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Appendix 1: Financial Supervisory Commission (Taiwan, ROC)'s Request for Sustainability Disclosure for Certain Industries (Sector: computer and peripheral equipment industry) and SASB (Sector: Hardware)

Aspect	Indicator code	Indicator	Indicator type	Unit	Disclosure chapter and page number
Environmental	Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 1	Total energy consumption, percentage of purchased electricity, and utilization rate of renewable energy	Quantitative index	Gigajoule (GJ), percentage (%)	Chapter 4 Greenhouse Gas (GHG) Inventory and Energy Management Page number:128
	Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 2	Total water intake and consumption	Quantitative index	Thousand cubic meters (1000m³)	Chapter 4 Environmental Management Page number:137
	Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 3	Percentage of hazardous waste recycled and its weight	Quantitative index	Metric ton (Mt), percentage (%)	Chapter 4 Greenhouse Gas (GHG) Inventory and Energy Management Page number:140
	■ TC-HW-410a.4 ■ Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 5	Disclosure of product lifecycle management: Percentage of scrapped products and electronic waste recycled and its weight	Quantitative index	Metric ton (Mt), percentage (%)	Chapter 4 Eco Design and Sustainability Liability of Product Page number:107
	TC-HW-410a.1	Product Lifecycle Management Percentage of products by revenue that contain IEC 62474 declarable substances.	Quantitative index	Percentage (%)	Chapter 4 Eco Design and Sustainability Liability of Product Page number:104
	TC-HW-410a.2	Product Lifecycle Management Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Quantitative index	Percentage (%)	Chapter 4 Eco Design and Sustainability Liability of Product Page number:109
	TC-HW-410a.3	Product Lifecycle Management Percentage of eligible products, by revenue, meeting ENERGY STAR®	Quantitative index	Percentage (%)	Chapter 4 Eco Design and Sustainability Liability of Product Page number:109
Social	Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 4	Describe the type of occupational disaster, the number of people involved, and rates	Quantitative index	Rate (%), quantity	Chapter 5 Occupational Health and Safety Page number:212-213
	C-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative index	Percentage (%)	Chapter 5 Diversity, Equality and Inclusive Workplace Page number:196 Appendix 8 Employee Structure Page number:258-263

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Aspect	Indicator code	Indicator	Indicator type	Unit	Disclosure chapter and page number
Governance	TC-HW-440a.1 Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 6	Description of risk management associated with the use of critical materials	Qualitative index	Not applicable	Chapter 2 Conflict Minerals Procurement Strategy Page number:60-62
	Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 7	Total amount of pecuniary losses as a result of legal proceedings related to the anti-competitive behavior-related laws	Quantitative index	Reporting currency	Chapter 2 Integrity Management: Compliance with Laws, Anti-corruption, and Anti-competition Page number:37
	TC-HW-000.A Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 8	Output of main products by product category	Quantitative index	Varies by product type	Chapter 2 Economic Performance and Brand Value Page number:29
	TC-HW-230a.1	Product Security Description of approach to identifying and addressing data security risks in products	Qualitative index	Not applicable	Chapter 2 Sustainable Management of the Supply Chain Page number: 45
	TC-HW-430a.1	Supply Chain Management Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantitative index	Percentage (%)	Chapter 2 Sustainable Management of the Supply Chain Page number:55
	TC-HW-430a.2	Supply Chain Management Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantitative index	Rate	Chapter 2 Sustainable Management of the Supply Chain Page number:55
Activity indicator	TC-HW-000.B	Area of manufacturing facilities	Quantitative index	Square feet (ft²)	Chapter 2 Economic Performance and Brand Value Page number:29
	TC-HW-000.C	Percentage of production from owned facilities	Quantitative index	Percentage (%)	Chapter 2 Economic Performance and Brand Value Page number:29

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Appendix 2: GRI and Assurance Indicators Index

Statement of use	Advantech Co., Ltd. has reported its Sustainability Report with reference to the GRI standards and reported the information quoted in the GRI Content Index for the period from January 1, 2025 to December 31, 2025.
GRI used	In accordance with the GRI Standards 2021

GRI standards code	Disclosure item	Disclosure chapter	Page number	Note
Organization and practices report				
2-1	Organization details	2.1.1 Company Profile	28	
2-2	Entities[E1.1] included in the organization's Sustainability Report	About Advantech's 2024 Corporate Sustainability Report	3	
2-3	Reporting period, frequency, and point of contact[E1.1]	About Advantech's 2024 Corporate Sustainability Report	3	
2-4	Restatements of information	5.1.2 Employee Development Plan	176	
2-5	External guarantees and assurances	Appendix 7: Third Party Verification Statement Appendix 8: Third Party Assurance Report	264-268	
Events and workers				
2-6	Events, value chains, and other business relationships	2.1.1. Company Profile 2.3.1 Overview of Advantech's Industrial Value Chain	28,49	
2-7	Employee	5.1.1 Talent Attraction and Retention	154-167	
		5.1.2 Employee Development Plan	168-180	
		5.2.1 Employee Relations	181-191	
		5.2.2 Employee Living Wage	192-193	
		5.3 Diversity, Equality and Inclusive Workplace	194-200	
		5.4 Human Rights Protection	201-207	
2-7	Employee	5.5 Occupational Health and Safety	208-216	
		Appendix 6: Employee Structure	258-263	
2-8	Workers who are not employees	Appendix 6: Employee Structure	258-263	

GRI standards code	Disclosure item	Disclosure chapter	Page number	Note
Governance				
2-9	Governance structure and composition	2.1.2. Corporate Governance	31	
2-10	Nomination and selection of the highest governance body	2.1.2. Corporate Governance	31	
2-11	Chair of the highest governance body	2.1.2. Corporate Governance	31	
2-12	Chair of the highest governance body	2.1.2. Corporate Governance	31	
2-13	Role of the highest governance body in overseeing the management of impacts [	2.1.2. Corporate Governance	8	
2-14	Highest governance body's role in sustainability reporting[E1.1]	1.1.1 ESG Governance Structure	8	
2-15	Conflicts of interest	2.1.2. Corporate Governance	32	
2-16	Group intelligence of the highest governance body[E1.1]	2.1.2. Corporate Governance	32	
2-17	Performance evaluation of the highest governance body[E1.1]	2.1.2. Corporate Governance	33	
2-18	Remuneration policy	2.1.2. Corporate Governance	34	
2-19	Remuneration determination process[E1.1]	2.1.2. Corporate Governance	34	
2-20	Annual total remuneration ratio	2.1.2. Corporate Governance	34	
2-21	Annual total remuneration ratio	2.1.2. Corporate Governance	36	

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GRI standards code	Disclosure item	Disclosure chapter	Page number	Note
Strategies, policies and practices				
2-22	Statement of sustainable development strategy	1.1 ESG governance structure Message from the Executive Management	4,7	
2-23	Policy commitment	1.1 ESG governance structure 5.4 Human Rights Protection	7 201-207	
2-24	Embedding policy commitments	2.1.2. Corporate Governance	7	
2-25	Processes to remediate negative impacts	2.2 Information Security Management	39	
		2.3 Supply Chain Sustainability Management	48	
		3.1 Sustainable Smart Solutions	67	
		3.2 Innovation Mechanisms	73	
		3.4 Customer and Partner Co-creation	84	
		4.1 Green Design and Product Sustainability Responsibility	98	
		4.3 Greenhouse Gas Inventory and Energy Management	122	
		4.4.2 Energy Resource Use and Waste Management	138	
		5.1 Talent Development and Training	150-180	
2-26	Mechanisms for seeking advice and raising concerns	5.5 Occupational Safety and Health	208-216	
		2.1.2. Corporate Governance	37	
		2.1.2. Corporate Governance	36	
2-27	Regulatory compliance	2.1.2. Corporate Governance	36	
2-28	Membership in associations	Appendix 5: List of public associations participated and description of investment in resources	249-257	
Stakeholder engagement				
2-29	Stakeholder engagement policy	1.2 Stakeholder Engagement	10	
2-30	Group agreement	5.4 Human Rights Protection	201	

GRI standards code	Disclosure item	Disclosure chapter	Page number	Note
GRI 3 materiality 2021				
3-1	Process for determining materiality	1.3.1 Materiality Identification	19-26	
3-2	List of materiality	1.3.1 Materiality Identification	24	
Materiality: information and cyber security management				
3-3	Materiality management	2.3 Sustainable Management of the Supply Chain	39	
Materiality: information and cyber security management				
3-3	Materiality management	2.3 Sustainable Management of the Supply Chain	48	
204-1	Proportion of spending on local suppliers	2.3.3 Sustainable Supply Chain Management Process and Achievements	57	
308-1	The adoption of environmental standards for screening new suppliers	2.3.3 Sustainable Supply Chain Assessment and Management	54	
308-2	Negative environmental impacts in the supply chain and actions taken	2.3.3 Sustainable Supply Chain Assessment and Management	48	
414-1	New suppliers selected using social criteria	2.3.3 Sustainable Supply Chain Management Process and Achievements	54	
414-2	Negative social impacts in the supply chain and actions taken	2.3.3 Sustainable Supply Chain Assessment and Management	48	
Materiality: sustainable intelligent solutions				
3-3	Materiality management	3.1 Sustainable Intelligent Solutions	67	
Materiality: customers and partners co-creation				
3-3	Materiality management	3.4 Customers and Partners Co-creation	83	
Materiality: eco design and sustainability liability of product				
3-3	Materiality management	4.1 Eco Design and Sustainability Liability of Product	98	

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GRI standards code	Disclosure item	Disclosure chapter	Page number	Note
416-1	Assessment of the health and safety impacts of product and service categories	4.1.2. Product Liability	102	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	4.1.2. Product Liability	102	
Materiality: innovative mechanism				
3-3	Materiality management	3.2 Innovative Mechanism	73	
Materiality management: GHG inventory and energy management				
3-3	Materiality management	4.3 Greenhouse Gas (GHG) Inventory and Energy Management	122	
305-1	Direct (Scope 1) GHG emissions	4.3.1 GHG Inventory and Management	124	
305-2	Energy indirect (Scope 2) GHG emissions	4.3.1 GHG Inventory and Management	125	
305-3	Other indirect (Scope 3) GHG emissions	4.3.1 GHG Inventory and Management	127	
305-4	GHG emission intensity	4.3.1 GHG Inventory and Management	126	
305-5	Reduction of GHG emissions	4.3.1 GHG Inventory and Management	125	
305-6	Emissions of ozone-depleting substances (ODS)	4.3.1 GHG Inventory and Management	124	
305-7	Nitrogen oxides (\$NO_x\$), sulfur oxides (\$SO_x\$), and other significant air emissions	4.3.1 GHG Inventory and Management	124	

GRI standards code	Disclosure item	Disclosure chapter	Page number	Note
Materiality management: circular economy				
3-3	Materiality management	4.4.2 Energy Resource Use and Waste Management	138	
Materiality management: talent cultivation and development				
3-3	Materiality management	5.1. Talent Cultivation and Development	150-153	
401-1	New employee hires and employee turnover	5.1.1 Talent Attraction and Retention	156-157 165-167	
404-1	Average hours of training per year per employee	5.1.2 Employee Development Plan	176-179	
404-2	Programs for upgrading employee skills and transition assistance programs	-		Information cannot be disclosed
405-2	Ratio of basic salary and remuneration of women to men	5.1.1 Talent Attraction and Retention	162-164	
Materiality management: occupational health and safety				
3-3	Materiality management	5.5. Occupational Health and Safety	208	
403-1	Occupational health and safety management system	5.5 Occupational Health and Safety	209	
403-2	Hazard identification, risk assessment, and incident investigation	5.5 Occupational Health and Safety	210-211	
403-3	Occupational health services	5.5 Occupational Health and Safety	215-216	
403-4	Worker participation, consultation, and communication on occupational health and safety	5.5 Occupational Health and Safety	208-216	
403-5	Worker training on occupational health and safety	5.5 Occupational Health and Safety	208-216	
403-6	Worker health promotion	5.5 Occupational Health and Safety	208-216	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	5.5 Occupational Health and Safety	208-216	
403-8	Workers covered by an occupational health and safety management system	5.5 Occupational Health and Safety	208-216	
403-9	Occupational injury	5.5 Occupational Health and Safety	212-213	
403-10	Occupational disease	5.5 Occupational Health and Safety	212-213	

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Voluntary disclosure: social aspect

GRI standards code	Disclosure item	Disclosure chapter	Page number
201-3	Defined benefit plan obligations and other retirement plans	5.2 Employee Communication and Benefits	181-193
401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	5.2 Employee Communication and Benefits	182-191
401-3	Parental leave	5.2.1 Employee Relations	184-185
404-3	Percentage of employees receiving regular performance and career development reviews	5.3 Diversity, Equality and Inclusive Workplace	159-161
405-1	Diversity of governance units and employees	2.1.2 Corporate Governance 5.3 Diversity, Equality and Inclusive Workplace Appendix 6: Employee Structure	31-32 194-200 258-263
406-1	Discrimination incidents and improvement actions taken by the organization	5.4 Human Rights Protection	201-207
407-1	Freedom of association and collective bargaining	5.4 Human Rights Protection	201-207
408-1	Child labor	5.4 Human Rights Protection	201-207
409-1	Forced or compulsory labor	5.4 Human Rights Protection	201-207
412-2	Employee training on human rights policies or procedures	5.4 Human Rights Protection	201-207
412-3	Significant investment agreements and contracts that contain human rights clauses or that have undergone human rights screening	5.4 Human Rights Protection	201-207

Assurance Indicator Index

Assurance target	Disclosure chapter	Page number
Average training hours per employee	5.1.2 Employee Development Plan	176-178
Types of occupational hazards, number of people involved, and percentage	5.5 Occupational Health and Safety	212
Total amount of pecuniary losses as a result of legal proceedings related to anti-competitive behavior-related laws	2.1.2. Corporate Governance	37
Percentage of significant suppliers who have signed the “Supplier Code of Conduct Consent”	2.3.1 Supplier Management	49
Amount of fines imposed for violation of environmental laws and regulations	4.4.1 Environmental Responsibility	135
Renewable energy coverage	4.3.1. GHG inventory and management	128、132

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Appendix3: Basic Information of Affiliated Enterprises

(Items marked with an asterisk (*) fall within the disclosure boundary of this report.)

Country/Region	Company Name	Main Business Activities
Taiwan	Advantech Co., Ltd.	Manufacturing, processing, and trading of embedded boards, industrial control products, applied computers, industrial computers, and AIoT hardware and software equipment.
Taiwan	Cermate Technologies Inc.	Manufacturing of electronic components, computer and peripheral equipment.
Taiwan	Advantech Intelligent City Services Co., Ltd.	Design, development, marketing, and sales of smart service solutions.
Taiwan	Advanixs Corporation	Manufacturing, marketing, and sales of industrial computers.
Taiwan	Yan Xu Green Electricity Co., Ltd.	Development of green energy power plants.
Taiwan	Huan Yan Water Solution Co., Ltd.	Sewage and wastewater treatment AIoT applications and operation management service solutions.
Taiwan	Advantech Corporate Investment	Securities investment.
Taiwan	Expetech Co., Ltd.	Computer systems integration services.
China	Beijing Yan Hua Xing Ye Electronic Science & Technology Co., Ltd.	Marketing and sales of industrial computers.
China	Advantech Technology (China) Company Ltd.	Production and sales of interface cards, peripheral equipment chassis, plastic casings, and accessories.
China	Shanghai Advantech Intelligent Services Co., Ltd.	Overseas investment.
China	Xi'an Advantech Software Ltd.	Software technology development and software product manufacturing.
China	Advantech Service-IoT (Shanghai) Co., Ltd.	Technical development, consulting, and services in the field of intelligent technology.
China	Shenzhen Cermate Technologies Inc.	Production of LCD touch screens, USB data cables, and industrial computers.
China	Adveco Technology Co., Ltd.	Technical development, consulting, and services in the field of smart buildings.
China	Adveco Management Consulting Co., Ltd.	Corporate management consulting, information consulting, planning, and services.

Country/Region	Company Name	Main Business Activities
China	Adveco Management Consulting No.1 (Limited partnership)	Corporate management consulting, information consulting, planning, and services.
China	Adveco Management Consulting No.2 (Limited partnership)	Corporate management consulting, information consulting, planning, and services.
China	Shanghai Fuhua Huichuang Intelligent Information Technology Co., Ltd.	Development and sales of information security equipment, intelligent systems, and cloud technology.
Japan	Advantech Japan Co., Ltd. (AJP)	Marketing and sales of industrial computers.
South Korea	Advantech KR Co., Ltd. (AKR)	Marketing and sales of industrial computers.
Netherlands	Advantech Europe Holding B.V. (AEUH)	Overseas investment in manufacturing and service industries.
Netherlands	Advantech Europe B.V. (AEU)	Marketing and sales of industrial computers.
Netherlands	Advantech Automation Corporation B.V. (AAC NL)	Overseas investment in manufacturing and service industries.
Germany	AURES Technologies GmbH	Sales of retail-related hardware and computer equipment.
Germany	Advantech Europe B.V. (German branch)	Provision of marketing support services.
USA	Advantech Corporation (ANA)	Assembly, marketing, and sales of industrial computers.
USA	BitFlow, Inc. (ABO)	Core high-speed image acquisition technologies in the high-end imaging and AI machine vision fields.
USA	A.G.H. US Holding Company, Inc.	Holding company.
USA	Retail Technology Group Inc.	Maintenance, installation, and technical support for retail services.
USA	Aures Technologies Inc.	Sales of retail-related hardware and computer equipment.
Czech Republic	Advantech Czech s.r.o. (ACZ)	Automatic control manufacturing.
Ireland	Advantech Technology Limited (AIE)	Industrial network communication.
Poland	Advantech Poland Sp zo.o. (APL)	Marketing and sales of industrial computers.

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Country/Region	Company Name	Main Business Activities
Poland	Advantech Europe B.V. (Polish branch)	Provision of marketing support services.
Spain	Advantech Europe B.V. (Spanish branch)	Provision of marketing support services.
France	Aures Technologies S.A.	Sales of retail-related hardware and computer equipment.
France	Advantech Europe B.V. (French branch)	Provision of marketing support services.
Italy	Advantech Europe B.V. (Italian branch)	Provision of marketing support services.
Sweden	Advantech Europe B.V. (Swedish branch)	Provision of marketing support services.
UK	J2 Systems Technology Limited	Holding company.
UK	AURES Technologies Ltd.	Sales of retail-related hardware and computer equipment.
UK	Advantech Europe B.V. (UK branch)	Provision of marketing support services.
Singapore	Advantech Co., Singapore Pte, Ltd. (ASG)	Marketing and sales of industrial computers.
Thailand	Advantech Corporation (Thailand) Co., Ltd. (ATH)	Marketing and sales of industrial computers.
Indonesia	PT. Advantech International (AID)	Marketing and sales of industrial computers.
Malaysia	Advantech Co., Malaysia Sdn. Bhd (AMY)	Marketing and sales of industrial computers.
India	Advantech Industrial Computing India Private Limited (AIN)	Marketing and sales of industrial computers.
India	Advantech Raiser India Private Limited (ARI)	Marketing and sales of industrial computers.
Australia	Advantech Australia Pty Ltd. (AAU)	Marketing and sales of industrial computers.
Australia	AURES Technologies Pty Ltd.	Sales of retail-related hardware and computer equipment.
Vietnam	Advantech Vietnam Technology Company Limited (AVN)	Marketing and sales of industrial computers.
Hong Kong	Advantech Automation Corp. (HK) Limited (AAC HK)	Overseas investment in manufacturing and service industries.

Country/Region	Company Name	Main Business Activities
Hong Kong	HK Advantech Technology Co., Ltd. (ATC HK)	Overseas investment in manufacturing and service industries.
Canada	Advantech Corporation (Canadian branch)	Provision of marketing support services.
Canada	Cermate Software Inc. (CSI)	Software development.
Brazil	Advantech Brasil Ltd. (ABR)	Marketing and sales of industrial computers.
Mexico	Advantech Electronics, S.A.PI. DE C.V. (AMX)	Marketing and sales of industrial computers.
UAE	Advantech Technology FZCO (ADB)	Industrial network communication.
Turkey	Advantech Turkey Teknoloji A.S. (ATR)	Wholesale of computers and peripheral equipment.
Israel	ADVANTECH IOT ISRAEL LTD. (AIL)	Industrial network communication.
British Virgin Islands	Advantech Technology Co., Ltd. (ATC)	Overseas investment in manufacturing and service industries.
Samoa	Landmark Co., Ltd. (Landmark)	Investment company.
Cayman Islands	Advantech Corporate Investment Ltd. (ACI KY)	Investment company.

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ISO Certification		Certification Scope							Corresponding SDGs
Category	ISO Standard	HQ	ATMC	AKMC	AJP	AKR	ANA	AEU	
Quality	ISO 9001 Quality Management System	☒	☒	☒	☒	☒	☒	☒	   
	ISO 13485 Medical Devices Quality Management System	☒	☒	☒			☒	☒	 
	ISO 17025 Laboratory Quality Management System	☒	☒	☒			☒		-
Environment	ISO 14001 Environmental Management System	☒	☒	☒	☒	☒	☒	☒	           
	ISO 14064 Greenhouse Gas Inventory Standard	☒	☒	☒	☒	☒		☒	 
	ISO 50001 Energy Management System	☒	☒	☒					   
Safety	ISO 45001 Occupational Health and Safety Management System	☒	☒	☒		☒	☒	☒	      
Information Security	ISO 27001 Information Security Management System	☒	☒	☒			☒	☒	-

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Appendix 5: Participation and Resources Invested in Associations

Significance and Importance of Participation in Associations

Advantech participates in domestic and overseas government and non-governmental organizations to promote industrial IoT solutions for smart factory, smart manufacturing, smart healthcare, smart transportation, smart logistics and retail, and the iEMS. In addition, we also participate in various IoT technology certification bodies around the world to ensure the introduction and promotion of cutting-edge IoT technologies to the public.

Under Advantech's vision of "Enabling an Intelligent Planet," we have dedicated consistent efforts to building a complete industrial ecosystem with various industries and partners from day one, and co-created various IoT software and hardware solutions.

Performance Overview

Advantech participates in more than 40 government and non-governmental associations and organizations around the world, engaging in and investing more than NT\$4 million in industry promotion, technological development, and green sustainability, mobilizing hundreds of employees around the world to take part.

Highlight Project 1

From AI implementation to global collaboration, Advantech pushes forward high-quality development in the manufacturing industry

Advantech was invited to attend the Industrial Internet Conference. Allan Tsay, president of the Industrial IoT Group, Advantech China, participated in the roundtable discussion on "The Era of Artificial Intelligence, Insights and Exploration of the Pathway for High-Quality Development of Industrial IoT" as a "practitioner and promoter of smart manufacturing," and discussed the new trend of integrating AI into industry with representatives of SAP, Huawei, Zenith Steel Group, and Antiy Labs. He shared Advantech's real-world experience in AI+ manufacturing and global ecosystem strategy, which received enthusiastic responses and attracted great attention at the venue.

Advantech pointed out that the value of AI is not limited to innovative concepts, but whether it can stably provide better results that can be replicated in real-world production situations. Using our own electronics manufacturing production lines as an example, we optimized the switching and spot inspection process through multi-modal edge AI technology, significantly reducing the amount of manpower needed and improving production efficiency and yield. In terms of energy management, we integrated AI algorithms with photovoltaic and energy storage systems to realize dynamic coordination of production and energy consumption, and help reduce carbon emissions and improve the efficiency of the manufacturing process.

With operations around the world, Advantech further extended its mature smart manufacturing experience to overseas markets, supporting customers in building a smart factory system that takes into account local operations and global collaboration. Through the integrated application of "technology, scenario, and system capabilities," Advantech continues to advance the manufacturing industry toward greater quality, resilience, and sustainability.



Highlight Project 2

Advantech accelerates AI-powered upgrade to situation-based smart manufacturing

In the manufacturing industry's smart and sustainable transformation process, Advantech is implementing situation-based AI applications in our production sites. In 2025, we were invited to attend the "China Industrial AI Conference" organized by the China Association for Mechatronics Technology and Application. Senior Industry Development Manager Li Jin was invited to share Advantech's practical experience in edge computing and AI integration.

Advantech pointed out that the key to smart manufacturing is not the stacking of technologies, but whether it can create replicable application results in core scenarios, including equipment operation and maintenance, energy management, EHS, and supply chain. Using Advantech's manufacturing center as an example, nearly 20 AI application scenarios have been introduced in the 7 major manufacturing services. We are using AI Agents to analyze production bottlenecks, perform preventive maintenance of equipment, and optimize the supply chain, significantly improving productivity and the speed of decision-making.

In terms of energy and safety management, we further extended the capabilities of AI to carbon management and EHS applications, helping Advantech reduce energy consumption and strengthen compliance management. We provide the manufacturing industry with upgrade paths that take into account efficiency, resilience, and sustainable development through total solutions of "Edge AI+ Scenario Application."



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Highlight Project 3

Precision alignment with key system integrators during the CSIA Annual Conference expands edge AI business opportunities for Advantech in North America

Advantech North America (ANA) participated in the annual conference of the Control System Integrators Association (CSIA) held in San Diego, California. The top system integrators and automation experts in North America gathered together at the event. The main goal for participating in the event was to make contact with key system integrators and retailers, and raise market awareness of Advantech edge AI products through demonstrations and real-world examples. At the booth, we introduced an edge AI computing platform equipped with NVIDIA's Blackwell GPU, IPCs and AI hardware designed for real-time factory operations, and LoRaWAN sensors for predictive maintenance and energy monitoring, presenting a variety of applications for manufacturing scenarios. The event successfully attracted multiple heavy weight potential customers and channel partners. The team plans to build on the benefits from participating in the event and follow up on these qualified potential customers, arranging exclusive calls to explore cooperation opportunities, and strengthening strategic partnerships in the system integration ecosystem through LinkedIn.



Highlight Project 4

Advantech collaborates with Taiwan Cold Chain Association and industry partners to develop efficient, low-carbon smart logistics scenarios

As AI, edge computing, and IoT technologies mature and importance continues to be attached to ESG, energy conservation, and carbon reduction, Advantech is committed to connecting sensing, computing, and cloud applications through edge computing and AIoT platforms, helping logistics and transportation companies make progress in their digital transformation and low-carbon operations. At the "30th Taipei International Logistics & IoT Exhibition" in August 2025, Advantech collaborated with the Taiwan Cold Chain Association and multiple ecosystem partners to showcase all scenarios solutions for warehousing, automated handling, cold chain monitoring, smart fleet, port asset tracking, and retail services, showing actual results of technology-driven improvements in operational efficiency reduction of carbon emissions. The solution used for demonstration showed that real-time route optimization, driving behavior analysis, and preventive maintenance mechanisms effectively reduced carbon emissions and fuel consumption by more than 25%, creating a win-win situation for energy conservation and operations.



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Highlight Project 5

Advantech joins the Taiwan Nature Positive Initiative (TNPI), empowering ecological protection through its core business

Advantech is deeply involved in the Taiwan Nature Positive Initiative (TNPI) for ecological protection, and stays up to date on the latest trends in "Nature Positive" and biodiversity by attending the Chief Sustainability Officer Lunar New Year Engagement Tea Party, engaging in exchanges on biodiversity cooperation and governance strategies with the public sector and companies, attending forums related to CBD COP16 and UNFCCC COP30, monitoring the latest business activities related to global biodiversity and climate change, and attending the nature expert engagement tea and workshops. We are also attempting to assist ecological conservation or environmental monitoring with the advantages of our core business.



Highlight Project 6

RE100 and supply chain empowerment

As an important member of RE100, Advantech not only regularly attends its general meetings and online technical meetings, but also participates in the latest Tre 100 initiatives, discussions on Taiwan's CPPA price survey, and discussions on the supply and demand of renewable energy in Taiwan. Advantech has also served as the chair of general meetings and guided participatory discussions. We consider energy transition to be a collective action. In response, we organized several exclusive training sessions for supply chains and RBUs, and deeply embedded knowledge of the transition to green electricity in the global operations network and supply chain partners, ensuring that upstream and downstream partners move at the same pace to accelerate the achievement of 100% renewable energy.

Advantech actively participates in climate change-related initiatives, and strives to become aligned with international carbon reduction targets

Advantech's policy statement on climate change is consistent with the Paris Agreement's goal of keeping global warming below 1.5 degrees Celsius. We actively participate in climate change-related initiatives and organizations, and issue statements on our ESG official website regarding our participation in the management mechanisms of climate change-related associations.

We are actively participating in the following climate change-related initiatives:

- SBTi: Advantech aligned with the target to keep global warming below 1.5°C in 2025, and our application to update the target was approved in 2026.



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Topics of concern of the associations that Advantech participates in:

Topic of concern	Level of support	Advantech's position and significance of participation	Actual investment in 2025 (NTD)
Topic of Concern 1 Smart manufacturing and industry promotion	1. Strong support 2. Advantech's technological expertise and development strategies are highly aligned with global market trends. We show our commitment to cultivating domestic and global markets through practical actions.	Advantech has focused on the field of smart manufacturing with edge computing and AI as the core, combining industrial computers, IoT platforms, and industry application solutions to help companies realize equipment networking, data visualization, and decision optimization. As such, Advantech has become a key driver of digital transformation in the manufacturing industry. In terms of industry promotion, we not only provide technologies, but also actively participate in associations and industry alliances, connecting system integrators, equipment manufacturers, and end users to set standards and facilitate cooperation in the ecosystem. The platform provided by these associations enables Advantech to stay up to date on policy trends and respond to industry demands, while expanding our technological influence and strengthening our key role in the value chain of smart manufacturing.	\$1,536,092
Topic of Concern 2 Innovative applications of edge AI and AIoT	1. Strong support 2. Showcase our technical capabilities and promote the application of AI and edge computing technologies in the global market	Advantech actively participates in related industry associations and technology alliances to promote innovative applications of edge AI and AIoT. We accelerate the formulation of technical standards, platform integration, and verification of applications in the field through cross-domain cooperation. The platform provided by these associations enables Advantech to connect chip manufacturers, system integrators, and end customers for the implementation of a complete architecture from sensing, computing, to cloud management. At the same time, we increased the exposure of edge AI's actual performance in key scenarios, such as smart manufacturing, energy management, and smart cities through initiatives and dialogue with the industry, increasing the brand's influence and international visibility, and consolidating Advantech's strategic position in the edge AI ecosystem.	\$1,817,029
Corporate sustainability and support for climate change initiatives	1. Strong support 2. Advantech mainly sponsors professional research and participates in climate change-related forums, training, policy initiatives, and discussions	Advantech actively sponsors the projects of non-profit organizations related to biodiversity, climate change, and forest protection. We regularly attend climate change and renewable energy policy discussions, training, and workshops organized by RE100, the Taiwan Nature Positive Initiative, the Business Council for Sustainable Development of the Republic of China, and the CommonWealth Sustainability Association. We also actively follow up on SBTi, TCFD, TNFD, and IFRS related commitments and information disclosures. Advantech regularly sponsors community biodiversity and forest protection projects, such as river and wetland protection as well as community park maintenance work at the Neihu headquarters. Advantech has adopted the coastlines near Linkou Park, actively cleaning and maintaining them. We engage in reforestation at our Taichung office.	\$1,093,222

Item	Amount invested in 2025 (NTD)
Lobbying, interest representation or similar	0
Local, regional or national political campaigns /organizations / candidates	0
Trade associations or tax-exempt groups (e.g. think tanks)	4,446,343
Other (e.g. spending related to ballot measures or referendums)	0
Total contributions and other spending	4,446,343
Data coverage (as % of denominator, indicating the organizational scope of the reported data)	95%

*Note: Calculation logic and methods in 2025:
*Number of employees covered/Number of Advantech employees worldwide= 9020(3,856 ACL+526 ANA+1,200 ACN+2,227 AKMC+271 AJP+128 AKR+812 AEU)/9494
Number of Advantech employees worldwide: 9,494
Number of ACL employees: 3,856
Advantech Corp. Number of ANA employees: 526
Number of ACN employees: 1,200
Number of AKMC employees: 2,227
Advantech Japan Co. LTD. Number of AJP employees: 271
Number of AKR employees: 128
Number of AEU employees: 812

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1	Taipei Computer Association (Taiwan)	2025 annual membership fee	15,000	-	A	Tier 1 membership	Promote computer applications, drive economic development, and coordinate industry solidarity
2	Taiwan Automation Intelligence and Robotics Association (TAIROA) (Taiwan)	2025 annual membership fee	40,000	-	A	Tier 1 membership/ Director	Promote smart manufacturing and smart factory automation, and serve as a practical lecturer in association courses numerous times
3	Petrochemical Industry Association of Taiwan (Taiwan)	January to June 2025 membership fee	21,000	-	A	Tier 1 membership	Promote IoT platforms and smart manufacturing development
4	Petrochemical Industry Association of Taiwan (Taiwan)	July to December 2025 membership fee	21,000	-	A	Tier 1 membership	Promote IoT platforms and smart manufacturing development
5	Taiwan Electronic Equipment Industry Association (TEEIA) (Taiwan)	2025 annual membership fee	36,000	-	A	Organization membership	Promote the establishment of IoT platforms and improve Taiwan's electronic equipment ecosystem
6	Chinese International Economic Cooperation Association (CIECA) (Taiwan)	2025 annual membership fee	20,000	-	A	Organization membership	"Participation in the organization's international economic cooperation initiatives helps expand Taiwan's IIoT applications and substantial relationships with other countries"
7	Taiwan Association of Machinery Industry (TAMI) (Taiwan)	2025 annual membership fee	52,800	-	A	Organization membership	Assist machine tool and other machinery industries in implementing smart machinery applications and expanding Taiwan's smart machinery cloud ecosystem
8	Taiwan Telematics Industry Association (Taiwan)	2025 annual membership fee	20,000	-	A	Tier 2 membership/ Director	Drive the development of Taiwan's Internet of Vehicles industry and enhance its international competitiveness
9	Taiwan Cold Chain Association (Taiwan)	2025 annual membership fee	20,000	-	A	Tier 1 membership	Collaborate with association members from industry, government, and academia to form a national cold chain team, establishing a strong presence in Taiwan while expanding into Southbound markets
10	Institute for Biotechnology and Medicine Industry (Taiwan)	2025 annual membership fee	20,000	-	A	Organization membership	Jointly drive the development of Taiwan's smart healthcare together with medical institutions and industry peers that are members of the organization, and also jointly promote Taiwan's smart healthcare to Southeast Asia.
11	Intelligent Computer & AIoT Association (Taiwan)	2025 annual membership fee	50,000	-	A	Type A membership	"This association was jointly founded by peers in Taiwan's industrial PC industry, and aims to jointly implement AIoT-related policies and form an industry consensus and direction"
12	PCI Special Interest Group	2024 annual membership fee	121,706	USD 3,750.00	B		

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13	AIA (Association for Advancing Automation) (USA)	2025 annual membership fee	57,258	USD 1,800.00	B	Enterprise membership	Advance industrial automation technology
14	OPC Foundation (USA)	2025 annual membership fee	715,725	USD 22,500.00	B	Enterprise membership	Define future technology standards for IIoT
15	ODVA (Open Device Net Vendors Association) (USA)	2025 annual membership fee	248,118	USD 7,800.00	B	Enterprise membership	Promote technologies and standards related to industrial automation
16	CSIA (Control System Integrators Association) (USA)	2025 annual membership fee	72,368	USD 2,275.00	B	Enterprise membership	Promote technologies and standards related to industrial automation
		sponsor of the conference exhibition	63,620	USD 2,000.00	B	Enterprise membership	Promote technologies and standards related to industrial automation
17	AHTD (Association for High Technology Distribution) (USA)	2025 annual membership fee	106,564	USD 3,350.00	B	Enterprise membership	Promote technologies and standards related to industrial automation
		sponsor of the conference exhibition	31,810	USD 1,000.00	B	Enterprise membership	Promote technologies and standards related to industrial automation
18	CC-Link Partner Association (Japan)	2025 annual membership fee	21,680	JPY 100,000.00	A	Enterprise membership	Promote industrial automation-related industries
19	Anritsu Fuji Meeting annual membership fee (Japan)	2025 annual membership fee	9,539	JPY 44,000.00	A	Enterprise membership	Promote industrial automation-related industries
20	Semiconductor Equipment Association of Japan (Japan)	2025 annual membership fee	78,048	JPY 360,000.00	A	Enterprise membership	Promote Japan's semiconductor technology

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21	Tokyo GAS Joywatcher Partner annual membership fee (Japan)	2025 annual membership fee	21,680	JPY 100,000.00			Promote industrial automation-related industries
22	Guangdong Printed Circuit Association	2025 annual membership fee	8,882	CNY 2,000.00	B	General membership	Promote IoT related technologies and trends
23	Shanghai Association for Artificial Intelligence	2025 annual membership fee	22,205	CNY 5,000.00	A	General membership	Promote machine vision-related technologies and trends
24	Shanghai Internet of Things Industry Association (China)		0		A	Enterprise membership	Promote energy storage technologies and trends
25	China Printed Circuit Association (China)	2025 annual membership fee	13,323	CNY 3,000.00	A	General membership	
26	Chinese Association of Automation (China)				A	Vice chairman	
27	China Motion Control Industry Alliance (China)	2025 annual membership fee	13,323	CNY 3,000.00			
28	LoRa Alliance (Global)	Participation in association forums or related exhibitions	233,175	USD 7,500.00	B	General membership	Develop LPWAN for IoT applications
29	Taiwan High-Tech Facility Association (Taiwan)	2025 annual membership fee	20,000	-	A	Founding member	Promote the WISE-IoT platform and ESG-related solutions to high-tech companies in Taiwan
30	Business Council for Sustainable Development of the Republic of China (Taiwan)	2026 annual membership fee	60,000	-	C	Permanent member	Gain new knowledge on corporate sustainability to improve corporate sustainability performance
31	Taiwan Nature Positive Initiative (Taiwan)	Participation in association forums or related training events	350,000	-	C	General membership	Gain new knowledge on corporate sustainability to improve corporate sustainability performance
32	CommonWealth Sustainability Association (Taiwan)	Participation in association forums or related training events	120,000	-	C	General membership	Gain new knowledge on corporate sustainability to improve corporate sustainability performance
33	RE100 (Global)	Participation in association forums or related training events	242,175	USD 6,500.00	C	General membership	Gain new knowledge on corporate sustainability to improve corporate sustainability performance

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34	The Society of Wilderness (Taiwan)	Sponsor of restoration activities in Xizhi and Neihu	103,900		C		Gain new knowledge on corporate sustainability to improve corporate sustainability performance
35	Taiwan Reforestation Association (Taiwan)	Assisted in the reforestation of Taiwan's shallow mountains	103,900	-	C	General membership	Gain new knowledge on corporate sustainability to improve corporate sustainability performance
36	CDP Worldwide	Joined the initiatives and disclosure	113,247	USD 3,875.00	C	General membership	CDP carbon disclosure reports are required by key accounts (KA) and various ratings, so an annual fee must be paid.
37	EcoVadis (Global)	Joined the initiatives and disclosure					Joined the initiatives and disclosure
38	PICMG (PCI Industrial Computer Manufacture)	2024 annual membership fee	121,706	USD 3,750.00	A	Enterprise membership	
39	Information Service Industry Association of R.O.C.	2025 annual membership fee	15,000		B	General membership	
40	Taiwan Energy Service Association	2025 annual membership fee	18,000		A	General membership	
41	Taiwan Silk & Filament Weaving Industrial Association	2025 annual membership fee	15,000		A	General membership	
42	Taiwan Chemical Industry Association	2025 annual membership fee	100,000		A	General membership	
43	ProfiBus & ProfiNet International	2025 annual membership fee	50,000		A	General membership	
44	Food Industry Intelligent Automation Association Taiwan	2025 annual membership fee	21,800		A	General membership	
45	(ISA)International Society of Automation	Membership fee for July 17, 2025 to December 2026	44,750	USD 1,531.00	A	General membership	
46	Open Source Robotics Foundation, In	2025 annual membership fee	53,792	USD 1,665.00	A	General membership	
47	Taiwan Defense Industry Development Association		90,000		A	General membership	Joined the association to promote drone products

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48	Single Pair Ethernet System Alliance (SPE Alliance)	2025 annual fee	84,625	EUR 2500	B	General membership	Define future technology standards for IIoT
49	Taoyuan Linkou Gong San Industrial Zone Manufacturers Association	2025 annual membership fees of the manufacturers association	18,000		A	General membership	
50	Taiwan Intelligent Building Association	Annual fee (2023-2026)	46,000		A	General membership	Expand building energy management solutions
51	National Association of Small and Medium Enterprises, R.O.C.	2025 annual membership fee of the Friendship Club of Winners of National Award of Outstanding SMEs	15,000		A	General membership	
52	Taipei NeiHu Technology Park Development Association	Annual fee	5,000		A	General membership	
53	Taiwan Chain Stores and Franchise Association	2025 annual membership fee	38,000		A	General membership	
54	Taiwan Electronic Equipment Industry Association	2025 annual membership fee	36,000		A	General membership	Promote factory automation and Industry 4.0 applications
55	The Autoware Foundation	2025 annual membership fee	405,625	USD 12,500	A	General membership	Define future technology standards for IIoT
Total Investment			NTD 4,446,343.45				
NTD:USD=1:31.81 NTD:JPY=1:0.2168 NTD:CNY=1:4.441							
			\$1,093,222	ESG (Climate Change and Sustainability Activities)			
			\$1,817,029	Innovative applications of edge computing and AIoT			
			\$1,536,092	Smart manufacturing and industry promotion			

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Appendix 6 Employee Structure

Number of Advantech Employees in 2025

Region	Taiwan	China		Japan	South Korea	Europe	United States	Other regions	Total worldwide
		ACN	AKMC(Kunshan)						
Number of employees	3,856	1,200	2,227	271	128	812	526	474	9,494
Remarks			Manufacturing center						

* Note:

1. The number of employees does not include affiliated companies.
2. This report only discloses information on the 6 major regions. The “Total worldwide” in the table is the total number of Advantech employees in the 6 major regions and other regions.

Region	Item		Number and proportion of males (%)		Number and proportion of women (%)		Number and proportion of people whose gender is not disclosed (%)		Total number of people
Headquarters	Employees	Total number of employees	2,046	53.06%	1,810	46.94%	0	0.00%	3,856
		Senior Executives (F and above)	81	86.17%	13	13.83%	0	0.00%	94
	Job Grade	Mid-level Managers (E1, E2)	362	78.02%	102	21.98%	0	0.00%	464
		General Staff (D3 and below)	1603	48.61%	1695	51.39%	0	0.00%	3,298
	Employee Age	30 years old and under	216	38.57%	344	61.43%	0	0.00%	560
		31-49 years old	1,352	53.48%	1,176	46.52%	0	0.00%	2,528
		50 years old and above	478	62.24%	290	37.76%	0	0.00%	768
		Not disclosed	0	0%	0	0%	0	0%	0
	Employment Type	Full-time	2,011	53.05%	1,780	46.95%	0	0.00%	3,791
		Full-time contract	27	61.36%	17	38.64%	0	0.00%	44
		Intern/Part-time	8	38.10%	13	61.90%	0	0.00%	21
	Job Function Classification	R&D	1,272	76.67%	387	23.33%	0	0.00%	1,659
		Sales and Marketing	110	37.16%	186	62.84%	0	0.00%	296
		Administration	201	37.36%	337	62.64%	0	0.00%	538
		Manufacturing (Direct + Indirect)	463	33.97%	900	66.03%	0	0.00%	1363

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Region	Item		Number and proportion of males (%)		Number and proportion of women (%)		Number and proportion of people whose gender is not disclosed (%)		Total number of people
Advantech China	Employees	Total Company Employees	1900	55.44%	1512	44.12%	15	0.44%	3,427
	Job Grade	Senior Executives (F and above)	22	73.33%	8	26.67%	0	0.00%	30
		Mid-level Managers (E1, E2)	80	63.49%	45	35.71%	1	0.79%	126
		General Staff (D3 and below)	1798	54.97%	1459	44.60%	14	0.43%	3,271
	Employee Age	30 years old and under	323	63.21%	188	36.79%	0	0.00%	511
		31-49 years old	1424	52.72%	1277	47.28%	0	0.00%	2,701
		50 years old and above	153	76.50%	47	23.50%	0	0.00%	200
		Not disclosed	0	0.00%	0	0.00%	15	100.00%	15
	Employment Type	Full-time	1892	55.47%	1504	44.09%	15	0.44%	3,411
		Full-time contract	8	53.33%	7	46.67%	0	0.00%	15
		Intern/Part-time	0	0.00%	1	100.00%	0	0.00%	1
	Job Function Classification	R&D	432	63.16%	244	35.67%	8	1.17%	684
		Sales and Marketing	284	58.20%	199	40.78%	5	1.02%	488
		Administration	128	38.10%	206	61.31%	2	0.60%	336
		Manufacturing (Direct employees)	1056	55.03%	863	44.97%	0	0.00%	1919
Advantech Japan	Employees	Total Company Employees	172	63.47%	85	31.37%	14	5.17%	271
	Job Grade	Senior Executives (F and above)	8	80.00%	2	20.00%	0	0.00%	10
		Mid-level Managers (E1, E2)	24	96.00%	1	4.00%	0	0.00%	25
		General Staff (D3 and below)	140	59.32%	82	34.75%	14	5.93%	236
	Employee Age	30 years old and under	12	85.71%	2	14.29%	0	0.00%	14
		31-49 years old	60	55.05%	48	44.04%	1	0.92%	109
		50 years old and above	100	74.07%	35	25.93%	0	0.00%	135
		Not disclosed	0	0.00%	0	0.00%	13	100.00%	13

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Advantech Japan	Employment Type	Full-time	154	62.60%	78	31.71%	14	5.69%	246
		Full-time contract	18	72.00%	7	28.00%	0	0.00%	25
		Intern/Part-time	0	0%	0	0%	0	0%	0
	Job Function Classification	R&D	35	83.33%	3	7.14%	4	9.52%	42
		Sales and Marketing	69	72.63%	23	24.21%	3	3.16%	95
		Administration	15	39.47%	21	55.26%	2	5.26%	38
		Manufacturing (Direct employees)	53	55.21%	38	39.58%	5	5.21%	96
Advantech South Korea	Employees	Total Company Employees	82	64.06%	46	35.94%	0	0.00%	128
	Job Grade	Senior Executives (F and above)	11	91.67%	1	8.33%	0	0.00%	12
		Mid-level Managers (E1, E2)	8	88.89%	1	11.11%	0	0.00%	9
		General Staff (D3 and below)	63	58.88%	44	41.12%	0	0.00%	107
	Employee Age	30 years old and under	23	62.16%	14	37.84%	0	0.00%	37
		31-49 years old	39	56.52%	30	43.48%	0	0.00%	69
		50 years old and above	20	90.91%	2	9.09%	0	0.00%	22
		Not disclosed	0	0%	0	0%	0	0%	0
	Employment Type	Full-time	78	64.46%	43	35.54%	0	0.00%	121
		Full-time contract	4	57.14%	3	42.86%	0	0.00%	7
		Intern/Part-time	0	0%	0	0%	0	0%	0
	Job Function Classification	R&D	18	75.00%	6	25.00%	0	0.00%	24
		Sales and Marketing	33	53.23%	29	46.77%	0	0.00%	62
		Administration	9	47.37%	10	52.63%	0	0.00%	19
		Manufacturing (Direct employees)	22	95.65%	1	4.35%	0	0.00%	23

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Advantech Europe	Employees	Total Company Employees	553	68.10%	254	31.28%	5	0.62%	812
	Job Grade	Senior Executives (F and above)	31	81.58%	7	18.42%	0	0.00%	38
		Mid-level Managers (E1, E2)	64	76.19%	20	23.81%	0	0.00%	84
		General Staff (D3 and below)	458	66.38%	227	32.90%	5	0.72%	690
	Employee Age	30 years old and under	73	68.22%	33	30.84%	1	0.93%	107
		31-49 years old	294	65.48%	152	33.85%	3	0.67%	449
		50 years old and above	186	72.66%	69	26.95%	1	0.39%	256
		Not disclosed	0	0%	0	0%	0	0%	0
	Employment Type	Full-time	542	68.43%	245	30.93%	5	0.63%	792
		Full-time contract	5	50.00%	5	50.00%	0	0.00%	10
		Intern/Part-time	6	60.00%	4	40.00%	0	0.00%	10
	Job Function Classification	R&D	181	90.05%	17	8.46%	3	1.49%	201
		Sales and Marketing	212	65.63%	110	34.06%	1	0.31%	323
		Administration	65	37.57%	108	62.43%	0	0.00%	173
		Manufacturing (Direct employees)	95	82.61%	19	16.52%	1	0.87%	115
Advantech USA	Employees	Total Company Employees	342	65.02%	184	34.98%	0	0.00%	526
	Job Grade	Senior Executives (F and above)	24	82.76%	5	17.24%	0	0.00%	29
		Mid-level Managers (E1, E2)	99	78.57%	27	21.43%	0	0.00%	126
		General Staff (D3 and below)	219	59.03%	152	40.97%	0	0.00%	371
	Employee Age	30 years old and under	26	56.52%	20	43.48%	0	0.00%	46
		31-49 years old	165	61.57%	103	38.43%	0	0.00%	268
		50 years old and above	139	69.50%	61	30.50%	0	0.00%	200
		Not disclosed	12	100.00%	0	0.00%	0	0.00%	12

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Advantech USA	Employment Type	Full-time	329	64.26%	183	35.74%	0	0.00%	512
		Full-time contract	12	100.00%	0	0.00%	0	0.00%	12
		Intern/Part-time	1	50.00%	1	50.00%	0	0.00%	2
	Job Function Classification	R&D	66	90.41%	7	9.59%	0	0.00%	73
		Sales and Marketing	113	67.26%	55	32.74%	0	0.00%	168
		Administration	69	50.36%	68	49.64%	0	0.00%	137
		Manufacturing (Direct employees)	94	63.51%	54	36.49%	0	0.00%	148
Other regions	Employees	Total Company Employees	314	66.24%	129	27.22%	31	6.54%	474
	Job Grade	Senior Executives (F and above)	8	88.89%	1	11.11%	0	0.00%	9
		Mid-level Managers (E1, E2)	38	69.09%	13	23.64%	4	7.27%	55
		General Staff (D3 and below)	268	65.37%	115	28.05%	27	6.59%	410
	Employee Age	30 years old and under	83	70.34%	35	29.66%	0	0.00%	118
		31-49 years old	188	70.68%	78	29.32%	0	0.00%	266
		50 years old and above	43	72.88%	16	27.12%	0	0.00%	59
		Not disclosed	0	0.00%	0	0.00%	31	100.00%	31
	Employment Type	Full-time	291	65.69%	121	27.31%	31	7.00%	443
		Full-time contract	7	77.78%	2	22.22%	0	0.00%	9
		Intern/Part-time	16	72.73%	6	27.27%	0	0.00%	22
	Job Function Classification	R&D	123	86.62%	8	5.63%	11	7.75%	142
		Sales and Marketing	115	63.89%	55	30.56%	10	5.56%	180
		Administration	39	35.14%	62	55.86%	10	9.01%	111
		Manufacturing (Direct employees)	37	90.24%	4	9.76%	0	0.00%	41

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Region	Item		Number and proportion of males (%)		Number and proportion of women (%)		Number and proportion of people whose gender is not disclosed (%)		Total number of people
Total	Employees	Total Company Employees	5,409	56.97%	4,020	42.34%	65	0.68%	9,494
		Senior Executives (F and above)	185	83.33%	37	16.67%	0	0.00%	222
	Job Grade	Mid-level Managers (E1, E2)	675	75.93%	209	23.51%	5	0.56%	889
		General Staff (D3 and below)	4,549	54.26%	3,774	45.02%	60	0.72%	8,383
	Employee Age	30 years old and under	756	54.27%	636	45.66%	1	0.07%	1,393
		31-49 years old	3,522	55.12%	2,864	44.82%	4	0.06%	6,390
		50 years old and above	1,119	68.23%	520	31.71%	1	0.06%	1,640
		Not disclosed	12	16.90%	0	0.00%	59	83.10%	71
	Employment Type	Full-time	5,297	56.86%	3,954	42.44%	65	0.70%	9,316
		Full-time contract	81	66.39%	41	33.61%	0	0.00%	122
		Intern/Part-time	31	55.36%	25	44.64%	0	0.00%	56
	Job Function Classification	R&D	2,127	75.29%	672	23.79%	26	0.92%	2,825
		Marketing/Sales	936	58.06%	657	40.76%	19	1.18%	1,612
		Administration	526	38.91%	812	60.06%	14	1.04%	1,352
		Manufacturing (Direct employees)	1,820	49.12%	1,879	50.72%	6	0.16%	3,705

- * Note:
1. The denominator for calculating percentages in the table above is the total number of employees in the region.
2. The number of employees is as of December 31, 2025. The total number of employees increased compared to 2024 due to capacity expansion and the inclusion of the employees of AURES, which was acquired.
3. Full-time employees in the table above are permanent full-time employees; full-time contract employees are fixed-term full-time employees; interns are fixed-term part-time employees. Advantech did not have any temporary employees and employees with non-guaranteed hours in 2025.
4. All job bands at Advantech worldwide are divided into A to H and aligned with the Global Job Band in 2022. The job band of management level supervisors (managers) is E, and executive level supervisors (assistant vice president and above) are F and above.
5. The “non-disclosed gender” column was added for employees who choose not to disclose their gender.
6. The “non-disclosed age” column was added for employees who choose not to disclose their age.
7. The number of employees above does not include workers who are not employees.

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Appendix 7 : Third Party Verification Statement



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE ADVANTECH CO., LTD.'S SUSTAINABILITY REPORT FOR 2025

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by ADVANTECH CO., LTD. (hereinafter referred to as ADVANTECH) to conduct an independent assurance of the Sustainability Report for 2025. The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standardv3 Type 2 high level during 27 March 2026 to 30 April 2026. The boundary of this report includes ADVANTECH Taiwan and oversea operational, production and service sites as disclosed in ADVANTECH CO., LTD.'s Sustainability Report of 2025. The boundary is not the same as ADVANTECH CO., LTD.'s consolidated financial statements.

SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all ADVANTECH's stakeholders stated in the Sustainability Report for 2025.

RESPONSIBILITIES

The sustainability information in the ADVANTECH's Sustainability Report of 2025 and its presentation are the responsibility of the directors or governing body (as applicable) and management of ADVANTECH. SGS has not been involved in the preparation of any of the material included in the Sustainability Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP,2018).

Assurance has been conducted at a type 2 high level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options	
1	AA1000 Accountability Principles (2018)
2	GRI (In Accordance with)
3	SASB HARDWARE Sustainability Accounting Standard (Version 2023-12)
4	Taiwan Stock Exchange Corporation (the "TWSE") Sustainability Indicators for Hardware Industries

- The evaluation of the reliability and quality of specified sustainability performance information in ADVANTECH's Sustainability Report is limited to determined material topics or those clearly marked in the report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement at a high level of scrutiny for ADVANTECH and moderate level of scrutiny for its subsidiaries or joint ventures.
- The evaluation of the report against the requirements of GRI Standards, includes GRI 1, GRI 2, GRI 3, 200, 300 and 400 series claimed in the GRI content index as material and is conducted in accordance with the standards.

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

The specified performance information includes the data for 2025, which is related to GRI 2, GRI 3, GRI 200, 300 and 400 series claimed in the GRI content index as material in ADVANTECH's Sustainability Report. The specified performance information includes the data for 2025, claimed in the content index of the SASB HARDWARE Standard, version2023-12, in ADVANTECH's Sustainability Report.

ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop research, interviews with relevant employees, superintendents, Sustainability Development Committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS

Financial data drawn directly from independently audited financial accounts. Task Force on Climate-related Financial Disclosures (TCFD) has not been checked back to source as part of this assurance process.

INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from ADVANTECH, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with professional qualifications such as ISO 26000, ISO 20121, ISO 50001, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

Message from the Executive Management

01 Sustainability Vision and Goals

02 Corporate Management and Governance

03 Innovation and Services

04 Green Operations

05 Talent and Employee Relations

06 Altruism and Social Welfare

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FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 AccountAbility Principles (2018).

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

ADVANTECH has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, ADVANTECH may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

MATERIALITY

ADVANTECH has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

IMPACT

ADVANTECH has demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements.

QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION

On the basis of the verification work performed, we checked records, project documents, project presentation, minutes of meetings, ISO certificates. We have confidence that the specified performance information included in the scope of assurance is reliable at a high level of scrutiny for ADVANTECH and at a moderate level of scrutiny for its subsidiaries.

ADHERENCE TO GRI

The report, ADVANTECH' s Sustainability Report of 2025, is reporting in accordance with the GRI Universal Standards 2021. The significant impacts were assessed and disclosed in accordance with the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to the material topics claimed in the GRI content index. The report has properly disclosed information related to ADVANTECH' s contributions to sustainability development.

For future reporting, it is recommended ADVANTECH to improve its processes of assessing impacts on the economy, environment, and people as well as the management of significant impacts.

ADHERENCE TO SASB

ADVANTECH has referenced with SASB' s Standard, Hardware, VERSION 2023-12 to disclose information of material topics that are vital for enterprise value creation. The reporting boundaries of the disclosed SASB information correspond to the financial data reported in ADVANTECH' s audited Sustainability Report of 2025. Process to identify, assess, and manage SASB-topic-related risks and opportunities were integrated into ADVANTECH' s overall management process.

Signed:
For and on behalf of SGS Taiwan Ltd.



Stephen Pao
Business Assurance Director
Taipei, Taiwan
26 May, 2026
WWW.SGS.COM



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 資誠

Independent Limited Assurance Report

PWCM26000125

To Advantech Co., Ltd.

We have been engaged by Advantech Co., Ltd. ("Company") to perform assurance procedures in respect of the key performance indicators identified by the Company and reported in the 2025 Sustainability Report (hereinafter referred to as the "Identified Key Performance Indicators") and have issued a limited assurance report based on the result of our work performed.

Subject Matter Information and Applicable Criteria

The subject matter information is the Identified Key Performance Indicators of the Company. The Identified Key Performance Indicators and the respective applicable criteria are stated in the "Summary of Subject Matter Assured" of the Sustainability Report. The scope of the Identified Key Performance Indicators is set out in the "Reporting Boundaries and Scope" of the Sustainability Report.

The respective applicable criteria referred to above are the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability and FAQ issued by the TWSE Listed Companies, related laws and regulations, the latest edition of the GRI Sustainability Reporting Standards (GRI Standards) published by the Global Reporting Initiative (GRI) and the other criteria referred to or designed by the Company based on the Company's industry characteristics and sustainability performance information reported (hereinafter referred to as the "Applicable Criteria").

Management's Responsibility

The Management of the Company is responsible for the preparation of the Identified Key Performance Indicators disclosed in the Sustainability Report in accordance with the Applicable Criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Identified Key Performance Indicators that are free from material misstatement, whether due to fraud or error.

Inherent Limitation

Certain subject matter information assured involves non-financial data which is subject to more inherent limitations than financial information. Qualitative interpretations of the relevance, materiality and the accuracy of data are more dependent on individual assumptions and judgments.

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 資誠

Compliance of Independence and Quality Management Requirement

We are independent of the Company in accordance with the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies the Standard on Quality Management 1, "Quality Management for Public Accounting Firms" of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Key Performance Indicators based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the Standard on Assurance Engagements 3000, "Assurance Engagements other than Audits or Reviews of Historical Financial Information" of the Republic of China. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the Identified Key Performance Indicators are free from material misstatement.

Under the requirements of the aforementioned standards, our limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the criteria as the basis for the preparation of the Identified Key Performance Indicators, assessing the risks of material misstatement of the Identified Key Performance Indicators whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Key Performance Indicators. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Made inquiries of the persons responsible for the Identified Key Performance Indicators to obtain an understanding of the processes, and the relevant internal controls relating to the preparation of the aforementioned information, to identify the areas where there may be risks of material misstatement; and

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- Based on the above understanding and the areas identified, performed analytical procedures on the Identified Key Performance Indicators and performed substantive testing on a selective basis, including inquiries, observation, and inspection to obtain evidence for limited assurance.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company's Identified Key Performance Indicators have been prepared, in all material respects, in accordance with the respective applicable criteria.

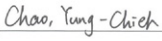
We also do not provide any assurance on the Sustainability Report as a whole or on the design or operating effectiveness of the relevant internal controls.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Key Performance Indicators in the Sustainability Report are not prepared, in all material respects, in accordance with the Applicable Criteria.

Other Matter

The Management of the Company is responsible for maintaining the Company's website. We have no responsibility to re-perform any procedures regarding the Identified Key Performance Indicators after the date of our assurance report, even if the Identified Key Performance Indicators or the Applicable Criteria have been subsequently modified.



CHAO, YUNG-CHIEH

For and on behalf of PricewaterhouseCoopers, Taiwan
August 25, 2026

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Message from the Executive Management

01 Sustainability Vision and Goals

02 Corporate Management and Governance

03 Innovation and Services

04 Green Operations

05 Talent and Employee Relations

06 Altruism and Social Welfare

Appendix

1. Financial Supervisory Commission (Taiwan, ROC)'s Request for Sustainability Disclosure for Certain Industries (Sector: Computer and Peripheral Equipment Industry) and SASB (Sector: Hardware)
2. GRI and Assurance Indicators Index
3. Basic Information of Affiliates
4. Comparison Table of Advantech's ISO Certification and UN Sustainable Development Goals (SDGs)
5. List of Public Associations Participated and Description of Investing in Resources
6. Employee Structure
7. Third Party Verification Statement
8. Third Party Assurance Report

Advantech Co., Ltd.Summary of Subject Matters Assured

No	Subject Matter Assured	Information	Page	Applicable Criteria
1	Average training hours for employees	In 2025, the average training time per person was 42.7 hours. (Note 1) Note 1: Round training hours for employees to one decimal place.	P.176-P.178	The average training hours in 2025 were calculated based on the total training hours recorded in accordance with Advantech's Education and Training Regulations divided by the total number of employees at the end of 2025.
2	Types, number of people and ratio of occupational accidents	Statistics on occupational injuries of Advantech employees, types of occupational injuries, and occupational injury statistics for non-employee workers. In 2025, the number of employee fatalities resulting from occupational injuries was 0, the number of severe occupational injuries was 0, and the number of recordable occupational injuries was 19. The occupational injury fatality rate was 0, the severe occupational injury rate (excluding fatalities) was 0, and the recordable occupational injury rate was 0.21 (Note 2). The total hours worked amounted to 17,419,178 hours. In 2025, among non-employee workers, the number of fatalities, severe occupational injuries, and recordable occupational injuries resulting from occupational incidents were all 0. The occupational injury fatality rate, severe occupational injury rate (excluding fatalities), and recordable occupational injury rate were also 0. The total hours worked by non-employee workers amounted to 221,064 hours. Note 2: The recordable occupational injury rate is calculated and truncated to two decimal places without rounding.	P.212	Please refer to the content of the sustainability report.
3	Aggregate amount of pecuniary damages resulting from legal proceedings relating to anticompetitive conduct regulations	The overall number of incidents for "Incidents of anti-competitive behavior, antitrust and monopoly behavior, and market manipulation" in 2025 was 0. Therefore, no monetary losses were incurred as a result of litigation.	P.37	Total pecuniary damages in 2025 resulting from legal proceedings relating to anticompetitive conduct regulations.
4	Ratio of significant suppliers that have signed the "Agreement for Advantech Supplier Code of Conduct"	100% of significant suppliers have signed the "Agreement for Advantech Supplier Code of Conduct"	P.49	The percentage of significant suppliers at ACL and AKMC that have signed the "Agreement for Advantech Supplier Code of Conduct.
5	The amount of fines imposed for violating environmental laws and regulations	In 2025, there was no fine imposed for violating environmental laws and regulations.	P.135	Total amount of fines imposed for violations of environmental laws and regulations related to environmental protection
6	Renewable energy consumption (kWh)	The total renewable energy consumption in 2025 was 7,284,651 kWh.	P.128、P.132	The total renewable energy consumption (kWh) in 2025 consisted of purchased renewable electricity and self-generated renewable electricity. 1. Purchased renewable electricity includes solar and wind power. The data sources include Renewable Energy Certificates (RECs) and monthly electricity bills provided by renewable energy suppliers under Power Purchase Agreements (PPAs). 2. The data sources for self-generated renewable electricity are as follows: The data sources for self-generated renewable electricity include the solar monitoring system in AKMC, annual solar project reports provided by the solar energy supplier for ANA, and renewable energy use certificates issued by the Korea Energy Agency (KEA) in AKSC.