with legal requirements. (100% compliance with the occupational safety and health certification requirements in 2024)

#### 4. Business continuity management and emergency response

Based on current domestic and international affairs as well as the company's historical data, annual risk identification is conducted from the perspective of Business Continuity Management (BCM). Enhanced response measures are implemented according to the vulnerability of events. Currently, the company has established emergency response plans for typhoons, fires, earthquakes, chemical leaks, myocardial infarction, and major infectious diseases.

Through annual comprehensive emergency response training, the disaster preparedness and response capabilities of employees and contracted vendors are enhanced, and the applicability of plans is continuously adjusted. (In 2024, in addition to organizing fire drill activities in collaboration with local fire departments, the company independently conducted 19 training sessions and simulation drills across six scenarios: earthquake, air raid, chemical disaster, typhoon and flood, psychological stress, and indoor pool drowning. Furthermore, quarterly 'emergency response timed assessments' were carried out for approximately 750 team members across the company to reinforce emergency response awareness. No major disasters, such as fires resulting in casualties, occurred in 2024.)

#### 5. Work environment monitoring and self-inspection

Every 6 months, in accordance with the frequency stipulated by the Occupational Safety and Health Act, qualified contractors are commissioned to conduct chemical and physical environmental monitoring. Additionally, the company possesses instruments such as illuminance meters, carbon dioxide monitors, noise meters, and electromagnetic wave detectors to enhance management in high-risk operational areas. (In 2024, the operational environment monitoring met legal standards)

In laboratory management, an annual excellent laboratory selection event is held, and quarterly on-site assessments are conducted by professionals with ISO 45001 (2018) audit credentials to enhance the safety and health of workers and the environment.

To ensure comprehensive safety measures, semi-annual inspections of all company machinery (and storage) rooms are conducted. Additionally, escape routes are inspected

daily by safety personnel, and any issues are promptly reported and corrective measures are taken. (In 2024, the safety audit and inspection improvement rate reached 100%.)

#### 6. Dedicated medical department and health management system

The Company has better annual health checkups than the regulatory requirements. It employs occupational medical specialists and nurses pursuant to laws to be in charge of the employee health management, occupational disease prevention and health promotion activities, including: working hours management, musculoskeletal hazards, female staff health protection, healthy stair-climbing stairs, slimming weight loss, anti-cancer screening, and healthy living habits, among other things, and provide outpatient clinics and occupational disease specialist consultation services to achieve a full range of health care. Additionally, health management system, exception and overload management system, maternal health protection management system and human musculoskeletal management system are established to effectively track high-risk groups and prevent occupational illness.

7. The Company establishes the Employee Assistance Program (EAP), which integrates multiple communication channels. Employees are provided with diverse channels to address work-related or personal issues. Additionally, professional management consulting services are available to supervisors to assist them in resolving management and crisis-related issues.

#### Awards

- 2024 Taipei City Labor Safety Award – Workplace Safety and Wellbeing Award
- 2024 Family-Friendly Workplace Award – Benchmark Enterprise Category
- Awarded a Certificate of Appreciation by the Taipei City Government in 2024 for promoting fire prevention (Electric Vehicle Battery Fire Suppression System)
- Awarded a Certificate of Appreciation by the Taipei City Fire Department in 2024 for promoting fire prevention (Residential Fire Alarm Devices)
- Awarded a Certificate of Appreciation from the New Taipei City Environmental Protection Department in 2024 for contributions to beach cleanup and environmental protection under the 'True i Environmental Award' initiative.
- In 2023, we were honored to receive the SGS ISO Plus Awards for Excellence in Occupational Health and Safety Management.
- In 2023, we were awarded the certification as a Taipei City Age-Friendly and Elderly-Friendly Company.
- In 2023, we received certification as a Sports Enterprise from the Ministry of Education's Sports Administration, valid from 2023 to 2026.
- In 2023, our efforts in promoting fire prevention were acknowledged by the Taipei City Government Fire Department with a certificate of appreciation.
- In 2023, our endeavors in promoting sustainable workplace health and safety development were recognized with a certificate of appreciation.
- 2022 Taipei City Labor Safety Awards - Big Heart Boss Award

- 2022 Nationwide Outstanding Healthy Workplace - Vitality Boost Award
- 2022 Sports Enterprise Certification for the 7th consecutive year
- 2022 Won first place in the 5,000-employee category of the Corporate Health Responsibility Award presented by Common Health
- 2022 The only company to win the Taipei City Government Annual Garden City Construction Competition - Garden City (Green Roof) and Happy Gardener Awards
- 2022 Won the Enterprise Environmental Protection Award - Bronze
- 2021 Health Promotion Administration Healthy Workplace Certification -- Extension of Health Promotion Label
- 2021 Certificate of Appreciation from Taipei City Fire Department for promoting fire prevention measures
- 2020 Certificate of Appreciation from Taipei City Fire Department for promoting fire prevention measures
- 2020 Certificate of Appreciation for promoting flood disaster community self-resilience activities in Taipei City
- 2019 Sports Enterprise Certification by the Sports Administration of the Ministry of Education (2019-2022)
- Common Health Magazine in 2019 as CHR healthy corporate citizen with Innovation award under health awareness category.
- Passed the healthy workplace certification in 2018 with acquisition of health promotion label.
- Received 2018 National occupational safety & health award- Corporate benchmark award from the Ministry of Labor and listed among Labor safety award- Excellent enterprise by Taipei City over 4 consecutive years.
- 2018 National healthy workplace with excellence- Health management award, Top 5 healthy workplace with excellence in Taipei City and received certificate of appreciation for assisting Fire Department by promoting fire prevention over 3 consecutive years. It has been recognized in terms of staff safety, physical/ mental/ spiritual care and environmental protection.

(V) Retirement plan

In response to the Company's having the business operation dividend into brand name business and OEM/ODM since 2008, the seniority of the workers with ROC nationality was settled and with the pension paid on the end of January 2008. Workers with ROC nationality who have been employed in 2008 are entitled to the Defined Contribution Pension Plan. The total amount contributed to staff personal retirement account may not be less than 6% monthly salary. Foreign workers are subject to adaption of new-pension plan or old pension plan according to the law.

(VI) Other agreements

The Company's loss from employee-employer dispute in recent years and up to the date of the report printed: None

**VI. Management of Cybersecurity**

(I) Information security management organization and management vision

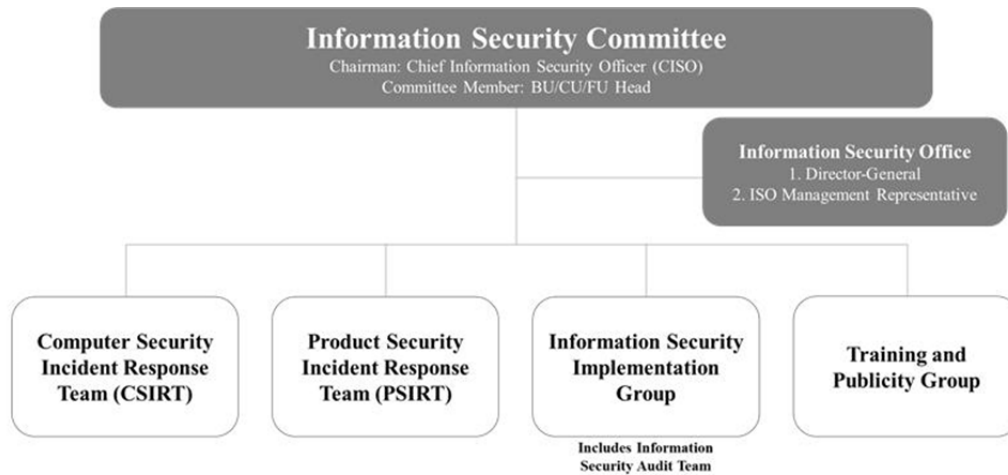
In recent years, as the government and industry tightened oversight measures, companies are required to comply with applicable laws, regulations, and standards. Against this backdrop, ASUS continues to implement risk assessment and management, strengthen internal control mechanisms and external collaboration, and raise cybersecurity awareness among employees. In response to the ever-changing cybersecurity challenges, the company is also constantly monitoring the development of emerging technologies and the threats they pose.

ASUS is committed to improving information security governance by fully implementing ISO 27001 for Information Security Management, ISO 27701 for Privacy Information Management, ISO 27017 for Cloud Service Information Security Controls, and ISO 27018 for Personal Data Protection in Public Clouds. In the product development process, ASUS adopts international best practices such as the Secure Software Development Life Cycle (SSDLC) and the Secure Hardware Development Life Cycle (SHDLC) to improve the overall resilience of digital operations.

In May 2020, ASUS established the Information Security Committee and subsequently appointed a Chief Information Security Officer (CISO) in September 2021. At the same time, the company founded the Digital Security Center, a dedicated unit focused on comprehensive information security and product safety planning and implementation. With a vision to "Building Digital Resilience, Enhancing Brand Trust. Pursuing Excellence in Security," all cybersecurity efforts are overseen by Chairman Jonney Shih. The CISO reports annually to the Board of Directors on the group's cybersecurity risks and accomplishments.

The Digital Security Center focuses on four key management areas:

1. Concentrating on information security management, risk assessment, and compliance issues within the internal corporate environment and external supply chain.
2. Conducting real-time monitoring of security threats in internal and external information operational environments and implementing response measures when incidents occur.
3. Promoting product security engineering to enhance the security of information in ASUS products and services.
4. Evaluating the configuration settings and architectural design risks of various cloud services or generative AI platforms and tools used by ASUS, and strengthening related security control measures.



Note: Each group includes the collaboration of all units within the organization; The Committee's administrative tasks are managed by the information security authority.

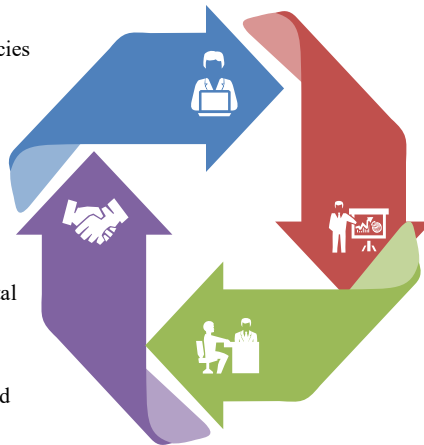
### Four Main Action Themes and Policies

#### Information security governance

- Align ASUS business development strategy
- Support ASUS business and create value
- Information security organization -- Information Security Committee
- Formulation of information security policies and management methods
- Maintain effectiveness of information security management

#### Digital resilience

- Continuously inventory and identify digital asset risks
- Business continuity planning and drills
- Develop and reinforce product security
- Enhance the security of cloud services and generative AI applications
- Continuously strengthen collaborative cybersecurity defense across the industry



#### Information security promotion

- Information security policy, promotion of goals
- Introduce and pass verification of international information security standards
- Internalize information security awareness and shape corporate information security culture
- Reinforce information security management of supply chain
- Cultivate information security

#### Information security risk management

- Pay attention to internal and external security risk issues
- Effectively identify sources of threats, and analyze the possibility and impact of exposure faced by ASUS
- Make appropriate decisions based on risk assessment
- Information security protection defense drill
- Reinforce the internal and external information security risk detection and defense capabilities of the organization

### Information security governance

The ASUS Information Security Committee is composed of appointed Security Officers and Product Security Officers from each primary business unit, with the heads of these units serving as ex-officio members. The Information Security Committee is responsible for promoting information security management systems, establishing management procedures that comply with international standards, and planning, implementing and reviewing internal information

security activities. These activities and their results are reviewed to ensure that they meet the objectives of the information security management system.

As of March 2025, the Committee has held 48 monthly information security meetings totaling 96 hours, discussed 340 issues, collaborated with 33 teams for continuous improvement, and covered reports from 10 subsidiaries and 32 cybersecurity practice sharing sessions with key partners. Each meeting was attended by the vice chairman and co-CEOs, who provided strategic guidance.

Quarterly group cybersecurity meetings have been held since June 2022, and a real-time communication platform has been established. Ten subsidiaries have been selected to appoint dedicated security personnel to participate, and 11 quarterly meetings have been held to date. Through regular meetings and real-time information sharing, the Group disseminates and exchanges information on security regulations, technologies, and incidents with subsidiaries. This approach effectively captures the current cybersecurity status of subsidiaries and enables the Group to provide necessary assistance and support, thereby enhancing overall cybersecurity resilience.

#### Information Security Awareness

To raise information security awareness among all employees, ASUS promotes the Group's Information Security 10 Rules and conducts annual general information security training. Training materials are available in 18 different languages. In 2024, approximately 15,000 employees worldwide completed the online training and passed the assessments. In addition, comprehensive mandatory information security training is provided to new employees. The company also trains internal information security professional instructors who, upon certification, can deliver courses internally.

In September 2024, ASUS held its second Information Security Week. This event featured several seminars on information security topics and incorporated gamification to promote positive interactions among colleagues. The initiative successfully integrated information security awareness into the daily activities of ASUS employees.

A newly launched ASUS Bi-Monthly Cybersecurity Digest (available in both Chinese and English) is distributed to employees worldwide. The digest covers the latest and most important information security topics, such as generative AI security, cloud security, and supply chain cybersecurity.

In addition to raising general information security awareness, four social engineering drills were conducted during the year, with the standards of the Executive Yuan's National Information and Communications Security Taskforce as the drill objectives. The general information security awareness of all employees was raised.

To continuously strengthen cybersecurity requirements for suppliers, the Digital Security Center participated in the supplier conference organized by the Sustainability Team in 2024 to explain ASUS' information security standards to suppliers. In the same year, ASUS initiated collaboration between internal departments and supply chain-related units and required

suppliers to sign the ASUS Information Security Commitment Undertaking to improve supply chain management.

Based on the people-oriented corporate philosophy, ASUS attaches great importance to cultivating talents, and has developed a learning roadmap for security functions by referring to the practices of related industries, and established an internal subsidy and reward mechanism for security certifications to actively cultivate excellent internal talents. As of the end of December 2024, many ASUS employees have been certified as information security professionals, with a total of 208 major international security certifications (CISSP, CISM, CCSP, CSSLP, CISA, CEH, ECIH, CHFI, CHEP, CPENT, and ISO LAC...).

### Risk Management

By participating in the company's Business Continuity Management Office, ASUS addresses the ever-changing external risks by annually re-evaluating corporate risk events to improve the company's risk response capabilities. In 2024, ASUS conducted a risk impact analysis on prioritized digital security issues, resulting in the formulation of five corresponding risk prevention plans. The progress of these plans was reported during the quarterly Business Continuity Management (BCM) meetings, and all related measures were fully implemented by the end of 2024.

The company's Board of Directors received regular reports on the current status of information security risks and the information security strategic plan and progress, and was provided with alerts and countermeasures for emerging digital risk issues such as generative AI.

ASUS has established risk monitoring dashboards, implementing over 20 dashboards through automated and collaborative platforms to systematically track various digital security risk information.

In 2024, the adoption of External Attack Surface Management (EASM) tool was expanded across the Group to accurately reflect cyber risks. This initiative continuously improves the cybersecurity posture of ASUS Group's global websites and networks. By the end of 2024, nine out of ten major subsidiaries had achieved an "A" rating on the public EASM platform.

### Digital Resilience

In 2024, ASUS Group invested in critical national information infrastructure projects. In addition to the ongoing construction of the "Forerunner 1" supercomputer at the National Center for High-performance Computing, ASUS also participated in national projects, the Pioneering AI Computing Service Platform ("Pioneering One") and the AI Cloud Computing Service Platform ("Pioneering Two"). Leveraging the group's cybersecurity capabilities, ASUS assists these national-level projects in planning their information security defenses, ensuring that essential national computing platforms meet the required cybersecurity protection standards.

ASUS regularly commissions professional cybersecurity teams to conduct red team exercises, simulating real hacker attacks. These exercises use hacker techniques to simulate attacks on the company's information systems, assess the effectiveness of cybersecurity defenses, identify potential threats, and implement improvements.

For the various cloud services used by ASUS, the company has implemented a Cloud-Native Application Protection Platform (CNAPP) to perform configuration analysis and evaluations of major public cloud environments. This helps to identify and address any configuration flaws early on. Additionally, ASUS conducts cybersecurity risk analysis on the system architecture of generative AI platforms or tools used or integrated within the company, as well as various services deployed in cloud environments. This process helps identify design risks, which are then strengthened and improved accordingly.

In September 2024, ASUS received authorization from the U.S. Cybersecurity and Infrastructure Security Agency (CISA) to become a CVE Numbering Authority (CNA) for Common Vulnerabilities and Exposures (CVE). By managing and disclosing vulnerabilities in ASUS products, the company ensures timely identification and accurate disclosure, helping to address potential product security issues and fulfilling the highest security commitments.

On December 4, 2024, ASUS officially became a member of the Forum of Incident Response and Security Teams (FIRST), the world's largest cybersecurity incident response organization, making it the only computer brand from Taiwan to join. This achievement highlights ASUS's leading position and commitment in the information security field, dedicated to providing secure and reliable products and services to users and partners worldwide. This membership further enhances cybersecurity resilience and promotes ESG sustainable development.

As a FIRST member, ASUS will engage in deeper exchanges with international Computer Security Incident Response Teams (CSIRT) and Product Security Incident Response Teams (PSIRT). The aim is to explore global digital security trends and integrate cybersecurity threat intelligence. This will enhance the digital technical capabilities and cybersecurity resilience of domestic enterprises. ASUS will also collaborate with upstream and downstream business partners to create a value-sharing cybersecurity ecosystem, contributing to positive societal change.

Case Study 1:

ASUS received authorization from the U.S. Cybersecurity and Infrastructure Security Agency (CISA) to become a CVE Numbering Authority (CNA) for Common Vulnerabilities and Exposures (CVE).

[ASUS Authorized by the CVE Program as a CVE Numbering Authority \(CNA\) | ASUS](#)

[Pressroom](#)

<https://press.asus.com/news/press-releases/asus-cve-authority-product-security/>

Case Study 2:

ASUS officially became a member of the Forum of Incident Response and Security Teams (FIRST), the world's largest cybersecurity incident response organization.

[ASUS Joins International Cybersecurity Organization FIRST | ASUS Pressroom](#)

<https://press.asus.com/news/press-releases/asus-cve-authority-product-security/>

- (III) Losses suffered due to significant information and communication security incidents, possible impacts and countermeasures for the fiscal year 2024 and up to the date of publication of the annual report:

In the fiscal year 2024 and up until the date of the annual report's publication, an information security incident was reported on June 25, 2024. This incident involved the potential disclosure of certain product-related data due to issues with parameter settings in some information systems. The incident did not cause any impact or loss to the company's operations or finances.

Subsequent measures taken include continuous implementation of supplier management and configuration management reviews. Additionally, the existing information architecture is being continuously improved, and efforts are being made to enhance the information security awareness of all employees. These actions are aimed at ensuring the confidentiality and integrity of data, thereby strengthening overall information security.

## **VII. Major agreements**

Except for the abovementioned credit line loan agreement, the Company has not entered into any important contract of special nature. The Company has also disclosed the "Material contingent liabilities and unrecognized contractual commitments" in the annual report and the Group's consolidate financial reports. (refer to page 146).

## V. Review of financial position, management performance and risk management

### I. Analysis of financial position

#### Consolidated Comparison of Financial Position

Unit: NT\$ thousands

Item \ Year	2024	2023	Difference	
			Amount	%
Current assets	379,242,975	307,176,626	72,066,349	23.46
Property, plant and equipment	20,838,039	20,082,391	755,648	3.76
Long-term investment, intangible assets and other assets	156,442,621	152,822,783	3,619,838	2.37
<b>Total assets</b>	<b>556,523,635</b>	<b>480,081,800</b>	<b>76,441,835</b>	<b>15.92</b>
Current liabilities	231,867,316	197,552,357	34,314,959	17.37
Non-current liabilities	27,458,801	23,547,461	3,911,340	16.61
<b>Total liabilities</b>	<b>259,326,117</b>	<b>221,099,818</b>	<b>38,226,299</b>	<b>17.29</b>
Share capital	7,427,603	7,427,603	-	-
Capital surplus	16,783,484	12,380,727	4,402,757	35.56
Retained earnings	182,628,865	163,410,930	19,217,935	11.76
Other equity	62,699,692	56,596,319	6,103,373	10.78
<b>Total equity attributable to shareholders of the parent</b>	<b>269,539,644</b>	<b>239,815,579</b>	<b>29,724,065</b>	<b>12.39</b>
<b>Total equity</b>	<b>297,197,518</b>	<b>258,981,982</b>	<b>38,215,536</b>	<b>14.76</b>
Analysis of financial ratio change: Current assets: Due to the increase in the trade receivables and inventories. Current liabilities: Due to the increase in the notes and trade payables and short-term borrowings. Capital surplus: Due to the increase in the recognition of changes in ownership interest in subsidiaries				

Separate Comparison of Financial Position

Unit: NT\$ thousands

Item \ Year	2024	2023	Difference	
			Amount	%
Current assets	156,992,415	119,992,959	36,999,456	30.83
Property, plant and equipment	11,804,047	11,795,219	8,828	0.07
Long-term investment, intangible assets and other assets	234,540,858	216,237,534	18,303,324	8.46
<b>Total assets</b>	<b>403,337,320</b>	<b>348,025,712</b>	<b>55,311,608</b>	<b>15.89</b>
Current liabilities	109,842,304	87,980,230	21,862,074	24.85
Non-current liabilities	23,955,372	20,229,903	3,725,469	18.42
<b>Total liabilities</b>	<b>133,797,676</b>	<b>108,210,133</b>	<b>25,587,543</b>	<b>23.65</b>
Share capital	7,427,603	7,427,603	-	-
Capital surplus	16,783,484	12,380,727	4,402,757	35.56
Retained earnings	182,628,865	163,410,930	19,217,935	11.76
Other equity	62,699,692	56,596,319	6,103,373	10.78
<b>Total equity</b>	<b>269,539,644</b>	<b>239,815,579</b>	<b>29,724,065</b>	<b>12.39</b>
Analysis of financial ratio change: Current assets: Due to the increase in the trade receivables - related parties and inventories. Current liabilities: Due to the increase in the notes and trade payables and short-term borrowings. Capital surplus: Due to the increase in the recognition of changes in ownership interest in subsidiaries				

## II. Business performance

### (I) Consolidated Comparison of Business Performance

Unit: NT\$ thousands

Item	2024	2023	Amount change	Ratio change (%)
Operating revenues	\$587,087,097	\$482,314,429	\$104,772,668	21.72
Operating costs	(483,616,600)	(409,920,293)	(73,696,307)	17.98
Gross profit	103,470,497	72,394,136	31,076,361	42.93
Unrealized (profit) loss from sales	3,600	10,604	(7,004)	(66.05)
Net gross profit	103,474,097	72,404,740	31,069,357	42.91
Operating expenses	(73,878,725)	(61,240,708)	(12,638,017)	20.64
Operating profit	29,595,372	11,164,032	18,431,340	165.10
Non-operating income and expenses				
Interest income	3,460,979	2,855,322	605,657	21.21
Other income	3,203,377	3,133,775	69,602	2.22
Other gains (losses)	4,208,958	4,533,638	(324,680)	(7.16)
Finance costs	(739,472)	(693,006)	(46,466)	6.70
Share of profit of associates and joint ventures accounted for under equity method	2,461,163	1,099,862	1,361,301	123.77
Total non-operating income and expenses	12,595,005	10,929,591	1,665,414	15.24
Profit before income tax	42,190,377	22,093,623	20,096,754	90.96
Income tax expenses	(7,951,474)	(4,203,772)	(3,747,702)	89.15
Profit for the year	\$34,238,903	\$17,889,851	\$16,349,052	91.39
Other comprehensive income (loss)				
Items that will not be reclassified to profit or loss				
Remeasurements of defined benefit plan	\$38,439	\$7,954	\$30,485	383.27
Unrealized gains (losses) from investments in equity instruments measured at fair value through other comprehensive income	(45,160)	19,644,047	(19,689,207)	(100.23)
Share of other comprehensive income (loss) of associates and joint ventures accounted for under equity method	142,228	2,228,957	(2,086,729)	(93.62)
Income tax relating to items that will not be reclassified to profit or loss	(139,578)	(47,203)	(92,375)	195.70
Items that will be reclassified to profit or loss				

Item	2024	2023	Amount change	Ratio change (%)
Financial statements translation differences of foreign operations	5,923,626	385,796	5,537,830	1,435.43
Unrealized gains (losses) from investments in debt instruments measured at fair value through other comprehensive income	(87,657)	26,153	(113,810)	(435.17)
Gains (losses) on hedging instrument	1,548,960	1,204,301	344,659	28.62
Share of other comprehensive income (loss) of associates and joint ventures accounted for under equity method	1,015,576	(95,685)	1,111,261	(1,161.37)
Income tax relating to items that will be reclassified to profit or loss	(1,188,786)	(87,197)	(1,101,589)	1,263.33
Other comprehensive income (loss) for the year	\$7,207,648	\$23,267,123	(\$16,059,475)	(69.02)
Total comprehensive income for the year	\$41,446,551	\$41,156,974	\$289,577	0.70
Profit attributable to shareholders of the parent	\$31,393,856	\$15,928,283	\$15,465,573	97.10
Total comprehensive income attributable to shareholders of the parent	\$37,948,233	\$37,940,261	\$7,972	0.02
<p>Analysis of financial ratio change:</p> <ol style="list-style-type: none"> <li>1. Gross profit: <ul style="list-style-type: none"> <li>Due to the increase in the sales.</li> </ul> </li> <li>2. Operating expenses <ul style="list-style-type: none"> <li>Due to the increase in the expected credit impairment losses and employee benefit expenses</li> </ul> </li> <li>2. Other comprehensive income: <ul style="list-style-type: none"> <li>Due to the decrease in the recognition of unrealized gains from investments in equity instruments measured at fair value through other comprehensive income.</li> </ul> </li> </ol>				

Separate Comparison of Business Performance

Unit: NT\$ thousands

Item	2024	2023	Amount change	Ratio change (%)
Operating revenue	\$483,243,796	\$395,847,521	\$87,396,275	22.08
Operating costs	(442,563,391)	(366,982,896)	(75,580,495)	20.60
Gross profit	40,680,405	28,864,625	11,815,780	40.94
Unrealized (profit) loss from sales	134,978	(863,508)	998,486	(115.63)
Net gross profit	40,815,383	28,001,117	12,814,266	45.76
Operating expenses	(25,462,313)	(23,166,133)	(2,296,180)	9.91
Operating profit	15,353,070	4,834,984	10,518,086	217.54
Non-operating income and expenses				
Interest income	62,353	66,460	(4,107)	(6.18)
Other income	3,026,766	2,973,161	53,605	1.80
Other gains (losses)	3,727,102	3,202,107	524,995	16.40
Finance costs	(201,742)	(282,042)	80,300	(28.47)
Share of profit of subsidiaries, associates and joint ventures accounted for under equity method	14,336,889	7,044,282	7,292,607	103.53
Total non-operating income and expenses	20,951,368	13,003,968	7,947,400	61.12
Profit before income tax	36,304,438	17,838,952	18,465,486	103.51
Income tax expenses	(4,910,582)	(1,910,669)	(2,999,913)	157.01
Profit for the year	\$ 31,393,856	\$ 15,928,283	\$15,465,573	97.10
Other comprehensive income				
Items that will not be reclassified to profit or loss				
Unrealized gains (losses) from investments in equity instruments measured at fair value through other comprehensive income	(\$1,138,821)	\$19,077,859	(\$20,216,680)	(105.97)
Share of other comprehensive income (losses) of associates and joint ventures accounted for under equity method	1,038,364	1,462,974	(424,610)	(29.02)
Items that will be reclassified to profit or loss				
Financial statements translation differences of foreign operations	7,642,368	157,068	7,485,300	4,765.64
Share of other comprehensive income (losses) of associates and joint ventures accounted for under equity method	151,461	1,407,286	(1,255,825)	(89.24)
Income tax relating to items that will be reclassified to profit or loss	(1,138,995)	(93,209)	(1,045,786)	1,121.98

Item	2024	2023	Amount change	Ratio change (%)
Other comprehensive (loss) income for the year	\$6,554,377	\$22,011,978	(\$15,457,601)	(70.22)
Total comprehensive income for the year	\$37,948,233	\$37,940,261	\$7,972	0.02
Analysis of financial ratio change:				
1. Gross profit:				
Due to the increase in the sales.				
2. Non-operating income and expenses:				
Due to the increase in the share of profit of subsidiaries, associates and joint ventures accounted for under equity method				
3. Other comprehensive income:				
Due to the decrease in the recognition of unrealized gains from investments in equity instruments measured at fair value through other comprehensive income this year.				

### III. Analysis of cash flow

#### (I) Consolidated liquidity analysis of the last two years

Item	Year		Financial ratio change
	2024	2023	
Cash flow ratio	3.46%	26.37%	(86.88%)
Cash flow adequacy ratio	31.69%	49.49%	(35.97%)
Cash reinvestment ratio	(1.35%)	13.80%	(109.78%)
Analysis of financial ratio change:			
1. Cash flow ratio decreased during the year:			
The cash inflow from operating activities decreased and current liabilities increased in the current year, resulting in an decrease in the cash flow ratio.			
2. Cash flow adequacy ratio decreased during the year:			
The net cash inflow from operating activity in the past five years decreased and inventory increase in the past five years increased, resulting in an decrease in the cash flow adequacy ratio.			
3. Cash reinvestment ratio decreased during the year:			
The cash inflow from operating activities decreased and cash dividend increased in the current year, resulting in an decrease in the cash reinvestment ratio.			

Separate liquidity analysis of the last two years

Year \ Item	2024	2023	Financial ratio change
Cash flow ratio	(1.20%)	37.35%	(103.21%)
Cash flow adequacy ratio	23.34%	34.92%	(33.16%)
Cash reinvestment ratio	(4.69%)	8.25%	(156.85%)
Analysis of financial ratio change: 1. Cash flow ratio decreased during the year: The cash outflow from operating activities in the current year, resulting in an decrease in the cash flow ratio. 2. Cash flow adequacy ratio decreased during the year: The net cash inflow from operating activity in the past five years decreased and inventory increase in the past five years increased, resulting in an decrease in the cash flow adequacy ratio. 3. Cash reinvestment ratio decreased during the year: The cash inflow from operating activities decreased and cash dividend increased in the current year, resulting in an decrease in the cash reinvestment ratio.			

(II) Analysis of cash liquidity in one year: N/A

**IV. The impact of significant capital expenditure on finance in recent years: None**

**V. Reinvestment in recent years:**

Unit: NT\$ thousands

Item (Note)	Amount	Policy	Gain or Loss in 2024	Root cause of profit or loss	Corrective action	Investment Plans
Own brand business	5,574,033	Develop brand business to improve competitiveness and operating performance	11,790,459	Focus on brand marketing and business development	-	-

Note: Own brand business included: ASUS GLOBAL PTE. LTD., ASUS TECHNOLOGY PTE. LIMITED, ASUS TECHNOLOGY INCORPORATION, ASUSTEK COMPUTER (SHANGHAI) CO. LTD., ASUS COMPUTER INTERNATIONAL, ASUSTEK Computer (Chongqing) CO., LTD., ACBZ IMPORTACAO E COMERCIO LTDA., ASUS JAPAN INCORPORATION, ASUS INDIA PRIVATE LIMITED, ASUS COMPUTER GMBH, ASUS HOLDING MEXICO, S.A. DE C. V., ASUS EUROPE B.V., PT. ASUS TECHNOLOGY INDONESIA BATAM, PT. ASUS TECHNOLOGY INDONESIA JAKARTA and ASUS Technology (Suzhou) Co. Ltd.

**VI. Risk analysis and evaluation in recent years and up to the date of the annual report printed:**

(I) The impact of interest rate, exchange rate, and inflation on the Company's income and expense and the responsive measures:

1. The impact of interest rate on the Company's income and expense and the responsive measures:

The ratio of 2024 interest income and interest expense for ASUS Group to the 2024 revenue were 0.59% and 0.13% respectively, which accounted considerably low ratio of revenue after evaluation. Hence variance of interest rate did not have any significant impact on the Group.

2. The impact of exchange rate on the Company's income and expense and the responsive measures:

The 2024 net foreign exchange profit recognized by the Group accounted the ratio to 2024 revenue was 0.01%, and therefore variance in foreign exchange rate did not have any significant impact on the Group.

3. The impact of inflation on the Company's income and expense and the responsive measures:

In 2024, inflation across major global economies persisted. The Group has continued to closely monitor this issue and, upon evaluation, determined that there has been no significant impact on the Group's profit and loss.

- (II) Conducting high-risk and high-leverage investment, granting loans to others, endorsement & guarantee and directives policy, root cause of profit and loss, and the responsive measures:

The Group engages in borrowing funds to others, endorsement guarantee and derivate products transactions according to the policies and countermeasures developed from "Acquisition or Disposition of Information Asset Process" and "Endorsement and Guarantee Operation Procedure. The Group follows the procedures with prudent execution.

- (III) R&D plans and budgeted R&D expense:

ASUS cannot stress enough the importance of R&D team cultivation and training since the incorporation. ASUS is capable of owning key technology of products controlled to secure the schedule of mass production. ASUS will base on the said fine tradition to reinforce the R&D capability of the Company and add it with market movement to have unique and innovative information products developed.

1. Products development planned in 2025:

- (1) AI Laptop (Including Copilot+ PC)
- (2) Ultra-Slim High-Performance Laptop
- (3) Motherboard Supporting AI Computing
- (4) High-End Display and Professional Graphics Cards
- (5) Highly Scalable AI Server
- (6) Edge Computing AI Device (Edge AI)
- (7) Next-Generation Gaming Appliances (PCs, Handheld Consoles, Smartphones, Peripherals)
- (8) High-Speed Network Equipment (Routers/Switches)
- (9) Professional LCD Monitor
- (10) AI Solutions (Smart Manufacturing, Smart Healthcare, Smart Retail, etc.)
- (11) Product Sustainability and Low-Carbon Product Design

2. In response to the needs of the R&D plan, the R&D expenses expected to be invested in 2025 will account for about 3% to 5% of the total revenue for the year.

(IV) The impact of domestic and international policies and law change on the Company's finance and the responsive measures: None.

(V) The impact of technology change (Including Information Security Management) and industrial change on the Company's finance and the responsive measures:

ASUS constantly strives to be an integrated 3C solution provider (Computer, Communications, Consumer electronics). Technology change provides the Company with unlimited business opportunities for new products. The Company had 3.05 times inventory turnover in 2024; apparently, there was no significant negative impact on finance.

ASUS has established the "Digital Security Center" as the dedicated management unit in response to cybersecurity risks. The Center specializes in internal and external security management-related issues in the digital age, such as secure and safe use of generative AI, product development security, supply chain security, risk management, information security defense drills, personnel education, etc. In addition, it is responsible for minimizing the operational impact and risks caused by cybersecurity anomalies.

(VI) The impact of industrial image change on business risk management and the responsive measures:

ASUS has maintained a fine industrial image and there is not any negative report on the Company's image.

(VII) The expected effect, potential risk, and responsive measures of merger:

The Company's did not have any merger conducted in 2021 and up to the date of the annual report printed.

(VIII) The expected effect, potential risk, and responsive measures of plant expansion: Not Applicable.

(IX) The risk faced by procurements and sales hub and the responsive measures:

The Company's procurements and sales are not centralized and with a good customer relationship established; therefore, no risk of procurements and sales centralization.

(X) The impact of massive stock transfer or change by directors and shareholders with over 10% shareholding, the risk, and the responsive measures:

There was not any massive stock transfer or change by directors and shareholders with over 10% shareholding in 2024 and up to the date of the annual report printed.

(XI) The impact of right to operate change on the Company, the risk, and the responsive measures: Not Applicable.

(XII) Legal and non-legal events:

1. The Company's major legal issues, non-legal issues, or administrative lawsuits settled or in pending:

(1) The Group's various products in relation to display, projector and monitors with backlight display were under the lawsuits or investigations of patent infringement in the U.S. The Group cannot presently determine the ultimate outcome of these lawsuits, but has already recognized the possible loss in the financial statements.

(2) Several patentees filed lawsuits or investigations for patent infringement including LED for cellphone products, wireless network communication products that support IEEE 802.11ac communication standard, after-sales service, various products using LVDS technology processors, cellphone supporting LTE, various products supporting H.264, H.265 and screen rotation, notebooks using Panjit MOSFET, Flip series computer with reversible screen, product portfolio of routers and notebooks, notebooks equipped with Western Digital hard drives, MP3 function for desktop computer and notebook, products supporting Wi-Fi 6, 802.11ax (Wi-Fi 6/6E), Wake on Wireless Lan (WoWLAN) technology, Touchpad diagonal scrolling, or a hinge structure that allows the laptop screen to rotate 360 degrees, products using Windows 10/11 and supporting Windows Search Bar/Windows Search function, related technologies supporting Wi-Fi Peer-to-Peer (P2P), products supporting Qi wireless charging standard, various products supporting rechargeable batteries, touch screens, MPEG and USB-C fast charging, 802.11ac standard-compatible routers and notebooks, 802.11ax-compatible products, various products supporting H.265, notebooks installing lithiumion battery module produced by CosMX, products supporting DisplayPort/embedded DisplayPort, various products supporting 5G mobile communications, ROG Phone 6D using MediaTek Dimensity chip, products with wireless charging, various products with USB-C extension dock, products with router and Wi-Fi system against the Group. These lawsuits or litigations are currently under investigation in the courts in the Republic of China, the United States, Japan, Brazil, Italy, Germany, and People's Republic of China. The Group cannot presently determine the ultimate outcome and effect of these lawsuits.

2. The related party's major legal issues, non-legal issues, or administrative lawsuits settled or in pending: N/A

(XIII) Other significant risks and responsive measures:

#### **Management of intellectual property**

ASUS's mission is to be "In search of incredible innovations to create the most ubiquitous, intelligent, heartfelt, and joyful smart life for everyone." Each year, the technology-based company allocates significant resources to Research and Development (R&D), driven by technological advancements. Beyond consistently developing new products that deliver innovative experiences to consumers, we generate significant amounts of intellectual property.

To safeguard the company's crucial R&D achievements, ASUS has implemented the "Patent Management Measures" outlining tasks for internal patent proposals and establishing incentive measures to motivate R&D employees to seek patent protection. This approach has been seamlessly integrated into the company's R&D cycle review and internal control process, with annual audits conducted.

In addition to the "Patent Management Measures", ASUS has developed its proprietary "Patent Case Management System" facilitating online proposals from employees throughout the corporate group. Internal personnel conduct research on invention proposals, and online reviews are performed on a case-by-case basis with supervisors well-versed in the related technologies, meticulously assessing the inventions. Approved proposals for official applications are managed by dedicated personnel, ensuring the quality of patent applications. The comprehensive management system is implemented to safeguard the company's essential intellectual property.

An "Annuity Management System" has been devised for granted patents maintenance, guaranteeing the continued effectiveness of the company's intellectual property rights. Furthermore, in response to revisions in national patent laws and regulations, internal improvement recommendations, shifts in operating policies, etc., ASUS regularly reviews and adjusts the "Patent Management Measures," "Patent Case Management System," and "Annuity Management System" to ensure that management plans remain adaptable to the ever-changing business environment, meet the company's needs, and mitigate legal risks.

The company provides regular reports on the implementation status of intellectual property management to the board of directors, with the most recent report dated November 13, 2023.

In 2023, ASUS's intellectual property achievements are as follows:

1. By the end of 2023, ASUS had obtained a total of 6,711 patents globally.
2. The number of patent applications in Taiwan for 2023 was 258, reflecting a 26% increase from 2022 and ranking ASUS in 12th place.
3. 30 patents were granted in 2023, marking a 19% increase compared to 2022.
4. 322 patents were granted in Europe and the U.S. in 2023, indicating a 3% increase from the previous year.
5. In Asia (Japan, Korea, China, India, Hong Kong), 186 patents were granted in 2023, representing a 9% increase over 2022.
6. Globally, 738 patents were granted in 2023, demonstrating a 9% increase from the previous year.
7. In 2023, 368 patent applications were filed in the communication field.
8. As of the end of 2023, ASUS has declared a total of 322 Standard Essential Patent (SEP) families in the European Telecommunications Standard Institute (ETSI)."

**VII. Other material events:** None

## VI. Special disclosures

### I. Related party

#### (II) Consolidated Business Reports of Related Parties

##### 1. Related parties

- (1) Organizational structure of related parties: Please refer to Page 147-150
  - (2) Basic data of related parties: Please refer to Page 151-155
  - (3) A controlling and hierarchical relationship according to Article 369.3 of Company Law: None.
  - (4) Business scope of ASUS Group:

The business scope of ASUS and the related parties include computer-related product design, production, processing, and sales. Some related parties are in the business of investment. In general, the collaboration within the organization is to generate the best result through reciprocal support in technology, production, marketing, and sales.
  - (5) Directors, supervisors, and president of the related parties: Please refer to Page 156-165.
2. Summarized operation results of related parties: Please refer to Page 166-172.

#### (II) Consolidated Financial Statements and Report of Independent Accountants of the parent company and subsidiaries: ASUS and Subsidiaries' Consolidated Financial Statements and Independent Auditors' Reports: For related information, please visit the Market Observation Post System (MOPS) at <https://mops.twse.com.tw/>. From the homepage, navigate to: Single Company → Electronic Documents Download → Financial Reports (Company Code: 2357).

(III) Related Party Report: Not Applicable.

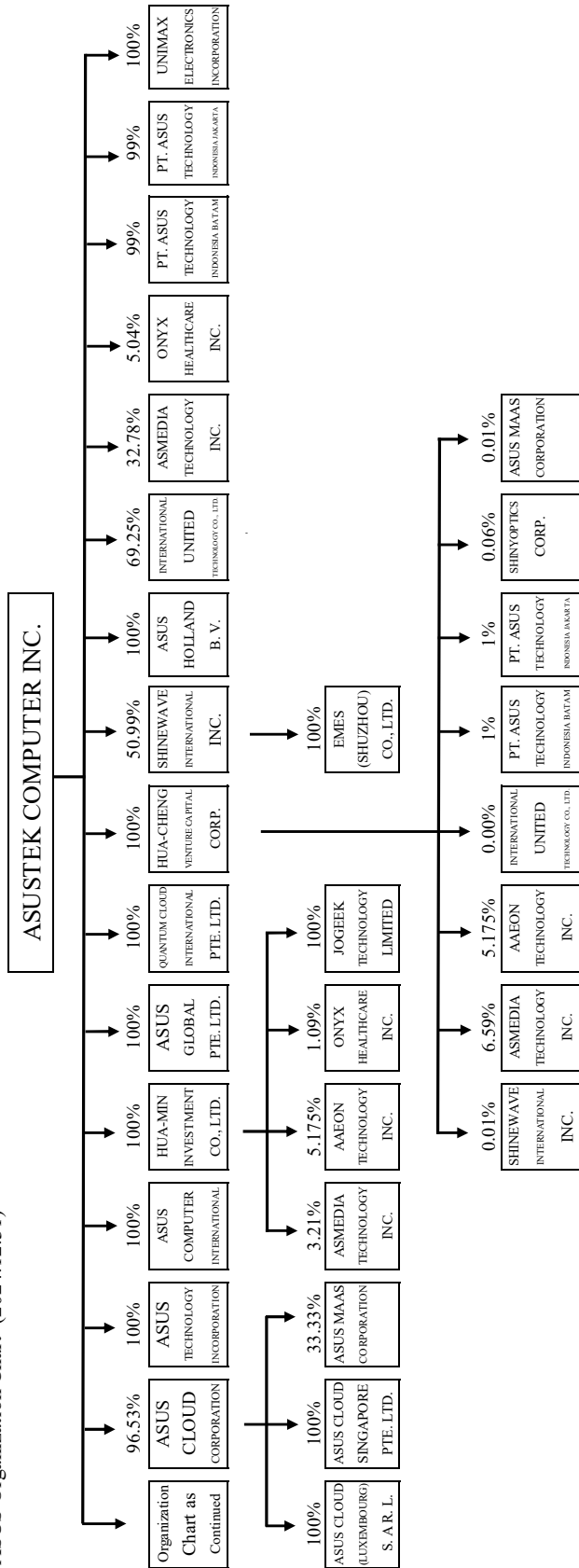
### II. Subscription of marketable securities privately in the most recent years and up to the date of the report printed: None.

### III. The stock shares of the Company held or disposed by the subsidiaries in the most recent years and up to the date of the report printed: None.

### IV. Supplementary disclosures: None.

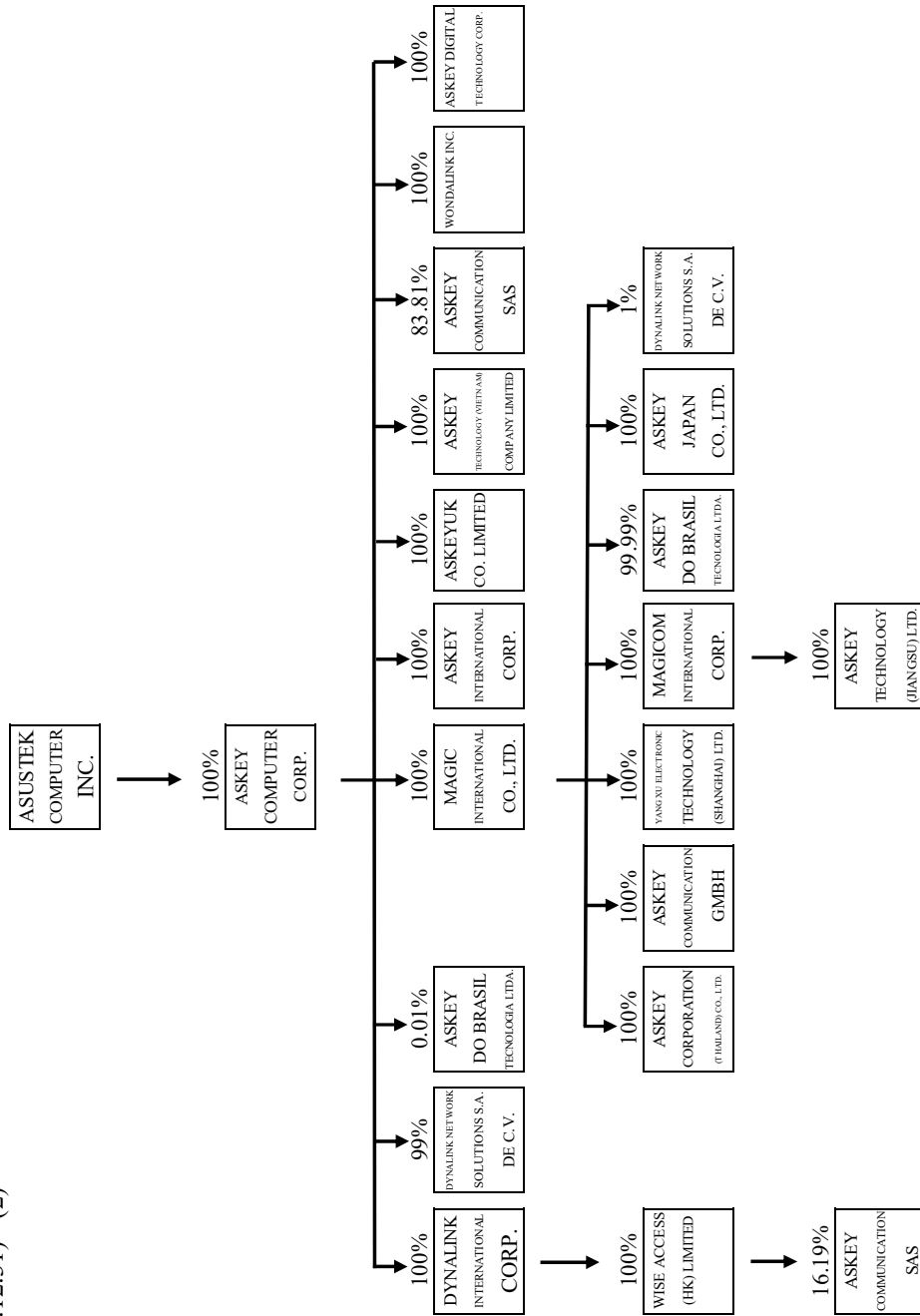
### V. Occurrence of events defined in Securities Transaction Law Article 36.2.2 that has great impact on shareholder's equity or security price in the most recent years and up to the date of the report printed: None.

ASUS Organization Chart (2024.12.31)

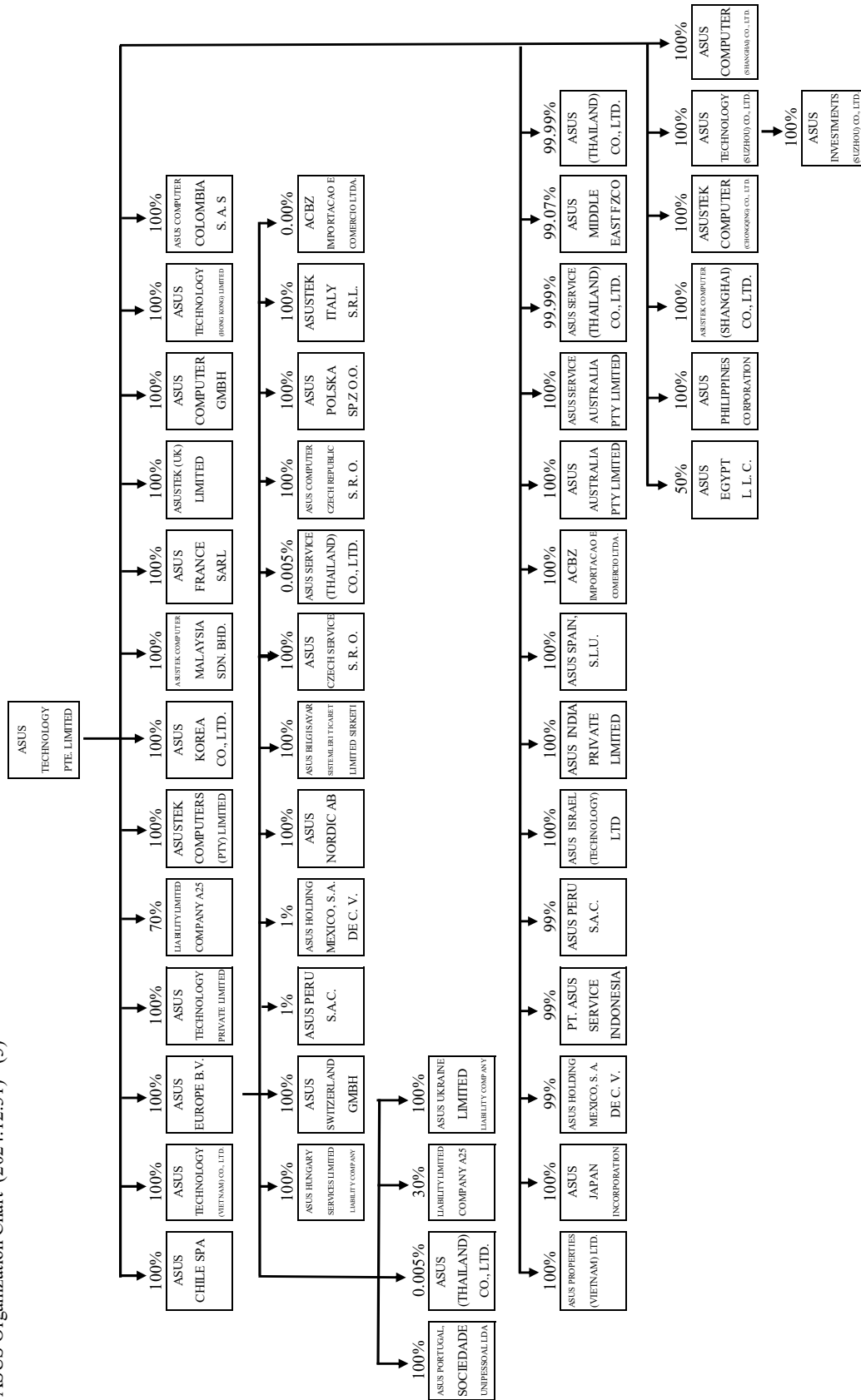




ASUS Organization Chart (2024.12.31) - (2)



ASUS Organization Chart (2024.12.31) - (3)



(2) Basic Data of Affiliated Enterprises (As of Dec 31, 2024)

Unit: NT\$ thousands

Name of Corporation	Date of Establishment	Address	Capital	Major Business Scope
ASUS COMPUTER INTERNATIONAL	June 14, 1994	USA	16,393	Selling of 3C products in North America
ASUS TECHNOLOGY INCORPORATION	April 20, 1999	Taiwan	190,000	Selling of 3C products in Taiwan
ASUS HOLLAND B. V.	March 29, 2000	Netherlands	165,916	Repairing of 3C products
ASUS INTERNATIONAL LIMITED	March 8, 2002	Cayman Islands	2,941,799	Investing of 3C and computer peripheral business
HUA-CHENG VENTURE CAPITAL CORP.	May 27, 2008	Taiwan	1,295,000	Investing of computer peripherals business
HUA-MIN INVESTMENT CO., LTD.	May 27, 2008	Taiwan	805,000	Investing of computer peripherals business
JOGEEK TECHNOLOGY LIMITED	December 13, 2019	Taiwan	30,000	Selling and repairing of information software and electronic information materials
ASMEDIA TECHNOLOGY INC.	March 31, 2004	Taiwan	746,622	Designing, researching, developing and manufacturing of high-speed analog circuit
ASUS GLOBAL PTE. LTD.	March 15, 2013	Singapore	917,980	Selling of 3C products
QUANTUM CLOUD INTERNATIONAL PTE. LTD.	February 11, 2014	Singapore	27,212	Servicing of information technology
PT. ASUS TECHNOLOGY INDONESIA JAKARTA	May 23, 2017	Indonesia	327,044	Selling of 3C products in Indonesia
PT. ASUS TECHNOLOGY INDONESIA BATAM	May 24, 2017	Indonesia	1,027,767	Selling of 3C products in Indonesia
JINSHUO CULTURAL DIFFUSION CO., LTD.	June 15, 2018	China	673,900	Participating and promoting of professional eSports
UNIMAX ELECTRONICS INCORPORATION	April 17, 2007	Taiwan	213,000	Manufacturing and selling of automotive electronics and computer peripherals
TAIWAN WEB SERVICE CORPORATION	February 26, 2021	Taiwan	335,000	Servicing of AI computing
ASUS LIFE CORPORATION	September 9, 2016	Taiwan	10,000	Selling of internet information service
ASUS TECHNOLOGY LICENSING	February 22, 2022	Taiwan	320,000	Researching, developing and authorizing of communication technology
MEDUS TECHNOLOGY INC.	March 9, 2022	Taiwan	59,000	Servicing of information system technology
ASUS METAVERSE INC.	July 22, 2022	Taiwan	20,000	Selling of metaverse services
SHINYOPTICS CORP.	July 8, 2009	Taiwan	14,800	Researching, developing, manufacturing and selling of virtual image optical engines and vehicle head-up displays
DATASUS COMPUTER INC.	June 1, 2023	Taiwan	200,000	Investing of industrial server peripheral products business

Name of Corporation	Date of Establishment	Address	Capital	Major Business Scope
DATASUS COMPUTER AMERICA	July 7, 2023	USA	196,710	Manufacturing and selling of industrial server peripheral products
ASUS TECH USA	July 26, 2023	USA	131,140	Researching and developing of 3C products
JINRUO CULTURAL DIFFUSION CO., LTD.	July 14, 2022	China	22,392	Participating and promoting of professional eSports
ASKEY COMPUTER CORP.	November 10, 1989	Taiwan	4,800,000	Designing, manufacturing, repairing and selling of communication products and computer peripheral spare parts
ASKEY INTERNATIONAL CORP.	June 28, 1996	USA	327,850	Selling and servicing of communication products
DYNALINK INTERNATIONAL CORP.	October 1, 1996	British Virgin Islands	267,531	Investing of communication business
MAGIC INTERNATIONAL CO., LTD.	May 13, 1999	British Virgin Islands	3,768,374	Investing of communication business
ASKEY DIGITAL TECHNOLOGY CORP.	June 25, 2019	Taiwan	30,000	Selling and servicing of communication products
WONDALINK INC.	March 18, 2010	Taiwan	92,422	Manufacturing and designing of wired and wireless communication, electronic parts products, etc.
WISE ACCESS (HK) LIMITED	September 21, 2011	Hong Kong	44,309	Investing of communication business
MAGICOM INTERNATIONAL CORP.	June 23, 1999	Cayman Islands	2,984,419	Investing of communication business
ASKEY COMMUNICATION GMBH	April 11, 2013	Germany	3,414	Selling and servicing of communication products
ASKEY CORPORATION (THAILAND) CO., LTD.	June 21, 2017	Thailand	1,928	Selling and servicing of communication products
ASKEYUK CO. LIMITED	July 15, 2021	U.K.	41,191	Selling and servicing of communication products
ASKEY JAPAN CO., LTD.	March 19, 2018	Japan	1,049	Selling and servicing of communication products
ASKEY DO BRASIL TECNOLOGIA LTDA.	April 20, 2016	Brazil	19,579	Selling and servicing of communication products
ASKEY COMMUNICATION SAS	July 19, 2011	France	164,485	Selling and servicing of communication products
ASKEY TECHNOLOGY (VIETNAM) COMPANY LIMITED	January 16, 2023	Vietnam	612,994	Manufacturing and selling of communication products
DYNALINK NETWORK SOLUTIONS S.A. DE C.V.	November 23, 2023	Mexico	802	Selling and servicing of communication products
YANG XU ELECTRONIC TECHNOLOGY (SHANGHAI) LTD.	July 1, 2003	China	98,335	Researching, developing and selling of communication products
ASKEY TECHNOLOGY (JIANGSU) LTD.	August 30, 2001	China	2,950,650	Manufacturing and selling of communication products
ASUS CLOUD CORPORATION	March 24, 2000	Taiwan	11,308	Selling and consulting of internet service
ASUS CLOUD SINGAPORE PTE. LTD.	December 14, 2012	Singapore	26,343	Investing of internet service business
ASUS CLOUD (LUXEMBOURG) S.A R.L	December 3, 2013	Luxembourg	13,650	Maintaining and operating service of information hardware

Name of Corporation	Date of Establishment	Address	Capital	Major Business Scope
ASUS MAAS CORPORATION	August 23, 2022	Taiwan	180,000	Researching, developing and selling of smart parking system and charging piles
SHINEWAVE INTERNATIONAL INC.	August 6, 1997	Taiwan	107,250	Researching, developing, selling and consulting of information system software
EMES (SUZHOU) CO., LTD.	March 22, 2002	China	9,836	Selling and consulting of information system software
INTERNATIONAL UNITED TECHNOLOGY CO., LTD. (TAIWAN)	June 16, 1998	Taiwan	163,515	Researching, developing, manufacturing and selling of ink-jet print heads and ink-jet digital image output technology
AAEON TECHNOLOGY INC.	December 1, 2010	Taiwan	1,694,512	Manufacturing and selling of industrial computers and computer peripherals
AAEON ELECTRONICS, INC.	June 6, 1995	USA	160,647	Selling of industrial computers and computer peripherals
AAEON TECHNOLOGY CO., LTD.	September 11, 2001	British Virgin Islands	288,741	Investing of industrial computers and interface cards business
AAEON TECHNOLOGY (EUROPE) B. V.	March 4, 2005	Netherlands	3,414	Selling of industrial computers and computer peripherals
AAEON INVESTMENT CO., LTD.	June 6, 2009	Taiwan	150,000	Investing of industrial computers and computer peripherals business
AAEON TECHNOLOGY SINGAPORE PTE. LTD.	March 30, 2004	Singapore	14,076	Selling of industrial computers and computer peripherals
AAEON TECHNOLOGY GMBH	October 23, 2007	Germany	1,024	Selling of industrial computers and computer peripherals
AAEON TECHNOLOGY (SUZHOU) INC.	November 1, 2001	China	284,911	Manufacturing and selling of industrial computers and interface cards
ONYX HEALTHCARE INC.	February 2, 2010	Taiwan	386,277	Designing, manufacturing and selling of medical computers
ONYX HEALTHCARE USA, INC.	October 27, 2011	USA	65,570	Selling of medical computers and peripherals
ONYX HEALTHCARE EUROPE B.V.	May 16, 2012	Netherlands	3,414	Marketing support and repairing of medical computers and peripherals
IHELPER INC.	February 26, 2018	Taiwan	36,000	Researching, developing and selling of medical robots
JETWAY INFORMATION CO., LTD.	August 4, 1986	Taiwan	562,375	Manufacturing and selling of industrial motherboard and computer peripherals
JET WAY COMPUTER CORP.	December 31, 1999	USA	124,583	Selling and repairing of computer peripheral equipment
JET WAY COMPUTER B.V.	April 8, 1998	Netherlands	729	Selling and repairing of computer peripheral equipment
JET WAY (FAR EAST) INFORMATION COMPANY LIMITED	November 17, 1998	British Virgin Islands	101,130	Investing of computer peripherals business

Name of Corporation	Date of Establishment	Address	Capital	Major Business Scope
TOP NOVEL ENTERPRISE CORP.	September 2, 2009	Seychelles	580,311	Investing of computer peripherals business
SCORETIME INVESTMENT LIMITED	December 12, 2002	British Virgin Islands	99,490	Investing of computer peripherals business
CANDID INTERNATIONAL CORP.	September 15, 2009	Seychelles	558,984	Investing of computer peripherals business
FUJIAN CANDID INTERNATIONAL CO., LTD.	May 27, 2010	China	557,345	Manufacturing and selling of computer and peripheral equipment
ONYX HEALTHCARE (SHANGHAI) LTD.	September 15, 2014	China	72,127	Selling of medical computers and peripherals
CHANNEL PILOT LIMITED	March 30, 2005	British Virgin Islands	984,632	Investing of 3C business
ASUS TECHNOLOGY PTE. LIMITED	April 26, 2005	Singapore	1,456,291	Investing of 3C business
ASUS MIDDLE EAST FZCO	October 22, 2007	United Arab Emirates	95,523	Supporting and repairing of 3C products in Middle East
ASUS EGYPT L. L. C.	September 11, 2008	Egypt	-	Supporting of 3C products in Egypt
PT. ASUS SERVICE INDONESIA	May 21, 2013	Indonesia	29,511	Repairing of 3C products in Asia-pacific and America
ASUS (THAILAND) CO., LTD.	January 6, 2016	Thailand	19,278	Supporting of 3C products in Thailand
ASUS SERVICE (THAILAND) CO., LTD.	February 23, 2005	Thailand	23,133	Repairing of 3C products in Thailand
ASUS COMPUTER GMBH	June 19, 1991	Germany	8,728	Selling and supporting of 3C products in Germany
ASUS FRANCE SARL	July 12, 2002	France	3,619	Supporting of 3C products in France
ASUSTEK (UK) LIMITED	April 3, 2006	UK	2,060	Supporting of 3C products in United Kingdom
ASUS TECHNOLOGY (HONG KONG) LIMITED	November 25, 2005	Hong Kong	293,478	Supporting and repairing of 3C products in Hong Kong
ASUS KOREA CO., LTD.	July 1, 2006	South Korea	17,660	Supporting and repairing of 3C products in South Korea
ASUS TECHNOLOGY PRIVATE LIMITED	September 13, 2006	India	77,232	Supporting and repairing of 3C products in India
ASUS EUROPE B. V.	March 6, 2007	Netherlands	299,570	Selling of 3C products
ASUS TECHNOLOGY (VIETNAM) CO., LTD.	March 1, 2007	Vietnam	1,650	Supporting and repairing of 3C products in Vietnam
ASUS SPAIN, S.L.U.	May 19, 2004	Spain	1,024	Supporting of 3C products in Spain
ASUS JAPAN INCORPORATION	May 28, 2008	Japan	43,014	Selling of 3C products in Japan
ASUS SERVICE AUSTRALIA PTY LIMITED	February 10, 2011	Australia	19,370	Repairing of 3C products in Australia
ASUS AUSTRALIA PTY LIMITED	January 5, 2011	Australia	7,136	Supporting of 3C products in Australia
ASUS ISRAEL (TECHNOLOGY) LTD.	March 12, 2012	Israel	427	Supporting of 3C products in Israel
ASUS COMPUTER COLOMBIA S. A. S.	February 19, 2015	Columbia	554	Supporting of 3C products in Colombia
ASUSTEK COMPUTERS (PTY) LIMITED	August 31, 2004	South Africa	28,013	Supporting and repairing of 3C products in Africa

Name of Corporation	Date of Establishment	Address	Capital	Major Business Scope
ASUSTEK COMPUTER MALAYSIA SDN. BHD.	May 13, 2005	Malaysia	3,669	Supporting and repairing of 3C products in Malaysia
ASUS CHILE SPA	January 24, 2018	Chile	33	Supporting of 3C products in Chile
ASUS PERU S. A. C.	April 25, 2013	Peru	36,714	Supporting of 3C products in Peru
ASUS HOLDING MEXICO, S. A. DE C. V.	March 27, 2013	Mexico	82,163	Selling of 3C products in Mexico
ACBZ IMPORTACAO E COMERCIO LTDA.	January 5, 2011	Brazil	2,907,515	Selling of 3C products in Brazil
ASUS INDIA PRIVATE LIMITED	July 5, 2011	India	128,501	Selling of 3C products in India
ASUS HUNGARY SERVICES LIMITED LIABILITY COMPANY	May 10, 2007	Hungary	1,013	Supporting of 3C products in Hungary
ASUS PORTUGAL, SOCIEDADE UNIPessoal LDA.	May 21, 2008	Portugal	1,024	Supporting of 3C products in Portugal
ASUS SWITZERLAND GMBH	May 10, 2009	Switzerland	12,330	Supporting of 3C products in Switzerland
ASUS NORDIC AB	July 10, 2004	Sweden	897	Supporting of 3C products in North Europe
ASUS BILGISAYAR SISTEMLERI TICARET LIMITED SIRKETI	December 30, 2018	Turkey	252,809	Supporting and repairing of 3C products in Turkey
ASUS POLSKA SP. Z O.O.	July 31, 2005	Poland	400	Supporting of 3C products in Poland
ASUSTEK ITALY S. R. L.	July 21, 2000	Italy	1,639	Supporting of 3C products in Italy
ASUS COMPUTER CZECH REPUBLIC S. R. O.	October 31, 2005	Czech Republic	271	Supporting of 3C products in Czech Republic
ASUS CZECH SERVICE S. R. O.	February 15, 2010	Czech Republic	128,105	Repairing of 3C products in Europe
ASUS PHILIPPINES CORPORATION	February 12, 2019	Philippines	6,345	Supporting and repairing of 3C products in Philippines
ASUS PROPERTIES (VIETNAM) LTD.	March 10, 2020	Vietnam	439,799	Leasing and trading of real estate
LIABILITY LIMITED COMPANY A25	September 18, 2018	Russia	3	Selling of 3C products in Russia
ASUS UKRAINE LIMITED LIABILITY COMPANY	June 29, 2021	Ukraine	7,477	Supporting of 3C products in Ukraine
ASUSTEK COMPUTER (SHANGHAI) CO., LTD.	June 9, 2000	China	7,150,409	Selling of 3C products in China
ASUS COMPUTER (SHANGHAI) CO., LTD.	June 30, 2000	China	65,570	Repairing of 3C products
ASUS TECHNOLOGY (SUZHOU) CO., LTD.	March 12, 2008	China	1,606,465	Researching and developing of 3C products
ASUSTEK COMPUTER (CHONGQING) CO., LTD.	May 9, 2011	China	2,262,165	Selling of 3C products in China
ASUS INVESTMENTS (SUZHOU) CO., LTD.	December 6, 2013	China	1,161,209	Leasing of real estate

Note: The paid-in capital involved foreign currency was exchanged under foreign exchange rate at the end of the financial reporting period.

## (5) Directors, Supervisors and Presidents of Affiliated Enterprises

As of Dec 31, 2024

Name of Corporation	Title	Name of Representative (Note)	Shareholding	
			Shares	%
ASUS TECHNOLOGY INC.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Kevin Lin )	19,000,000	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Jonney Shih )	—	—
	Director & President	ASUSTEK COMPUTER INC. ( Representative: Samson Hu )	—	—
	Supervisor	ASUSTEK COMPUTER INC. ( Representative: Sandy Wei )	—	—
	General Manager	Chiang, Yin-Han /Liao, Yi-Shiang	—	—
ASKEY COMPUTER CORP	Chairman & General Manager	ASUSTEK COMPUTER INC. ( Representative: Lin, Cheng-Kuei )	480,000,000	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Jonney Shih )	—	—
	Director & President	ASUSTEK COMPUTER INC. ( Representative: Samson Hu )	—	—
	Supervisor	ASUSTEK COMPUTER INC. ( Representative: Chin Wu )	—	—
HUA-CHENG VENTURE CAPITAL CORP.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Jonney Shih )	129,500,000	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Jonathan Tsang )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: S.Y. Hsu )	—	—
	Supervisor	ASUSTEK COMPUTER INC. ( Representative: Nick Wu )	—	—
HUA-MIN INVESTMENT CO., LTD.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Jonney Shih )	80,500,000	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Jonathan Tsang )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Samson Hu )	—	—
	Supervisor	ASUSTEK COMPUTER INC. ( Representative: Nick Wu )	—	—
UNIMAX ELECTRONICS INC.	Chairman & General Manager	ASUSTEK COMPUTER INC. ( Representative: Kent Chien )	21,300,000	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Wu, Chih-Peng )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Jonathan Tsang )	—	—
	Supervisor	ASUSTEK COMPUTER INC. ( Representative: Nick Wu )	—	—
JOTECH LTD.	Chairman	HUA-MIN INVESTMENT CO., LTD. ( Representative: Samson Hu )	3,000,000	100.00%
MEDUS TECHNOLOGY INC.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Stephen Jung )	5,900,000	100.00%
ASUS TECHNOLOGY LICENSING	Chairman	ASUSTEK COMPUTER INC. ( Representative: Joe Hsieh )	32,000,000	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Vincent Hong )	—	—
	Director & General Manager	ASUSTEK COMPUTER INC. ( Representative: Alex Sun )	—	—

Name of Corporation	Title	Name of Representative (Note)	Shareholding	
			Shares	%
	Supervisor	ASUSTEK COMPUTER INC. ( Representative: Winnie Liu )	—	—
ASUS METAVERSE INC	Chairman	ASUSTEK COMPUTER INC. ( Representative: Joe Hsieh )	2,000,000	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Kent Chien )	—	—
	Director & General Manager	ASUSTEK COMPUTER INC. ( Representative: Wu, Shao-Yu )	—	—
	Supervisor	ASUSTEK COMPUTER INC. ( Representative: Winnie Liu )	—	—
DATASUS COMPUTER INC.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Joe Hsieh )	20,000,000	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Jackie Hsu )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Nick Wu )	—	—
	Supervisor	ASUSTEK COMPUTER INC. ( Representative: Winnie Liu )	—	—
ASUS CLOUD CORPORATION	Chairman	ASUSTEK COMPUTER INC. ( Representative: Joe Hsieh )	1,091,513	96.53%
	Director	ASUSTEK COMPUTER INC. ( Representative: Samson Hu )	—	—
	Director & General Manager	Peter Wu	4,934	0.43%
	Supervisor	Alan Hsieh	—	—
ASUS LIFE CORPORATION	Chairman	Shangri-La Information Limited* ( Representative: Janet Huang )	50,000	5.00%
	Director	OmniHealth Group, Inc. ( Representative: Mingho Huang )	50,000	5.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Henry Yeh )	900,000	90.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Joe Hsieh )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Wjh Chen )	—	—
	Supervisor	Charlene Hsu	—	—
	Supervisor	Li, Liu*	—	—
SHINYOPTICS CORP.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Kent Chien )	1,231,900	83.24%
	Director	ASUSTEK COMPUTER INC. ( Representative: Roger Chen )	—	—
	Director & General Manager	ASUSTEK COMPUTER INC. ( Representative: Yoo, Jinn-Chou )	—	—
	Supervisor	HUA-CHENG VENTURE CAPITAL CORP. ( Representative: Winnie Liu )	1,000	0.06%
TAIWAN WEB SERVICE CORP.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Joe Hsieh )	27,000,000	80.60%
	Director	ASUSTEK COMPUTER INC. ( Representative: Samson Hu )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Benson Lin )	—	—
	Director & General Manager	ASUSTEK COMPUTER INC. ( Representative: Peter Wu )	—	—
	Director	TWM Venture Co., Ltd	1,500,000	4.48%

Name of Corporation	Title	Name of Representative (Note)	Shareholding	
			Shares	%
	Supervisor	( Representative: Tsai, Chi-Yan ) Nick Wu	—	—
	Supervisor	Allen Lee	—	—
INTERNATIONAL UNITED TECHNOLOGY CO., LTD.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Jerry Shen )	11,323,167	69.25%
	Director & General Manager	ASUSTEK COMPUTER INC. ( Representative: Daniel Lan )	—	—
	Director	HUA ENG WIRE & CABLE CO. LTD. ( Representative: Wu, Chia-Yu* )	987,354	6.04%
	Supervisor	HUA-CHENG VENTURE CAPITAL CORP. ( Representative: Charlene Hsu )	515	0.00%
ASUS MAAS CORPORATION	Chairman	ASUSTEK COMPUTER INC. ( Representative: Joe Hsieh )	11,999,000	66.67%
	Director	ASUSTEK COMPUTER INC. ( Representative: Samson Hu )	—	—
	Director	ASUS CLOUD CORPORATION ( Representative: Peter Wu )	6,000,000	33.33%
	Supervisor	HUA-CHENG VENTURE CAPITAL CORP. ( Representative: Alan Hsieh )	1,000	0.00%
SHINEWAVE INTERNATIONAL INC.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Albert Chang )	5,468,750	50.99%
	Director	ASUSTEK COMPUTER INC. ( Representative: Jonney Shih )	—	—
	Director & General Manager	ASUSTEK COMPUTER INC. ( Representative: Yu, Chun-Hua* )	—	—
	Supervisor	HUA-CHENG VENTURE CAPITAL CORP. ( Representative: Chin Wu )	1,000	0.01%
ASMEDIA TECHNOLOGY INC.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Ted Hsu )	24,457,660	32.78%
	Director	ASUSTEK COMPUTER INC. ( Representative: Jerry Shen )	—	—
	Director & General Manager	ASUSTEK COMPUTER INC. ( Representative: Chewei Lin )	—	—
	Director	Hsu, Chin-Chuan*	—	—
	Independent director	Chan, Hung-Chih*	—	—
	Independent director	Hsieh, Chieh- Ping*	—	—
	Independent director	Wu, Ching-Chi*	—	—
	Independent director	Kin Lien Fang	—	—
AAEON TECHNOLOGY INC.	Chairman	RUI HAI INVESTMENT CO., LTD. ( Representative: Chuang, Yung-Shun )	4,739,647	2.80%
	Director	RUI HAI INVESTMENT CO., LTD. ( Representative: Lee, Ing-Jen )	—	—
	Director	RUI HAI INVESTMENT CO., LTD. ( Representative: Chuang, Fu-Chun )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Jonney Shih )	45,933,118	27.11%
	Director	ASUSTEK COMPUTER INC. ( Representative: Jonathan Tsang )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: S.Y. Hsu )	—	—
	Director	IBASE Technology Inc. ( Representative: Lee Chia-Fu )	43,773,212	25.83%
	Director	IBASE Technology Inc.	—	—

Name of Corporation	Title	Name of Representative (Note)	Shareholding	
			Shares	%
		( Representative: Chen, Yu-Nan )		
	Independent Director	Chen, Kun-Chih	—	—
	Independent Director	Daho Yen	—	—
	Independent Director	Xiulian Lin	—	—
	General Manager	Howard Lin	430,399	0.25%
ASUS COMPUTER INTERNATIONAL	Director	ASUSTEK COMPUTER INC. ( Representative: S.Y. Hsu )	50,000	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Samson Hu )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Joe Hsieh )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Ivan Ho )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Margaret Chen )	—	—
	General Manager	Gigi Liu	—	—
ASUS HOLLAND B.V.	Director	ASUSTEK COMPUTER INC. ( Representative: Chen, Hsin-Yi )	10,800,000	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Cheng, Chi-Chien )	—	—
ASUS INTERNATIONAL LIMITED	Chairman	ASUSTEK COMPUTER INC. ( Representative: Jonney Shih )	89,730,042	100.00%
ASUS GLOBAL PTE. LTD.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Ted Hsu )	28,000,000	100.00%
	Executive Director	ASUSTEK COMPUTER INC. ( Representative: Chang, Kao-Sheng )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Chu, Ming-Wen )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Song, Lai-Chi )	—	—
QUANTUM CLOUD INTERNATIONAL PTE. LTD.	Chairman	ASUSTEK COMPUTER INC. ( Representative: Wu, Chih-Peng )	830,001	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Song, Lai-Chi )	—	—
PT. ASUS TECHNOLOGY INDONESIA JAKARTA	Director	ASUSTEK COMPUTER INC. ( Representative: Lin, Wei-Ting )	11,979	99.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Chang, Chi-Chun )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Wang, Che-Wei )	—	—
	Supervisor	ASUSTEK COMPUTER INC. ( Representative: Chu, Ming-Wen )	—	—
PT. ASUS TECHNOLOGY INDONESIA BATAM	Director	ASUSTEK COMPUTER INC. ( Representative: Lin, Wei-Ting )	4,168,989	99.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Chang, Chi-Chun )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Wang, Che-Wei )	—	—
	Supervisor	ASUSTEK COMPUTER INC. ( Representative: Chu, Ming-Wen )	—	—
JINSHUO CULTURAL DIFFUSION CO., LTD.	Executive Director	ASUSTEK COMPUTER INC. ( Representative: Rangoon Chang )	—	100.00%
	Supervisor	ASUSTEK COMPUTER INC. ( Representative: Bruce Jen )	—	—

Name of Corporation	Title	Name of Representative (Note)	Shareholding	
			Shares	%
ASUS TECH USA	Chairman	ASUSTEK COMPUTER INC. ( Representative: Joe Hsieh )	400,000	100.00%
	Director	ASUSTEK COMPUTER INC. ( Representative: Jackie Hsu )	—	—
	Director	ASUSTEK COMPUTER INC. ( Representative: Nick Wu )	—	—
CHANNEL PILOT LIMITED	Chairman	ASUS INTERNATIONAL LIMITED ( Representative: Jonney Shih )	30,033,000	100.00%
ASUS TECHNOLOGY PTE. LIMITED	Chairman	CHANNEL PILOT LIMITED ( Representative: Ted Hsu )	44,419,424	100.00%
	Executive Director	CHANNEL PILOT LIMITED ( Representative: Chang, Kao-Sheng )	—	—
	Director	CHANNEL PILOT LIMITED ( Representative: Chu, Ming-Wen )	—	—
	Director	CHANNEL PILOT LIMITED ( Representative: Song, Lai-Chi )	—	—
ASUS MIDDLE EAST FZCO	Chairman	ASUS TECHNOLOGY PTE LIMITED ( Representative: Chiu, Yu-Sheng )	106	99.07%
	Director	CHANNEL PILOT LIMITED ( Representative: Chiu, Yu-Sheng )	1	0.93%
ASUS EGYPT L.L.C.	Director	CHANNEL PILOT LIMITED ( Representative: Chiu, Yu-Sheng )	—	50.00%
	Director	ASUS TECHNOLOGY PTE. LIMITED ( Representative: Chiu, Yu-Sheng )	—	50.00%
PT. ASUS SERVICE INDONESIA	Chairman	ASUS TECHNOLOGY PTE LIMITED ( Representative: Chen, Hsin-Yi )	1,485,000	99.00%
	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Hung, Tsung-Fu )	—	—
	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Zhao, DongLiang )	—	—
	Supervisor	ASUS TECHNOLOGY PTE LIMITED ( Representative: Hsu, Tse-Ming )	—	—
ASUS (THAILAND) CO., LTD.	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Chung,Wei-Gang )	25,000	100.00%
ASUS SERVICE (THAILAND) CO., LTD.	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Chung,Wei-Gang )	240,000	100.00%
ASUS COMPUTER GMBH	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Chen, Li-Hsaing )	—	100.00%
ASUS FRANCE SARL	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Mustapha Nhari )	5,300	100.00%
ASUSTEK (UK) LIMITED	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Jonathan Parmar )	50,000	100.00%
ASUS TECHNOLOGY (HONG KONG) LIMITED	Chairman	ASUS TECHNOLOGY PTE LIMITED ( Representative: Chung, Wei Gang )	69,500,000	100.00%
ASUS KOREA CO., LTD.	Chairman	ASUS TECHNOLOGY PTE LIMITED ( Representative: Fu, Szu-Wei )	158,433	100.00%
ASUS TECHNOLOGY PRIVATE LIMITED	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Hwang, Sy-Ru )	20,134,399	99.99%
	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Ou, Chang-Chu )	—	—
ASUS EUROPE B. V.	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Li, Yu-Lin )	375,000	100.00%
	Director	ASUS TECHNOLOGY PTE LIMITED	—	—

Name of Corporation	Title	Name of Representative (Note)	Shareholding	
			Shares	%
		( Representative: Ou, Chang-Chu )		
ASUS TECHNOLOGY (VIETNAM) CO., LTD.	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Lee, Tse-Tai )	–	100.00%
ASUS SPAIN, S.L.U.	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: German Guerra )	3,000	100.00%
ASUS JAPAN INCORPORATION	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Chen, Chin-Ho )	20,500	100.00%
	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Fu, Szu-Wei )	–	–
ASUS SERVICE AUSTRALIA PTY LIMITED	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Wang, Yong-Jie )	950,000	100.00%
	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Tsai, Hsiao-Ming )	–	–
ASUS AUSTRALIA PTY LIMITED	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Tsai, Hsiao-Ming )	350,000	100.00%
ASUS ISRAEL (TECHNOLOGY) LTD	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Chiu, Yu-Sheng )	50,000	100.00%
ASUS COMPUTER COLOMBIA S. A. S.	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Jeremin Hsieh )	74,489	100.00%
ASUSTEK COMPUTERS (PTY) LIMITED	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Chiu, Yu-Sheng )	–	100.00%
ASUSTEK COMPUTER MALAYSIA SDN. BHD.	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Lin, Chun-Kang )	500,000	100.00%
ASUS CHILE SPA	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Chang Lin, Cha-Ming )	1,000	100.00%
ASUS PERU S. A. C.	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Edwin Gutierrez )	4,153,783	99.00%
	Director	ASUS EUROPE B.V. ( Representative: Edwin Gutierrez )	41,957	1.00%
ASUS HOLDING MEXICO, S. A. DE C. V.	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Wu, Kuo-Huei )	50,738	99.00%
	Director	ASUS EUROPE B.V. ( Representative: Wu, Kuo-Huei )	512	1.00%
ACBZ IMPORTACAO E COMERCIO LTDA.	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Wu, Ming-Tau )	549,442,769	100.00%
	Director	ASUS EUROPE B.V. ( Representative: Wu, Ming-Tau )	26,231	0.00%
ASUS INDIA PRIVATE LIMITED	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Ou, Chang-Chu )	33,499,999	99.99%
	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Hwang, Sy-Ru )	–	–
ASUS HUNGARY SERVICES LIMITED LIABILITY COMPANY	Director	ASUS EUROPE B.V. ( Representative: Zoltan Gyongyosi )	–	100.00%
ASUS PORTUGAL, SOCIEDADE UNIPessoal LDA	Director	ASUS EUROPE B.V. ( Representative: Helder Basto )	30,000	100.00%
ASUS SWITZERLAND GMBH	Director	ASUS EUROPE B.V. ( Representative: Richard James Lea )	3,400	100.00%

Name of Corporation	Title	Name of Representative (Note)	Shareholding	
			Shares	%
ASUS NORDIC AB	Director	ASUS EUROPE B.V. ( Representative: Chen, Li-Hsaing )	3,000	100.00%
	Director	ASUS EUROPE B.V. ( Representative: Chang, Kao-Sheng )	—	—
ASUS BILGISAYAR SISTEMLERI TICARET LIMITED SIRKETI	Director	ASUS EUROPE B.V. ( Representative: Li, Yu-Lin )	50,741	100.00%
ASUS POLSKA SP. Z O. O.	Director	ASUS EUROPE B.V. ( Representative: Yuriy Sandratskiy )	1,000	100.00%
ASUSTEK ITALY S. R. L.	Director	ASUS EUROPE B.V. ( Representative: Chang, Kao-Sheng )	—	100.00%
ASUS COMPUTER CZECH REPUBLIC S. R. O.	Director	ASUS EUROPE B.V. ( Representative: Chen, Yi-An )	—	100.00%
ASUS CZECH SERVICE S. R. O.	Director	ASUS EUROPE B.V. ( Representative: Chung, Han Chao )	—	99.59%
	Director	ASUS EUROPE B.V. ( Representative: Cheng, Chi-Chien )	—	0.41%
ASUS PHILIPPINES CORPORATION	Director	ASUS TECHNOLOGY PTE. LIMITED	1,119,998	100.00%
	Director & General Manager	Lin, Yu-Ying	1	0.00%
ASUS PROPERTIES (VIETNAM) LTD.	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Lee, Tsei-Tai )	—	100.00%
	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Nick Wu )	—	—
LIMITED LIABILITY COMPANY A25	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Dmitry Kuzmitskiy )	—	70.00%
	Director	ASUS EUROPE B.V. ( Representative: Dmitry Kuzmitskiy )	—	30.00%
ASUS UKRAINE LIMITED LIABILITY COMPANY	Director	ASUS EUROPE B.V. ( Representative: Valery_Bazylenko )	—	100.00%
ASUS COMPUTER (SHANGHAI) CO., LTD.	Chairman	ASUS TECHNOLOGY PTE LIMITED ( Representative: Chen, Hsin-Yi )	—	100.00%
	Supervisor	ASUS TECHNOLOGY PTE LIMITED ( Representative: Wang, Hsiang-Huei )	—	—
ASUS TECHNOLOGY (SUZHOU) CO., LTD.	Chairman	ASUS TECHNOLOGY PTE LIMITED ( Representative: Jen, Chun-Hao )	—	100.00%
	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Shih, Wen-Hung )	—	—
	Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Joe Hsieh )	—	—
	Supervisor	ASUS TECHNOLOGY PTE LIMITED ( Representative: Wang, Hsiang-Huei )	—	—
ASUSTEK COMPUTER (SHANGHAI) CO. LTD.	Executive Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Shih, Wen-Hung )	—	100.00%
	Supervisor	ASUS TECHNOLOGY PTE LIMITED ( Representative: Wang, Hsiang-Huei )	—	—
ASUSTEK COMPUTER (CHONGQING) CO., LTD.	Executive Director	ASUS TECHNOLOGY PTE LIMITED ( Representative: Yu, Yuan-Lin )	—	100.00%
	Supervisor	ASUS TECHNOLOGY PTE LIMITED ( Representative: Wang, Hsiang-Huei )	—	—
ASUS INVESTMENTS (SUZHOU) CO., LTD.	Executive Director	ASUS TECHNOLOGY (SUZHOU) CO., LTD. ( Representative : Jen, Chun-Hao )	—	100.00%
	Supervisor	ASUS TECHNOLOGY (SUZHOU) CO., LTD. ( Representative: Wang, Hsiang-Huei )	—	—
JINRUO CULTURAL DIFFUSION	Executive Director	JINSHUO CULTURAL DIFFUSION CO., LTD.	—	100.00%

Name of Corporation	Title	Name of Representative (Note)	Shareholding	
			Shares	%
CO., LTD.	Supervisor	( Representative: Zhang, Jiang-Jun ) JINSHUO CULTURAL DIFFUSION CO., LTD. ( Representative: Jen, Chun-Hao )	—	—
eMES (SHUZHOU) CO., LTD.	Chairman	SHINEWAVE INTERNATIONAL INC. ( Representative: Yu, Jiunn-Hwa* )	—	100.00%
	Director	SHINEWAVE INTERNATIONAL INC. ( Representative: Chou, Shih-Chieh * )	—	—
	Director	SHINEWAVE INTERNATIONAL INC. ( Representative: Chang, Chih-Liang* )	—	—
	Supervisor	SHINEWAVE INTERNATIONAL INC. ( Representative: Chin Wu )	—	—
ASUS CLOUD SINGAPORE PTE. LTD.	Chairman	ASUS CLOUD CORPORATION. ( Representative: Peter Wu )	—	100.00%
	Director	ASUS CLOUD CORPORATION ( Representative: Sung, Lai-Chi* )	—	—
ASUS CLOUD (LUXEMBOURG) S. A R. L.	Director	ASUS CLOUD CORPORATION. ( Representative: Peter Wu )	—	100.00%
DATASUS COMPUTER AMERICA	Director	DATASUS COMPUTER INC. ( Representative: Joe Hsieh )	600,000	100.00%
	Director	DATASUS COMPUTER INC. ( Representative: Jackie Hsu )	—	—
	Director	DATASUS COMPUTER INC. ( Representative: Nick Wu )	—	—
	General manager	Kuo, Chunnan	—	—
ASKEY INTERNATIONAL CORP.	Director	ASKEY COMPUTER CORP. (Representative: Lin, Cheng-Kuei)	10,000,000	100.00%
DYNALINK INTERNATIONAL CORP.	Director	ASKEY COMPUTER CORP. (Representative: Lin, Cheng-Kuei)	8,160,172	100.00%
MAGIC INTERNATIONAL CO., LTD.	Director	ASKEY COMPUTER CORP. (Representative: Lin, Cheng-Kuei)	114,942,014	100.00%
ASKEY DIGITAL TECHNOLOGY CORP.	Chairman	ASKEY COMPUTER CORP. (Representative: Kao, Chung- Ming)	3,000,000	100.00%
WONDALINK INC.	Chairman	ASKEY COMPUTER CORP. (Representative: Lui, Hon-Man)	9,242,232	100.00%
	Director	ASKEY COMPUTER CORP. (Representative: Chen, Chiu-Hsu)	—	—
	Director	ASKEY COMPUTER CORP. (Representative: Shen, Te-Chih)	—	—
	Supervisor	ASKEY COMPUTER CORP. (Representative: Ou, Ta-Tsou)	—	—
WISE ACCESS (HK) LIMITED	Director	DYNALINK INTERNATIONAL CORP. (Representative: Lui, Hon-Man)	1,600,000	100.00%
ASKEYUK CO. LIMITED	Director	ASKEY COMPUTER CORP. (Representative: Ou, Ta-Tsou)	1,000,000	100.00%
ASKEY COMMUNICATION SAS	Director	ASKEY COMPUTER CORP. (Representative: Ou, Ta-Tsou)	4,038,090	83.81%
	Director	WISE ACCESS (HK) LIMITED (Representative: Ou, Ta-Tsou)	780,000	16.19%
MAGICOM INTERNATIONAL CORP.	Director	MAGIC INTERNATIONAL CO., LTD. (Representative: Lin, Cheng-Kuei)	91,030,000	100.00%
ASKEY COMMUNICATION GMBH	Director	MAGIC INTERNATIONAL CO., LTD. (Representative: Ou, Ta-Tsou)	100,000	100.00%
ASKEY DO BRASIL	Director	MAGIC INTERNATIONAL CO., LTD.	3,699,630	99.99%

Name of Corporation	Title	Name of Representative (Note)	Shareholding	
			Shares	%
TECNOLOGIA LTDA.	Director	(Representative: Kao, Chung- Ming) ASKEY COMPUTER CORP. (Representative: Kao, Chung- Ming)	370	0.01%
ASKEY JAPAN CO., LTD.	Director	MAGIC INTERNATIONAL CO., LTD. (Representative: Kao, Chung- Ming)	500,000	100.00%
ASKEY TECHNOLOGY (VIETNAM) COMPANY LIMITED	Director	ASKEY COMPUTER CORP. (Representative: Lin, Cheng-Kuei)	—	100.00
ASKEY CORPORATION (THAILAND) CO., LTD.	Director	MAGIC INTERNATIONAL CO., LTD. (Representative: Kao, Chung- Ming)	20,000	100.00
DYNALINK NETWORK SOLUTIONS S.A. DE C.V	Director	ASKEY COMPUTER CORP. (Representative: Lin, Cheng-Kuei)	495,000	99.00%
	Director	ASKEY DIGITAL TECHNOLOGY CORP. (Representative: Kao, Chung- Ming)	5,000	1.00%
YANG XU ELECTRONIC TECHNOLOGY (SHANGHAI) LTD.	Chairman	MAGIC INTERNATIONAL CO., LTD. (Representative: Lin, Cheng-Kuei)	—	100.00%
	Supervisor	MAGIC INTERNATIONAL CO., LTD. (Representative: Chin Wu)	—	—
	General Manager	Lui, Hon-Man	—	—
ASKEY TECHNOLOGY (JIANGSU) LTD.	Chairman & General Manager	MAGICOM INTERNATIONAL CORP. (Representative: Lin, Cheng-Kuei)	—	100.00%
	Director	MAGICOM INTERNATIONAL CORP. (Representative: Winnie Liu)	—	—
	Director	MAGICOM INTERNATIONAL CORP. (Representative: Chin Wu)	—	—
	Supervisor	MAGICOM INTERNATIONAL CORP. (Representative: Leif Huang)	—	—
AAEON ELECTRONICS, INC	The Chairman of BOD	AAEON TECHNOLOGY INC. (Representative: Chuang, Yung-Shun)	490,000	100.00%
	General Manager	Paul Yang	—	—
AAEON TECHNOLOGY CO., LTD.	Chairman & General Manager	AAEON TECHNOLOGY INC. (Representative: Chuang, Yung-Shun)	8,807,097	100.00%
AAEON TECHNOLOGY (EUROPE) B. V.	Chairman	AAEON TECHNOLOGY INC. (Representative: Chuang, Yung-Shun)	—	100.00%
AAEON TECHNOLOGY GMBH	Director	AAEON TECHNOLOGY (EUROPE) B.V. (Representative: Chuang, Yung-Shun)	—	100.00%
	Director	AAEON TECHNOLOGY (EUROPE) B.V. (Representative: Lai, Li-Kai)	—	—
AAEON INVESTMENT CO., LTD.	Chairman & General Manager	AAEON TECHNOLOGY INC. (Representative: Chuang, Yung-Shun)	15,000,000	100.00%
ONYX HEALTHCARE INC.	Chairman	JUI-HAI INVESTMENT CO., LTD. (Representative: Chuang, Yung-Shun)	251,920	0.65%
	Director	AAEON TECHNOLOGY INC. (Representative: Lin, Chien-Hung)	18,694,156	48.40%
	Director	AAEON TECHNOLOGY INC. (Representative: Bob Wang)	—	—
	Director	JUI-HAI INVESTMENT CO., LTD. (Representative: Lai, Li-Kai)	—	—
	Independent Director	Lee, Chih-Hao	—	—
	Independent Director	Tseng, Ho-Chun	65,738	0.17%
	Independent Director	Liao, Hsiu-Mei	—	—
AAEON TECHNOLOGY SINGAPORE PTE. LTD.	Director	Chuan, Fu-Chun	198,666	0.51%
		AAEON TECHNOLOGY INC. (Representative: Chuang, Yung-Shun)	465,840	100.00%

Name of Corporation	Title	Name of Representative (Note)	Shareholding	
			Shares	%
AAEON TECHNOLOGY (SUZHOU) INC.	Chairman	AAEON TECHNOLOGY CO., LTD. (Representative: Chuang, Yung-Shun)	—	100.00%
ONYX HEALTHCARE USA, INC.	Chairman	ONYX HEALTHCARE INC. (Representative: Chuang, Yung-Shun)	200,000	100.00%
ONYX HEALTHCARE EUROPE B. V.	Chairman	ONYX HEALTHCARE INC. (Representative: Chuang, Yung-Shun)	100,000	100.00%
ONYX HEALTHCARE (SHANGHAI) LTD.	Chairman	ONYX HEALTHCARE INC. (Representative: Chuang, Yung-Shun)	—	100.00%
	Director	ONYX HEALTHCARE INC. (Representative: Chinlong Hsu)	—	—
	Director	ONYX HEALTHCARE INC. (Representative: Bob Wang)	—	—
	Supervisor	ONYX HEALTHCARE INC. (Representative: Juno Tu)	—	—
IHELPER INC.	Chairman	ONYX HEALTHCARE INC. (Representative: Chuang, Yung-Shun)	1,656,000	46.00%
	Director	ONYX HEALTHCARE INC. (Representative: Chen, Ying-Te)	—	—
	Director	Compal Electronics, Inc. (Representative: Chen, Wei-Chan)	1,584,000	44.00%
	Director	Compal Electronics, Inc. (Representative: Lin, Cheng-Sian)	—	—
	Director Supervisor	Hwang, Shiuh-Nan Chueh, Chih-Yun	— —	— —
JEYWAY INFORMATION CO., LTD.	Chairman	AAEON TECHNOLOGY INC. (Representative: Chuang, Yung-Shun)	19,845,958	35.29%
	Director & General Manager	AAEON TECHNOLOGY INC. (Representative: Lin, Chien-Hung)	—	—
	Director	AAEON TECHNOLOGY INC. (Representative: Liao, Chi-Hung)	—	—
	Director	AAEON TECHNOLOGY INC. (Representative: Juno Tu)	—	—
	Independent Director	Chang, Ching-Yi	—	—
	Independent Director Independent Director	Wu, Chia-Chin Lee, Hsin-Ping	— —	— —
JET WAY COMPUTER CORP.	Chairman	JEYWAY INFORMATION CO., LTD. (Representative: Chuang, Yung-Shun)	380	100.00%
JET WAY COMPUTER B.V.	Chairman	JEYWAY INFORMATION CO., LTD. (Representative: Chuang, Yung-Shun)	40	100.00%
JET WAY (FAR EAST) INFORMATION COMPANY LIMITED	Chairman	JEYWAY INFORMATION CO., LTD. (Representative: Chuang, Yung-Shun)	3,084,634	100.00%
TOP NOVEL ENTERPRISE CORP.	Chairman	JEYWAY INFORMATION CO., LTD. (Representative: Chuang, Yung-Shun)	17,700,500	100.00%
SCORETIME INVESTMENT LIMITED	Chairman	JET WAY (FAR EAST) INFORMATION COMPANY LIMITED (Representative: Chuang, Yung-Shun)	3,034,634	100.00%
CANDID INTERNATIONAL CORP.	Chairman	TOP NOVEL ENTERPRISE CORP. (Representative: Chuang, Yung-Shun)	17,050,000	100.00%
FUJIAN CANDID INTERNATIONAL CO., LTD.	Chairman	CANDID INTERNATIONAL CORP. (Representative: Wang, Kuo-Chiang)	—	100.00%

Note: (\*) Standards for the English transliteration of company's name or individual's name.

2. Summarized Operation Results of Affiliated Enterprises (As of Dec 31, 2024)

Unit: NT\$ thousands

Name of Corporation	Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenues	Operating Income (Loss)	Net Income (Loss)	Earnings (Loss) Per Share (In dollars)
ASUS COMPUTER INTERNATIONAL	16,393	57,212,820	51,328,857	5,883,963	105,809,883	1,700,664	1,466,838	-
ASUS TECHNOLOGY INCORPORATION	190,000	6,632,024	5,806,858	825,166	23,698,551	416,261	324,602	17.08
ASUS HOLLAND B. V.	165,916	489,965	95,602	394,363	391,479	18,642	14,338	-
ASUS INTERNATIONAL LIMITED	2,941,799	50,727,897	1,631	50,726,266	-	(1,841)	4,704,977	-
HUA-CHENG VENTURE CAPITAL CORP.	1,295,000	5,412,654	151,823	5,260,831	-	245	345,465	2.67
HUA-MIN INVESTMENT CO., LTD.	805,000	2,596,239	52,350	2,543,889	-	208	201,358	2.50
JOGECK TECHNOLOGY LIMITED	30,000	32,073	5,417	26,656	49,936	1,662	2,159	0.72
ASMEDIA TECHNOLOGY INC.	746,622	36,055,539	2,660,997	33,394,542	8,081,071	2,333,287	3,732,625	51.57
ASUS GLOBAL PTE. LTD.	917,980	210,247,898	144,963,731	65,284,167	487,643,580	6,660,273	6,152,291	-
QUANTUM CLOUD INTERNATIONAL PTE. LTD.	27,212	59,399	1,697	57,702	27	(292)	3,003	-
PT. ASUS TECHNOLOGY INDONESIA JAKARTA	327,044	6,327,238	7,385,555	(1,058,317)	12,114,459	191,853	(1,127,575)	-
PT. ASUS TECHNOLOGY INDONESIA BATAM	1,027,767	195,218	211,907	(16,689)	332,229	3,686	(22,443)	-
JINSHUO CULTURAL DIFFUSION CO., LTD.	673,900	487,655	118,124	369,531	57,138	(213,533)	(202,520)	Note
UNIMAX ELECTRONICS INCORPORATION	213,000	254,685	30,045	224,640	351,834	(17,920)	4,649	0.22
TAIWAN WEB SERVICE CORPORATION	335,000	189,771	126,106	63,665	135,946	(162,493)	(138,547)	(4.00)

Name of Corporation	Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenues	Operating Income (Loss)	Net Income (Loss)	Earnings (Loss) Per Share (In dollars)
ASUS LIFE CORPORATION	10,000	3,569	35	3,534	2,142	1,371	1,117	1.12
ASUS TECHNOLOGY LICENSING	320,000	277,523	181,273	96,250	283,596	(29,211)	(38,385)	(1.20)
MEDUS TECHNOLOGY INC.	59,000	92,635	22,805	69,830	61,604	10,440	8,716	1.48
ASUS METAVERSE INC.	20,000	18,901	108	18,793	1,859	(698)	(418)	(0.21)
SHINYOPTICS CORP.	14,800	16,721	3,423	13,298	8,485	(10,831)	(9,159)	(6.19)
DATASUS COMPUTER INC.	200,000	175,248	897	174,351	-	(117)	(23,646)	(1.18)
DATASUS COMPUTER AMERICA	196,710	243,342	83,500	159,842	4,290	(21,122)	(28,484)	-
ASUS TECH USA	131,140	255,605	104,845	150,760	295,159	21,926	15,216	-
JINRUO CULTURAL DIFFUSION CO., LTD.	22,392	12,972	788	12,184	10,783	(3,102)	(3,082)	Note
ASKEY COMPUTER CORP.	4,800,000	30,195,064	30,099,684	95,380	25,238,498	(840,202)	(480,528)	(1.00)
ASKEY INTERNATIONAL CORP.	327,850	8,074,101	7,972,351	101,750	8,577,738	71,218	29,493	-
DYNALINK INTERNATIONAL CORP.	267,531	97,114	-	97,114	-	(266)	3,011	-
MAGIC INTERNATIONAL CO., LTD.	3,768,374	3,538,663	-	3,538,663	-	(286)	(23,055)	-
ASKEY DIGITAL TECHNOLOGY CORP.	30,000	31,388	966	30,422	-	(161)	111	0.04
WONDALINK INC.	92,422	54,134	1,017	53,117	-	(88)	1,933	0.21
WISE ACCESS (HK) LIMITED	44,309	12,900	-	12,900	-	-	(743)	Note
MAGICOM INTERNATIONAL CORP.	2,984,419	3,872,415	-	3,872,415	-	(459)	40,102	-
ASKEY COMMUNICATION GMBH	3,414	14,690	7,658	7,032	25,357	2,202	1,820	-
ASKEY CORPORATION (THAILAND) CO., LTD.	1,928	1,174	-	1,174	-	(277)	(272)	-
ASKEYUK CO. LIMITED	41,191	82,879	42,971	39,909	175,587	6,986	6,986	-

Name of Corporation	Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenues	Operating Income (Loss)	Net Income (Loss)	Earnings (Loss) Per Share (In dollars)
ASKEY JAPAN CO., LTD.	1,049	4,405	5,250	(845)	5,652	541	213	-
ASKEY DO BRASIL TECNOLOGIA LTDA.	19,579	7,097	428	6,669	7,506	158	252	-
ASKEY COMMUNICATION SAS	164,485	86,396	6,924	79,472	6,435	(8,433)	(4,590)	-
ASKEY TECHNOLOGY (VIETNAM) COMPANY LIMITED	612,994	11,568,996	10,769,466	799,530	10,608,102	150,966	232,692	-
DYNALINK NETWORK SOLUTIONS S.A. DE C.V.	802	507	105	402	-	(486)	(428)	-
YANG XU ELECTRONIC TECHNOLOGY (SHANGHAI) LTD.	98,355	84,414	73,557	10,857	279,196	4,355	5,843	Note
ASKEY TECHNOLOGY (JIANGSU) LTD.	2,950,650	8,703,668	4,875,097	3,828,571	7,318,998	2,001	38,518	Note
ASUS CLOUD CORPORATION	11,308	872,337	861,994	10,343	844,797	(30,894)	(35,772)	(28.19)
ASUS CLOUD SINGAPORE PTE. LTD.	26,343	96	48	48	-	-	(286)	-
ASUS CLOUD (LUXEMBOURG) S. A R. L.	13,656	4,099	461	3,638	234	148	129	-
ASUS MAAS CORPORATION	180,000	164,854	59,852	105,002	91,587	(53,835)	(37,063)	(2.06)
SHINEWAVE INTERNATIONAL INC.	107,250	185,117	35,940	149,177	81,898	(12,911)	(6,267)	(0.58)
EMES (SUZHOU) CO., LTD.	9,836	32,730	2,727	30,003	18,233	4,303	4,276	Note
INTERNATIONAL UNITED TECHNOLOGY CO., LTD. (TAIWAN)	163,515	615,671	403,087	212,584	733,322	17,795	25,830	1.58
AAEON TECHNOLOGY INC.	1,694,512	11,185,523	1,086,134	10,099,389	3,918,896	1,159,939	967,670	7.72
AAEON ELECTRONICS, INC.	160,647	457,132	90,333	366,799	943,398	(37,319)	(6,512)	-
AAEON TECHNOLOGY CO., LTD.	288,741	152,043	10	152,033	-	(85)	(47,489)	-

Name of Corporation	Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenues	Operating Income (Loss)	Net Income (Loss)	Earnings (Loss) Per Share (In dollars)
AAEON TECHNOLOGY (EUROPE) B. V.	3,414	429,183	333,710	95,473	128,163	27,202	(13,570)	-
AAEON INVESTMENT CO., LTD.	150,000	139,599	46	139,553	-	(108)	(1,941)	(0.13)
AAEON TECHNOLOGY SINGAPORE PTE. LTD.	14,076	97,803	26,760	71,043	134,128	4,009	(470)	-
AAEON TECHNOLOGY GMBH	1,024	32,781	8,139	24,642	37,274	1,336	1,618	-
AAEON TECHNOLOGY (SUZHOU) INC.	284,911	239,035	89,757	149,278	454,450	(45,691)	(47,613)	Note
ONYX HEALTHCARE INC.	386,277	2,032,654	488,061	1,544,593	1,101,813	81,399	182,629	4.69
ONYX HEALTHCARE USA, INC.	65,570	233,823	120,433	113,390	293,126	(23,889)	(2,708)	-
ONYX HEALTHCARE EUROPE B. V.	3,414	118,767	69,927	48,840	198,409	35,145	26,578	-
IHELPER INC.	36,000	15,260	145	15,115	-	(154)	(65)	(0.02)
JETWAY INFORMATION CO., LTD.	562,375	1,503,538	170,006	1,333,532	938,894	114,906	191,786	2.85
JET WAY COMPUTER CORP.	124,583	279,334	60,301	219,033	425,307	31,572	26,088	-
JET WAY COMPUTER B. V.	729	38,351	5,010	33,341	123,580	4,554	5,125	-
JET WAY (FAR EAST) INFORMATION COMPANY LIMITED	101,130	125,483	-	125,483	-	-	1,819	-
TOP NOVEL ENTERPRISE CORP.	580,311	476,388	-	476,388	-	-	34,107	-
SCORETIME INVESTMENT LIMITED	99,490	137,467	12,973	124,494	-	-	1,806	-
CANDID INTERNATIONAL CORP.	558,984	472,479	-	472,479	-	-	33,810	-
FUJIAN CANDID INTERNATIONAL CO., LTD.	557,345	602,302	131,530	470,772	368,548	30,036	33,680	Note

Name of Corporation	Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenues	Operating Income (Loss)	Net Income (Loss)	Earnings (Loss) Per Share (In dollars)
ONYX HEALTHCARE (SHANGHAI) LTD.	72,127	2,762	846	1,916	-	(2,378)	(2,340)	Note
CHANNEL PILOT LIMITED	984,632	55,836,940	6,272,936	49,564,004	-	(358)	4,641,937	-
ASUS TECHNOLOGY PTE. LIMITED	1,456,291	48,221,006	26,746	48,194,260	-	(13,287)	1,561,718	-
ASUS MIDDLE EAST FZCO	95,523	184,383	60,406	123,977	292,593	8,561	7,563	-
ASUS EGYPT L. L. C.	-	3,638	2,110	1,528	18,379	828	481	-
PT. ASUS SERVICE INDONESIA	29,511	87,964	26,668	61,296	76,877	6,759	8,340	-
ASUS (THAILAND) CO., LTD.	19,278	64,983	20,982	44,001	101,832	4,625	3,477	-
ASUS SERVICE (THAILAND) CO., LTD.	23,133	126,183	80,935	45,248	165,367	8,435	6,244	-
ASUS COMPUTER GMBH	8,728	301,869	68,969	232,900	672,268	16,445	17,487	-
ASUS FRANCE SARL	3,619	244,621	146,085	98,536	522,108	12,115	6,337	-
ASUSTEK (UK) LIMITED	2,060	130,100	28,232	101,868	311,601	15,231	11,612	-
ASUS TECHNOLOGY (HONG KONG) LIMITED	293,478	408,446	80,346	328,100	208,367	2,914	3,125	Note
ASUS KOREA CO., LTD.	17,660	68,074	11,119	56,955	166,437	(1,639)	(1,880)	-
ASUS TECHNOLOGY PRIVATE LIMITED	77,232	664,264	221,703	442,561	712,013	59,351	48,478	-
ASUS EUROPE B.V.	299,570	9,048,507	6,733,778	2,314,729	22,762,038	246,617	226,828	-
ASUS TECHNOLOGY (VIETNAM) CO., LTD.	1,650	91,099	36,070	55,029	206,534	12,087	9,655	-
ASUS SPAIN, S.L.U.	1,024	362,719	24,359	338,360	340,340	76,771	60,666	-
ASUS JAPAN INCORPORATION	43,014	3,498,602	2,986,577	512,025	7,346,376	85,677	55,293	-

Name of Corporation	Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenues	Operating Income (Loss)	Net Income (Loss)	Earnings (Loss) Per Share (In dollars)
ASUS SERVICE AUSTRALIA PTY LIMITED	19,370	173,165	80,814	92,351	147,893	13,942	7,544	-
ASUS AUSTRALIA PTY LIMITED	7,136	129,161	27,854	101,307	321,493	44,629	30,693	-
ASUS ISRAEL (TECHNOLOGY) LTD.	427	44,924	12,343	32,581	100,016	9,092	6,795	-
ASUS COMPUTER COLOMBIA S. A. S.	554	21,564	10,988	10,576	97,928	4,610	2,248	-
ASUSTEK COMPUTERS (PTY) LIMITED	28,013	54,406	12,133	42,273	71,238	3,647	3,130	-
ASUSTEK COMPUTER MALAYSIA SDN. BHD.	3,669	42,300	11,265	31,035	130,777	5,482	1,389	-
ASUS CHILE SPA	33	21,628	10,876	10,752	73,093	3,449	2,579	-
ASUS PERU S. A. C.	36,714	62,754	21,222	41,532	58,879	1,535	2,520	-
ASUS HOLDING MEXICO, S. A. DE C. V.	82,163	7,401,180	7,202,917	198,263	5,261,710	62,902	(87,175)	-
ACBZ IMPORTACAO E COMERCIO LTDA.	2,907,515	6,866,996	2,544,374	4,322,622	4,908,820	244,230	410,928	-
ASUS INDIA PRIVATE LIMITED	128,501	7,323,645	7,488,750	(165,105)	13,789,748	297,241	261,603	-
ASUS HUNGARY SERVICES LIMITED LIABILITY COMPANY	1,013	22,527	7,124	15,403	66,489	3,166	2,117	-
ASUS PORTUGAL, SOCIEDADE UNIPessoal LDA.	1,024	36,230	14,345	21,885	61,007	3,064	2,233	-
ASUS SWITZERLAND GMBH	12,330	33,428	7,274	26,154	103,373	4,923	4,014	-
ASUS NORDIC AB	897	148,522	56,750	91,772	378,221	18,720	16,085	-
ASUS BILGISAYAR SISTEMLERI TICARET LIMITED SIRKETI	252,809	279,406	45,217	234,189	186,877	14,546	161,355	-

Name of Corporation	Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenues	Operating Income (Loss)	Net Income (Loss)	Earnings (Loss) Per Share (In dollars)
ASUS POLSKA SP. Z O. O.	400	106,208	19,507	86,701	211,120	10,053	7,884	-
ASUSTEK ITALY S. R. L.	1,639	602,514	145,429	457,085	344,022	64,531	49,387	-
ASUS COMPUTER CZECH REPUBLIC S. R. O.	271	56,760	19,435	37,325	125,676	5,926	5,045	-
ASUS CZECH SERVICE S. R. O.	128,105	380,236	55,347	324,889	757,690	30,094	21,577	-
ASUS PHILIPPINES CORPORATION	6,345	124,326	110,274	14,052	117,657	7,250	(1,317)	-
ASUS PROPERTIES (VIETNAM) LTD.	439,799	480,848	1,097	479,751	-	(2,532)	12,720	-
LIABILITY LIMITED COMPANY A25	3	5,119	390	4,730	1,083	(3,786)	(3,996)	-
ASUS UKRAINE LIMITED LIABILITY COMPANY	7,477	15,903	1,407	14,496	62,388	1,979	2,364	-
ASUSTEK COMPUTER (SHANGHAI) CO. LTD.	7,150,409	37,639,720	34,042,060	3,597,660	110,357,962	844,930	723,169	Note
ASUS COMPUTER (SHANGHAI) CO., LTD.	65,570	141,138	40,424	100,714	208,749	5,754	6,726	Note
ASUS TECHNOLOGY (SUZHOU) CO., LTD.	1,606,465	2,811,342	509,795	2,301,547	2,392,491	158,857	146,034	Note
ASUSTEK COMPUTER (CHONGQING) CO., LTD.	2,262,165	8,432,081	2,698,099	5,733,982	13,939,002	108,764	374,548	Note
ASUS INVESTMENTS (SUZHOU) CO., LTD.	1,161,209	979,292	2,534	976,758	-	(11,221)	(12,072)	Note

Note: It's not applied to company limited.

ASUSTeK Computer Inc.

Chairman *Jonney Shih* 



## IN SEARCH OF INCREDIBLE

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中華民國 114 年 3 月 30 日刊印