

2025

Innodisk Corporation

Sustainability Report

innodisk



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About This Report

About This Report

This is the 11th sustainability report (hereinafter referred to as "this report") issued by Innodisk Corporation (hereinafter referred to as "the Company" or "Innodisk"), which discloses the Company's achievements in environmental, social, and governance (ESG) areas as well as its sustainable management practices. Guided by a business philosophy of integrity, pragmatism, transparency, and shared prosperity with stakeholders, Innodisk presents its efforts and achievements in sustainable and sound corporate development and social responsibility for 2025. Through this report, the company remains committed to ongoing communication and interaction with all stakeholders.

Report Scope and Data

The financial and Board operations information in this report covers the entire group. Information on environmental and social indicators is primarily based on the operational boundary of Taiwan (including Xizhi Headquarters, Xizhi Plant, and Yilan Plant). Certain social indicators reflect the actual situation of affiliates and overseas subsidiaries. Detailed impact measurement boundaries are explained in the respective reporting sections. Going forward, the Company will continue to expand its reporting scope to provide more comprehensive disclosure of its influence and achievements across the value chain.

Committed to environmental sustainability, the Company has successively implemented and obtained third-party verification for ISO 9001, ISO 14001, QC 080000, ISO 45001, ISO 14064-1, ISO 27001, and the Taiwan Intellectual Property Management System (TIPS) since 2012. Other sustainable performance indicators are presented in accordance with international standards; any estimations or assumptions are noted in the relevant sections.

Report Compilation Guidelines

The primary reporting period of this report is from January 1 to December 31, 2025. To illustrate the management policies and performance of various sustainability issues, some content also includes information from before or after 2025.

This report has been prepared with reference to the sustainability reporting guidelines (GRI Universal Standards 2021) issued by the Global Reporting Initiative (GRI), as well as the sustainability indicators of the Sustainability Accounting Standards Board (SASB) and the TCFD Recommendations on Climate-related Financial Disclosures. In accordance with the reporting principles, the Company has disclosed the relevant strategies, goals, and concrete actions regarding its material topics. The GRI and SASB content indices are detailed in Appendix 1 and Appendix 2.

Report Review and Third-Party Verification

To prepare this report, a "2025 sustainability report editorial team" was established with representatives from all responsible business units to consolidate departmental information and address the identified sustainability indicators. Indicator information is preliminarily reviewed by department-level managers, then consolidated and re-verified by the Sustainable Development Office. Once verified by a third party, this report was submitted to be approved by the Board of Directors for finalization and public disclosure.

To enhance the reliability of the information provided, this report has been verified by an independent third-party, SGS, in accordance with the requirements of GRI Standards (2021) and the AA1000AS v3 Type 1 moderate assurance level. Please refer to the appendix for the verification statement.

Release Date

The Company releases an annual sustainability report, which is also made available on its official website.

- ▶ **Previous release:** Published in August 2025
- ▶ **Current release:** Published in August 2026
- ▶ **Next release:** Scheduled to be published in August 2027

Contact Information

If you have any questions or suggestions regarding this report, please feel free to contact us. Our contact information is as follows: Innodisk Corporation

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In 2025, global industries continued to face multiple challenges, including geopolitical changes, impacts of extreme weather, and rapid technological development. Amid the trends of supply chain restructuring and accelerating digital transformation, companies were placing greater emphasis on sustainable development and social responsibility while pursuing operational growth and technological breakthroughs. As a leading global brand in industrial-grade storage and edge computing (Edge AI) solutions, Innodisk has always adhered to the philosophy of "a group of partners, growing together". While driving operational performance and product innovation, the Company also actively addresses sustainability issues, including environmental protection, social engagement, and corporate governance. We believe that a company's long-term competitiveness stems from sound governance, technological innovation, and a commitment to the environment and society. Accordingly, we continued to integrate sustainability into our corporate culture and operational strategies, taking concrete actions to create long-term value together with our stakeholders.

2025 was a significant year for Innodisk. As we celebrate the milestone of Innodisk's 20th anniversary, we have simultaneously achieved record-breaking operating results. Over the past 20 years, Innodisk has expanded from Taiwan to the global stage, continuously driving technological innovation and market expansion. We constantly reflect on the deeper purpose of a company's existence; beyond creating value through products and services, a business can also play a more proactive role in responding to the needs of the local community, society, and the environment. To mark our 20th anniversary, we established "Innodisk Returns to Yilan" as one of our key initiatives. This allowed us to return to the place where our founder grew up and put down roots, while reconnecting with the local community, our partners, and different generations. "Returning to Yilan" is more than just a physical return; it symbolizes a commitment to giving back and the fulfillment of one's responsibilities. Through these actions, we hope to transform the energy accumulated over 20 years into local co-prosperity, capacity building, environmental stewardship, and the nurturing of future generations, ensuring that corporate growth goes hand-in-hand with social value.

- ▶ Regarding environmental sustainability, Innodisk continues to drive energy transformation and carbon reduction initiatives. Through renewable energy adoption, energy management optimization, and improved operational efficiency, the Company is gradually reducing the environmental impact of its operations. The solar system at the Yilan Plant demonstrated stable power generation performance throughout 2025, achieving its annual power generation target. This effectively increased the self-generated and self-consumed green electricity ratio and established a solid foundation for the Company's carbon reduction initiatives. Meanwhile, the Company continued to expand its renewable energy infrastructure. Construction of the solar photovoltaic system at Yilan Plant 2 officially broke ground in 2025. Once completed, the Company will further enhance its capacity for self-generation and self-consumption of renewable energy, strengthening Innodisk's long-term resilience in energy transition and climate governance. By continuously integrating renewable energy and energy management measures, Innodisk is building a more efficient and resilient operating model, contributing its part to the low-carbon transformation of Taiwan's industries.
- ▶ In terms of biodiversity, Innodisk continues to deepen its commitment to the natural environment through a variety of initiatives. In 2025, the Company joined forces with suppliers and local groups to participate in tree planting activities in the Wuweigang Coastal Forest, taking concrete action to support coastal ecosystem restoration and habitat protection while strengthening the partnership between the Company and the local community. The Company also encouraged employees and partners to participate in environmental protection through environmental advocacy activities such as Earth Day, World Environment Day, and International Coastal Cleanup Day, raising awareness and driving action among colleagues regarding environmental issues. Through these actions, we aim to embed sustainability into our corporate culture and work alongside our employees, supply chain partners, and local communities to protect the natural environment.
- ▶ In terms of social responsibility, we center our efforts on "education", marking our 10th consecutive year of helping children from troubled families maintain "stable schooling". We encourage students from 16 junior high schools in New Taipei City and Yilan County—where our business operations are located—to cultivate their skills and determine their paths for further education, thereby broadening their horizons and expanding their knowledge. Additionally, through the three-year sustainability impact program launched in 2023, we have integrated environmental education with public welfare, steadily achieving our goal of training thousands of students and community volunteers. Furthermore, various social services—including small home appliance repairs for disadvantaged families and electricity safety awareness campaigns for seniors—are concrete expressions of Innodisk's social care, integrating the principles of the United Nations Sustainable Development Goals (SDGs). We continue to extend the impact of "goodness" to Innodisk employees, our upstream and downstream partners, students, and their families, ensuring that the concepts of sustainability and a spirit of service naturally become part of the Innodisk DNA.

- ▶ Regarding talent development, Innodisk continues to foster a friendly and diverse workplace, supporting employees in achieving a healthy work-life balance through the dual approach of institutional systems and corporate culture. In 2025, the Company optimized its employee welfare system by introducing a family care leave system to ensure employees can care for their families with peace of mind. Additionally, the Company continued to enhance the employee children scholarship program to encourage the learning and growth of employees' children, fostering a more compassionate and family-friendly workplace culture. Moreover, the Company conducts employee satisfaction surveys to establish a positive cycle of "listening, improving, and feedback". By gathering employee input and implementing concrete improvements, the Company continues to strengthen organizational communication and employee engagement, ensuring that every colleague has a platform for professional development and growth at Innodisk.

In the new era of AI's rapid ascent, Innodisk has found new momentum for growth and recognized new challenges in corporate social responsibility. The advancement of AI and edge computing will unlock new possibilities for enhancing industrial efficiency, smart decision-making, energy management, and operational optimization, while prompting enterprises to rethink data governance, information security, talent capability transformation, and technology ethics. AI is more than just a technological trend; it is a critical component of future competitiveness and sustainable governance capability. We will continue to promote the adoption and application of AI technology with a prudent and responsible approach, ensuring that technology serves as a catalyst for driving sustainable value. Looking ahead, Innodisk will continue to enhance the governance functions of the Sustainable Development and Information Security Committee, integrating cross-departmental resources to drive the synergistic development of sustainability, information security, and operational strategies. Furthermore, we will strengthen sustainable supply chain management, collaborating with our partners to build a more resilient and responsible industrial ecosystem.

The 20th anniversary is a time for reflection and a new beginning. Standing at this new starting point, Innodisk will uphold the spirit of "partnership, technology empowerment, local integration, and sustainable inclusion", responding to environmental and societal expectations through concrete action. Together with all stakeholders, we will move toward a future that is more resilient, more compassionate, and more sustainable.



Chairman

簡川騁



■ Sustainability Achievements

- Sustainability Governance Framework
- Sustainability Strategy and Targets
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Sustainable Development Management

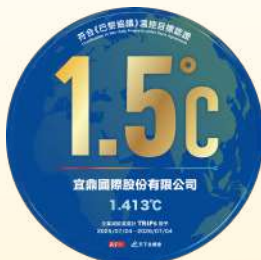
Sustainability Achievements

Sustainability Achievements



EcoVadis-Bronze Medal (Top 35%)

- Awarded the EcoVadis Bronze Medal (Top 35%) for two consecutive years in 2025



1.5° C Temperature Control Target Certification Compliant With the Paris Agreement

- Awarded the 2025 CommonWealth Magazine Corporate Carbon Reduction Thermometer - 1.5° C Temperature Control Target Certification Compliant With the Paris Agreement



ESG Practice Corporate Partner for the Practice of Marine Conservation and Biodiversity in 2025

- Honored by the Ocean Conservation Administration - ESG Practice Corporate Partner for the Practice of Marine Conservation and Biodiversity in 2025



CommonWealth Sustainability Citizen Award

- Awarded the CommonWealth Sustainability Citizen Recognition by CommonWealth Magazine for two consecutive years in 2025



CommonWealth Talent Sustainability Award

- Awarded the CommonWealth Talent Sustainability Recognition by CommonWealth Magazine for two consecutive years in 2025.



CW Education Media & Publishing Family-Friendly Workplace Award

- Awarded the Family-Friendly Workplace Recognition by CW Education Media & Publishing in 2025.

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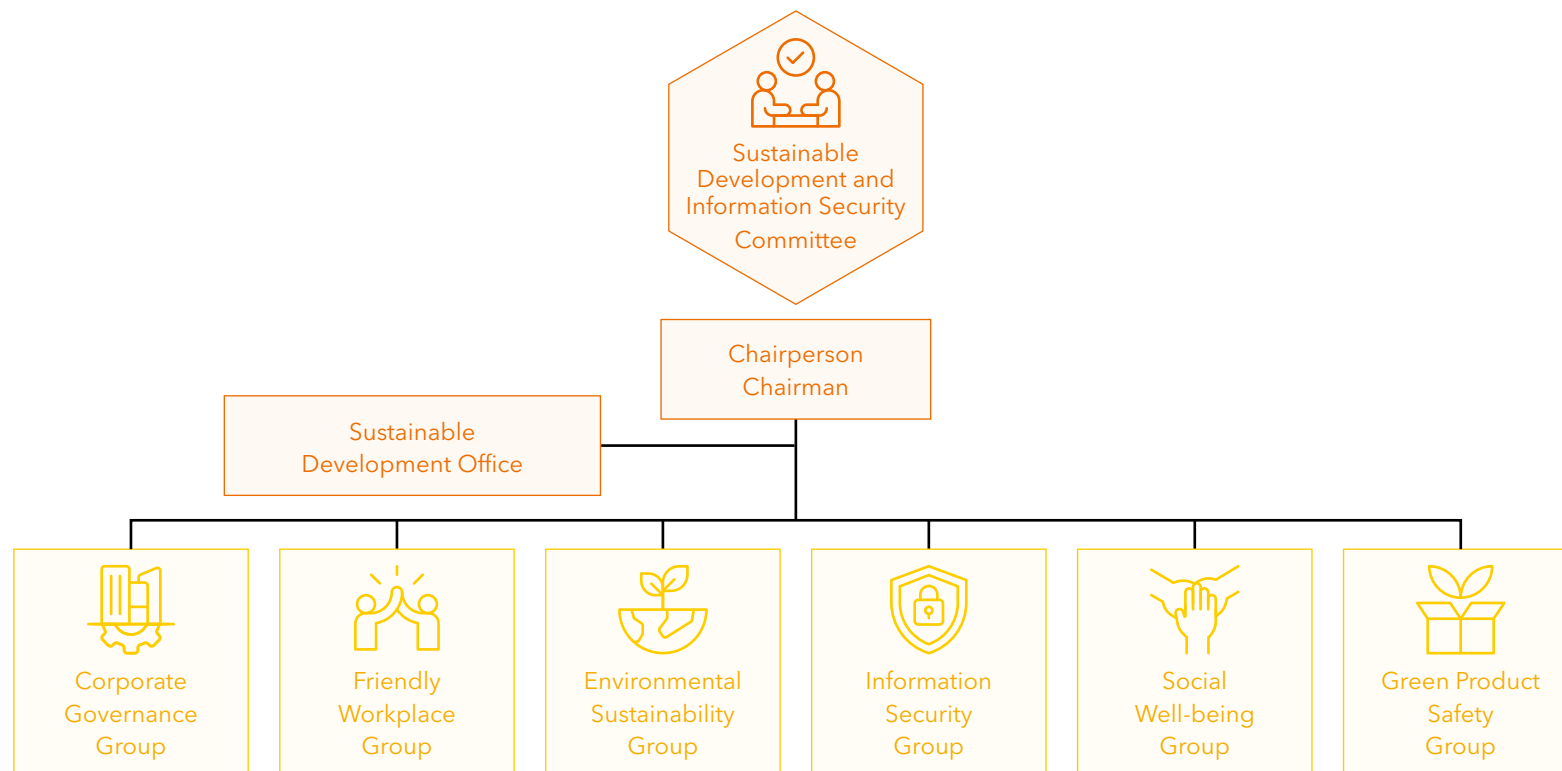
Sustainability Governance Framework

To strengthen the Company's sustainability governance and information security management mechanism, the Company established the "Sustainable Development and Information Security Committee" in October 2025, with the chairman serving as the chief commissioner. As the Company's highest cross-departmental coordinating platform for sustainability and information security, the Committee is responsible for supervising related policies, strategic directions, and implementation, while integrating resources across units to enhance overall governance efficiency.

Regarding its implementation framework, the Company established the "Sustainable Development Office" in 2022. In 2026, the chairman appointed CFO Kuang-Yao Kuo, to concurrently serve as the chief sustainability officer. As the dedicated unit for promoting sustainability, the Office is responsible for coordinating corporate sustainability strategy planning, materiality assessment, risk assessment, target management, project promotion, and the consolidation of results, while coordinating with all functional units to jointly advance environmental, social, and governance (ESG) actions.

The Sustainable Development and Information Security Committee has established dedicated task forces based on specific issues, with respective departments executing them according to their functional responsibilities. These efforts cover environmental sustainability, social engagement, corporate governance, and information security. Each unit shall carry out relevant work according to the annual plan, with the Sustainable Development Office responsible for consolidating implementation status, tracking progress, and integrating internal and external sustainability trends to support management and decision-making.

Regarding governance operations, the Sustainable Development Office provides regular reports to the Sustainable Development and Information Security Committee on the progress and results of various sustainability initiatives. Additionally, the Office reports to the Board of Directors on sustainability efforts at least once a year, ensuring the Board remains informed of the Company's sustainability strategy, material issues, and management effectiveness, thereby strengthening the Board's supervisory role in sustainability governance.



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2025 Board of Directors' Sustainability Governance Oversight

Date	August 06, 2025
Report Content Discussion Items	1. Report on net-zero roadmap. 2. 2024 sustainability report.
Date	August 06, 2025
Report Content	2025 stakeholder identification report

Sustainable Development Office Responsibility

- ▶ Track the implementation of sustainability issues across all dimensions and establish a continuous improvement plan.
- ▶ Integrate and implement cross-departmental sustainability issues
- ▶ Identify sustainability issues and formulate management policies
- ▶ Risk identification and management
- ▶ Stakeholder identification and engagement
- ▶ Sustainability due diligence
- ▶ Sustainability performance rating

The Company's sustainable development strategy is built upon four key pillars: quality, HSF, environment, and information security.

Quality policy ISO9001	HSF policy IECO : QC080000	Information security policy ISO27001	Environmental safety and health policy ISO14001, ISO45001, ISO14064-1	Intellectual property management policy TIPS
▶ Innovative and reliable design ▶ Professional and dedicated service ▶ Satisfactory and trustworthy quality ▶ Fast and precise delivery	▶ Effective monitoring ▶ Regulatory compliance ▶ Green products ▶ Customer satisfaction	▶ Information security ▶ Everyone's responsibility	▶ Strengthen environmental education and implement energy conservation and carbon reduction ▶ Enterprise sustainable operation and enhance safety awareness ▶ Promote employee health and control hazard risk ▶ Regulatory compliance and continuous improvement ▶ Achieve waste reduction and zero-accident goals	▶ Regulatory compliance ▶ Raise IP awareness ▶ Protection of trade secrets ▶ Advancing sustainability
Quality management system	Hazardous substance process management system	Information security management system	Environmental management system x occupational safety and health management system x GHG Inventory	Intellectual Property Rights Knowledge Base



ISO9001



QC080000



ISO27001



ISO14001



ISO45001



ISO14064-1



TIPS

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Sustainability Strategy and Targets

To advance sustainable development, the Company has established the "Innodisk Impact Action", guided by the vision "Architect Sustainability Intelligence". By focusing on "intelligent technology development" and "local environmental sustainability", the Company aims to demonstrate its corporate impact through its core technological expertise and deep-rooted local commitment. Meanwhile, the Company has comprehensively launched various sustainability projects and initiatives to achieve its corporate sustainability goals.

■ Innodisk Impact Action

Sustainability Vision

Architect Sustainability Intelligence |
ARCHITECT SUSTAINABILITY INTELLIGENCE

Sustainable Development Pillars

Care more for the world, leverage our influence, and become a key driver of "intelligent technology development" and "local environmental sustainability".

Overview of Sustainable Development Pillars

- ▶ **Intelligent technology development:** Achieve sustainable development through technological development and the application of knowledge and innovation.
- ▶ **Local environmental sustainability:** Deepen local influence to create a sustainable and prosperous community environment.

Core Projects for Sustainable Development

- ▶ **Intelligent technology development**
 - Electronics Maker Club
 - Future Talent Dream-building Program
 - Innodisk Group AI Training Competition
 - Innodisk InnoGAI Smart Assistant
- ▶ **Local environmental sustainability**
 - Wanil Emerald Bay Beach Cleanup Project
 - Wuwei Harbor ecological diversity support
 - Hands-on Program
 - Local green power integration: Integrating self-built power plants and renewable energy certificates

Comprehensive Sustainability Strategy

- ▶ **Sustainable Energy:**
 - Installed a solar power generation system
 - Used bundled renewable energy
 - Increased the green energy proportion to indirectly reduce production carbon emissions.
- ▶ **Climate Action:**
 - Regularly inventoried and disclose GHG emissions in accordance with the ISO 14064-1 standard
- ▶ **Diversity and Equality:**
 - Established a maternity protection plan
 - Provided childbirth subsidies
 - Gender equality education and training
- ▶ **Good Health and Well-being:**
 - Purchased safety protection equipment
 - Safety and health awareness and training
 - Enhanced workplace safety by adhering to the ISO 45001 occupational health and safety management system
 - Promoted a culture of sports and received the iSports Enterprise Certification from the Ministry of Sports
- ▶ **Reduced Inequalities:**
 - Established a human rights policy and implement non-discrimination, equal treatment, and diversity and inclusion.
- ▶ **Fairness, Justice, and Robust Systems:**
 - Established an integrity management policy and implemented anti-corruption and anti-bribery management.
- ▶ **No Poverty:**
 - Provided educational grants to children from disadvantaged families to help them stay in school and ensure equal learning opportunities.
 - Provided career skills training to cultivate professional expertise for students from disadvantaged families, enhancing their future employability.
- ▶ **Quality Education:**
 - Promoted innovative education to enhance students' technological proficiency and forward-thinking mindset
 - Cultivated a sense of sustainability through learning tasks that combine public welfare and social engagement.
- ▶ **Maintained biodiversity**
 - Ecological restoration at Wuwei Harbor in Yilan County
 - Emerald Bay Beach Cleanup, New Taipei City

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United Nations Sustainable Development Goals (SDGs)

Guided by its core values and in alignment with the United Nations Sustainable Development Goals (SDGs), the Company integrates these goals into its daily operations and strategic planning, demonstrating its commitment to driving sustainable development.

SDGs-aligned projects	Innodisk's Commitment to the SDGs
 No poverty	▶ Skill development for students from disadvantaged families to help them acquire a professional trade ▶ Reserve talent scholarship
 Good Health and Well-being	▶ Provided free protective equipment that meet safety regulations. ▶ Provided Employee Assistance Programs (EAPs), as well as on-site nursing staff and physician health consultation services. ▶ Employee maternity and childcare allowance: monthly subsidy of 6% of salary (for children aged 0-6) ▶ Provided employees with free fitness facilities to encourage regular exercise and promote physical and mental well-being, creating a healthy workplace environment. ▶ Regular eco-friendly stress-relief workshops were held to promote employee well-being and cultivate sustainability awareness. ▶ Implemented health and safety promotion and education training to strengthen employee safety awareness. ▶ Conducted regular risk assessments to identify and control potential hazards in real time, effectively reducing the likelihood of occupational accidents.
 Quality Education	▶ Stable schooling program for disadvantaged children ▶ Company employees served as mentors to cultivate and support the development of students and children. ▶ Scholarships for employees' children ▶ Regular ecological environment education courses were conducted to enhance employees' environmental protection and sustainability awareness, ensuring that learning is translated into action.
 Gender Equality	▶ Implemented a maternal care program to provide pregnant employees with comprehensive healthcare and support, including transportation subsidies during pregnancy to alleviate the burden of commuting and ensure their safety and overall well-being. ▶ Provided regular courses on the prevention of workplace harassment and diversity, equity, and inclusion (DEI). The training content covered professional training for the complaint handling committee, employee general awareness training, and advanced general awareness training for supervisors to strengthen organizational prevention awareness.

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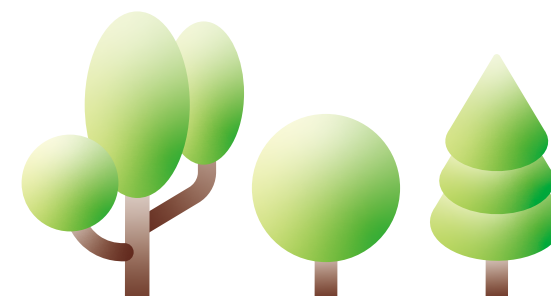
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SDGs-aligned projects	Innodisk's Commitment to the SDGs
 Affordable and Clean Energy	▶ Expand the renewable energy usage ratio with an annual growth target of 5% ▶ Self-built rooftop solar panels (Yilan)
 Reduced Inequalities	▶ Charity sale and awareness event for underprivileged groups ▶ Innodisk spirit "3D" core culture: "Diversity (Diverse Partners), Dedication (Pursuit of Excellence), Driving Change (Creating Impact)"
 Climate Action	▶ Conduct an organizational GHG inventory annually to assess annual carbon reduction effectiveness. ▶ Identify climate risks and opportunities based on the TCFD framework, with plans to join the CDP (Carbon Disclosure Project) in 2027 to publicly disclose Innodisk's environmental information. ▶ Organize regular beach cleanups to encourage employee participation in marine environmental protection and implement sustainable action.
 Peace, Justice and Strong Institutions	▶ Fair trade, anti-corruption, and prohibition of the use of conflict minerals ▶ Regularly organized joint blood donation drives with manufacturers in the industrial park and collaborate on donating gifts to encourage employees and partners to engage in charitable activities, promoting public health and social well-being. ▶ Regularly invited suppliers to participate in tree-planting activities, promoting environmental protection and ecological restoration through corporate partnerships.



Stakeholder Communication Mechanism

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Target	Communication Issues	Communication Patterns
 Customer	- Completed annual satisfaction surveys in response to customer requests - Completed the annual conflict mineral source survey and complied with the customer's requirement to declare that no mineral from the conflict area will be used. - Implemented confidential information protection measures as required by customers - Made Declaration of Prohibition of Child Labor and Declaration of Product Origin as requested by the customer - Conducted audits of suppliers as requested by customers - Customer plant production flow guide	- Annual customer satisfaction survey - Impromptu meetings for unexpected issues - Conference calls for specific issues - Regular customer visits every year - Quarterly QPRs - External communication mailbox - VIP Conference - Customer field audits/visits
 Employees	- Establish diverse and open channels for employee feedback - Facilitate two-way communication and harmonious labor-management relations through labor-management meetings - Regularly review employee satisfaction and work experience - Pay attention to the career development and work adaptation of long-term employees	- Set up a suggestion box in the employee cafeteria to allow employees to provide suggestions and feedback at any time, as a reference for the Company's internal improvements - Regular labor-management meetings are held every quarter, with representatives appointed by both labor and management attending to communicate and discuss issues of concern to employees - Conduct employee satisfaction surveys every two years to collect employee feedback on the work environment, systems, and development opportunities, as a basis for human resources policy adjustments - Launched care measures for employees with 3 to 10 years of service for the first time, and subsequent actions will be planned based on implementation results and actual needs
 Investors / Shareholders	- Convened the shareholders' meeting, in which the chairman, directors and senior management reported the financial statements and operations of the Company to all shareholders. At the meeting, the earnings distribution proposal was adopted and important resolutions were approved. - Financial statements and significant financial business information of the Company announced and disclosed on the Market Observation Post System	- Convene regular shareholders' meeting every year - Regular disclosure of finance and business information - Periodically disclosed material information on the Market Observation Post System - Established a spokesperson system to answer shareholders' questions - Host or be invited to attend institutional investor conferences from time to time
 Suppliers	- Qualified supplier certification - Green Supply Chain GPM - IQC Inspection Status	- New product acknowledgment - Related quality document updates - Occasional phone and email communication - On-site audits/Semi-annually - Audit of questionnaires/semi-annually

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Target	Communication Issues	Communication Patterns
 Media	▶ Product information release (covering new products and technologies) ▶ Company announcements (relocation, awards, corporate social responsibility, etc.)	▶ From time to time, interviewed and had dinner with the media. ▶ On average, a press release was issued once a month to the relevant media. ▶ Periodically announced important corporate news and product updates through press conferences, media visits, and other events.
 Schools	▶ Strengthen the connection between school education and industry practice through industry-academia collaboration ▶ Provide scholarships for reserve talent to cultivate potential professional talent ▶ Establish scholarships for disadvantaged students to assist vulnerable students in pursuing their studies with peace of mind ▶ Provide summer, semester, and academic year internship opportunities to assist students in accumulating practical experience	▶ Regularly review and update cooperation contracts and related regulations with schools every year to ensure that the cooperation content meets the needs of both parties and the direction of industry development ▶ Maintain contact with schools from time to time by phone, letter, and other means to communicate and align on details regarding industry-academia collaboration, internship arrangements, and scholarship implementation
 Non-Profit Organizations	▶ Charitable project collaboration and resource sharing ▶ Needs assessment of beneficiaries and resource allocation ▶ Training and volunteer exchanges ▶ Social impact and sustainable development	▶ Regular meetings with foundation staff and board members ▶ In-person events and workshops ▶ Documentation of related activities and social media exposure
 Government and Competent Authorities	▶ Handled various filings in accordance with government laws and regulations (e.g. environmental protection, labor, taxation, energy use, GHG inventory, etc.) ▶ Implemented and responded to policies promoted by competent authorities (e.g. ESG disclosure, energy conservation and carbon reduction, green procurement, etc.) ▶ Participated in related sustainability policy briefings and promotional activities organized by the government ▶ Provided audit information and accept on-site inspections as required by competent authorities ▶ Registrations, changes, and compliance confirmation related to operations	▶ Completed various reporting systems required by government regulations (e.g. GHG, occupational safety and health, energy conservation, and other systems) regularly or from time to time ▶ Interacted with policy briefings, public hearings, or consultation meetings held by competent authorities ▶ Official correspondence or online correspondence and telephone consultations ▶ Submitted formal reports or supporting documents as required by the government ▶ Reception for on-site inspections and accompanying explanations

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Materiality Assessment Process

Materiality analysis is a critical prerequisite for the annual preparation of the sustainability report. The Company emphasizes stakeholder engagement, employing the five principles of AA1000 SES to identify stakeholder groups. Following the "Management of Material Topics" process outlined in the GRI Standards (2021), we identify material topics to determine Innodisk's actual and potential, negative and positive impacts on the economy, environment, and people (including human rights), ensuring these are properly disclosed and managed.

The materiality assessment process is described systematically below:

Step 1



Screening sustainability issues

Innodisk views its sustainability report as a vital bridge for communicating with stakeholders. To ensure sustainable development, the Company extensively collected sustainability indicators to serve as a primary guide for its practices, identifying material topics through a four-step process: identification, prioritization, validation, and review. Relevant topics were screened from various domestic and international sustainability indicators, including the GRI Standards, SDGs, TCFD, Taiwan Stock Exchange Corporate Governance Evaluation Indicators, WEF 2024 Global Risks Report, and domestic and overseas ESG award evaluation criteria. From these, a list of 31 sustainability-related topics suitable for disclosure in the sustainability report was compiled, covering five main dimensions: risk management, environmental management, corporate governance, social engagement, and operational performance.



Step 2



Identifying stakeholders

Referencing the five principles of the AA1000 Stakeholder Engagement Standard (AA1000 SES 2015) established by the global non-profit organization AccountAbility, the Company conducted an identification process and importance rating for all stakeholders based on dimensions such as their level of dependence on the Company, responsibility, concern, influence, and diversity of perspectives. Subsequently, members of the Corporate Sustainability Committee identified eight priority stakeholder categories through internal meetings, including (1) customers, (2) employees, (3) investors and shareholders, (4) suppliers, (5) media, (6) schools, (7) non-profit organizations, and (8) government and competent authorities.



Step 3



Identifying Material Sustainability Topics

Sustainability-related questionnaires were distributed to stakeholders to gauge their level of concern regarding various issues. Simultaneously, senior executives were surveyed on the frequency and potential impact of these issues on company operations. By integrating and analyzing the results from both surveys, issues that were identified as both highly concerning to stakeholders and highly impactful to the Company were designated as the material sustainability issues for the year.

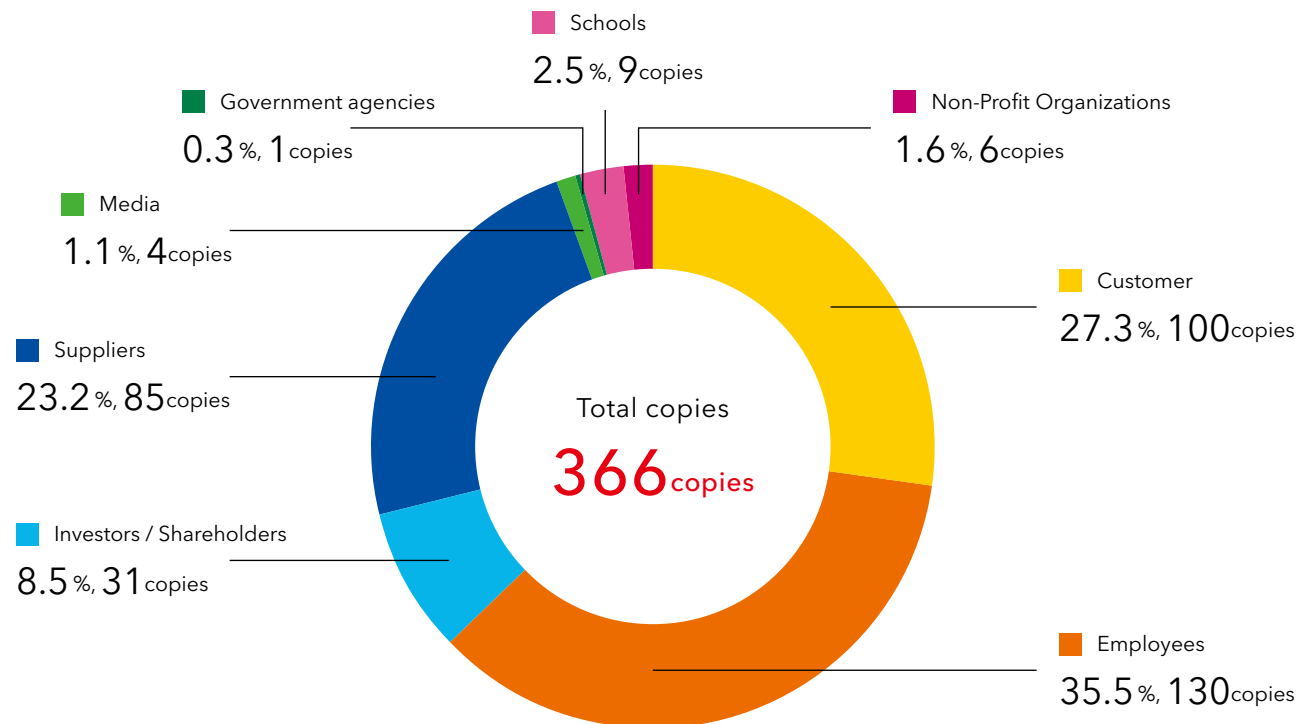
Following consultations with stakeholders and an internal assessment by senior management regarding the operational impact of sustainability issues, the Sustainable Development and Information Security Committee conducted internal discussions focused on practical impact management. Consequently, 6 material topics were identified for disclosure this year.

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■ Analyzing Survey Results

A total of 366 stakeholder questionnaires were collected this year; the breakdown of respondents is shown in the figure.

■ Stakeholder response count



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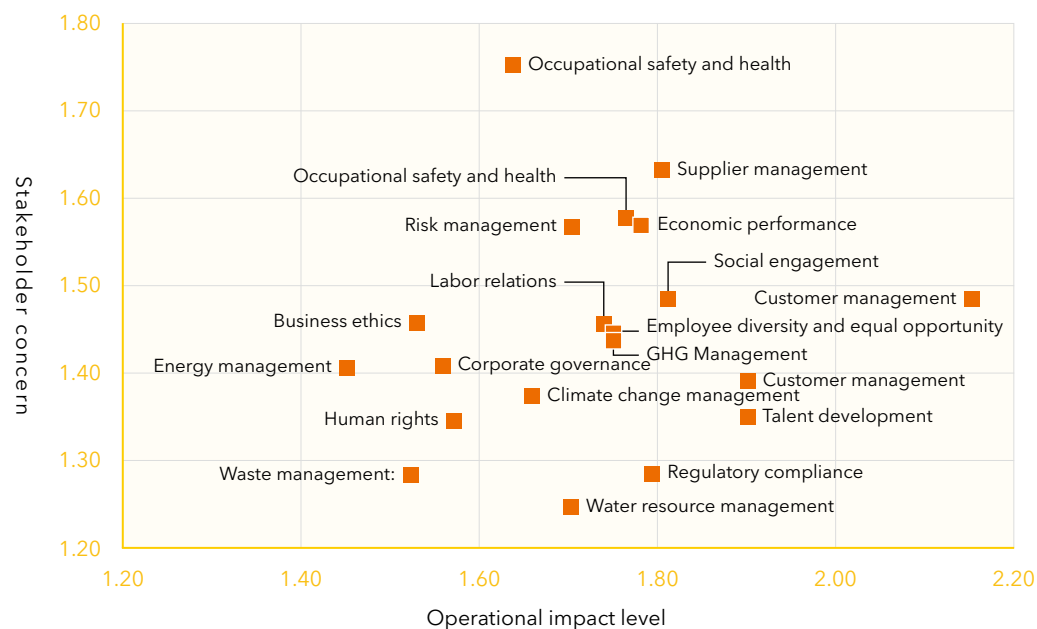
Appendix

Based on the results of the collected questionnaires and weighted analysis, a materiality matrix was developed by ranking stakeholder concerns and their impact on the Company's operations, identifying six material topics for this year.

As enterprise sustainable operation has increasingly gained the attention of stakeholders, leading to a higher willingness to respond to surveys, the number of responses to the material topic identification questionnaire decreased slightly compared to 2024. Based on the questionnaire results and weighted analysis, six material topics for 2025 have been identified. Compared to 2024, the material topics for the current year have changed significantly. Consequently, there are substantial differences in the 2025 material topic identification results, as detailed in the table below:

Major issues	2024	Trend	2025	Trend analysis
Talent attraction and retention S	6	↑	1	The talent war for industrial transformation is heating up. Key assets for organizational resilience and transformation capability
Supplier management G	1	↓	2	Shift from a state of heightened alert to institutionalized management.
Occupational safety and health S	8	↑	3	The significant jump in ranking reflects the Company's strong commitment to internal operational risk and employee safety.
Economic performance G	7	↑	4	Strengthened linkage between sustainability and financial performance.
Social engagement S	11	↑	5	The significant rise in rankings indicates that stakeholders are placing greater emphasis on "substantial contributions." Social impact is beginning to be incorporated into enterprise valuation.
Information security G	2	↓	6	A decline in ranking does not signify a decrease in importance, but rather that it is now regarded as an essential governance capability.

2025 Sustainability Materiality Matrix Distribution Map



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Material Topic Management

Material Issue Impact Analysis

Major topic	Talent attraction and retention	
Positive actual/potential impact	1. A stable and competitive talent structure supports the Company's long-term growth, strengthens the accumulation of core technologies and the transfer of professional expertise, and enhances product quality and innovation capabilities. Simultaneously, this reduces recruitment and education and training costs while improving overall operational efficiency, further strengthening market competitiveness and organizational resilience. 2. A robust talent development system and fair remuneration mechanism help boost employee engagement and satisfaction, establish a clear career development direction and growth opportunities, and enhance employees' sense of identification and belonging to the organization. 3. By providing stable employment opportunities and professional competency training, we help facilitate industry talent development and technology upgrading to create long-term value for society.	
Negative actual/potential impact	1. A high employee turnover rate may lead to a knowledge gap and loss of expertise, compromising product quality and project timelines while increasing recruitment and training costs. Furthermore, the lack of a proper succession planning mechanism for key positions may also impact operational stability. 2. Frequent employee turnover can lead to an uneven workload and increased pressure on team collaboration, which in turn affects employee experience and morale. 3. Insufficient corporate talent cultivation mechanisms may hinder the development of industry professionals and the transfer of technical expertise, thereby reducing the overall competitiveness of the industry.	
Specific action	Talent attraction ▶ Establish diverse recruitment channels (such as 104 Job Bank, LinkedIn, industry-academia collaboration, and internal referral programs) to expand talent sources and improve matching efficiency. ▶ Design a recruitment feedback survey to collect candidate feedback to continuously optimize the recruitment process and interview experience. ▶ Strengthen employer branding to enhance the Company's visibility and appeal within the industry and on campuses. ▶ Offer competitive remuneration and benefits to attract top professional talent. ▶ Develop internship and talent reserve programs to proactively address key technical requirements and future talent needs.	Talent Retention and Development ▶ Establish a clear career development path and professional grading system to help employees plan their long-term development. ▶ Implement systematic training and talent cultivation programs, encompassing professional skills training, cross-departmental rotation, and knowledge transfer mechanisms, to foster diversified employee growth. ▶ Plan to implement a talent inventory and a talent reserve system to identify key positions and strengthen succession planning, thereby mitigating talent gap risk. ▶ Align performance management with the reward system by conducting semi-annual performance evaluations. Promotions and rewards are based on a comprehensive assessment of employee performance, development potential, and departmental needs, with an emphasis on being performance-oriented and maintaining systemic flexibility. ▶ Regularly conduct employee satisfaction surveys and establish diversified communication channels; implement exit interviews and talent turnover monitoring to analyze the reasons for departure and dynamically adjust the talent retention strategy. ▶ Implement diverse employee care and incentive measures—including performance bonuses, employee stock ownership plans, career counseling services, and employee assistance programs (EAPs)—to enhance employees' sense of belonging and organizational identification. Continue to optimize the work-life balance system. Starting in 2025, two days of "family care leave" were added, and the minimum leave unit was adjusted to 0.5 hours to enhance system flexibility and employee well-being.

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Major topic	Talent attraction and retention		
Management mechanism	(I) Management Structure ▶ The Human Resources Department is responsible for the overall planning and implementation of the relevant systems. ▶ Regularly analyze workforce structure and turnover trends, and propose and track improvement measures. ▶ Integrate talent development into the annual operating strategy and departmental performance targets.	(II) Risk Control Mechanism ▶ Regularly conduct talent inventory and key position identification. ▶ Establish talent reserve plans and knowledge transfer mechanisms. ▶ Regularly monitor turnover rates across all departments, performing root cause analysis and tracking improvements for any abnormally high rates.	(III) Performance Monitoring and Indicator Tracking Continuously track and review the following indicators to evaluate the effectiveness of the strategy: ▶ Recruitment conversion rate ▶ New hire retention rate ▶ Employee turnover rate ▶ Total education and training hours and average training hours per person ▶ Internal promotion rate ▶ Employee satisfaction survey results
Major topic	Supplier management		
Positive actual/potential impact	1. Establishing a comprehensive supplier management system helps strengthen supply chain stability and resilience, reducing risks such as raw material supply disruption, delivery delays, and quality anomalies to ensure stable business operations and the fulfillment of customer demands. 2. Supplier quality, delivery, technical capabilities, and service performance can be improved through supplier evaluation, tiered management, and continuous communication mechanisms, further strengthening product quality and market competitiveness. 3. Incorporating environmental, social, and governance (ESG) issues into supplier management helps increase the emphasis on environmental protection, human rights protection, labor conditions, business ethics, and regulatory compliance across the supply chain, thereby reducing supply chain sustainability risk and strengthening the implementation of responsible procurement.		
Negative actual/potential impact	1. Inadequate supplier management mechanisms may lead to supply disruptions, delivery delays, poor quality, or cost fluctuations, which in turn affect production scheduling, product delivery, and customer satisfaction. 2. Failure by suppliers to comply with environmental, labor human rights, occupational safety, business ethics, or regulatory requirements may expose the Company to operational, compliance, and reputational risks, and adversely affect its brand image and stakeholder trust. 3. Excessive concentration of key supply sources, or the failure to establish alternative suppliers and risk diversification mechanisms, may increase the risk of supply chain disruption in the event of contingencies, geopolitical changes, or market fluctuations.		
Specific action	Supplier Evaluation and Tiering Management ▶ Establish a supplier evaluation and management system to conduct comprehensive assessments based on quality, delivery, price, technical capability, service performance, and sustainability risks. ▶ Conducting qualification reviews and onboarding evaluations for new suppliers ensures they possess the supply capabilities and management fundamentals required by the Company. ▶ Establish focused management mechanisms for key and high-risk suppliers to enhance risk monitoring and partnership stability.	Sustainable Supply Chain Promotion ▶ Sustainability issues, such as environmental protection, labor human rights, occupational safety, business ethics, and regulatory compliance, are incorporated into the supplier management requirements. ▶ Promote the signing of the Supplier Code of Conduct or related commitment documents to clearly communicate the Company's expectations for responsible procurement and sustainable management. ▶ The Company utilizes supplier self-evaluation questionnaires, sustainability audits, document reviews, or site visits to assess the current management status and risks of suppliers regarding sustainability issues.	

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Major topic	Supplier management		
Management mechanism	(I) Management Structure	(II) Risk Control Mechanism	(III) Performance Monitoring and Indicator Tracking
	- The procurement unit is responsible for coordinating supplier development, evaluation, management, and relationship maintenance, collaborating with the quality, EHS, sustainability, and other relevant departments to execute supplier management operations. - Implement sorting management based on supplier type, collaboration importance, and risk level to optimize the allocation of management resources and strengthen risk control. - Integrate supplier management into the procurement strategy and sustainable management mechanism, with regular reviews of implementation progress and areas for improvement.	- Establish a review system for new supplier onboarding and an existing supplier periodic assessment system. - Set up a tracking and improvement mechanism for key suppliers, high-risk suppliers, and material abnormal events. - Regularly review supply source concentration, delivery stability, quality anomalies, and sustainability risks, and implement corresponding management measures. - When necessary, initiate supplier guidance, alternative supplier evaluations, or supply chain adjustment to mitigate operational impacts.	Continuously track and review the following indicators to evaluate strategic effectiveness: - Supplier evaluation completion rate - Key supplier management coverage rate - New supplier onboarding review completion rate - Supplier sustainability self-evaluation or audit completion rate - Share of local procurement or major supplier partnerships

Major topic	Occupational safety and health	
Positive actual/potential impact	- Establishing a comprehensive occupational safety and health management system helps prevent occupational disasters and workplace incidents, reduces employee injuries, occupational diseases, and health risks, protects the physical and mental well-being of employees, and maintains normal business operations. - Through the continued promotion of safety and health education and training, risk identification, and work environment improvement, we can enhance employees' safety awareness and self-management capability, strengthen the overall organizational safety culture, and reduce accident rates and related losses. - Sound occupational safety and health management helps boost employees' trust in and sense of belonging to the Company, enhances job stability and production efficiency, and demonstrates the Company's commitment to employee care and social responsibility. - Implementing occupational safety and health management and health promotion measures also helps reduce regulatory non-compliance risk, enhance stakeholders' trust in corporate governance capability, and strengthen sustainable operation resilience.	
	- Inadequate workplace safety management may lead to occupational hazards, industrial safety accidents, or occupational diseases, adversely affecting employees' lives, physical health, and psychological well-being, and potentially resulting in work suspensions, compensation claims, and legal liability. - Failure to properly conduct hazard identification, risk assessment, and equipment maintenance may increase potential hazards in the operating environment, compromise production stability and operational quality, and increase the likelihood of accidents. - If safety and health education and training or the emergency response mechanism are inadequate, employees may lack the ability to respond to risks correctly, which could exacerbate the impact of an accident. - Failure to continuously improve the work environment and health management measures may negatively impact employee attendance, morale, and retention, while damaging the company's reputation and public trust.	

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Major topic	Occupational safety and health		
Specific action	Occupational safety management ▶ Establish and continuously optimize the occupational safety and health management system and implement safety and health measures tailored to regulatory requirements and operational characteristics. ▶ Regularly conduct workplace hazard identification, risk assessments, and reviews of control measures, with enhanced management for high-risk operations and areas. ▶ Provide education and training on fire safety, mechanical equipment operation, chemical management, emergency response, and occupational disaster prevention to enhance employee safety awareness and response capabilities. ▶ Regular monitoring of the operating environment, equipment inspections, and patrols are conducted to ensure that workplaces, facilities, and equipment are maintained in a safe condition. ▶ Establish mechanisms for incident reporting, investigation and analysis, and improvement tracking; conduct root cause analysis for anomalies and implement preventive and corrective measures		
	Employee Health Care and Promotion ▶ Conduct regular employee health examinations and provide health management, follow-up care, and assistance measures for high-risk groups based on the results. ▶ Promote workplace wellness initiatives to encourage employees to develop healthy habits, enhancing their physical and mental well-being and overall productivity. ▶ Provide occupational medicine and health consultation resources to help employees understand their personal health risks and enable early intervention. ▶ Continuously improve the working environment and operating conditions to reduce potential health risks associated with ergonomics, overwork, and psychological stress. ▶ Establish an emergency response mechanism and drill system to improve disaster response efficiency and mitigate the impact of accidents.		
Management mechanism	(I) Management Structure ▶ Occupational safety and health management matters are planned and promoted by the occupational safety and health responsible unit. ▶ Each department must implement safety and health management measures according to its responsibilities, working together to ensure workplace risk management and employee health protection. ▶ Regularly review occupational safety and health policies, objectives, and implementation status to continuously optimize management systems and operational processes.		
	(II) Risk Control Mechanism ▶ Constantly conduct hazard identification, risk assessment, and reviews of control measures. ▶ Establish a mechanism for accident reporting, investigation, improvement, and tracking to prevent the recurrence of similar incidents. ▶ Implement priority management and regular inspections for high-risk equipment, work environments, and special operations. ▶ Enhance employees' risk identification and emergency response capabilities through education and training, operational standards, and drill mechanisms.		
	(III) Performance Monitoring and Indicator Tracking Continuously track and review the following indicators to evaluate strategic effectiveness: ▶ Number of occupational accidents ▶ Lost Time Injury Frequency Rate (LTIFR) ▶ Occupational safety and health training person-times/hours ▶ Work environment monitoring results ▶ Health checkup completion rate ▶ Participation in workplace health promotion activities ▶ Occupational safety deficiency improvement completion rate		

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Major topic	Business performance		
Positive actual/potential impact	Effectively allocate and mobilize resources to optimize utilization, thereby improving overall operational efficiency and creating value chain output value.		
Negative actual/potential impact	Poor resource allocation or supply chain management may adversely affect operational efficiency, cost control, and overall profitability.		
Specific action	► Inventory management: Partner with multiple suppliers to avoid over-reliance on a single source and enhance supply chain resilience. ► Production flexibility: Invest in efficient automation equipment to improve production efficiency and quickly adjust product lines.		► Use of funds: Establish a liquidity management system to monitor cash flow and ensure the flexible allocation of capital, integrating short-term and long-term financing to maintain sufficient liquidity during periods of high demand. ► Human resource planning: Establish a long-term human resource planning mechanism to forecast future staffing needs and regularly review and adjust human resource strategies.
Management mechanism	(I) Management Structure ► Relevant authorities must perform financial management, operational planning, supply chain coordination, and human resource allocation in accordance with their respective mandates. ► Integrate resource allocation and business management through a cross-departmental collaboration mechanism to enhance overall operational efficiency.	(II) Risk Control Mechanism ► Regularly review market demand, supply chain conditions, inventory levels, and cash flow. ► Mitigate operational disruptions and financial risks through diversified supply sources, production scheduling, and financial planning. ► Continuously monitor the external economic environment and industry trends to adjust operational and resource allocation strategies in a timely manner.	(III) Performance Monitoring and Indicator Tracking Continuously track and review the following indicators to evaluate the effectiveness of the strategy: ► Revenue performance ► Profitability ► Inventory turnover ► Cash flow status
Major topic	Social engagement		
Positive actual/potential impact	1. Social engagement and commitment to public welfare help respond to local needs and promote community development and social inclusion. 2. Continuing to promote initiatives related to education, social care, and the environment can enhance the Company's positive influence and strengthen stakeholder recognition and trust.		
Negative actual/potential impact	3. Insufficient social engagement may weaken the connection between the enterprise and the local community, hindering the realization of corporate social value. 4. If resource allocation is not properly aligned with actual needs, it may compromise the effectiveness of the activity and the efficiency of resource utilization.		

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Major topic	Social engagement		
Specific action	▶ Continue to promote philanthropic initiatives, including educational support, care for the underprivileged, and community engagement. ▶ Leverage corporate resources and employee engagement to expand social impact. ▶ Develop programs based on local needs to enhance the effectiveness of social engagement.		
Management mechanism	(I) Management Structure ▶ Relevant responsible units shall coordinate the planning, implementation, and resource integration of social engagement activities. ▶ Leverage internal cross-departmental collaboration and external partnerships to jointly promote various social engagement programs.	(II) Risk Control Mechanism ▶ Regularly review social engagement themes and program content to ensure alignment with corporate philosophy and actual local needs. ▶ Assess resource input, activity implementation, and beneficiary feedback to serve as the basis for subsequent adjustments. ▶ Stay attuned to community needs and changes in the external environment, adjusting the strategic direction and implementation methods as needed.	(III) Performance Monitoring and Indicator Tracking Continuously track and review the following indicators to evaluate the effectiveness of the strategy: ▶ Event sessions ▶ Total attendance ▶ Number of beneficiaries ▶ Resource allocation status ▶ Event feedback and performance results
Major topic	Information security		
Positive actual/potential impact	1. Establishing a comprehensive information security management system helps protect company confidential information, operational data, customer data, and intellectual property, while reducing the risk of information leakage, system interruption, and cyber attacks to ensure business stability and data integrity. 2. By continuously strengthening information security protection measures, system management, and risk monitoring mechanisms, the Company can enhance its ability to prevent, detect, and respond to information security incidents, thereby strengthening corporate operational resilience and digital governance capability. 3. Implementing information security management and employee information security awareness training helps enhance the ability of all personnel to identify and prevent information risks, reduce information security incidents caused by human error, and establish a strong cybersecurity culture. 4. A sound information security management mechanism helps enhance the trust of customers, partners, and other stakeholders in the Company, while strengthening its reputation and market competitiveness.		
Negative actual/potential impact	1. Insufficient information security management may lead to confidential information leakage, unauthorized access to personal data, system intrusions, or ransomware attacks, thereby impacting operational stability and corporate reputation. 2. Inadequate system protection, backup, or access control mechanisms may lead to data loss, service interruptions, or the tampering of critical information, thereby impacting business operations, customer service, and the quality of decision-making. 3. A lack of employee information security awareness may increase the likelihood of information security incidents resulting from phishing emails, social engineering, improper password management, or operational errors. 4. Failure to effectively respond to information security incidents may result in regulatory compliance risk, loss of customer trust, damage to brand image, and additional operating costs.		

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Major topic	Information security		
Specific action	Information security system and technical protection ▶ Establish and continuously optimize the information security management system, and develop relevant management measures, operating procedures, and control systems. ▶ Strengthen access control for networks, hosts, endpoint devices, and systems to reduce the risk of unauthorized access and malicious attacks. ▶ Regularly perform system vulnerability testing, patching, and equipment maintenance to enhance the overall security of the IT environment. ▶ Establish a data backup and recovery mechanism to ensure that critical data and systems can be restored promptly in the event of an anomaly. ▶ Implement an information security monitoring and anomaly notification mechanism to enhance the real-time detection and response capabilities for information security incidents.	Information security risk management and response capabilities ▶ Conduct regular information asset inventory, risk assessments, and access reviews to identify critical systems, data, and potential risks. ▶ Establish an information security incident notification, investigation, response, and improvement mechanism to mitigate the impact of incidents and prevent similar occurrences. ▶ Conduct disaster recovery, business continuity, and information security incident response drills to strengthen cross-departmental collaboration and emergency response capabilities. ▶ Continuously monitor the external information security threat landscape and regulatory requirements, adjusting safeguards and management mechanisms in a timely manner.	Information security awareness, education and training ▶ Conduct regular information security awareness campaigns and education and training for all staff to enhance their ability to identify phishing emails, social engineering, and daily security risks. ▶ Advanced information security courses were provided for IT personnel and employees in key positions to strengthen their professional defense and management capabilities. ▶ Continuously strengthen the information security culture within the Company through awareness campaigns, testing, drills, and policy announcements.
Management mechanism	(I) Management Structure ▶ The information-related units are responsible for coordinating information security policy planning, system establishment, risk management, and the promotion of technical protection measures. ▶ Each department must cooperate in implementing information security management measures in accordance with its business needs and responsibilities to jointly maintain information asset security. ▶ Regularly review the information security policy, risk status, and implementation effectiveness to continuously optimize the management system.	(II) Risk Control Mechanism ▶ Regularly conduct information asset inventory, risk assessments, vulnerability scanning, and access management. ▶ Establish mechanisms for cybersecurity incident reporting, investigation and analysis, remediation tracking, and prevention. ▶ Continuously monitor external threats and system anomalies, while strengthening backup, recovery, and business continuity management. ▶ Improve employee cybersecurity risk awareness and response capabilities through education and training, drills, and policy promotion.	(III) Performance Monitoring and Indicator Tracking Continuously track and review the following indicators to evaluate the effectiveness of the strategy: 1. Number of cybersecurity incidents 2. High-risk vulnerability remediation completion rate 3. Information security education and training completion rate 4. Phishing simulation exercise results 5. System backup and recovery test execution status 6. Access review completion rate

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Sustainable Operations

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Annual performance highlights



Included in the TPEX ESG 30 Index for 2025.



Customer satisfaction survey achieved an overall average score of 4.7 for the fifth consecutive year.

■ The 2025 customer satisfaction survey achieved an overall average score of 4.7 for the fifth consecutive year.



Earnings per share of NT\$21.72.

■ Maintained high profitability in 2025, with earnings per share of NT\$21.72.



No major regulatory violations occurred

■ No major regulatory violations occurred in 2025.



The Company maintained its ISO 27001 information security management systemthird-party verification

■ The Company maintained its ISO 27001 information security management systemthird-party verificationin 2025.





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Having established its leadership in industrial-grade storage, the Company is headquartered in Taiwan with a global business footprint. Since officially establishing the Group's AI development strategy in 2022, the Company has continued to leverage its forward-looking strategic planning and software-hardware integration capabilities. Focusing on three primary business pillars—core data computing and storage, edge AI systems and solutions, and computer vision AI sensing—the Company is advancing toward becoming a leading brand for edge AI solutions.

To meet the surging demands for storage, computing power, and functional expansion driven by the rapid growth of AI, the Company embraces "Architect Intelligence" as its core philosophy. We provide customers with a comprehensive suite of industrial control memory and storage modules, edge AI systems and computing solutions, vision sensing camera modules, and various Intelligent Peripheral Expansion Modules, comprehensively strengthening infrastructure from data center servers to edge devices. Furthermore, the Company is actively collaborating with international leaders, independent software vendors (ISVs), and professional partners across various vertical domains. By leveraging technical architecture integration and hardware-software integration, the Company delivers cross-platform one-stop edge AI solutions that simplify AI training, inference, and deployment. This approach helps the Company accelerate its the implementation of AI applications in global vertical domains such as smart cities, smart vehicles, smart medical care, and smart manufacturing.

We closely monitor market dynamics and industry demands within the industrial control and edge AI domains. Driven by a spirit of innovation and a long-term commitment of R&D resources, we actively strengthen our market share and technological leadership. Simultaneously, we strive to enhance global service satisfaction to maintain stable, long-term customer relationships and build a unique value chain centered on "ultimate service." Beyond product innovation and profit growth, Innodisk is deeply committed to corporate sustainability, integrating the principles and practices of ESG into its group operations and corporate culture. Guided by the philosophy of "a group of partners, growing together", Innodisk encourages its employees, management team, supply chain partners, and all stakeholders to jointly respond to diverse issues such as environment, education, and social participation. By integrating its technological expertise with local connectivity, the Company implements corporate social responsibility with "Innodisk characteristics" and continues to strive toward the goal of becoming a sustainable enterprise model.

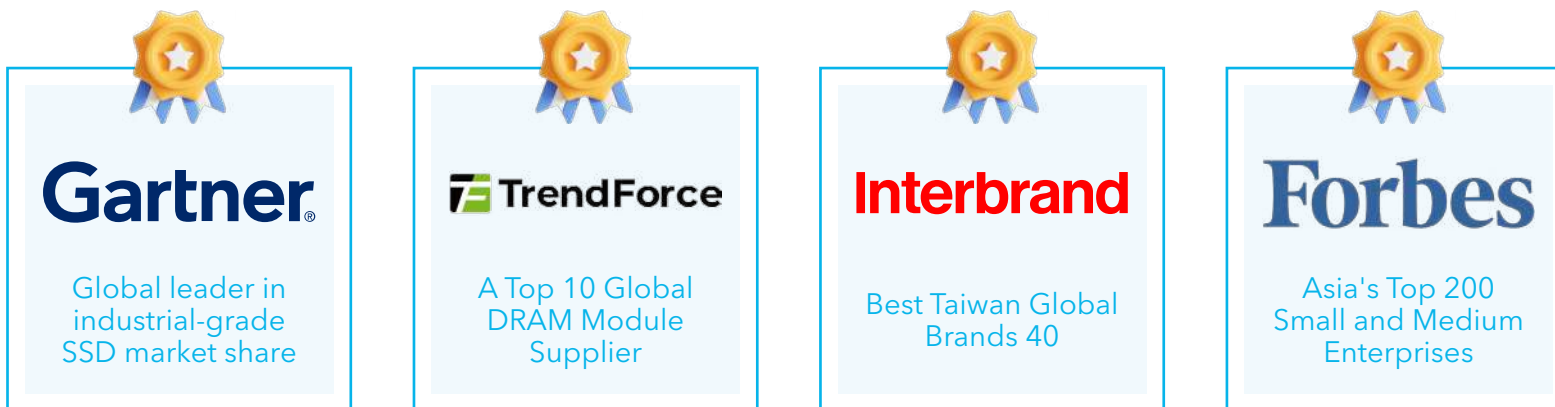
■ Company Basic Information

Company name	Innodisk Corporation
Short name	Innodisk
Capital	NT\$960,407,170
2025 Revenue	NT\$14,261,262 (thousand)
Industry	Computers and computing peripheral equipment manufacturing
Core business operations	Industrial embedded storage devices
Chairman	Chuan-Sheng Chien
General Manager	Chuan-Sheng Chien
Spokesperson	Kuang-Yao Kuo
Headquarters	5F, No. 237, Section 1, Datong Road, Xizhi District, New Taipei City
Company contact number	02-77033000
Company website	www.innodisk.com



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Global Market Recognition

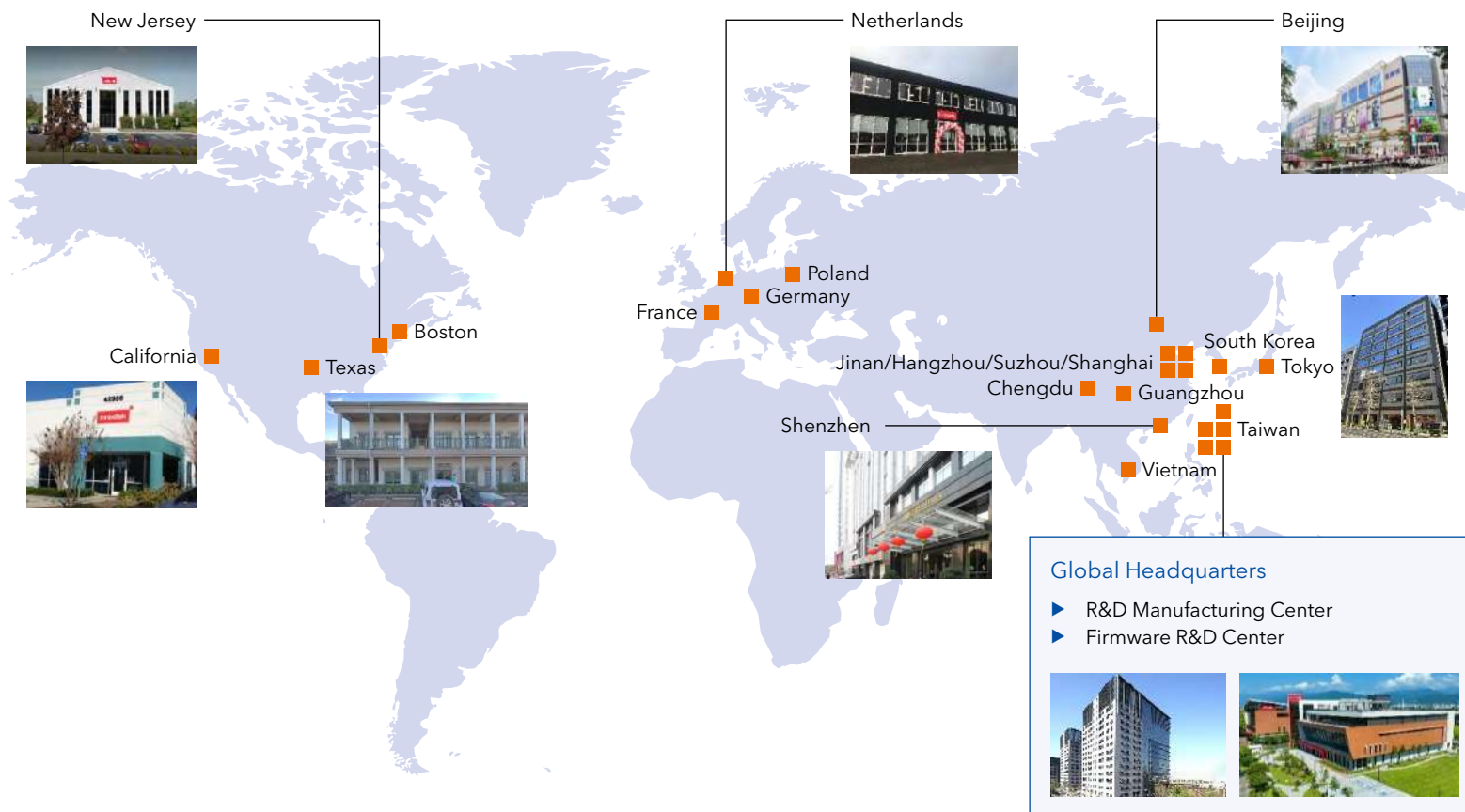


 2026 E3.L PCIe Gen5 Data Center SSD 2026 LPDDR5X LPCAMM2 Memory Module 2026 MIPI over Type-C DP MIPI-defined Camera Module 2026 Edge AI System (APEX-P200)	 2025 MIPI over Type-C Camera Module 2025 E3.L 50G-P Data Center SSD 2024 E1.S 4TG2-P SSD 2023 nanoSSD
 2025 CXL Memory Expansion Module 2022 Ultra-wide Temperature DDR4 Memory Module	 2024 USB Embedded Camera Modules

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Global Operational Footprint



Established 2005	Operating Regions 25	Global Employees 1,031	Monthly Production Capacity 1,350K
Paid-in Capital (USD) 32.01M	2025 Revenue (USD) 475.38M	Number of Patents 199	

Exchange rate USD : NTD = 1 : 30

1.1.1 Organizational Structure

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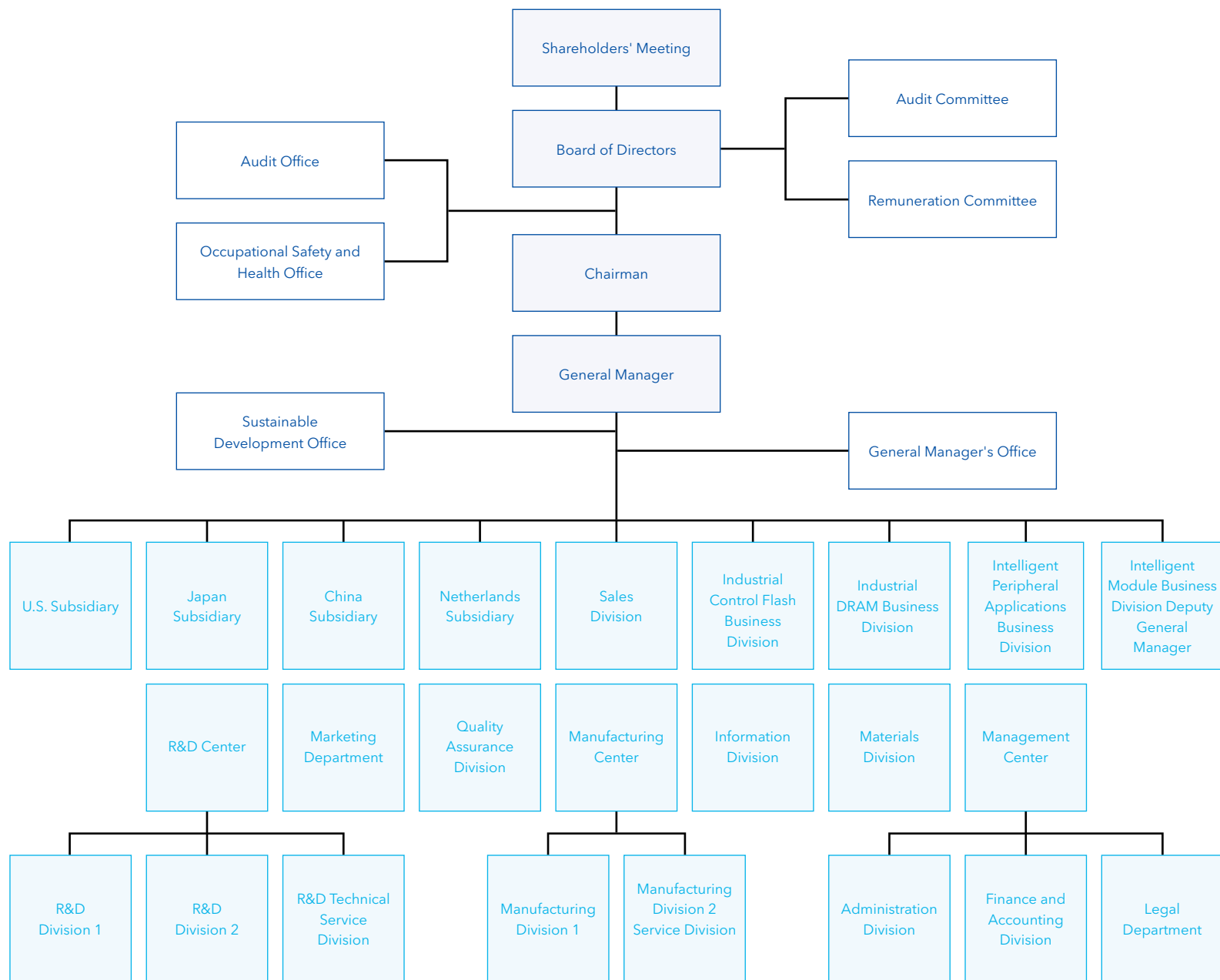
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1.1.2 Revenue Breakdown by Region

Based in Taiwan with a global vision, Innodisk maintains its global operations headquarters and R&D and manufacturing center locally. Leveraging its robust innovative R&D capabilities and exceptional capacity for customized products, the Company has successfully expanded its reach worldwide. With sales offices in the United States, China, Europe, and Japan, Innodisk provides global customers with attentive, local technical and business support.

The following shows the changes in the Company's revenue share by region over the past three years:



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1.1.3 Affiliates:

Unit: Thousand NTD

Name of affiliate	Relationship with the Company	Shares held in the Company			Shares held in affiliate by the Company		
		Number of Shares	Shareholding percentage	Investment amount	Number of Shares	Shareholding percentage	Investment amount
Innodisk Global-M Corporation	Subsidiary	-	-	-	665,000	100.00%	20,154
Innodisk USA Corporation	Subsidiary	-	-	-	2,046,511	100.00%	140,499
Aetina Corporation	Subsidiary	-	-	-	25,762,726	67.06	67,300
Innodisk Japan Corporation	Subsidiary	-	-	-	196	100.00%	3,533
Innodisk Europe B.V.	Subsidiary	-	-	-	50,000,100	100.00%	17,802
Innodisk France SAS	Second-tier subsidiary	-	-	-	5,000	100.00%	175
Innodisk Germany GmbH	Second-tier subsidiary	-	-	-	250	100%	868
Innodisk Shenzhen Corporation	Second-tier subsidiary	-	-	-	Note	100.00%	18,168
Antzer Tech Co., Ltd.	Second-tier subsidiary	-	-	-	58,400,000	100.00%	57,133
AETINA USA CORPORATION	Second-tier subsidiary	-	-	-	200,000	100.00%	6,098
AETING Europe B.V.	Second-tier subsidiary	-	-	-	100	100.00%	-
Aetina Japan Corporation	Second-tier subsidiary	-	-	-	500	100.00%	1,087
Aetina (Shenzhen) Artificial Intelligence Corporation	Second-tier subsidiary	-	-	-	Note	100.00%	1,360

Note: No shares issued

1.1.4 Participation in Industry Associations

Innodisk actively participates in industry associations to promote sectoral growth and strengthen its corporate social responsibility. Through close collaboration with industry partners, the Company stays attuned to industrial policies, technological advancements, and sustainable management issues.

Through these industry association platforms, Innodisk regularly engages in industry exchange, policy advocacy, and standard setting to jointly drive industrial innovation and sustainable development.

We are committed to enhancing the competitiveness of Taiwan's tech industry through cross-industry collaboration and fulfilling our environmental, social, and governance (ESG) goals, taking concrete action to promote the collective growth of both the industry and society.

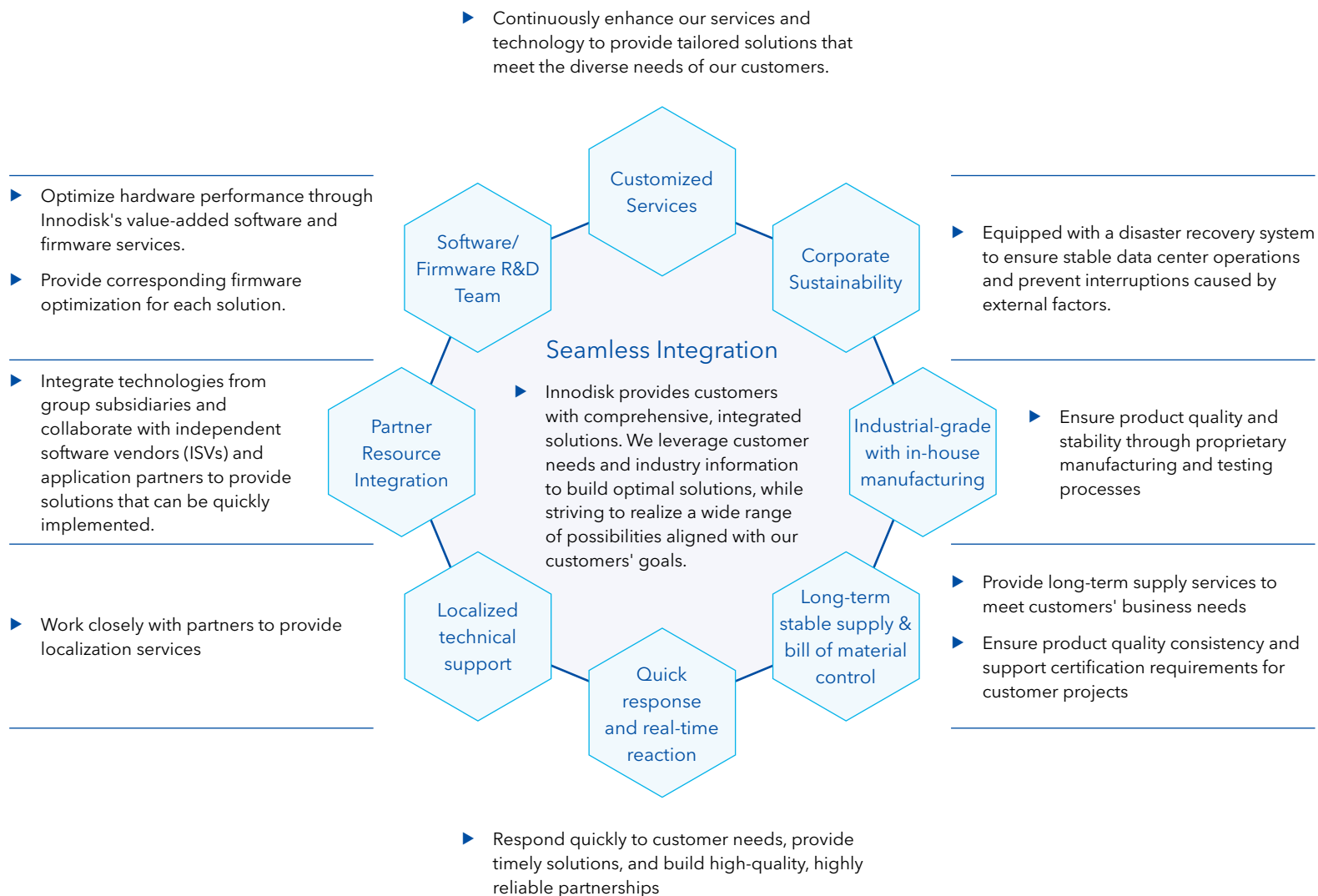
Industry-related associations in which Innodisk participated in 2024

- ▶ Taipei Computer Association
- ▶ New Taipei City Computer Association (NTCA)
- ▶ Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)
- ▶ Intelligent Computer & AIoT Association (ICAA)

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1.2 Key Products and Value Added

1.2.1 Service Value

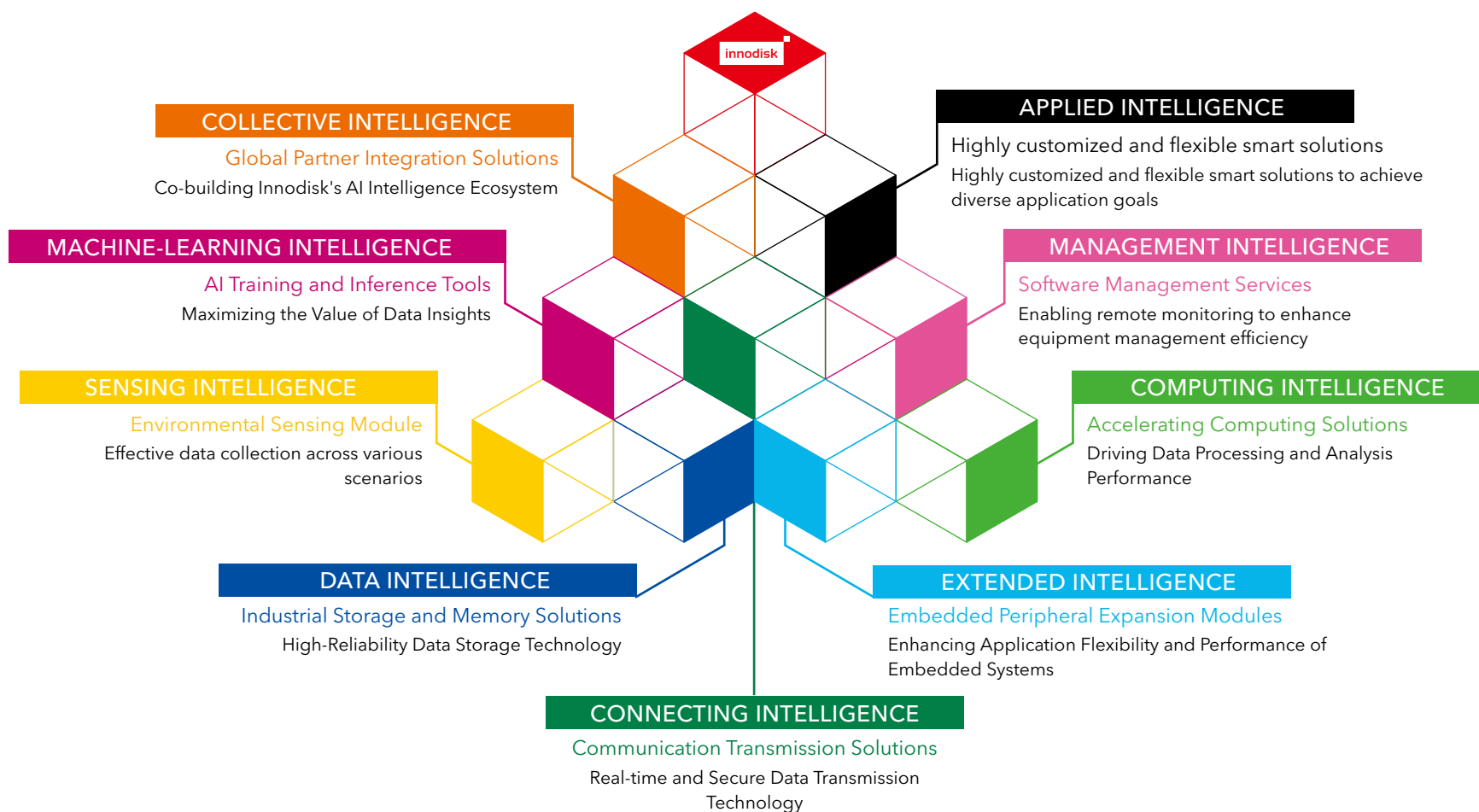


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1.2.2 Main Products

Building on its foundation in the industrial control market, the Company is now expanding into AI applications, progressively extending its reach into broad fields such as edge AI and computer vision. To clearly define the company's AI development strategy, Innodisk officially established its new "Architect Intelligence" brand proposition at the beginning of 2024. Under this framework, our company has reorganized our extensive product lines - encompassing embedded storage, memory modules, intelligent peripheral expansion modules, and AI edge computing solutions - into nine distinct and meaningful intelligent product categories (Intelligence). Through the synergy of these intelligent components, combined with Innodisk's expertise in customization services, we co-create AI solutions with our customers that accelerate edge computing efficiency and enable real-time dynamic awareness in application environments, laying a solid foundation for future technological innovation.

■ The Group's Edge AI Products and Solutions



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▣ The Group's Edge AI Products and Solutions

Software / Firmware	Cloud AI Platform		AI-Stack Tools / SDK	
	Remote Management / OOB / OTA / Recovery / Security / Diagnosis		AccelBrain(RAG) / AccelTune / iVIT-Training / iVIT-Inference	
	Software Tools		Operating System	
	iSMART / iTracker / iOPAL / iRAID		x86 / Arm, Window / Linux	
AI Accelerator Card	NVIDIA	Intel	Qualcomm	AI ASIC
AI Platform	x86		Arm	
Embedded Peripherals	Flash	DRAM	Display	Storage
	LAN	CAN Bus / CAN FD	GNSS	Wireless
Sensors	Embedded Camera Module		Air & Gas Sensor	

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Currently, Innodisk's product R&D strategy is built upon three main pillars: "core data computing and storage, edge AI systems and solutions, and computer vision AI sensing." Beyond continuing to innovate in its core memory and storage business with next-generation products such as LPCAMM2 and E3.L Gen5 solid-state drives, the Company has also conducted R&D on an edge AI computing platform compatible with the world's leading accelerator architectures, as well as embedded camera modules that facilitate edge visual applications. By providing diverse solutions and integrated services covering various edge applications, the Company has consolidated its market share and brand visibility. Its products have also earned recognition through awards such as Embedded World - Best in Show and the Taiwan Excellence Award. Meanwhile, Innodisk continues to strengthen its partner ecosystem with global tech giants and independent software vendors (ISVs), leveraging a robust corporate strategy to embrace the market expansion and challenges driven by AI applications and computing power demand.



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1.3 Product Quality and Customer Satisfaction

1.3.1 Product Quality

In the field of industrial control, quality management of storage devices, such as SSDs and dynamic random-access memory, is critical. These products are widely used in critical sectors such as automation, healthcare, transportation, and defense, where their reliability and stability directly impact system safety and efficiency. Therefore, establishing a rigorous quality management system throughout the entire process—from R&D design and verification to production—to ensure outstanding product performance in various harsh environments is the key to a company's competitiveness.

Quality Management in the R&D and Design Stage

From the initial R&D and design phase, quality management is integrated into every stage of the product life cycle. First, establish detailed design specifications to ensure that products meet the specific needs of the industrial control domain, such as vibration resistance, high-temperature resistance, and electromagnetic interference resistance.

Quality Management in the Product Verification Stage

During the R&D phase, various tests are conducted to ensure product stability and reliability across diverse environments, including basic functional tests, long-term tests, power cycling tests, power failure tests, environmental reliability tests (high/low temperature and humidity operation, drop, vibration, impact, and storage), EMC tests, safety regulation tests, compatibility tests, data retention tests, and reliability demonstration tests.

Production Stage Quality Management

Implementing strict quality control measures is crucial during the production stage. First, establish a comprehensive supplier management system to ensure that the raw materials and components provided by suppliers meet quality requirements. Secondly, statistical process control (SPC) and other methods are employed during the production process to monitor workflows and ensure that any deviations are detected and corrected in a timely manner. Furthermore, we cultivate total quality awareness among all employees and continuously refine production processes to enhance product quality, ensuring that everyone embraces the concept of "Big Q."

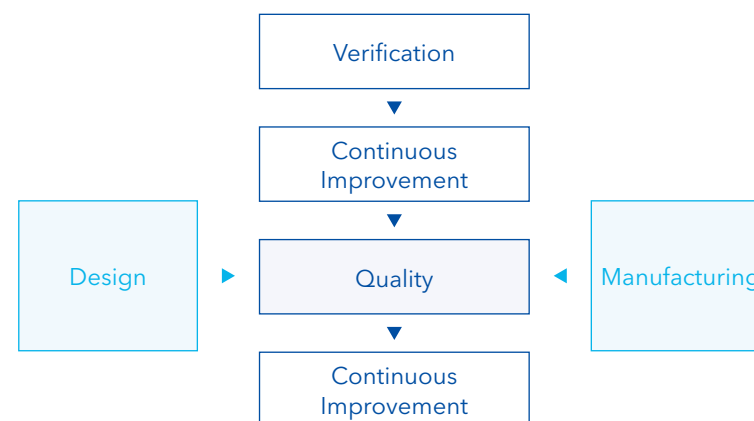
Environmental and Sustainability Considerations

While pursuing high quality, considerations for the environment and sustainable development are becoming increasingly important. Regarding the plastic convention project expected to be implemented in 2025, the Company has gradually conducted an inventory of plastic usage and has since been promoting plastic reduction strategies, including reducing the plastic content in product packaging, introducing recyclable or biodegradable materials, and enhancing suppliers' environmental awareness.

Continuous Improvement and Innovation

Quality management is a process of continuous improvement. Identify areas for improvement through regular quality audits and customer feedback to drive the continuous optimization of products and processes. Meanwhile, the Company actively monitors technological developments within the industry and adopts advanced manufacturing technologies and management methods, such as automated production and AI inspection, to enhance production efficiency and product quality.

In the industrial control domain, Innodisk maintains strict quality control over its products throughout the entire process, from R&D and design to verification and production. By integrating environmental and sustainability considerations, companies can fulfill their social responsibilities while simultaneously meeting customer needs.



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1.3.2 Customer Satisfaction

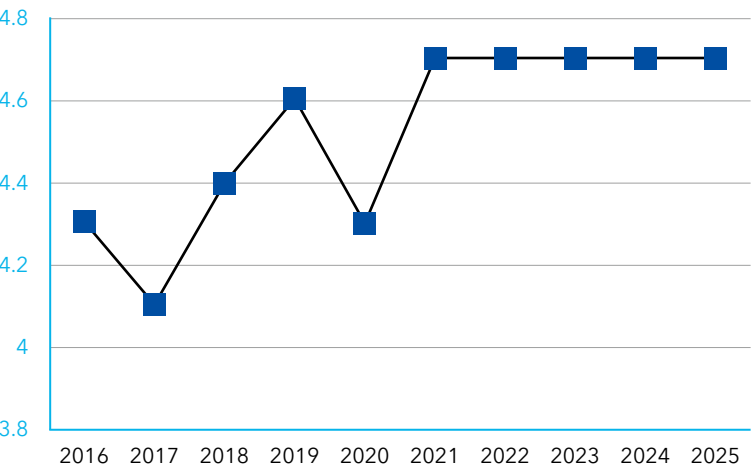
An annual satisfaction survey is conducted for customers with transactions during the year. The survey evaluates items such as product quality, hazardous substance management (HSF), delivery speed, after-sales service, technical service, and information flow, with a maximum score of 5. The questionnaires were sent automatically by the system, excluding customers with an annual transaction volume of less than NT\$500,000.

If an individual customer gives a score of less than 3 for any single item or an overall average of less than 3, we will discuss improvement measures with the relevant internal units and respond to the customer.

In 2025, there were 1,255 transacting clients, excluding 604 clients with an annual transaction volume of less than NT\$500,000; the number of valid survey responses was 328, with an overall average score of 4.7. The highest average score was: overall customer responsiveness and efficiency at 4.8; the lowest was: product-related updates on the official website at 4.6.

Valid Questionnaires 328 companies	Overall Average Score Score of 4.7
Score of 4.8 Highest Average Score Item	Score of 4.6 Lowest Average Score Item

Customer Satisfaction Score Trend Chart



Customer Privacy (confidentiality terms)

Strict compliance with the confidentiality agreement is our fundamental commitment to our customers. Throughout the course of our cooperation, any confidential information provided by customers—ranging from hardware and software technical data to customer information provided by distributors—is governed by a confidentiality agreement signed in advance based on the customer's requirements to ensure their information security.



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1.4 Regulatory Compliance

Since 2005, internal operating procedures have been established in accordance with the standards of publicly traded companies, the Labor Standards Act, the Occupational Safety and Health Act, environmental regulations, and local requirements. Since being listed, the Company has closely monitored legislative updates from the competent authority and made timely adjustments to ensure compliance across all group branches and subsidiaries.

Business ethics reflect the core of corporate culture. The Company prohibits any form of corruption, extortion, blackmail, and embezzlement of public funds. The Company formulated the "Integrity Management Operation Procedures and Behavioral Guidelines" and the "Ethical Code of Conduct" provisions in 2012 according to the "Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/TPEX Listed Companies."

We continuously monitor changes in domestic and foreign policies, laws, and regulations to identify risks affecting the Company's operations or finances. Moreover, comprehensive and rigorous legal compliance operating procedures—coordinated by the legal department and relevant departments—are in place to regularly review the legal compliance status and refine processes. In 2024, the Company was not involved in any litigation regarding anti-competition, anti-trust, or monopolistic practices. Furthermore, in accordance with GRI Standards, the Company has disclosed legal compliance indicators across economic, environmental, and social dimensions. There were no instances of material monetary fines or other non-monetary penalties resulting from non-compliance with laws and regulations.

■ Environmental Legal Compliance

In 2025, there were no major penalties for violating environmental laws and regulations, nor were there any environmental impact complaints filed, processed, or resolved through the formal complaint mechanism. We are committed to strengthening environmental education, implementing energy conservation and carbon reduction, ensuring sustainable business operations, enhancing safety awareness, promoting employee health, controlling hazard risks, implementing regulations, and continuously improving to achieve waste reduction and zero-accident goals.

The Company has established Innodisk's International Supplier Code of Conduct, including requirements of environmental, environmental, energy, human rights, and occupational disasters in its communications with suppliers. Currently the Company has collected 100% of the agreements signed by the supplier. (Please refer to the Company's corporate sustainability website at <https://esg.innodisk.com/environment/supply-chain>)

■ Regulatory Compliance for Social and Economic Categories:

There were no complaints of corruption, violations of customer privacy, or loss of customer data in 2025. To ensure that colleagues have a clear understanding of the company's ethical business practices, anti-corruption policies, and whistleblower mechanisms, we have arranged for Taiwan-based colleagues to participate in related courses since 2022. To confirm that colleagues correctly understand these policies during the communication process, the courses include not only videos/on-site explanations but also relevant questions designed to verify that each colleague's understanding aligns with company policies.

■ Regulatory Compliance for Product Sales

Regarding product sales, there were no violations of product and service health and safety regulations in 2025. In terms of marketing and labeling, there were no violations of information labeling regulations for products and services, nor were there any violations of marketing and communication regulations. The Company consistently adheres to the principles of compliance with relevant regulations and international guidelines regarding important issues such as customer health and safety, customer privacy, marketing, and labeling. Through our QPCS000300 Customer Complaint Management Procedure and System, we have established a comprehensive grievance mechanism to ensure that customer feedback is effectively controlled and processed, while improving product and service quality.

In addition, the company discloses on its sustainability website (<https://esg.innodisk.com/zh/environment/green>) not only our determination to comply with regulations and actively promote sustainable development, but also provides consumers or customers with timely feedback and responds within required timeframes to further enhance stakeholders' trust in Innodisk.



Please refer to the Company's corporate sustainability website at

<https://esg.innodisk.com/environment/supply-chain>

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Annual performance highlights



Ranked among the top 6%~20% of TPEX-listed companies

■ Ranked among the top 6%~20% of TPEX-listed companies in the 2025 Corporate Governance Evaluation



No corruption or violations of business ethics

■ No corruption or violations of business ethics in 2025



No information security leakage incidents

■ No information security leakage incidents in 2025



The overall proportion of local procurement increased by 3.31%

■ The overall proportion of local procurement in 2025 increased by 3.31% compared to the previous year.



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Performance□ 2.3 Information Security
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2.1 Corporate Governance

2.1.1 Board of Directors

■ Board Members and Their Duties

The Company has a total of nine directors (including four independent directors) serving a three-year term (May 31, 2024 to May 30, 2027). To emphasize board independence and diversity, the Board of Directors consists of the chairman, directors, and independent directors, comprising eight men and 1 woman. All directors faithfully perform their duties, fulfill their duty of care as a prudent manager, and exercise their authority with a high degree of self-discipline and prudence. Due to operational needs, the chairman and the general manager are the same person; however, the number of independent directors has been increased to four, and more than half of the directors do not concurrently serve as managerial officers of the Company or employees, ensuring that the Board of Directors maintains its objectivity and supervisory power.

■ Functions of the Board of Directors

The Company's Board of Directors operates its corporate governance in accordance with the "Procedures for Board of Directors Meetings" and the "Procedures and Guidelines for Ethical Corporate Management". The Board of Directors was convened regularly every quarter (six meetings in 2025 with an attendance rate of 92.59%; please refer to the 2025 Innodisk Annual Report - The operation of the Board of Directors at <http://mops.twse.com.tw/>). For proposals involving interested parties, the important aspects of the interested party relationship were explained during the respective board meeting in accordance with the Procedures for Board of Directors Meetings. Where there was a concern that such interests might be detrimental to the Company's interest, the interested party stated their opinions and answered inquiries, and was recused from participating in discussions and voting (for the status of their recusal in 2025, please refer to the 2025 Innodisk Annual Report - The operation of the Board of Directors at <http://mops.twse.com.tw/>). The current directors faithfully perform their duties, fully expressing their views and building consensus on the Company's operating policies. Once resolutions are passed, they are delegated to management for implementation, with the Board continuing to supervise the results to ensure its responsibilities are fully upheld.

■ Director Nomination and Election

The Company has established the "Procedure for Election of Directors", which stipulates that a nomination system be adopted for director candidates, as well as the policies and standards for their nomination, qualification, and evaluation. The nomination of board members considers the overall composition of the Board and is conducted through a rigorous selection process. This process evaluates not only diverse backgrounds, knowledge, skills, and expertise but also the actual needs of the Company based on its future strategic planning. Furthermore, more than half of the directors shall not have a spousal relationship or a relationship within the second degree of kinship with any other director.

■ Independent Director

The Company appointed independent directors in 2012 to strengthen the operation of the Board of Directors. These independent directors possess professional expertise and are subject to restrictions on their shareholdings and concurrent positions. By maintaining independence within their scope of duties and ensuring no direct or indirect conflicts of interest with the Company, they are better positioned to maximize their effectiveness, increase the transparency of company financial statements, protect shareholders' equity, and enhance corporate value to achieve the goal of sustainable operations.

■ Performance Evaluation of the Board of Directors and Functional Committees (Audit and Remuneration)

In August 2020, the Company established the "Board of Directors' Performance Evaluation Measures" to conduct performance evaluations of the Board of Directors. Regular annual evaluations are conducted for the Board as a whole, individual directors, and functional committees (Audit and Remuneration committees), utilizing a self-assessment questionnaire. The 2025 assessment results were satisfactory and were reported to the Board of Directors on February 26, 2026. Please refer to Innodisk's 2025 Annual Report for the annual performance evaluation results (available at <http://mops.twse.com.tw/>).

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Diverse Composition

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

01 Basic requirements and values: Gender, age, nationality, culture, etc.

02 Professional knowledge and skills: Professional background (such as law, accounting, industry, finance, marketing, and/or technology), professional skills, industry experience, etc.

Overall Competencies Required for the Board of Directors

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

1. Operational judgment capability
2. Accounting and financial analysis ability
3. Business management ability
4. Crisis management ability
5. Industry Knowledge
6. An international market perspective
7. Leadership capability
8. Decision-making capability

2025 Director Training Status

Title	Name	Advanced study date	Course organizer	Course name	Course Category	Training hours
Chairman	Chuan-Sheng Chien	114/10/21	The Institute of Internal Auditors	Risk-Oriented Internal Audit Methods and Practices	Risk management	6.0
Director	Chung-Liang Lee	114/12/15	The Institute of Internal Auditors	Business Intelligence and Data Analysis Methods	Corporate governance	6.0
Director	Cing-Jhong Jhu	114/10/17	Securities and Futures Institute	Analysis of Fraud Methods and Introduction to Anti-Money Laundering Regulations and Case Studies	Risk management	3.0
			Securities and Futures Institute	AI Development, Applications, and Emerging Legal Issues	Industrial Development	3.0
Director	Shan-Ke Hsu	114/08/22	Chinese National Association of Industry and Commerce	2025 Taishin Shin Kong Net-Zero Summit	Sustainable Development	3.0
		114/09/26	Securities and Futures Institute	Seminar on Prevention of Insider Trading in 2025	Corporate governance	3.0

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Title	Name	Advanced study date	Course organizer	Course name	Course Category	Training hours
Representative of corporate director	Xi-Xi Wu	114/10/03	Republic of China Accounting Research and Development Institute	Analysis of the Practical Application of Sustainability Policies and Sustainability Disclosure Standards	Sustainable Development	6.0
Independent Director	Yin-Tien Wang	114/08/07	Securities and Futures Institute	How Directors and Supervisors Oversee Corporate Risk Management and Crisis Handling (Including Gender Equality)	Risk management	3.0
		114/08/07	Securities and Futures Institute	U.S.-China Economic Developments under Trump 2.0 and the Outlook for Taiwan's Industries	Corporate governance	3.0
Independent Director	Wei-Li Lin	114/10/02	Securities and Futures Institute	Corporate Governance Evaluation Transformation Strategies for ESG Evaluation	Corporate governance	3.0
		114/10/15	Securities and Futures Institute	Corporate Mergers and Acquisitions Practices and Case Studies	Corporate governance	3.0
Independent Director	Kai-Charn Young	114/05/13	Taiwan Institute Of Directors	Globalized Corporate Management Strategies	Corporate governance	3.0
		114/08/12	Taiwan Institute Of Directors	AI-Driven Industrial Digital Transformation and Business Innovation Applications	Industrial Development	3.0
		114/12/24	Taiwan Corporate Governance Association	Artificial Intelligence and Corporate Governance	Corporate governance	3.0
Independent Director	Su-Shun Lo	114/09/18	Securities and Futures Institute	Trends in Digital Technology and Artificial Intelligence and Risk Management	Risk management	3.0
		114/10/23	Securities and Futures Institute	Creating a Diverse and Inclusive Organizational Environment: The Necessity of Promoting DEI and Enhancing Leadership Based on Workplace Bullying Incidents	Corporate governance	3.0

The primary purpose of the Company's Board of Directors' Meeting Procedure Rules is to establish a sound governance system, enhance supervisory functions, and strengthen management capabilities. Unless otherwise specified by law or the Articles of Incorporation, the conduct of board meetings shall be governed by the Company's "Board of Directors' Meeting Procedure Rules." When the Board of Directors convenes, the meeting handling unit designated by the Board shall prepare relevant materials for the attending directors to review at any time. Depending on the content of the proposals, the unit may notify managerial personnel from relevant departments who are not directors to attend the meeting, and accountants, lawyers, or other professionals may also be invited to participate if necessary.

The Company's "Procedures and Guidelines for Ethical Corporate Management" expressly prohibit offering or receiving bribes, making illegal political donations, making improper charitable donations or sponsorships, offering or accepting unreasonable gifts, hospitality, or other improper benefits. Infringing upon trade secrets, trademark rights, patents, copyrights, and other intellectual property rights, engaging in unfair competition, and any actions during the R&D, procurement, manufacturing, or sales of products and services that directly or indirectly harm the rights and interests, health, or safety of consumers or other stakeholders are also prohibited.

Audit Committee

The Audit Committee is established to assist the Board of Directors in exercising its supervisory duties and is responsible for the mandates prescribed by the Company Act, the Securities and Exchange Act, and other relevant laws and regulations. Matters for review include the Company's financial statements, auditing and accounting policies and procedures, the internal control system, possible conflicts of interest, material asset or derivatives transactions, offering or issuance of securities, the appointment, dismissal, or remuneration of certifying accountants, and the appointment or dismissal of financial, accounting, or internal auditing officers. Pursuant to the Audit Committee Charter, the Audit Committee is authorized to conduct any appropriate audits and investigations within the scope of its responsibilities and maintains direct communication channels with the Company's internal auditors, certifying accountants, and all employees. The Audit Committee also has the authority to engage legal counsel, accountants, or other consultants to assist in the performance of its duties. The Audit Committee shall meet at least four times a year.

In 2025, the Remuneration Committee consisted of four independent directors

and held **5 meetings**

attendance rate

100%



Please refer to the Innodisk 2025 Annual Report -The operations of the Audit Committee at:
<http://mops.twse.com.tw/>

Remuneration Committee

The remuneration policy of the highest governing body is designed to assist the Board of Directors in implementing and evaluating the Company's overall remuneration policy, as well as the remuneration of directors and general managers. The Company's Remuneration Committee shall meet at least twice a year.

In 2025, the Remuneration Committee consisted of four independent directors

and held **3 meetings**

attendance rate

100%



Please refer to the Innodisk 2025 Annual Report - The operations of the Remuneration Committee at:
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■ Titles and Scope of Responsibilities of Managers

Title	Nationality	Name	Gender	Date elected or appointed	Education and experience
General Manager	ROC	Chuan-Sheng Chien	Male	2010.06.23	▶ Department of Mechanical Engineering, Tamkang University ▶ Master of Mechanical Engineering, National Central University ▶ Entrepreneur Class, National Chengchi University ▶ General Manager of Innodisk Corporation
Chief Operating Officer	ROC	Chia-Ying Wang	Male	2011.11.01	▶ Attended Chung Yuan Christian University Business Administration Institute ▶ Department of Industrial Engineering, Xipu Industrial College ▶ Marketing Deputy General Manager of Innodisk Corporation ▶ Sales Division - Deputy General Manager ▶ Overseas Operations Center Manager and Peripheral Products Sales Division Manager of Advantech Co., Ltd. ▶ Peripheral Products Sales Division Manager ▶ Sales Division Chief of IBASE TECHNOLOGY INC. ▶ Sales Division Deputy Chief of VIA Technologies ▶ Industrial Computer Systems Product Division Assistant Vice Manager of AAEON Technology Inc.
Sales Division - Deputy General Manager	ROC	Hao Fu	Male	2022.01.01	▶ Institute of Industrial Engineering and Management, National Chiao Tung University ▶ Department of Mechanical Engineering, National Taipei University of Technology ▶ Special Assistant to General Manager of Innodisk Corporation
Industrial Control Flash Business Division - Deputy General Manager	ROC	Wu Yang-Hsi	Male	2012.08.01	▶ Department of Information Engineering, Fu Jen University ▶ International engineer of Power Quotient ▶ Engineer of Jizhi Technology
Information Division Deputy General Manager	ROC	Te-Chang Liao	Male	2013.10.07	▶ Master of Information Management, Tamkang University ▶ Department of Industrial Engineering, Taipei Institute of Technology ▶ Assistant Vice Manager of AAEON Technology Inc. ▶ Deputy General Manager of ATECH OEM INC. ▶ EVA Air System Development and Integration Team Leader
Industrial Control DRAM Business Division - Deputy General Manager	ROC	Wei-Min Chang	Male	2014.02.10	▶ National Chengchi University Global Operations and Management ▶ Longhua University of Science and Technology ▶ General Manager of PATRIOT MEMORY INC. ▶ General manager of EVERYDAYCHINA.COM. CORP. ▶ Assistant Vice Manager of Synnex Technology International Corporation.
R&D Center Senior Assistant Vice Manager	ROC	Chin-Chung Kuo	Male	2009.05.18	▶ Department of Mechanical Engineering, National Ocean University ▶ Master's Program of Control Group, National Taiwan University Institute of Mechanical Engineering ▶ Doctoral Program of Control Group, National Taiwan University Institute of Mechanical Engineering ▶ RD Technical Chief of UNION BASE TECHNOLOGY LIMITED ▶ RD Senior Manager of Ultima Electronics Corporation ▶ RD Associate Manager of ASUSTEK COMPUTER INCORPORATION

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Title	Nationality	Name	Gender	Date elected or appointed	Education and experience
Manufacturing Division Deputy General Manager	ROC	Ho-Tsang Tsai	Male	2011.06.27	▶ Department of Motivation, Tsinghua University ▶ Institute of Mechanical Engineering, National Central University ▶ Manager of UNIFORM INDUSTRIAL CORP. ▶ Assistant Vice Manager of TRANSCEND INFORMATION INC.
Deputy General Manager of Materials Division	ROC	Yu-Chun Ko	Male	2005.03.22	▶ Department of Philosophy, Soochow University ▶ University of Dallas Business Research Institute ▶ Special Assistant to Chairman of Jui Cheng Precision Technology Co., Ltd. ▶ Product Manager of POWER QUOTIENT INTERNATIONAL CO., LTD. ▶ Sales Chief of LEO SYSTEMS, INC. ▶ Senior Sales Specialist of WALSIN TECHNOLOGY CORP. ▶ Senior Sales Specialist of Nankang Rubber Tire Corp., Ltd.
Deputy General Manager of Intelligent Module Business Division	ROC	Ting-Huang Wei	Male	2021.05.10	▶ Bachelor of the Department of Mechanical Engineering, National Taiwan University ▶ Studied at the Department of Mechanical Engineering, Siegen University in Germany ▶ Deputy General Manager of NCG/DMSO/ISG/ECG of Advantech Co., Ltd. ▶ General Manager of DFI Inc.
Sales Division Assistant Vice Manager	ROC	Li-Yin Yu	Male	2014.07.01	▶ Department of Information Management, Chung Yuan Christian University ▶ Sales division manager of GIGABYTE Technology
Management Center Deputy General Manager	ROC	Li-Cheng Wang	Male	2012.04.14	▶ Department of Industrial Management Science, Chengcong University ▶ Master of Business Administration, Rotterdam School of Management ▶ Finance Manager of BROWAVE CORPORATION ▶ Finance Senior Manager of PROLIFIC TECHNOLOGY INC. ▶ Litigation and non-litigation representative of Coland Pharmaceutical Co., Ltd.
Associate Deputy General Manager of Finance & Accounting Division Corporate Governance Officer	ROC	Kuang-Yao Kuo	Male	2024.11.07	▶ Master of Business Administration, National Chung Cheng University ▶ Director, Deputy General Manager and CFO of Alcor Micro Corp. ▶ CFO of Alcorlink Corp. ▶ Senior Special Assistant of Alcor Micro Corp. ▶ Manager of Financial Planning Department, Far EasTone Telecommunications Co., Ltd.
Accounting Manager	ROC	Wen-Kui Hsiao	Male	2022.08.05	▶ Soochow University double bachelor's degree in accounting and business management ▶ Assistant auditor of KPMG International Cooperative ▶ Manager of Zenitron Corporation

Remuneration Policy

Directors

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

Total remuneration for general managers and deputy general managers

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

Correlation between operating performance and future risks

The Company's remuneration payments take into consideration future environmental changes and operating performance for evaluation and adjustment. Additionally, through the establishment of "Procedures and Guidelines for Ethical Corporate Management" and "Code of Ethical Conduct", the Company educates and reminds directors and managers not to engage in behaviors that exceed the Company's risk appetite in pursuit of remuneration, thereby avoiding improper situations where the Company suffers losses after paying remuneration. If a director or employee is involved in a wrongful act that results in a loss to the Company, he or she may be disciplined as necessary by law.

2.1.2 Board Members

The Company's 8th Board of Directors comprises nine directors (including 4 independent directors). The members possess the knowledge, skills, and professional qualities necessary to execute business operations and provide timely recommendations on corporate decisions. To implement the board composition diversity policy, the Company has four independent directors (accounting for 44%) with tenures of six years or less. Additionally, directors who are also an employee of the Company account for 22%, and female directors account for 11%, achieving the goal of having at least one female director. There is one director in the age group of 71-80 years old (accounted for 12%), four directors in the age group of 61-70 years old (accounted for 44%), and 4 directors in the age group of 51-60 years old (accounted for 44%).

9 Board members	44 % Independent Director
22 % Employee director	11 % Female director
12 % Directors aged 71-80	44 % Directors aged 61-70
44 % Directors aged 51-60	



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■ Board Diversity Policy for Individual Directors

Director Name / Core Diversity Items	Nationality	Gender	An employee of the Company	Age			Independent Director Tenure			Operational judgment capability	Accounting and financial analysis ability.	Business management ability.	Crisis management ability.	Industry Knowledge	An international market perspective.	Leadership capability	Decision-making capability
				51-60	61-70	71~80	Under 3 years	3~6 years	Over 9 years								
Chuan-Sheng Chien	ROC	Male	■	■						■	■	■	■	■	■	■	■
Chung-Liang Lee	ROC	Male			■					■	■	■	■	■	■	■	■
Rui Ding Investment Co., Ltd. Representative: Xi-Xi Wu	ROC	Male	■	■						■		■	■	■	■	■	■
Cing-Jhong Jhu	ROC	Male		■						■	■	■	■		■	■	■
Shan-Ke Hsu	ROC	Male				■				■	■	■	■	■	■	■	■
Yin-Tien Wang	ROC	Male			■			■		■		■	■	■	■	■	■
Wei-Li Lin	ROC	Male		■				■		■		■	■	■	■	■	■
Kai-Charn Young	ROC	Female			■			■		■	■	■	■		■	■	■
Su-Shun Lo	ROC	Male			■			■		■		■	■		■	■	■

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■ Directors' Educational Background, Professional Experience, and Concurrent Positions

Chairman	Chuan-Sheng Chien	▶ Department of Mechanical Engineering, Tamkang University ▶ Master of Mechanical Engineering, National Central University ▶ Entrepreneur Class, National Chengchi University ▶ General Manager of Innodisk Corporation	▶ General Manager of Innodisk Corporation ▶ Chairman of Innodisk Shenzhen Corporation ▶ Director of Innodisk USA Corporation ▶ Representative and Director of Innodisk Japan Corporation ▶ Director of Innodisk Europe B.V. ▶ Director of Innodisk France SAS ▶ Chairman of Mauritius Innodisk Global-M ▶ Representative of a corporate director/Chairman of Aetina Corporation ▶ Representative of a corporate director of Millitronic Co., Ltd. ▶ Representative of a corporate director of SysInno Technology Inc. ▶ Independent Director of ANPEC ELECTRONICS CORPORATION
Director	Chung-Liang Lee	▶ Department of Management Science, National Chiao Tung University ▶ Graduate School of Management Research, Tamkang University ▶ General manager of Power Quotient International	▶ Chairman of Rui Ding Investment Co., Ltd. ▶ Director of I-Media Tech Co., Ltd. ▶ Director of Aetina Corporation
Director	Shan-Ke Hsu	▶ Department of Management Science, National Chiao Tung University ▶ MBA, National Chengchi University ▶ Deputy Chief Executive Officer of the General Management Office of Yulon Group ▶ Chairman of Xinyang Management Consulting (Stock) Company	▶ Chairman of 3R LIFE SCIENCES TAIWAN LTD ▶ Independent Director of NUVOTON TECHNOLOGY CORPORATION ▶ Representative of Corporate Director of Acme Electronics Corporation ▶ Independent Director of Winbond Electronics Corp.
Director	Rui Ding Investment Co., Ltd. Representative: Xi-Xi Wu	▶ Department of Information Engineering, Fu Jen University ▶ Engineer of Power Quotient International ▶ Engineer of Jizhi Technology	▶ Deputy General Manager of industrial control flash business division Innodisk Corporation
Director	Cing-Jhong Jhu	▶ Department of Management Science, National Chiao Tung University ▶ Master of Management Science, National Chiao Tung University ▶ General Manager of Kobayashi Optical Co., Ltd.	▶ Adjunct Professor of the Department of Management Science, National Yang-Ming Chiao Tung University ▶ Director of Aetina Corporation ▶ Executive Director of Association Leader of Small & Medium Enterprise

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Independent Director	Yin-Tien Wang	▶ PhD in Mechanical Engineering, University of Pennsylvania, USA ▶ Associate Professor of the Department of Mechanical and Mechatronic Engineering, Tamkang University	▶ Professor of the Department of Mechanical and Electrical Engineering and the Department of Artificial Intelligence, Tamkang University ▶ Independent Director of Chant Sincere Co. Ltd.
Independent Director	Wei-Li Lin	▶ PhD, Graduate School of Information Management, National Chiao Tung University ▶ Chief Technology Officer of TAILYN TECHNOLOGIES, INC. ▶ Deputy General Manager, GOOD WAY TECHNOLOGY CO., LTD. ▶ Chief Technical Officer of R&D General Management Office of New Jinpo Group ▶ Deputy General Manager of Business and Chief Assistant to General Manager of Unizyx Holding Corp./MitraStar Technology Corp. ▶ Deputy General Manager/Executive Deputy General Manager of Greater China of Groundhog ▶ Senior Manager of Asia Pacific Telecom	▶ General Counsel of Lane 55 Slow Workshop ▶ Corporate supervisor representative of NUWA ROBOTICS ▶ Chief Strategy Officer (CSO, Chief Strategy Officer), The Cayman Islands NUWA Robotics Corp. Hong Kong Subsidiary - Taiwan Branch
Independent Director	Kai-Charn Young	▶ Department of Business Administration, National Chengchi University ▶ MBA, Kansas State University, USA ▶ Entrepreneur Class, National Chengchi University ▶ Senior Vice president and Head of Entrepreneurship and Industrial Investment Department of CDIB Capital Group. ▶ General Manager of CDIB Capital Management Corporation and CDIB Venture Capital Corporation	▶ Independent Director of Sinopower Semiconductor Inc. ▶ Independent Director of WPG Holdings ▶ Director of Young Shine Electric Co., Ltd. ▶ Independent Director, ASPEED TECHNOLOGY INC.
Independent Director	Su-Shun Lo	▶ Department of Medicine, National Yang-Ming University ▶ Professor of Surgery, National Yang-Ming University ▶ Attending Physician of General Surgery of Taipei Veterans General Hospital ▶ Associate Dean of Yang-Ming University Hospital ▶ Dean of Yang-Ming University Hospital	▶ Appointment Physician of National Yang-Ming Chiao Tung University Hospital

2.1.3 Innodisk Corporate Governance

The Company is committed to maintaining the highest ethical standards and an effective system of rights and responsibilities. We believe that sound corporate governance establishes a solid foundation for operational growth, enables us to provide the market with high-quality products and services, and enhances the long-term value of the Company. Through a sound corporate governance system, Innodisk achieved an impressive corporate governance evaluation result of 6% to 20% for 2025. Furthermore, the Company's corporate governance policy is implemented in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and relevant laws and regulations, with the following corporate governance regulations established:

- | | |
|--|--|
| 01 Procedures for Board of Directors Meetings | 10 Audit Committee Charter |
| 02 Rules of Procedure for Shareholders' Meeting | 11 Remuneration Committee Charter |
| 03 Internal Control System | 12 Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises |
| 04 Procedures for Acquisition or Disposal of Assets | 13 Operating Procedures for Group Enterprises, Specific Companies and Related Party Transactions |
| 05 Procedures for Lending Funds to Others | 14 Procedures for Handling Material Inside Information |
| 06 Operating Procedures for Endorsement and Guarantee | 15 Rules Governing the Scope of Powers of Independent Directors |
| 07 Regulations Governing Election of Directors | 16 Procedures for halt and resumption applications |
| 08 Operating Procedures for Ethical Management and Guidelines for Conduct | 17 Standard practice for handling requests from directors |
| 09 Code of ethical conduct | 18 Corporate Governance Best Practice Principles |

Beyond the Audit Committee's review and monitoring of internal control and internal audit implementation in accordance with relevant regulations, the Board of Directors and management also conduct annual reviews of each unit's self-assessment results and the audit unit's audit reports, preparing an internal control statement for timely submission to the competent authority.





2.2 Economic Performance

Management Approach for Material Topics

Economic performance

Policies and Commitments

- ▶ **Policy:** Innodisk is committed to developing value-added technologies and services, leveraging deep industry and market insights to build dedicated infrastructure that fully unleashes the potential of AI and shapes a smart future.
- ▶ **Commitment:** We continue to create outstanding value and share the fruits of economic growth with all stakeholders, ensuring that every partner and stakeholder benefits together as we join hands to promote corporate sustainable development and prosperity.

Grievance and Remediation Mechanism

1. **Risk Assessment and Management:**
The Company has established a comprehensive capital market risk assessment system and holds regular management meetings to track and review operational data and formulate necessary countermeasures. To address market fluctuations, supply chain conditions, regulatory changes, interest rate shifts, and dynamic credit risk assessments, the Company performs corresponding resource allocation and procurement, including capital, inventory, equipment investment, and staffing.
2. **Flexibly Adjustment of Resource Allocation and Procurement Strategies:**
Prioritize resource allocation to the products and R&D projects with the greatest potential, based on market demand and company goals.
3. **Feedback Mechanism:**
Maintain transparent communication with stakeholders on a regular basis and continue to optimize resource allocation based on economic benefit feedback.

2026 Targets and Performance

To further improve the Company's economic performance targets regarding resource allocation and mobilization, the goals are as follows:

1. **Inventory Management:**
Diversified supply chain: Partner with multiple suppliers to avoid over-reliance on a single source and enhance supply chain resilience.
2. **Production Flexibility:**
Automation Equipment: Invest in high-efficiency and automation equipment to improve production efficiency and enable rapid product line adjustments.
3. **Use of Funds:**
Establish a liquidity management system to monitor cash flow and ensure capital flexibility, integrating short-term and long-term financing to maintain sufficient liquidity during periods of high demand.
4. **Human Resource Planning:**
Develop long-term human resource planning to forecast future staffing needs and regularly review and adjust HR strategies.

Medium- to Long-term Goals

Focus on enhancing the Company's core competitive advantages and expanding its market share. Specific measures include:

1. **Increase R&D investment:** Increase investment in product and service innovation, develop new products that meet market demand, and enhance market competitiveness.
2. **Product market expansion:** Explore opportunities to expand into domestic and international markets to increase sales and diversify profit streams.
3. **Optimize cost structure:** Reduce production costs and improve overall operational efficiency through process improvements and technology upgrading to ensure sustainable profits.
4. **Continuous monitoring and evaluation:** Establish a comprehensive performance monitoring system to regularly evaluate the Company's operational and financial status, while adjusting strategies in a timely manner to ensure stable, long-term growth.

Long-term Goals

1. Build a corporate structure with high resilience and sustainable competitiveness.
2. Establish a long-term growth model that balances economic value with sustainable development.
3. Become a leading enterprise in the fields of industrial-grade storage and edge computing.
4. Build a stable and sustainable profit structure and business model.
5. Deepen long-term partnerships with stakeholders to create shared value.

2.2.1 Financial Position of Innodisk

In 2025, the Company's operating revenue was NT\$14,261,262 thousand, an increase of 59.96% over the previous year; net profits attributable to shareholders of the parent company were NT\$2,035,643 thousand, with earnings per share of NT\$21.72. Driven by factors such as increased product shipments and higher unit selling prices for memory products, profitability rose significantly compared to the previous period. Total accounts receivable amounted to NT\$3,297,117 thousand, an increase of 178% over the previous year. Total inventory amounted to NT\$5,772,313 thousand, an increase of 206% over the previous year, primarily due to strategic raw material stockpiling in anticipation of 2026 sales and market price fluctuations. Additionally, the debt ratio rose to 37%, up 16% over the previous year due to operational requirements. However, the financial structure remains stable, and financial revenue and expenditure are normal. For detailed operational performance and financial information, please refer to the Company's 2025 Annual Report. Visit: <http://mops.twse.com.tw/>

Condensed Consolidated Income Statements for Three Years

Unit: thousands of NTD (except for earnings per share/dividends in NTD)

	2023	2024	2025
Operating revenue (A)	8,313,778	8,915,642	14,261,262
Economic value distributed (B)	2023	2024	2025
Operating costs	5,467,866	6,090,393	9,829,334
Earnings per share	12.73	12.20	21.72
Dividend per share	10.40	9.60	17.10
Cash dividend per share	10.20	9.40	16.90
Dividend per share	0.20	0.20	0.20
Income tax (Taiwan)	285,525	214,242	418,903
Income tax (Asia)	599	1,506	1,964
Income tax (Europe)	1,173	1,977	(757)
Income tax (U.S.)	(376)	26,870	15,940
Employee remuneration and benefits	1,395,071	1,559,091	1,944,035
Community investment	3,000	4,000	4,000
Retained economic value (C)	2023	2024	2025
Retained earnings	4,727,670	4,914,506	6,072,171

Note: The final values for dividend per share, cash dividend per share, and stock dividend per share are subject to the resolution of shareholders' meeting in 2026.

2.2.2 Tax Governance

■ Tax Approach

The Group calculates current income tax based on tax rates that have been enacted or substantially enacted on the balance sheet date in the country where its operations and taxable income are generated. Management periodically evaluates positions taken in income tax returns with respect to situations in which applicable tax regulation is subject to interpretation, and establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

■ Tax Governance, Control, and Risk Management

The Board of Directors serves as the highest decision-making body for establishing the Company's tax risk management mechanism. Based on the overall operational strategy and business environment, the Board approves the overall tax governance policy to ensure the effective operation of the tax management mechanism. The tax management unit is the Company's financial accounting department. The Company and its subsidiaries report tax matters through hierarchical management. Depending on the materiality of the issues, the head of the Finance Division reports the status of tax implementation to the general manager on an ad hoc basis to ensure the effectiveness of the tax management mechanism.

The Company's profit before tax for the period and income tax expenses increased compared to the previous year, primarily due to a significant increase in profit for the period, which led to a corresponding increase in income tax. Additionally, as income tax expenses were affected by the recognition of the refund of undistributed earnings tax from previous years and an increase in the investment tax credit amount for the period compared to the previous period, the effective tax rate for the period was slightly lower than that of the previous year.

■ Effective tax rate

Unit: Thousand NTD

	2024	2025	Two-period average
Profit before tax (A)	1,349,139	2,457,312	1,903,226
Income tax expense (B)	244,595	436,050	340,323
Effective tax rate (B)/(A)	18.13%	17.74%	17.94%
Tax effect of reconciling items (D)	15,884	34,969	25,427
Temporary difference	15,884	34,969	25,427
Others	-	-	-
Income tax expenses after reconciliation (E)=(B)+(D)	260,479	471,019	365,749
Effective tax rate after reconciliation (E)/(A)	19.31%	19.17%	19.24%
Income tax paid (F)	449,572	237,554	343,563
cash tax rate (F)/(A)	33.32%	9.67%	21.50%

■ Stakeholder Engagement and Management on Tax-Related Topics

The Company actively engages with stakeholders through various channels and participates in tax advocacy to support the implementation of new tax policies, working together to foster a favorable tax environment. Should any doubts arise regarding the applicability of laws to tax treatment, the Company will proactively consult with the tax authority. Upon receiving a formal request for information from the tax authority, the Company will cooperate fully and submit all relevant documents and explanations.

■ Country-by-country Report

The Company and its subsidiaries adhere to the principles of integrity and prudence in handling all tax affairs. We fully understand and comply with the tax laws and regulations of the jurisdictions in which we operate, taking into account both the literal meaning and the legislative intent when interpreting such regulations. We ensure that taxes are calculated correctly and filed and paid within regulatory deadlines, thereby fulfilling our social responsibilities as taxpayers. We do not establish tax structures intended for tax avoidance; our tax planning is based on reasonable commercial purposes. We do not engage in transactions lacking commercial substance or intentionally transfer profits to tax haven countries (low-tax countries) or those on the non-cooperative blacklist defined by the Organisation for Economic Co-operation and Development and the European Commission to avoid taxes.



2.3 Information Security Management

Management Approach for Material Topics

Information security

Policies and Commitments

The Company is committed to information security management and adheres to the ISO 27001 information security management system and relevant laws and regulations to ensure the security of corporate operations and customer information.

Grievance and Remediation Mechanism

The Company has established a comprehensive security incident reporting and remediation mechanism to ensure a rapid response and resolution to information security incidents.

We have a PSIRT (Product Security Incident Response Team) dedicated to managing vulnerabilities in our products and services. We have established an external reporting channel on our official website and implemented a vulnerability disclosure policy (VDP) to ensure the security of customer data and digital assets.

We also maintain an information security incident response team (ISIRT) dedicated to monitoring internal operating systems, ensuring that response and recovery efforts can be initiated immediately when an information security incident occurs. Additionally, employees may report suspected cybersecurity risks through internal grievance channels, where a professional team will conduct risk assessments and implement remedial measures to minimize the impact of any incidents.

2025 Targets and Performance

1. **Number of security incidents:** Through the security monitoring and reporting mechanism in 2025, security risks were effectively managed, and no major security incidents occurred throughout the year.
2. **High-risk vulnerability remediation completion rate:** External penetration testing was completed and vulnerability patching was performed based on the results; all high-risk vulnerabilities were remediated as planned.
3. **Information security education and training completion rate:** Education and training for all employees has been completed, with an overall participation rate of 100%, effectively improving employee information security awareness.
4. **Phishing simulation exercise results:** Regular phishing simulation exercises are conducted to continuously strengthen employees' ability to identify and prevent social engineering attacks.
5. **System backup and recovery test execution status:** System backup and disaster recovery exercises were completed to ensure that core systems can be recovered smoothly within the target timeframe.
6. **Access review completion rate:** Perform regular system access rights inventory and review to ensure that access control complies with internal guidelines.

Medium- to Long-term Goals

1. Continuously strengthen the information security defense mechanism, introduce AI threat monitoring technology, and enhance information security monitoring and risk response capabilities.
2. Reinforce supplier information security management to ensure all suppliers meet information security standards and reduce supplier information security risks.
3. Promote AI information security governance and education within the enterprise to establish a safe and compliant AI usage environment.
4. Continue to implement a zero-trust network architecture and SASE framework to ensure corporate network security and stability.

Long-term Goals

1. Achieve 100% cybersecurity compliance across all global operating sites, ensuring all sites meet international standards such as ISO 27001.
2. Continuously optimize information security protection strategies and adopt emerging technologies (such as quantum encryption and AI-driven information security defense)
3. Establish an automated information security monitoring and incident response mechanism to reduce operational risk and improve information security incident handling efficiency.
4. Strengthen the AI-driven information security defense system to safeguard digital assets and customer data, building corporate competitiveness with sustainability resilience.

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The Company has also established a comprehensive business continuity management (BCM) mechanism to respond to natural disasters, information system failures, or other contingencies.

Through the disaster recovery and backup mechanism, the Company is able to maintain critical operations and quickly resume normal functioning during a crisis, thereby protecting shareholders' equity and customer interests while mitigating operational risks.

As the global digital operational environment becomes increasingly complex, the Company continues to monitor the potential impacts of geopolitical risk, regional conflicts, and critical digital infrastructure incidents (such as major cloud service outages or cyber attacks) on its information systems and supply chains. At the same time, the Company is committed to strengthening its backup architecture, business continuity plan, and information security resilience building.

Ensure that key operations and services remain stable despite a highly uncertain external environment.

2.3.1 Information Security Management and Operational Resilience

To ensure the effective operation of the information security governance system, the Company has established an information security governance framework. The IT Department is responsible for information security strategy planning and implementation, and regularly reviews information security risks and management performance.

The Company provides the Board of Directors with regular annual reports on the status of information security management and major cyber risks to ensure that management is fully apprised of the Company's cyber risks and can formulate appropriate response strategies.

Integrate information security as a key consideration in corporate risk management and operational decision-making.

Additionally, the Company has established a cross-departmental collaboration mechanism to ensure that information security policies are integrated into business operations and product and service development, thereby continuously strengthening the Company's overall information security governance capability.

The Company views information security as a critical foundation for sustainable business operations. Facing the challenges of globalized production and digital transformation, the Company has adopted the following strategies

A comprehensive digital defense system has been established across three key dimensions: technology, process, and exercise.

In 2025, the Company continued to strengthen the protection capabilities of key information systems and introduced continuous data protection (CDP) and multi-layered backup mechanisms.

This ensured high operational resilience even in the face of extreme cybersecurity threats or disaster scenarios.



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2025 Information Security Management and Operational Resilience Performance Summary

Category	Management Indicators/Key Actions	2025 Performance Results and Target Achievement	Resilience Value
Business continuity management	Core system offsite backup drill	The switchover drill for the Xizhi and Yilan Plants was completed on 2025/01/05, with a data migration and recovery time of less than 1 hour.	To ensure business continuity for production lines in the event of a disaster.
Data security protection	Offline backup and recovery drill	Completed the production system offline restoration test on 2025/12/18, verifying 100% data recoverability.	To defend against ransomware attacks and ensure data integrity in extreme scenarios.
Technical defense strengthening	Penetration testing and vulnerability management	Completed the annual external expert penetration testing on 2025/02/24, with 100% of high/medium risk vulnerabilities patched.	To prevent hacker intrusions and enhance the security of external service platforms.
Network architecture upgrade	SASE framework and dynamic segmentation	Completed the network cybersecurity architecture planning for the plants in 2025 and implemented role-based access control (RBAC) and network segmentation.	To strictly limit lateral movement of threats within the OT environment to protect the production core.
International certifications	IEC 62443-4-1 certification	Officially obtained the industrial control product cybersecurity development process certification in 2025.	To enhance supply chain trust and implement security by design.
Global governance	Cybersecurity compliance of overseas subsidiaries	100% coverage of the headquarters cybersecurity policy (including MFA, password strength, and SOC monitoring).	To build a global cybersecurity defense network to eliminate management blind spots.



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In line with the Company's mid-to-long-term cybersecurity strategy, we officially completed the planning of the "next-generation OT network cybersecurity defense architecture" based on the Purdue Model in 2025 (as shown in Figure 2.3-2). This architecture proactively integrates the core principles of SASE (secure access service edge) and Zero Trust to establish strict cross-domain access control (IT/OT one-way controlled transmission), significantly enhancing the defensive resilience of industrial internet of things (IIoT) environments. The project is expected to be implemented in phases starting in 2026, building a sustainability resilience industrial control network infrastructure.

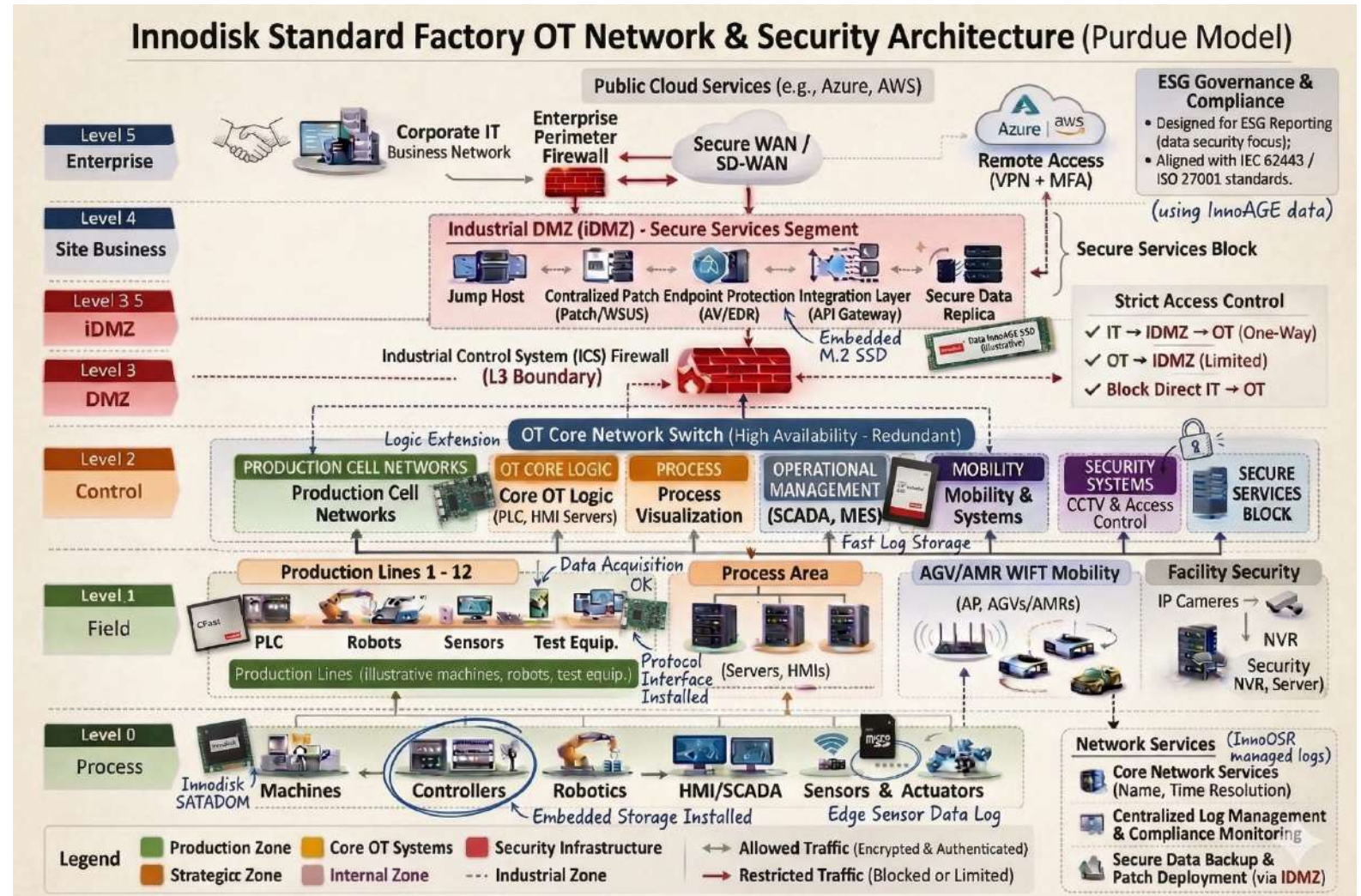


Fig. 2.3-2 Schematic Diagram of Innodisk OT Network Security Defense Architecture

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Fig. 2.3-1 Information Security and Operational Resilience Governance Framework Flowchart

2.3.2 Information Security Education and Training and Raising Security Awareness for All Personnel

To enhance the Company's overall information security protection capabilities and strengthen employee information security awareness, the Company continues to promote information security education and training and awareness mechanisms for all employees. By cultivating employees' cybersecurity literacy and information literacy in the digital environment, the Company aims to ensure that information security becomes a fundamental capability for corporate operations and daily work. The IT Department publishes a monthly "information security monthly report" to proactively educate all employees on the latest information security threats, vulnerability patching information, and information security protection concepts. In doing so, we help employees understand common information security risks and key protection measures. The training materials cover password security management, phishing email prevention, sensitive data protection, the use of licensed software, and the security risks of emerging technologies (such as AI applications) to enhance employees' security awareness in their daily operations. Additionally, the Company employs a variety of education and training methods—including online security courses, case sharing, and simulated phishing email exercises—to help employees identify social engineering attacks and emerging security threats, thereby strengthening their response capabilities. The IT Department continues to monitor domestic and international cybersecurity trends, issuing timely patches and response guidelines for major vulnerabilities or potential risks to ensure that information security policies and safeguards are effectively implemented across corporate operations. Through continuous education and training, the Company has gradually fostered a company-wide cybersecurity culture, embodying the management philosophy that "prevention is better than cure" to strengthen the security of its information assets and digital operations.

2025 Information Security Education and Training Performance Indicators

Indicator	2025 Achievements
Employee cybersecurity education and training participation rate	≥95%
Average information security training hours per person	Approx. 2-3 hours
Information security awareness frequency	Publish monthly security reports
New employee information security training completion rate	100%
Guidelines for the safe use of AI and Generative AI	Included in annual information security training
Information security policy awareness coverage rate	≥95%

- ☐ 2.1 Corporate Governance
- ☐ 2.2 Economic Performance
- ☐ 2.3 Information Security Management
- ☒ 2.4 Ethical Management
- ☐ 2.5 Supplier Management

2.4 Ethical Management

2.4.1 Business Ethics - Guiding Principles

Corporate ethics and corporate social responsibility (CSR) are receiving increasing international attention. For a company to ensure long-term viability, it must earn the trust and respect of the general public. Business ethics reflect the core of a company's culture and represent the most fundamental disciplinary requirement Innodisk expects of its employees.

The Company is committed to upholding business ethics, with integrity serving as its highest guiding principle. All employees must adhere to the highest standards of integrity; any form of corruption, extortion, blackmail, or embezzlement is strictly prohibited. The Company formulated the "Integrity Management Operation Procedures and Behavioral Guidelines" and the "Ethical Code of Conduct" provisions in 2012 according to the "Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/TPEx Listed Companies." We continue to strengthen staff education and training, enhancing overall awareness of laws and regulations through legal introductions and case studies. At the same time, relevant guidelines will be updated and revised in accordance with changes in laws and social trends, and shall be announced and implemented upon approval by the Board of Directors. As of 2025, the Company has not been involved in any litigation or legal action related to anti-competitive behavior, antitrust and monopoly regulations.

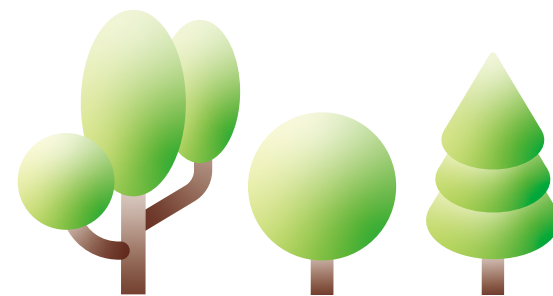


2.4.2 Prevention of Malfeasance and Irregularities

As a TPEX-listed company, the Company must ensure that its operations not only comply with general corporate and tax laws and regulations but also adhere to securities trading laws and relevant corporate governance requirements. To this end, in addition to strengthening compliance awareness among managers and employees through education and training and various internal meetings, we also employ internal control and audit mechanisms to ensure the effective prevention of misconduct.

Whistleblower mechanism

In accordance with the "Procedures and Guidelines for Ethical Corporate Management" and "Code of Ethical Conduct", the Company has established an anonymous complaint mailbox, which is posted on the official website. Employees, suppliers, customers, and other stakeholders may submit named reports regarding incidents involving human rights or ethical operations issues. Upon receiving a report, the Company will clarify the relevant facts and evidence of the incident while protecting the identity of the whistleblower and the confidentiality of the report, and will take appropriate disciplinary actions depending on the severity of the circumstances. Throughout the process, whistleblowers and colleagues participating in the investigation will be protected from unfair retaliation or treatment. This approach ensures that all personnel can freely express their opinions in a safe and confidential environment, and effectively preventing malfeasance and irregularities as well as false accusations.



- ☐ 2.1 Corporate Governance
- ☐ 2.2 Economic Performance
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■ Outreach and Education

To ensure that colleagues have a clear understanding of the Company's ethical management, anti-corruption policies, and whistleblower mechanism, since 2022, all colleagues in the Taiwan region have been arranged to participate in online/physical courses. To confirm that colleagues can accurately understand the policy content during this communication process, in addition to providing videos or on-site explanations, the courses also include relevant questions to verify that each colleague's understanding is consistent with the Company's policies. Online courses will continue to be offered in 2025, and employees who did not complete the training in the previous year and new employees in 2025 will be scheduled for training; the completion rate for new employees of the current year who remained employed was 100%.

By the end of the year, 891 out of 900 employees in Taiwan completed their training, achieving a completion rate of 99%. We will continue to offer online courses and schedule training for employees who have not completed training and new employees in the following year.

Item	Year-end total headcount	Number of employees who completed training	Training completion rate
Entry-level employees	774	767	99.10%
Manager and assistant manager level	94	93	98.94%
Associate levels	22	21	95.45%
Deputy general manager level and above	10	10	100%

*Due to differences in local laws and regulations, no anti-corruption training tests were conducted overseas in 2025; relevant measures remain under evaluation.

■ Cases and Handling

The Company had no reports of corruption in 2025.

Anti-corruption complaints

0 cases



- 2.1 Corporate Governance
- 2.2 Economic Performance
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2.5 Supplier Management

Management Approach for Material Topics

Supplier management

Policies and Commitments

The Company is committed to establishing responsible supplier management to ensure that suppliers comply with international standards regarding environmental protection, employees' labor rights and interests, occupational safety, and business ethics.

Grievance and Remediation Mechanism

To ensure transparency and fairness in supplier management, the Company has established a supplier grievance and remedy mechanism. Suppliers and relevant stakeholders may use the following channels:

1. Contact email
2. The internal audit and grievance investigation team is responsible for handling supplier-related violations.

If a complaint is substantiated upon investigation, the Company will require the supplier to implement improvements. In severe cases, the supplier will face disqualification from cooperation to ensure compliance with standards for ethical management and sustainability.

2025 Targets and Performance

1. Achieved a 100% signing rate for the Supplier Code of Conduct for Sustainable Development, ensuring responsible operations across the supply chain.
2. By the end of 2025, supplier evaluations covered 115 suppliers, including aspects such as environmental protection, labor, and occupational safety and health.
3. Achieved a 100% completion rate for supplier improvement plans, providing guidance and support to elevate the performance of C-rated suppliers.
4. The local supplier procurement ratio reached 93.55%, reducing the supplier carbon footprint.

Medium- to Long-term Goals

1. Establish a supplier sustainability assessment mechanism to regularly review supplier performance in ESG (environmental, social, and governance) criteria.
2. Strengthen supplier risk management mechanisms to ensure supplier resilience amidst environmental and market fluctuations.
3. Implement a digital supplier management platform to enhance supplier transparency and real-time monitoring capabilities

Long-term Goals

1. Establish global supplier green procurement standards to ensure all suppliers meet environmental protection and carbon reduction targets.
2. Enhance supplier ESG performance and ensure that over 80% of suppliers obtain international sustainability certification (e.g., ISO 14001, ISO 45001).
3. Achieve supplier carbon neutrality by requiring all key suppliers to submit a carbon neutrality plan by 2030
4. Strengthen intelligent supplier management, leveraging AI and big data technology to enhance supplier efficiency and risk warning capabilities.
5. Build long-term partnerships with suppliers to jointly navigate market fluctuations and sustainability challenges.



- 2.1 Corporate Governance
- 2.2 Economic Performance
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Since its inception, the Company has adopted a basic business strategy of being rooted in Taiwan with a global perspective, a principle that also guides its procurement policy. To address the low volume, high mix nature of industrial products, we have established a production base in Taiwan. By combining a diversified product portfolio with a flexible production strategy, we are able to meet the varied demands of our global customers. Accordingly, preference is given to suppliers registered in Taiwan.

After twenty years of growth and expansion, the Company has reached the scale of a major international manufacturer. Accordingly, we have refined our supplier selection process to meet the stringent requirements of our global clientele.

Beyond its longstanding focus on product quality, cost competitiveness, delivery stability, and technical services, the Company has also begun implementing requirements for suppliers regarding employees' labor rights and interests, environmental protection, and safety and health risk management. By employing various methods to help suppliers elevate their management standards, the Company aims to reduce operational risk and costs for both parties, thereby fostering a partnership of mutual growth. All suppliers of Innodisk are selected in accordance with the Company's "Supplier Management Procedure". Suppliers are required to fully comply with all relevant laws and regulations in Taiwan or their country of registration while conducting business. Furthermore, suppliers are specifically required to place particular emphasis on ESG sustainability, business ethics, labor rights, the work environment, and occupational health and safety.



2.5.1 Supplier Management Process



Document review

Supplier initial evaluation sheet: Suppliers are screened based on quality, delivery, price, and service.



Field audits

Quality control, engineering, and quality assurance personnel from PCB and mechanical vendors conduct documentary and on-site audits at the suppliers' facilities.



Supplier evaluation

Suppliers must pass a document review or an on-site audit and be assessed as qualified to become an approved supplier.



Incoming inspection record

Accurately record the inspection results for all incoming materials and provide this feedback to suppliers as a basis for continuous improvement.



Regular evaluation

Procurement and quality control units evaluate suppliers based on their delivery performance to implement quality improvement measures and assess future procurement activities.

Quality

HSF

Delivery

Service

- 2.1 Corporate Governance
- 2.2 Economic Performance
- 2.3 Information Security Management
- 2.4 Ethical Management
- 2.5 Supplier Management

Beyond evaluating suppliers on quality, cost, delivery, service, and technical capabilities, the Company's procurement management is centered on green procurement, assessing suppliers according to the following basic principles:

- ✓ Suppliers of the Company must fully comply with all applicable local laws and regulations and establish their own risk management mechanisms.
- ✓ Suppliers of the Company shall establish an environmental, occupational health and safety, and hazardous substance-free management system.
- ✓ Suppliers must commit and guarantee that their products are free of "environmentally restricted substances" and provide the following information:
 - ▶ Testing and reporting of product environmental management substances
 - ▶ Understanding and collection of material and component ingredients
 - ▶ Collection of toxicity and prohibition information for related chemical substances (Safety Data Sheets)
 - ▶ Sign the hazardous substance-free guarantee



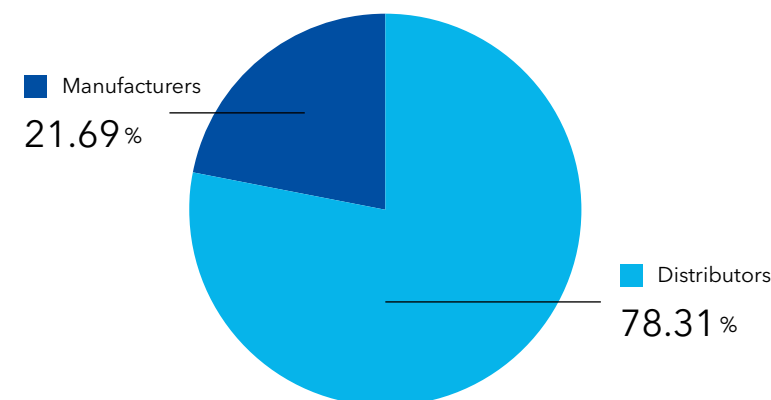
2.5.2 Supplier Composition

As mentioned previously, to meet the diverse needs of our global customers, the Company offers a wide array of products. Consequently, we require a broad network of suppliers to help provide this variety of offerings. In 2025, the Company had 186 suppliers. Our supplier base is highly diverse, ranging from world-leading international electronic component manufacturers to local vendors providing specialized custom production services. Procurement targets are primarily categorized by their relationship to production materials, specifically distinguishing between manufacturers and distributors of production materials.

By value, distributors accounted for 78.31% and manufacturers 21.69% in 2025.

	Percentage of Procurement Amount in 2023	Percentage of Procurement Amount in 2024	Percentage of Procurement Amount in 2025
Distributors	85.24%	82.42%	78.31%
Manufacturers	14.76%	17.58%	21.69%

Percentage of Procurement Amount in 2025



The percentage of manufacturer procurement rose from 14.76% in 2023 to 21.69% in 2025, an increase of 6.93 percentage points over two years, indicating a continuous optimization of the supply chain structure.

- 2.1 Corporate Governance
- 2.2 Economic Performance
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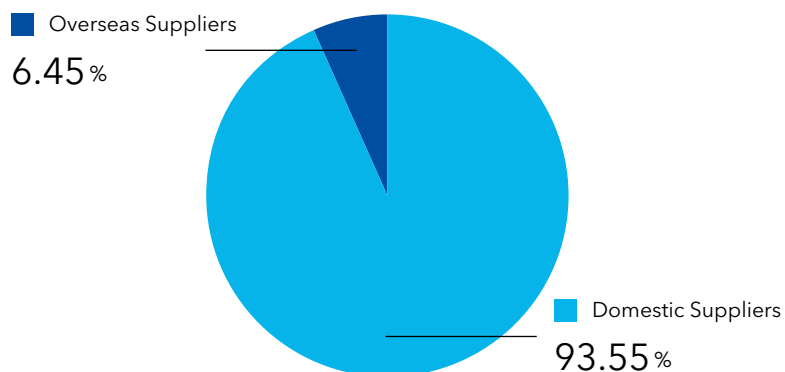
Local Procurement Policy

The Company has always operated on the principle of establishing a strong foundation in Taiwan while maintaining a global perspective. We are committed to contributing to the local economy and job market while reducing GHG emissions generated during production and transportation. Accordingly, we prioritize local manufacturers when selecting suppliers; currently, 174 of our registered suppliers are based in Taiwan, accounting for 93.55% of our total.

Although the proportion of domestic suppliers declined slightly in 2025, overall procurement remained primarily local, with the share of procurement spending on domestic suppliers showing an upward trend. This indicates that the Company has continued to deepen its partnerships with key local suppliers and increase procurement concentration, thereby strengthening supply chain stability and local connectivity.

	Percentage of Suppliers in 2023	Percentage of Suppliers in 2024	Percentage of Suppliers in 2025
Domestic suppliers	93.90%	95.21%	93.55%
Overseas suppliers	6.10%	4.79%	6.45%

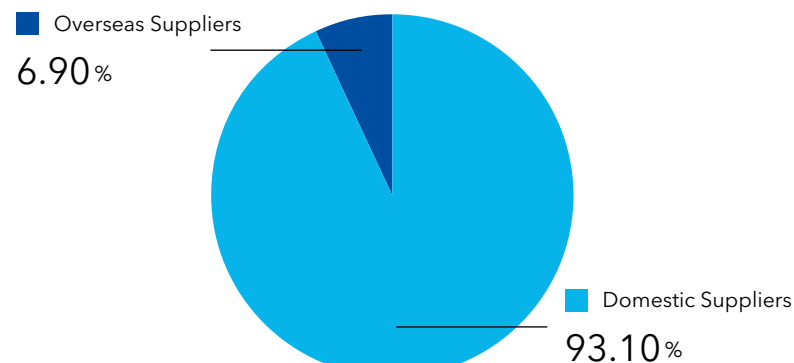
Percentage of Suppliers in 2025



Percentage of Procurement Amount of Overseas Suppliers

	Percentage of Procurement Amount in 2023	Percentage of Procurement Amount in 2024	Percentage of Procurement Amount in 2025
Domestic suppliers	91.19%	89.79%	93.10%
Overseas suppliers	8.81%	10.21%	6.90%

Percentage of Suppliers in 2025



The percent of local procurement amount increased by **3.31%** compared to last year.



- 2.1 Corporate Governance
- 2.2 Economic Performance
- 2.3 Information Security Management
- 2.4 Ethical Management
- **2.5 Supplier Management**

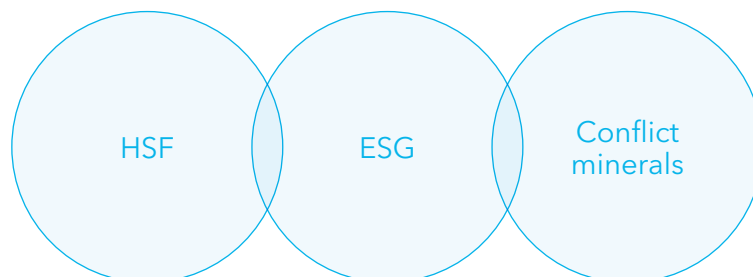
2.5.3 Supplier Social Responsibility Audit and Coaching

The Company has established a supplier management procedure that integrates the Responsible Business Alliance (RBA) Code of Conduct into its supplier management system. We conduct audits and provide guidance to suppliers regarding human rights, environment, safety, health, and management systems to monitor their management and implementation of environmental, health, and safety (EHS) standards.



Please refer to the official RBA website for the latest requirements.
<https://www.responsiblebusiness.org>

The Company has established the "Innodisk Supplier Code of Conduct for Sustainable Development" to provide suppliers with the behavioral standards they should follow regarding sustainable development. These guidelines are established to protect human rights, promote fair employment conditions and a safe working environment, and set ethical standards for responsible environmental management. Excluding spot traders and miscellaneous suppliers, 100% of suppliers had signed the agreement by 2025. The Company will continue to communicate with suppliers to jointly implement sustainable and sound corporate development.



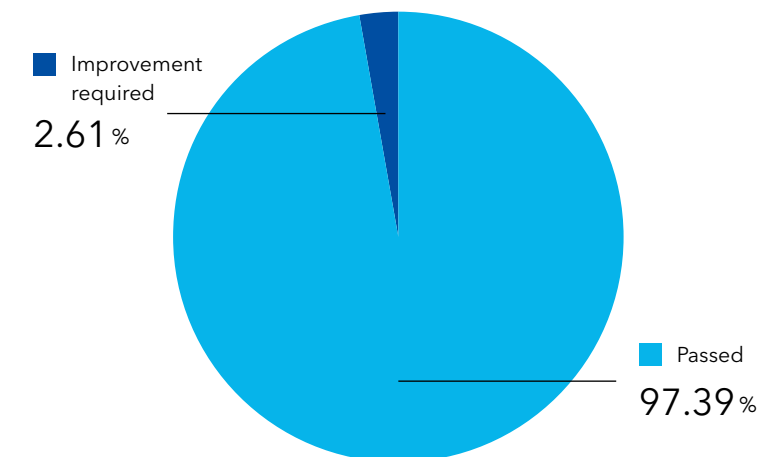
2.5.4 Supplier Evaluation

The Company has established rigorous supplier screening standards and an audit management system. To ensure that suppliers meet these standards, new candidates must first undergo an on-site audit by the quality assurance unit or complete a supplier self-assessment; upon passing, they are then evaluated by the Company's internal responsible unit.

Beyond strict initial screening, key suppliers undergo annual written reviews or on-site audits every six months. Suppliers that perform exceptionally and pass all evaluations may see an increase in procurement volume and become long-term partners of the Company. For instance, while C-rated suppliers are still considered qualified, they are required to provide improvement plans. Among the 115 suppliers evaluated in 2025, three were required to submit such plans.

	Percentage of Suppliers in 2023	Percentage of Suppliers in 2024	Percentage of Suppliers in 2025	Compared to last year
Passed	93.90%	99.08%	97.39%	-1.69%
Improvement required	6.10%	0.92%	2.61%	+1.69%

Supplier Evaluation in 2025



- ☐ 2.1 Corporate Governance
- ☐ 2.2 Economic Performance
- ☐ 2.3 Information Security Management
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- ☒ 2.5 Supplier Management

2.5.5 Supplier Risk Management

To ensure a consistent and stable supply of all raw materials, the Company actively introduces substitute materials and seeks to secure two or more suppliers for each component. For specialized parts that cannot be substituted and are available from only a single source, the Company negotiates long-term supply guarantees with the supplier.

Pursuant to the Supplier Quality Assurance Agreement, suppliers must notify the Company six months in advance of any product process change or production discontinuation plan and grant the Company the last-time buy right to ensure a smooth transition of materials.

To prevent delivery delays caused by supplier capacity constraints or other unforeseen emergencies, we have established a stocking principle. Generally, we maintain more than three months of inventory for most raw materials, with an additional month of outstanding orders, to ensure seamless procurement and scheduling.

Code of Ethical Conduct for Procurement and Suppliers

To prevent fraud involving employees and suppliers, the Company implements regular rotation for purchasing personnel. Procurement personnel are strictly prohibited from accepting money or gifts from suppliers and may not engage in dining or social gatherings with suppliers without prior approval from their supervisor.

To ensure the confidentiality of all procurement information, the Supplier Quality Assurance Agreement stipulates that the supplier shall not disclose information regarding the part numbers, prices, or quantities of materials purchased by the Company to any other company or individual.



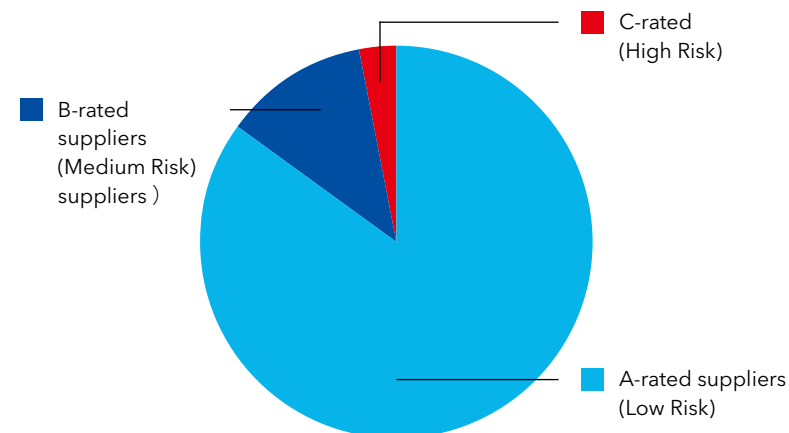
2.5.6 Supplier Sustainability Management Survey

Innodisk is actively building a sustainable supply chain. To effectively assess the compliance and management status of its partners regarding environmental, social, and governance (ESG) criteria, the Company conducted a "Sustainability Management Questionnaire" for key suppliers at the end of 2025. Suppliers are categorized into different risk levels through systematic quantitative evaluation, providing a critical foundation for ongoing management and daily communication.

Current Status Analysis

This survey demonstrates a high level of responsiveness from supply partners toward the Innodisk sustainability policy:

- ▶ **High response rate:** A total of **170** questionnaires were distributed, and **153** valid responses were successfully collected, resulting in a response rate of **90%**
- ▶ **Robust supply chain resilience:** Survey results show that **85.0% (130 in total)** of suppliers are **A-rated (low-risk)** excellent suppliers, indicating that most partners meet the Company's sustainability threshold and that overall supply chain risk remains within a controllable range.



- ☐ 2.1 Corporate Governance
- ☐ 2.2 Economic Performance
- ☐ 2.3 Information Security Management
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■ Scoring and Management Mechanism

The Company employs a rigorous scoring and grading system to convert total questionnaire scores into ratings, which then determine the corresponding countermeasures:

A-rated suppliers Low risk	Excellent suppliers: Maintain regular communication and monitor the stability of their cooperation.
B-rated suppliers Medium risk	Suppliers identified for continued collaboration: Propose an improvement plan for deficiencies, with the Company conducting follow-up assessments.
C-rated suppliers High risk	Suppliers under observation: Formally notify the supplier of deficiencies in writing or via email and request self-assessment and improvement; arrange on-site audits when necessary and track the progress of improvements.

■ Follow-up Actions and Sustainability Commitments

Based on the current analysis of this survey, Innodisk has established a clear follow-up action plan:

- 01** **Refined tiered management:** Implement strict controls for C-rated suppliers, requiring them to submit improvement plans for specific deficiencies to ensure effective risk management.
- 02** **Continuous daily monitoring:** For A-rated and B-rated suppliers, maintain stable daily communication and dynamically monitor their sustainability compliance to ensure long-term supply chain stability.
- 03** **Deepening partnerships:** Through this management model, Innodisk will continue to encourage suppliers to engage in more profound sustainability initiatives (such as biodiversity programs, beach cleanups, and tree planting), leveraging survey results as a catalyst for substantial change across the supply chain.



- 3.1 Environmental Policy
- 3.2 Harmful Substance Policy
- 3.3 Energy Management
- 3.4 Waste Management:
- 3.5 Water Resource Management
- 3.6 Air Pollution Management
- 3.7 Biological Diversity Support Action
- [Special Feature – Environment] Biodiversity Activities

CHAPTER

3

Environmental Commitments and Climate Strategies

Environmental Governance

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Annual performance highlights



Green power consumption in 2025 increased over 570,000 kWh.

- Green power consumption in 2025 increased by approximately 35.1% compared to 2024, an increase of over 570,000 kWh.



Solar photovoltaic power generation system generated a total of 309,637 kWh of electricity.

- In 2025, the solar photovoltaic power generation system of the Yilan Plant generated a total of 309,637 kWh of electricity.



1,906,368 kWh of bundled renewable energy was purchased

- In 2025, 1,906,368 kWh of bundled renewable energy was purchased, and 7,000 kWh of solar power generation certificates were obtained through participation in the National Renewable Energy Certification Center's tender.



The Customer HSF satisfaction survey score was 4.8.

- The 2025 customer HSF satisfaction survey score was 4.8.



Participate in tree-planting activities to support biodiversity conservation and the restoration of Little Tern habitats.

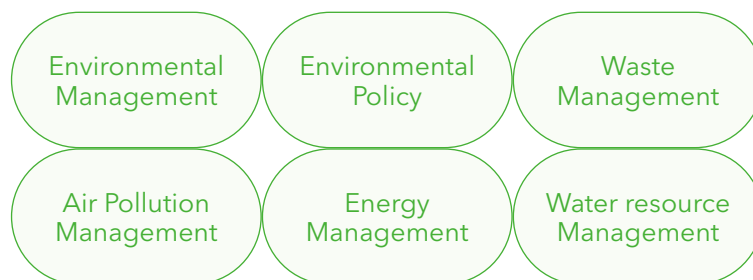
- 2025: Partnering with suppliers to participate for biodiversity conservation of the little tern

■ 3.1 Environmental Policy

- 3.2 Harmful Substance Policy
- 3.3 Energy Management
- 3.4 Waste Management
- 3.5 Water Resource Management
- 3.6 Air Pollution Management
- 3.7 Biological Diversity Support Action
- [Special Feature – Environment] Biodiversity Activities



3.1 Environmental Policy



■ ISO14001 (Environmental Management System) certification

Since the establishment of Innodisk, we have not only focused on product R&D in the industrial control domain, striving to become a leader in the field, but have also regarded environmental protection as the Company's most important responsibility. To ensure our operations align with global environmental trends, the Company implemented the ISO 14001 environmental management system in 2012 and successfully achieved certification in the same year. This initiative reflects our commitment to continuous improvement, protecting the planet, and supporting sustainable development. To further reduce the environmental impact of our business operations, the Company conducts an annual organizational GHG inventory. We seek opportunities to enhance energy efficiency across all levels of energy consumption and ensure that appropriate measures are implemented to reduce carbon emissions. Our ultimate goal is to achieve net zero, and we remain committed to optimizing energy use and promoting low-carbon operations.

While the Company is not currently subject to direct air pollution control requirements, we proactively manage and monitor air quality to ensure that our business operations have no negative impact on the surrounding environment. To this end, we regularly engage qualified vendors to conduct perimeter environmental monitoring and monitor air pollutants to ensure that their concentrations remain below local regulatory standards. Additionally, we will adjust our operations in a timely manner based on the test results, strengthen internal environmental management measures, and promote air pollution prevention and control. Through these management initiatives, we are committed to continuously improving air quality, safeguarding the health of our employees and the general public, and striving tirelessly to achieve our comprehensive environmental sustainability goals.

■ 2025 Environmental Management Performance

The Company's 2025 environmental management system covered the following four main aspects and achieved significant progress:

01 Pollution Prevention and Control

Actively installed and upgraded pollution control equipment, integrating an abnormal operation monitoring system and standard operating procedures. In 2025, the frequency of environmental anomaly incidents was successfully reduced compared to the previous year through a strengthened monitoring mechanism, ensuring that the environmental impact of the production process was minimized.



02 Energy and Resource Optimization

Continued implementing energy-saving devices and water optimization measures. The focus of energy management in 2025 was to increase the green power utilization rate. Through "self-generation and consumption of solar power" and "green power procurement", the annual renewable energy consumption reached 8,002,818.0 MJ. Additionally, rainwater harvesting facilities were used to effectively implement water resource recycling.



03 Waste and Paperless Management

Waste sorting and labeling have been fully implemented. In 2025, particular emphasis was placed on "e-payroll" and "e-questionnaire for respiratory protection plan", reducing paper waste at the source.



04 Chemical Classification Management

Rigorously evaluated potential chemical exposure risk and implemented tiered management based on the risk level. For any changes to chemical types or manufacturing processes, exposure assessments and classifications were re-evaluated within three months before or after the change. This ensured a safe working environment and protects workers from health hazards.



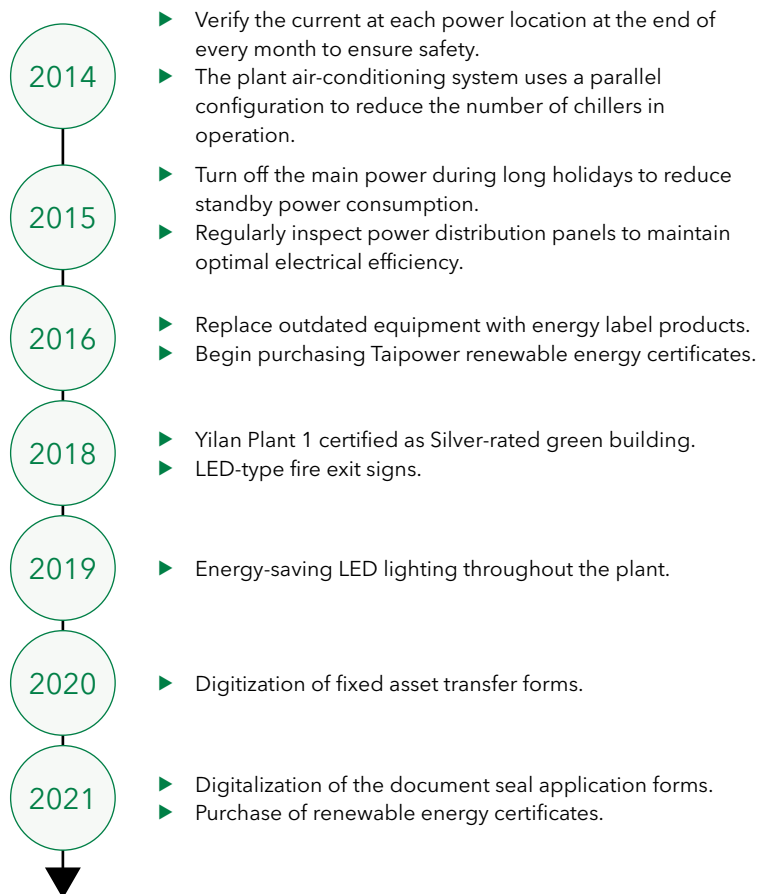
■ 3.1 Environmental Policy

- 3.2 Harmful Substance Policy
- 3.3 Energy Management
- 3.4 Waste Management
- 3.5 Water Resource Management
- 3.6 Air Pollution Management
- 3.7 Biological Diversity Support Action
- [Special Feature - Environment] Biodiversity Activities

■ 2025 Annual Performance and Verification Status

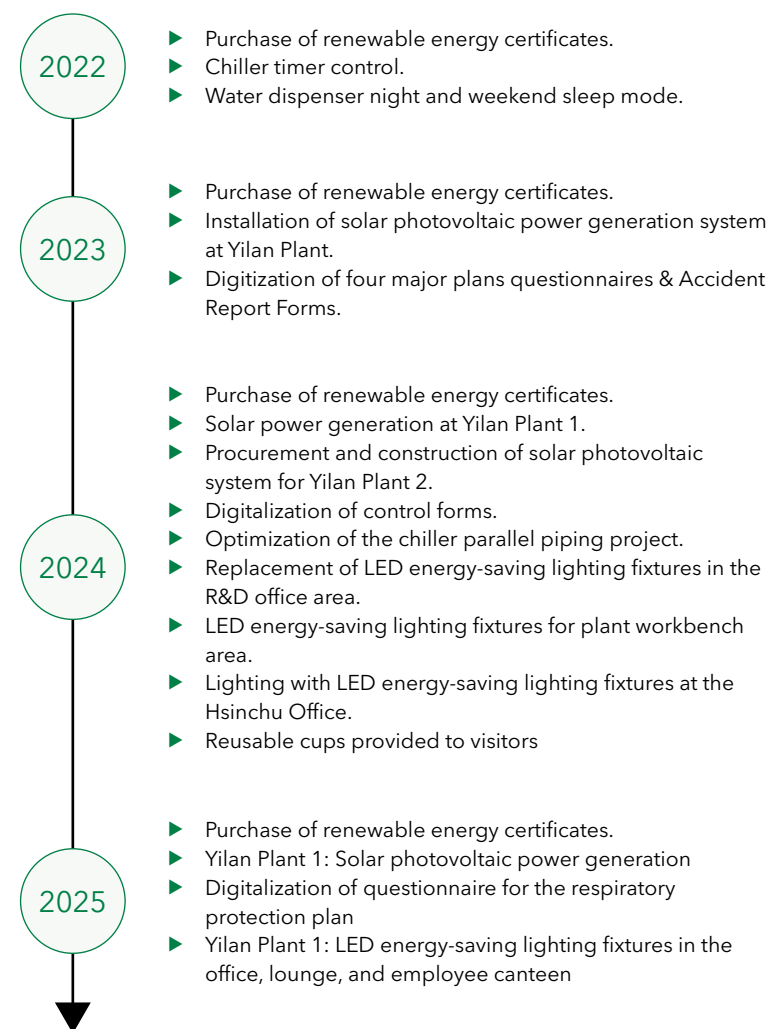
Overall, the Company achieved exceptional results in its environmental management performance in 2025. Regarding energy, Plant 1's solar power generation contributed 309,637 kWh of green electricity. In terms of waste management, various e-projects significantly reduced office paper consumption. To ensure the effectiveness of the management system, the Company successfully passed the SGS external audit and certification in 2025 with no major non-conformity. In 2025, a number of environmental education training sessions (including regulatory identification and internal audit training) were conducted, and employees' environmental awareness was enhanced through concrete actions such as "International Coastal Cleanup Day" and "Tree Planting Activities."

■ To save energy, we have long encouraged our colleagues to adopt the following energy saving and carbon reduction measures.



■ Environmental Management System Certification Status

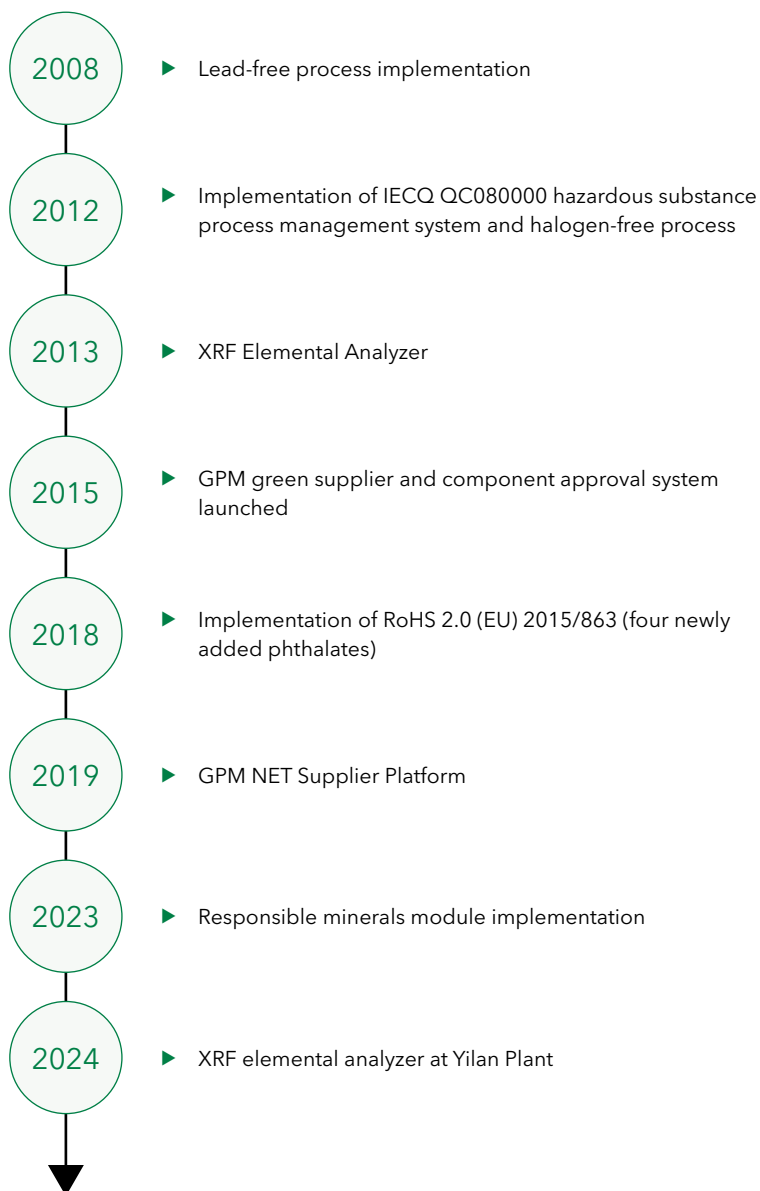
- ▶ **ISO 14001 Certification Process:** The Company has successfully maintained SGS external certification since 2012 and continues to perform system upgrades in accordance with standard revisions (such as ISO 14001:2015).
- ▶ **Latest Certificate Expiration Date:** From September 29, 2023 to September 29, 2026. The Company conducts regular annual internal audits and external surveillance to ensure that its management system remains compliant with the latest international standards and fulfills its environmental sustainability commitment.





3.2 Harmful Substance Policy

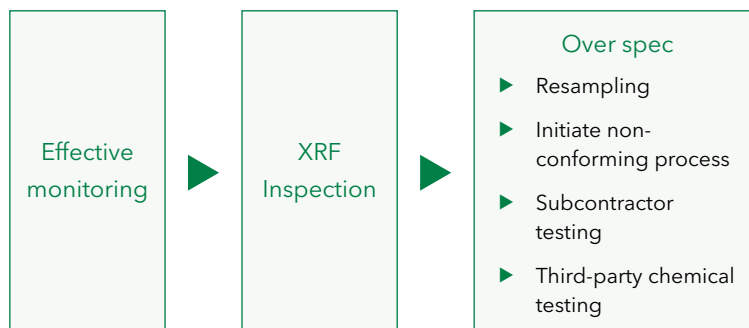
Important milestones



3.2.1 Green Supplier Management

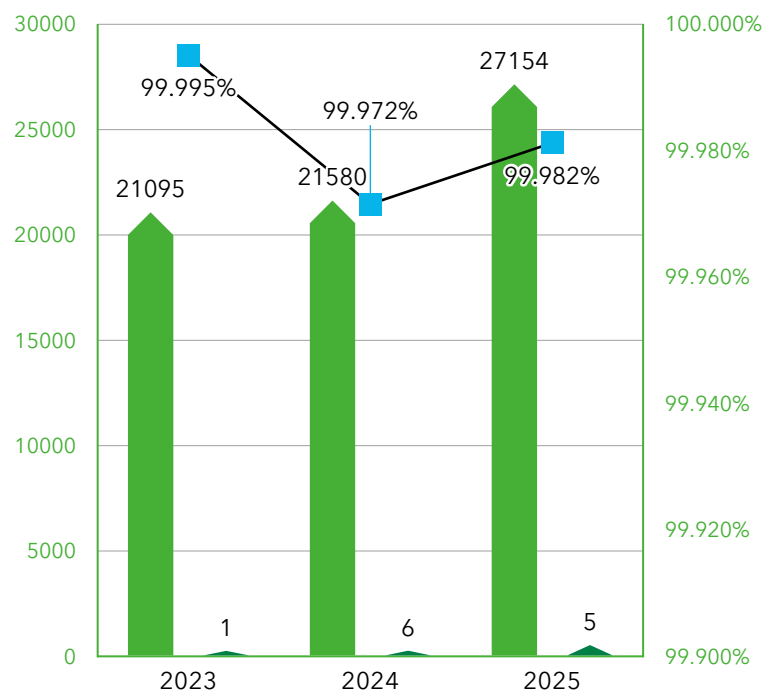
Item	Description
Supplier evaluation	Establish evaluation criteria to conduct document reviews and on-site audits of suppliers. Suppliers are evaluated every six months and are required to make every effort to meet the green project requirements. At the same time, we continue to conduct on-site audits of our suppliers and require improvements. Through systematic operation and management, we ensure that our customers receive products of superior quality and excellence.
Material Approval Management (GPM NET)	Develop a systematic database-assisted management system based on the disclosure of material source information. Suppliers are required to provide safety data sheets, hazardous substance test reports, and material composition disclosures, as well as complete a material green declaration. By utilizing this system platform for review and process communication, the operational efficiency of material acceptance is improved, enabling the effective management and utilization of product environmental substance information.
Product Control Specifications	Formulate HSF product operating standards, including control standards for prohibited/restricted substances and controlled substances, as well as disclosure requirements for future substances of concern, to serve as the compliance guidelines for green products and procured materials.
Communication	Beyond close communication via daily system platforms, telephone, and correspondence, Innodisk hosts supplier conferences for its key partners. During these events, the Company outlines upcoming goals and requirements—including green products and corporate sustainability responsibility—to ensure suppliers understand Innodisk's strategic direction and are fully prepared to support and cooperate in the next stage of development.

Effective monitoring



Acceptance Statistics

2023-2025 Incoming Material XRF Acceptance Rate Statistics



■ Total Input Quantity ■ XRF Non-conforming Quantity
— Acceptance Rate

2023-2025 Total Quantity of Non-Conforming Categories

Part Category	Number of Items	Non-conforming Item
CF CARD FRAME	1	Total bromine (Br) exceeding limit
PIN HEADER	3	Total bromine (Br) exceeding limit
Spacer	1	Total lead (Pb) exceeding limit
Top Cover	1	Total bromine (Br) exceeding limit
Bottom Cover	1	Total bromine (Br) exceeding limit
WAFER	5	Total bromine (Br) exceeding limit

Regulatory Compliance



RoHS
2011/65/EU
EU/2015/863



PPW
94/62/EC



REACH
1907/2006



SCIP



Halogen Free
IEC 61249-2-21

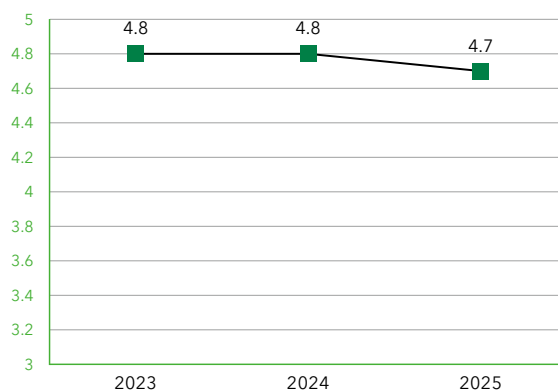
3.2.2 Green Products

Item	Description
Green Design	Increase the potential for recycling and reuse
Green Procurement	Raw materials provided by suppliers must comply with international regulations and customer requirements.
Green Database Management	Effective management of technical document preservation.
Green Suppliers	The entire supply chain, from upstream to downstream, must be fully integrated.
Green Suppliers	IECQ:QC080000/ISO14001

Customer HSF Satisfaction Survey

The Company conducts an annual customer satisfaction survey in the first quarter to assess customer satisfaction regarding products, corporate image, services, hazardous substance management, and marketing. Collect customer feedback on the quality of delivered products and services to serve as a basis for subsequent evaluation and continuous improvement. Ensure that customer needs are understood and properly addressed.

Average Score (maximum score of 5)



Establishment of Green Product Management System

The Company has established a hazardous substance free management system (HSF MS) and implemented a green supplier platform (GPM), integrating components, international regulations, customer specifications, and supplier information. Suppliers report directly on the GPM regarding green product testing, control status, and drawing specifications. Innodisk's review units then verify and analyze these submissions to ensure compliance with green product specifications. By incorporating the green design concept requirements of major international manufacturers, the Company can provide customers with comprehensive green product management information externally. This internally allows the Company to integrate customers' green clauses and product environmental requirements into existing management systems, serving as a standard reference for daily green product design.

The GPM platform enables more efficient supplier management and the screening of capable suppliers to ensure a steady supply of electronic and mechanical parts that meet specifications, facilitating the production of green products and enhancing the satisfaction and trust of international customers. To manage hazardous substances in its products, Innodisk has established the "HSF Product Operating Standards." These standards encompass requirements such as the EU Restriction of Hazardous Substances (RoHS) directive, Halogen Free, the EU chemical policy (Registration, Evaluation, Authorization and restriction of Chemicals; REACH), and the EU Packaging and Packaging Waste (PPW) directive. This ensures that all parts and substances used in products comply with environmental requirements set by customers and regulatory bodies. From R&D and design to supplier management, suppliers are strictly required to adhere to phased restrictions or prohibitions on hazardous chemical substances, thereby reducing environmental pollution and the impact on human health caused by waste electronic products. In 2025, the Company had no record of fines for violations of laws and regulations regarding the supply and use of its products.

Problem/Challenge: Replacing non-recyclable packaging materials by substituting PU foam with EPE foam. Antistatic bags are primarily made of composite materials, which provide moisture-proof effects through lamination. While replacing them with eco-friendly recyclable bubble bags or PE bags would still provide impact protection, these alternatives lack moisture-proof functionality. Given this reason, there are currently no alternative materials that meet this specific requirement.

Green Supplier and Part Approval System

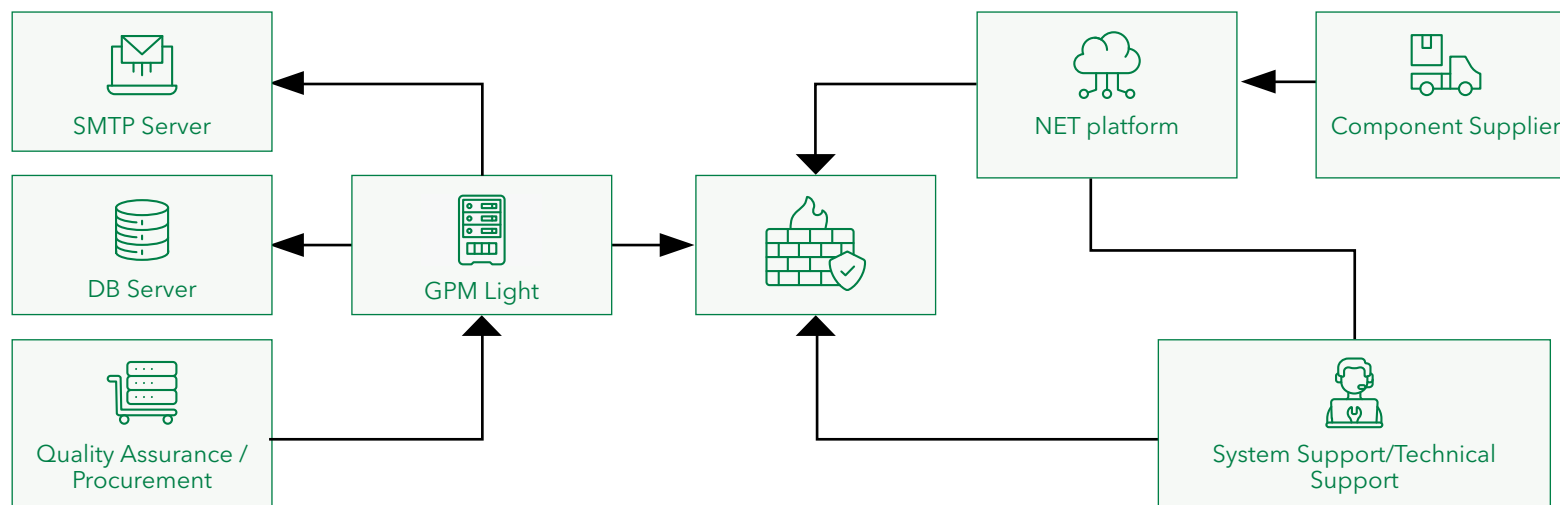
Following the introduction of GPM at the end of 2015, the original parts approval and green supplier management process transitioned from a hybrid paper-based and electronic approach to a fully online system for data entry and review. This shift not only reduces paper output and resource waste but also provides an effective interactive platform for both supply and demand sides. We are committed to customizing and optimizing system workflows by decoupling component specifications from the green document review process, thereby improving the turnaround time for restarts following a rejection.

- ☐ 3.1 Environmental Policy
- ☒ 3.2 Harmful Substance Policy
- ☐ 3.3 Energy Management
- ☐ 3.4 Waste Management
- ☐ 3.5 Water Resource Management
- ☐ 3.6 Air Pollution Management
- ☐ 3.7 Biological Diversity Support Action
- ☐ [Special Feature - Environment] Biodiversity Activities

Supplier Conference

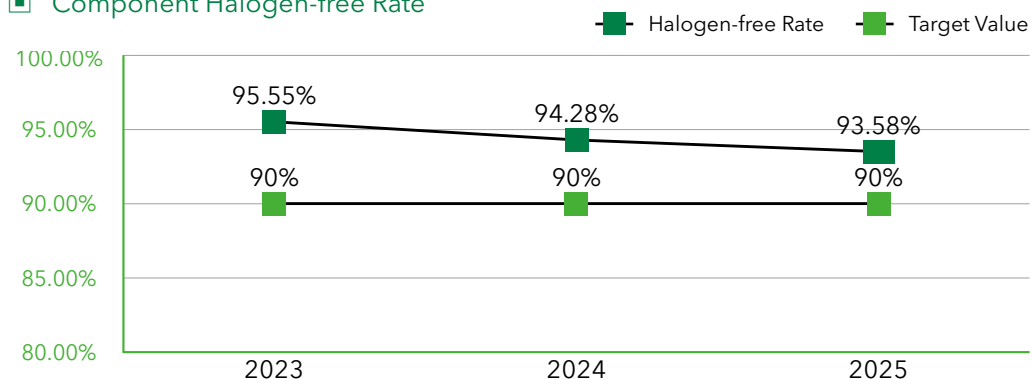
To adapt to evolving hazardous substance management policies and international regulations, the Company will hold regular supplier conferences starting in 2026. At the conference, we will convey the latest policies, requirements, and green product management measures to our supply chain partners, while also sharing annual performance and key areas for improvement. Through the conference's exchange mechanism, we aim to strengthen supplier awareness of environmental responsibility, material management, and carbon reduction initiatives, enhancing the compliance capabilities and sustainability resilience of the overall supply chain.

■ In 2019, we upgraded the GPM NET supplier platform, integrating a cloud system.



Continuous Monitoring of Halogen-Free Components

■ Component Halogen-free Rate



3.2.3 Responsible Minerals Policy

To mitigate the potential negative impacts of mineral raw materials on human rights and the environment, Innodisk continues to adhere to international responsible mining and supply chain due diligence principles to promote responsible mineral management. Tantalum, tin, tungsten, and gold (3TG) mined in the Democratic Republic of the Congo and its neighboring countries have long been illegally controlled by armed groups that use the proceeds from these minerals to fund their activities, leading to severe human rights abuses in the region. Consequently, these substances are defined as "conflict minerals." These minerals may also enter consumer markets, such as electronics, through the global supply chain, exposing companies to higher social and environmental risks.

Beyond 3TG, raw materials such as cobalt metal and mica, as well as copper, lithium, nickel, and natural graphite—which have been included in the EMRT in recent years—are also commonly found in conflict-affected and high-risk areas (CAHRAs). As their extraction processes may involve human rights abuses, forced labor, child labor, and environmental degradation, these materials have gradually come to fall within the international scope of responsible minerals.

As a member of the supply chain, the Company is committed to responsible minerals due diligence. Through its official website and quality agreements, the Company clearly communicates to suppliers its requirement to neither support nor use conflict minerals. Through due diligence and responsible sourcing management, we aim to work with our suppliers toward sustainable and sound corporate development, abiding by international norms and collaborating to ensure that our products do not contain conflict minerals.



Responsible Minerals Management Process



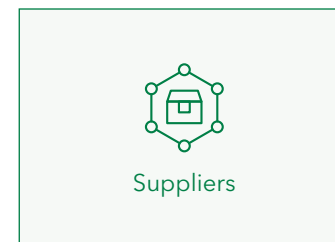
Release



Mineral Template



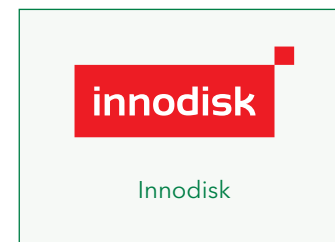
Response



Declare Truthfully



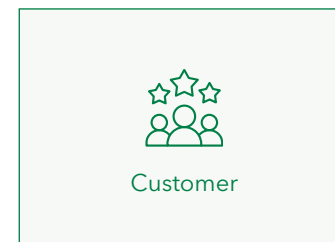
Verification



View Content



Review



Public Disclosure



3.3 Energy Management

Energy Conservation Strategies and Measures

Energy consumption is one of the primary drivers of climate change. The Company views energy management as a core component of its climate change response strategy, striving toward a low-carbon transformation through the efficient use of energy. To improve energy efficiency and reduce carbon emissions, the Company has implemented a number of energy conservation improvement programs, covering equipment optimization and lighting system upgrades:

01



Central air
conditioning
system optimization

A chiller timed control system was introduced at the Xizhi Plant, combining flow and time management to automatically reduce equipment load during nighttime or non-working hours. Management efficiency has been further enhanced through the implementation of a new remote monitoring system. Additionally, the chiller parallel piping project was implemented to further enhance overall system performance.

02



LED lighting
upgrade

All conventional lighting was replaced in plants and offices with high-efficiency LED fixtures. This move not only improves the lighting quality of the work environment but also effectively reduces power consumption and carbon emissions, demonstrating the Company's concrete actions in practicing energy conservation, carbon reduction, and green operations.

Energy Performance and Management Goals

The Company has set an annual electricity reduction target of 1% and continues to monitor energy consumption across all locations:



At Innodisk, we continue to promote energy management and energy conservation improvement measures, sets annual electricity reduction targets, and regularly monitors overall electricity consumption and energy efficiency.



Total electricity consumption in 2025 was 10,089,291.8574 kWh, an increase of approximately 11.6% compared to 2024, primarily due to the expansion of operational scale, increased equipment usage, and the commissioning of new operations; total energy consumption was 36,321,450.6866 MJ, and CO₂ emissions were 4,782,324.7404 kg CO₂e.

While overall power consumption increased over the previous year, energy efficiency improved significantly when measured against revenue. Energy intensity for 2025 was 1,987.4507 MJ/M\$, a decrease of approximately 30.8% compared to 2024. This indicates that the Company has effectively reduced energy consumption per unit of revenue amid revenue growth, resulting in a continuous improvement in overall energy efficiency.

Looking ahead, the Company will continue to enhance energy efficiency across all locations through its energy management system, equipment performance optimization, and energy conservation improvement measures. By reducing energy consumption and GHG emissions per unit of operation, the Company will steadily advance toward its goals of low-carbon operations and sustainable development.

Energy intensity for 2025 was 1,987.4507 MJ/M\$, a decrease of approximately **30.8%** compared to 2024.

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Appendix

Through continuous energy management and equipment upgrades, we aim to advance our energy-saving pathway to reduce GHG emissions while enhancing operational efficiency and resilience, laying a solid foundation for sustainable development.

■ Electricity Consumption Statistics for the Past Three Years

Xizhi Plant			
Year	Externally purchased power consumption	CO ₂ emissions (kg CO ₂ e/degree)	Energy Consumption (unit: MJ)
2023	2,616,021.3730	1,292,314.5583	9,417,676.9428
2024	2,087,270.6781	1,031,111.7150	7,514,174.4412
2025	2,385,864.8574	1,130,899.5424	8,589,113.4866

Note 1: In 2023, the carbon emission per kWh of electricity was calculated as 0.494 kg CO₂.

Note 2: In 2024, the carbon emission per kWh of electricity was calculated as 0.494 kg CO₂.

Yilan Plant			
Year	Externally purchased power consumption	CO ₂ emissions (kg CO ₂ e/degree)	Energy Consumption (unit: MJ)
2023	4,273,360.0000	2,111,039.8400	15,384,096.0000
2024	5,029,040.0000	2,484,345.7600	18,104,544.0000
2025	5,487,422.0000	2,601,038.0280	19,754,719.2000

Note 3: In 2025, the carbon emission per kWh of electricity was calculated as 0.474 kg CO₂.

Note 4: Energy consumption calculation: One kilowatt-hour = 3.6 MJ.

■ Xizhi Plant and Yilan Plant

Year	Total Purchased Electricity Consumption	CO ₂ emissions (kg CO ₂ e/degree)	Energy Consumption (unit: MJ)	Energy intensity (MJ/million revenue)
2023	6,889,381.3728	3,403,354.3982	24,801,772.9421	2,983.0701
2024	7,116,310.6781	3,515,457.4750	25,618,718.4412	2,873.4478
2025	7,873,286.8574	3,731,937.5704	28,343,832.6866	1,987.4507

Note 1: In 2023, the carbon emission per kWh of electricity was calculated as 0.494 kg CO₂.

Note 2: In 2024, the carbon emission per kWh of electricity was calculated as 0.494 kg CO₂.

Note 3: In 2025, the carbon emission per kWh of electricity was calculated as 0.474 kg CO₂.

Note 4: Energy consumption calculation: One kilowatt-hour = 3.6 MJ.



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■ Non-Renewable Energy Consumption Statistics for the Past Three Years

Year	Oil Type	Fuel Consumption, January to December (Unit: liter)	Energy Consumption (Unit: MJ)
2023	Gasoline	759.4900	26,692.7317
	Diesel	5870.9500	191,599.6274
	Total	6630.4400	218,292.3592
2024	Gasoline	1149.0370	40,383.5948
	Diesel	5745.9700	187,520.8801
	Total	6895.0070	227,904.4749
2025	Gasoline	815.7200	28,674.0040
	Diesel	5831.2600	190,304.0755
	Total	6,646.9800	218,978.0796

Note 1: 1 liter of gasoline = 35,145.6 KJ.

Note 2: 1 liter of diesel = 32,635.2 KJ.



Statistics on the use of renewable and non-renewable energy sources cover the Xizhi Headquarters, Xizhi Plant, and Yilan Plant and other business bases. The relevant energy disclosure data has also been verified by Ares in accordance with ISO 14064. Detailed statistics are provided in the table below:

Category	Item	2024 (Unit: MJ)	2025 (Unit: MJ)
Direct energy(A)	Gasoline	1149.0370	815.7200
	Diesel	5745.9700	5831.2600
Indirect energy(B)	Purchased electricity (excluding renewable energy)	25,618,718.4412	28,343,832.6866
	(A)+(B)	25,625,613.4482	28,350,479.6666
Non-renewable energy(C)	Self-generation and self-consumption(D)	1,115,611.2	1,114,693.2
	Procurement(E)	9,505,951.2	7,114,924.8
Total energy(G)	(C)+(F)	36,247,175.8482	36,580,097.6666
Percentage of renewable energy(H)	(F)/(G)	29.30%	22.50%

Innodisk actively supports and responds to the government's green energy policy by continuously introducing and expanding the scale of renewable energy use. By increasing its solar self-consumption rate year by year, the Company is reducing its reliance on traditional fossil fuel electricity to achieve the goal of lowering GHG emissions.

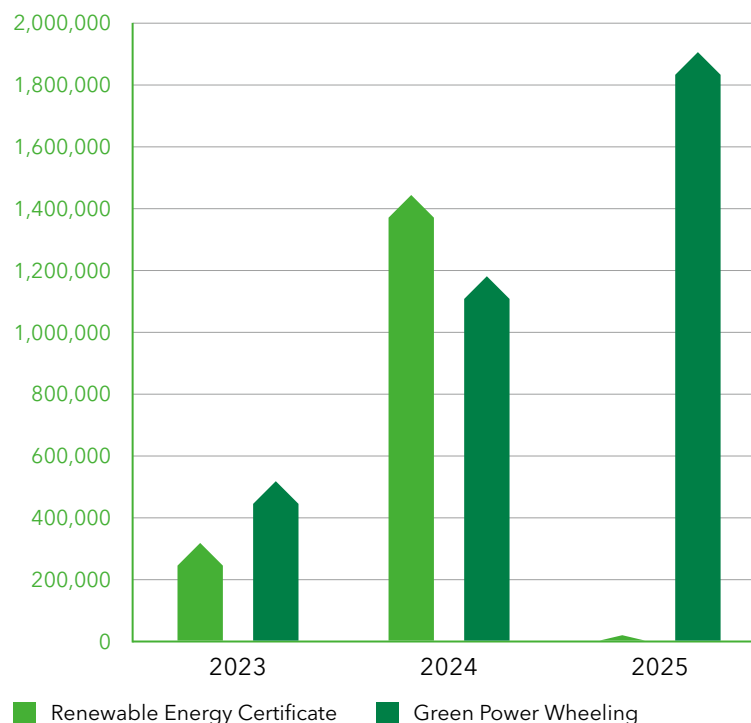
Renewable Energy Usage Results and Green Power Procurement

In 2025, Innodisk continued to acquire 70,000 kWh of solar power generation certificates through bidding at the National Renewable Energy Certificate Center and purchased 1,906,368 kWh of bundled renewable energy, for a total of 2,223,005 kWh of renewable energy. Based on the 2024 electricity carbon emission factor (0.474 kg CO₂e) announced by the Bureau of Energy, this renewable energy use is equivalent to a carbon emission reduction of 1,053.7044 tCO₂e, effectively supporting the Company's greenhouse gas reduction initiatives.

Unit: kWh

Year	Renewable Energy Certificate	Green Power Wheeling
2023	320,000	518,458
2024	1,450,000	1,190,542
2025	7,000	1,906,368

Green Energy Certificates & Green Power Wheeling



Progress in Promoting Solar Self-Generation Facilities

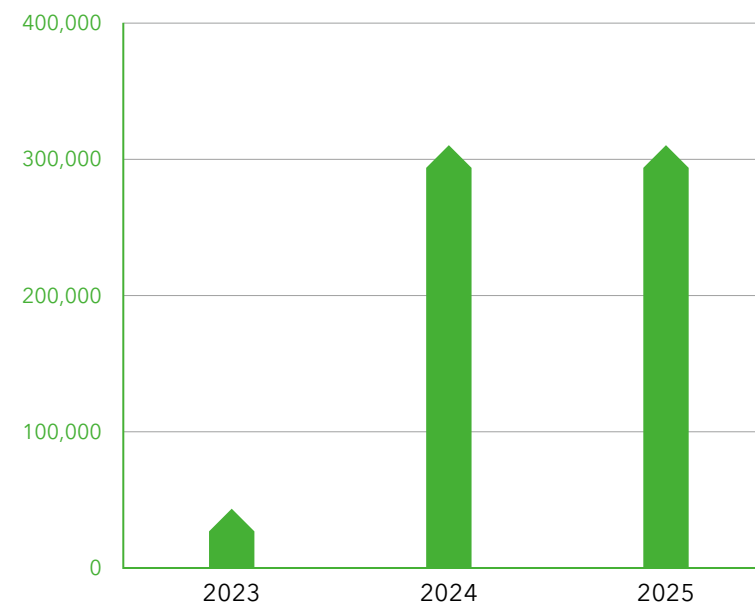
Beyond purchasing green electricity, Innodisk is also committed to increasing the ratio of self-generation and consumption of solar power. Yilan Plant 1 completed the installation of the solar photovoltaic power generation system in 2024 and obtained 309,892 kWh of solar power generation capacity. Using the same emission factor, this reduction is equivalent to 153.087 kg CO₂e. This not only effectively mitigates operational carbon emissions but also demonstrates the Company's commitment to energy transition. Furthermore, the Company will continue to evaluate the feasibility of installing solar systems at other plants to enhance energy resilience and gradually meet internal power demands through self-generation and self-consumption, thereby reducing reliance on external power purchases.

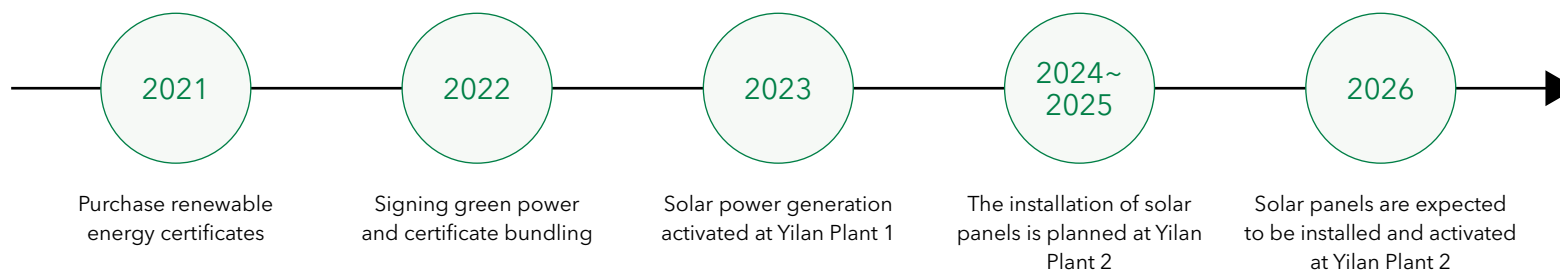
Solar Power Generation Energy Statistics for the Yilan Plant Over the Past Two Years

Unit: kWh

Year	Solar Power Generation (kWh)
2023	46,000
2024	309,892
2025	309,637

Solar Power Generation (kWh)

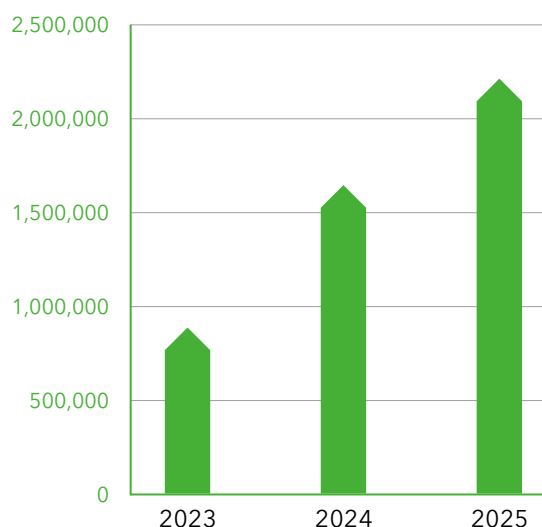




In 2025, renewable energy consumption reached 2,223,005 kWh, an increase of 577,571 kWh or 35.1% compared to 1,645,434 kWh in 2024. Accounting for approximately 22% of total electricity consumption

Renewable Energy Utilization

Year	kWh	Offset emissions (tCO ₂ e)	Percentage of total electricity consumption
2023	884,458	436.9223	11.3%
2024	1,645,434	812.9920	23.1%
2025	2,223,005	1,053.7044	22%



■ Electricity ■ Offset emissions (tCO₂e)

Renewable Energy Usage Ratio and Energy Saving Initiatives

Innodisk continues to promote renewable energy adoption and energy-saving improvements, gradually increasing the proportion of green electricity usage and strengthening energy transition resilience. In 2025, the Company used a total of 2,223,005 kWh of renewable energy, an increase from 1,645,434 kWh in 2024, demonstrating steady growth in renewable energy adoption. Total annual offset emissions were approximately 1,053.7044 tCO₂e.

Although the total amount of renewable energy used continued to rise in 2025, the renewable energy usage ratio remained at approximately 22% and did not show a significant increase over the previous year. This was due to the fact that total electricity consumption also grew alongside business operations. Nevertheless, the Company continued to expand its renewable energy footprint, including adding self-generating solar power plants and gradually increasing the proportion of green power wheeling. By utilizing diverse acquisition methods, the Company is steadily strengthening its green electricity supply capacity.

Outlook and Commitments

Beyond renewable energy adoption, the Company simultaneously promotes energy saving initiatives and equipment optimization, while continuously monitoring electricity efficiency across all sites. By advancing a three-pronged approach—power generation, wheeling, and energy saving—the Company implements its energy transition strategy. Looking ahead to 2026, as the benefits of new renewable energy facilities and green power wheeling gradually materialize, the renewable energy utilization rate is expected to increase further. This will drive continued progress toward low-carbon operations and sustainable development goals.

Innodisk will continue to expand the scale of self-generated renewable energy and enhance the efficiency of green electricity usage, while implementing energy conservation improvement programs to actively move towards low-carbon operations and sustainable energy use. The Company will also regularly review its renewable energy usage ratio targets, enhance data management transparency, and implement ESG governance principles to demonstrate its strong commitment to Climate Action.



3.4 Waste Management

Innodisk actively promotes waste reduction and circular resource management. Resource recycling areas have been established at each plant to systematically sort metal, packaging materials, plastics, paper, batteries, and other resource waste. Once collected, these materials are entrusted to qualified Class A waste treatment and recycling companies. In doing this, we enhance resource utilization efficiency and reduce environmental impact.

Furthermore, the Company actively supports the circular economy and is committed to waste reduction and maximizing resource utilization. To systematically manage waste generated during operations, hazardous industrial waste produced during the manufacturing process (e.g., organic solvents: isopropyl alcohol, flux, thinner, and solder paste dross) is classified, labeled, and temporarily stored in designated areas before being handled by government-approved qualified waste transporters. To track the final destination of all waste, the Company has established the "EPAD001300_Waste Management Procedure" to ensure the transparency and traceability of the waste disposal process while continuously improving environmental management performance.

Waste Management Policy and Quantifiable Targets

The Company is committed to reducing its environmental impact through process optimization and sorted recycling, and has established the following mid- and long-term quantitative management goals:

- ▶ **Waste reduction target:** Achieve a 1% annual reduction in total waste volume and continue to optimize recycling streams.

The industrial waste generated is divided into two major categories: "hazardous industrial waste" and "non-hazardous industrial waste", as summarized in the table below:

Waste Disposal Over the Past Three Years

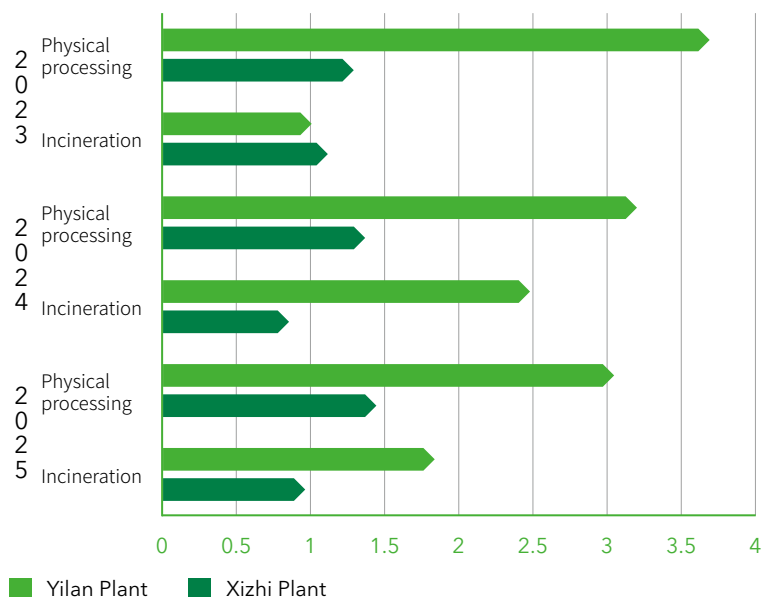
Year		2023			2024			2025		
Action taken		Incineration	Physical processing	Recycle and reuse	Incineration	Physical processing	Recycle and reuse	Incineration	Physical processing	Recycle and reuse
Hazardous industrial waste (metric tons)	Xizhi	0.96 Waste liquid	1.41 waste PCB + 0.03 empty drum = 1.44	-	0.8 Waste liquid	1.31 waste PCB + 0.06 empty drum = 1.37	-	1.12 Waste liquid	1.213 waste PCB + +0.075 empty drum = 1.288	-
	Yilan	1.84 Waste liquid	0.94 Waste liquid + 2 waste PCB + 0.1 empty drum = 3.04	-	2.48 Waste liquid	0.9 Waste liquid + 2.148 waste PCB + 0.145 empty drum = 3.193	-	1.01 Waste liquid	2.063 waste board + 1.63 waste liquid = 3.693	-
Non-hazardous industrial waste (metric tons)	Xizhi	-	-	5.92	-	-	5.41	-	-	5.55
	Yilan	-	-	20.39	-	-	23.19	-	-	48.32

Note 1: Hazardous industrial waste: C-0301 waste liquid with a flash point below 60° C (Z05 liquid), C-0301 waste containers (Z06 solid), E-0221 waste printed circuit boards containing metals and their dust (Z06); non-hazardous industrial waste: R-category waste iron, waste aluminum, waste solder, waste fabric, waste paper, waste PET bottles, and waste plastic.

Note 2: Data coverage includes the Innodisk Xizhi Plant and the Innodisk Yilan Plant.

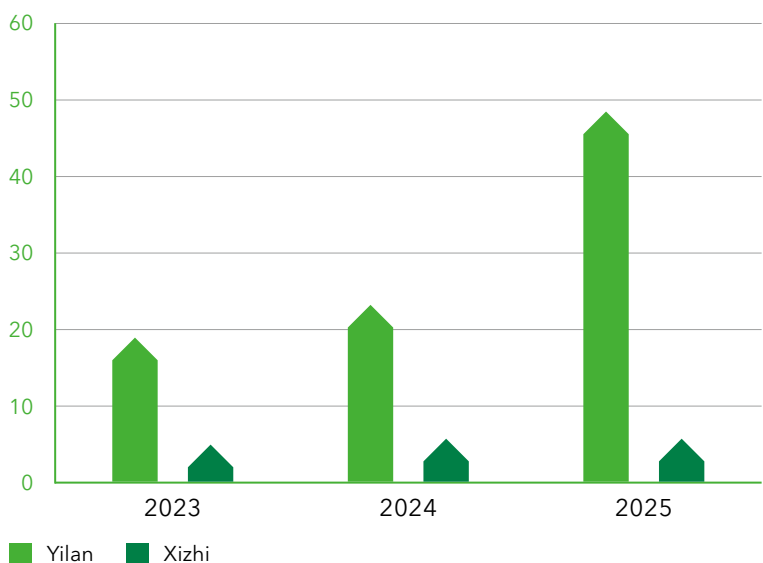
Waste Disposal Over the Past Three Years

Unit: Metric tons



Non-hazardous Industrial Waste (General Industrial Waste) Disposal Over the Past Three Years

Unit: Metric tons



Status of Waste Management and Reduction

To implement resource circulation and waste reduction targets, the Company recycled 38.1822 metric tons of waste from production processes in 2025, concretely demonstrating the Company's waste management capabilities.

2025 Waste Recycling Rates by Type (Xizhi Plant & Yilan Plant)

Plant Type	Xizhi	Yilan
Recyclable Items	Weight (metric tons)	Weight (metric tons)
Waste solder (solder dross + solder paste)	0.025	0.0692
Waste PCB	1.336	2.332
Waste plastic	4.5	28.278
Waste fabric	0.328	0.563
Waste metal	0.698	0.053
Total	6.887	31.2952

2025 Waste Recycling Rate (Xizhi Plant & Yilan Plant)

Plant Type	Xizhi	Yilan
Description	Weight (metric tons)	Weight (metric tons)
Total waste volume	35.568	101.832
Waste recycling	9.192	48.32

In its operations, Innodisk implements comprehensive sorting management and traceability for all types of recyclables. The Company has established a transparent, compliant, and verifiable recycling process, ensuring all waste is handed over to qualified partners for proper disposal. The Company will also reinvest the recovered funds into sustainability projects, covering energy saving and carbon reduction measures, employee environmental education, and community engagement, establishing a sustainable resource circular mechanism from the inside out. Looking ahead, the Company will continue to optimize the recycling management process and promote product green design to reduce the use of raw materials at the source, maximize the value of every resource, and steadily advance its sustainable development goals.

Concrete Measures to Achieve Goals

To ensure the achievement of the quantifiable targets, the Company has implemented the following key measures:

- ▶ **Source separation and labeling:** Resource recycling areas are established at each plant to systematically categorize metals, packaging materials, plastics, paper, and batteries. Hazardous industrial waste (such as isopropyl alcohol, flux, and solder slag) must be strictly categorized, labeled, and temporarily stored in designated areas.
- ▶ **Qualified treatment system:** Entrust a government-approved Class A waste treatment company to collect, transport and reuse waste, ensuring the process is transparent and traceable.
- ▶ **Circular capital application:** Funds generated from waste recycling are reinvested into sustainability projects, such as energy saving and carbon reduction facilities and employee environmental education, to create a positive circular mechanism.
- ▶ **Green design planning:** Going forward, we will continue to promote product green design to reduce raw material consumption at the source and minimize waste generation.



3.5 Water Resource Management

Innodisk does not use industrial water; its water consumption is limited to domestic use and is sourced entirely from the tap water system. Water consumption at the Xizhi Plant is shared with other tenants in the building, with costs allocated proportionally. As a responsible corporate citizen, we are acutely aware of global water scarcity and the resulting environmental pressures. Consequently, we actively promote water resource management and sustainable use. To enhance water efficiency and minimize waste, we have installed sensor faucets in the restrooms. These faucets automatically regulate water flow, preventing the excessive use or prolonged running often associated with manual operation, thereby significantly reducing unnecessary water consumption.

Water Management and Usage Status

The Company prioritizes water resource management and has set an annual water consumption reduction target of 1%, striving to minimize its environmental impact by improving water use efficiency and implementing water conservation measures.

Due to increased production volume and the expansion of operations this year, process water demand rose, resulting in a total annual water consumption of 23,493 tons, a 44% increase over the previous year. To strengthen water resource management, the Company continues to review various water consumption processes and promote water conservation measures. A recycled water reuse system was also introduced this year, with a total recycled water volume of approximately 80 tons, reducing the overall impact of water consumption on the environment and improving water resource utilization efficiency.

- 01 The Company does not use industrial process water or generate industrial wastewater; its water consumption is limited to office domestic water.
- 02 Water usage at the Xizhi Plant is part of the domestic water system of the Taiwan Science Park utility building. Accordingly, water consumption and fees are allocated and calculated based on actual usage ratios.
- 03 The Yilan Plant is equipped with independent water meters to separately measure and manage its domestic water consumption.

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Year	Xizhi Plant (metric tons)	Yilan Plant (metric tons)	Reclaimed water volume (metric tons)	Total water consumption (metric tons)	Percentage of total water consumption	Water intensity (water consumption per million revenue)
2023	6,443	6,869	-	13,312	-	1.60
2024	7,604	8,708	-	16,313	-	1.58
2025	8,603	14,890	80	23,493	0.34	1.65

As operational sites and workforce scale gradually expand, the Company has seen a corresponding rise in water consumption. To effectively manage water resource use and reduce environmental impact, Innodisk continues to deepen its water conservation management and implement various saving measures to strengthen water resource reuse.

The Company's current water-saving initiatives include:

- ▶ **Promoting a water conservation culture:** Water conservation slogans and signs are placed in prominent areas across all plant premises to remind employees to develop good water consumption habits. Additionally, internal education and training courses are provided to enhance colleagues' awareness and sense of responsibility regarding water resources, strengthening the positive impact of daily behavior on resource conservation.
- ▶ **Regular inspection and immediate repair:** A routine inspection system for water points has been established to regularly monitor the condition of pipelines, faucets, and other sanitary equipment. Furthermore, a notification mechanism is in place to ensure that any leaks are repaired immediately upon discovery, preventing the waste of resources.
- ▶ **Introduction of reclaimed water resources:** The Yilan Plant is equipped with rainwater recovery systems. Through a rainwater collection tank and storage device, over 40 tons of rainwater resources are recovered annually, primarily for non-potable purposes such as landscaping irrigation within the plant. This not only reduces reliance on tap water but also makes efficient use of natural water sources to improve overall resource utilization efficiency.

Water-saving initiatives not only enable Innodisk to maintain a responsible approach to water resources as its operations continue to expand, but also establish a solid environmental management foundation for the company's journey toward sustainable development.

Moving forward, the Company will continue to evaluate the feasibility and scalability of smart water meters, water-saving equipment, and reclaimed water applications. These efforts aim to enhance the timeliness and accuracy of water resource management, further fulfilling the Company's commitment to environmental friendliness and sustainable operations.



3.6 Air Pollution Management

The Company's production processes do not generate controlled pollutants, nor is the Company a controlled enterprise as designated by the EPA. Nevertheless, upholding its commitment to environmental protection, the Company engages a qualified third-party organization annually to conduct perimeter environmental monitoring to ensure that the impact of its operational activities on air quality is minimized. Over the years, test results from the Xizhi Plant and Yilan Plant have remained well below the regulatory emission standard (500 $\mu\text{g}/\text{m}^3$), demonstrating the stability of the Company's air pollution control measures.

The 2025 TSP measurement value for the Xizhi Plant was 96 $\mu\text{g}/\text{m}^3$, a slight increase from 2024, primarily due to higher production volumes and increased process operation hours. Compared to the 2022–2024 measurement values of 44–78 $\mu\text{g}/\text{m}^3$, the 2025 figure reflects the impact of expanded operations; however, it remains at only 19.2% of the regulatory emission standard. The 2025 TSP measurement value for the Yilan Plant was 85 $\mu\text{g}/\text{m}^3$, a significant decrease from 159 $\mu\text{g}/\text{m}^3$ the previous year. Despite the decline in values, they remain below 17% of the emission standard, indicating that the overall emission control mechanism remains stable and in line with regulatory requirements.

We will continue to monitor trends in TSP levels and strengthen air pollution control equipment and management measures as needed to meet operational requirements. This ensures that as production capacity grows, the environmental impact of our operations remains minimized.

Xizhi Plant	2022	2023	2024	2025
TSP($\mu\text{g}/\text{m}^3$) Test Results	44	67	78	96
Emission Standard	500	500	500	500
Compliance	V	V	V	V

Yilan Plant	2022	2023	2024	2025
TSP($\mu\text{g}/\text{m}^3$) Test Results	67	97	159	85
Emission Standard	500	500	500	500
Compliance	V	V	V	V





3.7 Biological Diversity Support Action

Biodiversity conservation is crucial for climate change mitigation and adaptation. Innodisk is committed to protecting biodiversity and the sustainable use of resources, in accordance with the spirit of the Convention on Biological Diversity. We are committed to preserving the biodiversity of our plant locations and allocating resources to minimize the environmental impact of our business operations, while actively working toward the United Nations Sustainable Development Goals.

The Company hereby commits as follows:

01

Regulatory compliance: Ensure business operations comply with international, national, and local biodiversity laws.

02

Species habitat protection: Avoid operational activities that destroy endangered and protected species and their habitats.

03

Support conservation actions: Actively support biodiversity conservation actions or initiatives.

04

Explore natural carbon sinks: Explore opportunities for investment in natural carbon sinks (including forests, soil, and oceans).

05

Risk assessment and management: Promote risk management through the use of appropriate tools and the adoption of a "mitigation hierarchy" (including avoidance, reduction, mitigation, or offsetting) to achieve no net loss or net positive gain.

06

Supply chain engagement promotion: Encourage suppliers to join this commitment and work together to protect biodiversity.

Biodiversity is the bedrock of climate mitigation and ecological balance. Guided by the spirit of the United Nations Convention on Biological Diversity, Innodisk has established six major biodiversity commitments. The Company is dedicated to preserving the ecology of its facility locations and has integrated "habitat protection" and "plastic reduction at source" into collective actions across its value chain. In 2025, we joined forces with our supplier partners to leave a tangible sustainability footprint in Wuwei River, Yilan.

■ Terrestrial Ecology: Cultivating Yilan's Su'ao Wuwei River and Building a Green Barrier

We view Yilan, where our production site is located, as the core of our conservation efforts, partnering with professional organizations to carry out habitat restoration.

- ▶ **Tree Planting and Habitat Restoration in Wuwei River:** In November 2025, Innodisk rallied nearly 150 employees and supplier partners to gather at the Wuwei River Bubble Spring and plant 280 saplings. This move not only strengthens the windbreak's effectiveness but also successfully enhances habitat quality.

■ Marine Ecology: Plastic Reduction at Source to Protect Our Blue Planet

To combat plastic pollution, Innodisk has spent three consecutive years since 2023 focusing its efforts on Wanli Emerald Bay, deeply integrating beach cleanup activities with environmental education.

- ▶ **Deep Beach Cleaning and Microplastic Removal:** In 2025, we rallied 318 people to join us in beach cleanup, removing 2,354 kilograms of marine debris. We focused specifically on removing highly hazardous microplastics. Although sifting sand is far more labor-intensive, it provides significant value for deep ecological restoration.
- ▶ **Marine Debris Installation Art and Rooted Education:** We transformed collected marine debris into installation art and integrated it into local school environmental education curricula, extending the concept of "plastic reduction" from within the corporate sphere to the general public.

■ Value Chain Engagement: Walking Toward Low Carbon, Partnering for Shared Prosperity

We firmly believe that sustainability must be co-created across the value chain. In 2025, Innodisk transformed employees' daily walking steps into a coastal afforestation fund through its "Walking for Carbon Reduction & Reforestation for Coastal Protection" initiative, while encouraging suppliers to join tree-planting commitments. Through cross-industry collaboration, Innodisk has not only implemented SDG 13 Climate Action and SDG 15 Life on Land but has also demonstrated its long-term commitment to achieving "no net loss" and a "net positive gain" for biodiversity.



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Calling for More Partners to Join Us in Habitat Protection— Planting Trees for the Wuwei River windbreak forest

Guided by its philosophy of "Sustainability in Action", Innodisk remains committed to advancing biodiversity conservation. With the arrival of winter migratory birds at Wuwei River in 2025, Innodisk reviewed and built upon the achievements of its tree planting, ecological restoration, and environmental education initiatives from the past year, demonstrating the long-term commitment of the Company and its supply chain to environmental sustainability in Wuwei River.

To address coastal erosion and dust issues, Innodisk collaborated with the Wuwei River Cultural and Educational Association, Yilan County to advance tree planting and bat habitat restoration. During a tree-planting initiative held in early November, nearly 150 employees and supplier partners gathered at the Wuwei River Bubble Spring to plant 280 seedlings selected to support the native ecosystem. These tree species were formally obtained by the association through applications to the Yilan Branch, Forestry and Nature Conservation Agency, to ensure the effective restoration of the local habitat.

The event also featured an environmental education session, where the Secretary-General of the Wuwei River Cultural and Educational Association introduced coastal culture and local ecology. The session highlighted the importance of tree planting for bat and migratory bird habitats, guiding participants toward a deeper understanding of the value of biodiversity and the critical significance of ecological balance.

Furthermore, thanks to recent habitat restoration and planting efforts, the number of falcated duck observed at Wuwei River during the 2024 migratory bird season surpassed the cumulative records of the past two decades, signaling a significant improvement in habitat quality. The visit of the rare Baikal teal further serves as an exciting ecological indicator and a major milestone for the wetland.



Looking ahead, Innodisk will continue to deepen its Wuwei Rive initiative in 2026, viewing the area as a vital site for the Company's long-term commitment to biodiversity conservation. Building upon existing restoration achievements, the company will further expand the scale of its windbreak forests and native vegetation planning. Integrating its own sustainability strategy, Innodisk will continue to invest in long-term maintenance, habitat monitoring, and environmental education promotion. By collaborating with its supply chain and local partners, the Company aims to deeply integrate corporate action into the Wuwei Rive ecological restoration process, jointly creating a more stable and resilient wetland ecosystem that provides a sustainable habitat for migratory birds and local wildlife.



Protecting Marine Ecosystems: Plastic Reduction at Source — Beach Cleanup Activity

To address the growing issues of marine litter and plastic pollution, Innodisk has partnered with the Taiwan Geographic Sustainability Regeneration Development Association since 2023 to conduct ongoing beach cleanup activities at Emerald Bay Beach in Wanli, New Taipei City. Now into its third year, this initiative demonstrates Innodisk's commitment and proactive approach to long-term marine conservation.

Starting in 2024, beach cleanup efforts have shifted from simply focusing on the "weight of garbage removed" toward creating greater long-term environmental value, focusing on plastic reduction at source to mitigate the impact of plastics on the ecosystem.

The activity placed particular emphasis on removing microplastics that are difficult to detect on beaches yet highly damaging to the ecosystem. This focus was maintained through 2025 to deepen employees' understanding of microplastic risk and promote the implementation of plastic reduction initiatives in daily life.



■ Beach Cleanup Results Over the Years

Year	Number of Participants (Employees & Dependents)	Amount Collected (bags)	Weight Collected (kg)	Main Items for Cleanup
2023	265	189	6,838	Bulky waste
2024	277	73	429	Microplastics
2025	318	67	2,354	Plastic waste and microplastics

Note: Starting in 2024, the beach cleanup strategy shifted from removing large debris to targeting "microplastics", which are small and lightweight yet cause extreme harm to marine ecosystems. Removing microplastics requires significantly more manpower and time for meticulous sand sifting. While the total weight of the material removed may decrease, the value for deep ecological restoration is far more significant.



Before the beach cleanup



After the beach cleanup

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Beach cleanups are more than just environmental cleanup efforts; they serve as tangible educational tools for promoting environmental awareness. To sustain the impact of our efforts, we have used creative design to transform marine debris collected from the beach into marine debris art installations. These works not only breathe new life into waste but have also been integrated into environmental education curricula for schools and communities in Yilan. To sustain the impact of these actions, we transformed the marine debris collected on the beach into a "marine debris art installation" through ingenious design.



We believe that only through firsthand experience and a deep understanding can we truly address the root causes of behavior and reduce the long-term impact on the natural environment. Looking ahead, Innodisk will continue to engage more stakeholders in ecological conservation through hands-on beach cleanups, marine debris art advocacy, and community-based environmental education, extending the commitment to protecting nature from within the company to the wider public. Walking hand in hand to protect our only blue planet.



2023



2024



2025

Innodisk Supports ESG Initiatives: Partnering with the Tse-Xin Foundation to Sow Seeds of Hope and Create a Greener Coastline!

Against the backdrop of growing global concern over climate change and environmental sustainability issues, Innodisk continues to practice corporate social responsibility, taking substantive action to protect the environment. As part of our ESG commitment, we have innovatively combined employee health promotion with carbon reduction initiatives by calling on colleagues to participate in walking activities and calculating carbon emission reduction based on the total number of steps taken. These everyday carbon reduction efforts not only demonstrate a collective commitment to action but also translate into concrete environmental contributions. The carbon reduction achievements accumulated by our colleagues are being further converted into support for coastal afforestation. By donating to the Tse-Xin Organic Agriculture Foundation to promote its afforestation project, we are establishing a green barrier for the coastal environment to enhance ecological resilience and biodiversity. By implementing a dual-track approach of the "Walking for Carbon Reduction & Reforestation for Coastal Protection" initiative, Innodisk has extended its internal initiatives into a broader external impact on sustainability, realizing a vision of mutual prosperity for both the company and the environment.

■ Environmental and Biodiversity Value of Coastal Afforestation

This afforestation project is located in Wujie Township, Yilan County, covering the Ji-Xin and Ji-Bao sections. The total area is approximately 1.5 hectares, with the portion supported by Innodisk accounting for about 0.032 hectares. This coastal forest plays a vital role in protecting the coastal environment by mitigating the impacts of strong winds, sand drift, tidal erosion, and salt spray, thereby maintaining coastal stability. Furthermore, the afforestation area is adjacent to local residential areas and the Wujie Xinshui Cycling Road. Planting trees not only provides windbreak and sand fixation but also enhances the greening and landscape along the coast. More importantly, coastal forests play a key role in the ecosystem, helping stabilize sand, conserve water, and promote soil fixation, thereby protecting the habitats of diverse organisms. Maintaining the coastline preserves the composite ecological environment where wetlands, mudflats, and forests meet, providing favorable living conditions for native species such as migratory birds, insects, amphibians and reptiles, and coastal plants.



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■ Afforestation Progress and Results

Implemented by the Tse-Xin Foundation, this afforestation project has been unfolding since October 2024. The initial phase involved the installation of windbreaks to protect the tree-planting area from strong sea breezes and the winter northeast monsoon. All seedling planting was subsequently completed by mid-December 2024. Although Typhoon Kong-rey caused damage to some of the windbreaks in October, all saplings were successfully replanted following the repairs. Follow-up monitoring through 2025 showed that the seedlings gradually adapted to the local environment. After one year of growth and continuous replanting, the overall survival rate reached over 95%.



Salt- and wind-resistant *Scaevola taccada*



Wind-, drought- and salt-resistant *Casuarina equisetifolia*



Wind- and salt-resistant Sea hibiscus



First-line planting of wind-resistant, drought-resistant, and sand-fixing *Pandanus*

■ Future Maintenance Plan

The completion of the tree-planting activity does not mark the end of our mission. Innodisk will continue to monitor the development of this afforestation area, while the Tse-Xin Foundation will be responsible for ongoing inspections and maintenance, tracking the survival and growth rates of the seedlings to ensure the long-term success of the afforestation efforts. We look forward to the growth of this coastal forest, which will bring long-term ecological benefits to the Yilan coast. Through concrete habitat construction and maintenance actions, we are not only providing a climate buffer for the natural environment but also preserving a richer space for symbiotic life for future generations.



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Environmental Commitments and Climate Strategies

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Annual performance highlights



Continued to invest in the construction and optimization of solar power generation facilities at Yilan Plant 2

■ In 2025, the Company continued to invest in the construction and optimization of solar power generation facilities at Yilan Plant 2, effectively increasing the self-generated green power ratio and further reducing reliance on conventional electricity.



Increased renewable electricity usage by more than 570,000 kWh.

■ Green power consumption in 2025 totaled 2,223,005 kWh, an increase of over 570,000 kWh or approximately 35.1% compared to 2024.



GHG emission intensity decreased to 0.713

■ GHG emission intensity decreased to 0.713 in 2025, a reduction of approximately 29.5% compared to 2024. This demonstrates the Company's ability to effectively enhance carbon management efficiency despite revenue growth and operational expansion, successfully achieving simultaneous decarbonization and growth.



The Earth Day campaign series reduced approximately 8,279 kg of CO₂e emissions.

■ In 2025, through a series of Earth Day environmental initiatives and employee engagement mechanisms such as low-carbon walks, employees accumulated over 57 million steps and reduced approximately 8,279 kg of CO₂e. By integrating light-switching and recycling efforts, carbon reduction initiatives were deepened from strategic promotion to daily practice, strengthening the low-carbon culture and expanding sustainable impact.



4.1 Climate-Related Financial Disclosures

The Company's risk management system is designed to identify and analyze the risks faced by the Company, establish appropriate risk limits and controls, and monitor compliance with such risks and risk limits. Through risk management mechanisms, the Company identifies potential risks and opportunities and effectively implements risk control to ensure normal operations, creating value for shareholders, employees, customers, and society to achieve its sustainable operation goals.

Aspect	TCFD Recommended Disclosures	The Company's Response Measures		
Governance	The Board's Oversight of Climate-Related Risks and Opportunities	The Company established the Sustainable Development Office in 2022, with Deputy General Manager Li-Cheng Wang appointed by the chairman as chief sustainability officer. The Sustainable Development Office collaborates with various departments on the identification of climate risks and opportunities, reporting the results to the Board of Directors at least once a year to serve as the basis for the Board's climate governance.		
	Management's Role in Assessing and Managing Climate-Related Risks and Opportunities	The Sustainable Development Office facilitates cross-departmental integration and communication to assist various units in identifying climate risks and opportunities within their daily operations. Based on these findings, the Office compiles and coordinates the development of relevant improvement measures and management guidelines. The chief sustainability officer then reports these measures and guidelines to the Board of Directors on a regular basis to mitigate the impact of climate risks and capitalize on development opportunities.		
Strategy	Short, medium, and long-term climate-related risks and opportunities identified	Short-term	Mid-term	Long-term
		▶ Transition risks: Uncertainties in geopolitics, laws/regulations, and market changes	▶ Transition risks: Strengthened emission reporting obligations, increased stakeholder concerns and negative feedback, and evolving product and service requirements and regulations	▶ Transition risks: The imposition of international or government carbon taxes increases operating costs.
		▶ Physical risks: Increased intensity of extreme weather events, such as typhoons and floods. Instability in water and power supplies following a natural disaster poses a business interruption risk to the company	▶ Market opportunities: R&D and innovation of new products and services (e.g., AI servers as a potential future trend)	▶ Physical risks: Temperature increases exceeding 1.5°C may lead to glacier melt and sea level rise, exposing production sites to flooding risk.
		▶ Market opportunities: Leveraging new technologies and new energy to enhance corporate operational efficiency and resilience		▶ Market opportunities: Utilizing more efficient production and R&D to create energy saving and waste reduction products

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Aspect	TCFD Recommended Disclosures	The Company's Response Measures		
Strategy	Impacts of climate-related risks and opportunities on business, strategy, and financial planning	The Company's primary climate risks stem from the demands of key stakeholders for reduced GHG emissions and compliance with product energy efficiency standards. However, climate change also presents opportunities, particularly regarding products and services. The Company is committed to the R&D of product lines that align with sustainability trends, as well as the development of energy saving and waste reduction products and services to meet market demand and expand into new markets.		
		Principal Transition Risks	Principal Physical Risks	Principal Climate Opportunities
		To mitigate risks associated with changes in compliance requirements and green standards, the Company is actively investing in green R&D. Sustainability issues—including energy efficiency, green products, and packaging reduction—are integrated into the new product R&D process.	To mitigate the impacts of drought and power shortages, the Company has progressively invested in water-saving and energy-saving facilities, strengthened water resource recycling, maintained energy saving and carbon reduction management, and enhanced risk management awareness.	The Company continues to commit itself to sustainability issues and maintains long-standing, trusting relationships with its customers. By aligning our R&D investments with market demand, we are well-positioned to continue providing customers with effective solutions as the trend toward sustainability grows.
	Strategic resilience, taking into account various climate-related scenarios	While the Company is not a regulated enterprise under the "Regulations Governing the Inventory, Registration, and Verification of Greenhouse Gas Emissions for Business Entities", it has actively taken relevant measures to comply with the government's energy saving and carbon reduction policy. The Company continues to monitor changes in domestic and foreign regulations and technologies to fulfill its corporate responsibility for environmental protection.		
Risk management	Climate-related risk identification and assessment process	In response to climate variability issues, we acknowledge the impact of GHGs on the globe and our business, support the competent authority's promotion of net-zero by 2050, comply with carbon neutrality requirements from stakeholders, and continue to formulate carbon reduction strategies.		
	Climate-related risk management process	The Sustainable Development Office regularly convenes various units to identify climate risks associated with their business operations, develops corresponding strategies based on these findings, and provides periodic reports to the Board of Directors.		

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Aspect	TCFD Recommended Disclosures	The Company's Response Measures		
Risk management	How the identification, assessment, and management of climate-related risks are integrated into the company's overall risk management system	Incorporate climate change into the material issues and key material risk items of sustainable and sound corporate development, and establish short, medium, and long-term response measures.		
		Establish a PDCA mechanism based on medium- to long-term goals to continuously refine the integration of environmental climate change risk management and the overall enterprise risk management system.		
Metrics and targets	Describe the indicators used by the company to assess climate-related risks and opportunities in accordance with its strategy and risk management process.	To mitigate climate change, the Company utilizes GHG emissions per unit of revenue as its primary key quantitative assessment metrics, while also establishing metrics for renewable energy usage ratio, electricity consumption per unit of revenue, and water consumption per unit of revenue.		
		Since 2021, the Company has continued to conduct scopes 1, 2, and 3 GHG inventory and has obtained third-party verification from Ares. The 2025 GHG emissions (tCO ₂ e) are as follows:		
	Scope 1, Scope 2, and Scope 3 GHG Emissions and Related Risks	Scope I	Scope II	Scope 3
		443.2243 CO ₂ e	3,731.8099 CO ₂ e	5,987.7071 CO ₂ e
	Targets for managing climate-related risks and opportunities, and the performance in achieving those targets	-	Increase the renewable energy usage ratio	-
		The Company has no stationary combustion sources or process emissions; it only has refrigerant and septic tank fugitive emissions.	Increase the renewable energy usage ratio by 5% annually	-

4.2 GHG Management

GHG Inventory and Carbon Reduction Initiatives

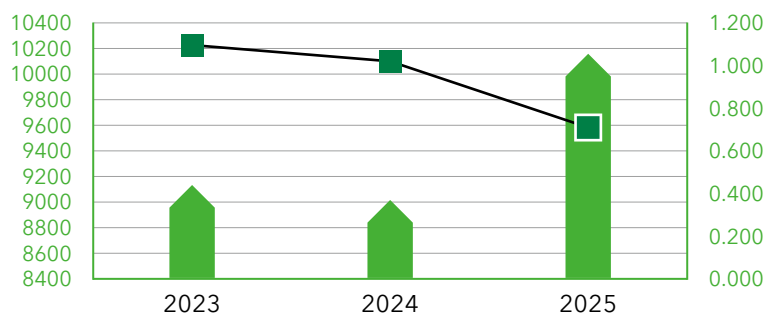
In response to Global Net-Zero Carbon Trends, Innodisk has committed to achieving net zero by 2050. Recognizing that the first step toward carbon reduction is accurately grasping the current carbon emissions status, the Company conducts annual GHG inventories in accordance with ISO 14064-1:2018. These inventories are verified by a third party and, following the operational control approach, the scope of the inspection covers the Xizhi headquarters and the Yilan Plant.

The Company has set a long-term goal to reduce overall carbon emissions annually, with a target reduction of 1% each year compared to the previous year. Measuring GHG intensity by comparing total emissions against operating revenue helps maintain the ability to manage carbon emissions even as production capacity and operational scale grow.

Total GHG Inventory for the Past Three Years

Year	GHG Emissions (tCO ₂ e)	GHG Emission Intensity (Unit: Ton/NT\$1 million revenue)
2023	9133.59	1.099
2024	9023.709	1.012
2025	10162.741	0.713

GHG Emission Intensity



■ Total GHG Emissions (tCO₂e)
■ GHG Emission Intensity (Unit: Tons /million in revenue)

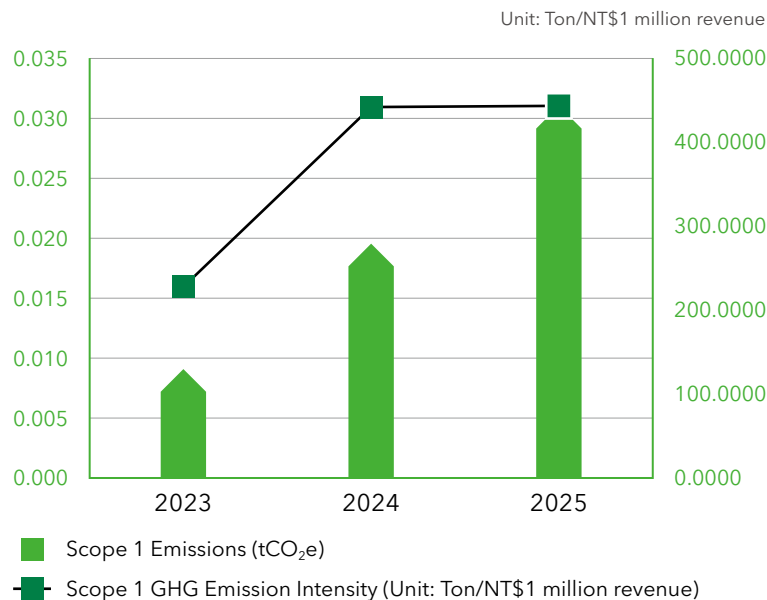
The Company's total GHG emissions for 2025 were 10,162.741 tCO₂e, an increase of approximately 12.62% from 9023.709 tCO₂e in 2024. However, the GHG emission intensity relative to revenue was 0.713 tons per million dollars of revenue, a decrease of approximately 29.55% from 1.012 in 2024. These results indicate that while total emissions rose due to expanded operations, increased production capacity, and the commissioning of new facilities, carbon emissions per unit of revenue declined significantly, driven by revenue growth. This reflects the Company's continued progress in enhancing operational efficiency and carbon management.

The increase in total emissions in 2025 was primarily due to the commencement of operations at Yilan Plant 2, which led to a simultaneous rise in electricity demand and related energy consumption, thereby driving up Scope 1 and Scope 2 emissions. However, the Company has continued to promote energy conservation management, renewable energy adoption, and energy efficiency improvement measures, maintaining a downward trend in emission intensity and demonstrating that low-carbon transformation measures are gradually taking effect. Looking ahead, the Company will continue to strengthen energy efficiency management, increase the proportion of green electricity usage and self-consumption, and refine the emission intensity tracking mechanism across all sites and departments. While supporting operational growth, the Company will steadily advance its GHG reduction and low-carbon transformation goals.

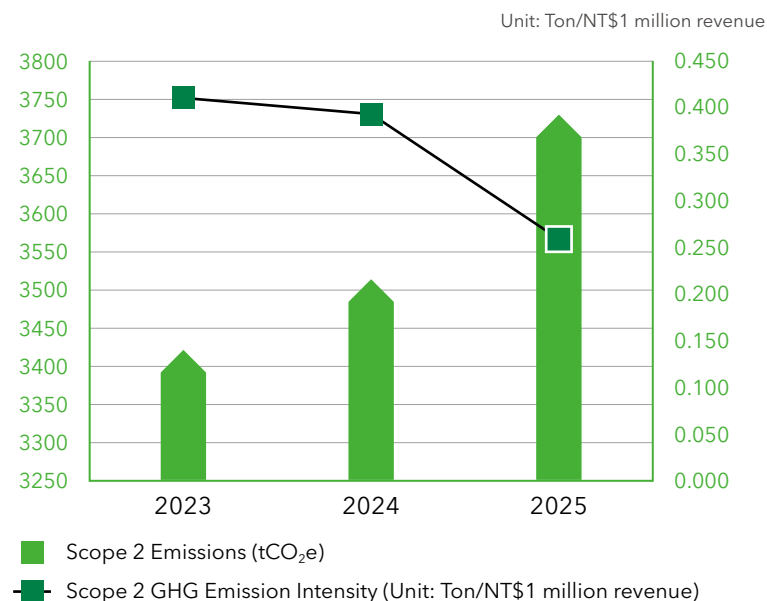
GHG Inventory Results for the Past Three Years Are as Follows:

Year		GHG emissions (tCO ₂ e)	GHG Emission Intensity (Unit: Metric tons/NT\$ million revenue)
2023	Category 1	131.2309	0.016
	Category 2	3421.0066	0.411
	Category 4	5581.3526	0.671
2024	Category 1	277.2465	0.031
	Category 2	3515.4575	0.394
	Category 4	5228.3071	0.586
2025	Category 1	443.2243	0.031
	Category 2	3731.8099	0.262
	Category 4	5987.7071	0.420

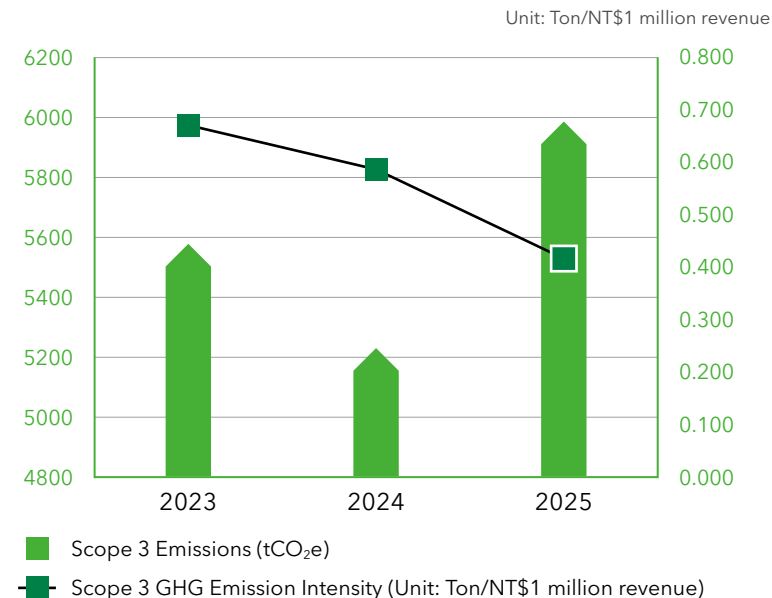
Scope 1 Direct Emissions



Scope 2 Indirect GHG Emissions - Purchased Electricity



Scope 3 Indirect GHG Emissions - Products Used by the Organization

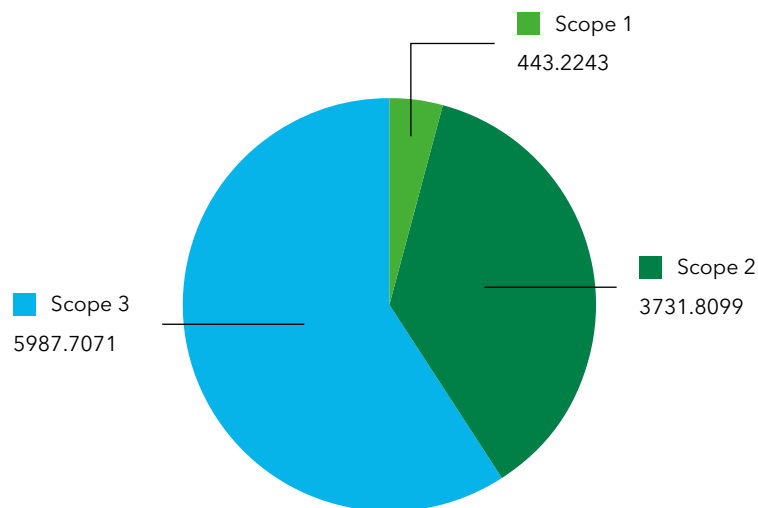


Scope 1 and Scope 2 total emissions in 2025 were 4,175.0343 tCO₂e, an increase of 382.3298 tCO₂e (approximately 10.08%) from 3,792.7045 tCO₂e in 2024. This was primarily due to increased electricity and fuel consumption following the commencement of operations at Yilan Plant 2. Although direct and energy indirect emissions increased, this change is consistent with the expansion of the Company's operational scale and production capacity growth, reflecting the ongoing carbon management pressures associated with operational development.

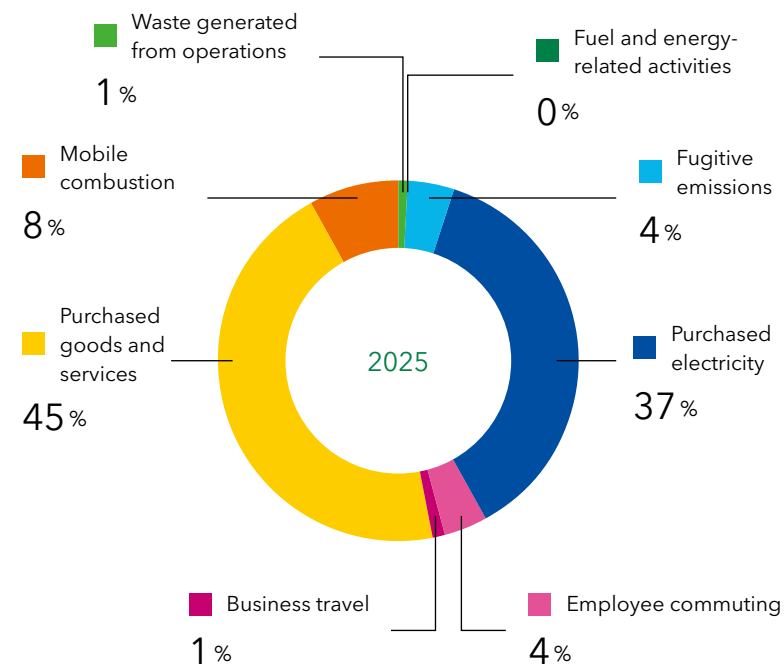
Based on the 2025 company-wide inventory results, market-based total emissions were 10,162.741 tCO₂e, an increase of approximately 12.62% from 9,023.709 tCO₂e in 2024. Of these, Scope 4 remained the Company's largest emission source, with 2025 emissions totaling 5,987.707 tCO₂e, accounting for approximately 58.92% of total emissions. This indicates that activities related to the upstream and downstream value chains remain the primary carbon emission sources. Despite the increase in total emissions, GHG emission intensity fell to 0.713 ton/NT\$1 million revenue in revenue in 2025, a decrease of approximately 29.55% from 1.012 in 2024. This indicates that carbon emissions per unit of revenue have been effectively reduced amid revenue growth, reflecting a continuous improvement in overall carbon management efficiency.

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Faced with the dual challenges of operational growth and increased emissions, the Company has designated 2024 as the inventory base year to serve as the foundation for subsequent GHG reduction performance tracking and trend analysis. Going forward, we will gradually reduce emission intensity by expanding the use of renewable energy, optimizing energy-saving measures, and collaborating with our supply chain to reduce carbon emissions. This will help the Company strengthen its low-carbon transition resilience and making steady progress toward our mid- and long-term sustainability goals.



The emission factors used in this year's inventory were sourced from the GHG factors announced by the Ministry of Environment on February 5, 2024, the Taiwan Carbon Footprint Information Network, and the 2024 electricity carbon emission factor announced by the Energy Administration, Ministry of Economic Affairs (applicable to Category 2). GWP values (global warming potential) are based on the IPCC Sixth Assessment Report (AR6, 2023 version). Scope 1 covers four gases: CO₂, CH₄, N₂O, and HFCs, while Scope 2 primarily consists of CO₂.



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■ Implementing Concrete Actions for Carbon Reduction and Environmental Stewardship

In response to global climate change, the Company has promoted the "Earth Day" environmental sustainability activities since 2024, expanding and deepening these initiatives throughout 2025. While the initial phase focused on internal employee participation, the scope has gradually extended to include subsidiaries. Through a variety of highly engaging programs that combine energy saving, carbon reduction, social welfare, and employee action, the Company demonstrates its concrete commitment to environmental responsibility and continues to strengthen the cultivation of an internal sustainability culture.

Over the years, the main themes of these activities have focused on three key areas: "Earth Hour", "zero-waste donation of second-hand toys", and "waste battery recycling". Employees are encouraged to practice low-carbon actions in their daily lives, integrating the concept of sustainability into both their work and personal lives. Since its inception in 2023, the activities have seen over 1,000 participants, reflecting employees' strong alignment with and continued commitment to sustainability issues, as well as the Company's active response and long-term commitment to the United Nations Sustainable Development Goals (SDGs).

■ Activities

Record of Achievements			
Event Name	[Earth Day] Earth Hour: Innodisk Joins In	[Earth Day] Toy Recycling 2.0: The Great Circularity Challenge	[Earth Day] Recycle Batteries, Save the Earth
Event Purpose and Expectations	This campaign aims to deepen employees' understanding of energy saving and carbon reduction issues and encourage them to develop the habit of turning off lights when not in use. By collaborating across locations and implementing a unified schedule, the Company has successfully rallied its internal teams and established an energy saving benchmark.	Once sorted, cleaned, and organized, all the recovered toys were donated to Ai Heng Enlightenment Center and Yilan Women and Children Center for the benefit of local children and disadvantaged families. This ensures that the items are not only reused but also serve as a bridge for conveying warmth and care. Future plans include adding the donation of daily necessities to further meet the everyday needs of beneficiary families and deepen the Company's commitment to social responsibility.	Recognizing that hazardous waste disposal is an issue often overlooked in daily life, the Company has implemented "batteries recycling" measures by setting up designated collection boxes at its offices to encourage employees to centrally recycle used dry cell batteries.
	Additionally, the Company leverages diverse channels—including internal e-newsletters, LINE groups, and office notice boards—to continuously strengthen event promotion and awareness. By providing energy-saving tips and performance feedback, the Company ensures that every participant clearly understands the positive impact of their actions on the environment.	This event not only underscored the Company's commitment to corporate social responsibility but also encouraged employees to reflect on how their consumption and disposal habits impact the environment. By installing physical recycling bins and disclosing recycling data, the Company enables participants to experience the tangible value of their actions, further reinforcing their commitment to environmental behaviors and driving continuous engagement.	Through a comprehensive recycling mechanism, we effectively prevent heavy metal components in waste batteries from seeping into soil and water sources, thereby reducing potential impacts on the environmental ecosystem and human health. This reflects the Company's commitment to environmental protection and resource recycling and reuse.

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Record of Achievements			
Event Name	[Earth Day] Earth Hour: Innodisk Joins In	[Earth Day] Toy Recycling 2.0: The Great Circularity Challenge	[Earth Day] Recycle Batteries, Save the Earth
Target Audience	▶ Innodisk: Xizhi Plant (office and warehousing area), Yilan Plant 1 and 2, Hsinchu Office, Taichung Office ▶ Subsidiaries: Aetina, Millitronic, Sysinno	▶ Innodisk: Xizhi Plant, Yilan Plant 1 and 2, Hsinchu Office, Taichung Office	▶ Innodisk: Xizhi Plant, Yilan Plant 1 and 2, Hsinchu Office, Taichung Office ▶ Subsidiaries: Aetina, Millitronic, Sysinno
2024	▶ Total Lights Turned Off: • 2,639 • Equivalent to a carbon reduction of about 13kg CO₂e	▶ Total Amount Recycled: • 80.5 kg • Equivalent a carbon reduction of about 165.8kg CO₂e	▶ Total Amount Recycled: • 62 KG • Equivalent to a carbon reduction of about 9.92kg CO₂e
2025	▶ Total Lights Turned Off: • 13,555 • Energy saved: 271.1 kWh • Equivalent to a carbon reduction of about 128.5kg CO₂e Note: Based on the 2024 electricity emission factor from the Energy Administration, Ministry of Economic Affairs, approximately 0.474 kgCO₂e per kWh was reduced	▶ Total Amount Recycled: • 56.1 KG • Equivalent to a reduction of approximately 115.57 kg CO₂e Note: Carbon emission calculation is based on the Ministry of Environment, Executive Yuan's estimation that for every 1 kg reduction in waste generation, approximately 2.06 kg CO₂e is saved	▶ Total Amount Recycled: • 17 KG • Equivalent to a carbon reduction of approximately 2.72 kg CO₂e Note: Carbon emissions calculation is based on carbon footprint estimates that for every 1 kg reduction in zinc-carbon batteries, approximately 0.16 kg CO₂e





[Environmental Feature] From a Single Action to Daily Practice: Cultivating New Low-Carbon Living Habits

Innodisk continues to integrate ESG philosophy into its corporate culture and the daily lives of its employees. Through engaging and actionable environmental initiatives, the company encourages its staff to implement low-carbon practice in their everyday lives. In 2025, the Company focused on the theme of "transforming activity advocacy into daily habits", integrating its 20th anniversary events with health promotion mechanisms to launch several action plans that combined environmental benefits, employee participation, and social value. This ensured that sustainability was not merely a concept, but a tangible practice that could be experienced, participated in, and accumulated.

By integrating walk and daily step counting activities, Innodisk has linked energy conservation, carbon reduction, health promotion, and social giving. This demonstrates the Company's concrete achievements in promoting a low-carbon culture, while empowering employees to create a positive environmental and social impact with every step they take.

Event 1 | Founding Footsteps Back to Yilan

To mark its 20th anniversary, Innodisk adopted "Founding Footsteps Back to Yilan" as a central theme for its series of celebrations. Integrating a spirit of sustainability into the anniversary arrangements, the company launched a "sustainable walk" to appreciate the scenic beauty of Yilan. Led by the chairman, employees walked from Yilan Railway Station to the Yilan Plant, replacing short-distance transit with tangible action and making environmental respect a core pillar of the corporate celebration.

This walk not only allowed colleagues to experience Yilan's local scenery and the context of corporate development firsthand, but also served as a low-carbon travel initiative. This transformed the 20th anniversary into more than just a review of past growth; it became a vital moment to reconnect with the land, our partners, and sustainable values. The event reduced approximately 200 kg CO₂e. The Company further converted each kilogram of reduced carbon emissions into a NT\$1,000 charitable contribution, resulting in a total donation of NT\$200,000 to the Wuwei River Cultural and Educational Association for the restoration of little terns. This initiative extended the benefits of environmental action to social care, realizing the multifaceted value of corporate sustainability.



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Activity 2 | Health First, Walking Is the Best Policy: Carbon Reduction Initiatives With Every Step

To further transform one-time initiatives into sustainable habits, Innodisk launched the "Health First, Walking is the Best Policy" walking and step-counting activity in 2025. By integrating the health management system with a mobile device pedometer app, the Company encouraged employees to walk instead of drive in their daily lives, ensuring that health management and environmental action occur in tandem.

During the event, participating colleagues took a total of 57,162,322 steps, achieving a carbon reduction performance of 8,279 kg CO₂e . These results not only demonstrate the high level of employee engagement in health promotion activities but also illustrate how businesses can leverage system design and digital tool implementation to transform individual daily behaviors into measurable environmental outcomes. From commuting and mobility to lifestyle choices, every step becomes part of a low-carbon life, extending sustainability from the event venue into the practice of everyday living.



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CHAPTER

5

Social Responsibility and Social Engagement

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Annual performance highlights

Total maternity and childcare subsidies amounted to NT\$3,841,109



- Total maternity and childcare subsidies amounted to NT\$3,841,109 in 2025. In addition to transportation subsidies during pregnancy, employees with children aged 0 to 6 are eligible for a monthly subsidy of 6% of their salary; for those with more than one child, this subsidy may increase to a maximum of 10% of their salary. Additionally, a one-off subsidy of NT\$30,000 is provided for the second child and subsequent births to support employees in raising their children with peace of mind.

A total of \$1,277,000 in scholarships was awarded to employees' children



- A total of \$1,277,000 in scholarships was awarded to employees' children in 2025. Scholarships ranging from NT\$4,000 to NT\$10,000 per academic year are provided for all educational levels, from elementary school to master's degrees. Furthermore, the Company plans to introduce learning milestone rewards in 2026. These rewards will offer congratulations and incentives at key milestones throughout each educational stage to support the steady development of employees' children in their academic journeys.

An average company-wide satisfaction score of 4.88



- The 2025 employee satisfaction survey saw a response rate of 71%, with an average company-wide satisfaction score of 4.88 (out of 6.00), reflecting a positive overall work experience.

100% of current employees and supervisors underwent performance evaluations



- In 2025, 100% of current employees and supervisors underwent performance evaluations, irrespective of their gender or job categories.

In 2025, 86.96% of global senior executives were local residents with permanent legal residency.



Fostering a diverse and inclusive workplace rooted in cultural respect and a sense of belonging.



- In 2025, Vietnamese Women's Day was leveraged as an opportunity to deepen emotional connections among employees through Vietnamese greetings, cross-cultural interactions, and care initiatives, fostering a diverse and inclusive workplace rooted in cultural respect and a sense of belonging.

■ 5.1 Human Rights Policy

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5.1 Human Rights Policy

5.1.1 Human Rights Policy

The Company complies with all local labor laws and regulations across its global operating locations to safeguard the legal rights and interests of its employees. We follow the spirit and basic principles of human rights protection espoused by various international human rights conventions such as the "United Nations Global Compact," and the "Declaration of Fundamental Principles and Rights at Work by the International Labor Organization." The goal is to fully respect and protect human rights and treat all employees (including contract personnel and interns) with dignity and respect. Implementation guidelines for maintaining human rights include "Diversity, Inclusion, and Equal Job Opportunities", "providing a safe and healthy working environment", "respecting freedom of assembly and association", and "helping employees maintain their physical and mental health and work-life balance." The Human Rights Policy and its details are published on the corporate sustainability website. <https://esg.innodisk.com/zh/about/promise>.

1. Diversity, Inclusion, and Equal Job Opportunities

We are committed to creating a diverse, open, equal, and harassment-free working environment and will never allow human rights violations. The goal is to comply with the relevant national labor laws, prohibit child labor, forbid human trafficking, prevent forced labor, and ban all employment discrimination. The colleagues shall not receive discrimination due to personal gender (including sexual orientation), race, class, age, blood type, marriage, language, religion, party affiliation, place of origin, place of birth, appearance, physical and mental disabilities, etc. Implement fairness in employment, salary benefits, training, evaluation, and promotion opportunities. Provide effective and appropriate complaint mechanisms to prevent and respond to any harm against employee rights and interests.

2. Provide a safe and healthy working environment.

Provide a safe and healthy working environment and necessary health and first aid facilities, eliminate hazards in the working environment that may affect the health and safety of employees, and reduce the risk of occupational accidents. Take the initiative to care about and manage the abnormal workload of colleagues, avoid overtime work, and regularly implement education and training related to labor safety.

3. Respecting Freedom of Assembly and Association

Respect employees' basic human rights, safeguard the right of employees to organize trade unions and negotiate with groups, and provide diversified communication mechanisms and platforms to ensure a harmonious and win-win labor relationship.

4. Helping Employees Maintain Their Physical and Mental Health and Work-Life Balance

Provide care for employees' physical and mental health and actively hold health management lectures. Activities such as arts and literature, sports, and family day for parents and children are provided in addition to stress-relieving massage measures. All employees are encouraged to participate in clubs to expand interpersonal interaction among colleagues, enrich the concept of work-life balance, and take care of employees' physical and mental health.

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5.1.2 Prevention of Sexual Harassment in the Workplace

These management measures are adopted in accordance with Article 30, Paragraph 1 of the "Gender Equality in Employment Act" and the relevant provisions of the "Regulations for Establishing Measures on Prevention of Sexual Harassment in the Workplace". We provide employees and job seekers with a work and service environment free from sexual harassment, while implementing appropriate preventive, corrective, disciplinary, and remedial measures and safeguarding the rights, interests, and privacy of the parties involved.

With the rise of the #MeToo movement, the Legislative Yuan amended and implemented the Sexual Harassment Prevention Act in 2024. With reports of workplace misconduct and harassment emerging frequently, Innodisk has launched relevant training programs to provide employees and job seekers with a work environment free from such misconduct, and requires all employees to participate. The Company strictly prohibits any illegal infringement behavior, whether tangible or intangible. Employees may report any sexual harassment case via the dedicated hotline (02-7703-3000#1225) or the dedicated mailbox (inno_members@innodisk.com). Upon becoming aware of any unlawful infringement, the Company will convene an investigation committee to establish the facts. In the event of a sexual harassment case, the Company will engage external experts to assist with the investigation and resolution, and will implement immediate and effective corrective and remedial measures while protecting the victim's rights and privacy. In 2024, a total of two complaint cases were received. Following investigations conducted with external experts, it was resolved that these cases were not substantiated.

Sexual Harassment Complaint

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5.1.3 Prohibition of Child Labor

The Company strictly complies with the Labor Standards Act and relevant labor laws, and in accordance with the principle of human rights protection, strictly prohibits the use of any form of child labor. In accordance with the Company's "Work Rules," individuals under the age of 15 shall not be employed. Any exceptions permitted by law must be handled in compliance with applicable regulations, ensuring that the work content and environment do not adversely affect their physical and mental health.

■ I. Preventive Measures and Management Mechanisms

To mitigate child labor risk, the Company has established a multiple verification mechanism within the recruitment and onboarding process to ensure that all personnel comply with legal requirements and the Company's labor standards.



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■ **II. Auditing and Internal Control**

Ensure all hiring practices comply with minimum working age regulations through institutionalized processes and regular reviews:

- ▶ HR is responsible for verifying identity documents and managing records.
- ▶ The internal audit mechanism carries out periodic spot checks on hiring procedures.

■ **III. Incident Handling Mechanism**

If it is discovered during recruitment or employment that an individual has not reached the statutory working age, the Company will immediately take the following measures:

- 01** Immediately cease the provision of labor and escort the individual from the workplace to ensure their personal safety.
- 02** Conduct identity and background checks to determine the cause.
- 03** Notify the competent authority as appropriate and cooperate with the investigation.
- 04** Review the recruitment and onboarding process, propose improvements, and strengthen education and training.



■ **IV. 2025 Implementation Status**

Number of child labor violations in the year 0	Recruitment identity document verification coverage rate 100%
Onboarding identity verification ratio 100%	

As of the reporting year, the Company has neither identified nor reported any violations of minimum working age requirements.

■ **Recruitment Process Screening**



Age and Qualification Verification

Verify that applicants meet the statutory working age.



Competency Assessment

Assess candidates based on their experience and skills.



Background Check

Check for any legal issues or compliance concerns.



Wage Compliance

Ensure salaries meet legal standards.

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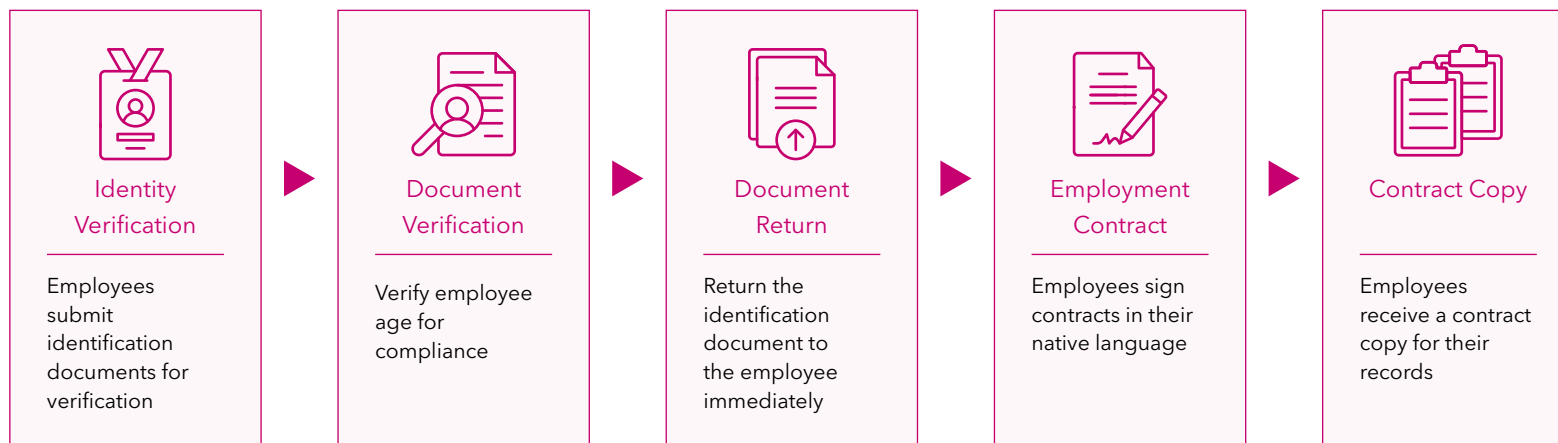
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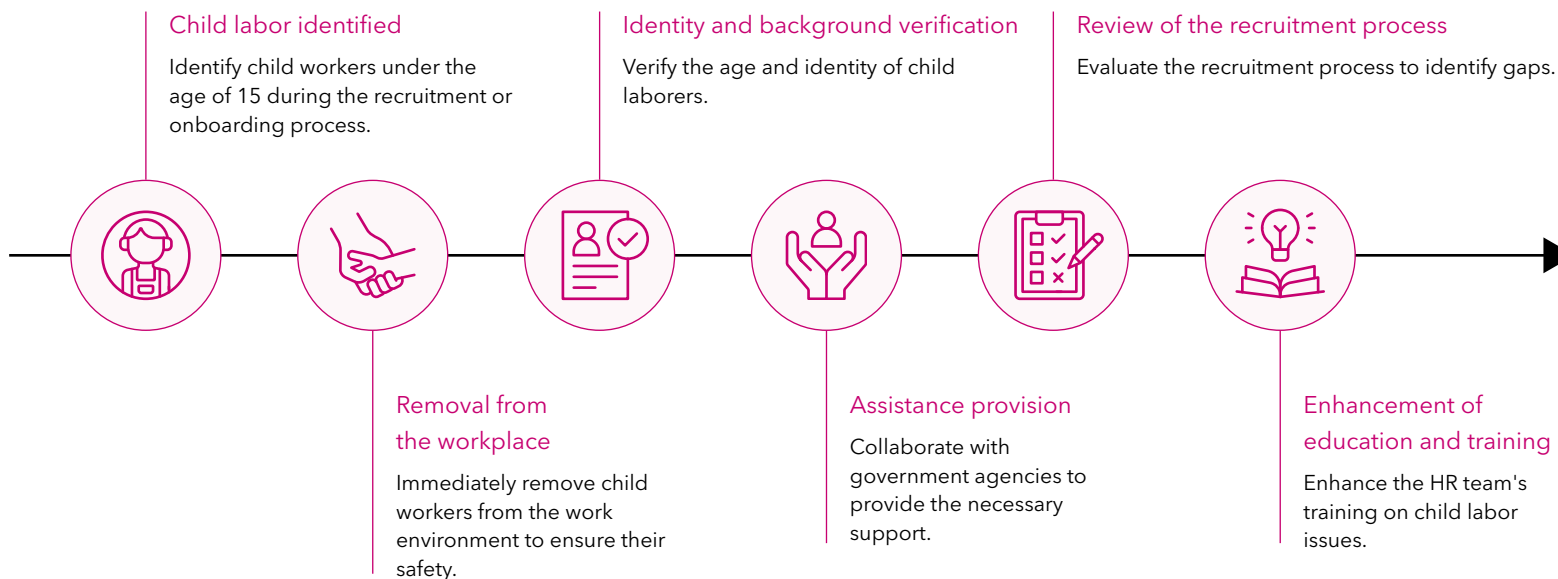
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■ New Employee Onboarding Process



■ Procedure for Identifying and Addressing Child Labor





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Gender/Job Level

Job Level	Gender	Taiwan			Overseas		
		2023	2024	2025	2023	2024	2025
Entry-level employees	Male	326	348	362	39	45	44
	Female	354	369	412	47	47	47
Manager and assistant manager level	Male	64	71	69	22	22	25
	Female	19	23	25	3	6	7
Associate levels (including the director)	Male	10	15	16	6	4	3
	Female	6	6	6	0	0	0
Deputy general manager level and above	Male	10	10	10	4	4	4
	Female	0	0	0	1	1	1
Total		789	842	900	122	129	131

Note: The statistics on manpower structure are as of December 31, 2025 (excluding employees on leave of absence without pay and regular outsourced personnel).

Global headcount 1,031	Male employees 533	Female employees 498	Female manager ratio 23.49%	Female employee ratio 48.30%
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Gender/Job Classification

Job Level	Gender	Taiwan			Overseas		
			2024	2025	2023	2024	2025
Full-time ^{Note 1}	Male	402	439	453	69	74	73
	Female	318	341	354	48	49	51
Temporary ^{Note 2}	Male	1	3	2	2	1	3
	Female	59	55	85	2	1	1
Part-time ^{Note 3}	Male	7	2	2	0	0	0
	Female	2	2	4	1	4	3
Regular outsourced personnel ^{Note 4}	Male	2	2	2	0	5	3
	Female	3	4	4	3	7	7
Total		794	848	906	125	141	141

Note 1: Regular employees are equivalent to full-time employees, working eight hours per day from Monday to Friday.

Note 2: Full-time employees (expatriate employees and interns) with fixed-term contracts.

Note 3: Non-full-time employees on indefinite-term contracts (part-time workers).

Note 4: Personnel who regularly work on-site at the Company on a weekly basis (such as security and cleaning staff) are not employees of the Company.

Direct/indirect labor

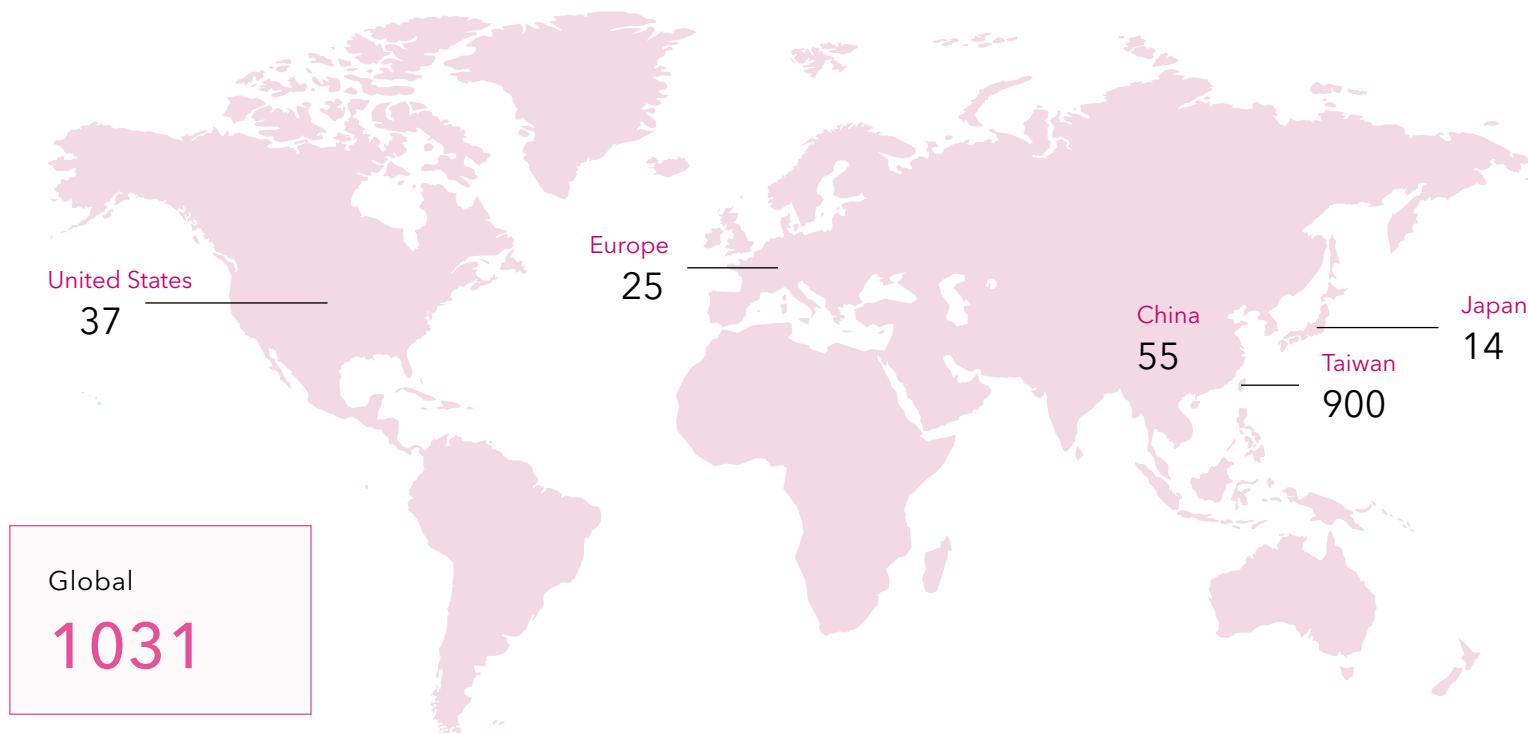
Job Level	Gender	Taiwan			Overseas		
		2023	2024	2025	2023	2024	2025
Director labor	Male	109	126	122	0	0	0
	Female	198	197	201	0	0	0
Indirect labor	Male	301	318	335	71	75	76
	Female	181	201	242	51	54	55
Total		789	842	900	122	129	131

Note 1: Direct labor: Refers to production line workers engaged in manufacturing.

Note 2: Indirect labor: Refers generally to office staff other than direct labor.

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Global Workforce Distribution 2025



Note: The statistics on manpower structure are as of December 31, 2025 (excluding employees on leave of absence without pay and regular outsourced personnel).

By local/foreign/people with physical and mental disabilities

- ▶ In 2025, the Company had a total of 1,031 employees, including:
 - The total number of foreign employees was 127, consisting of 32 males and 95 females; foreign employees accounted for 12.32% of the percentage of total employees.
 - The total number of disabled employees is 11 (seven males and four females), representing 1.07% of the percentage of total employees.
- ▶ Committed to the principles of fairness, diversity, and inclusion, the Company welcomes talent from all nationalities and backgrounds, respects individual differences, and strives to foster an equal and inclusive workplace environment. The nationalities of expatriate employees in the Taiwan region include Hong Kong, mainland China, Malaysia, Japan, Russia, and Vietnam. Overseas locations span Taiwan, France, Germany, the Netherlands, Romania, Vietnam, and mainland China, demonstrating a diverse organizational workforce structure.
- ▶ As of the end of the reporting period, there were a total of 85 Vietnamese employees in Taiwan. To protect the employment rights of blue-collar foreign employees, the Company provides salary, benefits, insurance, and care measures equivalent to those offered to local employees, while fostering a sense of identification and belonging through communication and support mechanisms.

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Male

Age Range			< 31		31-50		> 50	
Region	Category	Total Workforce	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Taiwan	Local colleagues	454	112	24.67%	312	68.72%	30	6.61%
	Expatriate employees	3	1	33.33%	1	33.33%	1	33.33%
Overseas	Local colleagues	47	6	12.77	28	59.57	13	27.66
	Expatriate employees	29	6	20.69	17	58.62	6	20.69

Female

Age Range			< 31		31-50		> 50	
Region	Category	Total Workforce	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Taiwan	Local colleagues	357	81	22.69%	244	68.35%	32	8.96%
	Expatriate employees	86	61	70.93%	25	29.07%	0	0.00%
Overseas	Local colleagues	46	5	10.87%	36	78.26%	5	10.87%
	Expatriate employees	9	2	22.22%	7	77.78%	0	0.00%

Employees with physical and mental disabilities

Age Range			< 31		31-50		> 50	
Region	Gender	Total Workforce	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Taiwan	Male	6	2	33.00%	3	50.00%	1	17.00%
	Female	4	0	0.00%	2	50.00%	2	50.00%
Overseas	Male	1	0	0.00%	0	0.00%	1	100.00%
	Female	0	0	0.00%	0	0.00%	0	0.00%

Recruitment and Employment

The Company adheres to the principles of fairness, impartiality, and transparency in recruitment. In accordance with internal operating procedures, all recruitment assessment and employment are centered on job requirements; candidates are not screened based on nationality, gender, or any other criteria unrelated to the requirements of the position. We are committed to fostering an equal workplace environment. All recruits must be adults aged 18 or older, and the Company strictly prohibits the employment of child labor. Furthermore, the Company strictly complies with all labor laws and regulations. Any changes to the terms of employment are handled through the required notification procedures in accordance with the law to ensure full compliance with legal employment practices.

As many as 86.96% of global senior executives (Associate Deputy General Manager/Director and above) are local residents with permanent legal residency.

2025 New Hire Rate

New hire ratio by age group:

New hire ratio						New hire rate
Region	Annual Total Headcount	Male		Female		
		Number of people	Percentage	Number of people	Percentage	
Taiwan	872	88	10.09%	104	11.93%	22.02%
China	55	3	5.45%	1	1.82%	7.27%
Japan	13	1	7.69%	2	15.38%	23.08%
United States	37	3	8.11%	2	5.41%	13.51%
Europe	26	6	23.08%	1	3.85%	26.92%

Note 1: Annual total headcount calculation formula: (beginning-of-period headcount + end-of-period headcount)/2

Note 2: New hire rate calculation formula: (Male/Female employees) Total annual new hires / ((beginning-of-period headcount + end-of-period headcount)/2)



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Male

Age Range	< 31		31-50		> 50	
Region	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Taiwan	48	5.50%	39	4.47%	1	0.11%
China	0	0.00%	3	5.45%	0	0.00%
Japan	1	7.69%	0	0.00%	0	0.00%
United States	1	2.70%	2	5.41%	0	0.00%
Europe	3	11.54%	2	7.69%	1	3.85%

Female

Age Range	< 31		31-50		> 50	
Region	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Taiwan	73	8.37%	31	3.56%	0	0.00%
China	0	0.00%	1	1.82%	0	0.00%
Japan	0	0.00%	2	15.38%	0	0.00%
United States	0	0.00%	2	5.41%	0	0.00%
Europe	0	0.00%	1	3.85%	0	0.00%



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2025 Turnover Rate

Turnover rate by age group:

Turnover rate						Employee turnover rate
Region	Annual Total Headcount	Male		Female		
		Number of people	Percentage	Number of people	Percentage	
Taiwan	872	74	8.49%	64	7.34%	15.83%
China	55	2	3.64%	2	3.64%	7.27%
Japan	13	0	0.00%	0	0.00%	0.00%
United States	37	4	10.81%	1	2.70%	13.51%
Europe	26	5	19.23%	2	7.69%	26.92%

Note 1: Annual total headcount calculation formula: (beginning-of-period headcount + end-of-period headcount) / 2

Note 2: Turnover rate calculation formula: total annual turnover / ((beginning-of-period headcount + end-of-period headcount)/2)

Note 3: The number of departures includes expatriate employees, interns, part-time workers, and the number of employees on leave without pay.

Male

Age Range	< 31		31-50		> 50	
Region	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Taiwan	46	5.28%	27	3.10%	1	0.11%
China	0	0.00%	2	3.64%	0	0.00%
Japan	0	0.00%	0	0.00%	0	0.00%
United States	0	0.00%	3	8.11%	1	2.70%
Europe	1	3.85%	4	15.38%	0	0.00%

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Female

Age Range	< 31		31-50		> 50	
Region	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Taiwan	33	3.78%	30	3.44%	1	0.11%
China	0	0.00%	2	3.64%	0	0.00%
Japan	0	0.00%	0	0.00%	0	0.00%
United States	1	2.70%	0	0.00%	0	0.00%
Europe	0	0.00%	2	7.69%	0	0.00%

2024 & 2025 Employee Turnover Rates

2024 Employee Turnover Rate by Gender and Age Group Distribution

Range	Female		Male	
	Number of people	Ratio(%)	Number of people	Ratio(%)
Under 31 years old	28	2.97%	46	4.88%
31 - 50 years old	22	2.33%	34	3.61%
Over 50 years old	6	0.64%	1	0.11%
Total	56	5.94%	81	8.59%
Gender Breakdown of Turnover	41%		59%	

Note 1: Employee turnover rate (%) = Number of departures in each range / Total annual headcount

Note 2: Gender ratio of employee turnover (%) = Number of employee departures by gender / Total number of employee departures

2025 Employee Turnover Rate by Gender and Age Group Distribution

Range	Female		Male	
	Number of people	Ratio(%)	Number of people	Ratio(%)
Under 31 years old	34	3.39%	47	4.69%
31 - 50 years old	34	3.39%	36	3.59%
Over 50 years old	1	0.10%	2	0.20%
Total	69	6.88%	85	8.48%
Gender Breakdown of Turnover	45%		55%	



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■ Analysis of Parental Leave Return-to-Work and Retention by Gender

In accordance with the Act of Gender Equality in Employment, the Company provides a parental leave without pay system to protect the employment rights of employees during childcare, ensuring that career development is not compromised by gender or family care responsibilities. Eligible employees with childcare needs may apply in accordance with the law. To facilitate a smooth transition back to the workplace, HR will proactively contact employees 30 days before the expiration of leave of absence to confirm their intent to return and assist with return-to-work arrangements.

In addition, in response to the amendments to relevant regulations in 2025, the Company completed the internal process planning for the flexible parental leave of absence system, which was officially implemented on January 1, 2026. Eligible employees may apply for up to 30 days of "single-day" unpaid parental leave, providing more flexible childcare support measures and strengthening the development of a family-friendly workplace environment.

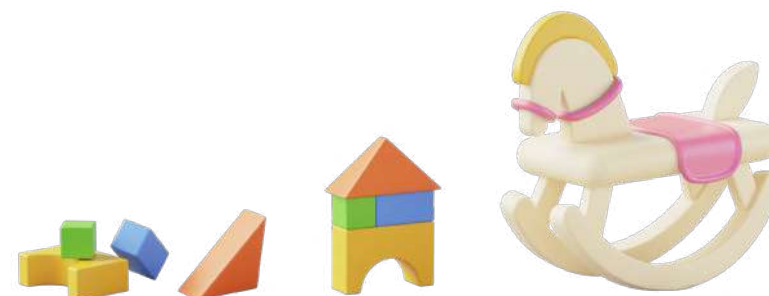
- ▶ Between 2023 and 2025, 36 men applied for paternity leave (for childbirth and check-ups) and 30 women applied for maternity leave.
- ▶ Between 2023 and 2025, a total of 4 men and 22 women applied for unpaid parental leave.

Unpaid parental leave/year	Gender	2023	2024	2025
Number of employees applying for unpaid parental leave	Male	2	0	2
	Female	7	5	10
Number of employees expected to return to work after taking unpaid parental leave (A)	Male	1	2	2
	Female	5	4	12
Number of employees who actually returned to work after taking unpaid parental leave (B) (including early return)	Male	1	1	1
	Female	5	4	12
Return-to-work Rate (B/A)	Male	100%	50%	50%
	Female	100%	100%	100%
Number of employees who returned from unpaid parental leave in the previous year and remained employed for twelve months following their return (C)	Male	1	0	1
	Female	4	5	2
Retention Rate (C/Previous Year B)	Male	100%	0%	100%
	Female	100%	100%	50%

Note 1: Parental leave eligibility is based on the number of male and female employees who applied for unpaid maternity or paternity leave in the past three years.

Note 2: Return to work rate = (Total number of employees who actually returned to work during the year / Total number of employees expected to return to work during the year) * 100%.

Note 3: Retention rate = (Total number of employees still employed 12 months after reinstatement in the previous year / Actual number of employees reinstated in the previous year) * 100%.





5.3 Employee Remuneration Policy

■ Remuneration and Related Benefits:

The Company prioritizes employee remuneration and benefits. Salaries and remuneration are determined based on education, experience, professional knowledge and skills, years of professional service, and individual performance. These decisions are made regardless of an employee's gender, age, region, race, background, social class, lineage, religion, physical disability, sexual orientation, pregnancy, or marital status. Furthermore, the Company adopts a total compensation concept, which provides a comprehensive package encompassing salary, benefits, bonuses, and remuneration.

Innodisk's remuneration policy is established based on the following principles:

- ☒ Adhere to local laws and regulations to foster harmonious labor relations within the legal framework, paving the way for sustainable operations.
- ☒ The starting salary for entry-level employees is higher than the minimum wage.
- ☒ Short-term and part-time employees shall be provided with all legally required insurance and benefits starting from their first day of employment.
- ☒ The Company conducts periodic salary surveys and adjusts compensation annually based on job market trends, the Company's operating conditions, and individual performance to ensure market competitiveness and internal equity.
- ☒ To enhance the Company's operational performance, corresponding performance bonus measures have been established based on the Company's operational status and the business objectives of each business unit. Year-end bonuses and employee profit sharing are distributed based on the Company's annual earnings to reward the contributions of employees and motivate their engagement. The bonus allocated to each employee is determined by the Company's operational status, job role, contribution, and performance, without any differentiation based on gender, age, or other factors.
- ☒ For overseas employees, reasonable and competitive salary levels are established based on local laws and regulations and the local labor environment. The social insurance system is also implemented in accordance with local laws and regulations. Additionally, long- and short-term incentive bonuses are awarded based on industry practices and operational performance to encourage long-term employee contributions and mutual growth with the Company.

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■ Remuneration Determination Process:

To assist the Board of Directors in implementing and evaluating the Company's overall remuneration policy, as well as the remuneration of directors and the managers, the Company has established a compensation committee. The committee is designed to ensure the transparency, fairness, and reasonableness of remuneration decisions while aligning them with the Company's overall strategic goals and long-term development.

The Remuneration Committee maintains a professional and objective standing, meeting at least twice annually to evaluate the policies and systems for the remuneration of the Company's directors and managers. The Remuneration Committee provides recommendations to the Board of Directors for decision-making reference. Furthermore, the Committee shall exercise the due care of a good administrator, faithfully perform the following duties, and submit its recommendations to the Board of Directors for discussion.

- ▶ Regularly review the "Remuneration Committee Charter" and propose amendments.
- ▶ Establish and regularly review the annual and long-term performance goals, as well as the compensation and remuneration policies, systems, standards, and structures, for the Company's directors and presidents.
- ▶ Periodically evaluate the achievement of performance targets for the Company's directors and managers, and determine the details and amounts of their individual remuneration.



To ensure that the Company's remuneration arrangements comply with laws and regulations and are sufficient to attract top talent, performance evaluations and remuneration levels are determined in accordance with relevant guidelines, with reference to market conditions, and in a fair and transparent manner.

01

Directors and managers: Remuneration is determined with reference to general industry standards, taking into account the time invested by the individual, the responsibilities assumed, the achievement of personal goals, performance in other positions, and the remuneration paid by the Company for equivalent positions in recent years. Furthermore, the Company's short-term and long-term business goals and financial status are considered to evaluate the reasonableness of the correlation between individual performance, business performance, and future risks.

02

General employees: Salaries are determined based on market benchmarks and internal pay scales, taking into account external competitiveness and internal equity. According to Article 19 of the Company's Articles of Incorporation, the Company shall set aside at least 3% of the profits before tax for the current year before the distribution of remuneration with employees and directors as remuneration to employees if there is any remaining balance after making up for losses. The employee remuneration may be made in the form of shares or cash, subject to the special resolution by the board of directors which shall reported to a shareholders' meeting.

Disclosure path for the salary information of full-time employees not in managerial positions:



Market Observation Post System > Single Company
> Corporate Governance > Corporate ESG >
Corporate ESG Company Information > ESG
Information Disclosure (5289 - Innodisk) > Social -
Human Resources Development Indicators

<https://esggenplus.twse.com.tw/inquiry/info/individual>

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5.4 Human Capital Development

InnoPro Talent Development Framework

Human resources are among Innodisk's most vital assets. We value the professional development of every partner, providing comprehensive education and training courses along with diverse learning channels to cultivate the knowledge, skills, and accountable, proactive work attitude required for each colleague to excel in the workplace. In addition to regularly hosting internal education and training, the Company provides subsidies to encourage employees to participate in on-the-job training, lectures, and seminars hosted by external certification bodies. This strengthens the professional skills of employees while enhancing overall performance and the Company's operational efficiency.

Category	Description
 General Courses	We assist all employees in their continuous development and growth. For all new employees, we arrange new hire training courses and design "new employee orientation training" within the first three months of employment based on their specific job roles. In addition, the Company occasionally organizes internal training courses to enhance work efficiency, trend lectures to keep pace with new industry knowledge and technological developments, and soft skill lectures for personal enrichment. These initiatives enable employees to pursue self-improvement and cultivate their physical and mental well-being alongside their professional responsibilities.
 Technical Academy	To address the needs of various professional and technical fields—including production and operations, marketing and sales, human resources and development, finance and accounting, quality assurance audit and environmental safety and health, and information systems—each department organizes internal education and training on an ad hoc basis. Simultaneously, the Company provides access to external training opportunities, demonstrating its strong commitment to fostering the comprehensive development of all colleagues.
 Management Academy	Conduct regular, tailored competency training for managers at all levels and high-potential talent, aligned with the Company's and various departments' organizational development needs. Actively cultivate top talent, establish a core team, and strengthen management capabilities to build a high-performance, exceptional team.
 Language Academy	With the advent of globalization, business operations must align with international standards. In 2021, we introduced an online language assessment platform to encourage employee participation and organized English-related activities, aiming to comprehensively enhance the English proficiency of current employees and maintain a competitive edge.
 International Academy	Looking ahead and expanding our global footprint, we arrange relevant education and training each year based on the organizational development needs of each region to support the growth and development of our employees worldwide.

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Continue to implement and expand the use of online systems

In response to continuous organizational growth and post-pandemic era demands, we have accelerated the application of digital learning tools. In addition to continuing to produce digital learning courses in-house, we have also assisted colleagues in utilizing the communication tool Teams to participate in synchronized online face-to-face courses. Furthermore, the "learning module" and "performance module" of the online human resource development system (hereinafter referred to as eHRD) have been progressively introduced to overseas subsidiaries. In 2025, we continued to produce online courses, allowing colleagues to learn without the constraints of time and space. For face-to-face courses, we transitioned from paper to a mobile app, implementing paperless operation for QR Code sign-in, reading materials, questionnaires, tests, and subsequent verification. Saving at least 3,000 sheets of paper and reducing storage space annually, we are putting our commitment to environmental protection and sustainability into practice.



Web-based Learning Platform



Mobile Learning Platform

Annual Training Statistics	2023	2024	2025	2025 Growth Rate
Total Learning Hours	13,097 hours	14,535 hours	10,132 hours	-30.29%
Total number of people	7,882	8,076	7,574	-3.45%
Average Training Hours (Based on year-end headcount)	14.38 hours	14.97 hours	9.83 hours	-0.04%

Note 1: Fractions of an hour are rounded to the nearest whole hour.

Note 2: The 2025 training data decreased compared with the previous year, mainly due to differences in annual project planning and operational scheduling. The Company will continue to focus on key functions and the development needs of each unit, planning and allocating the corresponding training resources to ensure that key capability development remains uninterrupted.

Annual Training Hours by Category

 External Training			
2023	2024	2025	
1,163 hours	1,352 hours	1,061 hours	

 Internal Training			
2023	2024	2025	
11,934 hours	13,183 hours	9,071 hours	

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■ New Employee Training (Taiwan)

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

Item	Session	2025 Training Hours
One-day new employee camp	4 sessions	523 hours
Education and training introduction		22 hours
RBA obligations and interests of the Company's employees		11 hours
ESG Education and Training		67 hours
Information Security Promotion		35 hours
General IT security knowledge		31 hours
Confidentiality and contract procedures.		56 hours
Intellectual property management rules	Online - all sessions	172 hours
Intellectual property rights: patents, trademarks, copyrights		56 hours
Overview of green products		40 hours
Advanced Green Product Course		24 hours
Introduction to Quality System & Basic Knowledge of Management System		42 hours
Production procedures and 5S site standards.		84 hours
Hazardous chemical labeling and communication regulations.		264 hours

Note: Fractions of an hour are rounded to the nearest whole hour.

■ Management Training (Taiwan)

To assist managers at all levels in continuous learning and growth, the Company thoroughly understands managers' learning needs in leadership and management, planning relevant training for various job categories and management levels. Through enhancement of leadership and management

capabilities, the Company aims to improve employee performance and satisfaction. Managers may also apply for relevant external training according to their personal development goals to strengthen specific leadership and management competencies.

Course Category	Content	Number of Sessions	Total trainees in 2025	Total training hours in 2025
Production Line Management Leadership	- Work Instructions - Professional Relationship - Work Management	6 sessions	63 people	238 hours
Team Management Leadership	- Recruitment, Training, and Performance Management Systems and Operational Guidelines - Common Troubleshooting Case Studies	2 sessions	40 people	112 hours
Operation Management Leadership	- Annual Strategy Workshop - Middle and Senior Management Enhancement	2 sessions	32 people	301 hours

Note: Fractions of an hour are rounded to the nearest whole hour.

■ Trend Lecture

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

Course	Hours	Total trainees in 2025	Total training hours in 2025
Create a new AI office experience and master Prompt usage	1.5 hours	301 people	452 hours

Note: Fractions of an hour are rounded to the nearest whole hour.

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■ Digitalization of Manufacturing Competency Certification

A comprehensive competency framework helps production line employees learn systematically, thereby improving their proficiency and accelerating their onboarding process.

01 Set up eHRD certification data

After the HR unit and production line supervisor have confirmed the workstations for which an employee requires certification and the corresponding certification requirements, the "test paper", "practical assessment - job breakdown checklist", and "workstation position certification" for each station shall be set up in the eHRD system.

02 Electronic Competency Card Development

The eHRD system is used for certification and integrated with the internal human resources information system to automatically generate a personalized electronic competency card (QR Code) for each employee. Once certification is complete, scanning the code via mobile phone provides instant access to the workstations the employee is currently responsible for.



Workstation Position Certification



Competency Certification Verification Interface

■ Comprehensive Plant Competency Training

To keep pace with the Company's rapid growth, a comprehensive "manufacturing competency certification" system has been planned and implemented since 2016. This system is designed to comprehensively assess and manage talent, allowing for the rapid evaluation of current employee skills while enhancing professional expertise to facilitate multi-skilled worker deployment. Coupled with a clear training mechanism, the system provides employees with practical operational guidelines to follow. Through an all-round and robust training mechanism, we not only ensure the operational quality of every employee but also provide a clear trajectory for professional growth, motivating them to continuously enhance their value and achieve further breakthroughs in their careers.

Category	Description
New Hires	New employees shall wear yellow armbands for identification from their start date until the end of their probationary period. A 3-month workstation competency learning program is required; employees may only work independently after passing the certification.
Incumbent Employees	The digitalization of manufacturing competency certification is carried out every March to quickly verify employee skills and ensure they meet station requirements.
Instructor Certification	To ensure employees have a solid foundation for their work, the Company highly values those who maintain a positive attitude and are committed to self-improvement. Each quarter, managers recommend high-performing employees for internal training to deepen their system operation skills and gradually develop them into station instructors capable of mentoring new hires. Additionally, the Company conducts annual re-certification to ensure that instructors master the latest skills and maintain effective teaching capabilities.
Cross-station Learning	To accommodate cross-departmental staffing and support needs, employees will be flexibly trained in multitasking and job rotation based on their capabilities. Employees may only begin working independently after completing 1 to 3 months of station-specific functional training and passing the online assessment. A yellow armband must be worn for identification during training and may only be removed once the training is successfully completed.



Station Training Guidance Interface

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■ Performance Management and Career Development

The Company's performance evaluation system is applied consistently regardless of an employee's gender, age, region, race, background, social class, lineage, religion, disability, sexual orientation, pregnancy, or marital status. The core purpose of performance management and development is to integrate and enhance both individual and overall organizational performance. Implementing two-way communication and employee development planning provides the basis for promotions, salary adjustments, bonus distribution, employee development, and the identification of training needs. If an employee is found to be unfit for their position, an appropriate coaching plan will be developed, or assistance provided to transfer them to a more suitable unit. Should the professional relationship between the Company and the employee remain unsustainable, reasonable severance pay and related measures will be provided in accordance with the law to ensure their employment rights.

The overall performance management system values individual contribution and emphasizes employee autonomy, communication, and tracking to help employees achieve their goals. Managers can then plan overall team development based on individual results, assigning tasks to provide practical experience and supplementing them with internal or external training courses to foster the growth of both the employees and the unit.

While reviewing employees' current performance, we also focus on their career development within the Company, helping them leverage their strengths and grow professionally to enhance overall morale and organizational growth.



[Performance Management]

► New Employee Assessment

To help new employees adapt to the work environment and meet job requirements, the Company conducts a new employee assessment within 10 weeks of hire to evaluate their performance and the effectiveness of their training. For employees whose performance evaluations do not meet expectations, further training or coaching will be provided to help them strengthen the competencies required for their roles and continuously improve their performance. This ensures that new hires can gradually master key skills and realize their full potential within the organization.

► Periodic Performance Review

Employees are subject to performance evaluations twice a year. Except for 27 new recruits who reported for work after October 1, 2025 (who are subject to the new employee assessment), all other employees underwent performance reviews in 2025, resulting in an overall review coverage rate of 97.4%. Evaluation standards are applied consistently regardless of gender or job categories to ensure the fairness and consistency of the evaluation mechanism. The assessment primarily covers:

1. Achievement status of goals set at the beginning and during the year.
2. Job-related competencies, such as teamwork, continuous improvement, data analysis, and decision-making.
3. Planning and implementation of individual development and improvement plans.

► Performance Rating Communication

It is designed to review employee performance, discuss goals achieved, and outline future development plans. Through these interviews, employees can gain insight into their strengths and areas for improvement, while reviewing their past performance and challenges with their supervisors. This process helps strengthen two-way communication, boosting employee motivation and future growth.

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[Career Development]

► Individual Development and Improvement Plan (IDP)

In conjunction with the performance management cycle, the Company conducts individual employee development plan discussions every six months. During performance reviews, employees may discuss their career development needs and aspirations. Supervisors should provide feedback and guidance by comprehensively considering the employee's achievement of work goals, their strengths and weaknesses, as well as the department's current status and future objectives. Depending on the plan's content, managers may assign work tasks to provide practical experience, supplemented by internal and external training courses, to achieve overall sustainable growth. The overall system values the individual, emphasizing employee autonomy. Through regular managerial support and follow-up, the development goals of the employee are aligned with those of the organization, fostering mutual growth and creating a win-win outcome for both the employee and the Company.

► Internal Transfer or Rotation Policy

- **Internal transfers:** In alignment with the "Personal Development and Improvement Plan" and "organizational development needs", management may notify suitable and interested colleagues of relevant job openings within the organization to discuss the possibility of a transfer and related arrangements. Whether seeking career growth and development or striving for a better work-life balance, employees are encouraged to communicate openly and can be assured that their needs will be valued. In 2025, a total of 73 employees transferred to different units within the Company, accounting for 7% of the Company's global headcount at the end of the year. Internal transfers not only help employees cultivate new skills and broaden their professional horizons, but also allow them to explore new roles based on their interests and job fit, thereby improving retention rates.
- **Rotation policy:** To promote diversified employee development, each unit arranges internal job rotations based on role-specific career paths. This helps colleagues expand their skill sets, gain broader professional experience, and enhance their cross-departmental collaboration capability. This not only helps employees gain a comprehensive understanding of the Company's operations but also creates more opportunities for their future career growth.

► International Assignment (Expatriate) Mechanism

To support the Company's expansion into overseas markets, Innodisk selects outstanding employees and managers for international assignments based on their performance and personal willingness. Expatriate staff must develop a deep understanding of local market demands and synthesize this information for headquarters to drive the promotion and development of new products, thereby establishing a solid foundation and securing a competitive advantage for the company in the global market. By the end of 2025, a total of 21 colleagues were stationed abroad, with assignments in locations including Japan, mainland China, the Netherlands, Germany, France, and the United States.



5.5 Employee Communication and Benefits

We firmly believe that our employees are a key driving force behind corporate growth and innovation. To attract and retain key talent, the Company continues to optimize its talent management system and foster a respectful, diverse, and growth-oriented workplace through a culture of open communication and comprehensive benefits. Through a systematic talent strategy and concrete actions, we aim to enhance employee engagement and organizational cohesion, achieving mutual growth for both the Company and its employees.

5.5.1 Talent Attraction and Retention

Talent is the core driving force of sustainable and sound corporate development. The Company continuously optimizes its talent attraction and retention mechanism, leveraging a competitive remuneration system, transparent performance management, and diversified development opportunities to attract and support the growth of key talent. By doing this, we promote stable organizational development and long-term employee commitment.



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Management Approach for Material Topics

Talent attraction and retention

Policies and Commitments

Guided by the belief that people are a company's most valuable asset, we are committed to fostering a fair, diverse, and growth-oriented workplace. By implementing a comprehensive talent management system and continuously optimizing development mechanisms, the Company ensures employee opportunities for growth and career advancement, with the goal of building stable, long-term human capital.

Grievance and Remedy Mechanism

To ensure the fairness and transparency of the talent attraction and retention system, the Company has established communication and grievance mechanisms covering both the recruitment and employment stages:

- ▶ **Recruitment feedback mechanism:** A recruitment feedback survey is used to collect candidates' feedback on interview scheduling and communication quality to serve as a basis for internal optimization.
- ▶ **Recruitment grievance channel:** Anyone with any concerns regarding the recruitment process can submit their feedback or suggestions through the designated contact. The HR Department will then conduct a verification and provide a response.
- ▶ **Open communication mechanism:** Employees may directly communicate their career development goals, training needs, or suggestions for institutional improvement to the HR Department or their immediate supervisor. The Department will provide assistance and responses based on the nature of the issue.
- ▶ **Anonymous grievance channel:** Provide an anonymous feedback mechanism regarding training resource allocation, promotion fairness, or other related issues to protect employees' right to expression.
- ▶ **Regular management-employee meetings:** Review employee career planning and development needs through performance evaluations and development discussions to promote two-way communication.
- ▶ **Course feedback and evaluation mechanisms:** Implement real-time evaluation and improvement mechanisms for training courses to continuously optimize learning outcomes.

All feedback and complaints are investigated and handled by the HR department in coordination with the relevant supervisors in accordance with internal regulations, with the implementation of improvement measures being closely tracked. Ensure system fairness and the effective operation of the talent development mechanism through regular reviews and continuous optimization.

2025 Targets and Performance

1. **Recruitment feedback survey:** 154 responses received; continuing to gather suggestions for improvements to the recruitment process.
2. **Annual turnover rate:** The company-wide turnover rate for 2025 was 15.35%, a slight increase of 0.82% from 14.53% in 2024. This was primarily driven by industry trends and labor market conditions. The Company will continue to optimize its retention measures.
3. **Employee satisfaction survey:** With a response rate of 71% and a company-wide average score of 4.88 (out of 6.00), the results reflect a positive overall work experience.
4. **Long-term employee care interviews:** With a target coverage rate of 71%, interviews will be conducted regularly to focus on employees' long-term development and retention needs.
5. **New hire training hours:** A total of 1,427 hours of training was provided, ensuring that new hires could quickly integrate into the organization and master the necessary competencies.
6. **Management training hours:** A total of 651 hours of training was provided. We will continue to strengthen corporate leadership and management capabilities.

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Medium- to Long-term Goals

1. Establish a differentiated employer brand positioning to enhance the Company's visibility and attractiveness within the industry and on campuses.
2. Strengthen industry-academia collaboration and internship development mechanisms to establish a stable pipeline of potential talent.
3. Reinforce digital recruitment and the talent database management mechanism to improve recruitment efficiency and the precision of human resource allocation.
4. Continuously optimize the candidate experience to build a positive employer brand and talent reputation.
5. Establish a comprehensive talent pipeline and key position succession planning system to enhance organizational stability and risk response capabilities.
6. Increase the internal promotion rate and opportunities for cross-departmental rotation to foster the diversified development of talent.
7. Continue to optimize the performance management system and compensation linkage mechanism to enhance systemic fairness and incentive effectiveness.
8. Establish a systematic skill inventory and competency model to ensure the continuity of key technologies and expertise.

Long-term Goals

1. Build a prestigious employer brand to attract talent with innovative capabilities and professional potential.
2. Build a stable and diversified talent pipeline to mitigate the impact of labor market fluctuations.
3. Build an internationally competitive human capital system to enhance the organization's overall capacity for innovation and professional expertise.
4. Cultivate a learning organization culture to foster continuous growth and knowledge sharing.
5. Cultivate a work environment of high trust and high commitment to improve employee long-term retention rate and organizational identification.



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5.5.2 Employee Communication Mechanism

Innodisk values harmonious labor relations and has established diverse, two-way communication channels to encourage employees to express their opinions and ensure the Company actively responds to their needs. Through regular labor-management meetings, internal communication platforms, and employee satisfaction surveys, we ensure that employee feedback is integrated into management decisions, strengthening the foundation of organizational trust and a collaborative atmosphere. A culture of open communication helps enhance employee cohesion and a sense of belonging, enabling colleagues to grow continuously in an environment of respect and care.

	Pipes	Description
Employee Communication	Website	▶ Intranet: Categorized by information type into company announcements, company news, cybersecurity updates, and department-specific areas, intranet serves as the primary platform for employees to access critical information in real time. The website also provides access to the Company's rules, regulations, and operating procedures to ensure transparency and consistency, thereby enhancing internal communication efficiency.
	Online Email Announcement	▶ Administration Division: Announce important company policies, system changes, education and training courses, remuneration and benefits, and attendance information. ▶ Occupational Safety and Health Office: Regularly disseminate health education information and announce workplace health promotion measures. ▶ Sustainable Development Office: Share domestic and foreign ESG trends and regulations, the Company's sustainability performance, ESG-themed activities, and other sustainability-related issues. ▶ Employee Welfare Committee: Regularly offer a diverse range of welfare activities (movie tickets, meal vouchers, company trips, exhibitions, etc.) to promote cross-departmental interaction and emotional connection, enhancing organizational cohesion and employee satisfaction. ▶ Marketing Department: By sharing company profiles, product updates, and other informative documents, the Department helps employees understand the Company's overall operational layout, industry trends, and market positioning, thereby strengthening their alignment with the company's strategic direction. ▶ IT Department: Regularly promote information security issues to strengthen employee awareness of information protection and information security risks, enhancing the organization's overall information security awareness and risk prevention capabilities.
	Social Media	▶ Facebook — "Inno Life Partner Billboard": the official fan page is used to share company events, workplace inclusivity, operating results, and sustainability initiatives to strengthen internal and external communication and interaction, while enhancing corporate image and employee engagement.

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	Pipes	Description
Employee Communication	In-person meeting	▶ Labor-management meetings: Held quarterly at the Xizhi Plant and Yilan Plant, these meetings involve labor and management representatives to discuss and communicate on issues such as salary systems, benefit programs, the working environment, and major policies. Establish an institutionalized meeting mechanism to ensure that employee feedback is fully expressed and effectively addressed. ▶ Migrant worker communication meeting: The Xizhi Plant and Yilan Plant hold regular monthly seminars for migrant worker colleagues to explain company policies and key decisions. Meeting highlights are also posted on dormitory bulletin boards to ensure consistency in information delivery, while promoting equal participation and the protection of rights for diverse ethnic groups. ▶ Departmental meetings: Each department will hold internal communication meetings to outline operational direction, work progress, and project planning, ensuring team alignment and improving collaboration efficiency. ▶ Workshops and team building: Enhance cross-departmental communication and collaboration, strengthen team relationships, and increase organizational cohesion through departmental workshops and team building activities.
	Offline	▶ Employee satisfaction surveys are conducted every two years to gain a comprehensive understanding of employee needs and feedback. These surveys cover six key dimensions—work content and value, leadership and communication, corporate values and culture, team interaction, remuneration and benefits, and learning and development. ▶ The HR Department compiles and analyzes the survey results. For areas requiring improvement, concrete action plans are jointly developed with the unit supervisor and incorporated into the annual human resources strategic planning to continuously optimize the workplace environment and employee experience.
	Long-service Employee Care	▶ Regular check-in interviews are conducted for employees who have reached a certain number of years of service, utilizing one-on-one interactions to understand their work adaptation, career development plans, and organizational support needs. Relevant feedback will serve as a reference for human resources system optimization and talent development planning to improve employee retention and organizational stability.
	Others	▶ Bulletin board: A transparent and open internal information bulletin board has been established to serve as a key platform for employees to access company information in real time. The bulletin board is divided into four main sections based on content: "Latest Updates", "Foundation", "ESG", and "Occupational Safety and Health". This structure enhances information transparency and internal communication efficiency, ensuring that colleagues have immediate access to relevant information.
Employee Grievance	Online/Offline	▶ A variety of grievance and feedback channels (including written, email, and in-person counters) has been set up so that employees may submit suggestions or raise concerns at any time. All cases are handled and responded to in accordance with internal regulations to ensure open lines of communication and protect employee rights.

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■ Labor-management Meetings

To strengthen labor-management relations governance and promote positive interaction and cooperation between labor and management, the Company has established an institutional labor-management communication platform. Through regular labor-management meetings, the Company ensures that important labor issues are fully discussed and receive appropriate responses. The scope of the meeting covers labor conditions, the work environment, remuneration and benefits, employee relations, and employee activities. Establishing regular, two-way communication mechanisms fosters mutual understanding and consensus between labor and management, ensuring that labor relations are handled properly to maintain organizational harmony and stability.

- ▶ **Composition of labor-management meeting representatives:** Both labor and management must appoint five representatives each at every plant (Xizhi Plant/Yilan Plant). Resolutions adopted at the labor-management meeting apply to all employees across all plants, including migrant workers. This ensures the fairness and consistency of employee rights and interests.
- ▶ **Operation and frequency of meeting:** In accordance with Article 83 of the Labor Standards Act and the Regulations for Implementing Labor-Management Meeting, a labor-management meeting shall be convened every three months. A meeting notice and agenda shall be issued 15 days prior to the meeting to allow both parties sufficient time for preparation and data collection. In 2025, one labor-management meeting was held each quarter at the Xizhi Plant and the Yilan Plant, for a total of eight meetings
- ▶ **Election Mechanism for Labor Representatives:**
 - Full-time employees have the right to vote and stand for election as labor representatives; however, first-level business administrative supervisors who exercise managerial authority on behalf of the employer are prohibited by law from serving as labor representatives.
 - Eight labor representatives shall be elected. Ranked by the number of votes received, the top 5 shall serve as the elected representatives, and those ranked 6th to 8th shall serve as the alternate representatives.
 - Pursuant to Article 6 of the "Regulations for Implementing Labor-Management Meeting", if the number of employees of a single gender in a business entity exceeds one-half of the total number of employees, the number of elected labor representatives of that gender shall not be less than one-third of the total number of labor representatives to be elected.
 - The election shall be conducted via online voting, and the selection results will be announced via email and in hard copy.
 - The term of office for the representatives shall begin on the day following their election.



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■ Employee Satisfaction & Long-service Recognition

To strengthen organizational communication and the talent retention management mechanism, the Company systematically gathered employee feedback on work, organization, and remuneration and benefits in 2025 through employee satisfaction surveys and interviews with long-serving employees. This feedback serves as a critical basis for optimizing human resource strategies and enhancing employee engagement. The following provides this year's executive summary, internal communications, and follow-up action plan.

■ I. Executive Summary

	 Employee Satisfaction	 Long-service Employee Care
Purpose	Listen to employees, promote two-way communication, and use the insights gained to collaboratively create a quality work environment with a greater sense of belonging.	Recognize long-term contributions to strengthen the sense of belonging and identify potential turnover risks early; , encourage senior colleagues to share their expertise to foster a positive and stable workplace culture.
Investigation/ Execution Period	August 11 – August 31, 2025	March – June 2025
Structure	Six core dimensions, including 53 quantitative questions and six open-ended multiple-choice questions 1. Job Responsibilities and Value 2. Leadership and Communication 3. Corporate Values and Culture 4. Team Interaction 5. Remuneration and Benefits 6. Learning and Development	15 open-ended questions in total 1. Professional Challenges and Fulfillment 2. Learning and Career Development 3. Supervisor Interaction and Management Style 4. Teamwork and Culture 5. Remuneration and Benefits System 6. Organizational Culture and Identification 7. Systems and Communication Channels
Results	▶ Survey response rate: 71% ▶ Company-wide average satisfaction: 4.88/6	▶ Target coverage rate: 71%

■ II. Internal Communication

- ▶ **Explanation of unit supervisors:** The HR Department explains the survey results to each unit supervisor, analyzes the high- and low-scoring items, and provides suggestions for improvement. Departmental action plans are developed based on the results, with HR tracking progress to ensure that improvement measures are effectively implemented with feedback provided to employees.
- ▶ **Communication to all employees:** Communicate the investigation results and follow-up actions to all staff via company-wide announcement emails to ensure transparency and encourage employee understanding of and participation in the improvement measures.

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III. Follow-up Actions

Optimizations completed in 2025:

- ▶ **Improving the work environment and hardware facilities:** Provided employees with comfortable working conditions by balancing daily convenience with safety.
- ▶ **Reviewing and optimizing benefits and related policies:** Enhance employee well-being and ensure employees truly feel the Company's genuine care and support for their work-life balance.

2026 Action Plan:

- ▶ **Optimize employer branding:** Enhance company brand appeal to strengthen the attraction and retention of key talent.
- ▶ **Expand communication and management training for supervisors:** enhance leadership effectiveness and management maturity, foster departmental collaboration, and increase employee cohesion.
- ▶ **Enhance the career development system:** Clearly link performance to development paths to help employees visualize growth opportunities and increase employee engagement.
- ▶ **Strengthen internal communication channels:** Establish and promote diverse communication channels to foster information transparency and equity, thereby increasing employee trust in the organization.
- ▶ **Continuously track key talent retention status:** Proactively identify the needs and risks associated with core talent to ensure organizational stability and long-term development.

Going forward, we will regularly implement related projects and review their effectiveness to enhance employee engagement and organizational stability.

5.5.3 Employee Care Initiatives

Milestone Employee Care

Employees are among the Company's most valuable assets, and creating a positive, supportive work environment is one of our core values. Whether during the initial onboarding phase, mid-career development, or the transition toward departure, the Company regularly assesses employees' work performance and well-being. We help employees achieve a better work-life balance at various stages of their lives by providing professional support in career planning, skill enhancement, and health management. Not only does this help improve employee job satisfaction and loyalty, but it also strengthens corporate cohesion and long-term growth potential.

Category	Description
New Hires	When new hires reach their one-month and three-month milestones, HR partners conduct casual check-ins to see how they are adjusting to their work, department, and environment. Throughout the process, they address colleagues' questions and provide appropriate guidance and support to help new hires integrate quickly into the team while easing the tension and anxiety of starting a new role.
Current Employees	With a focus on employee needs, we regularly conduct employee satisfaction surveys to understand their experiences and feedback across various dimensions. Through dedicated HR partners in each unit, we proactively check in on employees and provide timely assistance. This is especially true for those undergoing transitions—such as departmental transfers, newly promoted supervisors, expatriates, or those returning from leave of absence—ensuring they receive comprehensive support throughout the change process.
Departing Employees	Once an employee submits their resignation and a departure date is agreed upon with their manager, the manager will notify the relevant departments. The HR partner will then assist the employee with the offboarding process and conduct an exit interview to understand their reasons and considerations for leaving. Based on this feedback, internal operational processes and systems will be adjusted and optimized as needed. Maintain a positive relationship between employees and the Company throughout this process to ensure that departing employees feel respected and valued, while laying a strong foundation for potential future collaboration.

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Foreign Worker Care and Support

Innodisk is committed to fostering a warm and friendly work environment. We provide open and supportive communication channels to sincerely listen to the voices and needs of every expatriate employee. The Company encourages multicultural exchange and integration, actively fostering a supportive environment where every employee can find the assistance they need, whether facing professional challenges, adapting to a new life, or pursuing personal growth. Through effective communication and care, we aim to empower every expatriate employee to define their own growth goals at Innodisk, unleash their full potential, and realize both their career achievements and personal visions.

Physical and Mental Health Care

- ▶ Regarding dormitory, the Company exceeds the government standard of 3.6 pings per person, providing each employee with up to 6.74 pings to ensure a more spacious and comfortable living environment. Regular disinfection and inspections are conducted to maintain cleanliness and safety, providing employees with peace of mind in their homes. Additionally, to ensure dormitory safety, the Company conducts regular fire safety inspections and organizes fire prevention and evacuation drills to enhance employees' safety awareness and emergency response capabilities, further ensuring their residential safety.

- ▶ To enhance the quality of life and safety of our colleagues, the Company has specially appointed foreign life care workers to provide comprehensive support, understand their living needs, and offer necessary assistance and counseling.

If a patient feels unwell on a weekday, life care workers accompany them to medical appointments, provide medication guidance, and perform regular health tracking. Additionally, maintain communication with the unit supervisor to keep them informed of employees' health conditions, ensuring their safety in the workplace.

- ▶ Provide periodic support, consultation, and counseling to employees—based on manager referrals or observations by intermediaries—to mitigate workplace maladjustment. Roll calls are strictly conducted for all shifts, and a night shift departure reporting mechanism has been established to ensure work quality and the physical and mental well-being of employees.

Beyond new arrival entry medical examinations and periodic health examinations, occupational health nurses will provide enhanced one-on-one care and monitor abnormal health data based on examination results. Translated health education materials will also be provided to ensure every colleague receives comprehensive and effective healthcare.

Welfare Planning Program

- ▶ The Company provides ample parking space equipped with comprehensive weather shelters to protect vehicles from the elements. Additionally, to prevent vehicles from being towed or vandalized due to illegal parking, the Company actively maintains parking order to ensure that employees can use the facilities with peace of mind.

To protect the interests of employees using electric vehicles, the Company provides assistance with registration and insurance in accordance with relevant laws and regulations. As of 2025, all electric vehicle license plate registration processes had been completed, with insurance renewals successfully processed to ensure employee commuting safety and compliance with regulatory requirements. The Company will continue to optimize the commuting environment so that colleagues can drive with peace of mind and without any worries during their commute.

- ▶ Expatriate employees enjoy the same rights and benefits as local employees and are welcome to participate in all activities and initiatives organized by the Employee Welfare Committee, including holiday celebrations, sports competitions, club activities, and family days. These initiatives allow employees to unwind and relax physically and mentally while fostering greater interaction and camaraderie outside of work.

The Company also respects the cultural backgrounds and religious beliefs of expatriate employees, expressing its care and best wishes through various means during major festivals to recognize their dedication and contributions to the organization. By continuously promoting diverse participation opportunities and cultural understanding, the Company is committed to fostering a workplace environment of mutual respect and inclusive integration, where colleagues from all backgrounds can feel secure in both their professional and personal lives.

- ▶ To encourage expatriate employees to renew their contracts upon expiration, the Company provides a renewal bonus in recognition of and support for their hard work and contributions. Effective September 2024, the Company has further assumed various expenses, including recruitment processing fees, regular health checkup fees (including health checkups at 6, 18, and 30 months), contract renewal related fees, and monthly service fees. This not only effectively alleviates the economic burden on employees but also fully demonstrates the Company's commitment to and care for expatriate employees, enabling them to remain in a stable work environment with peace of mind while continuing to grow and develop.

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Employee Communication Channels

Regular monthly meetings are held to provide employees with open communication channels. Managers and all expatriate employees are invited to attend these meetings to ensure that migrant worker colleagues have the opportunity to raise their needs and suggestions and receive immediate feedback. A translator is present at each meeting to ensure that the opinions of migrant worker colleagues are expressed fully and clearly. In 2024, a total of 24 monthly meetings were held at the Xizhi Plant and Yilan Plant. Furthermore, the Company promotes open communication. Should any employee have concerns or encounter any unlawful infringement, they may choose to report the matter either by name or anonymously. The Company offers a 24-hour reporting channel with support for multiple languages, including Chinese, English, and Vietnamese, ensuring that employees can file grievances without language or time constraints.

New Hire Orientation

Upon the arrival of new migrant worker colleagues, the Company provides them with comprehensive training and arranges for translators to ensure they fully understand company policies, corporate culture, and job requirements. Simultaneously, senior expatriate employees provide guidance to help new migrant workers quickly familiarize themselves with their duties and environment, enhancing their adaptability and sense of integration.

To eliminate language barriers, all work-related SOPs and operating instructions are provided in both Chinese and Vietnamese. Additionally, bilingual (Chinese-Vietnamese) training manuals for production line procedures have been developed to serve as auxiliary resources for on-the-job training and self-directed learning. In addition, the Company provides Chinese language courses to encourage employees to continuously refine their language skills, thereby improving communication efficiency and expanding career development opportunities.

For migrant workers who joined the Company in 2025, we provided further bank account opening assistance service in Taiwan. HR personnel and translators accompanied them throughout the entire process, assisting with documentation and clarifying procedures to reduce language barriers and administrative inconveniences. Additionally, we invited staff from our payroll bank to come to the Company to assist with account openings of employees, eliminating the need for them to visit the bank themselves and endure long waits and the hassle of traveling back and forth. By providing onboarding support measures tailored to their needs, we help expatriate employees smoothly set up their salary accounts and start their careers in Taiwan with peace of mind.



Dormitory Cleaning and Disinfection



Covered Parking



Diverse Festive Activities



Ad Hoc Employee Care



Monthly Meeting



Dormitory Fire Evacuation Drill



Ad Hoc Production Line Operation Care



Production Line On-Site Coaching



Dormitory Fire Extinguisher Training Drill

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5.5.4 Employee Welfare

The Company provides a comprehensive and diverse range of benefit programs, including health promotion programs, diverse shift options, and family support plans, to help employees achieve a healthy work-life balance. Recognizing that employee well-being is a vital foundation for the steady growth of an enterprise, we have implemented institutionalized care and support mechanisms to enhance employee engagement and organizational belonging. By continuously enhancing its employee benefits and wellness initiatives, the Company aims to foster a positive work environment and realize a vision of mutual prosperity for both the organization and its employees.

■ Benefits and Protection

▣ Insurance Benefits

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

▣ Employee Stock Options

To motivate and retain key talent, the Company has established an employee stock option plan. Under this plan, qualified key employees may be granted a certain number of stock options in addition to existing cash incentives, in accordance with the relevant regulations. By aligning employee interests with the Company's long-term development, we strengthen organizational cohesion and engagement while increasing the overall compensation level for high-performing employees, thereby achieving the multiple benefits of attracting, motivating, and retaining talent.



▣ Employee-friendly Benefits and Subsidies

To support employees during the important milestones of their lives, the Company provides a variety of care and subsidy measures, including:

Marriage subsidy

A marriage subsidy of NT\$6,000 and a congratulatory gift are provided to express the Company's blessings and support for employees' important life milestones.

Item	Number of Beneficiaries	Cumulative Distributed Amount
Wedding Gifts	15	-
Wedding Bonus	18	108,000



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Maternity Support Measures

To help employees balance family responsibilities and career development during childbirth and childcare, the Company provides unpaid parental leave and family care leave in accordance with the law. Furthermore, multiple subsidy measures have been implemented to create a supportive and family-friendly workplace.

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Transportation support measures

To ensure commuting safety and reduce the physical burden during pregnancy, the Company provides a maternity transportation subsidy program. Employees may apply for either a free parking space or a commuter allowance of NT\$6,000, depending on their needs, to alleviate commuting stress and foster a more supportive workplace environment.

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Childbirth and childcare subsidy measures

To alleviate the economic burden of childbirth and childcare, the Company provides a birth gift and a birth bonus of NT\$3,000, as well as childcare allowances ranging from 6% to 10% of the employee's salary to help support initial childcare expenses. Additionally, a further childbirth subsidy of NT\$30,000 is provided for the second child, demonstrating our substantive commitment to encouraging and supporting the growth of our employees' families.

Item	Number of Beneficiaries	Cumulative Distributed Amount
Pregnancy transportation allowances	7	42,000
Free parking	0	-
Childbirth gift	7	-
Childbirth bonus	12	36,000
Childbirth allowance	7	210,000
Childcare allowance	78	3,553,109
Total	111	3,841,109

Employee child scholarships

To support and encourage the self-directed learning and academic growth of employees' children, the Company has established the "employee child scholarship measures." Employees may apply for scholarships for their children in accordance with the current year's announcement. In 2025, the relevant regulations were further optimized and scholarship amounts were increased. To provide encouragement, scholarships ranging from NT\$4,000 to NT\$10,000 were awarded per academic year across all educational levels, from elementary school to master's degree.

Additionally, the Company developed and finalized the "learning milestone incentive program" during the same year, which is expected to be officially implemented in June 2026. Employees may apply for rewards and recognition for their eligible children upon reaching key educational milestones to support their steady academic development.

Item	Number of Beneficiaries	Distribution amount
Scholarships for employees' children	234	1,277,000

Employee emergency relief subsidy

Provides assistance for employees facing hospitalization or critical illness, as well as relief for family members affected by accidents or major emergencies, supporting colleagues through difficult times.

Item	Number of Beneficiaries	Distribution amount
Emergency relief fund	28	385,000

Funeral Care for employees or family members

Provide funeral allowances and bereavement payments to employees or their families, and send flower baskets.

Item	Number of Beneficiaries	Cumulative Distributed Amount
Raised flower baskets	67	-
Condolence payment	0	0
Funeral allowance	12	25,200

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Leave benefits exceeding statutory requirements

Item	Description
Marriage leave	Can be used in multiple visits within 1 year.
Family care leave	Family care leave may be taken in minimum increments of 0.5 hours, and no supporting documentation is required.
Maternity leave	- Employees who experience a miscarriage between two and three months of pregnancy shall be granted one week of maternity leave with full pay. - Employees who suffer a miscarriage before two months of pregnancy shall be granted five days of maternity leave, during which they shall receive their full salary.
Leave for newcomers	New employees are entitled to special leave starting from their first day of employment. In addition to the statutory three days of leave granted within the first six months, we provide two additional days of leave for newcomers.
Family care leave	To help employees balance their professional and family lives, two days of paid leave per year have been provided since January 1, 2025. This type of leave does not affect the calculation of the full attendance bonus.

Expatriate family allowance

Depending on regional regulations, employees are provided with benefits such as family allowance, dependent insurance, accommodation (miscellaneous expenses) allowance, and return airfare to Taiwan.

Region	Distribution frequency	Amount	Actual number of claimants	Description
Mainland China	Monthly	RMB 2,800	4	Family allowance: Expatriate employees accompanied by dependents are provided with a family allowance of RMB 2,800. Accommodation subsidy: 1.1 times the regional subsidy amount. Return airfare to Taiwan: A total of four round-trip tickets are provided annually for each dependent (including spouse and minor children).
Japan	Monthly	¥100,000	1	Family allowance: A monthly allowance of ¥100,000 is provided. Dependent insurance: Dependents are provided with the same insurance coverage as employees, depending on the insurance plan of the local branch office. Accommodation subsidy: 1.1 times the fixed subsidy amount for existing employees. Return airfare to Taiwan: A total of four round-trip tickets are provided annually for each dependent.
United States	Monthly	US\$1,000	2	Family allowance: A monthly allowance of US\$1,000, plus an additional US\$500 per child. Dependent insurance: Dependents are provided with the same insurance coverage as employees, depending on the insurance plan of the local branch office. Accommodation subsidy: 1.1 times the fixed subsidy amount for existing employees. Accommodation and miscellaneous expense subsidy: 1.5 times the fixed subsidy amount for existing employees. Return airfare to Taiwan: Two round-trip tickets are provided for each dependent per year.
Europe	Monthly	€800	0	Family allowance: A monthly allowance of €800 is provided. Dependent insurance: Dependents are provided with the same insurance coverage as employees, depending on the insurance plan of the local branch office. Accommodation subsidy: 1.1 times the fixed subsidy amount for existing employees. Return airfare to Taiwan: Two round-trip tickets are provided for each dependent per year.



[DEI Feature] Uniting Diverse Strengths: Putting Inclusion into Practice for Vietnamese Women's Day

October 20 is Vietnamese Women's Day, the most significant holiday of the year for Vietnamese women. A symbol of respect and well-wishes, Vietnamese Women's Day is also a deeply meaningful occasion for our Vietnamese colleagues.

To ensure that Vietnamese colleagues working in Taiwan feel the festive spirit and a sense of care, Innodisk organized a series of Vietnamese Women's Day activities under the theme "Grateful to Have You". Through cultural exchange and emotional connection, the Company aims to uphold its corporate commitment to diversity, equity, inclusion, and belonging (DEIB).

■ Connecting Emotion Through Culture: Spreading Warmth via the Wall of Blessings

To build up the festive spirit, the Company set up a "Wall of Blessings" in the reception lobby, inviting all employees to share their wishes from September 26 to October 14. We especially encouraged colleagues to write their well wishes in Vietnamese, "Chúc mừng ngày phụ nữ Việt Nam!", to bring the blessings closer to the culture itself. This allowed our Vietnamese colleagues far from home to feel the warmth and appreciation of the workplace on the eve of the festival. Each Post-it note not only carries well-wishes but also serves as a tangible expression of cross-cultural understanding and respect.

■ The Warmth of Face-to-Face Connection: Making Care Visible and Felt

On the day of the event, Taiwanese colleagues served as "little angels", personally delivering blessings and small gifts to their Vietnamese colleagues. These face-to-face interactions strengthened emotional bonds, transforming written well-wishes into meaningful, real-life connections.

Several Vietnamese colleagues shared their feedback during the event: "We were truly surprised that the Company organized such an event specifically for us; it made us feel respected and valued." "Although I am far from home, the Company makes me feel right at home." "I was deeply moved to see the Vietnamese well-wishes on the wall. Thank you to my colleagues for being so thoughtful." These heartfelt responses filled the event with warmth and laughter, symbolizing the establishment of sincere and profound cross-cultural connections.



■ From Diversity to Belonging: Putting DEIB into Practice

Through the Wall of Blessings, the Little Angel Campaign, and cross-cultural exchanges, Innodisk has translated "diversity and inclusion" into tangible actions. This ensures that employees feel not only accepted but also understood and supported within the organization, further strengthening their sense of belonging and team cohesion. Through thoughtful gifts and heartfelt wishes, we make care visible in our daily lives and strengthen the bonds between diverse cultures. This is more than just a festive celebration; it is a tangible demonstration of the company's value for and support of its employees.

■ Continue to Build a Diverse and Inclusive Workplace Culture

Looking ahead, Innodisk will continue to promote multicultural exchange and employee wellness initiatives, ensuring that "diversity and inclusion" are not merely embedded in policy, but are lived through daily interactions and woven into the corporate culture. Every cross-cultural blessing is a powerful bond that connects us, just as the uniqueness of every employee is a key driver of our corporate progress. Innodisk will continue to embrace diverse perspectives, ensuring that every corner shine with the light of inclusion and respect.

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- 6.2 Occupational Safety and Health Regulatory Compliance
- 6.3 Health Promotion Management
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6

Social Responsibility and Social Engagement

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Annual performance highlights



The "ISO45001 Occupational Health and Safety Management System" passed third-party verification

- In 2025, the "ISO45001 Occupational Health and Safety Management System" passed third-party verification for the ninth consecutive year.



No fines or penalties imposed for violations of the Occupational Safety and Health Act or related regulations.

- The Company fully complied with occupational safety and health-related laws and regulations in 2025, with no fines or penalties imposed for violations of the Occupational Safety and Health Act or related regulations.



The total hours for occupational health and safety internal employee training reached 2,620 hours

- In 2025, the total hours for occupational health and safety internal employee training reached 2,620 hours, with a total of 2,416 participants.



Zero occupational accident work environment.

- In 2025, the Company was awarded its 7th certificate of accident-free working hours record by the Industrial Safety and Health Association of the R.O.C, demonstrating a firm commitment to a zero occupational accident work environment.



Health check participation rate of 99.8%

- In 2025, we continued to strengthen our workplace health management mechanism, achieving a health check participation rate of 99.8%, which effectively improved health risk identification and management effectiveness for employees.



Introduced Employee assistance programs (EAPs), by 2025, usage reached 523 person-times

- Employee assistance programs (EAPs) were introduced in 2022 to provide professional consultation services across various fields. By 2025, usage reached 523 person-times, representing significant growth over the previous year. This reflects a high level of trust in and demand for mental and physical health support mechanisms, successfully enhancing workplace care and psychological safety.

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6.1 Occupational Health and Safety Policy and Objectives

■ Management Approach for Material Topics

Occupational safety and health

Policies and Commitments

- ▶ **Compliance with Legal and Other Requirements:** The Company complies with applicable domestic and international occupational safety and health, environmental, and related regulatory requirements. We continuously respond to the expectations and commitments of stakeholders to ensure that all operational activities comply with legal and other requirements.
- ▶ **Hazard identification and risk assessment:** The Company systematically conducts hazard identification and occupational safety and health risk assessments of the operating environment and establishes appropriate risk control measures to prevent occupational injuries, diseases, and accidents.
- ▶ **Safe and healthy working environment:** We are committed to providing a safe, healthy, and resilient working environment, reducing occupational disaster risk through prevention-oriented management, and promoting the physical and mental health of our employees.
- ▶ **Employee participation and communication consultation:** Implement an employee engagement mechanism and establish two-way communication and consultation channels to enable employees and their representatives to participate in decision-making and improvement processes regarding occupational safety and health related issues.
- ▶ **Performance evaluation and management review:** The suitability, adequacy, and effectiveness of the occupational safety and health management system are regularly reviewed through internal audits, performance indicator tracking, and management reviews.

Continuous improvement: Continuously enhance occupational health and safety management performance based on the ISO 45001 management cycle (PDCA), strengthen risk control capabilities, and support the Company's sustainable operation goals.

Grievance and Remediation Mechanism

- ▶ **Internal reporting channels:** The Company has established a dedicated email inbox (innomembers@innodisk.com) and EAPs (world.wide.union3@gmail.com) for whistleblowing and complaints. Employees may report occupational safety and health or working environment issues through their supervisors, the Occupational Safety and Health Office, or a dedicated reporting platform.
- ▶ **Anonymous complaint mechanism:** An anonymous reporting channel is provided to protect the identity of complainants and prevent retaliation for reporting issues.
- ▶ **Contractor feedback mechanism:** Contractors and suppliers may submit suggestions for improvement regarding health and safety requirements, education and training, and operational specifications. The Company will review these suggestions and implement appropriate corrective measures.
- ▶ **Response and remedy:** Upon receipt of a complaint or report, the Company's Occupational Safety and Health Office will conduct an immediate investigation, implement corrective actions or suspend operations if necessary, and follow up to ensure the improvements are fully realized.

Continuous tracking and management review: Complaint records and their resolutions are incorporated into annual management reviews and performance evaluations, serving as a critical basis for the continuous improvement of the occupational safety and health management system.

2025 Targets and Performance

- ▶ For the ninth consecutive year, we have achieved third-party certification for the ISO 45001 Occupational Health and Safety Management Systems, demonstrating the stable operation and continuous improvement of our management system.
- ▶ For the second consecutive year, the "Bring Your Children to Work Day" health promotion event was held to support the needs of employees' families and foster a friendly workplace environment that promotes a healthy work-life balance. Maintain a record of zero major occupational disasters and zero penalties for violations from the competent authority.
- ▶ The average annual training hours per person for occupational safety and health education and training must be at least 1 hour.
- ▶ Forms related to the respiratory protection plan have been integrated into the health management system to fully promote form digitalization and improve the efficiency of data entry, tracking, and management.

All supervisors and employees of the Company have completed education and training on the prevention of illegal infringement and gender equality education and training, enhancing management's awareness of and ability to implement gender-related issues.



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Occupational safety and health

Medium- to Long-term Goals

1. Maintain ISO 45001 Occupational Health and Safety Management Systems third-party certification to ensure the effective operation and continuous improvement of the management system.
2. Maintain a record of zero major occupational disasters and zero penalties for violations from the competent authority.
3. The average annual training hours per person for occupational safety and health education and training must be at least 1 hour.
4. **Enhance emergency response capability:** Continue to encourage all employees to complete AED (automated external defibrillator) education and training and obtain certification to establish a comprehensive "golden life-saving circle."
5. **Family-friendly workplace:** Continue to promote "Bring Your Children to Work Day" to embody the spirit of balancing corporate and family needs, creating a supportive workplace environment that fosters work-life balance.
6. **Health check coverage and health monitoring:** Continuously improve the quality of health checks to ensure the annual health inspections implementation rate for employees remains stable at over 95%.
7. **Maintain "iSports Enterprise Certification":** Deepen corporate sports culture, encourage employees to develop regular exercise habits, and promote overall physical and mental well-being.

Long-term Goals

1. Maintain a record of zero major occupational disasters and zero penalties for violations from the competent authority.
2. The average annual training hours per person for occupational safety and health education and training must be at least 3 hours.
3. **Enhance emergency response capability:** Continue to encourage all employees to complete AED (automated external defibrillator) education and training and obtain certification to establish a comprehensive "golden life-saving circle."
4. **Family psychological counseling services:** Expand the scope of Employee Assistance Programs (EAPs) to include employees' family members, providing parenting education, marriage counseling, and family communication guidance to help alleviate family-related stress for employees.
5. **Maintain "iSports Enterprise Certification":** Deepen corporate sports culture, encourage to develop regular exercise habits, and promote overall physical and mental well-being.
6. **Extension and sharing of health and well-being:** Plan and promote health check preferential and subsidy measures for dependents. Periodically allow employees' family members to participate in annual health screenings under corporate preferential schemes, and provide full or partial subsidies for dependents' health checks to senior employees or those at specific job ranks, helping employees collectively safeguard their families' health.
7. Progressively implement the ISO 45001 occupational health and safety management systems across all subsidiaries nationwide to establish a consistent management framework and standard operating procedures, ensuring that all operating locations comply with relevant regulations and international standards.



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■ ISO 45001 Occupational Health and Safety Management System

The Company attaches great importance to occupational safety and health, regarding it as a core pillar of sustainable and sound corporate development. By incorporating these principles into our overall business strategy, we continuously improve occupational safety and health management performance to protect employees' rights, mitigate operational risks, and achieve ESG goals.

By establishing and implementing its "Occupational Safety and Health Policy", the Company has developed a systematic risk identification, assessment, and control mechanism. We actively promote occupational safety and health management to ensure workplace safety and regulatory compliance. Furthermore, we enhance management effectiveness through internal audits, third-party verification, and communication with internal and external stakeholders to ensure the effective operation and continuous improvement of the management system.

Regarding health promotion, the Company regularly organizes occupational safety and health education and training to enhance the safety awareness of all employees while reducing occupational hazards and health risks. We also implement various measures in accordance with the health promotion plans of the Ministry of Labor. Meanwhile, professional occupational health medical personnel conduct regular health care and consultations to monitor employees' work suitability and identify potential hazards, enabling tiered management and follow-up improvements. Furthermore, health knowledge promotion is conducted monthly to help employees establish proper dietary habits and stress management skills. Adhering to international standards GRI 403 and the ISO 45001 occupational safety and health management system, the Company has passed third-party verification for nine consecutive years since its initial certification in 2018. This demonstrates the stable operation and continuous improvement of our occupational safety and health management system as we strive to provide a safe and healthy work environment and achieve the goal of "zero occupational accidents."



6.1.1 Risk Prevention and Safety Management Measures

To effectively reduce operational risk and prevent occupational injuries, the Company has implemented the following preventive measures:

■ Risk Assessment and Management

In accordance with ISO 45001 Occupational Health and Safety Management Systems, the Company has established the "Hazard Identification and Risk Assessment Management Procedure" to systematically identify, evaluate, and reduce various operational risks.

Internal units must conduct annual risk assessments for various positions and operational activities, utilizing a risk matrix to determine risk levels based on the frequency, probability, and severity of hazards.

Based on the assessment results, the Company proposes and implements corresponding risk control measures according to the risk level, including engineering controls and administrative controls. By implementing prevention-oriented improvement actions, the Company reduces risks to an acceptable range and continuously enhances the effectiveness of its occupational safety and health management.

If the risk assessment identifies an unacceptable risk (such as a major risk or high risk), it is compiled into the "major hazard identification control list" for management. The responsible department is then tasked with implementing the necessary risk control and improvement measures, while continuously tracking their effectiveness to ensure that risks are effectively mitigated.

The results of the 2025 annual hazard identification and risk assessment indicate that physical and chemical hazards constituted the majority of the hazards identified by the Company, while other types, such as psychological and biological hazards, were relatively few. Following the assessment, all relevant risks were found to be within a controllable range, with risk levels primarily categorized as moderate or low. No instances exceeding the acceptable range were identified, demonstrating that the overall risk control measures had been substantially effective.

Plant Type	Xizhi Plant	Yilan Plant
Plant-wide Hazard Identification Results (Items)	149	229
Listed as a Major Hazard Identification Item	1	1
Proportion of chemical hazards(%)	19.4	15.7
Proportion of physical hazards(%)	68.4	58.1

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■ Equipment and Facility Management

A	Regularly perform self-inspection of mechanical equipment and electrical facilities, and implement electrical panel lockout control to prevent unauthorized operation and reduce the risk of electric shock.
B	Hazard identification signs were added throughout the plant area, including noise work area signs and chemical GHS hazard pictograms. Firefighting equipment was also labeled in accordance with regulations to enhance risk awareness and safety cognition.
C	Provide personal protective equipment (PPE) that meets international standards, and perform regular inspections and maintenance to ensure its effectiveness.

■ Work Environment Monitoring and Maintenance:

In accordance with regulatory requirements, the Company conducts regular workplace environment monitoring, ensuring that all relevant items are comprehensively covered. Monitoring results will undergo trend analysis, and necessary corrective actions will be taken immediately to ensure the operating environment complies with regulations and effectively prevents occupational diseases.

■ Water Dispenser Water Quality

Plant Type	Xizhi Plant	Yilan Plant
Number of Units Tested per Quarter	5	2
Results	Coliform group should be <6 (CFU/100mL)	Coliform group should be <6 (CFU/100mL)

■ Sound Pressure Level

Plant Type	Xizhi Plant	Yilan Plant
Measurement Location (Point) Every Six Months	4	11
Results	All below 90 dBA	All below 90 dBA

■ Organic Solvent Concentration

Plant Type	Xizhi Plant	Yilan Plant
Types of Organic Solvents (Items)	8	8
Results	All in Category 1 management	All in Category 1 management

■ Carbon Dioxide Concentration

Plant Type	Xizhi Plant	Yilan Plant
Measurement Location (Point) Every Six Months	32	25
Results	All below the permissible standard value of 5,000 ppm.	All below the permissible standard value of 5,000 ppm.

■ Temperature, Humidity, and Illuminance

Plant Type	Xizhi Plant	Yilan Plant
Temperature and Humidity Measurement Location Every Six Months	20	24
Illuminance Measurement Location (Point) Every Six Months	32	44
Results	All below the statutory limits.	All below the statutory limits.



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6.1.2 Special Operations Management and Control

For high-risk special operations (such as soldering, work involving ionizing radiation, handling hazardous chemicals, and work in noisy environments), the Company has established relevant control procedures and implemented appropriate control measures based on risk assessment results, including:

■ Control plans and improvement measures

Develop and implement risk control plans or improvement measures based on risk assessment results to mitigate the potential impact of risks on employee health.

■ Hazardous chemical management

The Company conducts comprehensive safety education and training annually, covering chemical handling procedures, emergency response procedures, and related safety knowledge, to continuously enhance employees' safety awareness and response capabilities. Chemical management is overseen by a professionally qualified "organic solvent operations supervisor" to ensure that the requisition, storage, and use of chemicals are in compliance with regulatory requirements and that operational risk is strictly controlled. The Company continues to promote the avoidance of introducing or using high-risk and high-hazard chemicals (such as CMR substances) to safeguard employee health and workplace safety. Comprehensive and clear "Safety Data Sheets (SDS)" are posted throughout all operating areas, ensuring that employees can quickly reference them and take appropriate response measures in the event of an emergency.

01 **SDS (at least once every three years):** 2025 regular review: seven items required no update, 19 items were updated, and five items were added.

02 Chemical exposure concentration assessments (CCB assessments) are also conducted every three years (the Company's exposure concentrations are less than half of the permissible standard), with a total of 28 assessments completed in 2025.

03 **New employee education and training:** An additional 3 hours of chemical safety training was added per the "Hazard Communication Program". In 2025, there were 36 employees across the Xizhi Plant, Hsinchu, and Taichung, and 57 employees at the Yilan Plant.

■ Emergency Response Plan and Drill Implementation:

In accordance with risk management and sustainable operation principles, the Company has established comprehensive "emergency response management procedures" covering natural disasters, operational disruptions, and various contingencies. The plan clearly defines departmental responsibilities, reporting mechanisms, and the resource allocation process to ensure a rapid and effective response in emergencies. Drills are conducted at least once annually according to the plan, with improvements and optimizations implemented based on the results to establish a traceable continuous improvement cycle. These measures aim to improve organizational resilience, reduce business interruption risk, and enhance stakeholders' trust in the Company's sustainability management capability.

Plant Type	Drill Item	Number of Sessions	Number of Participants
 Xizhi Plant	Organic Solvent Leakage Workshops	1	16
	Plant-Wide Fire and Earthquake Evacuation Drill	1	608
	First Half Fire Self-defense Team Drill	1	27
	Second Half Fire Self-defense Team Drill	1	24
 Yilan Plant	Organic Solvent Leakage Workshops	1	12
	Plant-Wide Fire and Earthquake Evacuation Drill	2	230/220
	First Half Fire Self-defense Team Drill	1	22
	Second Half Fire Self-defense Team Drill	1	26

6.1.3 Continuous Improvement and Internal Review

The Company utilizes an internal audit mechanism to continuously review and improve the effectiveness of its safety management. Related measures include:



Regular internal
audit

Internal audits are conducted annually in accordance with occupational safety management standards to review the implementation of occupational safety and health management and to propose improvement plans for any non-conformities found.

In 2025, the audit results for both the Xizhi Plant and Yilan Plant showed no major findings or observations, indicating that management measures remained effective and well-maintained.



Continuous
improvement
mechanism

For audit findings, the relevant management units will develop and implement immediate corrective actions and track their progress to ensure that issues are effectively resolved.



Information
transparency

Audit results and corrective action plans are compiled into internal reports and presented at management review meetings for management review and as a reference for future decision-making, ensuring the continuous improvement of the occupational health and safety policy.



6.2 Occupational Safety and Health Regulatory Compliance

In 2025, the Company fully complied with all occupational safety and health-related laws and regulations, and no fines or administrative penalties were incurred due to any violations of such regulations.

The Company continues to ensure that all operating activities comply with applicable laws, regulations, and related standards through comprehensive regulatory identification, internal audits, and a regulatory compliance management mechanism, while striving to provide a safe and healthy working environment.

The aforementioned compliance results demonstrate the Company's strong commitment to the Occupational Safety and Health Act. Moving forward, the Company will continue to reduce operational risks, ensure regulatory compliance, and safeguard employee well-being through preventive management measures and continuous improvement initiatives.

Explanation of 2025 Legal Compliance Identification Results:

The Company conducts occupational safety and health legal identification and compliance assessments on a quarterly basis. The Xizhi Plant and Yilan Plant each identified 65 occupational safety and health laws and regulations; upon review, no non-conformities were found at either site. This demonstrates that the Company maintains effective management regarding occupational safety and health legal compliance.



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6.2.1 Communication, Participation, and Consultation Process Management

To effectively implement occupational safety and health management and establish a transparent and sustainable communication mechanism, the Company has established safety and health communication, participation, and consultation procedure management for both internal and external stakeholders. The specific measures are as follows:

■ Safety and Health Information Dissemination

The Company continues to promote occupational safety and health laws and regulations through diverse channels to ensure that employees understand and comply with them. Outreach methods include regular internal announcements, education and training, and electronic communication platforms. In collaboration with external professional institutions, the Company introduces the latest safety and health technology and best practices to continuously enhance employee safety awareness and the occupational safety and health management level.

■ Diverse Employee Communication Channels and Grievance Mechanisms

The Company has established effective employee communication and grievance channels to encourage employees to provide suggestions or voice concerns regarding occupational safety and health related issues. Employees may report matters through the internal management system, email, physical suggestion boxes, or anonymous reporting. Department representatives regularly compile employee feedback and present it at occupational safety and health committee meetings for discussion and improvement. This fosters a two-way dialogue between senior executives and entry-level employees, continuously enhancing the effectiveness of the management system. An audit of the Xizhi Plant and Yilan Plant for 2025 revealed no relevant complaints, indicating that management measures are operating stably.

■ Establishment and Operation of the Occupational Safety and Health Committee

A	The Company has established an Occupational Safety and Health Committee. The Xizhi Plant has 12 members, including four labor representatives (33.3%), and the Yilan Plant has nine members, including three labor representatives (33.3%).
B	The Committee is chaired by the chairman of the board and convenes quarterly to discuss safety and health affairs with safety committee members and labor representatives.
C	Occupational safety and health management and objectives: Discuss and establish occupational safety performance objectives for the Company, including maintaining an injury rate lower than the three-year average for the electronics manufacturing industry published by the Occupational Safety and Health Administration, Ministry of Labor.
D	Results and commitments: Through the aforementioned management system and regular meetings, we ensure that no major occupational accidents occur annually, safeguarding the safety and health of our employees.

2025	Q1	Q2	Q3	Q4
Meeting date	April 24, 2025	July 30, 2025	November 27, 2025	January 29, 2026
Xizhi Plant and Yilan Plant:	Meeting Minutes: 1. Review and prevention of occupational injury cases 2. Removal of hazardous industrial waste (waste liquid, empty drums, and waste PCBs) 3. Legal compliance identification and results 4. Review of contractor occupational safety and health management matters 5. Health care and physical examinations for new employees	Meeting Minutes: 1. First half-year work environment monitoring results 2. Review and prevention of occupational injury cases 3. First half-year self-defense fire brigade evacuation drill results 4. Occupational safety and health awareness campaign 5. Legal compliance identification and results 6. Removal of hazardous industrial waste (waste liquid, empty drums, and waste PCBs) 7. Change management progress	Meeting Minutes: 1. Hazard identification and risk assessment results, major hazard identification items, and corrective actions 2. Review and prevention of occupational injury cases 3. Second-half self-defense fire brigade evacuation drill results 4. Plant-wide fire evacuation drills 5. Occupational safety and health awareness campaign 6. Legal compliance identification and results	Meeting Minutes: 1. Second-half work environment measurement results 2. ISO 45001 internal audit results 3. ISO 45001 external audit results 4. Review and prevention of occupational injury cases 5. Occupational safety and health awareness campaign 6. Legal compliance identification and results

6.2.2 Occupational Safety and Health Education and Training

To enhance employees' awareness of occupational safety and health and strengthen their ability to prevent occupational hazards, the Company conducts regular occupational safety and health education and training annually and arranges refresher courses for relevant professional certifications.

No.	Plant Type	Course name	Number of participants (persons)	Course hours
1	Xizhi Plant/Hsinchu/Taichung/Yilan Plant	Workplace Harassment and Gender Equality Course (Reception Team)	29	58
2	Xizhi Plant	Workplace Harassment and Gender Equality Course (Training for Senior Executives - In-Person)	18	36
3	Xizhi Plant/Hsinchu/Taichung/Yilan Plant	Workplace Harassment and Gender Equality Course (Training for Senior Executives - Online)	144	72
4	Xizhi Plant and Yilan Plant	Hearing Protection Education and Training (Online Course)	18	18
5	Xizhi Plant and Yilan Plant	Basic Occupational Safety and Health General Awareness Training for New Employees (Online Course)	98	294
6	Xizhi Plant and Yilan Plant	General Awareness on Hazardous Chemicals for New Employees (Online Course)	93	279
7	Xizhi Plant and Yilan Plant	Respiratory Protection Training (In-Person)	14	14
8	Xizhi Plant and Yilan Plant	Respiratory Protection Training (Online Course)	80	80
9	Xizhi Plant and Yilan Plant	First/Second Half Self-Defense Fire Brigade - First Half (Daytime)	49	196
10	Xizhi Plant and Yilan Plant	First/Second Half Self-Defense Fire Brigade - Second Half (Day/Night)	49	196
11	Xizhi Plant	Annual Plant-Wide Evacuation Drill	608	176
12	Xizhi Plant and Yilan Plant	Foreign Workers' Dormitory Fire Evacuation Drill	83	125
13	Yilan Plant	First/Second Half Plant-Wide Evacuation Drill	450	225
14	Xizhi Plant and Yilan Plant	Organic Solvent Leak Drill	27	27
15	Xizhi Plant and Yilan Plant	Sustainable Environment Lecture (Wuwei Harbor Ecological Restoration and Tree Planting for Carbon Reduction)	55	110
16	Xizhi Plant and Yilan Plant	Sustainable Environment Lectures & Marine Debris DIY Workshop	214	214
17	Xizhi Plant and Yilan Plant	Marine Environmental Sustainability Lecture Zero-Waste Environment Lecture	56	56
18	Xizhi Plant	Sustainability Lecture & Workshop & Coffee Grounds Eco-Literacy and Hands-on Experience	14	28
19	Yilan Plant	Sustainability Lecture & Workshop Oyster Shell Eco-Literacy & Hands-on Experience (Succulent Planter)	30	45
20	Yilan Plant	Sustainability Seminar x Craft Workshop Bottle Cap Recycling Basics & Hands-on Experience (Bottle Cap Charm)	27	41

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No.	Plant Type	Course name	Number of participants (persons)	Course hours
21	Yilan Plant	Sustainability Lecture & Workshop Oyster Shell Eco-Literacy & Crafting Experience (Christmas Tree)	30	45
22	Xizhi Plant and Yilan Plant	Education and Training on Occupational Safety and Health Committee Members (Including Employee Representatives)	18	54
23	Xizhi Plant and Yilan Plant	Electrical Safety Basics	267	267
24	Xizhi Plant/Hsinchu/ Taichung/Yilan Plant	External Safety and Health Certification Training (Training by Qualified External Institutions)	-	-

The above education and training courses aimed to strengthen employees' safety and health awareness and enhance their work-related professional core competencies.

In 2025, the total participants completed training for internal courses was

2,472

Total training hours of

2,659



Organic Solvent Leak Drill



Foreign Workers' Dormitory Fire Evacuation Drill



Self-defense Fire Brigade Drill



Fire and Earthquake Evacuation Drill



Workplace Harassment Prevention Course
(Reception Team - In-Person)



Environmental Sustainability Seminar



Respiratory Protection Training



Workplace Harassment Prevention Course
(Executive Training - In-person)

6.2.3 Occupational Accident Statistics and Incident Investigation

To further implement high-standard occupational safety and health management, the Company has actively promoted the accident-free working hours record system since March 2014 and has continued to file for the accident-free working hours monthly report. As of December 2025:

A

Xizhi Plant: Successfully accumulated over **1,136million** injury-free work hours. During this period, the Company continued to strengthen its occupational safety management. In 2025, the Company received its 7th certificate of accident-free working hours record from the Industrial Safety and Health Association, underscoring our commitment to employee safety and health.

B

Yilan Plant: Successfully accumulated over **208million** accident-free work hours. During this period, the Company continued to strengthen its occupational safety management and was awarded its third certificate of accident-free working hours record by the Industrial Safety and Health Association in 2025, demonstrating our commitment to employee safety and health.

This not only affirms our efforts but also demonstrates the Company's steadfast commitment to a zero occupational accident work environment. Building on our record of disaster-free work hours, we are committed to risk prevention and employee safety assurance, while continuously strengthening safety education and training to ensure all employees work in an environment that complies with occupational safety and health regulations. To date, there have been no occupational hazards or industrial safety incidents within our plants, and both the frequency and severity rates of disabling injuries remain at zero, demonstrating the significant effectiveness of our risk management.

In 2025, Innodisk recorded a total of 15 traffic accidents involving employees commuting to and from work. However, as these incidents did not fall within the scope of occupational hazards, they were excluded from the industrial safety statistics.

We will continue to monitor traffic safety management closely and further enhance employee commute safety awareness, striving to reduce occupational hazards and accidents from every angle to provide our employees with a safer and healthier work environment.

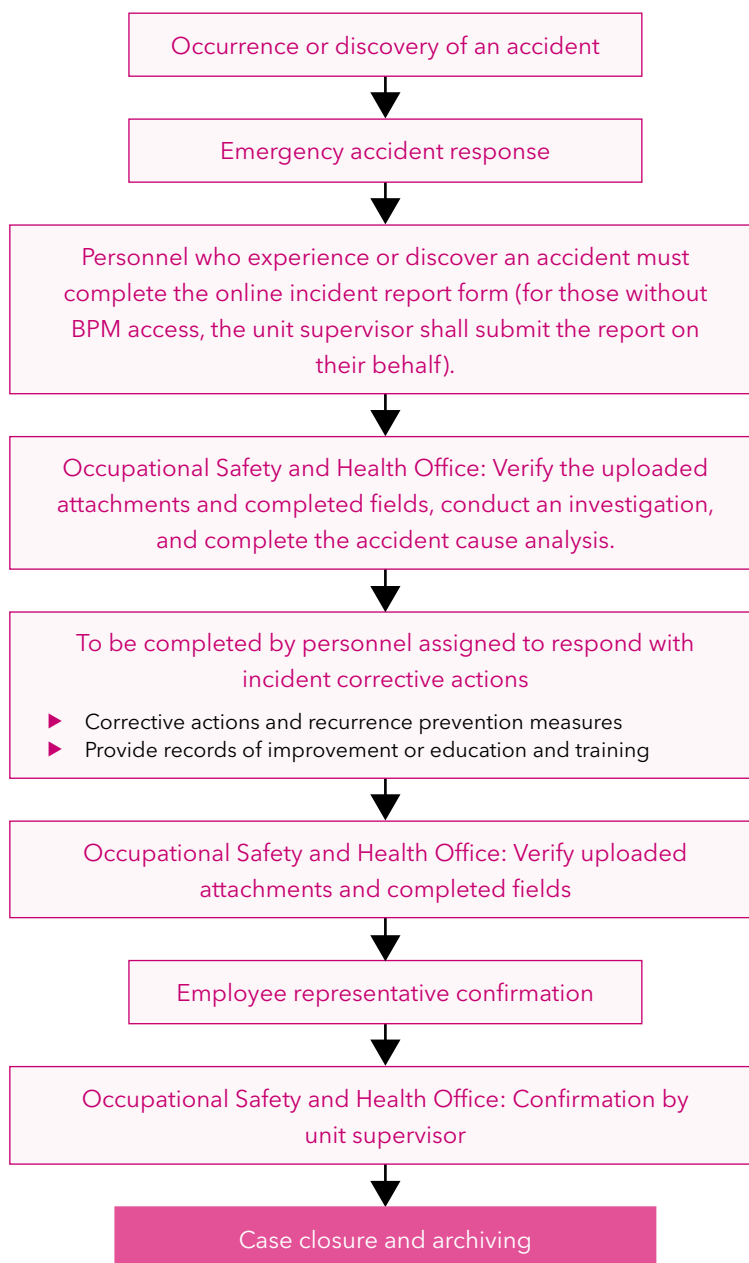
Plant site	Year	Number of disabling injuries	Number of disabling injury days	Total hours worked	Disabling injury frequency rate (FR)	Disabling injury severity rate (SR)	Frequency-severity indicator (FSR)
Xizhi	2023	0	0	1,159,552	0	0	0
	2024	0	0	1,209,128	0	0	0
	2025	0	0	1,177,904	0	0	0
Yilan	2023	0	0	444,464	0	0	0
	2024	0	0	525,906	0	0	0
	2025	0	0	549,544	0	0	0

Definition Descriptions:

- ▶ Frequency-severity indicator (FSR) = $\sqrt{(FR \times SR/1000)}$
- ▶ FR = disabling injury frequency rate x million man-hours / total hours worked
- ▶ SR = (disabling injury days x million man-hours) / total hours worked



Accident Reporting and Investigation Procedure Flowchart



6.2.4 Contractor Management, Evaluation, and Screening Mechanism

To mitigate the risk of injury during contracted work, the Company has established and strictly implemented the "Contractor Management Procedure". This initiative aims to prevent occupational accidents resulting from a lack of awareness regarding workplace hazard factors or negligence in safety and health management during contractor operations. The core of this procedure is to increase the emphasis that contractors and suppliers place on occupational safety, health, and working environment management, ensuring that they fully implement relevant occupational safety and health measures and thoroughly identify and control potential risks before commencing work.

Contractor Management and Consultation Communication

Innodisk prioritizes the occupational safety and communication management of non-employee workers. Through regular meetings of the contractor coordination committee and safety awareness sessions, Innodisk clearly communicates its occupational health and safety policies and operational requirements to contractors, ensuring that communication channels remain open and effective. Meanwhile, all on-site construction personnel are required to complete workplace hazard identification and notification before starting work. Safety management—before, during, and after construction—is strengthened through a formalized construction application and control mechanism to continuously reduce the risk of occupational hazards.

In 2025, no occupational accidents occurred among any contractors of the Company's construction projects, nor were there any violations of safety and health regulations, demonstrating the effectiveness of the management system and its implementation.

Contractor Evaluation and Screening

Additionally, the Company conducts an annual contractor evaluation every December to assess occupational health and safety compliance and overall performance. The evaluation results serve as the basis for future collaboration and improvements in the following year.

Plant Type	Xizhi Plant	Yilan Plant
Total annual contractor projects	12	20
Annual total number of contractor occupational safety and health training sessions	12	20
Annual total number of contractor violations	0	0
Annual total number of contractor occupational accidents	0	0
Annual number of contractor evaluations	31	32

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6.2.5 Workplace Health Program

Recognizing the impact of high-tech industry work patterns on employee physical and mental well-being, the Company has integrated workplace health management into its sustainable business strategy. To address the characteristics of long-term use of electronic equipment, prolonged sitting, and high-concentration work, the Company has implemented a workplace health promotion program. This initiative includes conducting periodic health examinations in accordance with the law, implementing occupational safety and health education and training, performing work environment and ergonomic risk assessments, and continuously optimizing the office environment and equipment configuration.

Since the end of 2023, the Company has implemented a health management system that incorporates the four major plans under occupational safety and health regulations (maternal health protection, prevention of ergonomic hazards, overload prevention, and prevention of unlawful infringement during duty performance), as well as the specific needs of special groups, such as middle-aged and senior workers programs and night workers. Our online system enables us to precisely track the health status of both employees and non-employees, allowing us to develop personalized improvement plans based on data. By providing regular tiered management and health consultations, we help our employees maintain a high quality of life and stay motivated at work. The Company views the physical and mental well-being of its employees as a vital pillar of sustainable development, fulfilling its social responsibilities and reflecting its long-term commitment to environmental sustainability.

Traditional paper-based processes and data collection in health management programs often lead to paper waste and increase labor and time costs. The implementation of the digital system has not only significantly reduced paper consumption but also enhanced the efficiency of data tracking and analysis. By balancing environmental and economic benefits, this initiative demonstrates the Company's ongoing commitment to sustainable development and resource conservation.

Plant Type	Xizhi Plant, Hsinchu, Taichung		
	2025 Results	Evaluation frequency	Health consultation and actions taken
Prevention of diseases caused by abnormal work stress	A total of 649 people completed the workload questionnaire, which was then assessed by occupational health nurses for follow-up care. The questionnaire completion rate reached 94.7%, identifying 23 people as high-risk individuals for diseases caused by excessive workload.	Monthly review of overtime hours; a questionnaire every two years	1. Arranged physician consultations and health guidance, and implemented administrative measures such as adjusting work hours based on professional recommendations. 2. Planned mental health promotion activities based on the questionnaire results - a total of three psychological lectures and three stress-relieving handcraft workshops were arranged. 3. Actively promoted Employee assistance programs (EAPs). A total of 523 consultations were recorded in 2025, the majority of which were for psychological counseling and work counseling.
Maternal health protection	6 maternal protection cases were recorded; all completed the maternal environment assessment, occupational physician consultation, and occupational health nurse care. The questionnaire completion rate reached 100%.	As needed	1. Arranged for occupational physicians to provide health consultations and professional guidance. 2. Provided health risk assessment and workplace environment and operations assessment. 3. The Human Resources Department provided a list of maternity protection beneficiaries. 4. Established lactation rooms within the plant for employee use.

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Plant Type	Xizhi Plant, Hsinchu, Taichung		
	2025 Results	Evaluation frequency	Health consultation and actions taken
Prevention of ergonomic hazards	A total of 649 musculoskeletal self-assessment forms were completed. The questionnaire completion rate reached 94.7%.	Once every two years	1. Arranged ergonomics prevention advocacy, evaluation, and care. 2. Conducted on-site assessments of workstations involving repetitive tasks based on health questionnaire results, implemented ergonomics improvement plans, and provided adjustment recommendations for high-risk units. 3. Ergonomic equipment was introduced in 2025, including adjustable arm supports, electric pallet trucks, vacuum lifters, pedal-type mobile ladders, and wrist guards. 4. Strengthened administrative improvements, such as job rotation.
Prevention of workplace harassment and misconduct	A total of 649 employees completed the self-assessment, with no major incidents of workplace harassment or abuse reported. The questionnaire completion rate reached 94.7%.	Every two years, or when an unlawful infringement occurs and is substantiated within the current year.	1. Provided a grievance mechanism. 2. The chairman personally signed the "statement on prevention of workplace illegal infringement" and declared it publicly. 3. Completed the identification of internal and external workplace hazards. 4. Implemented relevant course outreach and strengthened training for management.
Occupational safety for middle-aged and older workers	Completed work ability index assessments for 160 individuals, with a questionnaire completion rate of 92.5%.	Annually	1. Identified high-risk employees through a work ability health questionnaire. 2. Arranged physician consultations to provide personalized health guidance and advice; referred employees to Employee assistance programs (EAPs) and other resources as needed to help them manage work-related physical and mental health issues.
Prevention of hazards in workplace night work	Completed the annual key occupational safety and health inspection for night work, achieving a 100% questionnaire completion rate; a total of 0 abnormality reports were submitted regarding night work.	Annually	1. Arranged for an occupational physician to provide health consultations and work adaptability guidance. 2. Implemented on-the-job training to enhance night shift workers' awareness of potential hazards and equip them with basic emergency response and handling capabilities. 3. The manufacturing unit provided a list of night shift workers to facilitate health management and tracking.
Respiratory Protection	Respirator fit tests and related training were completed for eight people, with a questionnaire completion rate of 100%. Additionally, online education and training were provided to 63 participants to continuously strengthen their respiratory protection knowledge.	Annually	1. Arranged for occupational physicians to provide health consultations and professional guidance. 2. Conducted education and training related to respiratory protection, and performed fit testing and suitability screening. 3. The manufacturing unit provided a chemical inventory of substances used in operations to serve as the basis for risk assessment and protection.

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Plant Type	Yilan Plant		
	2025 Results	Evaluation frequency	Health consultation and actions taken
Prevention of diseases caused by abnormal work stress	A total of 331 people completed the fatigue scale, with occupational health nurses providing assessments and follow-up care. The questionnaire completion rate reached 100%.	Monthly review of overtime hours	On-site physicians and nurses conducted cardiovascular disease risk assessment for the next 10 years, as well as work and personal load assessment.
Maternal health protection	For the 5 maternal protection cases, the maternal environment assessment, occupational physician consultation, and occupational health nurse care were all completed. The questionnaire completion rate reached 100%.	As needed	1. Arranged on-site physician and nurse to provide health consultation and professional guidance. 2. Provided health risk assessment and workplace environment and operations assessment. 3. The Human Resources Department provided a list of maternity protection beneficiaries. 4. Established lactation rooms within the plant for employee use.
Prevention of ergonomic hazards	A total of 331 musculoskeletal self-assessment forms were completed. The questionnaire completion rate reached 100%.	Once every two years	1. Arranged ergonomics prevention courses, assessments, and support. 2. On-site physician and nurse conducted worksite visits.
Prevention of workplace harassment and misconduct	A total of 331 employees completed the self-assessment, with no reported or substantiated incidents of workplace harassment or assault. The questionnaire completion rate reached 100%.	Every two years, or when an unlawful infringement occurs and is substantiated within the current year.	1. Provided a grievance mechanism. 2. The chairman personally signed the "statement on prevention of workplace illegal infringement" and declared it publicly. 3. Completed the identification of internal and external workplace hazards. 4. Implemented relevant course outreach and strengthened training for management.
Occupational safety for middle-aged and older workers	A total of 17 employees completed the work ability index assessment. The questionnaire completion rate reached 100%.	Annually	1. Identified high-risk employees through a work ability health questionnaire. 2. Arranged for on-site physician and nurse consultations to provide individualized health guidance and advice; referred employees to Employee assistance programs (EAPs) and other resources as needed to help them cope with physical and mental health issues encountered at work.
Prevention of hazards in workplace night work	Completed the annual key occupational safety and health inspection for night work, achieving a 100% questionnaire completion rate; a total of 0 abnormality reports were submitted regarding night work.	Annually	1. Arranged for an on-site physician and nurse to provide health consultation and work adaptability guidance. 2. Implemented on-the-job training to enhance night shift workers' awareness of potential hazards and equip them with basic emergency response and handling capabilities. 3. The manufacturing unit provided a list of night shift workers to facilitate health management and tracking.
Respiratory Protection	Respirator fit tests and related training were completed for 6 people, with a questionnaire completion rate of 100%. Additionally, online education and training were provided to 16 participants to continuously strengthen their respiratory protection knowledge.	Annually	1. Arranged on-site physician and nurse to provide health consultation and professional guidance. 2. Conducted education and training related to respiratory protection, and performed fit testing and suitability screening. 3. The manufacturing unit provided a chemical inventory of substances used in operations to serve as the basis for risk assessment and protection.



6.3 Health Promotion Management

6.3.1 Health Promotion Activities

Employee health and work-life balance are core tenets of the Company's management philosophy and culture. We continuously conduct employee health data and needs assessments to serve as the foundation for our health promotion programs. Grounded in the concept of preventive medicine, we aim to enhance employees' health literacy and inspire self-directed learning by offering at least one health promotion course per month. In 2025, we held 18 health promotion courses covering diverse topics, including physical and mental health, stress relief, family-friendly initiatives, financial management, and first aid, with a total of 665 participants. Additionally, we organized a series of health activities, including the "Health First, Walking is the Best Policy" walking and step-counting activity and the "Shed the Burden, Enjoy a Slimmer Life" weight-loss challenge. These activities saw a total of 212 participants, with the weight-loss program achieving an impressive collective loss of 136 kg. The Company has also systematically promoted health and obtained the workplace health promotion self-assessment certification from the Health Promotion Administration, Ministry of Health and Welfare in 2025. Moving forward, we will continue to establish a more comprehensive framework for health promotion.

2025 health promotion courses: The education and training courses aimed to strengthen employees' safety and health awareness and enhance their work-related professional core competencies.

In 2025, the total participants completed
training for internal courses was **665**

Total training hours of
1,008



Workplace Health Promotion Self-
Assessment Qualification Certificate

No.	Plant Type	Title of Health Promotion Course	Number of participants (persons)	Course hours
1	Xizhi Plant/Hsinchu/Taichung/Yilan Plant	Improve Gut Microbiome - Build a Lean Body That Resists Weight Regain	28	1.5
2	Xizhi Plant	Mind-Body Stress Relief With Canine Companions	30	1
3	Hsinchu	Build Your Own Balanced Plate	14	1.5
4	Xizhi Plant/Hsinchu/Taichung/Yilan Plant	Teaching Children Value Through Wise Allowance Management	22	1.5
5	Xizhi Plant/Hsinchu/Taichung/Yilan Plant	The Most Touching—Teacher Rambo's Inspirational Life Lecture	49	1.5
6	Xizhi Plant/Hsinchu/Taichung/Yilan Plant	Understanding Your Child: Principles of Positive Parenting	24	1

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No.	Plant Type	Title of Health Promotion Course	Number of participants (persons)	Course hours
7	Xizhi Plant/Hsinchu/Taichung/Yilan Plant	Mastering Marital Communication: Learn to Resolve Conflicts Healthily!	18	1
8	Xizhi Plant/Hsinchu/Taichung/Yilan Plant	Emotional Management Techniques: Finding Your Inner Peace	40	1
9	Xizhi Plant/Hsinchu/Taichung/Yilan Plant	New Perspectives on Wealth Management for Dual-Income Couples	31	1
10	Xizhi Plant	Rich Dad Poor Dad (CASHFLOW Board Game)	21	2
11	Yilan Plant	Stress-Relief Seminar - [How to Be Happy] 12 Secrets to Happiness and the Art of Shifting Your Focus	178	2
12	Yilan Plant	Health Lecture - The Art of Rejuvenation through Healthy Eating	34	1
13	Yilan Plant	Health Seminar: The Terrors of Cancer	32	1
14	Xizhi Plant	Stress-Relieving Craft Workshop: Salt, the Life Force of Earth - Bath Salt Making	20	1.5
15	Xizhi Plant	Stress-Relief Craft Workshop: Thank You, Dad! Steampunk Robot Charm-Making Class	20	1.5
16	Xizhi Plant	Stress-Relief Craft Class - Creative Christmas Tree Oil Pastel Workshop	25	1.5
17	Xizhi Plant/Hsinchu/Taichung/Yilan Plant	Protecting Your Future Health: Reducing the Risk of Helicobacter pylori and Stomach Cancer	24	1
18	Xizhi Plant	Basic Life Support for Adults and Pets — First Aid Training Course	55	2



Health Promotion Courses

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Embrace Fitness, Create a Healthy Workplace

Innodisk values the health of every employee, believing they are the Company's most important asset!

Through health promotion activities, we actively drive employee health management to inspire a trend of smart eating and healthy exercise among colleagues. By enhancing workplace wellness and productivity, we aim to add value to our employees' health and boost their job performance, achieving a win-win outcome.

To promote a culture of fitness among employees, the Company regularly organizes company-wide sports days, sports-related courses, and club activities. We actively encourage employees to improve their physical fitness and strengthen internal cohesion through cross-departmental collaboration. At Innodisk, we offer a diverse array of sports clubs and provide employees with spacious, comfortable, and dedicated exercise facilities. These include a gym and specialized areas for indoor table tennis, aerobics, yoga, and strength training, allowing employees to choose activities that match their interests and fitness levels to stay active and relieve stress.

- ▶ The company-wide sports day held in 2025 cost nearly NT\$2.27 million, demonstrating the Company's strong commitment to health promotion and team cohesion.
- ▶ To encourage employees to participate more actively in sports clubs, the Company provided nearly NT\$487,000 in subsidies for sports-related club activities in 2025. This effectively supported the establishment and promotion of these clubs, helping employees develop regular exercise habits that benefited both their physical health and work performance.
- ▶ In 2023, Innodisk obtained the "iSports Enterprise Certification", which is valid from November 1, 2023, to October 31, 2026. Moving forward, the Company will continue to promote workplace sports and health promotion measures, while actively maintaining relevant certifications to achieve its corporate sustainable development goals.



6.3.2 Health Management

Innodisk categorizes "employee health management" into four primary processes—risk prevention and monitoring, treatment, counseling, and education and training—aiming to establish a positive, cyclical health management mechanism. Each year, we help our colleagues maintain their health through comprehensive health checkups, with a qualified health examination team visiting our various offices and plants to provide convenient, on-site services.

In addition to the special health examinations required by law annually for operators, the Company also provides general in-service health examinations: For employees under 40 years of age, the Company covers the cost of an examination once every two years; for those aged 65 and over, it is provided once a year. Beyond the basic requirements stipulated by law, the examinations cover a variety of preventive health care items and are conducted in coordination with local health authorities to provide screenings for five types of cancer.

Comprehensive physical assessments are conducted to facilitate early detection of potential health risks; health consultations and follow-up recommendations are provided to help employees maintain optimal health, improve work efficiency, and enhance their quality of life.

In addition, the Company's plants are equipped with X-ray equipment, XRF equipment, and vibration chamber router operations. As relevant operators may be exposed to special operating environments involving ionizing radiation and noise, the Company conducts special health examinations annually in accordance with relevant regulations to ensure employee health and operational safety.

Once testing is complete, health management personnel at each office and plant site will arrange professional consultation services, where medical staff will provide one-on-one explanations of the test reports. For employees whose examination results show significant abnormalities, the Company provides medical assistance and follow-up advice to demonstrate genuine care for every employee's well-being and to ensure the effective implementation of the health management system.

General Health Examination and Special Health Examination

- ▶ **2025 General Health examination:** Through internal promotion and follow-up reminders from occupational health nurses, the overall participation rate in health examinations was approximately 99.8%, fully demonstrating the importance employees place on health management and the effectiveness of the Company's health examination policy.
- ▶ **2025 special health examination:** A total of 54 operators participated (35 ionizing radiation operators and 19 noise operators). The health examination results were mostly categorized as first- to second-level health management, indicating that overall health risk control was well-managed. The distribution of health management classification by number of people is as follows:

Operations particularly hazardous to health	Plant site	Health examination required	Health examination completed	Health examination not completed	2025 Tiered Health Management			
					Level 1	Level 2	Level 3	Level 4
Noisy operations	Xizhi	4	4	0	1	3	0	0
	Yilan	15	15	0	8	6	1	0
Ionizing radiation operations	Xizhi	18	18	0	3	15	0	0
	Yilan	17	17	0	3	14	0	0



■ On-site services by occupational health personnel

▣ On-site health service frequency by occupational health personnel

Plant site	Occupational health nurse staffing requirements	Staffing / On-site service frequency
Xizhi	Number of workers - 300-999 Number of employees engaged in operations particularly hazardous to health - 0-99 people	1 full-time occupational health nurse
Yilan	Number of workers - 1-299 Number of employees engaged in operations particularly hazardous to health - 0-99 people	1 contracted position / 6 on-site visits per month / 2 hours per visit

Plant site	Occupational physician staffing requirements	Staffing / On-site service frequency
Xizhi	Number of workers - 300-999	1 contracted position / 1 on-site visits per month / 3 hours per visit
Yilan	Number of workers - Number of employees engaged in operations particularly hazardous to health - 50-99 people	1 contracted position / 6 on-site visits per year / 2 hours per visit

▣ On-Site Service Items

- Employee health consultation services are provided for approximately 15-20 minutes per session to help improve health awareness and workplace health management.
- Conduct worksite hazard identification and risk assessment to strengthen occupational safety and health management and reduce potential risks.
- Offer health risk explanation and prevention recommendations for special operating environments (such as ionizing radiation, noise, etc.) to enhance employee awareness of occupational disease prevention.
- Assist in reviewing and optimizing workplace health management measures and providing recommendations for improvement to continuously reduce work-related health risks.
- Provide follow-up tracking and health management classification explanation based on annual health inspections results to ensure that abnormal cases receive appropriate care and management.
- Promote safety, health, and health concepts through on-site advocacy and individual guidance to strengthen employees' self-health management capability.
- In 2025, a total of 353 visits were recorded for on-site medical health consultation services, demonstrating the Company's commitment to employee health promotion.

■ Occupational injuries and work-related diseases

To promote employee health and well-being, the Company organizes annual health promotion seminars and related activities, complemented by on-site visits and assessments conducted by professional medical personnel. We continuously monitor the working environment and employee health to ensure our colleagues can perform at their best in a safe and healthy workplace. By implementing prevention-oriented health management measures, we effectively reduce the risk of occupational diseases and occupational injuries, integrating employee health into the core values of our corporate sustainability development.

These actions not only help safeguard the physical and mental well-being of employees but also reduce potential costs associated with medical treatment, compensation, and operational disruptions resulting from occupational injuries and diseases. By doing so, we transform occupational safety and health investment into tangible sustainability and operational value.

In 2025, the Company recorded zero occupational disease diagnosis cases, indicating that the health management system has yielded substantive results. This achievement reflects the successful integration of health management with corporate sustainable development goals, demonstrating the Company's commitment to employee well-being and long-term sustainable operations.



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■ Employee Assistance Programs (EAPs)

This service is designed to help employees maintain work-life balance by guiding them to effectively manage and alleviate various sources of stress. By addressing existing concerns, the service ensures that employees receive professional support in a safe and secure environment.

Since 2022, Innodisk has implemented Employee Assistance Programs (EAPs) to help employees identify and resolve issues promptly through the support of various professionals, including lawyers and psychologists. This care extends to management, financial, legal, psychological, and health dimensions. By providing employees with five free counseling sessions, Innodisk aims to holistically support their physical and mental well-being, foster a healthy and friendly workplace, and promote a better work-life balance. Key measures include:

- A** Actively introduce EAPs services during training for newcomers and provide service introduction cards in Chinese and Vietnamese so that colleagues clearly understand how to use them.
- B** Monthly emails featuring articles on physical and mental well-being and work management are shared to enhance employees' self-care and health awareness.
- C** We provide a holistic wellness platform where employees can conduct self-assessments of their physical and mental health, book consultations, and access articles covering work, life, and health.

Effectiveness:

- ▶ In 2023, a total of **50 visits** were made to resolve psychological, legal, and management-related issues through case managers and professional consultants.
- ▶ In 2024, a total of **94 visits** were made to resolve psychological, legal, and management-related issues through case managers and professional consultants.
- ▶ In 2025, a total of **523 visits** were made to resolve psychological, legal, and management-related issues through case managers and professional consultants.



6.3.3 Work-Life Balance

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Health
Management

- ▶ **Health consultation:** In 2025, occupational health personnel provided a total of 346 health consultations to employees.
- ▶ **Health examinations:** On-site health examinations are provided every two years, in coordination with cancer screening conducted by the local health center.
- ▶ **Annual health examinations for workers engaged in special operations:** Annual special work health examinations are arranged for workers engaged in special work roles, including those involved in ionizing radiation and noise operations.
- ▶ **Health management system:** Introduced in 2023, the health management system provides tiered evaluations of health examination items, monthly health articles, and registration for health activities.



Friendly
Environment

- ▶ **AEDs and First Aid Kit Installation**
- ▶ **Lactation rooms:** Each lactation room is fully equipped with essential facilities and complimentary supplies (breast milk storage bags, bottle cleanser, sterilizers, etc.), all provided free of charge.
- ▶ **Art corridor:** In partnership with the AAEEON Foundation, the Company showcases works by local Taiwanese artists, with the collection updated regularly.
- ▶ **Employee cafeteria:** A spacious employee cafeteria is provided, complemented by 7-Eleven vending machines offering half-price discounts to create a diverse and supportive environment for healthy eating.
- ▶ **InnoMusic appreciation:** 15:00 to 15:30 every day is a dedicated music session for Innodisk employees, during which they can freely request songs.
- ▶ **Women care:** Complimentary sanitary products.



Health
Promotion

- ▶ **Employee assistance programs:** To promote work-life balance, employee care is extended to management, financial, legal, psychological, and health support, providing five free professional consultation sessions annually.
- ▶ **LDCT subsidy:** To expand lung cancer screening, employees aged 50 and over are eligible for a one-time computed tomography subsidy of up to NT\$6,000.
- ▶ **Sports zone:** The employee canteen has been converted into a multifunctional space. In addition to fitness equipment and a body fat measurement area, the space is also available for club activities.

Stress Relief Massage Services

- ▶ As part of its commitment to corporate social responsibility and supporting employment for people with physical and mental disabilities, the Company employs two visually impaired masseurs to provide stress-relief massage services, helping employees alleviate work-related stress and promote their physical and mental health. At the same time, all proceeds from the massage services are donated to charity, creating a virtuous cycle of health promotion and social giving. In 2025, a total of **1520 people** were served, and **76,000** was donated to the Innodisk Foundation. By leveraging the Foundation's resources to provide educational assistance, the Company transformed the generosity of its employees and the organization into a force supporting children's growth, thereby expanding its positive social impact.
- ▶ The average annual satisfaction for stress-relief massage services in 2025 reached 90.6 points (out of 100).



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Promoting Childbirth: Happiness Project

Since 2015, the Company has fulfilled its corporate social responsibility by providing relevant benefit programs to encourage childbirth and reduce the burden of parenting for its employees.

Maternity Subsidy Measures

- ▶ Cash gift: NT\$3,000
- ▶ An additional subsidy of NT\$30,000 is provided for the second child and any subsequent children.
- ▶ As of 2025, the total subsidy amount was NT\$1,530,000. (NT\$210,000 in subsidies provided to 7 applicants in 2025)

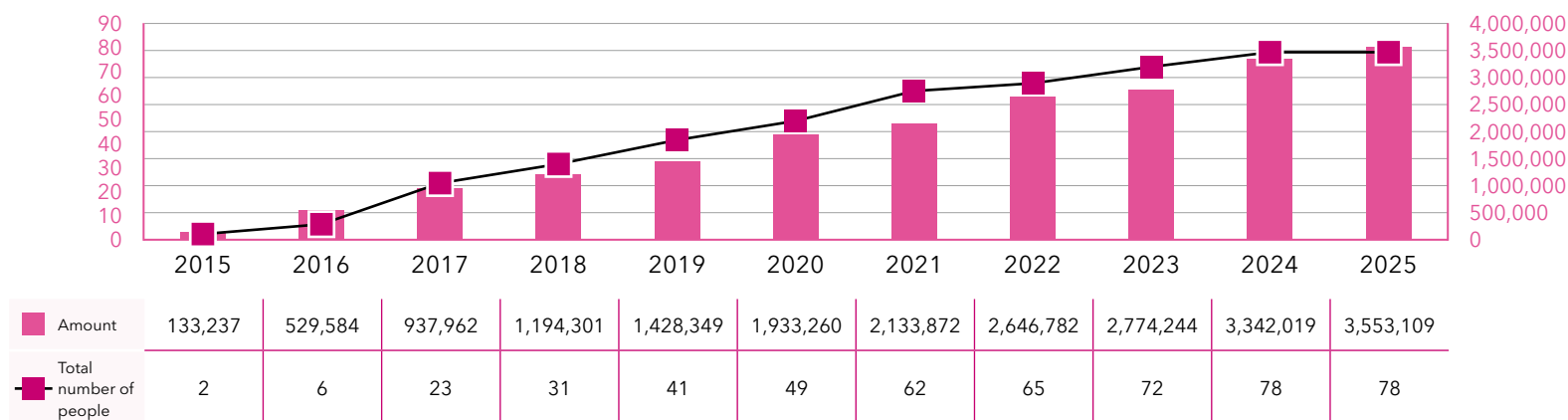
Childcare Allowance Measures

- ▶ Employees with children born during their service will receive a monthly subsidy of 6% of their salary for children aged 0 to 6. For more than one child, the total subsidy is capped at 10% of the salary.
- ▶ As of 2025, the subsidy amount totaled NT\$20,606,719. (NT\$3,553,109 in subsidies provided to 78 applicants in 2025)

Pregnancy transportation allowances

- ▶ To support the well-being of pregnant employees, pregnancy transportation allowances were introduced in 2023 onwards. Employees who reach their sixth month of pregnancy have been provided with a NT\$6,000 allowance or a parking space to alleviate the burden of commuting.
- ▶ As of 2025, the subsidy amount totaled NT\$150,000, with 17 applicants. (NT\$42,000 in subsidies provided to 7 applicants in 2025)

Childcare allowance



Scholarships for employees' children

- ▶ Since 2019, new scholarships have been introduced for the children of employees to encourage those with outstanding academic records.
- ▶ **Scholarship amounts per semester:** NT\$2,000 for elementary school, NT\$3,000 for junior high school, NT\$4,000 for senior high and vocational school, and NT\$5,000 for university and graduate school.
- ▶ **Number of applicants:** 59 in 2019; 67 in 2020; 95 in 2021; 115 in 2022; 128 in 2023; 163 in 2024 ; **234 in 2025.**
- ▶ A subsidy totaling NT\$1,277,000 was provided in 2025. Since 2019, education subsidies totaling NT\$2,810,500 has been awarded.

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and Safety Policy and
Objectives

□ 6.2 Occupational Safety
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Compliance

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Management

■ [Special Feature] Happy
Workplace - Bring Your
Children to Work Day

[Special Feature] Happy Workplace - Bring Your Children to Work Day

The Company has always regarded employee health and well-being as a core value. In addition to focusing on the physical and mental health of its staff, the Company has further extended its health care to the family level since 2024 to deepen its employee relations management. As part of this effort, the Company has held the "Bring Your Children to Work Day", which aimed to encourage working parents to bring their children into the workplace. This initiative allows children to learn about their parents' roles and the professional environment, enhancing parent-child interaction and emotional bonds, cultivating empathy and teamwork, and inspiring their imagination regarding future career development. This initiative not only served as a rare educational opportunity but also represented a concrete demonstration of the Company's commitment to fostering a family-friendly culture. In 2024—the inaugural year—full capacity was reached with 103 participants and an average satisfaction score of 98.1 (out of 100) achieved. Furthermore, in 2025, a total of 105 parents and children took part in the family day, with the average satisfaction score reaching 99 (out of 100).



Message from the Chairman



Innodisk Guide



ESG Hands-on Workshop



Group Photo

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CHAPTER

7

Social Responsibility and
Social Engagement

Social
Engagement

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Annual performance highlights



Innodisk's donations and social engagement expenditures reached NT\$6.98 million

- In 2025, Innodisk's donations and social engagement expenditures reached NT\$6.98 million, primarily supporting projects related to education, the environment, skills training, and public welfare.



Employee volunteer hours exceeded 2,500

- In 2025, employee volunteer hours exceeded 2,500, focusing primarily on natural environment conservation and maintenance, foundational education, and care for the disadvantaged. Furthermore, colleagues not only contributed their time and effort but also donated more than NT\$1.8 million to the Foundation.



Our educational scholarship program has provided support to a total of 369 recipients to date.

- In 2025, the Innodisk Scholarship assisted 38 recipients, bringing the cumulative total to 369 by 2025, with the longest period of support reaching 8 years. Beyond providing economic assistance, we organize a variety of experiential activities every quarter to broaden students' horizons and enrich their life experiences.



Partnered with 16 schools across New Taipei City and Yilan County.

- In 2025, cooperation continued with 16 schools across New Taipei City and Yilan County to promote the "PowerTech Biomimetic Robot Course" and implement the "Future Talent Dream-building Program."



Collaborated with schools and social welfare organizations to host 12 events, assisted 38 disadvantaged households, provided cleaning and maintenance for 18 schools or community organizations, and provided 528 recycled home appliances.

- In 2025, "Hands-on Sustainability Camp" collaborated with schools and social welfare organizations to host 12 events, achieving the goal of training 1,000 students and members of the public over three years.
- The Program assisted 38 disadvantaged households, provided cleaning and maintenance for 18 schools or community organizations, and provided 528 recycled home appliances. Additionally, the Program conducted 15 electricity safety seminars for middle-aged and elderly, with a total of 455 participants and an average post-test score of 88.

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Management Approach for Material Topics

Social engagement

Policies and Commitments

Innodisk's core values—sharing, accountability, innovation, and discipline—guide the Company in leveraging its Foundation to promote capacity building, community service, and public welfare. By transforming corporate expertise into concrete actions that address social needs, Innodisk fosters mutual prosperity between the enterprise and society.

Grievance and Remediation Mechanism

Stakeholder feedback is collected through the communication channels of the Foundation and its partner organizations. This feedback is then reviewed and used to make adjustments, ensuring that project implementation meets specific needs and undergoes continuous optimization.

2025 Targets and Performance

1. With over 2,500 cumulative volunteer hours, employees have demonstrated a high level of engagement and cultural alignment.
2. Employee charitable donations exceeded NT\$1.8 million, strengthening internal support and momentum within the Company.
3. Education support: Helped 38 economically disadvantaged students remain in school and provided support for pursuing higher education and achieving their dreams.
4. Five group activities were organized with a total of 168 participants, broadening the students' horizons.
5. The Electronics Maker Club has partnered with 10 schools to establish 22 clubs, mentoring 383 students, accumulating 4,596 learning hours, and completing 360 projects.
6. In partnership with 16 junior high schools, the Future Talent Dream-building Program held 13 launch ceremonies, 13 expert salons, 14 industry visits, and 4 public service activities, rewarding 175 students and honoring 50 competition winners.
7. The AI-driven Education Experience Program was held in two sessions, with a total of 52 students participating.
8. The Hands-on Program trained 251 mentees, who completed 528 small home appliance repair and maintenance services.
9. Fifteen electricity safety awareness campaigns were conducted, with a total of 455 participants.
10. A total of 381 people participated in the blood drive, with 148,750 cc of blood collected.

Medium- to Long-term Goals

1. Increase the volunteer service hours year by year, continuing to deepen employee engagement.
2. Increase the cumulative number of students served through capacity building to expand the impact of talent development.
3. Cultivate stable collaborations with schools and social welfare organizations to establish a long-term partnership network.

Long-term Goals

Develop a social engagement model that integrates capacity building, community safety, and technological applications to enhance overall social impact and corporate sustainability value, while gradually expanding the scale of cross-regional implementation.



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7.1 Innodisk's Social Engagement

Innodisk's philosophy of social engagement is rooted in the fundamental principle of "excelling in its core business", extending further to "taking care of employees and their families", and continuously evolving toward "promoting a better society" to fulfill its corporate social responsibility. Innodisk believes that corporate resilience is built not only on technological capabilities and sound management, but also on consistent talent development, strong local connections, and a keen sensitivity to societal needs.

Guided by this philosophy, Innodisk established the "Innodisk Foundation" in 2015 to serve as a vital platform connecting industry, academia, and the community, maintaining a long-term commitment to educational assistance, skills training, charitable care, and community service. More than just a platform for resource integration, the Foundation serves as a bidirectional bridge between corporations and social issues. By translating corporate expertise and core values into concrete actions that address societal needs, the Foundation is gradually building a network of social resilience centered on talent development, community safety, and humanistic care.



2025 Strategy Framework: Build a Trinity Two-Way Resilience Cycle

Innodisk recognizes that a supply chain built on "defense" and "resilience" is established not only through corporate technology but also rooted in a stable talent supply and a robust local network. In 2025, the Innodisk Foundation continued to serve as a "two-way communication hub" between industry, academia, and the community, transforming social engagement into a core driver of corporate sustainability.

We deeply embed our core corporate values—"sharing, accountability, innovation, and discipline"—into every action we take. Through a three-in-one strategic positioning, the Foundation ensures that resources, technology, and key issues flow and transform effectively, building a comprehensive ecosystem for social resilience:

01



For schools

R&D incubator
(output empowerment)

We are establishing an all-age education vertical chain by extending our corporate "innovation" and "technology" resources to campuses. From elementary school through high school and vocational school, economic assistance ensures stable schooling, while technological enlightenment ignites R&D potential.

- ▶ **Core spirit:** Accountability, innovation
- ▶ **Core objective:** Rooting in basic education to ensure a stable talent supply chain and build long-term technological momentum.

02



For the community

Guardian of social
security (practical
defense)

We bring our corporate discipline and professional maintenance expertise to the protection of our communities. Through home appliance maintenance, in-home service, and electricity safety awareness campaigns, we address security vulnerabilities in the physical environment of grassroots communities.

The close link between recent AI advancements and high energy consumption has prompted us to consider various approaches to "save energy" in our daily lives. Furthermore, we have found that implementing "energy conservation" within communities not only reduces power loss but also enhances overall safety, thereby lowering the likelihood of negative incidents.

- ▶ **Core spirit:** Discipline and sharing
- ▶ **Core objective:** Reduce accidental risks, implement preventive defense, and build a stable community environment.

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03

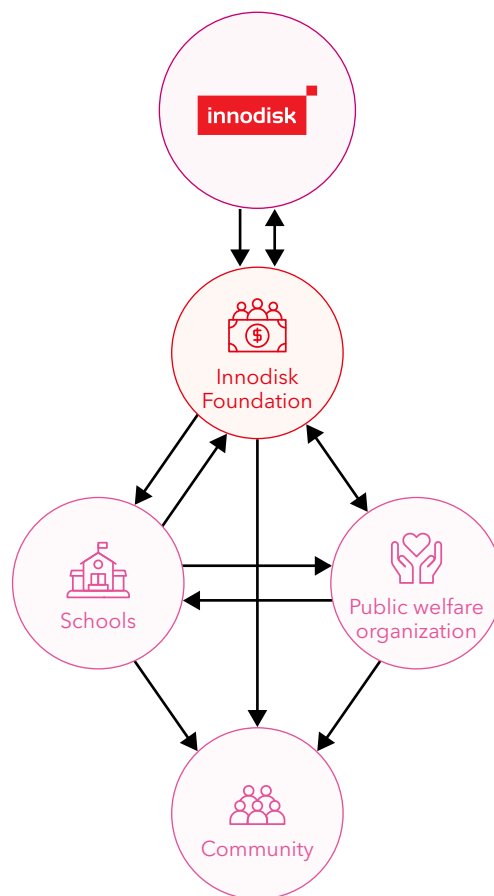


For enterprises

Emotional touchpoints
of humanistic care
(input perception)

This is our "two-way system" design. We have introduced emerging social issues—such as family care, homeless people, stray animals, special needs children education, and undocumented migrant worker children—into our internal discussions to broaden our colleagues' perspectives and strengthen their empathy.

- ▶ **Key spirit:** Sharing and responsibility
- ▶ **Core objective:** To cultivate the capacity for diverse perspectives, humanistic care, and psychological resilience in a rapidly changing environment.



7.2 Innodisk Foundation

About the Foundation

Established in 2015, Innodisk Foundation is guided by the core spirit of "sharing" and "responsibility". The Foundation is dedicated to serving as a key platform linking businesses, schools, and communities, with a long-term commitment to capacity building, charitable care, and sustainable action.

Rooted in Innodisk's corporate culture of "sharing, responsibility, innovation, and discipline", the Foundation employs systematic program design to translate professional corporate expertise into concrete social action, gradually building a sustainable ecosystem that integrates talent development, community safety, and humanistic care.

In 2025, the Foundation further strengthened the "two-way resilience cycle" operational model, acting as a "relay station" between corporations and society:

On one hand, the Company shares its corporate technology, educational resources, and professional expertise with schools and communities; on the other, the Company integrates diverse social issues to foster understanding and empathy within the organization, shaping a more inclusive and psychologically resilient corporate culture.



7.3 Achievements

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Appendix



Social Care

Innodisk Scholarship

Social procurement

Other charitable initiatives



Skills Education

Electronics Maker Club

Future Talent Dream-building Program

AI-Driven Educational Experience Program



Sustainable
Environment

Hands-on Program: Sustainability Camp

Classification	Project Item	Implementation Method
 Social Care	Innodisk Scholarship	The Company provides an annual subsidy of \$24,000 to economically disadvantaged students. In 2025, 38 students received assistance to ensure their continued education, while diverse development was supported through group activities, academic guidance, and dream-building scholarships (10 students, 14 recipients). Since 2015, we have assisted 180 students, with total expenditures reaching NT\$13.42 million.
	Charitable Co-marketing and Support	Supported the Down Syndrome Foundation, Gengxin, and New Thing in selling their products, transforming employees' daily spending into charitable support, with total sales exceeding NT\$200,000 in 2025.
	Other Social Initiatives	Four blood drives were held at the Xizhi and Yilan Plants, with 381 participants contributing a total of 148,750cc of blood. The "Spreading Love through Spring Couplets" charity event raised NT\$30,000 for a public welfare organization, while various handicraft activities were organized to deepen the engagement of employees and their families.
 Skills Training	Electronics Maker Club	We collaborated with 10 schools to establish 22 clubs, involving 383 students who accumulated 4,596 hours of learning. The initiative completed 360 electronic mechanical beasts and organized inter-school competitions that bridged with national competitions.
	Future Talent Dream-building Program	In cooperation with 16 junior high schools, the Company organized 13 inauguration ceremonies, 13 expert salons, 14 industry visits, and 4 public service activities. Additionally, 175 student participations were rewarded, with 50 competition winners commended.
	AI-Driven Educational Experience Program	Leveraging the Company's AI equipment and engineering resources, two AI hands-on workshops were conducted for a total of 52 students, providing practical experience in model training and image recognition.
 Sustainable Circularity	Innodisk Impact Action: Hands-on Program	12 training sessions were conducted, training 251 mentees. Through fixed-point and in-home services (38 households), 528 small appliances were repaired or maintained, and 15 electricity safety awareness campaigns were held (455 participants). Total investment reached NT\$8.29 million.



7.4 Foundations and Enterprises: A Bidirectional System from Social Perception to Psychological Resilience

Concrete Action

The Foundation sees itself as a "bridge" between the Company and social issues. We firmly believe that beyond technical expertise, businesses must also possess keen social insight and empathy. By introducing emerging social issues, we work with our colleagues to break out of our echo chambers, fostering a more inclusive corporate culture and psychological resilience through two-way interaction.

■ Building Empathetic Organizational Resilience Through Understanding

By bridging diverse social issues, the Foundation helps the Company expand its understanding of the external environment, enabling employees to cultivate deeper empathy and perception through the intersection of varied life experiences and social contexts. This provides the Company with a more stable foundation of psychological resilience when facing changes and challenges.

■ Deepening Participation to Shape an Inclusive Relationship Between Business and Society

To address pressing care issues, we have also introduced topics such as homeless people, stray animals, and undocumented children, inviting those personally affected to share their stories to replace prejudice with understanding. Furthermore, employees stepped out of the office to volunteer for stray dog services with PACK Taiwan and collaborated with "Do You A Flavor" on board games to better understand and empathize with the perspectives of homeless people. Scheduled during lunch breaks, these "life dialogues" often spark enthusiastic and lingering Q&A sessions, demonstrating a profound transformation from awareness to action among colleagues.

■ Expanding Our Reach to Amplify Influence and Sustainable Value

Through sustained investment and engagement, the Foundation has extended its care beyond the Company to the broader community, creating a supportive network that connects individuals, families, and society. These actions not only strengthen internal cohesion but also enable corporate values to be practiced and disseminated across different levels, gradually building sustainable social impact and providing stable support for overall social resilience.

Highlights

Highlight 1

The "Human Library" Project Topics Resonate With Employees' Various Life Stages and Address Social Marginalization Issues

Selection of project topics and identity inclusion:

We invited parents of children with special needs and family caregivers to share their experiences. Notably, the speakers included colleagues who balance the dual roles of employee and caregiver. When colleagues shared their personal stories of balancing work and home life, that sense of "authenticity" becomes tangible, making these issues feel immediate and relatable. This understanding was also linked to institutional support: In 2025, Innodisk provided two days of paid "family care leave." Moving from emotional resonance to institutional support, we have become a resilient pillar for our colleagues.



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Highlights

Highlight 2

Safeguarding the Resilience of Life Resources: Regular Blood Donation Campaigns at Science Parks

We have extended the concept of a "resilient supply chain" to the stable supply of life-saving resources, leveraging our regional influence to establish blood donation as a long-term "regular safeguarding initiative."

- ▶ **Consistent Discipline and Stability:** Blood drives are held annually at the New Taipei Xizhi Taiwan Science Park in January and July, and at the Yilan Science Park in April and October, doing our part during peak blood usage periods. A total of 381 people participated in the blood drives, donating 148,750 cc of blood.
- ▶ **Deepening development in Yilan and establishing bases:** The Foundation actively invited other companies within the Yilan Science Park to participate in blood donation (such as Gigastone, Lee Shin, and Nikkei), expanding corporate social responsibility into the Park's culture. More importantly, we assisted the Yilan Blood Donation Station in establishing the Yilan Science Park as a brand new blood donation site, making a substantial contribution to local healthcare resilience.



Highlight 3

Value Chain Linkage and Inclusive Circularity: Collaborative Charity Marketing and Spreading Love through Spring Couplets

The Foundation serves as a bridge between NPOs and their staff, transforming daily support into a driving force for social stability.

- ▶ **Co-marketing and Support:** Supported the Down Syndrome Foundation, Gengxin, and New Thing in selling their products, turning employees' daily spending into operating funds to support the stability of these public welfare organizations. The total sales amount exceeded NT\$200,000.
- ▶ **Spreading warmth at year-end:** Through the annual "Spreading Love through Spring Couplets" charity sale, the 2025 proceeds of NT\$ 30,000 were donated in full to the World Vision Yilan Center. With the scent of ink and a spirit of celebration, we have created a festive Lunar New Year atmosphere within the Company. Looking forward to "Spreading Love through Spring Couplets" has become a shared sentiment among colleagues amidst the year-end hustle, greatly enhancing their sense of organizational belonging through the festive spirit.



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Highlight 4

Heartfelt Handmade Translations: From Family Participation to Community Reinforcement

Through a "hands-on participation" approach, we extend the warmth of our care from the office into the home lives of our employees.

- ▶ **Collaborative learning and family participation:** After completing the professional training, staff took the material kits home and invited their families to create the projects together. This participation model creates valuable life education opportunities. For instance, when making carnations and massage hammers, colleagues polished the floral decorations while elementary school children handwrote the blessing cards.
- ▶ **Strengthening the Glimmers of Social Resilience:** These thoughtful gifts, carrying the heartfelt wishes of our colleagues and their families, were then presented to the seniors in the community. More than a mere delivery of supplies, this initiative offered guardianship and companionship filled with the warmth of a family, embodying Innodisk's spirit of "ultimate service" and reinforcing the smallest yet most critical social safety net of human connection.



Highlight 5

Reciprocating Actions and Resources: Substantive Participation of Corporate Volunteers

Our colleagues' support for the Foundation is concretely reflected in two key indicators—time and financial contributions—providing the strongest possible foundation for the foundation to drive its various social projects:

- ▶ **Volunteer service hours:** In 2025, Innodisk employees actively participated in various foundation activities—ranging from blood donation and crafting handmade items to environmental, educational, and community service—accumulating over 2,500 volunteer hours. This investment of time demonstrates the employees' strong alignment with the corporate culture.
- ▶ **Annual funding support:** In 2025, voluntary annual donations from employees to the Foundation exceeded NT\$1.8 million. This substantial financial support from the staff ensures that the Foundation's operations rely not only on corporate allocations but also on a foundation of social resilience collectively maintained by all colleagues.



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7.5 Foundation and School: Building Resilience in Future Talent Through Education

Concrete Action

The Foundation has long served as a bridge between industry and academia. Through a diverse range of initiatives—including scholarships and grants, vocational training, technological enlightenment, career exploration, and AI experiences—it supports students across various stages of learning. By doing so, the Foundation helps them build the resilience and confidence necessary to navigate their studies, pursue higher education, and embark on their future careers.

■ Empowering Students to Overcome Growth Milestones Through Steady and Consistent Support

Long-term and continuous educational support serves as the starting point for talent resilience cultivation. By providing scholarships, academic guidance, and emotional support to students facing family crises or economic hardship, we help them remain in school and move forward steadily despite changes in their external environment. We believe that providing students with support at critical moments not only reduces the risk of interrupted learning but also helps them gradually build the psychological resilience and self-confidence needed to face future challenges.

■ Deepen Competency Development to Build Practical Skills for the Future

Further integrate professional corporate resources to bring industry knowledge and practical experience to campuses, helping students transition from the classroom to the real world. Whether by cultivating practical digital skills through the "work-study program", or by fostering logical thinking, problem-solving, and cross-disciplinary application skills through hands-on courses such as the Electronics Maker Club, value creation, and AI education experiences, the goal is to help students build the foundational capabilities and resilience needed to navigate future industrial shifts as early as possible.

■ Building a Resilient Network of Industry-Academia Co-Education, Connected Through Educational Companionship

Based on long-term commitment, we have integrated corporate resources, campus environments, and local needs to gradually establish an educational mentorship system that provides continuous support from junior high and high school through the higher education stage. These actions represent more than just support for individual students; they are a forward-looking investment in the future talent pipeline. Through continuous companionship and co-education, the Foundation transforms corporate expertise into a force for social support, steadily building sustainable educational influence and talent resilience across schools, families, and communities.

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Highlights

Highlight 1

A Foundation for Academic Success Through Deep Support: Innodisk Scholarship

We provide long-term, stable support (NT\$ 24,000 per person per year) to students facing family emergencies or economic hardship. This ensures that every promising R&D talent is able to continue their education regardless of changes in their circumstances, fundamentally strengthening the resilience of the future talent pipeline.

- **Long-term commitment and proven results:** In 2025, a total of 38 economically disadvantaged students were supported to ensure stable and continuous schooling; 8 were admitted to universities or colleges, including 6 to national institutions, and 4 progressed to high schools or vocational schools. Our substantive goal is to support students in making a smooth transition to higher education.
- **Expanding horizons and supporting dreams:** To break through environmental limitations and rebuild students' self-confidence, we organized 5 group activities covering self-exploration, ecology (tree planting, beach cleaning), and the arts. These activities guided students in expanding their horizons, with a total of 168 participants, including students and their relatives. To encourage students to challenge themselves, the "dream-building scholarship" was established to support those pursuing professional certifications or participating in off-campus competitions. A total of 10 students, accounting for 14 awards, received the scholarship, transforming passive assistance into a driving force for actively pursuing their dreams. Other initiatives included educational support luncheons and holiday home visits and gift-giving, which put into practice the philosophy that "taking care of one student means care of an entire family."



Highlight 2

Professional Competence Reciprocity: A "work-study program" from Receiving to Giving Back

We provide long-term, stable support (NT\$ 24,000 per person per year) to students facing family emergencies or economic hardship. To ensure that every talented R&D mind can thrive, we have innovatively implemented a "work-study program" model. Beyond financial aid, we integrate the professional resources of Innodisk to help students bridge the gap between academia and industry practice, creating a virtuous cycle of talent development and social service.

- **Corporate Talent Leadership:** In 2025, we specially invited colleagues from the Innodisk Marketing Department to conduct in-person training, providing students with hands-on guidance in industry-leading video editing, visual storytelling, and digital marketing skills. Guided by industry professionals, students not only acquired competitive digital skills but also gained a deep understanding of workplace standards for quality and discipline, transforming their classroom knowledge into professional competence with commercial value.
- **Role Reversal and Practical Application:** Upon completing their training, these students transition into roles as the Foundation's project teaching assistants, video editors, or promoters, supporting core operations such as blood drives in science parks and the Hands-on Program. This model transforms students from "recipients" into "contributors", helping them build self-confidence and professionalism through service, which lays a solid foundation for their future career resilience.
- **Cumulative:** Since 2015, we have supported 180 students across 369 instances, with an average support period of 2.05 years and a maximum support duration of 8 years. Total expenditures reached NT\$13.42 million.



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Highlights

Highlight 3

Logical Enlightenment through the Power of Technology: Electronics Maker Club

Targeting junior high school students in grades seven and eight, we have transformed the Company's core R&D gene into concrete hands-on experiences, utilizing "coaching-style empowerment" to deeply cultivate technology seeds within daily campus life.

- ▶ **Deepening Regional Campus Engagement and Quantifying Achievements:** In 2025, the Foundation collaborated deeply with ten schools: Zhangshu, Xizhi, Qingshan, and Ruifang in New Taipei; Nuannuan and Zhongshan in Keelung; and Toucheng, Zhonghua, Kaixuan, and Guohua in Yilan. A total of 22 clubs were established throughout the year, engaging 383 students in hands-on technological projects. Over a total of 4,596 learning hours, 360 electronic mechanical beasts were produced, transforming assembly and problem-solving logic into tangible learning outcomes.
- ▶ **Teacher training and knowledge transfer:** To ensure the long-term sustainability of technology education, we provide not only mechanical beast teaching materials but also comprehensive teacher training. Equip teachers with instructional capabilities through systematic training courses. Empower frontline teachers to become seed promoters for technology education within their schools, ensuring that clubs can operate stably and independently to achieve true knowledge inheritance and educational resilience.
- ▶ **From plant-level contests to the national stage:** We have created a tiered competition framework to unlock students' full potential. In 2025, inter-school competitions were held in New Taipei and Yilan, with the Yilan inter-school competition specifically hosted at the Innodisk Yilan Plant. While the instruction was led by teachers, all Innodisk Yilan Plant colleagues mobilized to help organize the event, allowing students to experience the atmosphere of the tech industry alongside the competition. In addition, we integrated the Powertech National Competition and the National Life Science Competition as learning extensions, establishing a structured learning ladder that spans from school clubs and corporate plant-site competitions to national-level events.
- ▶ **Total investment:** A total of NT\$4.45 million since 2018.



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Highlights

Highlight 4

Career Vision Pathfinder: Future Talent Dream-Building Program

For the ninth-grade students in the vocational skills education class, Innodisk positioned the project as a key reinforcement for "career education", utilizing the Company's professional resources to serve as the strongest support for frontline teachers.

- ▶ **Deepening regional campus engagement and teacher support:** In 2025, we collaborated deeply with 16 junior high schools in New Taipei City and Yilan (New Taipei City: Xizhi, Zhangshu, Qingshan, Xiufeng, Zhongzheng, Ruifang, Qinxian, Wanli; Yilan: Wusha, Kaixuan, Zhonghua, Zhuangwei, Xingzhong, Wenhua, Su'ao, Yueming). Using a "co-mentoring" model, we helped 15-year-olds systematically understand industry trends before they reach the first major turning point of their lives.
- ▶ **Forward-looking vision and role model imitation:** 13 launch ceremonies (topic: the relationship between AI and skills learning) and 13 small-group "expert salons" were held. By precisely matching industry mentors to the school's career clusters, we provided students with inspiring role models and guided them to develop technological resilience from the very start of their exploration.
- ▶ **Real-world workplace:** Industry visits for diverse groups: Through 14 industry visits, students stepped outside the classroom to observe the professional environment firsthand, effectively eliminating uncertainty and apprehension regarding their future entry into society. Visit sites were tailored to specific job categories:
 - **Electrical and electronic vocational cluster:** Visited the R&D and production lines of Innodisk to experience the rigor of the technology industry.
 - **Food vocational cluster:** Joined the Yilan traditional market team to experience the vitality of the food supply chain.
 - **Agriculture vocational cluster:** Visited the Taipei Flower Market to understand production and marketing operations and the aesthetics economy.
 - **Home economics vocational cluster:** Visited the Zhuangwei Parent-Child Center to deepen professional understanding of early childhood education and care services profession.
- ▶ **Awakening social values:** Love in Action Charity Mission: Through 4 charitable services, students discovered how technology could be transformed into a force for social good:
 - **Agriculture vocational cluster:** Engaged in community space beautification.
 - **Design vocational cluster:** Accompanied community elders in creating handicrafts.
 - **Food vocational cluster:** Volunteered at the Down Syndrome Foundation to assist with Christmas gift box packaging, gaining an understanding of packaging's significance in quality preservation, logistics, and brand value-added, while cultivating empathy through inclusive education.
- ▶ **Tangible affirmation and confidence building:** In 2025, outstanding performance awards were granted to 175 individuals, and 50 students who won awards in county and city skills competitions while representing the school were publicly recognized, fulfilling the promise that technical excellence deserves public acclaim.
- ▶ **Total investment:** A total of NT\$4.40 million since 2016.



- 7.1 Innodisk's Social Engagement
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Highlights

Highlight 5

Social Practice of the Artisan Spirit: Hands-on Program—The Intersection of Technology, Safety, and Sustainability

For first- and second-year students in technical high schools and vocational high schools, the Foundation integrates with the school education system through the "Hands-on Program" to instill professional discipline and a commitment to environmental sustainability into the training of aspiring craftsmen.

- ▶ **Deep integration of diverse educational settings:** In 2025, we collaborated deeply with several leading vocational schools to flexibly design educational models based on each school's unique characteristics. These initiatives included integrating formal practical internship courses with Jhangshu International Creative Technical High School, utilizing club hours at Yingge Vocational High School, and organizing winter and summer camps at Rueifang Industrial High School. By integrating collaboration into daily campus life, this approach ensures that technical education is precisely aligned with the critical window of students' professional growth.
- ▶ **Intergenerational technical heritage:** To pass on the purest craftsmanship and experience, the Foundation has recruited retired industry mentors from the home appliance sector and community maintenance team lecturers to enter the campus. Under the hands-on guidance of industry veterans, students not only mastered repair techniques but also absorbed a rigorous professional ethos, strategic thinking, and problem-solving wisdom through in-depth dialogue.
- ▶ **Step-by-step professional development and campus practice:** The program guided students through a rigorous and highly disciplined path of mastery, instilling a deep reverence for professional detail:
 1. **Awareness of environmental Sustainability:** Starting with the question of "why", the course guided students to explore the connection between repair and waste reduction, fostering a sense of responsibility toward the global environment.
 2. **Hands-on learning of basic hand tool operation:** We emphasize teaching students how to use tools starting with the very basics. We firmly believe that using the right tools prevents damage to objects; this reflects a craftsman's fundamental respect for their equipment and their professional discipline.
 3. **Small appliance cleaning and maintenance practice:** Common desktop fans, box fans, and air circulator fans were used as teaching tools. Through hands-on disassembly, cleaning, and maintenance, students honed their professional skills and learned the keys to ensuring stable equipment operation.
 4. **On-campus practical service and technical verification:** Upon completing the course, students immediately conducted electric fan inspection services on campus. On the one hand, this assisted schools in refurbishing long-neglected classroom fans to improve the campus environment. On the other hand, through real-world service scenarios, industry mentors verified that students had mastered relevant maintenance and repair skills, ensuring the effective implementation of instructional quality.



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- ☒ 7.5 Foundation and School: Building Resilience in Future Talent Through Education
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Highlights

Highlight 6

Technology Empowerment: Innodisk AI-Driven Educational Experience Program

By leveraging Innodisk's leadership in edge computing and artificial intelligence, the Foundation transformed cutting-edge industrial equipment into tangible educational tools, bridging the gap between students and the AI era.

- ▶ **Hands-on experience with OEM equipment and practical workflows:** We utilized original AI servers from Innodisk to design in-depth practical courses for students. Unlike general science education, we provided students with hands-on experience in the complete image recognition workflow, from "model training" to "endpoint inference". By labeling data, training models, and observing AI's outputs firsthand, students were able to gain an intuitive understanding of the underlying logic of AI, dispelling their fears of cutting-edge technology.
- ▶ **Corporate Talent and Knowledge Transfer:** These experience courses were led by professional engineers from Innodisk or dedicated instructors who had undergone intensive training by these engineers. Guided step-by-step by frontline industry experts, students not only mastered technical procedures but also developed the rigorous logical thinking of technology professionals through interactive learning.
- ▶ **Local engagement and proven results:** In 2025, we collaborated with Rueifang Industrial High School and Xizhi Junior High School to host two AI experience events, with a total of 52 students participating. Spanning junior high and vocational high schools, these two events enabled students at different stages of learning to develop "technological resilience" early in their career exploration, while building the digital literacy and psychological readiness needed to collaborate with future technologies.
- ▶ **Cumulative:** NT\$180,000 contributed in 2025



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7.6 Foundations and communities: Deepening local sustainable connections through craftsmanship

Concrete Action

A company's influence should not be confined to its internal operations or campus; it should extend further into the local community, addressing local needs through tangible action and establishing long-term, stable relationships. Centered on the "spirit of craftsmanship", the Foundation brings professional expertise, practical experience, and a commitment to service into community spaces. By transforming sustainability from a mere concept into a tangible, participatory daily practice, the Foundation gradually deepens the connection and trust between the corporate world and local communities.

▣ Grounded in Professionalism, Transforming Technology Into Local Service Capabilities

The Foundation leverages the technical capabilities and professional expertise accumulated by the Company, translating them into concrete actions that address community needs. By promoting services such as small appliance repair, equipment maintenance, and electricity safety awareness campaigns, the Foundation ensures that professional knowledge extends beyond industrial applications to directly improve the quality of life within the community. By adopting a "learning by doing" approach, we not only enhance service quality but also help participants appreciate the value and responsibility inherent in professionalism.

▣ Promote Cross-Generational Learning to Facilitate Role Transformation and the Transfer of Expertise

Mentors lead students in providing in-depth community service to establish a cross-generational knowledge transfer mechanism. By guiding students who receive assistance to transform from "accepting support" into "knowledge transmitters" who give back to society, they shape a positive cycle of learning, practice, and re-inheritance, strengthening the bidirectional resilience of both individuals and society.

▣ Integrate Empowerment and Services to Expand Sustainable Community Impact

By integrating professional training, community service, and safety education, a systematic action model has been established. This model not only addresses the electrical safety needs of an aging society but also simultaneously creates triple value across the environment (waste reduction and recycling), society (safety improvement), and the individual (skill development), gradually building a lasting local sustainable impact.



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Highlights

Highlight 1

Craftsmanship and Community Well-being: Warm, Sustainable Local Connections

The Innodisk Foundation is deeply committed to the communities surrounding its operational sites. Through the expansion of the "Hands-on Program", the Foundation transforms professional expertise into a stabilizing force that protects and supports the neighborhood. In 2025, we established a comprehensive community safety net through three major strategic initiatives:

► **Professional Practice of Vocational Talent: From Campus to Community Service**

We guided skilled students from Jhangshu International Creative Technical High School in implementing cross-generational technical knowledge transfer, supported by retired industry mentors.

- **Deepening local roots and in-home care:** Since April 2025, the tradition of service on the "third Saturday of every month" has been maintained in cooperation with Old Five Old Foundation and Huashan Social Welfare Foundation. In-home service was provided to 28 households in Xizhi and 10 in Wanhua (38 in total), providing on-site repair service for the elderly living alone or persons with disabilities and mobility impairments.
- **Preventive Disaster Reduction:** Mentors led students in inspecting for hazards such as exposed metal wires or extension cord overload, while the Foundation provided support to replace old extension cords to prevent fires.



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Highlights

Highlight 2

Value Transformation of Tutoring Students: Empowerment from Recipient to "Knowledge Transmitter"

Professional empowerment for students from the "Kids Agent" in Taipei and the "BOYO Social Welfare Foundation Yilan Center" in Yilan.

- ▶ **Precise community engagement:** Students from Taipei Kids Agent ventured into older neighborhoods, including Guoshun Village, Guoqing Village, and Yongle Village in the Datong District, to provide targeted small appliance cleaning services in partnership with local neighborhood chiefs.
- ▶ **Life Influencing Life:** Students at the Boyo Yilan Center demonstrated outstanding influence as those who participated in training transformed their learning into teaching: In February, these students served as peer tutors at an exchange meeting. During the summer vacation, they traveled from Datong Township to Wuta Elementary School, Nanao Township to host a summer camp, passing on small appliance maintenance and repair skills to children in another tribe.



Highlight 3

Risk Defense for Community Residents: Middle-Aged and Elderly Electricity Safety Protection Plan

According to statistics from the National Fire Agency, the use of electrical appliances is the leading cause of household fire incidence rate, with the highest casualty rate occurring among those aged 65 and above.

- ▶ **Gamified teaching:** Through games, sing-alongs, and simplified concepts, seniors were guided to understand basic concepts such as the importance of certified safety extension cords, load calculation, and the identification of high-power appliances.
- ▶ **Quantified education outcomes:** A total of 15 sessions were conducted in 2025, with 455 participants. Post-session tests showed that the seniors achieved an average score of 88. We encouraged seniors to share their knowledge within their neighborhoods and become community leaders in safeguarding home safety.



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2025 Professional Achievements: Data Proving Sustainable Impact

Through systematic empowerment and services, we delivered solid results in 2025, with a total of

18 social welfare and educational institutions benefiting from our efforts.



Professional
Empowerment

12 in-depth training sessions were held throughout the year, training **251** seed trainees with maintenance and repair capabilities.



Service
capacity

Through **3** fixed community service events and **38** door-to-door services, a total of **528** small appliances were refurbished, cleaned, and maintained.



Triple value

These actions not only restored the performance of home appliances (practicing environmental sustainability) but also **doubled home safety** by eliminating electrical safety hazards (practicing social responsibility). More importantly, the goal is to equip mentees with fundamental, transferable skills.

► **Total investment:** A total of NT\$8.29 million since 2018.



Looking back at 2025, the Innodisk Foundation continued to place education at its core, bridging the three major spheres of industry, academia, and community to gradually build a sustainable model of social engagement. We believe that education is not merely the transmission of knowledge, but a process of shaping values and putting them into practice; likewise, the role of a corporation extends beyond providing resources to being a key driver in fostering a positive cycle for society.

Through long-term dedication and diversified initiatives, the Foundation transforms corporate core competency into concrete contributions to society, ensuring that technology, talent, and care continue to flow and accumulate across various fields. By cultivating students' future potential and strengthening community safety and support networks, a cross-generational and cross-sectoral connection system is gradually being established to enhance the overall resilience and inclusiveness of society.

Looking ahead, the Innodisk Foundation will continue to deepen its role as a "professional translator", bridging corporate resources with social needs to promote the integrated development of educational rooting, vocational training, and local care. We will expand our impact in a more systematic manner, joining forces with stakeholders to create a safer, more resilient society and environment characterized by sustainable co-prosperity.

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Appendix 1: GRI Standards INDEX

Terms of Use

Innodisk refers to the GRI Standards for reporting information cited in the GRI content index for the period from January 1 to December 31, 2025.

GRI 1 Use

GRI 1: Foundation (2021)

Applicable GRI Sector Standards

Not applicable

GRI Standards	Disclosure Items	Chapter or Description	Page No.	Omit description or notes
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report	3	
		1.1 Company Introduction	25	
	2-2 Entities included in the organization's sustainability reporting	About This Report	3	
		Global Operational Footprint	27	
	2-3 Reporting period, frequency and contact point	About This Report	3	
	2-4 Restatements of information	--	--	No restatement of information in 2025
	2-5 External assurance	About This Report	3	
		Sustainability Governance Framework	7	
	2-6 Activities, value chain and other business relationships	1.2.1 Service Value	31	
		1.2.2 Main Products	32	
	2-7 Employees	5.2 Workforce Structure	109	
	2-8 Workers who are not employees	5.2 Workforce Structure	109	
	2-9 Governance structure and composition	1.1.1 Organizational Structure	28	

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GRI Standards	Disclosure Items	Chapter or Description	Page No.	Omit description or notes
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	2.1 Corporate Governance	39	
	2-10 Nomination and selection of the highest governance body	2.1 Corporate Governance	39	
	2-11 Chair of the highest governance body	2.1 Corporate Governance	39	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainable Development Management	6	
	2-13 Delegation of responsibility for managing impacts	Sustainable Development Management	6	
	2-14 Role of the highest governance body in sustainability reporting	About This Report	3	
	2-15 Conflicts of interest	2.1 Corporate Governance	39	
	2-16 Communication of critical concerns	--	--	Apart from the publication of routine material information, the Company published a total of 24 items of material information in 2025. Material information approved by the Board of Directors and published is summarized below:
	2-17 Collective knowledge of the highest governance body	2.1 Corporate Governance	39	
	2-18 Evaluation of the performance of the highest governance body	2.1 Corporate Governance	39	
	2-19 Remuneration policies	5.3 Employee Remuneration Policy	118	
	2-20 Process to determine remuneration	5.3 Employee Remuneration Policy	118	
	2-21 Annual total compensation ratio	--	--	Company confidential information is not disclosed due to confidentiality restrictions.
	2-22 Statement on sustainable development strategy	Message from Management	4	

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GRI Standards	Disclosure Items	Chapter or Description	Page No.	Omit description or notes
GRI 2: General Disclosures 2021	2-23 Policy commitments	Sustainable Development Management	6	
		2.4 Ethical Management	59	
		5.1 Human Rights Policy	104	
	2-24 Embedding policy commitments	2.4 Ethical Management	59	
		2.5 Supplier Management	61	
		3.1 Environmental Policy	69	
		5.1 Human Rights Policy	104	
		6.1 Occupational Safety and Health Management	140	
	2-25 Processes to remediate negative impacts	Stakeholder Communication Mechanisms	12	
		2.4 Ethical Management	59	
		5.1 Human Rights Policy	104	
	2-26 Mechanisms for seeking advice and raising	2.4 Ethical Management	59	
		5.1 Human Rights Policy	104	
	2-27 Compliance with laws and regulations	1.4 Regulatory Compliance	37	
	2-28 Membership associations	1.1.4 Participation in Industry Associations	30	
	2-29 Approach to stakeholder engagement	Stakeholder Communication Mechanism	12	
	2-30 Collective bargaining agreements	Not applicable. The Company complies with collective bargaining agreements as required by law and has not signed any collective agreements.	--	

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Major topic

GRI Topic	Disclosure Items	Chapter or Description	Page No.	Omit description or notes
GRI 3: Major Topics 2021	3-1 Process to determine material topics	Materiality Assessment Process	14	
	3-2 List of material topics	Material Topic Management	17	
	3-3 Management of material topics	Material Topic Management	17	
Economic performance				
GRI 3: Major Topics 2021	3-3 Management of material topics	Material Topic Management	17	
		2.2 Economic Performance	50	
GRI 201: Economic Performance 2016	GRI 201-1 Direct economic value generated and distributed	2.2.1 Financial Position of Innodisk	51	
GRI 201: Economic Performance 2016	GRI 201-2 Financial implications and other risks and opportunities due to climate change	2.2.1 Financial Position of Innodisk	51	
Supplier management				
GRI 3: Major Topics 2021	3-3 Management of material topics	Material Topic Management	17	
		2.5 Supplier Management	61	
GRI 308: Supplier Environmental Assessment 2016	GRI 308-1 New suppliers that were screened using environmental criteria	2.5 Supplier Management	61	
	GRI 308-2 Negative environmental impacts in the supply chain and actions taken	2.5 Supplier Management	61	
GRI 414: Supplier Social Assessment 2016	GRI 414-1 New suppliers that were screened using social criteria	2.5 Supplier Management	61	
	GRI 414-2 Negative social impacts in the supply chain and actions taken	2.5 Supplier Management	61	
Information security				
GRI 3: Major Topics 2021	3-3 Management of material topics	Material Topic Management	17	
		2.3 Information Security Management	53	

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GRI Topic	Disclosure Items	Chapter or Description	Page No.	Omit description or notes
GRI 418: Customer Privacy 2016	GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.3.2 Customer Satisfaction	36	No relevant complaints were received in 2025.
Talent Development and Retention				
GRI 3: Major Topics 2021	3-3 Management of material topics	Material Topic Management	17	
		5.4 Human Capital Development	120	
GRI 401: Employment 2016	GRI 401-1 New hires and employee turnover	5.2 Workforce Structure	109	
	GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.5. Employee Welfare	125	
	GRI 401-3 Parental leave	5.2 Workforce Structure	109	
		5.5. Employee Welfare	125	
GRI 404: Training and Education 2016	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	5.4 Human Capital Development	120	
	GRI 404-3 Percentage of employees receiving regular performance and career development reviews	5.4 Human Capital Development	120	
Occupational safety and health				
GRI 3: Major Topics 2021	3-3 Management of material topics	Material Topic Management	17	
		6.1 Occupational Health and Safety Policy and Objectives	140	
GRI 403: Occupational Health and Safety 2018	GRI 403-1 Occupational health and safety management system	6.1 Occupational Health and Safety Policy and Objectives	140	
	GRI 403-2 Hazard identification, risk assessment, and incident investigation	6.1.1 Risk Prevention and Safety Management Measures	142	
	GRI 403-3 Occupational health services	6.3 Health Promotion Management	154	
	GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	6.2.1 Communication, Participation, and Consultation Process Management	146	

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GRI Topic	Disclosure Items	Chapter or Description	Page No.	Omit description or notes
GRI 403: Occupational Health and Safety 2018	GRI 403-5 Worker training on occupational health and safety	6.1.2 Special Operations Management and Control	144	
	GRI 403-6 Promotion of worker health	6.2.5 Workplace Health Program	151	
	GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.2.5 Workplace Health Program	151	
	GRI 403-9 Work-related injuries	6.2.5 Workplace Health Program	151	
	GRI 403-10 Work-related ill health	6.2.5 Workplace Health Program	151	
Social engagement				
GRI 3: Major Topics 2021	3-3 Management of material topics	Material Topic Management	17	
		7.1 Innodisk's Social Engagement	165	
GRI 413: Local Communities 2016	GRI 413-2 Operations with significant actual and potential negative impacts on local communities	7.6 Foundations and Communities: Deepening Local Sustainable Connections Through Craftsmanship	177	



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GRI Standards	Disclosure Items	Location
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	5.3 Employee Remuneration Policy
	202-2 Proportion of senior management hired from the local community	5.2 Workforce Structure
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	VII. Social Engagement
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	2.4.1 Business Ethics - Guiding Principles
	205-3 Confirmed incidents of corruption and actions taken	2.4.2 Prevention of Malfeasance and Irregularities
GRI 207: Tax	207-1 Approach to tax	2.2.2 Tax Governance
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	
	207-4 Country-by-country reporting	
GRI 302: Energy 2016	302-3 Energy intensity	3.3 Energy Management
GRI 303: Water and Effluents 2018	303-5 Water consumption	3.5 Water Resource Management
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	[Special Feature - Environment]"Biodiversity" Activities
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	4.2 GHG Management:
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-4 GHG emissions intensity	
GRI 306: Waste	306-3 Waste generation	3.4 Waste Management:
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5.5 Employee Communication and Benefits
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	5.1 Human Rights Policy
GRI 408 Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	5.1 Human Rights Policy

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Appendix 2: Sustainability Accounting Standards Board (SASB) Comparison Table

Technology and Communications/ Hardware (TECHNOLOGY & COMMUNICATIONS/HARDWARE)

Subject	Accounting Metrics	Category	Measurement Unit	Number	Response		
Product safety	Methods for identifying and resolving product data security risks	Description and Analysis	None	TC-HW-230a.1	In accordance with the relevant procedures of the "information security policy", the information security management system has been implemented to make the security of the product R&D process more comprehensive and robust. For detailed information, please refer to [the Company's Information Security Policy].		
Employee Diversity & Inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Quantification	Percentage(%)	TC-HW-330a.1		Percentage of males	Percentage of females
					Management	76.51%	23.49%
					Non-management	46.94%	53.06%
					Technical employees	78.72%	21.28%
					All other employees	43.72%	56.28%
Product Life cycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantification	Percentage(%)	TC-HW-410a.1.	Beyond disclosing hazardous substances to meet customer requirements, Innodisk also refers to the material declaration formulated by the International Electrotechnical Commission (IEC), ensuring 100% compliance with IEC 62474 requirements. For relevant management policies, please refer to the regulatory compliance outlined in the [Establishment of Green Product Management System] and [Harmful Substance Policy].		
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Quantification	Percentage(%)	TC-HW-410a.2.	0% As Innodisk does not produce end-user products, it cannot directly obtain the EPEAT label, which is used to certify end-user electronic and electrical products.		
	Percentage of eligible products, by revenue, certified to ENERGY STAR®	Quantification	Percentage(%)	TC-HW-410a.3.	0% As Innodisk does not produce end-user products, it cannot directly obtain the Energy Star label, which is intended for the certification of end-user electronic and electrical products.		

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Subject	Accounting Metrics	Category	Measurement Unit	Number	Response	
Product Life cycle Management	Weight of end-of-life products and e-waste recovered, percentage recycled	Quantification	Percentage(%)	TC-HW-410a.4.	As Innodisk does not produce end-user products, it is difficult to collect relevant data.	
Supplier management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Quantification	Percentage(%)	TC-HW-430a.1	30% of Tier 1 suppliers have obtained RBA VAP certification. (Tier 1 suppliers are defined as: PCB, NAND IC, and controller component brands)	
	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantification	Percentage	TC-HW-430a.2	Innodisk does not currently collect or compile relevant data.	
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Description and Analysis	None	TC-HW-440a.1	Innodisk has established due diligence requirements for responsible minerals, requiring suppliers to prioritize compliance, fulfill these obligations, and provide the necessary documentation. The Company also conducts regular monitoring and consolidation to ensure the effective implementation of its responsible minerals policy. Please refer to [3.2.3 Responsible Minerals Policy]	
Activity Metrics	Number of units produced by product category	Quantification	Quantity	TC-HW-000.A	Unit: PCS	
					Main Products	
					Production Volume	2025
					Industrial embedded storage devices	3,406,202
					Industrial dynamic random-access memory module	4,505,456
					AI Edge Computing Solutions	54,302
	Others	169,790				
	Total	8,135,750				
Area of manufacturing facilities	Quantification	Square feet(ft²)	TC-HW-000.B	Xizhi Plant: 12,966.07 m ² Yilan Plant: 12,056.69 m ²		
Percentage of production from owned facilities	Quantification	Percentage(%)	TC-HW-000.C	Not disclosed for operational reasons		

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Appendix 3: Industry-Specific Sustainability Disclosure Indicators—Computer and Peripheral Equipment Industry

Number	Indicator	Response																		
I.	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate	The Company's total energy consumption in 2025 was 36,580,097.6666 (unit: million joules); please refer to [4.2 GHG Management]. In 2025, the Company's percentage of purchased electricity was 77.5%; please refer to [4.2 GHG Management]. In 2025, the Company used a total of 2,223,005 kWh of green power, accounting for approximately 22.7% of its total electricity consumption. Please refer to [3.3 Energy Management]																		
II.	Total water withdrawal and total water consumption	As the Company does not use water in its production processes, all water used is for domestic purposes. In 2025, the total water withdrawal and total water consumption were both 23,493 metric tons; please refer to [3.5 Water Resource Management].																		
III.	Weight of hazardous waste generated and recovery rate	The Company's hazardous waste weight in 2025 was 10.804 metric tons. The Company's hazardous waste recovery rate was 55.1% in 2025. Please refer to [3.4 Waste Management]																		
IV.	Breakdown of occupational accident type, number of persons, and percentage	There were no occupational accidents in 2025. Since March 2014, the Company has actively promoted and applied for accident-free working hours monthly reports. As of December 2025, the Company had successfully accumulated over 13,440,000 accident-free working hours.																		
V.	Disclosure of product life cycle management: Weight of end-of-life products and electronic waste, and recycling percentage	As Innodisk does not produce end-user products, it is difficult to collect relevant data.																		
VI.	Description of risk management related to the use of key materials	Innodisk has established due diligence requirements for responsible minerals, requiring suppliers to prioritize compliance, fulfill these obligations, and provide the necessary documentation. The Company also conducts regular monitoring and consolidation to ensure the effective implementation of its responsible minerals policy. Please refer to [3.2.3 Responsible Minerals Policy]																		
VII.	Total monetary losses resulting from legal proceedings related to anti-competitive practices regulations	Monetary losses incurred due to legal proceedings related to anti-competitive practices regulations amounted to NT\$ 0 in 2025.																		
VIII.	Production volume of Major products by category	Unit: PCS <table> <tr> <th>Production Volume</th><th>Main Products</th><th>2025</th></tr> <tr> <td></td><td>Industrial embedded storage devices</td><td>3,406,202</td></tr> <tr> <td></td><td>Industrial dynamic random-access memory module</td><td>4,505,456</td></tr> <tr> <td></td><td>AI Edge Computing Solutions</td><td>54,302</td></tr> <tr> <td></td><td>Others</td><td>169,790</td></tr> <tr> <td></td><td>Total</td><td>8,135,750</td></tr> </table>	Production Volume	Main Products	2025		Industrial embedded storage devices	3,406,202		Industrial dynamic random-access memory module	4,505,456		AI Edge Computing Solutions	54,302		Others	169,790		Total	8,135,750
Production Volume	Main Products	2025																		
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Appendix 4: Climate-related Information of Companies Listed on TPEX

1. Climate change risks and opportunities and the company's related response measures

Item	Status of implementation
1. Describe the board of directors' management oversight, governance, and climate-related risks and opportunities.	Innodisk Corporation has included climate risk issues as one of the key topics of corporate sustainability and environmental governance. After the Sustainable Development Office is completed, the climate governance report shall be submitted to the sustainable director, who shall then submit it to the board of directors to ensure that these risk opportunities are controlled in a timely manner.
2. Describe how the identified climate risks and opportunities will affect the Company's business, strategy, and finances in the short-, medium-, and long-term.	Mainly report the climate-related background information, risk and opportunity identification results, quantitative conclusions for various financial information, risks and issues that must be continuously paid attention to when resolving risks, short-/medium-/long-term strategies and performance, and the difficulties faced. Following the meeting, the relevant response action plans, budgets, etc., shall be formulated or revised according to the opinions of directors/committees.
3. Describe the financial impacts of extreme climate events and transitional actions.	Innodisk Finance has taken certain transformational actions in response to the extreme climate-related risks. (1) Increase the proportion of renewable energy use (2) E-certificate integration (3) GHG inventory of subsidiaries (4) Installation of Solar Photovoltaic Power Generation Systems in Self-built Factories These transformational actions may impact the Company, which in turn increases the Company's financial costs. These transformational actions may also bring opportunities for the Company, such as enhancing the Company's image and reputation and thereby increasing consumer loyalty and brand value while meeting investor and social expectations.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	In our comprehensive climate risk assessment, we first identify climate risks that may impact the company, such as extreme weather events, climate change, and policy changes. After identifying areas and operations that may be affected, we evaluate the identified climate risks, including the probability of risks, degree of impact, and potential financial and non-financial effects. Finally, manage the assessed climate risks, such as formulating risk response strategies and emergency plans while implementing risk monitoring and early warning.
5. The scenarios, parameters, assumptions, analysis factors, and major financial impacts must be explained if scenario analysis is used to assess resilience to climate change risks.	We used scenario simulations such as Intended Nationally Determined Contribution (INDC) and RCP to analyze the operational and physical shocks we may suffer. According to INDC's evaluation, the operating cost of Innodisk only increased by 0.14%, and the impact was slight. The physical risk profile identified by the RCP8.5 scenario. As the temperature rises, Innodisk's operating costs only increase by 0.01%, and the impact is slight.

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Item	Status of implementation
	Risk Transformation Program (1) Increase the proportion of renewable energy use Renewable energy use will continue to increase by 5% per year. (2) E-certificate integration Contracts with suppliers have been signed and completed. For 2024, the target for renewable energy usage was 20%, and we actually achieved 22%. The target for renewable energy usage in 2025 is 25%, with plans to reach 50% renewable energy usage by 2030. (3) GHG inventory of subsidiaries According to the FSC regulations, the Company has scheduled the introduction period of GHG inventory of subsidiaries. The first subsidiary, Aetina Corporation, was inventoried in 2023, followed by the second subsidiary, Innodisk Shenzhen Corporation, in 2024. The third subsidiary, Innodisk Japan Corporation, was inventoried in 2025. Moving forward, the rollout will continue at a rate of at least one site per year. (4) Adding solar panels to the self-built plant buildings Innodisk's plant in the Yilan Science Park completed the installation of a solar photovoltaic power generation system at Yilan Plant 1 in 2023. In 2025, the plant generated a total of 30.9637 kWh. Additionally, for Yilan Plant 2, solar panel planning was incorporated during the design phase. This is currently under review and expected to be completed in 2026.
6. If there is a transition plan for managing climate-related risks, describe the plan's content and the indicators and goals used to identify and manage physical risks and transition risks.	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price must be stated.	Innodisk currently plans to implement internal carbon pricing in 2027.
8. If climate-related goals are set, information such as the activities covered, the scope of greenhouse gas emissions, the planning period, and the progress achieved each year must be explained. If carbon offsets or renewable energy certificates (RECs) are used to achieve relevant goals, the source and quantity of carbon reduction credits or RECs to be offset must be clarified.	Regarding climate-related goals, Innodisk has announced on its website that it will achieve a 50% reduction by 2030 and net zero carbon emissions by 2050. ► 2025 bid winning certificates: (1) Taipei Municipal Nangang Vocational High School 7,000 kWh ► Electricity and Certificate Bundled Certificates for 2025: (1) ECOVE Solar Energy Corporation: 1,906,368 kWh of green power ► Self-Generated Self-Consumption Certificates for Yilan Plant 1 in 2024: 309,637 kWh of green power The above total 2,223,005 kWh of renewable energy electricity
9. GHG inventory and certification status, as well as reduction targets, strategies and concrete action plans (to be filled in separately in 1-1 and 1-2).	See Table 1-1 and 1-2 below for details

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■ 1-1 Greenhouse Gas Inventory and Verification for the Past Two Years

1-1-1 Information on GHG inventory

State the emission volume (tCO₂e) and intensity (tCO₂e/million NTD) of GHG for the most recent two years, and data coverage.

The Company's direct GHG emissions in 2025 were 443.2243 tCO₂e, accounting for 1.44% of the Company's total GHG emissions, with an intensity of 0.031 tCO₂e/NT\$ million. Among them, the Xizhi headquarters' Category I emission amount was 69.8905 tCO₂e, and the Category I emission of the Yilan plant was 373.3338 tCO₂e.

The Company's energy indirect GHG emission source is the purchased electricity sold by Taiwan Power Company. The Company's indirect GHG emissions from imported energy in 2025 totaled 3,731.8099 metric tCO₂e, with an intensity of 0.2617 tCO₂e per million dollars of revenue. Among them, the Scope 2 emissions of the Xizhi Headquarters were 1130.7719 tCO₂e; the Scope 2 emissions of the Yilan Plant were 2601.0380 tCO₂e.

The Company's 2025 inventory plan is expected to complete third-party verification by March 10, 2025, with the certification expected to be obtained in April 2025.

1-1-2 Information on GHG Assurance

Describe the status of assurance in the last two years up to the date of publication of the annual report, including the scope of assurance, institutions of assurance, criteria of assurance, and opinions of assurance.

The Company's boundary setting covers the direct GHG emissions and removals, as well as significant indirect GHG emissions, across two Innodisk sites as follows:

- (1) Xizhi Headquarters: Floors 2-1, 1, 3, 4, 5, and 7, No. 237, Section 1, Datong Road, Xizhi District, New Taipei City
- (2) Yilan Plant (Plant 1/Plant 2): No. 128, Yike Road, Yilan City

The Company has adopted the "operational control method" as its boundary-setting method. All emission sources from floors used by the Company are wholly owned and disclosed by the Company. The facility-level GHG emission and removal method is adopted to calculate the volume.

The external verification report is prepared based on Innodisk's inventory according to ISO 14064-1:2018 and verified by SGS in accordance with ISO 14064-3:2006. The verification level for direct greenhouse gas emissions and removals, as well as energy indirect greenhouse gas emissions, is reasonable assurance. Other indirect greenhouse gas emissions are verified at a limited assurance level, with a materiality threshold of 5%. The third-party external verification is currently scheduled for completion on April 10, 2025.

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

Describe the GHG reduction base year and its data, reduction goals, strategies, concrete action plans, and achievement of the reduction goals.

Innodisk is committed to the continuous research and development of innovative technologies and the development of low-energy-consumption and environmentally-friendly products to reduce the Company's GHG emissions. The company has established a medium-term goal using 2024 as the baseline year, striving to achieve a 50% reduction in greenhouse gas emissions. In addition, Innodisk expects to achieve net zero emissions by 2050 more actively. In order to achieve this goal, the Company will continue to set a goal for 5% reduction per year, and use the base year as a reference for continuous improvement.

Concrete action plan:

Innodisk has begun to take several concrete actions to achieve our GHG reduction targets. First of all, the Company's self-owned plant in Yilan has obtained the green building label, which proves the Company's environmental protection efforts in building. In addition, Yilan Plant 1 commenced operation of its solar photovoltaic power generation system in 2024, which will help reduce the Company's energy consumption and GHG emissions. At the same time, the installation of the solar photovoltaic power generation system for the Yilan Phase II plant is expected to be completed in 2026, which will further improve the Company's production efficiency and energy utilization efficiency, thereby promoting GHG emission reduction efforts.

- ▶ In 2025, the Company participated in bidding at the National Renewable Energy Certificate Center and obtained 7,000 kWh of solar power generation certificates, and purchased 1.906368 million kWh of bundled renewable energy certificates and electricity; the total renewable energy certificates/green electricity obtained through bidding amounted to 2.223050 million kWh of green electricity; renewable energy in total was equivalent to a reduction in carbon emissions of 659.758 tCO₂e.
- ▶ Yilan Plant 1 installed a solar photovoltaic module power generation system and obtained 309,892 kWh of solar power generation in 2025, equivalent to a reduction in carbon emissions of 1053.72 tCO₂e.
- ▶ The actual proportion of renewable energy used in 2025 was 22.7% (2.223050 million kWh).

Note: Based on the Bureau of Energy's 2024 electricity carbon emission factor of 0.474kg/CO₂e.

Through these specific actions, Innodisk will continue striving to achieve its GHG reduction targets and make positive contributions to environmental protection, achieving the Company's sustainable development.



Appendix 5: Third-Party Assurance Statement

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ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE INNODISK CORPORATION'S SUSTAINABILITY REPORT FOR 2025

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by Innodisk Corporation (hereinafter referred to as Innodisk) to conduct an independent assurance of the Sustainability Report for 2025 (hereinafter referred to as the Report). The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 1 Moderate level during 2026/3/17 to 2026/5/12. The boundary of this report includes Innodisk Taiwan and overseas operational and service sites as disclosed in Innodisk's Sustainability Report of 2025. The boundary is not the same as Innodisk's consolidated financial statements. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing the stakeholders in Innodisk's Sustainability Report of 2025.

RESPONSIBILITIES

The sustainability information in the Innodisk's Sustainability Report of 2025 and its presentation are the responsibility of the directors or governing body and management of Innodisk. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the Accountability Principles (AA1000AP, 2018).

Assurance has been conducted at a type 1 moderate level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options

1	AA1000 Accountability Principles (2018)
2	Reporting with Reference to GRI Standards (2021)

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- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) is conducted at a moderate level of scrutiny, and therefore the reliability and quality of specified sustainability performance information is excluded.
- The evaluation of the Report against the requirements of GRI Standards is listed in the GRI content index as material in the Report and is conducted with reference to the Standard.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability and Information Security committee members and the senior management in Taiwan, documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS

Financial data drawn directly from independently audited financial accounts, Greenhouse Gas Emission, SASB related disclosures, as well as non-material topics and the related indicators have not been checked back to source as part of this assurance process.

INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training, environmental, social and sustainability report assurance. SGS affirms our independence from Innodisk, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with professional qualifications such as ISO 26000, ISO 20121, ISO 50001, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 Accountability Principles (2018).

We believe that the organization has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

Innodisk has demonstrated stakeholder inclusivity and stakeholder engagement through a variety of engagement efforts such as survey and communication to stakeholders are implemented to underpin the organizations understanding of stakeholder concerns.

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MATERIALITY

Innodisk has conducted processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group. Integration of the assessment process across the organization, including through relevant processes, such as risk management and compliance with laws, regulations, and internal policies and procedures are expected to be enhanced in the future reporting.

RESPONSIVENESS

The Report includes coverage given to stakeholder engagement and channels for stakeholder feedback. The integration of this process into the organization, including incorporation into relevant organizational frameworks such as risk management, compliance, and strategic planning, shall be thoroughly implemented and formally reflected in the subsequent disclosure.

IMPACT

Innodisk has included in the Report the disclosures of the organization's impacts on stakeholders and on the organization itself. Measurements and evaluations on potential impacts, such as direct and indirect, intended and unintended, and positive and negative impacts and the relevant management process to address these impacts are to be further described in future report.

ADHERENCE TO GRI

The report, Innodisk's Sustainability Report of 2025, is reporting with reference to the GRI Universal Standards 2021. The significant impacts were assessed and disclosed with reference to the guidance defined in GRI 3: Material Topics 2021 and the relevant 200/300/400 series Topic Standards related to the material topics claimed in the GRI content index. The report has properly disclosed information related to Innodisk's contributions to sustainability development.

For future reporting, it is recommended Innodisk to improve its processes of assessing impacts on the economy, environment, and people as well as the management of significant impacts, and further to conduct due diligence in GRI Standards, to fairly present the impacts management process, and disclose the measurement and monitoring process of impact identified with responsive indicators based on application of due diligence.

Signed:
For and on behalf of SGS Taiwan Ltd.

Stephen Pao
Business Assurance Director
Taipei, Taiwan
23 June, 2026
www.sgs.com



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innodisk

