



2024 企業永續報告書

2024 ESG Report

*Innovate
Today
Embrace
Tomorrow*





Chairman

CHAIRMAN'S PREFACE

As the world's second-largest manufacturer of DRAM memory and branded solid-state drives (SSDs), ADATA recognizes the critical importance of corporate social responsibility and sustainable development to the Company's long-term success. With the escalating impacts of global climate change, human lifestyles, industrial operations, and policy frameworks are all facing unprecedented challenges. This compels ADATA to continuously reflect on and explore the possibilities for forward-looking and diversified development across the three key dimensions of Environment (E), Society (S), and Governance (G). In 2024, guided by our core vision of "Innovate Today, Embrace Tomorrow," ADATA continued to advance sustainability from the inside out, actively embodying corporate citizenship through tangible actions. While pursuing business performance, we also seek to respond proactively to social concerns and create lasting value for stakeholders worldwide.

Driving Corporate Sustainability and Expanding Global Positive Impact

In 2024, ADATA continued to strengthen its sustainability practices through initiatives in environmental protection, social engagement, and corporate governance. We completed the second phase of the solar photovoltaic project at our Suzhou plant and purchased renewable energy certificates in Brazil. Sustainability principles were also integrated into product design to promote a circular economy, exemplified by the XPG INVADER X mid-tower chassis, which combines esthetics with eco-friendly design and has received the prestigious iF Design Award. The ADATA Museum has also opened its doors to the public, fostering cultural and creative exchange. At the governance level, we optimized the composition of our Board of Directors, implemented risk management and information security frameworks, and obtained ISO 27001:2022 Information Security Management System certification, demonstrating our steadfast commitment to sound governance. Through transparent disclosure and self-assessment in our annual ESG Report, ADATA continues to connect with the world through innovation and concrete action, working toward a more resilient and sustainable future.

Advancing Environmental Sustainability and Building a Green Supply Chain

ADATA actively promotes environmentally friendly measures, reducing operational carbon emissions through energy-saving initiatives and renewable energy adoption. In 2024, we completed Phase II of the solar photovoltaic (PV) system installation at our Suzhou Plant with a designed capacity of 810 kWp, expected to reduce annual carbon emissions by approximately 770 tCO₂e. Together with the Phase I facility, the Suzhou Plant generated 703,500 kWh of self-consumed renewable electricity in 2024, accounting for 5% of the site's total electricity consumption and contributing meaningfully to environmental sustainability. Our Brazil Plant further advanced renewable energy adoption by purchasing 9,692,000 kWh of renewable energy certificates (RECs) in 2024, bringing the cumulative total to 27,386,000 kWh, thereby offsetting operational carbon emissions. ADATA also adheres to eco-friendly principles in product design and packaging materials, continually promoting the circular economy. The newly launched XPG INVADER X mid-tower PC chassis, which earned the iF DESIGN AWARD 2024, incorporates sustainable materials that effectively reduce environmental impact, demonstrating our commitment to sustainability throughout the product life cycle. In addition, ADATA has implemented a global carbon inventory and energy management system to enhance the accuracy and integration of electricity usage data across sites. With a clear focus on renewable energy deployment and carbon reduction goals, we are steadily advancing toward low-carbon operations.

Deepening Social Engagement and Advancing Talent Development and Philanthropic Initiatives

ADATA believes that corporate growth must progress in harmony with society, and that talent is the cornerstone of sustainable success. We continue to enhance workplace environments across our global operations. In 2024, ADATA was once again recognized by HR Asia as one of the "Best Companies to Work for in Asia," marking the fifth consecutive year we have received this honor. This achievement reflects our outstanding corporate culture, superior working environment, and sustained investment in employee development. Our subsidiaries in Taiwan, the United States, Mexico, and Brazil also earned Great Place to Work[®] certification in 2024. Notably, our Taiwan Headquarters was named one of the "Best Workplaces™ in Taiwan" for the third consecutive year, making ADATA the only Taiwanese technology brand to receive this distinction for three consecutive years. This recognition underscores our long-term commitment to diversity, inclusion, and employee well-being. Globally, ADATA actively engages in social responsibility initiatives. In Taiwan, we continue to promote the "Global Hummingbird Fund," supporting sports and arts education in rural areas. At our Suzhou Plant, we launched care programs for the elderly living alone, providing daily necessities and companionship. Meanwhile, our Brazil Plant has long supported local social welfare organizations by donating food and essential goods and conducting health awareness programs such as breast cancer prevention and suicide prevention campaigns. These actions reflect ADATA's global commitment to corporate social responsibility and our determination to make a positive difference in every community we serve. In terms of talent development, we continue to enhance our employee training mechanisms, expand ESG education, and strengthen our employee stock ownership trust program to encourage long-term commitment and shared growth. In 2024, employee training programs covered topics such as information security, sustainability, occupational safety, and innovation, while also focusing on physical and mental well-being through diverse care initiatives. These efforts further reinforced our corporate culture and internal cohesion.

Strengthening Corporate Governance and Enhancing Sustainability Management

ADATA is committed to reinforcing its corporate governance structure to ensure sound and transparent operations. In 2024, we continued to optimize the functions and composition of our Board of Directors. Independent directors accounted for 56% of the board, and female directors also represented 56%, enhancing oversight effectiveness and promoting gender equality in governance. During the same year, the Risk Management Committee was officially established to further institutionalize and professionalize corporate governance. This structure enables ADATA to effectively identify, assess, and manage potential risks amid an increasingly globalized and fast-changing business environment. In the 2024 Corporate Governance Evaluation, ADATA ranked within the top 6 to 20 percent among TPEX listed companies, demonstrating our continuous progress in transparency and operational excellence. ADATA also strengthened its information security framework by deploying a Managed Detection and Response (MDR) system for endpoint behavior monitoring, advancing document encryption and offline backup mechanisms to substantially reduce the risks of data leakage and information security incidents. These measures form a solid foundation for robust governance and information protection. Additionally, ADATA initiated an information security maturity assessment in 2024 to comprehensively identify potential gaps and enhance overall cybersecurity resilience. In the same year, we obtained ISO 27001:2022 Information Security Management System certification, further elevating our management to internationally recognized standards. Looking ahead, ADATA will continue to uphold its vision of "Innovate Today, Embrace Tomorrow" by fully integrating ESG strategies across environmental protection, talent development, social engagement, and corporate governance. Through ongoing collaboration with global stakeholders, we aim to foster shared progress and create a better, more sustainable future for all.

Innovate Today 
Embrace Tomorrow

CONTENTS

FOREWORD

About This Report	4
About ADATA	6
Sustainability Practices	16
Materiality Analysis	19
Stakeholder Engagement	24

I. CORPORATE GOVERNANCE

1.1 Corporate Governance	28
1.2 Ethical Corporate Management	42
1.3 Economic Performance	47
1.4 Information Security Management and Privacy	51
1.5 Legal Compliance	54
1.6 Supply Chain Management	57

II. ENVIRONMENTAL FRIENDLINESS

2.1 Environmental Responsibility and Commitment	64
2.2 Climate Change Response	65
2.3 Energy and Greenhouse Gas Management	72
2.4 Air Pollution Control	81
2.5 Water Resource Management	81
2.6 Waste Management	86

III. PRODUCT INNOVATION

3.1 Technological Innovation and Deployment	92
3.2 Product Quality and Safety	104

IV. SOCIAL PROSPERITY

4.1 Talent Attraction and Retention	108
4.2 Employee Diversity and Inclusion	125
4.3 Talent Development and Education	135
4.4 Employee Health and Safety	152
4.5 Human Rights Management	185
4.6 Community Engagement and Philanthropy	186

APPENDIX

Appendix 1: GRI Standards Index	204
Appendix 2: Sustainability Accounting Standards Board SASB Index	210
Appendix 3: Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies Sustainability Disclosure Indicators – Semiconductor Industry Cross-Reference Table	213
Appendix 4: Climate-Related Information of TWSE/TPEX Listed Companies – Risks and Opportunities Posed by Climate Change and the Company's Corresponding Response Measures	214
Appendix 5: Summary of Assurance Items	215
Appendix 6: Limited Assurance Report by the CPA	216

ABOUT US

About This Report

This report is ADATA Technology Co., Ltd.'s (stock ticker: 3260, hereinafter referred to as "ADATA") third Sustainability Report (ESG Report). It has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards, the "Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies," and with reference to the Sustainability Accounting Standards Board (SASB) standards and the Task Force on Climate-related Financial Disclosures (TCFD) framework. The report discloses ADATA's strategies, actions, and performance in sustainable development for the benefit of stakeholders.

Reporting Boundary and Data

This report covers ADATA's economic, environmental, and social performance for the year 2024 (January 1 to December 31, 2024). To ensure completeness and comparability, certain data are retrospectively presented from January 1, 2020, or earlier periods. The reporting boundary includes ADATA Technology Co., Ltd. (Taiwan Headquarters) and its subsidiaries in Suzhou, China, and Brazil. The data and information disclosed in this report were compiled and provided by the responsible departments. The collection, measurement, and calculation methods for all disclosed indicators are primarily based on applicable international regulations or local legal requirements. Where corresponding international standards are not available, industry standards or commonly accepted industry practices were used as references. Material topics of medium to high significance were identified and mapped to the relevant GRI Standards, through which the corresponding disclosure indicators and reporting boundaries were determined and presented in this ESG Report. The contents of this report have been verified by an independent third-party assurance provider.

Contact Information

For any questions regarding this report or suggestions for ADATA, please contact us through the following channels.

Address: 25F., No. 533, Tanmei St., Neihu Dist., Taipei City

Tel: 02-8228-0886

Email: adata@adata.com

Website: <https://www.adata.com/tw>



FOREWORD

SUSTAINABLE MANAGEMENT



About ADATA

Company Introduction

ADATA was founded in May 2001 by Chairman and CEO Simon Chen, who envisioned building the Company into a global leader in memory application products. Guided by integrity and professionalism, ADATA has achieved exceptional growth in both revenue and profitability. The Company's core product lines encompass DRAM modules, NAND flash storage, and related peripheral applications, including USB flash drives, memory cards, solid-state drives (SSDs), and external hard drives. ADATA is a global market leader across these categories.

Leveraging its extensive experience in the memory industry and a comprehensive global marketing network, ADATA, under the leadership of Chairman Simon Chen and the senior management team, upholds a steadfast commitment to operational excellence while continuing to embody its corporate culture of "Upstanding, Community-Centered, Trustworthy, Diligent, Adept, Team-Oriented, Devoted, Innovative." Within only five years of its founding, ADATA achieved US\$1 billion in revenue, becoming one of Taiwan's fastest-growing top 20 international brands. In 2024, leveraging its industry insight and agile inventory management, ADATA reached a record-breaking revenue of NT\$40 billion, further solidifying its market position and brand value as a benchmark for corporate success.

Today, ADATA is the world's second-largest DRAM module manufacturer and a leading SSD brand. The Company is also actively expanding into artificial intelligence (AI) and smart healthcare, developing autonomous mobile robots to promote intelligent applications. In line with its sustainability commitment, ADATA focuses on eco-friendly product development, exemplified by the UC310-ECO USB flash drive, which uses 35% post-consumer recycled (PCR) materials to reduce carbon emissions and promote a circular economy. On the branding front, ADATA has been listed among the Top 25 Best Taiwan Global Brands for five consecutive years. In 2024, the LEGEND 970 Gen5 SSD, featuring 10,000 MB/s read/write speeds and a patented air-cooling system, received the Red Dot Design Award for outstanding product design.

Beyond its business achievements, ADATA upholds a strong commitment to people and society. The Company actively supports charitable initiatives, providing employment opportunities and organizing internal donation and charity sales campaigns to aid orphanages, child welfare groups, and senior care institutions. ADATA also collaborates with social welfare organizations at home and abroad to promote education for children and youth. Through the establishment of the Global Hummingbird Fund, ADATA sponsors sports and computer equipment, as well as arts and cultural programs for underprivileged schools worldwide, helping create equal learning opportunities for disadvantaged children. The Company has received multiple accolades, including the HR Asia Best Companies to Work for in Asia, Asia Responsible Enterprise Awards, Best Workplaces™ in Greater China, and Best Workplaces™ in Taiwan, as well as the Taipei City Happy Enterprise Two-Star Award, recognizing its achievements in talent development and social responsibility.

To ensure sustainable growth, ADATA continues to refine its technologies, uphold environmental and social responsibilities, and maintain the highest standards in component selection, manufacturing processes, and quality inspection. In addition to carefully selecting key memory components, the Company adheres to rigorous manufacturing standards and quality inspections in compliance with the EU RoHS Directive on the restriction of hazardous substances. ADATA has also obtained ISO 14001 Environmental Management System certification and IECQ QC080000 Hazardous Substance Process Management System certification for electronic and electrical components and products. These efforts ensure that our memory products deliver stability, compatibility, and performance. These initiatives allow ADATA to balance growth with corporate social responsibility, providing consumers around the world with an enhanced digital experience while strengthening its foundation as a green and sustainable enterprise.

ADATA's Key Milestones and Future Outlook

- 2001

MAY.

ADATA Technology Co., Ltd. was established on the 9th floor of No. 169, Section 4, Zhongxiao East Road, Taipei, with paid-in capital of NT\$50 million. Founding mission: to become a professional DRAM module and flash memory card manufacturer based in Taiwan and serving the global market.
- 2002

JUL.

Established the Flash Business Division, formally entering the flash memory card and USB flash drive R&D and sales markets.
- SEP.

Became the largest DRAM module manufacturer in Taiwan among numerous domestic competitors.
- 2003

MAR.

Approved by the Securities and Futures Institute for public issuance of shares.
- DEC.

Shares of ADATA were listed and traded on the Emerging Stock Board (ESB) of the Taipei Exchange.
- 2004

OCT.

The Company's shares are listed and traded on the Taipei Exchange (stock ticker: 3260).
- 2005

MAR.

Received ISO 14001 Environmental Management System certification.
- SEP.

Ranked among the Top 20 Best Taiwan Global Brands for the first time in the Taiwan International Brand Value Survey.
- 2006

JUL.

Ranked second worldwide in DRAM module revenue for 2005 (DRAMeXchange).
- 2010

MAY.

Ranked second worldwide in DRAM module revenue for 2009 (iSupply). Ranked third worldwide in USB flash drive revenue for 2009 (iSupply).
- 2011

OCT.

Established an LED lighting R&D and sales team in Taiwan, officially entering the LED lighting industry.
- 2013

MAR.

Established Taiwan Sports Lottery Co., Ltd.
- APR.

Became the first company in Taiwan to launch DDR4 memory modules.
- 2014

JAN.

In response to growing smartphone and tablet usage, launched mobile accessories including power banks and wireless chargers. The second 10-year term of the Taiwan Sports Lottery license officially commenced on January 1, 2014.
- 2016

AUG.

Released the SU800, ADATA's first 2.5-inch solid-state drive incorporating 3D NAND Flash.
- SEP.

Launched the industry's first PCIe Gen3x4 SSD featuring 3D flash memory.
- 2017

JAN.

Established the XPG Business Division to expand into the gaming and esports market.

- 2018

JAN.

Entered the motor systems sector, launching powertrain solutions for electric vehicles.
- OCT.

ADATA became the world's second-largest DRAM module manufacturer and SSD brand module supplier (DRAMeXchange).
- 2019

NOV.

Received the Taiwan Brand Rising Star Award (Top 30 Best Taiwan Global Brands) from the Ministry of Economic Affairs. Honored with the ISO 9001 Plus Awards for excellence in transformational and innovative management by SGS Taiwan.
- 2020

NOV.

ADATA was selected among the Top 25 Best Taiwan Global Brands for the 2020 Best Taiwan Global Brands Survey, demonstrating its strong achievements in innovation and brand development.
- DEC.

Officially entered the green energy logistics market and created innovative logistics and transportation models. On November 27, ADATA launched the first electric tricycle with the largest load capacity and ultimate safety in Taiwan
- 2021

JUL.

Expanded its smart healthcare strategy by collaborating with National Taiwan University Hospital Hsinchu Branch to introduce the C-Rob Autonomous Mobile Robot (C-Rob AMR) to support COVID-19 prevention.
- DEC.

Named among the Top 20 Best Taiwan Global Brands for 2021, reinforcing ADATA's brand strength and commitment to innovation.
- 2022

APR.

ADATA Technology Inc., a subsidiary of ADATA, was recognized by Great Place to Work®, an authoritative research organization on workplace culture, as 2022 U.S. Great Place to Work® certified.
- JUL.

ADATA was honored for the third time with the Asia Responsible Enterprise Awards (AREA), one of the most prestigious corporate social responsibility recognitions in Asia, for its commitment to understanding social needs and pursuing a sustainable vision for a better future.
- AUG.

ADATA is committed to building a happy enterprise, and was evaluated by Great Place to Work®, an authoritative research institution in the field of workplace culture, among the Best Workplaces™ in Taiwan 2022 and Best Workplaces™ in Brazil 2022.
- OCT.

During the same period, ADATA was selected by HR Asia, the leading human resources publication in Asia, as one of the Best Companies to Work for in Asia 2022, marking the third consecutive year the Company received this distinction.
- DEC.

ADATA achieved a significant milestone by earning three major honors from Great Place to Work®: Best Workplaces™ in Asia 2022, Best Workplaces™ in Greater China™ 2022, and Best Workplaces™ in Taiwan 2022, becoming the only company in Taiwan to receive this triple recognition. This accomplishment reflects the strong cohesion and excellence that ADATA demonstrates to the region and the world, establishing the Company as a model of corporate leadership in Asia.
- DEC.

As a long-time supporter of sports development and major athletic events, ADATA continued its sponsorship of the Taroko Gorge Marathon as a principal sponsor for the ninth consecutive year since 2014, promoting public health and environmental sustainability.

2023

JAN.

ADATA was once again recognized by Great Place to Work[®] as one of the Best Workplaces[™] in Greater China 2023, demonstrating the Company's continued commitment to fostering a supportive and engaging workplace culture.

FEB.

ADATA received the A-level certification under the Taiwan Intellectual Property Management System (TIPS), reinforcing the effectiveness of its comprehensive IP management practices in protecting the intellectual property and trademark rights of both ADATA and its customers.

APR.

ADATA launched the "A Green Future" sustainability campaign, introducing the Green Challenge to encourage global participation in environmental action and demonstrate the Company's commitment to sustainability.

JUN.

Through its continued dedication to sustainable development, sustainable talent, and sustainable social care, ADATA was honored with the Asia Responsible Enterprise Awards for the fourth consecutive year, receiving two major recognitions: the Social Empowerment Award and the Investment in People Award, marking another significant sustainability milestone.

JUL.

ADATA was selected for the fourth time by HR Asia as one of the Best Companies to Work for in Asia 2023, becoming the only Taiwanese technology company to achieve a grand slam of awards that year. The Company received additional distinctions, including the Diversity, Equity & Inclusion Award, the Digital Transformation Award, and the Most Caring Company Award, solidifying its position as a model for sustainable workplaces.

ADATA grows together with its employees and strives to be their employer of choice. Across our global operations, including the Taiwan Headquarters and subsidiaries in Mexico, Brazil, and the United States, ADATA has been certified as a Great Place to Work[®] by the internationally recognized workplace culture authority. This achievement reflects the strength of our diverse and inclusive corporate culture.

SEP.

ADATA was named one of the Best Workplaces[™] in Asia 2023 by Great Place to Work[®], becoming the only Taiwanese company among the 200 recognized enterprises. This distinction reaffirms ADATA's long-standing commitment to creating a positive and supportive workplace where employees can thrive.

In addition, ADATA was recognized for the second time as one of the Best Workplaces in Taiwan[™] 2023, setting a benchmark for a cohesive and high-performing corporate culture within the competitive technology sector.

NOV.

ADATA marked its tenth consecutive year as a principal sponsor of the Taroko Gorge Marathon, leveraging the power of corporate influence to promote sustainable development and encourage healthy living. Through the Global Hummingbird Fund, ADATA supported the Fusing Elementary School soccer team in Hualien in completing their first marathon, expanding students' horizons and nurturing future international athletic talent.

ADATA also partnered with World Vision Taiwan and the Syin-Lu Social Welfare Foundation's Ai-Er Children Development Center to host the 2023 ADATA Global Art Contest, enabling children around the world to participate online. The initiative inspired young participants to explore technology, creativity, and the arts, empowering them to express their ideas and supporting sustainable education.

Showcasing its strong brand presence, ADATA ranked 19th among the Top 25 Best Taiwan Global Brands for the 2023 Best Taiwan Global Brands Survey, reflecting its dedication to innovation and sustainable brand development.

At the Taiwan Excellence Awards, ADATA once again received recognition, earning three awards for its HC300 ECO external hard drive, LANCER DDR5 memory modules, and BATTLECRUISER II chassis.

2024

JAN.

ADATA was selected as the preferred applicant for the Taichung Pop Music and Video Center Operation Transfer Project, with plans to invest more than NT\$400 million initially to develop a new cultural landmark in Taichung. The center is scheduled to begin official operations in 2026. The center will integrate ACG (animation, comics, and games) with film and popular music, and will feature an esports arena, VR/XR experience zones, and a 360-degree glasses-free 3D theater, showcasing the convergence of technology and cultural creativity.

MAR.

The XPG INVADER X mid-tower chassis received the IF DESIGN AWARD 2024 for product design. Featuring outstanding esthetics and performance, the product also incorporates sustainable materials and adheres to ESG principles to reduce waste, making it an ideal choice for gamers who care about both performance and the planet.

JUN.

ADATA, in partnership with National Taiwan University Hospital Hsinchu Branch, launched the upgraded C-Rob Autonomous Mobile Robot (C-Rob AMR). The robot utilizes AI object recognition and multi-axis motion technology to deliver precise disinfection and safe autonomous movement, significantly enhancing infection prevention in medical environments.

JUL.

ADATA received the HR Asia Best Companies to Work for in Asia Award for the fifth consecutive year. Among more than 300 shortlisted companies, ADATA stood out for its exceptional corporate culture, superior working environment, and continued investment in employee development.

AUG.

ADATA's gaming brand XPG announced a collaboration with Digital Domain, a Hollywood visual effects and AI virtual human technology company, to co-create a new era of AI-powered entertainment. The partnership will integrate software, hardware, and AI technologies to enable real-time interactions with virtual characters, expanding applications across gaming, film, tourism, and education, and delivering a new level of immersive entertainment for players and consumers.

SEP.

ADATA was named among the Best Workplaces[™] in Taiwan by Great Place to Work[®] for the third consecutive year, making it the only Taiwanese technology brand to receive this honor for three consecutive years. This recognition reflects the Company's commitment to employee well-being.

OCT.

ADATA launched its first DDR5 CUDIMM memory module with full support for Intel[®] Core[™] Ultra desktop processors. Equipped with CKD components to enhance high-frequency stability, the series starts at a base speed of 6400 MT/s and has passed compatibility certification from the four major motherboard manufacturers. It is expected to become a leading next-generation high performance memory solution.

DEC.

ADATA was listed among the Top 25 Best Taiwan Global Brands for the fifth consecutive year, with brand value surpassing US\$109 million in 2024. This achievement reflects ADATA's growing influence in technological innovation and its strong position in global markets.

ADATA Global Operations

To enhance services for overseas customers and advance its global business strategy, ADATA has continued to expand its international presence. In addition to its Taipei headquarters, the Company has established sales offices in China (Beijing, Shanghai, Shenzhen), Hong Kong, the United States (California and Miami), Brazil, Mexico, India (Delhi), and the Netherlands. ADATA also operates manufacturing facilities for memory products in Taipei, Suzhou, Brazil, and India to meet the diverse needs of customers across global markets.



Participation in Industry Associations and External Organizations

ADATA actively participates in industry associations and external organizations related to technology development and corporate governance. Through engagement and knowledge-sharing within these groups, the Company builds cooperative relationships that contribute to the advancement of the broader industry.

Region	Domestic	International
Industry	Taiwan Information Storage Association Taiwan Transportation Vehicle Manufacturers Association Taiwan Smart Electric Bicycle Association Cloud Computing & IoT Association in Taiwan Intelligent Computer & AIoT Association New Taipei City Industrial Association Taiwan Electrical and Electronic Manufacturers' Association DRAM EXCHANGE Taiwan Computer Association Taiwan Lighting Fixture Exporters Association Taiwan Electric Vehicle Industry Alliance	Compact Flash Association (CF Association) PCI-SIG (Peripheral Interconnect-Special Interest Group) 4C Entity SD-3C SD Association (SDA)
Others	Cross-Strait CEO Summit Chinese National Association of Industry and Commerce The Third Wednesday Association Taiwan Listed Companies Association Taiwan Industrial Holding Association Taiwan Institute of Directors Healthcare Systems Consortium (HSC) Importers and Exporters Association of Taipei	USB-IF NVMe(NVM Express Inc.) SATA-IO(SerialATA International Organization) JEDEC

ADATA Honors and Recognitions



Best Choice Award 2024 (Taiwan)

ADATA's gaming brand XPG received the Computex Best Choice Award 2024 for its Project NeonStorm Gen5 solid-state drive.



HR Asia Best Companies to Work for in Asia 2024

ADATA was recognized by HR Asia, a leading human resources publication in the region, as one of the Best Companies to Work for in Asia 2024.



Asia Responsible Enterprise Awards 2024

From 2020 to 2024, ADATA received the prestigious Asia Responsible Enterprise Awards (AREA) for five consecutive years, underscoring its long-term commitment to corporate sustainability.



Top 25 Best Taiwan Global Brands 2024

ADATA was included in the 2024 Best Taiwan Global Brands ranking organized by the Ministry of Economic Affairs Industrial Development Administration and evaluated by global brand consultancy Interbrand. The Company ranked among the Top 25 Global Brands from Taiwan.



Best Workplaces™ in Greater China 2024

ADATA was recognized for the third time as one of the Best Workplaces™ in Greater China 2024 by Great Place to Work®, a globally recognized authority on workplace culture and human resources management.

ADATA Honors and Recognitions



Best Workplaces™ in Taiwan 2024

ADATA was once again named one of the Best Workplaces™ in Taiwan 2024 by Great Place to Work®, making it the only Taiwanese brand to receive this honor for three consecutive years.



Taiwan Great Place to Work® Certification 2024

ADATA's Taiwan Headquarters earned the Taiwan Great Place to Work® Certification for the fifth consecutive year, demonstrating its commitment to building a sustainable workplace where both the Company and its employees grow together.



Greater China Great Place to Work® Certification 2024

ADATA received the Greater China Great Place to Work® Certification for the second consecutive year, reflecting strong international recognition for its diverse and inclusive workplace culture.



United States Great Place to Work® Certification 2024

ADATA's U.S. subsidiary was awarded the U.S. Great Place to Work® Certification 2024 for the third consecutive year, highlighting its commitment to diversity, inclusion, and a collaborative workplace culture.

ADATA Honors and Recognitions



Brazil Great Place to Work® Certification 2024

ADATA's Brazil subsidiary received the Brazil Great Place to Work® Certification 2024 for the third consecutive year, recognizing its comprehensive support for employees' physical and mental well-being and its efforts to foster an environment where employees can thrive.



Mexico Great Place to Work® Certification 2024

ADATA's Mexico subsidiary earned the Mexico Great Place to Work® Certification 2024 for the second consecutive year, achieving a perfect employee feedback score that underscores the high level of employee satisfaction and pride in the Company.



Taiwan Sustainability Action Awards

Participating for the first time in the 17th Taiwan Corporate Sustainability Awards (organized by the Taiwan Institute for Sustainable Energy), ADATA earned the Silver Award in the Sustainability Report category. The Company also received the Silver Award in SDG 4 Quality Education at the Taiwan Sustainability Action Awards, marking an outstanding debut.



reddot winner 2024

Red Dot Design Award 2024 (Germany)

ADATA and its gaming brand XPG participated in the 2024 Red Dot Design Award competition, with three products receiving top honors: the LEGEND 970 Gen5 SSD, SD810 External SSD, and the XPG BATTLECRUISER II Super Mid-Tower Chassis.

ADATA Honors and Recognitions



2024 iF Design Award (Germany)

ADATA's gaming brand XPG received the 2024 iF Design Award: for its XPG INVADER X Series Chassis.



2024 Good Design Award (Japan)

Two ADATA products were honored with the 2024 Good Design Award: the LEGEND 970 PRO SSD and the SC720 External SSD.



2025 Taiwan Excellence Awards

ADATA and its gaming brand XPG received four 2025 Taiwan Excellence Awards for the following products: the SC720 External SSD, UC320 Eco-Friendly USB Flash Drive, XPG LANCER NEON Eco-Friendly RGB Gaming Memory, and the XPG INVADER X Series Chassis.



2025 Taiwan Excellence Silver Award

The ADATA LEGEND 970 PRO SSD was selected as one of the top 20 final products and received the 2025 Taiwan Excellence Silver Award.

Sustainability Practices

Sustainable Development Strategy

ADATA upholds a spirit of active innovation and pursuit of excellence, providing high-quality memory products and services. To fulfill its corporate social responsibility, the Board of Directors resolved in 2022 to establish the Corporate Sustainable Development Committee and approved the Corporate Sustainable Development Committee Charter. Chaired by Chairman Simon Chen, the Committee comprises President Shalley Chen, Independent Directors Tzu-Chang Chen, Yao-Jen Hu, and Tsung-Jung Li. Following the full re-election of the Board in 2023, two additional Independent Directors, Bai-Sha Hu and Ching-Ying Hu, joined the Committee. Together, the members review sustainability issues related to the Company's operations, set medium- and long-term development directions and goals, and uphold the vision and mission outlined in the Sustainable Development Policy.

ADATA is committed to continuous improvement in industry technologies while taking responsibility for social and environmental stewardship. To this end, the Company strictly selects key memory components and adheres to rigorous manufacturing standards and quality inspections. ADATA has obtained ISO 14001 Environmental Management System certification and complies with the EU RoHS restrictions on hazardous substances, delivering memory products that are stable, compatible, and high-performing. This enables the Company to pursue growth while fulfilling its corporate social responsibility, protecting the planet, and advancing green and sustainable operations.

Furthermore, the Company actively implements environmental, health, and safety (EHS) management systems, recognizing that the protection of natural resources and respect for life are essential to sustainable development. To achieve the goals of zero pollution and zero occupational injuries, the Company promotes environmental protection, green product development, efficient resource utilization, damage prevention, and risk management. These efforts strengthen autonomous EHS management across all departments and foster a workplace culture centered on green and safe practices.

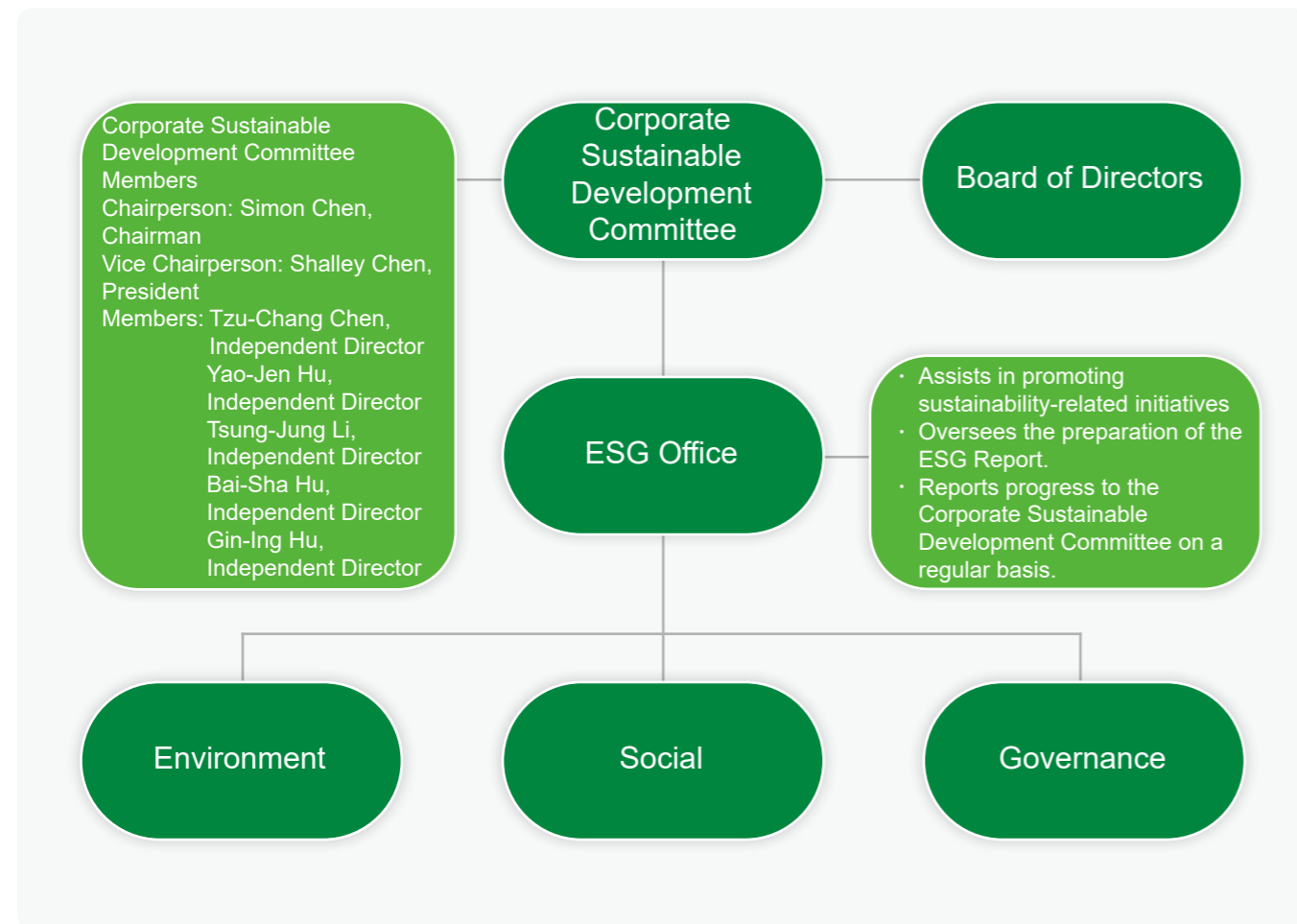
Dimension	Sustainability Practices Aligned with the UN SDGs	Company Actions and Results
Environmental	SDG 7 Affordable and Clean Energy SDG 9 Industry, Innovation and Infrastructure SDG 11 Sustainable Cities and Communities SDG 13 Climate Action	<ol style="list-style-type: none"> Total municipal water withdrawal in 2024 decreased by 0.21% compared with 2023. Total waste generation decreased by 0.7%, while overall electricity consumption increased by 10.1% year over year. To address global climate change, ADATA implemented an internal greenhouse gas (GHG) inventory plan in 2022, conducting annual GHG inventories verified by an independent third party. The Company's emissions are primarily Scope 2 (energy indirect GHG). In response to customer requirements, the Company regularly submits CDP questionnaires and establishes environmental management improvement targets in line with CDP guidelines to ensure continual enhancement of the environmental management system. Beyond reducing packaging material use to support environmental protection, the Company has optimized office space planning to improve resource efficiency and reduce electricity consumption. Since last year, the Company has also promoted paper-saving initiatives to reduce resource usage.
Social	SDG 3 Good Health and Well-Being SDG 4 Quality Education SDG 5 Gender Equality SDG 8 Decent Work and Economic Growth SDG 17 Partnerships for the Goals	<ol style="list-style-type: none"> Aligned with its business strategy and social responsibility commitments, ADATA strictly complies with national laws and regulations, adheres to industry ethical standards, and is dedicated to protecting employees' legal rights and interests. While striving for excellence, the Company continually enhances employee benefits and safeguards their well-being. To achieve these goals, ADATA has established comprehensive internal policies as guiding principles, set up employee suggestion boxes, holds regular labor-management meetings, conducts workplace misconduct investigations, and actively provides employee assistance programs (EAP). The Company treats all employees equally, without discrimination based on race, gender, age, marital status, political views or religious beliefs. These factors never influence recruitment, evaluation or promotion decisions. The Company respects employees' freedom of association, does not employ child labor, prohibits forced labor, arranges reasonable working and rest hours, and opposes any form of human trafficking. Competitive remuneration and benefits are provided as part of its commitment to employee well-being. In addition, the Company requires all supply chain partners to comply with RBA standards, adhere to national regulations, uphold ethical conduct, and protect workers' rights. ADATA has repeatedly been recognized by leading international workplace institutions. It has won the Best Companies to Work for in Asia award for multiple consecutive years, while the Taiwan Headquarters, as well as subsidiaries in Mexico, the United States and Brazil, have all received Great Place to Work® Certifications, along with distinctions such as Best Workplaces™ in Asia and Best Workplaces™ in Taiwan. ADATA provides annual health examinations for employees and special medical checkups for personnel engaged in designated operations. Workplace safety conditions are regularly reviewed, and the Company has obtained ISO 45001/CNS 45001 Occupational Health and Safety Management System certification. In 2024, no occupational injuries or occupational disease cases occurred.

Dimension	Sustainability Practices Aligned with the UN SDGs	Company Actions and Results
Social	SDG 3 Good Health and Well-Being SDG 4 Quality Education SDG 5 Gender Equality SDG 8 Decent Work and Economic Growth SDG 17 Partnerships for the Goals	<ol style="list-style-type: none"> ADATA continues to invest in educational philanthropy through the Global Hummingbird Fund, supporting learning and holistic development for disadvantaged children worldwide. Since 2022, the Global Hummingbird Fund has supported 50 rural schools in Taiwan and has benefited more than one thousand children and youth globally. In 2024, the Global Hummingbird Fund expanded its sponsorship scope from sports teams to arts and cultural teams with potential in music, visual arts and dance. A total of 20 schools in Taiwan were selected, demonstrating the Company's commitment to nurturing the next generation through concrete action. Building upon years of engagement in rural education and interdisciplinary learning initiatives, ADATA received the "SDG 4 Quality Education – Silver Award" at the 2024 TSAA Taiwan Sustainability Action Awards.
Governance	SDG 12 Responsible Consumption and Production SDG 17 Partnerships for the Goals	<ol style="list-style-type: none"> In the 2024 Corporate Governance Evaluations, the Company ranked within the top 6–20%. Independent directors account for 56% of the Board, exceeding the statutory requirement. The Company has clearly defined the "Code of Ethical Conduct," the "Management Measures for the Prevention of Insider Trading," the "Ethical Corporate Management Best-Practice Principles," and the "Procedures for Ethical Corporate Management and Guidelines for Conduct," and requires the Board of Directors, senior management, Group employees, and suppliers to comply with these policies. ADATA is currently formulating the "Procedures for Ethical Corporate Management and Guidelines for Conduct" and implementing the content in accordance with the "Code of Ethical Conduct." Employees are encouraged to report to managerial officers, internal audit supervisors, or other appropriate personnel when they suspect or discover any violations. ADATA has in place a comprehensive supplier management policy. During supplier assessments, suppliers must be confirmed to have no irregularities relating to environmental protection, occupational health and safety, or labor and human rights issues prior to engagement. Contracts clearly state that any supplier found in violation or with irregularities may have the contract terminated at any time. Suppliers must also sign ADATA's EHS Policy Confirmation Form. ADATA and its suppliers have maintained long-standing, positive partnerships and work together to fulfill corporate social responsibility. To strengthen operations and sustainable development, and to establish a comprehensive risk management culture, the Company formed the Risk Management Committee in December 2023. On December 25, 2024, the Board of Directors approved the "ADATA Technology Co., Ltd. Risk Management Policy and Procedures." The policy defines processes for risk identification, analysis, evaluation, response, monitoring, and review, aiming to enhance employee awareness, keep risks within acceptable levels, and ensure completeness, rationality, and optimal effectiveness of risk management.

Materiality Analysis

Identification of Stakeholders

In reference to the GRI Standards, past experience, and industry characteristics, ADATA identifies stakeholders and discloses material topics to accurately understand key environmental, social, and governance issues of concern. The Company also formulates management approaches and corresponding actions to meet stakeholder expectations.



Based on dependency, responsibility, level of concern, influence, and diverse perspectives, ADATA identifies eight primary stakeholder groups, including shareholders/investors, customers, employees, suppliers, government agencies, and community/non-profit organizations.

Stakeholders	Importance to ADATA
Shareholders / Investors	Investors and shareholders are key communication partners for corporate public relations. Their long-term support is a driving force behind ADATA's growth. Enhancing shareholder goodwill and positive perception helps facilitate capital raising and overall business development.
Customers	Customers are essential to ADATA's long-term sustainability. We listen closely to customer needs, stay ahead of industry trends, and provide professional services. We aim to build shared visions, become dependable long-term partners, and elevate the Company's performance and scale.
Employees	Employees are the Company's most valuable asset and a critical factor in continuous growth. ADATA is committed to creating a challenging yet fulfilling workplace, offering comprehensive remuneration and benefits, as well as a safe and friendly environment to help employees realize their potential and build a sustainable future with the Company.
Suppliers	Suppliers provide essential components and raw materials and play a vital role in ADATA's sustainability efforts. Through proactive communication, we understand supplier concerns, promote responsible practices, and maintain mutually supportive cooperation, thereby reducing operational risks and fostering shared growth across the supply chain.
Government Agencies	Beyond regulatory compliance, ADATA actively cooperates with government policies and requirements. Through two-way communication, the Company earns government trust and support, contributing to its development and stable operations.
Communities & Non-profit Organizations	Local organizations are vital to implementing sustainability initiatives. ADATA collaborates with external partners to advance social contribution programs, amplify positive societal impact, and promote the Company's sustainability commitments.

Identification of Material Topics

ADATA identifies sustainability issues through three phases of identification, analysis, and confirmation to determine the topics of concern to stakeholders. Through this material topic identification process, the Company analyzed sustainability issues and identified ten material topics.

STEP 01.

Identify Sustainability Issues

Based on the GRI Standards, and by incorporating international sustainability trends and topics emphasized by industry peers, the Company adopts an intersectional approach to identify common sustainability topics within the industry. Taking into account ADATA's operating environment, business philosophy, and industry characteristics, and with input from external experts and internal discussions, the Company selected a list of 20 sustainability issues across four dimensions: Governance, Environment, Social, and Product.

STEP 02.

Analyze the Significance of Sustainability Issues

- Stakeholder Concern Survey

In 2022, ADATA conducted a questionnaire survey to assess the level of stakeholder concern regarding various sustainability topics. A total of 493 valid responses were collected. The scores for each topic were calculated based on stakeholder feedback, and the topics were subsequently ranked according to their level of concern.

- Assessment of Positive and Negative Impacts

To evaluate the extent to which each topic may generate positive or negative impacts on the environment, society, the economy, and the Company's operations, questionnaires were distributed to members of the management team. Respondents assessed both the likelihood and the scale and scope of potential impacts for each sustainability topic. A total of 11 valid internal responses were collected for this impact assessment.

STEP 03.

Confirm Material Topics

Each topic was evaluated based on the level of stakeholder concern and the degree of potential impact. Relevant departments then reviewed the completeness of each topic's coverage and, considering the Company's key sustainability focus areas, confirmed the 10 material topics to be prioritized for disclosure. Going forward, the Company will further assess the management goals and indicators for each material topic, the scope of impacts, the reporting boundaries, and the data collection period, followed by annual reviews of performance outcomes and effectiveness. As ADATA's internal needs, external expectations, and strategic objectives remained materially unchanged in 2024, the ESG Task Force resolved to continue adopting the materiality assessment results from the 2022 ESG Report.

Materiality Matrix



In response to global developments and the Company's long-term vision, "Climate Change Adaptation" and "Greenhouse Gas Management" were integrated and aligned under a unified management approach. A total of 20 sustainability topics were evaluated through the materiality assessment and reviewed by the ESG Task Force, resulting in the identification of 10 material topics. These topics include: Talent Attraction and Retention, Data Security and Privacy, Corporate Governance, Legal Compliance, Greenhouse Gas Management, Ethical Corporate Management, Talent Development and Training, Supply Chain Management, Economic Performance, and Climate Change Adaptation.

Other topics include: Occupational Health and Safety, Product Quality and Safety, Technological Innovation and Deployment, Energy Management, Employee Diversity and Inclusion, Human Rights Management, Community Engagement and Philanthropy, Circular Economy, Waste Management, and Water Resource Management.

List of Material Topics and Impact Boundaries

Dimension	2024 Material Topic	Corresponding GRI Standard	Impact Boundary					Corresponding Section
			Internal	External				
				Suppliers	Investors	Customers	Social	
Governance	Ethical Corporate Management	GRI 205	✓	✓	✓	✓	✓	1.2 Ethical Corporate Management
	Corporate Governance	GRI 2-9 – GRI 2-20	✓	✓	✓	✓	✓	1.1 Corporate Governance
	Legal Compliance	GRI 2-27	✓	✓	✓	✓	✓	1.5 Legal Compliance
	Supply Chain Management	GRI 308, GRI 414	✓	✓		✓		1.6 Supply Chain Management
	Economic Performance	GRI 201	✓	✓	✓	✓	✓	1.3 Economic Performance
	Data Security and Privacy	-	✓	✓	✓	✓		1.4 Risk Management
Environment	Climate Change Adaptation	GRI 201-2	✓	✓	✓	✓	✓	2.1 Climate Change Response
	Greenhouse Gas Management	GRI 305	✓	✓	✓	✓	✓	2.2 Greenhouse Gas Management
Social	Talent Attraction and Retention	GRI 2-7 – GRI 2-8, GRI 401, 402	✓				✓	4.1 Talent Attraction and Retention
	Talent Development and Training	GRI 205	✓				✓	4.3 Talent Development and Education

Stakeholder Engagement

The Company's stakeholders include shareholders and investors, customers, employees, suppliers, government authorities, and community and non-profit organizations. Acting in accordance with the principle of integrity, the Company pursues sustainable operations and profitability while placing a strong emphasis on environmental, social, and governance topics. Through effective communication with stakeholders, the Company strives to understand their reasonable expectations, needs, and areas of concern, integrating these insights into future management approaches and operational planning. A dedicated Stakeholder Section is available on the Company's official website as a communication channel, where all stakeholder inquiries are handled by assigned personnel. ADATA welcomes feedback and constructive suggestions from all sectors.

The key topics of interest and communication channels for each stakeholder group are summarized in the following section.

The Company remains committed to listening attentively and engaging meaningfully with stakeholders through diverse methods, ensuring that external expectations are fully addressed and that a solid foundation for ADATA's sustainable development continues to grow.

2024 Stakeholder Engagement and Response Status

Stakeholders	Topics of Concern	2024 Communication Methods and Frequency	2024 Implementation of Engagement Channels and Key Communication Outcomes
Shareholders / Investors	1. Corporate Governance 2. Risk Management 3. Economic Performance	<ol style="list-style-type: none"> Annual General Shareholders' Meeting (annually) Investor conferences (as needed) Meetings with domestic and international institutional investors and analysts, and participation in investment forums (as needed) Announcements and explanations of operating revenue (monthly) Announcements and explanations of operating profits and losses (quarterly) Disclosure of material information via the Market Observation Post System (real time) Updates on the Company's official website (real time) Investor Relations (IR) mailbox 	<ol style="list-style-type: none"> Held one Annual General Shareholders' Meeting Organized four investor conferences in May, August, and November Hosted 65 meetings with institutional investors and analysts, with a total of 404 participants Continued to disclose financial and operational information through the Market Observation Post System and on the Company's official website Maintained designated spokespersons and deputy spokespersons to provide timely responses to investor inquiries

Stakeholders	Topics of Concern	2024 Communication Methods and Frequency	2024 Implementation of Engagement Channels and Key Communication Outcomes
Customers	<ul style="list-style-type: none"> 1. Customer Privacy and Information Security 2. Innovation and R&D 3. Economic Performance 	<ul style="list-style-type: none"> 1. Mutual visits and review meetings with customers (as needed) 2. Customer satisfaction survey (annually) 3. Corporate website updates (as needed) 4. Participation in customer supplier conferences 	<ul style="list-style-type: none"> 1. Achieved a 100% response rate for the annual customer satisfaction survey, with an average score of 84.0 in 2024 2. Published the latest product information on the corporate website 3. Participated in major customer technology forums to share R&D achievements 4. Supported customers' audits and requirements related to product quality, environmental management, and labor rights, jointly preventing relevant risks 5. Conducted regular quality meetings with customers to communicate on quality management and continuous improvement
Employees	<ul style="list-style-type: none"> 1. Friendly Workplace 2. Occupational Health and Safety 3. Employee Development and Training 	<ul style="list-style-type: none"> 1. Labor-Management Meetings (quarterly) 2. Employee Welfare Committee Meetings (at least quarterly) 3. Training programs (as needed) 4. Departmental communication and work meetings (as needed) 5. Internal announcements (as needed) 6. Employee complaint hotline (real time) 7. Occupational Health and Safety Committee Meetings (quarterly) 	<ul style="list-style-type: none"> 1. Held 4 labor-management meetings 2. Held 7 Employee Welfare Committee meetings 3. Provided 36 onboarding training sessions and 3 newcomer orientation forums in 2024 4. Held regular managerial meetings to help supervisors understand operational updates and strengthen communication effectiveness 5. Issued internal announcements as needed to ensure timely dissemination of company information 6. Received 5 cases through the employee complaint mailbox (Workplace Unlawful Infringement Prevention Program), all handled and closed in accordance with regulations 7. Held 4 Occupational Health and Safety Committee meetings
Suppliers	<ul style="list-style-type: none"> 1. Risk Management 2. Economic Performance 3. Quality Management 	<ul style="list-style-type: none"> 1. Supplier audits (regular) 2. Supplier Code of Conduct requirements (annually) 3. Conflict-Free Minerals Declaration requirements (as needed) 4. Supplier conference (annually) 	<ul style="list-style-type: none"> 1. Issued announcements to suppliers via the SCP platform to communicate the latest international environmental regulations and internal ADATA policies 2. Conducted regular supplier evaluations, completing 83 supplier assessments across the Taiwan and Suzhou Plants in 2024 3. All suppliers completed the Conflict-Free Minerals Declaration, achieving 100% compliance at the Taiwan Headquarters in 2024

Stakeholders	Topics of Concern	2024 Communication Methods and Frequency	2024 Implementation of Engagement Channels and Key Communication Outcomes
Government Agencies	<ul style="list-style-type: none"> 1. Corporate Governance 2. Ethical Corporate Management 3. Legal Compliance 	<ul style="list-style-type: none"> 1. Responding to official documents and government requests (real time) 2. Updating information on the corporate website and the Market Observation Post System (monthly, quarterly, annually) 3. Questionnaires and interviews (as needed) 4. Compliance assessments by government agencies (annually) 5. Participation in government-organized activities (as needed) 	<ul style="list-style-type: none"> Provided required reports and responded to government inquiries in accordance with statutory regulations
Communities & Non-profit Organizations	Social Care	Donations (as needed)	<ul style="list-style-type: none"> 1. Charitable donations supporting emergency relief and educational and living assistance for disadvantaged families 2. Technology talent training programs 3. Athletic talent training programs

CHAPTER 01

CORPORATE GOVERNANCE



1.1 Corporate Governance

Management Approach GRI 3-3	
Material Topic	Corporate Governance
Corresponding GRI Standard	GRI 2-23 – GRI 2-25
Materiality and Impact	Robust corporate governance is the backbone of business operations. Through transparent governance structures and prudent decision-making processes, the Company ensures that every operational strategy considers the interests of all stakeholder groups to the greatest extent possible.

[Corporate Governance Compliance]

The Company adheres strictly to all applicable corporate governance laws and principles, upholds shareholder rights, and conducts regular internal audit self-assessments. Clear and comprehensive regulations, such as the “Rules of Procedure for Board of Directors Meetings” and the “Management Measures for the Prevention of Insider Trading,” are established to ensure operational transparency, prevent conflicts of interest, and enable the management team to fulfill their duties with integrity and social responsibility.

[Governance Structure and Evaluation]

Commitments / Policies / Objectives

A sound governance structure forms the foundation of sustainable business management. The Board of Directors serves as the core of corporate oversight, with independent directors playing a critical role in strengthening board governance. Independent directors account for 56% of the Board, enhancing oversight quality and reducing potential conflicts of interest. To further align board performance with the Company’s sustainability vision and strategic goals, regular evaluations are conducted to assess the core competencies required of each director, ensuring a strong linkage between performance and remuneration while attracting key talent to the Board. In accordance with the Articles of Incorporation and relevant regulations, the Remuneration Committee incorporates sustainability strategy objectives as part of the assessment indicators for determining directors’ compensation. This creates a substantive connection between variable compensation and sustainability performance, promoting mutually beneficial outcomes.

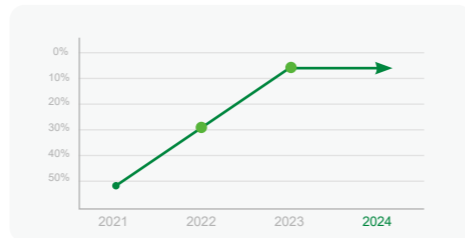
Management Approach GRI 3-3

Responsibility	Board of Directors / Audit Office
Resources	Board Members / Entire Organization
Commitments / Policies / Objectives	<ol style="list-style-type: none"> The Company has established the Corporate Governance Best-Practice Principles to strengthen corporate governance, safeguard shareholder interests, enhance board competencies, and improve operational performance through sound management mechanisms, thereby advancing long-term sustainable operations. The Company has appointed a Chief Corporate Governance Officer responsible for corporate governance matters, protecting shareholder rights, and strengthening board effectiveness. The Company has established the Corporate Sustainable Development Committee to drive sustainability initiatives and corporate sustainability management, with regular reporting to the Board of Directors. The Company has also established a Risk Management Committee as a functional committee under the Board. Working in parallel with the Corporate Sustainable Development Committee, it is responsible for guiding and overseeing the development and execution of the risk management framework, with regular reporting to the Board. The Company continues to benchmark against the evaluation indicators of the Corporate Governance Evaluation for all TPEX listed companies, assigning responsibilities to relevant departments to ensure compliance and continuous enhancement of governance and sustainability performance.

- The Company implements the “Regulations Governing the Performance Evaluation of the Board of Directors,” and discloses the annual board performance evaluation results on its website.
- An annual audit plan is developed and progress reports are regularly submitted to the Audit Committee and the Board of Directors.

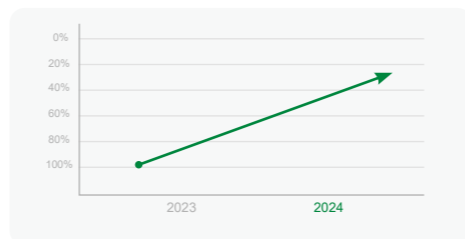
[Corporate Governance Evaluation Rankings]

ADATA's corporate governance evaluation results have shown steady improvement over the years. In the eighth evaluation in 2021, the Company ranked within the 51–65% range among all TPEX listed companies; in the ninth evaluation in 2022, within the 36–50% range; in the tenth evaluation in 2023, within the 6–20% range; and in the eleventh evaluation in 2024, the Company maintained its position within the 6–20% range among all TPEX listed companies.



[Corporate Governance Evaluation Ranking – TPEX and TWSE Listed Electronics Companies with a Market Capitalization Above NT\$10 Billion]

ADATA's corporate governance evaluation ranking has improved year by year. In the tenth evaluation in 2023, the Company ranked within the 61–100% range among electronics companies with a market capitalization above NT\$10 billion. In the eleventh evaluation in 2024, the Company advanced significantly, ranking within the 21–40% range in the same category.



This steady upward trajectory demonstrates ADATA's continued efforts to enhance governance practices. The Company has been strengthening management execution, improving its corporate governance structure, and maintaining long-term organizational stability and sustainable development, with the goal of further elevating its governance evaluation performance.

Effectiveness Evaluation

Complaint Channels	Whistleblowing and Complaint Channels Hotline: 02-8228-0886 Email: opinion@adata.com
---------------------------	--

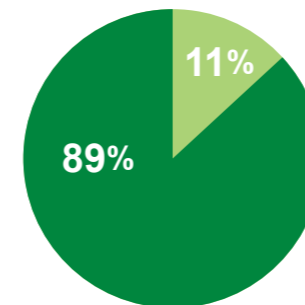
Corporate Governance Structure and Composition GRI 2-9, 2-11, 2-12, 2-14, 2-16

ADATA's Board of Directors serves as the highest governance body within the Company's corporate governance framework, responsible for overseeing operations and supervision. The Chairperson (who also serves as Chief Executive Officer) and the President are spouses and jointly hold a high combined shareholding ratio. This shared alignment strengthens operational cohesion, enhances management efficiency and decision-making effectiveness, and facilitates close communication with the Board on operational status and strategic direction, thereby reinforcing corporate governance.

To further strengthen its governance, the Company increased the number of independent directors to five during the 2023 Board election, bringing the total number of Board seats to nine, with a majority of directors not serving as employees or executives. With independent directors comprising more than half of the Board, oversight of Board operations is significantly enhanced, improving overall governance quality. Furthermore, by ensuring that more than half of the directors do not hold managerial positions, the Company bolsters Board functions and strengthens supervisory capabilities. ADATA also emphasizes Board diversity. Currently, 44% of the Board members are men (four members) and 56% are women (five members).

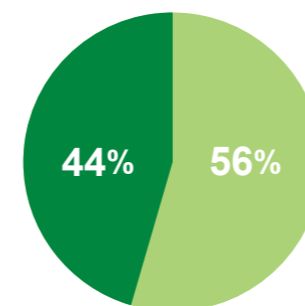
Implementation of Board Diversity Policy

■ Male
■ Female



2022

ADATA's Board of Directors comprised eight male members (89%) and one female member (11%), for a total of nine members.

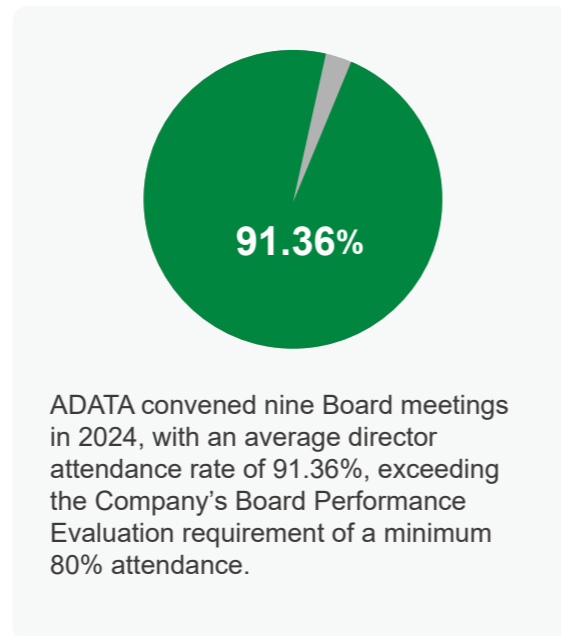
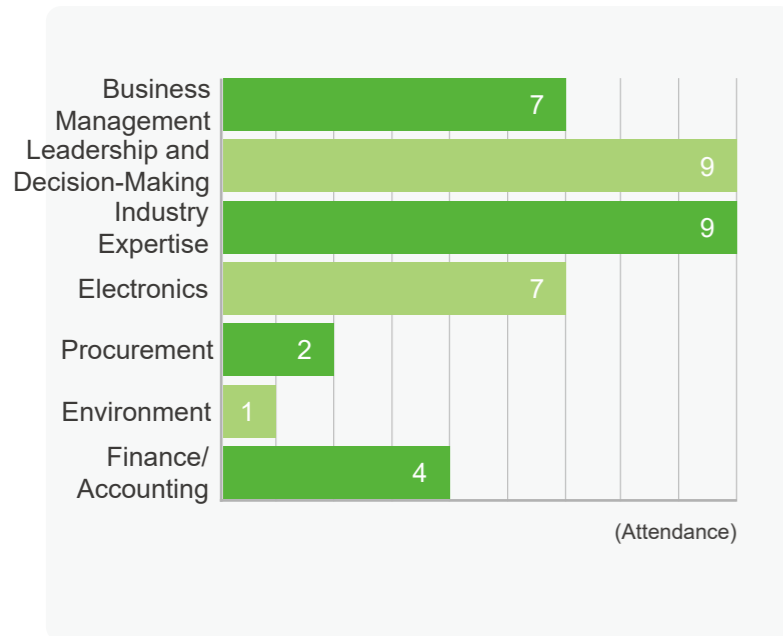


**2023
2024**

ADATA's Board of Directors comprises four male members (44%) and five female members (56%), for a total of nine members.



Item	Basic Attributes							Industry Experience			Professional Competencies					
	Director Name	Nationality	Gender	Concurrent Role as Employee of the Company	Age			Independent Director Tenure		Business Management	Leadership and Decision-Making	Industry Expertise	Electronics	Procurement	Environment	Finance/Accounting
					51-60 years old	61-70 years old	71-80 years old	Less than 3 years	3 to 9 years							
Chairman	Simon Chen	Taiwan (R.O.C.)	Male	✓	✓					✓	✓	✓	✓			
Director	Shalley Chen	Taiwan (R.O.C.)	Female	✓	✓					✓	✓	✓	✓	✓		
Director	Shu-Ching Chiang	Taiwan (R.O.C.)	Female		✓						✓	✓			✓	
Director	Jia-Hui Lai	Taiwan (R.O.C.)	Female	✓	✓						✓	✓	✓	✓		✓
Independent Director	Tsung-Jung Li	Taiwan (R.O.C.)	Male			✓		✓		✓	✓	✓	✓			
Independent Director	Tzu-Chang Chen	Taiwan (R.O.C.)	Male		✓			✓		✓	✓	✓				✓
Independent Director	Yao-Jen Hu	Taiwan (R.O.C.)	Male		✓			✓		✓	✓	✓	✓			
Independent Director	Bai-Sha Hu	Taiwan (R.O.C.)	Female		✓			✓		✓	✓	✓	✓			✓
Independent Director	Gin-Ing Hu	Taiwan (R.O.C.)	Female		✓			✓		✓	✓	✓	✓			✓



Measures to Enhance Board Effectiveness

- STEP 01.** The five incumbent independent directors possess deep expertise in finance, accounting, and the electronics industry, enabling them to effectively exercise their supervisory duties.
- STEP 02.** Each year, directors are enrolled in external professional training programs offered by institutions such as the Securities and Futures Institute to further enhance Board effectiveness.
- STEP 03.** Independent directors engage actively in all functional committees, where they conduct thorough discussions and provide recommendations for the Board's consideration, thereby reinforcing sound corporate governance.

To strengthen the operation of the Board of Directors and enhance the quality of decision-making, the Board has established the Audit Committee, Remuneration Committee, Corporate Sustainable Development Committee, and Risk Management Committee. Each committee is organized according to its respective functions and competencies. Their mandates and responsibilities are as follows:

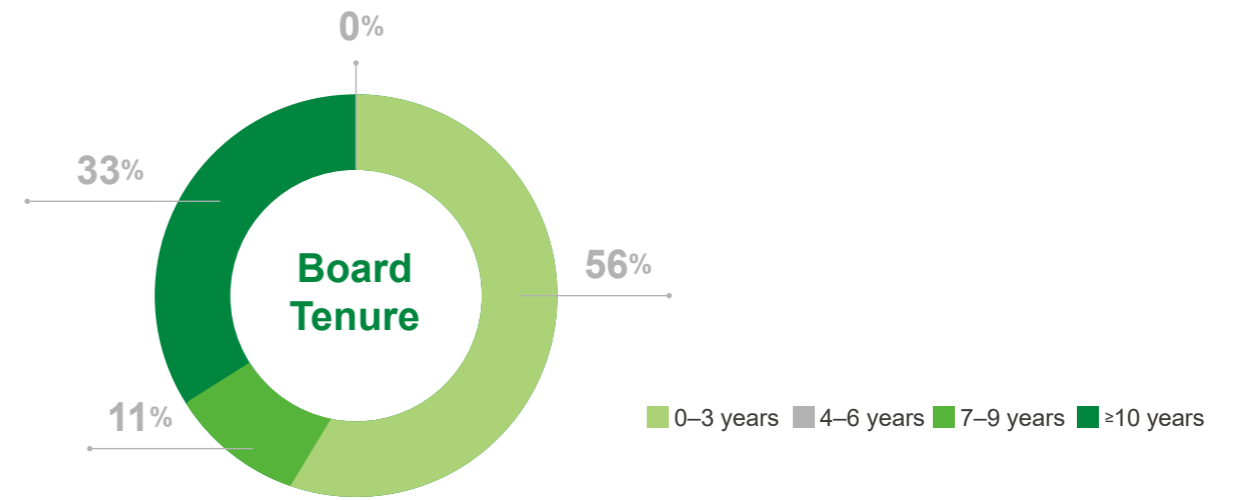
Governing Body	Mandate and Responsibilities
Board of Directors	<ul style="list-style-type: none"> • Responsible for overseeing, appointing, and guiding the Company's management team, and for supervising overall business performance to safeguard shareholder interests. • The Board is composed of nine directors elected through a candidate nomination system. • The Board convenes at least once every quarter and may hold additional meetings as needed.
Audit Committee	<ul style="list-style-type: none"> • Established to assist the Board in supervising the quality and integrity of the Company's accounting, auditing, financial reporting processes, and financial controls. Matters under its review include: <ol style="list-style-type: none"> 1. Establishment or amendment of the internal control system in accordance with Article 14-1 of the Securities and Exchange Act. 2. Assessment of the effectiveness of the internal control system. 3. Establishment or amendment of procedures for material financial and operational activities, including acquisition or disposal of assets, derivative transactions, lending of funds to others, or endorsements and guarantees, in accordance with Article 36-1 of the Securities and Exchange Act. 4. Matters involving conflicts of interest of directors. 5. Material asset or derivative transactions. 6. Material loans, endorsements, or guarantees. 7. Issuance, offering, or private placement of equity-type securities. 8. Appointment, dismissal, or remuneration of certified public accountants. 9. Appointment or dismissal of the chief officers of finance, accounting, or internal audit. 10. Annual and quarterly financial reports signed or sealed by the chairman, managerial officers, and accounting officer. 11. Other material matters prescribed by the Company or by competent authorities. • The Audit Committee is composed of five independent directors. • It convenes at least once every quarter and may meet as needed.
Remuneration Committee	<ul style="list-style-type: none"> • Responsible for evaluating the Company's policies and systems related to the compensation of directors and managerial officers from a professional and objective standpoint and providing recommendations to the Board for decision-making reference. • The committee is composed of five independent directors. • It convenes at least twice a year.
Corporate Sustainable Development Committee	<ul style="list-style-type: none"> • Responsible for establishing the Company's sustainable development policies, formulating management guidelines, and developing concrete implementation plans. It is also responsible for reviewing, monitoring, and revising sustainability performance outcomes. • The committee is convened by the Chairman, and its members include the Chairman, the President, and five independent directors. • It convenes at least twice a year.
Risk Management Committee	<ul style="list-style-type: none"> • Responsible for establishing risk management mechanisms and enhancing corporate governance to ensure that the Company's risk management framework effectively addresses the risks it faces. The committee also reviews the implementation of risk management and proposes necessary improvement recommendations. • The committee is convened by an independent director, and its members include the Chairman, the President, and five independent directors. • It convenes at least once a year.

Nominating and selecting the highest governance body

The Board of Directors is the Company's highest governance body. Directors are elected through a candidate nomination system and appointed by shareholders at the Annual General Shareholders' Meeting, with a three-year term of office. The Chairman serves as the Chair of the Board. The Board comprises five independent directors, representing 56% of all seats and exceeding the majority threshold. Composition of the Board of Directors:

Title/Name	Board of Directors	Audit Committee (100% Independent Directors)	Remuneration Committee (100% Independent Directors)	Corporate Sustainable Development Committee	Risk Management Committee
Chairman Simon Chen	✓	-	-	✓ Convener	✓
Director Shalley Chen	✓	-	-	✓	✓
Director Shu-Ching Chiang <small>Bao Da Investment Co., Ltd. Representative of juristic person director</small>	✓	-	-	-	-
Director Jia-Hui Lai <small>Bao Da Investment Co., Ltd. Representative of juristic person director</small>	✓	-	-	-	-
Independent Director Yao-Jen Hu	✓	✓ Convener	✓ Convener	✓	✓ Convener
Independent Director Tzu-Chang Chen	✓	✓	✓	✓	✓
Independent Director Tsung-Jung Li	✓	✓	✓	✓	✓
Independent Director Bai-Sha Hu	✓	✓	✓	✓	✓
Independent Director Gin-Ing Hu	✓	✓	✓	✓	✓

Board Tenure



Board Member Training and Continuing Education GRI 2-17

To ensure directors remain well informed of emerging regulatory requirements and governance practices, ADATA requires each director to complete a minimum of six hours of continuing education annually. In 2024, the Company further arranged specialized training on corporate social responsibility and sustainable development in September. Collectively, directors completed 54 hours of continuing education in 2024.

Organizer	Course Title	Hours per Course	Total Board Training Hours
Securities & Futures Institute	The Epic Battle of Wafer Manufacturing: Key Technologies and Global Business Opportunities Behind TSMC's Global Leadership	3	27
	Practical Guidelines and Case Studies on Ethical Business, Corporate Governance, and Sustainable Development (including Gender Equality)	3	27

Note All directors completed the required training hours in full.

Conflict-of-Interest Management GRI 2-13, 2-15

ADATA has incorporated conflict-of-interest provisions into its organizational charters, including the “Rules of Procedure for Board of Directors Meetings,” the “Audit Committee Charter,” the “Remuneration Committee Charter,” the “Corporate Sustainable Development Committee Charter,” and the “Risk Management Committee Charter.” Directors who have a personal interest, or represent a legal entity with an interest in the matter under discussion, must disclose the material aspects of such interest during the board meeting. If the interest may be detrimental to the Company, the director shall not participate in discussions or voting and must abstain from the meeting during deliberation and voting. The director may not act as a proxy for other directors. Details regarding directors’ recusals from conflict-of-interest matters are disclosed on page 17 of the 2024 Annual Report.

ADATA’s “Management Measures for the Prevention of Insider Trading” stipulate that, in order to prevent insider trading, the Company’s directors and any natural persons designated to exercise duties pursuant to Paragraph 1, Article 27 of the Company Act are prohibited from trading ADATA shares during the closed period of 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of each quarterly financial report.

ADATA has also established the “Code of Ethical Conduct” and the “Procedures for Ethical Management and Guidelines for Conduct,” and encourages employees to report any suspected violations to managerial officers, the head of internal audit, or other appropriate personnel. As of December 31, 2024, no material conflict-of-interest incidents had occurred.

Communication of Key and Material Events GRI 2-16

ADATA’s directors and senior management maintain close and ongoing communication regarding the Company’s operational status, enabling the effective formulation and execution of future plans and strategic directions. In compliance with applicable laws and regulations, ADATA has established a sound internal control system and ensures its effective implementation. All financial reports are publicly disclosed on the Market Observation Post System and the Company website following review or audit by the certifying CPA. ADATA also regularly provides directors, managerial officers, and employees with education and communication on relevant internal policies and procedures.

Governance Body Performance Evaluation GRI 2-18

Results of Board Performance Evaluation

In 2024, the performance evaluation results ranged between 4 and 5 points out of a maximum of 5, indicating that the Board of Directors and all functional committees operated effectively. In accordance with the “Operation Directions for Compliance with the Establishment of Board of Directors by TWSE Listed Companies and the Board’s Exercise of Powers,” and given that the Chairperson and President are spouses, the Company appointed five independent directors in June 2023 to reinforce the diversity and independence of the Board through the inclusion of new independent directors.

In 2024, in addition to the existing Audit Committee, Remuneration Committee, and Corporate Sustainable Development Committee, the Company also established the Risk Management Committee. This committee is responsible for developing the risk management framework, strengthening corporate governance, and ensuring that the mechanism sufficiently addresses the risks faced by the Company. ADATA will continue enhancing the effectiveness of its governance bodies. For evaluation items that did not reach the full score of 5, improvements will be made to further strengthen the performance of the Board and its functional committees.

Mechanism for Governance Body Performance Evaluation

ADATA conducts regular performance evaluations of the Board as a whole, individual Board member, and functional committees. Evaluation indicators are developed based on the Company’s operational and developmental needs to ensure relevance and feasibility. The Company also specifies that an external evaluation must be conducted at least once every three years by an independent professional institution or team of external experts and scholars. ADATA commissioned an external independent evaluator to assess the performance of the Board and its functional committees, with the most recent assessment rated as “excellent.” The next external evaluation is scheduled for August 2025.

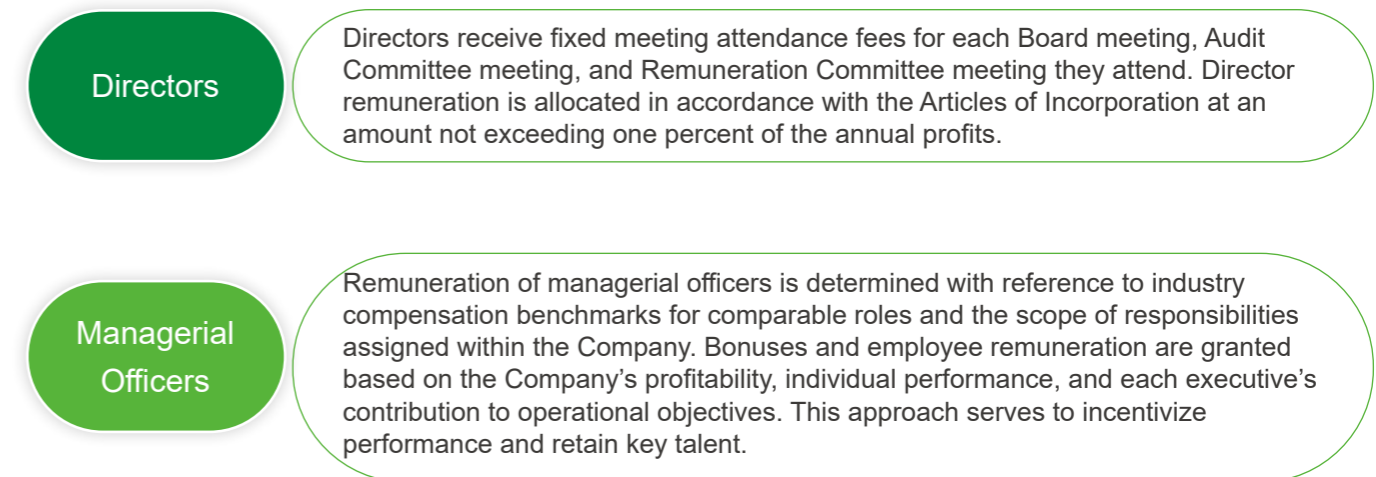
In 2024, self-assessments were carried out for the Board of Directors, individual Board members, and functional committees. The Finance & Accounting Division completed the assessment process and reported the results to the Board on March 11, 2025. All evaluations were rated as “excellent.” These evaluation results will serve as a reference for director remuneration and nomination for reappointment. The 2024 performance evaluation results for the Board of Directors, individual Board members, and functional committees have been disclosed on the Company’s website under the “Corporate Governance” section. The evaluation items are summarized below:

Self-Assessment Items for Board Members	Scope of Self-Assessment	
	Board of Directors	Functional Committees
A. Understanding of the Company’s goals and mission		A. Level of participation in Company operations
B. Awareness of directors’ responsibilities	A. Level of participation in Company operations	B. Awareness of functional committee responsibilities
C. Level of participation in Company operations	B. Enhancement of decision-making quality	C. Enhancement of decision-making quality within the committees
D. Management of internal relationships and communication	C. Board composition and structure	D. Committee composition and member selection
E. Professional competence and ongoing professional development	D. Director selection and continuous development	E. Internal control
F. Internal control	E. Internal control	

Management Remuneration Policy GRI 2-19, 2-20

The remuneration of directors, the President, and Vice Presidents (including employee remuneration, salary adjustments, and non-fixed bonuses) must, in accordance with regulations, be reviewed by the Company’s Remuneration Committee and submitted to the Board of Directors for approval before implementation.

The remuneration of the Company’s directors, President, and Vice Presidents is linked to their performance in managing future risks. All major decisions made by the management team are undertaken after careful consideration of various risk factors, and the outcomes of these decisions are reflected in the Company’s profitability, which in turn is tied to management remuneration.

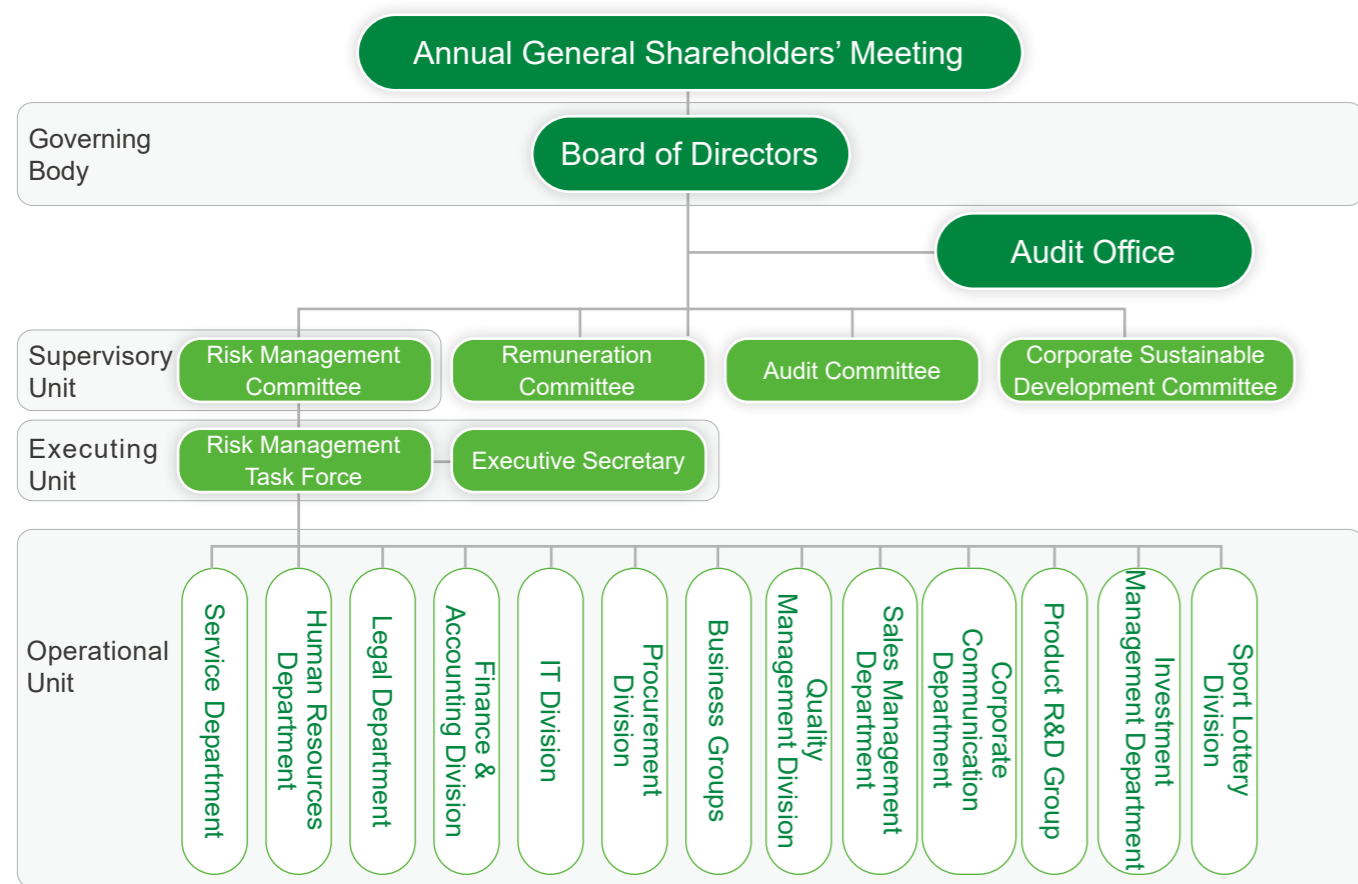


Risk Management

To strengthen corporate governance and enhance risk management capabilities, the Company adopts a tiered management structure and implements comprehensive internal rules and procedures. This framework supports ongoing risk identification, assessment, and response in the face of rapidly changing external conditions, aiming to minimize potential impacts while seizing future opportunities in support of the Company's sustainable development vision.

Establishment and Organizational Structure of the Risk Management Committee

The Company's Risk Management Committee consists of seven members, including the Chairman, the President, and five independent directors. Independent Director Yao-Jen Hu serves as the convener. Committee members include Chairman Simon Chen, President Shalley Chen, Independent Director Tzu-Chang Chen, Independent Director Tsung-Jung Li, Independent Director Bai-Sha Hu, and Independent Director Gin-Ing Hu.



Duties of the Risk Management Committee:

1. Review risk management policies, procedures, and framework, and periodically assess their suitability and effectiveness.
2. Approve the Company's risk appetite (risk tolerance) and guide resource allocation.
3. Ensure the risk management mechanism adequately addresses the Company's risks and is embedded in daily operations.
4. Approve the prioritization and classification of risk controls.
5. Review the implementation of risk management activities, provide improvement recommendations, and report to the Board at least once a year.
6. Execute the Board's resolutions on risk management.

Identified Risk Categories and Mitigation Measures

Risk Item	Management Approach	Implementation Effectiveness
ESG	<ul style="list-style-type: none"> Promoted the installation of additional solar power generation systems and the replacement of aging air conditioning units across facilities. Fostered a safe and healthy workplace with zero occupational injuries. Continued to strengthen corporate governance. 	<ul style="list-style-type: none"> Generated green electricity to reduce carbon emissions. Recognized as one of the Best Workplaces in Taiwan™ for four consecutive years. Ranked within the 6–20% tier among all TPEX listed companies in the 2024 Corporate Governance Evaluation.
Financial Risk	<ul style="list-style-type: none"> Conducted a cash capital increase to raise internal funds, reducing the need for external financing and lowering related funding costs. Disposed of non-core assets to generate cash flow and reduce liabilities. Adjusted the volume and maturity dates of forward exchange contracts in response to market conditions. Maintained close communication with banks to stay informed of credit availability. 	Effectively improved capital utilization efficiency and lowered financing costs.
Information Security	<ul style="list-style-type: none"> To demonstrate the Company's strong commitment to information security and align with international standards, ADATA obtained ISO 27001:2022 Information Security Management System certification in 2024 (valid from December 19, 2024, to December 18, 2027). In addition to weekly project update meetings, the Company completed its annual information security management review on November 4, 2024. The scope of ISMS covers all personnel, management systems, applications, data, documents, media storage, hardware, and network infrastructure associated with ADATA's global information operations. Conducted regular information security training and system backup/restore drills. Monitored network and server anomalies 24/7 and carried out security incident investigations and forensics. 	No material information security incidents occurred.
Legal Risk	<ul style="list-style-type: none"> To mitigate risks arising from insufficient patent awareness or management resources, which may hinder effective patent management. Conducted training to raise employee awareness of patentable innovations in daily R&D activities. Regularly reviewed annual patent application counts. 	No major legal disputes were reported.

Development and Vision of Risk Management Projects

ADATA anchors its enterprise risk management on ESG, shareholder value creation, and eight strategic objectives. Relevant departments identified 56 risk scenarios, which were consolidated into 27 risk event categories. Based on the Risk Management Task Force’s assessment, the risk appetite level was set at 12. Any scenario with residual risk exceeding this value is classified as a high-risk item, covering three strategic objectives and two risk event categories, as detailed in the 2024 Enterprise Risk Management Operations Report. Risk management measures and operating results were reported to the Board on December 25, 2024, and the Board approved the Company’s risk management policies and procedures.

In 2025, ADATA will align with the mission, vision, and strategic objectives established in 2024 and prioritize risk sources that exceed the risk appetite threshold. The Company will strengthen the linkage between these risks and existing monitoring indicators and apply dynamic feedback mechanisms to maintain real-time visibility over risk conditions.

- The Company will continue to deepen its risk management practices and enhance oversight to prevent potential risks. Major risks will be ranked and incorporated into future strategies and performance linkage.
- The Company will integrate and align risk awareness within and across departments and continue to promote consistent risk management and response practices.
- The Company will also monitor and address emerging risks to ensure that the Board of Directors and management remain informed of potential future risks.

1.2 Ethical Corporate Management

Management Approach GRI 3-3	
Material Topic	Ethical Corporate Management
Corresponding GRI Standard	GRI 2-23 – GRI 2-26, GRI 205, GRI 206-1
Materiality and Impact	Ethics and integrity have been the core of the Company’s corporate culture since its founding. Only through ethical corporate management and the fulfillment of social responsibility can sustainable development be achieved.
Commitments / Policies / Objectives	ADATA upholds the corporate values of “Upstanding, Community-Centered, Trustworthy, Diligent, Adept, Team-Oriented, Devoted, Innovative.” Internally, employees are expected to perform their duties conscientiously, safeguard Company assets, reduce waste, and improve efficiency. Externally, employees are required to protect all business and operational confidentiality. The Company implements the requirements set out in the “Code of Ethical Conduct” and the “Corporate Management and Guidelines for Conduct,” and encourages employees to report any suspected or confirmed violations to managerial officers, internal audit supervisors, or other appropriate personnel.
Responsibilities / Resources	All designated reporting channels handle cases in accordance with relevant Company procedures.
Action Plans	<ol style="list-style-type: none"> 1. ADATA provides multiple accessible communication channels, including employee suggestion boxes, through which employees may report concerns directly to the CEO. Reports may also be made through managerial officers, internal audit supervisors, or other appropriate personnel. 2. To ensure the effective implementation of ethical corporate management, employees are encouraged to make full use of these communication channels. Whistleblowers are protected and will not be subject to improper treatment for making a report. 3. The Company provides monthly reminders and information on insider trading rules to internal personnel to prevent inadvertent or intentional violations, thereby safeguarding the interests of investors and the Company. 4. ADATA’s “Management Measures for the Prevention of Insider Trading” stipulate that, in order to prevent insider trading, the Company’s directors and any natural persons designated to exercise duties pursuant to Paragraph 1, Article 27 of the Company Act are prohibited from trading Company stock during the 30 days preceding the announcement of the annual financial report and the 15 days preceding the announcement of each quarterly financial report. 5. Under the “Work Rules” and “Employee Handbook,” any violations are handled by the Human Resources Department in accordance with disciplinary procedures. 6. ADATA also requires its business partners to sign a “Declaration of Integrity,” committing to full compliance with applicable laws and ethical conduct requirements, and upholding the principles of fairness, transparency, and honesty.
Effectiveness Evaluation	<ol style="list-style-type: none"> 1. The Company implements the “Regulations Governing the Performance Evaluation of the Board of Directors,” and discloses the annual board performance evaluation results on its website. 2. An annual audit plan is developed and progress reports are regularly submitted to the Audit Committee and the Board of Directors. 3. The Company undergoes periodic business ethics audits to ensure that relevant regulations and internal processes meet Company standards and stakeholder expectations.
Complaint Channels	Suggestion boxes established by the Company are managed by designated personnel who report directly to the CEO. Confidentiality is strictly maintained to protect whistleblowers. Hotline: 02-8228-0886 Email: opinion@adata.com

Number of Operational Sites Assessed for Risks Related to Corruption & Total Number of Operational Sites GRI 205-1

ADATA has established the “Ethical Corporate Management Best-Practice Principles” to foster a corporate culture rooted in integrity and to support sound organizational development. These principles provide a framework for proper business conduct and clearly require that the Company’s directors, managerial officers, employees, appointees, and persons with substantive control must not, in the course of commercial activities, directly or indirectly offer, promise, request, or accept any improper benefits, nor engage in any unethical, illegal, or fiduciary duty-violating conduct intended to obtain or maintain business advantages. The Company requires its directors and senior management to issue statements affirming their compliance with the ethical corporate management policy, and it includes compliance requirements in employment terms for all employees. Contracts signed with agents, suppliers, customers, or other business partners must include clauses requiring adherence to the ethical corporate management policy, along with provisions allowing the Company to terminate the contract at any time if the counterparty engages in unethical conduct.

Directors, managerial officers, employees, appointees, and persons with substantive control must perform their duties with the care of a prudent manager, oversee the prevention of unethical conduct, and continually review and improve implementation measures to ensure the effective enforcement of the ethical corporate management policy. To strengthen ethical corporate management, the Company has established a dedicated unit under the Board of Directors that is provided with adequate resources and competent personnel. This unit is responsible for formulating and supervising the implementation of the ethical corporate management policy and related preventive measures. It reports to the Board on a regular basis, at least once a year, and its core responsibilities include:

1. Assisting in integrating ethical and moral values into the Company’s strategic direction and establishing appropriate anti-corruption measures in line with applicable laws and regulations.
2. Regularly analyzing and assessing risks of unethical conduct within the scope of business operations, formulating corresponding preventive measures, and developing standard operating procedures and conduct guidelines for relevant business activities.
3. Planning organizational structure, staffing, and responsibilities, and establishing checks-and-balances mechanisms for business activities with higher ethical risk.
4. Promoting and coordinating training and communication related to ethical policies.
5. Designing and maintaining whistleblowing mechanisms and ensuring their effectiveness.
6. Assisting the Board of Directors and management in reviewing and evaluating whether preventive measures for ethical corporate management are functioning effectively, and conducting periodic assessments of relevant business processes to ensure compliance and produce reports.

In 2024, four operating sites underwent corruption-related risk assessments: the Taiwan Headquarters, the Suzhou Plant, the São Paulo Plant, and the Manaus Plant in Brazil. No material corruption risks were identified as a result of these assessments.

Total number of operations assessed for risks related to corruption	Total operational sites	Percentage
4	4	100%

Note

Operational sites refer to ADATA headquarters and all production locations.

Communication and Training About Anti-Corruption Policies and Procedures GRI 205-2

Governing Body

The Company actively communicates with governance units through regulatory updates, seminars, and training programs to reinforce the importance of anti-corruption and enhance awareness within governance bodies. In September 2024, the Company arranged external training for directors on the Ethical Corporate Management Best-Practice Principles, including case studies. All nine directors in Taiwan completed the training and received certification.

Region	Taiwan	Suzhou	Brazil
Number of governance members who have been communicated with regarding the organization’s anti-corruption policies and procedures	9	1	2
Total number of governance members required to receive communication	9	1	3
Percentage	100%	100%	67%

Employees

The Company also strengthens anti-corruption awareness among employees. All employees sign a service agreement upon onboarding, and anti-corruption principles are introduced during orientation training.

In 2024, the Company conducted internal training across various employee groups to communicate anti-corruption and ethical conduct. The completion rate for employees receiving anti-corruption communication reached 100%.

Region	Taiwan	Suzhou	Brazil
Number of employees who have been communicated with regarding the organization’s anti-corruption policies and procedures	644	629	591
Total number of employees required to receive communication	644	629	591
Percentage	100%	100%	100%

Note

The total number of employees in Suzhou who received communication regarding anti-corruption policies and procedures includes both full-time employees and dispatched workers engaged through external agencies.

Business Partners

ADATA communicates its anti-corruption policies to business partners and requires cooperating suppliers to sign the Declaration of Integrity. Based on long-term cooperation with suppliers and the pursuit of mutual benefit, ADATA is committed to ensuring integrity and compliance in procurement and other collaborative activities, while preventing and deterring illegal or improper conduct at the source. In all business dealings, the Company strictly adheres to relevant laws, regulations, and integrity requirements, consistently upholding the principles of fairness, impartiality, transparency, and good faith to safeguard the Company's interests. ADATA's communication with business partners regarding anti-corruption policies is summarized below:

Region	Taiwan	Suzhou	Brazil
Business Partners	Suppliers		
Number of business partners that have been communicated with regarding anti-corruption policies and procedures	452	287	142
Total number of business partners required to receive communication	452	287	142
Percentage	100%	100%	100%

Ethical Corporate Management Training Outcomes

Training Participants	Total Training Sessions	Total Training Hours	Completion Rate (Actual Participants / Required Participants)
Directors	9	27	100%
Managerial Officers	12	6	100%
Taipei New Employees	148	222	100%
Suzhou New Employees	24	72.25	100%
Brazil New Employees	163	815	100%



"Managerial officers" refers to those defined as managers under Taiwan's Company Act, including the CEO, President, Vice Presidents, and the head of Finance.

Confirmed Incidents of Corruption and Actions Taken GRI 205-3

In 2024, ADATA did not experience any incidents of corruption, nor did it violate any laws or regulations related to ethical corporate management or anti-corruption. As a result, the Company was not subject to any administrative penalties.

Furthermore, no contracts with business partners were terminated or not renewed due to corruption-related violations.

Item	2022	2023	2024
Number of confirmed corruption incidents	0	0	0
Number of employees dismissed or disciplined for corruption	0	0	0
Number of business partners whose contracts were terminated or not renewed due to corruption incidents	0	0	0
Public legal cases concerning corruption involving the organization or its employees, and outcomes	None	None	None

Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1

ADATA is committed to upholding ethical corporate management and encourages employees to actively utilize the various communication channels provided by the Company to foster positive corporate development. The Company guarantees that whistleblowers will not be subject to improper treatment as a result of reporting misconduct. In 2024, the Company was not involved in any anti-competitive behavior, nor was it subject to any lawsuits related to anti-trust or monopoly regulations. No closed legal actions occurred during the year.

1.3 Economic Performance

Management Approach GRI 3-3	
Material Topic	Economic Performance
Corresponding GRI Standard	GRI 2-23 – GRI 2-25, GRI 201
Materiality and Impact	Economic performance forms a crucial foundation for the survival and growth of an enterprise. Pursuing continuous growth and profitability, while creating maximum value for shareholders and stakeholders and maintaining technological competitiveness, is central to sustainable business operations.
Commitments / Policies / Objectives	<ol style="list-style-type: none"> Continue to develop new products, strengthen supply chain management, improve production efficiency, and establish stable revenue streams to drive growth and profitability. Implement robust tax governance. Major decisions consider tax risks, and all related-party transactions comply with the transfer pricing rules and arm's-length principles of relevant jurisdictions, while also accounting for the long-term sustainability and risk controls of the Group. The long-term objective is to maintain stable profitability and maximize value for all shareholders and employees, achieving sustainable operations.
Responsibilities / Resources	Board of Directors, Executive Management
Action Plans	<ol style="list-style-type: none"> Regularly report and monitor economic performance, with recommendations and solutions proposed by relevant departments. Hold regular meetings to report operational results to the Audit Committee and the Board of Directors.
Effectiveness Evaluation	<ol style="list-style-type: none"> Hold regular management meetings to track and review each unit's achievement of targets and implement necessary management measures. Executive management is responsible for planning and execution of economic performance, while the Audit Committee, Board of Directors, and Annual General Shareholders' Meeting provide oversight and review. In 2024, the Company's consolidated revenue reached NT\$40.2 billion, representing a revenue growth rate of 19.28%.
Complaint Channels	Hotline: 02-8228-0886 Email: opinion@adata.com

Direct Economic Value Generated and Distributed GRI 201-1

Unit: NT\$ thousand

Region	2022	2023	2024
Direct economic value generated (A)	29,442,164	32,998,547	38,595,971
Revenue	29,442,164	32,998,547	38,595,971
Operating revenue	29,442,164	32,998,547	38,595,971
Direct economic value distributed (B)	30,490,942	32,048,536	36,357,872
Operating costs	27,318,566	28,084,264	30,745,520
Operating costs	27,318,566	28,084,264	30,745,520
Employee wages and benefits	1,391,488	2,216,228	2,663,260
Employee benefits expenses	1,391,488	2,216,228	2,663,260
Payments to providers of capital	1,636,215	1,161,336	1,809,398
Cash dividends distributed	1,421,581	526,931	880,396
Interest expenses	214,634	634,405	929,002
Payments to government	141,648	582,183	1,132,378
Community investments	3,025	4,525	7,316
Economic value retained (A – B)	1,048,778	950,011	2,238,099

Note

The scope of economic performance statistics includes Taiwan, Suzhou, and Brazil.

Production Value of Major Products

Major Products	2022 Production Data			2023 Production Data			2024 Production Data		
	Capacity	Output	Output Value	Capacity	Output	Output Value	Capacity	Output	Output Value
Memory Modules	15,700	15,098	14,578,568	19,100	18,955	14,814,756	19,700	19,576	16,171,148
Flash memory –related products	19,600	221	10,852,089	32,700	31,709	11,887,434	32,900	32,804	12,667,217
Total	35,300	37,192	25,430,657	51,800	50,664	26,702,190	52,600	52,380	28,838,365

* Unit for the above table: thousand units/pieces/chips; NT\$ thousand.

Defined Benefit Plan Obligations and Other Retirement Plans GRI 201-3

ADATA has established a dedicated labor pension account in accordance with the Labor Standards Act and has formulated retirement regulations and pension payment standards. In addition, the Company was the first in the industry to introduce an Employee Stock Ownership Plan (ESOP), providing employees with a monthly matching contribution to invest in ADATA shares. This mechanism functions as an additional fixed monthly salary increase beyond the annual adjustment, incentivizing employees, strengthening long-term retirement planning, retaining top talent, and attracting industry professionals. This initiative supports talent development and fuels the Company's future growth.

Additionally, the Group's subsidiary in Suzhou participates in the pension insurance system as required by the government of the People's Republic of China. In accordance with legal requirements, the subsidiary contributes pension insurance premiums each month based on a defined percentage of the employee's average wage from the previous year. Retirement benefits are administered directly by the government.

The Group's Brazilian subsidiary follows the Brazilian government's requirements and adopts a dual pension structure consisting of the public pension system and a supplementary individual pension plan. The Company fully funds the supplementary individual pension plan, providing employees with long-term benefits and ensuring financial security upon retirement.

Financial Assistance Received from Government GRI 201-4

In recent years, ADATA has actively responded to government subsidy programs by applying for various training and R&D grants, investing in youth talent development, and supporting the advancement of energy-efficient processes such as electric vehicle technologies. These efforts reflect the Company's commitment to giving back to society while strengthening corporate competitiveness.

Unit: NT\$ thousand

2024					
Subsidy Item	Purpose of Subsidy	Taiwan	China	Brazil	Subtotal
Industrial Innovation R&D Program	A+ Industrial Innovation R&D Program – “Domestic E-Bike Pilot Operation” Project	9,793	-	-	9,793
Tax Filing Personnel Subsidy	Tax filing personnel subsidy	-	118	-	118
Placement Unit Subsidy	Placement unit subsidy	-	52	-	52
Technology Transformation Subsidy	Technology transformation subsidy	-	2,819	-	2,819
Outstanding Economic Contribution Subsidy	Industry Innovation – Electric Logistics and Carbon Emission Control Platform R&D Project	32,028	-	-	32,028
Key Enterprise Support Subsidy	Key enterprise support subsidy	-	2,228	-	2,228
VAT Rebate on Software Product Sales	VAT rebate on software product sales	-	3	-	3
Maternity Subsidy	Maternity subsidy	-	836	-	836
Employment Stabilization Subsidy	Employment stabilization subsidy	-	900	-	900
Social Security Subsidy	Social security subsidy	-	135	-	135
Financial Credit	Funding to support AI-related technological investment and R&D expenditures	-	-	66,977	66,977
ICMS Incentive	ICMS input tax exemption granted by the Manaus Free Trade Zone	-	--	604,093	604,093

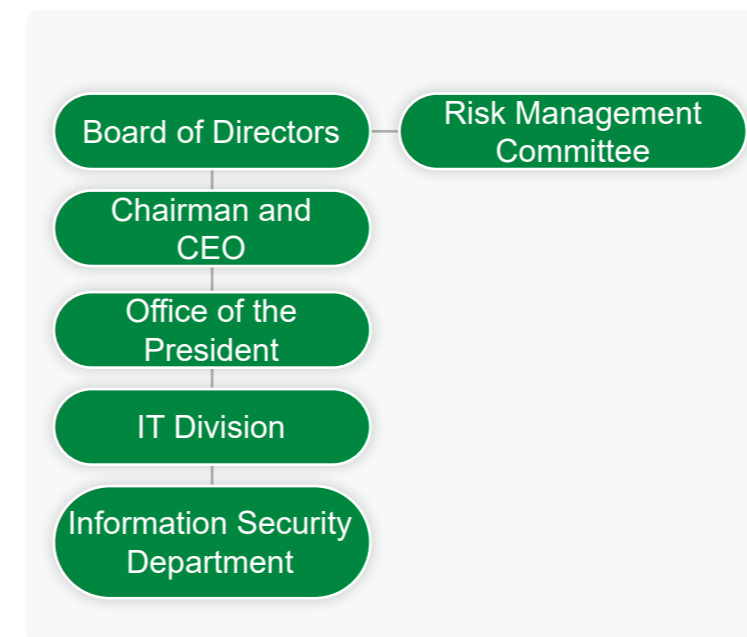
1.4 Information Security Management and Privacy

Management Approach GRI 3-3	
Material Topic	Information Security Management and Privacy
Corresponding GRI Standard	GRI 2-23 – GRI 2-25
Materiality and Impact	Protecting the confidentiality, integrity, and availability of information assets ensures the continuity of ADATA's business operations while safeguarding trade secrets and preventing customer data leakage.
Commitments / Policies / Objectives	<p>Through security control measures, the Company protects information assets from harm, supports business processes, and ensures uninterrupted delivery of products and services, thereby creating value and fulfilling its mission and vision.</p> <ol style="list-style-type: none"> 1. Compliance with international information security standards: the Company ensures successful annual certification under the ISO 27001 Information Security Management System to maintain lawful and compliant business operations. 2. Regular security assessments and risk management: within the ISO 27001 certification scope, the Company conducts at least one information security risk assessment per year, remediates identified vulnerabilities, and formulates response strategies. 3. Enhancing employee cybersecurity awareness: the Company conducts two cybersecurity training sessions annually to improve awareness of emerging cyberattacks and reduce security risks caused by human error.
Responsibilities / Resources	IT Division; all employees
Action Plans	<ol style="list-style-type: none"> 1. Completion of endpoint behavior Managed Detection and Response (MDR) deployment. 2. Completion of encrypted document protection project. 3. Full backup mechanism. 4. Completion of cloud antivirus system upgrade and deployment. 5. Completion of global network and application system monitoring infrastructure. 6. Strengthening employee cybersecurity awareness and email-based social engineering drills. 7. Implementation of system restoration drills.
Effectiveness Evaluation	<ol style="list-style-type: none"> 1. In 2024, ADATA successfully identified multiple low-risk information security incidents through MDR, enabling timely testing, identification, and response before risk expanded and elevated. 2. Through online cloud-based training, the Company continued employee information security awareness programs, resulting in a phishing email click-through rate below 4.65% in 2024. 3. Information security-related audits in 2024 revealed no major deficiencies, and no material information security incidents, data breaches, or fines occurred.
Complaint Channels	Information security incident reporting is processed in accordance with the Information Security Incident Management Procedure, with notifications made to responsible units based on event severity.

Information Security Management Organization

ADATA's Information Security Department is under the IT Division and reports to the Office of the President. To demonstrate the Company's strong commitment to information security and align with international standards, ADATA obtained ISO 27001:2022 Information Security Management System certification in 2024, valid from December 19, 2024, to December 18, 2027.

Information Security Organization Chart



ISO 27001 Certificate



Information Security Guidelines

The scope of information security management covers IT operations across all ADATA locations, including personnel, management systems, applications, data, documents, media storage, hardware, and network infrastructure. Progress and effectiveness of information security projects are reviewed during weekly IT Division meetings. The Company also completed the annual Information Security Management Review Meeting on November 4, 2024.

In addition to continuously adopting the latest cybersecurity defense technologies and management systems, ADATA has strengthened information system resilience to ensure rapid recovery and restoration if an information security incident occurs, significantly reducing system downtime. ADATA continues to reinforce its overall information architecture and security management through multiple cybersecurity enhancement projects. Management approaches and scopes include:

1. Strengthening network and web security (firewalls, intrusion detection systems, VPN connections, website vulnerability scanning)
2. Enhancing endpoint security (endpoint control systems, antivirus protection, web and instant-messaging controls, Windows update enforcement)
3. Data loss prevention (document classification and access control, portable storage device control)
4. Email security (spam/malware/phishing filtering and email archiving)
5. IT infrastructure enhancement (server and network clustering, off-site data backup)
6. Restoration drills (file, database, and system restoration drills on alternate equipment)
7. Cybersecurity awareness (regular communication, credit-based training system, social engineering exercises)

Information Security Identification and Protection

- In 2024, ADATA successfully identified multiple low-risk information security incidents through MDR, enabling timely testing, identification, and response before risk expanded and elevated.
- The Company successfully upgraded cloud protection systems and deployed them across all servers, strengthening endpoint security.
- A global network and application system monitoring system (WhatsUP) was established to monitor core operational ICT systems and equipment, integrated with real-time alert notifications to enhance reporting and response efficiency.

Information Security Applications

- The document encryption system not only safeguards critical and sensitive documents but is also used to protect and encrypt payroll-related files. A comprehensive backup mechanism has been established, including online backups as well as offline and off-site backup systems, ensuring robust data preservation.

Information Security Training and Drills

- Through online cloud-based training, the Company continued employee information security awareness programs, resulting in a phishing email click-through rate below 4.65% in 2024.
- Important operational systems undergo restoration drills every six months to ensure rapid recovery to normal or acceptable operating levels in the event of a disaster.

Information Security Audit Results

- Information security-related audits in 2024 revealed no major deficiencies, and no material information security incidents, data breaches, or fines occurred.

Information Security

- All ADATA Group employees are required to participate in information security training and pass the assessment upon completion. This training is a mandatory requirement; failure to complete the course will affect an employee's promotion and performance evaluation. 2024 Information Security Training Results:

Information Security Training Curriculum

- USB device security
- Safe web browsing
- Ransomware prevention
- Introduction to phishing
- Identifying red flags in phishing emails

- Avoiding malicious attachments
- Avoiding suspicious links
- Recognizing phishing and fraud attacks
- Email attack methods: malicious attachments
- Business email compromise (BEC)

Training Participants	Course Title	Total Training Sessions	Total Training Hours
Employees (Headquarters)	Basic Information Security Knowledge and Crisis Awareness	1,442	3,268.53
Employees (Suzhou Plant)		1,576	2,344.43
Employees (Brazil Plant)		963	2,182.8

1.5 Legal Compliance

Management Approach GRI 3-3	
Material Topic	Legal Compliance
Corresponding GRI Standard	GRI 2-23 – GRI 2-25, GRI 2-27
Materiality and Impact	Compliance is a fundamental pillar of corporate governance, reflecting the Company's commitment to legal responsibility, ethical standards, and effective risk management. By establishing a robust compliance framework and internal control mechanisms, the Company reduces legal risks and the likelihood of operational disruptions, while enhancing stakeholder trust. Compliance is not only a corporate responsibility but also an essential step toward sustainable development and international competitiveness.
Commitments / Policies / Objectives	<ol style="list-style-type: none"> 1. The Company complies with all applicable domestic and international laws, regulations, and global standards, upholds ethical corporate management principles, and is committed to fostering a compliance culture aligned with sustainable governance values. 2. The Company has set a target of zero major regulatory violations.
Responsibilities / Resources	All relevant departments
Action Plans	<ol style="list-style-type: none"> 1. Continuously refine relevant rules and procedures. 2. Ensure all business activities across departments comply with applicable regulations. 3. Provide onboarding and in-service training to enhance employees' legal compliance awareness. 4. Legal Department continues to implement periodic legal education for all employees. 5. Each department conducts periodic regulatory identification to establish corresponding internal rules and management measures.
Effectiveness Evaluation	Through internal control and audit mechanisms, all departments and subsidiaries must conduct self-assessments of their operations, including regulatory compliance. Internal control systems are adjusted and strengthened as needed to ensure proper design, execution, and self-monitoring.
Complaint Channels	Suggestion boxes established by the Company are managed by designated personnel who report directly to the CEO. Confidentiality is strictly maintained to protect whistleblowers. Hotline: 02-8228-0886 Email: adata@adata.com

Compliance with Laws and Regulations GRI 2-27

ADATA is committed to enhancing employee competencies and professional skills to improve work efficiency and quality. The Company has established training regulations and prepares an annual training plan covering a wide range of topics, including the Code of Conduct, regulatory compliance, quality management requirements, human rights standards, and anti-corruption practices. Training is tailored to different levels and job functions through a combination of on-the-job training and external training. New-hire orientation, general training, management training, and internal audit/legal courses equip employees with the latest knowledge to ensure that systems, processes, and execution comply with regulatory requirements.

Violations and Improvement Measures

ADATA has established the “Ethical Corporate Management Best-Practice Principles.” According to Article 4 of these Principles, “the Company shall comply with the Company Act, Securities and Exchange Act, Business Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Act on Recusal of Public Servants Due to Conflicts of Interest, regulations governing TWSE and TPEX listed companies, and any other applicable laws and regulations governing business conduct as the foundation for implementing ethical corporate management.”

Each department regularly monitors legislative updates relevant to its operations. When material regulatory amendments occur, the responsible department revises internal procedures accordingly and notifies relevant departments and management to ensure effective compliance across the organization. Summary of Compliance Status:

Category	Compliance Status
Labor Law Compliance	The Company complies with the Labor Standards Act, Act of Gender Equality in Employment, and other related regulations. Personnel management policies are established accordingly, and attendance, salary, and leave systems are reviewed regularly to ensure compliance.
Personal Data Protection and Information Security Management	The Company attaches great importance to personal data protection and has established data security safeguards in accordance with the Personal Data Protection Act. Internal training and access control procedures are implemented to strengthen data protection.
Tax Law Compliance	The Company declares and pays all taxes in accordance with the law. Transfer pricing policies and compliance documentation have been established for cross-border transactions to meet tax authority audit requirements.
Corporate Governance and Compliance Mechanisms	The Company regularly evaluates regulatory changes and associated risks to ensure that corporate governance practices comply with applicable laws, regulations, and industry standards.

In 2024, ADATA recorded no material violations of environmental, quality, labor, or financial regulations. In the same year, the Company was not subject to any fines arising from material regulatory violations, nor did it incur any harm or impacts affecting business operations. The Company was also not ordered to halt operations, suspend business activities, terminate operations, or revoke pollution-related permits by any competent authority.



A material violation is defined as any single event resulting in cumulative fines of NT\$1 million or more.

Compliance Training

ADATA conducts internal employee training and advocacy programs to reinforce the importance of regulatory compliance. Training outcomes are summarized below:

Region	Corresponding Regulations	Total Training Sessions	Total Training Hours
Taiwan Headquarters	2024 TIPS Responsible Personnel Training (1)	13	26
	2024 TIPS Responsible Personnel Training (2)	13	26
	2024 TIPS Responsible Personnel Training (3)	12	24
	Improper Ways to Make Money: Insider Trading (TP)	89	89
	Introduction to the Fair Trade Act	89	89
	HR Systems and Labor Regulations that Supervisors Should Know	19	28.5
	Labor Laws and Practical Applications for Supervisors & Workplace Communication	139	417
	Effective Communication and Empathy: Keys to Preventing Workplace Misconduct	612	918
	Trademarks and Well-known Marks	54	54
	Introduction to the Citizen Judges Act	97	97
	International Patent Classification	63	63
	Introduction to the Stalking and Harassment Prevention Act	58	58
	Green Product Training (HSPM Regulations and Management System Requirements)	411	411
Suzhou	Understanding Objection Periods, Warranty Periods, and Quality Assurance Periods in Contract Terms	109	109
	Understanding the Personal Data Protection Act	88	88
	Green Product Training (HSPM Regulations and Management System Requirements)	742	371
	Confidentiality Basics Training	600	300
	2024 H1 Customs Laws and Regulations & Risk Training SU	52	52
Brazil	2024 H2 Customs Laws and Regulations & Risk Training SU	78	39
	Trade Security and Supply Chain Security	723	361.5
	RBA (Responsible Business Alliance Code of Conduct)	443	443
	AEO (Authorized Economic Operator Standards)	418	418

1.6 Supply Chain Management

Management Approach GRI 3-3	
Material Topic	Supply Chain Management
Corresponding GRI Standard	GRI 2-23 – GRI 2-25, GRI 204
Materiality and Impact	In line with the vision of sustainable operations, ADATA expects suppliers to make continuous improvements in environmental protection, labor rights, and business ethics, thereby enhancing the overall ESG performance of the supply chain and supporting suppliers in aligning with international standards. Suppliers are key partners in ADATA's sustainable growth. By improving supplier quality and supply stability, ADATA strengthens its influence on corporate sustainability development.
Commitments / Policies / Objectives	<ul style="list-style-type: none"> Short term (2025): <ol style="list-style-type: none"> Increase supplier sustainability assessment coverage: key suppliers were evaluated in 2023, and secondary key suppliers were included in 2024. Achieve over 95% signing rate for the Supplier "Sustainable Development Commitment Letter," reinforcing supplier responsibility and awareness of ESG issues. Mid-term (2025–2029): <ol style="list-style-type: none"> Organize at least one supplier ESG training session annually, and conduct targeted communication and improvement assistance for suppliers with low scores in 2024. Long term (2030 and beyond): <ol style="list-style-type: none"> Establish a "Supplier ESG Risk Classification System" based on assessment scores and survey results to categorize risk levels as a reference for collaboration strategies.
Responsibilities / Resources	Lead Units: Procurement Department, Quality Management Department Resource Needs: Third-party audit support (as required)
Action Plans	<ol style="list-style-type: none"> Establish a "Supplier ESG Database" integrating assessment records, signed documents, audit reports, and violation records as a basis for risk management. Implement a "High-Risk Supplier Improvement Program," requiring corrective action plans and follow-up audits within three months. Introduce a trial "Supplier Carbon Inventory Reporting" system (for Tier 1 suppliers) to lay the foundation for future carbon footprint management. Enhance feedback transparency for supplier quality issues and establish a transparent platform for abnormality reporting and corrective action tracking.

Management Approach GRI 3-3	
Effectiveness Evaluation	<ol style="list-style-type: none"> The sustainability assessment coverage rate for secondary key suppliers reached 100% in 2024. One supplier conference was held in 2024, achieving 100% completion.
Complaint Channels	Anti-Corruption Reporting Email: anti-bribery@adata.com

Supply Chain and Procurement Management

ADATA is primarily engaged in the manufacturing and sale of memory modules and flash memory-related products. Major procurement items include DRAM ICs and FLASH ICs. Since DRAM and FLASH IC pricing fluctuates significantly based on market conditions, the Company considers current DRAM and FLASH market quotations, supplier product quality, and cooperative relationships as procurement references. Suppliers are primarily upstream manufacturers and are well-known DRAM IC or FLASH IC companies domestically and internationally.

ADATA is committed to fostering strong partnerships across its supply chain through diversified and long-term strategies to ensure supply stability and maintain technological leadership in product development. As a result, even amid industry fluctuations, the Company continues to receive strong support from the supply chain, enabling it to accurately respond to industry trends and maintain its leadership in the global memory module market. Through long-term industrial collaboration, ADATA maintains access to leading memory technologies, including next-generation memory chips and the latest transmission interfaces, and applies these advances in product development ahead of the industry, enabling continuous innovation in memory products.

ADATA actively strengthens cooperative relationships with suppliers and communicates relevant expectations to ensure supply chain and product quality. In 2024, ADATA invited suppliers to participate in sustainability-related sessions during its annual supplier conference and communicated existing sustainability policies and mutual obligations.

Since 2020, ADATA has required suppliers of the Taiwan and Suzhou facilities to sign the Declaration of Integrity, Conflict-Free Minerals Commitment, and Supplier Social Responsibility Declaration. Since 2023, the Brazil Plant has required suppliers to sign the RBA Disclaimer to ensure supplier compliance with relevant quality standards (RoHS/REACH, ISO 9001, etc.) The proportion of suppliers that signed the Integrity Commitment Clause in 2024 is as follows:

Region	Percentage of Suppliers Signing the Integrity Commitment Clause
Taiwan	100%
Suzhou Plant	100%
Brazil Plant	100%

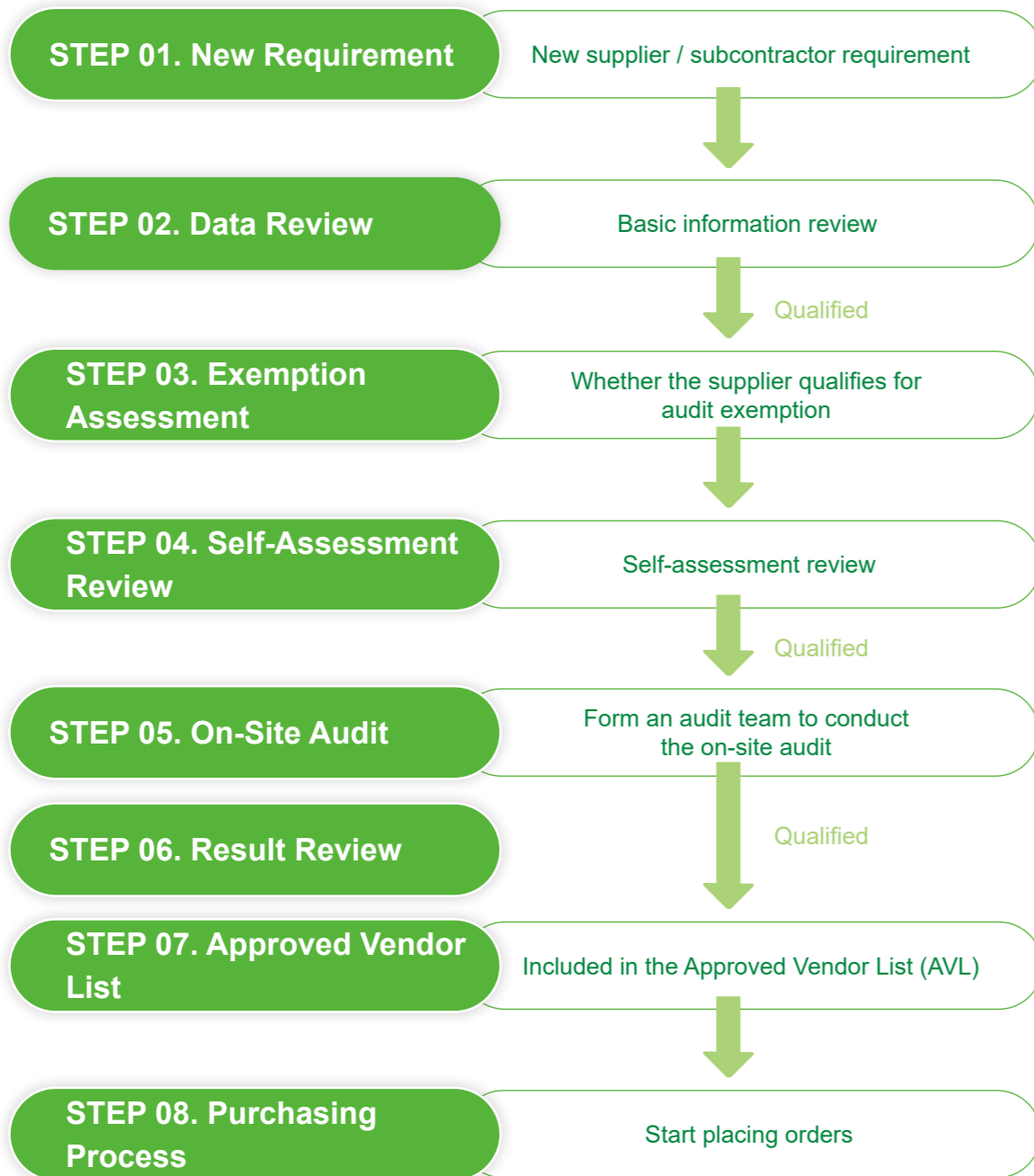


All suppliers, regardless of category, must agree to the Integrity Commitment Clause on the purchase order to complete the procurement process.

Supplier Evaluation and Management Process

To ensure that suppliers meet the Company’s standards, ADATA conducts regular assessments and evaluations, including on-site audits. Evaluation criteria cover quality, cost, technology, delivery, and environmental compliance declarations. Regarding ADATA’s supplier management procedures, the process begins with identifying the need for a new supplier, followed by verifying the supplier’s basic information to ensure compliance with ADATA’s requirements and determining whether the supplier qualifies for audit exemption. Subsequently, suppliers are required to complete a self-assessment. Upon completion of the on-site audit, the audit results are reviewed, and the list of approved suppliers is updated accordingly. ADATA’s supplier management procedure is illustrated below:

Product Marketing / Packaging Section / R&D / Procurement / Production Control / Quality Management



Based on the relevant supplier management and audit procedures, the supplier audit results for 2024 are as follows:

Region	Number of audited suppliers	Number of qualified suppliers	Number of unqualified suppliers	Reasons for non-conformance and the Company’s follow-up actions
Taiwan Suzhou Brazil	118	116	2	<ul style="list-style-type: none"> Both unqualified cases involved audits of newly added suppliers. The re-audit results remained unsatisfactory. As their improvement capability was insufficient, they were not introduced into the supply chain and were not included in the AVL (Approved Vendor List).

Note The number of audited suppliers includes newly added suppliers, reinstated suppliers, annual supplier audits, and suppliers undergoing changes in transaction types.

Key Raw Materials and Risk Management Measures

Key raw materials refer to core materials that significantly affect product performance, quality, or delivery schedules and that cannot be easily substituted or replaced in the short term. These include:

Category	Key Raw Materials
Primary Storage Components	<ul style="list-style-type: none"> Flash IC, Flash Wafer DRAM IC, DRAM Wafer
Control and Power Components	<ul style="list-style-type: none"> SSD Controller Power IC (including those used in SSDs and DRAM modules)
Other Critical Components	<ul style="list-style-type: none"> Specialty packaged ICs, customized PCBs, essential connectors, etc.

Risk Assessment and Response Measures for Key Raw Materials

Raw Materials	Risk Assessment	Supply Status	Response Measures
DRAM, FLASH IC/Wafer	Shortage risk	<ol style="list-style-type: none"> Establish second-source suppliers and regularly evaluate alternatives. Set safety stock levels to enhance turnover of key raw materials. Enter long-term or strategic procurement agreements to lock in lead times and pricing. Maintain regular communication with suppliers on capacity and delivery forecasts. Implement an anomaly warning mechanism; internal contingency procedures are activated upon any changes. 	Good and stable

Proportion of Spending on Local Suppliers GRI 204-1

Due to the unique characteristics of the memory industry, ADATA places strong emphasis on maintaining local relationships as well as fostering a friendly and responsible approach toward the local environment, economy, and community welfare. The Company is committed to prioritizing localized procurement wherever feasible. Local procurement is defined as sourcing from suppliers whose registered business address is located in the same region as the purchasing entity.

Given the nature of the memory industry, ADATA is particularly focused on sustaining strong local ties and adopting business practices that support the local environment, economy, and social well-being. The Company endeavors to give priority to products that can be procured locally. Local procurement is defined as sourcing from suppliers whose registered address is the same as that of the purchasing company. The local procurement ratio for raw materials in 2024 is disclosed as follows:

Region	Item	Number of Suppliers	Ratio
Taiwan	Local procurement	401	87%
	Non-local procurement	61	13%
	Total	462	100%
Suzhou	Local procurement	248	86%
	Non-local procurement	39	14%
	Total	287	100%
Brazil	Local procurement	3	14%
	Non-local procurement	19	86%
	Total	22	100%

CHAPTER 02

ENVIRONMENTAL FRIENDLINESS

ADATA's Sustainability Performance and Corresponding SDGs

Sustainability Practices Aligned with the UN SDGs	(SDG Names)	2024 Sustainability Performance
SDG 7	Affordable and Clean Energy	<ul style="list-style-type: none"> The Brazil Plant purchased a total of 9,692,000 kWh of renewable energy certificates in 2024. The Suzhou Plant completed the installation of solar power generation equipment at the end of 2024 and generated 661,800 kWh for self-use.
SDG 9	Responsible Consumption and Production	<ul style="list-style-type: none"> ADATA plants completed certification for the ISO 14001 Environmental Management System, ISO 9001 Quality Management System, IECQ QC080000 Hazardous Substance Process Management System, ISO 45001 Occupational Health and Safety Management System, and ISO 14064-1 organizational greenhouse gas inventory verification.
SDG 13	Climate Action	<ul style="list-style-type: none"> Identified climate-related risks and opportunities, incorporating climate actions into organizational strategies and planning. Actively promoted energy conservation initiatives, including regional power reduction management, replacing high-energy-consumption equipment with inverter air conditioners and zero-loss adsorption dryers, reducing annual electricity use by approximately 320,000 kWh.

2.1 Environmental Responsibility and Commitment

ADATA actively promotes its environmental and occupational health management systems as part of its corporate social responsibility, fulfilling its duty to protect the natural environment and the health and safety of employees. The Company recognizes that respecting environmental resources and valuing life are essential foundations for sustainable development.

To fulfill these objectives, ADATA is committed to:

- ✓ Implementing environmental protection to reduce pollution and prevent harm, recognizing that this is the shared responsibility of all personnel.
- ✓ Complying with government environmental, health and safety regulations, and adhering to rigorous self-management to satisfy the requirements of relevant stakeholders.
- ✓ Providing education and training while establishing communication, consultation, and participation channels to strengthen environmental, health and safety awareness and rights.
- ✓ Encouraging all personnel to participate in EHS initiatives and continuously improve management systems and performance.
- ✓ Developing green product designs and promoting energy conservation, waste reduction, and resource recycling and reuse.
- ✓ Providing occupational health and safety working conditions, targeting zero incidents, and applying control-hierarchy measures to eliminate hazards.
- ✓ Ensuring the suitability and effective implementation of this policy through regular audits and EHS management reviews.

ADATA will fully implement the above EHS policies, ensuring that all personnel working under the Company's management understand their significance. This policy is also publicly disclosed on the Company's official website.

2.2 Climate Change Response

Disclosure under the TCFD Framework GRI 201-2

Global climate change is rapidly increasing the frequency and intensity of extreme weather events, creating profound impacts on both the natural environment and human society. Extreme conditions such as heatwaves, floods, hurricanes and droughts not only threaten the stability of ecosystems but also pose major challenges to economic development worldwide. Heatwaves have resulted in rising energy demand, crop failure and water shortages, endangering human health and driving up costs. Floods and hurricanes have damaged infrastructure, caused property losses, displaced residents and heightened social instability. Droughts have severely affected agricultural production, exacerbating food security concerns. In addition, environmental pressures associated with climate change are accelerating biodiversity loss and disrupting ecological balance. In the face of these challenges, strengthened collaboration and decisive actions are urgently needed to reduce greenhouse gas emissions and promote sustainable adaptation strategies, thereby mitigating the impacts of extreme weather and safeguarding the well-being of humanity and the planet.

To address the growing impacts of extreme climate events, ADATA has referenced the TCFD framework, covering governance, strategy, risk management, and metrics and targets, to enhance the identification and management of climate-related risks and opportunities. The Company formulates climate governance strategies and strengthens climate change management.

Governance	<ul style="list-style-type: none"> The Corporate Sustainable Development Committee, under the supervision of the Board of Directors, is ADATA's highest-level governance body for climate change response. The Committee Chair is the Chairperson of the Board, who regularly reports implementation progress and results to the Board of Directors. An ESG Office is established under the Corporate Sustainable Development Committee to consolidate ESG work plans and coordinate actions across departments. After departmental consultation and integration, the ESG Office regularly reports to the Corporate Sustainable Development Committee.
Strategy	<ul style="list-style-type: none"> According to ADATA's target management time frame, climate-related risks and opportunities are categorized into short term (0–3 years), medium term (3–10 years), and long term (over 10 years). The Company evaluates the potential impacts of climate-related risk factors on its strategy, operations and financial planning.
Risk Management	<ul style="list-style-type: none"> The ESG Office and all departments identify climate-related risks and opportunities based on the TCFD framework. Corresponding response measures and key development initiatives are developed based on the results. Climate change issues are incorporated into the Company's overall risk management mechanism.
Risk Management	<ul style="list-style-type: none"> All production sites conduct greenhouse gas inventories in accordance with ISO 14064-1:2018, verified by an independent third party. Medium- and long-term target: Use GHG inventory results as the foundation for GHG management initiatives, with the goal of achieving net zero emissions by 2050. 2024 Scope 1 GHG emissions: Taiwan: 211.99 tCO₂e Suzhou: 240.52 tCO₂e Brazil: 3,189.36 tCO₂e 2024 Scope 2 GHG emissions: Taiwan: 1,652.89 tCO₂e Suzhou: 8,245.92 tCO₂e Brazil: 551.41 tCO₂e

Climate Governance Structure

Board of Directors

The Board of Directors is ADATA's highest governing body for climate governance. It is responsible for driving and determining the Company's climate-related strategic direction and developing group-wide strategies to address key climate risks, thereby ensuring sustainable operations. Under the Board, the Corporate Sustainable Development Committee is established, chaired by the Chairperson of the Board. ADATA reports sustainability strategies and implementation outcomes to the Board of Directors at least twice a year.

Corporate Sustainable Development Committee

To advance sustainable development and strengthen sustainability governance, ADATA established the Corporate Sustainable Development Committee in 2022. The Committee's responsibilities include reviewing and approving sustainability policy directions and action plans, as well as tracking and providing recommendations on the Company's sustainability implementation and performance. An ESG Office is established under the Committee to consolidate and advance ESG work plans, and to coordinate all departments in evaluating, planning, and implementing sustainability practices across the three ESG dimensions: Environment (E), Social Responsibility (S), and Governance (G).

ESG Office

The ESG Office is responsible for coordinating and advancing all sustainability-related initiatives, convening departments to evaluate, plan, and implement sustainability practices in accordance with their respective responsibilities. The annual sustainability performance results are consolidated through communication and coordination between the ESG Office and relevant departments, then reported regularly to the Corporate Sustainable Development Committee and presented to the Board of Directors each year. By continuously reviewing sustainability governance actions and feeding the insights back into operational planning, ADATA is able to more comprehensively assess existing performance and strategically plan future directions.

Figure. Climate Governance Structure

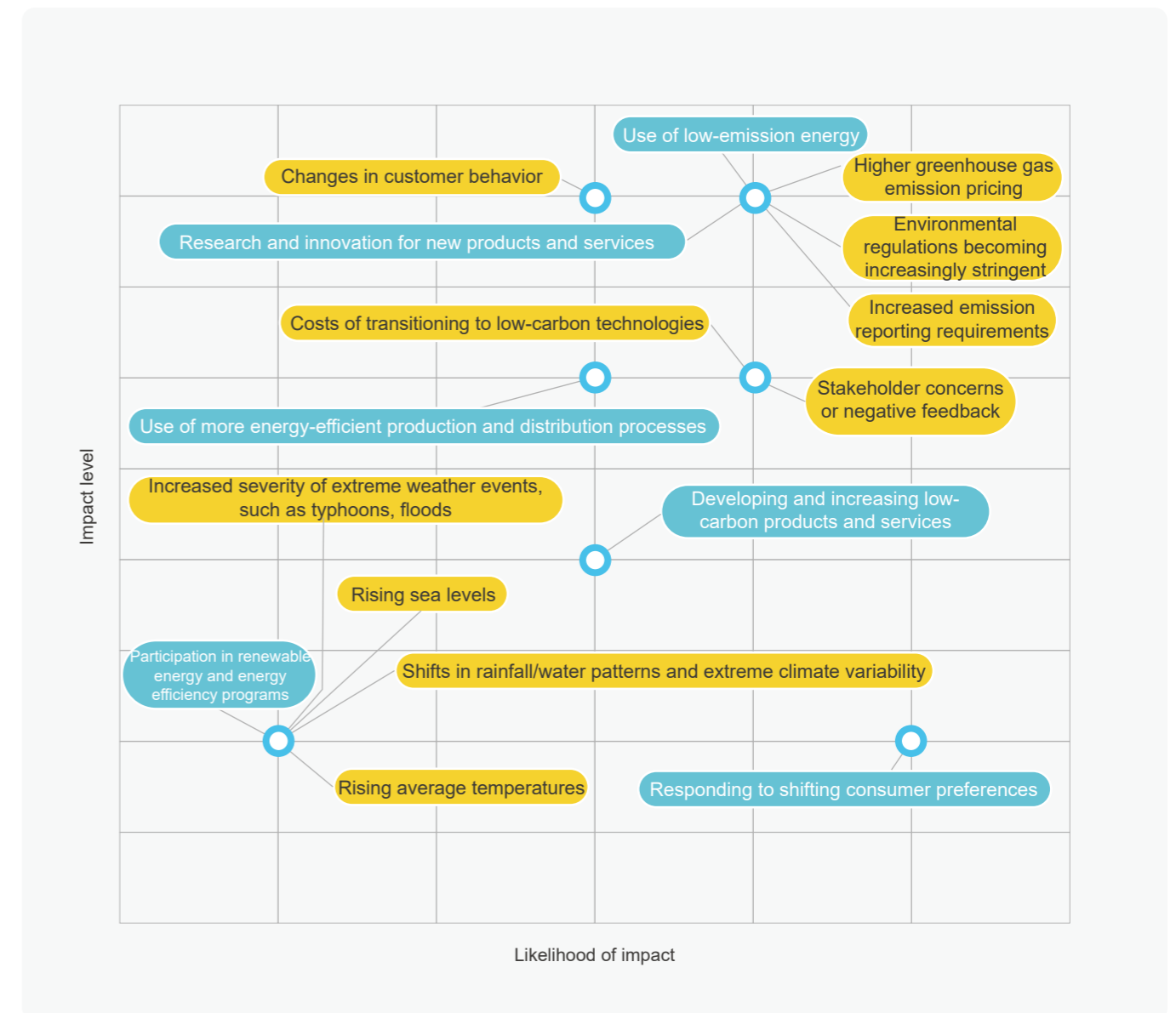
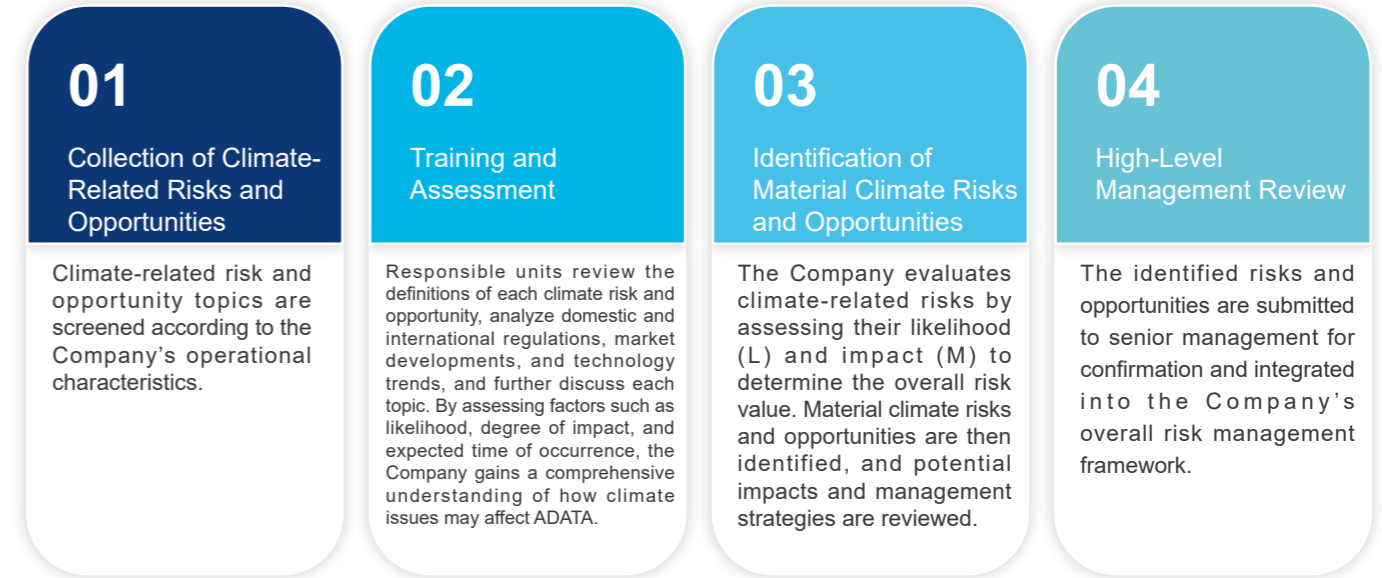


Assessment of Climate-Related Risks and Opportunities

The ESG Office convenes all departments to review major international sustainability and climate-related initiatives and to collect industry-specific focus areas. Based on ADATA's business operations, the Company identifies climate risks and opportunities relevant to the semiconductor, computer, and peripheral equipment sectors.

The ESG Office holds climate risk and opportunity identification meetings in accordance with the TCFD framework. Using TCFD's recommended categories of transition risks, physical risks, and opportunities, the ESG Office and relevant departments review definitions and determine the primary short-, medium-, and long-term impacts. Each climate risk and opportunity is evaluated for its strategic and financial implications, while considering factors such as risk adaptation and mitigation activities, R&D investment, business models, and geographic locations of operations. The assessment incorporates climate-related transition risks, physical risks, and opportunities, along with associated evaluation factors such as operational impact and likelihood of occurrence.

A materiality matrix is then developed and reviewed with ADATA's sustainability team to identify material climate-related risks and opportunities. These outcomes form the basis for determining ADATA's future climate strategies and response measures, which are submitted to the Corporate Sustainable Development Committee. The Board of Directors is ultimately responsible for reviewing and guiding the Company's climate strategy, action plans, and annual targets, and for overseeing implementation progress and reviewing greenhouse gas emissions trends each year.



Key Climate Risk Identification and Adaptation Strategies

Climate-related Risk Issues	Potential Impacts on the Company	Time Horizon	Adaptation and Management Strategies
Physical Risks	Rising average temperatures	Short term (0–3 years)	<ul style="list-style-type: none"> Implement ISO 14064-1:2018 greenhouse gas inventories and carry out management and reduction efforts at each site. Replace aged equipment to reduce electricity consumption. Monitor and improve air quality through environmental control systems.
Transition Risks	Higher greenhouse gas emission pricing	Mid-term (3–10 years)	<ul style="list-style-type: none"> Introduce ISO 14064-1:2018 greenhouse gas (GHG) inventories, conduct GHG impact identification and inventory operations across all sites, and provide regular GHG inventory training. Promote development and investment in emission-reduction technologies. Strengthen supply chain management in addition to internal net zero transition actions. Establish internal carbon pricing.
	Environmental regulations becoming increasingly stringent	Mid-term (3–10 years)	<ul style="list-style-type: none"> Launch the Company's low-carbon transition strategy, participate in the Carbon Disclosure Project (CDP), and evaluate joining the Science Based Targets initiative (SBTi). Introduce ISO 14064-1:2018 greenhouse gas (GHG) inventories, conduct GHG impact identification and inventory operations across all sites, and provide regular GHG inventory training. Use inventory results as a reference for advancing the Company's GHG management efforts and achieving the 2050 net zero emissions goal. Promote development and investment in emission-reduction technologies. Strengthen internal net zero assessments and actions, while implementing management requirements across the upstream and downstream supply chain. Review product manufacturing processes to reduce resource consumption and lower GHG emissions. <p>Upcoming environmental regulations – including the Climate Change Response Act, the Renewable Energy Development Act, and the introduction of water consumption fees – are expected to increase operating costs.</p> <p>In addition, local and national authorities are setting stricter standards for product efficiency and labeling. Failure to comply may affect product importation or sales.</p>

Climate-related Risk Issues	Potential Impacts on the Company	Time Horizon	Adaptation and Management Strategies
Transition Risks	Increased emission reporting requirements	Mid-term (3–10 years)	<ul style="list-style-type: none"> Introduce ISO 14064-1:2018 GHG inventory procedures, conduct GHG impact identification and inventory operations across all sites, and engage an independent accredited verifier for third-party assurance. Conduct annual GHG inventories and disclosures starting from 2022. <p>The Financial Supervisory Commission (FSC) has launched the "Sustainable Development Guidemap for TWSE/TPEX listed Companies." Under this phased approach based on paid-in capital, all listed companies must complete GHG inventories by 2027 and obtain third-party assurance before 2029.</p>
	Costs of transitioning to low-carbon technologies	Mid-term (3–10 years)	<ul style="list-style-type: none"> Allocate budgets for low-carbon product development technologies, review product manufacturing processes, and enhance energy efficiency and investments in green energy equipment and facilities. The required upfront costs must be prepared in advance to support the phased achievement of long-term targets. <p>During the transition to low-carbon technologies, customers will increasingly require low-carbon products. This includes higher usage of renewable energy, enhanced energy-storage capabilities, and greater process energy efficiency, all of which will require additional investment in the development and application of low-carbon technologies.</p>

Key Climate Risk Identification and Adaptation Strategies

Climate-related Risk Issues	Potential Impacts on the Company	Time Horizon	Adaptation and Management Strategies
Products and Services	R&D and innovation for developing new products and services	Short term (0–3 years)	<ul style="list-style-type: none"> Simplify product packaging to reduce both costs and material use. Introduce recyclable plastics for product casings in items such as UFDs (USB Flash Drives) and HDDs (external hard drives). Adopt FSC-certified paper materials for packaging boxes to prevent the use of natural forest timber. Reduce the carbon footprint associated with transporting raw materials and finished goods by increasing localized production. <p>As companies face emerging risks under net zero requirements, product manufacturing processes, services, and procurement policies must meet environmental standards to comply with regulatory expectations and customer demands.</p>
Resource Efficiency	Use of low-carbon energy	Long term (10 years or more)	<ul style="list-style-type: none"> Review ADATA's current energy consumption and energy structure. Develop mid- to long-term plans and allocate budgets to replace or progressively introduce green and low-carbon equipment and facilities in preparation for long-term objectives. <p>Various low-carbon energy options require substantial investment under existing infrastructure and environmental conditions, and their ability to meet operational energy needs must be assessed. Long-term or phased planning is necessary to ensure feasibility.</p>

Metrics and Targets

The ESG Office convenes all departments to review major international sustainability and climate-related initiatives and to collect industry-specific focus areas. Based on ADATA's business operations, the Company identifies climate risks and opportunities relevant to the semiconductor, computer, and peripheral equipment sectors.

To proactively address the impacts of climate change, in addition to setting concrete reduction targets for Scope 1 and Scope 2 greenhouse gas emissions, ADATA has also established corresponding targets for extreme climate conditions faced by each operating site. The ESG Office oversees annual site-level performance, updates climate targets on a rolling basis, and reports annually to the Corporate Sustainable Development Committee and the Board of Directors to ensure their effectiveness and appropriateness. The Company's climate-related targets and progress are as follows:

Target Type	Target Description	Achievement Status
Carbon Reduction Targets	Using the reporting boundary of the 2023 ESG Report, the year 2023 is designated as ADATA's baseline year (total greenhouse gas emissions of 10,321.43 tCO ₂ e and a carbon intensity of 0.192 tCO ₂ e / NT\$ million). Based on this baseline, the Company has established reduction targets for 2025 through 2030. Considering that emissions are influenced by operating activities, the targets are set using carbon intensity as the key indicator: ADATA targets a 3% reduction in 2025, 3% in 2026, 4% in 2027, 4% in 2028, 5% in 2029, and 5% in 2030, totaling a 24% reduction in greenhouse gas emissions intensity by 2030. In line with Taiwan government policy, the Company aims to achieve a 100% reduction by 2050.	Established and in progress
Carbon Pricing	By referencing the Ministry of Environment's Carbon Fee Collection Regulations, the Company has set an internal carbon price (ICP) of NT\$300 per metric ton of CO ₂ e and implemented an internal carbon fee mechanism. This mechanism is applied to energy-saving and carbon reduction projects and to renewable electricity, encouraging global sites to intensify decarbonization efforts. Since the implementation of this mechanism, each site has increased its use of renewable energy, enhanced localized procurement in the supply chain, and adopted raw materials with higher recycled content, thereby improving efficiency and reliability.	In 2024, the Company reduced approximately 1,830.71 tCO ₂ e. Based on the internal carbon pricing mechanism, the potential external carbon costs avoided amounted to NT\$549,000.
Renewable Energy Target	Increase the Group's proportion of renewable energy use	Under evaluation
Climate Change Adaptation	No incidents of shipment suspension due to supply chain disruptions caused by extreme weather events during the year	No such events occurred in 2024
	No incidents of plant shutdowns due to power restrictions caused by high temperatures during the year	No such events occurred in 2024

2.3 Energy and Greenhouse Gas Management

Management Approach GRI 3-3	
Material Topic	Greenhouse Gas Management
Corresponding GRI Standard	GRI 2-23 – GRI 2-25, GRI 305, GRI 302
Materiality and Impact	<p>ADATA recognizes that global warming continues to worsen, exerting significant pressure on the planet's climate and environment. As a responsible global citizen, the Company is committed to fulfilling its environmental obligations by actively conducting greenhouse gas inventories and implementing energy-saving and carbon reduction measures.</p> <p>To fulfill its responsibility as a global citizen, the Company actively supports Taiwan's energy-saving, carbon reduction, and green procurement policies with the goal of achieving net zero emissions by 2050.</p>
Commitments / Policies	<ul style="list-style-type: none"> To address the potential risks and opportunities brought by climate change, ADATA established ten site-specific Business Continuity Planning (BCP) themes for its Taipei and Suzhou facilities in 2021, focusing on local risk characteristics. Regular drills are conducted to strengthen climate-related risk management and response capabilities. The Company also undergoes regular ISO 14001 environmental management system certification and performs organizational greenhouse gas inventories in accordance with ISO 14064-1:2018 to enhance greenhouse gas management.
Targets and Objectives	<p>Using the reporting boundary of the 2023 ESG Report, the year 2023 is designated as ADATA's baseline year (total greenhouse gas emissions of 10,321.43 tCO₂e and a carbon intensity of 0.192 tCO₂e / NT\$ million). Based on this baseline, the Company has established reduction targets for 2025 through 2030. Considering that emissions are influenced by operating activities, the targets are set using carbon intensity as the key indicator:</p> <p>ADATA targets a 3% reduction in 2025, 3% in 2026, 4% in 2027, 4% in 2028, 5% in 2029, and 5% in 2030, totaling a 24% reduction in greenhouse gas emissions intensity by 2030. In line with Taiwan government policy, the Company aims to achieve a 100% reduction by 2050.</p>
Responsibility	<ul style="list-style-type: none"> ESG Committee: Chaired by senior executives, responsible for setting GHG reduction targets and allocating necessary resources. Environment, Health, and Safety Unit: Coordinates the Group's GHG inventory work, organizes the annual inventory schedule for all sites, conducts internal audit training, and consolidates inventory results from each business location. Responsible Units at Each Site: Support data collection for GHG inventory and perform internal audit processes to verify data completeness.

Management Approach GRI 3-3	
Resources	<ul style="list-style-type: none"> Human Resources: Supports training arrangements. Finance: Prepares budget reserves for expenditures related to risk prevention and mitigation. IT: Supports the establishment of the GHG inventory management system and database applications. Facilities Management: Ensures optimal equipment management and continuous improvement, introducing energy-saving measures to implement the Company's energy-saving and carbon reduction policy. Materials: Manages GHG accounting and control requirements related to upstream and downstream supply chain logistics and processes. PM & R&D: Designs environmentally friendly products and introduces innovative technologies.
Action Plans	<ul style="list-style-type: none"> Implement ISO 14064-1:2018 organizational GHG inventory and complete third-party verification. In accordance with the "Sustainable Development Guidemap for TWSE- and TPEX Listed Companies," the Company must disclose 2025 GHG inventory data in 2026, and disclose reasonable assurance for 2027 data in 2028. ADATA's consolidated subsidiaries (including all subsidiaries and sub-subsidiaries under the consolidated reporting entity) must disclose 2026 GHG inventory information in 2027 and disclose reasonable assurance for 2028 data in 2029. To comply with these requirements, ADATA will formulate a Group-wide GHG Inventory Plan for subsidiaries and sub-subsidiaries, which will be implemented according to the approved schedule after review and approval by the Board of Directors. Provide GHG inventory training programs. Continuously improve and optimize equipment and operational environments to reduce GHG emissions.
Effectiveness Evaluation	<ul style="list-style-type: none"> In 2024, ADATA completed ISO 14064-1:2018 organizational GHG inventories for its Taiwan Headquarters, Suzhou Plant, and Brazil Plant, and completed third-party verification in July 2025.
Complaint Channels	Email: adata@adata.com Hotline: (02) 8228-0886

Energy Management GRI 302-1 – GRI 302-4

In 2024, ADATA's total energy consumption reached 104,891.81 gigajoules (GJ). As the Company's core business involves the manufacturing and sales of memory modules and flash memory application products, its primary source of energy consumption is purchased electricity, which accounted for 95.20% of total energy use. Electricity is mainly used to power production equipment as well as air conditioning and lighting in office and plant areas. Diesel accounted for 0.41%, gasoline 0.61%, and natural gas 1.50% of energy consumption. Accordingly, electricity reduction remains the primary focus of ADATA's energy-saving efforts.

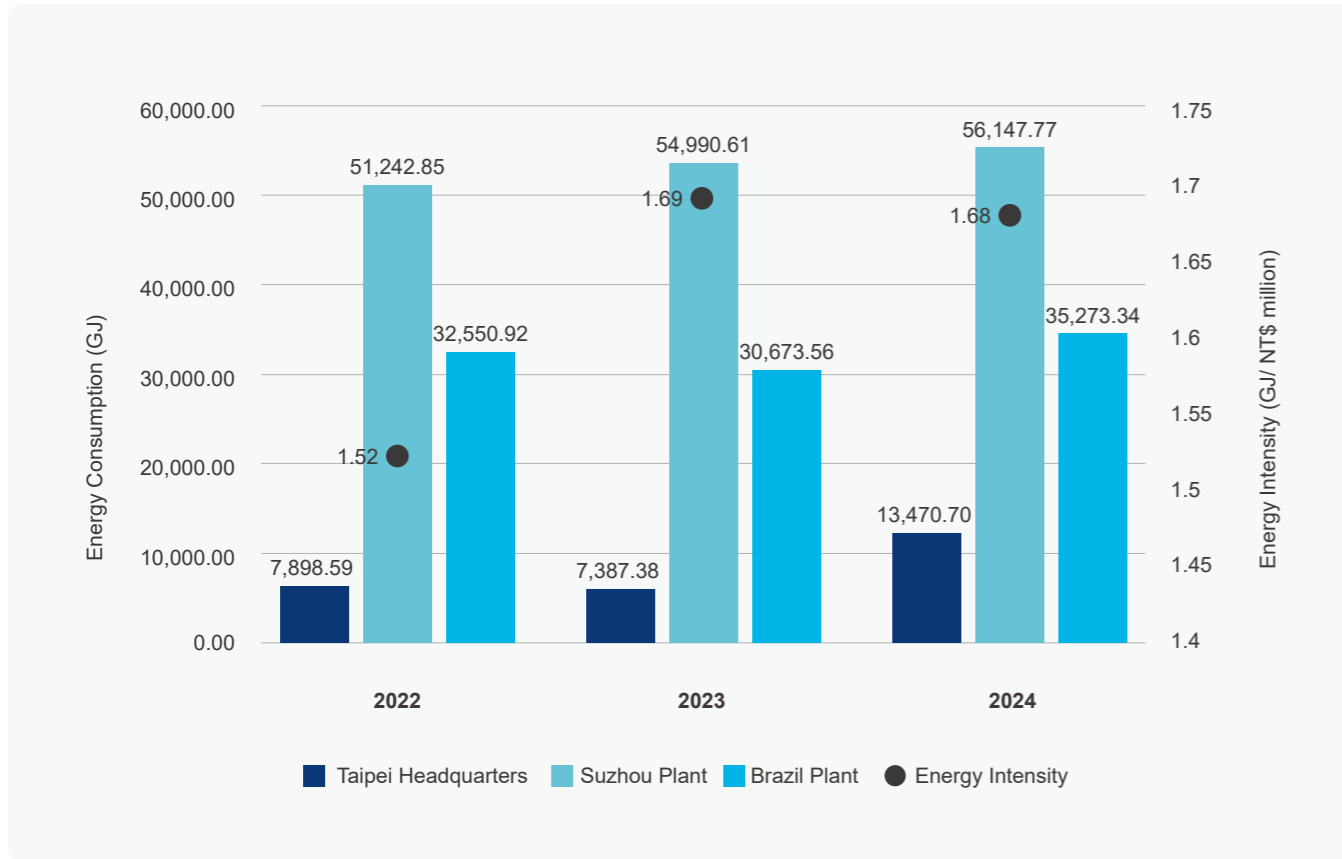
Total energy consumption in 2024 increased by 12.71% compared with 2023. The rise was mainly due to the activation of ADATA's new headquarters office in Neihu, Taipei, which significantly increased electricity use. The energy intensity for 2024 was 1.68 GJ per million NT dollars, representing a 0.59% decrease from the previous year.

In response to global energy transition trends, renewable energy has become an increasingly important topic. To strengthen long-term climate resilience, the Suzhou Plant completed the installation of solar photovoltaic systems at the end of 2023 and fully activated them in 2024, generating 661,800 kWh of self-used solar power, which accounted for 4.35% of the facility's total electricity consumption. Since 2022, the Brazil Plant has been purchasing International Renewable Energy Certificates (I-RECs). In 2024, it purchased 9,692,000 kWh of renewable energy certificates, bringing its cumulative renewable energy procurement to 27,386,000 kWh.

Energy Item	Region	2022	2023	2024
Purchased Electricity (GJ)	Taiwan Headquarters	7,161.76	6,737.35	12,556.44
	Suzhou Plant	50,098.60	53,676.04	52,410.99
	Brazil Plant	32,209.26	30,290.22	34,890.76
Gasoline (GJ)	Taiwan Headquarters	389.87	304.18	350.97
	Suzhou Plant	71.70	115.36	100.96
	Brazil Plant	165.33	123.13	190.85
Diesel (GJ)	Taiwan Headquarters	346.96	345.85	341.58
	Suzhou Plant	112.66	32.50	52.94
	Brazil Plant	176.33	127.80	35.51
Natural Gas (GJ)	Taiwan Headquarters	-	-	221.71
	Suzhou Plant	959.89	1,016.56	1,200.40
	Brazil Plant	-	132.41	156.22
Renewable Energy (GJ)	Suzhou Plant (Self-generated for self-use)	-	150.15	2,382.48
	Brazil Plant (I-RECs)	32,202.56	31,388.40	34,899.15
Total (GJ)		91,793.71	93,051.55	104,891.81
Energy Intensity (GJ/ NT\$ million)		1.52	1.69	1.68

- Note**
- Source of Energy Conversion Factors: Energy conversion factors are based on the Net Calorific Value of Energy Products Table published by the Energy Administration, Ministry of Economic Affairs; the Guidelines for Electronic Information Products Carbon Footprint Accounting (Beijing); and the Brazilian GHG Protocol Program (Programa Brasileiro GHG Protocol). The 2024 calorific values for gasoline and diesel used by the Taiwan Headquarters follow the figures announced by the Ministry of Environment on February 13, 2025.
 - GJ: Gigajoules.
 - Purchased Electricity: The Brazil Plant's purchased electricity includes International Renewable Energy Certificates (I-REC), sourced from hydropower and categorized as renewable energy.
 - Energy intensity = Total energy consumption (GJ) / (Annual revenue of ADATA Taiwan Headquarters + Suzhou Plant + Brazil Plant) (NT\$ million).
 - Renewable Energy: The Suzhou Plant uses self-generated solar power. The Brazil Plant purchases International Renewable Energy Certificates (I-REC), sourced from hydropower. The renewable electricity represented by the Brazil Plant's I-REC purchases is not included in total energy consumption calculations.

Energy Consumption and Energy Intensity of Each Plant, 2022–2024



Note

Energy intensity calculations include all energy types used within ADATA's operations, including electricity, gasoline, diesel, and natural gas.

Greenhouse Gas Emissions GRI 305-1 – GRI 305-4

ADATA conducts annual greenhouse gas (GHG) inventories in accordance with ISO 14064-1, and completes third-party verification to ensure accurate identification of emission sources and emission levels for each plant. The inventory boundary covers the Taipei Headquarters, the Suzhou Plant, and the Brazil Plant. Category 1 (Scope 1) emissions totaled 3,641.87 tCO₂e. Scope 1 emission sources include gasoline used by company vehicles, diesel for generators, refrigerants from air conditioning and refrigeration equipment, fire extinguishers, septic systems, and flux materials. In 2024, the Brazil Plant added incinerated waste as a new impact item in its calculations, resulting in higher Category 1 emissions compared with 2023. Category 2 (Scope 2) emissions amounted to 10,450.22 tCO₂e, primarily from indirect emissions associated with purchased electricity. Combined Category 1 and Category 2 emissions totaled 14,092.09 tCO₂e, of which Scope 2 accounted for 74%. The 2024 emissions intensity was 0.23 tCO₂e / NT\$ million.

With the transition to updated greenhouse gas inventory standards and the global development of carbon management practices, ADATA has incorporated Category 3 through Category 5 (Scope 3) emissions into its greenhouse gas inventory. Based on the availability of activity data, the reliability of calculation methodologies, and the frequency of relevant activities, ADATA established a materiality principle to identify significant indirect emission sources. Among the 22 Scope 3 categories, the Taiwan Headquarters inventories five items, including downstream transportation and distribution, purchased goods – imported electricity, purchased goods – primary raw materials, the product use phase, and end-of-life treatment of sold products. The Suzhou Plant inventories two items: purchased goods – imported electricity and purchased goods – primary raw materials. The Brazil Plant inventories four items: upstream transportation and distribution, purchased goods – primary raw materials, waste generated in operations, and business travel. In 2024, emissions from Category 3 through Category 5 totaled 125,264.13 tCO₂e. ADATA will continue to strengthen its greenhouse gas management practices, advance energy-saving and carbon reduction initiatives, and enhance its overall carbon management capabilities in line with global sustainability trends.

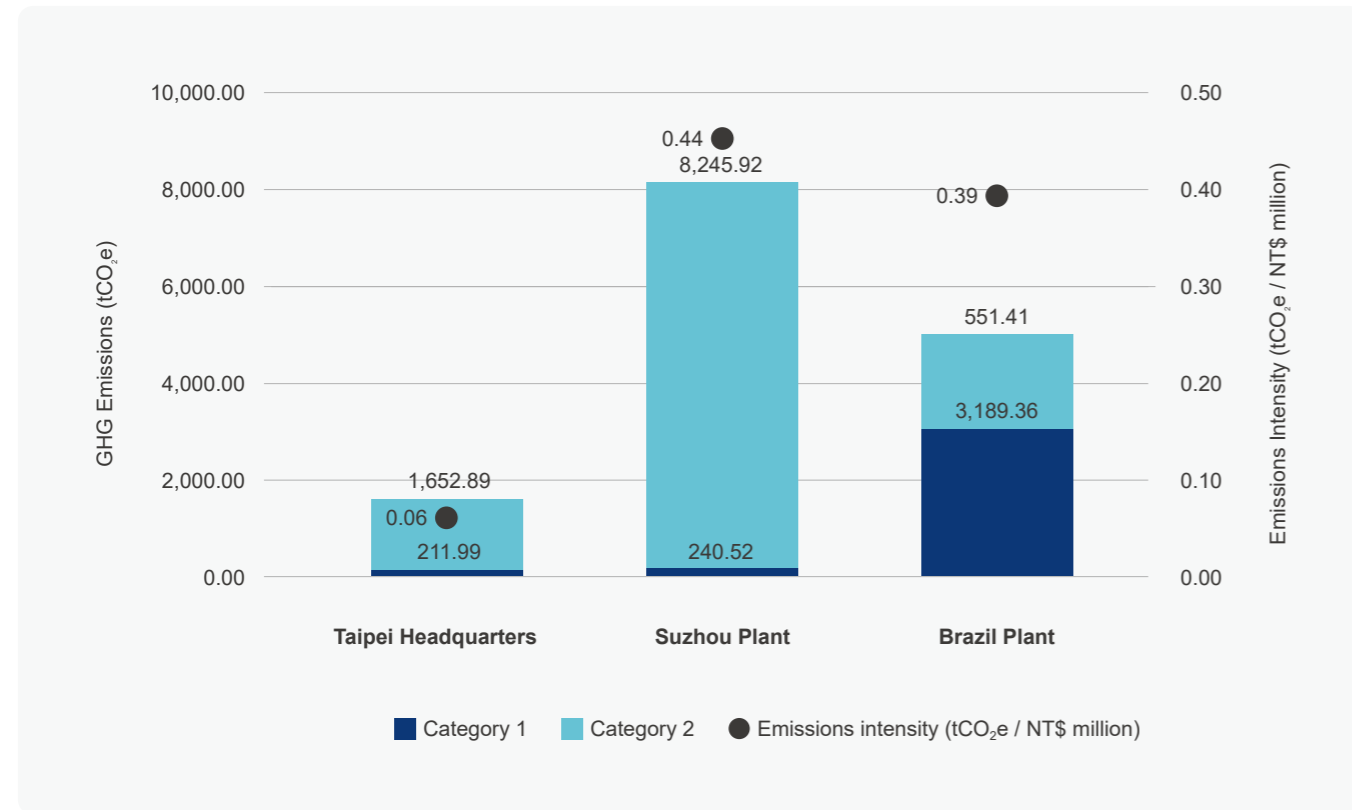
2024 GHG Emissions and Emissions Intensity

Item	Taiwan Headquarters	Suzhou Plant	Brazil Plant	Total
Category 1 (tCO ₂ e) (Note 1)	211.99	240.52	3,189.36	3,641.87
Category 2 (tCO ₂ e) (Note 2)	1,652.89	8,245.92	551.41	10,450.22
Category 1 + Category 2 (tCO ₂ e)	1,864.88	8,486.44	3,740.77	14,092.09
Emissions intensity (Note 3) (tCO ₂ e / NT\$ million)	0.06	0.44	0.39	0.23
Category 3 – Category 5 (tCO ₂ e)	94,483.32	20,269.90	10,510.91	125,264.13

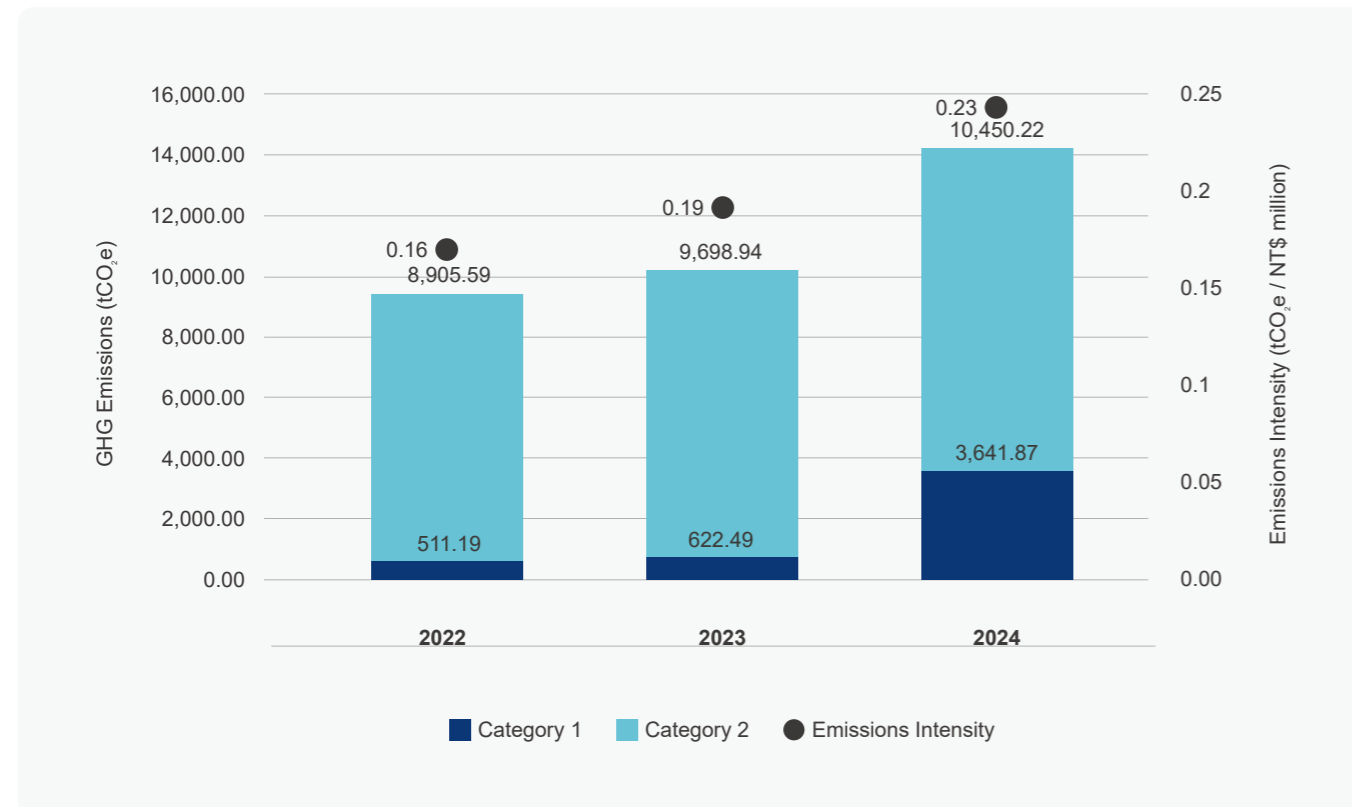
Note

- GHG emissions are calculated based on the operational control approach. The calculation method is activity data * emission factor * GWP value (GWP values are drawn from the IPCC Sixth Assessment Report). Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, and nitrogen trifluoride.
- For Category 2 purchased electricity, Taiwan applies an emission factor of 0.474 kg CO₂e / kWh; São Paulo, Brazil applies 0.0565 tCO₂e / MWh for carbon emission calculations. For the Brazil Plant, the carbon reduction from IREC offsets accounts for 100%.
- Emissions Intensity = (Category 1 + Category 2 emissions) / (annual revenue of ADATA Taiwan Headquarters + Suzhou Plant + Brazil Plant) (NT\$ million).

2024 GHG Emissions and Emissions Intensity by Location



2022–2024 GHG Emissions and Emissions Intensity



2024 Category 3 – Category 5 Other Indirect Greenhouse Gas Emissions

Scope 3 Category	GHG Emissions (tCO ₂ e)		
	Taiwan	Suzhou	Brazil
Category 3 Upstream transportation and distribution	-	-	253.02
Category 3 Downstream transportation and distribution	8,009.08	1,639.41	21.57
Category 3 Business travel	-	-	159.27
Category 4 Purchased goods – Purchased electricity	339.30	2,466.91	-
Category 4 Purchased goods – key raw materials	21,337.09	16,163.58	10,060.20
Category 4 Waste generated in operations	-	-	16.85
Category 5 Use of sold products	58,627.40	-	-
Category 5 End-of-life treatment of sold products	6,170.45	-	-

Note

The significant indirect greenhouse gas emissions identified differ by plant. A “-” indicates that the category has not yet been included in the inventory.

2022–2024 GHG Emissions and Emissions Intensity

Item	2022	2023	2024
Category 1(tCO ₂ e)	511.19	622.49	3,641.87
Category 2(tCO ₂ e)	8,905.59	9,698.94	10,450.22
Category 1 + Category 2 (tCO ₂ e)	9,416.78	10,321.43	14,092.09
Emissions intensity (tCO ₂ e / NT\$ million)	0.16	0.19	0.23

Energy Conservation and GHG Reduction Performance GRI 302-4, GRI 305-5

To reduce the environmental impact of its operations, ADATA continues to actively promote energy-saving initiatives across its operating sites. These include increasing the proportion of recycled plastics, expanding localized procurement, improving energy efficiency, upgrading equipment, adopting paperless processes, and using renewable energy. These initiatives reduced approximately 1,830.71 tCO₂e per year. ADATA aims to start with a robust environmental and energy management system and gradually improve overall energy efficiency.

Reduction Scope	Initiative	Reduction Volume (tCO ₂ e/year)
Scope 1	Refrigerant replacement Air conditioning units using R22 refrigerant were replaced with R32 units, with 79 units replaced.	N/A
Scope 2	Renewable energy ADATA has begun promoting renewable energy usage, mainly through the purchase of renewable energy certificates and self-consumption of solar power generation. <ul style="list-style-type: none"> Renewable energy certificates (RECs): The Brazil Plant purchased 9,692,000 kWh of RECs in 2024 at a cost of approximately NT\$110,628, bringing cumulative purchases to 27,386,000 kWh. Self-generated and self-used solar photovoltaic power: In 2024, the Suzhou Plant implemented Phase II of its solar photovoltaic equipment installation project, with a construction cost of approximately NT\$12.84 million and a design capacity of 810 kWp. The estimated annual GHG reduction is 770 tCO₂e/year. 	770 tCO ₂ e
	Equipment replacement Active promotion of environmental and energy-saving actions, including regional power management, replacing water pumps, air compressors, variable-frequency air conditioners, and adsorption dryers. These efforts reduced approximately 320,000 kWh of annual electricity consumption, with an estimated reduction of 182.50 tCO ₂ e/year.	182.50 tCO ₂ e

Reduction Scope	Initiative	Reduction Volume (tCO ₂ e/year)
	Increasing localized procurement In 2024, localized procurement in Brazil and India increased by 20%, reducing GHG emissions from upstream transportation of raw materials. In 2024, upstream transportation and distribution emissions were 253.02 tCO ₂ e, a reduction of 871.99 tCO ₂ e compared with 2023.	871.99 tCO ₂ e
	BPM – digitalizing product packaging approval By digitalizing packaging approval before the end of 2024, 265 sheets of paper and 206 labor hours were saved, reducing emissions by 2.016 kg CO ₂ e.	0.002 tCO ₂ e
Scope 3	Expanding the use of high-recycled-content materials Increasing use of high-recycled-content materials, raising the recycled content from 35% to 85%. According to supplier data, 85% PCR plastic reduces GHG emissions by 68% compared with virgin plastic. From September to December 2024, 5,000 units were mass-produced. Each product achieves an actual reduction of 65.63 g (product weight) × 3.11 g CO ₂ /g (unit emission factor) × 5,000 units (sales volume) = 1.02 tCO ₂ e.	1.02 tCO ₂ e
	DRAM products adopting the “combat model” According to data provided by the supplier, switching from conventional PC plastic to 50% PCR reduces the product carbon footprint from 4.590 kg CO ₂ e to 1.264 kg CO ₂ e, representing a reduction of approximately 72%, or about 5.2 tCO ₂ e.	5.2 tCO ₂ e

2.4 Air Pollution Control GRI 305-7

During manufacturing processes at ADATA's Suzhou Plant, two major air pollutants are generated: volatile organic compounds (VOCs) and particulate pollutants (total suspended particulates, TSP). The Company uses three sets of activated carbon purification systems to continuously monitor emissions data as the basis for management and actively implements air pollution reduction and control measures.

In 2024, VOC emissions were 1.38 mg/m³, meeting the local regulatory limit of 120 mg/m³. TSP emissions were below the detection limit (120 mg/m³) and likewise met the regulatory standard of 120 mg/m³. These results demonstrate the effectiveness of end-of-pipe control measures, as well as the performance of ADATA's purification systems and inspection mechanisms. ADATA will continue investing in air pollution reduction initiatives, aiming to reduce absolute emissions even under increased production output.

Absolute air pollutant emissions at the Suzhou Plant over the past three years

Air Pollutant Categories	2022	2023	2024	Regulatory Standard
Volatile Organic Compounds (VOCs) (mg/m ³)	1.72	2.07	1.38	120
Total Suspended Particulates (TSP) (mg/m ³)	ND	ND	ND	120

Note

- All air pollutant emission data are measured in accordance with testing methods announced by competent authorities in mainland China, using direct on-site sampling.
- ND: Not detected; emission levels were below the method detection limit.

2.5 Water Resource Management

In recent years, the risk of water shortages in Taiwan has increased, exacerbated by climate change, limited hydrological and geographical conditions, and prolonged wet and dry seasons in a densely populated region. These factors underscore the importance of effective water resource management. To address increasingly severe water conditions, ADATA promotes daily water-saving awareness through internal messaging and enhances water-use efficiency by adopting products carrying water-saving labels.

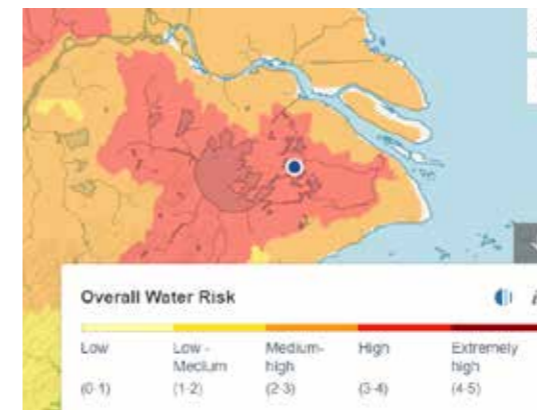
2.5.1 Water Withdrawal and Water-Stress Areas

To assess whether ADATA's operating sites face water-related risks, the Company uses the World Resources Institute (WRI) Aqueduct Water Risk Atlas to evaluate water risks in each operational region. ADATA will continue to track and assess water-stress levels at each site annually to avoid potential impacts on local communities and ecosystems resulting from the Company's water-use.



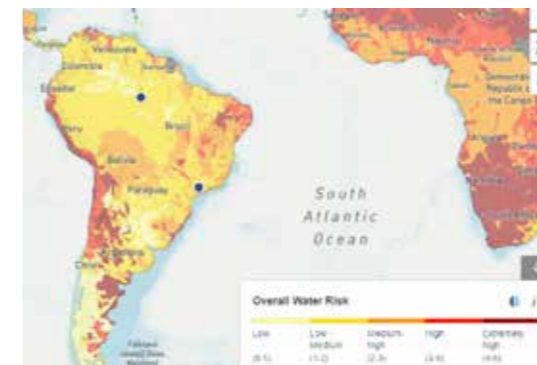
Taiwan Headquarters

The Taiwan Headquarters, located in New Taipei City, is classified as a low-risk area in the WRI Aqueduct Water Risk Atlas. It does not rely on water sources from water-stress regions, and its water supply comes from municipal water sourced from the Feitsui Reservoir.



Suzhou Plant

The Suzhou Plant is located in an area classified as high risk in the overall WRI water risk assessment. Although situated in a water-stress region, it has not experienced water shortages or flooding. The plant draws water from the municipal pipeline network rather than natural water bodies, and its water withdrawal activities have not had an impact on local water availability or the surrounding water environment.



Brazil Plant

The Brazil operations encompass two sites, located in areas classified as low risk and medium-to-high risk in the overall WRI water risk assessment. Although situated in water-stress regions, these sites have not experienced water shortages or flooding. The Brazil plants withdraw groundwater and hold valid permits for the use of on-site wells. Current withdrawal activities have not had an impact on local water resources or the surrounding water environment.

Note

This represents the results of the water risk assessment conducted for each ADATA operational site using the WRI Aqueduct Water Risk Atlas (assessment date: June 2025).

The Taiwan Headquarters is an office location, and its water demand is primarily for domestic use. The Suzhou Plant's processes mainly involve assembly operations, with no significant need for water. Most water demand comes from domestic use and certain plant-engineering equipment. The Brazil plants require water in the production process, sourced from groundwater. All groundwater is treated through a reverse osmosis water treatment system prior to use to meet process quality requirements. To effectively manage the impact of water withdrawal, the Brazil plants have established monitoring indicators based on headcount and production volumes to oversee water consumption. Water consumption is also monitored at the equipment level, and certain processes incorporate water reuse.

Brazil Plant Water Resource Monitoring Indicators

	2022	2023	2024	2025 Target
Santo Antônio da Posse (SP Plant)				
Water-use limit per production unit (liters/month)	3	2.5	2.3	2.3
Average water-use result per production unit (liters/month)	1.14	1.2	2.4	-
Manaus Unit (MAO Plant)				
Water-use limit per person (liters/month)	3	2	2	2
Water-use limit per production unit (liters/month)	1.45	1.62	2	-

ADATA's total water withdrawal in 2024 was 156.22 million liters, representing a decrease of approximately 0.21% compared with 2023. ADATA will continue to strengthen water resource management and improve water-use efficiency.

Disclosure Item	Unit	2022	2023	2024
Taiwan Headquarters		15.28	16.47	17.64
Water Withdrawal	Suzhou Plant	74.37	97.36	83.95
	Brazil Plant	50.86	42.72	54.63
	million liters			
Total Water Withdrawal		140.51	156.55	156.22
Water Withdrawal Intensity	million liters / NT\$ million	0.002329	0.002838	0.002499
Taiwan Headquarters		15.28	16.47	17.64
Water discharge	Suzhou Plant	74.37	97.36	83.95
	Brazil Plant	31.54	47.11	47.55
	million liters			
Total Water Withdrawal		121.19	160.94	149.14
Water consumption		19.32	-4.39 (Note 4)	7.08

Note

- All water withdrawal is freshwater ($\leq 1,000$ mg/L total dissolved solids). Water-use data for Taiwan Headquarters and the Suzhou Plant are based on annual water bills. Groundwater at the Brazil Plant is metered.
- Water discharge from Taiwan Headquarters and the Suzhou Plant is routed to the municipal sewer system and is not metered; therefore, discharge volume is calculated based on water-use. The Brazil Plant has its own wastewater treatment system and metered discharge.
- Water withdrawal intensity = total water withdrawal / (annual revenue of ADATA Taiwan Headquarters + Suzhou Plant + Brazil Plant) (NT\$ million).
- Water consumption = water withdrawal - water discharge.

2.5.2 Water Pollution Prevention and Control

All wastewater from ADATA is discharged into municipal sewer systems. At the Suzhou Plant, the local sewer system is jointly maintained, and the wastewater quality discharged by users must meet the applicable effluent quality standards. These standards include the Municipal Sewage Discharge Standards and the Integrated Wastewater Discharge Standard. In 2024, all effluent quality indicators at the Suzhou Plant complied with the required discharge standards. The Suzhou Plant is also equipped with an emergency isolation device for polluted water sources. In the event that rainwater drainage becomes contaminated, this device can immediately shut off rainwater discharge to public water bodies, thereby reducing the risk of water pollution.

Water Quality Item	2022	2023	2024	Regulatory Standard
COD (mg/L)	184	32	291	500
SS (mg/L)	37	22	75	400
Ammonia Nitrogen (mg/L)	17.20	0.32	39.6	45

Note

The applicable regulatory standards are the Wastewater Quality Standards for Discharge to Municipal Sewers (GB/T 31962-2015) and the Integrated Wastewater Discharge Standard (GB 8978-1996).

The wastewater treatment process at the Brazil Plant includes both physical and chemical treatment. Wastewater is collected in a tank, where coarse solids are removed through filtration. It then passes through coagulation and flocculation processes, during which chemicals are added to aggregate impurities into larger particles for sedimentation and separation from the water. The wastewater is subsequently conveyed to a sludge filter press to separate sludge from the treated water. Once the treated water meets discharge standards, it is released into a nearby river. In accordance with local wastewater discharge regulations, the Brazil Plant conducts monthly analyses of both raw wastewater and treated wastewater. Following treatment and verification against the discharge permit requirements, the treated water is discharged into a nearby river. All water quality indicators met regulatory standards in 2024.

Item	Unit	2024 Water Quality Monitoring Results	National Effluent Standard	State Effluent Standard
Arsenic	mg/L	<0.01	0.5	0.2
Barium	mg/L	<0.05	5	5
Benzene	mg/L	<0.003	1.2	-
Boron	mg/L	0.05	5.0	5.0
Cadmium	mg/L	<0.001	0.2	0.2
Lead	mg/L	<0.01	0.5	0.5
Free Cyanide	mg/L	<0.005	0.2	-
Chloroform	mg/L	<0.003	1.0	-
Copper	mg/L	<0.008	-	1.0
Dissolved Copper	mg/L	<0.008	1.0	-
Hexavalent Chromium	mg/L	<0.05	0.1	0.1
Total Chromium	mg/L	<0.05	-	5
Trivalent Chromium	mg/L	<0.05	1.0	-
Biochemical Oxygen Demand (BOD)	mg/L	<3	-	60**

Item	Unit	2024 Water Quality Monitoring Results	National Effluent Standard	State Effluent Standard
1,2-Dichloroethylene	mg/L	-	1	-
Tin	mg/L	<1.0	4	4
Styrene	mg/L	<0.005	0.07	-
Ethylbenzene	mg/L	<0.003	0.84	-
Total Phenols	mg/L	0.09	0.5	0.5
Phenol	mg/L	<0.00001	-	-
Dissolved Iron	mg/L	<0.05	15	15
Fluoride	mg/L	0.21	10	10
Dissolved Manganese	mg/L	<0.05	1	1
Suspended Solids	-		No Detection	-
Mercury	mg/L	<0.0002	0.01	0.01
Nickel	mg/L	<0.01	2	2
Ammonia Nitrogen	mg/L	<1	20	-
Oil and Grease	mg/L	<10.0	-	100
Mineral Oil	mg/L	<10.0	20	-
Vegetable Oil and Animal Fats	mg/L	<10.0	50	-
pH value	pH	7.7	5.0–9.0	5.0–9.0
Silver	mg/L	<0.01	0.1	0.02
Selenium	mg/L	<0.0018	0.3	0.02
Settleable Solids	mL/L	<0.5	1.0	1.0
Sulfide	mg/L	<0.05	1	-
Temperature	°C	26.1	40	40
Carbon Tetrachloride	mg/L	<0.002	1	-
Toluene	mg/L	<0.002	1.2	-
Trichloroethylene	mg/L	<0.003	1	-
Xylene	mg/L	<0.009	1.6	-
Zinc	mg/L	<0.05	5.00	5.00
BOD Removal Efficiency	-	96.7	-	>80%



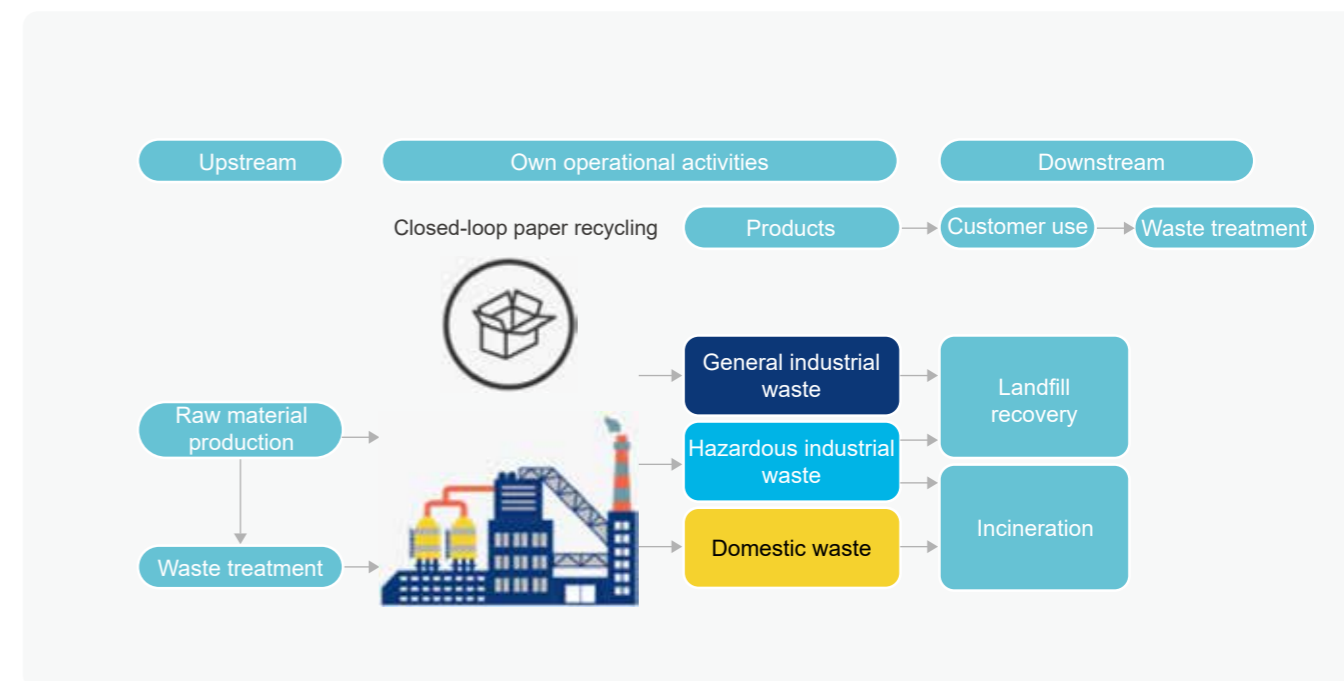
Regulatory References: (National Organ) Conama n° 430/11 – Artigo 16 / (State Organ) Decreto 8468 – Art. 18

2.6 Waste Management

2.6.1 Waste Impact Management

To align with the principles of the circular economy and to effectively achieve waste control and sustainable resource utilization, ADATA prioritizes reducing the total volume of waste, implementing robust recycling and resource recovery, and ensuring proper end-of-life waste treatment. ADATA recognizes that every stage in the waste lifecycle, from generation and collection to transportation and final disposal, has a direct impact on both the environment and society. To strengthen waste control, the Company assigns dedicated personnel to oversee waste management operations. Waste handling procedures are communicated within the facilities, including clear categorization of industrial waste and completion of waste handling application forms to support reporting and compliance oversight. ADATA rigorously evaluates and selects qualified waste removal and treatment contractors and conducts periodic audits to ensure that all contracted waste is managed legally and appropriately. Beyond fulfilling regulatory environmental requirements, ADATA is committed to addressing growing environmental challenges and actively advancing toward the goal of zero waste.

Waste Management Process Flow



ADATA generated a total of 598.73 metric tons of waste in 2024. Waste is categorized as general (non-hazardous) waste and hazardous waste. General waste includes domestic waste, paper, scrap iron and aluminum, and waste electrical cables, accounting for 89.83% of total waste generated. Hazardous waste accounts for 10.17%, primarily consisting of waste printed circuit boards. In 2024, the recycling rate for general waste was 56.25%, while the recycling rate for hazardous waste was 35.64%.

The Taiwan Headquarters manages waste in accordance with the “Waste Disposal Act.” The Suzhou Plant follows relevant local regulations including the “Suzhou Municipal Domestic Waste Classification Management Regulations,” the “National Inventory of Hazardous Wastes,” the “Suzhou Municipal Hazardous Waste Pollution Prevention Regulations,” and the “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes.” The Brazil Plant handles all waste in compliance with local legal requirements, adopting the following waste management process: generation → temporary storage → collection → classification and weighing → categorized storage → transportation → recycling/co-processing. Waste classification in Brazil is conducted according to NBR 10004, and waste storage/disposal is performed in accordance with NBR 12235.

ADATA outsources waste collection and disposal to qualified waste management contractors. Contracts are renewed annually to confirm management requirements and operational practices. Contractors perform regular waste collection based on actual waste generation. ADATA conducts at least one audit each year of its waste disposal contractors to assess the storage, removal, treatment, and recycling practices of entrusted waste, with records maintained for verification. In 2024, no violations of contract obligations were recorded among waste disposal contractors.

Taiwan Headquarters

Waste Category	Waste Sub-category	Treatment Method	Waste Generated (tons)		
			2022	2023	2024
General Waste	Domestic waste (D-1801)	Incineration (non-energy recovery)	41.19	116.37	163.02
	Paper (R recyclable)	Material recycling	12.41	12.91	11.99
	Scrap iron (R-1301)	Material recycling	0.42	-	-
	Scrap aluminum (R-1304)	Material recycling	0	-	-
	Scrap wires and cables (D-2601)	Material recycling	0.29	-	-
	Others (R recyclable)	Material recycling	0.87	0.12	0.36
	Other non-recyclables	Others ^{Note 4}			16.38
	Metals	Material recycling	-	0.33	0.38
	Plastics	Material recycling	-	0.13	0.06
	Scrap materials	Sold		1.39	6.06
Hazardous waste	Waste electronic parts, scrap items and defective items (E-0217)	Material recycling	0.02	-	-
	Waste printed circuit boards and dust (E-0221)	Material recycling	0.105	-	-
General waste generated			55.18	131.25	198.25
Hazardous waste generated			0.125	-	0
Total waste generated			55.305	131.25	198.25

Note

1. Taiwan Headquarters was removed from the waste control monitoring list in 2023. Scrap iron (R-1301), scrap aluminum (R-1304), and scrap wires and cables (D-2601) in general waste were combined and disclosed as Metals; hazardous waste such as waste electronic components, scrap parts, and defective items (E-0217) is disclosed under Scrap Materials.
2. All waste is handled by qualified outsourced waste disposal contractors.
3. The waste disposal methods are obtained through contracts signed with outsourced contractors or through official waste reporting data.
4. Other non-recyclable waste refers to miscellaneous non-household items; some are large discarded items (chairs, cabinets), and some are small consumer electronics (keyboards). Disposal is carried out through destruction by the National Taxation Bureau.

Suzhou Plant

Waste Category	Waste Sub-category	Treatment Method	Waste Generated (tons)			
			2022	2023	2024	
General Waste	IC TRAY	Material recycling	59.46	166.12	104.01	
	Reels	Material recycling	16.76	20.24	15.11	
	PVC trays	Material recycling	4.67	9.72	6.48	
	Transparent turnover boxes	Material recycling	8.45	9.95	6.18	
	Cartons and waste paper	Material recycling	90.22	137.06	101.90	
	Waste color boxes	Material recycling	1.28	0.99	1.13	
	Scrap aluminum	Material recycling	0.72	0.11	0.25	
	Scrap iron	Material recycling	6.09	1.69	1.62	
	Solder paste cans	Material recycling	0.31	0.38	0.25	
	Scrap wires	Material recycling	0.18	0.73	0.52	
	Solder dross	Material recycling	0.008	0.015	0.008	
	Desoldering wick	Material recycling	0.02	0.04	0.018515	
	Steel plates	Material recycling	0	1.25	0.185	
	Scrap milling cutters	Material recycling	0.1	0.09	0.12	
	Scrap probes	Material recycling	0.00021	0.00013	0.00007	
	Plywood pallets	Material recycling	0	0	0.17	
	Black plastic pallets	Material recycling	0	0	0.048	
	Confidential documents	Material recycling	0	0	0.59	
	Hazardous waste	Waste circuit boards	Material recycling	20.01	27.18	21.71
		PCB dust	Incineration (non-energy recovery)	1.78	3.01	2.50
Chemical packaging containers		Incineration (non-energy recovery)	0.08	0.33	0.15	

Waste category	Waste sub-category	Treatment method	Waste generated (tons)		
			2022	2023	2024
Hazardous Waste	Waste circuit boards	Material recycling	20.01	27.18	21.71
	PCB dust	Incineration (non-energy recovery)	1.78	3.01	2.50
	Chemical packaging containers	Incineration (non-energy recovery)	0.08	0.33	0.15
	Waste solvent	Incineration (non-energy recovery)	1.16	1.39	1.56
	Waste alcohol	Incineration (non-energy recovery)	1.03	1.79	1.05
	Waste containing organic solvents	Incineration (non-energy recovery)	0.25	1.41	0.84
	Waste activated carbon	Incineration (non-energy recovery)	1.54	13.03	16.30
	Waste coolant	Incineration (non-energy recovery)	0	0.07	1.23
General waste generated			188.27	348.38	238.60
Hazardous waste generated			25.85	48.21	45.34
Total waste generated			214.12	396.59	283.94

Note

1. All waste is handled by qualified outsourced waste disposal contractors.
2. The waste disposal methods are obtained through contracts signed with outsourced contractors or through official waste reporting data.

Brazil Plant

Waste category	Waste sub-category	Treatment method	Waste generated (tons)		
			2022	2023	2024
General Waste	Non-hazardous waste (Note 3)	Landfill	5.8	9.6	19.38
	Sludge	Landfill	9.0	32.0	32.00
	Paper	Recycling	13.2	9.1	31.30
	Plastics	Recycling	12.5	13.2	7.60

Waste category	Waste sub-category	Treatment method	Waste generated (tons)		
			2022	2023	2024
General Waste	Metals	Recycling	0.033	0.056	0.47
	Wood	Recycling	4.9	1.7	5.72
	Inert waste (Note 4)	Landfill	-	-	4.50
Hazardous Waste	Contaminated waste (Note 5)	Incineration	14.1	8.1	15.29
	Electronic components	Incineration	0.6	0.6	0.17
	Edge trimmings	Incineration	0.4	0.5	0.00
	Lighting fixtures	Incineration	0.003	0.4	0.08
	Healthcare service waste (Note 6)	Incineration	-	-	0.04
General waste generated			45.4	65.7	100.96
Hazardous waste generated			15.1	9.6	15.58
Total waste generated			60.5	75.3	116.54

Note

1. All waste is handled by qualified outsourced waste disposal contractors.
2. Waste classification in Brazil is conducted according to NBR 10004, and waste storage/disposal is performed in accordance with NBR 12235.
3. Non-hazardous waste includes air conditioner filters, polystyrene foam, and ceiling tiles.
4. Inert waste includes construction waste.
5. Contaminated waste includes solder paste, cleaning compounds, personal protective equipment, and cloth contaminated by products.
6. Healthcare service waste refers to medical waste generated by nursing staff at the Manaus plant during healthcare procedures, such as gloves and bandages.

2.6.2 Waste Reduction Measures

To fulfill the goal of waste reduction, ADATA minimizes waste at the source through process design and technological improvements, and through resource sorting and recycling. In accordance with regulatory definitions, resource-type waste that may be generated within manufacturing plants, such as paper, plastics, metals, and packaging materials, is centrally collected and then handled by qualified waste collection and recycling contractors. ADATA is committed to recovering as many types of waste as possible and continuously seeks new recycling partners. This approach aligns with global waste reduction trends, reduces the environmental impact of waste generation, and lowers waste treatment costs.

CHAPTER 03

PRODUCT INNOVATION



3.1 Technological Innovation and Deployment

3.1.1 Products and Services

Recognizing AI as the global development focus for the coming five years, the Company will continue leveraging its leadership in the memory module industry to deepen its presence in memory-related AI applications, launching a full range of DDR5 memory modules, PCIe Gen5 SSDs, and XPG gaming products to meet diverse edge computing needs. At the same time, for enterprise and industrial applications, the Company continues to expand its offerings of RDIMM, ECC DIMM, and various performance and specification products. Supported by proprietary R&D technologies, these efforts strengthen the professionalism and uniqueness of industrial control application products.

ADATA will continue to introduce new products guided by the brand philosophy “Innovate Today, Embrace Tomorrow,” providing customers with comprehensive memory solutions. In product development, ADATA continues to launch next-generation memory products and actively expands its industrial-grade data storage portfolio. In response to AI-intensive data usage, the Company has introduced the eTLC series of solid-state drives, delivering both high performance and durability. These products extend capacity and scalability for applications such as edge computing and massive data processing, while also reducing resource consumption by minimizing the need for extensive molding due to product appearance differences. Packaging volume has also been reduced to be more environmentally friendly, cutting packaging waste and lowering carbon emissions during manufacturing.

On the branding front, ADATA has been listed among the Top 25 Best Taiwan Global Brands for five consecutive years. In 2024, the LEGEND 970 Gen5 SSD, featuring 10,000 MB/s read/write speeds and a patented air-cooling technology, received the Red Dot Design Award for outstanding product design. With its unique thermal design and user-friendly operation, the LEGEND 970 PRO Gen5 SSD received both the 2025 Taiwan Excellence Silver Award and Japan’s GOOD DESIGN Award. To advance environmental friendliness and support net zero, the Company launched the XPG LANCER NEON RGB DDR5 and the UC320 eco-friendly USB drive, both of which incorporate a high proportion of PCR recycled plastics, reducing carbon emissions generated during manufacturing, as well as water and energy consumption, thereby contributing to the circular economy.

Product Overview and Applications:

Major Products	Product Category	Application Function
Memory Modules	<ol style="list-style-type: none"> Memory modules used in desktop computers, notebook computers, servers, industrial computers, overclocking and gaming products. DDR, DDR2, DDR3, DDR3L, DDR4, and DDR5 DRAM in various speeds, capacities, and specifications for use in memory modules and system products. 	<ol style="list-style-type: none"> Used in desktop computers, notebook computers, workstations, servers, POS, gaming PCs/notebooks, creator PCs, and printers as system memory for data access. Used in monitors, ADSL, VDSL, CDRW, VGA cards, IA products, motherboards, IoT, Smart Home, IP CAM, robotics, and other information hardware and peripherals as system memory for data access.
Consumer Flash Memory Application Products	<ol style="list-style-type: none"> Various compact flash memory cards. USB flash drives. Flash memory card adapters/card reader series. 	Used as compact flash memory cards required by mobile devices, USB flash drives for data exchange in desktop or notebook computers, and flash card adapters/card reader series.

Major Products	Product Category	Application Function
Solid-State Drives	SATA3, PCIe Gen3, PCIe Gen4, PCIe Gen5, USB interface, Type-C interface, and solid-state drives required for enterprise servers and various industrial control applications.	Used in tablets, desktop computers, notebook computers, gaming consoles, enterprise servers, industrial computers, and cloud servers, offering storage solutions of various interfaces and form factors for different applications.
Mobile Device Peripherals	Power banks, fast chargers, and cables for various smartphones, including Type-C and other mobile and tablet accessories.	Used with smartphones and tablets for data exchange, storage expansion, and battery capacity expansion.
Permanent Magnet Synchronous Motors	<ol style="list-style-type: none"> Power systems for mobility applications Industrial and agricultural applications Motor controllers Smart logistics solutions 	<ul style="list-style-type: none"> High-power motors designed for two-wheeled, three-wheeled, and low-speed four-wheeled electric vehicles, forming core power units for electric mobility systems. Low-speed, high-torque direct-drive motors developed for industrial machinery and agricultural equipment, significantly enhancing operational efficiency and precision. High-power motor controllers for automotive and agri-industrial applications, ensuring system reliability and safety. Serving as the core power unit of intelligent unmanned transport vehicles, driving the development of smart warehousing and logistics automation.
In-Vehicle Products	<ol style="list-style-type: none"> Development of in-vehicle multimedia infotainment systems Development of vehicle IoT and AIoT systems Development of automotive electronic peripheral devices 	<ul style="list-style-type: none"> Integrates multifunctional entertainment and information display systems to fully enhance the driving and passenger experience. Enables connectivity between vehicles and between vehicles and infrastructure through IoT technologies, advancing the development of intelligent transportation systems. Covers key components such as various sensors and communication modules to strengthen the functionality and performance of in-vehicle electronic systems.
XPG Gaming	<ol style="list-style-type: none"> Key gaming PC components: overclocking DRAM, high-speed PCIe SSDs, PC chassis, power supply units, CPU liquid coolers. Various gaming peripherals: keyboards, mice, headsets. Gaming notebook computers. 	Applications extend across the gaming industry from internal PC components to external accessories and system development, offering a diverse range of gaming-related products.
Industrial Memory	Memory modules, flash memory cards, and solid-state drives for various industrial computer applications, including networking, gaming, industrial automation, transportation, medical, surveillance, energy, and aerospace storage needs.	Provides highly reliable and durable industrial-grade and enterprise-grade memory modules and NAND Flash application products, covering eight major vertical markets: IoT, servers, networking, transportation, edge computing, gaming, medical, and in-vehicle applications; wide-temperature SSDs are primarily used as storage devices in harsh outdoor environments.

3.1.2 Innovation and R&D

To strengthen its core competitiveness, ADATA has intensified its investment in product research and development in recent years and has recruited senior executives to enhance the capabilities of the R&D team. As the Company continues to diversify its product lines and develop next-generation products, R&D expenses as a percentage of revenue are expected to show a gradual upward trend.

Unit: NT\$ million

Year	2022	2023	2024
Item			
R&D expenses	601.195	599.941	776.029
Operating revenue	34,926.941	33,684.782	40,178,516
R&D expenses as a percentage of revenue	1.72%	1.78%	1.93%

Key products under research and development

1. Memory Products

Key innovative R&D products	Product advantages
ADATA M.2 ECO Package XPG M.2 ECO Package	Reduces the use of plastic packaging materials. For SSD M.2 products, packaging will adopt a paper-based internal structure to replace the original plastic blister, applicable to products weighing less than 20 g. Of the existing 26 products, 16 will adopt this design.
EC600 	<ul style="list-style-type: none"> 1. USB 3.2 Gen (10 Gbps) transmission interface Tool-free installation Suitable for 2.5-inch SATA HDD/SSD Enclosure made with 85% post-consumer recycled (PCR) plastic. Packaging made from FSC™-certified (Forest Stewardship Council) environmentally friendly paper materials to promote sustainable forest management and achieve reduction, recycling, and reuse.
UC320 	<ul style="list-style-type: none"> Equipped with USB 3.2 Gen1 transmission interface. Uses 85% post-consumer recycled plastic. Two-piece sliding structure design to reduce plastic usage. End-loop design for easy attachment to keyrings, charms, and other portable items.

Key innovative R&D products	Product advantages
<p>LEGEND 970 PRO</p> 	<ul style="list-style-type: none"> • Equipped with Gen5 x4 transmission interface • Sequential read/write speeds of 14,000/11,000 MB/s • Dual-layer aluminum with fan providing an active cooling system that delivers 20% better cooling than fanless heatsinks. • Active cooling powered directly through the M.2 slot with no need for an external power cable
<p>SC740 External SSD</p> 	<ul style="list-style-type: none"> • USB 3.2 Gen2 transmission specification with read/write speeds of 1,050/1,000 MB/s and transmission bandwidth up to 10 Gb/s. Comes with built-in USB-C cable, eliminating the need for a separate cable and improving storage convenience. • Using dual-material injection-molding technology with an outer TPE soft layer, the design provides 1.22-meter military-grade drop resistance and anti-slip functionality.
<p>MARS 980 PRO</p> 	<ul style="list-style-type: none"> • Equipped with Gen5 x4 transmission interface • Sequential read/write speeds of 14,000/13,000 MB/s • Aluminum with fan providing an active cooling system that delivers 15% better cooling than fanless heatsinks. • Active cooling powered directly through the M.2 slot with no need for an external power cable
<p>SC750 External SSD</p> 	<ul style="list-style-type: none"> • USB 3.2 Gen2 transmission specification with read/write speeds of 1,050/1,000 MB/s and transmission bandwidth up to 10 Gb/s. • Designed with an integrated USB-C male connector for plug-and-play use with no need to carry an additional cable

2. Automotive Products

Key innovative R&D products	Product advantages
<p>Electric Logistics and Carbon Emission Control Platform R&D Project (Logistics Technology Program)</p>	<ul style="list-style-type: none"> • Project Objectives and Benefits: This project aims to apply artificial intelligence algorithms and carbon management strategies to upgrade the existing platform into an innovative carbon reduction strategy system. The enhanced platform is expected to effectively mitigate “carbon anxiety” for logistics partners – such as Kerry TJ Logistics and Shyang Yih Freight – by enabling measurable reductions in carbon emissions as well as improvements in logistics operating costs. • Industry Collaboration Achievements: ADATA successfully secured a collaboration opportunity with Kuozui Motors, providing use-case specific solutions and vehicle communication protocols for four-wheel commercial trucks. The project resulted in the development of a standardized vehicle-to-device communication method, enabling two-way data transmission and remote vehicle control, surpassing legacy constraints where onboard units could only perform one-way data reading. • Environmental Benefit Verification: In partnership with the Metal Industries Research & Development Centre (MIRDC), the platform integrates a carbon emission verification mechanism. All carbon footprint coefficients used by the system have been verified by a third-party institution to ensure traceability, real-time accuracy, and effective carbon footprint management.
<p>Electric Three-Wheel Cold-Chain Vehicle</p>	<ul style="list-style-type: none"> • Addressing Industry Pain Points: This product is designed to resolve long-standing issues in agricultural cold-chain operations, where traditional pre-cooling methods are time-consuming, water-intensive, and costly, placing a heavy burden on small farmers. It also reduces the risk of produce contamination during the soaking process and addresses traffic-safety hazards caused by agricultural vehicles being improperly used on public roads. • Innovative Solution: ADATA successfully developed an electric three-wheel cold-chain vehicle that adopts a low-temperature distribution model. With simple cleaning, agricultural products can be directly delivered to cold-storage facilities without undergoing hydro-cooling. The electric vehicle produces zero air pollution and has passed street-legal certification, ensuring safety and regulatory compliance on public roads and significantly reducing traffic-accident risks. • Market Expansion Potential: This product can be further promoted for distribution applications in large-scale logistics markets through Modularity / Engineering tweaks, with its design philosophy centered on logistics-driven needs. For end consumers, commercial requirements serve as the primary consideration, and dedicated vehicle models can be developed to enhance power-support capabilities. • Product Evolution: The product has now advanced to its second-generation built-in freezer model. <ul style="list-style-type: none"> • 1st gen: Equipped with an external freezer box, featuring a total vehicle height of 200 cm and an original storage capacity of 600 liters. • 2nd gen: Featuring a built-in freezer box design, with a total vehicle height of 182 cm and a freezer box height of 148 cm, while maintaining a certified storage capacity of 600 liters.

Key innovative R&D products	Product advantages
Electric Three-Wheel Vehicle with Kymco ionex Battery Charging System	<ul style="list-style-type: none"> Accelerated Development Timeline: Through collaboration with Kymco, the vehicle incorporates ionex mass-production battery modules, significantly accelerating time-to-market while ensuring the safety and stability of the battery system. Enhanced Charging Convenience: In partnership with eTreego Co., Ltd., the vehicle adopts charging-translation components that enable seamless compatibility with existing commercial charging-station infrastructure. System Integration and Verification: Building on the above technological achievements, the Company further optimized the VCU control firmware and vehicle wiring, and completed full-vehicle testing and calibration to ensure optimal system performance. Regulatory Certification: This vehicle model has successfully obtained safety certification from the Ministry of Transportation and Communications, as well as platform-model and dual-compartment certifications under the Ministry of Economic Affairs' TES charging version program, fully demonstrating its legality and product safety.
Electric Scooter Power System	<ul style="list-style-type: none"> Environmental Benefits: As a zero-emission mode of transportation, electric scooters effectively replace short-distance trips typically taken by gasoline-powered cars or motorcycles, significantly reducing carbon footprints and contributing to environmental protection. Urban Economic Momentum: Through the development of shared-scooter operations, charging systems, fleet management, and Internet of Things (IoT) technologies, not only have urban transportation convenience and efficiency improved, but new employment opportunities and service models within the sharing economy have also been created, injecting new vitality and smart solutions into urban economic development.
Electric Three-Wheel Vehicle – 1000L Honeycomb Model	<ul style="list-style-type: none"> Enhanced Transport Efficiency: Given the original three-wheel model's 800-liter capacity limitation, ADATA successfully developed a 1,000-liter model while maintaining all required driving-safety considerations. This upgrade increases logistics load capacity by 25%, effectively reducing transportation costs for large-volume items, decreasing the total number of delivery trips, and lowering battery-energy consumption. Structural and Durability Improvements: The original wooden and aluminum cargo box structure has been successfully upgraded to a honeycomb-panel design. This innovative structure ensures superior weather resistance and durability, such as mold growth and wood cracking due to water absorption, and significantly enhances product durability and service life.



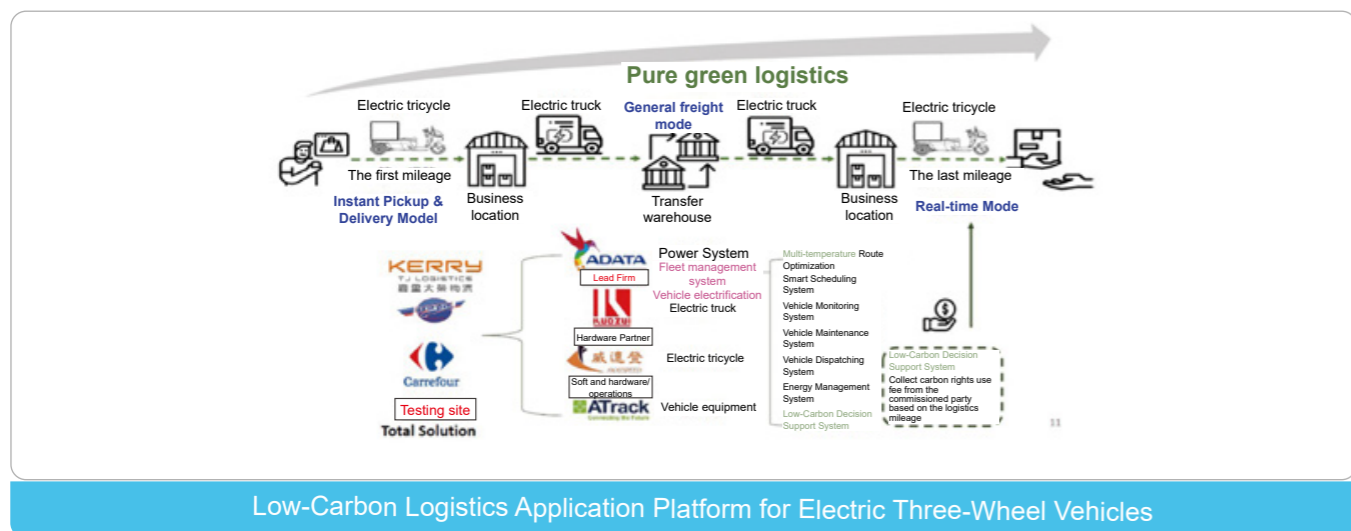
Electric Three-Wheel Vehicle – 1000L Honeycomb Model



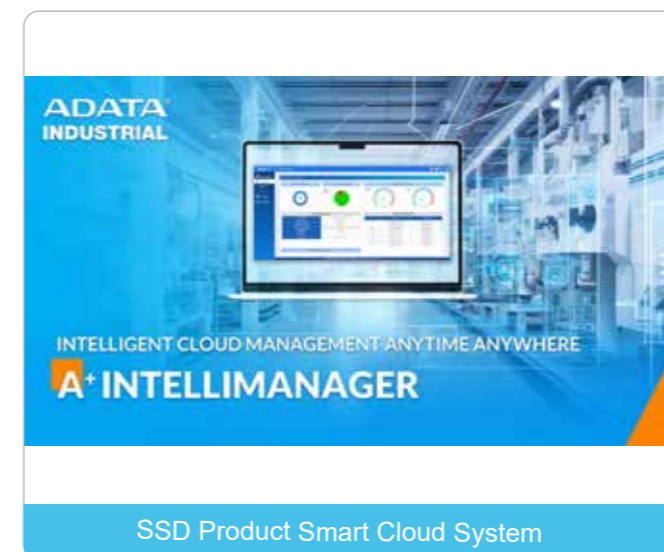
Electric Three-Wheel Cold-Chain Vehicle

3. Industrial Products

Key innovative R&D products	Product advantages
SSD Product Smart Cloud System	In 2024, the newly developed A+ IntelliManager storage-management system began collecting and monitoring SSD health information via the cloud. Based on data analysis, the system provides early warnings for SSD issues, reducing technician dispatches, maintenance costs, or product returns, and improving enterprise operational efficiency and resource management.
Dispensing Process Modification	A dispensing process modification was implemented across three SSD product lines (from four-side dispensing to four-corner dispensing), reducing material usage and improving heat dissipation performance. Testing showed that, under identical conditions, the controller operating temperature was reduced by 9.3°C. Effective heat dissipation reduces component damage, lowers the frequency of equipment replacement, and decreases cooling system demand.



Low-Carbon Logistics Application Platform for Electric Three-Wheel Vehicles



SSD Product Smart Cloud System



Dispensing Process Modification

4. XPG Gaming Products

Key innovative R&D products	Product advantages
XPG NIA Gaming Handheld	The first circular-computing design concept. All boards can be reused and repurposed. The new mechanical housing can be made from 3D-printed components, and the device can be reused. For example, the handheld board may become a backup controller, while the motherboard may be repurposed as a Wi-Fi router, TV media center, or home photo-storage device.
XPG Desktops	All packaging has been converted from more polluting EPS to EPE.
FUSION 1600 Titanium Power Supply	<p>Co-developed by XPG and Delta Electronics, providing the highest-level power supply for advanced PC DIY users. It is also the most powerful workstation solution designed for enterprises and high-end professional creators.</p> <ul style="list-style-type: none"> • The patented flat transformer, GaN MOSFETs, and 100% Japan-made 105°C capacitors redefine the power-supply category. • The power supply contains three synergistically operating MCUs to monitor and manage the high performance LLC digital platform. • Equipped with two 12VHPWR (12+4 pin) connectors, capable of handling up to 600W power requirements, supporting current and next-generation graphics cards. • Using XPG PRIME management software to monitor and customize the performance of the XPG FUSION 1600 TITANIUM.
CYBERCORE II Power Supply	<p>Designed for Intel ATX 3.0 with a 12VHPWR connector, precisely meeting all future high performance requirements. Whether for gamers, creators, or AI machine-learning applications, the ATX 3.0 PSU can meet the demand.</p> <ul style="list-style-type: none"> • The optimal compatibility solution for the latest high-end graphics cards equipped with a 12VHPWR 12+4 pin connector. • Certified with Cybenetics ETA PLATINUM and LAMBDA A-, reflecting XPG's uncompromising principles and quality assurance in power-supply products. • An 80 PLUS Platinum certified power supply, delivering up to 92.91% conversion efficiency at 50% load under 115 VAC, exceeding the certification baseline of 92%. Exceptional stability and high conversion efficiency meet the performance demands of high-end systems. • The Platinum power supplies feature the XPG VENTO PRO 120 PWM fan, continuing the powerful fan collaboration launched in 2020 with the renowned fan brand Nidec. Its dual ball-bearing design and patented blade engineering enhance cooling performance and deliver a near-perfect noise-to-lifespan balance (capable of continuous operation for 60,000 hours under extreme 60°C ambient temperature). The fan-control design automatically switches to zero RPM under low loads, reducing noise, extending fan lifespan, and lowering overall power-supply fan noise. • The Platinum-level power-supply series uses all-Japanese 105°C capacitors to ensure stable and efficient power output, reduce noise, and enhance overall power-supply reliability. • The DC-to-DC switching-voltage design ensures voltage stability and prevents output imbalance, while providing a more stable and efficient protection mechanism for both the power supply itself and other system components.



Product Services and Patent Management

Since its establishment, ADATA has focused on developing innovative products. To enhance its core competitiveness, the Company has, in recent years, recruited senior executives to strengthen the R&D team’s capabilities. ADATA invests substantial R&D resources every year and has established dedicated R&D departments for different product lines to deliver diversified, multifunctional, and comprehensive product offerings, thereby reinforcing product competitiveness and brand value, increasing market share, and meeting the diverse needs of customers.

Intellectual property (IP) rights are ADATA’s most important intangible assets. Through proper utilization of intellectual property, the Company has successfully expanded its operations and built a strong protective framework. Effective management and application of intellectual property are recognized as obligations and responsibilities shared by the Board of Directors to all employees. ADATA leverages innovative technologies to provide high value-added, diversified integrated product designs. The R&D team continues to invest in advanced technological solutions and aligns its efforts with ADATA’s strategic planning and operational objectives to ensure the effective creation, management, and application of intellectual property rights. Furthermore, ADATA has established a diverse incentive system. In accordance with the Company’s Regulations Governing Intellectual Property Application, Maintenance, and Incentives, rewards are provided for patent applications and certifications. This system encourages individuals and teams to pursue innovation and invention, supporting each business unit from initial ideation through internal review and subsequent intellectual property and patent applications.

To implement ESG principles and maximize the benefits of intellectual property, ADATA became the first company in the memory module industry to apply for intellectual property management certification. In 2022, ADATA successfully passed the review and obtained the national-level TIPS (Taiwan Intellectual Property Management System) Grade A Certificate, becoming a model enterprise for intellectual property management. To effectively strengthen intellectual property competitiveness and reduce unnecessary risks and costs, ADATA adopts a multi-dimensional, comprehensive strategy in IP management. The Company not only encourages innovation through incentive programs superior to industry standards, enhancing its intellectual property capabilities, but also performs “preliminary procedures” prior to product development to reduce unnecessary patent filings and improve product quality. Additionally, through the establishment of internal regulations and the implementation of education and training programs, ADATA effectively strengthens employees’ awareness and understanding of intellectual property protection.

ADATA’s R&D achievements have been recognized through numerous domestic and international patents and inventions. In 2024, the Company filed 73 applications and obtained 55 approved patents. As of the end of 2024, ADATA has accumulated more than 800 approved patents worldwide.

2024	Memory	Industrial	Automotive	XPG	Total
Number of Patent Applications	21	8	34	10	73
Number of Patents Granted	20	3	18	14	55

Industry–Academia Collaboration

To promote integration between ADATA products and academia, the Company engages in industry–academia collaboration with major universities to help students develop professional skills and technical capabilities. These programs allow young students interested in the industry to gain early insight into the sector, while enabling the Company to identify outstanding potential talent to meet future workforce needs and create a win-win outcome.

Partner Schools	Project Title	Development Results	Future Application Fields
Feng Chia University	Building The Future	<ul style="list-style-type: none"> Learning the CAD skills required for manufacturing Participating in the design and Design for Manufacturability (DFM) of next-generation chassis front covers. Understanding mold development for Manufacturing Scalability (MFG Scalability). 	Exploring achievements gained in the student’s master’s research in the field of 3D printing.
National Taipei University of Technology	Building the Future	<ul style="list-style-type: none"> Learning to validate new products Conducting engineering validation of a new riser cable and graphics card to address issues related to signal stability and high-speed transmission. Developing innovative test methods for fans and hybrid heatsinks to understand CPU power consumption and overclocking characteristics. 	Supporting interns in gaining valuable practical experience for their master’s research in IC packaging development.
National Taiwan Normal University	Electric Three-Wheel Vehicle Market Promotion Program	Developing a marketing plan with the goal of promoting the ALWAYSPEED electric three-wheel vehicle	Commercial Electric Three-Wheel Vehicle Market Promotion Program and Dormitory Relocation Leasing Plan for National Central University



National Taiwan Normal University





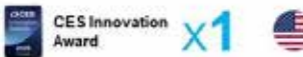

















Industry–Academia Collaboration – Building the Future

Innovation and R&D – Awards and Recognitions

ADATA recognizes that professionalism and innovation are essential to building product competitiveness. From industrial design and raw material procurement to production processes and quality inspection, every step undergoes rigorous execution and scrutiny by ADATA's professional teams. With a commitment to continuous innovation, ADATA strives to develop high-quality differentiated products and has been honored with numerous international product awards, including the Taiwan Excellence Award, Best Choice Award, Japan Good Design Award, CES Innovation Award, and Germany's iF Product Award and Red Dot Design Award.

In 2024, ADATA demonstrated its strong R&D foundation. With its unique thermal design and user-friendly operation, the "LEGEND 970 PRO Gen5 Solid State Drive" won the Taiwan Excellence Silver Award. Embodying the brand concept "Innovate Today, Embrace Tomorrow," ADATA's "UC320 Eco-Friendly USB Flash Drive," "SC720 External SSD," and XPG's "INVADER X FAMILY Gaming Chassis" and "LANCER NEON RGB DDR5 Gaming Memory" received Taiwan Excellence recognition, showcasing the ADATA Group's outstanding brand value and competitiveness in product planning, R&D capabilities, and brand expression.

Product Awards in 2024

  <p>MARS 980 STORM</p>	  <p>LANCER NEON RGB</p>	  <p>LEGEND 970</p>	  <p>LEGEND 970 PRO</p>  <p>UC320</p>
  <p>INVADER X</p>	  <p>SC720</p>  <p>LEGEND 970 PRO</p>	 <p>SD810</p>  <p>BATTLECRUISER II</p>	  <p>SC720</p>  <p>LANCER NEON RGB</p>  <p>INVADER X series</p>

3.2 Product Quality and Safety

Product Monitoring

ADATA's Quality Policy is "It is our commitment to provide finest quality and service for customer's complete satisfaction." With a focus on quality first, customer orientation, continuous quality improvement, and ongoing innovation, the Company rigorously monitors new product development and validation – from design and production to inspection and delivery – following relevant procedures to ensure product quality. To improve product function and performance, ADATA conducts quality enhancements, performance upgrades, and the development of high value-added products. To ensure supply chain stability, the Company establishes long-term strategic partnerships with major raw material suppliers, builds safety stock mechanisms based on material schedules, and strives to meet customer delivery requirements as specified in contracts.

When customers have quality-related issues or other concerns, the sales, quality, and customer service teams work together to respond and address customer needs. To ensure customer satisfaction and achieve the Company's quality/ESG/occupational health and safety policies and objectives, ADATA has established continuous improvement processes and encourages all employees to innovate, improve, and enhance the efficiency of product quality workflows. Since 2009, ADATA has promoted a culture of continuous quality improvement, including quality circles, continuous improvement projects, Six Sigma, and improvement proposals. Improvement proposals were launched in 2015. With strong support from senior management, all employees are encouraged to participate, supported by attractive incentive bonuses to motivate engagement and reinforce a culture of continuous improvement. In 2024, a total of 212 proposals were submitted, with incentive bonuses amounting to NT\$559,500. Improvement proposals primarily focused on process establishment and optimization (33%), cost reduction (24%), and working-hour reduction (23%), effectively enhancing operational efficiency and resource utilization while improving employee well-being and reinforcing the Company's commitment to sustainable operations.

Outstanding Proposal Items	Improvement Benefits
PCIe Integrated Testing System Development	Improved testing efficiency, with an estimated annual savings of NT\$350,000
SSD Abnormal Log Analysis Tool Development	Improved defective product analysis efficiency, with an estimated annual savings of approximately NT\$259,000
Foreign Exchange Position and Valuation Gain/Loss	Reduced processing time, with an estimated annual savings of approximately NT\$324,000

Through consensus-building with customers to establish reasonable sales prices, as well as through customer satisfaction surveys and continuous improvement efforts, the Company strives to meet customer expectations for service satisfaction. ADATA places strong emphasis on fulfilling its commitments to product quality and maintaining customer satisfaction. Each year, customer satisfaction surveys are conducted for key domestic and international customers in each sales region, with corrective actions implemented for any areas of dissatisfaction. Findings are further summarized and reported in management meetings for review.

In addition, in accordance with the ISO 9001 Quality Management System, ADATA applies a process-oriented approach and the PDCA (Plan–Do–Check–Action) cycle to ensure that each process is supported by adequate resources and oversight. Opportunities for improvement are identified and acted upon, while risk management, internal audits, and management reviews are consistently implemented. This approach enhances product quality, customer satisfaction, and overall corporate performance, forming a solid foundation for sustainable development.

Effectiveness and Results of Product Monitoring and Management

Product Management Measures	Product Life Cycle Stage	Description of Management Effectiveness	Management Method	Product Type	Proportion of Managed Products in This Category
Material Quality and Safety	R&D	Materials comply with quality, safety regulations, green product standards, and product reliability requirements	According to the Parts Approval Operation Instruction	Raw Materials	100%
Product Manufacturing Quality Management	Manufacturing and Production	Compliant with product quality standards	According to the Process Control Operation Procedure	Semi-finished products, finished products	100%
Product Quality and Safety	Certification	Ensuring that products comply with quality requirements, local regulations, and specific safety requirements in each country	According to the New Product Development and Introduction Operation Procedure	Finished products	100%

Product Type	Product Quality Management Results	Management Basis
All Products	2024 Customer Satisfaction Rate Average score 84.0	Based on customer type, questionnaires are categorized into channel, OEM/system manufacturer/industrial control, and automotive customers. Satisfaction (1–5) is assessed across five major rating dimensions, including product, delivery, quality service, environmental protection, technical service, and official website. Satisfaction results help understand the customer's overall perception of the Company. For areas of dissatisfaction, ADATA conducts cross-departmental investigations to identify root causes and review improvement measures, with feedback provided to customers as a reference for enhancing satisfaction.
	2024 Customer Complaints Green product HS-related cases = 0	According to the Customer Corrective Action Request Operation Instruction and the Nonconforming Product Control Operation Procedure, relevant departments in sales, quality, R&D, and others follow established processes to ensure effective handling of customer-reported issues. Timely actions are taken to address engineering, quality, or environmental hazardous substance concerns, further improving customer satisfaction. If the issue relates to environmentally hazardous substances, handling and notification follow the internal Nonconforming Product Control Procedure.
		ADATA applies the 8D (Eight Disciplines of Problem Solving) methodology to manage case response timeliness and progress, ensuring effective resolution and enhanced customer satisfaction.
	2024 Incoming Material Inspection, HF Defect Detection = 0	According to the Incoming Inspection and Verification of Environmentally Friendly Product Operation Instruction, a total of 382 incoming inspections were conducted in 2024, with HF defect detection = 0.
	2024 Continuous Improvement Proposals: 212 Cases	According to the Continuous Improvement Process Operation Instruction

Eco-Friendly Products

ADATA places great emphasis on consumer safety and customer expectations for product quality. All export product designs have fully adopted green design and green procurement supply chain policies, and have passed IECQ QC080000 Hazardous Substance Process Management System certification. ADATA continuously tracks global regulatory trends and updates, revising internal management mechanisms in a timely manner to ensure products with low environmental impact and low risk.

International regulations observed include RoHS (Restriction of Hazardous Substances Directive), REACH (Registration, Evaluation, Authorization and Restriction of Chemicals), WEEE (Waste Electrical and Electronic Equipment Directive), Conflict Minerals Regulation, Low Halogen standards, California Proposition 65, and TSCA (Toxic Substances Control Act). The Company defines different management levels based on regulatory updates or new requirements to meet customers' diverse product quality expectations.

To implement environmental substance control, ADATA has established an Environmental Management Substance Control Standard. Materials compliant with environmental regulations are selected for product development, with strict design-stage control throughout the entire process. Products undergo quality testing and appropriate third-party testing and certification in accordance with environmental regulations in each country. Product sales, manufacturing, and supply chain operations strictly follow legal requirements to ensure customer expectations and the safety and health of end-users.

In addition, ADATA has established a Supplier Collaborative Platform System. Through system announcements, suppliers can promptly receive the Company's latest policy updates and survey requests, enabling faster and more efficient communication of policy expectations and execution requirements.



SASB TC-SC-410a.1 Proportion of Product Revenue Containing IEC 62474 Declarable Substances

For this disclosure, DRAM Module products under ADATA's own brand are selected as representative. All items comply with IEC 62474 low-halogen material requirements and incorporate environmental management measures during the manufacturing stage. The scope of this Report focuses on product material composition. During the reporting year, 100% of DRAM Module products met IEC 62474 requirements. DRAM Module products accounted for 46.84% of total product revenue, demonstrating the Company's continued efforts in promoting green design and product responsibility.

CHAPTER 04

SOCIAL PROSPERITY



4.1 Talent Attraction and Retention

Management Approach GRI 3-3			
Material Topic	Talent Attraction and Retention		
Corresponding GRI Standard	GRI 2-23 – GRI 2-25, GRI 2-7 – GRI 2-8, GRI 401, GRI 402		
Materiality and Impact	<p>ADATA's corporate culture is defined as: [Upstanding, Community-Centered, Trustworthy, Diligent, Adept, Team-Oriented, Devoted, Innovative].</p> <p>The Company operates with an [upstanding] and people-centered philosophy, fostering a workplace where [adept] employees can fully apply their talents, cultivating a culture that is [team-oriented], [devoted] to both the Company and family, and [innovative] in spirit. At the same time, the Company builds a sustainable organization grounded in [community-centered] values, [trustworthy] conduct, and [diligent] effort for the common good.</p> <p>ADATA ensures diverse, inclusive, and respectful recruitment practices, without discrimination on the basis of gender, religion, race, nationality, or political affiliation. Through an energetic and employee-friendly employer brand, competitive total rewards, and healthy workforce mobility, the Company continues to strengthen its corporate culture and support sustainable organizational development. By aligning with the Company's values, the employer brand is strengthened, and corporate participation in social and public welfare issues is enhanced. Meanwhile, competition for talent among enterprises continues to intensify, creating supply–demand imbalances in the labor market.</p>		
Commitments / Policies	<ol style="list-style-type: none"> 1. ADATA actively cultivates its employer brand and diversified recruitment channels, striving to be recognized internally and externally as a top employer and an excellent workplace. 2. ADATA provides timely manpower to meet operational needs and fill critical positions. 3. ADATA ensures competitive and equitable total compensation linked to performance. 4. ADATA implements diverse, people-centered health and employee well-being programs. 		
Goals	<table border="0"> <tr> <td> <p>Short term:</p> <ol style="list-style-type: none"> 1. Stable and suitable new hires. 2. Timely replenishment of required manpower. 3. Competitive and equitable total remuneration. 4. A healthy turnover rate. </td> <td> <p>Medium to long term:</p> <ol style="list-style-type: none"> 1. Becoming a top employer and excellent workplace recognized by employees and external stakeholders. 2. Healthy workforce mobility that enhances organizational synergy and operational sustainability. </td> </tr> </table>	<p>Short term:</p> <ol style="list-style-type: none"> 1. Stable and suitable new hires. 2. Timely replenishment of required manpower. 3. Competitive and equitable total remuneration. 4. A healthy turnover rate. 	<p>Medium to long term:</p> <ol style="list-style-type: none"> 1. Becoming a top employer and excellent workplace recognized by employees and external stakeholders. 2. Healthy workforce mobility that enhances organizational synergy and operational sustainability.
<p>Short term:</p> <ol style="list-style-type: none"> 1. Stable and suitable new hires. 2. Timely replenishment of required manpower. 3. Competitive and equitable total remuneration. 4. A healthy turnover rate. 	<p>Medium to long term:</p> <ol style="list-style-type: none"> 1. Becoming a top employer and excellent workplace recognized by employees and external stakeholders. 2. Healthy workforce mobility that enhances organizational synergy and operational sustainability. 		
Responsibility	Human Resources Department / Employee Welfare Committee / Service Department		
Resources	Management expenses / Workforce budget / Employee welfare funds		

Management Approach GRI 3-3

- Action Plans**
- Management of Positive Impact:
1. Provide competitive remuneration.
 2. Participated in the third-party HR Asia and Great Place to Work® Institute evaluation and certification.
 3. Organize charitable donations and material-giving programs.
 4. Encourage employee involvement in public welfare, including subsidies for charitable organizations and providing volunteer leave.
- Management of Negative Impact:
1. Maintain a healthy employee turnover rate.

Actual Results	<p>Taiwan Headquarters:</p> <ol style="list-style-type: none"> 1. There were 148 new hires in 2024. 2. The average annual salary for full-time non-managerial employees in 2024 was NT\$1,880,000. 3. The median annual salary for full-time non-managerial employees in 2024 was NT\$1,195,000. 4. The average employee welfare expenditure per capita in 2024 was NT\$2,678,000. 5. Certified by Great Place to Work® as one of the Best Workplaces™ in Asia 2025, marking the fifth consecutive year of recognition. 6. ADATA was recognized by HR Asia, a leading human resources publication in the region, as one of the Best Companies to Work for in Asia 2025, achieving the honor for the sixth consecutive year. 7. In 2022, ADATA pioneered the launch of an employee stock ownership trust program within the industry. All full-time employees with at least one year of service may voluntarily enroll, and ADATA matches employees' monthly contributions with equivalent incentive grants invested in Company stock, strengthening a system that enables employees to share in the Company's business achievements. 8. ADATA also offers employee stock subscriptions, allowing employees to purchase Company shares at a price below market value. 9. Retention bonuses are granted to key talent. <p>Suzhou Plant:</p> <ol style="list-style-type: none"> 1. There were 24 new hires in 2024, representing a 5.1% hiring rate. 2. The average annual salary expenditure per employee in 2024 was NT\$599,527 (calculated based on an RMB-to-TWD exchange rate of 4.4557). 3. The average annual salary for full-time non-managerial employees in 2024 was NT\$511,799, and the median salary was NT\$421,476. 4. Total employee welfare expenses in 2024 amounted to NT\$116,748,583, averaging NT\$291,871 per employee. <p>Brazil Plant:</p> <ol style="list-style-type: none"> 1. There were 163 new hires in 2024 (employees who separated within three months are excluded from new-hire calculation). 2. The average annual salary for full-time non-managerial employees in 2024 was NT\$23,618, and the median salary was NT\$34,622 (calculated based on a BRL-to-TWD exchange rate of 5.98352). 3. Total employee welfare expenses in 2024 amounted to NT\$80,209,139, averaging NT\$155,749 per employee.

Management Approach GRI 3-3

- Evaluation Mechanisms:**
1. A new-hire rate that significantly exceeds the turnover rate.
 2. Regular industry-wide remuneration and benefits surveys.
An annual remuneration and benefits benchmarking survey is conducted to review and adjust the salary grading tables. In recent years, starting salaries for new graduates have been adjusted in response to broader market conditions, serving also as a reference for the Company's annual salary reviews to ensure fair compensation and sustain ADATA's competitiveness in remuneration.
 3. Statistics on the utilization of employee welfare funds:
 - (1) Subsidies for marriage, bereavement, and emergency medical assistance: 0.85%
 - (2) Education subsidies and scholarships for employees and their children: 4.03%
 - (3) Recreation, leisure activities, and team-building programs: 71.68%
 - (4) Festival bonuses, year-end gatherings, and other welfare activities: 23.44%

Suzhou Plant

 - (1) Subsidies for marriage, bereavement, and emergency medical assistance: 0.25%
 - (2) Social insurance and provident funds: 68.41%
 - (3) Recreation, leisure activities, and team-building programs: 0.7%
 - (4) Festival bonuses, year-end gatherings, and other welfare activities: 30.64%

Brazil Plant

 - (1) Subsidies for marriage, bereavement, and emergency medical assistance: 9.03%
 - (2) Social insurance and provident funds: 58.06%
 - (3) Recreation, leisure activities, and team-building programs: 0.62%
 - (4) Festival bonuses, year-end gatherings, and other welfare activities: 32.29%

Effectiveness Evaluation

Complaint Channels	<p>Whistleblowing and Complaint Channels</p> <ol style="list-style-type: none"> 1. Annual strategy meetings / management meetings 2. Performance evaluation feedback mechanisms / labor-management meetings / surveys / employee mailbox 3. Employee Assistance Program (EAP) / Workplace Unlawful Infringement Prevention Program <p>Email: opinion@adata.com</p>

Human Resources

As of December 31, 2024, ADATA employed 1,697 individuals, all of whom were full-time employees. The Company had no part-time employees. The male-to-female ratio was 5.7 to 4.3, a difference primarily attributable to the characteristics of the manufacturing industry. Non-employee workers, referring to individuals who perform work at ADATA sites but are not directly employed by the Company, totaled 383 in 2024, primarily consisting of agency-dispatched personnel. The headcount is calculated based on the average number of such workers on the last day of each month during the reporting year.

Workforce Structure by Gender, 2022–2024

Year	Employee Category	Headquarters		Suzhou		Brazil		Total	
		Male	Female	Male	Female	Male	Female	Male	Female
2022	Non-fixed-term employees	358	306	68	39	268	180	694	525
	Fixed-term employees (contract employees)	1	10	299	197	9	7	309	214
	Part-time employees	0	0	0	0	0	0	0	0
	Full-time employees	359	316	367	236	277	187	1,003	739
	Employee headcount	359	316	367	236	277	187	1,003	739
	Total	675	603	603	464	464	464	1,742	1,742
2023	Non-fixed-term employees	361	325	75	41	291	169	727	535
	Fixed-term employees (contract employees)	2	0	366	267	9	9	377	276
	Part-time employees	0	0	0	0	9	9	9	9
	Full-time employees	363	325	441	308	291	169	1,095	802
	Employee headcount	363	325	441	308	300	178	1,104	811
	Total	688	650	817	616	600	356	1,915	1,915
2024	Non-fixed-term employees	332	310	79	43	334	198	745	551
	Fixed-term employees (contract employees)	1	1	198	142	26	33	225	176
	Part-time employees	0	0	0	0	26	33	26	33
	Full-time employees	333	311	277	185	334	198	944	694
	Employee headcount	333	311	277	185	360	231	970	727
	Total	644	622	454	361	754	460	1,697	1,697

Structure of Non-Employee Workers by Worker Type, 2022–2024

Region	Worker Type	2022 Headcount	2023 Headcount	2024 Headcount	Job Description
Taiwan Headquarters	Contractors	27	64	31	Meal services, product testing, and patrolling buildings and surrounding areas to ensure door and window security and environmental maintenance needs
	Commissioned consultants	13	21	0	Consultation services in specialized fields
Suzhou	Agency-dispatched workers	266	113	167	Production line operators
	Contractors	70	72	71	Landscaping, employee cafeteria services, security, and cleaning operations
Brazil	Agency-dispatched workers	5	9	59	Temporary workers engaged to fulfill required job duties
	Contractors	38	38	55	Responsible for security and sanitation services
Total		419	317	383	

New Employee Hires and Employee Turnover GRI 401-1

As of December 31, 2024, ADATA recorded a total of 335 new hires, representing a new-hire rate of 20%, and 641 separations, representing a turnover rate of 38%. ADATA is committed to maintaining a stable organizational workforce to support business growth while ensuring healthy employee mobility.

Further analysis of 2024 turnover data shows that the primary reasons for employee separation were personal career plans, caregiving responsibilities, and health considerations. Secondary reasons included underperformance or inability to adapt to the role, as well as manpower adjustments in the manufacturing plants due to fluctuations in production demand. To address adaptation challenges and performance issues, ADATA actively implements support measures. These include assigning onboarding buddies to help new hires acclimate to the Company's culture and daily administrative processes, and having supervisors and employees jointly establish performance improvement plans to align expectations, clarify organizational goals, and define concrete action steps.

Workforce Structure by Gender, 2022–2024

Year	Gender	Age	Headquarters Headcount	Suzhou Headcount	Brazil Headcount	Total Headcount	New-Hire Rate	
2022	Female	< 30 years old	35	30	25	90	33%	
		31–50 years old	64	38	52	154		
		> 51 years old	0	0	3	3		
	Male	< 30 years old	22	54	22	98	28%	
		31–50 years old	58	65	52	175		
		> 51 years old	6	0	4	10		
	Total			185	187	158	530	30%
	2023	Female	< 30 years old	38	102	19	159	45%
			31–50 years old	77	96	30	203	
> 51 years old			3	0	0	3		
Male		< 30 years old	32	148	29	209	42%	
		31–50 years old	68	107	52	227		
		> 51 years old	17	1	6	24		
Total			235	454	136	825	43%	

Year	Gender	Age	Headquarters Headcount	Suzhou Headcount	Brazil Headcount	Total Headcount	New-Hire Rate	
2024	Female	< 30 years old	24	9	34	67	24%	
		31–50 years old	42	2	49	94		
		> 51 years old	4	0	11	15		
	Male	< 30 years old	27	7	25	63	17%	
		31–50 years old	38	6	40	86		
		> 51 years old	13	0	4	17		
	Total			148	24	163	335	20%

- Note**
1. Employees who separated within three months are excluded from the new-hire calculation.
 2. The new-hire rate is calculated as: $(\text{Number of new hires in the given category during the year} \div \text{Total year-end headcount for that year}) \times 100\%$.

Employee Separations, 2022–2024

Year	Gender	Age	Taiwan Headcount	Suzhou Headcount	Brazil Headcount	Total Headcount	New-Hire Rate
2022	Female	< 30 years old	29	8	9	46	23%
		31–50 years old	69	14	37	120	
		> 51 years old	4	0	0	4	
	Male	< 30 years old	16	14	15	45	21%
		31–50 years old	79	22	49	150	
		> 51 years old	13	0	0	13	
Total			210	58	110	378	22%

Employee Separations, 2022–2024

Year	Gender	Age	Taiwan Headcount	Suzhou Headcount	Brazil Headcount	Total Headcount	New-Hire Rate
2023	Female	< 30 years old	30	65	13	108	34%
		31–50 years old	51	60	49	160	
		> 51 years old	3	0	1	4	
	Male	< 30 years old	21	106	43	170	
		31–50 years old	58	77	49	184	
		> 51 years old	12	0	4	16	
Total			175	308	159	642	34%
2024	Female	< 30 years old	31	56	21	108	39%
		31–50 years old	42	79	48	169	
		> 51 years old	3	0	2	5	
	Male	< 30 years old	19	84	24	127	
		31–50 years old	47	89	68	204	
		> 51 years old	16	1	11	28	
Total			158	309	174	641	38%

Note

1. Employees who separated within three months are excluded from the new-hire calculation.
2. The separation rate is calculated as: (Number of separations in the given category during the year ÷ Total year-end headcount for that year) × 100%.

Benefits Provided to Full-Time Employees (Excluding Temporary or Part-Time Employees) GRI 401-2

Insurance benefits (including life insurance, medical insurance, and disability insurance)

In addition to statutory insurance, ADATA's Taiwan Headquarters provides employees with group insurance coverage including term life insurance, critical illness insurance, accident insurance, accident medical insurance, hospitalization medical insurance, and cancer insurance. Spouses and children of employees are also eligible to enroll in these insurance plans. For the 2024 policy year (from May 2024 to February 2025), total group insurance claim payouts amounted to NT\$1,985,314, serving as a strong safeguard for employees and their families.

ADATA's Suzhou Plant complies with local government regulations by making full and timely contributions to all required social insurances (pension, medical, unemployment, work injury, and maternity) and the housing fund. In addition to statutory contributions, ADATA also provides employees with accident and health insurance.

ADATA's Brazil Plant provides employees with life insurance, medical insurance, and dental insurance, ensuring comprehensive protection of employee health.

Furthermore, beyond complying with the Taiwan Labor Standards Act and all applicable PRC regulations, ADATA offers employee benefits that exceed legal requirements. At the Taiwan Headquarters, annual leave, sick leave, and personal leave benefits are set above statutory requirements. From 2024, the minimum leave unit for annual leave, compensatory leave, personal leave, and paid volunteer leave was shortened from 30 minutes to 15 minutes, enhancing scheduling flexibility, enabling more efficient time management, and promoting a healthier work-life balance.

Employee Benefits System

Region	Benefit Item	Description
Taiwan	Paid Personal and Sick Leave	New employees, upon passing probation, are entitled to 7 days of paid sick leave and 3 days of paid personal leave.
	Annual Leave	Annual leave is calculated on a calendar-year basis. Beginning in the second year of employment, employees are granted their full annual leave entitlement at the start of the year according to seniority (for example, employees reaching two years of service receive 10 days of annual leave on January 1 of the following year, and so on, instead of proportional accrual). Upon separation from the Company, employees are not required to return any annual leave already used.
	Paid Volunteer Leave / Paid Public Service Leave	Employees who participate in ADATA CSR volunteer activities on weekdays or weekends are granted leave. A combined maximum of 3 days per year is allowed for volunteer leave and public service leave.
	Various Allowances / Cash Gifts	Allowances are provided for employee travel, training, weddings, childbirth, bereavement, injuries or illnesses, club activities, and children's education awards. In 2024, a total of NT\$15,971,521 was disbursed.
	Gift Certificates and Vouchers	Gift vouchers are issued for three major holidays, Labor Day, birthdays, book vouchers, and movie tickets. In 2024, total voucher issuance amounted to NT\$4,003,553.
	Department Gatherings	Each employee is provided with subsidies for two department gatherings per year, arranged by department managers. In 2024, total subsidy disbursement amounted to NT\$1,074,481.
	Birthday Celebration Subsidy	Each employee receives an annual birthday subsidy allocated for monthly department birthday celebrations. In 2024, a total of NT\$367,081 was disbursed.
	Employee Cafeteria	An employee cafeteria is provided, along with a daily meal subsidy.
	Employee Club Activities	The Company currently has 24 employee clubs. Subsidies may be requested each quarter according to Welfare Committee regulations. In 2024, a total of NT\$148,385 in club subsidies was granted.
	Employee Assistance Program (EAP)	The Company engages an external professional counseling agency to provide free consultation services, including psychological, career, legal, tax, management, and health-related support. Total usage increased by 40% in 2024.
Flexible Working Hours	To support dual headquarters operations, flexible working hours were implemented at the Neihu office beginning February 2024.	
Shuttle Bus Service	Shuttle service is provided between MRT/TR/THSR stations or designated locations and the Neihu office.	

Employee Benefits System

Region	Benefit Item	Description
Suzhou	Paid Honor Leave	Employees who received a perfect attendance award in the previous year or who have reached specified years of service are eligible for one to two days of this leave category.
	Various Allowances / Cash Gifts	Cash gifts for Mid-Autumn Festival, Dragon Boat Festival, Lunar New Year, and birthdays; as well as wedding, childbirth, bereavement, and travel allowances. A total of NT\$ 36,880,840 was disbursed in 2024.
	Department Gatherings	A fixed subsidy is provided twice per year for each employee, with arrangements coordinated by department managers.
	Employee Club Activities	Employees enjoy freedom of association and may form various clubs, such as basketball, badminton, yoga, and others.
Brazil	Life Insurance	Provides financial protection for the insured and their beneficiaries in the event of unforeseen incidents such as death, disability, or critical illness, ensuring essential financial needs are met.
	Health Plan and Dental Plan	Promotes and safeguards health, prevents illnesses, and ensures appropriate treatment for conditions affecting human health. Medical care focuses on improving overall well-being, while dental care emphasizes oral health. Both aim to enhance quality of life.
	Childcare Subsidy	Provides financial assistance to parents to help cover early childhood education expenses, enabling better balance between professional and family responsibilities.
	Various Allowances	Monthly transportation allowance, supermarket card, and meal card.
	Maternity Leave and Paternity Leave	Provides maternity and paternity leave benefits exceeding statutory requirements, ensuring that mothers have paid leave after childbirth to recover, bond with their newborn, and care for the infant during the first months of life.



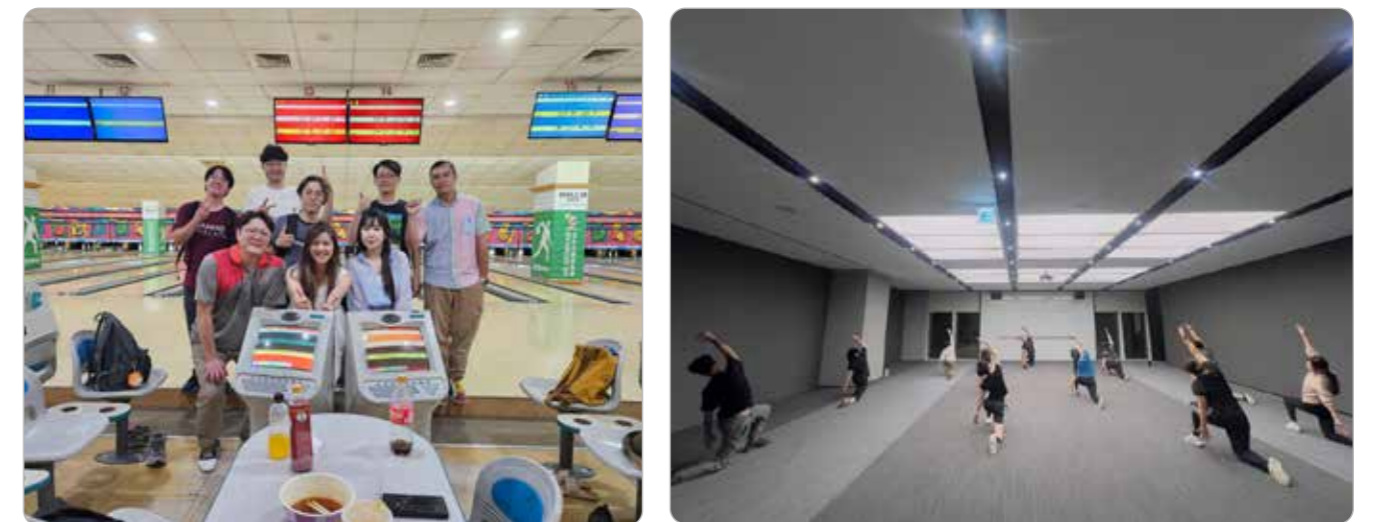
Zhonghe Employee Cafeteria



Neihu Employee Cafeteria



Neihu Headquarters Reception Desk



Clubs

EAP Consultation Topics

Employee Assistance Program Consultation Process



Employee Welfare Committee

The Company upholds the spirit of solidarity between labor and management and mutual cooperation, and has established an Employee Welfare Committee to ensure that all employees are able to enjoy comprehensive welfare benefits. The Employee Welfare Committee proactively considers employee needs and designs a diverse range of benefit programs, covering protection mechanisms, travel subsidies, welfare product purchases, and childcare support for employees starting families. These offerings address employees' needs across all stages of life and demonstrate the Company's commitment to fulfilling its corporate social responsibility.

Election of Employee Welfare Committee Members	Employee Welfare Committee Meetings	Duties of Employee Welfare Committee Members
<p>The number of Employee Welfare Committee members is determined based on ADATA's current headcount and organizational structure. A total of thirteen members are appointed, including the President as an ex officio member and one Chairperson. The remaining eleven members are elected from each department according to proportional representation based on the latest organizational structure. Elections are held annually. Candidates must meet service-tenure requirements and may serve no more than one consecutive term.</p>	<p>The Committee shall convene once every three months, and may hold extraordinary meetings when necessary. Committee meetings are convened by the Chairperson. When one-third of all Committee members submit a joint written request for an extraordinary meeting, the Chairperson shall convene the meeting within seven days.</p>	<ol style="list-style-type: none"> Matters relating to the review, promotion, and supervision of employee welfare programs. Planning, custody, and utilization of employee welfare funds. Allocation, auditing, and financial reporting of employee welfare program expenditures. Other welfare matters concerning employees.

Parental Leave GRI 401-3

To support employees in starting families with peace of mind, ADATA strives to meet their childcare needs. At the Taiwan Headquarters, a comfortable nursing room is available, and the Company complies with the following family-friendly regulations: employees raising children under the age of three may reduce their daily working hours by one hour or adjust their work schedule; employees breastfeeding or expressing milk for children under the age of two are granted an additional sixty minutes per day for breastfeeding/expressing, in addition to standard rest periods. This fosters a workplace that supports childbirth and parenting. In accordance with the Labor Standards Act, employees at the Taiwan Headquarters may apply for parental leave without pay until their child reaches the age of three, for a maximum of two years. In 2024, a total of seven employees at the Taiwan Headquarters applied for and used parental leave.

At the Suzhou Plant, in accordance with the Jiangsu Province Special Regulations on the Labor Protection of Female Employees, female employees are entitled to 98 days of maternity leave, including 15 days of prenatal leave. Employees who qualify under the Jiangsu Population and Family Planning Regulations may extend maternity leave by an additional 30 days; in cases of difficult labor, maternity leave is extended by 15 days; and for multiple births, 15 additional days of maternity leave are granted per additional newborn. Furthermore, under the Jiangsu Implementation Plan on Optimizing Birth Policies and Promoting Long-Term Balanced Population Development, eligible couples may receive enhanced benefits: the mother may extend maternity leave by 60 days beyond statutory requirements for a total of up to 158 days, and the father is entitled to 15 days of paternity leave. Each parent is also entitled to 10 days of childcare leave per year until their child reaches the age of three. In 2024, nine Suzhou employees used maternity leave.

At the Brazil Plant, in accordance with the Consolidation of Labor Laws (CLT), employers must provide at least 120 days of maternity leave. Under Law No. 11,770/2008 (Citizen Company Law), companies may extend maternity leave to 180 days. Accordingly, the Brazil Plant generally offers 120 days of maternity leave, with extensions up to 180 days under qualifying circumstances. Paternity leave is provided under Law No. 3,935/08, granting employees five days of paternity leave. In 2024, three employees at the Brazil Plant used maternity leave, and one employee used paternity leave.



Taiwan Headquarters Breastfeeding Room

Item	Male employees	Female employees	Total
2024 number of employees eligible for parental leave (A)	7	7	14
Number of employees who applied for parental leave in 2024 (B)	-	7	7
Number of employees whose parental leave was due to end in 2024 (C)	-	6	6
Number of employees who returned to work during 2024 upon the end of their parental leave (D)	-	5	5
Number of employees who returned to work from parental leave in 2023 and remained employed for at least one year afterward (E) (Note 1)	1	1	2
Number of employees who returned to work from parental leave in 2023 (F)	3	1	4
Parental leave application rate (B / A)	0%	100%	50%
Return-to-work rate (D / C)	-	83%	83%
Retention rate (F/E)	33%	100%	50%



One female employee listed in Column E returned from parental leave in 2023 and subsequently gave birth again in 2024. As she met the eligibility requirements for parental leave, she applied once more.

Employee Rights and Friendly Workplace Environment

Taiwan

ADATA regularly conducts workplace harassment and unlawful infringement surveys to understand employees' working conditions. The Company has also established a Maternal Health Protection Program, requiring hazard assessments, control measures, and graded management for tasks that may affect maternal health. Based on physicians' recommendations, work adjustments or reassignments are provided as needed. When female employees take prenatal check-up leave for the first time or return to work after maternity leave, the Company proactively provides occupational medicine consultations and follow-up by occupational nursing staff to ensure their safety during pregnancy and lactation.

ADATA additionally implements an Abnormal Workload-Related Illness Prevention Program. Through analysis of health examination results, health questionnaires, and monthly overtime assessments, employees at moderate risk receive health education, and employees at high risk receive further follow-up interviews and case management to reduce overall risk levels. The Company has also established an Ergonomics Hazard Prevention Program. In 2023, the Neihu office was fully equipped with height-adjustable desks and ergonomic chairs to reduce the impact of prolonged sitting. Employees may call the 24-hour EAP consultation hotline at any time for assistance with legal matters, career development, family and relationship issues, and other concerns, with support provided by professional counselors.

Suzhou Plant

The Suzhou Plant upholds comprehensive human rights protections, ensuring that no form of discrimination affects employees' recruitment or employment conditions. All employees sign labor contracts upon hiring to protect their rights and interests. The Company values employees' freedom of employment; no cases of discrimination or forced labor occurred in 2024.

The Suzhou Plant guarantees freedom of association and has established regulations governing employee clubs and the Workers' Representative Congress. Employee representatives are elected, and employees are free to form clubs and participate in congresses to safeguard their rights. The Company strictly prohibits the illegal employment of workers under the age of 16 and forbids minors from engaging in hazardous work. Procedures for remediation in the event of child labor and management rules for underage workers have also been established.

The Suzhou worksite covers 127,060 m², including 51,091.93 m² of landscaped green areas. Indoor and outdoor parking facilities offer more than 200 parking spaces free of charge. The employee cafeteria is bright and clean, accommodating up to 200 diners at once. The sports center includes table tennis rooms, yoga rooms, badminton courts, and an indoor basketball court to meet diverse fitness needs. Office areas use LED lighting systems and central air conditioning for improved comfort and environmental performance. Dedicated nursing rooms, refrigerators, and microwaves are provided for employees' convenience. Diversified communication channels are available, including employee suggestion boxes and grievance procedures to address rights-related issues or unfair treatment. The Workers' Representative Congress meets regularly to strengthen labor-management trust.

Brazil Plant

When employing persons with disabilities, the Brazil Plant assigns medical personnel to evaluate the individual's physical and cognitive capacity as well as potential workplace health risks. Work duties are adjusted when necessary to ensure an inclusive and supportive work environment.

Defined Benefit Plan Obligations and Other Retirement Plans

ADATA Headquarters follows the “Retirement Management Regulations” and allocates retirement funds in accordance with statutory requirements to support employees’ financial needs after retirement. An Employee Stock Ownership Association has also been established to oversee the employee stock ownership trust, helping employees build long-term savings and accumulate wealth, ensuring financial stability after retirement or separation. Allowing employees to hold Company stock enhances their sense of participation, enables them to share in the fruits of the Company’s business success, strengthens organizational cohesion, and motivates everyone to work together toward a better future for the Company.

The Suzhou subsidiary contributes pension insurance for employees in accordance with government requirements, and pension payments are issued based on applicable regulations once employees reach retirement age. The Brazil subsidiary likewise contributes retirement funds in accordance with government requirements, and payments are issued upon employees’ attainment of retirement age according to prevailing regulations.

Collective Bargaining Agreements

To safeguard the rights and interests of both labor and management and to enhance the overall working environment, ADATA Headquarters ensures compliance with the Labor Standards Act, which stipulates that “employees shall be given at least a 30-minute break after four consecutive hours of work,” and has incorporated this requirement into relevant management guidelines. The Suzhou subsidiary has improved labor–management mediation by adjusting the timeline for issuing evaluation forms for new employees, requiring supervisors to complete assessments on time, and continuing two-way communication to facilitate full engagement between ADATA and its employees.

2022–2024 Employee Communication Channels

Year	Region	Communication Channel	Participating Employees	Total Employees	Ratio
2022	Taiwan	Labor–Management Meetings	12	675	2%
		Executive Meetings (Monthly)	35	675	5%
		Corporate Strategy Meeting (Mid-year/Year-end)	98	675	15%
		Employee Suggestion Box	675	675	100%
		Workplace Unlawful Infringement Survey	675	675	100%
	Suzhou	Labor–Management Meetings	26	603	4%
	Brazil	Union Meetings	275	464	59%
		Quarterly Meetings	462	464	99%
		Employee Suggestion Box	464	464	100%



Employee Stock Ownership Trust Agreement

2022–2024 Employee Communication Channels

Year	Region	Communication Channel	Participating Employees	Total Employees	Ratio	
2023	Taiwan	Labor–Management Meetings	12	688	2%	
		Executive Meetings (Monthly)	40	688	6%	
		Corporate Strategy Meeting (Mid-year/Year-end)	89	688	13%	
		Employee Suggestion Box	688	688	100%	
		Workplace Unlawful Infringement Survey	670	670	100%	
	Suzhou	Labor–Management Meetings	28	749	4%	
	Brazil	Union Meetings	283	478	59%	
Quarterly Meetings		448	478	94%		
Employee Suggestion Box		478	478	100%		
2024		Taiwan	Labor–Management Meetings	12	644	2%
			Executive Meetings (Monthly)	72	644	11%
			Corporate Strategy Meeting (Mid-year/Year-end)	145	644	23%
	Employee Suggestion Box		644	644	100%	
	Workplace Unlawful Infringement Survey	648	648	100%		
Suzhou	Labor–Management Meetings (Note)	48	629	8%		
Brazil	Union Meetings	591	591	100%		
	Quarterly Meetings	591	591	100%		
	Employee Suggestion Box	591	591	100%		



Participants in the Suzhou Labor–Management Meeting include both regular employees and outsourced personnel.

Minimum Notice Periods Regarding Operational Changes GRI 402-1

Regarding the minimum notice period for significant operational changes, ADATA Headquarters complies with the notification procedures stipulated in the Labor Standards Act. Advance notice is provided prior to the termination of an employment contract, and the minimum notice period depends on the employee's length of service: at least 10 days for employees who have worked for more than three months but less than one year, 20 days for those who have worked for one to less than three years, and 30 days for those who have worked for three years or more. Suzhou subsidiary also complies with local labor laws and provides 30 days' advance notice prior to contract termination.



Corporate Strategy Meetings

4.2 Employee Diversity and Inclusion

Employee Diversity GRI 405-1

ADATA is committed to a diverse and inclusive workplace characterized by a friendly and supportive corporate culture. Efforts continue to enhance gender equality, encourage the employment of local residents, and recruit global professional talent to strengthen competitiveness, earning consistent internal and external recognition.

In terms of gender equality, ADATA has demonstrated commitment through concrete actions; employee gender ratios are balanced, and the proportion of women in managerial roles has stabilized, reflecting the Company's strong and long-standing dedication to gender equality.

In 2022, women accounted for 43% of all employees across all ADATA sites. At the Taiwan Headquarters, female employees represented 47% of the workforce; at the Suzhou subsidiary, 39%; and at the Brazil subsidiary, 40%.

Year	Employee Category	Region	< 30 years old		30–50 years old		> 50 years old		Male Total	Female Total	
			Male	Female	Male	Female	Male	Female			
2022	Senior management	Taiwan	0	0	2	0	5	1			
		Suzhou	0	0	1	0	0	0	10	1	
		Brazil	0	0	1	0	1	0			
	Middle management	Taiwan	0	0	14	5	12	3			
		Suzhou	0	0	4	1	0	0	36	10	
		Brazil	0	0	2	1	4	0			
	First-line supervisor	Taiwan	0	0	53	38	11	6			
		Suzhou	0	0	29	18	0	0	110	64	
		Brazil	0	0	16	2	1	0			
	General staff	Taiwan	29	48	202	188	16	7			
		Suzhou	9	15	76	58	2	0	403	347	
		Brazil	8	6	52	24	9	1			
	Direct labor	Taiwan	1	5	13	13	1	2			
		Suzhou	120	56	126	88	0	0	444	317	
		Brazil	37	30	126	116	20	7			
	Subtotal			30	53	284	244	45	19	359	316
	Gender Ratio	Taiwan		4%	8%	42%	36%	7%	3%	53%	47%
	Age Ratio			12%		78%		10%		100%	
Subtotal			129	71	236	165	2	0	367	236	
Gender Ratio	Suzhou		21%	12%	39%	27%	0.33%	0%	61%	39%	
Age Ratio			33%		67%		0%		100%		
Subtotal			45	36	197	143	35	8	277	187	
Gender Ratio	Brazil		12%	9%	43%	27%	8%	1%	60%	40%	
Age Ratio			17%		74%		9%		100%		

In 2023, women accounted for 42% of all employees across all ADATA sites. At the Taiwan headquarters, female employees represented 47% of the workforce; at the Suzhou subsidiary, 41%; and at the Brazil subsidiary, 37%.

Year	Employee Category	Region	< 30 years old (Excluding 30 years old)		30–50 years old		> 50 years old (Excluding 50 years old)		Male Total	Female Total
			Male	Female	Male	Female	Male	Female		
2023	Senior management	Taiwan	0	0	3	0	4	1		
		Suzhou	0	0	1	0	0	0	10	1
		Brazil	0	0	1	0	1	0		
	Middle management	Taiwan	0	0	8	4	14	5		
		Suzhou	0	0	4	1	1	0	33	11
		Brazil	0	0	4	1	2	0		
	First-line supervisor	Taiwan	0	0	57	36	13	7		
		Suzhou	0	0	30	16	0	0	119	62
		Brazil	0	0	17	3	2	0		
	General staff	Taiwan	26	43	200	196	23	13		
		Suzhou	22	30	80	62	2	0	418	376
		Brazil	10	9	46	22	9	1		
	Direct labor	Taiwan	0	2	14	15	1	3		
		Suzhou	132	70	169	129	0	0	524	361
		Brazil	46	34	140	102	22	6		
	Subtotal		26	45	282	251	55	29	363	325
	Gender Ratio	Taiwan	4%	7%	42%	36%	8%	4%	53%	47%
	Age Ratio		11%		77%		12%		100%	
	Subtotal		154	100	284	208	3	0	441	308
	Gender Ratio	Suzhou	21%	13%	38%	28%	0.4%	0%	59%	41%
	Age Ratio		34%		66%		0%		100%	
Subtotal		56	43	208	128	36	7	300	178	
Gender Ratio	Brazil	12%	9%	43%	27%	8%	1%	63%	37%	
Age Ratio		21%		70%		9%		100%		

In 2024, women accounted for 43% of all employees across all ADATA sites. At the Taiwan headquarters, female employees represented 48% of the workforce; at the Suzhou subsidiary, 40%; and at the Brazil subsidiary, 39%.

Year	Employee Category	Region	< 30 years old (Excluding 30 years old)		30–50 years old		> 50 years old (Excluding 50 years old)		Male Total	Female Total
			Male	Female	Male	Female	Male	Female		
2024	Senior management	Taiwan	0	0	2	1	6	3		
		Suzhou	0	0	1	0	0	0	11	4
		Brazil	0	0	1	0	1	0		
	Middle management	Taiwan	0	0	11	2	12	5		
		Suzhou	0	0	6	2	0	0	37	9
		Brazil	0	0	4	0	4	0		
	First-line supervisor	Taiwan	0	0	47	44	12	8		
		Suzhou	0	0	30	18	0	0	110	75
		Brazil	0	1	19	4	2	0		
	General staff	Taiwan	31	37	175	181	21	15		
		Suzhou	12	20	68	48	2	0	421	375
		Brazil	23	18	78	52	11	4		
	Direct labor	Taiwan	1	2	14	10	1	3		
		Suzhou	43	24	115	73	0	0	391	264
		Brazil	67	44	120	100	30	8		
	Subtotal		32	39	249	238	52	34	333	311
	Gender Ratio	Taiwan	4%	7%	42%	36%	8%	4%	52%	48%
	Age Ratio		11%		76%		13%		100%	
	Subtotal		55	44	220	141	2	0	277	185
	Gender Ratio	Suzhou	12%	10%	48%	31%	0.4%	0%	60%	40%
	Age Ratio		21%		78%		1%		100%	
Subtotal		90	63	222	156	48	12	360	231	
Gender Ratio	Brazil	59%	41%	59%	41%	80%	20%	61%	39%	
Age Ratio		26%		64%		10%		100%		

Note

Senior management: Supervisors at the division level or above; Middle management: Supervisors at the department level; First-line supervisor: Supervisors at the section/team/unit level; General staff: Employees without personnel management responsibilities (excluding direct labor); Direct Labor: Employees without personnel management responsibilities whose work is directly related to manufacturing.

As a multinational enterprise, ADATA is actively establishing its global presence. To enhance information and technical capabilities, the headquarters hired foreign nationals in 2024, accounting for 2.17% of the workforce, while employees working overseas accounted for 2.8%. To promote localized operations and effective communication, ADATA cultivates local talent as managerial personnel, and 100% of senior management positions at the headquarters are held by local employees.

ADATA also complies fully with legal requirements for employing persons with disabilities and provides necessary support to ensure that every team member has the resources and opportunities to reach their full potential. ADATA values the uniqueness of each employee and fosters a corporate culture that respects differences, embraces diversity, and creates the future together.

SASB TC-SC-330a.1 Recruitment and Management of Global Professional Talent at Headquarters

Year	2022		2023		2024	
	Employees	As a percentage of total headquarters employees (%)	Employees	As a percentage of total headquarters employees (%)	Employees	As a percentage of total headquarters employees (%)
(1) Percentage of foreign employees (%)	15	2.22%	12	1.74%	14	2.17%
(2) Percentage of employees working overseas (%)	19	2.81%	19	2.76%	18	2.80%

SASB TC-SC-330a.1 Number and Percentage of Employees Requiring Work Visas

ADATA is committed to cultivating a diverse and international work environment. Employees from around the world broaden ADATA's global perspective and strengthen its competitiveness in the international market. To support these international professionals, ADATA actively assists employees in applying for work visas, ensuring they can focus on professional growth and innovation while maintaining legal compliance in cross-border operations.

2024	Number of employees requiring work visas	Percentage of employees requiring work visas
Taiwan	6	0.93%
Brazil	4	0.68%
Suzhou	0	0

ADATA prioritizes hiring local talent for senior management positions across its operating regions. This demonstrates ADATA's deep understanding of and commitment to local markets, as well as its respect for and adaptability to local cultures.

Year	Senior Managers	Number of Local Senior Managers	Number of Non-Local Senior Managers	Total Number of Senior Managers
2022	Taiwan	8	0	8
	Suzhou	1	0	1
	Brazil	1	1	2
	Total	10	1	11
	Percentage	91%	9%	100%

Year	Senior Managers	Number of Local Senior Managers	Number of Non-Local Senior Managers	Total Number of Senior Managers
2023	Taiwan	8	0	8
	Suzhou	1	0	1
	Brazil	1	1	2
	Total	10	1	11
	Percentage	91%	9%	100%

Year	Senior Managers	Number of Local Senior Managers	Number of Non-Local Senior Managers	Total Number of Senior Managers
2024	Taiwan	12	0	12
	Suzhou	1	0	1
	Brazil	1	1	2
	Total	14	1	15
	Percentage	93%	7%	100%

Note

“Local” refers to senior managers whose household registration is located in the same county or city (or province) where the Company is registered.



Global Professional Talent

Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

ADATA values employees' quality of life and provides a fair and reasonable remuneration system that complies with government regulations. The Company does not reduce personnel costs at the expense of offering compensation that is misaligned with job responsibilities. Upholding the principles of fairness and equity, the Company ensures that employees receive appropriate roles and corresponding pay, enabling them to take proper care of themselves and their families. At the same time, ADATA is committed to pay equity and strives to reduce gender pay gaps, ensuring that remuneration at all operating locations adheres to local legal standards. By regularly reviewing market benchmarks and collecting local salary survey reports, the Company continues to adjust its remuneration policies to maintain competitiveness and ensure internal pay fairness.

2022–2024

Year	Employee Category	Taiwan		Suzhou		Brazil	
		Male Salary	Female Salary	Male Salary	Female Salary	Male Salary	Female Salary
2022	Managerial	125	100	108	100	98.7	100
	Non-Managerial	116	100	117	100	144	100
	Direct Labor	109	100	101	100	146	100
2023	Managerial	118	100	106	100	110	100
	Non-Managerial	112	100	120	100	144	100
	Direct Labor	106	100	100	100	151	100
2024	Managerial	119	100	108	100	112	100
	Non-Managerial	112	100	118	100	148	100
	Direct Labor	107	100	101	100	154	100

Note

Ratios are calculated using female salary as the denominator.

Ratio of Standard Entry-Level Wages to Local Minimum Wages by Gender

ADATA is committed to fostering a gender-friendly workplace and ensuring secure employment for all employees. In 2024, the standard entry-level wages at the Taiwan Headquarters were 104% above the local minimum wage; at the Suzhou subsidiary, 127% above; and at the Brazil subsidiary, 13.9% above the local minimum wage.

1. By Employee Category (2022–2024)

Year	Location	Employee Category	Base Salary for Entry-Level Employees	Local Minimum Wage
2022	Taiwan	Full-time employees	107	100
	Suzhou		134	100
	Brazil		152	100
2023	Taiwan	Full-time employees	110	100
	Suzhou		122	100
	Brazil		149	100
2024	Taiwan	Full-time employees	104	100
	Suzhou		127	100
	Brazil		152	100

Note Ratios are calculated using the local minimum wage as the denominator.

2. By Gender (2022–2024)

Year	Location	Employee Category	Base Salary for Entry-Level Employees	Local Minimum Wage
2022	Taiwan	Male	107	100
		Female	107	100
	Suzhou	Male	134	100
		Female	134	100
	Brazil	Male	152	100
		Female	152	100
2023	Taiwan	Male	110	100
		Female	110	100
	Suzhou	Male	122	100
		Female	122	100
	Brazil	Male	149	100
		Female	149	100
2024	Taiwan	Male	104	100
		Female	104	100
	Suzhou	Male	127	100
		Female	127	100
	Brazil	Male	152	100
		Female	152	100

Note Ratios are calculated using the local minimum wage as the denominator.

4.3 Talent Development and Education

Management Approach GRI 3-3	
Material Topic	Talent Development and Education
Corresponding GRI Standard	GRI 2-23 – GRI 2-25, GRI 404
Materiality and Impact	ADATA upholds a people-centric philosophy and believes that talent is the Company's most valuable asset. Enhancing organizational capability relies on the continuous growth of each employee. Building the necessary competencies for career development expands outward to strengthen the competitiveness of the industry as a whole. A lack of experience or professional skills may lead to talent gaps that impede the industry's advancement.
Commitments / Policies	The Company has established dedicated units and formulated the Employee Training Procedures and the Performance Evaluation Management Procedures as guidelines for implementing training and development. Courses are planned for employees of different levels and functions to support capability enhancement for current and future roles. Diverse learning resources are provided to encourage self-directed learning.
Goals	<p>Short term</p> <ol style="list-style-type: none"> Continue improving training effectiveness based on course satisfaction results. Expand the coverage of training programs. <p>Medium to long term</p> <p>Expand employee career development programs to advance higher-level professional capabilities and align the skills of employees at global subsidiaries with organizational objectives.</p>
Responsibility	Human Resources Department / Responsible supervisors of each unit
Resources	Training budget / E-learning platform

Management Approach GRI 3-3	
Action Plans	<p>Management of Positive Impact:</p> <ol style="list-style-type: none"> Internally, plan and implement comprehensive training systems for employees. Externally, strengthen industry-academia collaboration and actively participate in government initiatives to provide practical workplace training. <p>Management of Negative Impact:</p> <ol style="list-style-type: none"> Provide more flexible on-the-job training programs that integrate training with internships and introduce additional professional skill courses to improve job adaptability. Expand internship programs to include more domestic and international universities and collaborate further with academia and industry to jointly develop talent programs in emerging fields.
Actual Results	<ol style="list-style-type: none"> Based on the annual training needs assessment and competency gap analysis, and aligned with annual business goals and project requirements, the Company planned the 2024 Training Plan. ADATA has implemented a credit-based learning system that links learning outcomes to individual performance. Completion of required courses is included as one of the criteria for promotion. <p>To systematize knowledge transfer, ADATA established an internal instructor management system. Under the credit-based system, employees who serve as internal instructors and meet the defined standards earn training credits.</p> <p>In 2024, internal instructors delivered 35 courses at the headquarters, reaching 1,802 participants with a total of 2,196 training hours, effectively passing on knowledge and experience and strengthening the Company's competitiveness.</p> <p>In 2024, internal instructors at the Suzhou Plant delivered a total of 50 courses, reaching 2,001 participants with a total of 1,397 training hours, effectively passing on knowledge and experience and strengthening the Company's competitiveness.</p> <p>In 2024, internal instructors at the Brazil Plant delivered a total of 10 courses, reaching 495 participants with a total of 167 training hours, effectively passing on knowledge and experience and strengthening the Company's competitiveness.</p> <p>To encourage employees to give back to the community, participation in public welfare activities initiated by the Company's volunteer associations may also be counted toward credit accumulation.</p> To foster diverse learning resources, in addition to the existing internal learning platform and in-person courses, the Company has expanded learning access by introducing external language-learning platforms and international learning platforms (for expatriate employees), as well as converting in-person courses into digital formats to broaden user reach and support self-directed learning. <p>The ADATA Learning Platform is available in Traditional Chinese, Simplified Chinese, and English, and also provides online courses in English for use by expatriate employees.</p> <p>In addition to the Company's learning platform, an international online learning platform supporting 14 languages is available for expatriate employees to pursue self-directed learning. Digital-format courses totaled 67 sessions in 2024, with 3,172 participants and 4,316 total training hours, achieving an average satisfaction score of 4.75.</p>

Management Approach GRI 3-3

4. Providing Internship Opportunities to Students from Key Disciplines

Actual Results

In 2024, ADATA offered 28 internship opportunities, each lasting six months, covering roles in R&D, sales, and back-office functions. More than 75% of the interns were students from public universities.

In addition to top universities in Taiwan, the program also included four international interns from Europe, Asia, and Africa, who supported overseas channel development in Southeast Asia, the Middle East and Africa, Central Asia, and West Asia.

Nearly 40% of interns chose to convert to full-time employment at ADATA after completing the six-month training program.

Effectiveness Evaluation

- Course launch rate / attendance rate / satisfaction management**

The Taiwan Headquarters achieved a course offering rate of over 100%, with an average attendance rate of 98% and an average satisfaction score of 4.74.

The Suzhou Plant achieved a 100% course offering rate, with an average attendance rate of 97.3% and an average satisfaction score of 4.76.

The Brazil Plant achieved a 100% course offering rate, with an average attendance rate of 80% and an average satisfaction score of 4.75.
- Employee Training Subsidy Usage**

In 2024, employees at the Taiwan Headquarters applied for training subsidies totaling NT\$254,332 (including Company-sponsored external training fees).

Employees at the Suzhou Plant applied for training subsidies totaling NT\$236,530.

Employees at the Brazil Plant applied for training subsidies totaling NT\$504,148.

Whistleblowing and Complaint Channels

Complaint Channels

- Employee Suggestion Box
 - Employee feedback section within the performance evaluation system
 - Monthly executive meetings
- Email: opinion@adata.com

ADATA Talent Development System

The ADATA training framework is structured according to different target groups and consists of new-hire training, professional training (including audit and regulatory topics), general training, management training, and trend-based training. A blended learning model combining online and in-person courses is applied. The key training categories include:

- New-Hire Orientation Training:** Designed to help newcomers understand the Company's operating structure, corporate culture, and brand ethos, embedding the ADATA DNA and supporting smooth onboarding. Training includes: New-hire professional training, general onboarding courses, and a quarterly New-Hire Vitality Camp (featuring a Chairman's Forum, brand introduction, communication and collaboration courses, and more). In addition, from the first day of employment, each new-hire is assigned a dedicated "Helper" to assist them in quickly acquiring the essential skills needed during the initial onboarding period.
- Professional Training (including audit and regulatory requirements):** Based on functional roles and project team assignments, ADATA designs and implements training programs to build the required professional knowledge, technical skills, and up-to-date regulatory competencies. Training topics are adjusted according to key job requirements and annual project needs. Training that supports the Company in obtaining required policy- or business-related system certifications and audits is also included within this category.
- General Training:** General training covers topics necessary across functions or required for all employees. Course offerings span a wide range of subjects, including occupational safety, physical and mental well-being, financial planning, and anti-fraud awareness. These programs not only equip employees with job-related knowledge but also holistically support their health and quality of life.
- Management Training:** For different levels of management roles, ADATA plans and delivers leadership development programs designed to strengthen management capabilities. These include leadership and managerial effectiveness courses tailored to ensure that managers can effectively guide and support their teams while possessing the skills needed to solve complex problems.
- Trend-Based Training:** To advance the Company's sustainable development efforts, ADATA will further expand its ESG training program in 2024 and convert these courses into online modules accessible worldwide. This initiative strengthens employees' understanding and practice of environmental, social, and governance principles. In addition, with the rapid development of artificial intelligence (AI) technologies, ADATA actively promotes AI training to ensure employees stay current with emerging knowledge. Beyond designing internal courses on generative AI, the Company collaborates with AWS to develop related training programs and support employees in obtaining relevant professional certifications, thereby reinforcing ADATA's digital transformation and innovation capabilities.
- External Training:** For specialized roles requiring professional knowledge and skills not available through internal resources, ADATA arranges external training programs that allow employees to participate in courses offered by outside institutions.



New-Hire Orientation Forum



New Learning Team



New-Hire Brand Seminar

1. Training Overview GRI 404-1

ADATA places a strong emphasis on internal talent development and has therefore established a comprehensive training system. Training programs are planned and implemented annually for employees at different levels and in various functions. The ADATA training framework comprises four major categories: new-hire training, professional training (including audit and regulatory compliance), general training, and management training. Each program is designed with specific themes and content tailored for different target groups and levels to achieve differentiated and tiered learning objectives. In addition, ADATA operates a credit-based learning system which is linked to individual performance evaluations to reinforce learning effectiveness. All ADATA employees are eligible to participate in training programs. In 2024, employees at the Taiwan Headquarters, the Suzhou Plant, and the Brazil Plant completed a combined total of 30,750.7 training hours, averaging 3.75 hours of training per employee, demonstrating ADATA's continued commitment to strengthening learning and development.

Training Participants and Hours (2022)

Year	Course Category	Taiwan		Suzhou		Brazil	
		Total Hours	Participants	Total Hours	Participants	Total Hours	Participants
2022	New-Hire Orientation Training	1,165.5	892	381.9	307	1,008	252
	Professional Training	278.5	1,003	34,426.40	2,840	7,521.70	371
	General Training	77.8	3,325	29	1,214	20	371
	Management Training	18.5	396	27.5	230	8	26
	Audit & Regulatory Training	65.5	751	59.9	816	16	24
	Total	1,605.8	6,367	34,924.70	5,407	8,573.70	1,044

Training Participants and Hours (2023)

Year	Course Category	Taiwan		Suzhou		Brazil	
		Total Hours	Participants	Total Hours	Participants	Total Hours	Participants
2023	New-Hire Orientation Training	2,710	891	124.6	126	680	170
	Professional Training	256.5	1,347	45,228.6	3,582	7,284.15	376
	General Training	51	3,846	26.5	872	30	376
	Management Training	22.5	493	20	131	8	28
	Audit & Regulatory Training	138.5	1,468	45.4	648	16	24
	Total	3,178.5	8,045	45,445.1	5,359	8,018.15	994

Training Participants and Hours (2024)

Year	Course Category	Taiwan		Suzhou		Brazil	
		Total Hours	Participants	Total Hours	Participants	Total Hours	Participants
2024	New-Hire Orientation Training	3,220	955	1030.4	989	735	183
	Professional Training	277	2,211	1388.9	1754	7,298.8	384
	General Training	48.5	3,872	33.5	1545	30	384
	Management Training	13.5	282	6.5	74	8	28
	Audit & Regulatory Training	126.5	1,335	37.5	223	16	24
	Total	3,687.5	8,655	2496.8	4585	8,087.80	1,003

Note

1. Training hours do not include department-organized programs or external training hours.
2. The total course hours for Taiwan, Suzhou, and Brazil represent the combined hours of in-person and online courses offered.

2. Average Annual Training Hours Per Employee

Year	Category	Gender	Employees	Training Hours (Note 2)	Average Training Hours (Note 3)
2022	Taiwan – Managerial	Male	97	2,074	21.38
		Female	53	1,083	20.43
	Taiwan – Non-managerial	Male	262	4,552	17.37
		Female	263	3,662	13.92
	Suzhou – Managerial	Male	34	1,027	30.21
		Female	19	468	24.65
	Suzhou – Non-managerial	Male	333	1,852	5.56
		Female	217	1,388	6.4
	Brazil – Managerial	Male	25	224	8.96
		Female	3	24	8
	Brazil – Non-managerial	Male	252	4,255	16.88
		Female	184	4,255	23.12
Total			1,742	24,864	14.27
2023	Taiwan – Managerial	Male	108	2,342	21.69
		Female	57	1,240	21.75
	Taiwan – Non-managerial	Male	255	5,115	20.06
		Female	268	4,541	16.94
	Suzhou – Managerial	Male	36	1,228	34.11
		Female	17	420	24.71
	Suzhou – Non-managerial	Male	405	1,939	4.79
		Female	291	1,526	5.24
	Brazil – Managerial	Male	27	216	8
		Female	4	32	8
	Brazil – Non-managerial	Male	273	4,076	14.93
		Female	174	4,076	23.42
Total			1,915	26,751	13.97

Year	Category	Gender	Employees	Training Hours (Note 2)	Average Training Hours (Note 3)
2024	Taiwan – Managerial	Male	90	2,842	31.58
		Female	63	1,858	29.50
	Taiwan – Non-managerial	Male	243	4,570	18.81
		Female	248	4,347	17.53
	Suzhou – Managerial	Male	37	978	26.43
		Female	20	469.2	23.46
	Suzhou – Non-managerial	Male	240	786.5	3.28
		Female	165	700	4.24
	Brazil – Managerial	Male	31	8	0.26
		Female	3	8	2.66
	Brazil – Non-managerial	Male	329	5288.88	16.07
		Female	228	3525.95	15.46
Total			1697	25381.53	14.96

Note

1. Training hours do not include department-organized programs or external training hours.
2. Training hours refer to actual hours completed by employees in each category, including in-person and online courses.
3. Average training hours per employee = total training hours ÷ year-end employee headcount.

ESG Training Courses

To advance ESG and sustainability initiatives, ADATA invited experts from industry, government, and academia to deliver professional knowledge-sharing sessions. Courses were offered simultaneously in both online and in-person formats, extending learning resources to overseas subsidiaries and affiliated companies. In 2024, a total of 10 ESG-related professional lectures were conducted, primarily targeting department heads and ESG Task Force members, with 867 total participants and 1,695 training hours. The Suzhou Plant recorded 203 participants with 406 training hours, while the Brazil Plant trained key personnel in sustainability report data collection and disclosure standards in 2024 and will continue planning ESG courses to strengthen ESG competencies.

In the short term, the primary objective of the ESG seminars is to enhance employees' foundational understanding of environmental, social, and governance (ESG) issues. By introducing ESG concepts and global trends, the courses help employees recognize how ESG influences corporate and industry development. The courses also emphasize engagement, encouraging employees to participate in internal ESG initiatives and gradually integrate sustainability principles into daily work, thereby establishing a preliminary ESG culture within the organization.

In the medium term, the curriculum focuses on implementation of ESG management and strategy. Department-specific training is provided to help employees understand how to apply ESG practices within their functional responsibilities. At this stage, the emphasis is on embedding ESG into corporate policies and aligning these policies with international standards and regulatory requirements. The courses also support the development and optimization of ESG performance indicators, improving reporting and measurement capabilities to ensure that the Company's ESG performance is effectively demonstrated and continuously improved.

From a long-term perspective, the ultimate goal of the ESG training courses is to fully incorporate ESG concepts into ADATA's core values and development goals, making ESG an essential part of strategic decision-making and daily operations. The courses are expected to support ADATA in obtaining ESG certifications and industry recognition, strengthening competitiveness and corporate reputation. Through ongoing learning and development, the course aims to cultivate a cohort of ESG-proficient leaders and professionals who will drive the Company's sustainable development in the years ahead.

Course Start Date	Course Title	Instructor	Course Outline
2024/1/23	[ESG Lecture] Post-COP28 Developments of Article 6 Rulebook and Taiwan's Alignment Strategies	Prof. Chien-Te Fan	<ol style="list-style-type: none"> 1. Progress of Article 6 of the Paris Rulebook after COP28 2. Taiwan's legal and policy strategies for participating in Paris Agreement mitigation mechanisms 3. Paris Mechanisms: Operation and challenges of ITMO and A6.4ER 4. Development trends in international carbon markets and emissions reduction credit trading 5. Taiwan's role and future planning in the global carbon market
2024/2/23	[ESG Lecture] Carbon Pricing under Taiwan's Climate Change Response Act: Current Focus on the Carbon Fee	Je-Liang Liou / Prof. Chien-Te Fan	<ol style="list-style-type: none"> 1. Essential contextual background 2. Structure of the Climate Change Response Act 3. Highlights of Chapter IV: Key policy instruments and planning 4. Instruments 1–3 5. Interactions among Taiwan's carbon pricing tools 6. Instruments 4–5

Course Start Date	Course Title	Instructor	Course Outline
2024/3/25	[ESG Lecture] Sustainable Finance Market and Case Studies	Shih-Wei Chen / Prof. Chien-Te Fan	<ol style="list-style-type: none"> 1. Trends and current developments in sustainable finance 2. Applications of sustainable financial products and case studies 3. CTBC Bank – Sustainable Supply Chain Service Platform 4. CTBC Bank – Sustainable FinTech Innovation
2024/4/25	[ESG Lecture] Sustainable IT	Prof. Chien-Te Fan	<ol style="list-style-type: none"> 1. What is Sustainable Information Technology (Sustainable IT) 2. Reframing perspectives: Electronic waste and recycling 3. Carbon reduction hypotheses and the background of Sustainable IT 4. Corporate practices: ESG pillars and Sustainable IT 5. Strategic planning, challenges, and opportunities for Sustainable IT
2024/5/24	[ESG Lecture] ESG Development Trends and Implications for Corporate Leaders	Prof. Chien-Te Fan	<ol style="list-style-type: none"> 1. ESG development trends and challenges 2. Quality and reliability of ESG data and ratings 3. Implications of ESG scores for corporate management and investors 4. Impact of government and regulatory requirements on ESG disclosure 5. Corporate ESG strategies and workplace practices for diversity, equity, and inclusion (DEI)
2024/6/20	[ESG Lecture] Carbon Risk Management in the Era of Carbon Pricing	Shin-Chih Shih / Prof. Chien-Te Fan	<ol style="list-style-type: none"> 1. International trends in carbon management 2. Development and applications of carbon trading markets 3. Corporate carbon asset management strategies 4. Future developments in domestic and international carbon markets
2024/7/26	[ESG Lecture] The Shadow of Greenhushing Under Anti-Greenwashing Trends	Prof. Chien-Te Fan	<ol style="list-style-type: none"> 1. Corporate ESG greenhushing responses 2. Global trend of anti-greenwashing legislation 3. Key causes of greenhushing 4. Reassessing greenhushing – Arguments from environmental groups 5. Conclusion and recommendations: From neglect to accountability

Course Start Date	Course Title	Instructor	Course Outline
2024/8/23	[ESG Lecture] Climate Action and Corporate Responses Under Geopolitical Influence	Prof. Chien-Te Fan	<ol style="list-style-type: none"> 1. Climate risks and countermeasures 2. Geopolitics and environmental sustainability 3. Geopolitical consequences of climate change 4. Decarbonization and global political trends 5. Peak fossil fuel demand and transition 6. How global companies address geopolitical risks 7. Conclusion and future challenges
2024/10/21	[ESG Lecture] Looking Ahead to the 29th Conference of the Parties (COP29)	Prof. Chien-Te Fan	<ol style="list-style-type: none"> 1. COP29 host country and topic background 2. Climate finance and the New Collective Quantified Goal (NCQG) 3. Article 6 market mechanisms and carbon trading 4. Global Adaptation Goal and Loss and Damage Fund 5. Needs and actions of climate-vulnerable countries
2024/11/26	[ESG Lecture] Climate Finance After COP29 with a Focus on Article 6 Market Mechanisms	Prof. Chien-Te Fan	<ol style="list-style-type: none"> 1. COP29 outcomes and new challenges in climate finance 2. Core concepts and funding sources of climate finance 3. Development trends in green finance and carbon markets 4. Operation and future prospects of Article 6 market mechanisms 5. Taiwan's carbon asset management and strategies for participating in international carbon markets



ESG Course Photos

Percentage of Employees Receiving Regular Performance and Career Development Reviews

To encourage employees to pursue excellence and to facilitate communication, job improvement, salary adjustments, promotions, and career development, all employees are required each year to complete the “Annual Goal Setting and Performance Evaluation Form.” Employees confirm their planned annual objectives with their line managers, and if any adjustments are needed, goals may be modified before the mid-year self-evaluation stage.

ADATA Performance Management Process



Number and Percentage of Employees Eligible for Regular Performance Evaluation GRI 404-3

All employees of ADATA are required to undergo annual performance and competency evaluations. In 2024, more than 90 percent of employees received regular performance evaluations across all genders and employment categories. The remaining employees were new hires who had not yet passed their probation period and, therefore, were not required to participate in the mid-year evaluation. Instead, they participated in a dedicated new-hire assessment and training program. Furthermore, the Company has established a clear and effective evaluation and rewards system, setting key behaviors and indicators for different job levels to assess employee performance. Through performance and competency evaluations, the Company can identify high-potential and suitable talent, while enabling employees to be more engaged in their roles.

Employee Performance Evaluation

The Company’s performance evaluation is conducted in four stages each year:

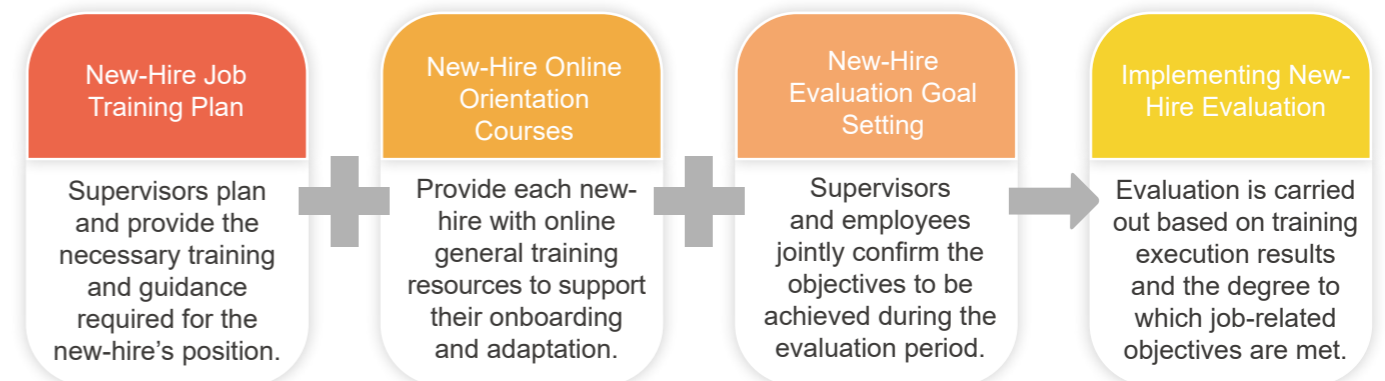
1. Annual Goal Setting: Employees must complete the “Annual Goal Setting and Performance Evaluation Form,” and confirm their targets with their line managers. If adjustments are needed, objectives may be revised before the mid-year self-evaluation.
2. Annual Performance Evaluation: Performance evaluations are conducted twice a year; mid-year and year-end. The schedule may be adjusted depending on the annual timeline, with specific dates announced accordingly.
3. Performance Review Discussions: After each evaluation period, line managers conduct face-to-face performance discussions with employees to provide feedback and suggestions. Employees with relatively lower performance are required to participate in a performance improvement plan, with progress reviewed by their managers over a three-month period.
4. Employee Feedback: Employees may also provide comments regarding “Company-level” matters in each performance review form. Human Resources consolidates these comments and coordinates with relevant units for follow-up.

Note Employees in direct labor roles (those without personnel management responsibilities and whose roles relate directly to manufacturing) receive monthly performance evaluations.

New-Hire Evaluation

Within the first week of employment, new hires receive a New Employee Training Plan and New Employee Evaluation Form. Line managers develop an individualized training plan based on the knowledge and skills required for the role, and discuss with the new-hire the objectives to be completed during the evaluation period. In addition, new employees must complete online orientation courses within their first two months. Before completing three months of service, new hires conduct a self-evaluation on their progress and achievement of objectives, followed by a manager review of the evaluation results. (The length of the probation evaluation period for Suzhou employees varies by job grade.)

ADATA New-Hire Evaluation System



1. By Gender:

Year	Location	Gender	Total Employees	Employees Who Completed the Evaluation	Evaluation Completion Rate
2022	Taiwan	Male	359	341	94.99%
		Female	316	290	91.77%
	Suzhou	Male	367	359	97.82%
		Female	236	229	97.03%
	Brazil	Male	277	255	92.05%
		Female	187	174	93.05%
2023	Taiwan	Male	363	348	95.87%
		Female	325	311	95.69%
	Suzhou	Male	441	423	95.92%
		Female	308	296	96.10%
	Brazil	Male	300	285	95.00%
		Female	178	172	96.63%
2024	Taiwan	Male	337	319	94.66%
		Female	307	296	96.42%
	Suzhou	Male	277	276	99.64%
		Female	185	185	100.00%
	Brazil	Male	360	341	94.72%
		Female	231	222	96.10%

2. By Category:

Year	Location	Employee Category	Total Employees	Employees Who Completed the Evaluation	Evaluation Completion Rate
2022	Taiwan	Senior management	8	8	100.00%
		Middle management	34	33	97.06%
		First-line supervisor	108	107	99.07%
		General staff	490	448	91.43%
		Direct Labor	35	35	100.00%
	Suzhou	Senior management	1	1	100.00%
		Middle management	5	5	100.00%
		First-line supervisor	47	47	100.00%
		General staff	160	145	90.63%
		Direct Labor	390	390	100.00%
	Brazil	Senior management	2	2	100.00%
		Middle management	7	5	71.43%
		First-line supervisor	19	19	100.00%
		General staff	100	91	91.00%
		Direct Labor	336	312	92.86%
2023	Taiwan	Senior management	8	8	100.00%
		Middle management	31	30	96.77%
		First-line supervisor	113	112	99.12%
		General staff	501	474	94.61%
	Direct Labor	35	35	100.00%	
	Suzhou	Senior management	1	1	100.00%
		Middle management	6	6	100.00%
		First-line supervisor	46	45	100.00%
		General staff	196	167	90.63%
		Direct Labor	500	500	100.00%

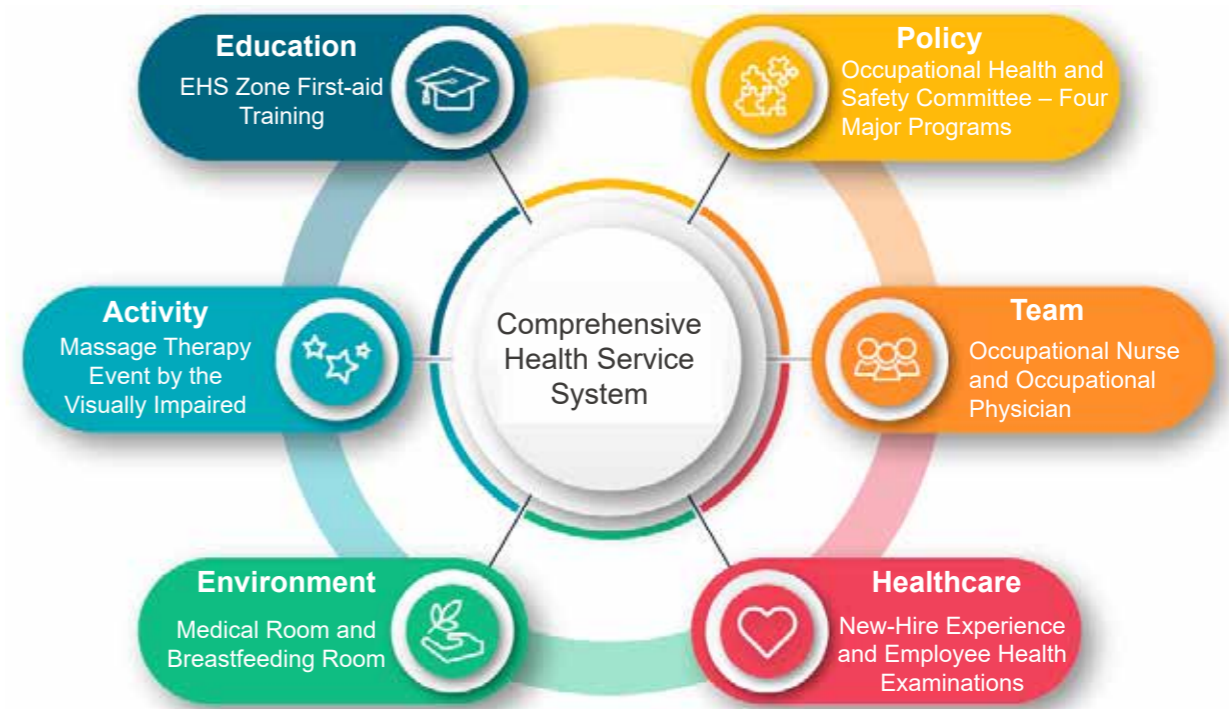
Year	Location	Employee Category	Total Employees	Employees Who Completed the Evaluation	Evaluation Completion Rate
2023	Brazil	Senior management	2	2	100.00%
		Middle management	7	7	100.00%
		First-line supervisor	22	21	95.45%
		General staff	97	91	93.81%
		Direct Labor	350	336	96.00%
2024	Taiwan	Senior management	14	10	71.43%
		Middle management	17	14	82.35%
		First-line supervisor	116	56	48.28%
		General staff	465	445	95.70%
		Direct Labor	32	32	100.00%
	Suzhou	Senior management	1	1	100.00%
		Middle management	8	8	100.00%
		First-line supervisor	48	48	100.00%
		General staff	150	149	99.33%
		Direct Labor	255	255	100.00%
	Brazil	Senior management	2	2	100.00%
		Middle management	8	8	100.00%
		First-line supervisor	26	24	92.31%
		General staff	186	179	96.24%
		Direct Labor	369	350	94.85%

4.4 Employee Health and Safety

4.4.1 Building a Healthy Workplace GRI 403-1, GRI 403-8

ADATA follows ISO 45001 / CNS 45001 and thoroughly identifies hazards and risks within the workplace. The Company assesses the potential impacts on all relevant personnel – including employees, temporary workers, contractors, visitors, and other individuals – to ensure proper awareness and collective compliance with safety and health requirements, operating procedures, and the Company’s Environment, Health, and Safety (EHS) Policy. This ensures a healthy and safe working environment and demonstrates the Company’s social responsibility. (The EHS Policy is provided in Section 2.1 Environmental Responsibility and Commitments.)

ADATA considers employees its most valuable asset and is committed to creating a workplace full of positivity and vitality. Beyond work, ADATA also prioritizes physical and mental well-being to help employees maintain a healthy and balanced life. Through employee care initiatives, health services, and diverse Company events, ADATA aims to ensure employees can “work happily and live healthily.” The Company adopts a comprehensive health management program and has implemented a digital health management platform, enabling employees to identify health risks, access monitoring and improvement resources, and manage personal well-being while contributing to the Company’s goals.



Sustainability Practices Aligned with the UN SDGs		Sustainability Performance
SDG 3	Good Health and Well-Being	<ul style="list-style-type: none"> • ADATA provides annual health examinations for employees and special medical checkups for personnel engaged in designated operations. • Regular workplace safety inspections are conducted, and obtained ISO 45001 / CNS 45001 Occupational Health and Safety Management System certification. In 2024, no occupational injuries or occupational disease incidents occurred.

Health Service Program	Implementation Measures
Health Examinations	<ul style="list-style-type: none"> General physical examinations for new employees Special physical examinations for new employees in designated job types Annual health examinations: implemented according to health risk management. In addition to items required by law, additional screening tests are included.
Health Condition Classification and Management	<ul style="list-style-type: none"> Follow-up on abnormalities found in physical and health examinations Chronic disease case follow-up Work injury case follow-up Medical treatment referrals and consultation follow-up Dining environment hygiene inspections and health management of catering staff Classification and analysis of employees' health status to assist the Company in assigning appropriate job functions Health consultation mailbox response and follow-up Mandatory notification procedures in the event of occupational disease in accordance with relevant regulations
Health Education and Medical Services	<ul style="list-style-type: none"> On-site physician services providing health education and hygiene guidance Appointment assistance for employees requiring medical consultation and arrangement of follow-up visits for those with abnormal health conditions Inspection and procurement of medical supplies Periodic inspection of first-aid kits Publication of health education information Organization of various health promotion courses and activities
Health Prevention Management	<ul style="list-style-type: none"> Organization of health promotion activities Monthly massage therapy sessions
Promotion of healthy eating	<ul style="list-style-type: none"> To reduce frequent reliance on outside meals, the Company operates the Hummingbird Cafeteria, providing a daily meal subsidy of NT\$100 and offering nutritious and healthy food options.

Employee Health Management GRI 403-3

The Company has implemented the ISO 45001 Occupational Health and Safety Management System and established management regulations including the "Occupational Health and Safety Work Rules," the "Occupational Health and Safety Management Plan," and the "Occupational Health and Safety Management Guidelines." Each business unit has established an Occupational Health and Safety Committee in accordance with legal requirements and arranges for committee members to participate in occupational health and safety training to ensure they possess the competencies necessary to fulfill their responsibilities.

In 2024, the newly established Neihu Headquarters comprehensively upgraded workplace facilities and introduced multiple measures exceeding legal requirements, demonstrating the Company's strong commitment to employee health and safety. The headquarters building is equipped with Automated External Defibrillators (AEDs) to enhance emergency response capabilities and improve workplace safety. All workstations have been replaced with smart height-adjustable desks, enabling employees to alternate between sitting and standing positions to reduce spinal strain from prolonged sitting and create a more comfortable and healthy work environment.

The Company has established systems including the "Annual Health Service Plan," the "Employee Health Management Regulations," and the "Medical Room Management Regulations." Upon onboarding, new employees are required to attend the "Five-Heart Medical Room" education course, which introduces the five key areas of workplace health prevention – ergonomics, maternity protection, prevention of unlawful workplace infringement, overwork prevention, and middle-aged and older worker protection and safety programs – to enhance health awareness and ensure compliance with workplace regulations.

In addition, the Company provides multiple healthcare services that exceed regulatory requirements, including monthly on-site physician consultations (five hours per session), monthly visits from visually impaired massage therapists, and annual employee health examinations. Nurses use the H2U+ Health Management System app to categorize employees into four health risk levels and proactively initiate follow-up actions, such as arranging medical consultations and tracking abnormal examination results. The medical room also organizes health activities and seminars on an ad hoc basis and, in conjunction with the "Environmental, Health, and Safety Performance Rewards and Penalties Regulations," encourages employees to actively participate in health promotion initiatives.

To promote healthy eating habits and address nutritional imbalances associated with frequent dining out, the Company operates the "Hummingbird Cafeteria," offering daily meal subsidies and providing a wide selection of nutritious dishes, including low-oil, low-salt meals, healthy lunch boxes, freshly blended juices, freshly cut fruit, and whole foods to support employees in developing balanced dietary habits.

With respect to the health examination system, the Company implements measures that exceed regulatory requirements. Employees become eligible for health examinations after completing one year of service. The total number of health examinations conducted in 2024 is shown in the table below, and the Company actively promotes participation through internal communication and established procedures to encourage employees to undergo regular checkups. All health examination reports are compiled and archived by the contracted medical institution and retained for ten years. In accordance with the Employee Health Management Regulations, these records may only be accessed by the Company's nurses, and no other personnel are permitted to review them. For the H2U+ Health Management System platform, the Company has also signed a data confidentiality agreement with the service provider, clearly defining data usage and access permissions to ensure information security and the confidentiality of employees' personal health data.

	Taiwan	Suzhou	Brazil
Number of Employees Receiving Health Exams	448	325	591
Participation Rate (%)	88%	100%	100%

Following the annual health examinations, nurses categorize employees into Levels 1 to 4 based on health risk and initiate follow-up management. This includes proactively arranging physician consultations and follow-up on abnormal examination results. The Company will continue to strengthen employee health management and promote overall well-being through a wide range of measures.

Health Examination Result Classification

Risk Level	Measures Taken
<p>Level 1</p> <p>Examination items: All normal / some abnormalities Physician assessment: No abnormal findings</p>	<ul style="list-style-type: none"> Conduct regular health examinations and provide individual health report educational materials
<p>Level 2</p> <p>Examination items: All normal / some abnormalities Physician assessment: Abnormal findings, likely unrelated to occupational causes</p>	<ul style="list-style-type: none"> Advise employees to undergo hospital re-examination based on results and physician recommendations Send care notices Provide access to physician consultation services
<p>Level 3</p> <p>Examination items: All / partial abnormalities Physician assessment: Abnormal findings, possibly related to occupational causes</p>	<ul style="list-style-type: none"> Follow the diagnosis and recommendations of on-site physicians or occupational specialists Notify employees to undergo re-examination and medical treatment Inform the department and HR supervisor, and recommend job reassignment where appropriate Report examination results to the local health authority Provide health guidance and include the employee in case management
<p>Level 4</p> <p>Examination items: All / partial abnormalities Physician assessment: Abnormal findings, related to occupational causes</p>	<ul style="list-style-type: none"> Arrange physician consultations and document the case in the Special Health Management Form When necessary, employees must undergo hospital re-examinations and will be included in case management, documented in the Case Management Record

To further strengthen employees' musculoskeletal awareness and posture management, the Company offered an in-person course on "Spinal and Posture Health" in 2024 and converted it into an online module for the internal eLearning platform, available to global employees. A total of 111 employees completed the course.

The Company also conducted a musculoskeletal discomfort questionnaire survey, collecting 448 responses, and identified 16 employees with a discomfort index of 3 or above. All were scheduled for individual consultations with physicians, receiving posture education and lifestyle adjustment advice. Follow-up assessments indicated no need for job content adjustments or reassignment. Survey results showed that the most common discomfort areas were, in order: the right shoulder and neck, lower back, and upper back, which are related to prolonged sitting, poor posture, and workstation setup. There were no new ergonomics improvement cases in 2024.



Occupational Disease Prevention Measures GRI 403-10

Five Major Programs

1. Ergonomics Program:

Given that more than 80% of the ADATA's employees are office workers, the Company has implemented ergonomics management measures to prevent musculoskeletal disorders and ergonomics-related health risks caused by repetitive tasks, poor posture, or excessive force.

This program follows the structure of the five major occupational safety plans and includes musculoskeletal discomfort surveys, hazard assessments, improvement plan development, and follow-up. Survey results serve as the basis for medical intervention and workplace environment improvements. The medical office regularly issues newsletters promoting correct posture awareness and health reminders to strengthen employee understanding of ergonomics hazards and prevention.

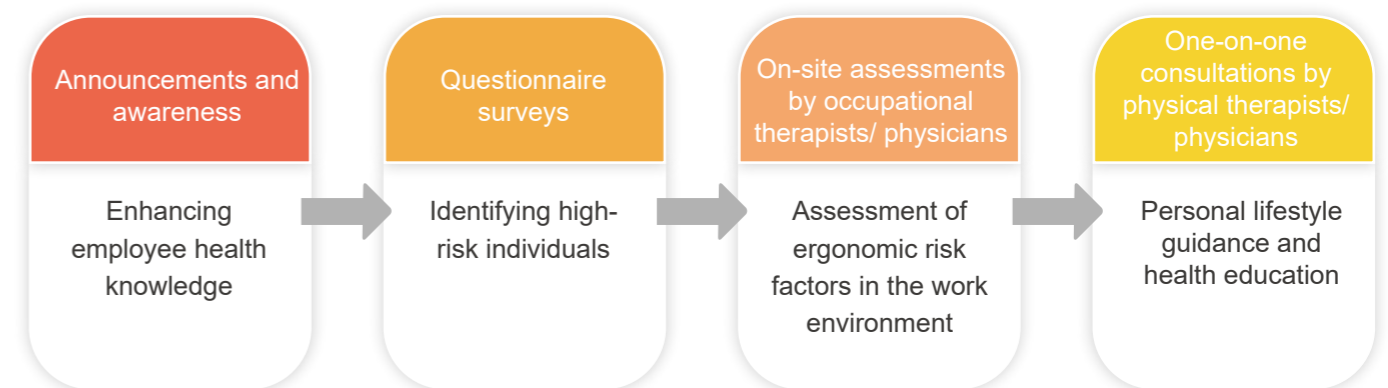
The Company also produced its own educational video, Oh- Have You Learned It?, which encourages employees to "stand up and walk or stretch every 30-60 minutes," "relax against a wall for one minute a day to relieve fatigue," and provides practical tools such as "standing workstation posture guidelines" and an "eye-care checklist," helping employees develop healthy work habits. In addition, health seminars, on-site physician assessments, and consultations are arranged to reinforce posture education and preventive interventions.



Chi-Ping Lin, Occupational Therapist
Scheduled for Q3: Workplace inspections across the entire Zhonghe area / physical therapist consultation.



Dr. Ten-Fu Lin
Health education on the proper use of sit-stand desks and laptops



At the Brazil Plant, an Ergonomics Management Committee was established in 2022. The committee holds monthly meetings to collect ergonomics-related issues encountered in the workplace and to assess suitable response measures, thereby improving employees' work-related health and well-being. The Brazil Plant also conducts gymnastics sessions twice a week to help relieve work-related fatigue.



2. Prevention of Illnesses Triggered by Abnormal Workload:

To strengthen employee care and prevent occupational diseases, and in alignment with the Ministry of Labor's annual enforcement priorities under the Occupational Safety and Health Act, the Company implements the "Prevention of Illnesses Triggered by Abnormal Workload" program. Through analysis of health check results, health questionnaires, and abnormal working hours assessments, employees classified as medium risk are provided with health education, while those classified as high risk receive one-on-one health consultations and follow-up management. The goal is to reduce the number of medium- and high-risk individuals through professional guidance from medical staff. In 2024, 15 employees with abnormal health check questionnaire results applied for health consultations; after physician consultations, health guidance was provided and no job adjustments were required. In addition, there were no employees with abnormal overtime hours during the year.

3. Maternity Health Protection Program

For job roles that may pose maternal health risks, the Company conducts hazard assessments, implements control and tiered management measures, and adjusts or reallocates work assignments based on physician recommendations to ensure a supportive and safe work environment. In 2024, nine pregnant or postpartum employees underwent physician evaluations of their health and workplace conditions, and no job adjustments were required.

4. Workplace Unlawful Infringement Prevention Program:

To safeguard employees' physical and mental well-being, the Company adopts a zero-tolerance approach toward all forms of workplace violence and strives to foster a workplace culture of safety, dignity, non-discrimination, mutual respect, inclusiveness, and equal opportunity. Program activities include surveys, training and communication workshops, activation of the Employee Assistance Program (EAP), promotion and analysis, and supervisor self-evaluation. Implementation details are as follows:

- (1) Identification and assessment of hazards
 - EAP introduced with a dedicated employee hotline; quarterly analytical reports produced and regularly reviewed to understand issues faced by the Company and employees.
 - The 2024 Workplace Violence Prevention Survey and Supervisor Behavior Checklist were released on the e-Learning platform in Q3 2024.
- (2) Implementation of appropriate workplace configuration, manpower adjustments according to job suitability, and workplace violence prevention inspections and assessments.
- (3) Establishment of behavioral guidelines
 - Written statement on workplace violence prevention announced in August.
 - EAP seminar held in September, covering related concepts, regulations, and communication topics.

- (4) Hazard prevention and communication skills training
 - Workplace violence prevention and communication topics are included in day-one onboarding orientation; within six months, new hires must also complete fire safety practical training organized by the Occupational Health and Safety Office.
 - All new hires must complete online courses on workplace violence concepts, regulations, and communication.
 - Review and promotion of workplace violence prevention program content.
- (5) Establishment of incident handling procedures
 - Workplace Unlawful Infringement Prevention Program established and announced; employee suggestion boxes installed.
 - Workplace unlawful infringement-related instructions included in day-one onboarding, along with related training.
- (6) Evaluation and improvement of program effectiveness
 - Annual issuance and analysis of the Workplace Unlawful Infringement Prevention Program Questionnaire
 - Annual issuance of the Workplace Unlawful Infringement Supervisor Conduct Checklist
 - Annual completion of inspection record forms related to the prevention of unlawful infringement
 - Quarterly preparation of environmental and safety briefing reports to review the program's effectiveness and suitability
 - There were zero complaint cases from 2022 to 2024
- (7) Other matters
 - Completed implementation of the recommendations issued by the New Taipei City Labor Standards Inspection Office in September 2024



5. Middle-aged and Senior Workers Occupational Health and Safety Program:

To ensure the safety and health of middle-aged and senior workers and to build an age-friendly workplace that encourages intergenerational collaboration and knowledge transfer, ADATA has established the “Middle-aged and Senior Workers Occupational Health and Safety Program” in accordance with Article 6 of the Occupational Safety and Health Act and the Occupational Health and Safety Guidelines for Middle-aged and Senior Workers. The program strengthens safety and health management measures and incorporates work capability assessments to prevent occupational accidents.

Program process:

- (1) Formulate the Middle-aged and Senior Workers Occupational Health and Safety Program, encourage employee participation, and continuously implement improvements.
- (2) Implement education and training and establish consultation and communication channels.
- (3) Carry out risk assessments and health management to reduce operational risks.
- (4) Conduct audits and on-site visits to ensure a friendly work environment.

Organization of Health Promotion Activities GRI 403-6

“Way of Well-being” Health Promotion Program

ADATA regards its employees as its most important assets and considers employee health as the foundation of corporate sustainability, thereby formulating annual health plans.

Under the intense global competition faced by the technology industry, the pursuit of high speed and high efficiency can easily lead to accumulated fatigue and stress among employees, resulting in emotional exhaustion and job burnout. This hazard shows a positive correlation with increasing worker age. Health examination data from 2023 indicated that 33.7% of employees experienced fatigue, with 34.9% of these employees aged 45 or above, demonstrating that occupational fatigue caused by long working hours and irregular work patterns poses potential risks for cerebrovascular and cardiovascular diseases.

Planning for the 2024 health promotion activities was therefore based on these two factors, focusing on physical, mental, and spiritual well-being. A series of programs centered on well-being was organized, emphasizing emotional nourishment, lifestyle cultivation, and stress reduction, with the aim of achieving work–life balance, creating a safe and healthy work environment, enabling employees to enjoy their work, gain a sense of achievement, and contribute to the Company at their fullest potential.

In 2024, to enhance the health and safety of middle-aged workers, the “Way of Well-being” health promotion program was launched. Through diverse wellness support and knowledge-sharing activities across physical, mental, and spiritual dimensions, the program helps middle-aged employees and those experiencing high fatigue to better achieve balance between work and life, improve health, and relieve stress. To encourage active participation, the program also incorporated eco-friendly point collection rewards and wellness-themed incentives such as accommodation vouchers for a five-star hotel in Alishan, vouchers for a culture-and-art-themed hot spring hotel in Jiaoxi, aromatherapy relaxation product vouchers, and other related rewards. During program implementation, the Company actively supported green procurement in line with ESG policies, contributing to environmental protection. In addition, to safeguard the confidentiality of workers’ personal health information, all participants signed activity consent forms. Health data of participants is used solely by instructors, on-site physicians, and nurses for adjusting course materials or assessing participants’ physical and mental conditions.



“Way of Well-being” Health Promotion Program

Through diverse physical, mental, and spiritual wellness support and knowledge-sharing, middle-aged employees and those experiencing high levels of fatigue can more easily achieve work–life balance, improve their health, and relieve stress.



“Fresh Up! Shape Up!”

ADATA is committed to promoting a healthy lifestyle and building a healthy workplace. The Company has established the Hummingbird Canteen and Recreation Center to provide employees with nutritious meals and to encourage regular exercise, pursuing a win-win model of sustainable business operations and employee health protection.

Recognition for a Healthy Workplace



SGS Plus Award – Occupational Health and Safety Health Management Benchmark Award

The Company has long promoted a systematic health management approach, incorporating the PDCA management mechanism, integrating health data analysis with cross-departmental collaboration, and regularly reporting progress and results to senior management and the ESG Committee. Through award participation, the Company aims to demonstrate its capabilities in integrated health governance and forward-looking strategies.



ADATA Technology Co., Ltd. ISO 45001 / CNS 45001 Certificate



2024 Outstanding Personnel for Promoting a Healthy Workplace

Award recipients continue to lead diverse health programs within the Company, deepen workplace health initiatives, apply data-driven improvement strategies, and address employee health needs with care, demonstrating strong professionalism and influence.



Suzhou Plant ISO 45001 Certificate



Brazil Plant ISO 45001 Certificate

4.4.2 Occupational Health and Safety

To prevent employee injuries and health impacts, ADATA is committed to complying with all applicable occupational health and safety laws and other requirements, and has established an occupational health and safety management system. In addition to reinforcing awareness of occupational health and safety among employees within the Company's management scope through policy communication, each plant's OHS management tasks are supervised by dedicated units responsible for promoting OHS management activities and reducing the risk of accidents. In accordance with the Company's OHS policy, each plant sets its own applicable performance targets, while the Company's overall objective is zero occupational accidents.

For its Taiwan Headquarters, Suzhou Plant, and Brazil Plant, ADATA has established occupational health and safety management plans, implemented safety and health management and self-inspections, and obtained certification for the Occupational Health and Safety Management System ISO 45001 / CNS 45001, covering safety and health management for ADATA employees and contractors.

Occupational Health and Safety Committee GRI 403-4

Creating a safe and healthy working environment where employees can feel secure is ADATA's responsibility to its workforce. In accordance with the Occupational Health and Safety Management Regulations, ADATA has established Occupational Health and Safety Committees at the Taipei Headquarters, Suzhou Plant, and Brazil Plant. The chairperson at Taipei Headquarters is the Chairman of the Board, and senior management is appointed as management representatives to assist with coordination and oversight. The committees include 10 senior managers serving as conveners and 16 employee representatives, jointly advancing all environmental, safety, and health initiatives.

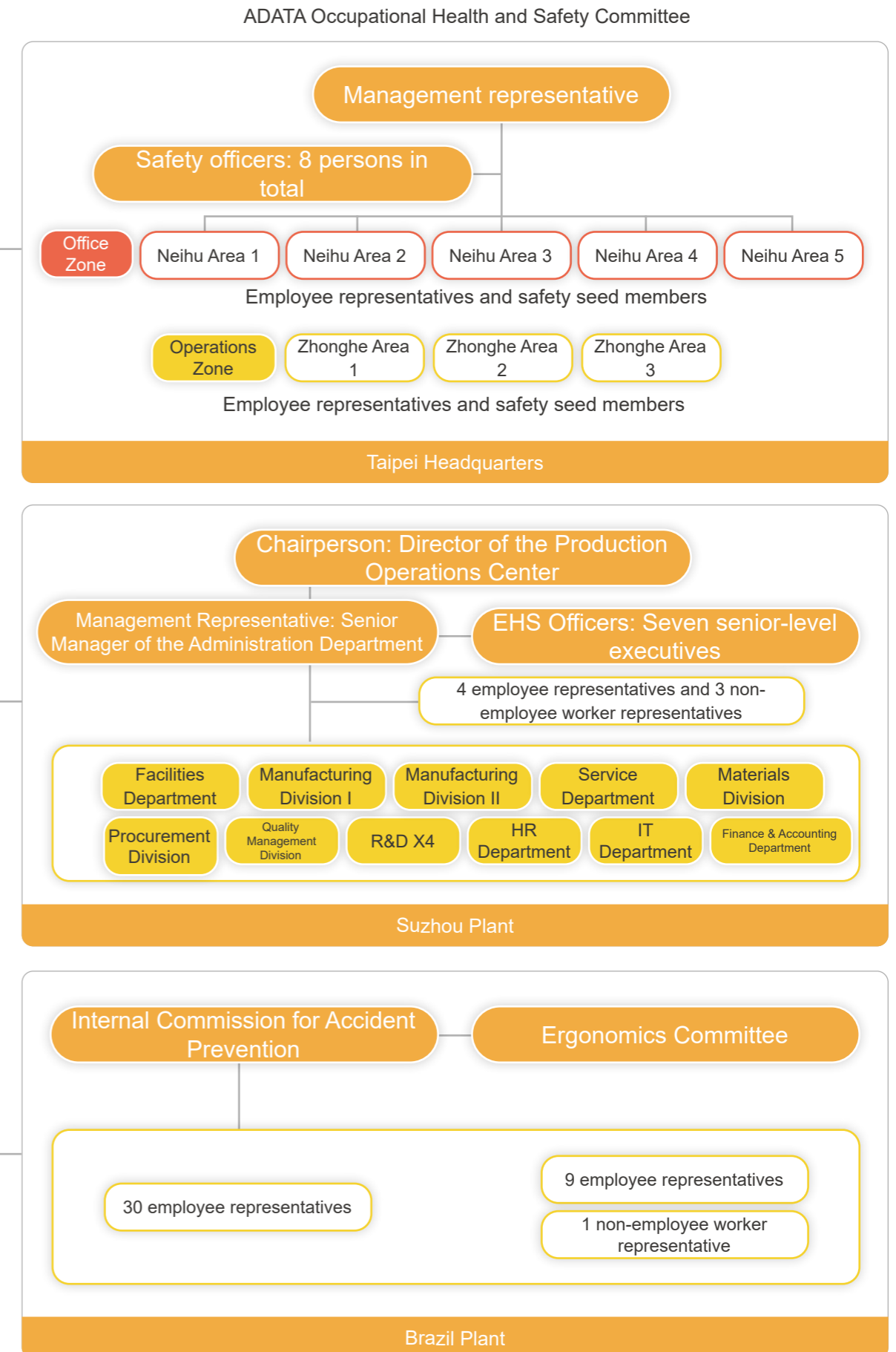
Suzhou Plant's Environment, Health and Safety (EHS) Management Committee is chaired by the Director of the Production Operations Center, with a Senior Manager of the Administration Department appointed as the management representative and one EHS officer assigned to assist with overall coordination and supervision. In addition, the committee includes four EHS employee representatives, three non-employee worker representatives, and department heads from fourteen sub-units, together with twelve EHS seed members. The committee convenes once every quarter to conduct consultation and communication on various occupational health and safety topics, safeguard workers' rights, review occupational health and safety management policies and related matters, and continuously refine and enhance practices based on the spirit of ongoing improvement, thereby controlling the Company's occupational health and safety risks and ensuring a safe and healthy working environment for employees.

At the Brazil Plant, an Internal Commission for Accident Prevention (CIPA) is established, consisting of 30 employee representatives. The commission meets monthly to improve and ensure occupational safety for all employees. An Ergonomics Committee is also established at the Brazil Plant, consisting of 9 employee representatives and regularly joined by one third-party collaborator. Committee members are primarily department heads who discuss ergonomics-related needs during monthly meetings. An incident box is also available for employees to submit suggestions, comments, or reports of incidents related to occupational health and safety.

In addition, since 2017 the Brazil Plant has established an Emergency Brigade, comprising 78 employee representatives and two non-employee representatives. Through understanding how firefighters routinely handle accidents and emergency situations, the Company is able to identify and improve issues related to emergency response.

Occupational Health and Safety Committee	Taiwan Headquarters and Zhonghe Plant 1	Suzhou	Brazil
Total number of committee members	26 members	22 members	Internal Commission for Accident Prevention 32 members Ergonomics Committee 12 members Emergency Brigade 82 members
Labor representation ratio (%)	62%	86%	93%
Meeting frequency	Once per quarter	Once per quarter	Once per month

Chairperson: Chairman of the Board



Occupational Health and Safety Management Plan GRI 403-7

Operational Item	Implementation Details
Workplace or operational hazard identification, assessment and control	<ul style="list-style-type: none"> Occupational Health and Safety Hazard Identification, Evaluation and Control Procedure EHS Management Monitoring and Measurement Procedure Occupational Health and Safety Management Plan Requirements
Self-inspection and equipment maintenance	<ul style="list-style-type: none"> Regular inspections, operational checklists and site walkthroughs Equipment and machinery management
Hazardous chemical management	<ul style="list-style-type: none"> Hazard communication procedures and equipment/machinery management Achieved 100% review of all hazardous chemicals prior to entering the plant Regular updates of hazardous chemical inventory Chemical assessment and tiered management
Contractor management	<ul style="list-style-type: none"> Procurement Procedures Contractor Management Regulations EHS Engineering Change Regulations Achieved 100% hazard communication rate for contractors
Safety and health education and training	<ul style="list-style-type: none"> Planning and implementation of EHS management education and training Completion of the Business Continuity Plan (BCP) Collection, sharing and use of safety and health information
Health examinations, management and promotion	<ul style="list-style-type: none"> Employee health examinations and management Prevention of diseases induced by abnormal workload Workplace maternal health protection management Ergonomics hazard prevention and management Workplace unlawful infringement prevention management Middle-aged and Senior Workers Occupational Health and Safety Program Organize health education seminars/activities
Other management matters	<ul style="list-style-type: none"> Emergency response measures Investigation, handling and statistical analysis of occupational accidents, near misses, and incidents affecting physical or mental health Health and safety management records and performance evaluation measures EHS Regulatory Identification and Audit

Contractor Management

ADATA has established the “Contractor Management Regulations” to ensure that all contractor personnel fully understand the “Contractor Safety Regulations” before commencing any work. All contractors, including cafeteria vendors, security personnel, cleaning personnel and other on-site workers, are required to sign the “Contractor Environmental, Health, and Safety Commitment Letter” to reinforce awareness of occupational health and safety requirements. In addition, ADATA has developed specific guidelines for duties performed in confined spaces or involving special operations.

Contractors must apply in advance before entering the premises and be accompanied by the designated host personnel. Upon entering the facility, contractors must wear identification badges, operate only within authorized work areas, comply with ADATA’s occupational safety regulations, and leave the premises within the prescribed time.

ADATA conducts periodic EHS briefings and hazard communication sessions for contractors and communicates the Company’s EHS policies. Monthly investigations of contractor-related occupational accidents are carried out. In 2024, contractor training sessions at the Taiwan Headquarters recorded 69 participants with a total of 69 training hours; the Suzhou Plant recorded 146 participants with a total of 73 training hours; and the Brazil Plant recorded 20 participants with a total of 20 training hours. An examination is administered after training, and a passing score of 80 is required. ADATA also monitors contractor certification validity and arranges contractor training courses to ensure that contractors renew and maintain valid certifications.

Occupational Injury Prevention and Control GRI 403-2

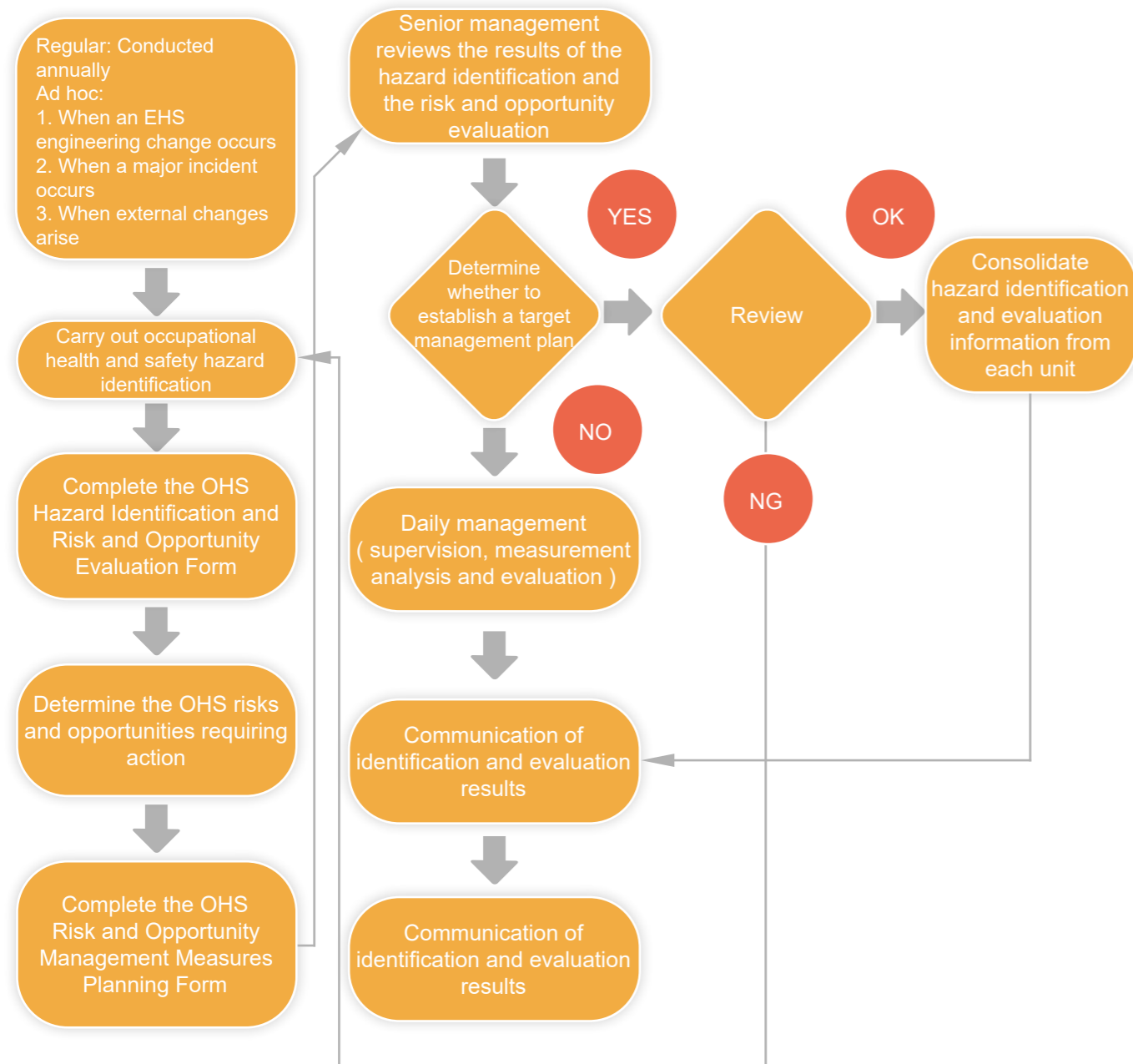
Five Major Programs

Occupational Health and Safety Management Program

To effectively identify and control occupational hazards, ADATA has established the “EHS Risk and Opportunity Procedure,” the “Occupational Health and Safety Hazard Identification, Evaluation and Control Procedure,” and the “Workplace Environment Monitoring Management Regulations.” Occupational health and safety personnel conduct regular and ad hoc risk assessments as needed. Through comprehensive hazard identification, potential risk factors are uncovered and controlled or eliminated through annual management plans.

- The EHS Risk and Opportunity Procedure is formulated in accordance with the Company’s operating conditions, considering internal and external environmental factors, the Company’s business objectives, strategic direction, and its capability to achieve expected results under the environmental and occupational health and safety management system, as well as customer requirements. Through responsibility analysis, management system context analysis, and identification of stakeholder needs and expectations, supervisors of each implementing unit determine the risks and opportunities to be addressed, thereby driving environmental and occupational health and safety objectives, implementation of plans, product stability, and compliance with stakeholder, customer, and regulatory requirements.
- In accordance with the Occupational Health and Safety Hazard Identification, Evaluation and Control Procedure, evaluations are conducted once per year, and additional ad hoc evaluations are performed when material events occur.
- To accurately understand actual workplace conditions and assess worker exposure levels, ADATA conducts workplace environment monitoring at least once every six months in accordance with the “Workplace Environment Monitoring Management Regulations.” During the hazard identification process, if hazards originating outside the workplace may affect personnel within areas under the Company’s control, such hazards must also be included in the identification scope.

Occupational Health and Safety Hazard Identification, Evaluation and Control Procedure



Risk Assessment Process and Results GRI 403-2

ADATA conducts hazard identification and risk assessment on a regular and ad hoc basis, and also regularly engages external professional consultants to perform assessments based on the Company’s actual conditions. Each unit assigns senior staff members to form an implementation team to review OHS hazard identification and risk assessment according to each unit’s workflows and operational scope, ensuring compliance with system management requirements. In 2024, the Taiwan Headquarters identified a total of 1,227 items, of which 494 were classified as high-risk operations; the Suzhou Plant identified 460 items, with 0 high-risk operations; the Brazil Plant identified 99 items, with 0 high-risk operations. Improvements were implemented based on EHS objectives and programs or carried out in accordance with relevant operational procedures.

For OHS hazard identification at the Taiwan Headquarters and Suzhou Plant, the OHS Office plans and conducts annual evaluations and hires external professional consultants to perform assessments based on the Company’s conditions. Each unit assigns experienced personnel to form an implementation team to review OHS hazard identification and risk assessment according to each unit’s workflows and operational scope, ensuring compliance with system management requirements. Sampling, analysis, and instrument measurement methods for workplace environment monitoring are carried out in accordance with the methods announced by the central competent authority. Workplace environment monitoring is conducted by inspection institutions registered with the central competent authority, and a monitoring plan is prepared by the monitoring evaluation team prior to implementation.

The Brazil Plant conducts risk assessments for all activities through “Hazard and Risk Surveys,” assessing risks, recording existing actions, and mitigating identified risks through the implementation of control measures. Frequency of occurrence and severity are used to determine the impact level of risks. Any accident that occurs must be immediately reported to the employee’s direct supervisor and the workplace safety technician and documented in an “Investigation Report,” with reporting deadlines determined based on the severity of the incident. The priority for implementing safety measures is to minimize worker exposure to hazards, and includes the following measures: elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE).

Plant	Risk Item	Mitigation Measure
	Crush injuries, struck-by object injuries	Strengthen training, enhance operational controls, and enforce the requirement to wear safety shoes during operations as risk control measures
	Falls	Enhance awareness campaigns as a risk control measure
Taiwan Headquarters	Fire, explosion	Emergency response training, automatic inspection plans, and operational management controls as risk control measures
	Machine entanglement and pinch point injuries	Adopt engineering improvements, management controls, and install emergency stop switches as risk control measures

Plant	Risk Item	Mitigation Measure
Taiwan Headquarters	Injuries caused by employees colliding with static objects, including bruises, cuts, abrasions, and punctures to body parts other than the eyes	Strengthen training and operational controls as risk control measures
	Others	Implement elimination, substitution, engineering improvements, management controls, and personal protective equipment as risk control measures
	Skin contact with, or improper inhalation or ingestion of, pathogenic biological agents	Implement elimination, substitution, engineering improvements, management controls, and personal protective equipment as risk control measures
	Burns, scalds, or frostbite caused by contact with extremely high-temperature or low-temperature objects	Implement elimination, substitution, engineering improvements, management controls, and personal protective equipment as risk control measures
Suzhou Plant	X-ray	<ul style="list-style-type: none"> The equipment is equipped with protective shielding to provide effective containment Radiation warning signs are installed on-site The Company provides personal dosimeters to operating personnel and conducts regular testing of radiation levels recorded by the dosimeters, as well as periodic testing of radiation levels around the ion implantation equipment Radiation operating personnel may begin work only after completing required training; unlicensed personnel are strictly prohibited from operating. Regular occupational health examinations are provided for personnel exposed to radiation, ensuring proper occupational health surveillance for radiation-related work
	Burns, scalds, or frostbite caused by contact with extremely high-temperature or low-temperature objects	Implement elimination, substitution, engineering improvements, management controls, and personal protective equipment as risk control measures

Plant	Risk Item	Mitigation Measure
Suzhou Plant	Isophorone Diisocyanate	Organic exhaust generated during coating is collected through hoods/exhaust ducts and discharged after treatment by a dual-stage activated carbon adsorption system. Employees are equipped with personal protective masks and other PPE.
	Other Dust and Laser Radiation	Fumes generated by laser machines are collected through the machines' built-in dust collection systems and discharged after filtration via built-in filter cartridges. Employees are equipped with dust masks, safety goggles, and other PPE.
	Organic Solvents	Organic exhaust is collected through hoods/exhaust ducts and discharged after treatment by a dual-stage activated carbon adsorption system. Employees are equipped with respirator masks and other PPE.
	Tin Dioxide	Organic exhaust is collected through hoods/exhaust ducts and discharged after treatment by a dual-stage activated carbon adsorption system. Employees are equipped with respirator masks and other PPE.
Suzhou Plant	Acrylics and Ultraviolet Radiation	Employees are equipped with respirator masks, safety goggles, and other PPE.
	Other Dust	Dust generated by panel-cutting machines is collected through built-in dust collection systems and discharged after treatment by a bag-type dust collector. Employees are equipped with dust masks and other PPE.
	Acrylics and Noise	Employees are equipped with respirator masks, earplugs, and other PPE.
	Power-Frequency Electric Fields	Distribution boards are isolated, and employees are equipped with protective work clothing, electrical-insulating footwear, insulating gloves, and other PPE.

Plant	Risk Item	Mitigation Measure
Brazil Plant	Chemical Handling (Isopropanol, Paste Flux, Solvents)	<ul style="list-style-type: none"> • Chemical Management: All chemicals are managed in compliance with Brazilian regulatory requirements, based on their usage areas, storage conditions, and potential impacts on employee health. • Personal Protective Equipment (PPE): Employees are provided with appropriate PPE according to the specific hazards associated with each chemical. • CIPA: The committee convenes monthly to review and recommend occupational health and safety measures. It also conducts monthly themed activities to enhance employee awareness. • Fire Brigade: ADATA Brazil provides training to prepare employees for emergency situations such as fires and workplace accidents. • Risk Management Program (PGR): Includes legally required risk assessments, including evaluations of indoor noise levels and controls for exposure to chemical environments.
	Dust Inhalation	<ul style="list-style-type: none"> • Risk Management Program (PGR): Covers regulatory-required assessments of indoor noise levels and controls for exposure to chemical substances. • CIPA: The committee convenes monthly to review and recommend occupational health and safety measures. It also conducts monthly themed activities to enhance employee awareness. • PPE: Employees are assigned PPE suited to the hazards of each chemical and work process. • Training: The EHS team provides biennial internal training or collaborates with external providers to ensure employees understand regulatory requirements for chemical handling. • Exhaust and Emissions: When exhaust treatment equipment involves chemicals that may generate odors, ADATA Brazil ensures all processes comply with applicable environmental regulations.
	Noise	<ul style="list-style-type: none"> • Risk Management Program (PGR): Covers regulatory-required assessments of indoor noise levels and controls for exposure to chemical substances. • CIPA: The committee convenes monthly to review and recommend occupational health and safety measures. It also conducts monthly themed activities to enhance employee awareness.

Plant	Risk Item	Mitigation Measure
Brazil Plant	Use of Compressed Air (for steel mesh cleaning)	<ul style="list-style-type: none"> • PPE: Employees are assigned PPE suited to the hazards of each chemical and work process. • Training: The EHS team provides biennial internal training or collaborates with external providers to ensure employees understand regulatory requirements for chemical handling.
	Chemical Handling (Isopropanol, Paste Flux, Tin)	<ul style="list-style-type: none"> • Chemical Management: All chemicals are managed in compliance with Brazilian regulatory requirements, based on their usage areas, storage conditions, and potential impacts on employee health. • PPE: Employees are assigned PPE suited to the hazards of each chemical and work process. • CIPA: The committee convenes monthly to review and recommend occupational health and safety measures. It also conducts monthly themed activities to enhance employee awareness. • Risk Management Program (PGR): Covers regulatory-required assessments of indoor noise levels and controls for exposure to chemical substances. • Training: The EHS team provides biennial internal training or collaborates with external providers to ensure employees understand regulatory requirements for chemical handling.
	Poor Posture	<ul style="list-style-type: none"> • Ergonomic reports are provided to each department; workstations are assessed to identify physical risk to workers. Twice weekly employee fitness/stretch sessions are offered (including exercises tailored to work patterns). Monthly meetings with lead employees identify improvement areas for the program and its implementation. • CIPA: The committee convenes monthly to review and recommend occupational health and safety measures. It also conducts monthly themed activities to enhance employee awareness.

Plant	Risk Item	Mitigation Measure
Brazil Plant	Welding/Repair of Memory Boards	<ul style="list-style-type: none"> Analyze and report the condition of the Company's equipment to verify whether the current protective mechanisms comply with machine safety-related legal requirements. PPE: Employees are assigned PPE suited to the hazards of each chemical and work process. Training: The EHS team provides biennial internal training or collaborates with external providers to ensure employees understand regulatory requirements for chemical handling. CIPA: The committee convenes monthly to review and recommend occupational health and safety measures. It also conducts monthly themed activities to enhance employee awareness. Risk Management Program (PGR): Covers regulatory-required assessments of indoor noise levels and controls for exposure to chemical substances. Safety indicators: All operational areas at ADATA Brazil are equipped with safety indicators to ensure employees understand the safety rules and risks associated with each area.
	Upper-Limb Access to Moving Parts (Cooler)	<ul style="list-style-type: none"> Analyze and report the condition of the Company's equipment to verify whether the current protective mechanisms comply with machine safety-related legal requirements. Training: The EHS team provides biennial internal training or collaborates with external providers to ensure employees understand regulatory requirements for chemical handling. CIPA: The committee convenes monthly to review and recommend occupational health and safety measures. It also conducts monthly themed activities to enhance employee awareness. Safety indicators: All operational areas at ADATA Brazil are equipped with safety indicators to ensure employees understand the safety rules and risks associated with each area.
	Excessive Illumination	<ul style="list-style-type: none"> Emergency Response Planning: ADATA Brazil maintains documented procedures and methods for responding to emergency situations. Fire Brigade: ADATA Brazil provides training to equip employees with the skills needed to respond to emergencies such as fires and accidents, and holds monthly emergency simulation meetings. Equipment Maintenance and Protection: All operational areas are required to conduct regular equipment maintenance to prevent accidents.

In accordance with ADATA's EHS Emergency Preparedness and Response Procedure, if an immediate danger is identified in the workplace, personnel must be instructed to stop work and evacuate to a safe area. When a hazardous event occurs, the designated emergency response commanders in each area issue instructions based on the type of incident and carry out personnel evacuation. ADATA places the highest priority on employee safety; therefore, workers have the right to refuse or stop work that presents potential danger without risk of disciplinary action.

To prevent and mitigate the negative impact of major OHS incidents on business operations, ADATA reviews its Business Continuity Plan (BCP) annually and conducts exercises based on the risks identified at that time. These measures are intended to minimize the impact of disasters and ensure that the Company can take the necessary steps to protect resources, employees, and business processes so that operations can continue without interruption.



Occupational Injury and Incident Management GRI 403-9

In 2024, ADATA recorded no serious occupational injuries, no general occupational injuries, and zero near-miss incidents. There were also no monetary losses resulting from legal actions related to violations of employee health and safety regulations. ADATA remains committed to the goal of zero occupational injuries, continuing to strengthen risk and health management to reduce risks for all personnel. In 2024, ADATA achieved a disabling injury frequency rate (FR) of 0, a disabling injury severity rate (SR) of 0, and a Frequency-Severity Indicator (FSI) of 0, demonstrating the Company's commitment to creating a "zero-injury" workplace.

Item	Taiwan Headquarters	Zhonghe Plant 1	Brazil Plant	Brazil Plant
a. Total hours worked (hours)	1,238,069	106,758	1,530,360	4,850,469
b. Number of general occupational injuries (cases)	0 (Note 3)	0	0	0
c. Number of serious occupational injuries (cases)	0	0	0	0
d. Number of fatalities (cases)	0	0	0	0

Item	Taiwan Headquarters	Zhonghe Plant 1	Brazil Plant	Brazil Plant
Total recordable occupational injuries (b + c + d) (cases)	0	0	0	0
Fatality rate due to occupational injuries (%)	0	0	0	0
Serious occupational injury rate (%)	0	0	0	0
Recordable occupational injury rate (%)	0	0	0	0

- Total work hours represent the aggregated actual hours worked by all employees and workers as of December 31, 2024.
- General occupational injuries refer to cases with fewer than 180 lost workdays.
- Commuting accidents occurring during travel to and from work are not classified as occupational injuries under the Occupational Safety and Health Act and therefore are not included in the calculation of the disabling injury frequency rate (FR) or disabling injury severity rate (SR). A total of six commuting accidents occurred in 2024.
- Serious occupational injuries refer to cases with more than 180 lost workdays.
- Fatality rate due to occupational injuries = Number of fatalities * 1,000,000 / Total work hours.
- Serious occupational injury rate = Number of serious occupational injury cases * 1,000,000 / Total work hours.
- Total recordable occupational injury cases * 1,000,000 / Total work hours, equivalent to the "Disabling Injury Frequency Rate (FR)" as defined by the Ministry of Labor.

Incident Reporting and Investigation Procedures

When an incident occurs, the responsible unit shall immediately report it to the supervising manager and notify the Occupational Health and Safety Office for joint assessment. The responsible unit must review the root cause, implement corrective actions without delay, and cooperate with the EHS unit and employee representatives to conduct an investigation and analysis. The process includes confirming the sequence of events, identifying the true causes of the occupational injury or safety incident, and determining appropriate corrective and preventive measures. All findings shall be recorded in the Accident Investigation and Analysis Form to ensure information is communicated across relevant management levels and personnel, thereby reducing personnel and property losses and preventing recurrence.

For near-miss events, any abnormal person, object, or situation observed in the workplace may be reported directly to the supervisor or to the security station at each facility. The report must include the five essential elements: person, event, time, location, and object, enabling the Company to respond promptly and accurately to minimize risk. A Near-Miss Report shall be completed within three working days.

Emergency Escalation Flow:

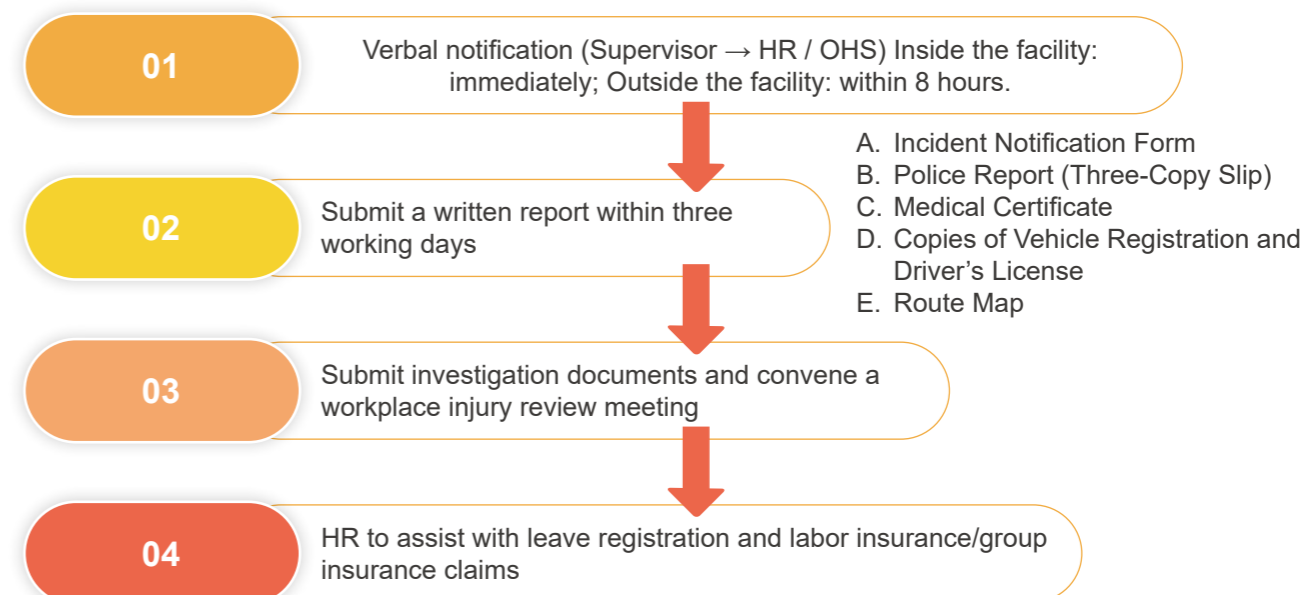


Incident Handling Procedure:



For commuting-related accidents, supervisors must immediately provide a verbal notification to the Human Resources Department and the Occupational Health and Safety Office, followed by a written report submitted within three working days. During the occupational incident investigation, it must be verified that the accident occurred within an appropriate commuting time frame and along a reasonable route, while excluding circumstances involving non-essential personal activities or major traffic violations. Upon completion of all investigation materials, a workplace injury review meeting will be convened. The Company will continue to strengthen traffic-safety communication and education to prevent accidents and mitigate their impact.

Accident Reporting Process:



2024 Traffic Safety Awareness

Campaign:

1. Stay clear of vehicles and wait in a safe area before crossing
2. Use pedestrian crossings; do not jaywalk
3. Follow traffic signals; cross only when the green-light countdown is sufficient
4. Focus when crossing the street; do not use your mobile phone



Emergency Response Operations

In the event of a major emergency incident such as personal injury or fatality, fire, electric shock, natural disaster, food poisoning, chemical spill, or a statutory communicable disease, frontline employees or the designated units must immediately activate the emergency response plan. Emergency response plans are formulated based on workplace risks and the availability of internal and external resources. Responsibilities of the Emergency Response Team:

No.	Team	Role and Responsibilities
1	Regional Commander (Occupational Safety Lead)	Responsible for initiating the emergency response. Determines, based on the situation, whether the Emergency Response Center should be activated. Once activated, the commander directs and deploys members of the regional Emergency Response Team.
2	Notification Team (Notification Unit)	1. Immediately conducts internal and external notifications. 2. Reports notification status to the Emergency Response Center.
3	Evacuation Guidance Team (Evacuation Unit)	1. Guides evacuated personnel to designated assembly points. 2. Confirms the status and reports to the Emergency Response Center.
4	First-Aid Team (First-Aid Unit)	1. Assists the on-site nurse in establishing a temporary medical station. 2. Provides emergency medical assistance to injured personnel. 3. Reports first-aid status to the Emergency Response Center.
5	Safety Team (Safety Protection Unit)	1. Ensures all areas have been cleared of personnel. 2. Reports search status to the Emergency Response Center.
6	Rescue Team (Rescue Unit)	1. Rescues critical items in each area or clears evacuation routes. 2. Reports rescue status to the Emergency Response Center. 3. Conducts fire extinguishing in the event of a fire.

Emergency Incident Response Process

On-site Emergency Incident Response Flow	
Level 1	1. Emergency incident occurs → 2. Notify the unit supervisor → 3. Supervisor directs on-site personnel to carry out initial response actions → 4. Notify the Regional Emergency Response Commander and the Occupational Health and Safety Office → 5. Confirm whether the incident is escalating →
Level 2	6. The Regional Commander activates the Emergency Response Team → 7. Report to the Chief Emergency Response Commander and request assistance from fire, medical, or relevant government agencies →
Level 3	8. The Chief Commander determines that the incident has extended beyond the plant → 9. Activate the third-phase response → 10. Notify the management center and neighboring areas to evacuate → 11. Transfer the matter to the relevant competent authorities for handling.
Recovery Phase	12. Crisis resolved → 13. The Company carries out post-incident restoration work in accordance with the recovery plan and cooperates with the accident investigation process.

Occupational Safety and Health Training GRI 403-5

To implement EHS policies and the purpose of the EHS management system, appropriate and regular training is provided so that all employees understand and recognize its significance and are required to fully comply, thereby ensuring effective EHS management and adherence to applicable EHS laws and regulations.

ADATA conducts various EHS-related training courses, drill mechanisms, and self-inspections to strengthen employees' Occupational Health and Safety awareness. Tests or hands-on exercises (such as fire extinguisher operation and donning personal protective equipment) are administered after training to enhance employees' hazard identification capabilities, reduce occupational injury risks, and help them stay updated on regulatory information and new requirements. In addition to receiving training credits, employees can earn bonus points for their respective areas to improve overall Occupational Health and Safety performance scores. Those who meet the standards are eligible for bonuses and performance rewards.

Training Category	Training Description
New-Hire Occupational Safety and Health Training	Assists new employees in developing a basic understanding of the Occupational Health and Safety and environmental management systems.
First-Aid (CPR) Training – Relevant Personnel	In accordance with legal requirements, first-aid personnel must receive at least three hours of on-the-job training every three years. Under Article 16 of the Occupational Safety and Health Education and Training Rules, employers must ensure that workplace first-aid personnel receive OHS education and training.
Evacuation and Escape Drill	Enhances employees' awareness of proper emergency response actions in the event of a fire, enabling correct escape behaviors to reduce losses. Each employee participates twice per year, 30 minutes each session.
Fire Safety Knowledge and Equipment Operation Training	Improves employees' response capabilities in fire scenarios and provides hands-on fire equipment operation to ensure effective use during emergencies. Mandatory for new hires; elective for current employees; each session is 2 hours.
Three-Year On-the-Job Training	Enhances general employees' OHS awareness. Required for current employees every three years; each session is 3 hours.
Hazard Communication & Organic Solvent Poisoning Prevention Rules (including SDS briefing) – Relevant Personnel	Enhances professional awareness for employees who handle hazardous chemicals. For employees handling chemicals (both new hires and current employees); 3 hours annually.
First-Aid Training	Provides employees with basic first aid and simple bandaging skills during emergency situations, while enhancing AED operational competence; each session is 2 hours.

Taiwan Headquarters: 1,620 participants, 2,606 training hours
 Suzhou Plant: 30 participants, 263 training hours
 Brazil Plant: 1,246 participants, 1,428 training hours
 Examination pass rate: 100%



An examination is administered after training. Employees must score 80 or above to pass.

Regarding ADATA's internal occupational health and safety management, the Company regularly conducts relevant training programs. In addition to receiving training credits, employees can earn bonus points for their respective areas, thereby improving overall occupational health and safety performance scores. Those who meet the standards are eligible for bonuses and performance rewards. An EHS section is available on the Company's internal website, which provides regular EHS-related announcements as well as a Q&A inquiry channel.

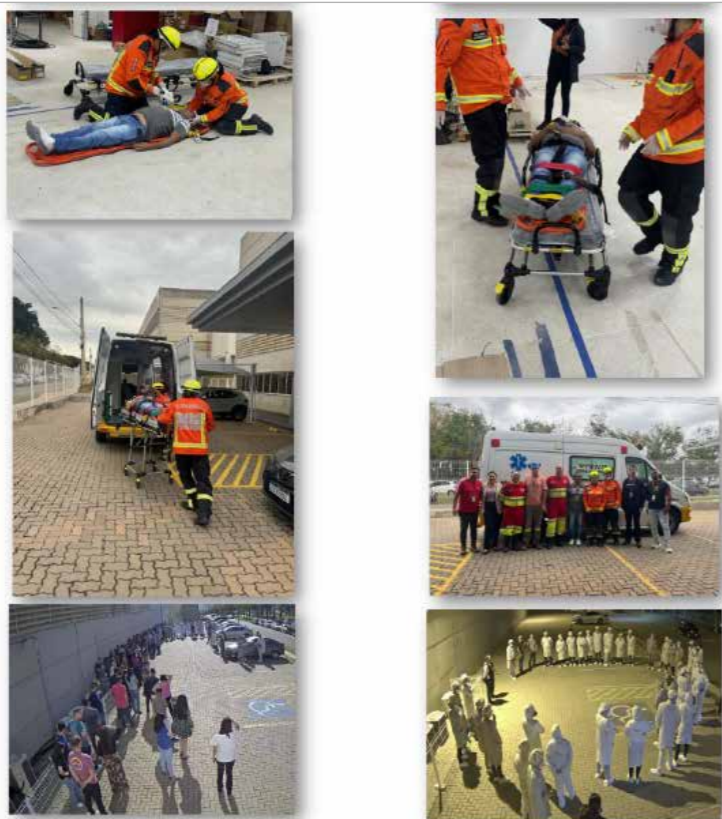
In external activities, ADATA also actively participates in local disaster prevention initiatives. In 2024, the Company participated in two local disaster prevention events in New Taipei City.

2024 Emergency Response and Evacuation Drill, Active Participation in Local Disaster Prevention Activities

2024 Emergency Response and Evacuation Drill, Active Participation in Local Disaster Prevention Activities		
2024/3/5	New Taipei City Government	ADATA Actively Supports New Taipei City's Enterprise Disaster Prevention Policies and Participates in Related Disaster Response Activities
2024/3/22	Zhonghe District Office, New Taipei City	2024 Typhoon, Flood, and Earthquake Combined Disaster Response Drill



Certificate of Appreciation



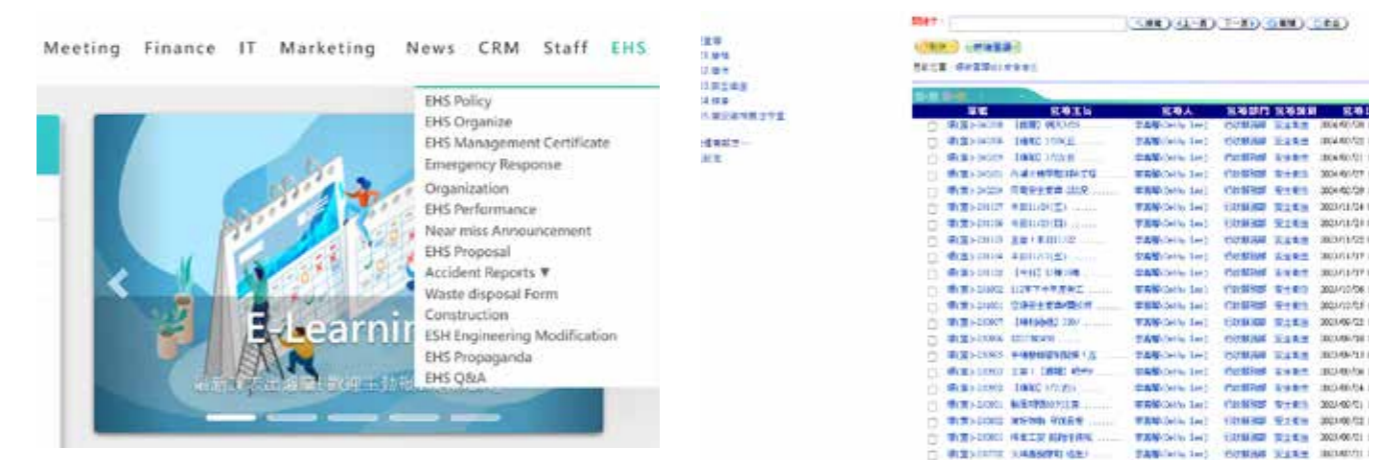
On-site drill photos



An EHS section is available on the Company's internal website, which provides regular EHS-related announcements and a Q&A inquiry channel. In 2024, a total of 3 environmental protection announcements, 14 occupational health and safety announcements, 36 health announcements, and 4 EHS-related regulatory updates were posted. The following highlights key EHS announcements:

Date	Subject	Content	Category
2024/4/22	Earth Day – “One less piece of plastic is better than one more.”	<p>Plastic has permeated every aspect of our daily lives, from furniture materials, disposable tableware, beverage containers, food packaging, to the synthetic fibers in our clothing. It even returns to our bodies through the water cycle and the food chain.</p> <p>Nine tips for a plastic-reducing lifestyle</p> <ol style="list-style-type: none"> 1. Bring reusable bags. 2. Bring a reusable water bottle. 3. Bring your own cup. 4. Use reusable containers for takeout meals. 5. Say “no” to single-use plastic straws and tableware. 6. Stop using plastic bags. 7. “Eat in” and enjoy your meal slowly at the store. 8. Store leftovers in glass containers and avoid disposable products. 9. Share your own plastic-reducing tips – just like I do! 	Environmental Protection
2024/6/5	June 5 is World Environment Day. Show your love for the Earth through simple eco-friendly actions in daily life.	<p>Everyone is invited to take part in World Environment Day on June 5 by adopting easy, eco-friendly practices in everyday food, clothing, housing, and transportation choices. Let us express our care for the planet together and turn these actions into lasting habits.</p> <p>Low-carbon Diet</p> <ol style="list-style-type: none"> 1. Eat seasonal fruits and vegetables, and choose locally grown produce. 2. Bring your own reusable utensils for all three meals of the day; avoid disposable tableware. 3. Eat vegetarian meals for all three meals on that day. 4. Bring your own shopping bags when buying groceries or doing any shopping. 5. Buy only what you need, eat in moderation, and avoid food waste. <p>Low-carbon Clothing</p> <ol style="list-style-type: none"> 1. Reduce the frequency of laundry. 2. Wear comfortable clothing. 3. If possible, get a short haircut for a cooler summer. <p>Low-carbon Living</p> <ol style="list-style-type: none"> 1. Open the curtains to make use of natural light and avoid turning on the lights. 2. Take the stairs instead of the elevator. 3. Before leaving home, remember to unplug unused appliances and turn off unnecessary power sources. 4. For toilets without dual-flush systems, placing a filled plastic bottle in the tank can help save water. <p>Low-carbon Travel</p> <p>Choose public transportation, carpooling, or cycling when going out that day.</p>	Environmental Protection

Date	Subject	Content	Category
2024/5/13	Electrical Safety: If your electric fan shows these three warning signs, stop using it.	<p>When an electric fan displays any of the following three symptoms:</p> <ol style="list-style-type: none"> 1. Abnormal operation: for example, the blades start rotating slowly or produce a buzzing sound, then suddenly speed up; or when stopping, the blades halt abruptly instead of slowing down gradually. 2. Unusual noises or strange odors 3. Overheating <p>Stop using the fan immediately and have it inspected or repaired to prevent electrical fires. We recommend the following:</p> <ol style="list-style-type: none"> 1. Choose electric fans equipped with motor thermal fuses and certified with a product safety mark. 2. Regularly clean the fan blades and remove dust buildup on the motor, and lubricate the bearings. 3. Check the power cord for damage or compression. 4. Unplug the fan when not in use for extended periods. This saves energy and keeps you safe. 	Safety



4.5 Human Rights Management

ADATA strictly complies with all labor-related laws and regulations, upholding the principles of fairness, inclusion, and respect in treating employees, and fostering a workplace free of discrimination and harassment. In fulfilling its corporate social responsibilities and safeguarding fundamental human rights, ADATA follows international human rights standards such as the United Nations Universal Declaration of Human Rights, the UN Global Compact, and the International Labour Conventions, and has established and implemented a dedicated Human Rights Policy. This policy covers the protection of workplace human rights, implementation of diversity and inclusion, workplace health and safety, respect for freedom of association, promotion of harmonious labor-management relations, privacy protection, and human rights awareness, ensuring that all employees receive equitable and dignified treatment.

To promote human rights issues, ADATA actively organizes a variety of training programs covering employee rights protection, privacy protection, workplace safety, diversity and inclusion, political participation, business ethics, and sustainable development. These courses span topics from the individual to the organizational level, extending the focus from the workplace to global perspectives, ensuring employees have sufficient resources to understand the diverse dimensions of human rights.

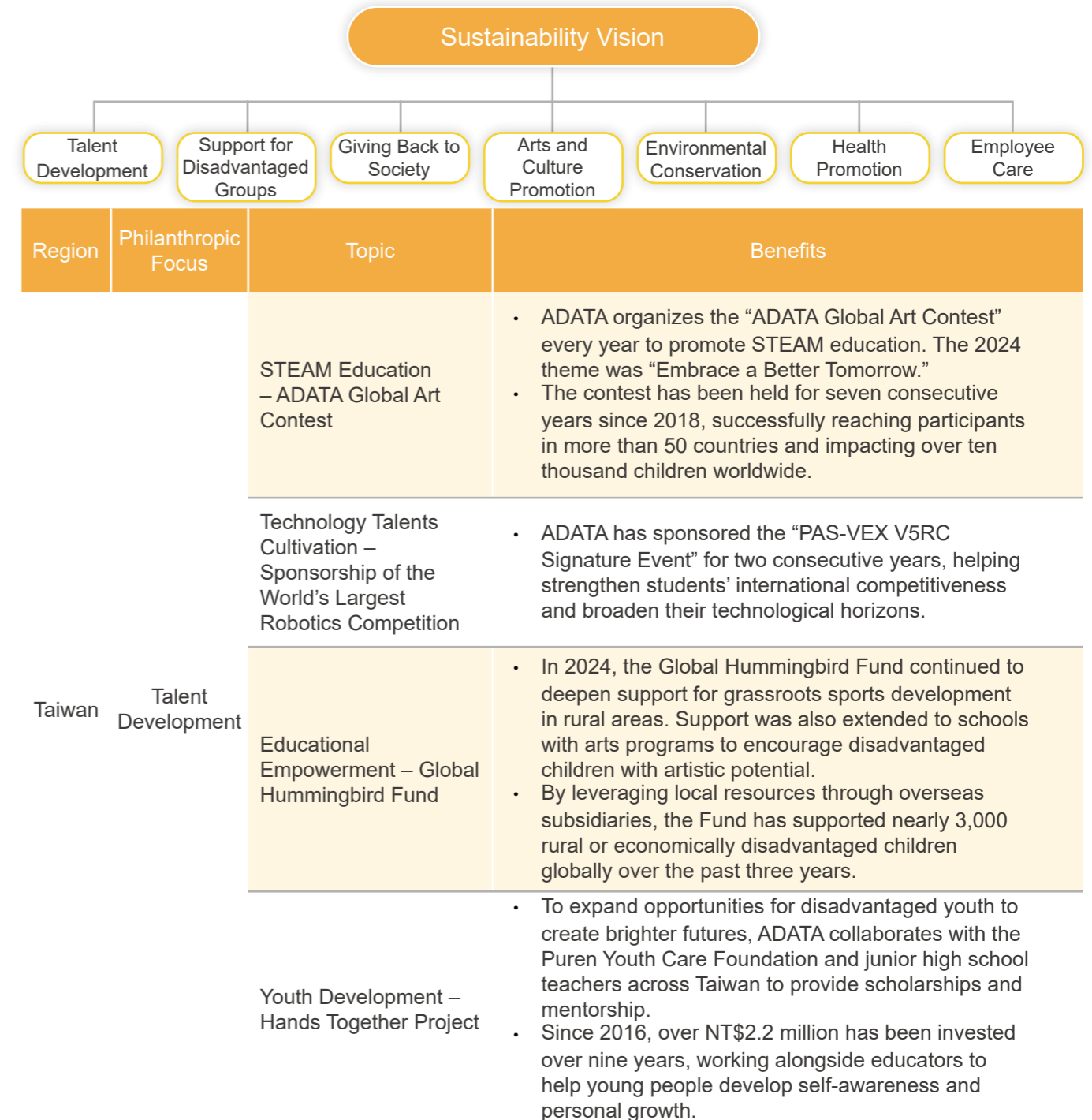
In addition, ADATA implements an Employee Assistance Program (EAP), providing counseling services in psychology, legal matters, taxation and finance, management, and health, offering comprehensive support for employees' physical and mental well-being in both work and daily life.

Human Rights-Related Training Courses, 2022–2024

Year	Location	Number of Sessions	Number of Participants
2022	Taiwan	28	2,273
	Suzhou	3	1,791
	Brazil	1	394
	Total	32	4,458
2023	Taiwan	36	2,378
	Suzhou	1	847
	Brazil	1	423
	Total	38	3,648
2024	Taiwan	46	2,656
	Suzhou	3	639
	Brazil	1	430
	Total	48	3,725

4.6 Community Engagement and Philanthropy GRI 413-1, 2


Enterprises are the foundation of society, and ADATA believes that only by continuously giving back to the community and regarding corporate responsibility as a core mission of sustainable development can the Company advance toward its long-term operational goals. ADATA actively participates in social welfare initiatives in Taiwan, Suzhou, and Brazil. While striving for innovation and breakthroughs in technology, the Company prioritizes environmental stewardship and dedicates corporate resources to supporting positive social development and shared prosperity.



Region	Philanthropic Focus	Topic	Benefits
Taiwan	Giving Back to Society	Establishment of the ADATA Advanced Simulation Classroom at Shuang Ho Hospital	<ul style="list-style-type: none"> ADATA supported Shuang Ho Hospital in establishing an advanced medical simulation classroom equipped with a simulated operating room, simulated intensive care unit, and simulated patient ward. The initiative aims to cultivate more outstanding medical professionals.
		Donation of External Hard Drives to the Neihu Police Precinct	<ul style="list-style-type: none"> ADATA donated 100 sets of external hard drives to the Taipei City Police Department Neihu Precinct. With ADATA's proprietary vibration-sensing protection and encryption technologies, the donation effectively enhances the efficiency and security of video data storage during police field operations.
	Arts and Culture Promotion	Development of the film and sports industries – Co-Producing the 2024 WBSC Premier12 Baseball Championship Film	<ul style="list-style-type: none"> ADATA announced the co-production of a feature film documenting the championship journey in the WBSC Premier12 2024 baseball championship. The project brings together multiple enterprises in Taiwan and the Taiwan Creative Content Agency to showcase the spirit and charm of baseball.
	Support for Disadvantaged Groups	Support for Disadvantaged Groups – Year-End Charitable Donations	<ul style="list-style-type: none"> ADATA has long upheld its commitment to social well-being. For more than 20 consecutive years, the Company and its employees have jointly participated in year-end charity donations to support underserved groups. Cumulative donations have exceeded NT\$100 million, benefiting 25 social welfare organizations. In 2024 alone, ADATA donated to nine social welfare institutions, with total contributions exceeding NT\$10 million.
		Support for Disadvantaged Groups – Second-Hand Charity Sale	<ul style="list-style-type: none"> ADATA promotes waste reduction and circular reuse by extending the life cycle of second-hand goods and directing the proceeds to disadvantaged groups. Since 2015, the Company has held second-hand charity sales for nine consecutive years, collecting pre-owned items from employees and donating the proceeds to public welfare organizations. Over the years, the charity sales have raised more than NT\$860,000 in total.

Region	Philanthropic Focus	Topic	Benefits
Taiwan	Environmental Conservation	Ecological Restoration – Global Reforestation	<ul style="list-style-type: none"> In 2024, ADATA announced the launch of its Global Reforestation Initiative. Led by the Chairman and employee volunteers, and in partnership with Micron Taiwan, the program aims to build a resilient ecological stewardship team. Through the Global Green Brand Month campaign, ADATA encouraged consumers worldwide to participate in reforestation efforts. In collaboration with One Tree Planted, one of the world's largest ESG organizations, the initiative resulted in the planting of 5,000 trees across the Amazon Rainforest, the United States, Mexico, and India.
		Ecological Restoration – Supporting Biodiversity	<ul style="list-style-type: none"> ADATA organized a community engagement campaign inviting social media followers to leave comments advocating for ecological restoration, raising global awareness of endangered species. The Company also supports domestic wildlife conservation groups such as WildOne Taiwan and the Pingtung University of Science and Technology's Pingtung Rescue Center, contributing to the long-term sustainability of species and ecosystems.
	Green Empowerment – 21-Day Sustainability A Program	<ul style="list-style-type: none"> Led by the Chairman, all ADATA employees participated in a 21-day carbon reduction campaign, cultivating environmentally friendly habits both at work and in daily life. More than one-third of employees at the Taiwan Headquarters joined the initiative, inspiring colleagues in subsidiaries such as Mexico and Great China to take part in reducing carbon emissions. 	
	Beach Adoption	<ul style="list-style-type: none"> ADATA adopted Niucheliao Beach in Sanzhi District, New Taipei City. 	
Suzhou	Environmental Conservation	Small Actions, Big Difference: Environmental Protection is Everyone's Responsibility	<ul style="list-style-type: none"> In May 2024, ADATA organized a litter-cleaning and civil awareness campaign, encouraging employees and their families to care for the environment and protect the Earth.
		Environmental Knowledge Competition	<ul style="list-style-type: none"> In November 2024, ADATA held an environmental knowledge competition, providing educational sessions and quizzes to enhance employees' understanding of environmental protection.

Region	Philanthropic Focus	Topic	Benefits
Suzhou	Support for Disadvantaged Groups	Caring for Elderly Residents	<ul style="list-style-type: none"> In October 2024, ADATA donated daily necessities to a local welfare institution and accompanied elderly residents in celebrating their birthdays, bringing warmth and joy to their lives.
	Support for Disadvantaged Groups	Global Hummingbird Fund	<ul style="list-style-type: none"> Monthly donations of food and essential supplies provide long-term support to two local organizations, consistently improving the basic living conditions of those in need.
Brazil	Health Promotion	Workplace Gymnastics	<ul style="list-style-type: none"> Beginning in 2024, workplace stretching sessions are held twice a week to help relieve tension caused by prolonged desk work, promote healthier habits, and reduce occupational health risks.
		Blue November (Prostate Cancer Awareness Month)	<ul style="list-style-type: none"> Held in November 2024, employees were taught to use the Unimed Health App for prevention and monitoring, enhancing proactive health awareness and resource utilization.
	Pink October (Breast Cancer Awareness Month)	<ul style="list-style-type: none"> Held in October 2024, the event aimed to raise women's awareness of breast cancer prevention and the importance of early self-examination. 	
	Yellow September (Suicide Prevention Month)	<ul style="list-style-type: none"> Held in September 2024, with activities such as guided meditation and a gratitude wall to promote mental well-being and self-care. 	
Arts and Culture Promotion	ADATA Art Contest	<ul style="list-style-type: none"> Held from October to November 2024, encouraging creative design incorporating ADATA brand elements and strengthening brand visibility. 	
	Employee Care	June Party	<ul style="list-style-type: none"> Blending the atmosphere of traditional Brazilian festivals, this event integrated workplace safety and environmental protection education into an enjoyable celebration, enhancing employee engagement and learning effectiveness.
		Birthday Celebrations	<ul style="list-style-type: none"> Small monthly celebrations are held for employees during their birthday month to strengthen their sense of belonging and foster interpersonal connection.

 Talent Development

Educational Empowerment

The Global Hummingbird Fund was launched in Taiwan in 2022 to support elementary school sports teams across Taitung, Hualien, Nantou, Pingtung, and offshore islands, covering more than ten sports categories and enabling children to pursue their dreams without worry. In 2024, the Global Hummingbird Fund continued to deepen support for grassroots sports development in rural regions and expanded into new areas, providing sponsorship to schools with arts programs to encourage disadvantaged children with artistic potential.



Global Hummingbird Fund

STEAM Education Promotion

ADATA organizes the “ADATA Global Art Contest” every year to promote STEAM education – S (Science), T (Technology), E (Engineering), A (Arts), and M (Mathematics) – and to foster cross-disciplinary thinking among children. In 2024, the theme “Embrace a Better Tomorrow” invited parents and children to reflect through artistic creation on how to protect the planet and care for the environment. Through competitions and hands-on activities, ADATA integrates technology with innovative education, encouraging children to explore their limitless potential and incorporate sustainability concepts into their daily lives.

Since 2018, ADATA has held the contest for seven consecutive years, connecting participants across the globe through online and offline channels and successfully reaching more than 50 countries. By promoting diverse activities to build an all-age learning ecosystem, the program has encouraged tens of thousands of children to break boundaries, strengthen their creativity, and embrace unrestricted thinking – realizing the vision of sustainable education.



ADATA Global Art Contest

ADATA has long been invested in cultivating future technology talent. For two consecutive years (2023–2024), the Company sponsored the PAS-VEX V5RC Signature Event, one of the world’s largest robotics competitions. This sponsorship helps students enhance their international competitiveness and expand their technological horizons. Through interactive exchanges, participants learn to think beyond conventional frameworks and ignite their imagination and potential for future technologies.

ADATA is committed to inspiring more young people in Taiwan to step confidently onto the global stage, demonstrating their technical expertise, creativity, and teamwork in science, technology, engineering, and mathematics. The competition allows students to compete alongside outstanding teams from around the world as they collectively pursue excellence and international recognition.



Sponsorship of the World’s Largest Robotics Competition

Supporting Education and Bridging Gaps

ADATA believes that children represent the hope for the future. Under the leadership of Chairman Simon Chen, and guided by the principle of “what is taken from society is given back to society,” ADATA continues to invest in education and cultivate sustainable talent. ADATA established the Global Hummingbird Fund to support children in rural and underserved communities and to help guide them toward a brighter future.

The Company also collaborates closely with its overseas subsidiaries to extend social contributions worldwide, demonstrating the positive global impact of an international brand. Over the three years since its establishment, the Fund has supported nearly 3,000 rural or economically disadvantaged children around the world, enabling them to pursue their dreams without concern. ADATA’s Brazil Plant provides monthly donations of food and essential supplies, offering long-term support to two local institutions. These contributions help improve basic living conditions for program beneficiaries, particularly in children’s care and drug rehabilitation programs. Through sustained charity initiatives and donations, ADATA has received numerous letters of appreciation from beneficiary organizations. These acknowledgments not only affirm the Company’s goodwill but also strengthen its public reputation as a socially responsible enterprise. In 2024, ADATA contributed NT\$187,415 to support social welfare and community services.



Global Hummingbird Fund – USA



Global Hummingbird Fund – Brazil



Global Hummingbird Fund – Mexico



Support for Disadvantaged Groups

Companionship Through Donations – Caring for Elderly Residents

In October 2024, employees from ADATA's Suzhou Plant joined together to carry out a donation initiative for elderly residents living in a local social welfare institution. Many of these seniors live without family support, and ADATA employees offered practical assistance by providing daily necessities, bringing warmth and care during the colder months. In addition to material support, employees also organized a birthday celebration, spending joyful moments with the residents. Through this meaningful engagement, the seniors not only received essential goods but also felt profound respect and heartfelt compassion from ADATA and the broader community.



Suzhou – Caring for Elderly Residents

Support for the Disadvantaged – Building a Better Society Together

ADATA has long been committed to social philanthropy. Since launching its year-end charity donation program in 2003, the Company and its employees have jointly contributed for more than 20 consecutive years to support disadvantaged groups. Through sustained giving, ADATA has supported 26 social welfare organizations, with total donations exceeding NT\$100 million. In 2024 alone, ADATA donated to nine social welfare institutions, with total contributions surpassing NT\$10 million, extending love and care to every corner of society.



Support for Disadvantaged Groups – Second-Hand Charity Sale

Second-Hand Charity Sales – Circular Resources for Good

ADATA promotes waste reduction and circular resource utilization by extending the life cycle of products and donating the proceeds to support disadvantaged groups. This initiative reflects employees' unity and compassion and embodies the Company's vision for a circular society. Since 2015, the Company has held second-hand charity sales for nine consecutive years, collecting pre-owned items from employees and donating the proceeds to public welfare organizations. Over the years, the charity sales have raised more than NT\$860,000 in total.

Youth Scholarship Support – Empowering the Next Generation

To expand opportunities for disadvantaged youth to create brighter futures, ADATA collaborates with the Puren Youth Care Foundation and junior high school teachers across Taiwan to provide scholarships and mentorship, fostering the next generation of talent. Since 2016, over NT\$2.2 million has been invested over nine years, working alongside educators to help young people develop self-awareness and personal growth.



Giving Back to Society

Innovative Resources, Advancing Medical Education

ADATA invests in innovative resources to support Shuang Ho Hospital in establishing an advanced medical simulation classroom, featuring diverse training areas such as a simulated operating room, a simulated intensive care unit, and a simulated patient ward. This initiative strengthens the development of medical education, aiming to cultivate more outstanding healthcare professionals, enhance clinical learning experiences and confidence among medical students, and promote seamless integration between clinical practice and emerging technologies. Through these efforts, ADATA contributes to a brighter future for Taiwan's medical community.



Establishment of the ADATA Advanced Simulation Classroom at Shuang Ho Hospital



Donation of External Hard Drives to the Neihu Police Precinct

Enhancing Police Operations Through Hard Drive Support

Leveraging its core product expertise, ADATA donated 100 external hard drives to the Taipei City Police Department's Neihu Precinct. Equipped with ADATA's proprietary vibration-sensing protection and encryption technologies, these devices support the police in safeguarding essential data collected during field operations and help protect the rights of both officers and the public. The donation aims to significantly improve the efficiency and reliability of video data storage during police duties, ensuring more comprehensive evidence collection and documentation for traffic incidents, criminal cases, and public service matters, while reducing potential technical limitations.

Arts and Culture Promotion

Preserving the Melody of Time, Safeguarding Cultural Heritage – ADATA Museum

Upholding its commitment to corporate social responsibility, ADATA actively contributes to the development of Taiwan's cultural and creative industries, promotes a sustainable arts environment, and is dedicated to cultural preservation and the appreciation of the arts.

The Company established the ADATA Museum at its Neihu headquarters, housing a collection of more than one million vinyl records and over one hundred phonographs. The museum presents an exhibition space that blends a century of musical heritage with contemporary popular culture, creating an immersive auditory experience that invites visitors to rediscover the purity of music culture through a rich physical archive.

To realize this vision, ADATA invested NT\$7.43 million in 2024 to enhance exhibition capabilities and improve the visitor experience, further elevating its cultural service value. In 2024, the museum welcomed over 5,000 visitors, receiving widespread acclaim. Moving forward, ADATA will continue to build and expand cultural spaces, actively participating in the preservation and promotion of cultural assets and contributing sustainable momentum to Taiwan's cultural and creative industries.



Film Promotion and Industry Innovation

ADATA announced the production of a feature film, depicting the championship journey in the WBSB Premier12 2024 baseball championship. Taking a leading role in the industry, ADATA is selecting exceptional production teams and cast members to drive the growth and vibrancy of Taiwan's film and television sector. In addition, the Company is collaborating with multiple Taiwanese enterprises and the Taiwan Creative Content Agency to pool resources, enabling the film to achieve higher standards in content development, production techniques, and global marketing. Through this film, ADATA aims to introduce baseball to a wider audience, share the sport's passion and spirit, and bring the story of a championship-winning team to viewers around the world.



Development of the film and sports industries – Co-Producing the 2024 WBSB Premier12 Baseball Championship Film

ADATA's Brazil Plant also participated in promoting arts and cultural activities by organizing the ADATA Art Contest from October to November 2024. The event encouraged creative development and enhanced brand visibility. Through a children's drawing competition, the activity inspired artistic creativity and strengthened art appreciation, while incorporating ADATA brand elements into the designs. This effectively deepened local community awareness and affinity for the brand, fostering closer interaction between ADATA and the community.



ADATA Art Contest

 Environmental Conservation

Ecological Restoration – Global Reforestation

ADATA is committed to environmental protection, the development of green products, and the fulfillment of corporate responsibility. In addition to launching eco-friendly products, the Company also leverages digital engagement to raise global environmental awareness and promote collective action toward sustainability. In 2024, ADATA announced the launch of its Global Reforestation Initiative. Led by the Chairman and joined by employee volunteers, the initiative collaborates with Micron Technology Taiwan to form a resilient coastal ecological stewardship team for Taiwan.

Through the Global Green Brand Month campaign, ADATA further mobilized consumers worldwide to support reforestation. In partnership with One Tree Planted, one of the world's largest ESG organizations, the initiative extended greening efforts around the world, planting 5,000 trees across the Amazon Rainforest, the United States, Mexico, and India. ADATA hopes to inspire people around the globe to take meaningful action to restore forests, protect biodiversity, mitigate climate change, and safeguard the Earth's ecological environment, working together to build a sustainable future.



Global Reforestation Initiative



Global Green Brand Month

Ecological Restoration – Supporting Biodiversity

ADATA launched a global sustainability campaign advocating species conservation. Through social media engagement, the Company encouraged online comments to raise awareness for ecological restoration, increasing global attention to endangered animals and directly supporting wildlife rescue and rehabilitation in Taiwan. At the same time, ADATA dedicated corporate resources to support domestic wildlife conservation organizations such as WildOne Taiwan Wildlife Conservation Association and the Pingtung University of Science and Technology's Pingtung Rescue Center, contributing to the long-term sustainability of species and ecosystems.



Ecological Restoration – Supporting Biodiversity

Green Empowerment, Putting Sustainability Into Action

Led by the Chairman, all ADATA employees participated in a 21-day carbon reduction campaign to cultivate environmentally friendly habits both in daily life and at work. Actions included using stairs instead of elevators when moving between departments, bringing personal utensils and reusable cups/bags, and adopting a low-carbon lifestyle by eating one vegetarian meal per day. These efforts strengthened environmental awareness and further embedded sustainability into the Company's culture. More than one-third of employees at the Taiwan Headquarters joined the initiative, inspiring colleagues in subsidiaries such as Mexico and Great China to take part in reducing carbon emissions.



Green Empowerment – 21-Day Sustainability A Program

The Suzhou Plant also took part in the campaign, raising sustainability awareness by organizing a litter-cleaning and civil awareness activity in May 2024, encouraging employees and their families to care for the environment and protect the planet. In November, Suzhou held an environmental knowledge competition, providing educational sessions and quizzes to enhance employees' understanding of environmental protection.



Small Actions, Big Difference: Environmental Protection is Everyone's Responsibility

U Health Promotion

Workplace Gymnastics

ADATA's Brazil Plant is committed to enhancing employees' overall well-being by actively organizing a wide range of health promotion activities, including Workplace Gymnastics, Blue November (Prostate Cancer Awareness Month), Pink October (Breast Cancer Awareness Month), and Yellow September (Suicide Prevention Month). These initiatives not only strengthen physical health but also support mental wellness and overall quality of life, fostering a positive and uplifting work environment.

Since 2024, the facility has hosted Workplace Gymnastics twice a week. The sessions effectively relieve physical tension caused by prolonged office work, create an energizing atmosphere, and encourage interaction across departments. The program helps employees build healthy lifestyle habits and reduces the risk of occupational illness.



Blue November (Prostate Cancer Awareness Month)

Held in November 2024, this initiative used interactive and engaging activities to introduce common male health concerns and demonstrated how to use the Unimed Health app for prevention and follow-up. It strengthened employees' awareness of proactive personal health management and improved their use of available medical resources.



Pink October (Breast Cancer Awareness Month)

Held in October 2024, the program shared professional guidance and personal experiences to raise women's awareness of breast cancer prevention and early self-examination. It also encouraged mutual care and conversations about women's health topics, fostering a workplace environment that values and supports women's well-being.



Yellow September (Suicide Prevention Month)

Held in September 2024, Yellow September featured meditation sessions and a gratitude wall to encourage employees to release stress, acknowledge their mental state, and support one another. These activities helped cultivate a more compassionate workplace environment and increased awareness of mental health and self-care.



Employee Care

ADATA's Brazil facility incorporates local cultural traditions into its employee care programs, ensuring that employees feel supported within a familiar and engaging atmosphere. In addition to hosting the annual June Party, the team integrates workplace safety and environmental education into joyful cultural festivities.

June Party

The celebration blends traditional Brazilian holiday elements with workplace safety and environmental protection messages. Employees enjoy music and food while participating in themed educational activities, successfully transforming important safety and sustainability topics into engaging learning experiences that enhance participation and impact.



Birthday Celebrations

Each employee receives a small celebration during their birthday month, offering warm wishes from the Company and fostering a sense of belonging. These intimate gatherings strengthen personal connections across the team and have become an indispensable part of ADATA's caring corporate culture.



APPENDIX



Appendix

Appendix 1: GRI Standards Index Table

Topic	Disclosure Item	Page	Corresponding Section	
GRI 2: General Disclosures 2021	The organization and its reporting practices			
	2-1	Organizational details	P.4	About ADATA
	2-2	Entities included in the organization's sustainability reporting	P.3	About This Report
	2-3	Reporting period, frequency and contact point	P.3	
	2-4	Restatements of information	P.3	
	2-5	External assurance	P.3	
	Activities and workers			
	2-6	Activities, value chain and other business relationships	P.4	About ADATA
	Strategy, policies and practices			
	2-22	Statement on sustainable development strategy	P.15	Sustainability Practices
	2-23	Policy commitments	P.26 P.39 P.44 P.47 P.51 P.54 P.69 P.108 P.133	1.1 Corporate Governance 1.2 Ethical Corporate Management 1.3 Economic Performance 1.4 Information Security Management and Privacy 1.5 Legal Compliance 1.6 Supply Chain Management
	2-24	Embedding policy commitments		2.3 Energy and Greenhouse Gas Management 4.1 Talent Attraction and Retention 4.3 Talent Development and Education
	2-25	Processes to remediate negative impacts		
2-26	Mechanisms for seeking advice and raising concerns	P.39		1.2 Ethical Corporate Management
2-28	Membership of associations	P.4	About ADATA	

Topic	Disclosure Item	Page	Corresponding Section	
GRI 2: General Disclosures 2021	Stakeholder Engagement			
	2-29	Approach to stakeholder engagement	P.23 Stakeholder Engagement	
	2-30	Collective bargaining agreements	- ADATA does not have a labor union.	
GRI 3: Material Topics 2021	3-1	Process to determine material topics	P.18 Materiality Analysis	
	3-2	List of material topics	P.18 Materiality Analysis	
	3-3	Management of material topics	P.26	1.1 Corporate Governance
			P.39	1.2 Ethical Corporate Management
			P.44	1.3 Economic Performance
P.47			1.4 Information Security Management and Privacy	
GRI 2: General Disclosures 2021	Corporate Governance			
	2-9	Governance structure and composition	P.27 1.1 Corporate Governance	
	2-10	Nominating and selecting the highest governance body	P.32 1.1 Corporate Governance	
	2-11	Chair of the highest governance body	P.32 1.1 Corporate Governance	
	2-12	Role of the highest governance body in overseeing the management of impacts	P.27 1.1 Corporate Governance	
	2-13	Delegation of responsibility for managing impacts	P.34 1.1 Corporate Governance	
	2-14	Role of the highest governance body in sustainability reporting	P.27 1.1 Corporate Governance	
2-15	Conflicts of interest	P.34 1.1 Corporate Governance		
2-16	Communication of critical concerns	P.34 1.1 Corporate Governance		
2-17	Collective knowledge of highest governance body	P.33 1.1 Corporate Governance		

Topic	Disclosure Item	Page	Corresponding Section
GRI 2: General Disclosures 2021	2-18	Evaluating the highest governance body's performance	P.34 1.1 Corporate Governance
	2-19	Remuneration policies	P.35 1.1 Corporate Governance
	2-20	Process for determining remuneration	P.35 1.1 Corporate Governance
	2-21	Annual total compensation ratio	- Due to confidentiality restrictions, ADATA is continuing to evaluate feasible disclosure mechanisms.
GRI 205: Anti-corruption 2016	Ethical Corporate Management		
	205-1	Operations assessed for risks related to corruption	P.40 1.2 Ethical Corporate Management
	205-2	Communication and training on anti-corruption policies and procedures	P.41 1.2 Ethical Corporate Management
	205-3	Confirmed incidents of corruption and actions taken	P.43 1.2 Ethical Corporate Management
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	P.43 1.2 Ethical Corporate Management
GRI 201: Economic Performance 2016	Economic Performance		
	201-1	Direct economic value generated and distributed	P.44 1.3 Economic Performance
	201-3	Defined benefit plan obligations and other retirement plans	P.45 1.3 Economic Performance
	201-4	Financial assistance received from government	P.46 1.3 Economic Performance
Self-defined topic	Data Security and Privacy		
	Information Security and Privacy		P.47 1.4 Information Security Management and Privacy
GRI 2: General Disclosures 2021	Legal Compliance		
	2-27	Compliance with laws and regulations	P.51 1.5 Legal Compliance
GRI 204: Procurement Practices 2016	Supply Chain Management		
	204-1	Proportion of spending on local suppliers	P.58 1.6 Supply Chain Management
GRI 201: Economic Performance 2016	Climate Change Adaptation		
	201-2	Financial implications and other risks and opportunities due to climate change	P.61 2.2 Climate Change Response

Topic	Disclosure Item	Page	Corresponding Section	
Greenhouse Gas Management				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	P.72	2.3 Energy and Greenhouse Gas Management
	305-2	Energy indirect (Scope 2) GHG emissions	P.72	2.3 Energy and Greenhouse Gas Management
	305-3	Other indirect (Scope 3) GHG emissions	P.72	2.3 Energy and Greenhouse Gas Management
	305-4	GHG emissions intensity	P.72	2.3 Energy and Greenhouse Gas Management
	305-5	Reduction of GHG emissions	P.76	2.3 Energy and Greenhouse Gas Management
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	P.78	2.4 Air Pollution Control
Talent Attraction and Retention				
GRI 2: General Disclosures 2021	2-7	Employees	P.110	4.1 Talent Attraction and Retention
	2-8	Workers who are not employees	P.112	4.1 Talent Attraction and Retention
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	P.112	4.1 Talent Attraction and Retention
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P.115	4.1 Talent Attraction and Retention
	401-3	Parental leave	P.120	4.1 Talent Attraction and Retention
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	P.125	4.1 Talent Attraction and Retention
Talent Development and Education				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	P.138	4.3 Talent Development and Education
	404-2	Programs for upgrading employee skills and transition assistance programs	P.137	4.3 Talent Development and Education
	404-3	Percentage of employees receiving regular performance and career development reviews	P.147	4.3 Talent Development and Education

Topic	Disclosure Item	Page	Corresponding Section	
General Topic				
Energy Management				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	P.70	2.3 Energy and Greenhouse Gas Management
	302-2	Energy consumption outside of the organization	P.70	2.3 Energy and Greenhouse Gas Management
	302-3	Energy intensity	P.70	2.3 Energy and Greenhouse Gas Management
	302-4	Reduction of energy consumption	P.76	2.3 Energy and Greenhouse Gas Management
Water Resource Management				
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	P.79	2.5 Water Resource Management
	303-2	Management of water discharge-related impacts	P.81	2.5 Water Resource Management
	303-3	Water withdrawal	P.80	2.5 Water Resource Management
	303-4	Water discharge	P.80	2.5 Water Resource Management
	303-5	Water consumption	P.80	2.5 Water Resource Management
Waste Management				
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	P.84	2.6 Waste Management
	306-2	Management of significant waste-related impacts	P.84	2.6 Waste Management
	306-3	Waste generated	P.84	2.6 Waste Management
	306-4	Waste diverted from disposal	P.84	2.6 Waste Management
	306-5	Waste directed to disposal	P.84	2.6 Waste Management
Technological Innovation and Deployment				
Self-defined topic	Innovation and R&D	P.90	3.1 Technological Innovation and Deployment	
GRI 2: General Disclosures 2021	2-28	Membership of associations	P.10	About ADATA

Topic	Disclosure Item	Page	Corresponding Section	
Self-defined topic	Product Quality and Safety			
	Product Quality and Safety	P.104	3.2 Product Quality and Safety	
GRI 405: Diversity and Equal Opportunity 2016	Employee Diversity and Inclusion			
	405-1	Diversity of governance bodies and employees	P.126	4.2 Employee Diversity and Inclusion
	405-2	Ratio of basic salary and remuneration of women to men	P.131	4.2 Employee Diversity and Inclusion
GRI 403: Occupational Health and Safety 2018	Labor Safety and Health			
	403-1	Occupational health and safety management system	P.149	4.4 Employee Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	P.165	4.4 Employee Health and Safety
	403-3	Occupational health services	P.150	4.4 Employee Health and Safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	P.161	4.4 Employee Health and Safety
	403-5	Worker training on occupational health and safety	P.176	4.4 Employee Health and Safety
	403-6	Promotion of worker health	P.157	4.4 Employee Health and Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P.164	4.4 Employee Health and Safety
	403-8	Occupational health and safety management system	P.149	4.4 Employee Health and Safety
	403-9	Work-related injuries	P.172	4.4 Employee Health and Safety
	403-10	Work-related ill health	P.152	4.4 Employee Health and Safety
Self-defined topic	Human Rights Management			
	Employee training on human rights policies or procedures	P.183	4.5 Human Rights Management	
GRI 413: Local Communities 2016	Community Engagement and Philanthropy			
	413-1	Operations with local community engagement, impact assessments, and development programs	P.184	4.2 Employee Diversity and Inclusion
	413-2	Operations with significant actual and potential negative impacts on local communities	P.184	4.6 Community Engagement and Philanthropy

Appendix 2: SASB Index

SASB Topic	Code	Disclosure Item	Type	Unit of Measure	Disclosure	Corresponding Section / Page
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions	Quantitative	tCO ₂ e	3,641.87 tCO ₂ e	2.3 Energy and Greenhouse Gas Management P. 73
		(2) Total emissions of perfluorinated compounds	Quantitative	tCO ₂ e	0 tCO ₂ e	-
	TC-SC-110a.2	Description of long-term and short-term strategy or plan to manage Scope 1 emissions, reduction targets, and analysis of performance against those targets	Qualitative	-	See 2.3 Energy and Greenhouse Gas Management	2.3 Energy and Greenhouse Gas Management P. 69
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed	Quantitative	gigajoules (GJ)	104,891.81 GJ	2.3 Energy and Greenhouse Gas Management P.70
		(2) Percentage grid electricity	Quantitative	%	95.20%	2.3 Energy and Greenhouse Gas Management P.70
		(3) Percentage renewable energy	Quantitative	%	2.27%	2.3 Energy and Greenhouse Gas Management P.71
Water Resource Management	TC-SC-140a.1	(1) Total water withdrawn	Quantitative	thousand m ³	156.22 thousand m ³	2.5.1 Water Withdrawal and Water-Stress Areas P.80
		(2) Percentage in regions with High or Extremely High Baseline Water-Stress	Quantitative	%	Suzhou Plant located in High-Stress region; withdrawal accounts for 53.74% of total	2.5.1 Water Withdrawal and Water-Stress Areas P.80
		(3) Total water consumed	Quantitative	thousand m ³	7.08 thousand m ³	2.5.1 Water Withdrawal and Water-Stress Areas P.80
		(4) Percentage consumed in High or Extremely High Baseline Water-Stress regions	Quantitative	%	No flow meter for Suzhou discharge; consumption = withdrawal – discharge = 0	2.5.1 Water Withdrawal and Water-Stress Areas P.80

SASB Topic	Code	Disclosure Item	Type	Unit of Measure	Disclosure	Corresponding Section / Page
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste generated	Quantitative	Metric tons	60.92 metric tons	2.6.1 Waste Impact Management P. 88-89
		(2) Percentage hazardous waste recycled	Quantitative	%	35.64%	2.6.1 Waste Impact Management P. 84
Employee Health and Safety	TC-SC-320a.1	Description of methods for evaluating, monitoring, and reducing exposure of employees to hazardous materials	Qualitative	-	See 4.4. 2 Occupational Health and Safety	4.4.2 Occupational Health and Safety P. 160
	TC-SC-320a.2	Total amount of monetary losses because of legal proceedings associated with employee health and safety violations	Quantitative	NT\$ thousand	2024 No such events occurred.	-
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees requiring work visas	Quantitative	%	Taiwan: 6 persons (0.93%) Brazil: 4 persons (0.68%)	4.2 Employee Diversity and Inclusion P. 130
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	%	Representative DRAM module products: 46.84% of total revenue	3.2 Product Quality and Safety P. 107
	TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers; (2) desktops; (3) laptops	Quantitative	%	Not applicable, ADATA has no such products	-

SASB Topic	Code	Disclosure Item	Type	Unit of Measure	Disclosure	Corresponding Section / Page
Materials Sourcing	TC-SC-440a.1	Discussion of the management of risks associated with the use of critical materials	Qualitative	-	See 1.6 Supply Chain Management	1.6 Supply Chain Management P. 57
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Qualitative	NT\$ thousand	No such events occurred in 2024	-
Activity Metrics: Product Categories	TC-SC-000.A	Total production	Quantitative	-	Memory modules: 19,576 thousand units Flash memory-related products: 32,804 thousand units	1.3 Economic Performance P. 45
	TC-SC-000.B	Percentage of production from owned facilities	Quantitative	%	Primary production sites are Suzhou and Brazil; 100% of production is from owned facilities.	About ADATA P. 9

Appendix 3

Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies Sustainability Disclosure Indicators – Semiconductor Industry Cross-Reference Table

No.	Disclosure Item	Indicator Type	Annual Disclosure Status	Corresponding Section / Page
1.	Total energy consumption, percentage of purchased electricity, and percentage of renewable energy usage	Quantitative	Total energy consumption: 104,891.81 GJ	2.3 Energy and Greenhouse Gas Management P. 70
			Percentage of purchased electricity: 95.20%	
			Percentage of renewable energy usage: 2.27%	
2.	Total water withdrawal and total water consumption	Quantitative	Total water withdrawal: 156.22 thousand cubic meters; Total water consumption: 7.08 thousand cubic meters	2.5.1 Water Withdrawal and Water-Stress Areas P. 80
3.	Weight of hazardous waste generated and the recycling rate	Quantitative	Hazardous waste generated: 60.92 metric tons; Recycling rate: 35.64%	2.6.1 Waste Impact Management P. 84, P. 88, P. 89
4.	Description of occupational injury categories, number of cases, and incidence rates	Quantitative	No occupational injuries occurred in 2024	4.4.2 Occupational Health and Safety P. 172
5.	Disclosure of product lifecycle management: weight of discarded products and electronic waste, and recycling rate	Quantitative	No discarded products or electronic waste in 2024	-
6.	Description of risk management related to the use of critical materials	Qualitative	For management of critical material risks, see 1.6 Supply Chain Management	1.6 Supply Chain Management P. 57
7.	Total monetary losses resulting from legal proceedings related to anti-competitive behavior	Quantitative	No violations related to anti-competitive behavior have occurred	1.2 Ethical Corporate Management P. 43
8.	Production volume of major products by product category	Quantitative	Memory modules: 19,576 thousand units Flash memory-related products: 32,804 thousand units	1.3 Economic Performance P. 45

Appendix 4

Climate-Related Information of TWSE/TPEX Listed Companies – Climate-Related Risks, Opportunities, and Corporate Response Measures

Item	Disclosure	Corresponding Section	Page
1	Describe the board's and management's oversight and governance of climate-related risks and opportunities.	2.2 Climate Change Response	62
2	Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).		65
3	Describe the financial impact of extreme weather events and transformative actions.		65
4	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.		63
5	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	Under planning	-
6	If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	2.2 Climate Change Response	68
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	2.2 Climate Change Response	68
8	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	2.2 Climate Change Response	68
9	Greenhouse Gas Inventory and Assurance Status	2.2 Climate Change Response	72

Appendix 5

Summary of Assurance Items

No.	Assurance Item	Information Subject to Assurance	Applicable Basis	Pages
1.	Percentage of Female Employees: Percentage of female employees at the ADATA Taipei Headquarters, Suzhou subsidiary, and Brazil subsidiary as of the end of 2024.	Female employees accounted for 48% at the Taiwan Headquarters, 40% at the Suzhou subsidiary, and 39% at the Brazil subsidiary.	Calculated based on personnel system data for ADATA Taipei Headquarters, Suzhou subsidiary, and Brazil subsidiary as of December 31, 2024.	4.2 Employee Diversity and Inclusion P. 50
2.	Water Withdrawal: Water withdrawal at ADATA Taipei Headquarters, Suzhou Plant, and Brazil Plant in 2024.	Taipei Headquarters: 17.64 million liters; Suzhou Plant: 83.95 million liters; Brazil Plant: 54.63 million liters.	Based on water billing records for 2024; the scope covers annual withdrawal data for ADATA Taipei headquarters, Suzhou Plant, and Brazil Plant.	2.5 Water Resource Management P.80
3.	Waste Disposal Volume: Waste disposal volume at ADATA Taipei Headquarters, Suzhou Plant, and Brazil Plant in 2024.	Taipei Headquarters: 198.25 metric tons; Suzhou Plant: 283.94 metric tons; Brazil Plant: 116.54 metric tons.	Based on waste collection and disposal documents (e.g. weighbridge slips) for 2024; the scope covers annual waste data for ADATA Taipei Headquarters, Suzhou Plant, and Brazil Plant.	2.6 Waste Management P.84
4.	Information Security Training Hours: Information security training hours at ADATA Taipei Headquarters, Suzhou subsidiary, and Brazil subsidiary in 2024.	Taipei headquarters recorded 1,442 training participants and 3,268.53 training hours; Suzhou subsidiary recorded 1,576 participants and 2,344.43 hours; Brazil subsidiary recorded 963 participants and 2,182.8 hours.	Information security training hours completed by personnel at ADATA Taipei Headquarters, Suzhou subsidiary, and Brazil subsidiary.	1.4 Information Security Management and Privacy P. 128

Appendix 6

Limited Assurance Report by the Certified Public Accountant





本事務所適用品質管理準則1號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。

會計師之責任

本會計師之責任係依照確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」規劃及執行有限確信案件，基於所執行之程序及所獲取之證據，對第一段所述 貴公司所選定之關鍵績效指標是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

依確信準則 3000 號之規定，本有限確信案件工作包括評估 貴公司採用適用基準編製水績報告書所選定之關鍵績效指標之妥適性、評估所選定之關鍵績效指標導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估所選定之關鍵績效指標之整體表達，有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述 貴公司所選定之關鍵績效指標所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查與分析性程序是否適當之評估，以及與相關紀錄之核對或調節。

基於本案件情況，本會計師於執行上述程序時：

- 已對參與編製所選定之關鍵績效指標之相關人員進行訪談，以瞭解編製前述資訊之流程、所應用之資訊系統，以及攸關之內部控制，以辨認重大不實表達之領域。
- 基於對上述事項之瞭解及所辨認之領域，已對所選定之關鍵績效指標進行分析性程序，並選取樣本進行包括查詢、觀察、檢查等測試，以取得有限確信之證據。



相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對 貴公司所選定之關鍵績效指標在所有重大方面，是否依照適用基準編製，表示合理確信之意見。

此報告不對民國 113 年度水績報告書整體及其相關內部控制設計或執行之有效性提供任何確信。

有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述 貴公司所選定之關鍵績效指標在所有重大方面有未依照適用基準編製之情事。

其它事項

貴公司網站之維護係 貴公司管理階層之責任，對於確信報告於 貴公司網站公告後任何所選定之關鍵績效指標或適用基準之變更，本會計師將不負責就該等資訊重新執行確信工作之責任。

資誠聯合會計師事務所

會計師 于 智 帆



中華民國 114 年 8 月 27 日

ADATA[®]

Innovate Today 
Embrace Tomorrow

ADATA will continue to publish its ESG Report on an annual basis, with all disclosures made available on the Company's website.

Publication date of this report: August 2025