ASRock
華擎科技

Save The Nature

BE GREEN

2023 Sustainability Report

Subject Index

About the Report

This Report constitutes the 5th Corporate Sustainability Report of ASRock Inc. (hereinafter referred to as ASRock or the Company). ASRock aims to present its efforts and achievements in practicing corporate sustainability in the areas of economy, society, and environment in 2023, in a transparent and fair manner, while demonstrating the Company's commitment to sustainable development in society.

Reporting Period

This Report discloses the Company's specific practices and performance regarding corporate sustainability management policies, environmental management strategies, positive social contributions, and responses to material issues for the fiscal year 2023 (from January 1, 2023 to December 31, 2023).

Restatements of Information

None

Reporting Interval

The Company's Corporate Sustainability Report is published annually, with the next report (for fiscal year 2024) scheduled for release in August 2025.

Report Boundaries

The scope of information and data in this Report encompasses performance in the economic, social, and environmental aspects. The financial data related to operation performance is derived from the consolidated financial statements audited by Ernst & Young Global Limited. Information regarding the social and environmental aspects includes data from the headquarters in Taiwan and does not cover the subsidiaries: ASRock Rack Incorporation, ASRock Industrial Computer Corp., Soaring Asia Limited, ASJade Technology Inc., AsiaRock Technology Ltd., and Leader Insight Holdings Ltd.

Reporting Principles

This Report has been compiled in accordance with the GRI Universal Standards 2021 published by the Global Reporting Initiative and in alignment with the four principles of materiality, inclusivity, responsiveness, and impact outlined in the AA1000:2018 AccountAbility Principles Standard. A GRI content index is included at the end of the Report for reference. To enhance the credibility of the Report and demonstrate the Company's operation transparency, this Report has been verified for moderate level of assurance under

Type I application of the AA1000AS V3 assurance standard by TÜV NORD (the third-party assurance statement is included in the appendix).

Contact Information

For any inquiries regarding the content of this Report, please contact us.

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Letter to Shareholders

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

In 2023, the global PC market experienced a significant decline and conservative commercial demand due to geopolitical tensions, rising inflation, and substantial interest rate hikes, which had a notable impact on the Company. Despite the implementation of diversified product/market strategies that have resulted in double-digit revenue growth, the decrease in gross profit margin and net profit was attributed to inventory allowances and the decline in the proportion of commercial products. Consequently, the objective of regaining operation and profit growth momentum was not achieved, reflecting less-than-ideal performance. Looking ahead, the PC market is expected to return to a growth trajectory after two consecutive years of significant adjustments, driven by demand for AI in both consumer and commercial segments. The Company is leveraging a diversified development strategy to robustly expand its commercial and consumer products, continually generating growth momentum for its operations and actively creating greater value for shareholders.

ASRock has established a human rights policy based on human rights principles referenced from the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, ensuring that every employee is treated fairly and with respect. ASRock participated in social engagement and addressed the issue of insufficient resources faced by social welfare organizations and care facilities around its headquarters by providing donations and supplies. In response to the devastating earthquake in Turkey in 2023, which resulted in thousands of casualties during the harsh winter, ASRock donated warm blankets, and other supplies to support the communities.

With the design philosophy of "Creativity, Consideration, Cost-effectiveness," ASRock focuses on the technology sector while addressing environmental issues. The Company has established greenhouse gas emissions reduction targets and is enhancing energy efficiency to minimize the impact of greenhouse gases on environmental ecosystems. Through the annual publication of this Report, ASRock evaluates its performance and seeks feedback and suggestions from all stakeholders, which will serve as motivation for continuous improvement. Thank you.

May I wish you all

Good health and good luck

ASRock Incorporation

Chairman Hsu-Tien, Tung

About ASRock

Company Profile

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

In 2010, ASRock emerged as a leading global motherboard brand, developing product lines that meet the expectations of various customers. The Company aims to enhance its overall brand identity and recognition through the launch of mid-range to high-end motherboards. Currently, ASRock's motherboards are categorized into three main lines: ASRock Fatal1ty Gaming Motherboard Series collaborated with Fatal1ty, providing gamers with unmatched computing experience. The OC Formula series exclusively backed by Legendary Overclocker Nick Shih, delivering high-quality products designed to meet the expectations and needs of serious gamers. Lastly, the Extreme series focuses on the assembly computer market, catering to the demands of three key tiers: advanced, mainstream, and entry-level users.

The innovative spirit of research and development, products that meet consumer expectations, and a comprehensive service process are the core elements of ASRock's relentless pursuit of brand excellence. In addition to the brand positioning with its five product lines, ASRock actively participates in international exhibitions, leveraging large-scale events to attract overseas customers while promoting Taiwanese brands, which helps enhance the visibility of Taiwanese businesses on the global stage. In 2012, ASRock won the Taiwan Excellence Award, validating its brand positioning. That same year, ASRock received marketing subsidies from the Taiwan External Trade Development Council, enabling collaboration between the Company and government and creating outstanding Taiwanese brand identities in the international market.

Through brand diversification strategy, the company can meet the needs of different consumer groups around the world. Through strategic alliances and continuous development of new product lines, ASRock provides consumers with a full range of professional gaming brand and products to enroot unique and innovative brand identity in consumers in different fields. Additionally, the Company has joined the Taipei Computer Association and the

Information Management Association as a general member, actively strengthening collaboration and communication with these associations. Through such participation, ASRock is better equipped to respond to consumer demands, continually enhance product and service quality, and relentlessly pursue innovation and excellence.

	ASRock Incorporation
Date of Establishment	May 10, 2002
Date of Public Listing	November 8, 2007
Stock Code	3515
Paid-in Shares Capital	NT$1,216,357 thousand (2024-03-31)
Headquarters	2F., No.37, Sec. 2, Jhongyang S. Rd., Beitou District, Taipei City 112, Taiwan (R.O.C.)
Chairman	Hsu-Tien, Tung
President	Lung-Lun, Hsu
Industry	Computer and Peripheral Equipment Manufacturing
Main Operation	PC motherboards, systems, graphics cards, and other computer products

ASRock Awards

Awards and Achievements in 2023:

- "Z790 LiveMixer" designed for live broadcasters won the Best Choice Award (BC Award), the official award of COMPUTEX TAIPEI.
- “Z790 Nova WiFi”, built for Intel 14th Gen Core processors, won the “Best of 2023 Awards” and “Editor’s Choice” awards from the international media TOM’s HARDWARE.
- The "Taichi Lite" series won the "Editor's Choice" award from international media TOM's HARDWARE.
- 4X4 BOX-7735U Mini PC won the Editor's Choice award from American TweakTown and Techpowerup. 4X4 BOX-7840U won the Editor's Choice award and Recommendation Award from Techpowerup and TweakTown. NUCS BOX-1360P won the Recommendation Award from the American TweakTown.

The Prospect

The advancement of AI technology has become an indispensable focus of technology development in the IT industry where new hardware and applications are being actively developed regardless of market demand for consumer PCs or commercial applications. With the booming cloud applications and edge computing, it is expected to significantly improve users' work efficiency. The Company focuses on the technology and plans to launch a series of new products.

Moreover, the Company has been steadily and successfully developing several new consumer products focusing on e-sports in recent years. We will continue to anchor on this operational focus, actively develop new products, and provide consumers with a full range of professional e-sports products, ensuring the distinctive and innovative brand value are deeply rooted in consumers for all fields.

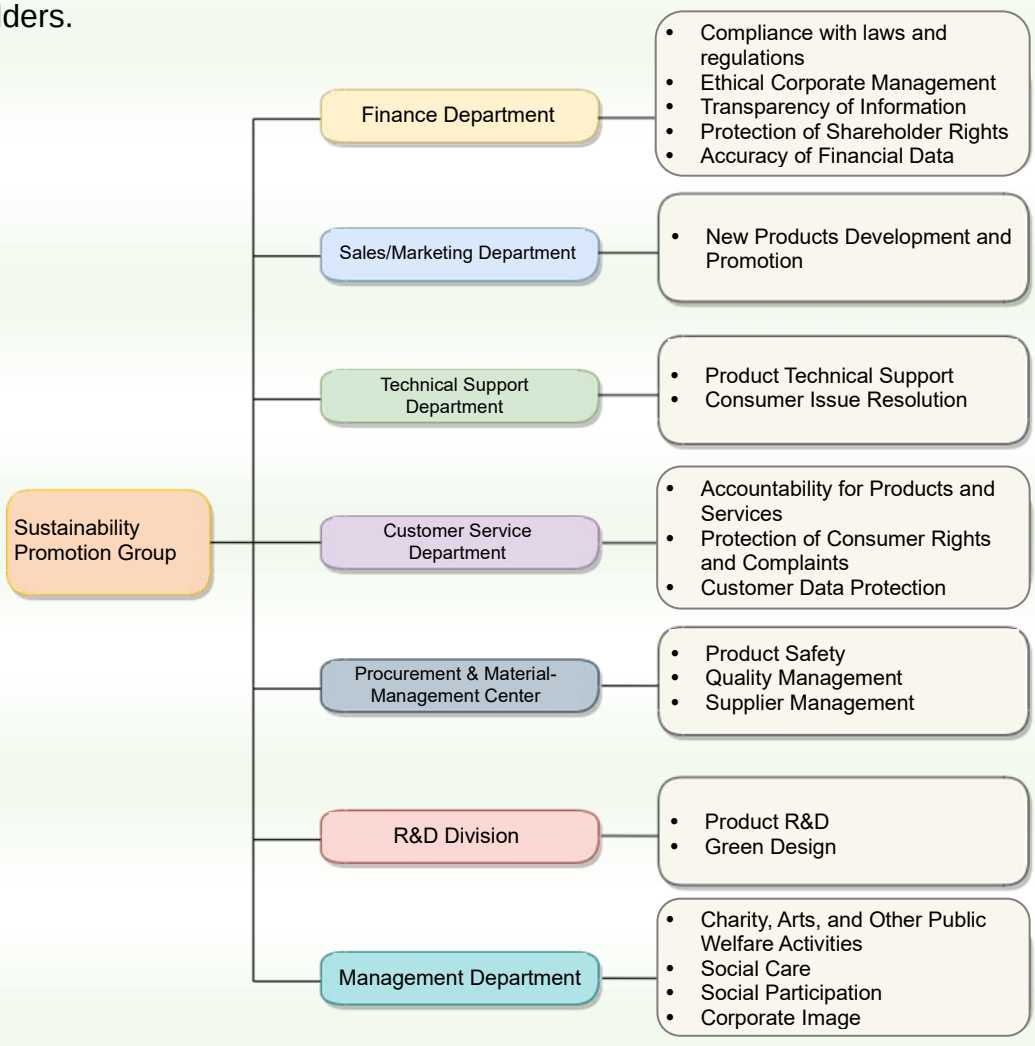
The diversified development on products/ brands/ markets is the focus of the Company’s long-term operation and development and it looks to develop commercial and consumer products with steady growth. In addition new growth drivers the developments can reduce operational fluctuations caused by specific product lines. Although the global economy in 2024 is still negatively affected by high interest rates and geopolitical policies, the PC market, after two consecutive years of adjustments with rising AI demand, is expected to regain growth in both the consumer and commercial markets. The Company will maintain a cautious but optimistic attitude and actively achieve growth in value for shareholders.

1. Sustainable Development and Promotion

1.1 Sustainability Promotion Group

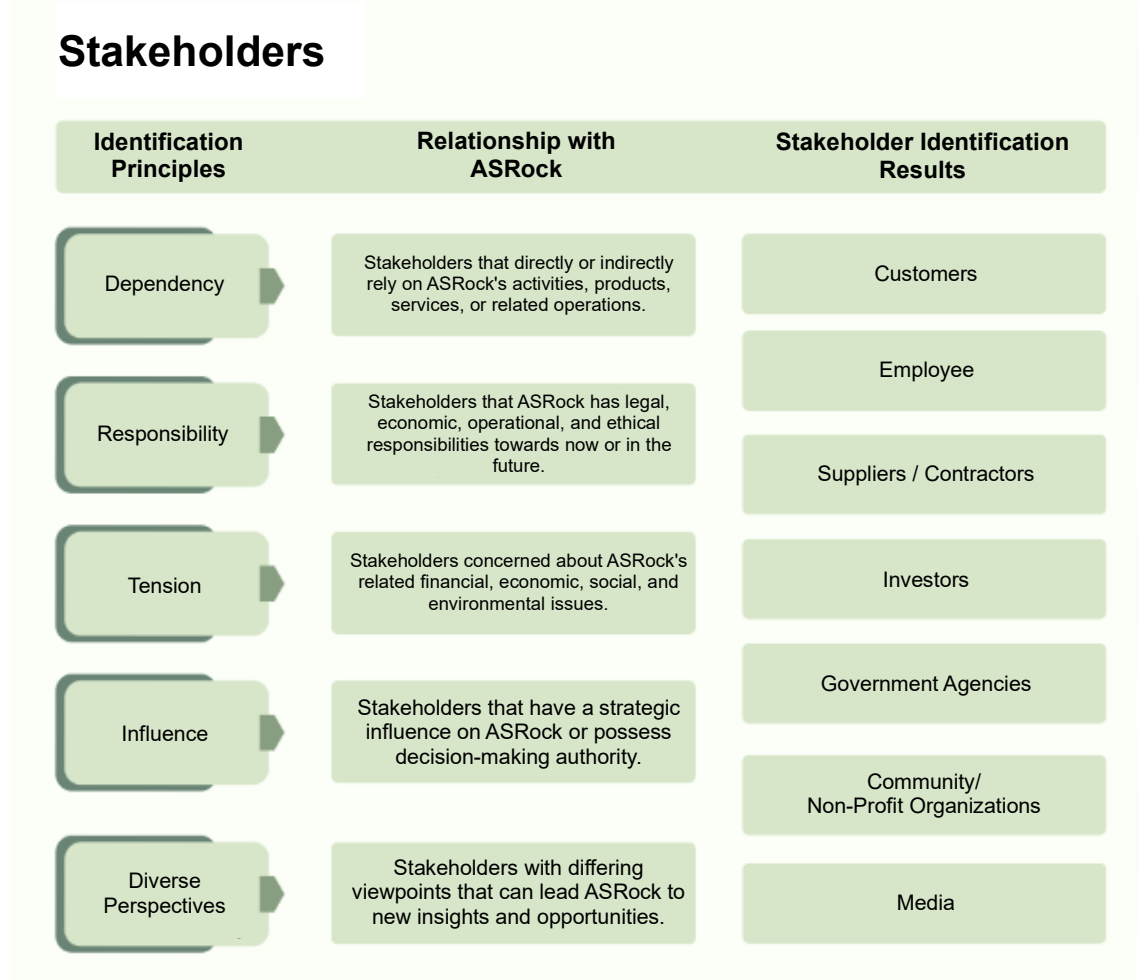
Corporate Sustainability Organizational Structure and Functional Operations

The Company has established a Sustainability Promotion Group, which consists of 7 departments: the Management Department, Finance Department, Sales/Marketing Division, Technical Support Department, Customer Service Department, Procurement & Material-Management Center, and Research and Development Department. Among these, the Finance Department is responsible for planning corporate sustainability projects and coordinating related activities across departments. Each department has established corporate sustainability strategies and functions and is responsible for implementing various operations related to corporate sustainability while paying attention to issues that concern stakeholders.



1.2 Stakeholder Identification and Engagement

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



Stakeholder Engagement

Stakeholder	Topics	Channels	Communication Frequency
Customers	• Personal data protection • Customer Service and Product Labeling • New Product Development and Promotion • Product Quality and Safety Requirements • Green/Sustainable Product Design and Development • Climate Change Management	Customer Audits	Irregular
		Customer Service Hotline	Irregular
		Company Website	Irregular
		Regular or Ad-Hoc Meetings	Irregular
		Information Security	Irregular
Employee	• Operation Performance • Employee Rights • Employee Benefits and Compensation • Occupational Safety and Health, and Physical and Mental Well-being • Career Development and Talent Cultivation • Personal data protection	Internal Announcements	Irregular
		Internal Website	Irregular
		Orientation Training	Irregular
		Supervisory Committee of Labor Retirement Reserve	Once a year
		Labor-Management Meetings	Once a quarter
Suppliers Contractors	• Operation Performance • Climate Change Management • Product Quality and Safety Requirements • Sustainable Supply Chain Management • Green/Sustainable Product Design and Development • Circular Economy	Suppliers / Contractors Sustainability Questionnaire Survey	Once a year
		Suppliers / Contractors Evaluation and Guidance	Irregular
		Supplier / Contractor Management Platform	Irregular
		Supplier / Contractor Communication Mailbox	Irregular

Stakeholder Engagement

Stakeholder	Topics	Channels	Communication Frequency
Investors	• Operation Performance • Sustainable Supply Chain Management • Green/Sustainable Product Design and Development • Climate Change Management • Circular Economy • Employee Rights	Shareholders Meeting	Once a year
		Annual Report	Once a year
		Quarterly Investor Conference	Once a quarter
		MOPS	Irregular
		External Communication Mailbox	Irregular
Government Agencies	• Operation Performance • Circular Economy • Climate Change Management • Energy, Resources and Greenhouse Gas Management • Employee Benefits and Compensation • Corporate Governance	Policy Public Hearing	Irregular
		Questionnaires and Interviews	Irregular
		Seminars	Irregular
		Communication Mailbox	Irregular
Community **Non-Profit Organizations**	• Circular Economy • Climate Change Management • Community Engagement and Social Welfare • Waste Management • Employee Rights • Corporate Governance	External Communication Mailbox	Irregular
		Seminars	Irregular
		Participation in Relevant Organizations	Irregular
Media	• Corporate Governance • Sustainable Supply Chain Management • Employee Benefits and Compensation • Green/Sustainable Product Design and Development • New Product Development and Promotion	External Communication Mailbox	Irregular
		Seminars	Irregular
		Participation in Relevant Organizations	Irregular

1.3 Materiality Identification

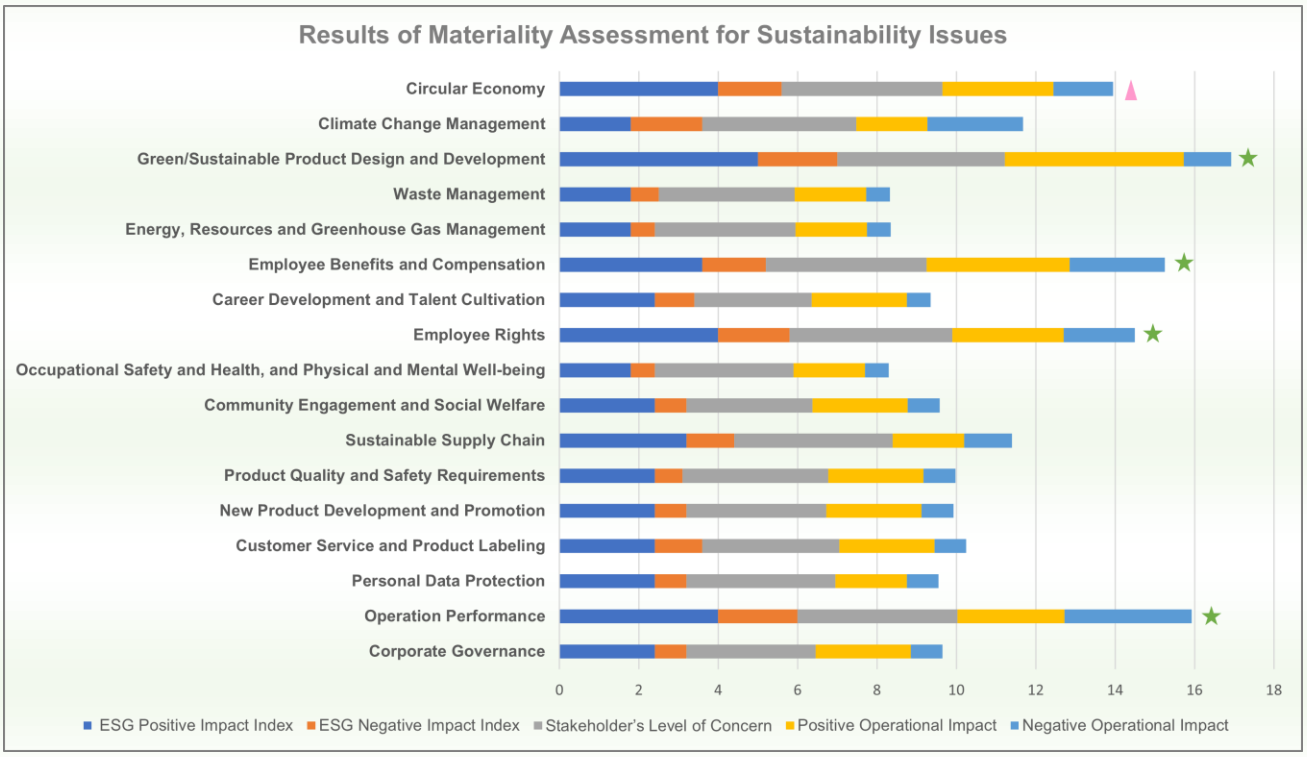
ASRock references the GRI Standards 2021 and the AA1000:2018 AccountAbility Principles Standard to identify material issues based on the four principles of inclusivity, materiality, responsiveness, and impact. The identification of sustainability issues includes both internal and external issues. External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

Steps for Identifying Material Issues

Steps	Implementation
Step 1. Gather Sustainability Issues	Based on sustainability indicators from peer companies in the industry, relevant issues in the domestic and international technology sectors, the United Nations SDGs, and global standards and frameworks (e.g., SASB, GRI 2021, TCFD, etc.), assess the Company's short, medium, and long-term operations and everyday operation. The Sustainability Promotion Group is responsible for summarizing these into three main sustainability aspects comprising 17 key sustainability issues where the impact of the Company's operations on these issues will be further evaluated.
Step 2. Questionnaire Survey on Issues of Concern to Stakeholders	(1) A questionnaire was conducted to assess the level of concern regarding the 17 key sustainability issues among primary stakeholders, resulting in the collection of 40 valid responses. (2) By understanding stakeholders' levels of concern regarding these issues, the Company can gain insight into the impact of its operations on ESG aspects.

Steps	Implementation
Step 3. Identifying Actual and Potential Impacts	ASRock assesses the positive and negative impacts of its operations on ESG aspects. The Sustainability Promotion Group assigns impact index scores to the 17 key sustainability issues, evaluating each issue based on its "scope of impact," "severity of impact," and "likelihood of occurrence."
Step 4. Analyzing the severity of impact on Company operations	The assessment of the positive and negative impacts of ESG aspects on ASRock's operations involves senior executives from various departments who collectively evaluate the 17 key sustainability issues and determine whether these issues pose actual or potential future positive or negative impacts on ASRock's operations, considering factors such as revenue growth, customer satisfaction, employee synergy, operational risks, and corporate reputation.
Step 5. Assess Impact Significance	(1) The Sustainability Promotion Group classifies key issues as material based on the total scores resulting from the evaluation of "stakeholder level of concern in the issues," "the positive and negative impacts of ASRock's operations on ESG aspects," and "the overall impact of ESG aspects on ASRock's operations." Issues that receive a score greater than or equal to 12.5 are considered material topics.
Step 6. Priority is given to reporting on issues that have a high significance level	(1) Based on the evaluation results from the aforementioned material issue identification process, the Sustainability Promotion Group has confirmed five key topics that require active management: "Green/Sustainable Product Design and Development," "Operation Performance," "Circular Economy," "Employee Rights," and "Employee Benefits and Remuneration." These topics will be fully disclosed in the 2023 Sustainability Report, including details on management approaches and performance outcomes. (2) After discussions by the Sustainability Promotion Group, it was determined that the implementation and related information for "Circular Economy" and "Green/Sustainable Product Design and Development" showed a high degree of overlap. Thus, "Circular Economy" has been integrated into the "Green/Sustainable Product Design and Development" material topic for consolidated disclosure.

Steps	Implementation
	(3) The key topics for 2023 are consistent with those of 2022, which are: "Green/Sustainable Product Design and Development," "Operation Performance," "Employee Rights," and "Employee Benefits and Remuneration."



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

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

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

Note 4: ★ Indicated as a Material Topic

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

Impact Scope of Material Topics

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

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

Management of Material Topics

Material Topic: Operation Performance	
Policies and Commitments	1. Innovative Leadership: Continuously drive R&D innovation to create products and solutions that are both sustainable and practical, meeting the evolving needs of customers. 2. Market Competitiveness: Closely monitor market dynamics, respond flexibly to competitive pressures, and continuously improve products and strategies to ensure a competitive advantage in the market.
Goals	Investment in Innovative R&D: Increase investment in R&D and innovation, foster a culture of innovation, and promote ongoing upgrades of technology and products to maintain market competitiveness. ■ Develop motherboards that support 3nm Intel Arrow Lake ■ Develop motherboards that support the next-gen 800 series from the AMD AM5 platform ■ Develop 3nm process technology gaming graphics card based on AMD RDNA4 architecture ■ Enhance DIY Convenience for Gamers: Develop tool-free M.2 heatsinks.
Responsibilities	Finance Department: Budget planning and allocation. R&D Division: Technology development and quality enhancement. Sales/Marketing Division: Development of new customers and partners.
Resource Allocation	Prepare and execute budgets based on the annual plan.
Evaluation Mechanism	Hold regular monthly R&D meetings as a management review mechanism.
Evaluation Results	1. Develop motherboards that support 3nm Intel Arrow Lake currently in the sampling and testing phase, with mass production expected to begin by the end of August 2024. 2. Develop motherboards that support the next-gen 800 series from the AMD AM5 platform, currently in the sampling and testing phase, with mass production expected to begin by the end of August 2024. 3. Develop 3nm process technology gaming graphics card based on AMD RDNA4 architecture, currently in the sampling and testing phase, with mass production expected to begin by the end of October 2024. 4. Developed a new "M.2 tool-free heatsink", which allows users to install M.2 SSD and heatsink without tools. It has both rigidity and heat dissipation performance, making assembly more convenient for DIY enthusiasts. 5. R&D Expenses for the Reporting Period of 2023 (2023/01/01 ~ 2023/12/31): NTD 1,323,891,000
GRI Standards Disclosure	GRI 201-1: Direct economic value generated and distributed

Material Topic: Green/Sustainable Product Design and Development	
Policies and Commitments	Policy Initiatives: All products comply with environmental regulations and the Company's green design principles. For example: EU RoHS 2.0, EU REACH, USA TSCA, EU POPs, WEEE, or other environmental protection requirements.
Goals	100% compliance with EU regulations.
Responsibilities	The Web and System Design Department handles routine maintenance. The R&D department is responsible for the research, design, and development plans for new products and new technologies.
Resource Allocation	Managed through the GPMS (Green Part Management System) database system.
Evaluation Mechanism	Designated personnel regularly review document accuracy and filing through the GPMS database.
Evaluation Results	All products comply with EU regulations regarding RoHS, REACH, and POPs.
GRI Standards Disclosure	GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services. GRI 417-2: Incidents of non-compliance concerning product and service information and labeling. GRI 417-3: Incidents of non-compliance concerning marketing communications.

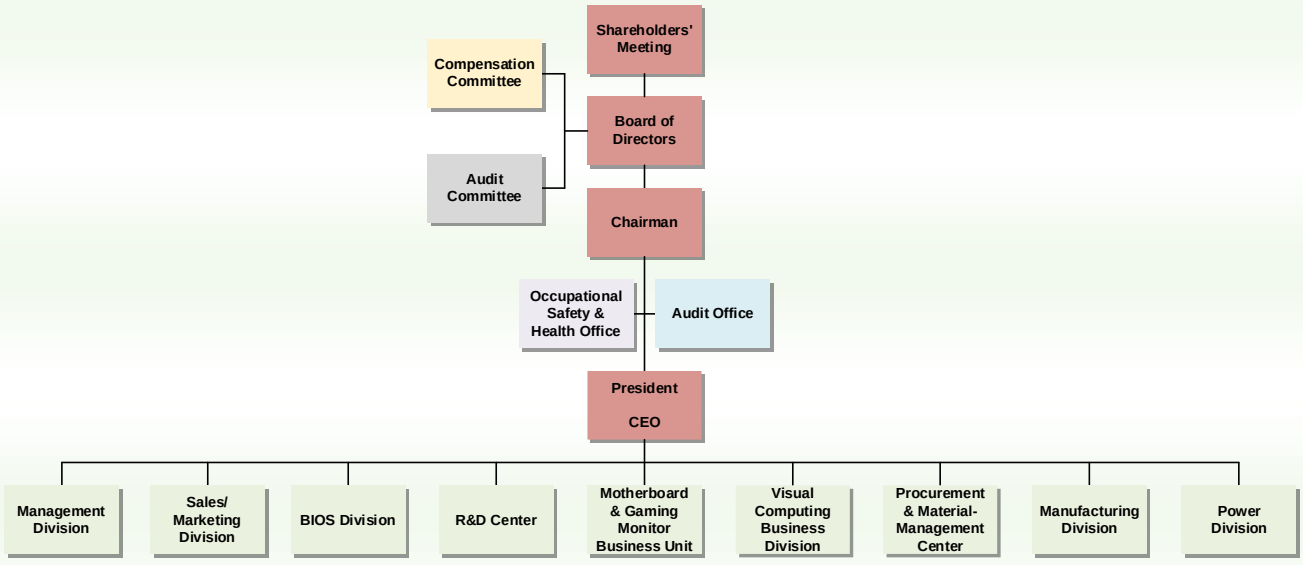
Material Topic: Employee Rights	
Policies and Commitments	Protect human rights and comply with relevant laws and regulations.
Goals	The number of employee complaints each year does not exceed 3.
Responsibilities	Human Resources Department: Human resource development and human rights protection.
Resource Allocation	Regularly review labor laws and amend relevant regulations to provide transparent and open information.
Evaluation Mechanism	The effectiveness of the program is assessed annually based on employee complaints.
Evaluation Results	The number of complaints in 2023 is 0.
GRI Standards Disclosure	GRI 405-1: Diversity of governance bodies and employees. GRI 405-2: Ratio of basic salary and remuneration of women to men. GRI 406-1: Incidents of discrimination and corrective actions taken.

Material Topic: Employee Benefits and Remuneration	
Policies and Commitments	Establish reasonable and competitive remuneration based on the labor market.
Goals	1. Provide a compensation level that is better than the industry average. 2. The turnover rate is less than 15%.
Responsibilities	Human Resources Department: Human resource development and human rights protection.
Resource Allocation	Regularly review labor laws and adjust internal regulations as needed to ensure employee satisfaction and create a happy workplace.
Evaluation Mechanism	Conduct evaluations and improvements through employee mobility analysis.
Evaluation Results	1. The remuneration distributed in 2023 includes year-end bonuses, year-end profit sharing, and restricted stock for employees, with overall compensation exceeding the industry average. 2. The turnover rate in 2023 is approximately 6.27%.
GRI Standards Disclosure	GRI 401-1: Employee turnover & number of new hires. GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees.

2. Corporate Governance and Operations

2.1 Corporate Governance

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



Facts about Performance by the Board of Directors

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

The Company advocates and respects a diversified policy for board members. To strengthen corporate governance and promote the development of the board, it is believed that a diversified approach contributes to enhancing the Company's overall performance. The selection of board members is based on the principle of meritocracy, ensuring diverse and complementary capabilities across various industries. This includes fundamental aspects such as age, gender, and nationality, as well as industry experience and relevant skills.

Rules for Election of the Directors

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

Board of Directors Conflict of Interest Regulations

If a particular issue in the session of the Board involves the personal interest of a specific Director or the interest of the institution the Director represented, this Director shall explain the content of the conflict of interest in the session. If damage to the interest of the Company becomes a concern, this Director cannot participate in the discussion and voting on the motion and shall recuse from the discussion and voting. In addition, this Director shall not act as the proxy of another Director to exercise the voting right. In case of a conflict of interest between spouse, kindred within the 2nd tier under the Civil Code, or the affiliate in subordinate to the Director who can exercise control and particular motion in the meeting, it shall be construed as the conflict of interest between the Director and the motion in point. For detailed information, please refer to the Company's website: Rules of Procedure of the Board of Directors Meetings.

Implementation of board diversity policy at ASRock:

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

2023 Board of Directors Diversity Management Goals:

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

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

The evaluation and results of the 2023 ASRock board performance are as follows:

Evaluation Results: All rated as good or excellent.

Evaluation period	Evaluation time	Evaluation scope	Evaluation method	Evaluation content
Evaluation performed once a year	2023.01.01~2023.12.31	Evaluation on the board's and each functional committee's performance	Board member internal self-evaluation	1. Level of participation in the Company's operations 2. Improvement of the quality of the Board of Director ' decision-making 3. Composition and structure of the Board of Directors 4. Election and ongoing education of directors 5. Internal Control
Evaluation performed once a year	2023.01.01~2023.12.31	Evaluation on the board's and each functional committee's performance	Board member self-evaluation	1. Level of participation in the Company's operations 2. Improvement of the quality of the Board of Director ' decision-making 3. Composition and structure of the Board of Directors 4. Election and ongoing education of directors 5. Internal Control
Evaluation performed once a year	2023.01.01~2023.12.31	Functional Committees (Audit Committee / Remuneration Committee)	Board member internal self-evaluation	1. Level of participation in the Company's operations 2. Improvement of the quality of the Board of Director ' decision-making 3. Composition and structure of the Board of Directors 4. Election and ongoing education of directors 5. Internal Control

Currently, the Company has 4 directors and 3 independent directors. The Board of Directors held meetings 7 times in 2023 (A), with the following attendance:

Title	Name	Actual attendance B	Proxy attendance	Percentage of actual attendance (%) [B/A]
Chairman	Hsu-Tien, Tung	7	0	100.00%
Director	Representative of Asus Investment Inc.: Tzu-Hsien, Tung	7	0	100.00%
Director	Representative of Asus Investment Inc.: Kuang-Chin, Cheng	7	0	100.00%
Director	Representative of Asus Investment Inc.: Lung-Lun, Hsu	7	0	100.00%
Independent Director	Ai, Wei	7	0	100.00%
Independent Director	Chin-Jung, Wu	7	0	100.00%
Independent Director	Ming, Ouhyoung	7	0	100.00%

Pursuit of Study for Directors

Title	Name	Training date	Organizer	Course Name	Training Hours
Chairman	Hsu-Tien, Tung	September 21, 2023	Corporate Governance Association in Taiwan	Global Carbon Pricing & Trading	3
		November 14, 2023	Corporate Governance Association in Taiwan	Looking at Climate Change and Cross-Strait Relations - through the Lens of Legal Compliance	3
Director	Institutional Representative of Asus Investment Co., Ltd.: Tzu-Hsien, Tung	April 28, 2023	Corporate Governance Association in Taiwan	Investment overview in Thailand, Malaysia, India and Vietnam	3
		September 21, 2023	Corporate Governance Association in Taiwan	Global Carbon Pricing & Trading	3
		October 20, 2023	Corporate Governance Association in Taiwan	International Carbon Management Trend	3
		November 14, 2023	Corporate Governance Association in Taiwan	Looking at Climate Change and Cross-Strait Relations - through the Lens of Legal Compliance	3
Director	Institutional Representative of Asus Investment Co., Ltd.: Kuang-Chin, Cheng	September 21, 2023	Corporate Governance Association in Taiwan	Global Carbon Pricing & Trading	3
		November 3, 2023	Institute of Financial Law and Crime Prevention	2023 5th Corporate Governance Practice Seminar	3
		November 14, 2023	Corporate Governance Association in Taiwan	Looking at Climate Change and Cross-Strait Relations - through the Lens of Legal Compliance	3
Director	Institutional Representative of Asus Investment Co., Ltd.: Lung-Luen, Hsu	November 16, 2023	Accounting Research and Development Foundation	2023 ESG Summit - Green Finance and Sustainability Transformation	3
		November 16, 2023	Accounting Research and Development Foundation	2023 ESG Summit - Carbon Assessment and Carbon Management	3
Independent Director	Ai, Wei	May 26, 2023	Corporate Governance Association in Taiwan	The mission and power exercise regulation of the board of directors and functional committees	3
		May 30, 2023	Corporate Governance Association in Taiwan	The Emerging Risk: Climate Change	3
Independent Director	Chin-Jung, Wu	June 9, 2023	Securities & Futures Institute	Circular economic benefits and their business models	3
		July 14, 2023	Securities & Futures Institute	On Corporate Governance Blueprint 3.0 and Directors' Responsibilities	3
Independent Director	Ming, Ouhyoung	August 4, 2023	Corporate Governance Association in Taiwan	Roles and Responsibilities of the Board of Directors/Senior Management in ESG Governance	3
		August 11, 2023	Corporate Governance Association in Taiwan	The Role of Directors and the Compliance with the Challenge of Management Rights under Corporate Governance 3.0	3

The Operation of the Auditing Committee

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

An effective internal control system and auditing operations are the cornerstones of good corporate governance. To maintain an effective internal control system, particularly in risk management, financial and operational control, the Audit Committee regularly receives feedback or reviews reports from internal auditors regarding audit activities. They also appoint reputable auditors who have no vested interest in the Company, strictly adhering to independence standards to ensure honest and fair auditing and financial reporting. According to ASRock's "Audit Committee Organizational Regulations," the Audit Committee meets at least once per quarter. In 2023, the Audit Committee held meetings 5 times (A) where the facts of participation by the independent directors are enumerated below:

Title	Name	Actual attendance B	Proxy attendance	Percentage of actual attendance (%) [B/A]
Independent Director	Ai, Wei	5	0	100.00%
Independent Director	Chin-Jung, Wu	5	0	100.00%
Independent Director	Ming, Ouhyoung	5	0	100.00%

The Operation of the Remuneration Committee

The Remuneration Committee consists of 3 members, all of whom are independent directors. The committee’s primary role is to assist the Board of Directors in establishing and regularly reviewing the policies, systems, standards, and structures for the performance evaluations and remuneration of directors and managers, as well as to periodically assess and determine the remuneration for directors and managers. The compensation for ASRock directors includes director remuneration and business execution expenses. According to ASRock's "Remuneration Committee Charter," the committee is required to hold at least 2 meetings each year. In 2022, the Remuneration Committee held meetings 5 times (A). The qualifications and participation facts of the Committee members are enumerated below:

Title	Name	Actual attendance B	Proxy attendance	Percentage of actual attendance (%) [B/A]
Convener	Ai, Wei	5	0	100.00%
Independent Director	Chin-Jung, Wu	5	0	100.00%
Independent Director	Ming, Ouhyoung	5	0	100.00%

Oversight Mechanisms and Complaint Mechanisms

ASRock has established an internal control system. The internal audit unit regularly assesses risks and develops audit plans, carrying out relevant audits according to these plans and reporting the audit results to the Board of Directors on a regular basis. According to the "Regulations Governing Establishment of Internal Control Systems by Public Companies," the effectiveness of the internal control system is assessed based on specific criteria. The Company evaluates whether the design and execution of the internal control system are effective. The criteria used for the internal control system are categorized into five major components based on the management control process: control environment, risk assessment, control activities, information and communication, and monitoring activities. The criteria adopted by the Regulations identify five constituent elements of internal control based on the process of management control: (1) control environment, (2) risk assessment, (3) control activities, (4) information and communications, and (5) monitoring activities. In 2023, ASRock did not experience any incidents involving internal personnel being penalized by law, violations of internal control system regulations, or other significant deficiencies.

Individuals, both internal and external to the Company, who discover any acts of dishonesty may report them anonymously or by name at any time. The Audit Office has established a reporting mailbox and hotline to provide a channel for all individuals to submit complaints, not limited to stakeholders. The reporting matters include both anonymous and named reports, and the whistleblower is required to provide sufficient information to identify the characteristics of the reported individual. ASRock will clarify the relevant facts regarding the reported content, including personnel and circumstances, and will take appropriate measures based on the severity of the situation. The Company is committed to maintaining the confidentiality of the identity of the whistleblower and the contents of the report. Furthermore, the Company will provide protection for the whistleblower and any employees involved in the investigation process to prevent unfair retaliation or treatment. In 2023, the Company did not receive any reported cases.

Below are the procedures ASRock follows for responding to complaints:

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

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

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

Management to Prevent Insider Trading

To establish a robust mechanism for the handling and disclosure of significant internal information, and to prevent the improper leakage of information, ASRock has established the "Insider Trading Prevention Measures." These measures enforce personnel management and information documentation management to ensure the consistency and accuracy of information released to external parties. In 2023, ASRock did not experience any incidents of insider trading.

Operational Activities in Compliance with Domestic and International Regulations

The Company's internal audit ensures that all units strictly comply with relevant regulations, including but not limited to the Company Act, Securities Exchange Act, relevant regulations for listed companies, and other business-related laws, to uphold the fundamental premise of conducting business with integrity. Our external donations or sponsorship activities also adhere to relevant laws and internal regulations to prevent any occurrences of bribery,

kickbacks, or illegal political contributions.

In 2023, neither employees nor suppliers of the Company were involved in any misconduct, such as corruption, bribery, or extortion, and there were no penalties or involvement in significant legal or non-legal disputes. ASRock continues to rigorously monitor all business operations to ensure compliance with laws and regulations while upholding the Company's integrity values.

2.2 Operation Performance

Operation Results

The Company’s consolidated revenue of NT$18.99 billion in 2023, which was an decline of 10.9% from NT$17.12 billion in the same period of 2022. Affected by the inventory and the product line, the gross profit margin in 2023 dropped to 20.2%, which is a 1.4% decrease from the gross profit margin of 21.6% in 2022. In 2023, the consolidated net income after tax is NT$9.2 billion, a decrease of 14% from the NT$10.7 billion in 2022.

Unit: NT$ 100 million

Item	2021	2022	2023	Remark
Revenue[(a)]	197.6	171.2	189.9	GRI: Generated direct economic value
Operating costs[(b)]	142.0	134.2	151.6	GRI: Distributed economic value
Gross profit	55.6	37.0	38.3	
Operating expenses	25.0	25.2	26.8	
Operating income	30.6	11.9	11.5	
Pre-tax profit	30.6	14.3	12.2	
Net income after tax (Owner of the parent company)	23.8	10.7	9.2	
Earnings per share after taxation (NT$)	19.67	8.69	7.54	
Employee remuneration and benefits[(c)]	15.6	15.2	14.9	
Dividends paid to shareholders[(d)]	9.6	16.1	10.8	GRI: Distributed economic value
Income taxes paid to the government[(e)]	3.5	4.3	3.6	
Retained economic value	26.9	1.4	9.0	GRI: Retained economic value = (a) - (b) - (c) - (d) - (e)

2.3 Technological research and development:

R&D Expenses

Unit: NTD thousand

Item \ Year	2021	2022	2023
R&D expenses	1,263,855	1,260,277	1,323,891
Operating revenue - net	19,762,672	17,120,919	18,991,845
R&D expenses ratio (%)	6.40%	7.36%	6.97%

Successfully Developed Technologies or Products

ASRock Group is a professional motherboard manufacturer, dedicated to the development of high added value motherboards with reasonable price. Since the launch to the market, it has been continuously praised by consumers all over the world and has successfully established the brand awareness of ASRock, ASRock Rack and ASRock Industrial. The following are the technologies or products successfully developed by ASRock in 2023:

Year	Successfully Developed Technologies or Products
2023	Taichi has always been ASRock's benchmark product for high-end motherboards. The "Taichi Lite" series was newly launched at Computex 2023. It removed the fancy appearance and RGB decoration and retained Taichi's original powerful performance design intention which received a positive response from the market as soon as it was launched.
	Developed a new "M.2 tool-free heatsink", which allows users to install M.2 SSD and heatsink without tools. It has both rigidity and heat dissipation performance, making assembly more convenient for DIY enthusiasts.
	Developed innovative motherboards with upgraded memory limit, allowing Intel 600/700 series and AMD AM5 DDR5 motherboards to support a maximum single memory capacity of 64GB and a total maximum limit of 256GB with more scalability and performance.
	Developed software and firmware technology and became the first motherboard manufacturer to support Microsoft Windows 11's built-in RGB lighting control software "Dynamic Lighting".
	Developed the Challenger series gaming monitors to meet both office and entry-level gaming use and expanded product lines for different market levels.

3. Corporate Governance and Operations

3.1 Supply Chain Relationships

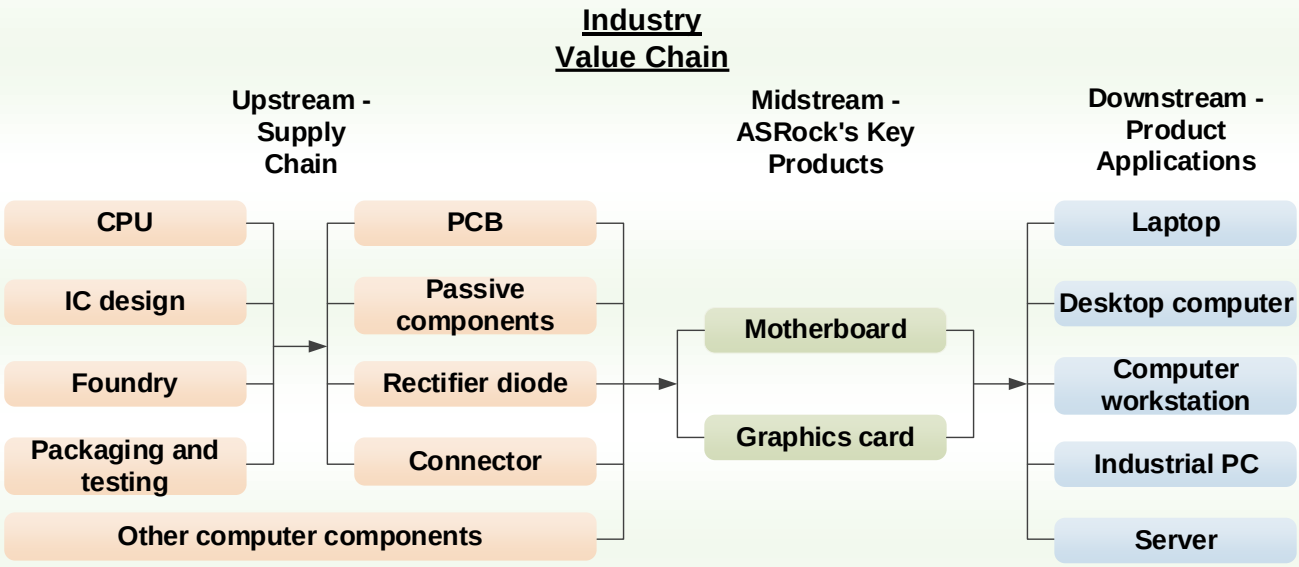
Suppliers are vital partners in ASRock's ongoing product optimization. For the sustainability of both parties, there is a commitment to jointly shoulder the environmental, social, and human rights responsibilities. Through collaboration, responsible procurement practices, annual audits, and project assistance,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

Types of Supply Chain

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

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

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



Supply Chain Procurement

ASRock collaborates with approximately 407 suppliers worldwide. Based on procurement categories, suppliers can be classified into raw material suppliers and non-raw material suppliers (miscellaneous/engineering). Over the years, most of the procurement spending has been on raw materials, with the procurement amount for raw materials in 2023 reaching approximately NT$12.7 billion, accounting for 84.3% of total procurement. In 2023, ASRock's proportion of domestic suppliers was 74.9%, while the domestic procurement amount accounted for 13.0%. Most raw materials are purchased and produced by ASIAROCK, a foreign subsidiary of ASRock. Thus, when ASRock buys back finished products from ASIAROCK, it is categorized as foreign procurement, resulting in a higher procurement amount from abroad compared to domestically.

3.2 Supply Chain Management

Supply Chain Management Policy

Suppliers are vital partners in ASRock's ongoing product optimization. For the sustainability of both parties, there is a commitment to jointly shoulder the environmental and human rights responsibilities. ASRock continues to focus on supply chain management, with policies that include: "EU RoHS Hazardous Substances Management," "EU REACH (Registration, Evaluation, Authorization and Restriction of Chemical) Regulation," "USA TSCA Toxic Substances Control Act Management," and "EU POPs (Regulation (EU) 2019/1021) on Persistent Organic Pollutants." The Company does not use substances hazardous to human health and the environment and commits to "not using conflict minerals." ASRock ensures that the products' supply chain sources tungsten, tin, tantalum, gold, cobalt, and mica from

qualified smelters, achieving 100% procurement compliance.

Through collaboration, responsible procurement practices, annual audits, and project assistance, ASRock ensures that suppliers comply with international environmental regulations (EU RoHS, EU REACH, USA TSCA Toxic Substances Control Act, EU POPs (Regulation (EU) 2019/1021) on Persistent Organic Pollutants) and strictly prohibits the use of conflict minerals. This commitment helps to uphold the rights and safety of international mining workers and promotes sustainable operations for both parties.

Supply Chain Management Process

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

(1) New Supplier Approval:

New suppliers must meet ASRock’s qualifications, which include but are not limited to quality certification records, environmental and safety certifications, statement of honesty, operation status, and major clients. After an evaluation and approval by R&D and procurement personnel, suppliers must submit a basic information survey and evaluation form to qualify for collaboration with ASRock. ASRock plans to incorporate commitments and implementations regarding the prohibition of child labor, forced labor, and freedom of association into its supplier management policies within the next two years.

(2) EU RoHS Hazardous Substance Management:

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

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

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

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

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

(4) Conflict Minerals Management:

ASRock is committed to fulfilling its social responsibility by ensuring that the products developed and manufactured do not use conflict minerals sourced from relevant mining areas, thus promoting world peace and protecting human rights and labor safety. ASRock has appointed dedicated personnel to review the accuracy of documentation and ensure that the supply chain sources 100% of tantalum, tin, tungsten, gold, and cobalt from qualified smelters. All of ASRock's component suppliers provide a Conflict Minerals Reporting Template (CMRT).

(5) USA TSCA Toxic Substances Control Act Management:

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

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

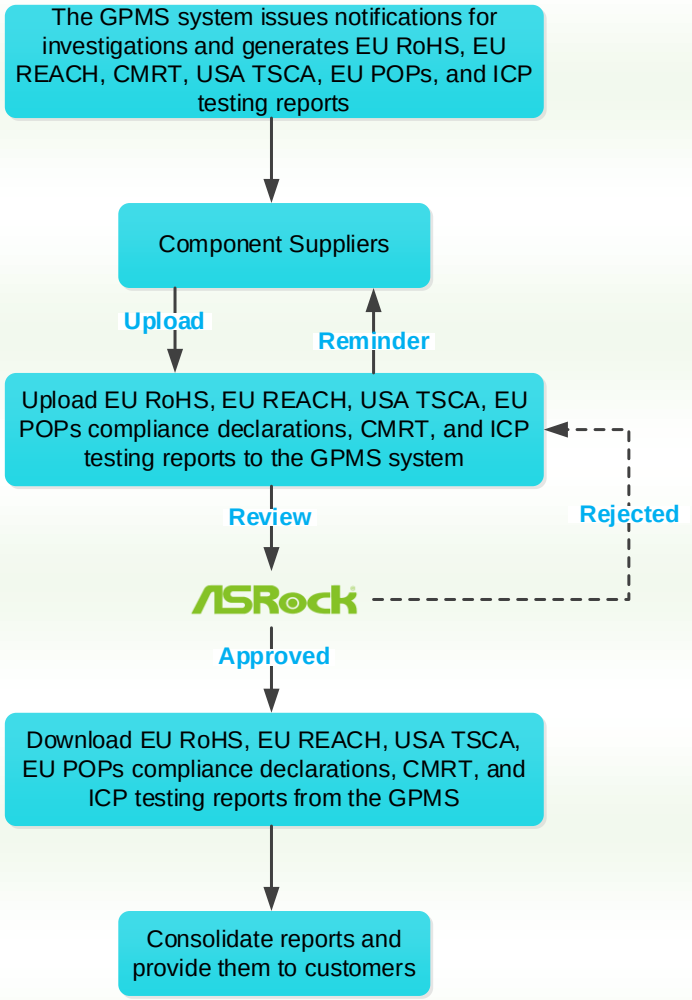
All of ASRock's component suppliers comply with the USA TSCA regulations.

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

Persistent organic pollutants (POPs) are defined as organic substances that persist in the environment, accumulate in living organisms, and pose risks to human health and the environment. POPs can be transported across international borders through air, water, or migratory species, leading to their presence in areas where they have not been produced or used. Thus, international risk management is necessary. POPs are regulated globally by the Stockholm Convention and the United Nations Economic Commission for Europe protocols. The EU has established regulations governing POPs to protect the health of people and the environment within its borders. All of ASRock's component suppliers comply with the EU POPs (Regulation (EU) 2019/1021) regulations.

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

ASRock has developed its own Green Product Management System (GPMS) since 2018 to manage all components. This system oversees the compliance declarations provided by suppliers, including the EU RoHS compliance declaration, ICP test reports, EU REACH compliance declaration, USA TSCA compliance declaration, EU POPs compliance declaration, and the Conflict Minerals Reporting Template (CMRT). Dedicated personnel are appointed to review the accuracy of these documents and ensure that suppliers comply with the latest EU RoHS, EU REACH, EU POPs, and USA TSCA regulations. The supply chain sources 100% of tantalum, tin, tungsten, gold, and cobalt from qualified smelters.



3.3 Customer Service

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

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

All issues will be documented and reported in a timely manner to ensure that responses to the inquiries from customers and end-users can be made as soon as possible. Technical support staff also collect frequently asked technical questions from customers each month, which are then compiled and published in the "Frequently Asked Questions" section on the website. This allows customers and end-users to quickly find solutions without having to seek technical support, thereby reducing the wait time for technicians to confirm and respond. In 2023, all customers received effective responses from ASRock regarding inquiries related to products.

ASRock continually innovates with a customer-centric approach, striving to enhance the user experience and cost-performance ratio. The Company regularly provides customers with effective communication channels, listens to their feedback, and accumulates experience to prepare for future innovative designs. Since its establishment, ASRock has consistently collaborated with high-quality, authorized third-party service and repair centers worldwide. Through its sales channels, the Company offers excellent customer service, ensuring that users can obtain after-sales support by simply contacting the original retailer if they encounter any issues.

4. Environmental Sustainability and Management

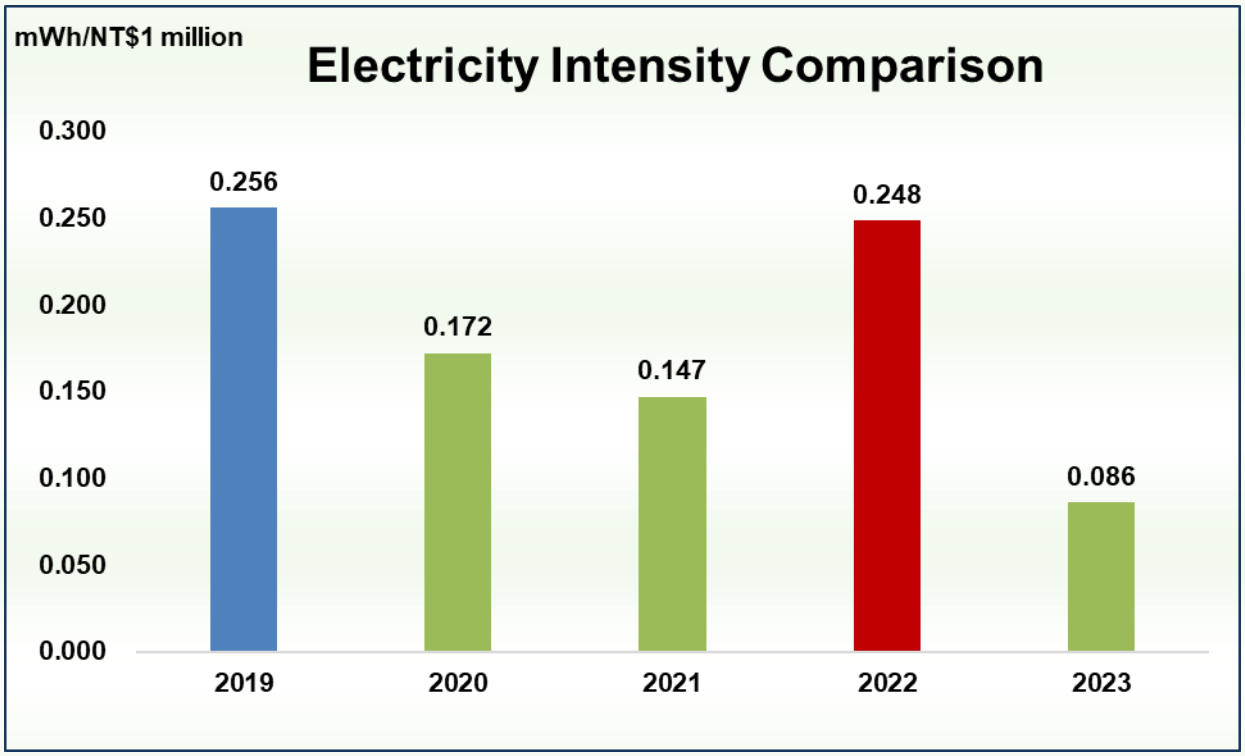
ASRock primarily focuses on the motherboard industry and has gained market favor through innovative and industry-leading designs. All production operations for its products are outsourced to external manufacturers. Since ASRock's core business is motherboard design, which falls under an indoor office operation, the Company emphasizes the implementation of green product design as a primary strategy. The main internal environmental policy is to continuously reduce greenhouse gas emissions, improve energy efficiency, avoid wasting water resource, and reduce the output of waste. Thus, ASRock defines its environmental policy as "Innovative Green Products, Conservation of Natural Resources, Reduction of Environmental Impact, and Fulfilling Social Responsibility."

4.1 Energy and Resources Management

ASRock's energy usage primarily comes from purchased electricity, which is mainly used for air conditioning, lighting, and computer testing. As electricity consumption is positively correlated with revenue, ASRock uses electricity consumption per revenue as a key performance indicator, expressed as MWh per million dollars. In response to new product projects with artificial intelligence that began in 2019, ASRock conducts long-term testing of related machinery, establishing 2019 as the baseline year for purchased electricity. The goal is to reduce electricity consumption per million dollars in revenue by 25% by 2030 compared to 2019. As of 2023, electricity intensity decreased by 66.41% compared to 2019, and decreased by 65.39% compared to the previous year (2022). The main reasons for this reduction are the lease terminations of certain office locations and the completion of specific product projects.

Item	Unit	2019	2020	2021	2022	2023
Electric Power	Electricity Consumption kWh	2,350,250	2,164,351	2,139,873	3,165,945	1,232,143
	Electricity Consumption GJ	8,463	7,793	7,705	11,399	4,437
	Revenue (NT$1 million)	9,171	12,578	14,535	12,754	14,345
	MWh/NT$1 million	0.256	0.172	0.147	0.248	0.086
	Difference	Base year	-32.81%	-42.58%	-3.13%	-66.41%

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



Note 1: ASRock's individual revenue data is referenced as the revenue figures.

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

ASRock utilizes energy-efficient LED lighting fixtures

ASRock employs temperature-regulated air conditioning systems.

4.2 Climate Change Management

Climate Change Response Policy

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

Task Force on Climate-related Financial Disclosures

Climate Governance Framework

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

ASRock has the President as the highest governance body, overseeing the identification of climate change risks and opportunities, and tracking key implementation performance results. The sustainable development promotion team is responsible for the planning and implementation of climate change policy promotion and risk opportunity identification with the President as the team leader. The team members include managers of the Management

Division, Finance Division, Procurement & Material-Management Center, Sales/Marketing Division, R&D Division and other units.

The process to identify climate risks and opportunities are as follows:

ASRock has established a process for identifying and assessing climate-related risks, evaluating the impacts of these risks on the Company's operations in the short, medium, and long term, and exploring appropriate countermeasures and responses:

1. Climate Issues Collection: ASRock references the TCFD and international research reports to inventory global short, medium, and long-term climate-related issues.
2. Risk and Opportunity Identification: The Sustainability Promotion Group conducts surveys to identify climate change risks and opportunities, assessing their likelihood, severity of impact, timing of occurrence, and financial impacts.
3. Formulating Response Measures: Based on the likelihood of occurrence and severity of impact, ASRock creates a risk and opportunity matrix to outline response measures for significant items.
4. Tracking Key Indicators: Progress toward achieving climate goals is regularly reported to the President.

Climate Change Response Strategy

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

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

Climate Change Risk Management

ASRock references the TCFD and international research reports to categorize transition risks based on risk factors into policy, market, and technological categories. Physical risks are differentiated by their anticipated time of occurrence, classified as acute and chronic risks. In

2023, a total of 12 topics were incorporated, with senior executives identifying short-term (1-3 years), medium-term (3-5 years), and long-term (5-10 years) risks and opportunities. Following the consolidation of identification results, a climate change risk and opportunity matrix was created based on the likelihood of occurrence and severity of impact where response measures were developed after assessing the financial implications of each topic.

Climate Scenario Analysis

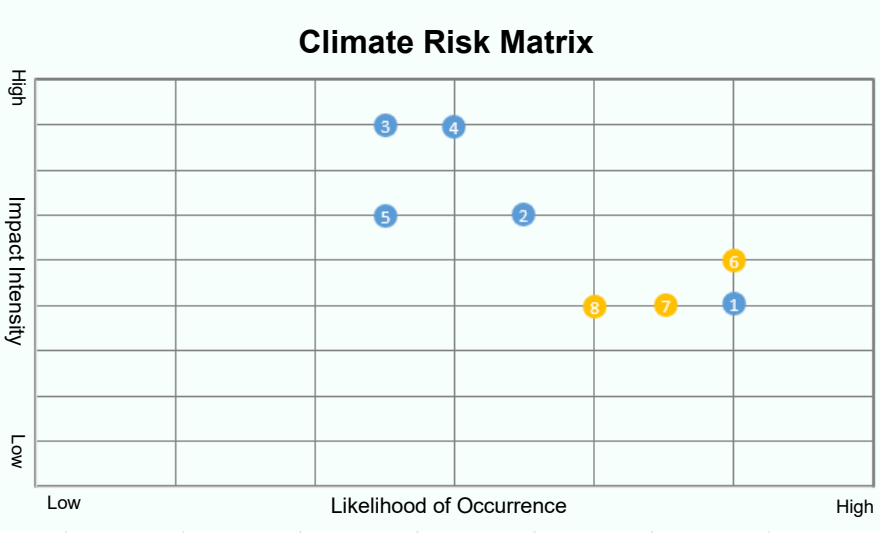
	Climate Scenario	Timeline	Parameter Assumptions	Analysis Results
Transition risk	IEA APS	2023-2030	APS assumes that all countries' current carbon reduction policies are achieved, global carbon emissions in 2030 will be close to the 2020 level.	The Company estimates that annual growth in operating income will be greater than the increase in carbon emissions. If the carbon reduction target reaches the carbon reduction level of government regulations in the APS scenario, it will reduce the fees to be paid to the government in 2030.
	IEA NZE	2023-2050	Achieve net zero emissions by 2050	ASRock's carbon emissions mainly include emissions in the manufacturing process of various materials. We will continue to require/find diversified suppliers that meet the regulations and evaluate the application of low-carbon energy (green electricity) and other methods to achieve net-zero emissions.

Physical risk	SSP 1-1.9	2081-2100	Global annual average temperature change between +1.0 to +1.8℃	1. Temperature Rise: From 1850 to 2017, the global average temperature has increased by 1.05°C, with the highest increase of 2.87°C occurring in the United States, where ASRock's operation sites are located. Among the countries where contractors are situated, China has experienced the highest increase of 1.85°C. 2. Rising Sea Level: Low-lying areas may face flooding due to long-term increases in sea levels, making this an important consideration when assessing contractors. 3. Drought: ASRock primarily uses water for domestic purposes, so a lack of water resources could lead to operational stagnation. 4. Heavy Rain: Increased intensity of rainfall on a single day challenges the flood drainage capabilities of facilities. Thus, all contractors and operation sites have been instructed to
			Rising in global sea level between 0.28 to 0.55m.	
	SSP 5-8.5	2081-2100	Global annual average temperature change between +3.3 to +5.7℃	
			Rising in global sea level between 0.63 to 1.01m.	

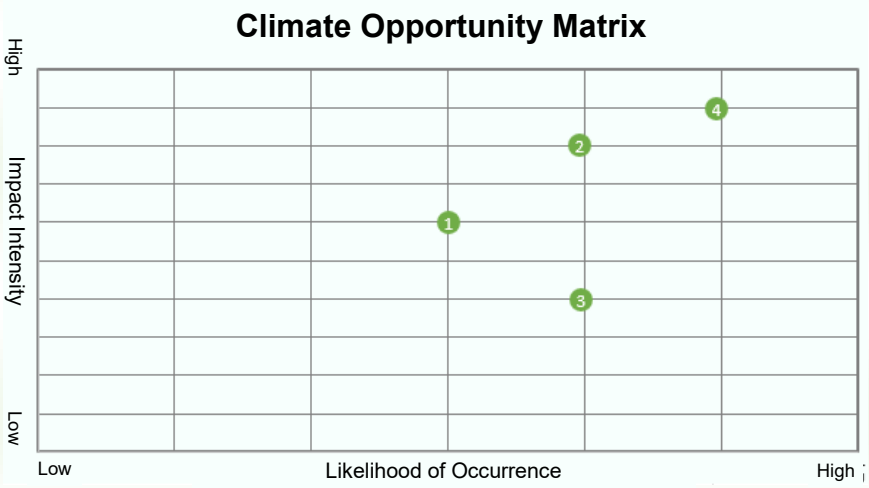
				closely monitor this issue and establish emergency response plans. 5. Typhoons: The likelihood of strong typhoons has increased, which could result in disruptions to the transportation of materials and products, as well as production interruptions.

Climate Risk/Opportunity Matrix

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



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



Financial Impacts of Climate Risks and Response Measures

Risk Classification		Risk Description	Timeframe of Occurrence	Financial Impact	Countermeasures
Transition risk	Policies and regulations	Regulatory carbon inventory requirements	Short-term	Increased internal personnel costs and external audit expenses	Plans have been made for greenhouse gas inventory and verification timelines for subsidiaries to comply with regulatory requirements from the authorities.
	Technology	Demand and services for low-carbon products	Long-term	Increased R&D and management personnel costs	Collaborate with customers to develop low-energy electronic products, reducing the carbon emissions throughout the product lifecycle.
	Market	Changes in consumer preferences	Mid-term	Increasing environmental awareness has led to shifts in consumer preferences. Failure to meet consumer demands may result in reduced revenue.	By implementing green design and green manufacturing practices, the Company aims to minimize its environmental impact and meet consumer expectations.
	Market	Supply chain disruption	Long-term	Decrease in production	To prevent disruptions in

Risk Classification		Risk Description	Timeframe of Occurrence	Financial Impact	Countermeasures
				capacity leading to reduced revenue	production due to difficulties in material procurement, a supply chain disruption response plan has been established. This includes diversifying suppliers and production locations to avoid risks associated with over-concentration.
	Market	Rising costs of raw materials	Mid-term	Increased energy costs	Reduce supply chain dependence on energy by increasing the proportion of green design.
Physical risk	Chronic	Rising average temperatures	Long-term	The frequency of extreme weather leads to increased operational costs.	Establish diversification strategy for suppliers and enhance inventory safety levels to mitigate the impact of material shortages or insufficient production capacity.
	Chronic	Sea level rise	Long-term	Increased insurance	Analyze the extent to which various

Risk Classification		Risk Description	Timeframe of Occurrence	Financial Impact	Countermeasures
				premiums and difficulty insuring assets located in "high-risk" areas.	asset locations are affected by rising sea levels to assess operational risks and make optimal decisions.
	Immediacy	Typhoons/ floods/ droughts	Short-term	Decline or disruption of supplier capacity which may lead to financial losses and a decrease in revenue.	Require suppliers to assess the risk of flooding and drought for their facilities and establish disaster response mechanisms.

Financial Impacts of Climate Opportunities and Measures

Risk Classification		Risk Description	Timeframe of Occurrence	Financial Impact	Countermeasures
Opportunities	Resource efficiency	Material recycling and waste management	Short-term	Recycle materials or resell waste to reduce operation costs.	Regularly evaluate opportunities for the reuse of production and testing materials; if reuse is not possible, resell and process through partnered waste management vendors.
	Products and services	Develop or increase low-carbon products and services	Long-term	Consumers replacing old products with low-energy-consuming products, driving up product demand and increasing revenue.	Increase the proportion of the budget allocated from annual revenue for R&D of high-efficiency products.
	Resilience	Strengthen supply chain resilience	Mid-term	Ensure supply chain resilience to reduce variability costs.	Commit to maintaining close relationships with the supply chain and implement a diversification and risk mitigation strategy to enhance the stability of material supply.
	Energy source	Investing in low-carbon energy	Mid-term	Procure at lower prices to reduce operation costs.	Plan for renewable energy usage and procurement strategies.

Indicators and Goals

Indicator	Goals	Annual Implementation Results
Carbon Emissions	The greenhouse gas emission intensity target for 2030 is a 25% reduction compared to 2019 levels (tons per million dollars in revenue).	1. In 2023, the total carbon emissions amounted to 874.78 tons. 2. The scope 2 carbon emission intensity for 2023 is 0.042 (tons per million dollars in revenue), representing a 67.7% decrease compared to 2019.
Electricity Consumption	The target for 2030 is to reduce electricity consumption per million dollars in revenue by 25% compared to 2019 levels.	1. In 2023, total electricity consumption was 1,232 MWh. 2. The electricity consumption per million dollars in revenue for 2023 was 0.086 (MWh per million dollars), which is a 66.41% reduction compared to 2019.

GHG Inventory

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

Starting in 2023, ASRock follows the ISO 14064-1 standard to define its boundaries using the operational control method and conducts its greenhouse gas inventory independently. In 2023, ASRock's total greenhouse gas emissions amounted to 874.78 metric tons CO2e, which includes scope 1 emissions of 266.10 metric tons CO2e and scope 2 emissions of 608.68 metric tons CO2e.

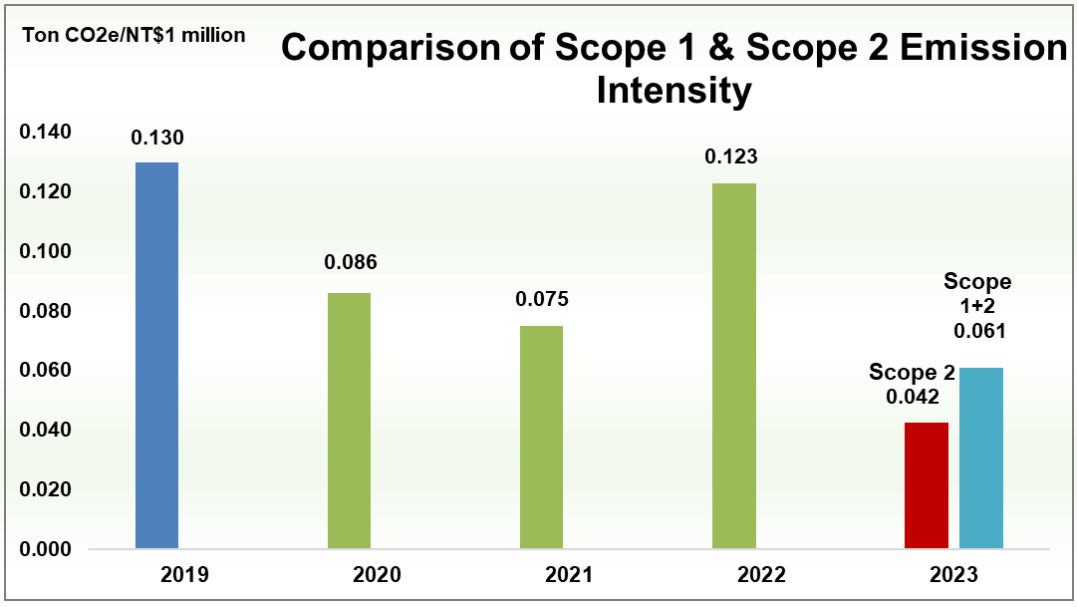
ASRock primarily engages in the design and development of motherboard products where compared to other energy-intensive industries, its greenhouse gas emissions are relatively low. The Company's scope 1 direct emissions primarily originate from refrigeration equipment in offices, R&D centers, and warehouses, such as refrigerant leakage from air conditioning and chilled water systems. ASRock's greenhouse gas emissions are mainly scope 2 indirect emissions (electricity), with scope 2 emissions accounting for 69.58% of total emissions, primarily arising from indirect emissions associated with purchased electricity at operation sites. The current inventory results have not yet been verified by a third-party verification body.

To fulfill its responsibility to protect the earth and address global climate change, ASRock has been conducting long-term testing of relevant machinery for new products, such as artificial intelligence, which began in 2019. The baseline year is set as 2019, with a target of a 25% reduction in greenhouse gas emission intensity by 2030, serving as the goal for greenhouse gas emissions reduction. In 2023, the greenhouse gas emission intensity for indirect energy emissions was 0.042 metric tons per million dollars in revenue, representing a 67.7% decrease compared to 2019. Despite the challenges, ASRock remains committed to the goal of reducing greenhouse gas emissions and will continue to strive to contribute to environmental protection and sustainable development.

Item	Unit	2019 (Base year)	2020	2021	2022	2023
Scope 1	Ton CO2e	-	-	-	-	266.10
Scope 2	Ton CO2e	1,196.28	1,086.50	1,089.20	1,567.14	608.68
Scope 1 + Scope 2	Ton CO2e	-	-	-	-	874.78
Revenue (NT$1 million)		9,171	12,578	14,535	12,754	14,345
Scope 2 Emission Intensity	Ton CO2e/NT$1 million	0.130	0.086	0.075	0.123	0.042
Scope 1 + Scope 2 Emission Intensity	Ton CO2e/NT$1 million	-	-	-	-	0.061

Note 1: The carbon intensity of electricity is sourced from the Ministry of Economic Affairs' Energy Administration announcements: 0.502 kg-CO2e/kWh for 2020, 0.509 kg-CO2e/kWh for 2021, 0.495 kg-CO2e/kWh for 2022, and 0.494 kg-CO2e/kWh for 2023.

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



4.3 Water Resource Management

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

Over the past 4 years, the statistics show that in 2020, due to new product projects such as artificial intelligence, there was a reduction in product testing, resulting in the lowest per capita water consumption for water cooling systems over the four-year period. In 2023, the per capita water consumption was 13.9 m^3 per person, representing an 18.71% reduction compared to 2019, thereby achieving the water conservation target of reducing per capita water consumption by 3% each year.

Item	Unit	2019	2020	2021	2022	2023
Water consumption	M^3	5,051	3,669	4,726	4,775	4,437
Number of employees	Person	295	310	315	312	319
Water consumption intensity	M^3/person	17.1	11.8	15.0	15.3	13.9

Water-Saving Measures

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

Toilets utilize dual-flush systems.

Water-saving slogans are posted.

4.4 Waste Management

The sources of waste at ASRock primarily include general household waste and waste generated from R&D activities. General household waste is managed in collaboration with the building's management, ensuring that it is disposed of legally. ASRock also continuously promotes various resource recycling initiatives by placing recycling bins on each floor to facilitate waste separation and collection of food scraps and recyclables. Employees are encouraged to avoid using disposable utensils to effectively reduce the overall amount of household waste.

Waste generated from R&D includes components such as motherboards, computer monitors, and hard drives. ASRock has commissioned professional vendors for recycling, allowing for the processing of these materials and facilitating resource reuse. In recent years, ASRock has actively promoted waste reduction by replacing blank circuit boards with alternatives such as computer graphics, resulting in a decrease in the amount of waste generated. According to statistics, in 2023, ASRock successfully recycled a total weight of 3,941.60 kilograms of waste, which is a reduction of 3,427.40 kilograms compared to 2022.

ASRock will continue to strive towards waste reduction and resource reuse, viewing waste recycling and circularity as an important corporate responsibility. The Company is committed to building a greener and more sustainable future.

Item	Unit	2020	2021	2022	2023
Recycled waste weight	**kg**	8,404.10	3,533.93	7,369.00	3,941.60

4.5 Green Design

All products designed by ASRock are created using non-toxic materials and adhere to green design principles. From the design phase, there is a strong emphasis on green procurement and green management to ensure that both product services and outsourced manufacturing align with the trends of international green design. This commitment aims to achieve environmental protection and a promise not to use chemicals harmful to human health. ASRock's designed products comply with EU RoHS 2.0 (2011/65/EU, amended in June 2015

(2015/863/EU)), EU REACH (Regulation (EC) No 1907/2006), USA TSCA Toxic Substances Control Act, EU POPs (Regulation (EU) 2019/1021) on persistent organic pollutants, WEEE (2002/96/EC), and other relevant environmental regulations. All raw materials purchased by ASRock and products assembled by contractors must comply with green procurement contract regulations. This ensures that both the design process and the products manufactured by contractors adhere to environmental regulations and the Company's green design principles. For example: EU RoHS 2.0, EU REACH, USA TSCA, EU POPs, WEEE, or other environmental protection requirements.

To continuously meet international green design demands, ASRock plans to adopt the Material Declaration standard (IEC 62474) established by IEC and establish beryllium-related managements. IEC 62474 specifies the conditions that manufacturers and suppliers must meet when providing material declarations. This includes declaring the materials contained and using a standardized data exchange format, which enhances the acceptability of material declarations within the global supply chain. Beryllium is a metal that is stronger than steel and lighter than aluminum, commonly used as an alloy with copper, aluminum, magnesium, or nickel. Its high thermal capacity makes it widely applicable. The high temperatures required to produce beryllium can generate fine particles known as "fume." Additionally, grinding beryllium-containing materials can release fine beryllium dust into the air. Employees who have been exposed to beryllium are at increased risk of developing Chronic Beryllium Disease (CBD), beryllium poisoning, and lung cancer. To ensure a safe work environment, ASRock prohibits the use of beryllium alloys.

In 2023, ASRock did not experience any incidents of violations related to health and safety regulations concerning products and services, nor did it breach regulations related to information and labeling of products and services, as well as marketing and communication regulations.

Technical Features on Energy Efficiency Improvement

By utilizing high-efficiency, low-power inductors, reducing MOSFET temperatures, and implementing integrated circuits (ICs) with automatic phase control, ASRock is committed to ensuring that the Voltage Regulator Module (VRM) circuits use energy more efficiently during operation while minimizing energy losses to achieve energy savings. These technical features demonstrate ASRock's commitment to energy conservation and efficiency improvements, ensuring that VRM circuits utilize energy more effectively in their operation processes while reducing energy losses to meet energy-saving objectives.

- Using High-Efficiency, Low-Power Inductors: ASRock utilizes ferrite inductors, which require only half a turn of copper wire, resulting in very low copper losses. Additionally, the iron losses are significantly lower than those associated with magnetic materials such as iron powder cores, helping achieve energy savings.
- Reducing MOSFET Temperatures: ASRock employs low Rds(on) MOSFETs and uses thermal pads with excellent thermal conductivity along with large heat sinks to maintain MOSFETs in a low-temperature operating state. This prevents an increase in Rds(on) due to rising temperatures, thereby saving energy and enhancing efficiency.
- Using Integrated Circuits (ICs) with Automatic Phase Control: Automatic phase control determines the number of active phases based on current levels. By reducing the number of active phases during light load conditions, energy losses are minimized, and efficiency is improved.
- Modern Standby Circuits: "System standby" is an essential aspect of system power management, and finding a balance between usage time and limited battery capacity is a significant challenge. Modern Standby Mode is a power state developed from the traditional standby mode (S3). It effectively controls power consumption and extends usage time by allowing the system to enter a standby state. This mode provides an instant recovery user experience, enabling the system to quickly return to normal operating conditions from standby, thereby enhancing the overall user experience.
- PCB Design Optimization: In PCB design, the power plane's copper foil is optimized with energy savings in mind, maximizing the width of the copper foil while minimizing its length. Additionally, 2-ounce copper foil is used to double the thickness of the copper. The resistance (R) of the copper foil is inversely proportional to its thickness, and power loss (W) is given by the equation $W = I^2 * R$, where I is the current and R is the resistance. By increasing the thickness of the copper foil, resistance (R) is reduced, leading to lower power consumption (W) and achieving energy-saving goals.
- Using High-Efficiency Smart Power Stage (SPS): Compared to traditional Discrete MOSFETs, Smart Power Stage (SPS) offers better efficiency and more accurate current feedback. SPS can enhance the power conversion efficiency of the motherboard, reduce heat generation, and provide more precise current information for the CPU to make informed decisions which helps with energy conservation as well as performance improvement.

- Using Long-Life Electrolytic Capacitors: Electrolytic capacitors are the components with the shortest lifespan on motherboards. We require our suppliers to develop high-quality, long-life capacitors and to use sufficient capacitors so that even under full load conditions, the capacitors can last for over 5 years. This allows us to extend the lifespan of the motherboards, reduce the frequency with which customers need to replace their motherboards, and achieve our goal of reducing electronic waste (3C waste).

Circular Economy

ASRock integrates the concept of enhancing product performance into its product design from the beginning, continuously improving the energy efficiency of its products to help end-users reduce their carbon footprint. Additionally, by procuring and selecting long-lasting electronic components, ASRock not only extends the lifespan of its primary product, motherboards, but also reduces the 3C waste generation. At the same time, every component and supplier of the products undergoes strict and effective systematic management to ensure that all raw materials and finished products comply with domestic and international regulations, achieving the Company's goal of green product design. From green product design to enhancing energy efficiency, ASRock continually develops products that meet international regulations and market demands in alignment with sustainable trends in both the international and consumer markets, contributing to increased company revenue.

ASRock has shifted to using computer graphics and other methods to replace blank circuit boards in the product design, thereby reducing electronic waste and minimizing waste generation. This approach helps to decrease the costs associated with continuously procuring blank circuit boards during product development. The other waste generated from R&D includes components such as motherboards, computer monitors, and hard drives. ASRock has commissioned professional vendors to recycle these materials, allowing for recycling of resources.

ASRock understands that the circular economy is a healthy and positive cycle crucial for sustainable business operations. The practices implemented not only enhance company revenue and reduce procurement costs but also reflect ASRock's commitment to a stable and feasible plan for the circular economy. The Company continually seeks more proactive measures at the end of product life to maximize the reusable value of its products, ensuring that the effectiveness of the circular economy from cradle to grave is maximized.

5. Employee and Social Engagement

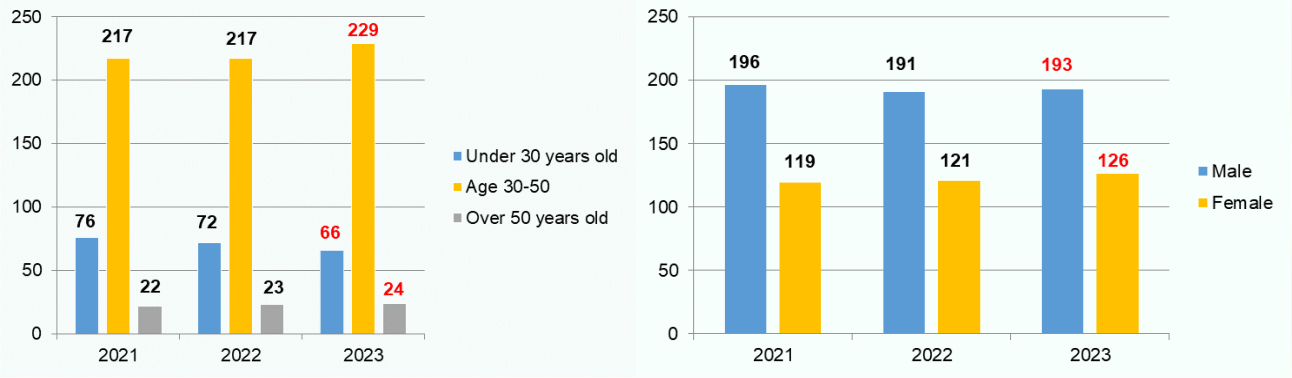
5.1 Human Resources Structure

As of the end of 2023, ASRock has a total of 319 employees, including 109 supervisors at the department head level and above, 101 R&D personnel, and 109 general staff. In terms of the overall age distribution, most employees are between the ages of 30 and 50, with female employees accounting for approximately 39% of the total workforce.

In 2023, ASRock had one male security guard and one female cleaner among its non-employee workers, as well as one male and one female employee wellness consultant.

Category	Group	Male (Persons)	Female (Persons)	Total Number of Employees	Percentage
Employee Structure	General	40	69	109	34.2%
	R&D Personnel	84	17	101	31.7%
	Department Head	3	5	8	2.5%
	Supervisor	5	10	15	4.7%
	Assistant Manager	17	7	24	7.5%
	Manager	27	14	41	12.9%
	Senior Executive	17	4	21	6.6%
Age Structure	Under 30 years old	30	36	66	20.7%
	Age 30-50	143	86	229	71.8%
	Over 50 years old	20	4	24	7.5%
Education Level	High School (including	9	2	11	3.4%
	Associate Degree	14	5	19	6.0%
	Bachelor's Degree	86	84	170	53.3%
	Master	84	35	119	37.3%
	Ph.D.	0	0	0	0.0%
Contract Type	Fixed Term	0	0	0	0.0%
	Irregular	193	126	319	100.0%
Category	Full-Time Employees	185	125	310	97.2%
	Part-Time Employees	8	1	9	2.8%
Nationality	Taiwanese	188	125	313	98.1%
	Foreign	5	1	6	1.9%
Subtotal by Gender		193	126	319	100.0%

Category	Group	2023		
		Male (Persons)	Female (Persons)	Percentage of Each Group Relative to Total Number of Employees
Age Structure of Supervisors at Department Head Level and Above	Under 30 years old	1	0	0.9%
	Age 30-50	52	36	80.7%
	Over 50 years old	16	4	18.3%



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

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

New Employee		2021		2022		2023	
		Number	Ratio	Number	Ratio	Number	Ratio
Gender	Male	12	6.1%	9	4.7%	12	6.2%
	Female	12	10.1%	9	7.4%	15	11.9%
Age	Under 30 years old	14	18.4%	14	19.4%	15	22.7%
	Age 30-50	8	3.7%	3	1.4%	12	5.2%
	Over 50 years old	2	9.1%	1	4.3%	0	0.0%
New Hire Rate		24	7.6%	18	5.8%	27	8.5%

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

Departing Employees		2021		2022		2023	
		Number	Ratio	Number	Ratio	Number	Ratio
Gender	Male	7	3.6%	14	7.3%	10	5.2%
	Female	12	10.1%	7	5.8%	10	7.9%
Age	Under 30 years old	7	9.2%	9	12.5%	7	10.6%
	Age 30-50	10	4.6%	7	3.2%	12	5.2%
	Over 50 years old	2	9.1%	5	21.7%	1	4.2%
Turnover Rate		19	6.0%	21	6.7%	20	6.3%

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

5.2 Employee Remuneration and Benefits

ASRock values employees' roles, capabilities, education, work experience, and professional knowledge, and determines remuneration reasonably based on these factors. ASRock is committed to establishing a fair and equitable remuneration system to ensure that all employees receive remuneration that aligns with their contributions and value. To gain a comprehensive understanding of the remuneration for female and male employees within the Company, ASRock uses the female salary ratio (set at 1, or 100%) as a baseline to display the percentage of male salaries relative to female salaries. Below is the comparison of the salary ratios for female and male employees in 2023 at ASRock for the same job levels:

Job Category	Female	Male
General Staff	1	0.98
R&D Personnel	1	1.31
Department Head	1	1.17
Supervisor	1	1.20
Assistant Manager	1	1.05
Manager	1	0.93
Senior Executive	1	1.55

As of the end of 2023, ASRock discloses the remuneration information for full-time employees not in managerial positions, as shown in the table below:

Item	2022	2023	Compared to the Previous Year
Number of Full-Time Employees Not in Managerial Positions (Persons)	307	302	-1.63%
Total Salaries of Full-Time Employees Not in Managerial Positions (NT$)	495,858,098	490,322,263	-1.12%
Average Salary of Full-Time Employees Not in Managerial Positions (NT$)	1,615,173	1,623,584	0.52%
Median Salary of Full-Time Employees Not in Managerial Positions (NT$)	1,358,256	1,429,490	5.24%

Note: The number of full-time employees not in managerial positions is calculated based on employees who have been employed for a minimum of six months with the salaries of employees who left during the year.

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

Benefits
Labor Insurance
National Health Insurance
Group Insurance
Performance Bonuses
Business Travel Insurance
Labor Pension Contributions
Employee Purchase Program
Employee Stock Bonuses
30 Days of Paid Sick Leave
Year-end Dinner Lottery

Employee Welfare Committee Benefits
Department Meal Subsidy
Holiday Bonuses
Two-day Employee Trip
Semi-annual Hiking Activities
Subsidies for Weddings, Funerals, Celebrations, etc
Club Subsidies
Birthday Bonuses
Year-end Party
Access to Group Fitness Center, Sauna, Swimming Pool, and Sports Facilities

5.3 Employee Rights

Employee Pension System

ASRock has established pension policies for workers' retirement lives and promote labor-management relations to enhance work efficiency. Below is the status of ASRock's pension contributions for 2023.

Pension System	Old System	New System
Applicable Legal Sources	Labor Standards Act	Labor Pension Act
Contribution Method	Monthly contributions of 2% of the total salary are regularly allocated to a retirement reserve, stored in a dedicated account at Bank of Taiwan.	Monthly contributions of 6% of the monthly salary to the labor pension account.
Contribution Amount	In 2023, the contribution amounted to NT$903,000.	In 2023, the contribution amounted to NT$16,200,000.

Labor Rights

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

1. Provide a safe and healthy work environment.
2. Eliminate illegal discrimination to ensure equal job opportunities.
3. Prohibition of child labor.
4. Prohibition of forced labor.
5. Assist employees to maintain physical and mental health and work-life balance.
6. Regular review and assessment of relevant systems and practices.

ASRock incorporates human rights-related regulations, such as measures for the prevention of sexual harassment and promotion management policies, into its rules and guidelines. These regulations will be enforced by dedicated units, and the appropriateness of the relevant systems will be reviewed and assessed regularly. Additionally, the Company has established the "ASRock Inc. Talent Policy," aimed at safeguarding the rights and interests of employees, contract and temporary workers, as well as interns. This policy has been publicly disclosed on the Company's official website.

ASRock Inc. Human Rights Policy

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

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

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

Hsu-Tien, Tung
Chairman
October 2020

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

1. Provide a safe and healthy work environment

(1) Personnel Appointment:

- Offering comprehensive compensation, promotion opportunities, various allowances and bonuses, salary adjustments, and benefits that exceed legal requirements.

(2) Workplace Safety Management:

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

- Measures in Response to Covid-19:
  - ✓ Provide rapid test kits for employees in need of testing.
  - ✓ Employees who need to care for children under the age of 12 who are confirmed positive, have been suspended from school, or are unable to receive childcare due to a caregiver's diagnosis, may apply for remote work.
  - ✓ Identify high-risk individuals and arrange for them to work from home.
  - ✓ Salaries will be paid normally during the remote work period.
  - ✓ If an employee or their family member is hospitalized due to a confirmed diagnosis, the employee may apply for public group health insurance.

2. Eliminate illegal discrimination to ensure equal job opportunities

(1) The Company adheres to the principles of fairness, justice, and transparency in compliance with the Labor Standards Act. Candidates are selected based on their qualifications and professional backgrounds.

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

(3) Establish clear sexual harassment prevention management policy and prohibits any tangible or intangible acts of sexual harassment and discrimination in the workplace. In 2023, there were no incidents of sexual harassment or discrimination.

3. Prohibition of child labor

(1) Labor conditions are established in compliance with government labor laws. Eliminate the employment of child labor. In 2023, there were no instances of child labor employed.

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

4. Prohibition of forced labor

(1) In accordance with the "Labor Standards Act", international norms, and "Human Rights Policy of ASRock Technology Co., Ltd.", we do not force or coerce any unwilling personnel to perform labor services. In 2023, there were no incidents of forced labor reported.

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

(1) Employee benefits and health promotion

- Provide a variety of recreational activities, such as mountaineering, company trip, and promote interpersonal interaction of colleagues through clubs to achieve a "work-life balance."
- Free health checkups are provided to employees periodically.

(2) Marriage and Parenthood Benefits:

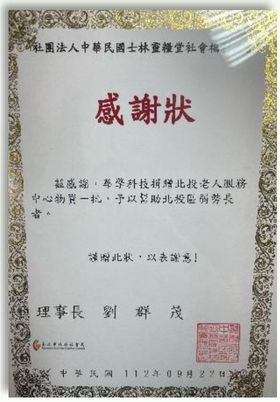
- In accordance with law, breastfeeding rooms are established at the facilities, and a parental leave policy is in place, allowing eligible employees to adjust their working hours based on caregiving needs.

Although the Company has not yet established a labor union, ASRock has not encountered risks related to freedom of association and collective bargaining in operation sites and while collaborating with suppliers. ASRock deeply values the opinions and needs of its employees and actively encourage the establishment of transparent and open communication channels to promote collective bargaining and consensus. The Company continuously strives to create a positive work environment, ensuring that every employee can work in a fair, safe, and harmonious atmosphere. ASRock upholds a strong sense of social responsibility and are committed to the well-being and labor rights of its employees, working together to build an inclusive corporate culture.

5.4 Social Participation

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

Addressing Community Development Challenges



ASRock's headquarters is in Beitou District, Taipei City. Recognizing the resource shortages faced by nearby social welfare organizations and care facilities, ASRock assists in addressing these issues through donation of materials, aiming to achieve shared prosperity with the community. In 2023, ASRock donated supplies to organizations such as "Holy Wood Children's Home," "Beitou Senior Service Center," "Yangming Nursing Center," and "Bali Ai-Hsin Home for Persons with Disabilities." The donated items included vacuum cleaners, fans, food, thermal gloves, scarves, teaching aids, and children's books, with a total value of approximately NT$100,000.

Supporting Social Welfare Organizations

Every year, ASRock supports disadvantaged groups through the purchase of charitable goods and participation in various activities. This collaboration allows both the vulnerable groups and the Company to continue growing together. During 2023, ASRock purchased mooncake gift boxes from Amazing Grace Deaf Bakery to give to employees, with a total expenditure of NT$78,064.

Providing Relief Supplies to Earthquake Victims in Turkey

A magnitude 7.8 earthquake struck the Turkey-Syria border at 4:00 a.m. local time on February 6, 2023, resulting in tens of thousands of casualties.

The Turkish Trade Office in Taipei indicated that since the earthquake occurred during winter, local temperatures dropped sharply, and snowfall was reported. There was an urgent need for winter clothing, raincoats, boots, tents, blankets, beds, sleeping bags, flashlights, hygiene products, diapers, thermos bottles, and other essential items for the disaster victims.

ASRock donated a total of 1,020 thick warm blankets (amounting to NT$306,000) as relief supplies for Turkey, contributing to the well-being of the disaster-affected residents.

Sponsoring Youth Football Development

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

through a series of charitable activities.

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

In previous collaborations, ASRock has been fortunate to witness the growth and progress of the children at EC DESAFIO TAIPEI. While there have been losses on the field, they have become valuable learning opportunities for the players, allowing them to understand their shortcomings in competitions and to continue challenging themselves and learning with the spirit of DESAFIO. Ultimately, the U15 team won the National Youth Cup in 2021 and the championship in the 2022 Taiwan Youth Football League, while the U18 team secured third place in the 2023 National Youth Cup Football Championship.

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

Appendix 1 GRI Disclosure Comparison

Statement of Use	ASRock Inc. has referenced GRI Standards to publish the 2023 Sustainability Report, with data and information covering the period from January 1, 2023 to December 31, 2023.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Standards for Industry	None

	General Disclosures		
GRI Standards No.	**Disclosure Items**	**Disclosure Chapter**	**Page No.**
GRI 2: General Disclosures 2021	2-1 Organizational details	About ASRock	6
	2-2 Entities included in the organization's sustainability reporting	About the Report	2
	2-3 Reporting period, frequency and contact point	About the Report	2
	2-4 Restatement of Information	This is no restatements of information	2
	2-5 External assurance	About the Report	2
	2-6 Activities, value chain, and other business relationships	3.1 Supply Chain Relationships	31
	2-7 Employees	5.1 Human Resources Structure	57
	2-8 Workers who are not employees	5.1 Human Resources Structure	57
	2-9 Governance structure and composition	1.1 Sustainability Promotion Group	9
		2.1 Corporate Governance	21
	2-10 Nomination and selection of the highest governance body	2.1 Corporate Governance	21
	2-11 Chair of the highest governance body	2.1 Corporate Governance	21
	2-15 Conflicts of interest	2.1 Corporate Governance	21
	2-17 Collective knowledge of the highest governance body	2.1 Corporate Governance	21
	2-18 Evaluation of the performance of the highest governance body	2.1 Corporate Governance	21
	2-19 Remuneration policies	2.1 Corporate Governance	21
	2-20 Process to determine remuneration	2.1 Corporate Governance	21
	2-22 Statement on sustainable development strategy	Letter to Shareholders	4
	2-23 Policy commitments	5.3 Employee Rights	61

	General Disclosures		
GRI Standards No.	**Disclosure Items**	**Disclosure Chapter**	**Page No.**
	2-24 Embedding policy commitments	Letter to Shareholders	4
	2-25 Processes to remediate negative impacts	2.1 Corporate Governance	21
	2-26 Mechanisms for seeking advice and raising concerns	2.1 Corporate Governance	21
	2-27 Compliance with laws and regulations	2.1 Corporate Governance	21
	2-28 Membership associations	About ASRock	6
	2-29 Approach to stakeholder engagement	1.2 Stakeholder Communication and Engagement	10
	2-30 Collective bargaining agreements	5.3 Employee Rights	61

GRI Standards No.	Material Topics		
	Disclosure Items	Disclosure Chapter	Page No.
GRI 3: Material Topics 2021	GRI 3-1: Process to determine material topics	1.3 Materiality Identification	13
	GRI 3-2: List of material topics	1.3 Materiality Identification	13
	GRI 3-3: Management of material topics	1.3 Materiality Identification	13
	◎ Sustainability Issue: Operation Performance		
GRI 201: Economic Performance 2016	GRI 201-1: Direct economic value generated and distributed	2.2 Operation Performance	29
	◎ Sustainability Issue: Employee Rights		
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1: Diversity of governance bodies and employees.	2.1 Corporate Governance	21
		5.1 Human Resources Structure	57
	GRI 405-2: Ratio of basic salary and remuneration of women to men.	5.2 Employee Remuneration and Benefits	59
GRI 406: Non-discrimination 2016	GRI 406-1: Incidents of discrimination and corrective actions taken.	5.3 Employee Rights	61
	◎ Sustainability Issue: Employee Benefits and Compensation		
GRI 401: Employment 2016	GRI 401-1: Employee turnover & Number of new hires.	5.1 Human Resources Structure	57
	GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees.	5.2 Employee Remuneration and Benefits	59
	◎ Sustainability Issue: Green/Sustainable Product Design and Development		
GRI 416: Customer Health and Safety 2016	GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services.	4.5 Green Design	53
GRI 417: Marketing and Labeling 2016	GRI 417-2: Incidents of non-compliance concerning product and service information and labeling.	4.5 Green Design	53
	GRI 417-3: Incidents of non-compliance concerning marketing communications.	4.5 Green Design	53

	Other general Disclosures		
GRI Standards No.	**Disclosure Items**	**Disclosure Chapter**	**Page No.**
GRI 305: Emissions 2016	GRI 305-2: Energy indirect (Scope 2) GHG emissions	4.2 Climate Change Management	41
GRI 407: Freedom of Association and Collective Bargaining 2016	GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.3 Employee Rights	61
GRI 408: Child Labor 2016	GRI 408-1: Operations and suppliers at significant risk for incidents of child labor	5.1 Human Resources Structure	57
		5.3 Employee Rights	61
GRI 409: Forced or Compulsory Labor 2016	GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.3 Employee Rights	61

Appendix 2 Statement of Verification

TÜVNORD

確信聲明書

華擎科技股份有限公司永續報告書

台灣德國北德技術監護顧問股份有限公司(簡稱 TUV NORD)接受華擎科技股份有限公司(以下簡稱華擎科技)的委託，根據 AA1000 保證標準第三版與 GRI 永續性報導準則（GRI 準則）及相關依循標準，執行 2023 年永續報告書查證(以下稱永續報告書)。

聲明書範疇及依循標準

1) 確信範疇與**華擎科技** 2023 年永續報告書揭露範疇一致，報導期間為 2023 年 1 月 1 日至 2023 年 12 月 31 日。
2) 依照 AA1000 保證標準第三版第一應用類型查證**華擎科技**遵循 AA1000 當責性原則的要求，不包含對於報告書揭露的資訊/數據之可信賴度的查證。

預期使用者

本聲明書的預期使用者為**華擎科技**的利害關係人。

保證型態與等級

依照 AA1000 保證標準第三版的第一應用類型，中度保證等級的要求。

意見聲明

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

查證方法

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

我們的查證包含下列活動:

* 如報告中提及，收集相關績效指標的客觀證據。
* 確信本地或國家法規的預期；公眾觀點及/或專家意見中提出的國際標準與此類一般性考量相關事項。
* 文件於 GRI 準則應用需求背景下審查紀錄與報告內容評估。

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* 與經理級和相關工作人員就公司對於利害關係人關注議題進行訪談。
* 與涉及永續發展管理、收集資訊與報告準備的相關人員訪談。
* 檢閱重要的組織發展及檢閱內外部審計結果。
* 針對 AA1000 (2018)當責性原則及其它依循標準要求進行審查。

結論

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

包容性

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

重大性

華擎科技參考GRI準則的指引，綜合考量對公司的影響程度，完整揭露公司的重大風險及機會並界定出報告書重大主題優先順序。

回應性

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

衝擊性

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

GRI 永續報告準則

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

限制

華擎科技的財務報告由該公司委任之安永聯合會計師事務所所簽證。

碳盤查數據為自行估算未經第三方查證。

獨立聲明與職能

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

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

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

本聲明書若與英文版在翻譯上的差異性時，請以英文版為準。

Jack Yeh

總經理

AA1000
Licensed Assurance Provider
000-75

簽發日期：2024 年 08 月 01 日

台灣德國北德技術監護顧問股份有限公司

台灣 10669 台北市敦化南路 2 段 333 號 9 樓 A1 室

Assurance Statement

ASRock Inc. Sustainability Report

TUV NORD Taiwan Co., Ltd. (hereinafter referred to as TUV NORD) was commissioned by ASRock Inc. (hereinafter referred to as ASRock) to perform the 2023 Sustainability Report Verification (hereinafter referred to as Sustainability Report) in accordance with the AA1000 Assurance Standard Version 3 and the GRI Sustainability Reporting Standards (GRI Standards) and related assurance standards.

The Scope of Statement and Assurance Standards

1) The scope of assurance is consistent with the scope of disclosure in ASRock 2023 Sustainability Report, which covers the period from 1 January 2023 to 31 December 2023.
2) The verification of compliance with the AA1000 Principles of Accountability for ASRock bases on the AA1000 Assurance Standard, Third Edition, Application Type 1 that does not include verification of the reliability of the information/data disclosed in the report.

Intended Users

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

Assurance Type and Level

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

Opinion Statement

ASRock refers to the GRI sustainability reporting and AA1000 accountability principles of inclusivity, materiality, responsiveness and impact. The sustainability report presents the commitment of top management, the needs and expectations of stakeholders. To achieve sustainability performance indicators by stakeholders' engagement.

Methodology

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

Our verification includes the following activities:

* Collect objective evidence of relevant performance metrics, as mentioned in the report.
* Assurance of expectations of local or national regulations; international standards as set forth in public opinion and/or expert opinion

are relevant to such general considerations.

* Document review records and report content assessment in the context of GRI criteria application requirements.
* Interviews with managers and related staff on issues of concern to the company's stakeholders.
* Interviews with personnel involved in sustainability management, information gathering and report preparation.
* Review significant organizational developments and review internal and external audit findings.
* Review AA1000 (2018) Principles of Accountability and other compliance requirements.

Conclusion

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

Inclusivity

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

Materiality

ASRock refers to the GRI Guidelines to fully disclose the company's material risks and opportunities, taking into account the extent of impact on the company and prioritize the materiality of the report.

Responsiveness

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

Impact

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

GRI Sustainability Reporting Standards

ASRock sustainability report refers to the GRI 1 to GRI 3 universal Standards and the GRI 200 Series, GRI 300 Series and GRI 400 Series topic standards, and meet the requirements for disclosure.

Limitations

The financial report of ASRock was certified by Ernst & Young, the accounting firm appointed by the company.

The data of carbon emission verification was self-estimated and have not been verified by a third party.

Independent Statements and Competence

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

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

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

Jack Yeh

General Manager

AA1000
Licensed Assurance Provider
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Date of Issuance: 2024.08.01

TUV NORD Taiwan Co., Ltd.

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