

2024 Annual Report

ACCTON TECHNOLOGY CORPORATION



Accton

Taiwan Stock Exchange Market

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Notice to readers

This English-version annual report is summary translation of the Chinese version and is not an official document approved in a shareholders' meeting in accordance with Taiwanese laws. Should any discrepancy arise between the English and Chinese versions, the Chinese version shall prevail.

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Telephone: (02) 2725-9988
Website: www.deloitte.com.tw

V. Overseas Securities Exchange None.

VI. Company Website: www.accton.com

Table of Contents

Chapter 1 Letter to Shareholders.....	1
Chapter 2 Management Report	
I. Information about Directors, Supervisors, President, Vice Presidents, Assistant Managers and Supervisors of various departments and branches.....	4
II. Remuneration of Directors, Supervisors, President, Vice Presidents, and others in the Most Recent Year.....	13
III. Status of Corporate Governance	18
IV. CPA Professional Service Fees.....	63
V. CPA change information.....	63
VI. The Company's Chairman of the Board, President, or any managerial officer in charge of finance or accounting operations who has, in the most recent year, held a position at the accounting firm of its CPA or its related companies.....	64
VII. Conditions of share transfer and changes in equity pledge from Directors, Supervisors, managers, and shareholders who hold more than 10% of shares, in past years and as of the date of publication of the Annual Report	64
VIII. Shareholders ranked at top ten in terms of shareholding ratio, who are related to each other or have spouse or a relative relation within the second degree of kinship with each other	66
IX. The number of shares held by the company, the company's directors, supervisors, and managers as well as the businesses directly or indirectly controlled by the company in the same one investment business, and the consolidated comprehensive shareholding ration	67
Chapter 3 Funding Status	
I. Capital and Shares.....	68
II. Corporate Bonds	78
III. Preferred Stocks Shares	78
IV. Global Depository Receipts	78
V. Employee share subscription warrants.....	78
VI. Restriction stock awards	79
VII. Issuance of new shares in connection with the merger or acquisition of other companies or acceptance of assigned shares	79
VIII. Implementation of Capital Utilization plan	79

Chapter 4 Operation Overview

I. Contents of Business.....	80
II. Market, Production and Sales Overview.....	90
III. Number, average service years, average age and ratio of academic degree of the employees in the most recent two years.....	96
IV. Information on Environmental Protection Expenditure.....	96
V. Labor Relations	96
VI. Cyber Security Management.....	98
VII. Important Contracts.....	100

Chapter 5 Review, Analysis, and Risks of Financial Conditions and Performance

I. Financial Analysis.....	101
II. Financial Performance	101
III. Cash Flow	102
IV. Impact of major capital expenditures on finance and business in the most recent year.....	102
V. Policies on investment in other companies, main reasons for their profit or loss and improvement plans in the most recent year, and investment plans for the following year	102
VI. Risk Analysis and Evaluation	103
VII. Other Important Issues	107

Chapter 6 Special Disclosure

I. Related Information of Affiliates.....	108
II. Private Placement of Securities during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report	113
III. Other Necessary Supplements	113
IV. Any event that has occurred over the most recent year up to the date when the Annual Report was printed and has significant impacts on the shareholder equity or prices of securities in violation of Article 36 Paragraph 3 Sub- paragraph 2 of the Securities and Exchange Act.....	113

I. Letter to Shareholders

Ladies and Gentlemen,

We extend our sincere gratitude to all shareholders for your unwavering support of Accton throughout the past year. This report provides an overview of Accton's business performance in 2024 and outlines our forward-looking plans for 2025.

I. Business Performance in Year 2024

1. Overview and Results of the Business Plan Implementation

In 2024, the company's consolidated revenue reached NT\$110.425 billion, representing approximately 31.2% growth compared to the previous year. Consolidated net profit after tax was NT\$12.00 billion, reflecting a year-over-year growth of about 34.5%. In terms of revenue contribution by product line, network switches accounted for 57% of total revenue, network application equipment contributed 36%, and network access equipment made up 4%.

Looking ahead, the company will continue to invest in core capabilities critical to the next-generation network infrastructure. We are also actively investing in adjacent markets, expanding our technological coverage into computing and storage in the AI era, and incubating long-term business growth.

2. Budget Execution Status

Revenue and profitability for 2024 met the company's internal budget targets.

3. Research and Development Progress

2024 was a year of rapid growth and significant achievements. We repositioned ourselves as a technology-driven company that provides high-quality services, evolving beyond our traditional ODM model toward new service offerings and business models. In line with this strategy, we remain committed to high-quality technological and business innovation, maintaining our core leadership in Design for Manufacturing (DFM). Not only have we continued to launch industry-leading products, but our dedication to high quality has also earned us strong customer recognition and a leading position in the industry. Our fast-paced, high-quality technological iterations provide us and our customers with a competitive edge in quickly entering the market.

The company will continue investing in cutting-edge innovations and services to establish itself as a premier provider of high-end hardware and open-source network infrastructure. We are also expanding into computing and storage, exploring new technologies and business models to adapt to emerging market trends.

Key R&D Highlights for 2024:

1. The 51.2T switch and 800G optical interfaces saw fast adoption and continued growth, while the development of next generation 102T switches and 1.6T interconnect optical technology progressed.
2. We expanded production of high-density 100G/400G switches for Hyperscalers and general-purpose data centers, broadening our customer base and securing opportunities for next-generation switches.
3. Launched an industry-leading energy-efficient switch based on the patented VLC (Vertical Line Card) design.
4. Continued development of industry-leading AI switches, CXL (Compute Express Link) switches, and Smart Appliance solutions.
5. Ongoing innovation in AI training and inference solutions.
6. Continued collaboration with partners to develop industry-leading wireless technologies.

7. Sustained investments in foundational technologies, including power systems, fans, cooling, immersion cooling, signal integrity (SI), and power integrity (PI).
8. Strengthened smart manufacturing capabilities to support global expansion under the "Manufacturing as a Service" model.

II. Summary of Business Plans for Year 2025

1. Business Strategy

In 2025, Accton will continue executing its existing strategy, leveraging its four key pillars: ODM services, JDM services, the Open Infrastructure Division, and strategic technology investments and partnerships. With a focus on rapid and continuous innovation, we aim to deliver high-quality network infrastructure products and services to our customers.

Additionally, we are actively exploring new business models and expanding beyond networking into AI computing-related technologies and products. By integrating open networking with computing platforms, we will offer innovative solutions for enterprises and telecom customers. These new offerings require us to broaden our perspective, foster strategic partnerships, and co-develop and market solutions to drive technology adoption.

In response to the rapidly changing global landscape, Accton is accelerating its efforts in global R&D, manufacturing, and supply chain optimization. By modernizing our technology and workforce, we aim to enhance our operational flexibility and resilience against global geopolitical uncertainties. Furthermore, we remain committed to driving open networking solutions from both hardware and software perspectives while integrating AI computing infrastructure as a comprehensive solution. This will enhance user experience, lower adoption barriers, and accelerate market deployment. To support our global expansion and innovation, we are actively recruiting top talent worldwide, further strengthening our overall capabilities.

2. Manufacturing and Sales Strategy

In 2024, Accton demonstrated resilience and adaptability to the evolving macroeconomic and geopolitical landscape. Through direct investment in new manufacturing facilities and collaboration with overseas partners, we expanded our global manufacturing footprint. Our "Manufacturing-as-a-Service" model is becoming a key competitive advantage, enabling us to serve new markets efficiently.

For years, agility, flexibility, quality, and on-time delivery have been Accton's core values. These principles will remain central to our investments in sales, manufacturing, and logistics in 2025.

Our diverse customer base spans multiple industries, providing a solid foundation to navigate market fluctuations. This includes network equipment providers, supercomputing system vendors, and network service providers, with rapid expansion into AI/machine learning infrastructure markets. While enterprises and telecom providers were major growth drivers in previous years—especially during the pandemic—AI has emerged as the new growth engine. This has helped offset slower growth in other sectors, mitigating revenue decline and positioning AI as a primary driver of future revenue expansion.

To capitalize on this momentum, Accton will continue its sales strategy by remaining open to emerging markets, actively investing in expanding sales coverage, and broadening its customer base.

III. Future Growth Strategy

Accton's transformation from a traditional ODM to a leading technology and service provider highlights our commitment to growth and innovation. To maintain our competitive edge, we will continue investing in R&D, sales, manufacturing, supply chain optimization, strategic partnerships, technology alliances, and talent acquisition.

Brand development will be a key focus area. We aim to strengthen our recognition among global networking infrastructure solution providers and expand our brand presence. As networking, computing, and storage converge, and as AI/machine learning workloads surge, we see both opportunities and challenges. In response to rapid technological, market, and industry shifts, Accton will allocate more resources than ever before to deepen our competitive advantages and ensure continued leadership in the new era.

IV. Impact of External Competition, Legal Environment, and Overall Business Landscape

Given the macroeconomic and geopolitical challenges, we anticipate these difficulties will persist into 2025.

On one hand, we made significant progress in inventory management in 2024. However, the rapid growth of AI-driven demand is expected to create new supply chain pressures. With ongoing geopolitical tensions between the U.S. and China and a global trend toward deglobalization, Accton will continue accelerating its global manufacturing and supply chain strategies. Our goal is to enhance production flexibility and responsiveness to unpredictable demand fluctuations.

On the other hand, the explosive growth in AI-driven applications across multiple industries is driving sustained demand for networking, computing, and storage infrastructure. This presents Accton with tremendous market opportunities .

These achievements and strategic plans are the result of our long-term commitment to an open business mindset and forward-looking investments. We have consistently positioned ourselves ahead of industry demand curves, particularly in foundational technology and manufacturing. At Accton, we believe we have the right strategy and business agility to excel. Our strengths in engineering design, architectural innovation, and operational excellence will continue to drive our success.

Finally, we would like to express my gratitude to our customers and technology partners. we would also like to extend special thanks to all Accton employees for their hard work and dedication. Most importantly, we sincerely appreciate the continued support of our shareholders in Accton's vision for growth.

Wishing you all good health and happiness.

Chairman: Huang, Kuo-Hsiu

President : Jun Shi

II. Management Report

I. Information about the Directors, Supervisors, President, Vice Presidents, Assistant Managers and Supervisors of various departments and branches:

(I) Director

1. Information on the Board of Directors.

April 14, 2025

Job Title	Nationality or Registration Place	Name	Gender Age	Election (Assumption) Date	Tenure	Initial Election Date	Number of Shares Held at the Time of Election		Current Number of Shares Held		Current Number of Shares Held by Spouse or Under Age Children		Education and Work Experience	Positions Currently Held in Other Companies	If spouse or second-degree family members also serve as manager			Remarks
							Number of Shares	Share-Holding Ratio	Number of Shares	Share-Holding Ratio	Number of Shares	Share-Holding Ratio			Job Title	Name	Relationship	
Chairman of the Board	R.O.C	Huang, Kuo-Hsiu	Male 61~70	2024.06.13	Three years	2014.06.13	820,763	0.15	820,763	0.15	0	0.00	MBA, Peking University Assistant Manager of Accton Technology Corporation	Note 6	—	—	—	Note 5
Vice Chairman of the Board	R.O.C.	Kuan Xin Investment Corp.	Female 71~80	2024.06.13	Three years	2014.06.13	7,070,000	1.26	7,070,000	1.26	0	0.00	—	Note 6	—	—	—	Note 5
		Legal Representative: Wei, Chiu-Hsia		2024.06.21	Three years	2024.06.21	0	0.00	0	0.00	0	0.00	Shih Chien Junior College Senior Assistant to Vice President of Accton Technology Corporation .	Note 6	—	—	—	Note 5
Director	R.O.C.	Ting Sing Co., Ltd.	Male 61~70	2024.06.13	Three years	2009.05.22	2,351,562	0.42	2,351,562	0.42	0	0.00	—	Note 6	—	—	—	Note 5
		Representative: Du, Heng-Yi		2024.06.13	Three years	2009.05.22	0	0.00	1,119,115	0.20	249,079	0.04	MBA, University of Hawaii Chairman of the Board of Wanyuan Textile Co., Ltd. Supervisor of Accton Technology Corporation	Note 6	—	—	—	Note 5
Independent Director	R.O.C	Huang, Shu-Chieh	Male 61~70	2024.06.13	Three years	2021.07.08	0	0.00	0	0.00	0	0.00	Undergraduate of Commerce, National Taiwan University EMBA, College of Management, National Chiao Tung University CEO at Deloitte & Touche	Note 6	—	—	—	Note 5
Independent Director	R.O.C	Lee, Fa-Yauh	Male 61~70	2024.06.13	Three years	2021.07.08	0	0.00	0	0.00	0	0.00	Kaohsiung Medical University, School of Medicine. Acting Superintendent Taipei Veterans General Hospital.	Note 6	—	—	—	Note 5
Independent Director	JPN	Eizo Kobayashi	Male 71~80	2024.06.13	Three years	2021.07.08	0	0.00	0	0.00	0	0.00	Bachelor of Solid State Physics, Osaka University ITOCHU Corporation Chairman	Note 6	—	—	—	Note 5
Independent Director	U.S.A	Ankur Singla	Male 41~50	2024.06.13	Three years	2021.07.08	0	0.00	0	0.00	0	0.00	M.S. in Electrical Engineering, Stanford University, USA Sr VP of F5 Networks, Inc. Founder & CEO of Volterra SVP/GM, Contrail & Appformix Juniper Networks	Note 6	—	—	—	Note 5

Note 1: On June 13, 2024, the Company held a full re-election of the Board of Directors. All directors (including independent directors) were re-elected to serve another term. Mr. Huang, Kuo-Hsiu was appointed as the Chairperson.

Note 2: Ms. Wei, Chiu-Hsia, the corporate representative of Kuan Xin Investment Corp., was elected as Vice Chairperson on June 21, 2024.

Note 3: Ms. Lin, Meen-Ron, the corporate representative of Kuan Xin Investment Corp., completed her term and stepped down as a director of the Company on June 13, 2024.

Note 4: Directors holding shares of the Company under another person's name: None

Note 5: If the chairperson of the board and the president or an equivalent position (the highest-level manager) are the same person, or if they are spouses or within first-degree kinship, the Company shall disclose the reason, reasonableness, necessity, and related responsive measures: There is no such situation in the Company.

Note 6. Positions Currently Held in Other Companies

Job Title	Name	Positions Currently Held in Other Companies
Chairman of the Board	Huang, Kuo-Hsiu	Chairman of : Accton Tech (China) Ltd., E-Direct Corporation, MUXI TECHNOLOGY (NANJING) CO., LTD. Director of : Accton Technology (China) Co.,Ltd., Accton Century Holding (BVI) Co. Ltd., Accton Asia Investments Corp., Accton Investment Corporation, Edgecore Networks Singapore Pte. Ltd.
Vice Chairman of the Board	Wei, Chiu-Hsia	Director of : Accton Logistics Corporation and Accton Global, Inc.
Director	Du, Heng-Yi	Chairman of : CHIEN SHUN TRADING CO., LTD., WAN YUAN TEXTILES CO., LTD., CHUNG TAI TRANSPORTATION CO.,LTD., TING FANG INVESTMENT CO., LTD., Ting Chien Co., Ltd., Ting Hsin Co., Ltd. Director of : VE WONG CORPORATION, South China Insurance Company, Ltd., Taiwan Secom Co., Ltd., THE AMBASSADOR HOTEL CO., LTD., FUJITEC TAIWAN CO.,LTD., Toray International Taipei Inc. Supervisor of : THE WORLD CHAMPION CO., LTD., Tai Wei Co., Ltd., SUMMIT PACKING INDUSTRIAL CO., LTD.
Independent director	Huang, Shu-Chieh	Chairman of : Jie Heng Management Consulting Co., Ltd. Independent Director of : Far Eastern New Century Corporation
Independent director	Lee, Fa-Yauh	Independent Director of : Aethertek technology co., Ltd.
Independent director	Eizo Kobayashi	Independent Director of : JAPAN AIRLINES, JAPAN EXCHANGE GROUP,INC.
Independent director	Ankur Singla	President/CEO : Exaforce Inc.

Table 1: Major Shareholders of Corporate Shareholders

April 14, 2025

Corporate Shareholder's Name	Major Shareholders of the Corporate Shareholders	Shareholding Ratio
Ting Sing Co., Ltd.	Karbo Holdings Ltd.	47.44%
	Cheerway Holdings Ltd.	47.44%
	Du, Heng-Yi	1.54%
	Hsueh, Hsiu-Chen	0.51%
	Ting Chien Co., Ltd.	3.08%
Kuan Xin Investment Corp.	Ou Yang, Chih-Min	98.00%
	Huang, Kuo-Hsiu	1.00%
	Lin, Meen-Ron	0.00%
	Li, Wei-Shuo	1.00%

Table 2: Major shareholders of major shareholders that are corporations

April 14, 2025

Legal Person's Name	Major Shareholder of Legal Person	Shareholding Ratio
Karbo Holdings Ltd.	Energy Rider Trading Corp.	100.00%
Cheerway Holdings Ltd.	Energy Rider Trading Corp.	100.00%
Ting Chien Co., Ltd.	Karbo Holdings Ltd.	45.00%
	Cheerway Holdings Ltd.	45.00%
	Du, Heng-Yi	7.00%
	Hsueh, Hsiu-Chen	1.67%
	Tu Wan Chuan Charity Foundation	0.33%
	Ting Sing Co., Ltd.	1.00%

2. Disclosure of Professionalism of Directors and Supervisors and Independence of Independent Directors

Name	Professional qualification and experience	Independence	Number of Other Public Companies where the Individual Concurrently Serves as a Independent Director
Chairman of the Board Huang, Kuo-Hsiu	Master of Business Administration, Peking University. Current Chairman of the Company and also the Chairman of affiliates Technology Co., Ltd. E-Direct Corp., and MuXi Technology Co. Corporation, Ltd., with abundant leadership on international markets and professional practical experience to help the Company explore various innovative business models and opportunities. Not applicable under Article 30 of the Company Act .	N/A	0
Vice Chairman of the Board Kuan Xin Investment Co., Ltd. Legal Representative: Wei, Chiu-Hsia	Graduated from Shih Chien Junior College. Currently serves as Vice Chairman of Accton Technology Corporation. Previously served as Senior Associate Vice President of Procurement and has decades of practical experience in procurement. Under their professional leadership, the company established a comprehensive procurement process, enhancing cost efficiency. Their leadership also strengthened supplier management and actively promoted supply chain optimization and risk management, helping the company maintain a competitive edge in a highly competitive market environment. Not applicable under Article 30 of the Company Act .	N/A	0

Name	Professional qualification and experience	Independence	Number of Other Public Companies where the Individual Concurrently Serves as a Independent Director
Director Ting Sing Co., Ltd. Representative: Du, Heng-Yi	Master of Business Administration, University of Hawaii. Current Chairman of Wan Yuan Textiles Co., Ltd. and Ting Sing Co., Ltd, Supervisor of The World Champion Co., Ltd., Tai Ve Corporation Summit Packing Industrial Co., Ltd.; Director of Ve Wong Co., Ltd., South China Insurance Co., Ltd., Fujitec Taiwan Co., Ltd., and Accton, with several decades of professional skills and abundant practical experience in different industrial fields to help provide more valuable experience-based analyses of financial and operational soundness. None of the conditions indicated under Article 30 of the Company Act.	N/A	0
Independent director Huang, Shu-Chieh	Master of Management, National Chiao Tung University. Previously served as the CEO of Deloitte Taiwan; currently the Chairman of Jie Heng Management Consulting Co., Ltd.; independent director of Far Eastern New Century Corporation and ACCTON TECHNOLOGY CORPORATION. Specializing in finance, accounting, and taxation risk management with abundant professional experience. None of the conditions indicated under Article 30 of the Company Act.	(1)Not an employee of the Company or any of its affiliates. (2)Not a director or supervisor of the Company or any of its affiliates. (The same does not apply, however, in cases where the person is an independent director of the company, its parent company, or any subsidiary, or subsidiary of the same parent company as appointed in accordance with the laws of Taiwan or with the laws of the country of the parent company or subsidiary.) (3)Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or ranks as one of its top ten shareholders. (4)Not a spouse, relative within the second degree of kinship, or lineal relative within the fifth degree of kinship, of any of the officer in the preceding paragraph (1), or of any of the persons in the preceding paragraphs (2) and (3).	1
Independent director Lee, Fa-Yauh	Graduated from the School of Medicine, Kaohsiung Medical University. Former acting superintendent at the Taipei Veterans General Hospital and current independent directors of Aethertek technology co., Ltd.and Accton. Abundant experience in medical studies and managerial ability. None of the conditions indicated under Article 30 of the Company Act.		1

Name	Professional qualification and experience	Independence	Number of Other Public Companies where the Individual Concurrently Serves as a Independent Director
Independent director Eizo Kobayashi	Bachelor of Solid State Physics, Osaka University. Former Chairman of ITOCHU Corporation. With abundant experience and managerial skills in corporate management, investment, and technology. None of the conditions indicated under Article 30 of the Company Act.	(5)Not a director, supervisor, or employee of an institutional shareholder that directly holds 5% or more of the total number of issued shares of the company, or ranks as its top five shareholders, or the designated representative pursuant to Article 27 Section 1 or 2 of the Company Act as director/supervisor. (6)Not a director, supervisor, or employee of other company with the Board seats or more than half of the voting shares under control of one person.	0
Independent director Ankur Singla	Master of Electrical Engineering, Stanford University, USA. SVP/GM, Security Products of F5 Networks, Inc., CEO of Volterra, Inc., SVP/GM, Software of Juniper Networks He is currently the President/CEO of Exaforce Inc. and has extensive practical experience and professionalism in the network communication field. None of the conditions indicated under Article 30 of the Company Act.	(7)Not a director, supervisor, or employee of other company whose chairman or general manager are the same person or spouse of the company. (8)Not a director, supervisor, managerial officer, or shareholder holding 5% or more of the shares of a specified company or institution that has a financial or business relationship with the company. (9)Not a professional individual, or an owner, partner, director, supervisor, or managerial officer of a sole proprietorship, partnership, company, or institution that provides auditing services or for the past two years, has provided commercial, law, finance, accounting services or consultation amounted to less than a cumulative NT\$500,000 to the company or to any affiliate of the company, or a spouse thereof. (10)Not a spouse or a relative within the second degree of kinship to any other director of the company. (11)Not a governmental or juridical person or a representative as defined in Article 27 of the Company Act.	0

Note 1: In accordance with Taiwan Stock Exchange Corporation Rules Governing Review of Securities Listings as well as Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, the Company has obtained the independent statement from the independent directors and related authentication has been done by the Company, which is in compliance with laws and regulations.

3. Diversification and Independence of Board of Directors:

● Diversification of Board of Directors:

In order to reinforce corporate governance and to promote the normalized composition and structure of the Board of Directors, the Company stipulates in Article 20 of the “Corporate Governance Best Practice Principles” that members of the Board shall possess the knowledge, skills and qualities necessary to perform their duties. The Board of Directors as a whole should possess the following competences:

- | | | | |
|--------------------------|---------------------------------------|------------------------------|-----------------------|
| (1)Operational judgment. | (2)Accounting and financial analysis. | (3)Operation and management. | (4)Crisis management. |
| (5)Industrial knowledge. | (6)International market views. | (7)Leadership. | (8)Decision-making. |

The Company's Board of Directors consists of 7 directors with different professional backgrounds. The current composition of the Board of Directors is 3 directors (42.9%) and 4 independent directors (57.1%), including 1 female director (14.3%); two directors (28.6%, less than one-third of all directors) are employees/managers; independent directors have tenure for 3-6 years. For the ages of the directors, 1 is 41~50 years old; 4 are 61~ 70 years old, and 2 are 71~ 80 years old. In addition, the members of the Board of Directors are composed of professionals with diverse backgrounds, sufficient professional knowledge, experience and outstanding insight, and high ethical standards. The Company attaches great importance to the independence of Directors. In addition to increasing the number of Independent Directors, it also judges and evaluates the independence of Independent Directors in accordance with relevant regulations. Therefore, all Directors of Accton are equipped with extensive experience in the industry, high academic prestige, with outstanding performance in other professional fields.

Currently, the proportion of directors of any one gender on the Company's Board of Directors does not reach one-third. The main reasons are as follows: 1. The pool of director candidates is limited, and the Board requires specific professional knowledge or experience, which may conflict with gender diversity objectives. 2. Structural issues in the market or industry: due to differences across sectors, qualified female director candidates may be relatively scarce. 3. Internal adjustment phase: the Company is implementing a gender diversity leadership training program internally.

To address this situation and promote gender diversity, the Company has formulated proactive measures and future plans. First, we will actively seek more female director candidates, broaden the scope of the candidate pool, and ensure that gender diversity is fully considered throughout the selection process. Second, the Company will launch an internal female leadership development program, providing training and advancement opportunities to empower female talent. In addition, regular education and training sessions on Board diversity will be held to deepen all directors' awareness and understanding of gender diversity and its importance.

At present, the Company has one female director. Although the one-third gender representation target on the Board has not yet been met, active efforts are underway. This is a gradual process, and there may be short-term gaps in reaching the target. However, more female directors will be appointed in the future to meet this goal. To that end, we will continue to promote gender diversity with a proactive attitude and work toward achieving gender equality by continuously optimizing the composition of the Board. We firmly believe that gender diversity will inject greater momentum into the Company's long-term development and sustainable growth.

Diversification of Board of Directors membership is enforced as follows:

Name	Job Title	Nationality	Gender	Age				Independent director Service Term			A Concurrent Employee of the Company	Diversified Core Competences							
				Age 41~50	Age 51 to 60	Age 61 to 70	Age 71 to 80	Less than 3 years	3 to 9 years	More than 9 years		Operational Judgement	Accounting and Finance	Management	Crisis Management	Industrial Knowledge	International Market View	Leadership	Decision-making
Huang, Kuo-Hsiu	Chairman of the Board	R.O.C.	Male			√					√	√		√	√	√	√	√	√
Kuan Xin Investment Co., Ltd. Legal Representative: Wei, Chiu-Hsia	Vice Chairman of the Board	R.O.C.	Female				√				√			√	√	√		√	√
Ting Sing Co., Ltd. Representative: Du, Heng-Yi	Director	R.O.C.	Male			√						√		√		√		√	
Huang, Shu-Chieh	Independent director	R.O.C.	Male			√			√			√	√		√				√
Lee, Fa-Yauh	Independent director	R.O.C.	Male			√			√							√		√	√
Eizo Kobayashi	Independent director	JPN	Male				√		√			√	√	√			√	√	
Ankur Singla	Independent director	U.S.A	Male	√					√			√	√			√	√		√

The specific management objectives of the Company's diversification policy and the achievements are as follows:

Management Objectives	Achievement
According to Article 12 of the Company's Articles of Incorporation, the number of independent directors shall not be fewer than three and shall not be less than one-fifth of the total number of directors.	Achieved
There should be at least one female board member	Achieved
Independent directors shall serve no more than three consecutive terms	Achieved

- Independence of Board of Directors:

The Company has a total of 7 directors, of whom 4 are independent directors, accounting for 57.1% of the Board seats. All independent directors meet the independence qualification requirements and maintain their independence in the execution of their duties. They have no conflicts of interest with the Company and serve as members of the Audit Committee. None of the independent directors have served more than three consecutive terms. In addition, none of the directors are one another's spouse or relative within second degree of kinship and hence the requirements in Article 26-3 Paragraphs 3 and 4 of the Securities and Exchange Act are fulfilled.

The roles of Chairperson and President of the Company are held by different individuals, and there is no spousal or familial relationship between them. Therefore, the Board of Directors effectively fulfills its supervisory role over management and guides the Company's strategy, holding itself accountable to the Company and its shareholders.

To implement sound corporate governance and enhance the functions of the Board and its functional committees, the Company has established and enforces a "Board Performance Evaluation Policy." Under this policy, the Board, its functional committees, and individual directors conduct regular annual self-assessments. Additionally, every three years, the Company engages an external professional institution to conduct a performance evaluation of the Board. The results and recommendations of such evaluations are reported to the Board and used as a reference for the selection or nomination of the next term of directors.

(II) Information about President, Vice Presidents, Assistant Managers and Supervisors of various departments and branches:

April 14, 2025

Job Title	Nationality	Name	Gender	Election (Assumption) Date	Number of Shares Held		Shares Held By Spouse and Minor Children		Education and Work Experience	Positions Currently Held in Other Companies	Remarks
					Number of Shares	Share-Hold ing Ratio	Number of Shares	Share-Hold ing Ratio			
CEO and General Manager	U.S.A.	Jun Shi	Male	2023.05.11	0	0.00	0	0.00	Master of Engineering, Xidian University VP of F5 Networks, Inc., VP of Volterra	—	Note 5
Senior Vice President	R.O.C.	Li, Hsun-Te	Male	2020.08.12	0	0.00	0	0.00	Bachelor of Business Management, Chung Hua University	Director of Accton Logistics Corporation, Accton Global, Inc., Vietnam Accton Technology Co.,Ltd., Accton Manufacturing and Service, Inc.	Note 5
Senior Vice President	R.O.C.	Chiang, Ying-Hui	Female	2020.08.12	24,000	0.00	0	0.00	Bachelor of Information Management, Minghsin University of Science and Technology	—	Note 5
Senior Vice President of R&D	R.O.C.	Lee, Kuan-Ze	Male	2020.02.24	0	0.00	0	0.00	Master of Electrical Engineering, University of California, Irvine, USA Senior Director of Hardware Engineering of CommScope, Ruckus / Arris, Director of Hardware Engineering of Brocade	—	Note 5
Vice President	M.Y.	Liew, Hin-Soon	Male	2011.07.08	106,331	0.02	0	0.00	Electronic Engineering, National Taiwan University	—	Note 5
Vice President	R.O.C.	Cheng, Ming-Chang	Male	2022.08.29	0	0.00	0	0.00	EMBA, College of Business, University of Texas at Arlington, USA Juniper Networks Inc, Manufacturing OPS manager. Senior Assistant Vice President, Accton Technology Corporation	—	Note 5

Job Title	Nationality	Name	Gender	Election (Assumption) Date	Number of Shares Held		Shares Held By Spouse and Minor Children		Education and Work Experience	Positions Currently Held in Other Companies	Remarks
					Number of Shares	Share-Hold ing Ratio	Number of Shares	Share-Hold ing Ratio			
Vice President (Note 1)	R.O.C.	Hsieh, Cheng-che	Male	2024.03.07	0	0.00	0	0.00	Master of Engineering, Department of Electronic Engineering, Chung Yuan Christian University Senior Assistant to Vice President of Accton Technology Corporation	—	Note 5
Chief Financial Officer	R.O.C.	Chen, Fang-I	Female	2021.08.12	0	0.00	0	0.00	B.S. in Finance and Taxation, National Chengchi University	Supervisor of Edgecore Networks Corporation, E-DIRECT CORPORATION and GoldiLink Technology Corp.	Note 5
Corporate Governance Manager	R.O.C.	Lin, Hsing-Hsuan	Male	2021.06.10	37	0.00	0	0.00	M.S. in Technology Law, National Yang Ming Chiao Tung University Chief Legal Officer and Spokesman of Accton Technology Corp.	—	Note 5
Chief Information Officer and Chief Information Security Officer (Note 2)	U.S.A.	Paul Kim	Male	2024.08.08	0	0.00	0	0.00	Bachelor of Applied Science, University of Pennsylvania, USA Chief Technology Officer, Accton Technology Corporation	Director, Accton Technology Corporation USA and Accton Manufacturing and Service, Inc.	Note 5

Note 1: Mr. Hsieh, Cheng-Che assumed the position of Vice President on March 7, 2024.

Note 2: Mr. Paul Kim assumed the positions of Chief Information Officer and Chief Information Security Officer on August 8, 2024.

Note 3: Managerial personnel holding shares of the Company under another person's name: None.

Note 4: Managerial personnel having spouses or relatives within the second degree of kinship serving as the Company's officers or directors: None.

Note 5: If the President or an equivalent position (the highest-level manager) is the same person as the Chairperson, or if they are spouses or within first-degree kinship, the Company shall disclose the reason, reasonableness, necessity, and related responsive measures: No such situation exists in the Company.

II. Remuneration of Directors, Supervisors, President and Vice Presidents in the Most Recent Year

(I) Remuneration to Directors and Independent Directors (disclosing aggregate remuneration information with the name(s) indicated for each remuneration range)

Unit: NT\$ thousand

Job Title	Nationality	Remuneration of Directors								Ratio of Total Remuneration of A, B, C and D in Net Income After Tax		Remuneration Paid to Concurrent Employees								Ratio of Total Remuneration of A, B, C, D, E, F and G to Net Income After Tax		Remuneration Paid by Invested Company Other than Accton's Subsidiaries
		Remuneration (A)		Severance Pay (B)		Remuneration of Directors (C)		Allowances (D)				Salary, Bonus and Allowances (E)		Severance Pay (F)		Employee Bonus (G)						
		Accton	All Companies Listed in Financial Statements	Accton	All Companies Listed in Financial Statements	Accton	All Companies Listed in Financial Statements	Accton	All Companies Listed in Financial Statements	Accton	All Companies Listed in Financial Statements	Accton	All Companies Listed in Financial Statements	Accton	All Companies Listed in Financial Statements	Accton		All Companies Listed in Financial Statements		Accton	All Companies Listed in Financial Statements	
																Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Chairman of the Board	Huang, Kuo-Hsiu (Note 1)	—	—	—	—	35,000	35,000	575	575	35,575 0.29%	35,575 0.29%	10,336	10,336	201	201	12,500	—	12,500	—	58,612 0.48%	58,612 0.48%	None
Vice Chairman of the Board	Kuan Xin Investment Co. , Ltd. Legal Representative: Wei, Chiu-Hsia (Notes 1 and 2)																					
Director	TING XING CO ., LTD . Representative: Du, Heng-Yi (Note 1)																					
Chairman of the Board	Kuan Xin Investment Co. , Ltd. Legal Representative: Lin, Meen-Ron (Note 3)																					
Independent director	Huang, Shu-Chieh (Note 1)																					
Independent director	Lee, Fa-Yauh (Note 1)																					
Independent director	Eizo Kobayashi (Note 1)																					
Independent director	Ankur Singla (Note 1)																					

Note 1: On June 13, 2024, the Company held a full re-election of the Board of Directors. All directors (including independent directors) were re-elected to serve another term. Mr. Huang, Kuo-Hsiu was appointed as the Chairperson

Note 2: Ms. Wei, Chiu-Hsia, the corporate representative of Kuan Xin Investment Corp., was elected as Vice Chairperson on June 21, 2024.

Note 3: Ms. Lin, Meen-Ron, the corporate representative of Kuan Xin Investment Corp., completed her term and stepped down as a director of the Company on June 13, 2024.

Note 4: Please describe the remuneration policies, systems, standards, and structures for independent directors, and their relationships to the amount of remuneration based on factors such as responsibilities, risks, and time invested: The compensation for the Company's independent directors primarily consists of attendance fees and director remuneration. According to Article 18 of the Company's Articles of Incorporation, the upper limit of director remuneration shall not exceed 1.5% of the annual profits. In determining the compensation standards, the Company takes into account overall operational performance, the level of participation and contribution of independent directors to the Company's operations, as well as benchmarks within the same industry. Relevant compensation plans must be reviewed by the Remuneration Committee and then discussed and approved by the Board of Directors to ensure the reasonableness and fairness of the remuneration.

Note 5: Other than those disclosed in the table above, remuneration received by directors by providing services (e.g. providing consulting services to the parent company/all companies in the financial report/investee companies as a non-employee) to all companies in the financial report in the most recent year: None.

Table for Remuneration Ranges of Directors

Table for Remuneration Ranges of Each Director of Accton	Director's Name			
	Total Remuneration of A+B+C+D		Total Remuneration of A+B+C+D+E+F+G	
	Accton	All Companies Listed in Financial Statements (H)	Accton	All Companies Listed in Financial Statements (I)
Less than NT\$1,000,000	—	—	—	—
NT\$1,000,000(inclusive) to NT\$2,000,000(exclusive)	—	—	—	—
NT\$2,000,000(inclusive) to NT\$3,500,000(exclusive)	—	—	—	—
NT\$3,500,000(inclusive) to NT\$5,000,000(exclusive)	—	—	—	—
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)	Huang, Kuo-Hsiu Kuan Xin Investment Co. , Ltd. Legal Representative: Wei, Chiu-Hsia Ting Sing Co., Ltd. Representative: Du, Heng-Yi Kuan Xin Investment Corp. Legal Representative: Lin, Meen-Ron Huang, Shu-Chieh Lee, Fa-Yauh Ankur Singla Eizo Kobayashi	Huang, Kuo-Hsiu Kuan Xin Investment Co. , Ltd. Legal Representative: Wei, Chiu-Hsia Ting Sing Co., Ltd. Representative: Du, Heng-Yi Kuan Xin Investment Corp. Legal Representative: Lin, Meen-Ron Huang, Shu-Chieh Lee, Fa-Yauh Ankur Singla Eizo Kobayashi	Kuan Xin Investment Co. , Ltd. Legal Representative: Wei, Chiu-Hsia Ting Sing Co., Ltd. Representative: Du, Heng-Yi Kuan Xin Investment Corp. Legal Representative: Lin, Meen-Ron Huang, Shu-Chieh Lee, Fa-Yauh Ankur Singla Eizo Kobayashi	Kuan Xin Investment Co. , Ltd. Legal Representative: Wei, Chiu-Hsia Ting Sing Co., Ltd. Representative: Du, Heng-Yi Kuan Xin Investment Corp. Legal Representative: Lin, Meen-Ron Huang, Shu-Chieh Lee, Fa-Yauh Ankur Singla Eizo Kobayashi
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)	—	—	Huang, Kuo-Hsiu	Huang, Kuo-Hsiu
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)	—	—	—	—
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)	—	—	—	—
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)	—	—	—	—
Over NT\$100,000,000	—	—	—	—
Total	8 persons	8 persons	8 persons	8 persons

(II) Remuneration of President and Vice Presidents (summary and type of disclosure name)

Unit: NT\$ thousand

Job Title	Name	Pay (A)		Severance Pay (B)		Bonuses and Allowances (C)		Employee Bonus (D)				Ratio (%) of the Total Remuneration A, B, C and D in Net Income After Tax		Remuneration Paid by Invested Company Other than Accton's Subsidiaries
		Accton	All Companies Listed in Financial Statements	Accton	All Companies Listed in Financial Statements	Accton	All Companies Listed in Financial Statements	Accton		All Companies Listed in Financial Statements		Accton	All Companies Listed in Financial Statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
CEO and General Manager	Jun Shi	20,822	51,786	629	629	11,697	37,564	46,700	—	71,695	—	79,848 0.66%	161,674 1.34%	None
Senior Vice President	Li, Hsun-Te													
Senior Vice President	Chiang, Ying-Hui													
Senior Vice President of R&D	Lee, Kuan-Ze													
Vice President	Liew, Hin-Soon													
Vice President	Cheng, Ming-Chang													
Vice President (Note 1)	Hsieh, Cheng-che													
Chief Financial Officer	Chen, Fang-I													
Chief Information Officer and Chief Information Security Officer (Note 2)	Paul Kim													

Note 1: Mr. Hsieh, Cheng-Che assumed the position of Vice President on March 7, 2024.

Note 2: Mr. Paul Kim assumed the positions of Chief Information Officer and Chief Information Security Officer on August 8, 2024.

Table for Remuneration Ranges of President and Vice Presidents

Table for Remuneration Ranges of Each President and Vice President	Name of President and Vice President	
	Accton	All companies included in the financial statements (E)
Less than NTD 1,000,000	Lee, Kuan-Ze	—
NT\$1,000,000 (inclusive) to NT\$2,000,000 (exclusive)	Jun Shi	—
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)	—	—
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)	Paul Kim	—
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)	Liew, Hin-Soon, Chiang, Ying-Hui	Liew, Hin-Soon, Chiang, Ying-Hui
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)	Cheng, Ming-Chang, Chen, Fang-I, Cheng-Che Hsieh,	Cheng, Ming-Chang, Chen, Fang-I, Hsieh, Cheng-che, Paul Kim
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)	Li, Hsun-Te	Li, Hsun-Te
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)	—	Jun Shi, Lee, Kuan-Ze
NTD 50,000,000 (inclusive) - NTD 100,000,000 (exclusive)	—	—
Over NTD 100,000,000	—	—
Total	9 persons	9 persons

(IV) Names of managers distributing employees' remuneration and distribution:

Unit: NT\$ thousand

Position	Name	Stock Amount	Cash Amount	Total	Ratio (%) of Total Remuneration to Net Income After Tax
CEO and General Manager	Jun Shi	—	73,095	73,095	0.60%
Senior Vice President	Li, Hsun-Te				
Senior Vice President	Chiang, Ying-Hui				
Senior Vice President of R&D	Lee, Kuan-Ze				
Vice President	Liew, Hin-Soon				
Vice President	Cheng, Ming-Chang				
Vice President (Note 1)	Hsieh, Cheng-che				
Chief Financial Officer	Chen, Fang-I				
Corporate Governance Manager	Lin, Hsing-Hsuan				
Chief Information Officer and Chief Information Security Officer (Note 2)	Paul Kim				

Note 1: Mr. Hsieh, Cheng-Che assumed the position of Vice President on March 7, 2024.

Note 2: Mr. Paul Kim assumed the positions of Chief Information Officer and Chief Information Security Officer on August 8, 2024.

(V) Respectively compare and describe the analysis of the proportion of total remuneration paid to Accton's Directors, Supervisors, President and Vice President by Accton and all the companies listed in the consolidated financial statements in the most recent two years to the Net Income After Tax in individual financial statements, and describe the policies, standards and packages for payment of remuneration, as well as the procedures followed for determining remuneration, and their linkages to business performance and future risk.

1. Analysis of the proportion of total remuneration paid to Accton's Directors, Supervisors, President and Vice President by Accton and all the companies listed in the consolidated financial statements in the most recent two years to the Net Income After Tax:

Unit: NT\$ Thousand; %

Job Title	Ratio of Total Remuneration of 2024 to Net Income After Tax (%)		Ratio of Total Remuneration of 2023 to Net Income After Tax (%)	
	Accton	All Companies Listed in Financial Statements	Accton	All Companies Listed in Financial Statements
Director	0.48%	0.48%	0.71%	0.71%
President and Vice Presidents	0.66%	1.34%	0.74%	1.27%
<p>Analysis of Changes in Percentage:</p> <p>The total compensation of the President and Vice Presidents in 2024, as a percentage of net income after tax, increased compared to 2023. This was mainly due to the need to expand system infrastructure in response to developments in artificial intelligence technologies. The Company proactively recruited outstanding managerial talent with expertise in information security and high-performance computing to enhance Accton's competitiveness in product design and technological development, thereby strengthening its market advantage and laying a solid foundation for the Company's continued growth.</p>				

2. Policies, standards and packages for payment of remuneration, as well as the procedures followed for determining remuneration, and their linkages to business performance and future risk.

(1) Directors: Payment of remuneration to Directors is specified in Article 18 of Accton's Articles of Association. If Accton has gained profits within a fiscal year, 1% to 11.25% of the profits shall be reserved as employee bonus to employees, including those of subsidiaries meeting certain specific requirements, and the Board of Directors shall decide whether to distribute in the form of shares or in cash. Accton may, upon resolution by the Board of Directors, reserve no more than 1.5% of the aforesaid profit as remuneration to directors and supervisors. Proposals for the distribution of employees' compensation and directors' compensation shall be submitted to the shareholders' meeting. In case of accumulated loss, the Company shall reserve a specific amount to make up for losses. The Company shall then distribute employees and directors compensation according to aforementioned ratios. It will be reviewed by the company's remuneration committee per year subject to company's performance result and then submitted to the board of directors for resolution.

(2) President and Vice President: The remuneration to be paid by Accton to the President and Vice Presidents is composed of fixed salary and variable bonus. The remuneration committee shall refer to the usual remuneration levels of the same industry and take into account the invested time, the responsibilities undertaken, the attainment of personal goals and the performance of other positions. Based on the attainment of the company's short-term and long-term business objectives, the company's business performance, the relevance of future risks, etc., the compensation committee of the company shall review and report to the board of directors for decision.

(3) Future risks: The remuneration policy of the company aims to enhance long-term competitiveness and sustainable operation ability, improve the overall operation of the company in the future, and realize the ideal of giving full play to talents. The payment of remuneration is fully linked to performance. The remuneration system aims to promote the implementation of the operation strategy and the creation of long-term sustainable shareholder value by integrating various evaluation items. For example, the company's business performance, overall salary and individual performance are considered as a whole, and the difference is evaluated according to individual contribution, so as to implement the performance-oriented incentive system.

III. Status of Corporate Governance:

(I) Operational Status of the Board of Directors

Information about Implementation of Board Meetings

1. Tenure of current Board of Directors: June 13, 2024 to June 12, 2027.

2. The Board of Directors met 7 times throughout 2024 . (A) The attendance of directors in the meetings is as follows:

Job Title	Name	Actual attendance rate (B)	Number of Attendance in Proxy	Attendance rate (%) " B / A "	Remarks
Chairman of the Board	Huang, Kuo-Hsiu	7	0	100.00%	2024.06.13 re-elected
Vice Chairman of the Board	Kuan Xin Investment Co. , Ltd. Legal Representative: Wei, Chiu-Hsia	4	0	100.00%	2024.06.21 newly inaugurated
Director	TING XING CO ., LTD . Representative: Du, Heng-Yi	6	1	75.00%	2024.06.13 re-elected
Independent director	Huang, Shu-Chieh	7	0	100.00%	2024.06.13 re-elected
Independent director	Lee, Fa-Yauh	7	0	100.00%	2024.06.13 re-elected
Independent director	Eizo Kobayashi	7	0	100.00%	2024.06.13 re-elected
Independent director	Ankur Singla	7	0	100.00%	2024.06.13 re-elected
Chairman of the Board	Kuan Xin Investment Co. , Ltd. Legal Representative: Lin, Meen-Ron	2	1	66.67%	2024.06.13 resigned

Attendance of independent directors in each meeting of the Board of Directors in 2024:

Independent director	2024						
	March 7	March 29	May 9	June 21	August 8	September 26	November 7
Huang, Shu-Chieh	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person
Lee, Fa-Yauh	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person
Eizo Kobayashi	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person
Ankur Singla	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person	Attended in person

Other Required Disclosure

I. The date and session number of the meeting of the Board of Directors, proposal contents, opinions of all Independent Directors, and Accton's reactions towards Independent Director's opinions shall be specified in case of the following conditions in respect of the operation of the Board of Directors:

(I) Issues specified in Article 14-3 of Securities and Exchange Act

Meeting of Board of Directors	Contents of Resolution	Matters listed in Article 14-3 of the Securities and Exchange Act	Independent Director's Opinion	Company's Reaction towards Independent Director's Opinions	Voting Results
16th meeting of the 12th Board 2024.03.07	1. The Company replaced the CPAs in response to the internal rotation of the CPA firm, submitted for review. 2. The Company and its subsidiary plans to invest NTD 2 billion in fixed income securities, submitted for review.	V	None	None	Unanimously approved by all the independent directors present.
17th meeting of the 12th Board 2024.03.29	1. The Company proposes to participate in LumiLens Series A fundraising with an investment not exceeding USD 9.2 million, and hereby submits the proposal for approval.	V	None	None	Unanimously approved by all the independent directors present.
1st meeting of the 13th Board 2024.06.21	1. The proposal for the purchase of the Accton Vietnam F4B plant is hereby submitted for approval. 2. The proposal for the procurement of SMT equipment to increase production capacity is hereby submitted for approval.	V	None	None	Unanimously approved by all the independent directors present.
2nd meeting of the 13th Board 2024.08.08	1. The proposal for the procurement of SMT and back-end equipment to increase production capacity at the Vietnam plant is hereby submitted for approval.	V	None	None	Unanimously approved by all the independent directors present.
3rd Meeting of the 13th Board 2024.09.26	1. The Company proposes to dispose of its 100% equity interest in its subsidiaries Joy Technology (Shenzhen) Corporation and Accton Technology Co., Ltd. (China), and hereby submits the proposal for approval. 2. The Company proposes to acquire a 40% equity interest in Muxi Network Co., Ltd. (Shenzhen) (tentative name), a joint venture company, and hereby submits the proposal for approval. 3. The proposal for the procurement of SMT and back-end equipment to increase production capacity at the Taiwan plant is hereby submitted for approval.	V	None	None	Unanimously approved by all the independent directors present.
4th meeting of the 13th Board 2024.11.07	1. Proposal of providing endorsements and guarantees to 100%-invested subsidiaries of the Company, submitted for review. 2. The Company proposes to dispose of the marketable securities of Astera Labs, Inc., held through its subsidiary Accton Investment Corporation, and hereby submits the proposal for approval. 3. The Company proposes to invest in InLC, with an investment amount not exceeding USD 29 million, and hereby submits the proposal for approval. 4. The proposal for the procurement of SMT and back-end equipment to increase production capacity at the Vietnam plant is hereby submitted for approval.	V	None	None	Unanimously approved by all the independent directors present.
5th meeting of the 13th Board 2025.03.13	1. The proposal for the additional budget for secondary construction required for capacity expansion at the Zhubei plant is hereby submitted for approval. 2. The Company proposes to dispose of the marketable securities of Astera Labs, Inc., held through its subsidiary Accton Investment Corporation, and hereby submits the proposal for approval. 3. The Company's proposal for leasing additional office space at the Taoyuan plant is hereby submitted for approval.	V	None	None	Unanimously approved by all the independent directors present.

(II) Other than the matters mentioned above, the resolutions with records or written statements on which independent directors have dissenting opinions or qualified opinions: None.

II. In regards to the recusal of directors from voting due to conflict of interests, the name of the directors, proposal contents, the reasons for recusal due to conflict of interests and voting condition shall be specified:

In 2024, there is no conflict of interest that must be avoided.

III. TWSE/TPEX listed companies shall disclose the information of self-evaluation (or peer evaluation) of the Board of Directors, such as evaluation cycle, period, scope, method and contents:

Year	Frequency	Period	Scope	Method	Content
2022	Once a year By questionnaire	January 1, 2022 - December 31, 2022	Meeting of Board of Directors	Evaluated by Chainye Management Services Inc.	The five main criteria of performance evaluation of the Company's BOD: 1. Degree of participation in the Company's operations. 2. The Board's decision making quality. 3. Composition and structure of the Board. 4. Election and continuing education of the directors. 5. Internal control.
2023		January 1, 2023 - December 31, 2023		Internal self-evaluation	
2024		January 1, 2024 - December 31, 2024		Internal self-evaluation	
2022	Once a year By questionnaire	January 1, 2022 - December 31, 2022	Meeting of Board of Directors	Evaluated by Chainye Management Services Inc.	The measurement items for the performance evaluation of the Board Members include the following six aspects: 1. Execution of the Company's goals and tasks. 2. Understanding of the director's roles and responsibilities. 3. Degree of participation in the Company's operations. 4. Management and communication of the internal relations. 5. Expertise and continuing education of the directors. 6. Internal control.
2023		January 1, 2023 - December 31, 2023		Internal self-evaluation	
2024		January 1, 2024 - December 31, 2024		Internal self-evaluation	
2022	Once a year By questionnaire	January 1, 2022 - December 31, 2022	Functional Committees	Evaluated by Chainye Management Services Inc.	The five main criteria of performance evaluation of the Company's functional committees: 1. The degree of participation in the Company's operations. 2. Awareness of the duties of the Remuneration Committee. 3. To improve the quality of the Remuneration Committee's decision-making. 4. The composition of the Remuneration Committee and election of its members. 5. Internal control.
2023		January 1, 2023 - December 31, 2023		Internal self-evaluation	
2024		January 1, 2024 - December 31, 2024		Internal self-evaluation	

IV. Targets for enhancing the function of Board of Directors in current year and the most recent year, and implementation assessment:

On May 13, 2020, the Board of Directors of the Company passed the "Regulations Governing Performance Evaluation of the Board of Directors and Functional Committees" and completed the performance evaluation of the Board of Directors and functional committees on March 13, 2025. The results of the performance evaluation were submitted to Audit Committee, Remuneration Committee and the Board of Directors.

Evaluation results: The overall average score of the self-assessment of the Board of Directors this time is 92.5. The overall average score of the individual board member's self-assessment is 92.7, indicating that the overall operation of the Board of Directors is good; the overall average score of the Audit Committee self-assessment is 90.5, and the overall average score for the evaluation of Remuneration Committee was 94.7 points, indicating that the overall operation of the Audit Committee and the Remuneration Committee was good, and the overall evaluation of the overall performance evaluation was excellent.

Overall, the operation of the Board of Directors has been sound, and will continue to be reinforced based on the results of the performance self-evaluation of the Board of Directors to improve the effectiveness of corporate governance.

(II) Audit Committee:

Implementation of the Meeting of Audit Committee

Accton's Audit Committee is composed of all independent directors, and designed to assist the Board of Directors in monitoring the Company and improving corporate governance efficiency.

Its powers include : (1) Formulation of or amendment to internal control systems. (2) Assessment on the effect of internal control system. (3) Formulation of or amendment to the procedures for acquiring or disposing assets, engaging in derivative commodity transactions, lending funds to others, endorsing for others or providing guarantee and other major financial and business activities. (4) Matters involving director's own interests. (5) Major assets or derivative commodity trading. (6) Major funds lending, endorsement or provision of guarantee. (7) Raising, issuance or private offer of securities with equity nature. (8) Appointment, dismissal and remuneration of CPAs. (9) Appointment and dismissal of finance manager, accounting manager, and head of internal audit. (10) Annual and semi-annual financial reports. (11) Major matters stipulated by Accton or competent authorities. The Audit Committee holds regular meetings every quarter, and requires the managers of relevant departments, internal auditors, accountants, legal counsel or other personnel to attend and provide relevant necessary information within the scope of its power.

1. The Company's Audit Committee was formed on June 13, 2018, with a total of 4 members.
2. Tenure of current committee: from June 13, 2024 to June 12, 2027.
3. The Audit Committee met 7 times throughout 2024 (A), with the attendance of independent directors as follows:

Job Title	Name	Number of Actual Attendance (B)	Number of Attendance in Proxy	Ratio of Actual Attendance (%) [B/A]	Remarks
Convener	Huang, Shu-Chieh	7	0	100.00%	2024.06.13 re-elected
Member of Committee	Lee, Fa-Yauh	7	0	100.00%	2024.06.13 re-elected
Member of Committee	Eizo Kobayashi	7	0	100.00%	2024.06.13 re-elected
Member of Committee	Ankur Singla	7	0	100.00%	2024.06.13 re-elected

Other Required Disclosure

- I. If the Audit Committee has any of the following circumstances, the date and session number of the meeting of the Audit Committee, proposal contents, independent directors' dissenting opinions, reservation, or major recommendations, the resolution made by the Audit Committee and the Accton's reactions towards the Audit Committee's opinions shall be specified:

- (1) Issues specified in Article 14-5 of Securities and Exchange Act

Audit Committee	Contents of Resolution	Issues specified in §14-5 of Securities and Exchange Act	Company's Reaction towards Audit Committee's Opinions	Result of Resolution made by Audit Committee
16th meeting of the 2nd term 2024.03.07	1. Approving the financial statements as of December 31, 2023. 2. Approved the 2023 "Assessment of the Effectiveness of the Internal Control System" and the "Statement of Internal Control System". 3. Approval of the CPA professional fees for 2024. 4. Approved the replacement of the Company's CPAs due to the internal rotation of the CPA firm. 5. Approval for Accton and its subsidiary to invest NTD 2 billion in fixed income securities.	V	None	Unanimously approved by all the independent directors present.
17th meeting of the 2nd term 2024.03.29	1. Approved to participate in LumiLens Series A fundraising with an investment not exceeding USD 9.2 million.	V	None	Unanimously approved by all the independent directors present.

Audit Committee	Contents of Resolution	Issues specified in §14-5 of Securities and Exchange Act	Company's Reaction towards Audit Committee's Opinions	Result of Resolution made by Audit Committee
18th meeting of the 2nd term 2024.05.09	1. Approved the Q1 2024 financial statements.	V	None	Unanimously approved by all the independent directors present.
1st meeting of the 3rd term 2024.06.21	1. Approved the proposal for the purchase of the Accton Vietnam F4B plant. 2. Approved the proposal for the procurement of SMT equipment to increase production capacity. 3. Approved to engage Deloitte Legal for legal-related matters.	V	None	Unanimously approved by all the independent directors present.
2nd meeting of the 3rd term 2024.08.08	1. Approved the Q2 2024 financial statements. 2. Approved the proposal for the procurement of SMT and back-end equipment to increase production capacity at the Vietnam plant. 3. Approved the amendment to the Company's internal control system "Computerized Information System CC-100."	V	None	Unanimously approved by all the independent directors present.
3rd meeting of the 3rd term 2024.09.26	1. Approved the proposal to dispose of its 100% equity interest in its subsidiaries Joy Technology (Shenzhen) Corporation and Accton Technology Co., Ltd. (China). 2. Approved the proposal to acquire a 40% equity interest in Muxi Network Co., Ltd. (Shenzhen) (tentative name), a joint venture company. 3. Approved the proposal for the procurement of SMT and back-end equipment to increase production capacity at the Taiwan plant.	V	None	Unanimously approved by all the independent directors present.
4th meeting of the 3rd term 2024.11.07	1. Approved the Q3 2024 financial statements. 2. Approved the appointment of Deloitte & Touche to provide non-assurance services and public fees. 3. Approved the 2025 annual audit plan. 4. Approved the addition of the Company's internal control system "CM-190 Management of Sustainability Information." 5. Approval for providing endorsements and guarantees to subsidiaries in which the Company is 100% invested. 6. Approved the proposal to dispose of the marketable securities of Astera Labs, Inc., held through its subsidiary Accton Investment Corporation. 7. Approved the proposal to invest in InLC, with an investment amount not exceeding USD 29 million. 8. Approved the proposal for the procurement of SMT and back-end equipment to increase production capacity at the Vietnam plant.	V	None	Unanimously approved by all the independent directors present.

Audit Committee	Contents of Resolution	Issues specified in §14-5 of Securities and Exchange Act	Company's Reaction towards Audit Committee's Opinions	Result of Resolution made by Audit Committee
5th meeting of the 3rd term 2025.03.13	1. Approving the financial statements as of December 31, 2024. 2. Approved the 2024 "Assessment of the Effectiveness of the Internal Control System" and the "Statement of Internal Control System". 3. Approved the proposal for the additional budget for secondary construction required for capacity expansion at the Zhubei plant. 4. Approved the proposal to dispose of the marketable securities of Astera Labs, Inc., held through its subsidiary Accton Investment Corporation. 5. Approved the proposal for leasing additional office space at the Taoyuan plant.	V	None	Unanimously approved by all the independent directors present.

(II) Other than the above-mentioned items, the resolutions passed by over two-thirds all directors but not approved by the Audit Committee: None.

II. In regards to the recusal of independent directors from voting due to conflict of interests, the name of the independent directors, proposal contents, the reasons for recusal due to conflict of interests and voting condition: In 2024, there is no conflict of interest that must be avoided.

III. The indep Communication among Independent Directors, internal Audit Supervisors and accountants (including important matters, methods, and results of Accton's finance and operations):

(I) Independent directors and internal audit officers communicate with each other by e-mail, telephone, or in person, and make internal audit reports at quarterly Audit Committee meetings. A meeting may be convened at any time in case of material abnormality. The communication channels are diverse and unobstructed; the Company's internal audit officer submits a monthly summary report on the audit of deficiencies and improvements made in the previous month to the independent directors for review. The independent directors provide feedback or opinions depending on the content of the report. At least one communication meeting is held each year with independent directors on the implementation of internal audit and internal control systems in the presence of other operating units.

Communication between independent directors and chief internal auditor:

Meeting Date	Issues communicated with internal audit supervisor	Recommendation from Independent Directors
2024.03.07	(Individual meeting between the audit supervisor and independent directors) <ul style="list-style-type: none"> Internal audit execution report of Q4 2023. Issuance of the Company's "Statement on Internal Control System" for the year 2023. 	The proposal was reviewed and approved by the Audit Committee and then submitted to the Board of Directors, with no objections from the independent directors.
2024.03.29	(Individual meeting between the audit supervisor and independent directors) <ul style="list-style-type: none"> Review on the implementation report of the internal audit. 	The proposal was reviewed and approved by the Audit Committee and then submitted to the Board of Directors, with no objections from the independent directors.
2024.05.09	(Individual meeting between the audit supervisor and independent directors) <ul style="list-style-type: none"> Internal audit execution report of Q1 2024. 	The proposal was reviewed and approved by the Audit Committee and then submitted to the Board of Directors, with no objections from the independent directors.

Meeting Date	Issues communicated with internal audit supervisor	Recommendation from Independent Directors
2024.06.21	(Individual meeting between the audit supervisor and independent directors) • Review on the implementation report of the internal audit.	The proposal was reviewed and approved by the Audit Committee and then submitted to the Board of Directors, with no objections from the independent directors.
2024.08.08	(Individual meeting between the audit supervisor and independent directors) • Internal audit execution report of Q2 2024. • Amendments to the Company's internal control system.	The proposal was reviewed and approved by the Audit Committee and then submitted to the Board of Directors, with no objections from the independent directors.
2024.09.26	(Individual meeting between the audit supervisor and independent directors) • Review on the implementation report of the internal audit.	The proposal was reviewed and approved by the Audit Committee and then submitted to the Board of Directors, with no objections from the independent directors.
2024.11.07	(Individual meeting between the audit supervisor and independent directors) • Internal audit execution report of Q3 2024. • Discussion of the internal audit annual plan for 2025. • Addition to the Company's internal control system.	The proposal was reviewed and approved by the Audit Committee and then submitted to the Board of Directors, with no objections from the independent directors.

(II) The Company's CPAs not only report the audits or reviews of the financial statements to the independent directors, but also communicate the latest financial and taxation laws and regulations and the corresponding measures in response to the impact. The independent directors and the accountants may communicate with each other at any time as needed. They shall communicate with each other by e-mail, telephone, or in person. In the absence of the presence of the management and the property management unit, the independent directors and the CPAs shall convene a communication meeting at least once a year.

Communication between the Independent Directors and the CPAs:

Meeting Date	Issues communicated with CPAs	Recommendation from Independent Directors
2024.03.07	(Individual meeting between CPA and independent directors) • Discussion of the audit status of the 2023 financial statements, including any audit questions or difficulties, and the response of the management.	Independent directors approved the proposal in favor without objection.
2024.05.09	• Discussion the outcome of the review of the 2024 Q1 financial statements, including any audit questions or difficulties, and the response of the management.	Independent directors approved the proposal in favor without objection.
2024.08.08	• Discussion the outcome of the review of the 2024 Q2 financial statements, including any audit questions or difficulties, and the response of the management.	Independent directors approved the proposal in favor without objection.
2024.11.07	• Discussion the outcome of the review of the 2024 Q3 financial statements, including any audit questions or difficulties, and the response of the management.	Independent directors approved the proposal in favor without objection.
2025.03.13	(Individual meeting between CPA and independent directors) • Discussion of the audit status of the 2024 financial statements, including any audit questions or difficulties, and the response of the management.	Independent directors approved the proposal in favor without objection.

(III) Implementation of Corporate Governance and the Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, and the Reasons

Items of Evaluation	Implementation			Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Summary	
I. Does the Company formulate and disclose the Code of Practice for Corporate Governance in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?	V		Accton formulated "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" to build satisfactory governance and risk control, create value for shareholders, adhere to honest management, and establish relevant regulations for protecting shareholders' rights, enhancing the functions of the Board of Directors, respecting the interests of interested parties and promoting information transparency. The principles are disclosed on the Market Observation Post System and Accton's websites for shareholders' inquiry.	No discrepancy
II. Shareholding structure and shareholders' rights (I) Does the Company establish an internal procedure for handling shareholder proposals, inquiries, disputes, and litigations? Are such matters handled according to the internal procedure?	V		Accton has spokesperson, investor relations, legal affairs and stock personnel and other relevant departments to serve for dealing with shareholders' suggestions, doubts and disputes. Shareholder's suggestions, doubts, disputes, litigation and other problems are handled in accordance with relevant operating procedures.	No discrepancy
(II) Does the Company maintain a register of major shareholders with controlling power as well as a register of persons exercising ultimate control over those major shareholders?	V		Subject to Article 25 of Securities and Exchange Act, Accton reports any changes in equity held by its internal person (directors, supervisors, managers and the major shareholders holding more than 10% of shares) on the Market Observation Post System, enabling the service units to grasp the list of major shareholders and their final controllers immediately.	No discrepancy
(III) Does the Company establish and enforce risk control and firewall systems with its related companies?	V		<p>The Company has established a comprehensive risk control mechanism and has implemented a strict firewall system for transactions and cooperation with affiliated enterprises. The specific measures are as follows:</p> <ol style="list-style-type: none"> 1. Risk Control Mechanism: The Company conducts regular internal risk assessments, particularly regarding business dealings with affiliated enterprises. A dedicated risk management process is in place to ensure transparency and regulatory compliance of such transactions, and to prevent conflicts of interest. Each year, relevant departments review all transactions with affiliated enterprises, assess potential risks, and adopt necessary control measures. 2. Firewall Mechanism: To ensure independence and avoid conflicts of interest, the Company enforces firewall measures for business operations involving affiliated enterprises. 3. Internal Control and Review Mechanism: The Company has an internal audit department responsible for conducting regular reviews of all transactions with affiliated enterprises to ensure compliance with Company policies and regulatory requirements. Should any irregularities be identified, they will be promptly reported to the Board of Directors and appropriate corrective measures will be taken. <p>The Company is committed to protecting the interests of all parties by ensuring that transactions with affiliated enterprises are transparent, fair, and compliant, while effectively mitigating potential risks.</p>	No discrepancy
(IV) Does the Company formulate internal regulations to prohibit internal personnel from using the information undisclosed on the market to buy and sell securities?	V		<p>Accton has formulated "Regulations on the Prevention of Insider Trading", "Internal Operational Procedure for Handling Material Information" and "Employee Ethical Behavior Management Procedures", which apply to all employees, managers, and members of the Board of Directors of the Company and to any other persons who have access to confidential information of the Company due to the nature of their job. Any behavior involving insider trading is prohibited and the Company conducts internal training on a regular basis to enhance employee's awareness. The "Regulations Governing the Prevention of Insider Trading" specifies that the Company's directors and managerial officers shall not trade their stocks during the closed period of 30 days before the announcement of the annual financial report and 15 days before the announcement of the quarterly financial report. Other employees who are informed of the financial reports shall still comply with the provisions of the preceding paragraph.</p> <p>The Company's implementation is as follows:</p> <ol style="list-style-type: none"> 1. On January 14, 2025, the Company notified all directors of the meeting date of each board meeting in 2025 by e-mail, as well as the blackout period before the announcement of each quarterly financial report, and sent another e-mail reminder before the blackout period to prevent directors from erroneously violating such rules. 2. The Company shall from time to time publicize the laws and regulations and precautions for insider trading and insider equity by directors and management. 3. For new recruits, the human resources department will promote the Company's 	No discrepancy

Items of Evaluation	Implementation			Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons									
	Yes	No	Summary										
			ethical standards, management methods, and regulations during registration. All regulations are announced on the Company's internal and external websites for the convenience of employees. 4. The Company from time to time (at least once a year) conducts education and training for directors, managers and employees on "Corporate Management Integrity", "Employee Code of Ethical Conduct", and "Prevention of Insider Trading".										
III. Composition and Responsibilities of the Board of Directors (I) Does the Board of Directors formulate and implement diversified policies and specific management objectives?	V		Article 20 of the "Code of Corporate Governance Practice" sets out the diversity policy for Board members. Directors are nominated through the rigorous selection process that takes into account diverse backgrounds, professional competence and experience, as well as integrity and ethical conduct. Currently, there are 7 seats on the Board of Directors, including 4 seats for independent directors, which has achieved the specific management objectives of independent directors accounting for more than half of Board members as well as the number of directors who also serve as managers of the Company not exceeding one-third of the total number of directors. In this regard, the Company is able to perform its business decision-making and supervisory functions. For the implementation of diversity of the Board of Directors, please refer to "Board Diversity and Independence" on Page 9 of this annual report.	No discrepancy									
(II) Does the Company agree to set other functional committees in addition to Remuneration Commission and Audit Committee?	V		In order to improve the decision-making function and strengthen the management mechanism, the Company has established the audit committee and the remuneration committee in accordance with the law. In addition, the corporate sustainability committee and corporate governance and integrity management committee composed of the management team have been set up to carry out the functions of each committee. Please refer to page 34 of this annual report.	No discrepancy									
(III) Does the company establish standards and methods to evaluate the performance of the Board of Directors, conduct the evaluation annually and regularly, report the results of evaluations to the Board of Directors, and use them as a reference for individual directors' remuneration and nomination and renewal?	V		To implement sound corporate governance, enhance the functions of the Board of Directors, and improve its operational efficiency, the Company has established the "Board Performance Evaluation Policy," which stipulates that the Board (including its functional committees) shall conduct a performance evaluation at least once a year and undergo an external evaluation at least once every three years. The Company completed the 2024 performance evaluation of the Board of Directors and its functional committees on March 13, 2025 (evaluation period: January 1, 2024 to December 31, 2024) and reported the evaluation results to the Audit Committee, the Remuneration Committee, and the Board of Directors, respectively. This assessment is an internal self-assessment combining data analysis (including self-assessment questionnaires for the Board of Directors, members of the board and various functional committees). Evaluation result: The Board of Directors of the Company has established policies and procedures for the operation of the Board of Directors in accordance with relevant laws and regulations and domestic corporate governance indicators in all aspects. The Board of Directors is composed of directors with relevant professional abilities, and tasks are allocated based on different professions and experiences. The functions of each functional committee were able to function effectively, and the result of the evaluation was excellent.	No discrepancy									
(IV) Does the Company regularly implement assessments on the independence of CPAs?	V		The Company conducts an annual evaluation of the independence and competence of its certified public accountants (CPAs). In addition to requiring the CPAs to provide a declaration of independence and Audit Quality Indicators (AQIs), the evaluation is conducted based on the assessment criteria outlined. It has been confirmed that, aside from audit and tax-related service fees, the CPAs have no other financial interests or business relationships with the Company. The family members of the CPAs also do not violate any independence requirements. Furthermore, with reference to the AQI information, the professionalism and quality control of the CPAs and their firm have been verified. The evaluation of the CPAs' independence and competence for the current year was approved by the Audit Committee and the Board of Directors on March 13, 2025. The evaluation results met the Company's standards for independence and competence. <table><tr><th>Items of Evaluation</th><th>Results of Evaluation</th><th>Compliance with Independence</th></tr><tr><td>1. Does the CPA have any direct or material indirect financial interest in the Company?</td><td>No</td><td>Yes</td></tr><tr><td>2. Has the CPA engaged in any financing or guarantee arrangements with the Company or its directors?</td><td>No</td><td>Yes</td></tr></table>	Items of Evaluation	Results of Evaluation	Compliance with Independence	1. Does the CPA have any direct or material indirect financial interest in the Company?	No	Yes	2. Has the CPA engaged in any financing or guarantee arrangements with the Company or its directors?	No	Yes	No discrepancy
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IV. Does the Company, if listed at TWSE/TPEx, appoint adequate persons and a chief governance officer to be in charge of corporate governance matters (including but not limited to providing directors and supervisors required information for business execution, assisting directors and supervisors in following laws and regulations, handling matters in relation to the Board meetings and shareholders' meetings and keeping minutes at the Board meetings and shareholders' meetings according to law)?	V		<p>On June 10, 2021, the Board of Directors appointed Mr. Lin, Hsin-Hsuan as the Corporate Governance Manager responsible for setting up a corporate governance implementation unit to protect shareholders' interests and strengthen the functions of the Board of Directors.</p> <p>The 2024 operational highlights of the Company are as follows:</p> <table><tr><th>Main Responsibilities</th><th>Implementation</th></tr><tr><td>Dealing with the affairs related to the meetings of Board of Directors and Shareholders, and assisting to comply with relevant laws and regulations of Board of Directors and Shareholders.</td><td>Meetings were held in according with laws and regulations.</td></tr><tr><td>Making minutes of meetings of Board of Directors and Shareholders.</td><td>Minutes were made in accordance with laws and regulations.</td></tr><tr><td>Providing information and the latest regulations required for Directors to fulfill their duties in accordance with laws and regulations.</td><td>Two training courses were held for Directors this year, and they had obtained certificates accordingly.</td></tr><tr><td>Review the compliance with corporate governance every year.</td><td>Propose improvement plans and countermeasures for standards that are yet to be reached .</td></tr><tr><td>Making amendments to other measures.</td><td>Executed.</td></tr></table>	Main Responsibilities	Implementation	Dealing with the affairs related to the meetings of Board of Directors and Shareholders, and assisting to comply with relevant laws and regulations of Board of Directors and Shareholders.	Meetings were held in according with laws and regulations.	Making minutes of meetings of Board of Directors and Shareholders.	Minutes were made in accordance with laws and regulations.	Providing information and the latest regulations required for Directors to fulfill their duties in accordance with laws and regulations.	Two training courses were held for Directors this year, and they had obtained certificates accordingly.	Review the compliance with corporate governance every year.	Propose improvement plans and countermeasures for standards that are yet to be reached .	Making amendments to other measures.	Executed.	No discrepancy												
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V. Does the Company establish the channels for communication with interested parties (including but not limited to shareholders, employees, customers and suppliers), and set up special space for interested parties on the official website, and properly respond to the important corporate social responsibility issues concerned by interested parties?	V		<p>The Company respects and protects the legitimate rights and interests of stakeholders. The Company's website (www.accton.com) has contact information for stakeholders (employees/competent authorities/investors/shareholders/ODM customers/suppliers/external complaints) and maintains a smooth communication channel to establish a smooth communication channel with investors. A sustainability report is provided every year to enable stakeholders to understand the Company. Please refer to the Accton 2024 Sustainability Report and the corporate website for details.</p> <p>The Company has internal communication channels that employees can use to voice their opinions to the Company via post or in writing.</p>	No discrepancy																								
VI. Does the Company appoint a professional stock affairs agency to deal with the affairs of the Board of Shareholders?	V		<p>Accton appoints the professional stock affairs agency, Yuanta Securities Finance Co., Ltd., to be responsible for serving for shareholders and dealing with stock affairs.</p>	No discrepancy																								

Items of Evaluation	Implementation			Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
VII. Disclosure of Information				
(I) Does the Company establish a website to disclose information on financial operations and corporate governance?	V		The Company discloses financial, business and corporate governance information on a regular basis through the Chinese and English websites (www.accton.com). In addition, Accton's governance condition is explained to investors at the meetings of corporate description and Board of Shareholders.	No discrepancy
(II) Does the Company adopt other methods for disclosure of information (such as setting up English website, designating special person to be responsible for collection and disclosure of company information, implementing spokesperson system, and placing the procedures for corporate description meeting on the Company's website etc.)?	V		The Company has a Chinese and English website (www.accton.com) to fully disclose information related to finance, business and corporate governance for the reference of shareholders, and has dedicated personnel responsible for the collection and update of information. Accton has established "Procedures for Handling Material Internal Information" to established an optimized internal material information handling and disclosure mechanism and implemented a spokesperson system. In addition to announcing monthly revenue, Accton also actively announces quarterly profit and loss, holds roadshows regularly, which are disclosed on Accton's website to enhance the transparency of corporate information.	No discrepancy
(III) Does the Company publish and report its annual financial report within two months after the end of a fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating status for each month before the specified deadline.		V	Accton publishes and reports its annual financial report within three months after the end of a fiscal year, and publish and report its financial reports for the first, second and third quarters as well as its operating status for each month before the specified deadline.	In planning
VIII. Does the Company have other important information that facilitates understanding of its corporate governance condition (including but not limited to employee rights and benefits, employees care, relationship with investors and suppliers, rights of interested parties, further education of Directors and Supervisors)?	V		<p>(I) Employee's rights and employee care: Accton believes that "people" is the most important asset, thus it spares no effort to invest in the training of staff, encourages employees to participate in training courses, takes measures to provide welfare for staff and sets up labor safety and health department to prevent occupational disasters and offer related consulting, and provides health lectures and examination to ensure employees' safety and health</p> <p>(II) Investor Relations In addition to setting up dedicated units to deal with shareholders' matters, Accton discloses complete information on the Market Observation Post System and official implementation of risk management policies and measurement standards, implementation of customer policies, liability insurance purchased by the Company for the Directors and Supervisors)? websites to let investors know about its operation status, and communicates with investors through the Board of Shareholders and spokespersons.</p> <p>(III) Supplier Relations Accton always maintains a good relationship with its suppliers, establishes a stable supply chain, and conducts audit from time to time to confirm the quality of supplies.</p> <p>(IV) Interested Party's Rights: Interested parties must communicate with and make suggestions to Accton to protect their legitimate rights and interests.</p> <p>(V) Implementation of Risk Management Policies and Risk Measurement Standards Relevant measures for important management indicators have been established and implemented by Accton.</p> <p>(VI) Implementation of Customer Policies Accton always adheres to the business idea of serving for customers, and maintains a stable and good relationship with customers to create the best interests for both parties.</p> <p>(VII) Liability Insurance for the Company's Directors The Company has purchased liability insurance for all directors with an amount insured of US\$15 million for the period from October 25, 2024 to October 25, 2025. Also, the insured amount, scope and premium of the directors' liability insurance were submitted to the Board of Directors for approval on November 7, 2024.</p> <p>(VIII) Succession Plan of Directors and Key Management: The Company bases on its future strategic development and operational plans, and cooperates with the Company's policy of diversifying the composition of the Board of Directors.</p>	No discrepancy

Items of Evaluation	Implementation			Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
			<p>I. Succession planning for the members of the Board of Directors</p> <p>The Company adopts a nomination system for candidates. Each term of office is three years. Directors are elected in accordance with the Company's Regulations Governing the Election of Directors, unless otherwise provided by laws and regulations or the Articles of Incorporation. The election of directors shall take into consideration the overall configuration of the Board of Directors. Diversification shall be considered for the composition of the Board of Directors and a suitable diversification policy is prepared reflective of its function, operational pattern, and developmental demand. It shall include, without limitation, the following criteria:</p> <p>(1) Basic conditions and values: gender, age, nationality, and culture, among others.</p> <p>(2) Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industrial experience.</p> <p>Members of the Company's Board of Directors should generally have the knowledge, skills, and literacy necessary to perform their duties. The capabilities expected of the Board of Directors as a whole for the sake of achieving the ideal goals of corporate governance are as follows:</p> <p>(1) The ability to make operational judgments.</p> <p>(2) Accounting and financial analysis ability.</p> <p>(3) Operation and management ability.</p> <p>(4) Crisis management capability.</p> <p>(5) Knowledge of the industry.</p> <p>(6) Outlook on the international market.</p> <p>(7) Leadership ability.</p> <p>(8) Decision-making ability.</p> <p>The Company plans succession of directors in the following ways:</p> <p>(1) The incumbent directors shall recommend suitable candidates.</p> <p>(2) Candidates recommended by shareholders.</p> <p>(3) Use the results of the performance evaluation of the Board of Directors as a reference for the re-election of directors.</p> <p>II. Succession planning for key management personnel</p> <p>The Company has long been implementing a key management talent development program. Through deconstruction, reconstruction, and construction, the Company regularly reviews the capabilities and development of the current management team and provides professional training and development opportunities for potential successors. The succession plan emphasizes the selection and cultivation of mid- to senior-level management personnel and encourages the development and promotion of internal talent. Senior internal managers are arranged to attend board meetings to become familiar with board operations, and gain experience through job rotation and overseas assignments, with the aim of cultivating a new generation of leadership. By combining experienced veterans with emerging talent, the Company seeks to maximize the benefits of both legacy and innovation, creating new vitality and opportunities for the Company. In response to the growth of the corporate organization, in addition to recruiting talented senior managers, Accton also continues to nurture employees with potential, strengthens training, job rotation and assignment, so as to accumulate experience, and identify talents to be trained as future management teams. In August 2024, the Company's Board of Directors approved the promotion of Mr. Paul Kim to the positions of Chief Information Officer and Chief Information Security Officer.</p>	
<p>IX. Please explain the improved conditions regarding the results of the corporate governance assessment issued by the corporate governance center of Taiwan Stock Exchange Corporation in recent years, and propose priorities and measures for improving the condition not improved yet.</p> <p>1. The Company has completed the 2024 corporate governance evaluation in accordance with the regulations of Taiwan Stock Exchange, and the evaluation results of the Company ranked among the top 36% - 50% of the companies.</p> <p>2. Indicator 1.2: Has the Company established written guidelines for financial and business transactions with related parties, including management procedures for transactions such as the purchase and sale of goods and the acquisition or disposal of assets, and stipulations that significant transactions must be approved by the Board of Directors and submitted to the shareholders' meeting for approval or reporting?</p> <p>Improvement status: Currently under planning.</p>				

Items of Evaluation	Implementation			Deviations from “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons	
	Yes	No	Summary		
<p>3.Indicator 1.6: Does the Company hold its annual shareholders’ meeting before the end of May? Improvement status: Currently under planning.</p> <p>4.Indicator 2.22: Does the Company have an audit committee or functional committee at the board level (e.g., the Risk Management Committee) to oversee risk management, and has the risk management policies and procedures approved and disclosed by the Board of Directors, and report to the Board of Directors at least once a year? Improvement status: The Company has established a Risk Management Committee and reports to the Board of Directors at least once a year.</p> <p>5.Indicator 3.20: Was the Company invited to (or did it voluntarily) hold at least two investor conferences and disclose full audio/video links for both meetings, with at least three months between the first and last conference during the assessment year? Improvement status: The Company held an investor conference on November 8, 2024, and plans to hold two investor conferences annually in the future.</p> <p>6.The Company will continue to cooperate with the promotion and improvement of corporate governance evaluation in the future.</p>					
X. Continuing Education of the Company’s Directors in 2024:					
Job Title	Name	Date of Education	Organized by	Name of Course	Hours of Education
Chairman of the Board	Huang, uo-Hsiu	2024.08.08	Taiwan Corporate Governance Association	Exploring Sustainability Risk Trends and Response Strategies	3 hours
		2024.11.07	Taiwan Corporate Governance Association	The Core DNA of the Company's Sustainable Governance and Ethical Business Practices	3 hours
Vice Chairman of the Board	Wei, Chiu-Hsia	2024.08.08	Taiwan Corporate Governance Association	Exploring Sustainability Risk Trends and Response Strategies	3 hours
		2024.11.07	Taiwan Corporate Governance Association	The Core DNA of the Company's Sustainable Governance and Ethical Business Practices	3 hours
Director	Du, Heng-Yi	2024.03.06	Taiwan Insurance Institute	Corporate Governance Seminar (2024 First Session) – Legal Responsibilities of Directors and Supervisors under ESG	3 hours
		2024.04.03	Taiwan Insurance Institute	Corporate Governance Seminar (2024 Second Session) – How Insurers Already Applying IFRS 17 Internationally Communicate IFRS 17 Alignment Information with External Stakeholders	3 hours
		2024.07.17	Independent Director Association Taiwan	The latest development and best practice of money laundering prevention and counter-terrorism financing	3 hours
Independent director	Huang,Shu-Chieh	2024.08.08	Taiwan Corporate Governance Association	Exploring Sustainability Risk Trends and Response Strategies	3 hours
		2024.11.07	Taiwan Corporate Governance Association	The Core DNA of the Company's Sustainable Governance and Ethical Business Practices	3 hours
Independent director	Lee, Fa-Yauh	2024.08.08	Taiwan Corporate Governance Association	Exploring Sustainability Risk Trends and Response Strategies	3 hours
		2024.11.07	Taiwan Corporate Governance Association	The Core DNA of the Company's Sustainable Governance and Ethical Business Practices	3 hours
Independent director	Eizo Kobayashi	2024.12.09	Taiwan Corporate Governance Association	Directors’ Responsibilities under Corporate Governance – Insider Trading	3 hours
		2024.12.09	Taiwan Corporate Governance Association	Directors’ Responsibilities under Corporate Governance – Breach of Trust	3 hours

Items of Evaluation		Implementation			Deviations from “Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons
		Yes	No	Summary	
Independent director	Ankur Singla	2024.12.09	Taiwan Corporate Governance Association	Directors’ Responsibilities under Corporate Governance – Insider Trading	3 hours
		2024.12.09	Taiwan Corporate Governance Association	Directors’ Responsibilities under Corporate Governance – Breach of Trust	3 hours
XI. The Company's managers (President, Vice President, accounting, financial, and internal audit officers) participate in the development and training related to corporate governance: Continuing education and trainings throughout 2024 are provided as follows					
Job Title	Name	Date of Education	Organized by	Name of Course	Hours of Education
Financial and Accounting Managers	Chen, Fang-I	2024.05.30	Accounting Research and Development Foundation	Continuing Education Course for Issuers, Securities Firms, and Stock Exchanges	12 hours
		2024.05.31			
Audit Supervisor	Huang,Kuo-Ning	2024.03.08	Internal Audit Committee	Focusing on Operational System Audits and the Integration of Cross-Cycle and Process Audits	6 hours
		2024.04.16	Internal Audit Committee	Practical Training Workshop on Information Systems Auditing	6 hours
Corporate Governance Manager	Lin, Hsing-Hsuan	2024.08.08	Taiwan Corporate Governance Association	Exploring Sustainability Risk Trends and Response Strategies	3 hours
		2024.11.07	Taiwan Corporate Governance Association	The Core DNA of the Company's Sustainable Governance and Ethical Business Practices	3 hours
		2024.12.16	Taipei Foundation of Finance	Corporate Governance – Key Indicators and Trend Analysis for Observing the International Landscape in 2025	3 hours
		2024.12.24	Taiwan Corporate Governance Association	The Boundless Business Opportunities of the Net-Zero Path – Analyzing Strategic Directions from an Industry Perspective	3 hours

(IV) If the Company has set up a Remuneration Committee, it shall disclose the composition, responsibilities and operation thereof:

To enhance the Company's corporate governance mechanisms and strengthen the Board of Directors' oversight of the compensation system, as well as to assist in the implementation and evaluation of overall compensation and benefits policies and the remuneration system for directors and senior executives, the Company established the Remuneration Committee in 2011 in accordance with relevant regulations. The Company has also formulated the Remuneration Committee Charter, which clearly defines the composition, duties, meeting rules, and resources required for the exercise of the committee's powers. Members are appointed by resolution of the Board of Directors, and the committee has continued to operate in compliance with these regulations.

The Remuneration Committee holds regular meetings and provides recommendations on matters related to the compensation of directors and managers, serving as an important reference for the Board's decision-making. Its main responsibilities include:

A. Responsibilities of the Company's Remuneration Committee:

- Establish and periodically review the performance evaluation and remuneration policy, system, standards and structure for Directors and managers.
- Regularly evaluating and determining the remuneration of directors and managers, including cash compensation, stock options, profit-sharing, retirement or severance benefits, allowances, and other forms of substantive incentive compensation.

B. In performing its duties, the Remuneration Committee adheres to the following principles:

- The performance evaluation and compensation of directors and managers shall take into account industry standards and consider the correlation between individual performance, Company operational results, and future risks, in order to ensure reasonableness and fairness.
- The system shall avoid inducing directors and managers to pursue short-term compensation by taking actions that exceed the Company's risk tolerance.

- (c) The timing and proportion of short-term performance bonuses and certain variable compensation for directors and senior executives shall be carefully considered based on the characteristics of the industry and the nature of the business.

(1) Profile of Remuneration Committee Members

Identity	Name	Professional qualification and experience Independence	Number of Other Public Companies where the Individual Concurrently Serves as a Member of the Remuneration Committee
Independent director	Lee, Fa-Yauh	Please refer to disclosure of directors' qualifications and information on the independence of independent directors from Page 6 to Page 8.	1
Independent director	Huang, Shu-Chieh		1
Member of Committee	Chang, Chih-Ping	<p>Professional qualification and experience :</p> <p>A judge, public prosecutor, attorney, certified public accountant, or other professional or technical specialist who has passed a national examination and has been awarded a certificate in a profession necessary for the business with 5-year experience; without any breach of conditions defined in Article 30 of the Company Act. He was formerly director of the money laundering prevention and control division of the Bureau of Investigation and director of the political and economic station of the Taipei City Investigation Division.</p> <p>Independence :</p> <p>(1) Not an employee of the Company or any of its affiliates.</p> <p>(2) Not a director or supervisor of the Company or any of its affiliates. (The same does not apply, however, in cases where the person is an independent director of the company, its parent company, or any subsidiary, or subsidiary of the same parent company as appointed in accordance with the laws of Taiwan or with the laws of the country of the parent company or subsidiary.)</p> <p>(3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or ranks as one of its top ten shareholders.</p> <p>(4) Not a spouse, relative within the second degree of kinship, or lineal relative within the fifth degree of kinship, of any of the officer in the preceding paragraph (1), or of any of the persons in the preceding paragraphs (2) and (3).</p> <p>(5) Not a director, supervisor, or employee of an institutional shareholder that directly holds 5% or more of the total number of issued shares of the company, or ranks as its top five shareholders, or the designated representative pursuant to Article 27 Section 1 or 2 of the Company Act as director/supervisor.</p> <p>(6) Not a director, supervisor, or employee of other company with the Board seats or more than half of the voting shares under control of one person.</p> <p>(7) Not a director, supervisor, or employee of other company whose chairman or general manager are the same person or spouse of the company.</p> <p>(8) Not a director, supervisor, managerial officer, or shareholder holding 5% or more of the shares of a specified company or institution that has a financial or business relationship with the company.</p> <p>(9) Not a professional individual, or an owner, partner, director, supervisor, or managerial officer of a sole proprietorship, partnership, company, or institution that provides auditing services or for the past two years, has provided commercial, law, finance, accounting services or consultation amounted to less than a cumulative NT\$500,000 to the company or to any affiliate of the company, or a spouse thereof.</p> <p>(10) Not a spouse or a relative within the second degree of kinship to any other director of the company.</p> <p>(11) Not a governmental or juridical person or a representative as defined in Article 27 of the Company Act.</p>	None

(2) Information on the operational status of the Remuneration Committee

1. The Company's Remuneration Committee was established on October 27, 2011 and consists of 3 members.
2. Tenure of current members: from June 13, 2024 to June 12, 2027.
3. The Remuneration Committee met 2 times (A) over the last year. The attendance of members is as follows:

Job Title	Name	Number of Actual Attendance (B)	Number of Attendance in Proxy	Ratio of Actual Attendance (%) 【B/A】	Remarks
Convener	Lee, Fa-Yauh	2	0	100%	
Member of Committee	Huang, Shu-Chieh	2	0	100%	
Member of Committee	Chang, Chih-Ping	2	0	100%	

Other Required Disclosure

- I. Date of the last year's meeting of the Compensation Committee, content of the proposals, results of the resolutions, and the Company's handling of the opinions of the Compensation Committee:

Remuneration Committee	Contents of Resolution	Voting Results	Accton's response to the opinions of the Remuneration Committee
6th meeting of the 5th term 2024.02.27	<ul style="list-style-type: none">• 2023 Employee Remuneration and Director Remuneration Distribution Proposal.• Remuneration to new managers of the Company.	Adopted with the approval of all members of the Committee	It shall be submitted to the board of directors and approved by all the directors present.
1st meeting of the 6th term 2024.08.08	<ul style="list-style-type: none">• Election of the Convener of the Remuneration Committee.• Remuneration to new managers of the Company.	Adopted with the approval of all members of the Committee	It shall be submitted to the board of directors and approved by all the directors present.
2nd meeting of the 6th term 2025.02.26	<ul style="list-style-type: none">• 2024 Employee Remuneration and Director Remuneration Distribution Proposal.• Amendments to the Articles of Incorporation.	Adopted with the approval of all members of the Committee	It shall be submitted to the board of directors and approved by all the directors present.

- II. If the Board of Directors does not adopt or amend the recommendations made by the Remuneration Committee, the date and session of the Board of Directors' meeting, details of the resolutions, voting results and the Company's response to the opinions of the Remuneration Committee shall be disclosed (if the remuneration approved by the Board of Directors is better than that recommended by the Remuneration Committee, the differences and reasons shall be stated):

No such circumstances in the year.

- III. Regarding resolutions of the Remuneration Committee, if there is any written record or statement pertaining to members' objections or qualified opinions, the date and session of the Remuneration Committee meeting, details of the resolution, and all members' response to the opinions of the members shall be stated:

No such circumstances in the year.

- (3) Information on nomination of committee members and operational status of the remuneration committee: None

(V) Implementation Status of Sustainable Development and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons:

Promotional Items	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof									
	Yes	No	Summary										
I. Does the Company establish a governance framework for sustainable development and a dedicated (or ad-hoc) sustainable development unit with authorization by the Board of Directors for senior management to handle related matters, which is supervised by the Board of Directors?	V		<p>The Company established the Corporate Social Responsibility Committee in 2016 and changed its name to the Corporate Sustainability Committee in 2020 to coordinate and formulate the direction of corporate social responsibility and sustainable development. In December 2021, Senior Vice President Li, Hsun-Te served as the new Chairman. In order to continue the concept of sustainability, the mission and goals of the committee were established with all committee members, and the Corporate Sustainability Office was established to confirm the implementation strategy and status of related missions and goals, and report the implementation results of sustainable development and future work plans to the Board of Directors at least once a year.</p> <p>Accton will continue to strive to fulfill its sustainable development policies and commitments, including the following 9 items: 1. Abiding by laws and regulations; 2. Ensuring freedom of employment; 3. Implementing humane treatment and prohibition of discrimination and harassment; 4. Providing reasonable wages and benefits; 5. Intellectual property protection, 6. Transparency, 7. Upholding of ethical corporate management, 8. Business management and promotion of social participation, 9. Responsible mineral procurement and other policies and commitments, as well as refinement of the Company's comprehensive development strategy of ESG. Please refer to Accton's Corporate Sustainability Report for details.</p> <div><p>The organizational chart shows the Board of Directors at the top, followed by the Corporate Sustainability Committee, which oversees the Corporate Sustainability Office. Below the office are eight committees: Corporate Governance, Information Security, Green Manufacturing, Environment, Innovative technologies, Supply chain management, Business performance & Customer Management, and Employee's safety and health.</p></div> <p>Corporate Sustainability Committee and Corporate Sustainability Office Organizational Chart</p> <p>Dates of reports and items reported to the Board of Directors throughout 2024 are as follows:</p> <table><tr><th>Date of Meeting</th><th>Report</th></tr><tr><td>2024.05.09</td><td>• 2023 Sustainability Report material topics</td></tr><tr><td>2024.11.07</td><td>• Proposal for the addition of the Sustainability Committee Charter and the appointment of committee members</td></tr></table>	Date of Meeting	Report	2024.05.09	• 2023 Sustainability Report material topics	2024.11.07	• Proposal for the addition of the Sustainability Committee Charter and the appointment of committee members	No discrepancy			
Date of Meeting	Report												
2024.05.09	• 2023 Sustainability Report material topics												
2024.11.07	• Proposal for the addition of the Sustainability Committee Charter and the appointment of committee members												
II. Does the Company conduct risk assessment on environmental, social and corporate governance issues related to the Company's operation in accordance with the principle of materiality, and formulate relevant risk policies or strategies?	V		<p>The Company has formulated “Corporate Social Responsibility Best Practice Principles” to implement and promote corporate governance and conduct risk assessments on environmental, social and corporate governance issues related to the Company’s operations. For risk management strategies and measures related to the development of a sustainable environment and the protection of social welfare, please refer to the Company's Corporate Sustainability Report.</p> <table><tr><th>Major Issues</th><th>Content</th><th>Management Strategy and Implementation Objectives</th></tr><tr><td rowspan="4">Environmental issues</td><td>Environmental protection</td><td rowspan="4">1.The Company is ISO 14001-certified for its environmental management system; the certification is renewed periodically. 2.Implement the environmental protection policy of "commitment to green design, reducing environmental impact of products and achieving the goal of no hazardous substances" to reduce the impact on the environment and ecology. Fulfill the corporate responsibility over environmental sustainability starting with energy-conserving green design of products. In 2023, the Company obtained the second ISO 14067 carbon footprint certification for key switching products. 3.About climate change, the Company sets its carbon reduction goals, with 2021 as the base year, to reduce carbon emissions by 50% in 2030. Meanwhile, the TCFD framework is applied in the</td></tr><tr><td>climate change</td></tr><tr><td>energy and water saving</td></tr><tr><td>waste management</td></tr></table>	Major Issues	Content	Management Strategy and Implementation Objectives	Environmental issues	Environmental protection	1.The Company is ISO 14001-certified for its environmental management system; the certification is renewed periodically. 2.Implement the environmental protection policy of "commitment to green design, reducing environmental impact of products and achieving the goal of no hazardous substances" to reduce the impact on the environment and ecology. Fulfill the corporate responsibility over environmental sustainability starting with energy-conserving green design of products. In 2023, the Company obtained the second ISO 14067 carbon footprint certification for key switching products. 3.About climate change, the Company sets its carbon reduction goals, with 2021 as the base year, to reduce carbon emissions by 50% in 2030. Meanwhile, the TCFD framework is applied in the	climate change	energy and water saving	waste management	No discrepancy
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Environmental issues	Environmental protection	1.The Company is ISO 14001-certified for its environmental management system; the certification is renewed periodically. 2.Implement the environmental protection policy of "commitment to green design, reducing environmental impact of products and achieving the goal of no hazardous substances" to reduce the impact on the environment and ecology. Fulfill the corporate responsibility over environmental sustainability starting with energy-conserving green design of products. In 2023, the Company obtained the second ISO 14067 carbon footprint certification for key switching products. 3.About climate change, the Company sets its carbon reduction goals, with 2021 as the base year, to reduce carbon emissions by 50% in 2030. Meanwhile, the TCFD framework is applied in the											
	climate change												
	energy and water saving												
	waste management												

Items of Evaluation	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Summary	
			<p>creation of the climate risk identification procedure. Risks and opportunities for netcom equipment counterparts are compiled and high-ranking officers investigate the possibilities and impacts of climate risks and opportunities to jointly identify three risks and one opportunity.</p> <p>4. Regular inventory of greenhouse gas emissions in accordance with ISO 14064-1 to examine the impact on the Company's operations. Continue to reduce carbon emissions based on the inventory check findings and to effectively bring down the emission risk within Scope 1 and indirect emissions of greenhouse gases within Scope 2 as a result of electricity consumption. Includes upstream and downstream greenhouse gas inventory scope 3, such as cargo transportation, employee commuting, and business travel.</p> <p>5. The Company classifies all waste in accordance with regulations and commissions waste removal, treatment, and recycling to government-registered and approved waste disposal companies. In 2024, the Company continued to promote resource circulation and industrial waste reduction by optimizing waste management processes and expanding channels for resource recycling and reuse, further enhancing the recycling rate and demonstrating its commitment to environmental sustainability.</p> <p>6. To reinforce continuous promotion of water conservation and cherish water resources.</p>	
			<p>1. The Taiwan plant and subsidiary Joytech have obtained certification for the ISO 45001 Occupational Health and Safety Management System, and regular annual audits are conducted.</p> <p>2. To ensure the safety of production line employees and end users, the Company conducts occupational health and safety risk assessments jointly by the responsible departments and the occupational safety and health management unit prior to equipment procurement.</p> <p>3. According to the Responsible Business Alliance (RBA), the Company formulates a supplier code of conduct statement, requiring suppliers to have quality, technology and delivery capabilities, fulfill corporate social responsibilities, and build a sustainable supply chain.</p> <p>4. The Company complies with safety and health-related laws and regulations, regularly implements safety and health education, organizes fire safety seminars, and monthly response drills. Concurrent introduction of the e-evacuation and roll-call mechanism to reduce the time spent on roll-calling and improve roll-call accuracy.</p> <p>5. The Company has established a kindergarten to provide a high-quality educational and care environment for employees' children. Annual health checkups are arranged for employees, reflecting the Company's emphasis on both physical and mental well-being. The Company is committed to creating a friendly and healthy workplace environment to comprehensively enhance employees' sense of well-being and job satisfaction.</p>	
			<p>1. To implement internal control mechanisms to ensure that all employees and operations of the Company follow relevant laws and regulations.</p> <p>2. To reinforce the corporate governance policy continuously.</p>	
			<p>1. To actively implement the concept of sustainable operations, the Company adopts a proactive risk management approach to ensure that its key operational and production sites possess the ability to respond immediately and recover rapidly when facing incidents that disrupt operations. This helps minimize losses during periods of disruption and protects the interests of key stakeholders. In July 2024, Accton Vietnam launched the ISO 22301 Business Continuity Management System (BCMS) implementation project, transferring the experience gained from implementing the ISO 22301 BCMS at Accton's Hsinchu Science Park and Zhunan plants to the Vietnam site.</p>	

Items of Evaluation	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Summary	
			<p>2.Risk Management Organization: The Board of Directors serves as the highest decision-making body for risk management. Based on business strategies and changes in the external environment, it approves the risk management policies and framework to ensure the effectiveness of risk management. Accton has established a Risk Management Office to support and coordinate matters related to the implementation of a comprehensive risk management mechanism. This office is responsible for reviewing and controlling the risk assessments and response strategies of various projects and initiatives launched by responsible departments.</p> <p>3.To enhance the Company's resilience in the face of various operational disruptions, as well as to strengthen its responsiveness and accelerate reaction time, the Company has proactively planned countermeasures and recovery plans for potential supply chain disruptions. The goal is to ensure timely responses and swift recovery in the event of operational interruptions, minimizing the extent of damage and safeguarding the interests of key stakeholders.</p> <p>In May 2022, Accton Technology launched the ISO 22301 Business Continuity Management System. This project spanned across all departments and, after about a year of collaborative effort, successfully completed the implementation and integration of the ISO 22301 BCMS. Please refer to the 2022 Smart State Group Corporate Sustainability Report.</p> <p>In response to evolving international conditions, the Company continued in 2024 to update and improve the BCMS based on the ISO 22301 framework, ensuring its effectiveness in addressing various potential risks and further enhancing the organization's resilience and response capabilities. In the same year, Accton was honored with the SGS IT Award for Excellence in Business Continuity Management, with judges recognizing the Company's outstanding performance and achievements in business continuity, including strong support and resource allocation from top management, clear and practical continuity strategies, and the high efficiency of its drills.</p>	
III. Environmental Issues (I) Has the Company developed an appropriate environmental management system reflective of its distinctive characteristics?	V		<p>The Company closely monitors global environmental issues and trends. In addition to complying with the environmental laws and regulations of each operating site, the Company also actively cooperates with customers to promote the environmental management system and considers compliance with laws and regulations as a fundamental requirement.</p> <p>The Company's main production sites in Taiwan have obtained the internationally accepted ISO14001 environmental management system certificate, and a third-party certification is conducted every year. It is still valid as of the date of publication of the annual report.</p> <p>(1) ISO14001: 2015 Environmental Management System Certification:</p> <p>The main production bases are Hsinchu Plant 1, Hsinchu Plant 2, and Zhunan Plant. "Certificate valid until July 10, 2025".</p> <p>A new production site, the Zhubei Plant, was added and obtained certification following an external audit in May 2025.</p> <p>(2) ISO14064-1: 2018 greenhouse gas verification:</p> <p>Major production sites: Hsinchu Plant 1 and Zhunan Plant complete ISO 14064-1: 2018 greenhouse gas verification each year since 2020 and Hsinchu Plant 2 began the verification in 2021. In February 2025, greenhouse gas verification for the year 2024 was conducted, including the newly completed Zhubei Plant.</p>	No discrepancy
(II) Is the Company committed to improving the efficiency of utilizing various resources and using recycled materials with low impacts on the environment?	V		<p>Accton proactively promotes energy reduction measures, uses high-performance equipment, and improves processes in order to enhance energy use efficiency.</p> <p>Meanwhile, the smart meter is set up at the production line, with the energy-conserving platform established. Highly energy-consuming machines are sorted out, with electricity consumption data collected, in order to support performance improvement in the future. The management begins with a broader scope and narrows down to emission hot spots.</p> <p>To improve energy efficiency, Hsinchu Plant 1 and Joytech have implemented the ISO 50001 Energy Management System and obtained third-party certification. Each year, based on the energy management plan, energy-saving initiatives and targets are set to support continuous improvement.</p>	No discrepancy

Items of Evaluation	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Summary	
			<p>Accton starts from product design, improvement of energy efficiency and harmful substances and packaging reduction to cooperate with customer, and material and technology suppliers through R&D team and applies innovative thinking to develop more environmentally friendly green products.</p> <p>In order to implement the policy of "committed to green design, reduce the environmental impact of products and achieve the goal of zero harmful substances", and reduce the impact on the environment and ecology, the Company is committed to the energy-saving and green design of products, and fulfills the corporate responsibility for environmental sustainability to satisfy the stakeholders and continue to comply with international regulatory requirements (RoHS (EU/China/Taiwan/Ukraine /UAE...), EU REACH, CA Pro 65, EU Battery Directive...).</p> <p>Accton continuously reviews the management of hazardous substances and updates the regulations in the "Accton Green Product Hazardous Substance Management" each year in accordance with international regulations, customer requirements, and environmental protection trends.</p> <p>The Company conducts supplier material surveys starting from the R&D stage. All models fully comply with related international regulations/directives on hazardous substances and customer requirements. The Company conducted XRF inspections for inbound materials in accordance with the inbound material sampling inspection plan. The disqualification rate in sampling inspections of materials was 0%.</p>	
(III) Has the Company assessed the potential risks and opportunities arising from climate change at present and in the future and taken related countermeasures?	V		<p>In response to climate change, the Company implemented the TCFD (Task Force on Climate-related Financial Disclosures) assessment process in 2024. The response measures and execution methods are outlined as follows:</p> <p>1. Governance of climate-related risks and opportunities</p> <p>The Board of Directors is the highest supervisory body for climate change at Accton Technology. Currently, the Corporate Sustainability Committee is scheduled to report at least once a year during regular board meetings on the management status and performance outcomes related to climate change.</p> <p>The Corporate Sustainability Committee serves as the highest executive body for climate change management at Accton Technology. The committee is chaired by a Senior Vice President, with the Chairperson of the Board acting as the board representative, and the Corporate Sustainability Office serving as the secretariat. Each year, the Corporate Sustainability Committee conducts identification of climate-related risks and opportunities. For those risks and opportunities deemed financially and strategically significant, the committee formulates response strategies and sets corresponding targets. The Green Manufacturing Committee, under the Corporate Sustainability Committee, is responsible for implementing climate-related action plans and tracking KPI performance.</p> <p>2. Strategy</p> <p>(1) Short, medium and long-term definitions and major climate-related risks of Accton:</p> <p>A. Short-term (1 - 3 years): (physical) increase in the severity of extreme climate events.</p> <p>B. Mid-term (3 - 6 years): (transition) enhanced emission reporting obligations, (transition) GHG emissions increase in price, (transition) products and services are replaced by low-carbon technologies, (transition) increase in the cost of raw materials, (transition) increase the severity of extreme weather events, and (transformation) increase the concerns and negative feedback of stakeholders.</p> <p>C. Long-term (7 - 10 years): (transition) products and services are replaced by low-carbon technologies, (transition) increase in raw material costs, (physical) increase the severity of extreme weather events.</p> <p>(2) Accton Technology identifies major financial risks and opportunities related to climate change through four steps: 1. Aggregation: Climate-related risks and opportunities that the technology and networking industry may face → 2. Convergence: Based on product and service types, climate change in operating locations, development trends in operating and sales market regulations, and climate change strategy assessment of major customers related to Accton Technology's risk opportunity items → 3. Materiality analysis: Senior management determines the risk score by assessing the probability of climate-related risk events occurring and the impact of these events on Accton Technology → 4. Strategic response: Evaluate and formulate relevant response strategies (including major investments or expenditures).</p> <p>3. Identification, assessment and management of climate-related risks</p> <p>Accton Technology climate-related risk management process:</p> <p>Climate-related risk and opportunity incidents ① Incidence (1~5, low to high) and ② Impacts on Accton (1~5, low to high)</p> <p>①Probability of occurrence * ② Degree of impact = Materiality score</p>	No discrepancy

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			<p>The materiality score ranks from high to low, with the materiality to be discussed among high-ranking managers, adjusted, and the significant risks and opportunities for Accton are decided.</p> <p>Accton has identified potential transition risks based on the government’s announced net-zero emissions roadmap. In terms of regulations, the main transition risk faced by Accton is the requirement issued by Taiwan’s Financial Supervisory Commission (FSC), which mandates listed companies to disclose greenhouse gas inventory results in three phases based on industry category and capital threshold. Accton, with capital between NT\$5 billion and NT\$10 billion, falls under the second phase of the regulation. It is required to disclose the previous year’s greenhouse gas inventory results in its 2025 annual report, with the inventory scope covering the standalone entity.</p> <p>4. Indicators and targets for assessing and managing climate-related risks and opportunities</p> <p>Accton, besides greenhouse gas emissions, tracks climate change-related performance through other indicators, such as energy consumption, electricity-consuming intensity, use of tap water, waste output, and recovery rate as well.</p> <p>Accton values climate change management and encourages employees to take part and envisage together. There is the incentive mechanism in place to provide employees that have proposed outstanding production efficiency promotion and energy conservation solutions, once evaluated and approved, with the excellent solution reward.</p> <p>Based on the greenhouse gas inventory results and the "Science-Based Carbon Reduction Target" SBT 1.5 ° C carbon reduction path, the Company's short, medium and long-term carbon reduction targets are adjusted, and reduction plans and continuous improvements are executed. Accton has established a relevant emergency response system to act quickly in the event of a disaster and minimize the impact to the Company, in line with international trends and customer expectations.</p>																																																	
(IV)Does the Company calculate the amount of greenhouse gas emission, water consumption, and waste production in the past two years and implement policies to cut down energy and water consumptions, carbon and greenhouse gas emissions, and waste production?	V		<p>1.and waste generation at main production sites every year, and continues to promote energy saving and carbon reduction activities.</p> <p>2.Greenhouse gas: Boundary: Accton Technology, Edgecore Networks, Haoyang Tianyu, and Accton Vietnam. (The Zhubei AI Campus was added starting from September 2024.) The carbon emissions (tCO₂e) for each site under Scope 1, Scope 2, and Scope 3 are as follows: The 2024 data has been verified by a third-party organization, and the greenhouse gas verification for 2024 was completed in February 2025. International greenhouse gas inventories cover three categories: direct emissions (Scope 1), energy indirect emissions (Scope 2), and other indirect emissions (Scope 3). In 2024, Accton Vietnam purchased 2,200 I-RECs (International Renewable Energy Certificates), achieving a carbon reduction of 1,450 tCO₂e. For Accton Vietnam, Scope 2 data is disclosed using the market-based method, while other sites use the location-based method.</p> <table><tr><th colspan="2">Plant</th><th>2023</th><th>2024</th></tr><tr><td rowspan="3">Accton</td><td>Scope 1</td><td>683</td><td>816</td></tr><tr><td>Scope 2</td><td>16,826</td><td>23,116</td></tr><tr><td>Scope 3</td><td>39,624</td><td>2,215,185</td></tr><tr><td colspan="2">Subtotal</td><td>57,133</td><td>2,239,117</td></tr><tr><td rowspan="3">Subsidiaries</td><td>Scope 1</td><td>39</td><td>41</td></tr><tr><td>Scope 2</td><td>26,649</td><td>27,938</td></tr><tr><td>Scope 3</td><td>79</td><td>179</td></tr><tr><td colspan="2">Subtotal</td><td>26,767</td><td>28,158</td></tr><tr><td colspan="2">Total</td><td>83,900</td><td>2,267,275</td></tr></table> <p>3.Amount of Water Consumed: Accton’s manufacturing process does not require water. Thus, the water consumption are only for employees’ daily consumption. The main source of water comes from tap water (cubicmeter) and is consumed as follows:</p> <table><tr><th>Item</th><th>2023</th><th>2024</th></tr><tr><td>Accton</td><td>60,484</td><td>74,931</td></tr><tr><td>Subsidiaries</td><td>160,346</td><td>156,483</td></tr><tr><td>Total</td><td>220,830</td><td>231,414</td></tr></table>	Plant		2023	2024	Accton	Scope 1	683	816	Scope 2	16,826	23,116	Scope 3	39,624	2,215,185	Subtotal		57,133	2,239,117	Subsidiaries	Scope 1	39	41	Scope 2	26,649	27,938	Scope 3	79	179	Subtotal		26,767	28,158	Total		83,900	2,267,275	Item	2023	2024	Accton	60,484	74,931	Subsidiaries	160,346	156,483	Total	220,830	231,414	No discrepancy
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		<div>Summary</div> <div>4. Waste: Waste output (metric ton) and recycling rate (%) of the main production sites are as follows: Total waste output (metric ton)<table><tr><th>Items</th><th>2023</th><th>2024</th></tr><tr><td>Accton</td><td>2,226</td><td>3,110</td></tr><tr><td>Subsidiaries</td><td>558</td><td>674</td></tr><tr><td>Total</td><td>2,784</td><td>3,784</td></tr></table> Total resource recycling and reuse volume (metric ton)<table><tr><th>Items</th><th>2023</th><th>2024</th></tr><tr><td>Accton</td><td>2,033</td><td>2,820</td></tr><tr><td>Subsidiaries</td><td>241</td><td>370</td></tr><tr><td>Total</td><td>2,274</td><td>3,190</td></tr></table> Recycling Rate (%):<table><tr><th>Items</th><th>2023</th><th>2024</th></tr><tr><td>Accton</td><td>91%</td><td>91%</td></tr><tr><td>Subsidiaries</td><td>43%</td><td>55%</td></tr><tr><td>Total</td><td>82%</td><td>84%</td></tr></table> Note: Total Recycling Rate = Total Amount of Resources Recycled and Reused / Total Waste Generated</div> <div>5. The policies, reduction targets, promotion measures and progress of greenhouse gas, water use and waste are as follows: (1) Greenhouse gases: The greenhouse gas policy is stated in the greenhouse gas inventory report: As a global citizen, in order to fulfill the corporate responsibility for environmental protection, the Company will strive to complete the following matters: a.The Company is committed to the greenhouse gas inventory, in order to accurately grasp its own greenhouse gas emissions. b.Based on the results of the inventory, we continue to reduce greenhouse gas emissions. c.Introduce smart power consumption monitoring to grasp carbon emission data. Greenhouse Gas Reduction goal: According to the characteristics of Accton’s manufacturing process, electricity consumption accounts for more than 90% of greenhouse gas emissions. We set 110 as the base year for reducing carbon emissions by 50% by 119 and reaching net zero by 139. To accelerate GHG reduction, in 2024 the Company launched a detailed emission hotspot inventory project based on the 2023 inventory results and aligned with the “Science-Based Target” (SBT) 1.5°C emissions reduction pathway. The project expanded the scope of the Company’s GHG Scope 3 inventory—for example, including purchased raw materials and other related items—in order to adjust the Company’s short-, medium-, and long-term reduction targets, implement reduction plans, and drive continuous improvement. Executive measures are as follows: a.Fully utilize electronic signing and approving procedures to reduce paper usage. b.Strictly manage the demands for power, as well as the lighting and air conditioning in unused areas. c.Control air-conditioning equipment, and adjust the start-up of main ice and water equipment according to the actual room temperature and production in factory. d.Install frequency converter and set timing control in the ventilation system of the basement. e.Increase the air-conditioning temperature and duration of use in offices and public areas. f.Replace the air conditioning equipment with high energy consumption in different areas to increase energy efficiency and reduce loss. g.Factory process improvements to reduce high-energy-consuming processes and replace machinery with energy-efficient equipment. h.Incorporate environmental performance requirements into the procurement process, such as prioritizing the purchase of equipment with better environmental performance, for example: environmental protection label, water efficiency label, etc.</div>	Items	2023	2024	Accton	2,226	3,110	Subsidiaries	558	674	Total	2,784	3,784	Items	2023	2024	Accton	2,033	2,820	Subsidiaries	241	370	Total	2,274	3,190	Items	2023	2024	Accton	91%	91%	Subsidiaries	43%	55%	Total	82%	84%	
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		<div>Greenhouse gas emissions status:<div>Unit: tCO₂e</div><table><tr><th colspan="3">Greenhouse Gas Emissions Over the Past Two Years</th></tr><tr><th>Year</th><th>2023</th><th>2024</th></tr><tr><td>Greenhouse Gas Emissions</td><td>44,197</td><td>51,911</td></tr></table><div>Description:<div>1. The total greenhouse gas emissions from production plants in 2024 increased by 17% compared to 2023 (with annual revenue growing by 31%), mainly due to capacity expansion at the Zhunan Plant and the development of Accton Vietnam and the Zhubei AI Campus.</div><div>2. The scope of greenhouse gas emissions in 2024 covers Scope 1 and Scope 2 (market-based).</div></div><div>Unit: tCO₂e / NT\$ million</div><table><tr><th colspan="3">Greenhouse Gas Emission Intensity Over the Past Two Years</th></tr><tr><th>Year</th><th>2023</th><th>2024</th></tr><tr><td>Greenhouse Gas Emission Intensity</td><td>0.525</td><td>0.470</td></tr></table><div>Description:<div>1. The greenhouse gas emission intensity (tCO₂e / NT\$ million) was 0.525 in 2024, down 10% from 0.470 in 2023. The Company remains committed to reducing greenhouse gas emissions and continues to move toward this goal.</div><div>2. Greenhouse Gas Emission Intensity = Greenhouse Gas Emissions (tCO₂e) / Total Revenue (NT\$ million).</div><div>3. In 2024, greenhouse gas emissions intensity was calculated based on market-based greenhouse gas emissions (tCO₂e).</div></div><div>In 2024, Accton launched the Zhubei Campus, which was designed as a green building. A rooftop solar power system was installed, and the latest energy-saving chilled water system was adopted. The Company continues to reduce carbon emissions during the production stage through process improvements. The Company plans to install a solar power system at the Vietnam plant to reduce electricity-related carbon emissions using renewable energy, in order to achieve its greenhouse gas reduction targets.</div><div>(2) Water consumption:<div>The type of water resource used by the Company is tap water, and water for people's livelihood and air-conditioning account for about 50% each.</div><div>Water use policy:<div>Reinforce continuous promotion of water conservation and cherish water resources.</div><div>Water saving measures are as follows:<div>a. For people's livelihood water, the Company continues to replace old faucet with the water-saving induction faucet to reduce water consumption.</div><div>b. Through the continuous promotion of various energy conservation management programs and advocacy, it is expected that energy may be saved more effectively.</div></div></div><div>Water Consumption Performance:<div>Unit: m³</div><table><tr><th colspan="3">Water Consumption Over the Past Two Years</th></tr><tr><th>Year</th><th>2023</th><th>2024</th></tr><tr><td>Water Consumption</td><td>220,830</td><td>231,414</td></tr></table><div>Explanation: The total water consumption of production sites in 2024 increased by 4.8% compared to 2023, mainly due to the expansion of the Zhubei AI Campus and Accton Vietnam.</div></div><div>(3) Waste:<div>Accton's waste policy is disclosed in the environmental safety and health policy:<div>Accton undertakes to continuously promote resource recycling and reuse as well as industrial waste reduction.</div><div>All waste from Accton's plants and offices, is classified and sorted according to regulations. Removal, disposal, transportation, treatment, and reuse of waste are handled by the specialized companies approved by the government.</div><div>Status of waste recycling and reuse:</div></div></div></div></div>	Greenhouse Gas Emissions Over the Past Two Years			Year	2023	2024	Greenhouse Gas Emissions	44,197	51,911	Greenhouse Gas Emission Intensity Over the Past Two Years			Year	2023	2024	Greenhouse Gas Emission Intensity	0.525	0.470	Water Consumption Over the Past Two Years			Year	2023	2024	Water Consumption	220,830	231,414	
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			<div>Unit: Ton</div> <table><tr><th colspan="3">Waste Recycling and Reuse Rate Over the Past Two Years</th></tr><tr><th>Year</th><th>2023</th><th>2024</th></tr><tr><td>Total waste output</td><td>2,785</td><td>3,784</td></tr><tr><td>Total resource recycling and reuse volume</td><td>2,274</td><td>3,190</td></tr><tr><td>Recycling ration</td><td>82%</td><td>84%</td></tr></table> <p>Explanation: The waste recycling and reuse rate at production sites in 2024 increased by 3.25% compared to 2023, mainly due to the promotion of packaging material recycling and the expansion of resource reuse channels.</p> <p>6. The Company adheres to the vision of corporate sustainability and was verified by Bureau Veritas for the first time in 2020. The main production sites undergo annual verification of the organizational greenhouse gas inventory management system ISO 14064-1:2018, which is still valid as of the date of publication of the annual report. ISO 14064-1 verification for 2024 will be completed in February 2025 in accordance with regulations.</p> <p>The Company's main production site in Taiwan has obtained internationally recognized ISO 14001 and ISO 14064-1 environmental management system certifications and undergoes third-party verification annually. [The ISO 14001 certificate is valid until July 10, 2025.]</p>	Waste Recycling and Reuse Rate Over the Past Two Years			Year	2023	2024	Total waste output	2,785	3,784	Total resource recycling and reuse volume	2,274	3,190	Recycling ration	82%	84%										
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IV. Social Issues (I) Does the Company formulate relevant management policies and procedures according to relevant regulations and the International Bill of Human Rights?	V		<p>The Accton Group believes that trust, passion, courage, cooperation, perfection are the core value of technology and humanity. Employees are the most valuable assets of Accton.</p> <p>With regard to employee recruitment, employment, and development, Accton takes into account the working ability of employees. The recruitment procedures comply with legal standards.</p> <p>Employees with different ethnic groups, religions, skin colors, nationalities, ages, genders, sexual orientation, marital status and political affiliation shall be subject to fair and impartial operating procedures and shall be treated equally. In addition, Accton ensures the freedom of employment of our employees by not using oppressive and coercive conditions to hire employees. We also adopt ethical treatment, child labor shall not be employed, physical punishment, abuse or coercion shall not be used against our employees. Accton regularly reviews and issues human resource reports and continues to practice the human rights issues of gender, racial equality and multi-ethnic diversity for all employees.</p> <p>Accton has formulated [Social Responsibility Manual] by referring to responsible business alliance (RBA). The purpose of the RBA is to ensure safe working environment for the supply chain of the electronics and network communications industries as well as take environmental responsibility in manufacturing process. Accton also adheres to this spirit, including child labor and underage workers, forced labor, health and safety and environment, free association, prohibition of discrimination and inhumane treatment, working hours and other human rights issues norms.</p> <table><tr><th>Items</th><th>Course type</th><th>Advocating content</th><th>Echelon</th><th>Attendees</th><th>Remarks</th></tr><tr><td>Group New Employee Training</td><td>Physical session</td><td>Promote the Company's labor protection awareness, management guidelines and related norms</td><td>58</td><td>1,295</td><td>New employee training</td></tr><tr><td>Global supply chain manager training</td><td>Physical session</td><td>Promote Accton's labor protection awareness, management guidelines and related norms</td><td>3</td><td>2,308</td><td>Including contractor training, supplier HSF audit personnel training, supplier sustainability ESG training, and ISO 20400 training.</td></tr><tr><td>Group staff care</td><td>Physical/ Online courses</td><td>Value work and life. By sharing topics in different aspects, help colleagues improve the quality of their own life, care for the elderly, and relieve pressure, realizing a balance between employees' life and work.</td><td>25</td><td>1,260</td><td>Accton TALK series, ESG wellness programs, and health seminars</td></tr></table>	Items	Course type	Advocating content	Echelon	Attendees	Remarks	Group New Employee Training	Physical session	Promote the Company's labor protection awareness, management guidelines and related norms	58	1,295	New employee training	Global supply chain manager training	Physical session	Promote Accton's labor protection awareness, management guidelines and related norms	3	2,308	Including contractor training, supplier HSF audit personnel training, supplier sustainability ESG training, and ISO 20400 training.	Group staff care	Physical/ Online courses	Value work and life. By sharing topics in different aspects, help colleagues improve the quality of their own life, care for the elderly, and relieve pressure, realizing a balance between employees' life and work.	25	1,260	Accton TALK series, ESG wellness programs, and health seminars	No discrepancy
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(II) Has the Company established and offered proper employee benefits (including compensation, leave, and other benefits) and reflected the business performance or results in employee remuneration appropriately?	V		<p>Accton believes that excellent talents are an important part of the sustainable operation of an enterprise, and we are committed to providing employees with a quality working environment. While maintaining external competition and internal balance, the Company incorporates business performance results into the design of the remuneration system, and provides remuneration and benefits conditions that are superior to the industry level, in order to attract and retain outstanding talents. Employee recruitment, appointment, and development are all based on job competency. In terms of gender analysis, male employees account for 50.3% of full-time staff, while female employees account for 49.7%, showing an almost equal gender distribution. In 2022, women held 25.2% of managerial positions; in 2023, 24.8%; and in 2024, 24.2%. The three-year average percentage of female managers is 24.7%.</p> <p>The Company provides a variety of comprehensive welfare benefits. Group insurance includes fixed-term life insurance, accidental injury medical allowances, hospitalization medical insurance, cancer medical insurance and occupational disaster insurance. Cancer insurance includes first-time cancer insurance and cancer death insurance. These insurances provide financial relief for employees and dependents when accidents occur. The employees of the company married with each other are provided with NT\$3,000 of allowance per month per person, i.e. NT\$6,000 for each couple. To support female employees, designated parking spaces are provided for expectant mothers. Occupational medicine specialists and professional nurses offer services for the prevention of occupational diseases, conduct regular health checkups, and provide health promotion activities and physical and mental wellness seminars to help manage employee health. The Company also complies with legal requirements by providing employees with the right to take parental leave without pay. In response to employee's needs for caring their children, Accton established the first nursery and baby care center for the infants and young children from 2 months to 6 years old in Hsinchu Science Industrial Park. The leave system is superior to the 2-day flexible leave per quarter that is available under law. If an employee requires long-term leave due to a major injury or illness, the employee may apply for a one-year leave with pay. To support employees' medical treatment, we also provide transportation to and from medical appointments. To encourage employees to actively participate in social welfare activities, the Company provides 2 days (16 hours) volunteer leave for employees to use workdays or holidays to participate in charity activities organized by the Company and use real actions to help the society. To encourage employees to care for and spend time with their elderly parents and grandparents, the Company introduced Filial Leave in 2024. Each employee is entitled to two paid days off per year. Filial Leave may be used for activities such as accompanying elders on outings, celebrating birthdays, or accompanying them to medical appointments, allowing employees to balance work responsibilities with family care. In addition to the general benefits such as labor and health insurance, and pension payment, other benefits include: annual bonus, dividend distribution, senior employee stock subscription, emergency assistance for employees, subsidies for marriage, childbirth, and hospitalization, free lunch and dinner, and dormitory for employees, and sexual harassment prevention; occupational medical doctors and professional nurses provide various welfare measures such as occupational disease prevention, regular health examinations, health and art seminars to manage the health of employees. The Welfare Committee provides scholarships, funeral subsidies, annual gift vouchers, birthday gift vouchers, movie tickets, group travel subsidies and travel activities, family days, annual festivals, club activities, volunteer activities, ball games or physical competitions, i.e. activities such as Accton talks, special vendor services, movie reservations, employee stress relief, life seminars, and hobby cultivation.</p>	No discrepancy
(III) Does the Company provide a safe and healthy working environment for employees, and offer safety and health education for employees regularly?	V		<ol style="list-style-type: none"> 1. The company actively create the healthy and safe working environment, set up the dedicated safety and health management personnel. In addition to formulating safety and health work code, he also takes the initiative to carry out occupational safety and health risk evaluation and control, so as to grasp the impact of each change on safety and health. 2. Conduct annual internal audit and third party verification of ISO 45001 occupational safety and health management system to review system operation and continuous improvement. 3. Every year, we organize safety and health education training and chemical hazard general knowledge courses for new and current workers. A total of 9,551 employees have participated in occupational disease prevention and safety awareness training. Firefighting, civil defense training, emergency response drills, and other related trainings are also held on a regular basis to improve employees' firefighting knowledge. A total of 8,241 colleagues participated in the training in 2024 on the ability to respond to emergencies. 4. The Company regularly arranges training courses for employees, such as occupational safety and health management, fire response, radiation protection, fire management, organic solvent operation, stacker operation, and environmental waste disposal. A total of 717 employees obtained certificates in 2024. 5. The fire prevention and mitigation measures are adopted in the fire prevention and control of the plant sites. 	No discrepancy

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	Yes	No															
		<p>Summary</p>															
		<p>Accton disaster reduction goal: to ensure the safety of employees, protect assets, and maintain the continuous operation of the Company.</p> <p>Prevention strategy: The responsible department and the occupational safety department will jointly assess the risks in the management of changes in the factory area, the procurement of new machines, new chemicals or new processes. Emphasis on intrinsic safety, regular inspection of fire protection facilities, and regular maintenance of high-power and chemical-based equipment to reduce fire risks.</p> <p>Disaster mitigation measures: For the scenario of emergency response drills, fire response drills are conducted in reasonable unfavorable scenarios such as holidays and nights when there are few plant personnel. In 2024, the number of fire incidents was 0, the casualty rate was 0, and the casualty rate to the total number of employees was 0%. There were no fire incidents in the plant in 2024.</p> <p>6. The Company provides health checkups at a frequency higher than what is required by law, enabling employees to monitor their health status. Workplace health promotion and training sessions are arranged in the hope of cultivating a culture of workplace wellness that benefits every employee.</p> <p>7. A healthy lifestyle is essential to preventing chronic diseases. In 2023, the Company began promoting healthy eating by focusing on “dietary habits.” In 2024, the focus shifted to “developing exercise habits” through the launch of the “Move for Health – Level Up Your Workplace Wellness” series. A pre-event survey on exercise habits revealed that although employees generally have health awareness and some exercise habits, their exercise frequency is relatively low, and overall physical activity levels remain insufficient. In response, the Company designed interactive games and classes targeting behavior, knowledge, and environment, aiming to help employees develop a regular exercise routine. For groups with a BMI of 24 or above, the Company encourages participation in group competitions and mutual supervision through team efforts to accomplish weight reduction targets. Furthermore, as part of the effort to promote exercise habits, the Company offered free core muscle workout classes and strengthened employees’ awareness of musculoskeletal injuries to prevent potential workplace-related injuries.</p> <p>In 2024, the Company participated in the Health Promotion Administration’s “Healthy Workplace Recognition Program.” Analysis showed that employees who participated in group-based activities had better health goal achievement rates. This insight will guide future activity planning. However, individual-level planning needs to be strengthened to boost participation rates and continue building the health capital of Accton employees.</p>															
(IV) Has Accton established effective career development and training plans for its employees?	V	<p>The Company values the development and cultivation of talents. In addition to project learning, the Company arranges unified training courses for employees. The training programs cover six major categories: orientation for new recruits, work effectiveness, professional knowledge, quality management, environmental safety and health, and leadership management. Explanation is shown in the table below; internal lecturers are actively cultivated to create a learning organizational culture; establish an exclusive training classroom - “Accton Academy” is set up to conduct physical courses; the “LMS online Learning Management System” is optimized and upgraded to provide colleagues with faster and more convenient, and resourceful learning platforms; attach importance to the pre-job training of direct employees and set up an exclusive simulation training center. The training in other places and training subsidies will be provided according to job requirements (the maximum subsidy ratio: 100%). In order to strengthen the language competitiveness, provide each employee with the fixed amount of foreign language training subsidy every year.</p> <p>In 2024, the Company organized a total of 73,604 hours of education and training on related topics.</p> <table><tr><th>Learning areas</th><th>Summary</th></tr><tr><td>Orientation training</td><td>The courses include company introduction, corporate culture, rules and regulations, corporate social responsibility, honest management, anti-corruption, quality systems, etc., to help newcomers understand the company and adapt to the environment.</td></tr><tr><td>Work efficiency</td><td>Including business presentation design, communication, information security, word processing, internal trainer training to improve the performance of colleagues.</td></tr><tr><td>Professional knowledge and skills</td><td>Domain Know-How, Advanced Manufacturing Process, Systematic Professional Knowledge, etc.</td></tr><tr><td>Quality management</td><td>Includes common quality courses, such as ESD, problem analysis and solution and project-based ISO courses to ensure compliance with procedures, improve product yield, and meet customer requirements.</td></tr><tr><td>Environmental safety and occupational health</td><td>According to the requirements of laws and regulations, we carry out pre-job safety and health training and hazard general education training for new employees, and provide different training courses for employees in general and special work.</td></tr><tr><td>Leadership and management</td><td>According to the roles and responsibilities of supervisors, plan the training courses required for supervisors, corresponding to the management skills required at all levels. The courses are divided into rules and regulations, self-management, team management and career management.</td></tr></table>	Learning areas	Summary	Orientation training	The courses include company introduction, corporate culture, rules and regulations, corporate social responsibility, honest management, anti-corruption, quality systems, etc., to help newcomers understand the company and adapt to the environment.	Work efficiency	Including business presentation design, communication, information security, word processing, internal trainer training to improve the performance of colleagues.	Professional knowledge and skills	Domain Know-How, Advanced Manufacturing Process, Systematic Professional Knowledge, etc.	Quality management	Includes common quality courses, such as ESD, problem analysis and solution and project-based ISO courses to ensure compliance with procedures, improve product yield, and meet customer requirements.	Environmental safety and occupational health	According to the requirements of laws and regulations, we carry out pre-job safety and health training and hazard general education training for new employees, and provide different training courses for employees in general and special work.	Leadership and management	According to the roles and responsibilities of supervisors, plan the training courses required for supervisors, corresponding to the management skills required at all levels. The courses are divided into rules and regulations, self-management, team management and career management.	No discrepancy
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Items of Evaluation	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Summary	
(V)the Company followed relevant laws, regulations and international guidelines for the customer health and safety, customer privacy, and marketing and labeling issues of its products and services and established related consumer protection policies and grievance procedures?	V		<p>Upholding the principle of sustainable operation, the Company not only aims to produce products that comply with international ISO certifications—such as ISO 9001, TL 9000, ISO 14001, and IECQ QC 080000—and meet EU RoHS regulations to ensure product quality and customer satisfaction, but also launched and implemented the ISO 20400 Sustainable Procurement Guidance System in April 2024. In January 2025, the Company underwent and passed the performance evaluation, obtaining the Level 3 (of 5) Intermediate certificate.</p> <p>With respect to customer rights and interests, in addition to the attribution of responsibilities and related regulations clearly defined in contracts and orders between the parties, the Company will hold "quarterly business reviews" with customers on a regular basis to discuss related matters such as quality, delivery, and problem response for the quarter. In addition, customers' privacy is complied with confidentiality agreements and the Personal Information Protection Act. The Company also attaches great importance to the Company's comprehensive security introduction and has passed ISO45001, ISO27001, and ISO28000 certifications to ensure employee safety, information security, supply chain security, and to ensure that customer assets are not infringed. The Company has established "Procedures for Customer Satisfaction" and "Procedures for Customer Complaint Management" to ensure that customers' voices are expressed internally and customer problems can be quickly and accurately resolved. Cases are not closed until customers are satisfied.</p>	No discrepancy
(VI)Has the Company established the supplier management policies requesting suppliers to comply with laws and regulations related to environmental protection, occupational safety and health or labor rights and supervised their compliance?	V		<p>The Company views supplier partners as part of a shared community and continues to work closely with them. The products and services provided by suppliers have a tangible and direct impact on Accton's products, services, and operations. In addition, suppliers' corporate social responsibility practices also have an intangible influence on Accton's reputation or may pose potential risks. As a key member of the network communications design and manufacturing industry, Accton strives for excellence and spares no effort in the field of sustainable supply chain management to maintain the overall competitive advantage shared with its suppliers.</p> <p>Therefore, Accton has established "responsible production and green products" as the core policy and strategy for implementing sustainable supply chain management. Based on foundational supply chain management practices and in compliance with relevant domestic and international regulations, the Company also adopts guidelines such as the RBA (Responsible Business Alliance) Code of Conduct to strengthen its sustainable supply chain framework. These efforts align with the Accton Corporate Sustainability Policy and form the basis of the Accton Sustainable Supply Chain Management Policy.</p> <p>Accton extends the scope of sustainable supply chain management to ESG issues—including economic and governance practices, environmental protection, and social inclusion. Topics such as labor rights, environmental protection, occupational health and safety, business ethics, and management systems are incorporated into supplier selection and audit criteria. These criteria are used to establish risk control measures and identify high-risk suppliers.</p> <p>Improvement plans are formulated based on evaluation results, and Accton assists suppliers in making continuous improvements. The goal is to enhance the effectiveness of sustainable supply chain management, reduce operational risks across the supply chain, and establish sustainable and growing partnerships.</p> <p>The Company's supply chain management strategy:</p> <ol style="list-style-type: none"> 1. Improve cost leadership capability, integrate group resources, and obtain the most competitive supply chain value through strategic cooperation. 2. No compromise on conflict minerals to ensure that products and supply chains are free of conflict minerals. 3. Establish sustainable supply chain capabilities, drive suppliers to improve their performance in economic, social and environmental aspects, and promote sustainable development of suppliers. 4. Build up a green supply chain and encourage suppliers to take measures for energy saving and carbon reduction towards circular economy. 5. Emphasize environmental friendliness and proactively implement green procurement, pursuing economic benefits while being friendly to the environment. 6. Strengthen supply chain capabilities, continue to support suppliers in diversifying and localizing their supply capacities, while also promoting community development. 7. Implement sustainability risk management, pay attention to suppliers' energy and resource use and resource management, in order to respond to the impact of extreme climate changes on the supply chain. 8. Closely monitor environmental issues and being committed to reducing the impact of environmental pollution by enhancing the recycling of waste resources. 	No discrepancy

Items of Evaluation	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
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			<p>Accton Group regularly implements internal and external audits of the IECQ QC080000 hazardous substance management system. In December 2022, the main production bases successfully passed the IECQ QC080000 system annual certification. In April 2024, the Company launched and implemented the ISO 20400 Sustainable Procurement Guidance System and underwent and passed the performance evaluation in January 2025, obtaining a Level 3 (of 5) Intermediate certificate.</p> <p>Environmental Management</p> <p>Accton Group is committed to promoting Hazardous Substance Free (HSF) management. The Zhubei AI Campus, Hsinchu Branch, Zhunan Plant in Taiwan, and Accton Vietnam Plant have all continued to pass the annual IECQ QC080000 system certification. All products comply with international environmental regulations (such as EU RoHS, REACH directives, etc.), aiming to achieve the use of environmentally friendly materials through green supply chain management, and to produce and provide customers with low-pollution green products that reduce potential harm to human health and the environment. Accton Group reviews and updates the “QPC-CE05 Product Hazardous Substance Control Procedure” in accordance with international regulations, customer requirements, and trends in green regulations. This procedure fully covers the IEC 62474 international material declaration standard. In 2024, a total of 247 suppliers submitted reports related to hazardous substances, covering 3,408 BOMs. All used components complied with international standards and customer requirements.</p> <p>Accton Conflict Minerals Management</p> <p>In 2024, Accton Group completed CMRT/EMRT surveys from 214 suppliers, with 100% confirming no use of conflict minerals.</p> <p>Distribution and Proportion of Accton Group’s Approved Smelters</p> <p>To fulfill the responsibility of screening and restricting conflict minerals at the source, Accton annually conducts risk assessments to identify suppliers for investigation. The Company uses the CMRT and EMRT templates provided by the Responsible Minerals Initiative (RMI), and cross-references them with the latest RMI-approved smelter compliance list to perform overall risk identification. According to the 2024 survey results, a total of 201 RMI-approved smelters were used across Accton’s supply chain. The distribution of qualified smelters used in the analysis is mainly located in Asia, followed by Europe.</p>	
V. Does the Company prepare the Corporate Sustainability report to disclose non-financial information in accordance with internationally recognized sustainability report preparation standards and guidelines? Has the aforementioned report obtained the assured or verified opinion from a third party?	V		<p>Since 2017, the Company has published non-financial reports. Starting in 2021, the Company aligned with international sustainability standards by preparing its sustainability reports in accordance with the GRI Sustainability Reporting Standards (GRI Standards) and the AA1000 Accountability Principles. The reports also reference the TCFD (Task Force on Climate-related Financial Disclosures) recommendations for disclosing climate-related information, and include an appendix compiling information related to SASB indicators and the Sustainability Disclosure Topics for the Telecommunication Networks Industry.</p> <p>In order to enhance the transparency and credibility of the information disclosed in the Sustainability Report, an independent third party was commissioned to verify by SGS Taiwan. The scope of the verification was: GRI Standards 2021 reference options conform to AA1000 ASv3 Type 1 guarantee level. The Company obtained certification in June 2024. Please refer to page 148 of the 2023 Sustainability Report for the SGS Verification Statement.</p> <p>https://www.accton.com.tw/wp-content/uploads/2024/07/Accton-2023ESG-CH_resize.pdf In support of environmental protection and paperless initiatives, the Sustainability Report is published in electronic format on the Company’s official website and uploaded to the Market Observation Post System (MOPS).</p>	No discrepancy
<p>VI. If the Company formulated its own Corporate Sustainability Development Best Practice Principles in accordance with the Corporate Sustainability Development Best Practice Principles for TWSE/GTSM Listed Companies, please describe its implementation and difference between them:</p> <p>The Company has established its own Sustainable Development Guidelines in accordance with the “Corporate Sustainability Development Best Practice Principles for TWSE/GTSM Listed Companies.” To align with global sustainability trends and respond to the concerns of investors and the public, we place great importance on various sustainability indicators. The Company has established a dedicated Sustainable Development Committee, composed of board members and senior management. This committee is responsible for formulating and overseeing the implementation of sustainability policies. It convenes regularly to discuss various sustainability topics and submits annual reports to the Board of Directors. On the environmental front, we have set carbon reduction targets and promoted energy-saving and emission-reduction measures. In terms of social responsibility, we emphasize employee welfare, social contributions, and collaboration with local communities to carry out various public welfare activities. In corporate governance, we strengthen internal controls to ensure transparency and legality of the governance structure, while enhancing the protection of shareholder rights. The Company publishes a sustainability report annually in accordance with the Guidelines and conducts both internal and external audits to ensure effective implementation of sustainability initiatives. In addition, the Sustainability Report is assessed by an independent third party based on international standards to enhance its credibility. In May 2024, the Company reported to the Board of Directors that the operations and implementation are consistent with the Guidelines.</p>				

Items of Evaluation	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
VII. Other important information that facilitates the understanding of the implementation of sustainable development:				
<p>In 1999 Accton Technology Corporation contributed to the establishment of the "Accton Culture and Education Foundation," focusing on enhancing the educational environment and advancing diverse and inclusive educational initiatives. By 2001, utilizing its expertise in networking and communication technologies and marketing, Accton launched the "Accton E-Charity" platform. This initiative aimed to create an open and multifaceted digital platform to assist charitable organizations in overcoming the digital divide. Through this online platform, it connects people, events, and resources, enabling more individuals to engage in good deeds, increasing participation in worthwhile causes, and helping those in need with valuable resources. "Taiwan Association for Public Interest Services" was established in 2003 to offer more direct support to individuals facing immediate hardships. This effort seeks to pool the collective goodwill of the association to integrate resources across different sectors and amplify their impact.</p>				
<u>Accton E-Charity</u>				
<p>Accton leverages its core expertise in network communications to operate the "Accton E-Charity" platform (www.17885.com.tw) to support social welfare organizations across Taiwan with online fundraising, event promotion, volunteer recruitment, and material solicitation, and assist in reducing the digital divide for charitable organizations. At the end of 2024, Accton E-Charity has a total of 431 public welfare group members and 300,000 individual members. Accton pays for all costs associated with the operations of the website to help charity organizations use the platform without any cost. In 2024, a total of 634 fundraising projects received support in raising funds, and the total donations to charity organizations and fundraising projects in Taiwan through Accton E-Charity amounted to NT\$24.14 million. In addition to enhancing the exposure of the members, we are committed to the connection function of the platform and promotion of the horizontal communication between public welfare groups, in the hope to integrate the specialties of the members with a focus on issues to promote project-based cross-industry and cross-function cooperation and enable public welfare groups to receive more attention and support in different fields.</p> <p>In terms of information security, the Company has designated personnel to be responsible for the operation and monitoring of the website. They are able to keep track of and handle abnormal activities on the website in a timely manner. We provide comprehensive security protection for personal data of donors, and use the HTTPS encryption technology to enhance the security of information transmission. SSL certificates have been fully applied to online cash flow. The security level of the certificate is rated A+. In addition, our security headers are rated A and we use the encryption protocol of TLS 1.2 and above in compliance with international network transmission security standards.</p>				
<u>Taiwan Public Welfare Service Association / Accton Culture and Education Foundation</u>				
<p>Since its establishment in 2003, the Taiwan Public Welfare Association (TPWA) has been operating with "Emergency Relief" as the core. In recent years, more issues have become worthy of attention in response to the changes in social environment and needs . Therefore, in addition to "Emergency Relief," Taiwan Public Welfare Association and Accton Culture and Education Foundation (hereinafter referred to as "Accton E-Charity ") selected the four public welfare cores of "Educational Cooperation," "Care for Children and Adolescents," "Care for Elderly People," and "Diversity and Inclusiveness" and promoted these jointly.</p>				
<u>Emergency Relief</u>				
<p>In 2024, Accton E-Charity has helped 112 families in need, with a total assistance amount of more than NT\$1,800,000. This amount came from small donations from netizens through the Accton E-Charity platform. Accton E-Charity not only provides a social assistance platform for people to donate directly online, but also provides a convenient platform for reporting emergencies. If you find that your friends or relatives or yourself are in need of help, you may seek help through the platform.</p>				
<u>Educational Cooperation</u>				
<u>(I) Enhancement of the capability for Education Companions</u>				
<p>1. Digital Citizenship Empowerment Program: Accton E-Charity and Taiwan Pāng-phuānn Association of Education came to 16 schools and organizations in remote and non-mountain-non-city areas around Taiwan to hold 4 teacher workshops and 11 student lectures relevant to the digital citizenship issues. They also visited Zhuguang Junior High School, Hsinchu City, to provide 8 sessions of collaborative lesson preparation relevant to "digital citizenship" and helped it develop customized teaching plans and design curricula in line with the learning context and knowledge of the school. Subsequently, the Company invited the students who had taken these courses to participate in the teacher-student dialog workshop. Here, both teachers and students have a conversation and exchange opinions and viewpoints about the courses on equal basis, in the hope to improve the issue-based curricula of the school. The program has affected a total of 574 teachers and students and brought the digital citizenship issue to the campus. In addition that the children and teachers in remote areas have deeper understanding of the digital citizenship issue, the collaborative issue preparation helps the teachers in the development of the issue-based curricula on campus. Through this program, we expect to teach and empower the digital native students of this generation with digital capabilities, improve their ability to think, analyze and interpret information, enable them to face various challenges in the internet world.</p> <p>2. Long-term Disadvantaged School Accompaniment Program: Accton E-Charity and Firefly Education Association worked together to implement the "Long-term School Accompaniment Program" in remote areas. Experienced companion teacher directly entered the school to help it find development advantages and solve curriculum development problems. The accompaniment also helped teachers regain their confidence and enthusiasm and activate the teaching site. In 2024, the Association supported two remote schools: Ruizuan Elementary School, Taitung County, and Shizhi Junior High School, Pingdong County.</p> <p>3. Elementary School Natural Science Teacher Empowerment Program: According to the survey, 70% of the natural science teachers in elementary schools do not have a natural science background. As for natural science teachers in junior high schools, many of the teachers who teach biology have a physics and chemistry background and the teachers who have biology background needs to teach geography. In remote areas, even sports teachers need to act as biology teachers concurrently. In view of this, Accton E-Charity worked with LIS (Learning in Science) to organize physical workshops for natural science teachers of elementary schools in Hsinchu and New Taipei areas. These Two sessions attracted 49 teachers of middle and elementary schools, including 31 teachers from remote areas or who did not have a natural science background. The purpose of the workshops was to train teachers how to use LIS digital inquiry-based teaching materials, Improve and inspire their inquiry-based teaching, increase the time they spent on teaching inquiry-based courses, and empower them to give courses that can motivate students and cultivate problem-solving and critical thinking capabilities at the teaching site in the long term, in order to improve the quality of the courses.</p>				

Items of Evaluation	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof	
	Yes	No	Summary		
4. Project-Based Learning (PBL) and Teacher Support Program					
Accton E-Charity has been committed to improving the abilities of the teachers at the teaching site for many years in the hope to bring education reform momentum continuously. In 2024, Accton E-Charity worked with Kids Leaduation to promote Project-Based Learning (PBL) and Teacher Support Program. Through 12 online lectures, Accton E-Charity introduced the design approaches and guiding techniques of PBL courses to teachers in a small molecule manner, so that they can try in a small scale in the classroom. The lectures attracted 587 participants to attend online. In addition, two seed teacher workshops were organized for those who are interested in PBL, and, in addition to deep analysis of core PBL concepts and common mythes, case studies and group discussion were conducted to guide 40 teachers to complete 8 classes of PBL design courses. Through the PBL, teachers and students became partners in the classroom to effectively improve the autonomous learning, problem solving, communication and cooperation, and creative design capabilities of the students, allowing the teaching model to shift from one-way teaching to two-way interaction and achieving the goal of cross-disciplinary learning.					
5. Migrant Worker Advocacy Program					
In Taiwan, one out of every 30 people is a migrant worker. Nevertheless, we have limited understanding of migrant workers and many misunderstandings occur as a result. In 2024, Accton E-Charity worked with One-Forty to implement the Migrant Worker Advocacy Program. A total of 12 campus lectures were organized to help more than 440 students and teachers understand more about the issues of migrant workers. 6 teacher empowerment workshops on migrant worker issues were held to train more than 150 teachers. A teaching package for migrant worker issues was provided and more than 1,417 education workers downloaded the package. The "Best Regards," was launched. More than 114 education workers applied for the program and a total of 1,191 handwritten letters from around Taiwan were received, through which 3,420 students changed stories with migrant workers. An online photography exhibition was organized for migrant workers, allowing them to tell their stories through images and interact with the audience. Through the power of education, we hope to introduce the notion of empathy and understanding of different cultures to students and teachers, and facilitate understanding and inclusiveness of diverse cultures among children. With the campus as the start point, we hope that they can enter a more diverse and friendly society. The campus will be the starting point for us to enter the society, and we hope that the society will be more diverse and friendly in the future.					
6. "Comprehensive Sex Education" Seed Training Program					
Accton E-Charity supports "Comprehensive Sex Education" Seed Training Program of the Taiwan Gender Equity Education Association (TGEEA).					
Through the development of the courses and training of teachers, TGEEA leads trainees to understand the core notion of the “comprehensive sex education” to improve the gender equity teaching skills. The combination with the existing TGEEA seed training in sentimental education makes this more systematic and enhances the trainees’ skills in sentimental education and CSE. The training program attracted 50 education workers.					
(II) Reading and Promotion					
1.Preschool Children Reading Promotion Program					
Accton E-Charity worked with ROR Taiwan to implement the preschool reading program. By adopting the Reach Out and Read (ROR) model and starting with the healthcare system, medical professionals have the opportunity to engage with most preschool children and their families through well-child care and outreach services on a regular basis to promote parent-child reading and facilitate early development of children in remote areas and high-risk families. In 2024, Accton E-Charity and ROR Taiwan jointly sent 500 children's books for preschool children to 25 remote medical facilities. The medical personnel and volunteers formed a team and went to Shiding District, New Taipei City, for outreach services provided twice a month. The service locations included Shiding District Public Health Center, New Taipei City, Kindergarten of Yongding Elementary School, Kindergarten of Shiding Elementary School, and Kindergarten of Heping Elementary School. With the support of the online remote videos, the doctors from Taipei Medical University Hospital and the volunteers guided the elderly in Chiayi and the young children of a kindergarten in Penghu to read together once a month. The children in remote areas are facing the challenge of insufficient reading resources and high teacher turnover. Through the cooperation with the Social Participation Center of National Dong Hwa University, Accton E-Charity donated 200 children's books to the kindergartens in Hualien, and the Social Participation Center provides teachers for early childhood reading promotion education. Both organizations have supported the on-site teachers for a long time to provide more comprehensive reading education for young children in rural areas.					
2.Promotion of Reading for the Visually Impaired					
Accton E-Charity has committed to promotion of reading for many years. The hiring of two visually impaired baristas in 2023 makes Accton start to focus on the issue of the equal reading rights for the visually impaired. By working with the “Cloud Reading Platform” of the Taipei Parents' Association for the Visually Impaired in 2024, Accton E-Charity donated 200 new books and invited Accton’s employees to join the platform and serve as online proofreading volunteers. In this way, we jointly made effort for the equal reading rights of the visually impaired and eliminated the gap of reading. In 2024, a total of 16 volunteers joined the platform to provide 227 hours of services.					
3.Local Community Reading Promotion in Hsinchu					
Accton E-Charity worked with the “Daogang Fenchao” team of the Chuqian Community University to hold two sessions of events with the “Pleasure with Reading, Singing and Water” as the theme on the Jiugang Island, Hinchu City, in October and November 2024 to promote local reading and environmental education. A total of 44 employees, their families and local residents participated in the events. They understood more deeply about local nature and culture by walking on and reading the Jiugang Island and learned more about the ecology of the Touqian River and the environmental challenges it faces through a guide tour. In order to promote reading in the community, the Foundation invited the employees to participate in the book donation event. 43 books related to environmental issues were donated to the Jiugang Island Book House to enrich the reading resources of the community. Guided reading and sharing of environment-related books were arranged during the event to enhance the environmental awareness of the employees and residents and arouse their attention to environmental protection. These not only promoted reading in local communities, but also facilitated community communication, deepened employees' and residents' understanding of environmental issues, and enhanced joint protection of the natural environment.					

Items of Evaluation	Implementation		Summary	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
Care for Children and Adolescents				
1.Eight-in-Ten-Thousand Project - A Life Coach for Placement of Children, Adolescents and Ourselves				
<p>To promote the social engineering of "catching the children and adolescents under placement", Accton E-Charity supported Guo-Shi Wen to found the “Change Formula Organization” in 2023 as an extension of the "Seeing the Topic and Being Gentle" lecture series organized in 2022, and launched the first “Eight-in-Ten-Thousand Project - A Life Coach for Placement of Children, Adolescents and Ourselves” in 2024. The 43 campus lectures on children running away from home, 20 reading sessions for children in adversity, and 14 sessions of representations attracted a total of 1,436 participants. The purpose of these events was to help young students and the general public empathize with the difficulties in their past life experiences and recognize the importance of helping others in order to invite more students from relevant disciplines to join the life counselor team. After two months (Total 180Hrs) of orientation training and internship, 15 young partners joined 5 child and adolescent placement facilities to build a safety network for children and adolescents, so that they can grow and develop in love.</p>				
2.Partner Development Program				
<p>“Care for one companion, care for ten children.” Since 2022, Accton E-Charity has paid attention to the real needs of the Children's Bookhouse in Taitung, as well as the issue of low wages among workers. By supporting the “Partner Development Program” and establishing systems and indicators, partners can see the results of their efforts, and teachers and companions can take care of children safely through radical changes of the existing compensation structure of the first-line education service workers. Over the past three years, the compensation structure of the Children's Bookhouse has steadily grown with the support of the Accton E-Charity. In 2024, the overall growth rate is about 31% compared to that in 2022, and every partner could provide better services for children and communities at the right place and without any worries.</p>				
3.Grant Program for Children and Adolescents in Placement Facilities				
<p>(1) Lohas Children’s Home: To assist children who have lost their livelihood and financial support due to family changes, economic disadvantages or fragile families, Accton E-Charity has worked with Lohas Children's Home to implement the “Grant and Collaboration Program for Children and Adolescents in Placement Facilities” since 2023 to provide support for the children who could not obtain stable financial support from their native families. 17 children completed their studies successfully in the year thanks to the financial support. In addition, the social workers of the Lohas Children’s Home and school tutors kept close contact with the children receiving the grants to understand their conditions on campus, and accompany them to experience this learning journey at a pace that is more suitable for them.</p> <p>(2) Puren Youth Care Foundation: Accton E-Charity and Puren Youth Care Foundation jointly implemented the “Big hand Holding Small Hand - Grand Program” to provide assistance for the students of junior and senior high school from fragile families or those with economic disadvantages, especially for the school children with urgent needs. Through this program, grants are provided for 40 students of junior and high schools in 2024 to reduce their financial burden and enable them to focus on their learning. We hope that every child can continue to pursue their dreams with this care.</p> <p>(3) Ye Experimental Education School: In 2024, Accton E-Charity supported Ye Experimental Education School's “Featured Curriculum Program - Outdoor Courses” that allows children to grow continuously, enjoy more experiences, and have an in-depth learning process. We hope these courses can provide children with comprehensive learning opportunities, help them develop stronger confidence and sense of responsibility, and lay a solid foundation for their future.</p> <p>(4) Mennonite Good Shepherd Taiwan: Accton E-Charity supported Mennonite Good Shepherd Taiwan's “Career Exploration Experience Program”. The three-day event provided the young girls of the Mennonite Good Shepherd Taiwan with valuable opportunity to explore their careers. They made a group curatorial tour and conducted a customized career exploration event at the Youth Station of the Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch, and visited LeeMing Institute of Technology. In addition, they carry out urban career exploration tasks in groups to gain in-depth understanding of the work, challenge and occupational safety of different occupations. Finally, the young girls visited the Labor Safety and Health Experience Center to experience the interaction of labor safety in the workplace. This event not only helped them broaden their career horizon and understand more about their career options, but also enhanced their confidence to face challenges in the future!</p>				
4.Accton’s Grant Program				
<p>(1) Meal Subsidies for Disadvantaged Children to improve Their Concentration in Learning: Since 2014, Accton has collected the internal resources of the Group to sponsor one-year breakfasts for more than 1,200 disadvantaged children of elementary and junior high schools in the Hsinchu area. 15,180 portions of breakfasts were provided for 62 children in 2024. We believe that providing children with a nutritious breakfast can enhance their concentration in learning and offer them the opportunity to change their future. Since 2016, the employees of the Accton Group have sponsored dinners for the disadvantaged children in the tutorial class for disadvantaged children set up by the Haikou People's Community Management Association in Pingtung County. Dinners for 30 children were provided in 2024 to ensure they can have a balanced diet and do not need to worry about the nutrition imbalance due to eating at irregular times or filling their stomachs with high-calorie snacks because their parents are working.</p> <p>(2) Accton’s Hope Project of Education Revises the Vicious Cycle of Poverty: Accton E-Charity has supported the jointly launched "Accton's Hope Project of Education" with Hsinchu Family Support Center for a long time to provide school expenses for secondary school students in Wufeng and Jianshi. In 2024, Accton E-Charity helped 191 children overcome unfavorable financial conditions, so that they could go to school without worries and grasp the opportunity to revises the vicious cycle of poverty through education in the future.</p> <p>(3) Support of Sports Activities: To ensure athletes can continue to focus on their training and realize their potential, Accton Group has supported the archery team at Zai Xi Elementary School, Hsinchu City, since 2022 to fill the gap in the team's equipment needs. This effort guarantees a safe and positive practice environment for 22 young athletes, not only allowing them to engage in training and competitions without worries but also with the hope that these young athletes might one day represent their country on the highest stages of sports, bringing honor to their nation.</p>				

Items of Evaluation	Implementation		Summary	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No		
<p>5.Youth Story-Telling Program</p> <p>Accton E-Charity supported the “Youth Story-Telling Program” of the Bornanew Youth Caring Association to enable delinquent and high risk juveniles to organize their own experiences and stories. By producing the podcast program "teenager.actnosin" and telling life stories, Accton E-Charity helped the delinquent and high risk juveniles, who have experienced changes in their life, tell their own stories in person, and extend and communicate positive experiences in the hope to assist those who are still in need of being caught, arouse the public's attention to youth issues, placing importance on the rights and interests of marginalized adolescents, and working together to build a social safety net for these children. There were 17 episodes in the first season of the podcast program "teenager.actnosin", with a cumulative 34,684 non-repeated downloads, 6 sessions of lectures on campus, and 291 participants.</p> <p>6.Public Welfare Media’s Child & Youth Issue Advocacy Program</p> <p>To deepen the awareness of the “Care for Children and Adolescents” issue among people, Accton E-Charity extended its cooperation with the Association of Civil. Communication, Taiwan (Right Plus), in 2023 in the podcast program of “Good Will” by producing another 4 episodes with in-depth reports in 2024. 7 child care organizations of Accton E-Charity were invited to share their valuable experiences in implementing inclusive education, accompanying children in adversity, and guiding youths with disabilities for art creation. 2 special reports were supported to help the public understand the current situation of child placement and reflect on policy insufficiencies. At the same time, we combined FB and IG communities to spread the information and make the “Care for Children and Adolescents” issue closer to the public, encourage people to give feedback on their own experiences of caring for children, empathize with the situation of child and youth care workers, and support child and youth placement facilities. The online communities reached 231,401 people with about 7,745 downloads of the podcast program.</p> <p>Care for Elderly People</p> <p>1.Stylish Seniors On Air Program</p> <p>Since 2022, Accton E-Charity has worked with the Public Health Bureau of Chiayi City Government to implement the Podcast 1.0 Program of “Grandpa & Grandma Sharing without NG”. Through the "Stylish Seniors On Air" Podcast channel, the life stories of the elderly were recorded and shared to start a new social movement. Accton E-Charity continued the program in 2024. In addition to continuously deepening the training and supporting the 13 trainees students of the first session, the “Stylish Seniors On Air” program of the second session was launched to finally train 11 senior trainees after going through a number of professional training items including planning, speaking and recording. All of them joined as new members of the “Stylish Seniors Podcast”. The trainees of the second session held an exhibition with "Old Photos" as the theme in Chiayi South Urban Hotel in September 2024. It combined images and sounds to vividly present the creativities and stories of the elderly generation. The exhibition not only showed the vitality and talents of the elderly people, but also aroused the attention of the public and their respect for the silver-haired population. In 2024, with the joint efforts of the trainees of the two sessions, a total of 28 podcast episodes were recorded to continuously convey the value of the cross-generational inclusiveness.</p> <p>In addition, Accton E-Charity extended its experience in "Stylish Seniors On Air" Podcast from Chiayi to Hsinchu. In 2024, it worked with the Science City Community University and Chuqian Community University in Hsinchu to introduce the popular podcast to community universities, train senior teachers for them, empower students in planning, narration, and expression capabilities needed for producing and broadcasting programs, and create chapters of "Hsinchu Subjects". In July and August, the local "Tungmen Rec & Liv" studio, the winner of the Golden Bell Awards, was invited to lead 37 trainees (community university lecturers, students, and senior workers) to learn about the podcast, recoding skills, planning of programs and scripts, and program editing. During the period from September to December, 22 podcast episodes were produced with the digital media “Talking about Hsinchu” to record interesting stories of Hsinchu. This led to the establishment of the podcast clubs at both community universities, which will continue to bring together the elderly generation to record Hsinchu with sounds and share life stories.</p> <p>2.Promotion of the Concept of "Self-Reliance Support"</p> <p>The issue of self-reliance support has been promoted for more than a decade in Taiwan. Although it has been gradually incorporated in the government's policy white paper, the services of care facilities for the elderly and the public's awareness of the issue are still insufficient. To this end, Accton E-Charity worked with the health care system of the Chang Tai Old School to establish a database that integrates professional theories of self-reliance support and years of practical experience. The issue has been promoted to more groups through audio and video media to enhance the understanding and recognition of the self-reliance support concept among the public. As of 2024, Accton E-Charity and Jin-Li Lin, the CEO of Chang Tai Old School, jointly managed the "Golden Prosperity Podcast - Accton Charity Foundation Accompanies You Through 50+" channel and extended this to the main social platforms such as Facebook, Podcast, YouTube, TikTok, and Instagram. Updates of long and short videos were performed every week to accumulate attention. It has currently attracted 7,422 followers and been listened in over 780,000 times. In addition, 9 physical lectures were organized for people over 50, middle-aged people, and the elderly in Chiayi County, Yunlin County, Changhua County, Hsinchu City, and New Taipei City to learn about the later life, respond to this concern of the people, and promote the implementation of the issue and its influence.</p> <p>3.Mobile Bath Service Program</p> <p>Bathing is a common daily activity for most people. However, for patients who have been bedridden for a long time, a hot bath can have an impact beyond imagination. Accton E-Charity supported the “Mobile Bath Service Program” of the Sisters of Our Lady of China Catholic Charity Social Welfare Foundation. Up to 1,776 people are served every year under the program. Assistance is given to the disabled for a full body bath through the use of special vehicles and mobile modular bathtubs, in combination with a team of professional nurses, caregivers and operators. This not only effectively improves physical health such as bedsores, skin problems and metabolism, but also provides warm support and in psychological and spiritual aspects to help patients regain their dignity and comfort in life.</p>				

Items of Evaluation			Implementation	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No	Summary	
Diversity and Inclusiveness				
1. Art Fusion Program - Our Conversation Practice				
As an extension of the "Nice to Meet You" under the Art Fusion Program in 2023, 8 groups of artists that have collaborated with Accton Arts Foundation were invited to reside in 8 facilities for people with disabilities under the Accton E-Charity platform. They led 133 youths with disabilities to go through a 6-month art workshop in 2024. Finally, the conversation process was presented to the public through artistic creations in the exhibition of “Our Conversation Practice—Looking for the Start Point of Conversation Beyond Languages. We hope that people from different groups can find resonance and start conversation through art to create a diverse and inclusive society in the future.				
2. Start.of Art				
Accton E-Charity worked with Luway Opportunity Center to lead people with mental disabilities to create their own picture books and stories based on their personal characteristics. Accton E-Charity also worked with professional storytellers to organize storytelling and art experience events in public areas, such as museums and libraries, and educational institutions to provide opportunities for them to express what they were thinking publicly. Through these events, people with mental disabilities can enhance their confidence and social participation, and the public can understand more about them to achieve the cultural equality. A total of 12 physical storytelling and art events were organized in 2024 to attract 409 participants.				
3. Education Program under Cooperation with Special Olympics Chinese Taipei				
Accton E-Charity has worked with Special Olympics Chinese Taipei to implement a campus integration program since 2021. By designing a variety of inclusive courses and sports activities, the partners created the opportunities for general students and special education students to interact with each other and promoted mutual communication and growth. Promoting mutual communication and common growth to cover 20 campuses in Hsinchu County, Miaoli County, Nantou County, Chiayi County, Chiayi City, Tainan City, Kaohsiung City and Pingtung County in 2024. The topic of "Yes, I Can" was added to the program this year and how differences become the cause of conflicts was explored for the bullying incidents on campus. Students learned how to care for disadvantaged students and give actual assistances through simulations. The goal is to reduce bullying incidents and build a more inclusive and friendly campus environment.				
4. Human Rights Banquet				
Accton E-Charity is committed to promoting diverse inclusiveness and creating communication opportunities through various initiatives. We have supported the Chen Wen-chen Memorial Foundation's "Human Rights Banquet" initiative for many years to attract attention to significant issues such as "political victims" and "the homeless". In 2024, we continued to support the series of amazing lectures under the Human Rights Banquet" initiative to promote social conservation in the artistic forms of images, dramas, texts, etc. in the hope to make the ideal society of equality, freedom, and inclusiveness closer to the reality.				
Accton Arts Foundation				
Accton Arts Foundation was established by Accton in 2000 with “Gathering the Power of Employees” and "Making Partnership Work” as the core. With the "Art as Bridge", the Foundation is committed to creating a diverse and inclusive environment and promoting public participation in sustainability and equal rights. In response to the changes of the era, the Foundation has re-adjusted its operation direction in 2024, focusing on the three core missions: supporting artistic talents, promoting artistic experience, and creating a shared art and cultural venue for the public. These goals are closely linked to the UN Sustainable Development Goals (SDGs), particularly SDG 4: quality education and goals; and SGD 17: enhance partnerships with diverse stakeholders. In 2024, the total amount of the Foundation's investment reached NT\$5,365,060, including a labor service commission fee of NT\$4,000,000 from the Hsinchu City Government used to operate the Hsinchu City Railway Art Village.				
(I) Art Talent Cultivation - Art Talents as the Driver of Social Changes				
The definition of artists under universal value is often limited to their role in the market or public exhibition space; that is, their existence and recognition usually depend on the attention and evaluation of the audience. However, Accton Arts Foundation emphasizes the social responsibility and participation of the artists in terms of the support to them, and finds they are not only creators, but can act as the driver of social changes as well.				
Since 2016, Accton Arts Foundation has supported artists in an art-in-residence mode and encouraged them to pay attention to local culture and respond to relevant social issues while creating their works. As of 2024, the Foundation has supported 47 domestic and foreign artists, of whom 13 continue to participate in the social art programs after termination of their art-in-residence contracts. For example, in 2024, the Foundation recommended the artist Bowei to reside in Koganecho Bazaar, Japan, to assist Yokohama Wakabamachi in anti-street prostitution countermeasures with his special paint spraying skills. In addition, the Foundation worked with Accton E-Charity to launch the Art Fusion Program in 2024 and successfully facilitate the cooperation between 8 artists and 8 institutions to deepen the social value of artistic creation through joint participation and experiencing.				
(II) Promoting Artistic Experience - Art Workshops are Open to Everyone				
Artistic experience should not be limited to a specific group or a single topic. It should be integrated into the life and become an everyday activity that everyone can participate in. Accton Arts Foundation is committed to creating an art workshop across different fields, so that more people have the opportunity to contact, feel and practice arts, and thereby improve their personal cultural knowledge while promoting the diversity and inclusiveness of society.				
In 2024, the Foundation and the artist community cooperated to develop a series of art workshops focusing on observation, concept guidance and implementation. A total of 22 courses were offered and attracted 296 participants. In addition to local residents, the participants included oreigners living in the United States, the United Kingdom, the Philippines, Indonesia, Myanmar and Japan, demonstrating the cultural diversity and cross-border attraction of the event.				
The participants have a wide range of backgrounds, including students, teachers, engineers, designers, factory workers, researchers, artists,retirees, and household wives, fully demonstrating the popularity and inclusiveness in the design of the workshop courses. These courses not only provided opportunities for participants to explore the arts, but also enabled those with different identities and cultural backgrounds to exchange and realize the original intention of art in its connection with the life.				

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	Yes	No	Summary		
(III) Creating a Shared Art and Cultural Venue for the Public - Operation of Hsinchu City Railway Art Village Can a public space in the city be operated in a public-private partnership model to achieve more efficient use of spaces, resources and capital? Since 2016, Accton Arts Foundation has worked with Hsinchu City Government Cultural Affairs Bureau to operate the Hsinchu City Railway Art Village through labor service commissioning. The Foundation is committed to creating an art and cultural venue that is shared by all people and educational and experimental in nature, in order to inject new life into the historic buildings located at the edge of the city center. In 2024, The Foundation organized 19 arts and cultural exhibitions and 25 events and courses in the City Railway Art Village, attracting 415 course participants and 31,212 visitors. According to the results of 422 questionnaires, 58.3% of visitors stayed for more than 30 minutes, 51.9% of visitors chose the Art Village as a destination for family trips, 52.6% of visitors were very satisfied with the overall space planning, and 65.8% of visitors highly praised the service attitude of the staff.					
VIII.Climate-Related Information					
1. Implementation of Climate-Related Information					
Items	Implementation				
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Board of Directors is the highest supervisory body for climate change at Accton Technology. Currently, the Corporate Sustainability Committee is scheduled to report at least once a year during regular board meetings on the management status and performance outcomes related to climate change. The Corporate Sustainability Committee serves as the highest executive body for climate change management at Accton Technology. The committee is chaired by a Senior Vice President, with the Chairperson of the Board acting as the board representative, and the Corporate Sustainability Office serving as the secretariat. Each year, the Corporate Sustainability Committee identifies climate change risks and opportunities, and formulates response strategies and sets goals for financially and strategically significant risks and opportunities. The Green Manufacturing Committee under the Sustainability Committee is responsible for the promotion and execution of climate change-related action plans and KPI performance tracking.				
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Accton's Definitions of Short-term, Mid-term, and Long-term, and Significant Climate-related Risks: A. Short-term (1 - 3 years): (physical) increase in the severity of extreme climate events. B. Mid-term (3 - 6 years): (transition) enhanced emission reporting obligations, (transition) GHG emissions increase in price, (transition) products and services are replaced by low-carbon technologies, (transition) increase in the cost of raw materials, (transition) increase the severity of extreme weather events, and (transformation) increase the concerns and negative feedback of stakeholders. C. Long-term (7 - 10 years): (transition) products and services are replaced by low-carbon technologies, (transition) increase in raw material costs, (physical) increase the severity of extreme weather events.				
3. Describe the financial impact of extreme weather events and transformative actions.	Major Risks/Opportunities	Category	Timeframe	Type of Financial Impact	Financial Impact
	R2 (Policies and Regulations) Strengthened emissions reporting obligations	Transition Risk	Medium Term	Cost Increase	Estimated annual expenditure of approximately NT\$2.5 million (for consulting, inventory, verification, reporting, and manpower input).
	R4 (Technological Risk) Products and services being replaced by low-carbon technologies	Transition Risk	Long Term	Revenue Decrease	It is estimated that due to the market trend toward low-carbon products and services driven by climate change, if the Company fails to respond in time, product sales may decline, affecting revenue. As this involves numerous factors, the Company will conduct further assessment.
	R11 (Acute Physical Risk) Increased severity of extreme weather events	Physical Risk	Medium Term	Revenue Decrease	It is estimated that climate change will increase the frequency and intensity of extreme weather events, causing financial impact to Accton Technology equivalent to approximately 1 to 5 days of revenue due to business disruptions.
	* The IPCC AR6 uses Shared Socioeconomic Pathways (SSPs) to project future greenhouse gas emission scenarios. SSPs include five pathways: very low emissions (SSP1 - 1.9), low emissions (SSP1 - 2.6), medium emissions (SSP2 - 4.5), high emissions (SSP3 - 7.0), and very high emissions (SSP5 - 8.5). Risk Profile: R2 (Policies and Regulations) Strengthened Emissions Reporting Obligations: 1.The Financial Supervisory Commission (FSC) is promoting transparency in carbon inventory disclosures by listed companies. Disclosure of carbon inventory results will be mandated in three stages, based on industry category and capital threshold.				

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			<p>2.Accton Technology's capital is between NT\$5 billion and NT\$10 billion, placing it under the FSC's second-stage regulatory target. Currently, Taiwan's main manufacturing center is located in Zhunan, with annual greenhouse gas emissions of approximately 11,000 metric tons. According to the FSC's schedule for mandatory carbon inventory by listed companies, Accton will be included in the mandatory inventory scope in 2025.</p> <p>3.In response to mandatory inventory and reporting, Accton Technology must establish a greenhouse gas inventory mechanism based on ISO 14064-1. The required investment includes external consultant guidance, third-party verification, internal manpower allocation, and human resources from related departments, which will lead to increased overall operational costs.</p> <p>R4 (Technological Risk) Products and Services Being Replaced by Low-Carbon Technologies:</p> <p>1.Climate change has already had a significant global impact. The current global average temperature rise has reached 1.09°C (research indicates that from 2022 to 2026, the average temperature increase is between 1.1°C and 1.7°C).</p> <p>2.At COP26 in 2021, the United Nations Climate Change Conference, a stronger global consensus was reached to combat climate change. The goal is to keep global warming below 1.5°C by the end of this century. To achieve this highly challenging goal, many countries have announced net-zero emission targets. All industries are developing their production processes, products, and services toward lower energy consumption and lower carbon emissions.</p> <p>3.Accton Technology's main products are network switches, essential for building network environments, and typically operate 24 hours a day, which significantly impacts electricity costs for data centers and internal enterprise networks. In recent years, low-energy and energy-efficient products have gained market favor. If Accton's switches cannot keep up with market trends or customer expectations in terms of energy performance or efficiency design, product and service sales may decline, resulting in a decrease in revenue.</p> <p>R11 (Acute Physical Risk) Increased Severity of Extreme Weather Events:</p> <p>1.On August 9, 2021, the Intergovernmental Panel on Climate Change (IPCC) released its Sixth Assessment Report (AR6), which stated that under the SSP5 - 8.5 scenario, Taiwan's average annual total rainfall by mid- and late-century is projected to increase by approximately 13% and 29%, respectively. The annual maximum one-day rainfall intensity may increase by approximately 22% and 43%. In the Taoyuan-Hsinchu-Miaoli region, 24-hour cumulative rainfall could reach 450mm and 600mm.</p> <p>2.Flooding around the Zhunan plant and its neighboring areas could reach 1 to 2 meters, affecting employees' commutes. In more severe cases, production capacity could be impacted due to insufficient production labor.</p> <p>3.Accton's main production base in China, Haoyang Tianyu, is located in Bao'an District, Shenzhen, Guangdong Province, where several flooding incidents have occurred in recent years. In 2018, a heavy rainstorm resulted in 414mm of rainfall within 24 hours. According to IPCC projections, 24-hour cumulative rainfall by mid- and late-century could reach 505mm and 600mm. Such instantaneous rainfall could cause floods that do not recede for several days, not only disrupting transportation but also requiring evacuation by local authorities. Production may be affected for several days due to a lack of available production labor. Without alternative solutions, shipment delays could result in revenue decline.</p>	
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.			<p>Accton Technology identifies major financial risks and opportunities related to climate change through four steps:</p> <p>1. Aggregation: Climate-related risks and opportunities that the technology and networking industry may face →</p> <p>2. Convergence: Based on product and service types, climate change in operating locations, development trends in operating and sales market regulations, and climate change strategy assessment of major customers related to Accton Technology's risk opportunity items →</p> <p>3. Materiality analysis: Senior management determines the risk score by assessing the probability of climate-related risk events occurring and the impact of these events on Accton Technology →</p> <p>4. Strategic response: Evaluate and formulate relevant response strategies (including major investments or expenditures).</p>	
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.			<p>Accton Technology climate-related risk management process:</p> <p>Climate-related risk and opportunity incidents Incidence (1~5, low to high) and Impacts on Accton (1~5, low to high)</p> <p>Probability of occurrence * Degree of impact = Materiality score</p> <p>The materiality score ranks from high to low, with the materiality to be discussed among high-ranking managers, adjusted, and the significant risks and opportunities for Accton are decided.</p> <p>Accton identified transition risks that will possibly be brought about by the net zero emissions roadmap. At the regulatory level, the primary transition risk facing Accton is the disclosure of carbon inventory check findings of TWSE-TPEx-listed companies in three stages reflective of the sector where they do business and their capital size mandated by the Financial Supervisory Commission of Taiwan. Accton, with a capital size between NT\$5 billion and NT\$10 billion, belongs to the second stage and hence must disclose its greenhouse gas inventory check findings in 2025 for the preceding year. The scope of such a check includes all operating sites around the world subject to direct control of Accton.</p>	

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Items	Implementation			
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.	<p>Indicators and targets for assessing and managing climate-related risks and opportunities:</p> <p>Accton, besides greenhouse gas emissions, tracks climate change-related performance through other indicators, such as energy consumption, electricity-consuming intensity, use of tap water, waste output, and recovery rate as well.</p> <p>Accton values climate change management and encourages employees to take part and envisage together. There is the incentive mechanism in place to provide employees that have proposed outstanding production efficiency promotion and energy conservation solutions, once evaluated and approved, with the excellent solution reward.</p> <p>Based on the results of the greenhouse gas inventory check and the carbon reduction path of SBT 1.5°C of the "Scientific-Based Carbon Reduction Target", Accton adjusts the short-, medium- and long-term carbon reduction targets, and carry out reduction plans to make continuous improvements. Accton has established a relevant emergency response system to act quickly in the event of a disaster and minimize the impact to the Company, in line with international trends and customer expectations.</p>			
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	<p>Accton Technology is currently planning to implement internal carbon pricing. Using a working-hour allocation method, carbon emissions will be distributed to each production process and product for calculation. A shadow price mechanism is expected to be adopted within one year. The shadow price will be determined based on the carbon fees, carbon taxes, and renewable energy costs of the production sites and product export countries to establish an internal carbon price applicable to Accton Technology. This will serve as an important tool for managing greenhouse gas emissions.</p>			
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.	<ol style="list-style-type: none"> 1. Accton Technology's main carbon reduction targets: 50% reduction by 2030 and net-zero emissions by 2050. 2. In addition to tracking greenhouse gas emissions, other indicators such as energy consumption, electricity intensity, tap water usage, waste generation, and recycling rate are also used to monitor climate change-related performance. 3. Accton Technology places great importance on climate change management and encourages employees to brainstorm together. A "Production Nobel Prize" is established to reward employees with excellent proposals for improving production efficiency or energy-saving projects. After evaluation and approval, a proposal bonus is awarded. 4. Since 2018, Accton Technology has conducted greenhouse gas inventories in accordance with ISO 14064-1 and the EPA's guidelines for GHG inventory and registration operations. The initial inventory scope included Accton headquarters and Haoyang Tianyu, and gradually expanded. By 2021, the scope covered Accton Plant 1, Plant 2, Zhunan Plant, Edgecore, Shenzhen Haoyang Tianyu, and various offices. It also incorporated Category 3-6 under Scope 3 emissions for Plant 1, Plant 2, Zhunan Plant, and Zhubei Plant. In 2023, the Vietnam plant was added. In 2024, the Zhubei plant was newly added. 5. 2024 GHG inventory emissions: Scope 1: 857 tCO₂e Scope 2: 51,054 tCO₂e Scope 3: 2,215,364 tCO₂e (Categories 3 - 6) 6. Climate transition and strategy targets for 2024 included the purchase of 2,200 I-RECs (International Renewable Energy Certificates) as one of the carbon reduction measures, which was successfully achieved during the year. Therefore, the Scope 2 disclosed data uses the market-based method, while the other plants use the location-based method. 			
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	<p>Inventory and assurance status: The Company adheres to the vision of corporate sustainability and was verified by Bureau Veritas for the first time in 2020. The main production sites undergo annual verification of the organizational greenhouse gas inventory management system ISO 14064-1:2018, which is still valid as of the date of publication of the annual report. ISO 14064-1 verification for 2024 will be completed in February 2025.</p> <p>ISO14064-1:2018 Greenhouse Gas Inventory</p> <p>Accton's main production sites—Hsinchu headquarters, Hsinchu Plant 2, Zhunan Plant, and Accton Vietnam—have obtained ISO14064-1:2018 greenhouse gas verification statements. Haoyang Tianyu has been verified by a third party commissioned by the Shenzhen Municipal Government. Due to the small amount of carbon emissions, the Taipei, Taichung, and Tainan offices have not undergone third-party verification, and the data is self-verified.</p> <p>Reduction Target: In response to the global carbon reduction trend, Accton has set 2021 as the base year, with the target of reducing carbon emissions by 50% by 2030 and achieving net-zero emissions by 2050. The first stage of carbon reduction involves the greenhouse gas inventory.</p> <p>Reduction Strategies and Specific Action Plans: Priority is given to carbon reduction during the R&D and manufacturing stages, with joint efforts alongside suppliers.</p> <ol style="list-style-type: none"> 1. R&D and Design: Through the ISO14067 product carbon footprint inventory, it was found that emissions during the usage phase account for approximately 90% of the total lifecycle carbon emissions of networking products. Therefore, efforts continue in product development in collaboration with clients, including the adoption of high-performance chips, low-energy power supplies, new cooling designs, and increasing the proportion of recycled materials. The product carbon footprint calculation system is used to monitor carbon reduction improvements for each product. 			

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	Yes	No	Summary	

Items	Implementation
	<p>2. Manufacturing Stage:</p> <ul style="list-style-type: none"> • New Plant Buildings: Designed with green architecture concepts, including thermal insulation and natural ventilation. The green building label will be obtained within two years. • Facility Systems: Installation of new high-efficiency facility equipment, including chilled water, air conditioning, and compressed air systems, as well as energy-saving lighting systems. • Install solar power generation systems to increase the proportion of renewable energy use. • Install rainwater recycling systems to reduce the use of raw water. • Process Improvements: Collaborating with customers to optimize process parameters while maintaining product reliability, thereby reducing process-related carbon emissions. <p>3. Supplier Carbon Reduction: In 2023, Accton established the Accton Sustainability Academy and hosted a supplier carbon reduction conference. Ten suppliers participated in the Ministry of Economic Affairs' "Leading the Small" carbon reduction project. In 2024, supplier energy-saving and carbon-reduction consulting was completed, and smart meters were installed. Through on-site inspections, training, and the introduction of energy consumption measurement technologies, suppliers' carbon reduction capabilities were enhanced.</p>

1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO₂e), intensity (metric tons CO₂e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

Year	2023	2024
Greenhouse Gas Emissions (t-CO ₂ e)	44,197	51,911
Greenhouse Gas Emission Intensity (t-CO ₂ e/NT\$ million)	0.525	0.47

1-1-2 Greenhouse Gas Assurance Information

Description of assurance for the most recent two years as of the date of the annual report, including assurance scope, assurance provider, assurance standards, and assurance opinion.

Assurance Description	Assurance Scope	Assurance Provider	Assurance Standard	Assurance Opinion
2023	Accton Technology Corporation Plant 1, located at No. 1, Yanxin 3rd Road, Hsinchu City Verification Period: January 1, 2023 to December 31, 2023	Bureau Veritas	According to the verification conducted by Bureau Veritas Certification (Taiwan) Co., Ltd. Based on ISO14067:2018	Based on the verification process and procedures conducted by Bureau Veritas Certification (Taiwan) Co., Ltd., sufficient evidence indicates that the Scope 1 and Scope 2 greenhouse gas statements of Accton Technology Corporation's Plant 1, Plant 2, and Zhunan Plant are materially correct and fairly presented, and the related data and information were prepared in accordance with ISO 14067:2018, meeting the requirements for reasonable assurance as specified in the verification agreement. There is no evidence to indicate that the Scope 3 and Scope 4 greenhouse gas statements of Accton Technology Corporation's Plant 1, Plant 2, and Zhunan Plant are materially incorrect, unfairly presented, or not prepared in accordance with ISO 14067:2018, meeting the requirements for limited assurance as specified in the verification agreement.
2024	Accton Technology Corporation Plant 1, located at No. 1, Yanxin 3rd Road, Hsinchu City Verification Period: January 1, 2024 to December 31, 2024	Bureau Veritas	According to the verification conducted by Bureau Veritas Certification (Taiwan) Co., Ltd. Based on ISO14067:2018	Based on the verification process and procedures conducted by Bureau Veritas Certification (Taiwan) Co., Ltd., sufficient evidence indicates that the Scope 1 and Scope 2 greenhouse gas statements of Accton Technology Corporation's Plant 1, Plant 2, and Zhunan Plant are materially correct and fairly presented, and the related data and information were prepared in accordance with ISO 14067:2018, meeting the requirements for reasonable assurance as specified in the verification agreement. There is no evidence to indicate that the Scope 3 and Scope 4 greenhouse gas statements of Accton Technology Corporation's Plant 1, Plant 2, and Zhunan Plant are materially incorrect, unfairly presented, or not prepared in accordance with ISO 14067:2018, meeting the requirements for limited assurance as specified in the verification agreement.

Items of Evaluation	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
1-2 Greenhouse Gas Reduction Goals, Strategies, and Concrete Action Plans			<p>Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.</p> <p>Greenhouse Gas Reduction goal:</p> <p>According to the characteristics of Accton's manufacturing process, electricity consumption accounts for more than 90% of greenhouse gas emissions. We set 110 as the base year for reducing carbon emissions by 50% by 119 and reaching net zero by 139.</p> <p>To accelerate GHG reduction, in 2024 the Company launched a detailed emission hotspot inventory project based on the 2023 inventory results and aligned with the "Science-Based Target" (SBT) 1.5°C emissions reduction pathway. The project expanded the scope of the Company's GHG Scope 3 inventory—for example, including purchased raw materials and other related items—in order to adjust the Company's short-, medium-, and long-term reduction targets, implement reduction plans, and drive continuous improvement.</p> <p>Executive measures are as follows:</p> <ol style="list-style-type: none"> Fully utilize electronic signing and approving procedures to reduce paper usage. Strict manage the demands for power, as well as the lighting and air conditioning in idle areas. Control air-conditioning equipment, and adjust the start-up of main ice and water equipment according to the actual room temperature and production in factory. Install frequency converter and set timing control in the ventilation and ventilation system of the basement. Increase the air-conditioning temperature and duration of use in offices and public areas. Replace the air conditioning equipment with high energy consumption in different areas to increase energy efficiency and reduce loss. Factory process improvements to reduce high-energy-consuming processes and replace machinery with energy-efficient equipment. Incorporate environmental performance requirements into the procurement process, such as prioritizing the purchase of equipment with better environmental performance, for example: environmental protection label, water efficiency label, etc. <p>Greenhouse gas emissions status:</p> <p>The total greenhouse gas emissions from the production sites increased by 17% in 2024 compared to 2023 (with revenue growing by 31%). The greenhouse gas emission intensity (t-CO₂e per NT\$ million) in 2024 was 0.525, down 10% from 0.470 in 2023. The main reason for the increase was the capacity expansion at the Zhunan Plant and the development of the Vietnam site and the Zhubei AI Park. The Company remains committed to its goal of reducing greenhouse gas emissions and continues to work steadily toward this target.</p> <p>In 2024, Accton launched the Zhubei AI Campus, which was designed as a green building. A rooftop solar power system was installed, and the latest energy-saving chilled water system was adopted. The Company continues to reduce carbon emissions during the production stage through process improvements. Subsequently, a solar power generation system was planned at the Vietnam factory to use renewable energy to reduce the factory's carbon emissions.</p>	

(VI) Fulfillment of Ethical Corporate Governance, the Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons:

Items of Evaluation	Implementation			Deviations from "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Summary	
I. Establishment of Ethical Corporate Management Policy and Proposal				
(I) Has the Company established the ethical corporate management policies approved by the Board of Directors and specified in its rules and external documents the ethical corporate management policies and practices and the commitment of the Board of Directors and senior management to rigorous and thorough implementation of such policies?	V		Accton formulated "Ethical Corporate Management Best Practice Principles" approved by the Board of Directors and disclosed it on the Market Observation Post System. The Board of Directors and the management implemented the commitment about ethical corporate management policy actively, and ethical corporate management policy was indeed implemented in internal management. The rules of procedures of Accton's Board of Directors are aimed to establish a good governance system, improve supervision functions and strengthen management functions.	No discrepancy
(II) Has the Company established a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include the preventive measures specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	V		The Company has established a comprehensive risk assessment mechanism for dishonest conduct and regularly analyzes and assesses high-risk business activities that may involve dishonest behavior, based on the characteristics of risks within its business scope. A dedicated risk management department is responsible for identifying and assessing risks related to dishonest conduct on a regular basis. Each year, the Company conducts a comprehensive risk assessment of procurement, sales, financial reporting, and other key business activities, taking into account changes in business operations and the market environment. The Company also has an internal audit department responsible for regularly auditing and inspecting business activities to ensure compliance with ethical business practices. Audit results serve as the basis for adjusting risk assessments and preventive measures. Based on the results of risk assessments, the Company has developed specific anti-dishonesty measures, which are implemented through internal control mechanisms and procedures. All high-risk business activities are subject to strict compliance standards and are regularly evaluated by external third-party institutions.	No discrepancy
(III) Has the Company specified in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implemented them and review the prevention programs on a regular basis?	V		Accton specifies clear provisions in the "Code for Ethical Conduct of Employees" and the "Ethical Corporate Management Best Practice Principles", which are implemented and published on Accton's internal website for employees to check at any time, and also advocates core value and compliance with systems by staff through education and other diversified method, and requires staff to assume the important responsibility to maintain high ethical standards, company reputation and compliance. In addition, the Company has established multiple whistleblowing channels for unethical conduct. The Company takes all confirmed cases of ethical misconduct seriously and consistently enforces strict disciplinary measures against violators, including termination of employment and appropriate legal action.	No discrepancy
II. Consolidation of Ethical Corporate Management				
(I) Does the Company evaluate business partners' ethical records and include ethics-related clauses in contracts entered into with the partners?	V		Upon signature of contract with others, Accton should fully understand other party's ethical management status, and include ethical management into the contract terms and, in case of breach thereof, it will refuse to make transaction with the party, so as to obtain the most reasonable quotation and the best service and quality. Accton has formulated the "Supplier Code of Conduct" to stipulate ethical principles.	No discrepancy
(II) Has the Company set up a dedicated unit under the Board of Directors to promote ethical corporate management and regularly (at least once every year) report to the Board of Directors the implementation and supervision of the ethical corporate management policies and prevention programs against unethical conduct?	V		The Company has established the "Ethical Corporate Management Best Practice Principles" and established the "Corporate Governance and Ethical Corporate Management Committee" to promote ethical corporate management. The Company arranges regular training for new employees and current employees to promote the precautions for conducting business. Employees can also respond and communicate with various management and human resources units through the Company's website and internal mailboxes; the Company has established "Grievance and Whistle-blowing Management Best Practice Principles" and has a platform for reporting violations of professional ethics to provide whistleblowers with the opportunity to report illegal behavior by company personnel, the Ethical Management Promotion Team accepts the reported cases and sends them to the head of the relevant unit for investigation.	No discrepancy

Items of Evaluation	Implementation			Deviations from "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons																														
	Yes	No	Summary																															
			The final results are tracked. The identity of the whistleblower and the content of the report are mostly kept confidential; the investigation process and results of the case are fully documented. On May 9, 2024, the Company reported to the Board of Directors on its integrity management policy, the program for preventing unethical conduct, and the status of its implementation and oversight.																															
(III) Has the Company formulated policies to prevent conflicts of interest and provide appropriate communication channels, and implement such policy properly?	V		The Company has stipulated clear regulations and disciplinary actions in the "Employee Principles", "Ethical Corporate Management Best Practice Principles", and "Regulations Governing the Management of Grievance and Whistleblowing". The Company provides channels for employees to complain and respond to complaints, in order to implement and promote the principles. Complaints and whistleblowing hotline (03-5770270 ext 3536) and dedicated email (auditing@accton.com)	No discrepancy																														
(IV) Has the Company established effective accounting systems and internal control systems to implement ethical corporate management and had its internal audit unit, based on the results of the assessment of the risk of involvement in unethical conduct, devise relevant audit plans and audit the compliance with the prevention programs accordingly or entrusted a CPA to conduct the audit?	V		In order to implement ethical corporate management, Accton has established an effective accounting system and internal control system. The internal auditors have listed high-risk operations as the top priority for auditing of the annual audit plan based on risk assessment to strengthen the preventive measures. The implementation of the audit plan shall be reported to the Board of Directors. In addition, the CPAs will review the implementation of Accton's internal control system every year. According to the results of the internal audit and through the appointment of CPAs, no major violations of ethical corporate management is identified.	No discrepancy																														
(V) Does the Company hold internal and external educational trainings on ethical management regularly?	V		<p>The Company has formulated the "Ethical Corporate Management Best Practice Principles", which are disclosed on the Company's website and promoted on the internal website. Education and training are conducted for new recruits on arrival. In 2024, a total of 188 sessions were held on the courses of ethical management and insider trading prevention, the total number of training has reached 14,583; for senior executives, the Company is responsible for inviting professional institutions to come and hold courses, analyze the Company's executive code of conduct with case studies, and implement top-down education and training to strengthen the Company's ethical management policy for a total of 2 sessions and 14 hours of training.</p> <table border="1"> <thead> <tr> <th>Items</th><th>Course type</th><th>Advocating content</th><th>Echelon</th><th>Attendees</th></tr> </thead> <tbody> <tr> <td>Group New Employee Power Camp</td><td>Physical session</td><td>Advocate core values and code of conduct.</td><td>58</td><td>1,295</td></tr> <tr> <td>Group New Employee Power Camp</td><td>Physical session</td><td>Corporate ethics and related codes of conduct.</td><td>6</td><td>245</td></tr> <tr> <td>Group New Employee Power Camp</td><td>Online Training</td><td>Explain the core values and appropriate behaviors at workplace, and lead new employees to get familiar with the environment of the Company and to understand relevant code of conduct in ethics and integrity.</td><td>6</td><td>245</td></tr> <tr> <td>Group New Employee Training</td><td>Physical session</td><td>Emphasize the importance of integrity management by establishing transparent and fair transaction principles, maintaining the Company's long-term reputation and interests, and ensuring that new employees uphold professional ethics.</td><td>106</td><td>1,222</td></tr> <tr> <td>Group personnel training</td><td>Physical session</td><td>Advocate good faith management and related ethical code of conduct,</td><td>5</td><td>3,247</td></tr> </tbody> </table>	Items	Course type	Advocating content	Echelon	Attendees	Group New Employee Power Camp	Physical session	Advocate core values and code of conduct.	58	1,295	Group New Employee Power Camp	Physical session	Corporate ethics and related codes of conduct.	6	245	Group New Employee Power Camp	Online Training	Explain the core values and appropriate behaviors at workplace, and lead new employees to get familiar with the environment of the Company and to understand relevant code of conduct in ethics and integrity.	6	245	Group New Employee Training	Physical session	Emphasize the importance of integrity management by establishing transparent and fair transaction principles, maintaining the Company's long-term reputation and interests, and ensuring that new employees uphold professional ethics.	106	1,222	Group personnel training	Physical session	Advocate good faith management and related ethical code of conduct,	5	3,247	No discrepancy
Items	Course type	Advocating content	Echelon	Attendees																														
Group New Employee Power Camp	Physical session	Advocate core values and code of conduct.	58	1,295																														
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Items of Evaluation	Implementation					Deviations from "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons		
	Yes	No	Summary					
			Items	Course type	Advocating content	Echelon	Attendees	
			Group personnel training	Physical session	Promote trade secret protection and information security to ensure compliance with relevant responsible business conduct standards.	3	3,460	
			Group senior manager training	Physical session	The code of conduct in corporate integrity and business ethics.	2	14	
			Group personnel training	Online Training	Promote corporate ethics and integrity values with a focus on the importance of trade secrets, and explain the Company's internal policies and guidelines.	1	2,057	
			Group personnel training	Online Training	Promote corporate ethics and integrity values with an emphasis on anti-corruption and the dissemination of employee ethical and integrity concepts. without any legitimate trading and group interests maintenance, prohibit insider trading.	1	2,798	
III. Whistle-blowing System (I) Has the Company established a specific whistleblowing and rewarding system, and establish convenient whistleblowing channels, and appoint appropriate special person to handle the affairs of the reported person?	V		The company has set up a special area for interested parties on the company website (https://www.accton.com.tw/interested/). If the rights and interests of shareholders, customers, suppliers and other interested parties are infringed, it can complain to the company. In addition, it has internal and external appeal management, so that when employees suffer from improper, illegal or unreasonable events, they can appeal according to the appeal system. Accton has established "Procedures for Management of the Ethical Conduct of Employees", which specifies the standards for employee's ethical conduct and encourages reporting any illegal act and violation of ethical code, as well as anti-retaliation protection measures. Employees can report to relevant management and supervision units by email or through special reporting channels or other internal and external appeal channels, and the person of relevant units shall notify Accton's audit office and other relevant organizations immediately after receiving the report. There were no material whistleblowing incidents in 2024.					No discrepancy
(II) Has Accton established the standard operating procedures for investigating reported misconduct, follow-up measures to be adopted after the investigation, and related confidentiality mechanisms?	V		According to the "Employee Reward and Punishment Regulations " and the "Corporate Business Best Practice Principles", the Company has clearly defined the standards for whistleblowing and investigation and the confidentiality mechanism. Employees who report a violation of ethical principles or fraud and participate in the investigation process will be kept confidential and protected from unfair retaliation or treatment. The acceptance, investigation process and results of the report shall be recorded and maintained. No such event occurred in 2024.					No discrepancy
(III) Does the Company take measures to protect the reporter from such improper disciplinary action as arising from whistleblowing?	V		According to whistleblowing rules, Accton will keep reporters in confidential and protect them from such disciplinary action as resulting from whistleblowing. For employees who report violation of ethical norms or fraud and participate in the investigation process, the company will keep it in confidential strictly and protect the employees from unfair retaliation or treatment. Please refer to "Procedures for Management of the Ethical Conduct of Employees" for details.					No discrepancy

Items of Evaluation	Implementation		Deviations from "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	
IV. Enhancing Disclosure of Information Does Accton disclose its ethical corporate management policies and the results of its implementation on the company website and MOPS?	V		Accton discloses corporate social responsibility, ethical management and management policies and other information on its website. In addition, Accton sets dedicated department to be responsible for collecting and publishing its various information, sets up spokesperson, holds corporate description meeting for stating the company's business conditions and operation results, and uploads the video and audio files for the meeting to Accton's website and the Market Observation Post System for checking purpose.
V. If Accton formulated its own Ethical Corporate Management Best Practice Principles in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, please describe its implementation and difference between them: Accton has formulated "Ethical Corporate Management Best Practice Principles", and all employees, managers and members of the Board of Directors must observe the Principles and follow its implementation. The third amendment of the Principles was resolved at the Board meeting on March 19, 2020, without any difference of implementation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.			
VI. Other important information that facilitates the understanding o 1. Accton complies with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, the relevant regulations for TWSE/TPEx listed companies and other laws and regulations related to commercial conduct, as the basic principles for implementing ethical management. 2. The provisions about recusal from voting due to conflict of interests are specified in Accton's "Rules of Procedures of the Board of Directors." The provisions about recusal from voting due to conflict of interests are specified in Accton's "Rules of Procedures of the Board of Directors" that the person who is interested in the resolution discussed at the meeting of Board of Directors in terms of itself or its legal representative and thus whose statement, opinions and answer will be harmful to Accton shall not participate in the discussion of and voting on such resolution, and shall avoid the discussion and voting, and shall not exercise the right to vote on behalf of other directors. that the person who is interested in the resolution discussed at the meeting of Board of Directors in terms of itself or its legal representative and thus whose statement, opinions and answer will be harmful to Accton shall not participate in the discussion of and voting on such resolution, and shall avoid the discussion and voting, and shall not exercise the right to vote on behalf of other directors. 3. According to the Company's "Procedures for Preventing Insider Trading," directors, supervisors, managerial officers, employees, and consultants of the Company are prohibited from inquiring about or collecting undisclosed material internal information from personnel who are privy to such information unless it relates to their job duties. Furthermore, individuals who obtain undisclosed material internal information not in the course of performing their duties are prohibited from disclosing such information to others. In 2024, the Company conducted a total of 246 sessions of employee ethics training, with 2,720 participants. 4. The Company organizes annual integrity training for employees to deepen their understanding of the Company's Code of Integrity and relevant legal and regulatory requirements. For senior management, the Company also holds integrity management seminars to discuss the latest trends in integrity practices, risk management strategies, and the implementation of integrity principles within the Company. These training sessions not only cover anti-corruption and anti-bribery policies but also include how to identify and respond to integrity risks, and emphasize the importance of ethical conduct in daily operations. 5. The company conducts self-evaluation for all departments every year, makes cooperation in organization and environment changes if appropriate, and examines the appropriateness of internal control system and that whether employees actually perform in accordance with relevant regulations, so as to ensure the effective implementation of Accton's internal control system.			

(VII) Other important information that facilitate the understanding of the corporate governance of the Company, which shall be disclosed further:

Accton has established the "Procedures of Accton Technology Corporation for Processing Internal Significant Information" to establish a good mechanism for processing and disclosure of internal significant information for the company and avoid improper disclosure of information, so as to ensure the consistency and accuracy of Accton's information to be published by the company to the external, and that internal significant information is processed and disclosed in accordance with relevant laws, orders and the provisions of Taiwan Stock Exchange and this operating procedures.

(VIII) Implementation of Internal Control System

(1) Internal Control Statement

Accton Technology Corporation
Statement about Internal Control System

Date: March 13, 2025

The Company's 2024 internal control system, based on the results of a self-assessment, declares as follows:

- I. Accton acknowledges that it is the responsibility of its Board of Directors and managers to establish, implement and maintain internal control system, and Accton has formulated the system. Our internal control is a process designed to provide reasonable assurance for the effectiveness and efficiency of our operation (including profitability, performance and safeguarding of assets), reliability, timeliness and transparency of our reporting, and compliance with relevant rulings, laws and regulations.
- II. There are inherent restrictions on internal control system, no matter how to improve its design, and effective internal control system can only provide reasonable assurance for the achievement of the above three objectives; and effectiveness of internal control system may change due to changes in environment and conditions. Self-monitoring mechanism is formulated for Accton's internal control system only and, once loss or omission is recognized, Accton will take corrective action.
- III. Accton judges that whether the design and implementation of internal control system are effective based on the items for judging the effectiveness of internal control system as specified in the "Guidelines for Establishment of Internal Control System for Public Offering Companies" (hereinafter referred to as "Guidelines"). Internal control system is composed of five parts, i.e. 1. control environment, 2. risk assessment, 3. control operation, 4. information and communication, and 5. supervision, based on management and control course, according to the items for judging the effectiveness of internal control system specified in the Guidelines. Each part includes several items. Please refer to the "Guidelines" for the aforementioned items.
- IV. Accton has adopted the above judgment items for internal control system to evaluate the effectiveness of design and implementation of internal control system.
- V. Based on the aforementioned evaluation results, the Company believes that the Company's internal control system (including the supervision and management of subsidiaries) as of December 31, 2024, including the design and implementation of a reliable, timely, transparent and compliant internal control system with relevant regulations and applicable laws and regulations are effective, and can reasonably ensure the achievement of the above objectives.
- VI. This statement will provide the main contents of Accton's annual report and public statement, and will be made available to the public. Any falsehood, concealment or other illegality in the contents made available to the public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Law.
- VII. This statement was approved by the Company's Board of Directors on March 13, 2025. Among the seven directors present, none of them held any dissenting opinion and the rest all agreed with the content of this statement.

Accton Technology Corporation

Chairman: Huang, Kuo-Hsiu

President: Jun Shi

The block contains two handwritten signatures in blue ink. The top signature is for the Chairman, Huang Kuo-Hsiu, and the bottom signature is for the President, Jun Shi.

(3) Review of Internal Control System by CPAs: None

(IX) Important resolutions of the shareholders' meeting and the Board of Directors in the most recent year and up to the date of publication of the annual report

I. Important resolutions reached in the shareholders' meeting

The 2024 general shareholders' meeting of the Company was held on June 13, 2024. Matters approved by attending shareholders and implementation in the meeting are as follows:

Important Resolution Summary	Implementation
• Ratification of the Company's 2023 business report and financial statements.	The case was approved by attending shareholders as is. They were enforced as decided.
• Recognition of the Company's 2023 earnings appropriation.	The case was approved by attending shareholders as is. They were enforced as decided. Ex-dividend date: August 6, 2024 Cash dividend distribution date: August 30, 2024 Cash dividend allotted NT\$ 9.9956 per share.
• Discussion of the amendment to the Company's "Articles of Association".	The case was approved by attending shareholders as is. Approval for the change of registration was granted by the Ministry of Economic Affairs on August 30, 2024, and the resolution was announced on the Market Observation Post System on the same day as the shareholders' meeting.
• Election of the 13th-term Directors (including Independent Directors).	Elected Directors (including Independent Directors): Kuan Hsin Investment Co., Ltd., Huang, Kuo-Hsiu 、Ting Hsin Co., Ltd. Representative: Du, Heng-Yi 、Eizo Kobayashi 、Ankur Singla 、Huang, Shu-Chieh 、Lee, Fa-Yao. Approval for the change of registration was granted by the Ministry of Economic Affairs on July 1, 2024, and the resolution was announced on the Market Observation Post System on the same day as the shareholders' meeting.
• Proposal to lift the non-competition restrictions for the newly elected Directors and their representatives.	The case was approved by attending shareholders as is. Announcement was made on the Market Observation Post System on the day of the shareholders' meeting.

II. Important resolutions of the board of directors

Date	Meeting of Board of Directors	Important Resolution
2024.03.07	16th Meeting of the 12th Board	<p>Passed the resolution on the base date for the issuance of new shares to be subscribed by employees by warrants in the 4th quarter of 2023.</p> <p>Passed the 2023 Business Report and Parent Company-only and Consolidated Financial Statement of the Company.</p> <p>Passed the proposal on the distribution of remuneration to employees and that to directors for 2023.</p> <p>Passed the distribution of earnings for 2023.</p> <p>Passed the 2024 Business Plan.</p> <p>Passed the proposed "Internal control system effectiveness evaluation" and "internal control system statement" of 2023.</p> <p>Passed the convening of the 2024 General Shareholders' Meeting.</p> <p>Approved the election of the 13th board of directors (including independent directors).</p> <p>Approved the list of candidates for the 13th board of directors (including independent directors) proposed and reviewed by the Company's board of directors, and was reviewed by the corporate governance officer.</p> <p>Passed the issues related to shareholder's right to make proposals at the shareholders' meeting were passed.</p> <p>Passed the issues related to acceptance of the candidates proposed by shareholders and directors (including independent directors) at the shareholders' meeting.</p> <p>Approved the removal of the non-compete restriction on the new directors and their representatives.</p> <p>Passed amendments to the "Articles of Incorporation" of the Company.</p> <p>Passed the resolution on the evaluation on the independence of the Company's CPAs.</p> <p>Approved the replacement of CPAs by the Company in response to the internal rotation of the CPA.</p>

		<p>firm.</p> <p>Passed the resolution on the application for comprehensive credit line granted by the transacting banks was passed.</p> <p>Approved the NTD 2 billion investment in fixed-income marketable securities proposed by Accton and its subsidiary.</p> <p>Passed the personnel change case.</p>
2024.03.29	17th Meeting of the 12th Board	<p>Approved to participate in LumiLens Series A fundraising with an investment not exceeding USD 9.2 million.</p>
2024.05.09	18th Meeting of the 12th Board	<p>Passed the resolution on the base date for the issuance of new shares to be subscribed by employees by warrants in the 1st quarter of 2024.</p> <p>Approved the financial statements for the first quarter of 2024.</p> <p>Approved the establishment of the Hsinchu Branch of the Company.</p>
2024.06.21	1st Meeting of the 13th Board	<p>Election of the Chairperson of the 13th Board.</p> <p>Passed the appointment of members of the Sixth Remuneration Committee.</p> <p>Approved the record date for cash dividend distribution.</p> <p>Approved the relocation of the Company's headquarters.</p> <p>Passed the resolution on the application for comprehensive credit line granted by the transacting banks was passed.</p> <p>Approved the proposal for the purchase of the Accton Vietnam F4B plant.</p> <p>Approved the proposal for the procurement of SMT equipment to increase production capacity.</p>
2024.08.08	2nd Meeting of the 13th Board	<p>Approved the financial statements for the second quarter of 2024.</p> <p>Passed the resolution on the base date for the issuance of new shares to be subscribed by employees by warrants in the 2nd quarter of 2024.</p> <p>Passed the personnel change case.</p> <p>Approved the proposal for the procurement of SMT and back-end equipment to increase production capacity at the Vietnam plant.</p> <p>Approved the amendment to the Company's internal control system "Computerized Information System CC-100."</p>
2024.09.26	3rd Meeting of the 13th Board	<p>Approved the proposal to dispose of its 100% equity interest in its subsidiaries Joy Technology (Shenzhen) Corporation and Accton Technology Co., Ltd. (China).</p> <p>Approved the proposal to acquire a 40% equity interest in Muxi Network Co., Ltd. (Shenzhen) (tentative name), a joint venture company.</p> <p>Approved the proposal for the procurement of SMT and back-end equipment to increase production capacity at the Taiwan plant.</p>
2024.11.07	4th Meeting of the 13th Board	<p>Approved the financial statements for the third quarter of 2024.</p> <p>Passed the resolution on the base date for the issuance of new shares to be subscribed by employees by warrants in the 3rd quarter of 2024.</p> <p>Approved the 2025 annual audit plan.</p> <p>Approved the addition of the Company's internal control system "CM-190 Management of Sustainability Information."</p> <p>Approved the Company's proposal for the addition of the Sustainability Committee Charter and the appointment of committee members.</p> <p>Approved the 2025 donation.</p> <p>Passed the resolution on the application for comprehensive credit line granted by the transacting banks was passed.</p> <p>Approved the endorsement and guarantee for a 100%-invested subsidiary of the Company.</p> <p>Approved the proposal to dispose of the marketable securities of Astera Labs, Inc., held through its subsidiary Accton Investment Corporation.</p> <p>Approved the proposal to invest in InLC, with an investment amount not exceeding USD 29 million.</p> <p>Approved the proposal for the procurement of SMT and back-end equipment to increase production capacity at the Vietnam plant.</p>
2025.03.13	5th Meeting of the 13th Board	<p>Passed the 2024 Business Report and Parent Company-only and Consolidated Financial Statement of the Company.</p> <p>Passed the 2025 Business Plan.</p> <p>Passed the proposal on the distribution of remuneration to employees and that to directors for 2024.</p> <p>Passed the distribution of earnings for 2024.</p> <p>Passed the proposed "Internal control system effectiveness evaluation" and "internal control system statement" of 2024.</p> <p>Passed the convening of the 2025 General Shareholders' Meeting.</p> <p>Passed the issues related to shareholder's right to make proposals at the shareholders' meeting were passed.</p>

		<p>Passed amendments to the "Articles of Incorporation" of the Company.</p> <p>Approved the amendment to the Company's "Remuneration Committee Charter."</p> <p>Passed the resolution on the evaluation on the independence of the Company's CPAs.</p> <p>Passed the resolution on the application for comprehensive credit line granted by the transacting banks was passed.</p> <p>Approved the proposal for the additional budget for secondary construction required for capacity expansion at the Zhubei plant.</p> <p>Approved the proposal to dispose of the marketable securities of Astera Labs, Inc., held through its subsidiary Accton Investment Corporation.</p> <p>Approved the proposal for leasing additional office space at the Taoyuan plant.</p>
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(X) The main contents of any different opinions of directors or supervisors against the important resolutions passed in the meeting of the Board of Directors which recorded or stated in written in the past fiscal year and as of the date of publication of the Annual Report: None.

IV. CPA Professional Service Fees:

Name of CPA Firm	Name of CPA	Audit Period	Audit Fees	Non-audit Fees	Total	Remarks
Deloitte & Touche	Chung, Ming-Yuan	January 2024 - December 2024	9,553,926	300,000	9,853,926	Note 1
	Lin, Hsin-Tung	January 2024 - December 2024				

Note 1: The main content of non-audit service fees: professional consulting fees.

If any following condition occurs to Accton, it should disclose CPA service fees:

- (I) When the Company changes its accounting firm and the amount of public audit fees paid in the year of the change is less than that in the year preceding the change, the amount of public audit fees before and after the change and the reasons thereof shall be disclosed: None.
- (II) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) thereof shall be disclosed: None.

V. Replacement of CPAs

The Company shall disclose the following if it has changed its CPA in the last two years and thereafter:

(I) About Former CPA(s)

Date of Replacement	2024 First Quarter		
Reason of replacement and explanation	Due to the internal rotation of Deloitte Taiwan, the CPA has been replaced. Starting from the first quarter of 2024, the former CPA Chung, Ming-Yuan and CPA Lin, Cheng-Chih have been replaced by CPA Chung, Ming-Yuan and CPA Lin, Hsin-Tung to handle the CPA matters of the Company.		
Explain the termination of appointment by appointer or the refusal of appointment by CPAs	Condition of the Party		Appointer
	Voluntarily terminated appointment		N/A
	Reject the (continuing) authorization		N/A
The opinions and reasons in the signed and issued audit reports which were not “no reservations” in the most recent two years	N/A		
Opinions different from that of issuer	Yes		Accounting principles or practices
			Disclosure of financial report
			Scope or procedure of audit
			Others
	None	V	
	Description		
Other disclosure matters (those to be disclosed in Article 10, Paragraph 5, Item 1, Item 4)	N/A		

(II) About the successor of CPA

Name of accounting firm	Deloitte & Touche
Name of CPA	CPA Chung, Ming-Yuen and CPA Lin, Hsin-Tung
Date of Appointment	2024 First Quarter
Accounting methods or principles for specific transactions as well as advisory matters and results that may be issued for financial reporting prior to appointment	None
Written opinions of the successors on the different opinions of the former CPAs	None

(III) Replies from former CPAs on the issues specified in Article 10 Sub-paragraph 6 Item 1 and Item 2-3 herein: N/A.

VI. The Company's Chairman of the Board, President, or any managerial officer in charge of finance or accounting operations who has, in the most recent year, held a position at the accounting firm of its CPA or its related companies: None.

VII. Conditions of share transfer and changes in equity pledge from directors, supervisors, managers, and shareholders who hold more than 10% of shares, in past years and as of the date of publication of the Annual Report

(I) Change in the equities of Directors, Supervisors, managers and major shareholders

Job Title	Name	2024		As of March 31, 2025	
		Number of Shares Held Amount of Increase (Decrease)	Number of pledged shares Amount of Increase (Decrease)	Number of Shares Held Amount of Increase (Decrease)	Number of pledged shares Amount of Increase (Decrease)
Chairman of the Board	Huang, Kuo-Hsiu	—	—	—	—
Director	Kuan Xin Investment Corp.	—	—	—	—
Vice Chairman of the Board	Kuan Xin Investment Corp. Legal Representative: Wei, Chiu-Hsia	—	—	—	—
Director	Ting Sing Co., Ltd.	—	—	—	—
Director	Ting Sing Co., Ltd. Representative: Du, Heng-Yi	—	—	—	—
Independent director	Huang, Shu-Chieh	—	—	—	—
Independent director	Lee, Fa-Yauh	—	—	—	—
Independent director	Eizo Kobayashi	—	—	—	—
Independent director	Ankur Singla	—	—	—	—
Director	Kuan Xin Investment Corp. Legal Representative: Lin, Meen-Ron	—	—	—	—
CEO and General Manager	Jun Shi	—	—	—	—
Senior Vice President	Li, Hsun-Te	—	—	—	—
Senior Vice President	Chiang, Ying-Hui	20,000	—	—	—
Senior Vice President of R&D	Lee, Kuan-Ze	—	—	—	—
Vice President	Liew, Hin-Soon	—	—	—	—
Vice President	Cheng, Ming-Chang	—	—	—	—
Vice President	Hsieh, Cheng-che	—	—	—	—
Chief Financial Officer	Chen, Fang-I	—	—	—	—
Corporate Governance Manager	Lin, Hsing-Hsuan	—	—	—	—
Chief Information Officer and Chief Information Security Officer	Paul Kim	—	—	—	—

Note 1: On June 13, 2024, the Company held a full re-election of the Board of Directors. All directors (including independent directors) were re-elected to serve another term. Mr. Huang, Kuo-Hsiu was appointed as the Chairperson

Note 2: Ms. Wei, Chiu-Hsia, the corporate representative of Kuan Xin Investment Corp., was elected as Vice Chairperson on June 21, 2024.

Note 3: Ms. Lin, Meen-Ron, the corporate representative of Kuan Xin Investment Corp., completed her term and stepped down as a director of the Company on June 13, 2024.

Note 4: Mr. Hsieh, Cheng-Che assumed the position of Vice President on March 7, 2024.

Note 5: Mr. Paul Kim assumed the positions of Chief Information Officer and Chief Information Security Officer on August 8, 2024.

(II) Transfer of equity: The counterparties of equity transfer are not related parties.

(III) Pledge of equity: The counterparties of equity pledge are not related parties, thus it is not applicable.

VIII.Shareholders ranked at top ten in terms of shareholding ratio, who are related to each other or have spouse or a relative relation within the second degree of kinship with each other:

Name	Shares Held in Person		Shares Held By Spouse and Minor Children		Holding Shares in Other's Name		Name or relation of the shareholders ranked at top ten in terms of shareholding ratio who have relationship specified in Financial Accounting Standards-No. 6 or have spouse or a relative relation within the second degree of kinship with each other.		Remarks
	Number of Shares	Share-Holding Ratio	Number of Shares	Share-Holding Ratio	Number of Shares	Share-Holding Ratio	Name (or name)	Relation	
Golden Tengis Co., Ltd. Chairman: Huang, Kuo-Hsiu	45,113,765	8.04%	—	—	—	—	Kuanxin Investment Co., Ltd.	Corporations are controlled by the same owner	
Pension Fund Investment Account	14,042,380	2.50%	—	—	—	—	—	—	
Investment Account of SUNNY RISE INVESTMENT LIMITED under the custody of Bank SinoPac	12,983,664	2.31%	—	—	—	—	—	—	
Cathay Life Insurance Co., Ltd Chairman: HSIUNG, MING-HA	9,683,000	1.73%	—	—	—	—	—	—	
JPMorgan Chase International Commercial Bank Limited. Business Department in custody for Standard Chartered Bank (Hong Kong) Limited - External Account Manager, Morgan Stanley Investment Account	9,432,000	1.68%	—	—	—	—	—	—	
JPMorgan as custodian of Norges Bank Investment Account	9,348,386	1.67%	—	—	—	—	—	—	
Fubon Life Insurance Co., Ltd. (Fubon bonus 03) Chairman: Fu-Hsing Lin	8,440,000	1.50%	—	—	—	—	—	—	
Standard Chartered International Commercial Bank in custody for the Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	7,127,436	1.27%	—	—	—	—	—	—	
Kuan Xin Investment Co., Ltd. Chairman: Huang, Kuo-Hsiu	7,070,000	1.26%	—	—	—	—	Golden Tengis Co., Ltd.	Corporations are controlled by the same owner	
Singapore Government Fund Account under the custody of Citibank	6,565,249	1.17%	—	—	—	—	—	—	

IX. The number of shares held by the company, the company's directors, supervisors and managers as well as the businesses directly or indirectly controlled by the company in the same one investment business, and the consolidated comprehensive shareholding ration

Unit: Shares; %

Name of Investee	Investment by Accton		Investments of Directors, Supervisors, Managers and directly or indirectly controlled businesses		Comprehensive Investment	
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio
Accton Logistics Corporation	1,000	100.00%	0	0.00%	1,000	100.00%
Accton Technology Corporation USA	2,198,510	100.00%	0	0.00%	2,198,510	100.00%
Accton Manufacturing and Service, Inc.	24,149,000	100.00%	0	0.00%	24,149,000	100.00%
Accton Century Holding (BVI) Co. Ltd.	51,973,171	100.00%	0	0.00%	51,973,171	100.00%
Accton Asia Investments Corporation	0	0.00%	42,105,684	100.00%	42,105,684	100.00%
Joy Technology (Shenzhen) Corporation	0	0.00%	0	100.00%	0	100.00%
Accton Technology (China) Co., Ltd.	6,600,000	100.00%	0	0.00%	6,600,000	100.00%
Accton Technology Co., Ltd.	0	0.00%	0	100.00%	0	100.00%
MuXi Technology (Nanjing) Co., Ltd.	0	0.00%	0	100.00%	0	100.00%
Accton Investment Corporation	1,004,296	100.00%	0	0.00%	1,004,296	100.00%
Metalligence Technology Corporation (Note 1)	215,000	100.00%	0	0.00%	215,000	100.00%
Accton Global, Inc.	10,000	100.00%	0	0.00%	10,000	100.00%
Edgecore Networks Corp.	50,000,000	100.00%	0	0.00%	50,000,000	100.00%
Edgecore Networks Singapore Pte Ltd.	0	0.00%	3,556,900	100.00%	3,556,900	100.00%
Edgecore Americas Networking Corporation	0	0.00%	10,000	100.00%	10,000	100.00%
ATAN Networks Co., Ltd.	0	0.00%	0	100.00%	0	100.00%
E-Direct Corp.	800,000	100.00%	0	0.00%	800,000	100.00%
Edgecore Networks India Pvt. Ltd.	0	0.00%	3,884,500	100.00%	3,884,500	100.00%
Vietnam Accton Technology Co.,Ltd.	0	100.00%	0	0.00%	0	100.00%
ACCE Technology Corp.	1,400,000	100.00%	0	0.00%	1,400,000	100.00%
GoldiLink Technology Corp.	0	0.00%	4,000,000	100.00%	4,000,000	100.00%
InLC Technology Inc.	8,383,864	75.42%	0	0.00%	8,383,864	75.42%

Note 1: As of December 31, 2024, Metalligence Technology Corporation has completed the income declaration of liquidation, awaiting the completion of the liquidation process by the court.

III. Funding Status

I. Capital and Shares

(I) Source of Capital

1. Type of Shares:

Type of Shares	Authorized Capital			Remarks
	Outstanding Shares	Unissued Shares	Total	
Ordinary share	561,117,897 (listed)	318,882,103	880,000,000	

2. Formation of capital stock:

Unit: NT\$ Thousand

Year Month	Issued Price	Authorized Capital		Paid-in Capital		Remark			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital		Equity offset by properties other than cash	Others
1988.02	10	3,000,000	30,000,000	3,000,000	30,000,000	Establishment		—	—
1989.06	10	12,150,000	121,500,000	12,150,000	121,500,000	Cash Increase		—	—
1989.06	10	13,650,000	136,500,000	13,650,000	136,500,000	Technology Shares		Technology price 15,000,000	—
1989.12	10	19,950,000	199,500,000	19,950,000	199,500,000	Cash Increase	63,000,000	—	—
1991.03	10	39,950,000	399,500,000	24,950,000	249,500,000	Cash Increase	50,000,000	—	1990.11.05 (79) TCZ No. 03008
1993.07	10	39,950,000	399,500,000	30,450,000	304,500,000	Capital transferred from surplus reserve Capital transferred from capital surplus	35,681,450 19,318,550	—	1993.06.14 (82) TCZ No. 01410
1995.01	10	39,950,000	399,500,000	35,400,000	354,000,000	Capital transferred from surplus reserve Capital transferred from capital surplus	25,140,000 24,360,000	—	1995.01.04 (84) TCZ No. 52849
1995.10	10	55,862,000	558,620,000	55,862,000	558,620,000	Capital transferred from surplus reserve Capital transferred from capital surplus Cash increase	112,000,000 10,620,000 82,000,000	—	1995.07.13 (84) TCZ No. 36923
1996.09	10	111,617,750	1,116,177,500	71,177,500	711,775,000	Capital transferred from surplus reserve Capital transferred from capital surplus	97,293,000 55,862,000	—	1996.07.03 (85) TCZ No. 41302
1997.03	10	111,617,750	1,116,177,500	95,177,500	951,775,000	Issuance of overseas depository receipts by cash increase	240,000,000	—	1997.01.23 (86) TCZ No. 75743
1997.07	10	180,000,000	1,800,000,000	132,951,025	1,329,510,250	Capital transferred from surplus reserve Capital transferred from capital surplus	301,593,250 76,142,000	—	1997.06.12 (86) TCZ No. 46577
1998.06	10	240,000,000	2,400,000,000	201,606,933	2,016,069,330	Capital transferred from surplus reserve Capital transferred from capital surplus Cash increase	296,960,500 139,598,580 250,000,000	—	1998.06.08 (87) TCZ No. 49990 1998.06.15 (87) TCZ No. 49986

Year Month	Issued Price	Authorized Capital		Paid-in Capital		Remark			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital		Equity offset by properties other than cash	Others
1999.08	10	310,000,000	3,100,000,000	234,682,173	2,346,821,730	Capital transferred from surplus reserve	179,547,200	—	1999.07.08 (88) TCZ No. 62155
						Capital transferred from capital surplus	151,205,200		
2000.06	10	380,000,000	3,800,000,000	297,590,758	2,975,907,580	Capital transferred from surplus reserve	402,920,650	—	2000.05.24 (89) TCZ No. 44619
						Capital transferred from capital surplus	129,075,200		
						Equity certificates transferred from bonds	97,090,000		
2000.11	10	380,000,000	3,800,000,000	300,986,736	3,009,867,360	Equity certificates transferred from bonds	33,959,780	—	—
2001.06	10	580,000,000	5,800,000,000	371,043,836	3,710,438,360	Capital transferred from surplus reserve	625,324,400	—	2001.04.27
						Capital transferred from capital surplus	75,246,600		(90) TCZ No. 122062
2001.11	10	580,000,000	5,800,000,000	371,046,367	3,710,463,670	Equity certificates transferred from bonds	25,310	—	—
2001.12	10	580,000,000	5,800,000,000	376,236,957	3,762,369,570	Issuance of new shares for increase in capital due to merger with Hexiang	51,905,900	—	2001.11.13 (90) TCZ No. 166961
2002.01	10	580,000,000	5,800,000,000	409,497,883	4,094,978,830	Equity certificates transferred from bonds	332,609,260	—	—
2002.03	10	580,000,000	5,800,000,000	444,702,909	4,447,029,090	Equity certificates transferred from bonds	352,050,260	—	—
2002.08	10	880,000,000	8,800,000,000	568,136,110	5,681,361,100	Capital transferred from surplus reserve	1,189,108,700	—	TCZYZ No. 0910132765
						Equity certificates transferred from bonds	45,223,310		Document
2002.11	10	880,000,000	8,800,000,000	569,033,533	5,690,335,330	Equity certificates transferred from bonds	8,974,230	—	—
2003.01	10	880,000,000	8,800,000,000	569,043,148	5,690,431,480	Equity certificates transferred from bonds	96,150	—	—
2003.04	10	880,000,000	8,800,000,000	560,743,148	5,607,431,480	Decrease in capital by treasury stock	83,000,000	—	TCZYZ No. 0920104339 Document
2003.05	10	880,000,000	8,800,000,000	535,745,148	5,357,451,480	Decrease in capital by treasury stock	249,980,000	—	TCZYZ No. 0920114266 Document
2003.07	10	880,000,000	8,800,000,000	597,932,528	5,979,325,280	Capital transferred from surplus reserve	405,366,600	—	TCZYZ No. 0920121593 Document
						Capital transferred from capital surplus	216,507,200		
2003.07	10	880,000,000	8,800,000,000	584,585,528	5,845,855,280	Decrease in capital by treasury stock	133,470,000	—	TCZYZ No. 0920129797 Document
2007.01	10	880,000,000	8,800,000,000	547,382,528	5,473,825,280	Decrease in capital by treasury stock	37,203,000	—	2007.01.18 YSZ No. 0960001184 Document
2007.02	10	880,000,000	8,800,000,000	544,585,528	5,445,855,280	Decrease in capital by treasury stock	2,797,000	—	2007.02.16 YSZ No.0960004129 Document
2007.11	10	880,000,000	8,800,000,000	544,514,109	5,445,141,090	Decrease in capital by treasury stock	71,419	—	2007.11.15 YSZ No. 0960030925 Document
2009.04	10	880,000,000	8,800,000,000	543,494,109	5,434,941,090	Decrease in capital by treasury stock	1,020,000	—	2009.04.13 YSZ No. 0980009916 Document

Year Month	Issued Price	Authorized Capital		Paid-in Capital		Remark			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital		Equity offset by properties other than cash	Others
2009.12	10	880,000,000	8,800,000,000	505,019,109	5,050,191,090	Decrease in capital by treasury stock	38,475,000	—	2009.12.22 YSZ No. 0980035596 Document
2010.04	10	880,000,000	8,800,000,000	498,924,109	4,989,241,090	Decrease in capital by treasury stock	6,095,000	—	2010.04.07 YSZ No. 0990008413 Document
2010.09	10	880,000,000	8,800,000,000	500,745,109	5,007,451,090	Shares transferred from warrants	18,210,000	—	2010.09.15 YSZ No. 0990027156 Document
2010.11	10	880,000,000	8,800,000,000	502,513,609	5,025,136,090	Shares transferred from warrants	17,685,000	—	2010.11.17 YSZ No. 0990034260 Document
2011.03	10	880,000,000	8,800,000,000	504,181,109	5,041,811,090	Shares transferred from warrants	16,675,000	—	2011.03.23 YSZ No. 1000007497 Document
2011.05	10	880,000,000	8,800,000,000	504,532,609	5,045,326,090	Shares transferred from warrants	3,515,000	—	2011.05.20 YSZ No. 1000014152 Document
2011.08	10	880,000,000	8,800,000,000	507,107,609	5,071,076,090	Shares transferred from warrants	25,750,000	—	2011.08.02 YSZ No. 1000022525 Document
2011.08	10	880,000,000	8,800,000,000	525,258,128	5,252,581,280	Capital transferred from surplus reserve	181,505,190	—	2011.07.04 JGZFF No. 1000030591
2011.11	10	880,000,000	8,800,000,000	526,186,128	5,261,861,280	Shares transferred from warrants	9,280,000	—	2011.11.29 YSZ No. 1000035448 Document
2011.12	10	880,000,000	8,800,000,000	520,646,128	5,206,461,280	Decrease in capital by treasury stock	55,400,000	—	2011.12.30 YSZ No. 1000039370 Document
2012.03	10	880,000,000	8,800,000,000	520,751,128	5,207,511,280	Shares transferred from warrants	1,050,000	—	2012.03.23 YSZ No. 1010008702 Document
2012.06	10	880,000,000	8,800,000,000	522,009,897	5,220,098,970	Shares transferred from warrants	12,587,690	—	2012.06.15 YSZ No. 1010017670 Document
2012.09	10	880,000,000	8,800,000,000	522,076,897	5,220,768,970	Shares transferred from warrants	670,000	—	2012.09.05 YSZ No. 1010027872 Document

Year Month	Issued Price	Authorized Capital		Paid-in Capital		Remark			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital		Equity offset by properties other than cash	Others
2012.11	10	880,000,000	8,800,000,000	523,718,397	5,237,183,970	Shares transferred from warrants	16,415,000	—	2012.11.16 YSZ No. 1010035443 Document
2013.03	10	880,000,000	8,800,000,000	524,177,397	5,241,773,970	Shares transferred from warrants	4,590,000	—	2013.03.29 YSZ No. 1020009282 Document
2013.05	10	880,000,000	8,800,000,000	524,807,397	5,248,073,970	Shares transferred from warrants	6,300,000	—	2013.05.31 YSZ No. 1020015773 Document
2013.08	10	880,000,000	8,800,000,000	526,290,397	5,262,903,970	Shares transferred from warrants	14,830,000	—	2013.08.26 YSZ No. 1020025519 Document
2013.11	10	880,000,000	8,800,000,000	529,200,897	5,292,008,970	Shares transferred from warrants	29,105,000	—	2013.11.28 YSZ No. 1020036336 Document
2014.03	10	880,000,000	8,800,000,000	530,061,897	5,300,618,970	Shares transferred from warrants	8,610,000	—	2014.03.26 YSZ No. 1030008544 Document
2014.05	10	880,000,000	8,800,000,000	531,007,897	5,310,078,970	Shares transferred from warrants	9,460,000	—	2014.05.20 ZSZ No. 1030014363 Document
2014.08	10	880,000,000	8,800,000,000	531,849,897	5,318,498,970	Shares transferred from warrants	8,420,000	—	2014.08.15 ZSZ No. 1030024015 Document
2014.11	10	880,000,000	8,800,000,000	533,360,397	5,333,603,970	Shares transferred from warrants	15,105,000	—	2014.11.25 ZSZ No. 1030034487 Document
2015.03	10	880,000,000	8,800,000,000	534,080,397	5,340,803,970	Shares transferred from warrants	7,200,000	—	2015.03.10 ZSZ No. 1040006291 Document
2015.05	10	880,000,000	8,800,000,000	534,287,897	5,342,878,970	Shares transferred from warrants	2,075,000	—	2015.05.27 ZSZ No. 1040014881 Document
2015.09	10	880,000,000	8,800,000,000	534,932,897	5,349,328,970	Shares transferred from warrants	6,450,000	—	2015.09.07 ZSZ No. 1040025943 Document
2016.04	10	880,000,000	8,800,000,000	536,975,897	5,369,758,970	Shares transferred from warrants	20,430,000	—	2016.04.01 ZSZ No. 1050008585 Document

Year Month	Issued Price	Authorized Capital		Paid-in Capital		Remark			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital		Equity offset by properties other than cash	Others
2016.05	10	880,000,000	8,800,000,000	537,755,397	5,377,553,970	Shares transferred from warrants	7,795,000	—	2016.05.26 ZSZ No. 1050014197 Document
2016.08	10	880,000,000	8,800,000,000	538,124,397	5,381,243,970	Shares transferred from warrants	3,690,000	—	2016.09.06 ZSZ No. 1050024923 Document
2016.11	10	880,000,000	8,800,000,000	543,707,897	5,437,078,970	Shares transferred from warrants	55,835,000	—	2016.11.24 ZSZ No. 1050032595 Document
2017.03	10	880,000,000	8,800,000,000	545,442,897	5,454,428,970	Shares transferred from warrants	17,350,000	—	2017.03.31 ZSZ No. 1060008483 Document
2017.05	10	880,000,000	8,800,000,000	546,585,397	5,465,853,970	Shares transferred from warrants	11,425,000	—	2017.05.25 ZSZ No. 1060014163 Document
2017.09	10	880,000,000	8,800,000,000	547,008,897	5,470,088,970	Shares transferred from warrants	4,235,000	—	2017.09.07 ZSZ No. 1060024564 Document
2017.11	10	880,000,000	8,800,000,000	552,870,897	5,528,708,970	Shares transferred from warrants	58,620,000	—	2017.11.29 ZSZ No. 1060032594 Document
2018.03	10	880,000,000	8,800,000,000	554,494,897	5,544,948,970	Shares transferred from warrants	16,240,000	—	2018.03.23 ZSZ No. 1070009075 Document
2018.05	10	880,000,000	8,800,000,000	556,257,897	5,562,578,970	Shares transferred from warrants	17,630,000	—	2018.05.23 ZSZ No. 1070015012 Document
2018.08	10	880,000,000	8,800,000,000	556,663,397	5,566,633,970	Shares transferred from warrants	4,055,000	—	2018.08.23 ZSZ No. 1070024582 Document
2018.11	10	880,000,000	8,800,000,000	557,483,897	5,574,838,970	Shares transferred from warrants	8,205,000	—	2018.11.20 ZSZ No. 1070033908 Document
2019.03	10	880,000,000	8,800,000,000	557,589,897	5,575,898,970	Shares transferred from warrants	1,060,000	—	2019.03.29 ZSZ No 1080008783 Document
2019.05	10	880,000,000	8,800,000,000	557,686,397	5,576,863,970	Shares transferred from warrants	965,000	—	2019.05.21 ZSZ No 1080014175 Document

Year Month	Issued Price	Authorized Capital		Paid-in Capital		Remark			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital		Equity offset by properties other than cash	Others
2019.08	10	880,000,000	8,800,000,000	557,891,397	5,578,913,970	Shares transferred from warrants	2,050,000	—	2019.08.20 ZSZ No 1080024264 Document
2019.11	10	880,000,000	8,800,000,000	557,970,397	5,579,703,970	Shares transferred from warrants	790,000	—	2019.11.26 ZSZ No 1080034337 Document
2020.03	10	880,000,000	8,800,000,000	558,051,397	5,580,513,970	Shares transferred from warrants	810,000	—	2020.04.01 ZSZ No 1090009030 Document
2020.05	10	880,000,000	8,800,000,000	558,515,397	5,585,153,970	Shares transferred from warrants	4,640,000	—	2020.05.27 ZSZ No.1090014590 Document
2020.08	10	880,000,000	8,800,000,000	559,377,397	5,593,773,970	Shares transferred from warrants	8,620,000	—	2020.08.25 ZSZ No. 1090024260 Document
2020.11	10	880,000,000	8,800,000,000	559,434,397	5,594,343,970	Shares transferred from warrants	570,000	—	2020.11.20 ZSZ No.1090032900 Document
2021.02	10	880,000,000	8,800,000,000	559,456,397	5,594,563,970	Shares transferred from warrants	220,000	—	2021.02.26 ZSZ No.110005317 Document
2021.05	10	880,000,000	8,800,000,000	559,467,397	5,594,673,970	Shares transferred from warrants	110,000	—	2021.05.27 ZSZ No. 1100015142 Document
2021.08	10	880,000,000	8,800,000,000	559,838,397	5,598,383,970	Shares transferred from warrants	3,710,000	—	2021.08.23 ZSZ No. 1100024067 Document
2021.12	10	880,000,000	8,800,000,000	559,847,397	5,598,473,970	Shares transferred from warrants	90,000	—	2021.12.01 ZSZ No. 1100035286 Document
2022.03	10	880,000,000	8,800,000,000	559,920,397	5,599,203,970	Shares transferred from warrants	730,000	—	2022.03.31 ZSZ No. 1110009886 Document
2022.05	10	880,000,000	8,800,000,000	560,048,397	5,600,483,970	Shares transferred from warrants	1,280,000	—	Letter ZSZ No 1110016318 dated May 26, 2022
2022.11	10	880,000,000	8,800,000,000	560,058,397	5,600,583,970	Shares transferred from warrants	100,000	—	Letter ZSZ No. 1110038079 dated November 25, 2022
2023.03	10	880,000,000	8,800,000,000	560,139,897	5,601,398,970	Shares transferred from warrants	815,000	—	Letter ZSZ No. 1120008865 dated March 22, 2023
2023.05	10	880,000,000	8,800,000,000	560,158,897	5,601,588,970	Shares transferred from warrants	190,000	—	2023.05.23 ZSZ No. 1120016778 Document
2024.03	10	880,000,000	8,800,000,000	560,356,397	5,603,563,970	Shares transferred from warrants	1,975,000	—	2024.03.20 ZSZ No. 1130007991 Document
2024.05	10	880,000,000	8,800,000,000	560,430,397	5,604,303,970	Shares transferred from warrants	740,000	—	2024.05.20 ZSZ No. 1130015528 Document

Year Month	Issued Price	Authorized Capital		Paid-in Capital		Remark			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital		Equity offset by properties other than cash	Others
2024.09	10	880,000,000	8,800,000,000	560,578,397	5,605,783,970	Shares transferred from warrants	1,480,000	—	2024.09.19 Jing-Shou-Shang-Zi No. 11330165450 letter
2024.11	10	880,000,000	8,800,000,000	561,117,897	5,611,178,970	Shares transferred from warrants	5,395,000	—	2024.11.28 Jing-Shou-Shang-Zi No. 113302027330 letter

3. Information on the shelf registration system: None.

(II) List of Major Shareholders:

April 14, 2025

Name of Major Shareholder	Shares	Number of Shares Held	Shareholding Ratio (%)
Golden Tengis Co., Ltd.		45,113,765	8.04%
Pension Fund Investment Account		14,042,380	2.50%
Investment Account of SUNNY RISE INVESTMENT LIMITED under the custody of Bank SinoPac		12,983,664	2.31%
Cathay Life Insurance Co., Ltd		9,683,000	1.73%
JPMorgan Chase International Commercial Bank Limited. Business Department in custody for Standard Chartered Bank (Hong Kong) Limited - External Account Manager, Morgan Stanley Investment Account		9,432,000	1.68%
JPMorgan as custodian of Norges Bank Investment Account		9,348,386	1.67%
Fubon Life Insurance Co., Ltd. (Fubon bonus 03)		8,440,000	1.50%
Standard Chartered International Commercial Bank in custody for the Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds		7,127,436	1.27%
Kuan Xin Investment Co., Ltd.		7,070,000	1.26%
Singapore Government Fund Account under the custody of Citibank		6,565,249	1.17%

(III) Dividend Policy and Its Implementation

1. Dividend policy:

Accton's dividend policy specified in its Articles of Association is as follows:

If the Company has gained profits within a fiscal year, 1% to 11.25% of the profits shall be reserved as the employees' compensation to employees of the Company meeting certain specific requirements, and the Board of Directors shall decide whether to distribute in the form of shares or in cash. The Company may, upon resolution by the Board of Directors, reserve no more than 1.5% of the aforesaid profit as directors' compensation. Proposals for the distribution of employees' compensation and directors' compensation shall be submitted to the shareholders' meeting.

In case of accumulated loss, the Company shall reserve a specific amount to make up for losses. The Company shall then distribute employees and directors compensation according to aforementioned ratios.

If earnings are found after closing the fiscal year, the Company shall first pay income taxes and make up for any accumulated losses, and then reserve 10% as statutory surplus reserve. However, when the statutory surplus reserve has reached the paid-in capital of the Company, the Company no longer has to reserve, and the rest may be reserved or reversed as special surplus reserve. If there are undistributed earnings left, it will be combined with accumulated undistributed earnings and the Board of Directors will propose an earnings distribution motion and ask the shareholders to resolve on the shareholders dividend proposal at the shareholders' meeting.

The Company's dividend policy is based on the current and future development plans, the investment environment, capital requirements and domestic and international competition, and the interests of shareholders; dividends are distributed to shareholders in cash or shares, of which cash dividends shall not be less than 50% of the total dividends.

Distribution of Accton's earnings may be in the form of cash dividends or share dividends. At present, the Company's earnings distribution is based on cash dividends. The 2024 earnings distribution proposal, which was approved by the Board of Directors, was NTD 6,172,296,867, accounting for 29.25% of the distributable earnings.

2. Distribution of dividends proposed at the most recent meeting of the Board of Shareholders:

The Company's 2024 earnings distribution proposal was approved by the Board of Directors on March 13, 2025 as shown in the table below. The proposal will be processed in accordance with the relevant regulations after the approval of the shareholders' meeting on June 12, 2025.

2024 Earnings Distribution Table

Unit: NT\$ Thousand

Items	Amount	Cash Dividends	Stock Dividends
Undistributed earnings at beginning of the period	8,627,900,041	0	0
Add: Remeasurements of defined benefit plans recognized in retained earnings	24,847,306		
Add: Disposal of investments in equity instruments at fair value through other comprehensive profit or loss, the accumulated profits and losses directly transferred to retained earnings	1,351,921,343		
Add: Net profit after tax for the current period	11,999,671,221	0	0
Undistributed earnings for the current period	22,004,339,911		
Less: Provision of statutory surplus reserve	(1,337,643,987)		
Add: Reversal of special reserve	438,273,741		
Distributable earnings for the current period	21,104,969,665	0	0
Distribution items:			
Shareholders' dividends - cash (11.0 per share)	6,172,296,867	6,172,296,867	0
Unappropriated retained earnings at the end of period	14,932,672,798	0	0

3.Expected material change in dividend policy: None.

(IV) Effect of the bonus shares issuance proposed in the current shareholders' meeting on the Company's operating performance and earnings per share: Not applicable.

(V) Remuneration of Employees, Directors and Supervisors:

1. Percentages or ranges with respect to employees/directors/supervisors' remuneration as stated in the Articles of Incorporation:

It is specified in the Articles of Association as follows:

If the Company has gained profits within a fiscal year, 1% to 11.25% of the profits shall be reserved as the employees' compensation to employees of the Company meeting certain specific requirements, and the Board of Directors shall decide whether to distribute in the form of shares or in cash. The Company may, upon resolution by the Board of Directors, reserve no more than 1.5% of the aforesaid profit as directors' compensation. Proposals for the distribution of employees' compensation and directors' compensation shall be submitted to the shareholders' meeting. In case of accumulated loss, the Company shall reserve a specific amount to make up for losses. The Company shall then distribute employees and directors compensation according to aforementioned ratios.

2. Accounting treatment for the basis of estimating the amount of remuneration of employees, Director and Supervisors for this fiscal period, the basis for calculating the number of shares to be distributed as employee bonus, and for any discrepancy between the actual amount distributed and the estimated figures.

The Company's 2024 employees' compensation and directors' remuneration are based on 1% to 11.25% of the net profit before tax, and no more than 1.5% as resolved by the board of directors. If any amount changes as of the date when resolution is made at the meeting of the Board of Shareholders, such change shall be treated based on accounting estimates, and recorded into the account of the year in which such resolution is made. If it is resolved in the meeting of the Board of Shareholders to distribute dividends to employees in the form of stock, the stock dividends shall be determined by dividing the amount of dividends to be distributed as resolved by the fair value of the stock. "Fair value of the stock" refers to the closing price on the day immediately before the resolution is made at the meeting of the Board of Shareholders (after the impact of XR and XD is considered). Accton did not distribute any stock dividends in current period. If there's any difference between the actual amount distributed as resolved at the meeting of the Board of Shareholders and the estimated figures, such difference shall be recorded into account in the current year of distribution.

3. The resolution on distribution of remuneration passed at the meeting of the Board of Directors:

(1) Employee bonus and remuneration of Directors in the forms of cash or shares:

On March 13, 2025, the Board of Directors resolved to distribute employee cash dividends of NTD 1,865,075 thousand from 2024 and directors' remuneration of NTD 35,000 thousand.

(2) If there is any discrepancy between the abovementioned amount and estimated amount of recognized expenses for the current fiscal year, the amount, causes and treatment of such discrepancy shall be disclosed: None.

(3) Ratio of employee bonus in shares to Net Profit After Tax in current individual financial statements and total employee bonus

The Company's 2024 earnings distribution proposal did not propose the distribution of employee stock bonus.

4. If there is any discrepancy between the actual amount of remuneration distributed to employees and Directors (including number and dollar amount of shares distributed, as well as share price) and the recognized amount of remuneration of employees and Directors in the previous fiscal year, the amount, causes and treatment of such discrepancies should be stated:

Items	Actually Distributed Amount (NT\$)	The original (2024) shareholders' meeting approved the proposed allotment (NTD)	Difference (NT\$)
Cash dividends to employees	1,425,819,083	1,425,819,083	0
Stock dividends to employees	0	0	0
Director Remuneration	35,000,000	35,000,000	0

Note: There is no discrepancy between the actually distributed amount and the distribution amount resolved at the meeting of the Board of Shareholders.

(VI) Share repurchases:

(1) Circumstances of the Company's repurchase of its own shares (where the execution has been completed)

March 31, 2025

Times	Purpose	Period	Price	Type and Number of Shares	Amount of Shares	Ratio of the purchased amount to the expected purchase amount (%)	Number of Shares Cancelled (or Transferred)	Cumulative Number of Accton's Shares Held	Ratio of Cumulative Number of Accton's Shares Held to Total Number of Shares Issued (%)
No. 1	To maintain Accton's credit and shareholders' interests	2002.11.29 ~ 2003.01.28	35.00 ~ 50.00	Ordinary shares 8,300 thousand shares	NT \$299,900,700	100%	Ordinary shares 8300 thousand shares	None	0%
No. 2	To maintain Accton's credit and shareholders' interests	2003.02.14 ~ 2003.04.13	35.00 ~ 50.00	Ordinary shares 24,998 thousand shares	NT \$727,986,500	100%	Ordinary shares 24,998 thousand shares	None	0%
No. 3	To maintain Accton's credit and shareholders' interests	2003.04.22 ~ 2003.06.21	28.00 ~ 45.00	Ordinary shares 13,347 thousand shares	NT \$327,050,700	100%	Ordinary shares 13,347 thousand shares	None	0%
No. 4	To transfer shares to employees	2003.12.02 ~ 2004.02.01	20.00 ~ 35.00	Ordinary shares 40,000 thousand shares	NT \$1,020,734,800	100%	Ordinary shares 40,000 thousand shares (cancelled)	None	0%
No. 5	To transfer shares to employees	2004.08.24 ~ 2004.10.23	15.00 ~ 22.50	Ordinary shares 827 thousand shares	NT \$12,212,100	100%	Ordinary shares 827 thousand shares (transferred)	None	0%
No. 6	To transfer shares to employees	2004.10.29 ~ 2004.12.28	13.00 ~ 22.89	Ordinary shares 8,039 thousand shares	NT \$118,337,350	100%	Ordinary shares 8,039 thousand shares (transferred)	None	0%
No. 7	Transfer shares to employee	2005.01.05 ~ 2005.03.04	11.00 ~ 22.80	Ordinary shares 9,134 thousand shares	NT \$141,833,900	100%	Ordinary shares 9,134 thousand shares (transferred)	None	0%

No. 8	To maintain Accton's credit and shareholders' interests	2008.11.01 ~ 2008.12.30	3.70 ~ 10.31	Ordinary shares 1,020 thousand shares	NT \$7,152,506	100%	Ordinary shares 1,020 thousand shares (cancelled)	None	0%
No. 9	To maintain Accton's credit and shareholders' interests	2009.08.31 ~ 2009.10.30	7.21 ~ 13.00	Ordinary shares 38,475 thousand shares	NT \$464,113,120	100%	Ordinary shares 38,475 thousand shares (cancelled)	None	0%
No.10	To maintain Accton's credit and shareholders' interests	2009.11.02 ~ 2010.01.01	8.65 ~ 14.00	Ordinary shares 6,095 thousand shares	NT \$76,709,445	100%	Ordinary shares 6,095 thousand shares (cancelled)	None	0%
No.11	To maintain Accton's credit and shareholders' interests	2011.08.29 ~ 2011.10.28	9.10 ~ 20.00	Ordinary shares 5,540 thousand shares	NT \$72,741,291	100%	Ordinary shares 5,540 thousand shares (cancelled)	None	0%

(VI) The Company's repurchase of the Company's shares (under execution) : None.

II. Corporate Bonds: None.

III. Preferred stock shares: None.

IV. Global Depository Receipts (GDRs): None.

V. Employee share subscription warrants:

(1)Employee share subscription warrants

March 31, 2025

Types	The 4th (period) employee stock option
Effective Date of Declaration	102/12/23
Date of Issuance	103/09/04
Number of Shares Issued	20,000,000 shares
Proportion of issued warrants in total issued shares	3.76%
Subscription Period	2014/09/04~2024/09/03
Performance method	Delivery of New Shares Issued
Subscription restricted period and ratio (%)	The term of the warrants is ten years, during which the warrants shall not be transferred, except for the successors of any deceased shareholders. It will be deemed as waiver of the right to shares if such right is not exercised upon expiration of the ten years. Ratio (%): The warrant subscribers may exercise the right to subscribe shares, based on 50% of the number of warrants granted, after expiration of two years following the grant of the warrants; and warrant subscribers may exercise the right to subscribe shares fully, based on the number of warrants granted, after expiration of three years following the grant of the warrants.
Shares obtained	18,967,500 shares
Amount of subscribed shares	291,561,601
Number of shares not subscribed	0 shares
Subscription price per share for the subscriber without subscribed shares	—
Number of shares not subscribed and its ratio (%) in total issued shares	0%
Influence on shareholders	50% right to subscribe shares may be exercised, according to the number of warrants granted, after expiration of two years following the issuance date of the warrants, while, 100% right to subscribe shares may be exercised after expiration of three years following the same, and thus, original shareholder's equity shall be diluted year by year, and their dilution effect is limited.

Note: Each unit of stock option certificate entitles you to subscribe one share of common stock.

- (2) Names, acquisition and subscription of the managerial officers who have obtained employee share subscription warrants and the employees who rank among the top ten in terms of the number of shares available for subscription via employee share subscription warrants

March 31, 2025

Job Title	Name	Number of shares that can be subscribed (thousand shares)	Ratio (%) of subscription number obtained in total issued shares	Subscribed				Not subscribed			
				Number of shares subscribed (thousand shares)	Price of shares subscribed	Amount of shares subscribed (NT\$ Thousand)	Ratio (%) of number of shares subscribed in total issued shares	Number of shares subscribed (thousand shares)	Price of shares subscribed	Amount of shares subscribed (NT\$ Thousand)	Ratio (%) of number of shares subscribed in total issued shares
Manager	Chairman of the Board	Huang, Kuo-Hsiu	3,257	0.58%	3,257	12.92	42,082	0.58%	—	—	—
	Vice Chairman of the Board	Wei, Chiu-Hsia									
	Senior Vice President	Li, Hsun-Te									
	Senior Vice President	Chiang, Ying-Hui									
	Chief Financial Officer	Chen, Fang-I									
	Chief Information Officer and Chief Information Security Officer	Paul Kim									
	Vice President	Liew, Hin-Soon									
	Vice President	Cheng, Ming-Chang									
	Vice President	Hsieh, Cheng-che									
	Corporate Governance Manager	Lin, Hsing-Hsuan									
Employee	Strategic Investment Director	Li, Wei-Shuo	7,195	1.28%	6,795	12.27	83,364	1.21%	—	—	—
	Senior Consultant	Chiu, Kuo-Tai									
	Senior Consultant	Kuo, Fai-Long									
	Senior Consultant	Lin, Meen-Ron									
	Senior Consultant	Chang, Shih-Ming									
	Senior Assistant Manager	Li, Yu-Yung									
	Senior Consultant	Yu, Ji-Hsiang									
	Co-Founder	Huang, An-Jye									
	Senior Assistant Manager	Huang, Kuo-Ning									
	Special Assistant	Yang, Chien-Wu									

VI. Restricted stock awards:

On March 17, 2022, the Company's Board of Directors approved the issuance of 2,000,000 shares of restricted employee shares, which was approved by the Financial Supervisory Commission on October 25, 2022. However, as of October 25, 2024, the issuance had not yet been completed, and in accordance with relevant regulations, the approval has expired.

VII. Issuance of new shares in connection with the merger or acquisition of the shares of other companies or acceptance of assigned shares: None.

VIII. Implementation of Capital Utilization Plan:

Accton has not issued or privately offered any securities over the past three year.

IV. Operation Overview

I. Contents of Business

(I) Scope of Business

(1) Major contents of business:

- Research, develop, produce, manufacture and sell the following products:
 - Network equipment for large data centers (SDN Data Center), including switches and cloud server management systems.
 - Computer Network System, including hardware, system software, network application software and network workstations.
 - Enterprise wired and wireless network equipment, including switchers and wireless base stations.
 - Customer premises equipment, including hardware, system software and application software.
 - Optoelectronic communication subsystems, including optical networks, optoelectronic communication modules and fiber optic repeaters.
 - WLAN.
 - Wireless user loop systems.
 - IoT systems, including terminal hardware, system software, application software and hybrid cloud platforms. (Internet of Everything- IoT system includes IoT gateways/controllers, multi-sensors, applications, and hybrid-cloud servers)
 - Smart network interface cards.
 - Millimeter-wave APs, bridges and CPEs.
 - 5th generation cellular CPEs and Enterprise Small Cell Base Station.
 - Enterprise Grade SD-WAN and Virtual/Universal CPE.
 - Edge server.
 - Import and export business related to Accton's business.

(2) Proportions of 2024 business revenue

■ Network Switch	57%	■ Network access equipment	4%
■ Network Application Equipment	36%	■ Others	3%

(3) The Company's current products (services)

- Dedicated switches for large Data Centers (200G/400G Data Center Switch)
- Modular Optical Coherent Switch
- Dedicated switches for large Data Centers (10G/40G/25G/100G Data Center Switches)
- L2/3/4 high-speed Ethernet switch (including Gigabit Multi-rate 2.5G/5G/10G)
- Power over Ethernet Switch (PoE+/PoE++)
- 5G base station return router (CSR/DCSG: Cell Site Routers/Disaggregated Cell Site Gateway Router)
- Fiber door-to-door series products (FTTx)
- Carrier-Class Access Network Product
- Carrier-Class Core Router
- Metro Edge Switches
- Switches with Synchronous Ethernet and IEEE1588
- Enterprise-grade Integrated Service Gateway
- Enterprise-Grade and Telecom-Grade Wireless Network Base Stations
- Multi-Access Wireless Broadband Router/CPE
- Wireless Base Station Controller
- 5G (5th generation cellular) CPE
- Driver, network management software, and network operating system software
- Long-Distance Outdoor millimeter-wave bridge
- Smart Gateways, Smart Energy Monitors and environment monitor System
- Smart Factory (AI-AOI inspection platforms)
- Smart Care for elderly care & Ultra-Low Temperature monitor systems for Biomedical Sciences
- Servers with Switch function
- Enterprise-Grade SD-WANs
- 10/25/50/100 Gbps SmartNIC

- NVMe Server Storage
- AI training mezzanine/PCIe cards and appliance
- Edge server
- FWA, Fixed Wireless Access
- Multi-gigabit Ethernet (2.5/5/10Gbps) enabled Wi-Fi 7 802.11be MU-MIMO WLAN Access Point
- Cloud-based WLAN Access Points
- COM Express Module
- COM-HPC Module
- Network Cloud Packet Forwarder for AI/ML Distributed Disaggregated Chassis, DDC Architecture
- Network Cloud Fabric Engine for AI/ML Distributed Disaggregated Chassis, DDC Architecture

(4) New products (services) planned to be developed

- New generation AI training mezzanines/PCIe cards and appliances
- Edge servers
- Cyber security gateways
- 5G open RAN DU servers
- New generation smart NICs
- Network Management System
- Cloud-based OCP in Telco SDN and NFV
- SDN Open Network Software
- 400G/800G Carrier-Class open Distributed Disaggregated Carrier DDC
- 400G Carrier-class Open Aggregation Switches
- LTE/5G + Wi-Fi Multi-Access Gateway Router/CPE
LTE/5G + Wi-Fi Multi-Access Gateway Router/CPE
LTE/5G + Wi-Fi Multi-Access Gateway Router/CPE
- Wi-Fi 7 Enterprise Access Point
- SD-WAN appliances
- 802.11ay 60GHz long distance point-to-point and point-to-multipoint outdoor fixed wireless broadband bridge
- Enterprise/industrial Virtual IoT Gateway
- Next generation server switches
- IoT applications: Smart Applications in Real-Time Cold-Chain, Power usage monitor solutions
- Smart Factory - AIoT turnkey services and environmental information visualization systems
- Automotive Ultra-High-Speed Wireless Offloading Set-Top Box

(II) Industry Overview

(1) Current status and development of the industry

IDC predicts that the global AI expenditure (including the AI-supporting applications, infrastructure, and related IT and commercial services) will increase by more than double by 2028 to reach up to US\$632 billion. Although the generative AI attracted the attention of the people around the world in the past 18 months, the cost of AI solution is less than the sum of all other AI applications, such as machine learning, deep learning, and natural language processing. The rapid growth of the investment in the field of generative AI will cause the five-year compound annual growth rate of 59.2% to exceed the growth of the entire AI market. IDC expects that the GenAI expenditure will reach US\$202 billion in 2028, accounting for 32% of the total AI expenditure. By 2028, the AI expenditure in the US will reach US\$336 billion, making the US the largest geographic area in AI investment. It is expected that the GenAI expenditure in the US will reach US\$108 billion by 2028. West Europe will be the second largest region in terms of AI expenditure, followed by China and Asia Pacific Region (excluding Japan and China).

According to the report of Dell "Oro Group", the enterprise data center switch market experienced shrinking and correction in 2024. Although the investment in AI drives the growth of the overall data center market, the enterprise sector is facing a great challenge. The traditional front-end deployment is in a predicament due to the pressure of inventory. The main reason is the longer reduction time of backlog orders and the reduced large-scale deployments of the non-cloud enterprises. The impact is more significant because the upgrading speed of the enterprise data center has become slower and the market has turned to cloud and AI back-end network. However, the long-term prospects of the enterprise network market are still optimistic. With the implementation of innovative and safe digital infrastructure, the market will recover and grow in 2025. The

basic needs for digital transformation, cloud migration, and hybrid work solutions remain unchanged. As enterprises reduce their backlog orders and make the inventory normal again, it is expected the expenditure will rebound. The workloads driven by AI, and the adoption of 5G and Wi-Fi 7, will drive the growth of the network infrastructure sector. In addition, the decline of the inflation and interest rate in the macro environment will provide further momentum for the growth of the market.

(2) Correlation among upstream, midstream, and downstream of the industry

Upstream	Midstream	Downstream
CPU chip manufacturers IC chip manufacturers PCB version manufacturer Crystals Passive components/resistors and capacitors Power suppliers DRAM/SRAM/flash memory manufacturers Institution/packaging material suppliers	Switches Wireless network base stations Network cards Network operating systems Network application servers AI GPU AI Server	System integration providers Network equipment suppliers Telecommunication operators Enterprise network planners

Accton integrates upstream wired and wireless LAN chip manufacturers, cooperates with their own R&D teams to provide integrated network platforms and systems, and optimizes network software and hardware for end users. Accton and large chip manufacturers maintain a good interactive relationship, and effectively grasps the source and information of related components to further grasp market opportunities and deepen the existing cooperative relationships in the fields of business, technology research and development and manufacturing supply chain.

(3) Various development trends and competitive situations of products

Data center switches

According to the report of the Dell'Oro Group, the revenue from data center switches is expected to see double-digit growth in 2024. The continued strength in AI investment and the expected recovery of the front-end network expenditure will drive this growth. AI investment will become a key driver in 2025 and further accelerate the market growth. IDC said that the Ethernet switch is an important technology for enterprises, service providers and cloud giants, because cloud services and AI will continue driving the demand for transmission connections. In terms of data centers, enterprises and service providers are building faster Ethernet switches to support the rapid increase of AI workloads. The Ethernet data center switch in the front-end network will reach a sales value of over US\$100 billion in the next five years.

Internet Service Provider Routers

According to the Business Research Company, the global router and switch market, including service providers' routers, is expected to grow from US\$55.19 billion in 2024 to US\$57.87 billion in 2025, with an annual growth rate (CAGR) of 4.9%. Dell'Oro Group predicts that the global service provider router and switch market will reach US\$77 billion by 2027. The demand for high-speed, reliable, and scalable networks has led to steady growth in the service provider router market, driven by the expansion of mobile network devices, the rollout of 5G networks, the rise of cloud-based services, and the need for efficient data transmission.

Wireless area network

According to the report of Dell'Oro Group, the market scale of the enterprise wireless local area network (WLAN) reached US\$2.2 billion in the third quarter of 2024. The adoption rate of Wi-Fi 7 will continue to increase. The shipment with respect to the latest technology increased by 69% in the second quarter of 2024. During the period of 2024, the shipment of suppliers' Wi-Fi 6E will exceed Wi-Fi 7 AP. 2024 will be the year when Wi-Fi 7 is firmly rooted in the market. With a wider range of choices, the sales of Wi-Fi 7 will begin to replace the sales of Wi-Fi 6E. It is expected that the adoption rate of Wi-Fi 7 will grow significantly in the next few years.

(III) Technology and R&D Overview

(1) Research and development expenditure and its proportion to revenue in the last two years and as of March 31, 2025

Unit: NT\$ thousand

Year	R&D Expenses	in Operating Income (%)
2023	3,780,598	4.49
2024	4,702,401	4.26
March 31, 2025	1,447,318	3.39

(2) R&D Achievements

Since its establishment in 1988, Accton has operated deeply in the network communication industry with Ethernet as the core of our technology, and continues to lead the market in innovation. From the OEM foundry, the Company has developed into a leading OEM/ODM supplier in the industry. We provide JDM (Joint Design and Manufacturing) services to become a leading company in the field of global white brand switches. Accton is committed to building a one-stop network communication solution, covering open programmable networks and closed devices (support services) to meet customer needs and promote industry innovation. As a leader in the development, design and manufacturing of open network equipment technology, computing Infrastructure, and innovative technology, the Company provides comprehensive infrastructure solutions to global customers in the areas of cloud data centers, telecommunication networks, metropolitan Ethernet networks as well as campus/enterprise networks, edge computing networks, and the Internet of Things. Our products and services help global customers achieve technological innovations of seamless connection, support for cloud services, AI applications, and data centers, and become an important driver of the industry. In 2023, Accton started deploy AI/ML technology, demonstrated excellent technology strength and market flexibility, and obtained leading positions in the fields of AI computing, open network and new generation switch technology. With the use of forward-looking technologies, global market deployment, and strategic partnerships, the Company is actively expanding new markets and focusing on the development of sustainable energy-saving products. We have successfully won the leading position in the new game of AI around the world. Accton delivered the most impressive achievement in the industry in 2024. The annual revenue of the Company reached a new record of NT\$110.42 billion, becoming the triple crown winner in Taiwan's network industry in terms of revenue, profit and market value, and ranked 19th in market value among Taiwan's listed companies, demonstrating a strong growth momentum and outstanding market influence, and laying a firm foundation for our leading position in the global network communication industry.

In view of the high-speed development trend of AI/ML applications and the needs for high-performance infrastructure projects in the future, Accton is actively engaged in the development of technologies and products for high-speed mesh topology switch solutions. Our Distributed Disaggregated Chassis (DDC) system architecture is suitable for AI/ML workloads. Accton's 800G disaggregated fabric switch can be applied in core and edge network environments, and when paired with another R&D project, the AI/ML Distributed Disaggregated Core Router, it can construct an 800G VoQ architecture within a Distributed Disaggregated Chassis (DDC) system. This DDC GPU cluster is optimized to support AI/ML applications. It creates a unified Ethernet architecture scalable up to a 32K-GPU 800G AI/ML cluster, providing rapid network performance and an easily constructible framework, thereby improving the efficiency of Job Completion Time (JCT) workloads. The system also supports an advanced intelligent network's SDN management architecture, facilitating the construction of a new generation of smart networks. With the Distributed Disaggregated Chassis (DDC) solution, procurement can be conducted based on the deployment requirements (Pay-as-you-grow). The (DDC) solution is the best option for AI networks. This allowed expansion of the infrastructure to make it more flexible and agile, reduction of construction costs, and improvement of the overall infrastructure investment efficiency of the data center. In addition, the developed AI/ML 800G Vertical Line Card Switch (VLC Switch) is used in the Virtual Output Queue (VoQ) network architecture. The VLC system is connected to numerous GPU clusters through the 800G port. The VLC system can significantly reduce the high-frequency signal degradation. It provides optical transceiver and DAC options to improve deployment flexibility and reduce costs.

Facing the stringent requirements of the ultra-large-scale and edge data centers for high performance and energy saving, Accton has developed high-bandwidth and low-latency high speed data channel switches with low power consumption as the core of the design. The products focus on high-speed signal processing, heat management, power control and space structure design, and use advanced ultra-low loss materials, precise circuit design and

component layout to optimize signal paths and ensure excellent performance. The Company integrates a variety of advanced power management technologies to dynamically regulate the power consumption and improve energy efficiency. Meanwhile, we use integrated heat dissipation technology to significantly improve heat dissipation performance. The ultimate achievements include a low-consumption system design, reduction of energy consumption and operating costs, and meeting the application needs of the high-performance data centers to provide the best support for AI/ML computing.

CXL (Compute Express Link) is an Intel-led protocol and an important standard interface in the data center and server fields. By introducing CXL2.0, the CXL and network switch developed by Accton will be able to realize the CXL fabric Ecosystem architecture and further change the ecological environment of servers and switches in the data center, so that the computing pool, memory pool, storage pool, and AI acceleration pool can be connected with networks through CXL, allowing the system software applications to be diversified without limits. The Company builds a flexible and modular computing platform to realize the dynamic allocation of computing, memory and network resources, meet the needs of the application programs at the client end through splitting and assembling the infrastructure, and further improve the computing efficiency and resource allocation flexibility of the AI data center.

The AI server developed by Accton is a product designed and integrated with CPU-GPU based on AI-based OAI (Open Accelerator Infrastructure). The rapid diversification and specialization of AI chips are posing high development costs and longer development cycles to developers. The open architecture (OAI) of the OCP (Open Compute Project) provides a high-performance and expandable solution. OAI can integrate new AI accelerators more easily. This not only reduces the entry threshold, but also speeds up the marketing of the products.

The AI servers developed by Accton include dual-circuit CPU motherboards, meeting the definition of hardware modules (DC-MHS: Data Center Modular Hardware System) defined by the Open Compute Project (OCP). The UBB (Universal Base Board) equipped with eight OAM (Open Accelerator Module) GPUs is a server product of high computing power. They are suitable for large-scale in-depth learning and training and can connect with each other through a network switch to support various applications.

As the scale of the AI data center expands, the high energy consumption and heat dissipation management have become an unavoidable challenge. Accton has invested a large amount of manpower and resources in the design of the corresponding optic, machine, electricity, and heat systems. We are committed to improving energy efficiency and reducing carbon emissions to build smart energy-saving solutions with high performance and low energy consumption. Accton will continue to develop innovative applications for various products. Based on leading technology and strategic deployment in the global market, the Company provides the most robust, most efficient, most flexible, and most sustainable infrastructure for global enterprises, and accelerates the breakthrough and development of AI technology for the next generation.

The application of artificial intelligence has become an ignorable key trend. From the breakthrough in technology to the promotion of social demands and the support of policies and funds, AI has penetrated into all industries at an amazing speed; it is shaping a future of intelligence. With the rapid development of artificial intelligence (AI) and machine learning (ML), data centers have shown index growth in terms of their high-performance computing needs. In response to this challenge, the design of the OCP OAM (Open Accelerator Module) integrates multiple accelerators such as GPU, FPGA, and ASIC and provides standardized hardware interfaces and modular designs. These not only support large-scale data processing and efficient reasoning, but also achieves high performance and density through its modular architecture. This is particularly suitable for AI training and reasoning tasks. The OAM allows flexible expansion to meet the specific needs and different application scenarios. The standardized design not only shortens the time for hardware upgrade and replacement, but also significantly reduces shutdown risks and operating costs, and thus improves the operation efficiency of the data center. It has become a solid foundation for the sustainable development of the technology and ecological system. Since 2018, Accton has been actively engaged in the design and production of accelerator modules and cards. We have successfully launched multiple high-performance products for data centers around the world. With the outstanding technology capabilities, Accton provides customers with high-efficiency and reliable solutions to meet their computing needs, and helps them accelerate the deployment of technologies and the success of the business operations. To satisfy the growing diverse needs of the data centers, Accton has designed a variety of Smart NICs that can be widely used in data centers. These products have a built-in processor (such as FPGA, ARM or ASIC). It can efficiently process computing-intensive network tasks, such as packet processing, encryption and decryption, and data compression. This allows the Smart NIC to effectively offload part of the computing tasks of the central processing unit (CPU), so that it can focus on the core tasks and significantly improve the overall computing efficiency. The Smart NIC can reduce data traffic, shorten

processing time, significantly increase the response speed of the data center, and help it move towards a higher-efficiency and smarter operating model. As data centers continue to expand in scale and application scenarios keep evolving, the needs for the accelerator modules and smart network cards will grow continuously. We will continue to develop more efficient and flexible products based on our years of technological accumulation and innovation capabilities to help the data centers in the world move towards a new era of intelligence and high performance.

The investment in forward-looking new technologies, enhancement of R&D capabilities, and expansion of global deployment are the key factors for us to maintain our leadership in the global technology competition. Taiwan is always the R&D center of Accton. We will increase our investment and deepen technology development in Taiwan. The Company builds an AI data center as our core R&D base and infrastructure in Zhubei AI Park to accelerate the innovation process in the field of AI and strengthen our competitiveness in the data center and cloud infrastructure markets. The advanced R&D facilities, intelligent production lines, and high-efficiency computing platforms are the core for the global innovation R&D center and smart manufacturing hub of the Accton Group. This is not only an important base for the Group's digital development in the future, but also a benchmark for the global technology innovation. The rapid development of the fiber-optic communication technology has become an important element in the data center's infrastructure. Accton is actively deploying optical communication technology for AI/ML data centers. We invest in InLC to create an open optical communication ecological system and strengthen the R&D of related products, and consolidate Accton's leadership in the AI/ML data center market. Accton accelerates the globalization process and take measures beforehand in response to the emerging business model and trade barriers in different countries. The Company actively expand the cross-strait AI deployment. We cooperate with Digital China Group to develop innovative high-speed network solutions to meet the needs for innovative technologies in China market in the face of the AI high-speed computing power and network transmission. As for production bases, Accton launched the production base in Zhunan and the production line in Hsinchu in 2020 and the factory in Vietnam in 2023. We continued to invest in equipment and production capacity this year and set up a manufacturing base in Irvine, USA, to strengthen the global supply chain deployment and link to customer needs closely. We will keep expanding our global production deployment in the future. In the face of the international protectionism and the challenges in business operations brought about by the localization and autonomy trends in the world, Accton will adopt a more flexible global operation strategy to reduce risks, strengthen strategic partnerships, jointly develop new markets, improve overall operation efficiency, and establish global operational capability.

At the OCP Global Summit in 2024, Accton showcased a range of water cooling solutions. We are a key global equipment supplier of data center switch equipment and make hug investment in the thermal, signal integrity, and power integrity technologies every year. We make use of our competitive advantages in independent development of innovative technologies to build a team with excellent R&D capabilities. This allows us to maintain our leading, energy-saving, and sustainable innovation value in terms of the next-generation data center and ensures crucial technology deployment in the development of ultra-high-speed switches for them.

In the 2024 sustainability and energy-saving ESG initiatives, focusing on limiting the cooling power consumption of data center equipment in switch systems, research and layout are directed towards three areas:

1. Traditional Data Centers - Conventional Cabinets: Offering high-efficiency closed-loop liquid cooling systems to reduce the total power consumption of the system. Under normal data center ambient temperatures of 35 degrees Celsius or lower, it can effectively reduce the total power consumption of Accton's 400G switches by up to 17%.
2. Traditional Data Centers - Water-cooled Cabinets: 400G/800G switches can be used in conjunction with traditional general-purpose servers, storage servers, and artificial intelligence servers utilizing the same water-cooling equipment, enhancing the power usage effectiveness (PUE) of data center electricity use.
3. Future Data Centers - Immersive Liquid Cooling Tanks: In addition to the bidirectional immersive 100G switch in 2022, in 2024, Accton focused on the commercial strategies and operational cost considerations of various potential customers. This included the specification validation and related cooling efficiency kit development for unidirectional immersive cooling of 400G high-speed switches.

Accton will comprehensively develop cooling technologies in these three directions to meet the diverse needs of different customers and expand various application solutions.

Continued from 2023, Accton started to introduce cabinet water cooling systems to 400G/800G switches can be used in conjunction with traditional general-purpose servers, storage servers, artificial intelligence servers, and other applications in 2024. We built a water cooling lab to simulate the actual environment of the data center to

test the full water cooling cabinet. We also set up a 24U immersive liquid cooling tank to test immersive products. The OCP water cooling cabinet exhibited in 2024 not only showcased Accton's technology strength, but also demonstrated our leading position in the field of global cooling solutions. Through this exhibition, we committed ourselves to enhancing the performance of computing infrastructure for data centers. Carbon reduction reflects the competitiveness of a company. Accton aims to reduce carbon emissions by 50% by 2030 and achieve net-zero carbon emissions by 2050. We work closely with supplier partners on the "Zero Carbon Chain" initiative to jointly strive towards the goals of carbon reduction and net-zero carbon emissions. In the future, green procurement strategies will be the focus, partnering in responsible production, green product design, and implementing local supply green optimization. Accton cooperates with AWS (Amazon Web Services) to build a smart energy monitoring system. Accton leverages technological research and development in cooling technologies to enhance computational performance while reducing energy consumption. It aims to provide optimal energy conversion green solutions and carbon footprint solutions for the future, starting with sustainability and energy-saving ESG & ISO 50001 Energy Management System, dedicating efforts towards the sustainability of our planet. Moving forward, Accton will place a stronger emphasis on the innovation value of energy-saving sustainable ESG in its technology and investment strategies, implementing these principles in new product development, new production site construction, and daily operations.

SD-WAN is a network virtualization technology based on software architecture to simplify the deployment and maintenance of the WAN and VPN in an enterprise and reduce the overall cost. SD-WAN is able to establish a high-performance wide area network and can partially or completely replace the expensive private WAN technology, such as MPLS or private lines. In the SD-WAN architecture, network security has always been a paramount concern alongside connectivity. In response to increasingly complex network environment, Zero Trust security has become the latest method of network protection. Integrating SD-WAN and Zero Trust security into a unified network gateway upgrades it to a Secure Access Service Edge (SASE) gateway. Accton's SD-WAN solutions offer a range of highly flexible hardware capable of serving as SASE for various levels of domain. This hardware, powered by x86 System on Chip (SOC) or ARM processors, boasts high computational performance, network virtualization, cryptographic engines, high-bandwidth throughput, and AI reasoning and computing, and can effectively respond to complex and high-risk network environments. Accton's SD-WAN solution, combining multiple technologies, supports various connection modes and can switch transmission routes dynamically according to the load status. The unified operation interface is easy for management and supports the virtual private network (VPN), Zero Trust, and wide area network (WAN) to optimize controllers and network security mechanisms on a single SD-WAN device. This can reduce the connection cost of dedicated networks, enhancing transmission efficiency, and protect network security. On the other hand, the built-in AI reasoning and computing capabilities can meet the needs of machine vision, image object detection, large language models, and AI agents. They also can strengthen network applications and provide edge computing AI solutions.

With the global implementation of sustainable net-zero and smart green energy technologies, Accton integrates green energy technology into the design of the sustainable environment using intelligence technologies, and works together to realize the vision of building a smart city. The evolution of the Internet of Things (IoT) is leading to a re-definition of the business operation boundary. The combination of AI and edge computing enables IoT devices to collect data, conduct analysis, and make smart decisions in a real time manner. With the sustainable development and energy conservation (ESG) as the starting point, the R&D team of Accton has developed IoT solutions such as Pallas factory AI monitoring, Tastyia food safety AI monitoring, Aicartgo store AI monitoring, Aigeia temperature monitoring, Aizeus power monitoring, Greenba green energy life, and Smart Toilet. Accton IoT is committed to providing solutions based on cloud application services. We solve problems such as factory production, energy management, environmental monitoring and care for the elderly through various monitoring services to assist all walks of life in real-time data monitoring for smart management, real-time analysis for smart decisions, tracking energy usage footprint, reducing waste and optimizing resources, and achieving the goals of energy saving and carbon reduction. According to the Global Enabling Sustainability Initiative (GeSI), IoT solutions are likely to reduce global greenhouse gas emissions by 16.5% by 2030. Accton's IoT Solution - Smart AI Monitoring - realizes the automation and predictive maintenance of production processes. According to Gartner's predication, 55% of large enterprises will adopt such solutions to improve efficiency and reduce costs by 2025. The AI object recognition service helps customers finish payment transactions, flow statistics and environmental monitoring to create a safe shopping environment. The Company provides smart power monitoring to help enterprises effectively reduce energy consumption and carbon emissions to improve financial benefits and fulfill corporate ESG responsibilities. The solutions enable the personnel of medical centers, laboratories, frozen food manufacturers, supermarkets, and exhibition centers to instantly monitor the environmental temperature (humidity) system with their mobile phones or computers.

Accton builds a IoT platform that allows expansion of hardware equipment and green economy services. Various daily application services, such as energy and AI, can be added to the platform to build a smart and green city. The development of Accton's IoT is not limited to the connection of a single device. It can realize seamless integration and create a more intelligent, more convenient, and more efficient smart green energy in the future.

The Children's Bookhouse Taitung Dazhiben has been deeply engaged in the education of disadvantaged children for more than 20 years. It has 9 locations in Taitung area and the current digital divide is caused by the vast remote territory and poor networking quality. The advancement of the information and communication technology (ICT) has changed the way people access information and communicate with each other. However, not all people can enjoy the convenience of the ICT equally. Accton's "Remote Village Sunrise Networking Program" provides a solution to the networking problem by promoting "equal ICT access rights" with intelligence technology. Accton uses the development of the mature 60Ghz millimeter-wave remote communication technology to extend the network signal from Taitung University, which is 2.5 km away from the Bookhouse, to the office of the Bookhouse, so that all the children can enjoy the same digital learning environment as the urban children to achieve the goals of sharing resources and creating a three-win situation. In addition, a 12m AI smart pole is set up at the entrance to the parking space of the Children's Bookhouse. It can not only receive the network signals from Taitung University, but also provide camera recording 24 hours a day and lighting in the night. AI technology is used to achieve the interconnection of traffic flow and warning lights to ensure the safety of pedestrians and vehicles and provide wireless network coverage in the whole area. Accton uses intelligence technology to solve local problems, so that innovative technologies can integrate life and technique into the internet world. The intelligence technology can minimize the gap between the urban and rural and connect communities with the world. From the local and industry needs, Accton helps remote villages and disadvantaged groups break through the digital divide, implements the concept of "equal ICT access rights", and is committed to creating a new life with intelligence technology and unlimited possibilities.

As a leader in the solution of global opening infrastructure, Edgecore Networks is committed to promoting the innovation of AI, telecommunications, and data centers to meet the global market demand. In 2024, it further strengthened the market competitiveness by achieving breakthroughs in many fields including manufacturing, AI switch technology, servers, Wi-Fi solutions, and cloud management. Edgecore Networks established a new manufacturing center in Delhi, India, and successfully produced the first batch of switches through cooperation with the local supply chains. It plans to expand to the data center and telecommunication products to provide faster and more cost-effective network solutions "Made in India", and further improve local competitiveness and strengthen the services to the telecommunication market in India and corporate clients. Edgecore Networks worked with PNetworks to seamlessly integrate Intel Habana AI Accelerator and Broadcom Switch Chips into SONiC (Open Network Software on the Cloud) platform. With this, Turkish companies can use AI/ML solutions to promote digital transformation and improve their competitive advantages. At the OCP Global Summit in 2024, Edgecore Networks showcased an all-around end-to-end AI solutions for data centers and introduced a series of 800G AI switches to provide low latency, high performance and dynamic load balance, integrate RoCEv2, DCQCN and DLB, and provide a series of pluggable optical modules and a SONiC ecological system to enhance expandability, flexibility and efficiency and realize the best solution for seamless expansion. In addition, Edgecore Networks launches an AI server exclusively designed for training of large language model, automated processes, object classification and recognition. The server is equipped with two Intel Gaudi processors, which are designed with 7nm process and combined with Edgecore Networks' design, to provide high-performance training, reasoning ability, and energy efficiency, and support the corporate digital transformation. As for fiber optic switches, 1/2.5/10GB Ethernet equipment with a 100GbE backhaul uplink is developed. In addition to supporting ITU-T G.8032 ERPS L2 Ethernet ring protection and providing a convergence time of less than 50ms, it offers ISPs/operators full-scale and certified software functions, provides high-bandwidth access, IPTV service, advanced IPv6 management, multi-broadcast control and simple management, and complete private MIB. Switches can be controlled and monitored through the EMS of the customer. It is the best solution for high-bandwidth access, traditional 3-tier aggregation or core and foldable Clos architecture.

In terms of telecommunication, Edgecore Networks satisfies the growing needs of modern telecommunication deployment and back-end data centers by providing opening high-performance cellular stations and aggregation routers. Edgecore Networks' high-performance 100G to 400G aggregation routers provide edge route and data center switch applications, including synchronized Ethernet, IEEE1588 v2 PTP, and precise timing synchronization to meet the needs of modern telecommunication deployment and data center infrastructure. The cellular base station router supports the LTE and 5G mobile xHaul network. It is designed with high density ports and temperature strengthening, eCPRI fronthaul and advanced remote sensing function to further enhance the expandability of the mobile network.

As the supplier with the most OpenRoaming Wi-Fi certified products, Edgecore Networks provides complete Wi-Fi 6, Wi-Fi 6E and Wi-Fi 7 solutions. They are applicable to the needs of different deployment scenarios in a company, on IoT, and outdoors and provide the best solutions for various environments and applications. Wi-Fi 6E OAP101-6E - outdoor access point and EAP112 - IoT gateway exclusively designed for IoT are optimized for different application scenarios to ensure high-performance wireless connection. The Wi-Fi 7 base station provides 9.34 Gbps transmission speed and built-in 5GB E PoE port and USB PD 3.0 power supply interface options. The innovative design improves the flexibility of deployment and sets a precedent for Wi-Fi 7-base station supply configuration. Edgecore Networks' cloud management platform package includes ecCloud, ecCloud-VPC and EWS/VEWS WLAN gateway/controller. It provides network equipment management, indoor positioning, Wi-Fi AIOps and cloud information security to ensure the security and best operation of enterprise networks.

As a global leader in the solution of open basic infrastructure, Edgecore Networks provides customers with a one-stop hardware platform, enabling customers to develop exclusive NOS and software solutions. With the existing hardware and open source operating system, Edgecore Networks develops its own application programs and provides customers with the ability to quickly deploy AI computing, open cloud data centers, and telecom and network infrastructure applications to ensure flexibility, expandability and optimal performance.

- Number of domestic patent rights (as of March 31, 2025) : 42
- Number of international patents (as of March 31, 2025) : 82

Accton adheres to the concept of continuous innovation and improvement, and focuses its technology research and development in product development and improvement. For intellectual property management, especially for patents, Accton has established a patent management and incentive measures to actively encourage our R&D staff to convert their innovation ideas in the product development and optimization process into proposals, and rewards proposals with development potential after going through the evaluation process. In this way, we hope to encourage the Company to produce innovative technologies and effectively manage the Company's intellectual property. In addition, on the basis of idea proposals, we will adopt appropriate protection methods according to the nature of the innovative idea. For example, patent applications for ideas that meet the patent application standards and have the potential to be introduced into products are protected in the form of patent rights, or innovative ideas that are not suitable for disclosure are managed by means of trade secrets, so as to ensure that the Company's intellectual property can be effectively protected. For the effective management of patent cases, Accton manages and controls through its self-developed intellectual property management system and patent management procedures, so that the complicated application progress and status of patent application cases can be accurately grasped. For patents under maintenance, we conduct patent evaluations on a regular basis according to the performance of patented technologies in product application and the potential of product introduction, and decide to continue or terminate patent maintenance accordingly to ensure the effective management of Accton's patent assets and maximize benefits. On the other hand, for the management and control of infringement risks, apart from determining if there are potential infringement risks and avoiding the feasibility of design according to the technical needs of the R&D employees during the product development process, Accton pays attention to whether patent disputes are involved in the patent proposal review process, with a view to reducing product infringement risks and ensuring smooth operation and promotion of products to customers. In addition, the relevant patent application standards and patent evaluation standards will be adjusted accordingly at any time according to Accton's product strategy to achieve the management goals of consistency in technology development, product development and patent planning.

(3) Future R&D Plans

The needs of the data centers in the world for high-speed computing and network connection technology continues to rise. Cloud service providers (CSPs) and brand customers have higher requirements for the deployment of AI infrastructure. For these, the governments around the world are actively promoting network infrastructure construction to accelerated the development of the AI technology. AI has unlimited needs for bandwidth. To satisfy the needs of data centers for high-performance infrastructure, Accton will continue to enhance the R&D of AI switches, optical switches, optical modules, AI servers, AI reasoning computing cards, AI training acceleration modules and equipment, AIoT, Smart NIC, liquid cooling systems and power solutions, etc. to provide more comprehensive products and services, and more emerging technologies that are under development, for customers to implement their AI deployment. We continue to increase the investment in forward-looking technologies of the industry, strengthen the R&D capabilities, and expand the global deployment. Accton will continue to invest in the R&D of optic, machine, electricity, and heat systems and

provide the most robust, most efficient, most flexible, and most sustainable infrastructure to support the development of the AI technology in the future. Accton will develop highly modular AI solutions. Customers can quickly deploy AI/ML infrastructure to realize performance optimization and application scenario combination in the shortest time to meet the diverse expectations of the market for AI/ML infrastructure.

Accton will continue to deploy 5G infrastructure, make effort in the application field, and promote the development of products with an open architecture, including open network operating systems and hardware equipment. The application field cover cloud data centers, enterprise network markets, telecom network markets, cloud switch upgrades to higher bandwidth of 100G/400G/800G/1.6T..., modular fiber-optical data switch, new-generation servers with switch functions, edge computing servers, IoT, Wi-Fi 7, 5G Open RAN DU Server, SD-WAN/uCPE for software-defined wide area network equipment, smart factories, and quantum computing. Accton lays the foundation for the 6G network to promote the development of next-generation communication technology.

2025 will be the critical year for the deepening of AI technology and professional applications, marking an important opportunity for technology breakthrough and market transformation. Cloud computing, artificial intelligence and quantum computing technologies are no longer independent of each other. Rather, they will be closely integrated to form an inter-dependent ecological system. As a global leading company in technology, Accton will continue to invest in forward-looking technologies, extend technology deployment, develop innovative products, expand the market application scope, and provide more competitive and differentiated solutions. Through technological innovation and market deployment, Accton will continue to take the lead in the global development of AI, cloud and communication technologies, promote industrial innovation, and ensure the Accton's leading position in the global technology market.

(IV) Long-term and Short-term Business Development Plans

(1) Short-term development plans

- Increase market share by integrating technologies and providing customized products to grasp market trends and customer needs.
- Apply accumulated technology knowledge of the Company to develop new product lines, work with hardware and software vendors to accelerate new product introduction and enhance product quality and reputation.
- Consolidate existing customers, actively open up the market, strengthen the partnership with existing ODM/ODM customers, and provide professional consultation, maintenance and technical support for all products.
- Actively develop the 10G/40G/100G/400G/800G products related to the Open Compute Project, expand the partnership with software manufacturers, grasp emerging business opportunities, and form a new ecosystem related to chips, hardware, software and applications.
- Promote the application of open network and actively participate in the formulation of open network standards for the backbone networks of telecom operators (TIP: Telecom Infrastructure Project).
- Actively develop the wireless network technology and products with the distinction and application prospect.

(2) Long-term development plan

- Continue to master the relationship between chip and software technologies, and continue to lead the open network hardware platform.
- Be continuously committed to providing professional ODM R&D and production services (be a world-class outsourcing partner).
- Develop self-owned channels to promote self-developed products and provide sales and service through its subsidiary brand (Edgecore).
- Continue to master key 10G/40G/100G/400G/800G technologies related to Open Compute Project, and expand the cooperation with chip manufacturers/software manufacturers.
- Cooperate with telecom operators to develop advanced software-defined wide area common/virtual SD-WAN vCPE customer devices
- Actively develop wireless network technologies, products and platforms with differentiation and application prospects.
- Build a hybrid cloud-based IoT solution to link terminal application products, strive to reduce customers' operating costs and improve service quality; strive to analyze user behavior patterns based on the analysis of accumulated information, and enhance the value of life with intelligent application services by joining hands with different industries.

II. Market, Production and Sales Overview

(I) Market Analysis

(1) Sales destination of Accton's key products

Accton's major products are enterprise-grade and telecom-grade high-speed Ethernet switches, WLAN products, broadband series and consumption electronics products, which are mainly sold to United States, Europe, Asia and Taiwan. The main sales destinations of key products in the last two years are as follows:

Year	2023 (%)	2024 (%)
Sales Destination		
Domestic Sales	1	1
Overseas Sales	99	99
A. America	71	74
B. Europe	12	11
C. Asia Pacific region	16	14

(2) Market Share

- a. According to Dell'Oro Group, the capital expenditure of the data centers in the world is expected to grow by 44% in 2024 thanks to the needs for investment in AI and non-AI infrastructure. IDC said that the high-bandwidth and low-latency AI workloads have promoted the growth of the data centers. These needs are driving both enterprises and service providers to speed up the deployment of their Ethernet switches. In the fields other than data centers, the suppliers of Ethernet switches are embedding AI functions into the software management platform to improve operation and performance. This is consistent with the market transition towards more balanced supply and demand dynamics. In the global Ethernet switch market in Q3 2024, Cisco accounts for 37.2% of the entire switch revenue market, followed by Arista Networks at 13.6%, Huawei at 9.7%, HPE at 5.3%, and H3C at 2.4%.
- b. According to Dell'Oro Group, the deployment speed of the access network deployment has slowed down. This is because the decrease in 5G and PON deployment resulted in reduced needs for routers. Inflation or cost increase is another reason, because this result in reduced needs of the service providers, which further reduces the market scale. For service providers, the cost increase is not only an increase in equipment cost. It includes the cost of manpower for procurement and installation of equipment, and the capital cost that is affected by the higher interest rate. In addition, service provides have to consider the needs for network services in the future. This usually fluctuates with the economic situation and tends to become stable at the end of 2024. According to IDC's Q3, 2024 report, from the regional perspective, the market share of the US service providers and enterprise routers declined by 24.8%, the market share in the Asia Pacific region declined by 14.1%, and the market share in Europe, the Middle East and Africa declined by 9.3%. For the third quarter of 2024, Cisco held 29.7% of the global enterprise and service provider router market, Huawei 27%, and H3C 2.4%.
- c. According to IDC's report, the global WLAN market grew by 5.8% in Q2 and Q3 following the growth by 12.4% between Q1 and Q2 2024. The continued quarterly growth of the WLAN market indicates that the market supply and demand dynamics tends to become stable after two years of fluctuations. The latest Wi-Fi standards are steadily growing in the enterprise WLAN market. Wi-Fi 6E enables Wi-Fi to utilize the unauthorized frequency spectrum of the 6GHz frequency range. Wi-Fi 7 is also adopted. For the third quarter of 2024, Cisco held 41.6% of the global WLAN market, HPE Aruba 15.1%, Ubiquiti 8.3%, and Huawei 7.2%.

(3) Future market supply and demand and growth

a. Data center switches

As Dell'Oro Group predicts, the data center infrastructure (DCPI) market will maintain a double-digit revenue growth rate in Q3 2024. This is mainly driven by the large-scale deployment of infrastructure for support of accelerated computing workloads. With orders exceeding expectations becoming a new normal, Accton will continue to increase the orders from the data center infrastructure suppliers. The continuous increase of orders and the historically high backlogs at the end of the supplier shows that the market growth will continue in the coming years. According to Gartner's prediction, the data centers are expected to grow by 160% in the next

two years. Due to the rapid growth of power consumption for running of AI and GenAI, it is possible that by 2027, 40% of the existing AI data centers will be affected by power supply in terms of their operation.

b. Routers and switches for Internet service providers

According to IDC, the routing network equipment market of the internet service providers will grow to US\$14.96 billion by the end of 2028. According Dell'Oro Group's report, after the shrinkage of the market in 2024, the internet service provider's router and aggregation switch markets in the next five years are expected to grow at an average speed of 3% per year.

c. Enterprise Wireless LANs

According to Dell'Oro Group, the growth of the WLAN market will slow down in 2024, especially in consideration of the record high of the sales amount in 2023. Product shipments and orders will continue to be digested until 2024. In addition, with the expansion of Wi-Fi 7 availability, the adoption rate of Wi-Fi 6E will begin to decline. 2024 will be the year when Wi-Fi 7 dominates the market. According to Global Information's prediction, the compound annual growth rate of the WLAN market in 2028 will be 28.8%. This growth is attributable to the cloud-managed WLAN solutions, AI-driven network management, the integration of 5G and WLAN, and integration of smart buildings and IoT.

(4) Competitive advantages, favorable and unfavorable factors for future development, and countermeasures

a. Competitive advantages

- Accton has a strong research and development team which has long-term cooperation with international Netcom chip manufacturers.
- Accton has the ability to develop modular software platforms which greatly shorten the product development schedule.
- In terms of dedicated 10G/40G/100G/400G switches for open network centers, Accton is the first provider of 10G switches certified by the Open Compute Project (OCP) in the industry. Accton provides an open software architecture with ONIE, offering over 15 OCP-certified switches, and has partnered with telecommunications providers to introduce the industry's first open network architecture PON OLT.
- We firstly proposed to provide solutions for the wireless network architecture of open network enterprises and for SDN software industry alliances.
- We have strategic alliance with software giants of open network to provide the design with a high efficiency and high reliability for the flexible use of new data centers. In view of TIP (Telecom Infrastructure Project), the Open Telecommunications Architecture Alliance proposed the Cassini 100G fiber optic switch to be specially used for data transmission and service improvement among large data centers.
- Accton is at the forefront, offering 800G switches designed for specific applications.
- Accton has a number of network software patents for network management systems and drivers, giving added value to products.
- We also has technology development capabilities for wireless and cable products, and are a world-famous enterprise with cross-platform research and development capabilities.
- All our major customers are leading international manufacturers, and we have a good long-term interactive relationship with customers which helps our understanding of the market direction.
- Accton has a good partnership with upstream and downstream suppliers, so we can actively control the sources of raw materials and effectively reduce costs.
- We have strategic alliance partners all over the world to effectively use the capacity, technical team and human resources of each unit.
- We have passed the quality certifications of ISO 9001, ISO 14000 and TL 9000, and the certifications of many international large factories to improve the quality and strengthen our OEM competitiveness.
- We can provide customers with online real-time technical support and services through the online network information system.

b. Development prospect

(a) Favorable factors:

- The growth momentum of the telecommunications industry continues to expand: With the sharp jump in mobile device shipments, the commercial operation of the 4G communication technology LTE and 5G,

and the introduction of cloud computing, the value-added services of the telecom industry tend to diversify, and the revenue of devices and large architectures with application service tie-in is expected to increase year by year. At the same time, in response to the open network trend, the telecom industry has also begun to test and evaluate the possibility of adding open network hardware and software.

- **Market potential of enterprise-level wired and wireless networks:** Enterprises attach importance to information security and effective mass data transmission in their demands for switches, and the upgrade of network equipment in the aggregation layer has become the first choice for enterprises to transform their network architecture. Accton has a long-term and profound relationship with leading international brands, and is able to grasp brand customers' demands first-hand and invest in the development of SDN data center 10G/40G/100G switcher-related technologies in the early stage. ODM customers are also gradually laying out whitebox products in line with Accton's recent product development direction. In addition, by taking advantage of the dual business modes of OEM and private brand, Accton localizes custom service in the global market according to the front end user's demands; in addition, with the trend of the wireless enterprise network environment, both the management room end and the access application end are adjusted in line with mobility and virtualization requirements. The development and design of Accton's radio frequency (RF) are independently researched and developed (in-house). The Company has a rare perfect test center in Taiwan, which is highly competitive in technology and the market.
- **As the demand for mobile broadband applications continues to rise,** the popularity of high and low-level mobile phones and various applications have created 4G /LTE infrastructure and carrier-grade Wi-Fi wireless hot spot devices, which drive the demand for the upgrade of related products. With APPs which have various high bandwidth requirements, we can predict the future demand for indoor and outdoor enterprise and telecom grade 802.11ax high capacity wireless base station technology.
- **Innovation and transformation of network industry:** The Internet of Things and digital convergence bring new business opportunities. Based on the development of network IP, more and more terminal units have the networking function. Among them, portable multimedia mobile devices and IPTV, which combine the four major functions of voice, data, video and mobile APP still have a high demand for the broadband for fixed network and mobile Internet, and are expected to drive the investment of telecom operators in infrastructure, such as data center switches and wireless access equipment (AP).
- **In the face of various new services and the demand for big data,** in recent years, new value chains and new technologies have also deconstructed the industrial value and driven the development of new software, such as the business model of white box data center, which has impacted the original ecological architecture, and the alliance between Accton and open-architecture software manufacturers helps to grasp the niche market. Drive network computing and related network upgrade requirements for AI applications.

(b) Unfavorable factors and countermeasures:

- **Industry competition is intense, and gross profit rate is gradually compressed.**

The life cycle of network products is compressed due to the rapid changes in the information market, and the gross profit of the ODM/OEM business is declining; therefore, the countermeasures aim to strengthen the added value of products and provide one-stop purchase service to enhance the relevant business opportunities through the integration of software and hardware and alliance with related upstream and downstream.

- **In terms of technology,** we must be more actively committed to the work of taking root in technology to establish the entry threshold and expand the scope of business. As the design and development work of chip manufacturers becomes more perfect, it also urges the assembly manufacturers with a higher manufacturing scale to participate and share the market.
- **The technology of open networking switch products becomes more and more mature,** and attracts other server/storage vendors to the market, thus improving market competition and affecting the gross margin. The countermeasure is to strengthen the cooperation with the upper-layer software manufacturers, and quickly replicate the application in other emerging markets in Europe and vertical markets, and strengthen the depth of business and operation in regional markets through private-brand subsidiaries.

(II) Important applications and production processes of key products

(1) Important applications of key products

a. Data center switch

This product is used in large data centers to link cloud servers, providing higher transmission rates of 10G, 40G, 100G, 400G and 800G to improve the efficiency of mass data processing.

b. Ethernet switch

The product includes standard switches, high speed switches, and Ethernet powered (PoE) switches which are suitable for centralized network management environments.

Among them, the Ethernet powered (PoE) switch provides the access-point (AP) power supply for wireless base stations to solve the problem of setting up power supply for wireless base stations.

c. Wireless solutions

These include wireless base stations, wireless gateways, fixed wireless access (FWA) and other products, which provide users with wireless internet interface and equipment through IEEE 802.11a/b/g/n/ac/ax/be, LTE and BLE/Zigbee/Thread/Matter and other standards.

d. 5G CSR/DCSG

The DCSG disaggregated mobile base station backhaul router will comply with the TIP DCSG specification, and be used for deployment of mobile base stations to support existing mobile base stations and the new planned 5G base stations, as well as provide 25GbE backhaul uplink. Like all open network products, DCSG offers support for a series of commercial and open source software, providing network operators with a variety of platform options.

e. Broadband access

This includes disconnect-type GPON/XGS-PON OLT.

f. The 10G/100G intelligent high-speed network card

It provides faster data transmission for storage servers and computing servers, and provides acceleration for complex network virtualization computing, storage acceleration, point-to-point transmission encryption and in-deep content analysis, so as to achieve fast, safe and efficient data transmission.

g. The IoT solution

The hybrid cloud is built as an infrastructure to connect the IoT solution of computer hardware. It provides a full range of front and back field intelligent life monitoring and environment control systems applied in intelligent living fields, and can quickly grasp the information through remote monitoring and real-time transmission of information to smart phones.

h. mmWave Solutions

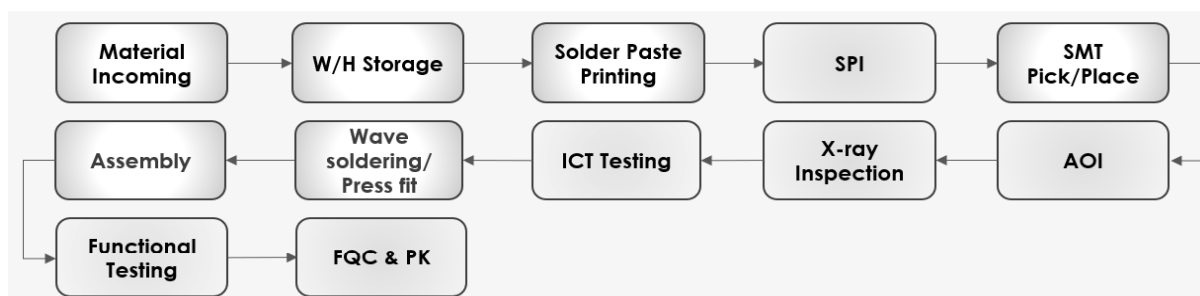
We provide gigabit-per-second class long distance wireless last mile and fixed wireless access.

i. SD-WAN/vCPE/uCPE solutions

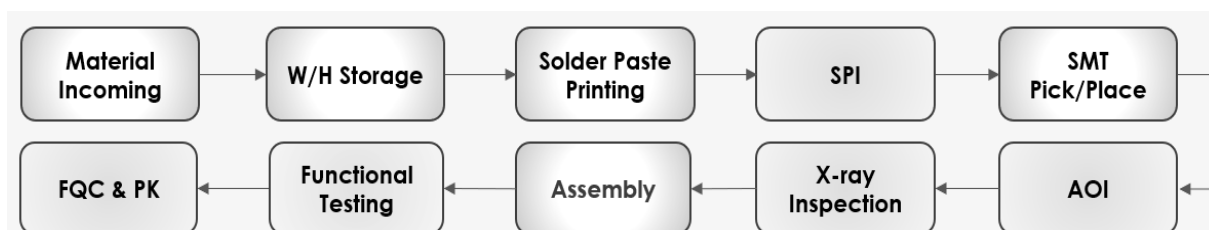
Software Defined Wide Area Network (SD-WAN) and software defined network technology use virtualization technology to simplify the management and maintenance of data centers. With this technology, enterprises can use low-cost access through network, and establish highly efficient WLANs. Therefore, expensive private WAN technologies such as MPLS or private lines can be replaced fully or partially. Service providers can provide new services quickly upon request by using virtual/universal CPE and vCPE/uCPE by virtue of powerful hardware efficiency, highly flexible intelligent user-end operating system and network function virtualization. Unlike traditional devices, which require deployment and configuration of new hardware, vCPE out-of-the-box service resiliency improves remote management capabilities for service providers and reduces operating costs for both parties.

(2) Production process

High order switches 、 wireless products 、 Data Center 、 AI Accelerator Card 、 GPU



Network Cards



(III) Supply of key raw materials

The global economy still faces many uncertainties due to the pandemic, geopolitical tensions, inflation and Sino-US technological competition, which may inhibit the impact of supply growth. For example, the insufficient supply of key components continues to exist.

In addition, in response to the continuation of the United States tariff policy, Accton has not only continued improving Taiwan's production capacity but also evaluated and invested in Vietnam to establish a production base in response to the increase of orders and the avoidance of geopolitical risks.

With the continuous increase in the vaccination rate of COVID-19, the market expects a global economic recovery. Moreover, Accton can provide 12-to-18 month forecast demand to long-term partners, major chip manufacturers and major component manufacturers, and can also have strategic or cooperative agreements with suppliers when necessary. Therefore, Accton has strong bargaining and management capabilities in terms of component supply, and the above-mentioned impact is thus limited. For key components, in addition to keeping the original suppliers, at least two suppliers are maintained for product delivery to ensure no uncertainty in mass production.

1. Continue to request raw materials to be 100% compliant with the Restriction of Hazardous Substances (ROHS) directive issued by the European Union. To ensure compliance with environmental standards for materials and components, the company implements rigorous oversight of its supply chain through regular audits and spot checks, actively replacing non-compliant suppliers. An annual Supplier Conference is convened (with the 2023 edition featuring the Zero Carbon Chain Plan Supplier Sharing Conference) to underscore the significance of green product trends and regulatory mandates to our suppliers. This initiative is aimed at bolstering supplier commitment to environmental standards. By prioritizing source management, the company effectively mitigates risks associated with non-compliance, aligning with industry best practices for sustainability. Improving global warming is an extremely important issue for the environment, and Accton works with suppliers to contribute to the earth. Accton Technology's Zhunan factory was awarded the "Green Procurement Excellence Award" and also received the "Miaoli County Private Enterprises and Groups Green Procurement Excellence Result - Special Excellence Award."
2. Work closely with suppliers to integrate the supply of components from multiple parties, and maintain over two suppliers from the NPI stage, so as to effectively stabilize the supply and reduce the risk of material shortage. In order to stabilize the supply source of key raw materials and enhance the advantage in the procurement of materials, the following measures are implemented, so as to effectively stabilize the supply and reduce the risk of material shortage:

- 2.1 Strengthen procurement capabilities, establish a sound and long-term cooperation with suppliers, and jointly develop new technologies for components, so as to strengthen the mutual reliance.
 - 2.2 In order to ensure that the suppliers' production schedule can meet Accton's needs, regularly review the suppliers very year to ensure their supply capacity and quality.
 - 2.3 Regularly review suppliers' product quality, delivery accuracy, cost and service performance, and use the results as the reference for future procurement.
 - 2.4 Establish a leading role in the research and development of related components, actively integrate suppliers across the Strait to obtain the best supply conditions in the market, and coordinate the supply terms with major suppliers.
3. Continuously optimize the Supply Chain Management (SCM) cloud system and establish an information network with suppliers, and timely grasp the material inventory status for continuous optimization and the management of future demand, so as to achieve the goal of reducing inventory management costs and reducing the loss from deadstock. Have the VMI inventory management tasks performed by suppliers to shorten the lead time for the procurement of raw materials. Conduct inventory management through VMI mechanism, continuously deepen the cooperation relationship with suppliers, reduce the inventory backlog in the overall supply chain, increase capital flow, improve operation flexibility, and cooperate with suppliers for a safe inventory mechanism to improve the Company's competitive advantage.
 4. Use intelligent and automated equipment to optimize the process from design to manufacturing, use the most advanced manufacturing equipment, and use billboard management, monitoring systems, analysis centers and training centers to improve operational flexibility.
 5. Use the cloud big data technology to improve computing power, push the information to suppliers in real time, cooperate in the improvement of procurement, warehousing and production line, and achieve the JIT real-time material supply operation mode.
 6. Continuous introduction of Oracle Agile PLM system - Product Lifecycle Management system.

(IV) Names of the customers accounting for more than 10% of Accton's total sales (purchase amount) in either of the most recent two years:

(1) Information of Main Suppliers

Unit: NT\$ thousand

2023				2024				Current year up to March 31, 2025			
Name	Amount	Proportion (%) in Net Annual Purchase Amount	Relation with Issuer	Name	Amount	Proportion (%) in Net Annual Purchase Amount	Relation with Issuer	Name	Amount	Proportion (%) in Net Annual Purchase Amount	Relation with Issuer
A	8,479,895	12.6%	None	A	16,503,315	16.7%	None	A	2,099,142	10.4%	None
Others	58,970,552	87.4%	None	Others	82,548,121	83.3%	None	Others	18,042,389	89.6%	None
Net sales	67,450,447	100%		Net sales	99,051,436	100%		Net sales	20,141,531	100%	

(2) Information of Main Sellers

Unit: NT\$ thousand

2023				2024				Current year up to March 31, 2025			
Name	Amount	Proportion (%) in Net Annual Sales	Relation with Issuer	Name	Amount	Proportion (%) in Net Annual Sales	Relation with Issuer	Name	Amount	Proportion (%) in Net Annual Sales	Relation with Issuer
A	16,546,522	20%	None	A	34,860,966	32%	None	A	20,198,467	47%	None
B	13,997,698	17%	None	B	12,953,990	12%	None	B	4,253,504	10%	None
Others	53,644,206	63%	None	Others	62,609,788	56%	None	Others	18,298,590	43%	None
Net Sales	84,188,426	100%		Net Sales	110,424,744	100%		Net Sales	42,750,561	100%	

III. Number, average service years, average age and ratio of academic degree of the employees in the most recent two years

Year		2023	2024	Current Year As of March 31, 2025
Number of Employees	Manager or above	409	557	587
	Engineer	1,425	1,500	1,562
	Operator	1,535	1,924	2,016
Total		3,369	3,981	4,165
Average Age		37.48	37.04	37.05
Average Length of Service		5.76	5.51	5.47
Ratio of Academic Degree	Doctors	0.23	0.20	0.26
	Masters	19.29	19.27	19.50
	Bachelor	43.37	42.53	42.78
	College	17.84	16.68	15.97
	High school	16.36	18.26	18.03
	Below Senior High School	2.91	3.06	3.46

IV. Information on Environmental Protection Expenditure

- (I) The total amount of losses (including compensation) and penalties incurred due to environment pollution in 2024 as of the date of publication of the Annual Report, and please indicate the countermeasures (including improvement measures) to be taken and possible expenditures to occur in the future: No environment pollution event occurred, which will be maintained continuously.
- (II) The company's environmental expenditure has increased year by year, with the expenditure for the past two years as follows:

Item name of expenditure	2023	2024
ISO certification fee	799,959	654,230
Testing fee	57,489	1,604,200
Waste treatment fee	10,713,169	12,118,715
Expenditure on facility repairs	247,446	632,820
Total	11,818,063	15,009,965

The Company is not classified as a highly polluting industry and is only required to submit a waste disposal plan. Upon approval by the competent authority, the Company designates dedicated personnel and complies with regulations to report the generation, storage, and treatment of waste. Waste is removed, treated, and recycled by qualified contractors, and there have been no pollution-related fines or compensation cases. The Company promotes waste sorting and reduction and collaborates with charitable organizations (Tzu Chi) for resource recycling to fulfill its environmental responsibilities.

V. Labor Relations

- (I) Staff benefit measures, further education, training and retirement systems of the company and their implementation status, the agreement between employees and employer, and employees' rights and interests:

Since its establishment, in addition to allowing talents to bring their role into full play, Acctcon takes the most important responsibility to take care of employees and their families, with the hope to provide a worry-free working environment to allow employees to be devoted to their work, so as to increase the company's competitiveness. In addition to the active implementation of thoughtful management and various benefit measures, the Company learns about employees' ideas and needs at all times through various channels for the purpose of achieving sufficient communication, solving problems effectively, and promoting harmonious relations between employer and employees. At present, relevant measures are as follows:

1. Benefit Measures and Their Implementation Condition

- (1) In addition to general benefits such as labor health insurance and pension benefits, the additional benefits provided by the Company include: employee group insurance, family member accident insurance, major

injury and scald insurance, and new insurance against first-time cancer and death from cancer, etc. Year-end bonuses, profit-sharing, stock options for senior employees, emergency assistance for employees, subsidies for marriage, funerals, childbirth, and hospitalization, scholarships for employees' children, lunch subsidies and free dinners, employee dormitories, and sexual harassment prevention measures are all provided. In addition, occupational medicine specialists and professional nurses offer occupational disease prevention, regular health checkups, health promotion activities, and wellness seminars to manage employees' health.

- (2) In accordance with the law, the Company has established an Employee Welfare Committee, which selects welfare representatives to handle matters related to employee benefits. Each year, an annual plan and budget are formulated, covering items such as scholarships for children, funeral subsidies, holiday and birthday gift vouchers, movie tickets, subsidies for group travel and activities, family days, club activities, volunteer work, sports competitions, contracted vendors, private movie screenings, employee care initiatives, and ESG sustainability events. In 2024, to celebrate the inauguration of the Zhubei Headquarters, the Company held a Group Music & Arts Family Day attended by more than 3,000 employees and family members. The event featured performances by the Hsinchu Youth Chinese Orchestra, Black Vision Percussion Troupe, visually impaired baristas from Accton, the Accton employee rock band, and a Filipino employee live band. There were also various collaborative arts and crafts activities and participation from social welfare organizations such as the Jilun Friendly Workshop from Taitung. Through the involvement of diverse groups and professionals, the event embodied a corporate culture of inclusion, mutual understanding, appreciation, and support.
- (3) For considering employee's needs for caring their children, the company established the first nursery and baby care center for the infants and young children from 2 to 6 years old in Hsinchu Science-based Industrial Park, and arranged exclusive parking spaces for pregnant women and breastfeeding rooms, which enable employees having no worry about caring their children.
- (4) To express its positive values towards "family", the company provides "marriage allowance" to encourage employees to get marry, and the employees of the company married with each other are provided with 3,000 of allowance per month per person, i.e. 6,000 for each couple.
- (5) In terms of hardware facilities, there are 7-11 convenient supermarket and Mega Bank ATM to meet staff demands. In addition, there're self-owned staff restaurant and coffee shop, and exclusive leisure time room for employees to have sports during rest time or after work.
- (6) In order to care for employees, Accton will give warm care to any employee who is unable to work due to material sickness or injuries suffered by him/her that he/she may apply for leave for maximum 1 year with post and salary to be kept.
- (7) To encourage employees to care for and spend time with their elderly parents and grandparents, the Company established Filial Leave in 2024. Each employee is entitled to two paid days off per year. This leave can be used for accompanying elders on outings, celebrating birthdays, or accompanying them to medical appointments, allowing employees to balance work with family caregiving responsibilities.

2. Implementation of Staff Further Reeducation and Talents Training and Development

The Company places great emphasis on talent development and cultivation. In addition to project-based learning, the Company centrally organizes training programs for employees. The training covers six major categories: onboarding for new hires, professional skills, work efficiency, quality, environmental health and safety, and management. The Company actively develops internal trainers to foster a learning-oriented organizational culture and has set up a dedicated training facility, Accton Academy, to host in-person classes. It also upgraded its LMS (Learning Management System) to offer employees a faster, more convenient, and enriched learning platform. The Company places strong emphasis on pre-employment training for frontline employees and has established a dedicated simulation training center. As for training in ethics, courses on prohibiting insider trading, integrity management, and corporate social responsibility are mandatory for new employees, using real-life cases to explain policies and reinforce Company regulations. In 2024, at least nine training programs related to employee ethics were conducted, with 14,583 participants. For current employees and supplier partners, seven additional programs were arranged, totaling 7,315 participants (see p57). Relevant departments also periodically share case studies on the company homepage to remind all staff of the rules and regulations. Additionally, depending on job requirements, the Company offers external training and subsidies (up to 100% coverage). To enhance language proficiency, each employee receives an annual fixed allowance for foreign language training to help improve individual performance and team competitiveness.

3. Retirement System and Implementation

As is required by the Labor Standards Act, the Company has the Employee Retirement Guidelines in place and periodically sets aside the pension fund under the old system and deposits it in the Labor Retirement Reserve Fund of the Bank of Taiwan. The Labor Retirement Reserve Supervisory Committee is responsible for managing and utilizing the retirement reserve. After implementation of new retirement system, the company also prepared and paid pension into each employee's pension account based on the rate of 6% in accordance with law, and asked employees that whether they are willing to pay pension, in a regular and public way.

4. Labor Contract

Since its establishment, Accton was committed to establishing a harmonious atmosphere between the employer and employees on mutual trust basis in terms of operation and management, and understood employee's satisfaction with management and benefit systems by taking advantage of various communication channels to enhance communication and reach consensus.

- (1) Set up "Labor-Management Board" to hold meeting for electing staff representative with each tenure of four years to promote regular communication with staff representatives, so as to coordinate labor relation, promote the cooperation with employees and improve work efficiency.
- (2) Held "Staff Meeting" from time to time to take employee's advices and communicate the opinions about the direction specified in the company's policies.
- (3) Provide staff with the diversified feedback system, including bulletin board (BBS), internal network (ACCPORTAL) , Accton Assistant Line@ and physical staff feedback mailbox, so as to encourage staff to give suggestions on operation or management measures, so that the voices and expectations of junior staff can be directly reflected to senior managers for reference of continuous improvement and corporate governance. At the same time, also set up the special line for employees to complain: (03)577-0270 extension 3119, and set up E-mail address for employees to complain: so as to continue to create the smooth communication channel for employees. For foreign employees, also have bilingual professionals responsible for daily coordination and communication, and create the culture of communication without obstruction.

- (II) The loss arising from labor disputes in the most recent fiscal year up to the date of publication of the Annual Report: None.

VI. Cyber Security Management:

- (I) It describes the cyber security risk management framework, cyber security policies, specific management plans, and resources invested in cyber security management.

Organizational Structure of Information Security Promotion Committee:

- Accton established the Information Security Promotion Committee in 2016 and obtained ISO/IEC 27001:2013 international certification. In 2024, the Company successfully completed the transition to ISO/IEC 27001:2022 and passed the verification of the continued effectiveness of its information security policies and controls, thereby ensuring the proper operation of its information security management system and reducing information security risks.
- In 2020, Accton formed a dedicated cybersecurity management organization, the Information Security Department, responsible for addressing network security issues, activities, and threat intelligence across the group. This department actively monitors, investigates, and responds to security threats facing Accton.



Organizational Structure of Information Security Promotion Committee

Cyber security policy:

- All employees (including regular employees or external persons appointed, such as suppliers, part-time employees and consultants etc.) shall be under the responsibility and obligation to protect the information assets related to the business responsible by them to ensure the confidentiality, accuracy and availability of Accton Group's important information assets.
- Employees shall perform work within proper scope, and only may be granted with the authority and information necessary for the completion of their work.
- The personnel to be employed shall accept necessary evaluation and sign on relevant operation rules, and participate in information security education and training, so as to know that it is everyone's obligation to maintain and protect information security, which shall be implemented in daily work.
- A continuous management mechanism shall be formulated and regular test and training shall be conducted to maintain its applicability.
- The measures taken by Accton Group in respect of information security shall comply with the requirements specified in laws and Accton Group's information security policies; Formulation of and modification to all information security regulations or procedures shall follow and comply with information security management systems.

Cyber security goals:

- The requirements specified in laws and regulations, the orders of competent authorities, the terms of the contracts signed with customers or the requirements for professional duties shall be met.
- Customer information shall be protected and kept to prevent intentional improper and unlawful use.
- Continuity and timeliness of rendering services shall be ensured.
- Accuracy and completeness of the information provided shall be ensured.
- In case of damage occurring to the rights and interests of related (interested) parties due to information security accidents, response shall be made and handled appropriately.

Specific management plans:

Beyond implementing an information security management system following the PDCA cycle, Accton has integrated "Information Security Incident Reporting Procedures" into its internal risk control system. Regular management review meetings are held quarterly or whenever significant changes occur in the information operating environment. These meetings independently review the information security policy, objectives, procedures, and control measures to prevent potential cybersecurity threats and enhance the level of cybersecurity protection, maintaining a commitment to high-quality service.

In its daily operations, Accton is committed to data security and the protection of personal information entrusted to the Company by customers, suppliers, partners, and employees. In 2024, the number of complaints filed by third parties or competent authorities against Accton for breaches of customer personal data protection or data loss that resulted in legal proceedings was 0.

Continue to manage risks in multiple areas in the operation of security infrastructure, including:

- To ensure the integrity of our product's intellectual property rights.
- To prevent potential intrusions into company systems and broader backdoor attacks.
- To protect the production service environments managed by the company, ensuring the software, firmware, and hardware they produce are trustworthy and reliable.
- To ensure the availability of the company's critical information systems.
- To require all employees to complete annual cybersecurity awareness training and all new hires to complete training on privacy and the protection of trade secrets.
- As part of the supplier compliance process, we conduct annual reviews of the privacy and security controls of key suppliers to ensure they meet the company's baseline standards.

Resources invested in cyber security management:

Accton's Information Security Department is responsible for establishing and maintaining cybersecurity policies and security controls to manage all cybersecurity risks. Our cybersecurity risk management plan includes common

ISO 27001 security controls, cybersecurity incident response and communication plans, providing timely and accurate control and procedures for reporting significant cybersecurity incidents. In 2024, there were zero cybersecurity incidents impacting operations due to hacker attacks or virus infections.

Accton's cybersecurity risk management plan aims to protect the confidentiality, integrity, and availability of information we own or are entrusted with. Specific cybersecurity initiatives include annual third-party red team exercises, penetration testing, security configuration management, comprehensive compliance oversight, and simulation and scenario exercises to test our disaster recovery capabilities.

Information security training		Number of attendance	Training hours
New Employee at Accton	Information security policy and awareness training	1,359	0.5
New JoyTech employees		245	1.0
Employees at Accton	Annual Information Security Awareness Training	3,025	0.5
Current JoyTech employees		1,040	1.0
Accton IT staff	Professional skills training (SDLC)	102	2.0
Accton supervisors cyber security training	Incumbent supervisors completed the annual in-person information security training course. Key topics included: AI-related risk issues.	183	1.0
Cybersecurity Drills		Practice time	Number of attendance
Accton social engineering drills	In 2024, four social engineering phishing email drills were conducted, involving over 13,000 participants.	Jan-24	2,723
		Apr-24	2,833
		Jul-24	2,877
		Oct-24	2,968
Joytech social engineering drills		Jan-24	548
		Apr-24	539
		Jul-24	512
		Oct-24	498

Note: Accton Technology's information security measures cover its subsidiaries, Edgecore Networks and Accton Vietnam. Therefore, the goals and data for Edgecore Networks and Accton Vietnam are not stated separately.

- (II) Specify the losses suffered due to significant cybersecurity incidents in the most recent year and up to the date of the annual report publication, including potential impacts and countermeasures. If it's not possible to make a reasonable estimate, explain why:

Since 2024 , there has been no loss due to major IT security incidents.

VII. Important Contracts

Nature of Contract	Party to Contract	Effectiveness & Termination Date	Main Contents	Restriction
Technical Contract	Industrial Technology Research Institute of Taiwan	February 1988 ~ (infinitely)	Contract for license of local network and the technical data of industrial PC	None
Technical Contract	Industrial Technology Research Institute of Taiwan	September 1988 ~ (infinitely)	License for the technology of high-performance graphic output system	None
Technical Contract	Industrial Technology Research Institute of Taiwan	March 1992 ~ (infinitely)	SNMP Agent technology	None

V. Review, Analysis, and Risks of Financial Conditions and Performance

I. Financial Analysis

(I) Analysis of the changes in the financial status of the most recent two years:

Unit: NT\$ thousand

Items \ Year	2024	2023	Differences	
			Amount	%
Current Assets	70,639,495	49,991,316	20,648,179	41.30%
Property, Plant and Equipment	5,445,217	3,181,458	2,263,759	71.15%
Other Assets	10,235,521	3,402,815	6,832,706	200.80%
Total Assets	86,320,233	56,575,589	29,744,644	52.58%
Current Liabilities	46,919,790	29,079,532	17,840,258	61.35%
Non-current Liabilities	3,111,774	2,308,268	803,506	34.81%
Total liabilities	50,031,564	31,387,800	18,643,764	59.40%
Share Capital	5,611,179	5,603,564	7,615	0.14%
Capital Reserve	898,877	874,754	24,123	2.76%
Accumulated Profit or Loss	26,971,350	19,198,744	7,772,606	40.48%
Equity Attributable to Owners of Parent Companies	36,326,560	25,187,789	11,138,771	44.22%

- (II) The main reasons for the significant changes in assets, liabilities and equity in the past two years and their impact:
1. Increase in current assets: Business growth and increased customer demand led to the increase in cash, accounts receivable, and inventories.
 2. Increase in property, plant, and equipment: Due to the construction of the Zhubei factory office building and the purchase of new equipment in response to operational needs.
 3. Increase in other assets: Resulting from capital planning aimed at expanding investments.
 4. Increase in current liabilities: Attributable to an increase in accounts payable from increased sales, as well as an increase in liabilities related to non-current assets held for sale.
 5. Increase in non-current liabilities: Due to the increase in deferred income tax liabilities.
 6. Increase in Accumulated Deficits and Parent Company's Equity: Attributable to growth in performance and increased profitability.

(III) Future planning for the significant impact: N /A

II. Financial Performance

(I) Analysis of the changes in the financial status of the most recent two years:

Unit: NT\$ thousand

Items \ Year	2024	2023	Amount of Increase (Decrease)	Percentage of change (%)	Change Analysis
Net Sales Revenue	110,424,744	84,188,426	26,236,318	31.16%	1
Cost of Sales	87,633,643	64,925,625	22,708,018	34.98%	1
Gross Profit	22,777,706	19,262,801	3,514,905	18.25%	
Operating Expenses	9,176,229	7,761,704	1,414,525	18.22%	
Operating profit (loss)	13,601,477	11,501,097	2,100,380	18.26%	
Non-operating Income and Expenses	1,532,310	231,364	1,300,946	562.29%	2
Pre-tax profit (loss)	15,133,787	11,732,461	3,401,326	28.99%	1
Income Tax Expenses	3,135,041	2,812,296	322,745	11.48%	
Net profit (loss)	11,998,746	8,920,165	3,078,581	34.51%	1
Net Profit Attributable to Owners of Parent Companies	11,999,671	8,920,165	3,079,506	34.52%	1
Analysis of Changes in Percentage:					
1. Increase in net income from sales, cost of sales, pre-tax profit (loss), net profit (loss), and net profit attributable to the owner of the parent company: It is mainly the result of business growth.					
2. Increased non-operating income and expenditure: It is the result of impacts from fluctuating exchange rates for the current period.					

III. Cash Flow

(I) Analysis of changes in cash flow for the most recent two years

Year Items	2024	2023	Percentage of increase or decrease (%)
Cash Flow Ratio	21.19	63.18	(66.46%)
Cash Flow Adequacy Ratio	37.47	46.87	(20.06%)
Cash Flow Reinvestment Ratio	10.25	44.98	(77.21%)
Analysis of Changes in Percentage: 1.Cash flow ratio, cash flow adequacy ratio and cash flow reinvestment ratio: Due to the increase in revenue, accounts receivable, inventory, property, plant, and equipment, the cash inflow decreased.			

(II) Plan for improving insufficient liquidity: None.

(III) Analysis of cash liquidity of the following year:

Unit: NT\$ thousand

Balance of cash at start of term (A)	Net Cash Flows from Operating Activities(B)	Cash Flows Used(C)	Cash surplus (inadequacy) (A) + (B) – (C)	Remedial Measures for Cash Inadequacy	
				Investment Plan	Financial Plan
18,116,346	17,472,089	17,118,407	18,470,028	—	—
1.Analysis of Changes in the Cash Flow during the Year (1)Net cash flows generated from operating activities were mainly from the inflow of operating cash. (2)Cash outflow was mainly used for the acquisition of machinery and equipment, and the distribution of dividends to shareholders, directors and employees. 2.Plan for improving insufficient liquidity and analysis of the liquidity of the following year: N/A.					

IV. Impact of major capital expenditures on finance and business in the most recent year: None.

V. Policies on investment in other companies, main reasons for their profit or loss and improvement plans in the most recent year, and investment plans for the following year.

(1) Policies on Investment in Other Companies

The company's investment policy is focused on long-term strategic investments, primarily aimed at expanding international marketing networks, integrating upstream and downstream industries to increase international market share, securing key components and technology, and achieving diversified management objectives.

(2) Analysis of Profit and Loss of Policies on Investment in Other Companies

In 2024, under consolidated basis, the company recognized a net loss on investments accounted for using the equity method amounting to NT\$2,919 thousand. The company will continue to adhere to the principle of long-term strategic investment and will continue to evaluate cautiously.

(3) Investment plans for the following year

There are no significant investment plans for the next year.

VI. Risk Analysis and Evaluation

- (I) Impact of interest rate, exchange rate fluctuations and inflation on the Company's profit and loss, and future strategies:

The IMF and OECD have forecasted this year's economic growth expectations at 3.2% and 3.3%, respectively, indicating a slight growth of 0.1% compared to the same period last year. However, the uncertainty of the overall global economic environment is higher than ever following the inauguration of the new U.S. President Trump. In addition to the fact that the extent to which Trump will implement tariff-based trade protection remain uncertain, the countermeasures adopted by major economies are also unclear. If the U.S. were to impose a substantial tariff on all imported goods, it could lead to inflation, posing challenges to U.S. monetary policy on interest rate cuts, further impacting international capital flows, and triggering volatility in global stock and currency markets. Worsening international trade conditions may accelerate global supply chain restructuring and market fragmentation.

Facing various uncertainties this year, it is anticipated that interest rates and exchange rates will continue to experience significant fluctuations based on news developments. The company will maintain its usual cautious stance, closely monitoring global macroeconomic conditions, including fluctuations in the exchange/interest rates and financial markets, and establishing appropriate risk management mechanisms and response strategies to mitigate the impact of uncertainties on company operations. The Company mainly adopts natural hedging strategies, and it uses financial instruments as an auxiliary when necessary. Therefore, it is able to reduce foreign currency exposures and interest rate risks, further avoiding the impact on the Company's profit and loss.

- (II) Policies on high-risk, highly-leveraged investments, loans to other parties, endorsements, guarantees and derivatives trading, main reasons for the profits or losses generated thereby, and future strategies:

Asset safety has always been Accton's primary aim and policy, so the company's operating procedures stick to the principle without any high-risk or highly-leveraged investment. Accton's policies on loans to other parties, endorsements, guarantees and derivatives trading are implemented fully in accordance with its operating procedures and relevant laws and regulations based on the priority of asset safety as the principle, and there is no significant profit or loss. Accton will continue to follow the operating procedures and related laws and regulations to ensure asset security in the future.

- (III) Future Research and Development Plans and Expected R&D Expenses:

Since the outbreak of the COVID-19 pandemic at the end of 2019, the global society has undergone five years of profound transformation. During this period, several critical areas such as technological innovation and product development, the evolution of economic models, a significant increase in environmental awareness, greater emphasis on health issues, and geopolitical upheavals have become focal points that cannot be ignored. Firstly, in terms of technological innovation, the pace of digital transformation has accelerated, and the application of artificial intelligence and the Internet of Things has become increasingly widespread. This change has not only altered our lifestyles but also driven rapid changes across various industries. Product innovation is also thriving in many fields, from medical technology to renewable energy, showcasing the potential of technology. Secondly, economic dynamics are reshaping the global market. New economic models, such as the sharing economy and the green economy, not only challenge traditional economic models but also present new opportunities. In such an environment, businesses must adapt flexibly to remain competitive. The rise in environmental awareness is also noteworthy. As climate change issues gain more attention, both businesses and individuals are actively taking steps to reduce their carbon footprints and promote sustainable development. At the same time, health issues, especially driven by the pandemic, have become a focal point of societal concern, spurring advancements in areas such as telemedicine and health technology. Geopolitical changes are another profound factor, with the dynamics of globalization and regional cooperation significantly impacting national policies and corporate strategies. In this rapidly changing and challenging era, we are committed to establishing a clear general direction and advancing steadfastly. Meanwhile, we are always prepared to make appropriate adjustments based on the current situation and seek a balance among various interests to ensure our continued development and progress. We firmly believe that through continuous innovation and adaptation, we can face challenges and usher in a brighter future.

By connecting various nodes, we are gradually building an extensive network aimed at achieving fast, reliable, secure, and low-power connections between nodes. We are committed to creating a comprehensive communication network that facilitates interaction between people, between people and things, and between things themselves, further expanding our cognitive domain. Through this approach, we hope to contribute to the ongoing healthy development of society and the economy.

In the field of product development, we focus on achieving low power consumption, high current, overall network performance, optics, extreme speed performance, low carbon footprint, and the integration of artificial intelligence, while offering products with a high performance-to-price ratio. Technically, we plan to increase our investment in signal and power integrity, efficient heat dissipation, structural mechanics analysis, optical technology, and power management. This will ensure that we achieve a leading position in these areas and guide the market's development direction. We are committed to meeting high-quality design standards and will focus on factory automation, process design optimization, and quickly responding to customer needs by providing customized solutions. These efforts will help us make significant contributions to the communications market, continuously driving innovation and progress in the industry.

Accton will continue to focus on artificial intelligence, data centers, optical technology, telecommunications, wireless communications, and the development of products with superior performance and cost-effectiveness. As a pioneer in the communications industry, we are committed to fully dedicating ourselves to bravely meeting the challenges ahead. We are ready to face and take on responsibilities, wholeheartedly committed to solving problems and overcoming difficulties, bringing innovation to the telecommunications industry and drawing a hopeful blueprint for the future.

Furthermore, we will continue to invest in research and development, devoting ourselves to developing more innovative and environmentally friendly technologies to support our low-carbon business strategy. We believe that by conducting in-depth research and applying emerging technologies, we can further improve energy efficiency and reduce environmental impacts. Our goal is to collaborate with global partners to jointly promote sustainable development and build a greener future. Based on this foundation, we will continuously expand our market, actively seek new business opportunities, and give back to society with excellent products and services.

The following introduces the areas of product development at Accton, categorized into enterprise Ethernet switches, telecommunications equipment, data centers, artificial intelligence and front-end technology, and wireless networks.

1.Enterprise Ethernet Switch

We are fully engaged in the development of a high-performance Ethernet switch that supports multi-rate capabilities (1G/2.5G/5G/10G) and incorporates the latest Power over Ethernet (PoE) technology. We place a strong emphasis on eco-friendly design to ensure that our product not only offers great value but also supports industrial automation applications. Through comprehensive system testing, we are committed to delivering stable, high-quality products to our end customers.

In addition to following the ODM (Original Design Manufacturing) business model, we are actively supporting open network software platforms. Our rigorous system integration and testing enable us to provide customers with solutions for quickly developing complete products, thereby significantly enhancing our operational revenue and market position. Looking ahead, we will continuously break through technical barriers, pursue excellence, and create greater value for our customers, securing our place in the global market.

2.Telecommunications Equipment

Amid the wave of 5G Advanced development, we uphold a spirit of professionalism and innovation, focusing on developing designs and tests with high time precision to ensure our products reach top quality. We place a high emphasis on security and confidentiality throughout the research and development process and are committed to creating products with a unified interface, high stability, low carbon emissions, and robust security. On this foundation, we continuously enhance our technology, striving for perfection to deliver the best user experience.

In the telecommunications field's open architecture, we actively participate in open alliances, promoting the development of layered architectures to accelerate the innovation cycle of telecommunications products and drive industry advancement. We consistently engage in research and development across areas such as RAN (Radio Access Network), backhaul networks, aggregation networks, edge computing, and fiber optic networks, launching products with added value. These efforts aim to create highly profitable and environmentally friendly products, thereby providing a superior product experience.

3.Data Center Equipment

With the continuous growth in demand for data from innovative applications and the ongoing surge of massive data, we face a significant challenge in the form of increased network bandwidth requirements and equipment energy consumption. To proactively address this challenge, we will continuously enhance our capabilities in integrating high-speed signals and power currents, improving thermal management technologies, precisely controlling mechanical structural mechanics, and improve signal transmission quality and reduce equipment energy waste.

In the current scenario of ever-increasing high-performance demands, high-speed and long-distance optical transmission becomes a key factor. We will also continue to advance in product development, consistently researching and developing transmission technologies of 400G, 600G, 800G, 1600G, and even higher speeds, supporting longer transmission distances, and adhering to green, low-carbon emission environmental goals. This involves continuous optimization and improvement across multiple aspects, from the selection of raw materials, supply chain management, manufacturing process technology, logistics management, to product design and waste recycling, striving to reduce carbon emissions and contribute to the protection of our planet's environment.

At Accton, we will actively participate in various activities of the open network community, contributing our expertise and undertaking rapid and efficient product iterations and updates. We maintain a proactive and enterprising attitude, working closely with third-party software providers to jointly promote the development of network layered architectures, thereby accelerating the industry's transformation process.

Amid the continuous emergence of innovative technologies and new markets, we will actively maintain close and stable cooperative relationships with leading manufacturers to achieve mutual benefits and win-win outcomes while maintaining a leading position in the field of technology. We are committed to accumulating rich information and knowledge, formulating clear product strategies, and executing them diligently to ensure continuous maintenance and expansion of our leading edge in the market. Additionally, we will place more emphasis on customer needs, providing customized solutions to further strengthen our competitiveness and influence in the market.

4. Artificial Intelligence and Front-End Technology

With the rapid development of cognitive model technologies like ChatGPT o1/o1_pro/o3, we are continually investing in and leading the forefront of these innovative fields. In response to the growing demand for computing power, our technical development spans several domains, including machine learning, the expansion of scale-up and scale-out networks, virtualization technology, and precise microwave waveform generation. We are developing products such as AI carrier boards, data offloading servers, AI high-performance deep learning engine servers and controllers, programmable Ethernet switches, and smart network cards, all aimed at significantly enhancing overall product performance.

Through these innovations, we provide an integrated platform for data processing, control layers, and service applications, thereby establishing a comprehensive end-to-end service model. This includes virtual containers, service chaining, and virtual container management systems, offering solutions that meet the needs of high scalability, high reliability, and intensive computing demands. We will continue to focus on the research and development of these advanced technologies, aiming for significant breakthroughs in this field and paving the way for a new future.

Additionally, we will consistently strengthen our collaborations with leading global research institutions, fostering technological exchange and the transformation of achievements, ensuring we remain at the forefront of technological innovation. In the future, we will continue to explore the applications of artificial intelligence in more industries, driving technological advancement across various fields and creating a smarter, more efficient lifestyle for humanity.

5. Wireless network

We are continuously investing in advanced WIFI wireless technology, antenna design, and testing, with a focus on the development of Radio Units (RU) in Open Radio Access Networks (RAN). Our goal is to provide higher quality products to our customers while integrating cloud technology to develop stable and high-value-added end-to-end systems. In response to the development trends of the Internet of Things (IoT) for operators, we are involved in the entire process from proof-of-concept platform testing to the construction and operation of physical infrastructures. This approach enhances our practical experience and revenue while also integrating data from various application domains for intelligent analysis to meet market demands and trends.

Currently, we are actively advancing the research and development of products according to our established plans. In response to the constantly changing market trends and social environment, we are closely monitoring various dynamics to timely adjust our R&D strategies. Our goal is to gain a competitive advantage while fulfilling corporate social responsibility, thereby positively impacting the company's revenue and future development.

Looking forward to 2025, to cope with business growth and the advancement of new plans, we expect to maintain R&D expenditure at approximately 5% of revenue. Simultaneously, we plan to strengthen collaboration with experts across various fields, including technological innovation and market expansion, to ensure that our products continue to lead market trends.

Additionally, we will increase investments in green technology R&D and actively explore sustainable development business models. This initiative not only aids in enhancing brand value but also creates more value for our customers and partners.

- (IV) Impact of the changes in domestic and overseas important policies and laws on Accton's finance and business, and countermeasures:

Accton's relevant departments have followed important domestic and overseas policies strictly, as well as adjusted the company's finance and business to the changes with close attention. Accton actively operates in accordance with the promotion of corporate governance system made by competent authorities, amendments to Company Act, Securities and Exchange Act and various business processing rules, as well as the changing tax laws and regulations. As of the publication date of the annual report, there's no significant impact on Accton's operation caused by the changes of relevant laws and regulations.

- (V) Impact of changes in technology (including cyber security risks) and industry on the company's finance and business, and countermeasures:

With sales units especially responsible for collecting the latest industry trends and market information, and the outstanding management team of veteran professionals experienced in market development, customer interactions, marketing management and even adjustments to the changes of the industry, Accton is able to respond to market changes, customer demands, technology development and industrial supply and demands quickly.

In the realm of information and communication security risks, the company conducts regular annual risk assessments to verify the implementation of various control measures. All personnel, including permanent employees and outsourced staff (such as on-site vendors, part-time workers, and consultants), are responsible and obligated to protect the relevant information assets they manage, ensuring the confidentiality, accuracy, and availability of the group's critical information and assets. Employees shall perform work within proper scope, and only may be granted with the authority and information necessary for the completion of their work. The personnel to be employed shall accept necessary evaluation and sign on relevant operation rules, and participate in information security education and training, so as to know that it is everyone's obligation to maintain and protect information security, which shall be implemented in daily work. A continuous management mechanism shall be formulated and regular test and training shall be conducted to maintain its applicability. Beyond implementing an Information Security Management System (ISMS) using the PDCA (Plan-Do-Check-Act) cycle, Accton regularly holds management review meetings every quarter or when significant changes occur in the information operation environment. These meetings independently review information security policies, objectives, procedures, and control measures to prevent potential cybersecurity threats and enhance the level of information security protection, maintaining a high-quality service commitment. Accton is committed to data security and protecting the personal information entrusted to us by customers, suppliers, partners, and employees. In 2024, the number of information security incident reports and complaints was zero. Overall, the technological changes and information security risks currently have no significant impact on the Company's financial business.

- (VI) Impact of the changes in corporate image on Accton's risk management, and countermeasures:

Accton has built a corporate image full of hope and ideas since its establishment. Accton aims to become one of the leading professional designers or OEM of network communication equipment in the world, create a corporate culture maximizing benefits, share its achievements with all the partners and ensure the upmost interests of shareholders. In addition to improving business development, Accton also focuses on enhancing its transparency, as well as the partnership between domestic and overseas shareholders and investment institutions. Accton insists to be open and transparent, explaining any major news at once for good communications.

- (VII) Expected benefits and possible risks of mergers, and countermeasures:

Accton has no merger plan in the most recent year as of the publication date of the annual report.

- (VIII) The expected benefits and possible risks to expand plants, and countermeasures:

Expected Benefits

1. Reducing the impact of 25% tariff impose by the US-China trade war.
2. Production capacity and value increased, the number of Taiwan SMT lines increased to 24, machine combination increased, production capacity raised.
3. Building offsite production risk management and capacity adjustment systems

Possible Risks

1. Recruitment will be restricted by market supply and government regulations, unable to keep pace with the growing customer demand.
2. Throughput loss because of unsteady supply of some key materials.

Countermeasures

1. The production strategy alliance is established, and the production flexibility is adjusted to avoid the impact on the manpower or production capacity.
2. Optimize the product lines in Taiwan and lower workers requirements by means of new production lines and equipment, automation and technology upgrading.
3. Continue to negotiate with customers about business strategies of offsite support and maintenance, and regulate production capacity in a flexible way.
4. Continue to communicate with the central and local governments on the recruitment limit of foreign employees and expand the recruitment channels in the neighboring areas of Zhubei/Zhunan. Adjust the compensation structure to attract high-performing employees to its factory.
5. Continue to expand overseas production sites in response to the new U.S. tariff system.

(IX) Risks resulting from consolidation of purchasing or sales, and countermeasures:

Accton concluded contracts with major customers to ensure the sales between both parties, thus the influence on the company is limited; we also continue to develop new suppliers to avoid excessive concentration.

(X) Impact and risks resulting from major equity transfer or replacement of Directors, Supervisors, or shareholders holding more than 10% of the company's shares, and countermeasures:

There is no significant transfer or replacement of shares of the Company's directors.

(XI) Risks and impact on Accton resulting from the change in management right, and countermeasures:

There hasn't been any change in management right since Accton's establishment.

(XII) Litigation or non-litigation event, any material litigation, non-litigation or administrative litigation for which judgment has been made or is pending for judgment related to the company and its directors, supervisors, general managers, actual responsible persons, and shareholders holding more than 10% of the Company's shares and, if the result thereof may have significant influence on shareholders' rights and interests or the price of securities, the fact, object amount, litigation commencement date, main parties involved and the settlement condition as of the publication date of the annual report shall be specified: None.

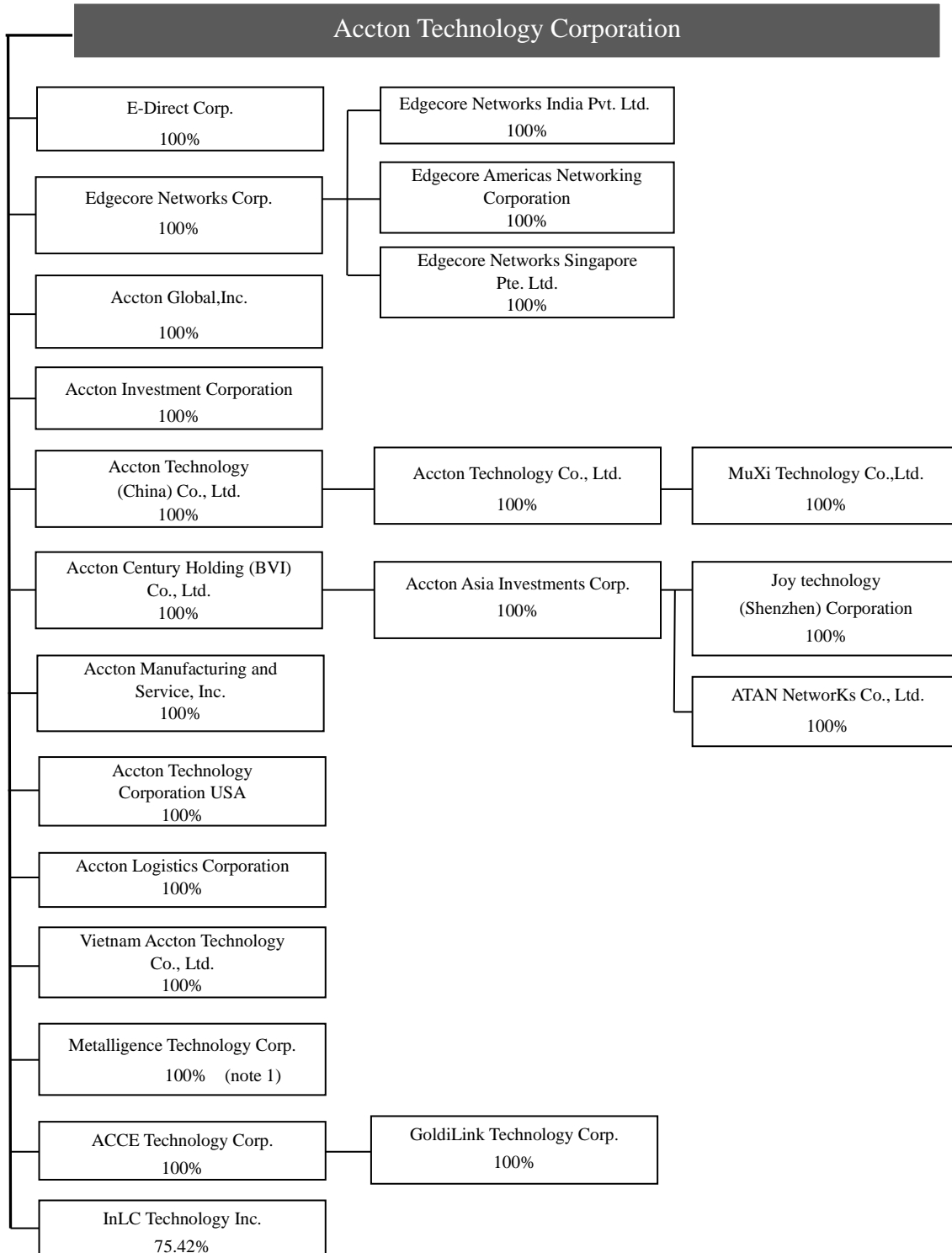
VII. Other Important Issues: None.

VI. Special Disclosure

I.Related Information of Affiliates

1. Organizational Overview of Affiliates

(1) Organizational Structure of Related Companies



Note 1: As of December 31, 2024, Metalligence Technology Corporation has completed the income declaration of liquidation, awaiting the completion of the liquidation process by the court.

Note 2: As of December 31, 2024

(2) Basic Information about Related Companies

Company Name	Date of Establishment	Address	Paid-up capital		Main Business or Production Items
Accton Logistics Corporation	2006/1/10	3932 Sanford Creek Avenue, Wake Forest, NC 27587, U.S.A.	USD	-	Sales and marketing of high-quality local area network products
Accton Technology Corporation USA	1988/2/25	1200 Crossman Ave, Suite 130 Sunnyvale, CA 94089, U.S.A.	USD	2,198,510	Technical services for high-quality local area network products
Accton Manufacturing and Service, Inc.	1997/9/22	20 Mason Irvine CA 92618 USA	USD	48,298	Manufacture and sale of network switches
Accton Century Holding (BVI) Co. Ltd.	2000/3/2	Vistra Corporate Services Centre, Wickhams Cay II, Riad Town, Tortola, VG1110, British Virgin Islands	NTD	1,664,415,674	Holding company which transfers from operation to investment
Accton Asia Investments Corp.	1999/11/25	Vistra Corporate Services Centre, Wickhams Cay II, Riad Town, Tortola, VG1110, British Virgin Islands	NTD	1,347,481,992	Holding company which transfers from operation to investment
Joy Technology (Shenzhen) Corporation	2005/8/24	HengKeng Ind., Shangpai, Shangwu, Aiqun Rd., Shiyuan Town, Shenzhen 518108 China	CNY	317,617,200	Production and sales of high-end network switch
Accton Technology (China) Co., Ltd.	2001/5/9	P.O. Box 31119 Grand Pavilion, Hibiscus Way, 802 West Bay Road, Grand Cayman, KY1-1205, Cayman Islands	NTD	220,127,000	Holding company which transfers from operation to investment
Accton Technology Co., Ltd.	2001/9/12	5F, 63#, No. 421 HongCao Rd., Shanghai, China	CNY	49,650,360	Sales of computer and network related products
MuXi Technology (Nanjing) Co., Ltd.	2020/9/30	6th floor, Datcent Technology Building, 21 Huashen Road, Yuhuatai district, Nanjing	CNY	1,000,000	Sales of computer and network related products
Accton Investment Corporation	1997/5/19	Vistra Corporate Services Centre, Wickhams Cay II, Riad Town, Tortola, VG1110, British Virgin Islands	NTD	30,405,061	Holding company which transfers from operation to investment
Metalligence Technology Corporation (Note 1)	2010/7/14	13F., No. 102, Guangfu S. Rd., Da'an Dist., Taipei City 10694, Taiwan (R.O.C.)	NTD	2,150,000	Consumer e-commerce APP, information software, and advertising services
Accton Global, Inc.	2015/5/1	20 Mason Irvine CA 92618 USA	USD	10,000	Sales and marketing of high-quality local area network products
Edgecore Networks Corp.	2009/11/4	No. 1, Creation Road 3, Hsinchu Science Park, Hsinchu, Taiwan (R.O.C.)	NTD	500,000,000	The research, development, design, manufacture and sale of network switches
Edgecore Networks Singapore Pte. Ltd.	1997/8/1	10 Anson Road, #06-21, International Plaza, Singapore 079903	SGD	3,556,900	Sales and marketing of high-quality local area network products
Edgecore Americas Networking Corporation	2017/6/19	20 Mason Irvine CA 92618 USA	USD	10,000	The research, development, design, manufacture and sale of network switches
ATAN Networks Co., Ltd.	2005/11/1	2F, 66#, No. 421 HongCao Rd., Shanghai, China	CNY	22,905,500	Sales of computer and network related products
E-Direct Corp.	2000/5/29	13F., No. 102, Guangfu S. Rd., Da'an Dist., Taipei City 10694, Taiwan (R.O.C.)	NTD	8,000,000	Supply of software and electronic information and other business

Company Name	Date of Establishment	Address	Paid-up capital		Main Business or Production Items
Edgecore Networks India Pvt. Ltd.	2022/7/18	No. 220, Suncity Success Towers, Golf Course Extension, Sector-65, Gurgaon, Haryana, India, 122018	IND	38,845,000	The research, development, design, manufacture and sale of communication equipment
Vietnam Accton Technology Co., Ltd.	2022/10/3	Lot F1-2-3, Thang Long Vinh Phuc Industrial Park, Tam Hop Commune, Binh Xuyen Di	VND	598,805,000,000	The research, development, design, manufacture and sale of network switches
ACCE Technology Corp.	2023/5/18	No.1, Creation Road 3, Hsinchu Science Park, Hsinchu, Taiwan (R.O.C.)	NTD	43,596,000	Holding company which transfers from operation to investment
GoldiLink Technology Corp.	2024/5/22	No. 1, Zhihui 1st Rd., Beixing Vil., Zhubei City, Hsinchu County	NTD	40,000,000	The research, development, design, manufacture, and sale of optical modules
InLC Technology Inc.	2009/12/14	A-204, Migun Techno II, Techno 2-ro 187, Yuseong-gu, Daejeon, Korea 34025	KRW	5,557,545,500	The research, development, manufacture, and sale of information and communication components and equipment

Note 1: As of December 31, 2024, Metalligence Technology Corporation has completed the income declaration of liquidation, awaiting the completion of the liquidation process by the court.

Note 2: All affiliates shall be disclosed, regardless of the scope.

Note 3: If any related company has a factory, and the sales value of the factory's products exceeds 10% of the operating income of its controlling company, the name, date of establishment, address and main products of the factory shall be specified.

Note 4: If any related company is a foreign company, its name and address shall be specified in English, its date of establishment shall be indicated in calendar date, and its paid-in capital shall be stated in foreign currency (the exchange rate on statement date shall be indicated as well).

(3)Data of common shareholders inferred to have control or to be in a subordinate relationship: None

(4)Overall Business Scope of All Related Companies

The business items of Accton and its related companies include design, research, development, production, sales and services of network information and communication, as well as other products in the Internet industry.

(5) Information about Directors, Supervisors, and President of Related companies

Unit: NT\$ Thousand; Shares; %

Company Name	Job Title	Name or Representative	Shares Held (Note 2) (Note 3)	
			Number of Shares	Shareholding Ratio
Accton Logistics Corporation	Director	K.T. Chiou	0	0.00%
	Director	Wei, Chiu-Hsia	0	0.00%
	Director	Jackal Li	0	0.00%
Accton Technology Corporation USA	Director	Paul Kim	0	0.00%
	Director	Jack C.Weaver	0	0.00%
	Director	Yu, Ji-Hsiang	0	0.00%
Accton Manufacturing and Service, Inc.	Director	Paul Kim	0	0.00%
	Director	Li, Hsun-Te	0	0.00%
	Secretary/ Treasurer	Jack Weaver	0	0.00%
Accton Century Holding (BVI) Co. Ltd.	Director	Yu, Ji-Hsiang	0	0.00%
	Director	Chiu, Kuo-Tai	0	0.00%
	Director	Huang, Kuo-Hsiu	0	0.00%
Accton Asia Investments Corp.	Director	Yu, Ji-Hsiang	0	0.00%
	Director	Chiu, Kuo-Tai	0	0.00%
	Director	Huang, Kuo-Hsiu	0	0.00%
Joy Technology (Shenzhen) Corporation	Chairman of the Board	Chiu, Kuo-Tai	0	0.00%
	Director	Huang, An-Jye	0	0.00%
	Director	Kuo, Fai-Long	0	0.00%
	Supervisor	Chen, Wen-Chi	0	0.00%
Accton Technology (China) Co., Ltd.	Director	Yu, Ji-Hsiang	0	0.00%
	Director	Chiu, Kuo-Tai	0	0.00%
	Director	Huang, Kuo-Hsiu	0	0.00%
Accton Technology Co., Ltd.	Chairman of the Board	Huang, Kuo-Hsiu	0	0.00%
	Director	Chiu, Kuo-Tai	0	0.00%
	Director	Yu, Ji-Hsiang	0	0.00%
	Supervisor	Chen, Wen-Chi	0	0.00%
MuXi Technology (Nanjing) Co., Ltd.	Chairman of the Board	Huang, Kuo-Hsiu	0	0.00%
	Director	Zhang, Hao	0	0.00%
	Director	Liu, Ming-Shou	0	0.00%
	Director	Chan, Ju-Neng	0	0.00%
	Supervisor	Song, Xiao-Wu	0	0.00%
Accton Investment Corporation	Director	Yu, Ji-Hsiang	0	0.00%
	Director	Chiu, Kuo-Tai	0	0.00%
	Director	Huang, Kuo-Hsiu	0	0.00%
Metalligence Technology Corporation	Note 1			
Accton Global, Inc.	Director	Wei, Chiu-Hsia	0	0.00%
	Director	Leon Tang	0	0.00%
	Director	Jackal Li	0	0.00%
Edgecore Networks Corp.	Chairman of the Board	Accton Technology Corporation Representative Wu, Hsi-Yuan	50,000,000	100.00%
	Director	Accton Technology Corporation Representative Li, Wei-Shu	50,000,000	100.00%
	Director	Accton Technology Corporation Representative Lin, Mei-Hui	50,000,000	100.00%
	Supervisor	Accton Technology Corporation Representative Chen, Fang-I	50,000,000	100.00%

Company Name	Job Title	Name or Representative	Shares Held (Note 2) (Note 3)	
			Number of Shares	Shareholding Ratio
Edgecore Networks Singapore Pte Ltd.	Director	Lin, Mei-Hui	0	0.00%
	Director	Wu, Hsi-Yuan	0	0.00%
	Director	Huang, Kuo-Hsiu	0	0.00%
Edgecore Americas Networking Corporation	Director	Andy Wu	0	0.00%
	Director	Lin, Mei-Hui	0	0.00%
	Director	Lee, Wei-Shuo	0	0.00%
ATAN Networks Co., Ltd.	Chairman of the Board	Lin, Meen-Ron	0	0.00%
	Director	TANG LEON CHOON LENG	0	0.00%
	Director	Yu, Ji-Hsiang	0	0.00%
	Supervisor	Tracy-Ho	0	0.00%
E-Direct Corp.	Chairman of the Board	Accton Technology Corporation Representative Huang, Kuo-Hsiu	800,000	100.00%
	Director	Accton Technology Corporation Representative Kuo, Fai-Long	800,000	100.00%
	Director	Accton Technology Corporation Representative Chang, Cheng-Hsien	800,000	100.00%
	Supervisor	Accton Technology Corporation Representative Chen, Fang-I	800,000	100.00%
Edgecore Networks India Pvt. Ltd.	Director	Andy Wu	0	100.00%
	Director	Lin, Mei-Hui	0	100.00%
	Director	Nanda Kumar Ravindran	0	100.00%
Vietnam Accton Technology Co., Ltd.	Director	LI, HSUN - TE	0	0.00%
ACCE Technology Corp.	Director	Accton Technology Corporation Representative Wei-Shu Li	1,400,000	100.00%
GoldiLink Technology Corp.	Chairman of the Board	Accton Technology Corporation Representative Lee, Kuan-Ze	4,000,000	100.00%
	Director	Accton Technology Corporation Representative Li, Wei-Shu	4,000,000	100.00%
	Director	Accton Technology Corporation Representative Hsu, Hung-Chan	4,000,000	100.00%
	Supervisor	Accton Technology Corporation Representative Chen, Fang-I	4,000,000	100.00%
InLC Technology Inc.	Director	Suh Seong Woo	0	0.00%
	Director	Lee, Kuan-tse	0	0.00%
	Director	Yu, Hui-Ting	0	0.00%

Note 1:As of December 31, 2024, Metalligence Technology Corporation has completed the income declaration of liquidation, awaiting the completion of the liquidation process by the court.

Note 2:If any related company is a foreign company, equivalent position shall be specified.

Note 3:If any investee is a company limited by shares, please fill out in its number of shares and shareholding ratio; while for others, please complete and indicate investment amount and capital contribution ratio.

Note 4:If any Director or Supervisor is a legal person, the relevant information about its representative shall be disclosed.

2. Operational Overview of Affiliates

Unit: NT\$ Thousand

Company Name	Capital	Total Assets	Total liabilities	Net Value	Operating Revenue	Operating Income	Profit or loss for the period (After Tax)	Earnings Per Share (NT\$) (After Tax)
Accton Logistics Corporation	0	163,446	29,310	134,136	68,652	902	5,438	—
Accton Technology Corporation USA	72,078	320,436	111,125	209,311	333,210	16,337	5,313	—
Accton Manufacturing and Service, Inc.	1,583	228,638	147,778	80,860	179,152	(17,054)	9,037	—
Accton Century Holding (BVI) Co. Ltd.	1,664,416	2,172,993	0	2,172,993	0	(129)	(22,600)	—
Accton Asia Investments Corp.	1,347,482	2,071,885	2,026	2,069,859	0	(219)	(33,670)	—
Joy Technology (Shenzhen) Corporation	1,448,589	6,055,208	3,986,845	2,068,363	12,769,293	211,551	186,171	—
Accton Technology (China) Co., Ltd.	220,127	177,556	0	177,556	0	(290)	55,604	—
Accton Technology Co., Ltd.	226,445	2,361,093	2,190,779	170,314	3,132,254	21,320	55,418	—
MuXi Technology (Nanjing) Co., Ltd.	4,561	462,192	437,178	25,014	3,994,550	34,835	29,135	—
Accton Investment Corporation	30,405	4,224,740	0	4,224,740	0	(3,266)	52,195	—
Metalligence Technology Corporation (Note 1) (Note 1)	2,150	7,021	8,376	(1,355)	0	0	0	—
Accton Global, Inc.	328	9,572,913	9,437,011	135,902	22,848,240	7,078	23,713	—
Edgecore Networks Corp.	500,000	3,184,318	1,159,773	2,024,545	4,761,770	690,386	858,367	—
Edgecore Networks Singapore Pte. Ltd.	85,828	37,881	3,682	34,199	16,127	2,480	1,708	—
Edgecore Americas Networking Corporation	328	602,581	372,189	230,392	1,888,873	123,383	112,254	—
ATAN Networks Co., Ltd.	104,467	42,065	63,913	(21,848)	65,067	(4,148)	(3,576)	—
E-Direct Corp.	8,000	102,756	45,618	57,138	78,870	24,945	21,377	—
Edgecore Networks India Pvt. Ltd.	14,885	32,242	33,528	(1,286)	45,408	(4,706)	(5,187)	—
Vietnam Accton Technology Co., Ltd.	773,057	10,779,929	10,438,735	341,194	9,769,675	(57,585)	(217,240)	—
ACCE Technology Corp.	43,596	43,853	0	43,853	0	(288)	257	—
GoldiLink Technology Corp.	40,000	40,207	23	40,184	0	0	184	—
InLC Technology Inc.	124,822	75,190	229,346	(154,156)	21,387	(212,544)	(211,348)	—

Note 1: As of December 31, 2024, Metalligence Technology Corporation has completed the income declaration of liquidation, awaiting the completion of the liquidation process by the court.

Note 2: All affiliates shall be disclosed, regardless of the scope.

Note 3: All related companies shall be disclosed with their financial data of 2024 audited by CPAs.

Note 4: If any affiliate is a foreign company, its relevant figures shall be presented in NT\$ as converted at the exchange rate on the reporting date.

Balance Sheet

USD Exchange Rate:	32.785
SGD Exchange Rate:	24.13
RMB Exchange Rate:	4.5608
INR Exchange Rate:	0.3832
VND Exchange Rate:	0.001291
KRW Exchange Rate:	0.02246

II. Private Placement of Securities during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report: None.

III. Other Necessary Supplements: None.

IV. Any event that has occurred over the most recent year up to the date when the Annual Report was printed and has significant impacts on the shareholder equity or prices of securities in violation of Article 36 Paragraph 3 Sub-paragraph 2 of the Securities and Exchange Act: None.

Accton Technology Corporation



Chairman: Huang, Kuo-Hsiu

A handwritten signature in black ink, appearing to read 'Huang Kuo-Hsiu' in a cursive, stylized script.



Accton Technology Corporation

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